

RECONCILIATION ACTION PLAN

June, 2025

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Land Acknowledgement¹

The land on which Atuka's facilities in Canada are built is the traditional territory of many Indigenous Peoples, including the First Nations of the Anishnabeg², the Haudenosaunee³, and the Wendat⁴. It is now home to many diverse First Nations, Inuit, and Métis people. Atuka also acknowledges that the land on which Atuka operates is covered by Treaty 13, signed between the Crown and the Mississaugas of the Credit.

By acknowledging the land, we are reminding ourselves of our human connection and responsibility to care for the land, and identifying First Nations as the original inhabitants of the territory commonly called Canada, also known as Turtle Island to some Indigenous peoples. This Land Acknowledgement also serves as a reminder that First Nations, Métis, and Inuit are still negotiating their inherent rights to the land and their relationships to the state—relationships that have been extremely fraught and violent—and fighting to have their experiences reflected truthfully in the historical narrative of this country.

- 1 Information on the First Nations living on and around the lands where Atuka operates has been taken from [Native Land](#), [Whose Land](#), and [Indigenous Peoples in Toronto: An Introduction for Newcomers](#).
- 2 The Anishnabeg (also spelled as Anishinabe, Anicinape, Nishnaabe, Neshnabē, Anishinaabeg, Anishinabek, Anishinabewaki) are a group of culturally related Indigenous peoples. Among this group are the Mississauga (including the Mississaugas of the Credit) and the Ojibwe (Chippewa, Ojibwa, Saukteaux) nations whose traditional territory encompasses the land where Atuka's facilities are located.
- 3 The Haudenosaunee (also known as the Six Nations Confederacy) is an Iroquoian-speaking confederacy comprised of the Mohawk, Oneida, Onondaga, Cayuga, Seneca, and Tuscarora First Nations.
- 4 The Wendat Confederacy (also known as the Wyandot, Wyandotte, Wendat, Wa dāt, Huron, Wendake–Nionwentsio) was an alliance of several nations, including the Attinniaonten, the Hatingeennonniahak, Arendaenronnon, Atahontaenrat, and Ataronchronon.

Executive Summary

At Atuka, it is unquestionably imperative that we advance reconciliation in meaningful ways by working with Indigenous peoples, communities, and organizations in Canada.

Our Reconciliation Action Plan (RAP) is a framework for identifying how we can make a genuine contribution to that reconciliation process in collaboration with Indigenous peoples through the operation of our business. This plan is a critical tool in ensuring that we operate in a manner that is socially conscious, respectful, and responsible. It is based on the findings and recommendations of the Truth and Reconciliation Commission of Canada's "[Calls to Action](#)," and the principles outlined in the [United Nations Declaration on the Rights of Indigenous Peoples](#) (UNDRIP).

We have focused on five themes, each with specific actions and deliverables, to serve as guidance as Atuka designs and implements initiatives aligned with the goals of the TRC's Call to Action 92: Business and reconciliation. The five themes are Inclusion, Education, Engagement, Employment, and Economics. It's core to Atuka's vision that we be an industry leader for small and medium-sized biotechnology companies working towards reconciliation with Indigenous peoples across Canada.

About Atuka

For more than 20 years, Atuka has been providing preclinical and consultancy services that expand the frontiers of Parkinson's disease research, helping to make new, life-changing therapeutics a reality. We support our partners in making informed, critical decisions at the interface between the preclinical and clinical, combining our unsurpassed neuroscience and Parkinson's expertise with an industry-leading range of rodent and NHP models, and experience in gene therapy, to design the best-tailored program for any potential therapeutic. With an unparalleled depth of preclinical experience, Atuka has collaborated with over 90 organizations globally, including large pharmaceutical and biotech companies, charitable foundations, universities, and government agencies.

We believe that innovation and excellence demand true inclusivity. Inclusion isn't just a word on a checklist for us, it's at the heart of how we expect everyone in the organization to operate. This means there are no barriers to anybody in discussions around what we are trying to achieve, and how we go about achieving it. We embrace our role in nurturing and developing the next generation of scientists, technicians, and support teams ready to work on the challenges ahead.

Atuka is an Employer Partner of [Indigenous Works](#) and of the [Canadian Centre for Diversity and Inclusion](#).

Development of the Reconciliation Action Plan

This Reconciliation Action Plan (RAP) has been developed in collaboration with [Indigenous Works](#), an Indigenous-led, not-for-profit, national organization, with the objective of providing us with a framework through which Atuka can make a genuine contribution to reconciliation. We understand that reconciliation is an ongoing process and that Atuka has only just started its journey. It's a journey we embrace with an open mind and a willingness to engage with and learn from Indigenous peoples and groups, while acknowledging that as we learn and grow it will be necessary to regularly review and adapt this action plan and the company's approach to reconciliation.

We wholeheartedly offer our thanks to Indigenous Works for collaborating with us on this plan.

Message from Dr Jonathan Brotchie, Chair of the Board and founder of Atuka

I am tremendously proud of the work our team has put into realizing this first iteration of Atuka's Reconciliation Action Plan. In the setting of two-year goals, we demonstrate our commitment to addressing, in an Atuka-specific way, the issues raised by the Truth and Reconciliation Commission of Canada. We hope that our efforts will ultimately impact positively on Indigenous peoples across Canada.

I strongly believe that inclusiveness is foundational to Atuka's success and maximizing our impact and benefits to society. It's reflected in how we work together as a team, engage with our partners and collaborators, and participate in the broader communities we are a part of. This inclusiveness must also extend to how we can contribute to the forging of a more inclusive Canada. I want to ensure Atuka is doing all that it can to develop a reconciliation process that builds trust, relationships, and collaborations with Indigenous peoples. As an organization, we are committed to the process of implementing Atuka's Reconciliation Action Plan and ensuring that it not only has a positive impact on our workplace, but also on our relationships within and outside Canada.

The thinking that underpins this action plan is fundamentally aligned with the principles upon which I founded Atuka more than two decades ago. I look forward to contributing personally to the realization of these initiatives in the coming years.

— Jon Brotchie
June, 2025



A Brief Background to the Truth and Reconciliation Commission

Indigenous peoples have lived on the land now defined by Canada's borders for thousands of years before Europeans arrived in and colonized North America. In the area now known as the Great Lakes region—which includes Toronto, where Atuka's facilities are located—there were many waves of migration for thousands of years preceding the arrival of the first European settlers. The area was inhabited by a diversity of First Nations. Indeed, the name "Toronto" derives from an Indigenous word, although its precise origin is unclear. Some believe Toronto was adapted from the Mohawk peoples' word Tkarón:to (tah-kah-ron-to / duh-gah-ron-do) ("tree in the water there"), to describe a fishing technique, while the Wendat peoples also have a very similar word, Karonto ("log lying in the water"), as do the Wyandot with Tqrqtq ("plenty").

Following the arrival of European settlers, colonial practices and policies, such as the Indian Act, the pass system, the reservation and residential school systems, sought to control and assimilate Indigenous peoples in ways that have had historic and ongoing destructive impacts. As a society, Canada has acknowledged the great harm caused to Indigenous peoples across the country; in 2022 the House of Commons formally, and unanimously, recognized that genocide had been committed against them. Acknowledging and accepting this truth is the first step to reconciliation with Indigenous peoples.

Residential schools were government-sponsored religious schools that were established to assimilate Indigenous children into mainstream Euro-Canadian culture. These schools caused extreme and lasting disruption to individuals and their communities. The Truth and Reconciliation Commission of Canada (TRC) estimated that more than 6,000 Indigenous children died while in the care of the residential school system, though some have suggested the number could be significantly higher. The last residential school closed as recently as 1996.

The Truth and Reconciliation Commission was launched in 2008 with the mandate of informing Canadians on the history and legacy of the residential school system and laying the foundation for an ongoing process of reconciliation. The TRC spent six years travelling to all parts of Canada and heard from more than

6,500 witnesses. The TRC also hosted seven national events across Canada for the purposes of engaging the public and educating citizens about the residential school system, while honouring the experiences of former students and their families.

The TRC created a historical record of the residential school system. As part of this process, the Government of Canada provided over 5 million records to the TRC. The National Centre for Truth and Reconciliation at the University of Manitoba now houses all the documents collected by the TRC. In June 2015, the TRC held its closing event in Ottawa, and presented the executive summary of the findings from its multi-volume final report, including 94 Calls to Action (or recommendations) meant to further reconciliation between settler Canadians and Indigenous peoples.

In December 2015, the TRC released the entirety of its six-volume final report. All Canadians are encouraged to read the summary or the final report to learn more about the history of the residential school system and its disastrous legacy. [The TRC report can be found here.](#)

Atuka's Reconciliation Action Plan is primarily based around Call to Action #92: Business and reconciliation.

The Ten Principles Guiding Truth and Reconciliation

1. The United Nations “Declaration on the Rights of Indigenous Peoples” (UNDRIP) is the framework for Reconciliation at all levels and across all sectors of Canadian society.
2. First Nations, Inuit, and Métis Peoples, as the original peoples of this country and as self-determining peoples, have Treaty, constitutional, and human rights that must be recognized and respected.
3. Reconciliation is a process of healing of relationships that requires public truth sharing, apology, and commemoration that acknowledge and redress past harms.
4. Reconciliation requires constructive action on addressing the ongoing legacies of colonialism that have had destructive impacts on Indigenous peoples’ education, cultures and languages, health, child welfare, the administration of justice, and economic opportunities and prosperity.
5. Reconciliation must create a more equitable and inclusive society by closing the gaps in social, health, and economic outcomes that exist between Indigenous and non-Indigenous Canadians.
6. All Canadians, as Treaty peoples, share responsibility for establishing and maintaining mutually respectful relationships.
7. The perspectives and understandings of Indigenous Elders and Traditional Knowledge-Keepers about the ethics, concepts, and practices of Reconciliation are vital to long-term reconciliation.
8. Supporting Indigenous peoples’ cultural revitalization and integrating Indigenous knowledge systems, oral histories, laws, protocols, and connections to the land into the Reconciliation process are essential.
9. Reconciliation requires political will, joint leadership, trust-building, accountability, and transparency, as well as a substantial investment of resources.
10. Reconciliation requires sustained public education and dialogue, including youth engagement, about the history and legacy of residential schools, Treaties, and Indigenous rights, as well as the historical and contemporary contributions of Indigenous peoples to Canadian society.

Atuka's Reconciliation Action Plan

At Atuka, it is unquestionably imperative that we advance reconciliation in meaningful ways by working with Indigenous peoples, communities, and organizations in Canada. Our Reconciliation Action Plan (RAP) is a framework for identifying how we can make a genuine contribution to that reconciliation process in collaboration with Indigenous peoples through the operation of our business. This plan is a critical tool in ensuring that we operate in a manner that is socially conscious, respectful, and responsible. It is based on the findings and recommendations of the Truth and Reconciliation Commission of Canada's and its "[Calls to Action](#)," and the principles outlined in the [United Nations Declaration on the Rights of Indigenous Peoples](#) (UNDRIP). The key objectives of our plan are:

- 1. To implement recommended practices as outlined in the TRC's Calls to Action, including:**
 - a. Fostering understanding of the destructive impacts on Indigenous peoples by historic and contemporary laws and government policies.
 - b. Engaging with Indigenous communities and organizations to understand their unique needs and collaborating in support of their goals.
 - c. Undertaking intercultural competence training for personnel by experienced facilitators.
 - d. Recruiting and supporting Indigenous staff.
 - e. Creating inclusive spaces for Indigenous staff and clients.
 - f. Implementing procurement practices that encourage greater engagement with Indigenous businesses.
- 2. To set out realistic and meaningful actions specifically tailored to our business.**
- 3. To incorporate mechanisms that ensure transparency and accountability.**

With these objectives in mind, we have focused on five core themes, each with specific actions and deliverables, designed to help Atuka implement changes aligned with the goals of Call to Action 92. Along with these actions, Atuka commits to publicly and transparently reporting on our progress towards achieving these goals.

Atuka's vision is to be an industry leader for small and medium-sized biotechnology companies working towards reconciliation with the Indigenous peoples living within the territory known as Canada. To achieve this vision, we will work in partnership with Indigenous communities and organizations to respect the rights, culture, and lands of Indigenous peoples, and create opportunities that will contribute to meaningful reconciliation in line with Call to Action 92.

The five themes this report is organized around are Inclusion, Education, Engagement, Employment, and Economics. These initial goals will cover a two-year timeframe (2025/26) at which time a report detailing our progress, and an updated Reconciliation Action Plan, will be made publicly available on our website.

1. Inclusion

We will ensure that Atuka represents an ***inclusive***, safe, and welcoming place for Indigenous peoples to work or visit. We will reach out to, and build opportunities with, Indigenous groups, as well as act as ambassadors to other companies in our sector, with the goal of fostering opportunities that Atuka alone cannot provide.

Actions

1. Identify stakeholders and like-minded organizations for collaboration opportunities that support reconciliation with Indigenous peoples in Canada. Specifically, this will include engagement with local Indigenous groups, collaborations with the appropriate groups within Toronto's medical and research institutions, and reaching out to CROs across Canada to assess the possibility of formulating sector-wide actions.
2. Create a safe and welcoming place for Indigenous peoples to visit and work. We will engage with Indigenous Works to review our procedures and workplace policies and make recommendations on how we can make Atuka more welcoming to Indigenous peoples and incorporate them into our employee handbook.

2. Education

We will ensure that all Atuka staff are ***educated*** about the history of Indigenous peoples in Canada and are aware of the history of the land on which Atuka operates. We will also ensure that staff understand the injustices and prejudices that Indigenous people in Canada have suffered and continue to suffer.

Actions

3. Ensure all staff, including new hires, are aware of the Atuka Land Acknowledgement. This information will be communicated internally to all staff at least twice annually.
4. Ensure all staff are aware of Call to Action 92. This information will be communicated internally to all staff at least twice annually.
5. Create a new learning resource for all Atuka staff that provides an overview of the history of Indigenous peoples across territory known as Canada and the discrimination they still face.

3. Engagement

We will increase our **engagement** with Indigenous peoples and organizations and ensure that all Atuka staff receive cultural competency training. We will continue to recognize events that are important to Indigenous peoples, encourage staff to attend local Indigenous events, and ensure that company engagement activities regularly have Indigenous peoples content.

Actions

6. Offer Indigenous Cultural Competency training to all staff through our partnership with Indigenous Works or other Indigenous partners.
7. Continue to partner with Indigenous Works to raise cultural awareness of Indigenous peoples.
8. Generate culturally appropriate activities to mark National Indigenous Peoples Day (June 21) and National Day for Truth and Reconciliation (September 30).
9. Organize at least one annual event that has strong Indigenous peoples content.
10. Provide information to staff about Indigenous events that are happening in and around Toronto at least twice annually.

4. Employment

We will ensure that our **employment** practices are equitable while increasing our efforts to ensure that Indigenous people are aware of career opportunities at Atuka, and view working at the company, and the biotech sector in general, as a potential career path.

Actions

11. We will review our hiring policy and ensure that the wording is inclusive to Indigenous peoples.
12. We will review our job adverts to ensure that the wording is inclusive to Indigenous peoples.
13. We will ensure that job adverts are posted on sites that reach potential Indigenous applicants.

5. Economics

We will review our current supply network and, where possible, replace current suppliers with companies owned or run by, or benefit, Indigenous peoples, for the purposes of contributing to **economic** development.

Actions

14. We will review our current supply network to determine whether there are companies either run or owned by Indigenous peoples which Atuka should engage as a procurement for equipment and consumables.
15. We will explore becoming a member of the Canadian Aboriginal and Minority Supplier Council (CAMSC).

Additional Information

Call to Action 92: Business and reconciliation

“We call upon the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework and to apply its principles, norms, and standards to corporate policy and core operational activities involving Indigenous peoples and their lands and resources. This would include, but not be limited to, the following:

- i. Commit to meaningful consultation, building respectful relationships, and obtaining the free, prior, and informed consent of Indigenous peoples before proceeding with economic development projects.
- ii. Ensure that Aboriginal peoples have equitable access to jobs, training, and education opportunities in the corporate sector, and that Aboriginal communities gain long-term sustainable benefits from economic development projects.
- iii. Provide education for management and staff on the history of Aboriginal peoples, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills based training in intercultural competency, conflict resolution, human rights, and anti-racism.”

The United Nations Declaration on the Rights of Indigenous Peoples

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), mentioned in Call to Action 92, is a comprehensive statement addressing the human rights of Indigenous peoples. It was drafted and formally debated for over 20 years prior to being adopted by the UN General Assembly on 13 September 2007. The document emphasizes the rights of Indigenous peoples to live in dignity, to maintain and strengthen their own institutions, cultures, and traditions, and to pursue their self-determined development, in keeping with their own needs and aspirations.

The efforts to draft a specific instrument dealing with the protection of Indigenous peoples worldwide date back over several decades. In 1982, the Working Group on Indigenous Populations was established as one of six working groups overseen by the Sub-Commission on the Promotion and Protection of Human Rights, the main subsidiary body of the United Nations Commission on Human Rights.

The Working Group submitted a first draft declaration on the rights of Indigenous peoples to the Sub-Commission on the Prevention of Discrimination and Protection of Minorities, which was approved in 1994. The Draft was sent for consideration to the UN Commission on Human Rights for further discussion, and if it was deemed to be appropriate, approve the proposed declaration before its submission to ECOSOC and the UN General Assembly.

After a series of delays, in September 2007, the Declaration on the Rights of Indigenous Peoples was adopted by a majority of 143 states in favour, 4 votes against (Australia, Canada, New Zealand, and the United States), and 11 abstentions (Azerbaijan, Bangladesh, Bhutan, Burundi, Colombia, Georgia, Kenya, Nigeria, Russian Federation, Samoa, and Ukraine). Since adoption of the Declaration, Australia, New Zealand, United States and Canada have all reversed their positions and expressed support for the Declaration. Colombia and Samoa have also endorsed the Declaration.

Moving forward — addressing additional Calls to Action

While this current iteration of Atuka's RAP is focused on Call to Action 92, Atuka recognizes that there are 94 separate Calls to Action in the TRC report. As Atuka progresses in its efforts towards reconciliation, we will update this action plan with additional initiatives to address the other Calls to Action raised in the TRC report. Given that Atuka works in the field of health, the next iteration of this plan will focus its attention on the report's [Calls to Action](#) under the subsection concerning "Health" (CTAs 18-24). These are:

CTA 18.

We call upon the federal, provincial, territorial, and Aboriginal governments to acknowledge that the current state of Aboriginal health in Canada is a direct result of previous Canadian government policies, including residential schools, and to recognize and implement the health-care rights of Aboriginal people as identified in international law, constitutional law, and under the Treaties.

CTA 19.

We call upon the federal government, in consultation with Aboriginal peoples, to establish measurable goals to identify and close the gaps in health outcomes between Aboriginal and non-Aboriginal communities, and to publish annual progress reports and assess longterm trends. Such efforts would focus on indicators such as: infant mortality, maternal health, suicide, mental health, addictions, life expectancy, birth rates, infant and child health issues, chronic diseases, illness and injury incidence, and the availability of appropriate health services.

CTA 20.

In order to address the jurisdictional disputes concerning Aboriginal people who do not reside on reserves, we call upon the federal government to recognize, respect, and address the distinct health needs of the Métis, Inuit, and off-reserve Aboriginal peoples.

CTA 21.

We call upon the federal government to provide sustainable funding for existing and new Aboriginal healing centres to address the physical, mental, emotional, and spiritual harms caused by residential schools, and to ensure that the funding of healing centres in Nunavut and the Northwest Territories is a priority.

CTA 22.

We call upon those who can effect change within the Canadian health-care system to recognize the value of Aboriginal healing practices and use them in the treatment of Aboriginal patients in collaboration with Aboriginal healers and Elders where requested by Aboriginal patients.

CTA 23.

We call upon all levels of government to:

- i. Increase the number of Aboriginal professionals working in the health-care field.
- i. Ensure the retention of Aboriginal health-care providers in Aboriginal communities.
- i. Provide cultural competency training for all healthcare professionals.

CTA 24.

We call upon medical and nursing schools in Canada to require all students to take a course dealing with Aboriginal health issues, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, and Indigenous teachings and practices. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.

Moving forward: Beyond the TRC report

The TRC's final report is a seminal document that has already helped to galvanize Atuka's efforts at reconciliation. However, given that the report was published in 2015, there are newer and more recent materials that must also be considered as we plan the future evolution of our action plan. There are two documents in particular that Atuka will consult as part of our planning:

National Indigenous Economic Strategy

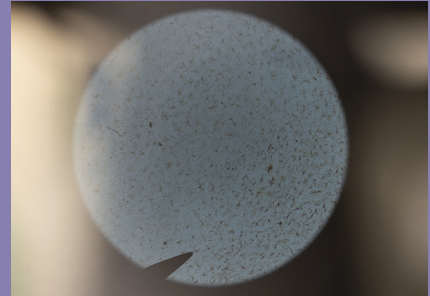
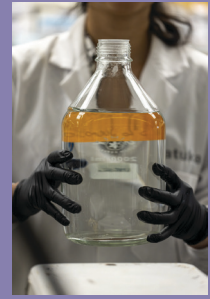
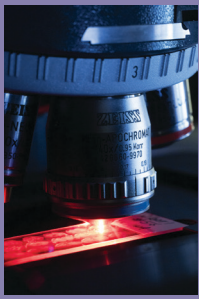
This document details four strategic pathways, each with an accompanying vision to describe desired outcomes, for achieving economic prosperity among Indigenous peoples.

- » PEOPLE VISION: The capacity of Indigenous peoples is strengthened. Indigenous people are empowered to choose how they define, generate, and redistribute wealth.
- » LANDS VISION: Indigenous jurisdiction over their lands. Landmark court decisions, international law, and United Nations' declarations are recognized and enshrined in legislation. Resolution of all land claims.
- » INFRASTRUCTURE VISION: Leading edge physical and institutional infrastructure and services are in place to ensure a prosperous Indigenous economy today and for future generations.
- » FINANCE VISION: Indigenous peoples and communities have the financial capital to achieve economic and social prosperity on their own terms.

Setting new directions to support Indigenous research and research training in Canada

Published by the main federal research granting agencies—the Canadian Institutes of Health Research, the Natural Sciences and Engineering Research Council, and the Social Sciences and Humanities Research Council—this strategic plan to support Indigenous research and training fulfills a priority of the Canada Research Coordinating Committee to “co-develop with Indigenous Peoples an interdisciplinary research and research training model that contributes to reconciliation.”

Future iterations of Atuka's Reconciliation Action Plan will build off the findings and recommendations of these two papers, with the TRC final report and its Calls to Action as our foundation. We look forward to our ongoing engagement with Indigenous Works on subsequent updates to this plan.



A cure for Parkinson's, faster, through the world's best preclinical neuroscience.

Atuka's lead scientists have dedicated their careers to furthering our understanding of Parkinson's disease, advancing novel therapeutics, and alleviating the burden of those suffering from neurological disorders.

For more than 20 years, we have collaborated with our partners to provide preclinical services that expand the frontiers of Parkinson's disease research, and help make new, life-changing therapeutics a reality. Our neuroscientists have extensive preclinical experience developing therapies for numerous indications—including Parkinson's, cognitive disorders, Alzheimer's, ALS and other movement disorders such as dystonia and dyskinesia—across multiple modalities, including small molecules and biologics.

Founded by Dr. Jonathan Brotchie in 2003, Atuka has been involved in the preclinical evaluation of more than 300 potential therapeutics, predominantly in Parkinson's disease, of which more than 30 have progressed to clinical trials—a level of experience without equal in our field globally.

Our lead scientists have collectively published more than 300 peer-reviewed, highly-cited papers, and individually possess h-indices ranging from 25 to 70.

Atuka has collaborated with over 90 organizations, including large pharmaceutical and biotech companies, charitable foundations, universities, and government agencies. Over the course of more than 400 preclinical projects, targeting more than 60 mechanisms of action, we have built an extremely rich understanding of Parkinson's disease, its causes, and potential treatments.

With offices and facilities in Toronto and Suzhou, our team is diverse both in background and expertise, bringing to every one of our partner engagements a spirit of close collaboration, along with a commitment to the highest ethical standards in scientific research.