



INDIGENOUS ESG (IESG) REPORT 2022/2023

OHTÂCIHOW OTAWÂSIMISIW
SUSTAINING GENERATIONS



FORT MCMURRAY 468
FIRST NATION



"Our goal is a community that prospers economically, socially, and culturally. We are creating a strong legacy by honouring our past, embracing the present, and empowering our future."

— Chief Neil Cheecham —

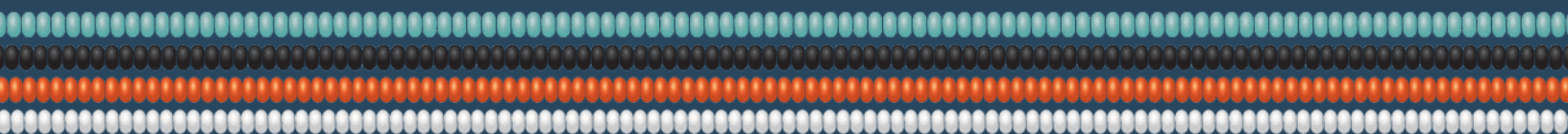


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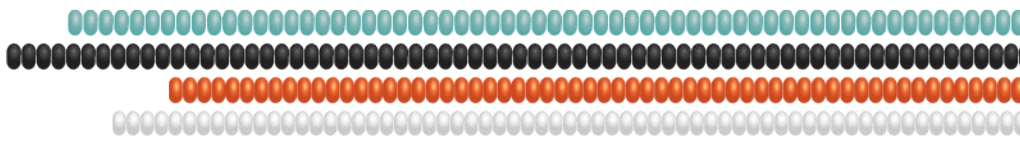
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MESSAGE FROM THE CHIEF



L-R: Chief Albert, Chief Neil, Chief Michael Cheecham. [Painted by a family friend of the Chief]





GENERATIONAL ASPIRATIONS

I'm the third-generation Chief of Fort McMurray 468 First Nation (FMFN468), following in my dad and grandfather's footsteps. My grandpa, Chief Albert Cheecham (Chief from 1971-1981), taught me to look ahead and think about the future while planning for today. He built the foundation for our Nation based on strength, knowledge, and taking care of our people. My dad, Chief Michael Cheecham (Chief from 2002-2005), carried on this responsibility, guiding us through challenges and successes for our Nation.

I saw the positive changes they made, and both believed in our strength and power when we are a unified community. Now, as Chief, I'm proud to continue this generational legacy and understand the responsibility. I want to continue building a strong Nation for my six kids, my great grandkids, and for all the generations to follow.

Sustainability, to me, is about the health and well being of our people and land, making sure our culture and traditions thrive so when people visit our Nation, they see a vibrant, resilient community. When I was a kid, I saw our Nation making progress, but we still faced challenges like not enough homes, poor infrastructure, and health issues. I knew I wanted to be involved in making a difference for the future of our Nation. I want our Members, both on and off reserve, to be proud of who they are and where they come from - empowered, healthy, and happy. To do this, we must be self-sufficient, have stable economic and community development, and put our culture and practices at the centre of everything we do.

INCLUSIVE REPORTING

We want to build bridges with our partners and industries. I believe that together, we can care for this land and our people while growing and advancing our economy and society. I'd love to see a world where we have reduced the divide between our Indigenous and non-Indigenous neighbours, as well as between our Band Members, while still holding

space to be authentically and uniquely ourselves in how we grow, operate, do business, and thrive. The opportunities for reconciliation are endless, and it starts with the power of our stories and the celebration of our rich culture and history. We are storytellers and keepers of traditions; through sharing our narratives, we can bring understanding, respect, and healing to all.

Our goal is a community that prospers economically, socially, and culturally. We can create a strong legacy by honouring our past, embracing the present, and empowering our future.

This report shows how we live today and where we're headed. I hope it resonates with our Members, partners, and anyone wanting to understand our Nation better. We're committed to our community's well being, and invite others to collaborate, learn, and celebrate with us as we build a vibrant, resilient, and sustainable future for FMFN468.

STRONGER TOGETHER

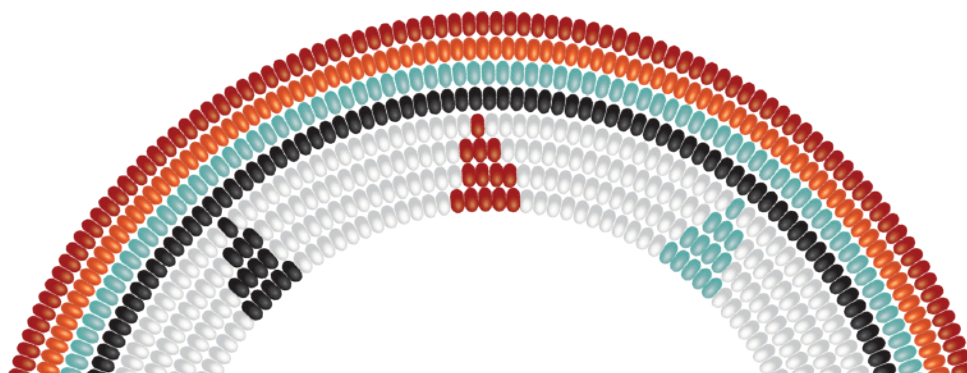
Because together we are stronger, I invite other First Nations on this journey with FMFN468 to decolonize sustainability and we look forward to learning from you.

Our Indigenous voices matter. By joining conversations around Environmental, Social, and Governance (ESG), we ensure our Nation's and our people's priorities and values are heard. Industry partners can learn from us and together we can create respectful, inclusive partnerships. This is genuine reconciliation in action and is the start of working together for a more sustainable, inclusive future.

May your arrow guide you on your path,

KINANÂSKOMITIN!

Chief Neil Cheecham
Fort McMurray 468 First Nation



2022/2023 HIGHLIGHTS

OHTÂCIHOW OTAWÂSIMISIW | SUSTAINING GENERATIONS

EMPOWERING MEMBERS TO CHOOSE THE
DIRECTION OF THEIR OWN ARROW.



~\$650,000
EDUCATION FUNDING
provided to Members



60 

STUDENTS
from the Nation received
EDUCATIONAL SUPPORT

4.49/5.00
AVERAGE RATING
from Members on how
PROUD they are
to be Members of FMFN468

Hired a **CHIEF**
SUSTAINABILITY
OFFICER



240
COMMUNITY EVENTS hosted
with over **5,000** attendees



116
events were **CULTURAL**
or **CEREMONIAL**

100% 
of our on-reserve
Members have access to
CLEAN WATER and
ELECTRICITY

15
New Homes
ADDED



19
Homes
RENOVATED



4
Unsafe Homes
DEMOLISHED



60% OF OUR MEMBERS ARE
CURRENTLY LEARNING or PLAN
to learn their language

20% OF OUR MEMBERS **SPEAK** Cree, Dene
or another **INDIGENOUS** language



\$25M
REVENUE

85% Going to
the Nation

29 BUSINESS
PARTNERSHIPS

9 of which are with
INDIGENOUS communities
or businesses

Launched **ECONOMIC**
DEVELOPMENT Corporation



OPENED URBAN OFFICE
in Edmonton

ABOUT THIS REPORT



The ESG sustainability reporting framework has rapidly become a global standard for assessing responsible industries and companies. As FMFN468 strives for economic prosperity and independence, it is important for us as a Nation to begin to not only to align with industry ESG reporting, but more importantly to make sure we have a strong voice at the forefront.

We must share our stories within this context so there is a better understanding of our unique perspectives so we can foster mutually beneficial and respectful collaborations. It is also critical to acknowledge that the current ESG standards overlook Indigenous Peoples' rights, interests, and perspectives.¹ This exclusion poses significant risks for Indigenous communities and investors, as it neglects the profound impact and value that Indigenous knowledge brings to environmental, social, and governance practices.

Building on FMFN468's *2021 Sustainability Report to Community*, this report attempts to begin redefining the concept of ESG metrics by approaching them through the lens of our Indigenous perspective, encompassing our rich cultural heritage and respect for the land, which are at the heart of our identity. As multi-generational stewards of the land, we hold critical views for industry to consider if we want to truly work together while caring for **OKÂWÎMÂWASKIY | Mother Earth** and her people. We hope this report, which encompasses January 2022 to December 2023, provides an insight and understanding of these perspectives, highlighting the critical need to incorporate Indigenous values and priorities into sustainability and business practices.

We have titled this report **OHTÂCIHOW OTAWÂSIMISIW | Sustaining Generations**, demonstrating our dedication to honouring the generations before us and those who will follow. For our Nation, sustainability is not just for today, but thinking ahead² to ensure that our decisions and journey forward set our Nation on a path of self-reliance to thrive and be vibrant for generations to come.

In this report, we've woven our language into every aspect. As you read, you'll come across Cree words standing side by side with English concepts. Our culture is a foundational component of our sustainability as a Nation; within it, our language holds a crucial place.

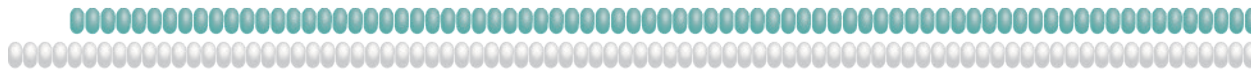
It's not just a set of words; it is our identity, and reconciliation means ensuring our voices are heard, our culture is celebrated, and our language is actively promoted. In an effort to showcase what ESG can look like in Cree, we aim to teach, bridge gaps, and strengthen the space for our culture within ESG. It's a step toward reconciliation, creating understanding, and fostering a place for Indigenous voices.



"We want this report to share a snapshot of our Nation. Who we are, what is important to us, and what sustainability means. We hope to bridge any gaps to educate, connect, and encourage positive collaborations and partnerships."

— FMFN468 Member —





EXPLORING IESG

For our 2022/2023 sustainability report, FMFN468 wanted to explore the concept of Indigenous Environmental, Social, and Governance (IESG) concepts, which places the “I” at the forefront and foundation of sustainability considerations¹. We believe that when industry operates within Indigenous communities and on our lands, it is the community’s inherent right to establish understandings, standards, and metrics that protect our culture, land, and people. Ultimately, our leadership is accountable to our Members, and our approach to business reflects our commitment to honouring and protecting them.

IESG reporting goes beyond typical ESG metrics, aiming to align with the principle of seven-generation-thinking², which requires making decisions with a long-term perspective, spanning hundreds of years into the future. We want this report to serve as a platform for us to communicate ESG narratives representing the authentic lived experiences of these metrics, while also applying global reporting metrics where they align with our operations, businesses, and industry partners. Prioritizing Indigenous perspectives and decolonizing the reporting process explores a holistic and inclusive approach to sustainability.

Through this IESG report which, to our knowledge, is one of the first of its kind, we celebrate our Nation’s accomplishments, address challenges, and accelerate our journey towards self-sufficiency.

DEFINING OUR OWN METRICS

Global reporting standards and metrics drive the growing practice of ESG reports, but were developed without consideration of the rights, interests, and inputs of Indigenous Peoples. These metrics were not designed for us here, on this land, to our distinct region and people. We wanted to

change that narrative and focus on the things that make us prosperous, healthy, and happy - things that build strong relationships with our neighbours, partners, and Industry.

As with our *2021 Sustainability Report to Community*, we are guided by our eight Community Pillars. The voices and priorities of our Members across all generations are the foundation of this report.

LEADERSHIP AND STAFF

In early 2023, workshops were held with the Chief and Council, the Chief Sustainability Officer, and leadership representatives from our entities and departments including the Group of Companies (GoC), Economic Development, Industry and Government Relations Corporation (IGRC), Shared Services, Education, Health, and Community Wellness.

These workshops allowed us to gather insights and perspectives on accomplishments and priorities within these teams, as well as identify key metrics and data for this, and future reporting.

ELDERS GUIDANCE

Our Elders shared with us what sustainability means to them, and for our Nation, through facilitated sessions in Fort McMurray and Edmonton (34 Elders attended), and they identified the critical practices and priorities to guide this work (Figure 1).

These are different than many of the global ESG reporting metrics, and we welcome this and hope it provides a space for others to think about it differently. This report is guided by our Elders Vision Statements.



“Sustainability means...creating opportunities for employment, keeping our culture alive, our traditions, our language - it’s so important for our future generations. We have to protect and preserve that.”

— Cindy Miller, FMFN468 Member and Band Manager —



"Sustainability means something that lasts. Without our land we are not a community. If we work together and have a good knowledge about who we are and where we want to go, then I think it will help us be more sustainable in the long run. This includes practicing our culture and being here together, getting along with each other, and having connection to the people and the land."

— Elder Cleo Reese —



FIGURE 1: Sustainability priorities for FMFN468 Elders.

COMMUNITY PARTICIPATION

We asked our Members to participate in a community survey to share their definition of sustainability, their vision for the Nation's future, their cultural connections, and what matters to them.

The survey also assessed our Members' connection with their culture, identity, and language, which were pulled from the Indigenous Navigator. The Indigenous Navigator is a framework and tool created by Indigenous Peoples to assess if their rights

are being recognized and put into practice³ and if/how the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) is being implemented in Indigenous communities. Many of the Indigenous Navigator indicators were used to identify metrics and data for our Performance Tables, which are found at the end of the report.

As a result of the survey, we identified from Members what sustainability looks like for the future of our Nation (Figure 2), and their vision greatly aligns with that of our leadership and Elders.



FIGURE 2: FMFN468 Member's vision of sustainability for the Nation.

COMMUNITY PILLARS

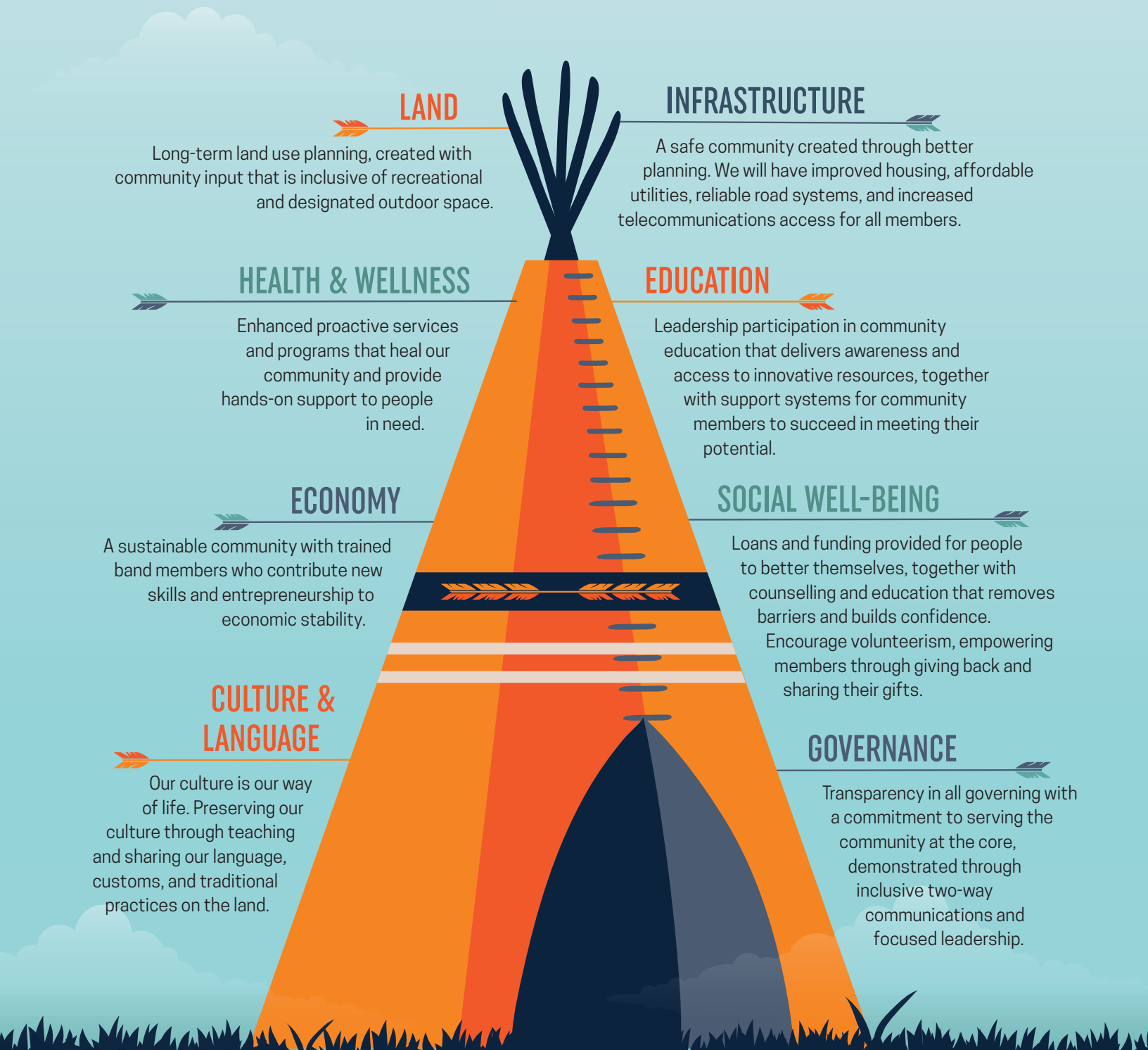
GUIDING OUR SUSTAINABLE DEVELOPMENT

The eight Community Pillars, founded in our traditional medicine wheel, represent our community values and vision for our Nation. Sustainability is woven through the pillars, and they guide us as our community grows stronger and more resilient, a thriving and proud First Nation.



ELDERS VISION STATEMENTS

SUSTAINABILITY FOR GENERATIONS TO COME



GLOBAL REPORTING METRICS

While we have challenged globally recognized reporting standards, we also recognize the guidance and alignment they can offer with our industry partners. We used a lens of the Sustainable Development Goals (SDGs), and applied the Global Reporting Initiative (GRI) as baseline metrics for this report; however, we focused on adapting these metrics to our

unique context where possible. Drawing from Indigenous frameworks such as UNDRIP with the Indigenous Navigator Indicator Framework, the Raven Impact Measurement Framework, and the First Nations Major Project Coalition, we expanded on many of these metrics, exploring them through an Indigenous lens.



“Sustainability means resilience within our community and our people and having some sort of sense of healing...we do need that sustainability within our Nation. Also being able to move forward...and having some positive outcomes within our community and our people.”

— Kadence Lepine, FMFN468 Youth —



WHAT SUSTAINABILITY MEANS TO OUR MEMBERS

“For me I would define it as...healthy growth, moving forward. There is power in knowledge — let’s continue to educate our people. When we know better, we can do better. Let’s teach our younger generations how to live off our land — there are so many teachings, let’s make them available to all. We need to work together to take care of each other, our land, and our Nation.”



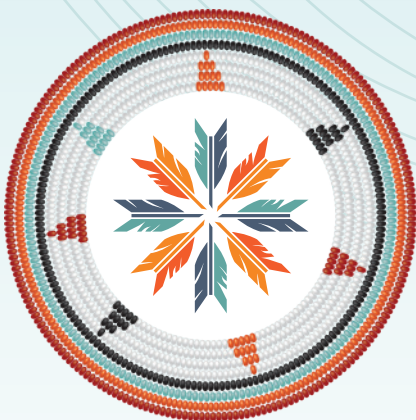
“A lot of our ancestral values and ways of life are now becoming more desired. The actions people are taking to be more ‘sustainable’, like using less, considering where food comes from, and appreciating the beauty and strength of nature are really similar to how our people once lived.”



“Sustainability means respecting the land and taking what we need from it graciously while replenishing it for the future.”



“Sustainability means developing strategies for fostering cultural, economic, and social growth of the community.”



THE IMPORTANCE OF RECONCILIATION



“Truth and Reconciliation means acknowledging the painful past, healing the wounds, restoring our cultural heritage, seeking justice, and building a more inclusive and equitable future for all Indigenous Peoples. It is a transformative journey towards reconciliation, understanding, and empowerment.”

— FMFN468 Councillor Samantha Whalen —



WHAT WE WANT YOU TO KNOW WHEN ENGAGING WITH INDIGENOUS PEOPLES

Understanding Indigenous communities' sustainability and ESG needs requires respecting their unique cultures and histories. In Canada, historical injustices such as colonialism, the Indian Act, land displacement, residential schools, the Sixties Scoop, and systemic genocide have led to enduring health disparities, limited education access, inadequate housing, socioeconomic inequality, substance abuse, domestic violence, high incarceration rates, and elevated injuries and suicide rates among Indigenous youth.

Climate change exacerbates present-day threats, impacting Indigenous Peoples directly with habitat changes, severe wildfires, warmer waters, precipitation shifts, and erratic weather patterns. Loss of land increases costs for imported foods, leading to food insecurity and health issues, while also depriving communities of lands for traditional ceremonies and essential activities. Remote Indigenous communities face additional challenges including unreliable winter roads and disrupted access to essential services and supplies. Genuine reconciliation and inclusive Indigenous engagement with industry, government, and society must be approached with the understanding, respect, and acknowledgement of these unique challenges.

FMFN468 is determined to achieve self-sufficiency and thriving communities, building a future without disparities through collective efforts and respectful partnerships.



CALL TO ACTION FOR INDUSTRY – ECONOMIC RECONCILIATION

We seek economic reconciliation to bridge the disparities between Indigenous Peoples and the broader society, and we call on industry and government to consider this when approaching partnerships.

This requires collaboration for equal access to resources, opportunities, and support for sustainable development and growth. Achieving economic reconciliation involves fair land and resource agreements, revenue sharing, investment in education, and skills training. Fostering strong partnerships includes supporting Indigenous entrepreneurship by creating and implementing company policies that empower and honour Indigenous land rights and cultural perspectives. This will help foster economic self-sufficiency and build a stronger, self-reliant FMFN468 economy, which can help ensure long-lasting, mutually successful economic partnerships for years to come. Economic reconciliation benefits First Nations, as well as the greater economy, and fosters a more respectful, inclusive, and prosperous future for everyone.

Illustrating this commitment in action, SMS Equipment recently partnered with FMFN468 and Suncor to host an Every Child Matters event. This included the unveiling of two Komatsu 980 mining trucks, adorned with artwork by an FMFN468 artist. These trucks, integrated into SMS Equipment's fleet, symbolize a perpetual reminder of the profound importance of Truth and Reconciliation. Beyond the artistic display, this collaboration exemplifies how industry and partners can engage in economic reconciliation, demonstrating an ongoing commitment to a more inclusive, equitable, and reconciled future.

OUR NATION



FMFN468 is a Cree band located 39 kilometres southeast of Fort McMurray, Alberta. Our Nation signed into Treaty 8 in 1899, during which we were part of the same Band as Fort McKay First Nation. We separated and became our own independent Band in 1942.

The Nation encompasses four reserves spanning approximately 31 square kilometres of land. We are a growing Nation, with 887 Members at the end of 2023, a majority of whom live off the reserve (Figure 3). Common places our off-reserve members reside are illustrated in Figure 4.

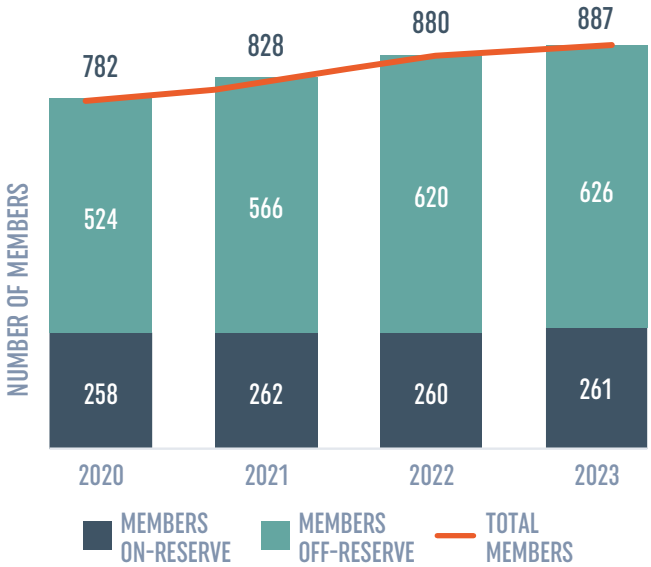
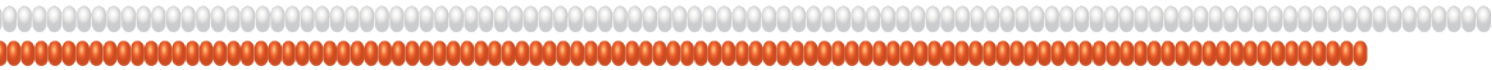


FIGURE 3: Number of Members on- and off-reserve.



FIGURE 4: Common places our off-reserve Members reside.





"We understand what the common narrative is about Indigenous Peoples, but we want to help shift that. We are resilient, capable, and strong, and it is our goal that we become self-sufficient with strong, collaborative partnerships. We just need to be given the chance."

— FMFN468 Member —

OUR PEOPLE: A NATION OF CREE AND DENE PEOPLE

Our health, well being, and relationships with each other and the environment are tied to our traditional ways of being and knowing. However, over the years, we have lost many of these ways.

This disconnection felt from the loss of our traditional lands, sense of place, and our Knowledge Keepers, was seen in the Community Sustainability Survey, where Members were asked to rate their connection to their identity and culture. They responded with an average rating of ~3.09 out of 5.00 (Figure 5), reflecting a sense of separation among some of our Members from our culture.⁶ Although some do feel disconnected, our Members are **MAMIHTISIW | PROUD**.

We asked Members to rate how proud they are to be a Member of FMFN468, with the average rating being 4.49 out of 5.00 (Figure 6)⁶. This speaks to our incredible community. Having pride is the starting point in our journey of healing, building resilience, and continuing to become a vibrant Nation.

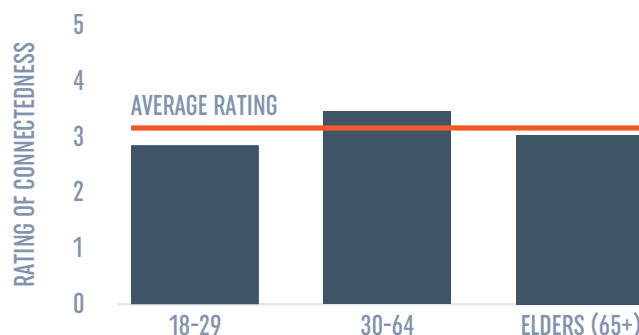


FIGURE 5: FMFN468 Member's rating of their feeling of connection to their Indigenous identity and culture.

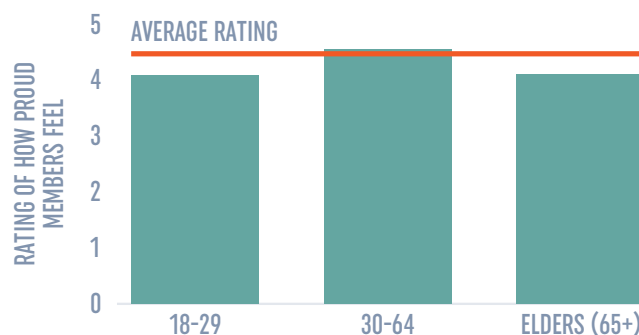


FIGURE 6: FMFN468 Member's rating of their feeling of pride being a Member of the Nation.

OUR TRADITIONAL LANGUAGES

Part of our pride and desire to reconnect is evident in our Members’ efforts to (re)learn our traditional languages, Cree and Dene, or other Indigenous languages, all of which remain essential to our identity and legacy (Figure 7).

These efforts set us on the path to our own reconciliation with the past, allowing us to move forward as a strong Nation together.

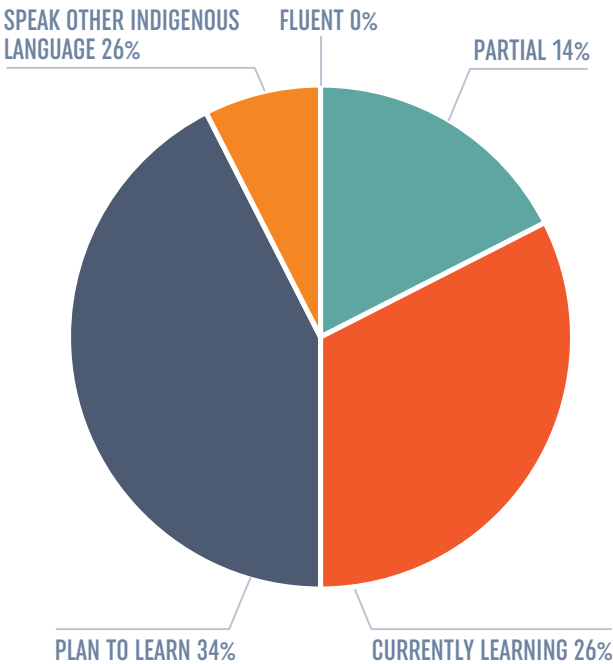


FIGURE 7: Members were asked if they speak Cree or Dene, if they are currently or planning on learning, or if they speak other Indigenous languages.

“I am proud to be Indigenous and I am proud to be a Member of our Nation ... a Nation moving forward and looking at ways to heal our people, educate our people, love and respect our people. We are strong when we are supporting each other.”

— FMFN468 Member —

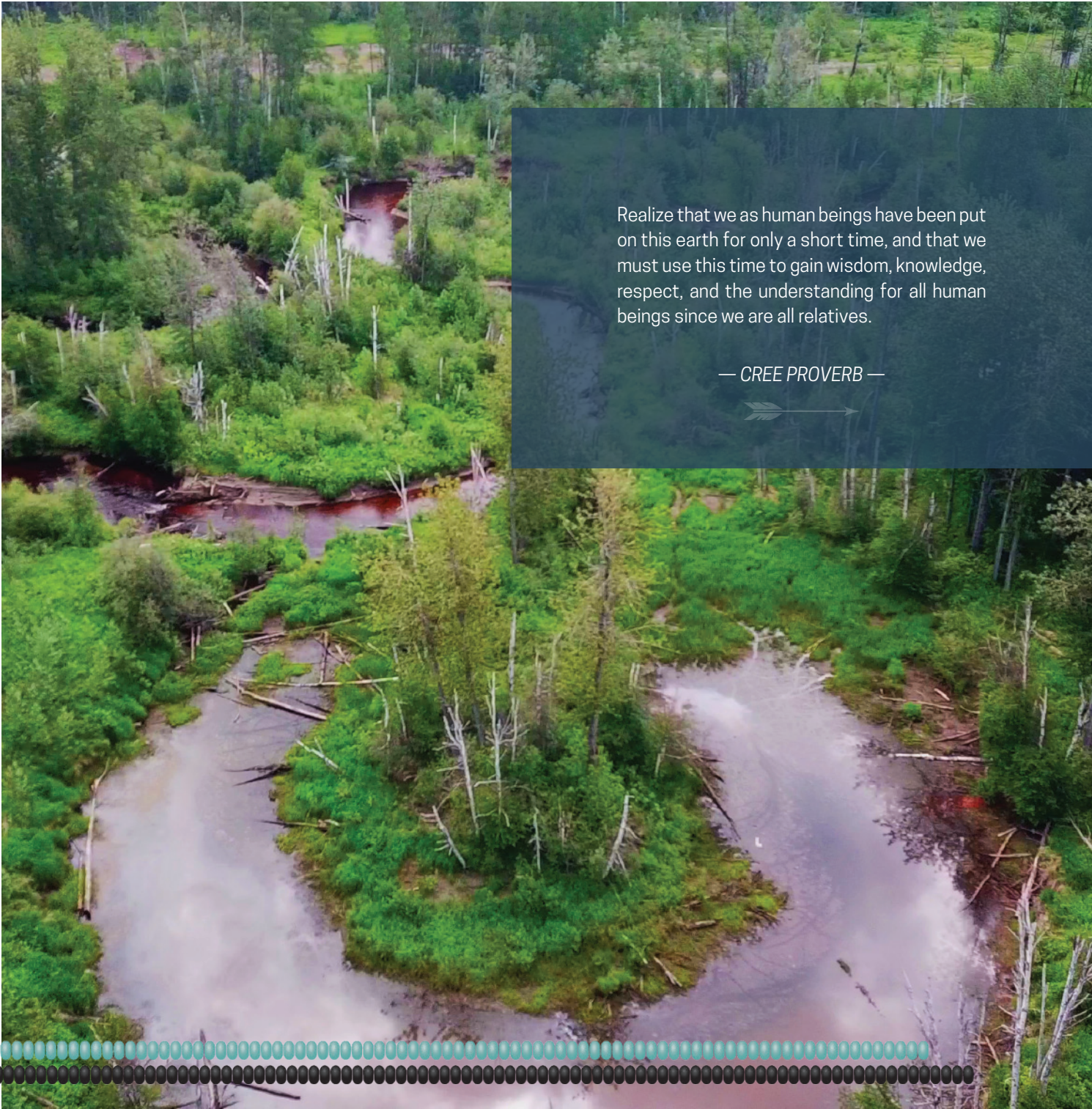


MATERIAL PRIORITIES



A Materiality Assessment is a core component of all ESG reporting in which organizations evaluate key material topics and determine which are priorities and most critical to focus on in operations and reporting. However, given our unique position of being a First Nation, and reporting as both a community and economic entities, we've taken a different approach to identify topics that hold

true meaning for us. Through workshops, engagement sessions, and a community survey, material topics were identified to reflect our own collective values and goals relating to ESG for the Nation. These are built on the foundation of our culture and our priorities, found on the next page. These will be revisited annually and reassessed as needed.



OUR MATERIAL PRIORITIES

SELF SUFFICIENCY

Reduce and eliminate our dependence on external services. Ensure that our Members have access to essential services and feel safe within our community. Achieve greater independence through ownership and management of our utilities such as water, waste, and energy.

TIPÊYIMIKOSIWIN:
Self-governed.



KNOWLEDGE AND CULTURE

Restore, preserve, and celebrate our culture which reconnects our Members and is shared with, and respected by, our partners.

IYINÎSIWIN:
Wisdom, intelligence, knowledge.



PROTECTED LAND AND WILDLIFE

Evaluate and integrate land protection and resilience in all our work. Plan for the preservation, mitigation, and restoration of our lands, supported by our ongoing Treaty Land Entitlement (TLE) settlement.

NÂKATÊYIMIWÊWIN:
Caring for others, protecting others, being protective.



EDUCATION AND EMPLOYMENT

Our Members have opportunities for education and employment that support and empower them to live a good and happy life.

KISKINWAHAMÂKOSIWIN:
Learning, education.

ATOSKÊWIN:
Work, employment, job.



HONOURING TRADITION

Revive our deep connection with the land and incorporate cultural practices and relationships. Prioritize hunting, fishing, and trapping, and integrate ceremonial land use in our planning decisions and development.

NÊHIYAWÂTISIWIN:
Cree cultural tradition, living a traditional Cree life.



COMMUNITY GROWTH AND STABILITY

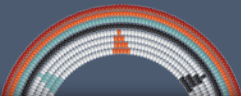
Strong stable community development and economic opportunities that benefit the Nation, our Members, and surrounding communities for generations.

SÔHKISIWIN:
Strength; being robust.



OUR CULTURE AND IDENTITY ARE THE FOUNDATION OF ALL THAT WE VALUE. IT IS WOVEN THROUGHOUT OUR ENVIRONMENT.



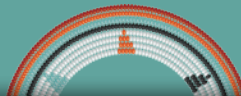


HEALTH AND WELL-BEING

Access to support, help, care, and programs for our Members to feel safe, healthy, and be their best selves. Recreational infrastructure and activities, schools and healthcare, safe and sufficient housing, rehabilitation programs and resources, and access to all necessities.

MIYO-AYÂWIN:

Good health; being well or in good health.

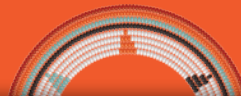


SUSTAINABLE PARTNERSHIPS

Collaborative and mutually beneficial relationships with industry and other communities to share stories and learn from one another. Create positive impacts and long-term benefits for the Nation and its Members.

MÂMAWOHKAMÂTOWIN:

Cooperation.

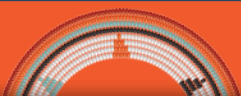


RESPECTFUL LAND USE

Responsible and respectful land use, that balances economic development and environmental preservation. Partnerships with industry leaders who prioritize sustainable practices, actively seek to mitigate long-term environmental impacts and are committed to land reclamation initiatives.

MANÂTISIWIN:

Being respectful; the act of respect or politeness; considerate; gentle.



TRANSPARENCY

Build and strengthen the trust of our Members, creating a safe space to share ideas and concerns. To build trust with partners that benefit the Members, with transparent decisions made for the long-term best interests of the Nation.

KWEYASK:

Right, properly, correct, honest.



HEALTHY WATER AND AIR

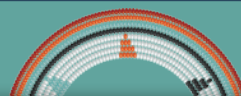
Development and operations that protect and support the health and well being of our Members and the surrounding communities, and all of the two-legs, four-legs, winged and finned we share it with.

YÔTINÎHK:

Land; Country, Earth, World.

NÎPÎYIHK:

Water.



COMMUNICATION AND RECONNECTION

All Members are informed and feel connected, regardless of geography, and are engaged in our governance and celebrations.

MÂMAWINITOWAK:

Unify; bring one another together.



MENTAL, SOCIAL, AND GOVERNANCE PRIORITIES, AND IT IS IMPORTANT THAT WE CONSIDER IT IN EVERYTHING WE DO.

NĪKĀNASTAMĀKĒWIN | GOVERNANCE

NĪKĀNASTAMĀKĒWIN: Leadership. | MĀMAWOHKAMĀTOWIN: Working cooperatively;
people help, listen, and learn from each other.





FMFN468 strives for transparent and accountable leadership, emphasizing integrity, community participation, and collective efforts for a prosperous future. We value leading by example, upholding ethics and professionalism, maintaining transparency, demonstrating dedication and reliability, engaging with Members, extending sincerity through actions and words, and respecting both one another and Mother Earth. We continue to be guided by our Community Comprehensive Plan, founded in our 8 Community Pillars.

OUR LEADERSHIP

Our Nation is led by a Chief and two Councillors, all elected by our Members. Chiefs typically serve for a term of 4 years, the same as Councillors. Councillor terms are staggered to ensure continuity in governance, providing our Members with stable and effective leadership over time. This approach prevents simultaneous voting on all Councillor positions unless circumstances require it.

In our 2022 election, we saw a strong, dedicated voter turnout, with **391 Members voting, representing ~58% of eligible voters**. This was an increase from the 2020 election, with 335 voters. Our leadership is committed to advancing our

community through transparency, dedication, and reliability, engaging Members with a sincere, open-minded approach, all while fostering respect for one another and the environment.

Our staff departments include Health, Wellness, Education, Public Works and Housing, Industry and Government Relations Corporation (IGRC), and Shared Services, which include Human Resources, Finance, IT, Administration, Legal, and Security. A director leads each department and has a dedicated group of staff. Additionally, our Councillors oversee the work in these areas as they hold various portfolios aligned with these departments.

We took a vital step recently, **hiring a dedicated Chief Sustainability Officer (CSO)** who oversees all the Nation's day-to-day operations, operationalizing and executing the strategic direction set by Chief and Council, and monitoring and improving performance. Looking ahead, we aim to establish a committee led by the CSO in the coming years to support our goals and future IESG reporting.

This committee will focus on enhancing our reporting processes, which will further boost transparency for our Members and strengthen our connections with the broader community and industry.





OUR EMPLOYEES

Our Members possess incredible care and understanding of our Nation, so their involvement in representing, running, and supporting the Nation and its partnerships ensures that our Nation's interests remain the focus in decision-making. We have a diverse employee base and remain committed to creating stable and accessible employment opportunities for our Members and all Indigenous Peoples.

About 50% of our employees across all entities are Indigenous, and about 40% are FMFN468 Members.

Our Economic Development team is 80% Indigenous, half being Band Members from our Nation.

As more of our Members look to return to the Nation's reserve, we want to provide stable employment and education opportunities right here in our community. We continue to build our employee base of both our Band Members and passionate, skilled non-Band Members, ensuring that our Nation is well-represented by combining the strengths of internal knowledge and external perspectives.

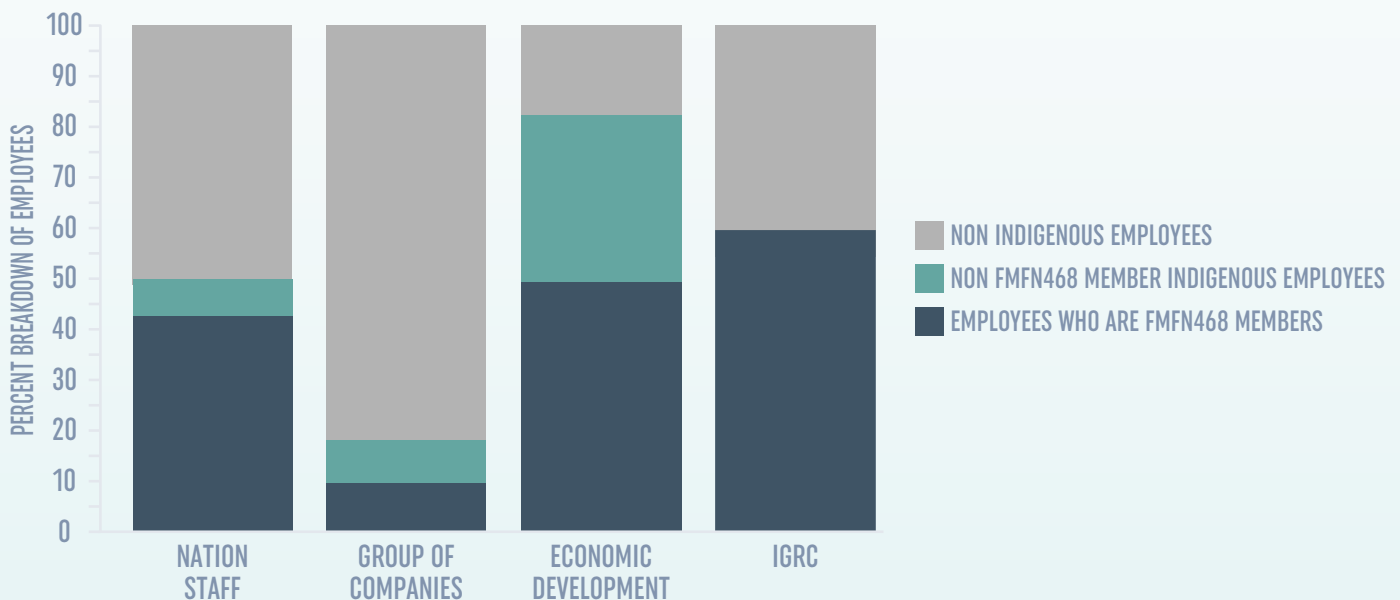


FIGURE 8: Breakdown of employee group across FMFN468 and our entities' staff.

MIYWÂWÂWIN | ECONOMIC GROWTH AND PROSPERITY

MIYWÂWÂWIN: Good health, prosperity.

Becoming more self-sufficient means our Nation and Members are supported financially, are self-governing, and we own our resources, services, and utilities. Our partnerships with industry and economic pursuits allow us to move towards this. The income earned through these projects is invested back into the Nation by supporting education and training and improving infrastructure. This has allowed us to enhance and care for our Nation and make it a place we can be proud of.

The efforts of our Economic Development Corporation and Group of Companies are essential, woven through the work of all our entities and paving the way for a resilient and self-reliant Nation. Their collective impact ensures the well-being of our community and shapes a legacy that we can take pride in.

ECONOMIC DEVELOPMENT CORPORATION

Fort McMurray 468 First Nation Economic Development (FMFN468 Economic Development), established in April 2022 as a standalone entity, plays a significant role in our Nation's success story through its commitment to strong business alliances, promoting sustainable revenue growth, and creating substantial employment opportunities for our Members and surrounding communities.

FMFN468 Economic Development leads joint business ventures, explores equity opportunities, and manages crucial business partnerships and industry relationships. **The revenue generated contributes directly to Member programs, housing initiatives, health and wellness, infrastructure projects, and an annual summer student**

program. The team has witnessed a nearly 78% increase in revenue since 2021, of which 85% goes back to our Nation, and the remaining is used for operations and supporting other community initiatives.

COMMITTED TO BUSINESS & COMMUNITY

Along with directly supporting FMFN468, Economic Development regularly supports and sponsors community organizations and events in the region. In 2022 & 2023, more than \$1M was donated to:

- Hub Family Resource Centre
- Artic Winter Games
- Fort McMurray 468 First Nation Treaty Days
- Fort McMurray 468 First Nation Community Christmas Party
- Northern Light Region Health Centre
- Fort McMurray Food Bank
- Fort McMurray Big Brother and Big Sister
- Keyano College
- Indigenous Youth Hockey Programs



29
BUSINESS
PARTNERS

78%
INCREASE
in REVENUE
since 2021

85%
REVENUE
goes BACK
to the Nation

~\$450K
PARTNERSHIP
EDUCATION FUNDING
provided to FMFN468
Members



“We are looking for integration of our voice and perspective. All groups at the table, industry, government, First Nations, other communities, need to learn the value of all sides and listen. We need to all work together so we can all equally benefit, but we all need to be willing and open to learning. This means equal representation in conversations and decisions, as well as access to and respect of our cultural traditions in practice.”

— FMFN468 Elder —

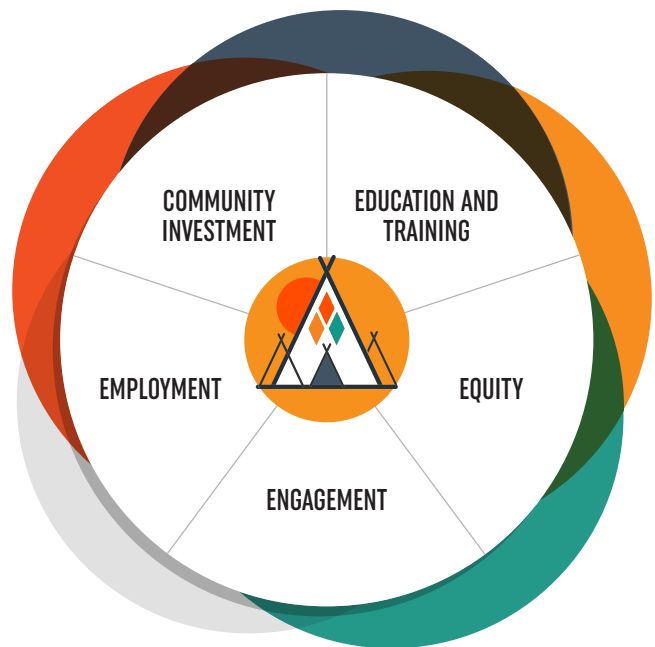


FIGURE 8: Economic Development's Five Pillars for Sustainable Partnerships

WÎCÊHTOWIN | PARTNERSHIPS

Partnerships are the cornerstone of growth for the Nation. FMFN468 Economic Development strategically seeks partnerships with companies that are committed to the vision of the Nation and align with our values. They seek opportunities with organizations that are industry leaders and complement the Nation’s current business operations.

FMFN468 Economic Development assesses potential partnerships against the Nation’s eight community pillars and their five pillars for sustainable partnerships (Figure 8), concentrating on community investment, education and training, equity, engagement, and employment. By focusing on these, they strive to build strong and mutually beneficial economic partnerships that uplift our community and contribute to our growth and prosperity.

The success of the team’s work has resulted in the significant growth of partnerships - reaching **29 business alliances in 2022-2023, a substantial increase from 10 partnerships in 2018**. New partners include Arkon Solutions, Breakwater Vantage, DXP, Fort McKay Alcor, Pacific Rim Group, Paladin Security, Pure Environmental, DFI Piling and OES- Optimum Equipment Solutions.

This expansion prompted the establishment of a new office in Fort McMurray, providing the space for the team to continue to grow and serve as a central hub for regional staff and partners.

In 2023, FMFN468 and their companies were awarded 100% of the Imperial Oil (IOL) EBRT project work. This is the first time in IOL's history that a project is 100% executed by tier 1 Indigenous suppliers from one community. Also, in 2023, IOL awarded its first-ever National contract to a tier 1 Indigenous company for Engineering and procurement services to FMFN468 Stantec.

Profits from these efforts are invested back into vital community services and programs that empower our Members to learn, grow, and contribute to our community's strength and long-term resilience.

GROUP OF COMPANIES

The Fort McMurray First Nation Group of Companies (FMFN Group) is 100% Nation-owned and governed by Chief and Council. Starting with a pallet shop and janitorial services in 1987, their service offering has grown to include successful ventures in construction, custodial, transportation, and a Petro-Canada fuel and convenience store. FMFN Group focuses on delivering high-quality, reliable, and safe services that benefit the Nation economically and provide employment opportunities for our Members. They are a certified Northeastern Alberta Aboriginal Business Association (NAABA) member and an accredited business with the Canadian Council for Aboriginal Business (CCAB).

FMFN Group plays a crucial role in our financial stability and prosperity by offering essential services to a broad customer base. They aim to expand services through collaboration with the Economic Development team, contributing to our Nation's financial independence and growth.

MIYONOHK ÂYÂWIN | SAFETY

The Nation and FMFN Group are proud of the hard work done to improve safety practices and protocols. With support from all employees and leadership, FMFN Group's Total Recordable Injury Frequency (TRIF) rate is 0, meaning zero injuries and the best score that can be received, far better than the industry average, demonstrating our ongoing commitment to safety.



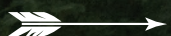
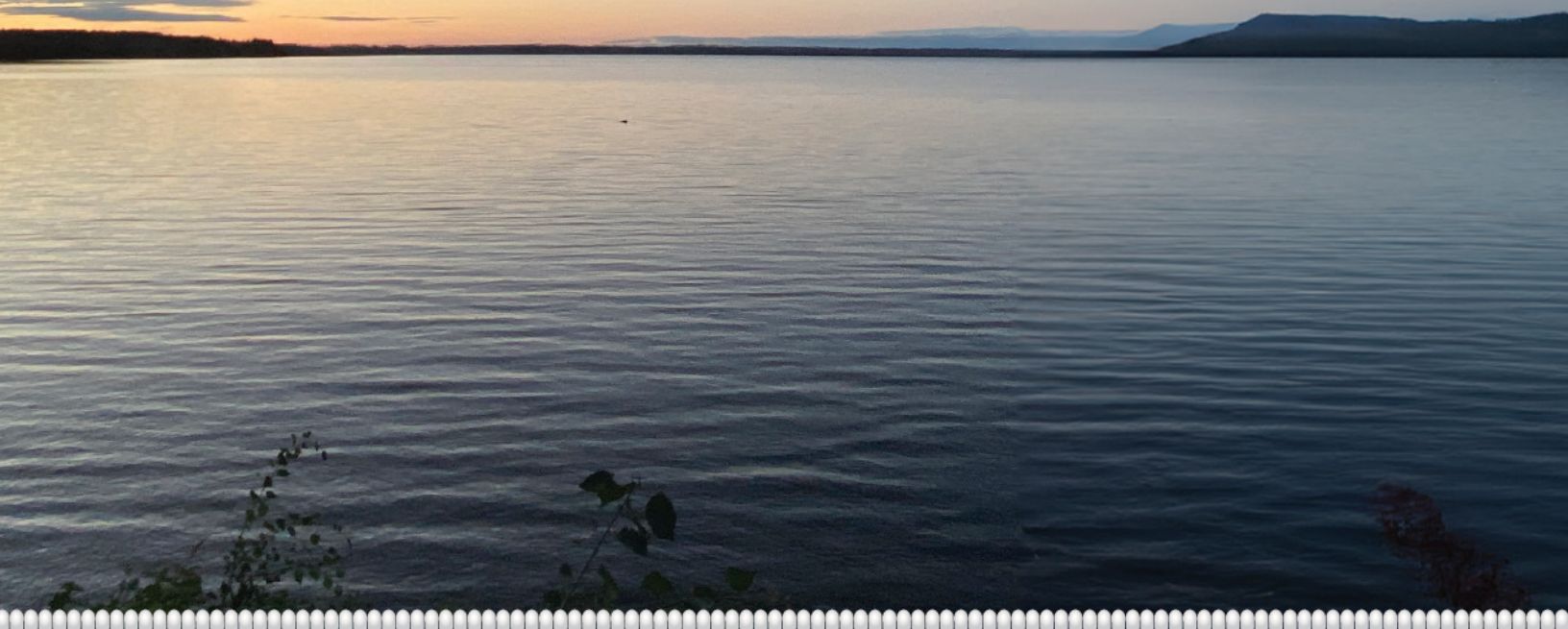
BUSINESS EXCELLENCE

FMFN468's Petro-Canada fuel and convenience store opened its doors on October 1, 2015 and is located on the Nation. The store has been an outstanding performer for several years. It was recognized as the Top Regional Store in 2016, 2021, and 2022 and received the Inaugural Spirit Award in 2022 as the Top First Nation Store in Canada for Sales year over year, Mystery Shopper scores, Housekeeping, Referrals, and Community Involvement.



WAHKOHTOWIN | ENVIRONMENT

WAHKOHTOWIN: The connectedness of our people, animals, lands, air, and waters.



Our land embodies more than just the ground we walk on; we are the land; it feeds us, gives us our medicine, and guides us. Environmental stewardship extends far beyond mitigating damage already done by colonialism, industry, and development. We take a holistic approach to land use planning, rooted in long-term understandings, traditional knowledge, and teachings.

FMFN468 also recognizes the land can provide for us through sustainable economic development with the resources on and below the surface. Our commitment is to develop this land with profound respect, honouring it with gratitude for all it provides. Just as the land provides for us, we understand our responsibility to protect it through responsible development by safeguarding the land, water, and air today to ensure that our Nation, Members, and the communities around us continue to thrive from these resources for countless generations.

We are committed to building partnerships with industry and other communities that share these same values and practices for respectful land use.

ASKIYIHK | LAND

ASKIYIHK: In or on the Land, Earth, World.

FMFN468's **Industry & Government Relations Corporation (IGRC)** fosters collaboration and understanding among our partners for consultation and regulatory compliance. They serve as a critical bridge for communication and engagement between the FMFN468 community, government, and industry entities. With their commitment to protecting our inherent treaty rights and maintaining the benefits for the Nation, the IGRC thoroughly evaluates and mitigates the impacts of development on our traditional territory.

We have a **Reclamation Committee** that is led by our Elders and Knowledge Holders. This dedicated group ensures reclamation efforts are implemented with full consideration and respect for our ancestral lands, striving to restore them as closely as possible to their pre-disturbance state. Their wealth of knowledge and teachings is instrumental for industry and government bodies, sharing, celebrating, and integrating the cultural and traditional practices that define our Nation's identity to ensure the land is cared for in a way that is true to what matters to our Nation.

IGRC is led by a Member of our Nation, Lorne Wiltzen, which to our knowledge, no other First Nation government liaison group has. Having a Member lead this group makes sure our Nation's priorities, values, and goals are front and centre in all conversations with industry and government, ensuring all decisions have the Nation's best interests at heart.



"As a Member of the 468 First Nation in an executive position, I have been given the authority and responsibility of ensuring that our Nation is represented and protected in all dealings with industry and government. This responsibility of ensuring the wellbeing of our Nation is a source of great pride to me. 468 is one of the only Nations that have a Band Member in the Director role, and I believe that no one is going to fight harder to protect our Nation than a Band Member."

— Lorne Wiltzen, Director —
Industry & Government Relations Corporation
(IGRC) FMFN468





The IGRC's **Community Advisory Group (CAG)** plays a vital role in our project decision-making process. The CAG includes our Elders and Knowledge Holders who carefully assess applications and provide invaluable feedback from their knowledge and experiences. Additionally, it offers industry and government the opportunity to connect with and learn from our respected Elders and Knowledge Holders directly. These Members are instrumental in ensuring that both we, and our industry and government partners, have the knowledge needed to sustain us for generations.

The Nation is developing its sacred Cultural Grounds, known as Camp Many Trees, as an integral part of ongoing Treaty Land Entitlement (TLE) negotiations with the Government of Canada. This development aims to create a vibrant space for community cultural events, fostering the sharing and celebration of our rich cultural and traditional practices, essential to the well-being and identity of our Nation.

NÎPÎYIHK | WATER

NÎPÎYIHK: In or on the Water.

Water is life as long as the river flows. FMFN468 is proud that **100% of our on-reserve Members continue to have access to clean water.** Our Five-Year Wastewater project, connects the Nation to a regional water supply and sewage system to provide safe drinking water and a clean community well into the future. Knowing that water is our greatest resource and has the highest risk of depletion and contamination, we have efforts underway to monitor water usage and quality.

KAKÂYÂW AYÂWIN | ENERGY AND EMISSIONS

KAKÂYÂW AYÂWIN: Energy.

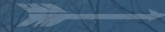
Currently, we do not track our greenhouse gas emissions or monitor our energy consumption of the entire Nation. However, we recognize the significance of these metrics to understand our environmental footprint. We deeply value transparency in our activities, particularly concerning our environmental responsibilities, and are committed to ensuring we operate and develop in a way that minimizes these impacts. Because of this, we are exploring the process of monitoring this data for our Nation and associated entities as best we can and aim to include this essential information in our future reports.





“To be a steward of the land is to preserve, nurture, value, and appreciate it. To accept its gifts and honouring its importance... respecting the land and taking what we need from it graciously while replenishing it for the future.”

— FMFN468 Member —



New water plant at FMFN468

MIYO-WICEHTOWIN | SOCIAL

MIYO-WICEHTOWIN: Relationships, harmony, getting along together. Having or possessing good relations.



KISKINWAHAMAKOSIWIN | EDUCATION AND TRAINING

KISKINWAHAMAKOSIWIN: The act of learning; education.

SUPPORTING OUR STUDENTS

Investing in our Members is crucial to sustaining and strengthening our Nation. Through the Group of Companies Partnership Educational Dollars, we annually contribute money to educational funding and offer employment and apprenticeship opportunities to our Members. The goal of this program is to support our community and empower generations by focusing on education and employment. In 2023, **there was ~\$400,000 in education support provided to ~60 students, including funding from both the Partnership Educational Dollars, and other streams such as the Athabasca Tribal Council (ATC).**

To ensure that all students from kindergarten to grade 12 are set up for success, we provide additional support through a \$100 grant funding initiative. This funding is aimed at alleviating the financial burden on families by assisting with the cost of school supplies and necessary items. By investing in the needs of our students, we ensure they thrive academically, fostering a community that values education and empowers its youth.

TESTIMONIAL

“Thank you, FMFN Group Partners for your involvement in our education program, and for your sponsorship that enables the youth in our band to pursue their dreams. Because of your support, one of my granddaughters will graduate this year with a Bachelor of Science degree in Nursing. One of my grandsons whom you also helped, completed a Bachelor of Science degree in Radiation Therapy and has been accepted to the University of Alberta to study medicine. Thank you...GOC and our Council. This program would not be what it is without your guidance and belief that with the proper support and encouragement, the youth of our Nation can reach for the stars and achieve their dreams. Thank you, KINANASKOMITIN, I am grateful.”

— Mary Woodward Smith, FMFN468 Member —



100%

~160 SCHOOL-AGED CHILDREN

living on reserve attend Kindergarten - Grade 12

8%

MEMBERS

living on reserve completed post-secondary education

~60

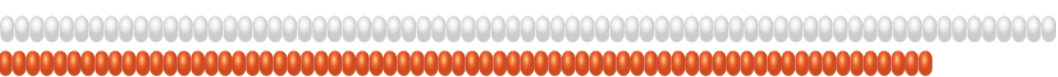
STUDENTS

from the Nation received educational support

~\$400K

EDUCATION FUNDING

provided to Members in 2023, including funding from Economic Development and Athabasca Tribal Council (ATC)





CURRENT STUDENTS

BRADLEY MAZER

University of Alberta, Bachelor of Science in Electrical Engineering
Received the CGI Scholarship for Engineering

OCEANA KREUTZER

University of British Columbia, Bachelor of Science in Applied Biology
Completed her winter and spring semester in New Zealand

JENNA MCKENZIE

Keyano College, Business Administration Management
Participated in a research project in Costa Rica

KINDERGARTEN GRADUATES

Amelia Janvier | Eva Cantin | Kaiya Hogan | Sabrina Kreutzer
| Sage Woodward

HIGH SCHOOL GRADUATES

Allysa Brodyk | Carter Olson | Connor Allen | Hailey Hodgson
| Jacob Cockerill | Kaz'zus | Landen Cree | Layne Dubilowski
| Mitch Janvier

GED OR POST-SECONDARY GRADUATES

Adam Ross | Alexis Burton | Amanda Gould | Bree Braumberger
| Cheryl Kowalczyk Leschuk | Jessica Bock | Miranda Jones
| Nathaniel Macmillan | Rachel Cooper | Sherry Cheecham |
Trent Hainault

CULTURAL EDUCATION

Students at the Anzac community school have the privilege of receiving regular Cree teachings as part of their curriculum. In these classes, an Elder or knowledgeable community member dedicates their time each day to work with the students, providing 2-3 teachings per week. This initiative ensures that our cultural heritage is preserved and passed on to the younger generations, fostering a strong sense of identity and pride in our community. We also aim to preserve our culture by practicing our traditions and learning from our Elders, building on the knowledge of generations past. In 2023, we held cultural workshops and classes, including **medicine picking, drum making, beading, ice fishing and harvesting, and snaring.**

EDUCATIONAL ACCOMPLISHMENTS

We take immense pride in the accomplishments of our Members who have successfully completed their education. In 2023, we celebrated 19 Members who completed their Grade 12, received their GED, or finished post-secondary education. We congratulate all our students across all grades!

MEET SOME OF OUR GRADUATES



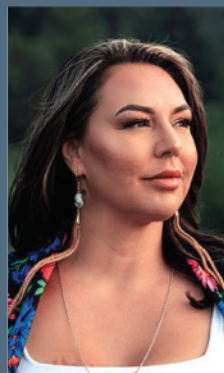
Rachel Cooper
Nursing



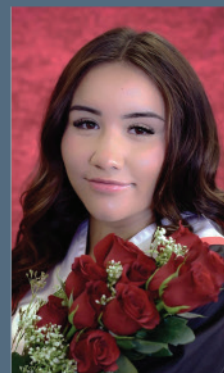
Allysa Brodyk
High School



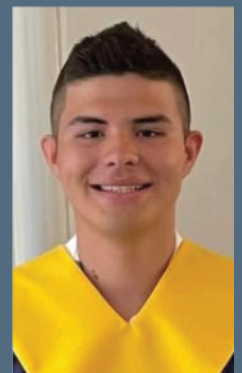
Trent Haineault
High School
(Upgrading)



Amanda Gould
Indigenous Art Therapy



Hailey Hodgson
High School



Landen Cree
High School



14

CERTIFIED NURSES
AND DAYCARE
WORKERS

13

CHILDREN
in our
on-reserve
DAYCARE

2,011

HEALTHCARE
INTERACTIONS
with Members, up from
1,500 in 2021

1,600+

HOME CARE
VISITS
provided to
our Members

ITAMAHCIHOWIN | HEALTH

ITAMAHCIHOWIN: Health.

Our Nation prioritizes the health of our Members. Our dedicated Health Centre team offers a range of services with over 20 programs, many of which are delivered by our nurses and staff or in partnership with Alberta Health Services (AHS) or the Aboriginal Tribal Council (ATC). As we strive for self-sufficiency, we continue to increase our program offerings and build the capacity and infrastructure to deliver a wide array of programs and services directly on the reserve. We plan to construct a new, larger Health Centre to increase the capacity of the Health team and reduce the need for our Members to travel long distances to access the care they deserve.



HealthCentre
Fort McMurray 468 First Nation

ON-RESERVE
DAYCARE
WELL-BEING
MEDICAL
TRANSPORT
SUPPORT
PUBLIC AND
COMMUNITY
HEALTH
MATERNAL
CHILD
HOME
CARE
UNDERSTANDING



CHILD FAMILY SERVICES LAW

In 2019, the passage of Bill C-92 marked a significant milestone for our Nation, recognizing the disproportionate representation of Indigenous children in provincial and territorial child welfare systems. This legislation empowers us with the right of self-government in Child and Family Services (CFS), offering a unique opportunity to decide our children's best interests, reunite them with their families, and keep them safe in our community. Led by the CFS Project Manager, our Nation is actively engaging the community to develop a new CFS law, ensuring the protection and safety of our children and their families. We're building a model that is founded in our culture, values, and practices for our people.

MIWAYAWIN | COMMUNITY WELLNESS

MIWAYAWIN: Recovery, prosperity, well being.

The well-being of our Members is a priority; we want to foster a community that flourishes mentally, emotionally, physically, and spiritually.

Our dedicated Community Wellness team delivers programs and services to nurture growth and healing for our Members.

Community wellness is also woven into our events, workshops, cultural gatherings, and diverse programming, collectively contributing to a thriving and resilient community.

Fort McMurray First Nations 468 hosts significant community-building events annually, with two major highlights being our Treaty Days and Golf Scramble. Our Treaty Days, held over two days in July, is a cultural celebration with ceremonies, competitions, entertainment, and delicious food. Commemorating historic annual meetings where federal government representatives distributed treaty payments to Indigenous bands, this tradition continues today, **welcoming over 1,000 attendees and securing ~\$200,000 in industry sponsorship in 2023.** The event fosters learning, celebration, and connection, showcasing our rich history and culture. Simultaneously, our 5th Annual Economic Development and Group of Companies Golf Scramble saw a 40% increase in funds, raising about \$35,000 for our Nation's wellness services.

These events not only celebrate our community but also raise essential funds supporting our well-being, contributing to the vital process of reconciliation and fostering new bonds with neighbouring communities and industry partners.

Treaty Days 2022



BRINGING OUR COMMUNITY TOGETHER

Grateful for the Nation's ongoing support, we use it to enhance our community and bring people together. In the last couple of years, some milestones include:

NIKINAN COMMUNITY CENTRE

Named "Nikinan," meaning "Our Place" in Cree, the Community Centre embodies a profound connection and instills a sense of ownership and pride within the community. Opening in 2024, this centre is at Indian Beach, a culturally significant meeting point for the community. This site has hosted ceremonies and cultural celebrations for generations and will continue to do so.

URBAN OFFICE OPENING

The Urban Office in Edmonton is 100% funded by revenue generated through the Nation's Economic Development Corporation and business partnerships and will be a place for community events, Community Wellness, Chief and Council meetings, and other meeting spaces to connect with partners and other communities.

NATION WELCOME SIGN, TIPI STRUCTURE AND FIREPIT

Those who live on or visit our Nation, southeast of Fort McMurray, will now be welcomed by a new sign, tipi structure, and firepit. Unveiled in 2023, they enrich the community and offer a place for gatherings.



New houses on the Nation

WĪKOWIN | HOUSING

WĪKOWIN: Household, home.

We remain committed to addressing the pressing issue of housing in our community for our Elders and Members in need. We also have a growing number of Members looking to move back in and have made great progress by bringing 15 new homes onto the reserve. Additionally, we've prioritized safety by demolishing seven deteriorated homes and completing the renovations of 19 homes to meet safety standards.

NIYÂK | LOOKING AHEAD

NIYÂK: For the future, in the future.



This report is a starting point to ensure that First Nations are not only part of the sustainability conversation but are leading it. We have stories to share, and we want to be actively involved.

For this report we began benchmarking our data — identifying what we know and recognizing gaps. Decolonizing the sustainability reporting process is a challenging journey that stretches ahead of us, but we take pride in being at the forefront.

We are committed to learning, growing, and using our unique perspective to contribute to the evolving landscape of ESG reporting, positively impacting our Nation and the broader global community. Together we embrace the journey ahead, knowing that every step brings us closer to a more sustainable and equitable future.

The coming years bring some exciting initiatives (see below), and we look forward to continuing to share our successes in a transparent and meaningful way.



PERFORMANCE TABLES



METRIC 	2023	2022	2021	GRI	FMFN468 PILLAR	UNDRIP	SDG
CULTURE							
Level of ability speaking Cree and/or Dene (%) ⁶	Fluent: 0% Partial: 14% Currently learning: 26% Plan to learn: 34% Speak other Indigenous language: 6%	-	-	-	Culture and Language	13(1)	-
Average rating of connectedness Members feel with their Indigenous culture and identity ⁷	3.29 / 5.00 (66%)	-	-	-	Culture and Language	-	-
Elder's (65+) sense of connection with their Indigenous culture and identity ⁷	3.00/5.00 (60%)	-	-	-	Culture and Language	-	-
Members' (age 30-64) sense of connection with their Indigenous culture and identity ⁷	3.44/5.00 (69%)	-	-	-	Culture and Language	-	-
Members' (age 18-29) sense of connection with their Indigenous culture and identity ⁷	2.83/5.00 (57%)	-	-	-	Culture and Language	-	-
Average rating of proudness Members feel to be a part of FMFN468 ⁸	4.49 / 5.00 (90%)	-	-	-	Culture and Language	-	-
Elder's (65+) sense of pride being a FMFN468 Member ⁸	4.22 / 5.00 (84%)	-	-	-	Culture and Language	-	-
Members' (age 30-64) sense of pride being a FMFN468 Member ⁸	4.62 / 5.00 (92%)	-	-	-	Culture and Language	-	-
Members' (age 18-29) sense of pride being a FMFN468 Member ⁸	4.17 / 5.00 (83%)	-	-	-	Culture and Language	-	-
Cultural events and ceremonies (number)	60	56	-	-	Culture and Language	-	-
ENVIRONMENT							
ENERGY							
Energy consumed (GJ)	Not currently measured	Not currently measured	Not currently measured	302	Land	-	7, 13
Members on reserve with access to electricity (%)	100	100	100	-	Infrastructure	21(1)	7
EMISSIONS							
Greenhouse Gas emissions (tonnes CO2e)	Not currently measured	Not currently measured	Not currently measured	305	Land	-	3, 13
WATER							
Amount of water consumed by the Nation (L)	Not currently measured	Not currently measured	Not currently measured	303	Land	-	6
Members on reserve with access to water (%)	100	100	100	-	Social Well-being, Health and Wellness	21(1)	3, 6
Average water quality in community	Not currently measured	Not currently measured	Not currently measured	-	Social Well-being, Health and Wellness	-	3, 6
LAND							
FMFN468 land that has been developed for industry and infrastructure (%)	1	1	2	-	Land, Infrastructure	-	15

METRIC 	2023	2022	2021	GRI	FMFN PILLAR	UNDRIP	SDG
ENVIRONMENT							
WASTE							
Amount of waste generated (tonnes)	Not currently measured	Not currently measured	Not currently measured	306	Infrastructure	–	12
Amount of waste recycled (tonnes)	Not currently measured	Not currently measured	Not currently measured	306	Infrastructure	–	12
Amount of waste composted (tonnes)	Not currently measured	Not currently measured	Not currently measured	306	Infrastructure	–	12
PEOPLE							
NATION							
Total Members (number)	887	880	828	–	–	–	–
Youth 0 - 18 yrs (number)	171	183	–	–	–	–	–
Adults 19 - 64 (number)	611	639	–	–	–	–	–
Elders 65+ (number)	105	108	–	–	–	–	–
Members On-Reserve (number)	261	260	262	–	–	–	–
Members Off-Reserve (number)	626	620	566	–	–	–	–
Total employees (number) ⁹	77	87	–	102	Economy	–	8
Employees who are Indigenous (%) ⁹	50	84	–	–	Economy, Social Well-being	–	8, 10
Employees who are FMFN468 Members (%) ⁹	43	70	–	–	Economy, Social Well-being	–	8, 10
Employee diversity – overall (% of female) ⁹	37	66	–	405	Economy, Social Well-being	–	5, 8, 10
GROUP OF COMPANIES (GOC)							
Total employees (number)	209	230	139	102	Economy	–	8
Employee diversity – overall (% of female)	51	65	–	405	Economy, Social Well-being	–	5, 8, 10
Ratio of basic salary and remuneration of women to men	Not currently measured	Not currently measured	–	405	Economy, Social Well-being	–	4, 8
Employee training – hours per employee (number)	644.43	–	–	404	Economy, Social Well-being	–	11
GOC team who are Indigenous (%)	20	23	27	–	Economy, Social Well-being	–	8, 10
GOC team who are FMFN468 Members (%)	16	15	15	–	Economy, Social Well-being	–	8, 10
ECONOMIC DEVELOPMENT (EC DEV)							
Total employees (number)	6	6	6	102	Economy	–	8
Employee diversity – overall (% of female)	33	33	33	405	Economy, Governance	–	5, 8, 10
Ratio of basic salary and remuneration of women to men	1:1	1:1	1:1	405	Economy, Governance	–	5, 8, 10
Employee training – hours per employee (number)	100	60	90	404	Economy, Social Well-being	–	8

METRIC 	2023	2022	2021	GRI	FMFN PILLAR	UNDRIP	SDG
PEOPLE							
ECONOMIC DEVELOPMENT (EC DEV)							
Turnover for permanent employees (%) ¹⁰	0	0	200	401	Economy, Social Well-being	–	8
Employees covered by collective bargaining agreements (%)	0	0	–	2	Economy, Social Well-being	–	8
Ec Dev team who are Indigenous (%)	83	83	83	–	Economy, Social Well-being	–	8, 10
Ec Dev team who are FMFN468 Members (%)	50	50	50	–	Economy, Social Well-being	–	8, 10
Total recordable injury frequency (TRIF – score)	0	0	0	403	Social Well-being	–	3, 8
Lost time injury/illness frequency (LTIF – score)	0	0	0	403	Social Well-being	–	3, 8
Lost time injury/illness severity (LTIS – score)	0	0	0	403	Social Well-being	–	3, 8
INDUSTRY AND GOVERNMENT RELATIONS CORPORATION (IGRC)							
Total employees (number)	5	5	–	102	Economy	–	8
Permanent employees (number)	5	5	–	405	Economy	–	5, 8, 10
Employee diversity – overall (% of female)	60	60	–	–	Economy, Governance	–	8, 10
IGRC team that is Indigenous (%)	60	60	–	–	Economy, Social Well-being	–	–
IGRC team that is FMFN468 Members (%)	60	60	–	–	Economy, Social Well-being	–	8, 10
ECONOMIC							
ECONOMIC DEVELOPMENT (EC DEV)							
Total partnerships (number)	29	27	24	–	Economy, Governance	–	8, 17
Partnerships held with other Indigenous communities or Indigenous businesses (number)	9	7	6	–	Economy, Governance	–	8, 17
Partnerships held with non-Indigenous corporate or industry partners (number)	20	20	18	–	Economy, Governance	–	8, 17
Net profits for Ec Dev and partners (\$M CAD)	12.8	12.1	7.2	201	Economy, Governance	–	8
Ec Dev revenue that goes back to the Nation (%) ¹¹	85	80	80	–	Economy, Governance	–	8
Community donations and sponsorships (\$000 CAD) ¹²	600	500+	500+	201	Economy, Governance	–	8, 11
Revenue generated by equity investments (\$M CAD)	3.56	3.02	2.83	–	Economy, Governance	–	8, 9
GOVERNANCE							
NATION							
Band meetings (number)	5	4	2	–	Governance	–	16
Employee diversity – executive (% of female)	–	8	–	405	–	–	5

METRIC 	2023	2022	2021	GRI	FMFN PILLAR	UNDRIP	SDG
GOVERNANCE							
NATION							
Voter (Member) turn out (number)	-	391	N/A	-	Governance	-	16
GOC							
Employee diversity – executive (% of female)	1	66	-	-	-	-	5
EC DEV							
Employee diversity – executive (% of female)	50	50	50	405	-	-	5
COMMUNITY HEALTH, WELLNESS AND EDUCATION							
HEALTH							
Programs/services offered by the Health Centre (number)	24	7	-	-	Health and Wellness	-	3
Interactions with Members seeking support and services (number)	2,011	1,600+	1500+	-	Health and Wellness	-	3
Home visits (number)	1,660	1,200+	-	-	Health and Wellness	-	3
Children in daycare (number)	13	22	-	-	Health and Wellness	-	3
Health and wellness staff who are certified (number)	14	8	-	-	Health and Wellness	-	3, 5
Distance from reserve to closest hospital (KM) ¹³	36	36	36	-	Health and Wellness	24	3, 10
Presence of emergency services on the reserve ¹⁷	No	No	No	-	Health and Wellness	24	3, 10
EDUCATION							
Members who have completed some level of formal education (%) ¹⁴	8	6	-	-	Education	14(2)	4
Educational dollars provided to Members (\$ CAD) ¹⁵	400,000	250,000	300,000	-	Education, Social Well-Being	-	4
School-age Members from the reserve attending school (number) ¹⁶	~160	~160	-	-	Education	14(2)	4
Presence of FMFN468 language(s) in local education system ¹⁷	Cree	Cree	-	-	Culture and Language, Education	14 and 15	4
On-reserve students who have left local school system and gone to college/university (number)	0	0	1	-	Education	14(2)	4
Students from Nation who received education support (number)	~60-65	~55	33	-	Education, Social Well-Being	-	4
Members assisted in receiving class 7/5 driver training (number)	2	10	10	-	Education	-	4, 8
Members assisted in employment applicational activities (number)	35	25	21	-	Education	-	4, 8
Members who received assistance who were employed (number)	20	20	18	-	Education, Social Well-Being	-	4, 8
Presence of school on reserve	No	No	No	-	Education	14 and 15	4

METRIC 	2023	2022	2021	GRI	FMFN PILLAR	UNDRIP	SDG
COMMUNITY HEALTH, WELLNESS AND EDUCATION							
EDUCATION							
Distance from reserve to closest school (KM)	9.7	9.7	9.7	–	Education	14 and 15	4
COMMUNITY WELLNESS							
Old houses demolished (number)	4	3	4	–	Infrastructure	21(1)	11
New homes added (number)	15	10	0	–	Infrastructure, Social Well-being	21(1)	11
Housing renovations completed (number)	19	9	9	–	Infrastructure	21(1)	11
Community events hosted (number)	125	115	–	–	Social Well-being	–	3
Community event attendees (number)	3,430	2,100	501	–	Social Well-being	–	3
Community clean ups hosted (number)	1	0	1	–	Social Well-being	–	3,12
Attendees of community clean up(s) (number)	200	N/A	95	–	Social Well-being	–	3,12
Waste gathered during clean up(s) (tonnes)	No data	N/A	10	–	Social Well-being	–	3,12
Members taken to grocery store (number) ¹⁸	30	35	–	–	Social Well-being	–	2,3
Homes supported by ATC foodbank (number)	35+	TBC	75	–	Social Well-being	–	2,3
Presence of grocery store on reserve	No	No	No	–	Social Well-being	–	2,3
Members on reserve connected (internet and/or phone) (%)	100	100	–	–	Social Well-being	16(1)	9,10,11
Number of children's programs offered	25+	–	–	–	Social Well-being	–	3,11
Number of community programs offered	34	–	–	–	Social Well-being	–	3,11

FOOTNOTES



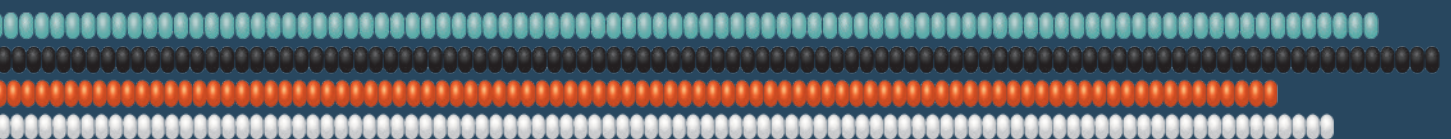
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5. LaFortune, Rachel. "My Fear Is Losing Everything." Human Rights Watch, March 28, 2023. <https://www.hrw.org/report/2020/10/21/my-fear-losing-everything/climate-crisis-and-first-nations-right-food-canada>.
6. In those who completed the survey.
7. Of those who completed the community survey. 1 = not connected at all; 5 = fully connected.
8. Of those who completed the community survey. 1 = not at all proud; 5 = very proud.
9. Includes FMFN468 Nation, Shared Services, Public Works and Housing.
10. Large turnover % due to significant team size growth.
11. This is a percentage of profit based on gross revenue.
12. Rough estimates, numbers pulled before financial audit completed.
13. To Northern Lights Hospital in Fort McMurray. Assesses the accessibility of health programs and facilities for the community.
14. Data for on-reserve Members only. Includes trade certifications, GED, and any university degrees.
15. Through Economic Development Partnership Funding and with support from Athabasca Tribal Council.
16. Students from the reserve, attending Kindergarten to Grade 12.
17. Cree is taught in the schools nearest the reserve (Anzac Community School and Bill Woodward School).
18. Through our Community Wellness program, Members unable to drive can request rides to and from the grocery store in Fort McMurray.





"We are storytellers and keepers of traditions; through sharing our history and truth we bring understanding, respect, and healing to our community."

— Chief Neil Cheecham —





CONTACT US

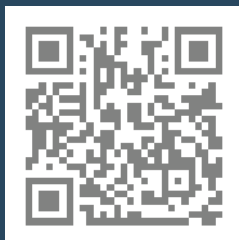
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**FORT McMURRAY 468
FIRST NATION**



This report was prepared
by CMR Consulting Inc.

