

WHO WE ARE

Matrix Solutions Inc. is a Canadian, employee-owned environmental and engineering consulting company, committed to environmental stewardship. We deliver integrated, scalable services to clients through three primary service lines:

- Assessment, remediation, reclamation and monitoring
- Environmental planning, assessment and approvals
- Water resources

Matrix's core values and beliefs guide our work and relationships with others:

- Safety Leadership
 - ✦ Nothing is more important than protecting ourselves and others from harm.
- People and Relationships
 - ✦ It is together that we create a positive, respectful workplace that helps us be our best.
- High Performance
 - ✦ We deliver exceptional value to our clients by providing innovative solutions that are technically sound, cost-effective and timely.
- Accountability
 - ✦ We each make a difference through our decisions, our actions and our willingness to take responsibility for the results achieved.

Our work involves gathering and analyzing scientific and engineering data on behalf of clients seeking to manage environmental issues and opportunities. Matrix and our employees are part of a community that includes our clients, our neighbors, Indigenous communities and stakeholders in environmental stewardship. Much of our work for clients is located near Indigenous communities and on lands where traditional uses occur. Matrix respects the cultural diversity of Indigenous peoples and the importance of the land in Indigenous culture.

COMMITMENT

Matrix will work with Canada's Indigenous communities to build mutually beneficial relationships, recognizing that both parties are accountable for joint success. Matrix envisions relationships that:

1. Align with our clients' goals for Indigenous inclusion in our scope of work in ways that complement both Indigenous and Matrix culture.
2. Improve the quality and effectiveness of our work through the sharing of knowledge.
3. Contribute to community well-being in areas where we work.

Matrix will work toward building trust and engagement with Indigenous communities.

OPPORTUNITIES

Matrix develops business and employment opportunities with Indigenous communities through:

- Mentorship and training in environmental work that may lead to higher education, or employment with Matrix or other companies
- Business-to-business connections with Indigenous owned and staffed businesses

Through these opportunities, Matrix contributes to:

- Engagement, understanding and trust with community members
- Indigenous participation and interest in scientific environmental work activities and outcomes
- Improving the quality of Matrix's work by understanding and addressing Indigenous needs as well as leveraging local environmental insights and contributions; and
- Community well-being.



Robert Pockar, M.Sc., P.Eng.

President and CEO