



# Reconciliation Action Plan

---

30 Actions by 2030

## Table of Contents

---

Shared Responsibility	1
Who is the Mosaic Company?	2
A Message from Our CEO	3
Our Commitments	4
Pillar 1 – Employment & Education	5
Pillar 2 – Partnerships & Relationships	8
Pillar 3 – Economic Investment	10
Pillar 4 – Culture & Belonging	12
Our Stories	14

### **Icon Symbolism**

*The turtle symbol draws from Indigenous creation stories, emphasizing the turtle as a representation of life and the Earth.*

*The two-figure symbol represents partnership and forms a shape resembling an “M,” reflecting Mosaic’s commitment to Reconciliation.*

# Land Acknowledgment

Our work takes place on Treaty 4 and Treaty 6 territories, on the lands of the nêhiyawak (Cree), Nahkawiniwak (Saulteaux), Nakota (Assiniboine), Dakota and Lakota Peoples and on the Homeland of the Métis Nation. These lands have sustained the governance, relationships, languages and livelihoods of First Nations and Métis peoples for thousands of years. We acknowledge the Treaties established on these territories, recognize the harms and wrongs carried forward from the past, and affirm our responsibility to continue this work with care. We commit to working in relationship with First Nations, Inuit and Métis people, guided by reconciliation and by a shared expectation of cooperation and respect.



# Shared Responsibility

The land we work on has long sustained the governance, relationships, languages, cultures and livelihoods of the First Nations and Métis people who belong to these territories. We honour the deep connections Indigenous Peoples hold with land and water, and we recognize that our presence here comes through histories of Treaty, land use and colonization that continue to shape responsibilities today. We also recognize that the impacts of colonization are ongoing, not confined to the past.

Our work connects directly to land, water and community, and we have obligations that come with that connection. Reconciliation is not separate from our day-to-day operations. It shapes how we show up as an employer, a business partner and a neighbour. We are committed to moving beyond acknowledgment by building respectful relationships, supporting Indigenous self-determination, and working in ways that reflect Indigenous leadership, rights and priorities. We are grateful for the opportunity to work and learn alongside Indigenous Peoples, and we remain committed to listening, learning and acting in partnership.

Our Reconciliation Action Plan guides how we take up these responsibilities in practice and holds us accountable for learning, action and change over time.

Our principles of acting responsibly, being reliable and working toward the future guide how we approach this responsibility. For us, this means creating safe and inclusive workplaces, working with integrity, and making decisions that consider long-term impacts on people and the land. It also means understanding that reconciliation is ongoing work. Meaningful change takes sustained effort, humility and collaboration. We know this journey continues, and that there is much still to do.

# Who is the Mosaic Company?

The Mosaic Company operates globally in crop nutrition, specializing in the mining and production of potash and phosphate fertilizers. In Saskatchewan, Mosaic mines and produces potash, a fertilizer that supports crop production.

Potash is a key nutrient in fertilizer that supports crop growth. Potash from Saskatchewan is exported worldwide and is part of global agricultural supply chains. Without potash, global crop yields would drop significantly. This work is carried out with a focus on the safety of our people and care for the environment.

Mosaic contributes to Saskatchewan's economy through taxes and royalties that support public services such as health care, education and roads, while also creating thousands of jobs.

Mosaic's Saskatchewan footprint includes:

- Esterhazy Complex (K1, K2, K3), one of the world's largest underground potash mining operations.
- Belle Plaine, the world's largest potash solution mine.
- Colonsay, an underground potash mine near Saskatoon that operates as flex capacity.
- Regina (Mosaic Tower), a business office supporting potash operations.

Mosaic is a mining company, an agricultural supplier and an employer in Saskatchewan. Its operations contribute to global fertilizer supply while also supporting local employment and provincial revenue.



# A Message from Our CEO

At Mosaic, we recognize our responsibility to advance reconciliation in Saskatchewan by acknowledging the truth and learning from the complex and often painful history of First Nations, Inuit and Métis Peoples.

I have learned that true partnership means listening, asking questions and seeking to understand the concerns and hopes of Indigenous partners, groups and communities.

Trust grows through listening, collaboration and following through on our commitments. Our Reconciliation Action Plan reflects Mosaic's commitment to this ongoing work. Reconciliation is not just a plan. It is a continuous process that requires effort, respect and a willingness to face our shared history.

While we may not always get it right, we are working to do better, so we can move forward together in ways that reflect opportunity and responsibility across Saskatchewan.

**Bruce Bodine**  
President and CEO



---

# Our Commitments



*Photo: Tenille Campbell @ sweetmoonphotography.ca*

## PILLAR 1

---

# Employment & Education



**Goal:** Grow Indigenous representation in Mosaic's workforce and ready the next generation of Indigenous Peoples to join the mining industry.

## Recruitment & Retention

Action		Measures/Target	Timeline
1	Have a consistent presence at Indigenous-focused career fairs and other relevant events where career seekers may attend	<ul style="list-style-type: none"> <li>Attend a minimum of four events annually</li> <li>"Introduce self" website referrals following events</li> <li>QR code use</li> </ul>	<ul style="list-style-type: none"> <li>Annually 2026 to 2030</li> </ul>
2	Track and measure Indigenous candidate application and interview rates	<ul style="list-style-type: none"> <li>Overall application rate</li> <li>Indigenous application rate</li> <li>Overall interview rate</li> <li>Indigenous interview rate</li> </ul>	<ul style="list-style-type: none"> <li>Start measuring rates in 2026</li> <li>Establish benchmark and goals for 2027</li> </ul>
3	Continue to maintain or grow overall Indigenous new hires annually	<ul style="list-style-type: none"> <li>17%* of annual new hires be Indigenous Peoples (*adjustment will be made if population changes YOY)</li> </ul>	<ul style="list-style-type: none"> <li>Annually 2026–2030</li> <li>Set goal in 2027 for candidate</li> </ul>
4	Provide support for Indigenous employees via internal resources to aid retention	<ul style="list-style-type: none"> <li>Provide an introduction email to new hires from Indigenous Engagement Coordinator</li> <li>Communicate ways to access support year-round</li> <li>Provide options for employees to meet Indigenous Engagement Coordinator</li> <li>Build a relationship with an Elder that can provide additional supports to employees when needed</li> </ul>	<ul style="list-style-type: none"> <li>Establish process and support in place by 2027</li> </ul>
5	Measure and report on Indigenous new hire retention and overall retention for Indigenous employees – where needed, develop retention action plans	<ul style="list-style-type: none"> <li>Overall annual retention rate</li> <li>Indigenous new hire retention rate</li> <li>Indigenous employee retention rate</li> </ul>	<ul style="list-style-type: none"> <li>Start measuring retention rates for new hires in 2026</li> <li>Start measuring retention rates overall by 2028</li> <li>Establish benchmark and goals for 2027</li> </ul>
6	Build a recruiting and brand presence with tactics, materials and messaging that are culturally relevant and designed to resonate with Indigenous candidates	<ul style="list-style-type: none"> <li>Invest in the knowledge required and creation of materials</li> </ul>	<ul style="list-style-type: none"> <li>Complete by 2028</li> </ul>

## Career Pathway Investments

Action		Measures/Target	Timeline
7	<b>Invest in Indigenous youths' access to STEM education</b>	<ul style="list-style-type: none"> <li>• Funding committed to Indigenous STEM education</li> <li>• 17% of total CI spend</li> <li>• Partnering with the EIN to engage First Nations schools/events/career fairs</li> </ul>	<ul style="list-style-type: none"> <li>• Annual funding from 2026 to 2030</li> </ul>
8	<b>Continue to invest in and grow Mosaic's Mining the Future Indigenous Student Term Program</b>	<ul style="list-style-type: none"> <li>• Fill all 10 spots for both Spring/Fall cohorts</li> <li>• Applicant rate</li> <li>• Hire rate</li> <li>• Permanent job offer rate</li> <li>• Survey sentiment</li> </ul>	<ul style="list-style-type: none"> <li>• Annually 2026 to 2030</li> </ul>
9	<b>Invest in pathways and support for Indigenous students to enter high-need trades professions required by the mining industry</b>	<ul style="list-style-type: none"> <li>• Funding committed to trades training in the Esterhazy area close to local First Nations</li> <li>• Hire rate</li> </ul>	<ul style="list-style-type: none"> <li>• Annual funding from 2026 to 2030</li> </ul>
10	<b>Build and maintain a supportive pathway for Indigenous Peoples without secondary education to secure entry-level operations roles to begin their mining careers</b>	<ul style="list-style-type: none"> <li>• Commit funding to design new training program</li> <li>• Launch Introduction to Potash Mining program with customized training and supports</li> <li>• Participant rate</li> <li>• Graduate rate</li> <li>• Hire rate</li> </ul>	<ul style="list-style-type: none"> <li>• Host a minimum of one cohort annually from 2026 to 2030</li> </ul>
11	<b>Work with third-party experts to provide our frontline supervisors with additional supports to strengthen cultural awareness and give them additional tools to support entry-level Indigenous new hires</b>	<ul style="list-style-type: none"> <li>• Complete Supervisor Support Materials</li> </ul>	<ul style="list-style-type: none"> <li>• Complete in 2026</li> <li>• Review annually 2027-2030</li> </ul>

## PILLAR 2

---

# Partnerships & Relationships



**Goal:** Build mutually beneficial partnerships and relationships through investment, time and connection.

## Relationships & Responsibility

	Action	Measures/Target	Timeline
12	Provide an opportunity for neighbouring First Nation's Elected Officials to have site tours and provide regular updates on Mosaic's Operations and Engagement	<ul style="list-style-type: none"> <li>Quarterly updates shared/sent</li> <li>Annual tour / open house / update</li> </ul>	<ul style="list-style-type: none"> <li>Annual 2026-2030</li> </ul>
13	Provide an official and easy to use feedback mechanism for Indigenous businesses, partners, neighbours and organizations	<ul style="list-style-type: none"> <li># of inquiries / feedback submissions</li> </ul>	<ul style="list-style-type: none"> <li>Establish process and communicate in 2026</li> </ul>
14	Maintain Indigenous representation and diverse voices on Mosaic's Community Advisory Panel (CAP) for Canada	<ul style="list-style-type: none"> <li># of Indigenous CAP members</li> <li># of CAP meetings</li> </ul>	<ul style="list-style-type: none"> <li>Annual from 2026 to 2030</li> </ul>
15	Communicate our RAP publicly and provide annual progress updates	<ul style="list-style-type: none"> <li>Views on website</li> </ul>	<ul style="list-style-type: none"> <li>Annual updates from 2026 to 2030</li> </ul>

## Career Pathway Investments

	Action	Measures/Target	Timeline
16	Invest in provincial healthcare equipment, programs and care that supports areas/issues that are disproportionately impacting Indigenous Peoples	<ul style="list-style-type: none"> <li>17% of total community investment spend overall</li> <li>Dollars invested annually</li> </ul>	<ul style="list-style-type: none"> <li>Annually 2026 – 2030</li> </ul>
17	Continue to invest in programs that support food security for Indigenous peoples	<ul style="list-style-type: none"> <li>Dollars invested in food security benefiting Indigenous Peoples</li> <li>17% of total community investment spend overall</li> </ul>	<ul style="list-style-type: none"> <li>Annually 2026 – 2030</li> </ul>
18	Make available funds to support cultural celebration and capacity building projects on neighbouring First Nations, and where appropriate, attend events	<ul style="list-style-type: none"> <li>Funds dedicated to cultural events and capacity building projects</li> <li>17% of total community investment spend overall</li> <li>Attend a minimum of four events annually</li> </ul>	<ul style="list-style-type: none"> <li>Annually 2026 – 2030</li> </ul>
19	Leverage Mosaic Cares Days to benefit Indigenous Peoples/ First Nation organizations	<ul style="list-style-type: none"> <li>Include a minimum of two Mosaic Cares Day volunteer opportunities annually that benefit Indigenous peoples, organizations or communities</li> </ul>	<ul style="list-style-type: none"> <li>Annually 2026 – 2030</li> </ul>

## PILLAR 3

---

# Economic Investment



**Goal:** Ensure our procurement proportionally benefits Indigenous businesses and the places they call home.

## Capacity Building

	Action	Measures/Target	Timeline
20	Conduct information sessions / meet + greets for Indigenous businesses seeking to participate in Mosaic's procurement process	<ul style="list-style-type: none"> <li>• Host or partner on a minimum of one in-person and one virtual information session annually</li> </ul>	<ul style="list-style-type: none"> <li>• Annually beginning in 2027 or sooner</li> </ul>
21	Review procurement processes and mechanisms for barriers to increase participation and positive outcomes for Indigenous businesses	<ul style="list-style-type: none"> <li>• Sentiment of feedback submissions</li> <li>• New business success rate</li> <li>• Bids by category of work</li> <li>• Unsuccessful Indigenous business bid rate</li> </ul>	<ul style="list-style-type: none"> <li>• Complete annual review from 2026 to 2030</li> </ul>
22	Develop scorecard and updated process for bid evaluations that considers more than just business ownership status	<ul style="list-style-type: none"> <li>• New businesses success rate</li> <li>• Indigenous procurement spend</li> <li>• MRO spend</li> <li>• Sub-contractor spend</li> </ul>	<ul style="list-style-type: none"> <li>• Implement in 2027</li> </ul>

## Value Creation

	Action	Measures/Target	Timeline
23	Meet or exceed 17% procurement spend with businesses that benefit Indigenous Peoples / First Nations in Saskatchewan	<ul style="list-style-type: none"> <li>• 17% annual procurement spend with 51% Indigenous-owned businesses</li> <li>• Annual procurement spend with businesses benefiting Indigenous peoples/ First Nations in SK</li> </ul>	<ul style="list-style-type: none"> <li>• Annually 2027 to 2030</li> <li>• Establish new measurement criteria beyond 51% ownership in 2026</li> </ul>
24	Expand business relationships and procurement beyond Operations	<ul style="list-style-type: none"> <li>• Indigenous business spend tracking outside operations</li> </ul>	<ul style="list-style-type: none"> <li>• Annually beginning in 2027</li> <li>• Set target in 2027</li> </ul>
25	Explore mutually beneficial opportunities with Mosaic land holding or other assets	<ul style="list-style-type: none"> <li>• Projects completed</li> <li>• Value created</li> </ul>	<ul style="list-style-type: none"> <li>• Completed by 2030</li> </ul>

## PILLAR 4

---

# Culture & Belonging



**Goal:** Build capacity and resiliency in Mosaic's workforce to create a culture of belonging and understanding.

## Culture

	Action	Measures/Target	Timeline
26	Complete Indigenous Cultural Awareness Training for all Mosaic employees and new hires, including global employees who support Canada, offering both in-person and online options	<ul style="list-style-type: none"> <li>Employee training completion rate vs. total employees</li> </ul>	<ul style="list-style-type: none"> <li>Annual from 2026 to 20230</li> </ul>
27	Develop guidelines to include meaningful and appropriate cultural protocols for use at Mosaic events and engagements	<ul style="list-style-type: none"> <li>Use of protocols across Mosaic events</li> </ul>	<ul style="list-style-type: none"> <li>Complete and implement in 2027</li> </ul>
28	Promote and provide education on cultural days that acknowledge and celebrate Indigenous culture and history with support from Mosaic's Indigenous Employee Inclusion Network (EIN)	<ul style="list-style-type: none"> <li># of days recognized and opportunities provided</li> </ul>	<ul style="list-style-type: none"> <li>Annual from 2026 to 2030</li> </ul>

## Internal Culture

	Action	Measures/Target	Timeline
29	<p>Encourage voluntary, confidential self-identification access for Indigenous employees and new hires</p> <p><i>*Mosaic understands that providing documentation to confirm Indigenous identity or status can be challenging for some individuals due to the historic wrongs and realities Indigenous Peoples faced in Canada. Mosaic welcomes Indigenous employees to include relevant status / identity information; however, it will always remain voluntary and confidential.</i></p>	<ul style="list-style-type: none"> <li>Total Indigenous representation in Canadian workforce</li> <li>Participation rates in self-identification</li> <li>Include annual reminders for employees</li> <li>Add option to list First Nation membership in self-identification process</li> <li>Provide opportunities to complete steps with support and easy access</li> <li>Work with the Indigenous EIN to support the work</li> </ul>	<ul style="list-style-type: none"> <li>Annually 2026-2030</li> </ul>
30	Build capacity across Mosaic's organization to support the RAP so that all areas of the business are contributing to achieving the RAP	<ul style="list-style-type: none"> <li># of functions/areas engaged in the work</li> <li># of internal updates</li> </ul>	<ul style="list-style-type: none"> <li>By 2030</li> </ul>

---

# Our Stories

## Community Impact



*Photo: Tenille Campbell @ sweetmoonphotography.ca*

# Together We Grow

## Mosaic's Commitment to First Nations, Inuit and Métis Partnerships

Mosaic achieved its 2025 Indigenous Engagement Targets in Canada that were set in 2018, aiming to increase Indigenous representation to 15% in procurement spend, community investment and new hires by the end of 2025. All three targets were surpassed within the timeframe, including 19% of procurement spend with Indigenous-owned businesses, 23% of community investment spend in Canada dedicated to partners and program supporting Indigenous Peoples, and 20% of new hires being Indigenous Peoples, which includes First Nations, Inuit, and Métis people in Canada.

At Mosaic, reconciliation is a responsibility that guides how we work and how we build relationships. We approach this work by collaborating with First Nations, Inuit and Métis partners, groups, communities, and employees. Through these meaningful relationships, we contribute to cultural learning, education, food security and community wellness while respecting Indigenous leadership. These relationships help us build connections rooted in trust, accountability and long-term commitment.

As you read the examples in our Reconciliation Action Plan, you will see how we work alongside First Nations, Inuit, and Métis Peoples in ways that affirm their sovereignty, inherent rights, and living knowledge. This approach reflects shared learning, reflects Indigenous priorities, and contributes to a more inclusive future for Saskatchewan.



# Building Capacity Through Partnership

We have supported First Nations, Inuit and Métis workforce development through investments in Morris Interactive since 2022. Mosaic committed \$1 million to Morris Interactive to deliver the Digital Transformation in Potash Mining program, which evolved into Mosaic's Potash Mining Readiness Program, relaunching February 2026. These programs aim to increase access for rural and Indigenous students while responding to recruitment needs for trade roles, including industrial mechanics, welders and electricians. In 2020, we partnered with the Practical Applied Arts Lab at Kakisiwew School on Ochapowace First Nation and invested \$30,000 in lab renovations to support hands-on learning through the welding program.

In December 2025, we committed more than \$4 million to support local training opportunities in trades and engineering with Saskatchewan Polytechnic, Suncrest College and Good Spirit School Division.



## Mining the Future

Mosaic's Mining the Future program offers internships for post-secondary students pursuing mining careers. We partner with Indigenous students to build their experience in engineering, trades, and public affairs, valuing the perspectives they bring to our Saskatchewan operations.



*In December 2025, Mosaic committed more than \$4 million to support local training opportunities in trades and engineering with Saskatchewan Polytechnic, Suncrest College and Good Spirit School Division.*

# YWCA Regina's kikaskihtânaw Centre for Women and Families

YWCA Regina's kikaskihtânaw Centre for Women and Families is a place where people can access support, build on their strengths, and participate in programs that reflect their goals. The centre is located on the Ancestral lands of the Anishinabek, Nehiyawak, and Oceti Sakowin Nations, as well as on Métis Homelands.

Mosaic contributed \$1 million to the Employment and Training program. This funding expands the program's capacity, enabling participants to access practical learning, develop skills, and move toward the futures they envision for themselves. The Centre also supports Indigenous women and families through culturally specific programming and access to the healing lodge, creating space for learning and well-being informed by Indigenous knowledge and self-determined goals.

## Supporting Safe and Affordable Housing

In 2024, Mosaic donated \$100,000 to the North Central Family Centre's Hopes and Dreams campaign to help build the Orange Buffalo Lodge, a community-led project providing safe, supportive, and affordable housing for those in need. This initiative creates stability, dignity, and opportunities for a stronger future.

*When the new centre opened in 2024, Mosaic contributed \$1 million to the Employment and Training program.*



“The profound impact Mosaic’s partnership has had in our ability to do this work is difficult to describe but it’s represented in the name of this space. kikaskihtânaw, a Cree word given to this space in ceremony means, “The Place We All Succeed” and Mosaic’s ongoing commitment to creating opportunity for everyone in their communities to thrive is the embodiment of this.”

– **Melissa Coomber-Bendtsen,**  
CEO YWCA Regina

# Economic Reconciliation in Action



At Mosaic, economic reconciliation guides how we work with our partners across Saskatchewan. We build relationships with First Nations, Inuit and Métis-owned companies that provide construction, transportation and site services supporting our operations. These partnerships reflect our commitment to shared economic opportunity and to working alongside Indigenous businesses in ways that are guided by their direction and strengthen local economies. Over the past six years, we have worked with 43 Indigenous-owned businesses, with a total spend of \$256 million.

Since 2020, we have partnered with the Des Nedhe Group, the economic development arm of English River First Nation, which includes Morsky Industrial Services Ltd. and JNE Welding. Morsky provides site services such as snow removal and landscaping at Belle Plaine, and moves our products at Colonsay. JNE Welding contributes to structural steel fabrication across our Saskatchewan sites. In 2025, we increased our procurement spending with Des Nedhe Group to more than \$10 million as our partnership continued to grow.

“Our work with Mosaic goes back to the K3 Potash Project, one of the most complex undertakings in the province. When K3 required innovative solutions to assemble large underground machinery, Tron Construction & Mining, Des Nedhe’s construction and mining subsidiary, stepped in with an approach that kept the project moving and avoided costly delays. That experience set the tone for our relationship. Mosaic has been a strong partner ever since: clear in expectations, open to new ways of working, and intentional about engaging Nation-owned businesses. When companies like Mosaic make space for Indigenous partners, it not only strengthens their projects, but it also strengthens local economies and reinforces reconciliation in practical, measurable ways.”

– Sean Willy, President & CEO, Des Nedhe Group

“We are extremely proud of our team working on projects with Mosaic and being part of the local community near the mine sites. The overall experience is that it has been great to work with Mosaic and their team on projects in the capacity we have been fortunate to play a role in. It is very important for Mosaic to work with Indigenous companies directly and through partnerships in order for the entire community to benefit.”

– Robert Daniels, Chief Executive Officer of Misty Ventures Incorporated

# Living History, Living Relationships

Wanuskewin Heritage Park is a place where the Northern Plains First Nations continue to gather, share knowledge and maintain cultural practices. The National Historic Site reflects thousands of years of presence, connection and community on these lands and remains a space where culture, learning and everyday life thrive. Visitors can engage with teachings and experiences offered by the People who have longstanding ties to this place.

Mosaic contributed \$1 million to Wanuskewin through the Thundering Ahead Capital Campaign in 2018 and the UNESCO Ready Campaign in 2023. These contributions support the park's work to honour its history, uphold cultural teachings and move toward UNESCO World Heritage Status through community-led efforts.



# Honouring 150 Years of Treaty 4

To mark the 150th anniversary of the 1874 signing of Treaty 4, a commemorative gathering was held in Fort Qu'Appelle, Saskatchewan, on September 15, 2025. The gathering brought together leaders from Treaty 4 Nations, Elders, Nation and community members, students, and visitors for several days of learning, reflection and connection. The program included pipe ceremonies and flag-raising ceremonies, youth, Elders and Chiefs Forums representing Treaty 4 Nations, and a traditional powwow. The event honoured relationships, cultural teachings and ongoing commitments among Indigenous Peoples and their partners.

Mosaic operates on Treaty lands, with the Esterhazy complex and Belle Plaine site located on Treaty 4 territory, and the Colonsay mine on Treaty 6 territory. These locations shape our responsibility to build and maintain respectful relationships with nearby First Nations and to support what matters to them. In recognition of the 150th anniversary, we contributed \$150,000 to support the gathering and its events.

## Celebrating National Indigenous Peoples Day

In 2024 and, 2025, Mosaic supported the City of Regina's National Indigenous Peoples Day event—a day that honours the history, cultures and contributions of First Nations, Inuit, and Métis Peoples.



In 2024, Mosaic contributed \$90,000 to the Key First Nation to help establish a herd of plains bison, supporting a project that restores an animal of deep cultural and ecological significance.



# Working Together on Food Security

Aligned with Mosaic's mission to help the world grow the food it needs, we support community-led approaches to food access across Saskatchewan, particularly to address systemic food insecurity affecting First Nations, Inuit, and Métis Peoples. Asahtowikamik, which means "feeding lodge" in Cree, was gifted by Elder Murray Ironchild of Piapot First Nation. The Hub is an Indigenous-advised initiative that centres dignity, choice and self-determination in how food access is supported.

The Hub includes the Mosaic Food Market, a self-choice grocery model that allows people who rely on the Food Bank to select their own items. This approach respects personal preferences, cultural food traditions, and dietary needs while upholding the dignity of those accessing support.

Food insecurity affects many communities across the province, and our partnership with the Regina and District Food Bank helps strengthen its broad network. The Food Bank serves Regina and distributes food to nine additional communities in southern Saskatchewan, as well as to 108 community agencies and schools. Through initiatives such as the Mosaic Million Meal Challenge, we support fundraising efforts that help the Food Bank purchase supplies and stretch its resources further.

Together with our partners, we focus on community-driven efforts to improve food access. This work is guided by our responsibility to support Indigenous self-determination and by the belief that everyone deserves nutritious food and dignity in how they receive it. We also support programs, such as Chili for Children, which has provided hot, nourishing meals to children at several inner-city schools in Regina for more than 40 years.



# Supporting Nation-Led Wellness and Cultural Spaces

In January 2025, we pledged \$500,000 over two years to support the construction of the Ochapowace Nation Recovery and Wellness Centre, a project focused on addressing addiction in Saskatchewan. The centre, located south of Broadview, will include 20 treatment beds and offer culturally grounded, land-based healing programs. This contribution reflects our ongoing commitment to working with Indigenous partners on community well-being initiatives.

Our partnerships with First Nations have grown over many years. Another example is our 2017 collaboration with Cowessess First Nation to support the revitalization of its powwow arbour, a culturally significant space used for gatherings, celebrations and community storytelling. The previous arbour had been damaged by a windstorm and needed to be replaced. We contributed \$75,000 and provided engineering expertise to help with the design and construction of the new structure.

The arbour was unveiled during the community's annual powwow in August 2017. For our teams, this collaboration reflects our commitment to building respectful relationships and supporting community-driven projects near our operations.



*Mosaic representatives attend opening celebration of new powwow arbour at Cowessess First Nation.*

## Honouring Traditions and Building Relationships

Mosaic has supported cultural gatherings throughout Treaty 4. These gatherings strengthen the connections we value and reflect our ongoing commitment to supporting spaces where culture and community thrive. We are proud to have supported powwows and other events with:

- Cowessess First Nation
- Kahkewistahaw First Nation
- Keeseekoose First Nation
- Ocean Man First Nation
- Ochapowace First Nation
- Pheasant Rump Nakota First Nation
- Zagime Anishinabek First Nation
- Carry The Kettle Nakoda Nation
- Federation of Sovereign Indigenous Nations (FSIN)
- First Nations University of Canada
- Pasqua First Nation





---

mosaicincanada.com  
@mosaicincanada

Mosaic would like to thank Creative Fire for their integral role in the development and design of this Reconciliation Action Plan.