

## 1. Introduction

This joint report (“the Report”) is the first Forced Labour and Child Labour Report submitted pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chain Act* (“Act”) by Enoch Cree Nation Business Trust and certain of its Subsidiaries listed below (collectively the “Company” or “we” or “our”). It covers the Company’s most recently completed financial year ending December 31, 2023 (the “Reporting Period”). The following Subsidiaries are reporting entities under the Act and are referred to as “Subsidiaries” in this Report:

- 1023576 Alberta Ltd
- River Cree Enterprises Limited Partnership
- River Cree Resort Limited Partnership
- Enoch Casino Limited Partnership

The Report outlines the steps that Enoch Cree Nation Business Trust and its Subsidiaries have taken during the Reporting Period to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the entity or of goods imported into Canada by the entity.

## 2. Steps Taken in the Previous Financial Year to Prevent and Reduce Risks of Forced Labour and Child Labour

At Enoch Cree Nation Business Trust and its Subsidiaries health and safety is our most important business consideration. We recognize that ethical business practices and the safety and health of our employees and guests are fundamental to the long-term sustainability of our business.

We are in the initial stages of our journey to reduce the risk of forced labour and child labour, and during the Reporting Period we had yet to take any steps to prevent and reduce the risks of forced labour and child labour in our business activities and supply chains. However, we are committed to taking the necessary steps and are working with our stakeholders to ensure that we play our part in the fight against forced labour and child labour.

## 3. Our Structure, Activities and Supply Chains

### 3.1 Structure

The legal structure of Enoch Cree Nation Business Trust and its four subsidiaries, 1023576 Alberta Ltd, River Cree Enterprises Limited Partnership, River Cree Resort Limited Partnership and Enoch Casino Limited Partnership is a strategic partnership, which was established in Alberta and is overseen by our Board of Directors.

Enoch Cree Nation Business Trust was established to hold Enoch Cree Nation’s investments in the various entities that comprise the River Cree Resort and Casino. 1023576 Alberta Ltd was incorporated under the Alberta Business Corporations Act and operates as the Trustee for Enoch Cree Nation Business Trust, pursuant to the terms of a Deed of Trust dated effective as of August 22, 2003.

River Cree Enterprises Limited Partnership, River Cree Resort Limited Partnership and Enoch Casino Limited Partnership were all established as partnerships, with River Cree Enterprises Limited Partnership playing a pivotal role as the parent entity of the three. Both River Cree Resort Limited Partnership and Enoch Casino Limited Partnership are fully owned subsidiaries of River Cree Enterprise Limited Partnership.

The five organizations are First Nations owned and operate together as River Cree Resort and Casino in Enoch, Alberta. The organization’s main lines of business are casino, entertainment, accommodation, and food services. In total, the organization employs 1104 employees in Canada.

## 3.2 Activities

### ***Enoch Cree Nation Business Trust***

Enoch Cree Nation Business Trust was established to hold Enoch Cree Nation's investments in the various entities that comprise the River Cree Resort and Casino. It does not have any employees.

### ***1023576 Alberta Ltd***

1023576 Alberta Ltd was incorporated under the Alberta Business Corporations Act and operates as the Trustee for Enoch Cree Nation Business Trust, pursuant to the terms of a Deed of Trust dated effective as of August 22, 2003. Please note that the board members are part of this entity, and in 2023, we had three board members and four administrative employees for a total of seven employees in this entity.

### ***River Cree Enterprises Limited Partnership***

River Cree Enterprises Limited Partnership wholly owns River Cree Resort Limited Partnership and Enoch Casino Limited Partnership and does not engage in the production, sale, distribution, or importation of goods and is not involved in direct operational or commercial activities. River Cree Enterprises Limited Partnership has two employees, a Chief Executive Officer and Chief Financial Officer who provide strategic oversight to River Cree Resort Limited Partnership and Enoch Casino Limited Partnership.

### ***River Cree Resort Limited Partnership***

River Cree Resort Limited Partnership holds a sub-lease from Enoch Community Development Corporation for the 49-acre site that is home to River Cree Resort and Casino. River Cree Resort Limited Partnership oversees and manages all non-gaming operations of the Resort, ensuring a seamless and enjoyable experience for all guests. As the owner of the hotel and one restaurant, River Cree Resort Limited Partnership also operates the vibrant entertainment centre and gift shop. The company employs a dedicated team of 575 professionals who work across various support departments such as room service and banquet facilities, contributing to the smooth functioning of the hotel, and ultimately enhancing the overall guest experience at the River Cree Resort and Casino.

### ***Enoch Casino Limited Partnership***

Enoch Casino Limited Partnership, through a sublease agreement with River Cree Resort Limited Partnership, is responsible for the gaming space at the Resort, where we expertly operate and manage all gaming-related activities. Additionally, we operate four restaurants and a casino. Enoch Casino Limited Partnership has a dedicated team of 520 employees across the gaming floor and restaurants, all focused on delivering an outstanding experience for every guest. We take pride in fostering an environment where all our personnel are trained to go above and beyond in providing top-notch service, aiming to create memorable gaming and dining moments for visitors.

## 3.3. Supply Chains

Our diverse supply chain is part of our strategy to be the best casino in the Greater Edmonton Area, offering the best entertainment. Outside of the Reporting Period, we initiated the process of mapping our supply chain to better understand where our suppliers are located and the types of goods and services that we procure. This exercise was a key first step for us to gain a better understanding of where we may have forced labour and child labour risks in our supply chains and operations. Overtime we will update our supply chain mapping and continue to gain a better understanding of our supply chain in future reporting periods.

### ***Enoch Cree Nation Business Trust***

Enoch Cree Nation Business Trust operates as a holding entity and does not engage in the production, sale, distribution, or importation of goods and is not involved in direct operational or commercial activities.

### **1023576 Alberta Ltd**

1023576 Alberta Ltd initiated the process of mapping our supply chain outside of the current Reporting Period to gain a better understanding of our supply chain in future reporting periods. For the 2023 financial year, we identified approximately 17 tier 1 suppliers. Of these 17 suppliers, 88% were located in Canada and 12% in the United States. The majority of goods and services procured in Canada included insurance, research and consulting services, office supplies, legal services, as well as goods and services from two of our affiliated companies. The goods procured from our suppliers in the United States were for software subscriptions.

### **River Cree Enterprises Limited Partnership**

Outside of the Reporting Period, we initiated the process of mapping our supply chain and aim to gain a better understanding of our supply chain in future reporting periods. For the 2023 financial year, River Cree Enterprises Limited Partnership had approximately nine tier 1 suppliers, all of which are located and operate in Canada. Most of these suppliers (67%) provide research and consulting services, followed by specialized consumer services asset management & custody banks and insurance broker services. River Cree Enterprises Limited Partnership provides strategic oversight to River Cree Resort Limited Partnership and Enoch Casino Limited Partnership and does not engage in the purchasing or sourcing of goods.

### **River Cree Resort Limited Partnership**

River Cree Resort Limited Partnership initiated the process of mapping our supply chain outside of the current Reporting Period and will aim to gain a better understanding of our supply chain in future reporting periods. We identified approximately 704 tier 1 suppliers, all of which are located in Canada and the United States. 92% of these suppliers are strategically positioned across Canada, contributing a diverse array of goods and services, including food distributors, utility providers, IT services and top-tier entertainers and broadcasters, which are integral to our vibrant entertainment offerings. The remaining 8% of our suppliers, located in the United States, play a crucial role as well, with nearly half of them specializing in providing high-caliber entertainers that enhance the dynamic atmosphere of River Cree Resort and Casino.

### **Enoch Casino Limited Partnership**

Outside of the Reporting Period, we initiated the process of mapping our supply chain and aim to gain a better understanding of our supply chain in future reporting periods. For the financial year 2023, Enoch Casino Limited Partnership has identified approximately 90 suppliers, of which a majority 87% are located and operate in Canada, followed by 12% in the United States and 1% in United Kingdom. The majority of the products procured from our suppliers are food and liquor, all of which are in Canada and critical to the success of our entertainment and dining experiences. Other suppliers provide insurance, IT hardware and repair, equipment rental and furnishing services.

## **4. Policies and Due Diligence Processes in Relation to Forced Labour and Child Labour**

At Enoch Cree Nation Business Trust and its Subsidiaries, upholding the utmost ethical principles and integrity is at the core of our business and operations. While we have no policies specifically related to forced labour or child labour, we have an existing Health and Safety Policy, Whistleblower Policy and ConfidenceLine Program, which reinforces our stance on maintaining high ethical standards and support us to identify illegal activity within our activities.

### **4.1 Whistleblower Policy**

Our Whistleblower Policy, applies to all employees of Enoch Cree Nation Business Trust and its Subsidiaries.

As part of our Whistleblower Policy, we have established the third party ConfidenceLine Program, where our associates can anonymously report any suspicions of wrongdoing, illegal or unethical acts. The

ConfidenceLine Program is an independent third-party call center that our associates can access 24/7, 365 days per year by calling 1-800-661-9675.

We ensure all associates are aware of the ConfidenceLine Program by having posters with the 1-800 number permanently placed throughout the back of the house areas.

When a report is submitted, our Director of Human Resources receives all complaints that come through the ConfidenceLine and is responsible for investigating complaints. At their discretion, they may appoint individuals to assist in an investigation.

## **4.2 Health and Safety Policy**

The health and safety of our associates is Enoch Cree Nation Business Trust's and its Subsidiaries most important business consideration. Through our Health and Safety Policy, which applies to all employees of Enoch Cree Nation Business Trust and its Subsidiaries, all managers, supervisors, associates and contractors are required to follow all applicable health and safety legislation. We comply with all applicable workplace health and safety requirements under legislation and maintain occupational health and safety standards that meet or exceed the best practices in the industry. We commit to conducting routine health and safety inspections to find and eliminate unsafe working conditions and acknowledge that no associate will be required to do a job they consider unsafe.

## **5. Forced Labour and Child Labour Risks**

We recognize the importance of identifying the parts of our activities and supply chains that carry a potential risk of forced labour or child labour. To date, we have not conducted an assessment to identify areas that may have a heightened risk of forced labour and child labour. Consequently, we have not yet taken any steps to assess and manage those risks.

## **6. Measures Taken to Remediate Forced Labour or Child Labour**

We are proud to uphold the highest standards of ethical practices within our business operations. To date, Enoch Cree Nation Business Trust or its Subsidiaries has not identified any instances of forced labour or child labour in our activities or supply chains. As such, no specific remediation measures have been undertaken to date.

As mentioned in section 4.1, we have established the ConfidenceLine Program that allows for our associates to anonymously report any suspicions of wrongdoing, illegal or unethical acts. If any instances of forced labour or child labour are identified in the future, we would consider appropriate means of remediation.

## **7. Remediating the Loss of Income to the Most Vulnerable Families**

Enoch Cree Nation Business Trust and its Subsidiaries acknowledge that efforts to prevent and reduce the risks of forced labour and child labour can have the unintended consequences of contributing to a loss of income for individuals and families already facing financial hardships. To date, we are not aware of any instances where our efforts to reduce and mitigate the risks of forced labour and child labour in our activities and supply chains may have contributed to a loss of income for those individuals and families, and therefore we have not taken any measures in this area.

## **8. Training Provided to Employees on Forced Labour and Child Labour**

We acknowledge the importance of providing our staff with the training required to support them to understand, identify and manage the risks of forced labour and child labour throughout our activities and supply chains. However, we have not yet developed nor implemented an employee training program specifically addressing the risks of forced labour or child labour.

## 9. Assessing Our Effectiveness

As this is the first year of reporting under the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, Enoch Cree Nation Business Trust and its Subsidiaries have yet to establish a framework for measuring and assessing our effectiveness in ensuring that forced labour and child labour are not being used in our activities and supply chains.

## 10. Board of Directors Approval and Attestation Statement

This Report was Approved by the Board of Directors of Enoch Cree Nation Business Trust, pursuant to section 11(4)(b)(ii) of the Act.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.



I have the authority to bind Enoch Cree Nation Business Trust, 1023576 Alberta Ltd, River Cree Resort Enterprises Limited Partnership, River Cree Resort Limited Partnership and Enoch Casino Limited Partnership.

Blair Morin

Director, Enoch Cree Nation Business Trust

May 30, 2024