



First Nations Partnerships Framework

RELATIONSHIPS WITH PURPOSE

At Star West Petroleum, we recognize that meaningful partnerships with Indigenous communities are rooted in **mutual respect, shared priorities, and long-term relationship-building**.

That means we:

- **Meet directly with leadership, youth, and job seekers** in the Nations we serve
- **Listen first** — and work together to identify meaningful initiatives that respond to each community's unique priorities
- **Co-create tailored support**, whether that means job readiness programs, business development assistance, youth mentorship, or community sponsorships
- Remain **accountable and transparent** in all social and economic engagements

This isn't a one-size-fits-all program. It's a partnership shaped by the values, culture, and priorities of the communities we serve.

OUR APPROACH:

RELATIONSHIPS WITH PURPOSE

Our work takes place on the unceded traditional territories of many First Nations across BC. We do not take that lightly. Our presence in these lands is made possible by the stewardship, culture, and generosity of Indigenous Peoples, and our responsibility is to reflect that truth in action.



GUIDING PRINCIPLES

1. **Respect for Indigenous Rights & Governance**

- We acknowledge Aboriginal Title and Rights and operate in alignment with BC's Declaration on the Rights of Indigenous Peoples Act (DRIPA).
- We actively engage with leadership and community representatives early, openly, and throughout the life of any project or contract.

2. **Community-Driven Collaboration**

- Every Nation is unique. We meet directly with First Nations to understand their community goals, from youth empowerment to economic development to environmental priorities.
- We co-create solutions — whether that means hiring programs, skill-building workshops, business partnerships, or infrastructure support.

3. **Transparent, Accountable, and Honest Communication**

- We commit to clarity and consistency in all agreements, financial arrangements, and timelines.
- Our Indigenous Relations Director, Trent Bilodeau, ensures regular dialogue and accessibility at every stage of engagement.

4. **Economic Reconciliation and Participation**

- We currently operate under revenue-sharing agreements and support member-owned businesses and subcontractors wherever possible.
- Our team will support grant applications, employment reporting, and other tools needed to secure equitable outcomes.
- Our contracts on First Nations land include employment, training, and procurement strategies that benefit Indigenous Peoples directly.

5. **Beyond Employment: Custom-Designed Community Support**

- Employment is important — but it's not the whole picture. We work with Nations to identify where our support can make a difference:
 1. Sponsorships for youth programs and cultural events
 2. Job-readiness initiatives, ride-alongs, and training exposure
 3. Direct mentorship and school presentations from our operations, logistics, marketing, and leadership teams
- We're ready to **custom-build initiatives** around what your community identifies as a need.

6. **Support for Career Mobility and Relocation**

- We are open to offering relocation assistance for eligible hires who need to move for work or training opportunities.
- Staff are mentored by leaders across departments, promoting upward mobility within the company.

7. **Cultural Respect at Every Level**

- All employees participate in cultural awareness and inclusivity training led by our Indigenous Relations Director.
- We honour ceremonial practices and work schedules that align with cultural responsibilities and seasonal traditions.

EMPLOYMENT AND MENTORSHIP OPPORTUNITIES WITH STAR WEST PETROLEUM

1. ENTRY-LEVEL & SUPPORT ROLES

Ideal for new entrants, youth, or community members exploring the industry:

- **Warehouse Assistants** – Inventory handling, logistics support
- **Delivery Coordinators** – Scheduling, dispatch assistance
- **Customer Service Representatives** – Frontline client interaction and order support
- **Driver's Assistants / Trainee Positions** – Mentored roles for those pursuing Class 1 licenses

These roles are often paired with training and mentorship and can evolve into advanced technical or supervisory roles over time.

2. SKILLED AND TECHNICAL POSITIONS

These roles suit experienced workers or those entering through upskilling programs:

- **Class 1 Drivers (Fuel & Lubricants Delivery)** – Supported through licensing and training pathways
- **Equipment Operators** – Tank handling, pumping, and safety operations
- **Site Technicians** – Oil Analysis and equipment inspections
- **Safety and Compliance Officers** – Monitoring environmental and workplace standards

We support training for these roles via partnerships with WorkBC, CCATEC, and SASET, and can help community members access grant funding to reduce barriers to certification

3. ADMINISTRATIVE AND PROFESSIONAL CAREERS

Encouraging long-term careers in corporate functions:

- **Operations Coordinators / Logistics Planners** – Network, fleet, and supply chain management
- **Finance & Accounting Roles** – Billing, payroll, inventory costing
- **Sales & Marketing Support** – Client service, proposal writing, public-facing branding

These roles often include internal mentorship and job-shadowing. Indigenous employees can request to speak with department leads or executives to better understand career paths—and we encourage school or community groups to reach out for custom sessions.

4. LEADERSHIP DEVELOPMENT & LONG-TERM GROWTH

We're committed to nurturing Indigenous leaders from within:

- **Career Path Conversations with Senior Management** – Insight into roles like Operations Manager, Business Development Lead, Finance, and even President!
- **Internal Promotions & Training** – A clear path from front-line roles to supervisory positions
- **Customized Development Plans** – With mentorship, professional development funding, and community engagement projects

We also invite interest from Indigenous entrepreneurs or tradespeople interested in mentorship, subcontracting or vendor relationships, particularly in:

- **Tank installations and service work**
- **Technical Support and Equipment Inspections**
- **On-site safety and spill response**

LET'S BUILD THIS TOGETHER

Our goal is to foster **collaboration with care** — guided by your community's direction and values. Whether you are looking for an industry partner on major projects or simply want a relationship rooted in respect and shared opportunity, we are here to listen and work together.

We'd welcome the chance to meet, share stories, and see where our work can align with your vision

