

PAR Submission Introduction and Leadership Statement

At NetBenefit, we acknowledge that Indigenous Peoples in the land now called Canada, and abroad, have suffered, and continue to suffer from systematic injustice. This injustice exists in the legal system, in our economy, and in broader society. We are committed to conducting our business in a way that allows us to partner with Indigenous Businesses and promote the prosperity of Indigenous Communities. We are also committed to advancing through the Progressive Aboriginal Relations (PAR) certification programme offered by the Canadian Council for Aboriginal Business (CCAB). The PAR framework will provide our company with a roadmap to continuously improve our positive impact while aligning with our [Indigenous Relations and Partnership Policy](#).

As a company, and as individuals, we will always work to improve ourselves, be respectful of others, and do the right thing as an ally to Indigenous Peoples and a partner in advancing Reconciliation. This further commitment to PAR certification is a structured way to ensure that our business has an appropriate strategy to take Leadership Actions that improve our Indigenous Community Relationships.

Sincerely,



Matt Adams and the NetBenefit Team

CEO, NetBenefit Software