

CANADIAN INDIGENOUS RECONCILIATION



COMMITMENT STATEMENT*

As a global leader in commercial real estate services, Cushman & Wakefield understands our work has short and long-term impacts on Indigenous communities. As such, we believe Indigenous communities are invaluable partners in our work.

Acknowledgements

- We are guided by the 'United Nations Declaration on the Rights of Indigenous Peoples', which establishes the individual and collective rights of Indigenous peoples and protects them from discriminatory policies and practices.
- We honour that our business operates on traditional Indigenous territories and treaty land.
- We recognize Indigenous People of Canada have Aboriginal title and rights, and some have treaty rights as protected by the Canadian Constitution.
- We respect the diverse and distinct traditions, values and beliefs of the First Nations, Métis, and Inuit as well as their unique connections to the Canadian lands and waters on which we live and work.
- We value Indigenous practices and know we have a lot to learn from them.
- We acknowledge that trust is earned and that reconciliation happens over time.

Commitments

- Advance Indigenous Truth and Reconciliation through a thoughtful, purposeful, measurable, and transparent long-term strategy that is action-oriented and intentionally includes the voices and experiences of the Indigenous community.
- Honour lands on which we build, the spaces that we occupy, and the people we serve.
- Consider Indigenous perspectives across our business practices, including our Sustainability strategy to make a positive impact on our communities, planet, and future.
- Cultivate a culture of curiosity, learning and respect by providing learning opportunities, setting clear expectations with aligned accountabilities, and encouraging open communication and feedback.
- Promote inclusion and development of Indigenous People in our workforce, supply chain, partnerships, clients, and communities.
- Build relationships and partnerships with Indigenous communities, facilitate dialogue, and embed learnings in business development opportunities to contribute to collective growth and prosperity.
- Invest in Indigenous communities through supplier inclusion and volunteerism to ensure they share in the economic benefits of Cushman & Wakefield's initiatives.

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*Disclaimer: The following commitment is made in accordance with applicable laws in Canada as well as traditional Indigenous territories and treaty land. We recognize that legal and regulatory frameworks may evolve over time and vary across jurisdictions, and we are committed to reviewing and updating our approach accordingly to ensure continued compliance with applicable laws in each jurisdiction.