



**Date: May 28, 2026**

**From: The Enoch Cree Nation Business Trust**

**Re: Joint Report of Enoch Cree Nation Business Trust Pursuant to the Fighting Against Forced Labour and Child Labour in Supply Chains Act for the Period Ended December 31, 2025**

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## **Executive Summary**

Forced labour can be found in every country and every sector. The International Labour Organization estimates that there are approximately 27.6 million victims of forced labour worldwide, including 17.3 million in the private economy. Forced labour and child labour risks occur primarily through the global supply chains of businesses. There is a risk that goods imported into and distributed in Canada were produced with forced labour or child labour. Entities and government institutions doing business in Canada have a responsibility to ensure that exploitative practices are addressed and eradicated from their supply chains.

Enoch Cree Nation Business Trust (“**ECNBT**”) is committed to the protection of human rights across its operations and supply chain. Since 2024, ECNBT has made significant improvements in adhering to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”). ECNBT has taken proactive steps to enhance awareness among its stakeholders and employees regarding the risks associated with forced and child labour. These steps include conducting training programs for employees to recognize and report instances of forced and child labour and establishing a whistleblower policy that allows confidential reporting of any suspected unethical practices within the supply chain. ECNBT is committed to continuous improvement and maintaining ethical business practices. The company recognizes the importance of maintaining high standards of corporate responsibility and is dedicated to ensuring that its operations and supply chains are free from exploitative practices. This commitment is reflected in ECNBT's ongoing efforts to monitor and enhance its policies and procedures, ensuring they align with both legal requirements and the company's ethical values.

## **Introduction**

This joint report (“**the Report**”) is the first version submitted for 2026 pursuant to the Act by ECNBT (collectively the “**Company**” or “**we**” or “**our**”). It covers the Company's most recently completed financial year ending December 31, 2025 (the “**Reporting Period**”). ECNBT meets the definition of an entity as defined within the Act as well as all three reporting requirements related to assets, revenue and number of employees.

### **1. Structure**

ECNBT is an Alberta based entity and comprised of:

- 1023576 Alberta Ltd. (“**1023576**”)
- River Cree Enterprises Limited Partnership (“**RCELP**”)
- River Cree Resort Limited Partnership (“**RCRLP**”)
- Enoch Casino Limited Partnership (strategic partnership of ECNBT) (“**ECLP**”)



ECNBT was established to hold Enoch Cree Nation's investments in the entities included within River Cree Resort and Casino group of companies. 1023576 was incorporated under the Alberta Business Corporations Act and operates as the Trustee for ECNBT.

RCELP, RCRLP and ECLP were all established as partnerships, with RCELP playing a pivotal role as the parent entity of the three. Both RCRLP and ECLP 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 1,168 employees in Canada.

## **2. Activities**

### ***ECNBT***

ECNBT 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***

1023576 was incorporated under the Alberta Business Corporations Act and operates as the Trustee for ECNBT, pursuant to the terms of a Deed of Trust dated effective as of August 22, 2003. Note that the board members are part of this entity, and in 2025, we had five board members and four administrative employees for a total of nine employees in this entity.

### ***RCELP***

RCELP wholly owns RCRLP and ECLP and does not engage in the production, sale, distribution, or importation of goods and is not involved in direct operational or commercial activities. RCELP has two employees, a Chief Executive Officer and a Chief Financial Officer who provide strategic oversight to RCRLP and ECLP.

### ***RCRLP***

RCRLP holds a sub-lease from Enoch Community Development Corp. for the 49-acre site that is home to River Cree Resort and Casino. RCRLP 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, RCRLP also operates the vibrant entertainment centre and gift shop. The company employs a dedicated team of 616 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.

### ***ECLP***

ECLP, through a sublease agreement with RCRLP, 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. ECLP has a dedicated team of 552 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. Supply Chain

We have initiated and continued to develop our supply chain mapping and risk identification processes; however, this process remains in development, and gaps still exist in the completeness of supplier data and risk assessment. We have identified the locations of the activities, operations, or factories of our Tier one (direct) suppliers. These activities form a critical component of ECNBT's operations and are supported by a diverse supplier base.

### 4. Risk Identification and Management

Our diverse supply chain is part of our strategy to be the best casino in the Greater Edmonton Area, offering the best entertainment. The company has mapped key elements of its supply chain to support the identification and assessment of potential risks of forced and child labour. This process continues to evolve as additional supplier information becomes available.

ECNBT: ECNBT 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: For the 2025 financial year, we identified approximately 25 tier 1 suppliers. Of these 25 suppliers, 96% were located in Canada and 4% 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.

RCELP: In the current reporting period, RCELP had approximately ten tier 1 suppliers, all of which are located and operate in Canada. Most of these suppliers (70%) provide research and consulting services, followed by specialized consumer services asset management and custody banks and insurance broker services. RCELP provides strategic oversight to RCRLP and ECLP and does not engage in the purchasing or sourcing of goods.

RCRLP: RCRLP 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 914 tier 1 suppliers, all of which, are located in Canada, the United States, Spain and the United Kingdom (UK). 93% 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. 6% 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. 0.5% of our suppliers are located in Spain and the remaining 0.5% of our suppliers are located in the UK.

ECLP: 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 2025, ECLP has identified approximately 134 suppliers, of which a majority 91% are located



and operate in Canada, followed by 8% in the United States and 1% in UK. 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.

Insights from this activity support ECNBT's ongoing efforts to strengthen its approach to risk identification and supplier oversight.

## **5. Policies and Due Diligence**

ECNBT's approach to managing risks related to forced and child labour is supported by its existence governance framework and internal policies.

### **5.1 Policies**

Whistleblower Policy: ECNBT has a well-established Whistleblower Policy to ensure that all employees are aware of their rights and responsibilities when it comes to reporting any suspected instances of child and forced labour. This policy is actively communicated to all employees and provides them with a safe and confidential mechanism to report any suspected unethical practices without fear of retaliation. It underscores the company's commitment to maintaining high ethical standards and transparency within its operations and supply chains. By fostering an environment where employees feel empowered to speak up, ECNBT aims to identify and address any potential violations swiftly and effectively, thereby upholding its dedication to human rights and ethical business practices. Additionally, 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.

Health and Safety Policy: ECNBT has a Health and Safety Policy that includes a statement on child and forced labour prevention. This statement aims to reinforce the company's commitment to ethical standards and aligns with the broader goals of ensuring human rights are respected within all operations. The policy emphasizes the importance of vigilance in identifying and preventing any instances of forced or child labour.

Human Rights Policy: ECNBT has a Human Rights Policy that includes a statement regarding child and forced labour. The statement clearly outlines that ECNBT is committed to fair and equitable treatment of all employees and stakeholders.

Forced and Child Labour Prevention Policy: ECNBT has established a Forced and Child Labour Prevention Policy. This policy outlines the company's commitment to ensuring that its operations and supply chains are free from any form of forced or child labour. It emphasizes the importance of vigilance and proactive measures to identify and prevent such unethical practices. The policy includes mandatory training programs for employees to raise awareness and equip them with the skills to recognize and report any instances of forced or child labour.

### **5.2 Due Diligence**

Supplier Code of Conduct: In line with its commitment to maintaining an ethical and responsible supply chain, ECNBT introduced a Supplier Code of Conduct in 2025 representing an important step in strengthening expectations across its supply chain. By adhering to the Supplier Code of Conduct, ECNBT aims to uphold the values enshrined in Bill S-211 and contribute to the global effort to eliminate forced and child labor and expects its suppliers to share this commitment and



work together to ensure a fair and safe supply chain. This code outlines the expectations for ethical behavior and practices, including the prohibition of forced and child labour, adherence to health and safety standards, and compliance with environmental regulations. By implementing this code, ECNBT aims to foster a responsible and transparent supply chain that aligns with the company's commitment to human rights and ethical operations.

## **6. Remediation of Forced and Child Labour and Vulnerable Family Income Loss**

ECNBT has not identified any instances of forced or child labour within its operations or supply chain during the reporting period. The Company remains committed to identifying and addressing potential human rights risks within its operations and communities. In recognition of the significant impact forced and child labour can have on individuals and their families, ECNBT continues to strengthen its processes to reduce the risk of forced and child labour across its supply chain.

## **7. Training**

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. In the reporting period, we implemented comprehensive training programs designed to enhance employee awareness and support the identification and reporting of potential risks, emphasize ECNBT's zero-tolerance policy towards such practices, and detail the procedures for reporting any suspicions or occurrences of these serious violations. ECNBT is deeply committed to ensuring awareness amongst our staff and stakeholders and strives for continued improvement in our processes to eradicate forced labour and child labour from our operations and supply chains.

## **8. Assessing Our Effectiveness**

ECNBT continues to enhance its approach to assessing effectiveness and is developing more formal mechanism over time. In the interim, the Company has taken proactive steps to prevent child and forced labour across its operations and supply chain.

We have continued 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.

In support of these efforts, we have enhanced our internal policy framework by incorporating commitments related to the prevention of forced and child labour into existing Health and Safety and Human Rights policies. We also added a commitment to the prevention of forced and child labour to our existing Human Rights Policy including mechanisms and procedures explaining how to report suspected forced and child labour within our supply chain. We also created a specific Forced and Child Labour Prevention Policy that includes definitions of forced and child labour, compliance with Bill S211, training and awareness, reporting procedures, contact number to report forced and child labour in our supply chain and how we may handle corrective actions if forced or child labour is identified within our supply chain.

Additionally, during the reporting period, ECNBT established a dedicated Forced and Child Labour Prevention Policy, which outlines key definitions, compliance requirements under Bill S-211, training and awareness measures, reporting channels, and approaches for addressing



potential instances should they arise. Together, these actions support ECNBT's ongoing commitment to strengthening its approach to responsible supply chain practices.

### **9. Board of Directors Approval and Attestation Statement**

This Report was Approved by the Board of Directors of ECNBT, 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 ECNBT, 1023576, RCELP, RCRLP and ECLP.

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

as represented by its Trustee

**1023576 Alberta Ltd.**

Per:

  
Roger Smith – Director and Co-Chair,