

2022

ESG Accountability Report

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



West Moberly Corporate Alliance

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Moberly Lake, BC
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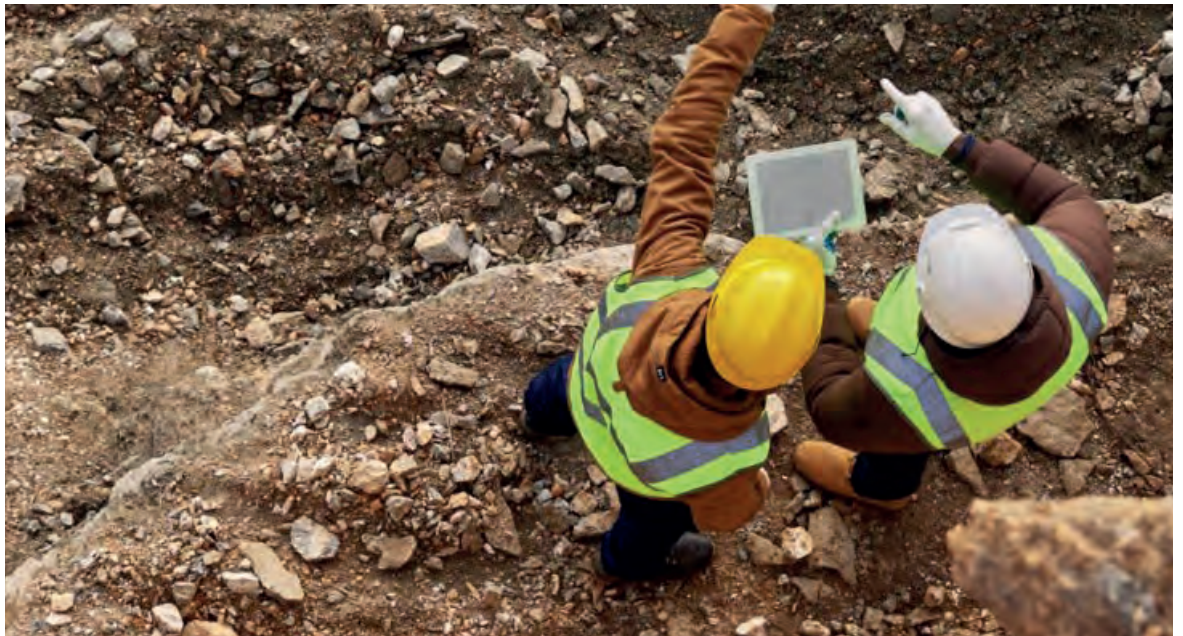
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WEST MOBERLY
CORPORATE ALLIANCE

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West Moberly First Nations
P.O. Box 90
Moberly Lake, BC V0C 1X0

May 1, 2023

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

Re: Year Two of the Environmental, Social and Governance Program

Together, we have successfully established a pioneering initiative that is shaping the future of industry-Indigenous relations in Canada by including Indigenous People in the framework for corporate sustainability.

Over the past year, the WMCA ESG pilot project initiated a collective effort to bring greater alignment between industry best practices and Indigenous community values. We have witnessed firsthand how this program has generated shared wealth while enhancing the sustainable management of our Lands, People, and Resources for current and future generations.

Funds generated by WMCA support important community initiatives, and builds trust in our natural resource economy. In 2022, WMFN directly received over \$6M in net revenue from our partnerships, allowing the Nation to support elders' travel and activities, youth extracurriculars, healthy living programs, the food security initiative, extended health benefits, death benefits, and many other important band operations.

As we move forward into Year 2 of this initiative, I look forward to sharing our accomplishments with community members and industry proponents alike. Your continued support is invaluable as we strive towards fostering substantive, lasting, mutually beneficial relationships that bring Indigenous voices to sustainable natural resource management.

Thank you for your commitment to this transformative journey.

Wuujo aasana laa,

Sincerely,

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

I am pleased to witness our continued growth and evolution, as our Corporate Alliance has worked to establishing an Indigenous-led ESG program for the first time in Canada. This program remains instrumental in enhancing our value offerings to WMFN Members, partner companies, and clients.

While 2022 saw changes to the

makeup of our partnerships, we have continued to advocate for local ESG accountability to forge mutually beneficial partnerships with responsible businesses operating within West Moberly First Nations and Treaty 8 Territory.

ESG is the mechanism to demonstrate how WMCA partners have become our neighbours, job-creators, and allies in the valuable natural resource economy.



Unified Values



**DYNAMIC COMPANIES,
WORKING TOGETHER.**

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
Over \$6-million in annual net WMCA partnership revenue helped support:

- 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**
- Purchase of Fee Simple Lands**

Our organization is rooted in Indigenous values, with a mandate to achieve shared value and pursue sustainable growth. As we navigate through growing pains in Year 2 of this program, we are committed to refining our partner arrangements to better align with these values. ESG remains a crucial next step for us.

In this report, you will find our updated Action Plan for 2022. It showcases how WMCA partners are adapting ESG tracking

and communications strategies to remain competitive, resilient, and trusted as co-stewards of the land while ensuring sustainable management of its people and resources.

For partner companies seeking to build trusting relationships with First Nations communities, ESG serves as a common language that unites us all in supporting responsible natural resource development.

I am eager to see what this year has in store for us as we continue this exciting journey together. Thank you for your ongoing support as we work towards achieving greater alignment between industry best practices and Indigenous values.



Annual Plan P



2022 marked the inaugural year of WMCA's ESG Program and the implementation of the 2022 ESG Action Plan.

We would like to thank the following WMCA Partners who participated in the ESG Program and provided reporting throughout our 2022 pilot year:

West Moberly Industrial Metalwork, West Moberly Resolve, West Moberly Treeline, WM-Dutch Engineering/WM-Dutch Casing Services, West Moberly DWB, WM-Swamp Donkey LP, and West Moberly International SOS.

Breaking New Ground Learning from our 2022 ESG Pilot Project

WMCA launched its ESG Program in consultation with its community and industry Partners in 2021, with partner-led tracking and aggregated reporting done in reference to the industry accepted Global Reporting Initiative (GRI) standards.

Our ESG program was proudly built-up from the local level to help West Moberly First Nations and its Partners demonstrate sound ESG leadership that builds public trust and compliments the reporting sought by major energy sector clients who are tracking ESG in their supply chains and contracts.

Instead of including West Moberly First Nations as one line item in corporate ESG, the WMCA ESG program allows reporting across a broad range of factors important to community members and local industry.

KEY VALUE: Indigenous participation through ESG data reporting

Celebrating Success

In 2022, WMCA Partners cited their ESG program participation in bids with industry majors including, but not limited to, Arc Resources, Pacific Canbriam, Petronas, Shell, Conuma, Pembina, TransCanada, and Enbridge.

Building on this success, WMCA intends to make participation mandatory for all new partners seeking to join the Alliance, providing on-boarding guidance to all prospective partners.

After WMCA launched its ESG program, three Partners chose to develop their own company-wide ESG programs: Treeline Well Services, Industrial MetalWorks, and International SOS.

Through our qualitative reporting of news and updates, and quantitative re-

porting of hard data, we have found ESG to be an effective tool to reinforce the good work and sustainability mandates of all our Partners. It shows how industry can be a key partner in building a better future for everyone in West Moberly First Nations, Treaty 8, and beyond.

Mitigating Challenges

Most partners successfully completed the one-year pilot ESG program discussed in the 2022 Action Plan, and have continued on to participate in Year Two.

Challenges included the changing of our partnership profile and membership and the downturn in work opportunities impacting the ability to properly report out.

In addition, the learning curve was challenging for some partners who had personnel changes for the designated data stewards. For WMCA, each partner continues to have custody of their GRI data and must submit it to WMCA for aggregate reporting.



Year in Review

Accountability Check: Our 2022 Action Plan Goals

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

At year-end, seven WMCA Partners were fully participating in the ESG program. For 2023, we are on-boarding new partners including Landsong Heritage Consulting, proudly our first 100% WMFN-owned Partner company. Two other partners remain observers and we hope to bring them on-board during 2023.

WMCA heard that the shortlisted ESG factors (“accountability metrics”) remain accurate, and each Partner is encouraged to conduct materiality analyses to consider which, if not all, of the factors remain relevant to their business.

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

To enhance local engagement, 2022 saw WMCA conduct a workforce transition study to receive community input on industry impacts. This included band member, Coastal GasLink, and subject matter expert participation.

While the primary research found that employment opportunities were high, worries about the positive and negative impact of industry on Treaty 8 territory continues, along with concerns about employment opportunities when the



“...sound stewardship of lands, community and natural resources.”

Coastal GasLink pipeline completes its construction phase.

Including Indigenous interests and values means industry and government must seek Indigenous participation in sustainability reporting. The language of ESG is only the latest tool available to assert Indigenous interests and rights, to build broad consensus on the sound stewardship of lands, community and natural resources.

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

Participating in the WMCA ESG program is a competitive advantage because it helps responsible companies demonstrate a standard of excellence needed to successfully compete for work in West Moberly First Nations and Treaty 8 Territory.

Responsibility is built-in to this program. WMCA Partner companies are each asked to sign a Memorandum of Understanding for the ESG program. This MOU contains their terms of participation, including specific GRI factors that will be reported quarterly to WMCA and published in aggregate. Data tracking worksheets and GRI reference documents are provided to each Partner.

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

As noted in “Celebrating Success,” WMCA partners already have a track record of using the WMCA participation and datasets to improve bids and pre-qualifications for work with industry majors.

To support our partners in their ESG participation, WMCA is taking its ESG program to its annual trade show, and will continue to use its public relations, industry and government consultations to build understanding in the value of this program.

Collection

Data Overview

West Moberly Corporate Alliance’s ESG tracking system is managed by Partner companies to agreed upon 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.

In the “Reporting” section of this report, quantitative data is reported in aggregate, meaning there is no company-by-company breakdown. While some Partners 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 (Q4 2022)

7



Datapoints Collected (Q4 2022)

135*

*54 when excluding GRI factor subsets.

Implementation Flexible Standards & Accountable Reporting

ESG Policy Actions

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



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



Partners each sign and maintain an ESG Memorandum of Understanding 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 WMCA executive for continuous alignment with community and Indigenous values.

ABOVE: Accountability Framework



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

Process

Partner Selection

Although the partner makeup has changed since launch, WMCA Partners continue to span multiple sectors of the local resource economy. As a consortium, WMCA must consider how measuring ESG factors can affect its Partner companies differently.

The Materiality Analysis is the first phase of participating in the ESG program. This is where Partners work with WMCA to select factors that are most relevant, or material, to their business and the Nation.

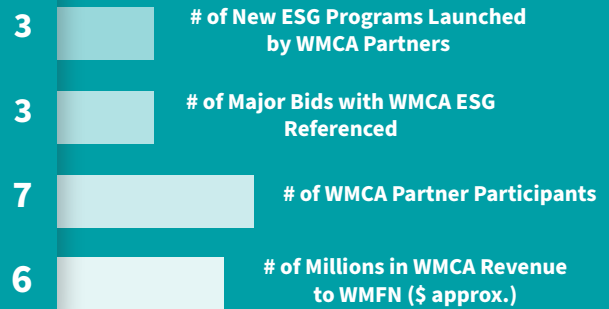
Partners conduct a materiality analysis when they join the program and are encouraged to do so each year as their business needs change and trends are monitored.

Below are the GRI factors that Partners have reported for 2022, along with the number of partners reporting on each.

PARTNER COMPANY GRI FACTOR SELECTION	# OF PARTNERS
● RELEVANT POLICIES, PROCEDURES:	7
● OCCUPATIONAL HEALTH AND SAFETY:	7
● PERMANENT EMPLOYEES, BY GENDER:	7
● ENVIRONMENTAL COMPLIANCE:	6
● INDIGENOUS EMPLOYEES:	6
● EMPLOYEES BY CONTRACT TYPE, BY GENDER:	5
● SPENDING ON INDIGENOUS SUPPLIERS:	4
● ENERGY USE:	3
● GHG EMISSIONS:	2
● WASTE:	2
● MATERIALS:	1



2022 BY THE NUMBERS



Procedurally Fair ESG

As the economic development vehicle for West Moberly First Nations, WMCA receives requests from companies to join the WMCA and collaboratively operate in Treaty 8 Territory

Some companies often ask: “How can we get in?”

By including an ESG assessment and tracking agreement as part of the selection and on-boarding 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.



Reporting ESG



West Moberly Corporate Alliance follows the *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.

Quantitative Data “Measurable Factors”

GRI was chosen by WMCA as the most common framework used by the region’s industry. It allows companies in different sectors to represent their organization’s most significant impacts on the economy, environment, and people, including impacts on Indigenous rights. WMCA reports its GRI factors in aggregate, by combining the data provided by all partners into one GRI referenced dataset.

Reporting Notes:

A 100% completion rate is not always the ideal, as data should only be provided if it is materially relevant to the company.

The completion rate is based on the number of companies participating and their level of participation on the given factor. The completion rate differs from the Partner’s GRI selection rate found in the “Process” section, due to omitted reporting quarters and/or omitted GRI factor subsets.

Partner-supplied GRI Data is tabulated in two ways: Cumulative and Static.

Cumulative Data (CD) refers to datasets that accumulate or build up over time, as their impact is measured by considering the total amount over the reporting period. Static Data (SD) refers to datasets that represent a snapshot in time and do not accumulate over a period.

For 2023, GRI updated its reporting standards. This will be reflected in our future reporting.

2022 GRI REPORTING

Relevant Policies and Procedures (SD)
Completion Rate: 100%

- Average Cited: 8 (of a suggested 12)

Occupational Health And Safety (SD)
Completion Rate: 89%

- Injury Rate (IR): 0.016
- Loss Day Rate (LDR): 0
- Work-Related Fatalities: 0

Permanent Employees, By Gender (SD)
Completion Rate: 86%

- Male: 196
- Female: 73
- Other: 1

Environmental Compliance (CD)
Completion Rate: 71%

- No spills reported.

Indigenous Employees (SD)
Completion Rate: 75%

- Indigenous Employees: 16
- Indigenous Contract Employees: 3
- Indigenous Contractor Companies: 9

Contract Employees (SD)
Completion Rate: 68%

- Male Perm: 49 Male Temp: 9
- Female Perm: 2 Female Temp: 1
- Other Perm: 0 Other Temp: 0

Indigenous Suppliers (SD)
Completion Rate: 54%

- Proportion of Procurement: 5.8%

Energy Use (CD)
Completion Rate: 46%

- Fuel in gigajoules (GJ): 32,820
- Electricity in kilowatt hours: 59,849

Greenhouse Gas Emissions (CD)
Completion Rate: 18%

- Tonnes CO₂e: 444

Waste (CD)

Completion Rate: 12%

- Insufficient Data for Aggregation

Materials (CD)

Completion Rate: 11%

- Insufficient Data for Aggregation



GRI FACTORS

WMCA Partners work with ESG advisors to determine the materiality, or relevance, of selected quantitative metrics to their industry, sector, and Indigenous relations interests. More information on each factor is available at the GRI website, www.globalreporting.org.

- 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)



ABOVE: Resolve Energy Solutions
“Adopt A Highway Initiative”

Qualitative Data

“Activities and Initiatives”

WMCA encourages Partner Companies to share their corporate priorities and actions to help illustrate the real world implications of ESG. Our LinkedIn page also provides regular updates, about partner activities ranging from job fairs and trade shows to cultural and community events.

2022 PARTNER VIGNETTES

West Moberly International SOS “Introduction to ESG for Employees”

Employees can join a eLearning course promoted on the company Life@IntSOS news bulletin, providing a basic understanding of sustainability, ESG and related activities such as the Global Environmental Survey that will assess the organizations carbon footprint internationally.

“2022 Level Up”

WMFN Members are invited to apply to ISOS for tuition support for their career in medical, fire/rescue or health & wellness fields.

West Moberly Treeline “ESG Annual Report”

Prompted in part by WMCA’s ESG pilot project, Treeline Well Services issued its inaugural 2022 ESG Report.

West Moberly Corporate Alliance “Employment and Training Protocol”

In late 2022, WMCA Partners developed a Protocol Agreement with WMCA to prioritize local employment and training in West Moberly First Nations.

West Moberly Corporate Alliance “Workforce Transition Workshop”

In December, WMCA Partner Surerus Murphy Joint Venture joined Coastal GasLink to attend a workforce transition workshop hosted by WMFN.

West Moberly Resolve Energy Solutions

“Adopt A Highway Initiative”

Employees adopted a section of highway adjacent to their office in Fort St John, keeping trash out of the environment and waterways between the airport and the city.

Industrial Metalworks “Our Work Experience”

High school students have an opportunity to gain hands-on work experience and course credits. Additionally, six scholarships and education contributions have been awarded to Indigenous students to date.

Black Diamond Cygnus “Corporate Responsibility Report”

While not yet a participant in the WMCA ESG program, WMCA Partner Black Diamond Group issued its inaugural ESG Report.



Tracking Pro



August 2021

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

October 2021

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

December 2021

Reporting Template
WMCA Partners were provided a PD template for inputting data. This is accompanied with specific GRI guidance for stewards.

September 2021

Materiality Survey
WMCA Partners completed 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 were given written guidance for tracking and reporting ESG.

MOU Signed
WMCA partners signed a tracking and reporting stewardship agreement with WMCA.



Progress

21

OF reporting
accom-
for data

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

January 2022

Signing
partners signed agreements for their
and reporting, naming the data
and the method/scope of reporting to

April 2022

Quarterly Update Cycle

WMCA partners met one-on-one with the WMCA Director for their first Quarterly progress update, repeated each quarter.

Today

ESG Accountability Report

The first annual ESG Accountability Report is published and the WMCA ESG Program is approved 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.





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CORPORATE ALLIANCE

For more information, visit www.wmfnbusiness.ca or
email admin@wmfnbusiness.ca