

BRINGING BENEFITS TO THE ABORIGINAL COMMUNITY

ONSHORE



For centuries, Manitoba, Northern Canada, has been home to the Aboriginal peoples of the **NISICAWAYASIHK CREE NATION** (NCN). And with its vast flowing streams, the region has long been an attractive setting for clean-energy creation. Which is why **MANITOBA HYDRO**, a major generator of electricity in North America, set out to create a 200-megawatt hydroelectric generating station at Taskinigup Falls near Wuskwatim Lake. To ensure that the project brings genuine long-

term benefits to the local community, Manitoba Hydro collaborated closely with the NCN for years, creating the Wuskwatim Power Limited Partnership. In 2006, the two entities signed the historic Wuskwatim Project Development Agreement – the first of its kind in Canada. With a common vision in place, now all they needed was an expert partner that knew how to operate and maintain their remote site while implementing high-impact initiatives for the whole community.



SODEXO HAD THE PERFECT PROFILE. In addition to its proven international track record in remote-site services and sustainable development, Sodexo had been a member of the Canadian Council for Aboriginal Business (CCAB) since 1999 and the **Progressive Aboriginal Relations (PAR) program** since 2001, enjoying “Gold” certification since 2002.

If anyone had the experience and desire to make this project a true success, it was Sodexo.

CREATING POSITIVE ENERGY FOR ALL



AN IMPORTANT LOCAL MISSION

➤ This was the first time ever that Manitoba Hydro created a partnership with a local Aboriginal community to build a power station. And the NCN's involvement would be extremely in-depth. In addition to the usual services required to keep the remote site running smoothly, Sodexo would need to deliver tangible benefits to the local communities. This would mean offering subcontracting opportunities to small businesses, recruiting talent from the NCN, and

helping workers acquire skills they can use long after the project is finished.

Sodexo was well prepared for the mission. They had started developing a relationship with the NCN as early as 2003, investing three years of time and effort to better understand the environment and local needs. As a result, Sodexo was able to go in with total confidence and implement solutions that make a real difference.

DELIVERING AT EVERY LEVEL

➤ Sodexo took on a wide range of tasks, covering everything from catering and housekeeping to fire fighting and road maintenance. For example, they regularly maintain the rugged 50 km road that links the camp to the main gate, which requires snow blowing twice a week during winter and soil and gravel maintenance all summer long. To promote healthy living and leisure, Sodexo also successfully manages the recreation center which offers a gymnasium, racquetball and squash

courts, a fitness center, two movie theaters and organizes activities such as volleyball, floor hockey and baseball tournaments.

In terms of social initiatives, Sodexo effectively trains and hires Aboriginal people, purchases goods from local small businesses and achieves the four key objectives of the PAR program: business development, employment, individual capacity development and community relations.

SUCCESS AND THE NUMBERS TO PROVE IT

➤ According to a survey conducted in spring 2009, the friendliness and helpfulness of the Sodexo staff received a satisfaction rate of more than 75%. Sodexo exceeds the Aboriginal employee target at every level. For example, Aboriginal catering and housekeeping staff has reached 81% versus the original 65% goal. From 2007 to 2009, Aboriginal

employment accounted for over 383,000 hours and CAD\$9.2 million in salary. During this same period, workers received 38,000 hours of valuable training. And Sodexo has implemented a 6-month Manager Training Program in which high-potential NCN workers are prepped for full-time management positions.

« Sodexo is truly a world-class organization and fulfills one of the most fundamental roles on site. In a construction project the size of Wuskwatim there are essential services that need to be performed competently and thoroughly or the project as a whole will suffer. Sodexo has done an excellent job managing the day-to-day maintenance and operations at the camp – a joint venture with our partners, the NCN. These operations include meal preparation, facility maintenance and site accommodation. »

John Markowsky, Head of the Wuskwatim construction project



SERVICES PROVIDED BY SODEXO

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|---|-------------------------------------|------------------------|
| Road maintenance | Preventive maintenance for the camp | Housekeeping |
| Water treatment | Fire fighting | Laundry |
| Waste and water collection | Entertainment center management | Janitorial |
| Vehicle-fleet maintenance | Licensed lounge | Camp-office management |
| Electrical, plumbing and carpentry work | Convenience store | Security |
| | | Food services |