

FIRST NATIONS TECHNICAL SERVICES ADVISORY GROUP

ETHICS POLICY STATEMENT

WHO WE ARE

TSAG provides technical services and training for First Nations in Alberta in the fields of asset management, water and wastewater management, environmental management, housing support services, fire safety, information technology services and youth initiatives.

TSAG is mandated by the Chiefs of Alberta and takes direction from a Chiefs Steering Committee and Board of Directors, which include representatives from Treaty 6, Treaty 7, and Treaty 8.

OUR VISION

Supporting Strong Community

OUR MISSION

TSAG is a not-for-profit provider of quality technical service and training for First Nations in Alberta.

OUR VALUES

- Accountability
 - We accept responsibility for our actions and decisions.
- Integrity
 - We value honesty, trust, and confidentiality in our relationships.
 - We are committed to achieving excellence.
 - We will act fairly and honestly at all times and in everything that we do.
- Respect
 - TSAG will respect the rights of First Nations, our partners, and our employees.

OPERATING PRINCIPLES

- Fairness
 - TSAG will ensure that resources allocated to us are used for the benefit of all First Nations in Alberta.
 - We will ensure a high-quality, equal opportunity working environment for all our employees based on merit and free from discrimination, bullying and harassment.
- Transparency
 - TSAG will practice transparent and open communication, sharing information and technical expertise freely with First Nations organizations in Alberta.
 - We will maintain accurate and complete books and records for all our program areas.
 - We will provide all relevant information to our shareholders and funding partners in a transparent, accurate and timely basis.
- Safety
 - TSAG proactively promotes and models safety for our clients, our employees, and our partners.
- Ethics
 - TSAG will act ethically in all dealings with First Nations, our employees and partners.

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CODE OF CONDUCT

TSAG's code of conduct provides guidance on how to ensure decisions made are consistent with our values and operating principles. Every TSAG employee shall endeavor to uphold the code of conduct by:

- Complying with the law in all jurisdictions in which TSAG operates.
- Not offering, requesting or accepting any bribe or other improper payment or benefit.
- Avoiding any situation in which personal financial, political or other interests may conflict with the interests of TSAG.
- Preventing the inappropriate use or disclosure of any confidential or proprietary information.
- Reporting to management or the executive team any behavior they believe may not be in accordance with the code of conduct or this ethics policy statement.

TRAINING

TSAG is committed to providing training to employees and management in upholding and implementing this ethics policy and code of conduct.