

Oneida Nation

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Oneida, WI 54155

BC Resolution # 01-02-26-A

Requirement for Corporations to Adopt Corporate Social Responsibility Policies

- WHEREAS,** the Oneida Nation is a federally recognized Indian government and a treaty tribe recognized by the laws of the United States of America; and
- WHEREAS,** the Oneida General Tribal Council is the governing body of the Oneida Nation; and
- WHEREAS,** the Oneida Business Committee has been delegated the authority of Article IV, Section 1, of the Oneida Tribal Constitution by the Oneida General Tribal Council; and
- WHEREAS,** the Oneida Business Committee has created corporations under the authority of the Oneida Nation and through business codes of other states for many decades; and
- WHEREAS,** as part of this process the Oneida Business Committee has identified gaps which existed between the Nation's expectations and the corporation's actions; and
- WHEREAS,** most recently, the Oneida Business Committee has made amendments to corporate structure and relations such as:
- Creating an enterprise corporation to reflect the governing needs of a smaller business, resolution # BC-01-14-09-H, *Adopting the Corporate Charter of the Oneida Golf Enterprise*;
 - Creating corporate reporting requirements, resolution # BC-01-26-11-A through F, amending charters to include a Narrative Report (public document), Financial Report (confidential) and Disclosure Report (confidential);
 - Clarifying the nature of the ownership of corporations and Nation representatives, resolution # BC-10-10-18-A, *Action by Oneida Nation as Owner of Corporate Shares*;
 - Adopting clarity regarding liaison responsibilities for Oneida Business Committee members, resolution # BC-09-24-14-C, *Adopting Standards for the Roles and Responsibilities for Oneida Business Committee Liaison Assignments*;
 - Creation of a job description for an employee reporting to the Oneida Business Committee with responsibility to review and monitor corporate reporting; and
- WHEREAS,** the Oneida Business Committee has identified that corporations should have a Corporate Social Responsibility Policy which reflects the vision and culture of the Oneida Nation as guidance for all corporate actions; and
- WHEREAS,** the Oneida Nation has adopted Core Values which reflects who we are as a people and as a government that is derived from our culture, our history and our community most recently re-affirmed by resolution # BC-11-12-14-B, *Re-Affirmation of Core Values*; and

WHEREAS, implementation of a Corporate Social Responsibility Policy which includes education, training, review and auditing will provide additional guidance for all corporate actions from the corporate board to every employee; and

NOW THEREFORE BE IT RESOLVED, corporate entities of the Oneida Nation shall adopt Corporate Social Responsibility Policies which are equal to or stronger than those set forth by the International Organization for Standardization in ISO 26000 which shall be used in all decision processes.

BE IT FURTHER RESOLVED, corporate entities shall include in the Corporate Social Responsibility Policy the Oneida Nation's Core Values of The Good Mind as expressed by On̓ayoteʔa·ka, Kahletsyalúsla, which is the heartfelt encouragement of the best in each of us, and, Kanolukhwásla, which is the compassion, caring, identity, and joy of being, and, Kaʔnikuhli·yó, which is the openness of the good spirit and mind, and, Kaʔtshatstásla, which is the strength of belief and vision as a people, and, Kalihwi·yó, which is the use of the good words about ourselves, our nation and our future, and, Twahwahtsílawayl, which is all of us are family, and, Yukwatsístayl, which is our fire, our spirit within each of us.

BE IT FURTHER RESOLVED, corporate entities shall include in all quarterly reports a section on the education and training, implementation, review and update of the Corporate Social Responsibility Policy.

BE IT FINALLY RESOLVED, Bay Bancorporation, Oneida ESC Group LLC, and Oneida Golf Enterprise shall provide an update on development of the Corporate Social Responsibility Policy at the second regular Oneida Business Committee meeting in January and a copy of the final approved policy of the corporation at the second regular Oneida Business Committee meeting in February.

CERTIFICATION

I, the undersigned, as Secretary of the Oneida Business Committee, hereby certify that the Oneida Business Committee is composed of 9 members of whom 5 members constitute a quorum; 7 members were present at a meeting duly called, noticed and held on the 2nd day of January 2026; that the forgoing resolution was duly adopted at such meeting by a vote of 6 members for, 0 members against, and 0 members not voting*; and that said resolution has not been rescinded or amended in any way.



Lisa Liggins, Secretary
Oneida Business Committee

*According to the By-Laws, Article I, Section 1, the Chair votes "only in the case of a tie."