



Express Scripts Canada Indigenous Relations Policy

Express Scripts Canada is committed to having positive relationships with Indigenous groups and communities. We will achieve this through leadership support and demonstrating our organizational values...

- **Integrity:** *The compass that guides every decision we make, every action we take. Nothing matters more*
Leaders will visibly champion our commitment to partnering with Indigenous groups and communities, support Indigenous Relations initiatives and involve all levels of the organization, instilling confidence and enthusiasm and communicating regularly across the organization.
- **Mutual Respect:** *The way we treat each other. The way we treat those we serve*
We will build and maintain positive, long term relationships with Indigenous groups and communities that are based on mutual understanding, respect, open and honest communication and trust.
- **Passion:** *The fuel that powers us. Engaging. Challenging. Always reaching*
We will engage Indigenous employees by providing professional development opportunities that encourage them to always strive for better and always have passion for their work.
- **Collaboration:** *The way we work together. The way we do more*
We will enhance all our employees' understanding of Indigenous history and culture and the role Indigenous people and communities play in Canada, in our workforce and in our business.
- **Service:** *The very heart of what we do. Compassion for patients. Commitment to clients. We know people count on us everyday*
We will remain committed to bringing excellence to the service we provide to both our Indigenous partners and the Indigenous people the organization serves.
- **Alignment:** *The backbone of our business. We do the right thing for clients and patients*
We will develop strategies in several key areas including employment, business development, education, training and community sponsorship that acknowledge the contributions and support the interests of Indigenous people and groups.