

1-CKSPFN/Southwind – 1

Ref: Exhibit 1

London Hydro is owned by the City of London. The City of London employs an Indigenous Community Liaison Officer, and is seeking to fulfill its commitment to the Truth & Reconciliation Commission's Calls to Action by working with local Indigenous peoples to establish a Truth and Reconciliation Commission – Calls to Action (TRC) accountability and implementation body and plan. This includes developing an audit and evaluation process to measure the progress towards the TRC's Calls to Action recommendations. In direct relation to London Hydro, the City of London's TRC accountability and implementation body and plan includes providing opportunities for on-reserve economic development through strategic and innovative partnerships with the City and the private sector (reference: <https://london.ca/CDIS>).

1a) Please provide London Hydro's Indigenous relations policies, including any procurement policies referencing Indigenous-owned vendors, and if there are no standing policies please advise how London Hydro intends to develop such policies and how First Nations will be involved in helping create such policies.

1b) Please advise how London Hydro ' intends to implement economic reconciliation and Indigenous engagement in capital projects, and in particular in its procurement.

1c) If available, please provide evidence of London Hydro's approaches to consultation and economic reconciliation with Indigenous groups impacted by decisions for capital projects in the last ten years.

LH Response:

1a)

London Hydro does not have a standalone Indigenous Relations policy. Our Diversity & Inclusion Guideline states that at London Hydro "we respect and value the human rights and uniqueness of every individual and will foster a positive, inclusive and supportive workplace that respects the diversity, dignity and perspectives of all".

In March 2017, London Hydro's CEO was a signatory to the Leadership Accord of the Electricity Human Resources Council (EHRC). In its earlier form, the Leadership Accord was focused on issues of gender equality in the electricity industry. In February

2021, Ontario's LDC industry embraced the EHRC's announcement that the Leadership Accord was being amended so that organizations could expand their focus to include more underrepresented groups.

<https://electricityhr.ca/workplace-solutions/diversity-inclusion/leadership-accord-on-diversity-equity-and-inclusion/>

The EHRC, in launching the new format of the Leadership Accord on Diversity, Equity & Inclusion, stated: "Canada's electricity workforce includes a much lower representation of women, Indigenous people, racialized people, persons with disabilities, LGBTQ+, gender diverse people and newcomers to Canada than is present in our overall population".

London Hydro's Purchasing Policy states that "Employees shall ensure that the best prices for acceptable products and services are obtained from suppliers in a fair, consistent, and unbiased manner, which promotes participation from eligible suppliers".

In all of London Hydro's formal purchasing processes, we include reference to our strong commitment to Diversity & Inclusion (D&I) in the Terms and Conditions section. We also clarify that an enhanced D&I endorsement by our suppliers will be taken into consideration in the evaluation of bids.

The D&I policy has been attached as 1-CKSPFN-1 Attachment 1.

1b)

London Hydro encourages economic engagement of indigenous vendors through its publicly advertised tenders for vendor selection. These public tenders are issued for both materials and labour resources used in London Hydro's capital projects. This practice provides equal opportunity to all vendors in a fair and transparent manner.

1c)

The requested examples are not available. Generally speaking, London Hydro engages subject matter experts to ensure proper liaisons with affected customer and other groups. As an example, in areas where London Hydro's capital projects involve archaeological field work, a subject matter expert is retained to provide a report, which is submitted to the Ministry of Heritage, Sport, Tourism and Culture Industries (MHSTCI) who in turn provides notification to local First Nations communities.

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On September 30, 2020, the MENDM directed the IESO to implement a 2021-2024 Customer Demand Management (CDM) Framework launching January 1, 2021. The new framework will be centrally delivered by the IESO under the Save on Energy brand and will include incentive programs targeted to those who need them most, including opportunities for commercial, industrial, institutional, on-reserve First Nations, and income-eligible electricity consumers. The implications of this new framework have not been contemplated in London Hydro's Application or the load forecast.

2a) Please explain how London Hydro will advance the CDM Framework.

2b) Please provide London Hydro's estimation of how the CDM Framework will impact the load forecast.

2c) Please explain how income-eligible electricity consumers, and specifically First Nation members of this consumer group for London Hydro, will be able to take advantage of the CDM incentive programs.

LH Response:

a) As noted in the question the CDM framework is being run by the IESO. After the wind-down of London Hydro existing CDM programs, London Hydro will not be directly involved in any CDM initiatives unless requested by the IESO.

b) As the CDM Framework is being run by the IESO London Hydro does not have these estimates.

c) For more information on IESO programs please visit the IESO 2021-2024 Conservation and Demand Management Framework:

<https://www.ieso.ca/en/Sector-Participants/Energy-Efficiency/2021-2024-Conservation-and-Demand-Management-Framework>

Of special interest may be the Energy-efficiency programming for First Nation link:

<https://saveonenergy.ca/For-Your-Home/First-Nations-Conservation-Program>

London Hydro's CDM department, when operational, offered all LDC directed IESO/OPA programs. London Hydro specifically operated the Home Assistance Program which was directed at those residents that were under some form of assistance such as ODSP, rent geared to income and many Cooperative housing entities.

London Hydro as part of the program completed all cooperative housing entities in London. Included in those are two Indigenous Co-ops:

First Nations Housing Co-op - 42 projects

Native Intertribal Housing Co-op - 62 projects

These communities would have received updated energy efficient Lighting, window air conditioners, refrigerators, freezers, dehumidifiers along with other measures and energy efficient education. London Hydro also provided fire safety measures such as smoke detectors if missing/damaged, battery replacement as well as fire safety education in an award-winning relationship with the London Fire Department.

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Addressing aging infrastructure is the main driver of spending in the Capital Plan – Distribution System Plan (DSP). Replacement of end-of-life primary underground cables accounts for approximately 43%. Upgrades to the infrastructure (civil and electrical) supplying the downtown core account for 11%. The remaining work addresses components such as wood poles, insulators and switching enclosures that are at end-of-life and pose safety and reliability risks. The proposed work will include a significant amount of soil disturbance, and numerous environmental and planning approvals.

3a) Please provide London Hydro's policies and approaches for addressing requirements for the duty to consult, and where appropriate, accommodate First Nation Aboriginal and treaty rights.

3b) Please provide London Hydro's policies and approaches for addressing requirements for archaeological assessments and engaging with First Nations with regard to those assessments.

LH Response:

3a) London Hydro consults with the private property owners and municipalities that it places infrastructure on. If these entities identify any heritage or archaeological items of interest, London Hydro engages consultants with the appropriate expertise to ensure proper consultation protocols are followed. If required, London Hydro will then engage in consultation with the Ministry of Heritage, Sport, Tourism and Culture Industries (MHSTCI) and the affected local First Nations, if any.

b) London Hydro works under the approval of the City of London's Utility Coordinating Committee (UCC) in compliance with the City of London's Archaeological Management Plan to assess where archaeological assessments are required. London Hydro then engages archaeological consulting services where needed to ensure proper liaison protocols and construction practices are followed.