

# Action Plan

2022

**WEST MOBERLY CORPORATE ALLIANCE  
ENVIRONMENTAL, SOCIAL AND GOVERNANCE PROGRAM**



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**WEST MOBERLY**  
CORPORATE ALLIANCE

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December 8, 2021

West Moberly Corporate Alliance Partners, Je aa haanach'e:

**Re: Environmental, Social and Governance Program**

West Moberly First Nation is pleased to support its Corporate Alliance's Environmental, Social and Governance (ESG) Program. With your help, our program can generate shared wealth by better aligning industry best practices and expectations with Indigenous and community values.

It is important to celebrate the good work that has already been done and the progress being made each day. Through careful tracking, public reporting, and communications, the WMCA ESG program will show clients, regulators, and community partners the care and diligence we each take to ensure our Lands, People and Resources are sustainably managed to benefit current and future generations.

As we kick off this initiative, I look forward to reviewing the WMCA ESG Accountability Report each year and taking it to community members and industry proponents.

Thank you for joining us as we chart this new course for progressive, mutually beneficial industry-Indigenous relations in Canada.

Wuujo aasana laa,

A handwritten signature in black ink, appearing to read "Roland Willson".

Chief Roland Willson  
West Moberly First Nations



# ESG



## Environmental

**Environmental (E)** factors assess how a company performs as a steward of nature. It analyses how its activities impact the environment and manage environmental risks. It includes both direct operations and across the supply chain. For example, resource scarcity and management, natural resources preservation, animal treatment and greenhouse gas emissions.



## Social

**Social (S)** factors assess the strengths and weaknesses of how a company manages relationships with employees, suppliers, customers, and the communities where it operates. For example, these criteria include working conditions, community development, community relations, health and safety, employee relations, training, career development, and diversity.



## Governance

**Governance (G)** factors assess a company's leadership, executive pay, audits, internal controls, and shareholder rights. It includes controls regarding executive pay, gender equity / equal pay, discrimination, bribery and corruption, and board diversity.

## Message from the Director, Robert Diaz

*West Moberly Corporate Alliance is excited to enter a new stage of growth. We are launching an ESG Program to enhance our value offering to WMFN Members, partner companies, and clients.*

*Since WMCA's founding in 2020, we have maintained mutually beneficial partnerships with responsible businesses who operate in West*

*Moberly First Nations and Treaty 8 Territory. These partners are our neighbours, job-creators, and allies in the valuable natural resource economy.*

*We are founded in Indigenous values, with a mandate to achieve shared value and pursue sustainable growth.*

*ESG is the next logical step.*

*In this report, you will find our Action*



# United Values



**West Moberly First Nations** is a unified and self-sustaining community. We are in control of our future. Each decision we make today must lead to a better, more sustainable tomorrow – prosperity, for generations to come.

**West Moberly Corporate Alliance** creates shared value with productive commercial and industrial ventures that meet the critical Environmental, Social, and Governance challenges of our day.

## Harnessing Local Energy

WMCA Partnerships help support WMFN initiatives, including:

- Education**
- Elders’ Fund (60+)**
- Adult Healthy Living (19-59)**
- Youth Extra Curricular Activities (0-19)**
- Life Insurance and Health Benefits for All**
- Living Wage Top-Up**
- Community Event Subsidy**
- Legal Expense Fund**
- Culture Programs**
- Maintenance of Buildings & Housing**
- Benefits for Employees**
- Vehicles and Maintenance**
- Emergency Fund**

Plan for 2022, showing how WMCA partners are deploying ESG tracking and communications in a way that makes them competitive, resilient, and trusted as co-stewards of the land, its people and resources.

For partner companies looking to build trusting relationships with First Nations, ESG is a common language we can all use to support responsible natural resource development.

I look forward to an exciting and prosperous year ahead as we proceed on this journey together.

Sincerely,

Robert Diaz, WMCA Director

**DYNAMIC COMPANIES,  
WORKING TOGETHER.**



# Action Plan

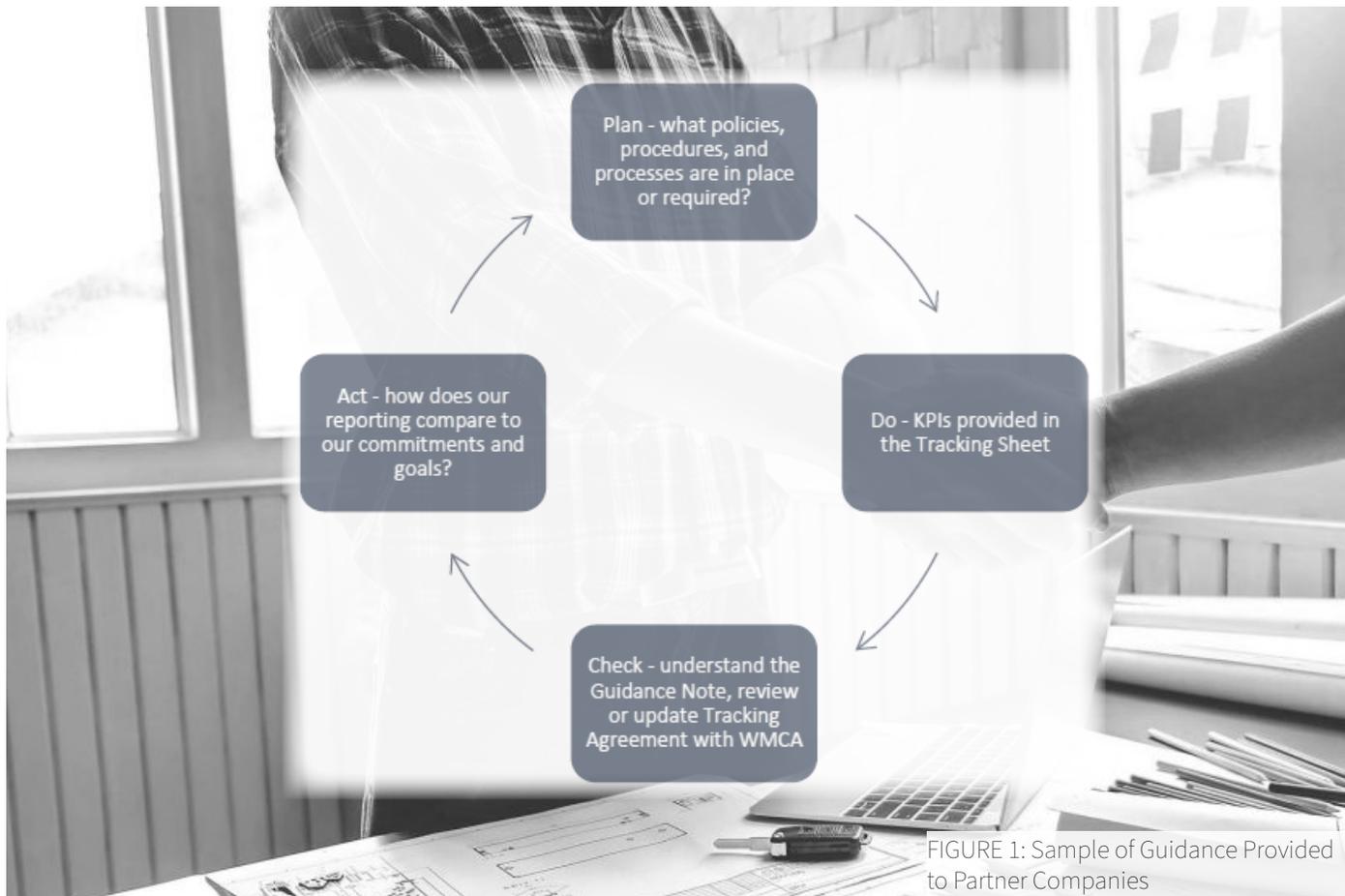


FIGURE 1: Sample of Guidance Provided to Partner Companies

## Why ESG?

### To drive opportunity and growth

WMCA initiated the ESG Program in consultation with its Partners in 2021. At that time, some had already begun to implement ESG tracking, typically by request of major energy sector clients who were tracking ESG in their supply chains and contracts.

To create a value proposition, the WMCA ESG Program had to meet the “opportunity test.” First, it had to promote

COLLABORATION: WMCA’s ESG strategy required consultation with Partner companies, Chief and Council.

shareholder value by focusing on ESG factors material to the success of each Partner. Second, it had to foster corporate responsibility by connecting priorities with actions in a consistent, transparent way. Finally, it had to promote collective prosperity by sharing information about activity, opportunity, and risk in the natural resource economy.

**Goal 1: Help WMCA Partner companies establish ESG principles and accountability metrics increasingly desired by clients, communities and regulators.**

**Goal 2: Input Indigenous community interests and knowledge into the ESG discourse and public reporting.**





West Moberly Corporate Alliance is working towards a *GRI-Referenced* reporting standard of annual accountability reporting.

Global Reporting Initiative ESG reporting is widely used by major industrial operators and WMCA clients to track quantitative data in a consistent way, across various sectors.



## Why ESG?

### Indigenous business leadership

With the first Indigenous-led ESG program of its kind, WMCA intends to show industry operators that the “Indigenous value proposition” is actually an Industry value proposition.

ESG factors have long been prioritised by Indigenous rights and title holders including West Moberly First Nations, who have Treaty 8 rights and a long-term outlook on the stewardship of people, land and natural resources.

**Goal 3: Improve the competitive standing of all responsible WMCA Partners working in West Moberly First Nations Territory.**

**Goal 4: Establish WMCA as a first-choice service provider, with the credibility to win project-based work directly from major clients.**

### Relevant Factors: The 2021 WMCA Materiality Analysis

Surveys and expert-led consultation sessions helped WMCA Partners determine the materiality, or relevance, of selected quantitative metrics to their industry, sector, and Indigenous relations interests.

- STATUS OF ORGANIZATION (GRI 102-1)
- PERMANENT EMPLOYEES, BY GENDER (GRI 405-1.B)
- EMPLOYEES BY CONTRACT TYPE, BY GENDER (GRI 102-8.A)
- INDIGENOUS EMPLOYEES PER EMPLOYEE CATEGORY (GRI 405-1.B.III)
- RELEVANT POLICIES, PROCEDURES (GRI 103-2.C; 102.17)
- PROPORTION OF SPENDING ON INDIGENOUS SUPPLIERS (GRI 204-1)
- OCCUPATIONAL HEALTH AND SAFETY (GRI 403-9.A; 403-9.B)
- MATERIALS (GRI 301-1)
- ENERGY USE (GRI 302-1.A; 302-1.C)
- WASTE (GRI 306-3; 306-5)
- ENVIRONMENTAL COMPLIANCE (GRI 307-1/306-3-2016)
- GHG EMISSIONS (GRI 305-1.A)



# Data

West Moberly Corporate Alliance’s ESG tracking system is managed by Partner companies to agreed specifications. These specifications include two datatypes for reporting on Partnership business activity.

The first type is **qualitative data**. This is the soft data, including information Partner companies volunteer to illustrate their ESG-related work, opportunities, achievements, and goals.

The second type is **quantitative data**. This is the hard data, maintained by designated data stewards and inputted in

a tracking sheet and reporting process outlined in the graphic below. This data may be used to identify trends.

Quantitative data will be reported in aggregate by WMCA, meaning there will be no company-by-company breakdown. While some Partners will choose to publish their own ESG data separately, only the qualitative data will be company-specific.

By using both types of data consistently, we seek to show how progress is made over time.



**Partner Participants (2022)**  
13



**Datapoints Committed (2022)**  
66

## Implementation Flexible Standards & Accountable Reporting

### ESG Policy Actions

- Data Tracking Agreements
- Quarterly Assessment and Process Renewal
- Corporate Alliance ESG Accountability Report



The Corporate Alliance works with each Partner to jointly identify three or more ESG metrics the respective Partner will track.



Partners each sign and maintain an ESG Data Tracking Agreement with the Corporate Alliance.



The Quarterly Assessment and Process Renewal reviews the Tracking Agreement to continuously meet ESG values and achieve shared prosperity.



The Corporate Alliance publishes its ESG Accountability Report with selected and aggregated data and publishes an updated version annually.



The ESG Accountability Report is reviewed and approved by the WMFN executive for continuous alignment with community and Indigenous values.

FIGURE 2: Accountability Framework



WMCA is working with its Partners to make sure data is relevant and consistently reported over time.

# Process

WMCA Partners span nearly all sectors of the local resource economy. As a consortium, WMCA must consider how ESG factors can affect its Partner companies differently.

Some Partners are new to ESG and are building capacity to participate over time, as this program gears up.

The graph to the right indicates where different partners are currently with their tracking (Q1, 2022).

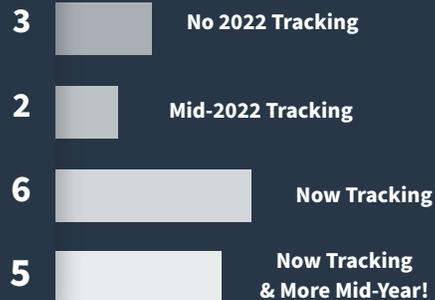
Below are the GRI factors that Partners have agreed to track in 2022. Factors are listed by order of participation for this calendar year.

This information, and the corresponding data, will be updated in our end-of-year ESG Accountability Report.

- OCCUPATIONAL HEALTH AND SAFETY: 13
- RELEVANT POLICIES, PROCEDURES: 10
- MATERIALS: 7
- ENERGY USE: 8
- ENVIRONMENTAL COMPLIANCE: 8
- PERMANENT EMPLOYEES, BY GENDER: 6
- INDIGENOUS EMPLOYEES: 6
- EMPLOYEES BY CONTRACT TYPE, BY GENDER: 5
- SPENDING ON INDIGENOUS SUPPLIERS: 5
- WASTE: 4
- GHG EMISSIONS: 2

## Partner Initiation Timeline

# of Partner Companies



## Procedurally Fair ESG

As the economic development authority for the West Moberly First Nations, WMCA receives applications from companies wishing to join with West Moberly First Nations on projects in Treaty 8 Territory.

**Some ask what more they can do to get in.**

By including an ESG assessment and tracking agreement as part of the selection and onboarding of new Partner companies, we can be more open and transparent with our ranking, and ensure companies have a business case aligned with stated West Moberly First Nations values.



# Tracking Pro

# Past

## August 2021

### Project Starts

Contribution agreement signed with Natural Resources Canada (NRCAN) to develop the WMCA ESG Program.

## October 2021

### Partner Workshops

A select group of WMCA Partners join ESG consultants for workshops on tracking and reporting ESG in their companies through WMCA.

## December 2021

### Reporting Template

WMCA Partners are provided a PDF reporting template for inputting data. This is accompanied with specific GRI guidance for data stewards.

## September 2021

### Materiality Survey

WMCA Partners complete an online survey to scope-out the ESG factors relevant to their companies.

## November 2021

### Guidance/Communication

Based on common experiences identified from the workshops, partners are given written guidance for tracking and reporting ESG.

## January 2022

### MOU Signing

WMCA partners signed agreement for their tracking and reporting data steward and the method of reporting to WMCA.



# Progress

# Future

## February 2022

### Public Launch

WMCA publicly announced its ESG program, the first of its kind for a First Nation economic development corporation.

## September 2022

### Interim Update

WMCA provides an interim update, including qualitative data that may be published prior to the end-of-year public reporting.

## 2022

Agreements for naming the method/scope of

## April 2022

### Quarterly Update Cycle

WMCA partners will meet one-on-one with the WMCA Director for their first Quarterly progress update. These will be repeated each quarter.

## January 2023

### ESG Accountability Report

The first annual ESG Accountability Report is published and the WMCA ESG Program is assessed for Year Two.

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The West Moberly Corporate Alliance sincerely thanks West Moberly First Nations, Chief & Council, Community Members, Natural Resources Canada, and all our Alliance Partners for their time, energy and input over the past year. **Your ongoing trust and support makes this program possible.**



The WMCA ESG Program was funded by the Government of Canada through the NRCAN Indigenous Natural Resource Partnerships program.



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For more information, visit [www.wmfmbusiness.ca](http://www.wmfmbusiness.ca) or  
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