



### McKay Metis Group Entities Forced Labour and Child Labour Report

This Forced Labour and Child Labour Report (the “**Report**”) is being submitted by McKay Metis Group Ltd. (“**MMG**”) and our wholly subsidiary, McKay Metis Contracting GP Ltd. (“**McKay Metis GP**”), as general partner of the McKay Metis Contracting Limited Partnership (the “**MMC LP**”, and collectively with MMG, the “**McKay Metis Group Entities**”), for the fiscal year ending December 31, 2023 and is made in accordance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, S.C. 2023, c.9 (the “**Act**”). This Report is not a revised version of a report already submitted this reporting year. This Report is a joint report which applies to, and describes, the reasonable steps taken by McKay Metis Group Entities to mitigate forced labour and child labour in our organization’s operations and supply chains.

McKay Metis Group Entities		
Entity Legal Name	Entity Business Number	Headquartered or principally located
McKay Metis Group Ltd.	857230668	Fort McMurray, Alberta
McKay Metis Contracting Limited Partnership	769342502	Fort McMurray, Alberta

MMG is a social enterprise owned by the Fort McKay Métis Nation (FMMN), where we represent the "Fire" that was built by the entrepreneurial spirit of the Fort McKay Métis People for their prosperity. MMG provides the economic benefits and opportunities to build a sustainable future for our People, Partners, and Clients. MMG is dedicated to ensuring client satisfaction, growth, and profitability while maintaining sustainable relationships and protecting the environment.

#### Respect for Human Rights<sup>1</sup>

McKay Metis Group Entities fully supports the objectives of the Act and opposes the use of all forms of forced labour and child labour, including in our operations and our supply chain. Respect for human rights is fundamental to our values and to the wellbeing of the communities in which we operate.

As set out in the United Nations Guiding Principles on Business and Human Rights (“**UNGPs**”), business enterprises have a responsibility to respect internationally recognized human rights. The responsibility to respect human rights requires that business enterprises: (a) avoid causing or contributing to adverse human rights impacts through their own activities and address such impacts when they occur; and (b) seek to prevent or mitigate adverse human rights impacts that are directly linked to their operations, products or services by their business relationships, even if they have not contributed to those impacts.

<sup>1</sup> MLTA: Consider including a general policy statement regarding McKay Metis Group respects for human rights, such as the above.



The Fort McKay Métis Nation is proudly located in Treaty 8 territory and unceded Métis lands.

**What steps have been taken in 2023 to prevent and reduce the risk that forced labour and/or child labour is used at any step in the production of goods – Section 11(1)?**

The McKay Metis Group Entities is committed to operating ethically, following practices, policies and standards in compliance with the objectives of the Act and applicable labour and employment laws and environmental laws. As part of this commitment, we acknowledge the importance of considering modern slavery and child labour within our supply chains and activities.

In 2023, the McKay Metis Group Entities have not begun to undertake activities specifically in relation to the Act. However, in 2024, the McKay Metis Group Entities anticipates beginning to take steps to promote the objects of the Act such as adopting a Modern Slavery Act Policy:<sup>2</sup>

**Description of Entity structure, activities, and supply chain – Section 11(3)(a)**

*Structure*

This joint Report applies to MMG and MMC LP.

MMG is a corporation incorporated pursuant to the *Business Corporations Act* (Alberta), operating in Alberta with approximately 10 employees. MMG is the sole shareholder of McKay Metis Contracting GP Ltd., the general partner of the MMC LP.

MMC LP is a limited partnership established under the *Partnership Act* (Alberta) and is the management company for the McKay Metis Group entities operating in Canada with approximately 250 employees.

*Activities*

In 2023, the McKay Metis Group Entities operated in one or more of the following sectors or industries: Oil and Gas Services, Civil Services, Trucking, Technical Services, and Management of Companies and Enterprises.

Headquartered in Fort McMurray, Canada, the McKay Metis Group. and its subsidiaries, including the McKay Metis Group Entities, provide energy goods and services to customers within the Regional Municipality of Wood Buffalo, distributing aggregate, fuel and lube service, welding service, light and medium civil construction, technical services and management services to its customers.

*Supply Chain*

The McKay Metis Group Entities purchase a broad range of materials and components in connection with their business activities. Some of the components used in the McKay Metis Group products and services are obtained from a single source or a limited group of suppliers and McKay Metis Group Entities has long standing relationships with recognized and reputable suppliers and original equipment manufacturers. Supply chain teams within the McKay Metis Group Entities operate regionally, adapting their approach based on local demands and business practices. In 2023, the majority of goods and services procured by

<sup>2</sup> The below list is a list of items that could be undertaken to promote compliance with the Act. We recommend, at minimum, that the organization adopt a Modern Slavery Act policy.



the McKay Metis Group Entities were sourced from Canada with limited purchases sourced from the United States of America.

**Policies and due diligence processes in place related to forced labour and/or child labour – Section 11(3)(b)**

Currently, the McKay Metis Group Entities do not have any policies or due diligence in place specifically related to forced and or child labour. However, we have adopted internal policies to promote and ensure compliance with applicable laws, including applicable laws in respect of employment and human rights.

**Has the organization identified activities and supply chains that carry a risk of forced and/or child labour being used – Section 11 (3)(c)?**

During the 2023 fiscal year, the McKay Metis Group Entities had not formally assessed or identified which parts of its supply chain may carry a risk of forced labour or child labour. However, during fiscal 2023, the McKay Metis Group Entities have not identified activities and supply chains that carry a risk of forced and/or child labour being used.

**Has the organization taken any measures to remediate any forced labour or child labour in its activities and supply chains – Section 11(3)(d)?**

Having not identified any forced labour or child labour in its activities or supply chains, the McKay Metis Group Entities has also not identified any loss of income to vulnerable families resulting from measures taken, as no measures were taken.

**Has the organization taken any measures to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains? – Section 11(3)(e)**

The McKay Metis Group Entities have not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labour or child labour in their activities and supply chains. Accordingly, we have not undertaken any measures to remediate any loss of income relating to any forced labour or child labour to date.

**Does the organization currently provide training to employees on forced labour and/or child labour? – Section 11(3)(f)**

We believe our employees are one of the most important resources we have. We see the benefits of maintaining a corporate culture that motivates, inspires, nurtures and rewards. We offer training and professional development opportunities tailored to the individual, and there is always room for career advancement. Other than general employee onboarding and training, the McKay Metis Group Entities do not currently provide training to employees on forced and/or child labour.

**Does the organization currently have policies and procedures in place to assess its effectiveness in ensuring that forced labour and child labour are not being used in its activities and supply chains? – Section 11(3)(g)**



The McKay Metis Group Entities have not taken steps to assess their effectiveness in ensuring that forced labour and/or child labour are not being used in its activities and supply chains.

**Approval of Report and Attestation**

This Report has been approved by the Board of Directors of McKay Metis Group Ltd. in accordance with Section 11(4)(b)(i) 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.

Per: Benjamin Gill  
Name: Benjamin Gill  
Title: Treasurer  
Date: 5/27/2024

*I have the authority to bind McKay Metis Group Ltd.*

This Report has been approved by the Board of Directors of McKay Metis Contracting GP Ltd., as general partner of McKay Metis Contracting Limited Partnership in accordance with Section 11(4)(b)(i) 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.

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