



Socio-Economic Agreement Program Review

APPENDICES

NOVEMBER 26, 2021

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Appendix E-H: Administrative Review

This section provides additional detail regarding the information that was reviewed as part of the Administrative Review and shown in Appendix E through Appendix H below. The information is structured in a series of tables:

- Three tables for Ekati (the first for annual reports 1996-2000; the second for annual reports 2001-2004; and the third for annual reports 2004-2019);
- One table for Diavik;
- One table for Gahcho Kué; and
- Three tables for the GNWT (the first for annual reports 2000-2006; the second for annual reports 2008-2013; and the third for annual reports 2014-2019).

Each table is structured and colour-coded according to the major themes under review:

- Employment and business development: yellow
- Training and education: green
- Cultural well-being and traditional economy opportunities: blue
- Individual, family and community well-being: pink
- Net effects on government: dark blue
- Sustainable development: brown

Each table has numbered rows to enable comparison across multiple tables (for the same SEA) regarding the same specific target/indicator/measure.

Appendix A: Evaluation Matrix



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Appendix A: Evaluation Matrix

Key Evaluation Qs	Sub Qs	Corresponding SEA commitments/group of commitments (i.e employment,			Data Source
		Comparison/Assessment	Substantiating Info/Numbers		
1. Effectiveness - Have the SEAs achieved their intended outcomes?	1.1 To what extent have each of the SEAs achieved their intended short-, medium- and long-term objectives?	1.1.1 SEA indicator achievement	#/% achieved by type	all SEA indicators	Admin review (published reports/stats)
		1.1.2 SEA indicators not achieved	#/% not achieved by type	all SEA indicators	Admin review (published reports/stats)
		1.1.3 Measures achievement	#/% of commitments implemented/completed	all SEA Measures	Desktop Review Interviews - GNWT, Proponents
		1.1.4 Measures not achieved	#/% of commitments not implemented/completed GNWT and Proponent perspectives on SEAs meeting intent	all SEA Measures	Desktop Review Interviews - GNWT, Proponents
	1.2 What effects have the SEAs had on communities, NWT businesses, the NWT?	1.2.1 Effects of SEAs on communities, NWT businesses, NWT	reported metrics, referenced reports/plans/strategies	all SEA indicators/measures	Desktop review / Admin review
		1.2.2 Perception of SEA effects on communities, NWT businesses, NWT	(appropriate groups) perspectives on SEAs effects on communities, businesses, NWT	n/a	Interviews/surveys - GNWT, Proponents, IGOs, other IOs, Industry, Women's Orgs, Training Providers, Regulators
	1.3 What is facilitating/challenging proponents/GNWT from achieving/progressing toward the intended objectives in their SEA? How are/were these challenges addressed by proponents/GNWT?	1.3.1 Facilitators supporting achievement of/progress toward intended objectives	referenced reports/plans/strategies	all SEA indicators/measures	Desktop Review
		1.3.2 Perception of facilitators supporting achievement of/progress toward intended objectives	(appropriate groups) perspectives on supporting achievement of progress toward objectives	all SEA indicators/measures	Interviews/surveys - GNWT, Proponents, IGOs, other IOs, Industry, Women's Orgs, Training Providers, Regulators
		1.3.3 Challenges to achieving/progressing toward intended objectives	referenced reports/plans/strategies	all SEA indicators/measures	Desktop Review
		1.3.4 Perceptions of challenges to achieving/progressing toward intended objectives	(appropriate groups) perspectives on challenges to achievement of progress toward objectives	all SEA indicators/measures	Interviews/surveys - GNWT, Proponents, IGOs, other IOs, Industry,

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Key Evaluation Qs	Sub Qs	Corresponding SEA commitments/group of commitments (i.e employment, Comparison/Assessment			Data Source
		Comparison/Assessment	Substantiating Info/Numbers		
					Women's Orgs, Training Providers, Regulators
		1.3.5 Ways that challenges are/were addressed by proponents/GNWT	referenced reports/plans/strategies	n/a	Desktop Review
		1.3.6 Perceptions of ways that challenges are/were addressed by proponents/GNWT	(appropriate groups) perspectives on ways challenges have been or are being addressed by proponents/GNWT	n/a	Interviews - GNWT, Proponents
	1.4 How are the SEAs being implemented? Are the SEAs being implemented as intended? If not, what factors are affecting implementation of the SEAs?	1.4.1 Ways that SEAs are being implemented	reported metrics, referenced reports/plans/strategies	all SEA indicators/measures	Desktop review / Admin review
		1.4.2 SEAs being implemented as intended	reported metrics, referenced reports/plans/strategies	all SEA indicators/measures	Desktop review / Admin review
		1.4.3 Perception SEAs being implemented as intended	(appropriate groups) perspectives on SEAs implemented as intended	n/a	Interviews/surveys - GNWT, Proponents, IGOs, Industry, Women's Orgs, Training Providers, Regulators
		1.4.4 SEA not being implemented as intended	reported metrics, referenced reports/plans/strategies	all SEA indicators/measures	Desktop review / Admin review
		1.4.5 Perception SEA not being implemented as intended	(appropriate groups) perspectives on SEAs implemented as intended	n/a	Interviews/surveys - GNWT, Proponents, Industry, Women's Orgs, Training Providers, Regulators
		1.4.6 Factors limiting intended implementation	referenced reports/plans/strategies	n/a	Desktop review
		1.4.7 Perception of factors limiting intended implementation	(appropriate groups) perspectives on limiting implementation	n/a	Interviews/surveys - GNWT, Proponents, Industry, Women's Orgs, Training Providers, Regulators
	1.5 Have there been any unintended (positive or negative)	1.5.1 Perception of unintended positive outcomes	(appropriate groups) perspectives on unintended positive outcomes	n/a	Interviews/surveys - GNWT, Proponents, IGO, Industry, Women's

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Key Evaluation Qs	Sub Qs	Corresponding SEA commitments/group of commitments (i.e employment,			Data Source
		Comparison/Assessment	Substantiating Info/Numbers		
	outcomes associated with the SEAs?				Orgs, Training Providers
		1.5.2 Perception of unintended negative outcomes	(appropriate groups) perspectives on unintended negative outcomes	n/a	Interviews/surveys - GNWT, Proponents, IGO, Industry, Women's Orgs, Training Providers
	1.6 Have SEAs been effective in monitoring, mitigating, and adaptively managing potential impacts?	1.6.1 Examples of SEA effectiveness in monitoring, mitigating and adaptively managing potential impacts	reported metrics, referenced reports/plans/strategies	SEA indicators/measures related to monitoring, mitigating and adaptive management	Desktop review / Admin review
		1.6.1 Perception of effectiveness of SEAs on monitoring, mitigating and adaptively managing potential impacts	(appropriate groups) perspectives on SEA effectiveness in monitoring, mitigating, and adaptively managing potential impacts	n/a	Interviews/surveys - GNWT, Proponents, IGO, Industry, Regulators
	1.7 How well-suited are the indicators for measuring progress/ achievement of SEA commitments?	1.7.1 Appropriateness of indicators for measuring progress/ achievement of SEA commitments	J-scan, referenced reports/plans/strategies	n/a	Jurisdictional Scan Desktop Review
		1.7.2 Perception of appropriateness of indicators for measuring progress/ achievement of SEA commitments	(appropriate group) perspective on appropriateness of indicators	n/a	Interviews/surveys - GNWT, Proponents, IGOs, other IGOs, Industry, Women's Orgs, Training Providers, Regulators
2. Relevance - Are the current SEA indicators the most relevant ways to document performance against desired outcomes and areas for improvement?	2.1 What SEA commitments contributed most/least to achievement of SEA intended objectives?	2.1.1 SEA commitments that contributed most to achievement of SEA intended objectives	reported metrics, referenced reports/plans/strategies	all SEA indicators/measures	Desktop review Admin review
		2.1.2 Perception of SEA commitments that contributed most to achievement of SEA intended objectives	(appropriate group) perspective on commitments that contributed most to SEA intended objectives	all SEA indicators/measures	Interviews/surveys - GNWT, Proponents, Industry
		2.1.3 SEA commitments contributed least to achievement of SEA intended objectives	reported metrics, referenced reports/plans/strategies	all SEA indicators/measures	Desktop review Admin review
		2.1.4 Perception of SEA commitments that contributed least to achievement of SEA intended objectives	(appropriate group) perspective on commitments that contributed least to SEA intended objectives	all SEA indicators/measures	Interviews/surveys - GNWT, Proponents, Industry
	2.2 Are there any other factors that may have played a role in achievement of	2.2.1 Perception of other factors that may have played a role in achievement of intended objectives	(appropriate group) perspective on commitments that contributed least to SEA intended objectives	n/a	Interviews/surveys - GNWT IGOs, Women's Orgs, Training Providers

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Key Evaluation Qs	Sub Qs	Corresponding SEA commitments/group of commitments (i.e employment,			Data Source
		Comparison/Assessment	Substantiating Info/Numbers		
	SEA intended objectives?				
	2.3 Are there benefits that are currently not being realized through SEAs?	2.3.1 Benefits currently not being realized through SEAs	reported metrics, referenced reports/plans/strategies	n/a	Desktop review Admin review
		2.3.1 Perception of benefits currently not being realized through SEAs	(appropriate group) perspective on benefits not being realized through SEAs	n/a	Interviews/surveys - GNWT, Proponents, IGOs, other IOs, Industry
	2.4 Are there additional commitments that should be added within the SEAs? Why?	2.4.1 Additional commitments that should be added to the SEAs	J-scan	n/a	J-scan
		2.4.2 Reasons why the commitments should be added	J-scan	n/a	J-scan
		2.4.3 Perception of additional commitments that should be added to the SEAs	(appropriate group) perspective on additional commitments	n/a	Interviews/surveys - GNWT, Proponents, IGOs, Industry, Women's Orgs, Training Providers
		2.4.4 Perception of why the commitments should be added	(appropriate group) perspective on additional commitments	n/a	Interviews/surveys - GNWT, Proponents, IGOs, other IOs, Industry, Women's Orgs, Training Providers, Regulators
	2.5 To what extent have SEA commitments remained relevant over the life of the project?	2.5.1 Extent SEA commitments have remained relevant over the life of the project	reported metrics, referenced reports/plans/strategies	n/a	Desktop review Admin review
		2.5.2 Perception of extent SEA commitments have remained relevant over the life of the project	(appropriate group) perspective on extent SEA commitments have remained relevant	n/a	Interviews/surveys - GNWT, Proponents, IGOs, other IOs, Industry, Women's Orgs, Training Providers
	2.6 What SEA reporting occurs outside of SEA commitments/indicators?	2.6.1 Reporting that occurs outside of SEA commitments/indicators	referenced reports/plans/strategies	n/a	Desktop review
3. Administration - Are SEAs the most appropriate	3.1 Are SEAs the most effective tool to maximize benefits?	3.1.1 Comparison of NWT SEAs with other jurisdictions' agreements and identified best practices	J-scan, best practices	n/a	J-scan

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Key Evaluation Qs	Sub Qs	Corresponding SEA commitments/group of commitments (i.e employment,			Data Source
		Comparison/Assessment	Substantiating Info/Numbers		
benefits over time?		benefits beyond the life of the project		related to benefits beyond the life of the project)	Proponents, IGOs, other IOs, Industry, Women's Orgs, Training Providers, Regulators
	4.2 What supports and/or actions are necessary to ensure the sustainability of those project benefits?	4.2.1 Supports/actions needed to sustain those project benefits	J-scan	n/a	J-scan
		4.2.2 Perception of supports/actions needed to sustain those project benefits	(appropriate groups) perspective on supports/actions	n/a	Interviews/surveys - GNWT, Proponents, IGOs, other IOs, Industry, Women's Orgs, Training Providers, Regulators

Appendix B: Agreement and Annual Report Summary Template



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Appendix B: Agreement and Annual Report Summary Template

AGREEMENT				REPORTS				
Theme Category	SEA Theme	Commitment/Target	Indicator/Measure	Year 1	Year 2	Year 3	Year 4	Year 5
Employment & Business Opportunities	Report Section (Proponent)							
	Report Section (GNWT)							
Training Programs & Education	Report Section (Proponent)							
	Report Section (GNWT)							
Cultural Well-being & Traditional Economy Opportunities	Report Section (Proponent)							
	Report Section (GNWT)							
Community, Family, and Individual Well-being	Report Section (Proponent)							
	Report Section (GNWT)							
Net Effects on Government	Report Section (Proponent)							
Sustainable Development	Report Section (Proponent)							
Monitoring & Reporting								

Appendix C-1: GNWT – Measures Checklist Template



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Appendix C-1: GNWT – Measures Checklist Template

GNWT – Confirming Measures from the Socio-Economic Agreements (SEAs) for the Diavik, Ekati and Gahcho Kué Projects

Please indicate below if the measures from the SEA was addressed, by indicating “yes” or “no” for each measure. Please use the “comments” section to describe why any measures were not addressed and to provide detail where a measure cannot be confirmed with a “yes” or “no”.

Diavik Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comments
1	Business Opportunities	Summary of government efforts towards economic and business development reported	GNWT - ITI			
2	Business Opportunities	A general program of business grants, contributions, and loans to maximize business capacities and employment opportunities in Northwest Territories communities provided and actively communicated to eligible participants	GNWT - ITI			
3	Business Opportunities	Northwest Territories businesses assisted in acquiring or developing capital where it will result in an increase in the Northwest Territories employment	GNWT - ITI			
4	Business Opportunities	Registry of businesses eligible under the GNWT Business Incentive Policy maintained and where possible, access to the data provided to the Proponent for contracts and procurement purposes	GNWT - ITI			
5	Business Opportunities	Northwest Territories businesses kept informed of opportunities arising from the business opportunities forecast and Northwest Territories businesses assisted in taking advantage of contracting opportunities related to the Project	GNWT - ITI			
6	Business Opportunities	Business development process actively supported, the provision of technical business development support services through existing public and private sector programs enabled	GNWT - ITI			
7	Business Opportunities	Work carried out with Northwest Territories communities to create long-term business and employment opportunities and to increase business capacity	GNWT - ITI			
8	Business Opportunities	Upgrading of management and entrepreneurial skills of Northwest Territories residents facilitated	GNWT - ITI			
9	Business Opportunities	Identification of opportunities for joint ventures with Northwest Territories businesses assisted	GNWT - ITI			
10	Business Opportunities	Design, preparation and development of financial proposals from Northwest Territories businesses facilitated	GNWT - ITI			
11	Business Opportunities	Counselling services to assist Northwest Territories businesses through the business development process provided	GNWT - ITI			
12	Business Opportunities	Northern business community meetings or conferences related to promoting business opportunities in the Project supported	GNWT - ITI			

Diavik Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comments
13	Monitoring/Reporting	Data related to indicators in Schedule A of the SEA amendment (Monitoring and Reporting Clause) collected, analyzed, and interpreted	GNWT - ITI, ECE			
14	Monitoring/Reporting	Within three (3) months following the end of each calendar year, an annual socio-economic report prepared incorporating the data, analysis and interpretation collected or prepared by each of them [GNWT, Proponent] as described in Articles 6.2.1 and 6.2.2 respectively for the then most recently-ended calendar year. A copy of each such report delivered to each other [GNWT/Proponent] and to each Aboriginal Authority promptly upon completion	GNWT - ITI			
15	Monitoring/Reporting	Each Aboriginal Authority may communicate concerns or recommendations regarding the socio-economic impact of the Project at any time. Any such communication shall be in writing and may be addressed to either The Proponent or the GNWT and the recipient shall share the communication with the other. The Proponent and GNWT may decide, in their sole discretion, to designate one of them to respond, respond jointly or provide separate responses. Best efforts used by the appropriate Party to respond within 90 days of receiving any such concern or recommendation.	GNWT - ITI			
16	Monitoring/Reporting	Good faith efforts used to summarize any recommendation received from Aboriginal Authorities and the response to such recommendation in the applicable annual report	GNWT - ITI			
17	Monitoring/Reporting	Available to jointly [with Proponent] meet at least once per year with representatives of each Aboriginal Authority to discuss the results in the annual socio-economic reports in order to provide an opportunity for input into discussions regarding the efforts of the Proponent and GNWT to address socioeconomic impacts	GNWT - ITI			
18	Education and Training Programs	Training programs developed with a focus on: collaboration with GNWT in the development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable Northerners to take advantage of employment opportunities deriving from the Project	GNWT - ECE, ITI			
19	Education and Training Programs	Accelerated apprenticeship program developed to enable Northerners to become qualified tradespeople and thereby take advantage of the employment opportunities created by the Project	GNWT - ECE			
20	Education and Training Programs	Training allowances and support services through the Apprenticeship Training Assistance program provided which includes training subsidies and education related support costs such as tuition, travel, books and living-away-from-home allowances	GNWT - ECE			

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Diavik Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comments
21	Education and Training Programs	Eligible candidates allowed access to education and training allowances that may be available through the Student Financial Assistance Program and the Canada-GNWT Labour Market Development Agreement	GWNT - ECE			
22	Education and Training Programs	Training subsidies that may be available through the Training-on-the-Job program provided to eligible candidates	GWNT - ECE			
23	Education and Training Programs	Careers in the mining industry included in its career counselling services	GWNT – ECE & ITI			
24	Education and Training Programs	Delivery of training programs coordinated with industry, Aboriginal organizations, \	GWNT - ECE			
25	Employment	Regional career fairs organized and supported	GWNT - ECE			
26	Business Opportunities	A Project related strategy to diversify the regional and local economies developed during the Construction and Operation Phases, working closely with mandated government agencies	GNWT - ITI			
27	Monitoring/Reporting	An office of the operator of the Project maintained in the Northwest Territories, and at such office any and all reports or copies thereof, required and made pursuant to the provisions of this Agreement made available, to the GNWT, on reasonable notice to the Proponent	GNWT - ITI			
28	Education and Training Programs	Collaboration carried out with the Proponent to increase the number of apprenticeships in advance of the Operation Phase of the Project	GWNT – ECE & ITI			
29	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Cross-cultural training needs of employees discussed with GNWT and Aboriginal Authorities; cross-cultural training programs as may be agreed upon by the Parties funded	GNWT - ITI			

Ekati Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comments
1	Community, Family and Individual Well-being	Impact of the project assessed using the list of health and wellness indicators in the agreement (schedule D); schedule E baseline data used. [As shown in schedule E] The sources for the baseline data for the selected fourteen indicators are as follows: Reports prepared for 1995 by GNWT Departments and Agencies for: high school completion rates; # of Social Assistance cases; potential years of life lost; # of communicable diseases; # of children in care; # of family violence complaints; teen birth rate; # of injuries; Reports prepared for 1994 by GNWT Departments and Agencies for: employment rates and employment participation rates; # of property crimes; # of suicides; # of alcohol and drug related crimes; average income; Reports published in 1992 by GNWT Departments and Agencies for: Housing indicator	GNWT - HSS, ECE, ITI, DOJ, NWTHC			
2	Community, Family and Individual Well-being	Should the listing of indicators be changed, at the time of selection, the source document which provides baseline data for the selected indicator identified. It is possible some baseline data may need to be averaged over multiple years due to small or no numbers in any given year	GNWT - HSS			
3	Community, Family and Individual Well-being	Annual health and wellness report prepared for each Point of Hire based upon the data referred to in 5.2.1 [schedule D] and 5.2.2 [Schedule E] of this SEA as well as information that will be gathered by it	GNWT - HSS			
4	Community, Family and Individual Well-being	Meeting carried out with Proponent on an annual basis to review the health and wellness report and develop plans of action that could be undertaken to improve results	GNWT – HSS & ITI			
5	Community, Family and Individual Well-being	Consultation with Boards, communities, and organizations carried out to review results of the health and wellness report on how to improve results	GNWT - HSS			
6	Community, Family and Individual Well-being	The GNWT recognizes the seriousness of spousal abuse; proactive approach adopted in assisting Points of Hire communities preventing spousal abuse	GNWT – HSS & DOJ			
7	Business Opportunities	All information that the GNWT has available provided where appropriate to the Proponent on a timely basis, on the capabilities of Local businesses to provide services and supply goods to the Project	GNWT - ITI			
8	Business Opportunities	Work carried out with Northern Residents in the Points of Hire to develop a directory of Local businesses specifying the types of goods and services that the Local businesses can provide to the Project as well as the names and ways of contacting the owners of the Local businesses	GNWT - ITI			

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Ekati Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comments
9	Business Opportunities	Where appropriate, commitment made to provide assistance programmes as well as other businesses services to Local businesses in an effort to assist them in taking advantage of the business opportunities resulting from the Project	GNWT - ITI			
10	Business Opportunities	Information and experience shared on Business Incentive policies with the Proponent in the event that the latter wishes to introduce preference policies as a further means of meeting the objectives in 7.3 [support to Local businesses]	GNWT - ITI			
11	Business Opportunities	Such directories, catalogues, or databases which the GNWT creates, funds, or maintains of NWT suppliers, manufacturers, services, etc. shared, where appropriate, with the Proponent on an ongoing basis	GNWT - ITI			
12	Business Opportunities	Communities, organizations, and Local businesses encouraged to meet and discuss approaches which can be used to increase Local businesses involvement in Project activities	GNWT - ITI			
13	Business Opportunities	Information intended to support development of cooperative business efforts distributed	GNWT - ITI			
14	Business Opportunities	Activities which strengthen understanding of the business opportunities resulting from this Project supported	GNWT - ITI			
15	Business Opportunities	Meetings periodically carried out to discuss approaches which will enhance [community] mobilization (The Parties to this Agreement believe that it is important that communities, Local Businesses, governments and industry associations work cooperatively to identify ways to increase Local Businesses opportunities which may result from the Project.)	GNWT - ITI			
16	Business Opportunities	Community mobilization initiatives continue to be supported	GNWT - ITI			
17	Community, Family and Individual Well-being	It is understood that information collected through the monitoring process in point of hire communities is shared with the community governments of the "Point of Hire" communities	GNWT - ITI			
18	Community, Family and Individual Well-being	All available source documents for the baseline data information referred to above [list in Sched E] provided to the Proponent by November 30, 1996	GNWT - ITI, ECE, ITI, DOJ, NWTHC			
19	Monitoring/Reporting	Meeting carried out with the Proponent on an annual basis to review the report referred to in 8.2 [annual report related to training, employment, business opportunities] and to develop plans of action that could be undertaken to improve the results	GNWT - ITI			
20	Monitoring/Reporting	Work carried out mutually with the Proponent toward the adoption of programmes and policies to improve the monitoring in accordance with the principles as set out in Schedule "H"	GNWT - ITI			

Ekati Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comments
21	Monitoring/Reporting	Consultation carried out annually with Points of Hire communities and other Northwest Territories communities to review the results of the report referred to in 8.2 hereof [annual report on training, employment and business opportunities] and to consult with Northern Residents living in those communities on how to improve the results	GNWT - ITI			
22	Monitoring/Reporting	If requested by the Minister of Resources, Wildlife and Economic Development, appearance made by the GNWT's Representative in 3.0 hereof annually before an ad hoc Committee comprised of members of the Executive Council and the Legislative Assembly of the Northwest Territories to report on the progress of Northern Residents and Local businesses in training, employment, and business opportunities	GNWT - ITI			
23	Community, Family and Individual Well-being	Proactive approach adopted in assisting Points of Hire communities in the establishment of daycare programmes in order to encourage the employment of Northern Residents in the Project	GNWT - ECE			
24	Education and Training Programs	Proponent cooperated with and assisted to obtain any available government assistance the Proponent may seek in order to carry out its commitment to training and apprenticeships	GNWT - ECE			
25	Education and Training Programs	Cooperation with Proponent realized in promoting training programs deemed appropriate during the Construction Phase	GNWT - ECE			
26	Education and Training Programs	Pre-employment training programmes for Northern Residents continued to be offered and resources committed in order to ensure availability to Northern Residents.	GNWT - ECE			
27	Education and Training Programs	Accelerated apprenticeship programme for Northern Residents developed to enable Northern Residents to become qualified tradespeople and thereby take advantage of the employment opportunities created by the Project	GNWT - ECE			
28	Community, Family and Individual Well-being	Work carried out closely with GNWT and its various agencies to encourage the effective and integrated use of community resources in addressing any negative socio-economic impacts arising from the Project	GNWT – HSS & ITI			
29	Monitoring/Reporting	Work carried out mutually with the GNWT toward the adoption of programmes and policies to improve the monitoring in accordance with the principles as set out in Schedule "H"	GNWT - ITI			
30	Employment	Available job skills inventory and other related information regarding Northern Residents shared with the Proponent	GNWT – ECE & ITI			
31	Community, Family and Individual Well-being	No security measures involving the utilization of X-Rays, or other security procedures with potential health risks, implemented without full consultation with representatives of the GNWT Department of Health and Social Services.	GNWT - HSS			

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Ekati Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comments
32	Employment	Employment objectives for Northern Residents exceeded and women's employment encouraged through the cooperative work carried out between the Proponent and GNWT	GNWT – ECE & ITI			
33	Community, Family and Individual Well-being	Working relationship established with frontline health and social service providers employed by the GNWT and its various agencies	GNWT - HSS			

Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comments
1	Community, Family and Individual Well-being	Subject to and in accordance with GNWT policy and programming in effect from time to time: Is there a principal liaison from GNWT HSS designated for Project related health and wellness initiatives.	GNWT – HSS & ITI			
2	Community, Family and Individual Well-being	Subject to and in accordance with GNWT policy and programming in effect from time to time: Collaboration carried out with Proponent or governing authorities in the Local Study Area and NWT Communities to facilitate the planning and delivery of community-based mental health and additions programs and wellness programs	GNWT - HSS			
3	Community, Family and Individual Well-being	Subject to and in accordance with GNWT policy and programming in effect from time to time: Collaboration carried out with the Proponent or governing authorities in the Local Study Area and NWT Communities in the design of community mental health and additions programs and wellness programs	GNWT - HSS			
4	Community, Family and Individual Well-being	Subject to and in accordance with GNWT policy and programming in effect from time to time: Funding for mental health and additions programs and wellness programs for approved activities provided	GNWT - HSS			
5	Community, Family and Individual Well-being	Subject to and in accordance with GNWT policy and programming in effect from time to time: Proponent met with at least twice annually to discuss GNWT program and service delivery plans to identify areas for collaboration	GNWT – HSS & ITI			
6	Community, Family and Individual Well-being	Subject to and in accordance with GNWT policy and programming in effect from time to time: Information on mental health, additions and wellness programs made available to Proponent for sharing with their employees	GNWT - HSS			
7	Monitoring/Reporting	Data collected for the annual report in a manner that would be useful for analysis of the Gahcho Kué Project's impacts on NWT communities. Collection and analysis of data identified in this Agreement [section 8.3.1] included in the annual report but the annual report is not limited to this information	GNWT - HSS, ECE, ITI, DOJ			
8	Business Opportunities	To support long term economic and business opportunities for NWT Residents, in relation to the Gahcho Kué Project, subject to and in accordance with the GNWT policy and programming in effect from time to time: Principal liaison from the GNWT Department of Industry, Tourism and Investment ("GNWT ITI") designated, for Project-related community economic and business opportunities	GNWT - ITI			
9	Business Opportunities	To support long term economic and business opportunities for NWT Residents, in relation to the Gahcho Kué Project, subject to and in accordance with the GNWT policy and programming in effect from time to time: GNWT activities that support Project-related community economic and business opportunities are co-ordinated through the principal liaison identified in clause 5.6a [from the GNWT ITI]	GNWT - ITI			

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Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comments
10	Business Opportunities	To support long term economic and business opportunities for NWT Residents, in relation to the Gahcho Kué Project, subject to and in accordance with the GNWT policy and programming in effect from time to time: Collaboration carried out with the Proponent or governing authorities in the Local Study Area and NWT Communities to facilitate co-ordinating business development planning and delivery of business development programs relevant to the Gahcho Kué Project	GNWT - ITI			
11	Business Opportunities	To support long term economic and business opportunities for NWT Residents, in relation to the Gahcho Kué Project, subject to and in accordance with the GNWT policy and programming in effect from time to time: Proponent met with at least annually to review GNWT program and service delivery plans to identify areas for collaboration	GNWT - ITI			
12	Business Opportunities	To support long term economic and business opportunities for NWT Residents, in relation to the Gahcho Kué Project, subject to and in accordance with the GNWT policy and programming in effect from time to time: Proponent provided information on business development programs delivered by the GNWT	GNWT - ITI			
13	Business Opportunities	To support long term economic and business opportunities for NWT Residents, in relation to the Gahcho Kué Project, subject to and in accordance with the GNWT policy and programming in effect from time to time: Proponent provided with information available to the GNWT on its Business Incentive Policy, which is accessible to the Proponent	GNWT - ITI			
14	Business Opportunities	To support long term economic and business opportunities for NWT Residents, in relation to the Gahcho Kué Project, subject to and in accordance with the GNWT policy and programming in effect from time to time: Registry maintained of businesses eligible under the GNWT Business Incentive Policy, which is accessible to the Proponent	GNWT - ITI			
15	Business Opportunities	To support long term economic and business opportunities for NWT Residents, in relation to the Gahcho Kué Project, subject to and in accordance with the GNWT policy and programming in effect from time to time: Development supported by providing NWT Businesses with access to programs for: aboriginal capacity building; business development projects; business creation or expansion; planning and other development costs; pilot or other demonstration projects; and small business	GNWT - ITI			
16	Monitoring/Reporting	Annual report prepared outlining efforts during the previous calendar year to fulfill its commitments under this Agreement and the specific information set out in this clause 8 [including various indicators]	GNWT - ITI			

Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comments
17	Monitoring/Reporting	To the extent practicable, the required annual reports prepared by June 1 in each year, and made publicly available on that day	GNWT - ITI			
18	Monitoring/Reporting	The other Party (Proponent) provided with a copy of its annual report at least thirty days in advance of its public release	GNWT - ITI			
19	Monitoring/Reporting	On making the annual report publicly available, ensured that copies are provided to the Aboriginal Authorities and to the communities in the Local Study Area on the same date	GNWT - ITI			
20	Monitoring/Reporting	Data collected or disclosed subject to and in accordance with the applicable legislation; disclosing of data that would be likely to identify individuals declined	GNWT - ITI			
21	Monitoring/Reporting	Implementation of commitments made by the Parties regarding socio-economic issues arising from the Gahcho Kué Project and the Agreement considered, discussed and publicly reported by the adaptive management method	GNWT - ITI			
22	Monitoring/Reporting	Work carried out by parties together to maximize the beneficial opportunities, identify the impacts, and minimize and mitigate any negative impacts arising from the Gahcho Kué Project by the adaptive management method	GNWT – ITI, HSS, & ECE			
23	Monitoring/Reporting	Meetings of the Parties carried out regularly and at multiple levels in order to review and discuss the results of activities and programs undertaken by both Parties, and to identify challenges and opportunities for collaboration intended to improve socio-economic performance	GNWT - ITI			
24	Monitoring/Reporting	Meeting of the Proponent's Chief Operating Officer and the GNWT Deputy Ministers of ITI, ECE and HSS occurs annually	GNWT - ITI			
25	Monitoring/Reporting	Meeting and appearance of the Proponent's representatives before representatives of the Legislative Assembly of the NWT occur annually. Such meetings arranged (by the GNWT)	GNWT - ITI			
26	Monitoring/Reporting	Meetings of working level representatives from the Proponent and GNWT ECE, HSS and ITI carried out at least twice per year	GNWT - ITI			
27	Monitoring/Reporting	Such other meetings or sharing of information as the Parties may mutually agree on carried out	GNWT - ITI			
28	Monitoring/Reporting	Record of all meetings formalized between the Parties, including documentation regarding recommendations for adaptive management measures discussed by the Parties, and all action items agreed to between the Parties	GNWT - ITI			
29	Monitoring/Reporting	On providing their reports to the Aboriginal Authorities and the communities in the Local Study Area pursuant to clause 8.4, Aboriginal Authorities' and the communities' comments, concerns and recommendations respecting the socio-economic impacts of the Gahcho Kué Project invited by the Parties	GNWT - ITI			

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Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comments
30	Monitoring/Reporting	Parties available for joint meeting at least once per year with representatives of each community in the Local Study Area and of the Aboriginal Authorities to discuss the results in the annual reports in order to provide an opportunity for input into discussions regarding the efforts of the Parties to address socio economic impacts. Each party shall bear its own costs for attending these meetings, while any costs associated with community participation in these meetings will be shared equally by the Parties	GNWT - ITI			
31	Monitoring/Reporting	Response provided to formalized concerns or recommendations received from Aboriginal Authorities or communities in the Local Study Area within 90 days after receipt thereof. Such response may take the form of a written response, an action plan or the adoption of or revision to an initiative or program	GNWT - ITI			
32	Monitoring/Reporting	Proposals from the Aboriginal Authorities and communities in the Local Study Area for specific projects or initiatives relating to the Gahcho Kué Project's socio-economic impacts considered	GNWT - ITI			
33	Monitoring/Reporting	Work carried out together by the Parties to include, in their respective annual reports, reference to any recommendations for adaptive management responses made to each other or received from the Aboriginal Authorities or communities in the Local Study Area regarding how the Parties can improve the Project's socio-economic contributions or mitigate any negative socio-economic impacts. A summary of how recommendations for adaptive management responses were addressed in its annual report included by each Party	GNWT - ITI			
34	Education and Training Programs	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Principal liaison from GNWT ECE designated for Project related education, training and employment opportunities	GNWT – ECE & ITI			
35	Education and Training Programs	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Collaboration carried out with the Proponent, Aboriginal organizations, Aurora College, the Mine Training Society and other organizations in the design of relevant literacy and training programming	GNWT - ECE			

Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comments
36	Education and Training Programs	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Collaboration carried out with the Proponent and governing authorities in the communities in the Local Study Area to support the planning and delivery of community-based literacy and training programs	GWNT - ECE			
37	Education and Training Programs	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Funding provided for literacy, pre-employment training and trades-related training for GNWT approved activities	GWNT – ECE & ITI			
38	Education and Training Programs	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Opportunities for students to take courses and participate in work experiences that prepare them for potential future employment in the mining industry offered through its school system	GWNT – ECE & ITI			
39	Education and Training Programs	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Opportunities offered for the Proponent's employees to participate at cost, at the Proponent's expense, in professional development programs or courses organized for the territorial public service	GWNT – ECE & ITI			
40	Education and Training Programs	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Reasonable efforts used to educate, train and develop an NWT workforce that has the skills required by the Proponent for the Gahcho Kué Project and to make the NWT an attractive residency location for skilled workers	GWNT – ECE & ITI			
41	Education and Training Programs	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Proponent met with at least annually, to review GNWT program and service delivery plans to identify areas for collaboration	GWNT – ECE & ITI			

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Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comments
42	Employment	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Collaboration carried out with the Proponent to plan, design or co-ordinate the delivery of employment support programs	GNWT - ECE			
43	Education and Training Programs	Partnerships with GNWT Education, Culture and Employment ("GNWT ECE"), Aurora College, the Mine Training Society, Aboriginal organizations, regional training partnerships and other Canadian post-secondary educational institutions encouraged to establish educational, training, work experience or job placement programs	GNWT - ECE			
44	Employment	As the Proponent approaches Construction and Operation phases of the Gahcho Kué Project, work carried out with GNWT ECE Service Centres, regional training partnerships and local employment offices, to ensure they are briefed on upcoming job opportunities, and on key Proponent policies designed to encourage NWT Residents to choose employment or training opportunities with the Proponent including an overview of Proponent designated Pick-Up Points and travel allowances and how these help NWT Residents access the employment opportunities at the Gahcho Kué Project site	GNWT - ECE			
45	Business Opportunities	Employee designated to act as a liaison between the Proponent, the GNWT, Aboriginal Authorities, and NWT businesses (the Proponent is solely responsible for selection of this position, which position, which position will remain throughout mine Construction, Operations and Closure)	GNWT - ITI			
46	Education and Training Programs	Where the GNWT has a regional training partnership that is a forum aimed at building understanding regarding training and development requirements for NWT residents and optimizing collaboration in the development of NWT programs, such forums participated in	GNWT - ECE			
47	Education and Training Programs	Collaboration carried out with the GNWT, Aboriginal Authorities and other training partners to encourage the development and delivery of training programs based on cultural value systems that include a cultural component which would introduce new employees to rotation employment and employer expectations for scheduled work	GNWT – ITI, ECE			
48	Education and Training Programs	Scholarships offered to NWT Students who are attending college and university programs and work carried out with GNWT ECE Service Centres to identify opportunities to support NWT Students in completion of high school or equivalencies and having at least half of its scholarship recipients awarded to women aimed for	GNWT - ECE			

Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comments
49	Community, Family and Individual Well-being	Information disseminated to employees and in communities related to awareness prevention areas such as: substance abuse, sexually-transmitted infections and family violence in collaboration with Aboriginal Authorities and GNWT	GNWT - HSS			
50	Community, Family and Individual Well-being	Collaboration carried out with the GNWT HSS designated liaison to provide ongoing family counseling services (which may include, for example, family and relationship counseling, stress management, anger management, support services for women and single mothers, child care services and parenting training) for mine employees and their immediate family	GNWT - HSS			
51	Community, Family and Individual Well-being	Ongoing prevention and awareness programs carried out on-site and collaboration carried out with the GNWT HSS designated liaison and, where available with trained alcohol and substance abuse, family violence and domestic abuse counselors, to ensure ongoing prevention and awareness program delivery	GNWT - HSS			
52	Community, Family and Individual Well-being	Collaboration carried out with the GNWT HSS designated liaison to ensure effective and recognized substance abuse, family violence and domestic abuse programs are made available for Gahcho Kué Project employees	GNWT - HSS			
53	Community, Family and Individual Well-being	Collaboration carried out with the GNWT HSS regarding initiatives being undertaken by the Proponent or the GNWT with Aboriginal Authorities or NWT communities from which the Proponent is drawing its employees to address substance abuse issues with the aim of improving the health and wellness of NWT Residents	GNWT - HSS			

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Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comments
54	Community, Family and Individual Well-being	Proponent's representative designated as the principal liaison to the GNWT HSS for Project related health and wellness initiatives who while ensuring confidentiality regarding Employee Assistance Programs (EAP) and employee participation in those programs, will provide information and meet twice annually with the GNWT HSS designated liaison to review: the services offered by the Proponent under its EAP; a list of alternative services and programs that the Proponent has been made aware of by Aboriginal communities or others and that the Proponent has informed its EAP Service provider about to enable the inclusion of culturally sensitive services for employees and their families; EAP utilization data and the utilization made of each service; the programs and plans supported in NWT Communities by the Proponent and initiatives planned in the year ahead to address issues of wellness for its employees; a summary of the programs and plans supported in communities in the Local Study Area, as well as initiatives planned for the year ahead to address issues of wellness for its employees; and initiatives focusing on outcomes relevant to clauses 6.2.2 (b,c,d,e,f and g) [other measures committed to by the Proponent related to initiatives, collaborations, services, and resources to address alcohol and substance abuse, family violence, domestic abuse, and/or needs for family counselling support]	GNWT - HSS			
55	Education and Training Programs	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Information on careers in the mining industry which will be made available at GNWT ECE Service Centres to high school counsellors and distributed publicly, developed and distributed	GNWT – ECE & ITI			
56	Community, Family and Individual Well-being	Prior to the commencement of construction, mutually acceptable protocol arrangements regarding the treatment and transportation of employees discussed and entered into with GNWT HSS	GNWT - HSS			
57	Community, Family and Individual Well-being	GNWT reimbursed for any medical costs for non-NWT resident employees that it cannot recover from a non-NWT resident's health care plan, third party coverage, or from Workers' Safety and Compensation Commission of the NWT and Nunavut, including inter-community medical transportation costs that the GNWT may incur. Through the tendering and contracting process, Contractors caused by the Proponent to meet this obligation for consistency	GNWT - HSS			

Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comments
58	Employment	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Organization of career fairs for high school students and adults promoted and facilitated	GNWT – ECE & ITI			
59	Community, Family and Individual Well-being	Confirmation of designated Pick-Up Points and its Travel Allowance provided to the GNWT annually	GNWT - ITI			

Appendix C-2: Diavik – Measures Checklist Template



Appendix C-2: Diavik– Measures Checklist Template

Mine Proponents - Confirming Measures from the Socio-Economic Monitoring Agreement (SEMA)

Please indicate below if the measures from the SEMA was addressed, by indicating “yes” or “no” for each measure. Please use the “comments” section to describe why any measures were not addressed and to provide detail where a measure cannot be confirmed with a “yes” or “no”.

Diavik Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
1	Business Opportunities	Corporate headquarters maintained in the Northwest Territories during the life of the Project; once Construction has been completed, Calgary office closed and remaining employees relocated to the Northwest Territories	Mines - Corporate			
2	Business Opportunities	Off-site sorting facility for production splitting and royalty valuation purposes in the NWT established with joint venture partner	Mines - Corporate			
3	Community, Family and Individual Well-being	Free work-related round-trip transportation to the mine site from the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk, Yellowknife and Hay River (the "pick-up-points") provided to employees, on their own time	Mines - Human Resources			
4	Community, Family and Individual Well-being	Opportunities sought with GNWT and KIA to enhance employment opportunities from other NWT communities such as Inuvik, Ft. Simpson, Norman Wells and Ft. Smith, and West Kitikmeot communities by expanding pickup points where logistically, safely, and economically possible.	Mines - Human Resources			
5	Community, Family and Individual Well-being	Measure introduced and maintained: Development of drug and alcohol rehabilitation programs, money management workshops and other individual support matters assisted	Mines - Human Resources			
6	Community, Family and Individual Well-being	Measure introduced and maintained: Communication links to home communities provided	Mines - Human Resources			
7	Community, Family and Individual Well-being	Measure introduced and maintained: Employee and Family Assistance Program (EFAP) for employees and their immediate families maintained, with services provided primarily by local and trusted people	Mines - Human Resources			
8	Community, Family and Individual Well-being	Measure introduced and maintained: Partnerships with local community support agencies developed by EFAP	Mines - Human Resources			
9	Community, Family and Individual Well-being	Measure introduced and maintained: Where practical, service providers for the Employee and Family Assistance Program contracted based on their expertise and experience in the field of addictions and addiction rehabilitation	Mines - Human Resources			

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Diavik Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
10	Community, Family and Individual Well-being	Measure introduced and maintained: A number of Employee Relations Personnel employed on site and in the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, and Lutsel K'e, Kugluktuk and with the North Slave Métis Alliance, who are familiar with the conditions in communities that may affect the employee at work and vice versa, to act as liaison people between the Proponent, the employee, and these communities	Mines - Human Resources			
11	Community, Family and Individual Well-being	Measure introduced and maintained: Recreation facilities and a recreation co-ordinator provided at the mine site	Mines - Human Resources			
12	Community, Family and Individual Well-being	Measure introduced and maintained: Sexual harassment policy enforced at the mine site and an alcohol-and drug-free workplace policy for the possession or use of any alcohol or illegal drugs on any Proponent property enforced	Mines - Human Resources			
13	Community, Family and Individual Well-being	Measure introduced and maintained: Outplacement counselling, family adjustment, and pension and savings plans seminars provided in the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e and Kugluktuk and with the North Slave Métis Alliance	Mines - Human Resources			
14	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Ensured that all Employee Relations Personnel will be able to communicate in at least one Aboriginal language spoken in the NWT	Mines - Human Resources			
15	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Employees provided with one week of unaccountable leave	Mines - Human Resources			
16	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Space at the mine site for spiritual or other employee-driven requirements provided and maintained	Mines - Human Resources			
17	Cultural Well-Being and Traditional Economy Opportunities	Policies and practices established pursuant to Appendix D [the Proponent's cultural and community well-being policies and practices] and the provisions of this Article	Mines - Human Resources			
18	Cultural Well-Being and Traditional Economy Opportunities	Development of work schedules compatible with traditional pursuits of Aboriginal employees endeavoured	Mines - Human Resources			
19	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Aboriginal language speakers at the mine site encouraged to communicate in their mother-tongue, bearing in mind practical and safety requirements	Mines - Human Resources			
20	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Aboriginal workers encouraged to reside in their home communities	Mines - Human Resources			
21	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Dene, Métis and Inuit reading and video materials provided and maintained on-site in cooperation with Aboriginal Authorities	Mines - Human Resources			
22	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Cultural sensitivity and cross-cultural awareness addressed in all orientation training	Mines - Human Resources			

Diavik Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
23	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Country Food served at the mine site	Mines - Human Resources			
24	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Freezers made available for storing Country Food	Mines - Human Resources			
25	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Cross-cultural training needs of employees discussed with GNWT and Aboriginal Authorities; cross-cultural training programs as may be agreed upon by the Parties funded	Mines - Human Resources			
26	Education and Training Programs	Minimum grade nine as standard for trainable positions established	Mines - Human Resources			
27	Education and Training Programs	Training programs developed with a focus on: collaboration with GNWT in the development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable Northerners to take advantage of employment opportunities deriving from the Project	Mines - Human Resources			
28	Education and Training Programs	Training programs developed with a focus on: giving special emphasis to providing training opportunities in the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk and the North Slave Métis Alliance	Mines - Human Resources			
29	Education and Training Programs	Training programs developed with a focus on: providing pre-employment opportunities for training in accordance with the hiring priorities	Mines - Human Resources			
30	Education and Training Programs	Training programs developed with a focus on: enabling Northerners to gain access to jobs	Mines - Human Resources			
31	Education and Training Programs	Training programs developed with a focus on: facilitating employment advancement for Northerners	Mines - Human Resources			
32	Education and Training Programs	Training programs developed with a focus on: enabling Northerners to fill apprenticeship, technical, technological, supervisory, managerial, and professional occupations	Mines - Human Resources			
33	Education and Training Programs	Training programs developed with a focus on: requiring all long-term Contractors to the Project to adhere to the goal of maximising the employment of Northerners	Mines - Human Resources			
34	Education and Training Programs	Collaboration carried out with Aboriginal people to encourage development and delivery of training programs based on cultural value systems which include a cultural component that would introduce new employees to rotation employment and the intricacies of scheduled work	Mines - Human Resources			
35	Education and Training Programs	Consultation carried out with GNWT and Aboriginal Authorities in ongoing review and development of training programs	Mines - Human Resources			
36	Education and Training Programs	"On-the-job" training continued throughout the life of the Project	Mines - Human Resources			

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Diavik Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
37	Education and Training Programs	Pre-employment training program for the process plant initiated three months before commissioning of the plant	Mines - Human Resources			
38	Education and Training Programs	Northerner employees upgraded and trained so that they are able to accept positions of greater responsibility within DDMI [the Proponent's organization]	Mines - Human Resources			
39	Education and Training Programs	Programs that encourage careers in technology, science, and engineering, supported in co-operation with the GNWT and Aboriginal Authorities	Mines - Human Resources			
40	Education and Training Programs	Existing training programs supplemented with "on the job" training as much as possible	Mines - Human Resources			
41	Education and Training Programs	Training programs organized and implemented so that employees will be able to use the skills acquired and time spent as credit towards certification or status recognized in the Northwest Territories under the <i>Apprenticeship, Trade and Occupations Certification Act, 1998 R.S.N.W.T. cA-4</i>	Mines - Human Resources			
42	Education and Training Programs	Details of employment and training recorded according to the Northwest Territories <i>Apprenticeship, Trade and Occupations Certification Act</i>	Mines - Human Resources			
43	Employment	Regional career fairs participated in	Mines - Human Resources			
44	Employment	Employment policies, practices and development programs established pursuant to Appendix A [the Proponent's employment commitments]	Mines - Human Resources			
45	Employment	Results of any exit surveys of people leaving employment of the project collected, analyzed, and interpreted	Mines - Human Resources			
46	Employment	Access to Project site and employees provided to GNWT to conduct annual employee survey	Mines - Human Resources			
47	Employment	As many Northerners as possible recruited and hired during the Construction and Operation Phases. Subject to applicable laws and regulations, hiring carried out according to following priorities subject to the availability of persons in these priority groups with the required skills, training and experience: first priority, Aboriginal persons; second priority, Northerners who have been continuously resident in the Northwest Territories or the West Kitikmeot Region at least six (6) months prior to being hired; third priority, other Northerners resident in the Northwest Territories or the West Kitikmeot Region; fourth priority, all other Canadians; other candidates	Mines - Human Resources			

Diavik Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
48	Employment	Special emphasis placed on pre-employment training and employment of Aboriginal persons living in or originating from the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk and the North Slave Métis Alliance; recruitment for pre-employment training and employment conducted in Yellowknife and other NWT communities in accordance with the hiring priority	Mines - Human Resources			
49	Employment	Careers in the diamond mining industry actively promoted and encouraged to youth of the NWT	Mines - Human Resources			
50	Employment	Partnerships with local schools for work experience and job placement programs as well as summer employment opportunities that allow students to gain experience while continuing to complete their education promoted and encouraged	Mines - Human Resources			
51	Employment	All reasonable steps taken to make summer employment available to Northerner students during operation phase subject to priority being granted to Aboriginal students	Mines - Human Resources			
52	Employment	Employment and training provided for at least 8 and up to 18 apprentice positions to be filled pursuant to the [hiring] priorities set out in Appendix A while in commercial production, subject to requirements of the <i>Northwest Territories, Apprenticeship, Trade and Occupations Certifications Act</i> .	Mines - Human Resources			
53	Employment	Collaboration carried out with GNWT to increase the number of apprenticeships in advance of the Operation Phase of the Project. Apprenticeships sponsored and encouraged in the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk and North Slave Métis Alliance on other industry projects by providing funding towards wages in the first three years of this Agreement [SEA]; apprentices hired by Proponent where reasonable upon successful completion of apprenticeship [intention]	Mines - Human Resources			
54	Employment	Potential process plant operators recruited six months before the operation phase in accordance with the hiring priorities	Mines - Human Resources			
55	Employment	Measure introduced and maintained: Employment at the mine site gradually reduced on closure	Mines - Human Resources			
56	Monitoring/Reporting	Within three (3) months following the end of each calendar year, an annual socio-economic report prepared incorporating the data, analysis and interpretation collected or prepared by each of them [GNWT, Proponent] as described in Articles 6.2.1 and 6.2.2 respectively for the then most recently-ended calendar year. A copy of each such report delivered to each other [GNWT/Proponent] and to each Aboriginal Authority promptly upon completion	Mines - Human Resources			

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Diavik Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
57	Monitoring/Reporting	Each Aboriginal Authority may communicate concerns or recommendations regarding the socio-economic impact of the Project at any time. Any such communication shall be in writing and may be addressed to either The Proponent or the GNWT and the recipient shall share the communication with the other. The Proponent and GNWT may decide, in their sole discretion, to designate one of them to respond, respond jointly or provide separate responses. Best efforts used by the appropriate Party to respond within 90 days of receiving any such concern or recommendation.	Mines - Human Resources			
58	Monitoring/Reporting	Good faith efforts used to summarize any recommendation received from Aboriginal Authorities and the response to such recommendation in the applicable annual report	Mines - Human Resources			
59	Monitoring/Reporting	Available to jointly [with GNWT] meet at least once per year with representatives of each Aboriginal Authority to discuss the results in the annual socio-economic reports in order to provide an opportunity for input into discussions regarding the efforts of the Proponent and GNWT to address socioeconomic impacts	Mines - Human Resources			
60	Monitoring/Reporting	Employment and training data and initiatives; procurement data and initiatives; economic and business opportunity initiatives; and cultural well-being and community wellness initiatives pursuant to the related sections of the Agreement collected, analyzed, and interpreted	Mines - Human Resources, Procurement, & Corporate			
61	Community, Family and Individual Well-being	Measure introduced and maintained: Periodic spousal tours of the work site permitted	Mines-Community Relations			
62	Community, Family and Individual Well-being	Measure introduced and maintained: Communities along Highways 1 and 3 notified of increased truck traffic	Mines-Community Relations			
63	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Aboriginal language interpreters at community meetings paid for	Mines-Community Relations			
64	Employment	Community research projects to gather information and address barriers to successful employment funded and co-funded	Mines-Community Relations			
65	Monitoring/Reporting	An office of the operator of the Project maintained in the Northwest Territories, and at such office any and all reports or copies thereof, required and made pursuant to the provisions of this Agreement made available, to the GNWT, on reasonable notice to the Proponent	Mines-Community Relations			
66	Business Opportunities	Business opportunities forecast identifying potential business opportunities related to the Project reported to GNWT and Aboriginal Authorities within 3 months following the decision to proceed with Construction of Project	Mines-Procurement			

Diavik Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
67	Business Opportunities	Whenever practicable, and consistent with sound procurement management, policies to maximize business opportunities for Northern Businesses implemented	Mines-Procurement			
68	Business Opportunities	Bids for procurement opportunities considered according to the priorities in the order set out below subject to applicable laws and regulations: First priority, Aboriginal Businesses; Second priority, Northern Businesses; Third priority, all other businesses, subject to the ability of businesses in these priority groups to supply goods and services while meeting the criteria set out in Section 7 below [for evaluation and awarding of contracts]	Mines-Procurement			
69	Business Opportunities	Special emphasis placed on developing business opportunities with the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk and the North Slave Métis Alliance	Mines-Procurement			
70	Business Opportunities	Criteria used for the evaluation and awarding of all contracts for the Project include but are not limited to: cost competitiveness; quality; ability to supply and deliver the goods and services to be provided; timely delivery; safety and environmental record; degree of Northerner and Aboriginal participation; and other generally accepted industry criteria such as follow-up service	Mines-Procurement			
71	Business Opportunities	Annual business opportunities forecast prepared which will identify the reasonably foreseeable procurement requirements of the Project, in accordance with Article 4.4.2 [description of the forecast]	Mines-Procurement			
72	Business Opportunities	Categories of goods and services which may present the best opportunities for supply by Northern Businesses and publicly available economic development programs in matching Project related business opportunities with new entrepreneurs and existing business capabilities identified, working closely with the GNWT	Mines-Procurement			
73	Business Opportunities	The greatest degree of Northern Business participation that is technically and financially achievable within the criteria identified in Section 7 [Appendix C, criteria for evaluation and awarding of contracts] achieved, working closely with the GNWT and with mandated groups and agencies	Mines-Procurement			
74	Business Opportunities	Annual report on the gross value of goods and services purchased during the previous year prepared in accordance with Article 4.4.2 of the Agreement [reporting details]	Mines-Procurement			
75	Business Opportunities	Working closely carried out with all groups and agencies mandated to achieve Northern Business participation in the Project	Mines-Procurement			
76	Business Opportunities	Technical support and assistance in accessing sources of commercial capital provided throughout the business assessment, planning and development phases	Mines-Procurement			

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Diavik Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
77	Business Opportunities	Success achieved co-operatively in creating long-term business and employment opportunities and in increasing business capacity by working closely with northern communities	Mines-Procurement			
78	Business Opportunities	Business development process actively initiated, enabling the provision of complete technical business development support services through existing public and private sector programs	Mines-Procurement			
79	Business Opportunities	Project components at all stages of development and operations that should be targets for a business development strategy identified	Mines-Procurement			
80	Business Opportunities	Clear business development strategies for Aboriginal Authorities designed and communicated; scope and scale of business opportunities and project requirements communicated in a timely and effective manner	Mines-Procurement			
81	Business Opportunities	Clear guidelines and schedules developed regarding what resources the company will commit to project-related business opportunity developments	Mines-Procurement			
82	Business Opportunities	Business development tracking system developed	Mines-Procurement			
83	Business Opportunities	Procurement office established in the Northwest Territories for the Operation Phase	Mines-Procurement			
84	Business Opportunities	Business opportunity seminars and workshops conducted to make the business community aware of its corporate policy respecting procurement guidelines	Mines-Procurement			
85	Business Opportunities	Northern Businesses provided with a business opportunities forecast and other information relating to the Proponent's procurement needs which may include workshops, publications and advertisements in trade magazines	Mines-Procurement			
86	Business Opportunities	Subcontracting opportunities facilitated for Northern Businesses	Mines-Procurement			
87	Business Opportunities	Possible opportunities for joint ventures by Northern Businesses, and particularly by Aboriginal Businesses identified	Mines-Procurement			
88	Business Opportunities	Measure introduced and maintained: Development of sustainable businesses that will not be uniquely dependent on the Project encouraged	Mines-Procurement			
89	Business Opportunities	A Project related strategy to diversify the regional and local economies developed during the Construction and Operation Phases, working closely with mandated government agencies	Mines-Procurement			
90	Employment	All Contractors required to expressly state their commitment to hiring Northerners in line with the [hiring] priorities listed in Section 1	Mines-Procurement			
91	Employment	Bids evaluated on the basis of whether appropriate commitments to hire Northerners are included or planned for in the bid	Mines-Procurement			
92	Employment	Successful bidder's commitments to hire Northerners incorporated into the contract document	Mines-Procurement			

Diavik Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
93	Employment	All Contractors required to fulfil the reporting requirements of Article 3.4 [report on hiring, employment and training initiatives, as set out in the other requirements described in the SEA]	Mines-Procurement			

Appendix C-3: Ekati – Measures Checklist Template



Appendix C-3: Ekati – Measures Checklist Template

Mine Proponents - Confirming Measures from the Socio-Economic Agreement (SEA)

Please indicate below if the measures from the SEA was addressed, by indicating “yes” or “no” for each measure. Please use the “comments” section to describe why any measures were not addressed and to provide detail where a measure cannot be confirmed with a “yes” or “no”.

Ekati Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
1	Monitoring/Reporting	Subject to 2.0 [ensuring no confidential information is disclosed to the public] report information becomes public thirty (30) days after it has been provided to the Parties of this Agreement	Mines - Corporate			
2	Monitoring/Reporting	If requested by the Minister of Resources, Wildlife and Economic Development, appearance made by the Proponent's Representative in 3.0 hereof annually before an ad hoc Committee comprised of members of the Executive Council and the Legislative Assembly of the Northwest Territories to report on the progress of Northern Residents and Local businesses in training, employment, and business opportunities	Mines - Corporate			
3	Community, Family and Individual Well-being	Free scheduled round-trip work related transportation to the mine from the Points of Hire and the following communities: Hay River, Fort Resolution, Fort Smith, Deline, Inuvik, Norman Wells, Fort Simpson and Cambridge Bay provided to employees on their own time in accordance with the Proponent's established work schedules	Mines - Human Resources			
4	Community, Family and Individual Well-being	Reasonable steps to ensure the mine is free of non-medical drugs and alcohol taken. Possession of such as the Mine prohibited and will constitute, at the discretion of the Proponent, grounds for immediate dismissal	Mines - Human Resources			
5	Community, Family and Individual Well-being	Development or support of drug and alcohol rehabilitation programmes assisted	Mines - Human Resources			
6	Community, Family and Individual Well-being	Development or support of money management workshops assisted	Mines - Human Resources			

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Ekati Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
7	Community, Family and Individual Well-being	Development or support of other individual support matters' assisted. Such assistance may include liaising with Ministries, Territorial Agencies and community mobilization initiatives (as described in Schedule "C" to this Agreement) or other sources having a mandate to deal with such issues	Mines - Human Resources			
8	Community, Family and Individual Well-being	Employee assistance program instituted that will provide all employees at the Project free professional counselling for career opportunities, personal and family related problems, upon request	Mines - Human Resources			
9	Community, Family and Individual Well-being	Working relationship established with frontline health and social service providers employed by the GNWT and its various agencies	Mines - Human Resources			
10	Community, Family and Individual Well-being	Employee attitudinal survey information collected from Proponent's employees which will form part of the health and wellness report	Mines - Human Resources			
11	Cultural Well-Being and Traditional Economy Opportunities	Reasonable efforts made to promote inter-cultural dialogue and understanding at the Project. To this end, cross-cultural orientation and training provided for all employees focusing on both Aboriginal and non-Aboriginal cultures and mining industry cultures	Mines - Human Resources			
12	Cultural Well-Being and Traditional Economy Opportunities	NWT Official Languages used appropriately on signage and other employee communications and international symbols used whenever possible to facilitate communication and safety	Mines - Human Resources			
13	Community, Family and Individual Well-being	No security measures involving the utilization of X-Rays, or other security procedures with potential health risks, implemented without full consultation with representatives of the GNWT Department of Health and Social Services.	Mines - Human Resources			

Ekati Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
14	Education and Training Programs	To the greatest extent possible and subject to Section 4.5.3 [MAY require appropriate qualifications] and 4.5.4. [reasonable standards and procedures in determining the qualifications of personnel it hires] Northern Residents employed throughout the range of job classifications in the Operation Phase and training and apprenticeship programs provided with the intent of promoting Northern Residents into as many management positions as possible.	Mines - Human Resources			
15	Education and Training Programs	All opportunities for advancement, including training and apprenticeships, as are ordinarily provided to BHP employees made available to employees who are Northern Residents	Mines - Human Resources			
16	Education and Training Programs	Subject to priority being granted to Aboriginal employees, opportunities for training and apprenticeships offered to Northern Residents in order to maximize the number of available jobs and management positions at the Project that potentially will be filled by Northern Residents. Training and apprenticeship programmes undertaken either at the Mine or at the Proponent's other operations or elsewhere as appears appropriate	Mines - Human Resources			
17	Education and Training Programs	Mine related technical education and apprenticeship opportunities at suitable institutions for selected Northern Residents who are active employees in the Project sponsored in cooperation with the GNWT Apprenticeship Programme	Mines - Human Resources			
18	Education and Training Programs	On-site training to facilitate reading of international safety symbols provided	Mines - Human Resources			
19	Education and Training Programs	High school information and orientation program regarding mining industry and job opportunities at the Project established in consultation with various school administrations. Policy of hosting periodic student visits to the Mine continued to foster interest and familiarity with potential opportunities in the mining industry	Mines - Human Resources			

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Ekati Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
20	Education and Training Programs	Subject to priority being granted to Aboriginal students, a number of scholarships made available to Northern Residents studying in programmes to be mutually agreed upon by the Parties	Mines - Human Resources			
21	Education and Training Programs	Cooperation with GNWT realized in promoting training programs deemed appropriate during the Construction Phase	Mines - Human Resources			
22	Education and Training Programs	Multi-skill development training programmes for employees established, in consultation with the governmental agencies, and subject to employee interest, that include orientation, training in job safety, skills training in various jobs leading to certification, supervisory and management training and selected external training programmes, all with the intention of qualifying employees who are Northern Residents for supervisory positions.	Mines - Human Resources			
23	Education and Training Programs	Mine employment orientation programmes provided to Northern Resident employees	Mines - Human Resources			
24	Employment	Encouragement provided to women who apply to be employed in non-traditional occupations and in so doing, a strategy for training, recruitment and employment of women in traditional and non-traditional occupations developed by June 30, 1997 in consultation with GNWT and the Status of Women Council of the Northwest Territories	Mines - Human Resources			
25	Employment	Special considerations for Northern Residents who have completed designated training programs provided	Mines - Human Resources			
26	Employment	Hiring based on personal aptitude as well as standard employment criteria such as education, experience and qualifications	Mines - Human Resources			
27	Employment	Employment objectives for Northern Residents exceeded and women's employment encouraged through the cooperative work carried out between the Proponent and GNWT	Mines - Human Resources			
28	Employment	Labour market information developed through cooperation with the GNWT	Mines - Human Resources			

Ekati Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
29	Employment	Subject to priority being granted to Aboriginal students, all reasonable steps taken to make summer employment opportunities available to Northern Resident students during the Operation Phase	Mines - Human Resources			
30	Employment	Northern Resident employment reported on annually, within two (2) months of the end of the calendar year. 1997 reported on in the first Northern Resident employment report.	Mines - Human Resources/ Corporate			
31	Employment	If, at any time after the end of the first two years of the Operation Phase the Proponent has failed to employ Northern Residents in the manner set forth in Schedule "B" to this Agreement, and if there were sufficient qualified and interested Northern Residents to fill available positions, then further steps taken to actively encourage a Northern Resident workforce consistent with the targets identified in Schedule "B".	Mines - Human Resources			
32	Monitoring/Reporting	Annual report providing information on the progress of Northern Residents and Local businesses in training, employment, and business opportunities provided	Mines - Human Resources			
33	Monitoring/Reporting	Meeting carried out with GNWT on an annual basis to review the report referred to in 8.2 [annual report related to training, employment, business opportunities] and to develop plans of action that could be undertaken to improve the results	Mines - Human Resources			
34	Monitoring/Reporting	Work carried out mutually with the GNWT toward the adoption of programmes and policies to improve the monitoring in accordance with the principles as set out in Schedule "H"	Mines - Human Resources			
35	Monitoring/Reporting	Consultation carried out annually with Points of Hire communities and other Northwest Territories communities to review the results of the report referred to in 8.2 hereof [annual report on training, employment and business opportunities] and to consult with Northern Residents living in those communities on how to improve the results	Mines - Human Resources			

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Ekati Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
36	Business Opportunities	Community mobilization initiatives continue to be supported	Mines-Community Relations			
37	Community, Family and Individual Well-being	Banks worked with in concert with the GNWT to provide employee access to banking services in the Points of Hire	Mines-Community Relations			
38	Community, Family and Individual Well-being	Work carried out closely with GNWT and its various agencies to encourage the effective and integrated use of community resources in addressing any negative socio-economic impacts arising from the Project	Mines-Community Relations			
39	Business Opportunities	Procurement office in the NWT for the Operations Phase established	Mines-Procurement			
40	Business Opportunities	Business opportunities workshops and seminars in the Points of Hire conducted and business community made aware of the Proponent's corporate policy respecting procurement guidelines	Mines-Procurement			
41	Business Opportunities	Reasonable efforts made to provide Local businesses with information regarding the Proponent's procurement needs which may include workshops, publications and advertisements in trade magazines	Mines-Procurement			
42	Business Opportunities	Wherever possible, subcontracting opportunities facilitated for smaller Local businesses, particularly aboriginal-owned businesses provided that there will be no adverse economic effect on the cost or quality of the Project. Contracts unbundled whenever practicable	Mines-Procurement			
43	Business Opportunities	Local businesses which are awarded contracts assisted in securing down payment monies for the acquisition of goods and equipment by providing financial institutions with the necessary documentation establishing that the contract has been awarded subject to suitable financing being secured	Mines-Procurement			
44	Business Opportunities	Any available Local business listing shared with the GNWT and work carried out with the GNWT to identify possible opportunities for joint ventures by Local businesses, and particularly by Aboriginal-owned businesses	Mines-Procurement			

Ekati Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
45	Business Opportunities	Communities, organizations, and Local businesses encouraged to meet and discuss approaches which can be used to increase Local businesses involvement in Project activities	Mines-Procurement			
46	Business Opportunities	Information intended to support development of cooperative business efforts distributed	Mines-Procurement			
47	Business Opportunities	Activities which strengthen understanding of the business opportunities resulting from this Project supported	Mines-Procurement			
48	Business Opportunities	Meetings periodically carried out to discuss approaches which will enhance [community] mobilization (The Parties to this Agreement believe that it is important that communities, Local Businesses, governments and industry associations work cooperatively to identify ways to increase Local Businesses opportunities which may result from the Project.)	Mines-Procurement			
49	Education and Training Programs	All reasonable steps taken to ensure Contractors implement training programmes during Operation Phase where contracts will be of longer term than during the Construction Phase.	Mines-Procurement			
50	Education and Training Programs	For contract bids during Operation Phase where contracts will be of longer term than during the Construction Phase, express statement of their commitment to Northern Resident training from Contractors required	Mines-Procurement			
51	Education and Training Programs	For contract bids during Operation Phase where contracts will be of longer term than during the Construction Phase, outlines of the Contractor's programmes for training Northern Residents required	Mines-Procurement			
52	Education and Training Programs	For contract bids during Operation Phase where contracts will be of longer term than during the Construction Phase, bids evaluated on basis on whether an appropriate amount was included for Northern Resident training costs	Mines-Procurement			
53	Employment	All reasonable steps taken to ensure Contractors at the Project adopt a hiring policy that is consistent with the SEA.	Mines-Procurement			

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Ekati Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
54	Employment	For contract bids, express statement of their commitment to hiring Northern Residents required from all Contractors	Mines-Procurement			
55	Employment	For contract bids, bids evaluated on basis of whether appropriate commitments to hire Northern Residents are included or planned for in the bid	Mines-Procurement			
56	Employment	For contract bids, the successful bidder's commitments to hire Northern Residents incorporated into the contract document	Mines-Procurement			
57	Employment	For contract bids, all contractors required to regularly report on their Northern Resident hires and to explain their performance to management	Mines-Procurement			

Appendix C-4: Gahcho Kué – Measures Checklist Template



Appendices

Appendix C-4: Gahcho Kué – Measures Checklist Template

Mine Proponents - Confirming Measures from the Socio-Economic Agreement (SEA)

Please indicate below if the measures from the SEA was addressed, by indicating “yes” or “no” for each measure. Please use the “comments” section to describe why any measures were not addressed and to provide detail where a measure cannot be confirmed with a “yes” or “no”.

Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
1	Monitoring/Reporting	Information relating to the Proponent's progress in fulfilling its commitments under this Agreement and reporting on employment and training by gender contained in the Proponent's annual report	Mines - Corporate			
2	Monitoring/Reporting	Annual report prepared outlining efforts during the previous calendar year to fulfill its commitments under this Agreement and the specific information set out in this clause 8 [including various indicators]	Mines - Corporate			
3	Monitoring/Reporting	Annual report produced in coordination with Contractors and including but not limited to data collection, analysis, and projections related to data identified in the Agreement	Mines - Corporate			
4	Monitoring/Reporting	To the extent practicable, the required annual reports prepared by June 1 in each year, and made publicly available on that day	Mines - Corporate			
5	Monitoring/Reporting	The other Party (GNWT) provided with a copy of its annual report at least thirty days in advance of its public release	Mines - Corporate			
6	Monitoring/Reporting	On making the annual report publicly available, ensured that copies are provided to the Aboriginal Authorities and to the communities in the Local Study Area on the same date	Mines - Corporate			
7	Monitoring/Reporting	Implementation of commitments made by the Parties regarding socio-economic issues arising from the Gahcho Kué Project and the Agreement considered, discussed and publicly reported by the adaptive management method	Mines - Corporate			
8	Monitoring/Reporting	Work carried out by parties together to maximize the beneficial opportunities, identify the impacts, and minimize and mitigate any negative impacts arising from the Gahcho Kué Project by the adaptive management method	Mines - Corporate			
9	Monitoring/Reporting	Meetings of the Parties carried out regularly and at multiple levels in order to review and discuss the results of activities and programs undertaken by both Parties, and to identify challenges and opportunities for collaboration intended to improve socio-economic performance	Mines - Corporate			

Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
10	Monitoring/Reporting	Meeting of the Proponent's Chief Operating Officer and the GNWT Deputy Ministers of ITI, ECE and HSS occurs annually	Mines - Corporate			
11	Monitoring/Reporting	Meeting and appearance of the Proponent's representatives before representatives of the Legislative Assembly of the NWT occur annually. Such meetings arranged (by the GNWT)	Mines - Corporate			
12	Monitoring/Reporting	Meetings of working level representatives from the Proponent and GNWT ECE, HSS and ITI carried out at least twice per year	Mines - Corporate			
13	Monitoring/Reporting	Such other meetings or sharing of information as the Parties may mutually agree on carried out	Mines - Corporate			
14	Monitoring/Reporting	Record of all meetings formalized between the Parties, including documentation regarding recommendations for adaptive management measures discussed by the Parties, and all action items agreed to between the Parties	Mines - Corporate			
15	Monitoring/Reporting	On providing their reports to the Aboriginal Authorities and the communities in the Local Study Area pursuant to clause 8.4, Aboriginal Authorities' and the communities' comments, concerns and recommendations respecting the socio-economic impacts of the Gahcho Kué Project invited by the Parties	Mines - Corporate			
16	Monitoring/Reporting	Parties available for joint meeting at least once per year with representatives of each community in the Local Study Area and of the Aboriginal Authorities to discuss the results in the annual reports in order to provide an opportunity for input into discussions regarding the efforts of the Parties to address socio economic impacts. Each party shall bear its own costs for attending these meetings, while any costs associated with community participation in these meetings will be shared equally by the Parties	Mines - Corporate			
17	Monitoring/Reporting	Response provided to formalized concerns or recommendations received from Aboriginal Authorities or communities in the Local Study Area within 90 days after receipt thereof. Such response may take the form of a written response, an action plan or the adoption of or revision to an initiative or program	Mines - Corporate			
18	Monitoring/Reporting	Proposals from the Aboriginal Authorities and communities in the Local Study Area for specific projects or initiatives relating to the Gahcho Kué Project's socio-economic impacts considered	Mines - Corporate			

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Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
19	Monitoring/Reporting	Work carried out together by the Parties to include, in their respective annual reports, reference to any recommendations for adaptive management responses made to each other or received from the Aboriginal Authorities or communities in the Local Study Area regarding how the Parties can improve the Project's socio-economic contributions or mitigate any negative socio-economic impacts. A summary of how recommendations for adaptive management responses were addressed in its annual report included by each Party	Mines - Corporate			
20	Business Opportunities	Collaboration is carried out with the GNWT so that the GNWT can optimize its preparedness for NWT Resident employees affected by a temporary closure, while respecting and protecting the relationship the Proponent holds with its employees and the Proponent's needs to implement unique retention strategies in the case of temporary closure	Mines - Human Resources			
21	Business Opportunities	In the case of permanent closure, legislative requirements met, including those set out in the <i>Employment Standards Act</i> , and collaboration carried out with the GNWT leading up to permanent closure to ease employee transition to new jobs	Mines - Human Resources			
22	Community, Family and Individual Well-being	Incentives offered to assist Gahcho Kué Project employees who live in the NWT, including establishing and implementing northern benefits and relocation packages; all incentives and benefits packages established, managed and administered solely by the Proponent	Mines - Human Resources			
23	Community, Family and Individual Well-being	Designated Pick-Up Points established in the NWT to facilitate employment from all NWT Communities. Return air transportation provided, at the Proponent's expense, on employee time to employees travelling to and from the Gahcho Kué Project site and designated Pick-Up Points. The NWT Pick-Up Points for the Gahcho Kué Project are: LutselK'e; Gameti; Whati; Wekweeti; Yellowknife for the communities of Behchoko, Dettah, Ndilo; Hay River; Ft. Smith; Ft. Simpson; Inuvik; and Norman Wells	Mines - Human Resources			
24	Community, Family and Individual Well-being	Travel Allowance provided to Gahcho Kué Project employees who reside in an NWT community that is not a Proponent designated Pick-Up Point in order to assist them with the costs of return travel from their home community to the nearest Proponent designated Pick-up point. The amount of the Travel Allowance is at the sole discretion of the Proponent	Mines - Human Resources			

Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
25	Community, Family and Individual Well-being	Effectiveness of the established Pick-up Points and Travel Allowance re-evaluated from time to time and adjusted to support Construction and Operations employment priorities. Additional Pick-up Points selected by Proponent based on the location of its workforce, requirements to recruit and retain employees, and the need to align with Construction and Operations schedules and rotations	Mines - Human Resources			
26	Community, Family and Individual Well-being	Confirmation of designated Pick-Up Points and its Travel Allowance provided to the GNWT annually	Mines - Human Resources			
27	Community, Family and Individual Well-being	Ensured that all employees who are non-NWT residents, as defined in the <i>Medical Care Act</i> (NWT) and the <i>Hospital Insurance and Health and Social Services Administration Act</i> (NWT), carry health care insurance from their home province or territory and that their insurance will provide them with Canada health care coverage while working in the NWT	Mines - Human Resources			
28	Community, Family and Individual Well-being	Health care coverage in place for the Proponent's foreign employees through Proponent's global medical assistance program.	Mines - Human Resources			
29	Community, Family and Individual Well-being	GNWT reimbursed for any medical costs for non-NWT resident employees that it cannot recover from a non-NWT resident's health care plan, third party coverage, or from Workers' Safety and Compensation Commission of the NWT and Nunavut, including inter-community medical transportation costs that the GNWT may incur. Through the tendering and contracting process, Contractors caused by the Proponent to meet this obligation for consistency	Mines - Human Resources			
30	Community, Family and Individual Well-being	Ensured all employees aware that any elective (non-acute) procedures for non-NWT residents may require prior approval from the non-resident's home provincial/territorial health care plan. Through the tendering and contracting process, Contractors caused to meet this obligation for consistency	Mines - Human Resources			
31	Community, Family and Individual Well-being	Employees and Contractors made aware of the vaccinations recommended by the Department of Health and Social Services, the associated risks if an employee chooses to not be vaccinated in accordance with the recommendations of the GNWT HSS and of the authority which public health officials have under the <i>Public Health Act</i> .	Mines - Human Resources			

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Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
32	Community, Family and Individual Well-being	Verification required that all DBC employees and Contractors working at the Gahcho Kué Project site have completed the Proponent's mandatory vaccination schedule prior to commencing work. Tetanus as well as a baseline tuberculosis skin test and/or chest x-ray included in Proponent's vaccination requirements and required prior to commencement of employment. Through its tendering and procurement process, Contractors caused to meet this obligation for consistency	Mines - Human Resources			
33	Community, Family and Individual Well-being	Vaccination records for the Proponent's employees and Contractors working at the Gahcho Kué Project site caused to be confidentially maintained and updated	Mines - Human Resources			
34	Community, Family and Individual Well-being	Compliance with the <i>Public Health Act</i> ensured	Mines - Human Resources			
35	Community, Family and Individual Well-being	Prior to the commencement of construction, mutually acceptable protocol arrangements regarding the treatment and transportation of employees discussed and entered into with GNWT HSS	Mines - Human Resources			
36	Community, Family and Individual Well-being	Proponent's representative designated as the principal liaison to the GNWT HSS for Project related health and wellness initiatives who while ensuring confidentiality regarding Employee Assistance Programs (EAP) and employee participation in those programs, will provide information and meet twice annually with the GNWT HSS designated liaison to review: the services offered by the Proponent under its EAP; a list of alternative services and programs that the Proponent has been made aware of by Aboriginal communities or others and that the Proponent has informed its EAP Service provider about to enable the inclusion of culturally sensitive services for employees and their families; EAP utilization data and the utilization made of each service; the programs and plans supported in NWT Communities by the Proponent and initiatives planned in the year ahead to address issues of wellness for its employees; a summary of the programs and plans supported in communities in the Local Study Area, as well as initiatives planned for the year ahead to address issues of wellness for its employees; and initiatives focusing on outcomes relevant to clauses 6.2.2 (b,c,d,e,f and g) [other measures committed to by the Proponent related to initiatives, collaborations, services, and resources to address alcohol and substance abuse, family violence, domestic abuse, and/or needs for family counselling support]	Mines - Human Resources			

Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
37	Community, Family and Individual Well-being	Initiatives and resources for addressing alcohol and substance abuse problems for the Proponent's employees supported	Mines - Human Resources			
38	Community, Family and Individual Well-being	Collaboration carried out with the GNWT HSS regarding initiatives being undertaken by the Proponent or the GNWT with Aboriginal Authorities or NWT communities from which the Proponent is drawing its employees to address substance abuse issues with the aim of improving the health and wellness of NWT Residents	Mines - Human Resources			
39	Community, Family and Individual Well-being	Collaboration carried out with the GNWT HSS designated liaison to ensure effective and recognized substance abuse, family violence and domestic abuse programs are made available for Gahcho Kué Project employees	Mines - Human Resources			
40	Community, Family and Individual Well-being	Ongoing prevention and awareness programs carried out on-site and collaboration carried out with the GNWT HSS designated liaison and, where available with trained alcohol and substance abuse, family violence and domestic abuse counselors, to ensure ongoing prevention and awareness program delivery	Mines - Human Resources			
41	Community, Family and Individual Well-being	Collaboration carried out with the GNWT HSS designated liaison to provide ongoing family counseling services (which may include, for example, family and relationship counseling, stress management, anger management, support services for women and single mothers, child care services and parenting training) for mine employees and their immediate family	Mines - Human Resources			
42	Community, Family and Individual Well-being	On-site information provided regarding the existence of support services in NWT Communities available to encourage full use of such services while off-site	Mines - Human Resources			
43	Community, Family and Individual Well-being	EAP service made available to all employees via toll-free telephone number and information provided to its EAP service provider regarding support services in the NWT that are available including those that offer culturally relevant service alternatives	Mines - Human Resources			
44	Community, Family and Individual Well-being	First aid facility maintained in accordance with Division 4 of the <i>Mine Health and Safety Regulations</i> and ensured that medical personnel are on call at the Gahcho Kué Project site 24 hours per day and 7 days per week during the life of the mine	Mines - Human Resources			
45	Community, Family and Individual Well-being	Information disseminated to employees and in communities related to awareness prevention areas such as: substance abuse, sexually-transmitted infections and family violence in collaboration with Aboriginal Authorities and GNWT	Mines - Human Resources			

Appendices

Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
46	Community, Family and Individual Well-being	Ensured that foods provided at the Gahcho Kué Project site, whether provided by the Proponent or a Contractor, promote healthy living, and are particularly appropriate for those who have or are at risk for developing diabetes	Mines - Corporate			
47	Community, Family and Individual Well-being	Recreation activities, facilities and equipment provided at the Gahcho Kué Project site	Mines - Corporate			
48	Community, Family and Individual Well-being	A harassment policy and an alcohol-free and drug-free workplace policy implemented and maintained at the Gahcho Kué Project site	Mines - Human Resources			
49	Community, Family and Individual Well-being	Employee pension plans for which it is responsible actively managed, in a prudent and competent manner so as to preserve and protect those pension plans to the best of its ability	Mines - Human Resources			
50	Community, Family and Individual Well-being	Access to communications links from the Gahcho Kué Project site provided where equipment and telecommunications access provided by the Proponent but the user pays for long distance connection charges	Mines - Human Resources			
51	Cultural Well-Being and Traditional Economy Opportunities	Work schedules developed to accommodate traditional pursuits of Aboriginal employees in balance with the operational requirements of the Gahcho Kué Project	Mines - Human Resources			
52	Cultural Well-Being and Traditional Economy Opportunities	Cross-cultural training provided to all on-site-staff	Mines - Human Resources			
53	Cultural Well-Being and Traditional Economy Opportunities	Traditional foods provided on site when commercially available	Mines - Corporate			
54	Cultural Well-Being and Traditional Economy Opportunities	Space at the mine site provided and maintained for spiritual and cultural pursuits	Mines - Corporate/Community Relations			
55	Cultural Well-Being and Traditional Economy Opportunities	Core policies provided in Chipewyan and Tlicho, as well as English and French	Mines - Human Resources			
56	Education and Training Programs	Grade Ten established as a minimum standard for trainable positions, but equivalencies of individuals not meeting the minimum education requirements considered for a position on a case-by-case basis in order to encourage recruitment and employment of NWT Residents	Mines - Human Resources			

Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
57	Education and Training Programs	Training provided by the Proponent and/or its Contractors where Gahcho Kué Project employees required to have specific skills to operate equipment at the Gahcho Kué Project in the course of their duties	Mines - Human Resources			
58	Education and Training Programs	Scholarships offered to NWT Students who are attending college and university programs and work carried out with GNWT ECE Service Centres to identify opportunities to support NWT Students in completion of high school or equivalencies and having at least half of its scholarship recipients awarded to women aimed for	Mines - Human Resources			
59	Education and Training Programs	Leadership Development Programs for employees delivered	Mines - Human Resources			
60	Education and Training Programs	Policy that supports professional development for employees maintained	Mines - Human Resources			
61	Education and Training Programs	Professional Development Sponsorships provided to NWT Students in the area of Mine Engineering, Mine Geology, Finance and Accounting, Human Resources, Safety & Health, Environmental Sciences, Metallurgy & Chemical Engineering, and Electrical Engineering, or any other discipline as deemed relevant by the Proponent from time to time. "Professional Development Scholarship" means the support provided by DBC for NWT Students under DBC's NWT Post-Secondary Education Support Program Policy. It includes financial assistance during the student's degree program, summer employment opportunities to gain progressive work experience during summer breaks and an offer for full-time employment in the discipline that the student has been studying, or in a related field, at a DBC worksite. The sponsorship is subject to the student signing an agreement with DBC regarding the terms and conditions of the sponsorship and to the student achieving the results at school and at work required as per DBC policy. [Appendix A: Definitions, p39 of the Gahcho Kué SEA]	Mines - Human Resources			
62	Education and Training Programs	Collaboration carried out with the GNWT and other organizations in the development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable NWT Residents to take advantage of employment and advancement opportunities arising from the Gahcho Kué Project	Mines - Human Resources			

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Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
63	Education and Training Programs	Collaboration carried out with the GNWT, Aboriginal Authorities and other training partners to encourage the development and delivery of training programs based on cultural value systems that include a cultural component which would introduce new employees to rotation employment and employer expectations for scheduled work	Mines - Human Resources			
64	Education and Training Programs	Where the GNWT has a regional training partnership that is a forum aimed at building understanding regarding training and development requirements for NWT residents and optimizing collaboration in the development of NWT programs, such forums participated in	Mines - Human Resources			
65	Education and Training Programs	Training strategies linked to support the implementation of Impact Benefit Agreements with Aboriginal Authorities; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories	Mines - Human Resources			
66	Education and Training Programs	Mine orientation program for all new employees established; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories	Mines - Human Resources			
67	Education and Training Programs	Work carried out with its training partners to schedule training so that potential employees completing training will be able to take immediate advantage of employment opportunities, wherever possible, at the Gahcho Kué Project and its Contractors encouraged to do the same; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories	Mines - Human Resources			

Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
68	Education and Training Programs	Training needs assessment conducted in respect of those Aboriginal Persons and NWT Residents who have applied on Specific Project-related job opportunities and who have been identified as potential employees that the Proponent may be able to train for the job opportunity that has been applied for, or in respect of those existing Project employees who may have potential for promotion and advancement, to identify their existing education and skill levels to assess the opportunity to hire or advance them, conditional on successful completion of training programs provided by the Proponent or arranged with training partners; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories	Mines - Human Resources			
69	Education and Training Programs	Training conducted and advancement opportunities offered to existing Gahcho Kué Project employees in accordance with the Hiring Priorities in clause 3.2 and subject to each employee's performance, training, skills, interest and the career plan developed for the employee as set out in clause 4.2.a. [programs, policies and partnerships outlined in the Human Resource Strategy]; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories	Mines - Human Resources			
70	Education and Training Programs	Apprentice positions for Aboriginal Persons and NWT Residents developed in accordance with the requirements of the Apprenticeship, Trade and Occupations Certification Act and those positions filled in accordance with the Hiring Priorities set out in clause 3.2	Mines - Human Resources			
71	Education and Training Programs	(Apprentice and Trade) Positions filled and commitments identified in this clause 4.6.2 carried out [related to obtaining information annually regarding training and apprenticeships] in accordance with the Hiring Priorities set out in clause 3.2 of this Agreement, subject to the availability of persons who meet the requirements	Mines - Human Resources			
72	Education and Training Programs	Training and apprenticeship programs organized and implemented so that employees completing the training will be able to use the skills acquired and time spent as credit towards certification or status recognized in the NWT under the <i>Apprenticeship, Trade and Occupation Certification Act</i>	Mines - Human Resources			

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Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
73	Education and Training Programs	Details of employment and training of its employees recorded in accordance with the requirements of the <i>Apprenticeship, Trade and Occupation Certification Act</i>	Mines - Human Resources			
74	Education and Training Programs	Work carried out with the GNWT and other training partners to identify opportunities to work together to exceed the training commitments in clause 4.5.2.a [related to the training, apprenticeship and professional training] above, where possible	Mines - Human Resources			
75	Education and Training Programs	NWT apprenticeship policy has been implemented and (will be) maintained	Mines - Human Resources			
76	Education and Training Programs	\$1.9 million dollars in both financial and in-kind support contributed for the Mining the Futures training partnership proposal to support the training and development of NWT Residents at the Gahcho Kué Project. In the event the Mining the Futures training proposal is not implemented as proposed, not responsible for carrying out the training programs contemplated in that proposal on the Proponent's own and relieved of this commitment.	Mines - Human Resources			
77	Education and Training Programs	Work carried out with Contractors to obtain information annually regarding their training and apprenticeships for Aboriginal Persons and NWT Residents; this information included in the annual report produced by the Proponent and made publicly available	Mines - Human Resources			
78	Education and Training Programs	In the communities in the Local Study Area, collaboration carried out with those agencies that deliver literacy programs so that participants may further improve their qualifications towards employment at the Gahcho Kué Project and employees encouraged to enrol in such programs	Mines - Human Resources			
79	Education and Training Programs	In communities in the Local Study Area, work carried out with the GNWT and the federal government to support and fund community-based literacy programs	Mines - Human Resources			
80	Education and Training Programs	At the Gahcho Kué Project site, a learning centre established and maintained with equipment and resources fully funded by the Proponent and to include at a minimum, suitable computers and a learning centre resource library	Mines - Human Resources			
81	Education and Training Programs	At the Gahcho Kué Project site, linking of on-site literacy programs to its recruitment and employment strategy ensured to permit employees to take advantage of career advancement opportunities	Mines - Human Resources			
82	Education and Training Programs	Scholarships and awards offered to female NWT Students who are attending college and university programs related to mining or in discipline areas where the Proponent has had difficulty recruiting Aboriginal Persons or NWT Residents	Mines - Human Resources			

Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
83	Education and Training Programs	Remedial training programs and personal development strategies offered to women working at the project who may not possess all of the requisite skills and knowledge for particular positions	Mines - Human Resources			
84	Education and Training Programs	Work carried out with GNWT ECE to implement financial management training in adult learning centres for employees and their families located in NWT communities and at the Mine Site	Mines - Human Resources			
85	Education and Training Programs	Opportunities for employees to participate in financial management training within the first year of employment provided	Mines - Human Resources			
86	Employment	Regional career fairs participated in; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories	Mines - Human Resources			
87	Employment	Hiring occurs according to the Hiring Priorities set out in clause 3.2 during construction, operations and closures; best efforts used to apply Hiring Priorities across entire spectrum of project-based employment including managerial, professional, skilled, semi-skilled and unskilled job categories; Hiring Priorities means giving priority to hiring members of the following groups in the following order: members of the Aboriginal Authorities; Aboriginal Persons residing in the NWT; NWT Residents who have been continuously resident in the NWT at least six months prior to being hired; all others residing in or relocating to the NWT; and then all others	Mines - Human Resources			
88	Employment	Acknowledged by Proponent and GNWT that if NWT Resident employment is less than the targets that the Proponent is aiming to achieve in Clause 3.4.3, then working together to understand the challenges, collaborating to address those challenges, and reporting on the efforts made together or individually to improve NWT employment is appropriate and adequate mitigation.	Mines - Human Resources			
89	Employment	Best efforts used to hire, retain and promote as many NWT residents as possible for the Gahcho Kué Project, in keeping with the Hiring Priorities set out in clause 3.2	Mines - Human Resources			
90	Employment	Human resources strategy (which includes tactics to ensure recruitment, retention, training, development and management of human resources for the project is effective, efficient and supportive of the objective to hire and employ as many NWT residents as possible) implemented and adaptively managed; special emphasis given to providing developmental opportunities, including training in accordance with the Hiring Priorities established in Clause 3.2	Mines - Human Resources			

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Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
91	Employment	Programs, policies and partnerships outlined in the human resources strategy used to hire as many Aboriginal Persons and NWT Residents as possible	Mines - Human Resources			
92	Employment	Recruitment, training and employment strategy established that will include NWT recruitment plans, and the development of career plans for its Gahcho Kué Project employees who are Aboriginal Persons or NWT Residents during Construction and Operations	Mines - Human Resources			
93	Employment	Employment opportunities with the Gahcho Kué Project broadly advertised throughout the NWT, including postings in GNWT Department of Education, Culture and Employment Service Centres ("GNWT ECE Service Centres") and local employment offices, advertisements in NWT newspapers, postings with NWT employment agencies and through other means that will contribute to optimizing exposure of opportunities to all residents of the NWT	Mines - Human Resources			
94	Employment	Partnerships with NWT schools promoted and encouraged to create awareness and understanding of career opportunities available at the Gahcho Kué Project as well as the training and education required to pursue these opportunities	Mines - Human Resources			
95	Employment	Partnerships with GNWT Education, Culture and Employment ("GNWT ECE"), Aurora College, the Mine Training Society, Aboriginal organizations, regional training partnerships and other Canadian post-secondary educational institutions encouraged to establish educational, training, work experience or job placement programs	Mines - Human Resources			
96	Employment	Employment initiatives linked to support implementation of Impact Benefit Agreements with Aboriginal Authorities	Mines - Human Resources			
97	Employment	As the Proponent approaches Construction and Operation phases of the Gahcho Kué Project, work carried out with GNWT ECE Service Centres, regional training partnerships and local employment offices, to ensure they are briefed on upcoming job opportunities, and on key Proponent policies designed to encourage NWT Residents to choose employment or training opportunities with the Proponent including an overview of Proponent designated Pick-Up Points and travel allowances and how these help NWT Residents access the employment opportunities at the Gahcho Kué Project site	Mines - Human Resources			
98	Employment	Careers in the mining industry actively promoted and encouraged	Mines - Human Resources			

Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
99	Employment	Human resource office maintained in the NWT; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories	Mines - Human Resources			
100	Employment	Strategy for school students established that encourages and promotes completion of secondary school in the Local Study Area; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories	Mines - Human Resources			
101	Employment	Summer student employment program developed and offered and aimed to have at least half of its summer placements filled by women; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories	Mines - Human Resources			
102	Employment	Participation of women on an equal basis with men in all aspects of work related to the project supported and encouraged	Mines - Human Resources			
103	Employment	Work carried out with the following organizations to promote women in trades and mining occupations: Skills Canada, the Native Women's Association of the Northwest Territories, the Northwest Territories Status of Women Council, Aurora College, the Mine Training Society, Aboriginal organizations and the GNWT and formal projects or partnerships created where appropriate	Mines - Human Resources			
104	Employment	Female role models incorporated into its promotional campaigns, in order to encourage young women to consider employment and training opportunities at the Gahcho Kué Project	Mines - Human Resources			
105	Employment	Female employees involved in company promotional activities at site and in communities as role models to encourage young women to consider employment opportunities at the Gahcho Kué Project	Mines - Human Resources			
106	Employment	From time to time, tours of the project directed at women potentially interested in mining industry and related career opportunities offered	Mines - Human Resources			
107	Employment	Access to employees on the Project site provided to the GNWT to enable it to conduct a survey for the purpose of measuring the socio-economic impacts of the Gahcho Kué Project. The survey conducted not more than once annually, at such times and on such terms as are mutually acceptable to the GNWT and Proponent	Mines - Human Resources			

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Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
108	Cultural Well-Being and Traditional Economy Opportunities	Work carried out with communities in the Local Study Area and the GNWT to promote cultural preservation and sustainability and to address cultural issues	Mines-Community Relations			
109	Cultural Well-Being and Traditional Economy Opportunities	Promotion of traditional cultural practices of the communities in the Local Study Area supported	Mines-Community Relations			
110	Cultural Well-Being and Traditional Economy Opportunities	Work carried out with community, governments, educational institutions and agencies to promote use of resources in local schools that promote the culture and traditions of communities located in the Local Study Area	Mines-Community Relations			
111	Cultural Well-Being and Traditional Economy Opportunities	Community celebrations that promote cultural practices sponsored in collaboration with communities in the Local Study Area, and in accordance with Proponent's policy for social investment	Mines-Community Relations			
112	Education and Training Programs	In communities in the Local Study Area, through its community liaison personnel, Aboriginal Authorities and existing local learning institutions assisted to encourage community members, including the Proponent's employees and employees of its Contractors to upgrade their literacy levels, including financial and computer literacy skills	Mines-Community Relations			
113	Business Opportunities	A Northwest Territories Business Policy implemented, which is intended to maximize business and value added opportunities for NWT Businesses, wherever practical, consistent with sound business practices, and without compromising its ability to carry out a safe, efficient and cost effective operation	Mines-Procurement			
114	Business Opportunities	Procurement needs sourced from NWT Businesses as much as possible, during Construction, Operations and Closure, while actively pursuing and demonstrating fair and open competition for the acquisition of goods and services for the Gahcho Kué Project, subject to availability of NWT businesses with required skills, experience, interest, competitive pricing	Mines-Procurement			
115	Business Opportunities	All Contractors to the Gahcho Kué Project expected to meet the following general criteria, while special emphasis and priority placed on developing Business Opportunities with Aboriginal and NWT businesses: cost competitiveness; quality; ability to meet the technical specifications of prescribed goods and services; ability to supply and deliver the goods and services; timely delivery; safety, health, and environmental records and program descriptions; degree of Aboriginal participation; and degree of NWT participation, subject to availability of NWT businesses with required skills, experience, interest, competitive pricing	Mines-Procurement			

Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
116	Business Opportunities	Special emphasis placed on developing business opportunities with businesses in the following order or priority: Aboriginal Businesses in the Local Study Area; NWT Businesses; then Other Canadian Businesses	Mines-Procurement			
117	Business Opportunities	Contractors caused to make commitments similar to those set out in this clause 5.3.1 [the Proponent's prioritization for developing business opportunities for certain businesses]	Mines-Procurement			
118	Business Opportunities	Employee designated to act as a liaison between the Proponent, the GNWT, Aboriginal Authorities, and NWT businesses (the Proponent is solely responsible for selection of this position, which position, which position will remain throughout mine Construction, Operations and Closure)	Mines-Procurement			
119	Business Opportunities	Business development strategy prepared for Aboriginal Authorities, and the scope and scale of business opportunities and project requirements communicated in a timely and effective manner	Mines-Procurement			
120	Business Opportunities	Gahcho Kué Project components during Construction, Operations, and Closure that should be targets for a business development strategy identified	Mines-Procurement			
121	Business Opportunities	Possible opportunities for joint ventures with NWT and Aboriginal businesses identified	Mines-Procurement			
122	Business Opportunities	NWT business policy that supports the objectives and commitments in this Agreement maintained	Mines-Procurement			
123	Business Opportunities	Business-related expertise shared with NWT mine-related business initiatives	Mines-Procurement			
124	Business Opportunities	Flexible contracting approach developed by size and scope to match the capacity of Aboriginal businesses and NWT businesses, where feasible	Mines-Procurement			
125	Business Opportunities	Business opportunities forecast to identify foreseeable procurement requirements of the Gahcho Kué Project prepared and provided to Aboriginal businesses and NWT businesses annually	Mines-Procurement			
126	Business Opportunities	Business opportunity information made available related to Proponent's business objectives and service requirements that will enable the completion of business plans or proposals by Aboriginal Businesses or NWT Businesses in seeking development support services through existing public and private sector programs	Mines-Procurement			
127	Business Opportunities	Broad communication of business opportunities to Aboriginal Businesses, NWT Businesses, and business-industry associations in the NWT ensured	Mines-Procurement			
128	Community, Family and Individual Well-being	Through the tendering and contracting process, Contractors required to meet the obligation in clause 6.1.1 for consistency [ensure non-NWT resident employees carry health care insurance from their home province or territory and that their insurance will provide them with Canada health care coverage while working in the NWT]	Mines-Procurement			

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Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
129	Community, Family and Individual Well-being	Through the tendering and contracting process, Contractors required to provide their foreign employees with health care coverage for consistency with clause 6.1.3	Mines-Procurement			
130	Education and Training Programs	Work carried out with Contractors to achieve the goal of maximizing the training of Aboriginal persons and NWT Residents in accordance with the hiring priorities established in this Agreement; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories	Mines-Procurement			
131	Employment	All Contractors required to expressly state in their bids their commitment to hiring in accordance with the Hiring Priorities set out in clause 3.2	Mines-Procurement			
132	Employment	An assessment of whether appropriate commitments to Hiring Priorities are included or planned for in the bid included in bid evaluation	Mines-Procurement			
133	Employment	The successful bidder's commitments to hire in accordance with the Hiring Priorities set out in clause 3.2 incorporated into the contract document	Mines-Procurement			
134	Employment	All Contractors required to provide all relevant information to the Proponent to enable the Proponent to fulfill the reporting requirements of this Agreement [SEA]	Mines-Procurement			
135	Employment	Meeting carried out at least annually with its Contractors to review their performance, including their success in contributing to the employment of Aboriginal Persons and NWT Residents and to discuss ways to work together to develop the participation of Aboriginal Persons and NWT Residents in the Gahcho Kué Project	Mines-Procurement			
136	Employment	All Contractors required to outline in their bids, a plan to hire, train and develop Aboriginal Persons and NWT Resident employees in accordance with the Hiring Priorities set out in Section 3.2	Mines-Procurement			
137	Employment	An assessment of the Contractors' plan to hire, train and develop Aboriginal Persons and NWT Resident employees in accordance with the Hiring Priorities set out in Section 3.2 included in the bid evaluation	Mines-Procurement			
138	Employment	Commitments to report on the employment data required by the Proponent to provide Project hiring and employment information by hiring priority, heritage and gender incorporated into contract document for the successful bidder	Mines-Procurement			
139	Employment	Contractors met with at least annually to review their performance, including their success in contributing to the employment of Aboriginal Persons and NWT Residents and to discuss ways to work together to grow their participation in the Gahcho Kué Project	Mines-Procurement			

Gahcho Kué Mine						
#	(Commitment) Area	Measure Description	Lead	Yes	No (if no, please comment)	Comment
140	Employment	Contractors required to provide all relevant information to allow for reporting on hiring and employment according to the hiring priorities established in clause 3.2	Mines-Procurement			

Appendix D: GNWT and Proponent Measures Checklist Under the SEAs



Appendix D: GNWT and Proponent Measures Checklist Under the SEAs

The following table shows the measures agreed to by the GNWT and the proponent in the commitments under the SEAs. The table shows which measures were reported by the GNWT and proponents as being addressed and comments were also provided by the respondents. The measures under the commitments are shown by topic area (e.g., business development). The proponent for Gahcho Kué was asked to confirm which measures under the SEA had been addressed but no response was received. For this reason, proponent measures for Gahcho Kué are identified below with no responses shown.

Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Diavik	Business Development	Summary of government efforts towards economic and business development reported	Yes			GNWT
Diavik	Business Development	A general program of business grants, contributions, and loans to maximize business capacities and employment opportunities in Northwest Territories communities provided and actively communicated to eligible participants	Yes			GNWT
Diavik	Business Development	Northwest Territories businesses assisted in acquiring or developing capital where it will result in an increase in the Northwest Territories employment	Yes			GNWT
Diavik	Business Development	Registry of businesses eligible under the GNWT Business Incentive Policy maintained and where possible, access to the data provided to the Proponent for contracts and procurement purposes	Yes			GNWT
Diavik	Business Development	Northwest Territories businesses kept informed of opportunities arising from the Business Development forecast and Northwest Territories businesses assisted in taking advantage of contracting opportunities related to the Project	Yes			GNWT
Diavik	Business Development	Business development process actively supported, the provision of technical business development support services through existing public and private sector programs enabled	Yes			GNWT
Diavik	Business Development	Work carried out with Northwest Territories communities to create long-term business and employment opportunities and to increase business capacity	Yes			GNWT
Diavik	Business Development	Upgrading of management and entrepreneurial skills of Northwest Territories residents facilitated	Yes			GNWT
Diavik	Business Development	Identification of opportunities for joint ventures with Northwest Territories businesses assisted	Yes			GNWT
Diavik	Business Development	Design, preparation and development of financial proposals from Northwest Territories businesses facilitated	Yes			GNWT
Diavik	Business Development	Counselling services to assist Northwest Territories businesses through the business development process provided	Yes			GNWT
Diavik	Business Development	Northern business community meetings or conferences related to promoting Business Development in the Project supported	Yes			GNWT
Diavik	Business Development	A Project related strategy to diversify the regional and local economies developed during the Construction and Operation Phases, working closely with mandated government agencies	Yes			GNWT

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Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Diavik	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Cross-cultural training needs of employees discussed with GNWT and Aboriginal Authorities; cross-cultural training programs as may be agreed upon by the Parties funded	Yes			GNWT
Diavik	Employment	Regional career fairs organized and supported	Yes		ECE North Slave Service Center attended the Employment Café job Fair, organized by CDETNO in previous years. The event has been cancelled since the beginning of the pandemic. ECE and the Mines intend to discuss the plausibility of a virtual career fair in fall 2021. ITI commented: " We will leave this to ECE for the yes/No determination; however this is an area that could be improved upon. Recent challenges experienced due to COVID could be addressed through collaboration between GNWT and mines."	GNWT
Diavik	Monitoring/Reporting	Data related to indicators in Schedule A of the SEA amendment (Monitoring and Reporting Clause) collected, analyzed, and interpreted	Yes			GNWT

Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Diavik	Monitoring/Reporting	Within three (3) months following the end of each calendar year, an annual socio-economic report prepared incorporating the data, analysis and interpretation collected or prepared by each of them [GNWT, Proponent] as described in Articles 6.2.1 and 6.2.2 respectively for the then most recently-ended calendar year. A copy of each such report delivered to each other [GNWT/Proponent] and to each Aboriginal Authority promptly upon completion	Yes		Although, this can be inconsistent by both GNWT and the proponent. The last two SEA Reports were completed in October, due to the reporting of certain statistics by Mines. The public report for Diavik was released in October of this year, although they were able to share a confidential version closer to their reporting date. Gahcho Kué delayed the release of their report to the GNWT and waited until the public reporting deadline of June to provide it to the GNWT. Education Culture and Employment provided data for graduation rates was confirmed in June, dealing with a change in their reporting of data.	GNWT
Diavik	Monitoring/Reporting	Each Aboriginal Authority may communicate concerns or recommendations regarding the socio-economic impact of the Project at any time. Any such communication shall be in writing and may be addressed to either The Proponent or the GNWT and the recipient shall share the communication with the other. The Proponent and GNWT may decide, in their sole discretion, to designate one of them to respond, respond jointly or provide separate responses. Best efforts used by the appropriate Party to respond within 90 days of receiving any such concern or recommendation.	Yes		The opportunity has been provided, although no written communication has been received since this amendment to the SEMA was made.	GNWT
Diavik	Monitoring/Reporting	Good faith efforts used to summarize any recommendation received from Aboriginal Authorities and the response to such recommendation in the applicable annual report	Yes		The opportunity has been provided, although no written communication has been received since this amendment to the SEMA was made	GNWT

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Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Diavik	Monitoring/R eporting	Available to jointly [with Proponent] meet at least once per year with representatives of each Aboriginal Authority to discuss the results in the annual socio-economic reports in order to provide an opportunity for input into discussions regarding the efforts of the Proponent and GNWT to address socioeconomic impacts	Yes		This has been an area that has been a challenge to complete. There has been resistance from the mines to have joint meetings and they already engage as a result of other agreements (i.e. IBA), this is where collaboration between IBAs and SEA may be beneficial. The late publication of reports results in less meaningful engagement with stale data. (i.e. many engagements a at the end of the following year while we are speaking to annual data, making it two years old at that point.	GNWT
Diavik	Monitoring/R eporting	An office of the operator of the Project maintained in the Northwest Territories, and at such office any and all reports or copies thereof, required and made pursuant to the provisions of this Agreement made available, to the GNWT, on reasonable notice to the Proponent		No	During the senior officials meeting a report was being developed that they agreed to share was not shared. This should be included here.	GNWT
Diavik	Training and Education	Pre-employment training programmes for Northern Residents continued to be offered and resources committed in order to ensure availability to Northern Residents.	Yes		Programs are delivered by Aurora College and other organizations, funded by ECE. Individuals can access funding through SFA or Labour Market Programs.	GNWT

Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Diavik	Training and Education	Training programs developed with a focus on: collaboration with GNWT in the development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable Northerners to take advantage of employment opportunities deriving from the Project	Yes		The Skills Development Program is delivered at ECE Regional Service Centers with support from Career Development Officers (note: ECE does not deliver the training but supports individuals to access programs)	GNWT
Diavik	Training and Education	Accelerated apprenticeship program developed to enable Northerners to become qualified tradespeople and thereby take advantage of the employment opportunities created by the Project		No	ECE does not have an accelerated apprenticeship program.	GNWT
Diavik	Training and Education	Training allowances and support services through the Apprenticeship Training Assistance program provided which includes training subsidies and education related support costs such as tuition, travel, books and living-away-from-home allowances	Yes		TOWSP (Trades and Occupations Wage Subsidy Program) supports employers by providing a wage subsidy and funding for apprentices to attend technical training. This is an area that could be improved upon.	GNWT
Diavik	Training and Education	Eligible candidates allowed access to education and training allowances that may be available through the Student Financial Assistance Program and the Canada-GNWT Labour Market Development Agreement	Yes		The Skills Development Program is delivered at ECE Regional Service Centers with support from Career Development Officers (note: ECE does not deliver the training but supports individuals to access programs)	GNWT

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Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Diavik	Training and Education	Training subsidies that may be available through the Training-on-the-Job program provided to eligible candidates	Yes		The Employee Training Program provides financial support to employers to pay for staff training with external training providers. The Wage Subsidy Program supports employers in hiring staff who don't have the prerequisite skills and experience by providing a wage subsidy.	GNWT
Diavik	Training and Education	Careers in the mining industry included in its career counselling services	Yes		Career Development Officers use the Skills for Success Jobs in demand 15 year forecast when conducting career counselling with clients, which includes many mining jobs. This is an area that could be improved upon.	GNWT

Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Diavik	Training and Education	Delivery of training programs coordinated with industry, Aboriginal organizations, Aurora College and the Mine Training Committee	Yes		Aurora College offers programming connected to the mining industry, including: Introduction to the Mining Industry, Mineral Processing Operator, Geoscience Field Assistant, Underground Miner, and Surface Miner, as well as various apprenticeship programs and trades and industrial training. Organizations can apply for Community Training Partnership and Strategic Workforce Initiative programs to coordinate training with industry and indigenous organizations. This is an area that could be improved upon.	GNWT
Diavik	Training and Education	Collaboration carried out with the Proponent to increase the number of apprenticeships in advance of the Operation Phase of the Project	Yes		ECE commented: " ECE is not able to locate records to be able to confirm."	GNWT
Diavik	Business Development	Corporate headquarters maintained in the Northwest Territories during the life of the Project; once Construction has been completed, Calgary office closed and remaining employees relocated to the Northwest Territories	Yes			Proponent
Diavik	Business Development	Off-site sorting facility for production splitting and royalty valuation purposes in the NWT established with joint venture partner	Yes			Proponent
Diavik	Business Development	Business opportunities forecast identifying potential business opportunities related to the Project reported to GNWT and Aboriginal Authorities within 3 months following the decision to proceed with Construction of Project	Yes		Completed during Pre-operations	Proponent
Diavik	Business Development	Whenever practicable, and consistent with sound procurement management, policies to maximize business opportunities for Northern Businesses implemented	Yes		Consistently meet and exceed 70% northern procurement target and policy in place.	Proponent

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Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Diavik	Business Development	Bids for procurement opportunities considered according to the priorities in the order set out below subject to applicable laws and regulations: First priority, Aboriginal Businesses; Second priority, Northern Businesses; Third priority, all other businesses, subject to the ability of businesses in these priority groups to supply goods and services while meeting the criteria set out in Section 7 below [for evaluation and awarding of contracts]	Yes		Additional to policy, approaches in place to adhere to this criteria.	Proponent
Diavik	Business Development	Special emphasis placed on developing business opportunities with the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk and the North Slave Métis Alliance	Yes		PA indigenous business arms were created early on in project life with YKDFN, Tłı̨chų Government, LKDFN and KIA. NSMA did not create a business arm but does have businesses.	Proponent
Diavik	Business Development	Criteria used for the evaluation and awarding of all contracts for the Project include but are not limited to: cost competitiveness; quality; ability to supply and deliver the goods and services to be provided; timely delivery; safety and environmental record; degree of Northerner and Aboriginal participation; and other generally accepted industry criteria such as follow-up service	Yes		Additional to policy, approaches in place to adhere to this criteria.	Proponent
Diavik	Business Development	Annual business opportunities forecast prepared which will identify the reasonably foreseeable procurement requirements of the Project, in accordance with Article 4.4.2 [description of the forecast]	Yes		-Annual updates provide to Aboriginal parties leadership during regular engagement. -Formal report not developed in last 5 years -60 day advance notice to Indigenous SEA signatories are provided for all contracting opportunities	Proponent
Diavik	Business Development	Categories of goods and services which may present the best opportunities for supply by Northern Businesses and publicly available economic development programs in matching Project related business opportunities with new entrepreneurs and existing business capabilities identified, working closely with the GNWT	Yes		-DDMI considers new suppliers through formal procurement practices and consults with Aboriginal/Northern business partners for new or existing goods and services opportunities.	Proponent

Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Diavik	Business Development	The greatest degree of Northern Business participation that is technically and financially achievable within the criteria identified in Section 7 [Appendix C, criteria for evaluation and awarding of contracts] achieved, working closely with the GNWT and with mandated groups and agencies	Yes		-DDMI considers new suppliers through formal procurement practices and consults with Aboriginal/Northern business partners for new or existing goods and services opportunities. -Annual targets for northern and Indigenous business spend are regularly met or exceeded. -No defined partnership with GNWT and agencies. -Ongoing relationship management with Aboriginal parties and business arms.	Proponent
Diavik	Business Development	Annual report on the gross value of goods and services purchased during the previous year prepared in accordance with Article 4.4.2 of the Agreement [reporting details]	Yes		In annual report	Proponent
Diavik	Business Development	Working closely carried out with all groups and agencies mandated to achieve Northern Business participation in the Project	Yes			Proponent
Diavik	Business Development	Technical support and assistance in accessing sources of commercial capital provided throughout the business assessment, planning and development phases	Yes		-DDMI has supported some Northern businesses in earlier years when they have identified financial issues.	Proponent
Diavik	Business Development	Success achieved co-operatively in creating long-term business and employment opportunities and in increasing business capacity by working closely with northern communities	Yes		Several successful northern businesses and employment opportunities have been achieved during Diavik's construction and operation.	Proponent

Appendices

Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Diavik	Business Development	Business development process actively initiated, enabling the provision of complete technical business development support services through existing public and private sector programs			-Supported in earlier years of operation. -Diavik at times facilitates technical business support services to key contractors as available DDMI recognizes business owners may have additional access to programing	Proponent
Diavik	Business Development	Project components at all stages of development and operations that should be targets for a business development strategy identified	Yes		-targets for business spend drive performance - Opportunities exist to continually review strategies	Proponent
Diavik	Business Development	Clear business development strategies for Aboriginal Authorities designed and communicated; scope and scale of business opportunities and project requirements communicated in a timely and effective manner	Yes		60 day advance with scope of work. Diavik engages with Aboriginal business authorities as designed through SEMA and/or Participation Agreements	Proponent
Diavik	Business Development	Clear guidelines and schedules developed regarding what resources the company will commit to project-related business opportunity developments			Earlier history of dedicated company resources to support business development. Regular engagement with existing businesses and Aboriginal authorities	Proponent
Diavik	Business Development	Business development tracking system developed	Yes		Northern business spend tracking in place. Opportunities exist to understand JV businesses (with Aboriginal Authorities) but not captured (or required) as such in systems	Proponent
Diavik	Business Development	Procurement office established in the Northwest Territories for the Operation Phase	Yes		Procurement resources are in the Yellowknife Corporate Office	Proponent
Diavik	Business Development	Business opportunity seminars and workshops conducted to make the business community aware of its corporate policy respecting procurement guidelines	Yes		Through Liaison workshops and RT Canada training opportunities	Proponent

Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Diavik	Business Development	Northern Businesses provided with a business opportunities forecast and other information relating to the Proponent's procurement needs which may include workshops, publications and advertisements in trade magazines	Yes		-Annual updates provided to Aboriginal parties leadership during regular engagement.	Proponent
Diavik	Business Development	Subcontracting opportunities facilitated for Northern Businesses		No	-DDMI does not manage subcontracting opportunities – minimal opportunities -although we do not manage them, we do not object to them entirely either	Proponent
Diavik	Business Development	Possible opportunities for joint ventures by Northern Businesses, and particularly by Aboriginal Businesses identified			-DDMI does identify other RT opportunities; exchange Aboriginal contacts with other company contacts. -DDMI does not manage external relationship or company exchanges beyond that.	Proponent
Diavik	Business Development	Measure introduced and maintained: Development of sustainable businesses that will not be uniquely dependent on the Project encouraged	Yes		Closure planning underway to support local businesses to pivot to new industries and diversification encouraged	Proponent
Diavik	Business Development	A Project related strategy to diversify the regional and local economies developed during the Construction and Operation Phases, working closely with mandated government agencies			-Open to working with appropriate agencies. Possibly completed in earlier years of operations. -Closure strategies being developed to understand socio-economic impacts	Proponent

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Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Diavik	Community, Family and Individual Well-being	Free work-related round-trip transportation to the mine site from the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk, Yellowknife and Hay River (the "pick-up-points") provided to employees, on their own time	Yes		-Additional points of pick up include Ft. Smith, Edmonton on 2x2 rosters. -Additional communities include those who may drive to Northern point of pick-up (eg. Kakisa, Ft. Resolution, etc) -Additional charter flights provided during COVID19 pandemic to southern points to maintain operations.	Proponent
Diavik	Community, Family and Individual Well-being	Opportunities sought with GNWT and KIA to enhance employment opportunities from other NWT communities such as Inuvik, Ft. Simpson, Norman Wells and Ft. Smith, and West Kitikmeot communities by expanding pickup points where logistically, safely, and economically possible.	Yes			Proponent
Diavik	Community, Family and Individual Well-being	Measure introduced and maintained: Development of drug and alcohol rehabilitation programs, money management workshops and other individual support matters assisted	Yes			Proponent
Diavik	Community, Family and Individual Well-being	Measure introduced and maintained: Communication links to home communities provided	Yes		Communications infrastructure and wireless internet on site.	Proponent
Diavik	Community, Family and Individual Well-being	Measure introduced and maintained: Employee and Family Assistance Program (EFAP) for employees and their immediate families maintained, with services provided primarily by local and trusted people	Yes			Proponent
Diavik	Community, Family and Individual Well-being	Measure introduced and maintained: Partnerships with local community support agencies developed by EFAP	Yes		Arctic Indigenous Wellness and EFAP resources where applicable.	Proponent
Diavik	Community, Family and Individual Well-being	Measure introduced and maintained: Where practical, service providers for the Employee and Family Assistance Program contracted based on their expertise and experience in the field of addictions and addiction rehabilitation	Yes			Proponent
Diavik	Community, Family and Individual Well-being	Measure introduced and maintained: A number of Employee Relations Personnel employed on site and in the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, and Lutsel K'e, Kugluktuk and with the North Slave Métis Alliance, who are familiar with the conditions in communities that may affect the employee at work and vice versa, to act as liaison people between the Proponent, the employee, and these communities	Yes		Liaisons exist formally with the YKDFN, KIA, LKDFN and the Tłıchǫ Government. NSMA considers their President the liaison to the membership.	Proponent
Diavik	Community, Family and Individual Well-being	Measure introduced and maintained: Recreation facilities and a recreation co-ordinator provided at the mine site	Yes		Site has recreation facilities as well as an internal social committee responsible for onsite activities	Proponent

Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Diavik	Community, Family and Individual Well-being	Measure introduced and maintained: Sexual harassment policy enforced at the mine site and an alcohol-and drug-free workplace policy for the possession or use of any alcohol or illegal drugs on any Proponent property enforced	Yes			Proponent
Diavik	Community, Family and Individual Well-being	Measure introduced and maintained: Outplacement counselling, family adjustment, and pension and savings plans seminars provided in the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e and Kugluktuk and with the North Slave Métis Alliance	Yes		Seeking partnership opportunities but not regularly maintained outside of the EFAP resources	Proponent
Diavik	Community, Family and Individual Well-being	Measure introduced and maintained: Periodic spousal tours of the work site permitted	Yes		Last "family" tours in 2019. Not occurring during Covid.	Proponent
Diavik	Community, Family and Individual Well-being	Measure introduced and maintained: Communities along Highways 1 and 3 notified of increased truck traffic	Yes		Through Winter Road JV	Proponent
Diavik	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Ensured that all Employee Relations Personnel will be able to communicate in at least one Aboriginal language spoken in the NWT		No	Not tracked. Practice to includes use of available certified translators and interpreters by GNWT as needed.	Proponent
Diavik	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Employees provided with one week of unaccountable leave	Yes			Proponent
Diavik	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Space at the mine site for spiritual or other employee-driven requirements provided and maintained	Yes			Proponent
Diavik	Cultural Well-Being and Traditional Economy Opportunities	Policies and practices established pursuant to Appendix D [the Proponent's cultural and community well-being policies and practices] and the provisions of this Article	Yes			Proponent
Diavik	Cultural Well-Being and Traditional Economy Opportunities	Development of work schedules compatible with traditional pursuits of Aboriginal employees endeavoured	Yes			Proponent
Diavik	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Aboriginal language speakers at the mine site encouraged to communicate in their mother-tongue, bearing in mind practical and safety requirements	Yes		Support Indigenous language sharing on site and supported Indigenous Language month activities	Proponent
Diavik	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Aboriginal workers encouraged to reside in their home communities	Yes			Proponent

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Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Diavik	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Dene, Métis and Inuit reading and video materials provided and maintained on-site in cooperation with Aboriginal Authorities	Yes		Onsite resource library with different language resources	Proponent
Diavik	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Cultural sensitivity and cross-cultural awareness addressed in all orientation training	Yes		Module 2 of mandatory orientation program includes an overview of Northern Communities	Proponent
Diavik	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Country Food served at the mine site	Yes		Incorporated traditional foods in regular meal planning (such as fish and other proteins or breads) that meet Food/Health safety requirements (Eg. Un-inspected game/country food or meat is not approved)	Proponent
Diavik	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Freezers made available for storing Country Food	Yes			Proponent
Diavik	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Cross-cultural training needs of employees discussed with GNWT and Aboriginal Authorities; cross-cultural training programs as may be agreed upon by the Parties funded	Yes			Proponent
Diavik	Cultural Well-Being and Traditional Economy Opportunities	Measure introduced and maintained: Aboriginal language interpreters at community meetings paid for	Yes			Proponent
Diavik	Employment	Regional career fairs participated in	Yes			Proponent
Diavik	Employment	Employment policies, practices and development programs established pursuant to Appendix A [the Proponent's employment commitments]	Yes			Proponent
Diavik	Employment	Results of any exit surveys of people leaving employment of the project collected, analyzed, and interpreted		No	-In last 5yrs, exit surveys have not been consistently recorded or analyzed. Aim is to increase this understanding prior to closure.	Proponent
Diavik	Employment	Access to Project site and employees provided to GNWT to conduct annual employee survey	Yes			Proponent

Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Diavik	Employment	As many Northerners as possible recruited and hired during the Construction and Operation Phases. Subject to applicable laws and regulations, hiring carried out according to following priorities subject to the availability of persons in these priority groups with the required skills, training and experience: first priority, Aboriginal persons; second priority, Northerners who have been continuously resident in the Northwest Territories or the West Kitikmeot Region at least six (6) months prior to being hired; third priority, other Northerners resident in the Northwest Territories or the West Kitikmeot Region; fourth priority, all other Canadians; other candidates	Yes		See recruitment policy	Proponent
Diavik	Employment	Special emphasis placed on pre-employment training and employment of Aboriginal persons living in or originating from the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk and the North Slave Métis Alliance; recruitment for pre-employment training and employment conducted in Yellowknife and other NWT communities in accordance with the hiring priority	Yes		Mine Training Society supports similar training criteria and commitments as programs are delivered for Industry partners.	Proponent
Diavik	Employment	Careers in the diamond mining industry actively promoted and encouraged to youth of the NWT	Yes		Through scholarships, career fairs and in participation with school fairs	Proponent
Diavik	Employment	Partnerships with local schools for work experience and job placement programs as well as summer employment opportunities that allow students to gain experience while continuing to complete their education promoted and encouraged	Yes		Summer students and co-op opportunities are encouraged. Support for Imbe youth programming. Agreement with Dechita Naowo (YKDFN) for training placements and support.	Proponent
Diavik	Employment	All reasonable steps taken to make summer employment available to Northerner students during operation phase subject to priority being granted to Aboriginal students	Yes			Proponent
Diavik	Employment	Employment and training provided for at least 8 and up to 18 apprentice positions to be filled pursuant to the [hiring] priorities set out in Appendix A while in commercial production, subject to requirements of the Northwest Territories, Apprenticeship, Trade and Occupations Certifications Act.	Yes		In 2019, Diavik supported 22 apprentices. Current shortfall but recruitment campaign underway with additional resources to support.	Proponent
Diavik	Employment	Collaboration carried out with GNWT to increase the number of apprenticeships in advance of the Operation Phase of the Project. Apprenticeships sponsored and encouraged in the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk and North Slave Métis Alliance on other industry projects by providing funding towards wages in the first three years of this Agreement [SEA]; apprentices hired by Proponent where reasonable upon successful completion of apprenticeship [intention]	Yes		Pre-operations	Proponent

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Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Diavik	Employment	Potential process plant operators recruited six months before the operation phase in accordance with the hiring priorities	Yes		Pre-operations	Proponent
Diavik	Employment	Measure introduced and maintained: Employment at the mine site gradually reduced on closure	Yes		Closure planning underway for management of workforce	Proponent
Diavik	Employment	Community research projects to gather information and address barriers to successful employment funded and co-funded	Yes		Diavik has entered into bi-lateral agreements (following 2015 SEMA amendments) to mutually allocate SEMA/DCAB funds.	Proponent
Diavik	Employment	All Contractors required to expressly state their commitment to hiring Northerners in line with the [hiring] priorities listed in Section 1	Yes		-Requested as part of bid packages	Proponent
Diavik	Employment	Bids evaluated on the basis of whether appropriate commitments to hire Northerners are included or planned for in the bid	Yes			Proponent
Diavik	Employment	Successful bidder's commitments to hire Northerners incorporated into the contract document	Yes		-DDMI includes "site specific terms" as part of contract	Proponent
Diavik	Employment	All Contractors required to fulfil the reporting requirements of Article 3.4 [report on hiring, employment and training initiatives, as set out in the other requirements described in the SEA]	Yes			Proponent
Diavik	Monitoring/R eporting	Within three (3) months following the end of each calendar year, an annual socio-economic report prepared incorporating the data, analysis and interpretation collected or prepared by each of them [GNWT, Proponent] as described in Articles 6.2.1 and 6.2.2 respectively for the then most recently-ended calendar year. A copy of each such report delivered to each other [GNWT/Proponent] and to each Aboriginal Authority promptly upon completion	Yes		Annual reports	Proponent
Diavik	Monitoring/R eporting	Each Aboriginal Authority may communicate concerns or recommendations regarding the socio-economic impact of the Project at any time. Any such communication shall be in writing and may be addressed to either The Proponent or the GNWT and the recipient shall share the communication with the other. The Proponent and GNWT may decide, in their sole discretion, to designate one of them to respond, respond jointly or provide separate responses. Best efforts used by the appropriate Party to respond within 90 days of receiving any such concern or recommendation.	Yes		Diavik also has a Community Complaints and Feedback procedure and an anonymous reporting system through Rio Tinto myVoice.	Proponent
Diavik	Monitoring/R eporting	Good faith efforts used to summarize any recommendation received from Aboriginal Authorities and the response to such recommendation in the applicable annual report	Yes		Through SEMA table.	Proponent
Diavik	Monitoring/R eporting	Available to jointly [with GNWT] meet at least once per year with representatives of each Aboriginal Authority to discuss the results in the annual socio-economic reports in order to provide an opportunity for input into discussions regarding the efforts of the Proponent and GNWT to address socioeconomic impacts	Yes		Regardless of GNWT SEMA updates, Diavik provides our annual report and results to Indigenous partners annually	Proponent

Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Diavik	Monitoring/R eporting	Employment and training data and initiatives; procurement data and initiatives; economic and business opportunity initiatives; and cultural well-being and community wellness initiatives pursuant to the related sections of the Agreement collected, analyzed, and interpreted	Yes		In Diavik annual report	Proponent
Diavik	Monitoring/R eporting	An office of the operator of the Project maintained in the Northwest Territories, and at such office any and all reports or copies thereof, required and made pursuant to the provisions of this Agreement made available, to the GNWT, on reasonable notice to the Proponent	Yes			Proponent
Diavik	Training and Education	Minimum grade nine as standard for trainable positions established	Yes			Proponent
Diavik	Training and Education	Training programs developed with a focus on: collaboration with GNWT in the development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable Northerners to take advantage of employment opportunities deriving from the Project	Yes		Through membership and support of Mine Training Society	Proponent
Diavik	Training and Education	Training programs developed with a focus on: giving special emphasis to providing training opportunities in the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk and the North Slave Métis Alliance	Yes		Through membership and support of Mine Training Society	Proponent
Diavik	Training and Education	Training programs developed with a focus on: providing pre-employment opportunities for training in accordance with the hiring priorities	Yes		Through membership and support of Mine Training Society	Proponent
Diavik	Training and Education	Training programs developed with a focus on: enabling Northerners to gain access to jobs	Yes		Through membership and support of Mine Training Society	Proponent
Diavik	Training and Education	Training programs developed with a focus on: facilitating employment advancement for Northerners	Yes		Northern Leadership Development Program	Proponent
Diavik	Training and Education	Training programs developed with a focus on: enabling Northerners to fill apprenticeship, technical, technological, supervisory, managerial, and professional occupations	Yes		Apprenticeship program in place	Proponent
Diavik	Training and Education	Training programs developed with a focus on: requiring all long-term Contractors to the Project to adhere to the goal of maximising the employment of Northerners	Yes		NLDP, apprenticeships, MiHR certification and progression plans.	Proponent
Diavik	Training and Education	Collaboration carried out with Aboriginal people to encourage development and delivery of training programs based on cultural value systems which include a cultural component that would introduce new employees to rotation employment and the intricacies of scheduled work	Yes		Through membership and support of Mine Training Society	Proponent
Diavik	Training and Education	Consultation carried out with GNWT and Aboriginal Authorities in ongoing review and development of training programs	Yes		Via SEMA updates and Participation Agreement Implementation Committees	Proponent

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Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Diavik	Training and Education	"On-the-job" training continued throughout the life of the Project	Yes		Progression Planning in place, Mining Industry Human Resources Council certification, site based training programs	Proponent
Diavik	Training and Education	Pre-employment training program for the process plant initiated three months before commissioning of the plant	Yes		Through membership and support of Mine Training Society	Proponent
Diavik	Training and Education	Northerner employees upgraded and trained so that they are able to accept positions of greater responsibility within DDMI [the Proponent's organization]	Yes			Proponent
Diavik	Training and Education	Programs that encourage careers in technology, science, and engineering, supported in co-operation with the GNWT and Aboriginal Authorities	Yes		RT Diavik sponsored scholarships – 3 through YCF, 2 through Aurora College, 4 directly from Diavik, up to 35 for children of our workforce, plus high school graduate scholarships. We also provide scholarship funding to PA partners for their administration.	Proponent
Diavik	Training and Education	Existing training programs supplemented with "on the job" training as much as possible	Yes		Site based training outlined in annual reports.	Proponent
Diavik	Training and Education	Training programs organized and implemented so that employees will be able to use the skills acquired and time spent as credit towards certification or status recognized in the Northwest Territories under the Apprenticeship, Trade and Occupations Certification Act, 1998 R.S.N.W.T. cA-4	Yes		Progression Planning in place, Mining Industry Human Resources Council certification, site based training programs and Apprenticeship program	Proponent
Diavik	Training and Education	Details of employment and training recorded according to the Northwest Territories Apprenticeship, Trade and Occupations Certification Act	Yes			Proponent
Ekati	Business Development	All information that the GNWT has available provided where appropriate to the Proponent on a timely basis, on the capabilities of Local businesses to provide services and supply goods to the Project		No	Each mine has developed a qualified suppliers database that has provided more effective information in this space.	GNWT

Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Ekati	Business Development	Work carried out with Northern Residents in the Points of Hire to develop a directory of Local businesses specifying the types of goods and services that the Local businesses can provide to the Project as well as the names and ways of contacting the owners of the Local businesses		No	Each mine has developed a qualified suppliers database that has provided more effective information in this space.	GNWT
Ekati	Business Development	Where appropriate, commitment made to provide assistance programmes as well as other businesses services to Local businesses in an effort to assist them in taking advantage of the Business Development resulting from the Project	Yes			GNWT
Ekati	Business Development	Information and experience shared on Business Incentive policies with the Proponent in the event that the latter wishes to introduce preference policies as a further means of meeting the objectives in 7.3 [support to Local businesses]	Yes			GNWT
Ekati	Business Development	Such directories, catalogues, or databases which the GNWT creates, funds, or maintains of NWT suppliers, manufacturers, services, etc. shared, where appropriate, with the Proponent on an ongoing basis	Yes			GNWT
Ekati	Business Development	Communities, organizations, and Local businesses encouraged to meet and discuss approaches which can be used to increase Local businesses involvement in Project activities	Yes			GNWT
Ekati	Business Development	Information intended to support development of cooperative business efforts distributed	Yes			GNWT
Ekati	Business Development	Activities which strengthen understanding of the Business Development resulting from this Project supported	Yes			GNWT
Ekati	Business Development	Meetings periodically carried out to discuss approaches which will enhance [community] mobilization (The Parties to this Agreement believe that it is important that communities, Local Businesses, governments and industry associations work cooperatively to identify ways to increase Local Businesses opportunities which may result from the Project.)	Yes			GNWT
Ekati	Business Development	Community mobilization initiatives continue to be supported	Yes			GNWT
Ekati	Community, Family and Individual Well-being	Impact of the project assessed using the list of health and wellness indicators in the agreement (schedule D); schedule E baseline data used. [As shown in schedule E] The sources for the baseline data for the selected fourteen indicators are as follows: Reports prepared for 1995 by GNWT Departments and Agencies for: high school completion rates; # of Social Assistance cases; potential years of life lost; # of communicable diseases; # of children in care; # of family violence complaints; teen birth rate; # of injuries; Reports prepared for 1994 by GNWT Departments and Agencies for: employment rates and employment participation rates; # of property crimes; # of suicides; # of alcohol and drug related crimes; average income; Reports published in 1992 by GNWT Departments and Agencies for: Housing indicator	Yes		Most of these are covered in SEA reporting, as data collection over the years has changed, some data set may no longer be collected and as such are not reported on in GNWT SEA reports. ECE commented: "ECE is not able to locate records to be able to confirm."	GNWT

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Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Ekati	Community, Family and Individual Well-being	Should the listing of indicators be changed, at the time of selection, the source document which provides baseline data for the selected indicator identified. It is possible some baseline data may need to be averaged over multiple years due to small or no numbers in any given year	Yes		This action has not been required recently, however if the indicators were to be changed, the source documents would be identified.	GNWT
Ekati	Community, Family and Individual Well-being	Annual health and wellness report prepared for each Point of Hire based upon the data referred to in 5.2.1 [schedule D] and 5.2.2 [Schedule E] of this SEA as well as information that will be gathered by it	Yes		A health and wellness report is prepared and included in the annual socioeconomic agreement report, coordinated by ITI.	GNWT
Ekati	Community, Family and Individual Well-being	Meeting carried out with Proponent on an annual basis to review the health and wellness report and develop plans of action that could be undertaken to improve results	Yes		A meeting with the proponent is carried out on an annual basis, coordinated by ITI, in which matters related to health and wellness is discussed and prioritized.	GNWT
Ekati	Community, Family and Individual Well-being	Consultation with Boards, communities, and organizations carried out to review results of the health and wellness report on how to improve results		No	HSS does not coordinate engagement or consultation with the boards, communities or other organizations regarding the annual socioeconomic agreement report, which captures the results of the health and wellness reporting.	GNWT
Ekati	Community, Family and Individual Well-being	The GNWT recognizes the seriousness of spousal abuse; proactive approach adopted in assisting Points of Hire communities preventing spousal abuse	Yes			GNWT
Ekati	Community, Family and Individual Well-being	It is understood that information collected through the monitoring process in point of hire communities is shared with the community governments of the "Point of Hire" communities	Yes			GNWT
Ekati	Community, Family and Individual Well-being	All available source documents for the baseline data information referred to above [list in Sched E] provided to the Proponent by November 30, 1996	Yes		ECE commented: "ECE is not able to locate records to be able to confirm."	GNWT

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Ekati	Community, Family and Individual Well-being	Proactive approach adopted in assisting Points of Hire communities in the establishment of daycare programmes in order to encourage the employment of Northern Residents in the Project	Yes	ECE licenses, funds, and inspects early learning and child care programs, but does not operate them. Regional Early Childhood Consultants provide information and support to Indigenous Governments, non-profit organizations and individuals who are interested in establishing new licensed programs. Lack of suitable infrastructure is a significant barrier to the establishment of licensed programs, particularly in small communities. In order to support the development of licensed programs where infrastructure to support the development of a licensed program is not available, ECE developed and implemented the Early Childhood Infrastructure Fund (ECIF). New Child Care Spaces funding is available to licensing applicants to purchase supplies and equipment related to operating a quality licensed program. If there are deficiencies noted in a fire or environmental health inspection, Health and Safety funding up to \$10,000 is available in the start-up phase to support applicants to meet the legislated requirements.	GNWT
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Appendices

Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Ekati	Community, Family and Individual Well-being	Work carried out closely with GNWT and its various agencies to encourage the effective and integrated use of community resources in addressing any negative socio-economic impacts arising from the Project	Yes		There has been a separation of impacts and benefits as some departments focus on returning to a state prior to development and others are focused on ensuring benefits beyond and retaining a lasting benefit/improvement. The goals of the SEAs need to do more than address negative impacts, there are positive impacts to be gained and improved upon, that can sometimes be overshadowed by a negative impact focus.	GNWT
Ekati	Community, Family and Individual Well-being	No security measures involving the utilization of X-Rays, or other security procedures with potential health risks, implemented without full consultation with representatives of the GNWT Department of Health and Social Services.		No	This measure is not currently in force.	GNWT
Ekati	Community, Family and Individual Well-being	Working relationship established with frontline health and social service providers employed by the GNWT and its various agencies		No	This measure is directed to the Ekati mine operator, not GNWT-HSS.	GNWT
Ekati	Employment	Available job skills inventory and other related information regarding Northern Residents shared with the Proponent	Yes		ECE commented: " ECE is not able to locate records to be able to confirm."	GNWT

Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Ekati	Employment	Employment objectives for Northern Residents exceeded and women's employment encouraged through the cooperative work carried out between the Proponent and GNWT		No	ECE regularly works cooperatively with the diamond mines but was unable to locate record of collaborating directly with the Proponent with respect to women's employment within the past three years. A Career Development Officer from ECE went to the following organizations to discuss trades/apprenticeship in 2021: 1. Women in Trades, Native Women's Association (3 dates in 2021) 2. Women in Trades, Mine Training Society 3. Tree of Peace – Trades Talk Women's employment is encouraged, but objectives for employment in general have not been exceeded.	GNWT
Ekati	Monitoring/Reporting	Meeting carried out with the Proponent on an annual basis to review the report referred to in 8.2 [annual report related to training, employment, Business Development] and to develop plans of action that could be undertaken to improve the results	Yes			GNWT
Ekati	Monitoring/Reporting	Work carried out mutually with the Proponent toward the adoption of programmes and policies to improve the monitoring in accordance with the principles as set out in Schedule "H"	Yes			GNWT
Ekati	Monitoring/Reporting	Consultation carried out annually with Points of Hire communities and other Northwest Territories communities to review the results of the report referred to in 8.2 hereof [annual report on training, employment and Business Development] and to consult with Northern Residents living in those communities on how to improve the results	Yes		This does occur regularly, but meetings have not occurred during the COVID-19 Pandemic. In addition, not all points of hire communities are visited due to capacity constraints.	GNWT

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Mine	Commitment Area	Measure	Addressed?		Comments	GNWT / Proponent
			Yes	No		
Ekati	Monitoring/R eporting	If requested by the Minister of Resources, Wildlife and Economic Development, appearance made by the GNWT's Representative in 3.0 hereof annually before an ad hoc Committee comprised of members of the Executive Council and the Legislative Assembly of the Northwest Territories to report on the progress of Northern Residents and Local businesses in training, employment, and Business Development	Yes		ITI makes an offer to Standing committee on Economic Development and Environment annually	GNWT
Ekati	Monitoring/R eporting	Work carried out mutually with the GNWT toward the adoption of programmes and policies to improve the monitoring in accordance with the principles as set out in Schedule "H"	Yes			GNWT
Ekati	Training and Education	Proponent cooperated with and assisted to obtain any available government assistance the Proponent may seek in order to carry out its commitment to training and apprenticeships	Yes		Through ad hoc meetings between the mines and ECE or during meetings coordinated by ITI	GNWT
Ekati	Training and Education	Cooperation with Proponent realized in promoting training programs deemed appropriate during the Construction Phase	Yes		Information sharing with organizations funded in part by ECE (Mine Training Society) and Aurora College	GNWT
Ekati	Training and Education	Pre-employment training programmes for Northern Residents continued to be offered and resources committed in order to ensure availability to Northern Residents.	Yes		Programs are delivered by Aurora College and other organizations, funded by ECE. Individuals can access funding through SFA or Labour Market Programs.	GNWT
Ekati	Training and Education	Accelerated apprenticeship programme for Northern Residents developed to enable Northern Residents to become qualified tradespeople and thereby take advantage of the employment opportunities created by the Project		No	ECE does not have an accelerated apprenticeship program; ITI commented: "Same as Diavik 19	GNWT

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Ekati	Business Development	Community mobilization initiatives continue to be supported				Proponent
Ekati	Business Development	Procurement office in the NWT for the Operations Phase established				Proponent
Ekati	Business Development	Business Development workshops and seminars in the Points of Hire conducted and business community made aware of the Proponent's corporate policy respecting procurement guidelines	Yes		Regular engagements occur with indigenous suppliers on current contracts as well as business development opportunities	Proponent
Ekati	Business Development	Reasonable efforts made to provide Local businesses with information regarding the Proponent's procurement needs which may include workshops, publications and advertisements in trade magazines	Yes			Proponent
Ekati	Business Development	Wherever possible, subcontracting opportunities facilitated for smaller Local businesses, particularly aboriginal-owned businesses provided that there will be no adverse economic effect on the cost or quality of the Project. Contracts unbundled whenever practicable	Yes			Proponent
Ekati	Business Development	Local businesses which are awarded contracts assisted in securing down payment monies for the acquisition of goods and equipment by providing financial institutions with the necessary documentation establishing that the contract has been awarded subject to suitable financing being secured				Proponent
Ekati	Business Development	Any available Local business listing shared with the GNWT and work carried out with the GNWT to identify possible opportunities for joint ventures by Local businesses, and particularly by Aboriginal-owned businesses		No		Proponent
Ekati	Business Development	Communities, organizations, and Local businesses encouraged to meet and discuss approaches which can be used to increase Local businesses involvement in Project activities	Yes			Proponent
Ekati	Business Development	Information intended to support development of cooperative business efforts distributed				Proponent
Ekati	Business Development	Activities which strengthen understanding of the Business Development resulting from this Project supported	Yes			Proponent
Ekati	Business Development	Meetings periodically carried out to discuss approaches which will enhance [community] mobilization (The Parties to this Agreement believe that it is important that communities, Local Businesses, governments and industry associations work cooperatively to identify ways to increase Local Businesses opportunities which may result from the Project.)	Yes		In last 2 years there was a year of CCAA and therefore no activity. Re-establishing this in 2021 post startup and as business is stabilizing	Proponent
Ekati	Community, Family and Individual Well-being	Free scheduled round-trip work related transportation to the mine from the Points of Hire and the following communities: Hay River, Fort Resolution, Fort Smith, Deline, Inuvik, Norman Wells, Fort Simpson and Cambridge Bay provided to employees on their own time in accordance with the Proponent's established work schedules	Yes			Proponent
Ekati	Community, Family and Individual Well-being	Reasonable steps to ensure the mine is free of non-medical drugs and alcohol taken. Possession of such as the Mine prohibited and will constitute, at the discretion of the Proponent, grounds for immediate dismissal	Yes			Proponent

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Ekati	Community, Family and Individual Well-being	Development or support of drug and alcohol rehabilitation programmes assisted	Yes			Proponent
Ekati	Community, Family and Individual Well-being	Development or support of money management workshops assisted			There have been workshops offered on pensions and benefit programs.	Proponent
Ekati	Community, Family and Individual Well-being	Development or support of other individual support matters' assisted. Such assistance may include liaising with Ministries, Territorial Agencies and community mobilization initiatives (as described in Schedule "C" to this Agreement) or other sources having a mandate to deal with such issues				Proponent
Ekati	Community, Family and Individual Well-being	Employee assistance program instituted that will provide all employees at the Project free professional counselling for career opportunities, personal and family related problems, upon request	Yes		Employee and Family Assistance Program (EFAP) in place	Proponent
Ekati	Community, Family and Individual Well-being	Working relationship established with frontline health and social service providers employed by the GNWT and its various agencies				Proponent
Ekati	Community, Family and Individual Well-being	Employee attitudinal survey information collected from Proponent's employees which will form part of the health and wellness report		No		Proponent
Ekati	Community, Family and Individual Well-being	No security measures involving the utilization of X-Rays, or other security procedures with potential health risks, implemented without full consultation with representatives of the GNWT Department of Health and Social Services.				Proponent
Ekati	Community, Family and Individual Well-being	Banks worked with in concert with the GNWT to provide employee access to banking services in the Points of Hire				Proponent
Ekati	Community, Family and Individual Well-being	Work carried out closely with GNWT and its various agencies to encourage the effective and integrated use of community resources in addressing any negative socio-economic impacts arising from the Project				Proponent
Ekati	Cultural Well-Being and Traditional Economy Opportunities	Reasonable efforts made to promote inter-cultural dialogue and understanding at the Project. To this end, cross-cultural orientation and training provided for all employees focusing on both Aboriginal and non-Aboriginal cultures and mining industry cultures	Yes		Just revamped the Cross-Cultural training program on-line	Proponent
Ekati	Cultural Well-Being and Traditional Economy Opportunities	NWT Official Languages used appropriately on signage and other employee communications and international symbols used whenever possible to facilitate communication and safety				Proponent
Ekati	Employment	Encouragement provided to women who apply to be employed in non-traditional occupations and in so doing, a strategy for training, recruitment and employment of women in traditional and non-traditional occupations developed by June 30, 1997 in consultation with GNWT and the Status of Women Council of the Northwest Territories	Yes			Proponent

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Ekati	Employment	Special considerations for Northern Residents who have completed designated training programs provided	Yes			Proponent
Ekati	Employment	Hiring based on personal aptitude as well as standard employment criteria such as education, experience and qualifications	Yes			Proponent
Ekati	Employment	Employment objectives for Northern Residents exceeded and women's employment encouraged through the cooperative work carried out between the Proponent and GNWT	Yes			Proponent
Ekati	Employment	Labour market information developed through cooperation with the GNWT	Yes			Proponent
Ekati	Employment	Subject to priority being granted to Aboriginal students, all reasonable steps taken to make summer employment opportunities available to Northern Resident students during the Operation Phase	Yes			Proponent
Ekati	Employment	Northern Resident employment reported on annually, within two (2) months of the end of the calendar year. 1997 reported on in the first Northern Resident employment report.	Yes		SEA reports	Proponent
Ekati	Employment	If, at any time after the end of the first two years of the Operation Phase the Proponent has failed to employ Northern Residents in the manner set forth in Schedule "B" to this Agreement, and if there were sufficient qualified and interested Northern Residents to fill available positions, then further steps taken to actively encourage a Northern Resident workforce consistent with the targets identified in Schedule "B".				Proponent
Ekati	Employment	All reasonable steps taken to ensure Contractors at the Project adopt a hiring policy that is consistent with the SEA.	Yes			Proponent
Ekati	Employment	For contract bids, express statement of their commitment to hiring Northern Residents required from all Contractors	Yes			Proponent
Ekati	Employment	For contract bids, bids evaluated on basis of whether appropriate commitments to hire Northern Residents are included or planned for in the bid	Yes			Proponent
Ekati	Employment	For contract bids, the successful bidder's commitments to hire Northern Residents incorporated into the contract document	Yes			Proponent
Ekati	Employment	For contract bids, all contractors required to regularly report on their Northern Resident hires and to explain their performance to management	Yes			Proponent
Ekati	Monitoring/ Reporting	Subject to 2.0 [ensuring no confidential information is disclosed to the public] report information becomes public thirty (30) days after it has been provided to the Parties of this Agreement	Yes			Proponent
Ekati	Monitoring/ Reporting	If requested by the Minister of Resources, Wildlife and Economic Development, appearance made by the Proponent's Representative in 3.0 hereof annually before an ad hoc Committee comprised of members of the Executive Council and the Legislative Assembly of the Northwest Territories to report on the progress of Northern Residents and Local businesses in training, employment, and Business Development	Yes			Proponent
Ekati	Monitoring/ Reporting	Annual report providing information on the progress of Northern Residents and Local businesses in training, employment, and Business Development provided	Yes		SEA Report	Proponent

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Ekati	Monitoring/ Reporting	Meeting carried out with GNWT on an annual basis to review the report referred to in 8.2 [annual report related to training, employment, Business Development] and to develop plans of action that could be undertaken to improve the results	Yes		These meetings are often late and data we are discussing is aged. Therefore it is somewhat challenging to have engaging discussions on pertinent topics	Proponent
Ekati	Monitoring/ Reporting	Work carried out mutually with the GNWT toward the adoption of programmes and policies to improve the monitoring in accordance with the principles as set out in Schedule "H"				Proponent
Ekati	Monitoring/ Reporting	Consultation carried out annually with Points of Hire communities and other Northwest Territories communities to review the results of the report referred to in 8.2 hereof [annual report on training, employment and Business Development] and to consult with Northern Residents living in those communities on how to improve the results				Proponent
Ekati	Training and Education	To the greatest extent possible and subject to Section 4.5.3 [MAY require appropriate qualifications] and 4.5.4. [reasonable standards and procedures in determining the qualifications of personnel it hires] Northern Residents employed throughout the range of job classifications in the Operation Phase and training and apprenticeship programs provided with the intent of promoting Northern Residents into as many management positions as possible.	Yes			Proponent
Ekati	Training and Education	All opportunities for advancement, including training and apprenticeships, as are ordinarily provided to BHP employees made available to employees who are Northern Residents	Yes			Proponent
Ekati	Training and Education	Subject to priority being granted to Aboriginal employees, opportunities for training and apprenticeships offered to Northern Residents in order to maximize the number of available jobs and management positions at the Project that potentially will be filled by Northern Residents. Training and apprenticeship programmes undertaken either at the Mine or at the Proponent's other operations or elsewhere as appears appropriate	Yes		Northern Leadership Development Program (NLDP) – currently 2 in program. Apprenticeship programs. 31 employees attend since 2011.	Proponent

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Ekati	Training and Education	Mine related technical education and apprenticeship opportunities at suitable institutions for selected Northern Residents who are active employees in the Project sponsored in cooperation with the GNWT Apprenticeship Programme	Yes			Proponent
Ekati	Training and Education	On-site training to facilitate reading of international safety symbols provided				Proponent
Ekati	Training and Education	High school information and orientation program regarding mining industry and job opportunities at the Project established in consultation with various school administrations. Policy of hosting periodic student visits to the Mine continued to foster interest and familiarity with potential opportunities in the mining industry		No	With COVID, Ekati has been unable to continue these programs	Proponent
Ekati	Training and Education	Subject to priority being granted to Aboriginal students, a number of scholarships made available to Northern Residents studying in programmes to be mutually agreed upon by the Parties	Yes			Proponent
Ekati	Training and Education	Cooperation with GNWT realized in promoting training programs deemed appropriate during the Construction Phase				Proponent
Ekati	Training and Education	Multi-skill development training programmes for employees established, in consultation with the governmental agencies, and subject to employee interest, that include orientation, training in job safety, skills training in various jobs leading to certification, supervisory and management training and selected external training programmes, all with the intention of qualifying employees who are Northern Residents for supervisory positions.				Proponent
Ekati	Training and Education	Mine employment orientation programmes provided to Northern Resident employees	Yes			Proponent
Ekati	Training and Education	All reasonable steps taken to ensure Contractors implement training programmes during Operation Phase where contracts will be of longer term than during the Construction Phase.	Yes			Proponent
Ekati	Training and Education	For contract bids during Operation Phase where contracts will be of longer term than during the Construction Phase, express statement of their commitment to Northern Resident training from Contractors required	Yes			Proponent
Ekati	Training and Education	For contract bids during Operation Phase where contracts will be of longer term than during the Construction Phase, outlines of the Contractor's programmes for training Northern Residents required		No	Bid evaluation does not require contractor to provide an outline of their training program	Proponent
Ekati	Training and Education	For contract bids during Operation Phase where contracts will be of longer term than during the Construction Phase, bids evaluated on basis on whether an appropriate amount was included for Northern Resident training costs		No	Bid evaluation does not require a review of training cost.	Proponent

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Gahcho Kué	Business Development	To support long term economic and Business Development for NWT Residents, in relation to the Gahcho Kué Project, subject to and in accordance with the GNWT policy and programming in effect from time to time: Principal liaison from the GNWT Department of Industry, Tourism and Investment ("GNWT ITI") designated, for Project-related community economic and Business Development	Yes			GNWT
Gahcho Kué	Business Development	To support long term economic and Business Development for NWT Residents, in relation to the Gahcho Kué Project, subject to and in accordance with the GNWT policy and programming in effect from time to time: GNWT activities that support Project-related community economic and Business Development are co-ordinated through the principal liaison identified in clause 5.6a [from the GNWT ITI]	Yes			GNWT
Gahcho Kué	Business Development	To support long term economic and Business Development for NWT Residents, in relation to the Gahcho Kué Project, subject to and in accordance with the GNWT policy and programming in effect from time to time: Collaboration carried out with the Proponent or governing authorities in the Local Study Area and NWT Communities to facilitate co-ordinating business development planning and delivery of business development programs relevant to the Gahcho Kué Project	Yes			GNWT
Gahcho Kué	Business Development	To support long term economic and Business Development for NWT Residents, in relation to the Gahcho Kué Project, subject to and in accordance with the GNWT policy and programming in effect from time to time: Proponent met with at least annually to review GNWT program and service delivery plans to identify areas for collaboration	Yes			GNWT
Gahcho Kué	Business Development	To support long term economic and Business Development for NWT Residents, in relation to the Gahcho Kué Project, subject to and in accordance with the GNWT policy and programming in effect from time to time: Proponent provided information on business development programs delivered by the GNWT	Yes			GNWT
Gahcho Kué	Business Development	To support long term economic and Business Development for NWT Residents, in relation to the Gahcho Kué Project, subject to and in accordance with the GNWT policy and programming in effect from time to time: Proponent provided with information available to the GNWT on its Business Incentive Policy, which is accessible to the Proponent	Yes			GNWT
Gahcho Kué	Business Development	To support long term economic and Business Development for NWT Residents, in relation to the Gahcho Kué Project, subject to and in accordance with the GNWT policy and programming in effect from time to time: Registry maintained of businesses eligible under the GNWT Business Incentive Policy, which is accessible to the Proponent	Yes			GNWT
Gahcho Kué	Business Development	To support long term economic and Business Development for NWT Residents, in relation to the Gahcho Kué Project, subject to and in accordance with the GNWT policy and programming in effect from time to time: Development supported by providing NWT Businesses with access to programs for: aboriginal capacity building; business development projects; business creation or expansion; planning and other development costs; pilot or other demonstration projects; and small business	Yes			GNWT

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Gahcho Kué	Business Development	Employee designated to act as a liaison between the Proponent, the GNWT, Aboriginal Authorities, and NWT businesses (the Proponent is solely responsible for selection of this position, which position will remain throughout mine Construction, Operations and Closure)	Yes		DM of ITI is the principal liaison for the project, and between parties.	GNWT
Gahcho Kué	Community, Family and Individual Well-being	Subject to and in accordance with GNWT policy and programming in effect from time to time: A principal liaison from GNWT HSS is designated for Project related health and wellness initiatives.	Yes		CPRE staff	GNWT
Gahcho Kué	Community, Family and Individual Well-being	Subject to and in accordance with GNWT policy and programming in effect from time to time: Collaboration carried out with Proponent or governing authorities in the Local Study Area and NWT Communities to facilitate the planning and delivery of community-based mental health and additions programs and wellness programs	Yes			GNWT
Gahcho Kué	Community, Family and Individual Well-being	Subject to and in accordance with GNWT policy and programming in effect from time to time: Collaboration carried out with the Proponent or governing authorities in the Local Study Area and NWT Communities in the design of community mental health and additions programs and wellness programs	Yes			GNWT
Gahcho Kué	Community, Family and Individual Well-being	Subject to and in accordance with GNWT policy and programming in effect from time to time: Funding for mental health and additions programs and wellness programs for approved activities provided	Yes			GNWT
Gahcho Kué	Community, Family and Individual Well-being	Subject to and in accordance with GNWT policy and programming in effect from time to time: Proponent met with at least twice annually to discuss GNWT program and service delivery plans to identify areas for collaboration	Yes			GNWT
Gahcho Kué	Community, Family and Individual Well-being	Subject to and in accordance with GNWT policy and programming in effect from time to time: Information on mental health, additions and wellness programs made available to Proponent for sharing with their employees	Yes		More frequent updates from GNWT-HSS, specific to mental health and additions related programming, outside the quarterly and all mines meetings are expected, henceforth.	GNWT
Gahcho Kué	Community, Family and Individual Well-being	Information disseminated to employees and in communities related to awareness prevention areas such as: substance abuse, sexually-transmitted infections and family violence in collaboration with Aboriginal Authorities and GNWT	Yes			GNWT
Gahcho Kué	Community, Family and Individual Well-being	Collaboration carried out with the GNWT HSS designated liaison to provide ongoing family counseling services (which may include, for example, family and relationship counseling, stress management, anger management, support services for women and single mothers, child care services and parenting training) for mine employees and their immediate family	Yes			GNWT

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Gahcho Kué	Community, Family and Individual Well-being	Ongoing prevention and awareness programs carried out on-site and collaboration carried out with the GNWT HSS designated liaison and, where available with trained alcohol and substance abuse, family violence and domestic abuse counselors, to ensure ongoing prevention and awareness program delivery	Yes		On-site delivery of programming related to family and individual well-being has previously been made available, but has been impacted by Covid 19 restrictions. Virtual/e-delivery of training opportunities is currently available to mine employees.	GNWT
Gahcho Kué	Community, Family and Individual Well-being	Collaboration carried out with the GNWT HSS designated liaison to ensure effective and recognized substance abuse, family violence and domestic abuse programs are made available for Gahcho Kué Project employees	Yes			GNWT
Gahcho Kué	Community, Family and Individual Well-being	Collaboration carried out with the GNWT HSS regarding initiatives being undertaken by the Proponent or the GNWT with Aboriginal Authorities or NWT communities from which the Proponent is drawing its employees to address substance abuse issues with the aim of improving the health and wellness of NWT Residents	Yes			GNWT
Gahcho Kué	Community, Family and Individual Well-being	Proponent's representative designated as the principal liaison to the GNWT HSS for Project related health and wellness initiatives who while ensuring confidentiality regarding Employee Assistance Programs (EAP) and employee participation in those programs, will provide information and meet twice annually with the GNWT HSS designated liaison to review: the services offered by the Proponent under its EAP; a list of alternative services and programs that the Proponent has been made aware of by Aboriginal communities or others and that the Proponent has informed its EAP Service provider about to enable the inclusion of culturally sensitive services for employees and their families; EAP utilization data and the utilization made of each service; the programs and plans supported in NWT Communities by the Proponent and initiatives planned in the year ahead to address issues of wellness for its employees; a summary of the programs and plans supported in communities in the Local Study Area, as well as initiatives planned for the year ahead to address issues of wellness for its employees; and initiatives focusing on outcomes relevant to clauses 6.2.2 (b,c,d,e,f and g) [other measures committed to by the Proponent related to initiatives, collaborations, services, and resources to address alcohol and substance abuse, family violence, domestic abuse, and/or needs for family counselling support]	Yes			GNWT
Gahcho Kué	Community, Family and Individual Well-being	Prior to the commencement of construction, mutually acceptable protocol arrangements regarding the treatment and transportation of employees discussed and entered into with GNWT HSS			Cannot confirm discussions between HSS/DeBeers regarding this point prior to the mines operation in 2016.	GNWT

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Gahcho Kué	Community, Family and Individual Well-being	GNWT reimbursed for any medical costs for non-NWT resident employees that it cannot recover from a non-NWT resident's health care plan, third party coverage, or from Workers' Safety and Compensation Commission of the NWT and Nunavut, including inter-community medical transportation costs that the GNWT may incur. Through the tendering and contracting process, Contractors caused by the Proponent to meet this obligation for consistency	Yes			GNWT
Gahcho Kué	Community, Family and Individual Well-being	Confirmation of designated Pick-Up Points and its Travel Allowance provided to the GNWT annually	Yes			GNWT
Gahcho Kué	Employment	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Collaboration carried out with the Proponent to plan, design or co-ordinate the delivery of employment support programs	Yes		Through ad hoc meetings with ECE or during meetings coordinated by ITI.	GNWT
Gahcho Kué	Employment	As the Proponent approaches Construction and Operation phases of the Gahcho Kué Project, work carried out with GNWT ECE Service Centres, regional training partnerships and local employment offices, to ensure they are briefed on upcoming job opportunities, and on key Proponent policies designed to encourage NWT Residents to choose employment or training opportunities with the Proponent including an overview of Proponent designated Pick-Up Points and travel allowances and how these help NWT Residents access the employment opportunities at the Gahcho Kué Project site	Yes		Career Development Officers use the Skills for Success Jobs in demand 15 year forecast when conducting career counselling with clients, which includes many mining jobs. They also support individuals in applying to jobs, including jobs at Gahcho Kué.	GNWT
Gahcho Kué	Employment	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Organization of career fairs for high school students and adults promoted and facilitated	Yes		ECE North Slave Service Center attended Employment Café job Fair, organized by CDETNO in previous years. The event has been cancelled since the beginning of the pandemic. ECE and the mines intend to discuss the plausibility of a virtual career fair in fall 2021.	GNWT
Gahcho Kué	Monitoring/Reporting	Data collected for the annual report in a manner that would be useful for analysis of the Gahcho Kué Project's impacts on NWT communities. Collection and analysis of data identified in this Agreement [section 8.3.1] included in the annual report but the annual report is not limited to this information	Yes			GNWT
Gahcho Kué	Monitoring/Reporting	Annual report prepared outlining efforts during the previous calendar year to fulfill its commitments under this Agreement and the specific information set out in this clause 8 [including various indicators]	Yes			GNWT

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Gahcho Kué	Monitoring/Reporting	To the extent practicable, the required annual reports prepared by June 1 in each year, and made publicly available on that day	Yes			GNWT
Gahcho Kué	Monitoring/Reporting	The other Party (Proponent) provided with a copy of its annual report at least thirty days in advance of its public release	Yes			GNWT
Gahcho Kué	Monitoring/Reporting	On making the annual report publicly available, ensured that copies are provided to the Aboriginal Authorities and to the communities in the Local Study Area on the same date	Yes			GNWT
Gahcho Kué	Monitoring/Reporting	Data collected or disclosed subject to and in accordance with the applicable legislation; disclosing of data that would be likely to identify individuals declined	Yes			GNWT
Gahcho Kué	Monitoring/Reporting	Implementation of commitments made by the Parties regarding socio-economic issues arising from the Gahcho Kué Project and the Agreement considered, discussed and publicly reported by the adaptive management method	Yes			GNWT
Gahcho Kué	Monitoring/Reporting	Work carried out by parties together to maximize the beneficial opportunities, identify the impacts, and minimize and mitigate any negative impacts arising from the Gahcho Kué Project by the adaptive management method	Yes			GNWT
Gahcho Kué	Monitoring/Reporting	Meetings of the Parties carried out regularly and at multiple levels in order to review and discuss the results of activities and programs undertaken by both Parties, and to identify challenges and opportunities for collaboration intended to improve socio-economic performance	Yes			GNWT
Gahcho Kué	Monitoring/Reporting	Meeting of the Proponent's Chief Operating Officer and the GNWT Deputy Ministers of ITI, ECE and HSS occurs annually	Yes		GNWT has not always achieved DM level participation outside of ITI.	GNWT
Gahcho Kué	Monitoring/Reporting	Meeting and appearance of the Proponent's representatives before representatives of the Legislative Assembly of the NWT occur annually. Such meetings arranged (by the GNWT)	Yes			GNWT
Gahcho Kué	Monitoring/Reporting	Meetings of working level representatives from the Proponent and GNWT ECE, HSS and ITI carried out at least twice per year	Yes			GNWT
Gahcho Kué	Monitoring/Reporting	Such other meetings or sharing of information as the Parties may mutually agree on carried out	Yes			GNWT
Gahcho Kué	Monitoring/Reporting	Record of all meetings formalized between the Parties, including documentation regarding recommendations for adaptive management measures discussed by the Parties, and all action items agreed to between the Parties	Yes			GNWT
Gahcho Kué	Monitoring/Reporting	On providing their reports to the Aboriginal Authorities and the communities in the Local Study Area pursuant to clause 8.4, Aboriginal Authorities' and the communities' comments, concerns and recommendations respecting the socio-economic impacts of the Gahcho Kué Project invited by the Parties	Yes			GNWT

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Gahcho Kué	Monitoring/Reporting	Parties available for joint meeting at least once per year with representatives of each community in the Local Study Area and of the Aboriginal Authorities to discuss the results in the annual reports in order to provide an opportunity for input into discussions regarding the efforts of the Parties to address socio economic impacts. Each party shall bear its own costs for attending these meetings, while any costs associated with community participation in these meetings will be shared equally by the Parties	Yes		[Same as Diavik 17] This has been an area that has been a challenge to complete. There has been resistance from the mines to have joint meetings and they already engage as a result of other agreements (i.e. IBA), this is where collaboration between IBAs and SEA may be beneficial. The late publication of reports results in less meaningful engagement with stale data. (i.e. many engagements at the end of the following year while we are speaking to annual data, making it two years old at that point.	GNWT
Gahcho Kué	Monitoring/Reporting	Response provided to formalized concerns or recommendations received from Aboriginal Authorities or communities in the Local Study Area within 90 days after receipt thereof. Such response may take the form of a written response, an action plan or the adoption of or revision to an initiative or program	Yes			GNWT
Gahcho Kué	Monitoring/Reporting	Proposals from the Aboriginal Authorities and communities in the Local Study Area for specific projects or initiatives relating to the Gahcho Kué Project's socio-economic impacts considered	Yes			GNWT
Gahcho Kué	Monitoring/Reporting	Work carried out together by the Parties to include, in their respective annual reports, reference to any recommendations for adaptive management responses made to each other or received from the Aboriginal Authorities or communities in the Local Study Area regarding how the Parties can improve the Project's socio-economic contributions or mitigate any negative socio-economic impacts. A summary of how recommendations for adaptive management responses were addressed in its annual report included by each Party	Yes		[Similar to Diavik 15 & 16] The opportunity has been provided, although no written communication has been received.	GNWT
Gahcho Kué	Training and Education	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Principal liaison from GNWT ECE designated for Project related education, training and employment opportunities	Yes		Through ad hoc meetings with ECE or during meetings coordinated by ITI; ITI commented: "DM is the principal liaison. "	GNWT

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Gahcho Kué	Training and Education	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Collaboration carried out with the Proponent, Aboriginal organizations, Aurora College, the Mine Training Society and other organizations in the design of relevant literacy and training programming	Yes		Through ad hoc meetings with ECE or during meetings coordinated by ITI	GNWT
Gahcho Kué	Training and Education	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Collaboration carried out with the Proponent and governing authorities in the communities in the Local Study Area to support the planning and delivery of community-based literacy and training programs	Yes		Organizations can apply for Community Training Partnership and Strategic Workforce Initiative programs to coordinate training with industry and indigenous organizations.	GNWT
Gahcho Kué	Training and Education	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Funding provided for literacy, pre-employment training and trades-related training for GNWT approved activities	Yes		The Skills Development Program offers support from Career Development Officers to individuals looking for pre-employment training and trades related training.	GNWT
Gahcho Kué	Training and Education	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Opportunities for students to take courses and participate in work experiences that prepare them for potential future employment in the mining industry offered through its school system	Yes		Career and Education Advisors work to promote skilled trades as careers and encourage apprenticeships in trades and certified occupations, including promotion of the Schools North Apprenticeship Program (SNAP). SNAP allows high school students over 16 years of age to participate in the trades, earning income, experience, and high school credits.	GNWT
Gahcho Kué	Training and Education	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Opportunities offered for the Proponent's employees to participate at cost, at the Proponent's expense, in professional development programs or courses organized for the territorial public service	Yes			GNWT

Gahcho Kué	Training and Education	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Reasonable efforts used to educate, train and develop an NWT workforce that has the skills required by the Proponent for the Gahcho Kué Project and to make the NWT an attractive residency location for skilled workers	Yes	Career and Education Advisors (CEA) provide specialized education and career advice to Grades 9–12 students. CEAs provide information to youth about NWT jobs in demand, including those in the mining industry, to help make informed decisions to improve education and employment outcomes and that can ultimately (and ideally) lead to employment in the NWT. CEAs work to promote skilled trades as careers and encourage apprenticeships in trades and certified occupations, including promotion of the Schools North Apprenticeship Program (SNAP). SNAP allows high school students over 16 years of age to participate in the trades, earning income, experience, and high school credits.	GNWT
Gahcho Kué	Training and Education	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Proponent met with at least annually, to review GNWT program and service delivery plans to identify areas for collaboration	Yes	Through ad hoc meetings with ECE or during meetings coordinated by ITI.	GNWT
Gahcho Kué	Training and Education	Partnerships with GNWT Education, Culture and Employment ("GNWT ECE"), Aurora College, the Mine Training Society, Aboriginal organizations, regional training partnerships and other Canadian post-secondary educational institutions encouraged to establish educational, training, work experience or job placement programs	Yes		GNWT

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Gahcho Kué	Training and Education	Where the GNWT has a regional training partnership that is a forum aimed at building understanding regarding training and development requirements for NWT residents and optimizing collaboration in the development of NWT programs, such forums participated in	Yes		2 regional training partnerships exist in the Dehcho and Beaufort Delta Region. North Slave Regional Training Partnership is being implemented (Fall 2021)	GNWT
Gahcho Kué	Training and Education	Collaboration carried out with the GNWT, Aboriginal Authorities and other training partners to encourage the development and delivery of training programs based on cultural value systems that include a cultural component which would introduce new employees to rotation employment and employer expectations for scheduled work	Yes		Aurora College programming connecting to the mining industry, such as Mineral Processing Operator, includes an orientation course that involves an introduction to rotational work.	GNWT
Gahcho Kué	Training and Education	Scholarships offered to NWT Students who are attending college and university programs and work carried out with GNWT ECE Service Centres to identify opportunities to support NWT Students in completion of high school or equivalencies and having at least half of its scholarship recipients awarded to women.			As a requirement of De Beers, ECE is unable to confirm 'yes' or 'no'.	GNWT
Gahcho Kué	Training and Education	To maximize employment and training opportunities for NWT Residents related to the Gahcho Kué Project, subject to and in accordance with GNWT policy and programming in effect from time to time: Information on careers in the mining industry which will be made available at GNWT ECE Service Centres to high school counsellors and distributed publicly, developed and distributed		No	Career and Education Advisors (CEA) work closely with NWT high school students to help them navigate their selected academic path from classroom to career. Information on careers in the mining industry has been made available to CEAs reasonable efforts are used to educate, train and develop an NWT workforce that has the skills required by mining companies.	GNWT
Gahcho Kué	Business Development	Collaboration is carried out with the GNWT so that the GNWT can optimize its preparedness for NWT Resident employees affected by a temporary closure, while respecting and protecting the relationship the Proponent holds with its employees and the Proponent's needs to implement unique retention strategies in the case of temporary closure				Proponent
Gahcho Kué	Business Development	In the case of permanent closure, legislative requirements met, including those set out in the Employment Standards Act, and collaboration carried out with the GNWT leading up to permanent closure to ease employee transition to new jobs				Proponent

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Gahcho Kué	Business Development	A Northwest Territories Business Policy implemented, which is intended to maximize business and value added opportunities for NWT Businesses, wherever practical, consistent with sound business practices, and without compromising its ability to carry out a safe, efficient and cost effective operation				Proponent
Gahcho Kué	Business Development	Procurement needs sourced from NWT Businesses as much as possible, during Construction, Operations and Closure, while actively pursuing and demonstrating fair and open competition for the acquisition of goods and services for the Gahcho Kué Project, subject to availability of NWT businesses with required skills, experience, interest, competitive pricing				Proponent
Gahcho Kué	Business Development	All Contractors to the Gahcho Kué Project expected to meet the following general criteria, while special emphasis and priority placed on developing Business Opportunities with Aboriginal and NWT businesses: cost competitiveness; quality; ability to meet the technical specifications of prescribed goods and services; ability to supply and deliver the goods and services; timely delivery; safety, health, and environmental records and program descriptions; degree of Aboriginal participation; and degree of NWT participation, subject to availability of NWT businesses with required skills, experience, interest, competitive pricing				Proponent
Gahcho Kué	Business Development	Special emphasis placed on developing business opportunities with businesses in the following order or priority: Aboriginal Businesses in the Local Study Area; NWT Businesses; then Other Canadian Businesses				Proponent
Gahcho Kué	Business Development	Contractors caused to make commitments similar to those set out in this clause 5.3.1 [the Proponent's prioritization for developing business opportunities for certain businesses]				Proponent
Gahcho Kué	Business Development	Employee designated to act as a liaison between the Proponent, the GNWT, Aboriginal Authorities, and NWT businesses (the Proponent is solely responsible for selection of this position, which position, which position will remain throughout mine Construction, Operations and Closure)				Proponent
Gahcho Kué	Business Development	Business development strategy prepared for Aboriginal Authorities, and the scope and scale of business opportunities and project requirements communicated in a timely and effective manner				Proponent
Gahcho Kué	Business Development	Gahcho Kué Project components during Construction, Operations, and Closure that should be targets for a business development strategy identified				Proponent
Gahcho Kué	Business Development	Possible opportunities for joint ventures with NWT and Aboriginal businesses identified				Proponent
Gahcho Kué	Business Development	NWT business policy that supports the objectives and commitments in this Agreement maintained				Proponent
Gahcho Kué	Business Development	Business-related expertise shared with NWT mine-related business initiatives				Proponent
Gahcho Kué	Business Development	Flexible contracting approach developed by size and scope to match the capacity of Aboriginal businesses and NWT businesses, where feasible				Proponent
Gahcho Kué	Business Development	Business opportunities forecast to identify foreseeable procurement requirements of the Gahcho Kué Project prepared and provided to Aboriginal businesses and NWT businesses annually				Proponent

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Gahcho Kué	Business Development	Business opportunity information made available related to Proponent's business objectives and service requirements that will enable the completion of business plans or proposals by Aboriginal Businesses or NWT Businesses in seeking development support services through existing public and private sector programs				Proponent
Gahcho Kué	Business Development	Broad communication of business opportunities to Aboriginal Businesses, NWT Businesses, and business-industry associations in the NWT ensured				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Incentives offered to assist Gahcho Kué Project employees who live in the NWT, including establishing and implementing northern benefits and relocation packages; all incentives and benefits packages established, managed and administered solely by the Proponent				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Designated Pick-Up Points established in the NWT to facilitate employment from all NWT Communities. Return air transportation provided, at the Proponent's expense, on employee time to employees travelling to and from the Gahcho Kué Project site and designated Pick-Up Points. The NWT Pick-Up Points for the Gahcho Kué Project are: LutselK'e; Gameti; Whati; Wekweeti; Yellowknife for the communities of Behchoko, Dettah, Ndilo; Hay River; Ft. Smith; Ft. Simpson; Inuvik; and Norman Wells				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Travel Allowance provided to Gahcho Kué Project employees who reside in an NWT community that is not a Proponent designated Pick-Up Point in order to assist them with the costs of return travel from their home community to the nearest Proponent designated Pick-up point. The amount of the Travel Allowance is at the sole discretion of the Proponent				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Effectiveness of the established Pick-up Points and Travel Allowance re-evaluated from time to time and adjusted to support Construction and Operations employment priorities. Additional Pick-up Points selected by Proponent based on the location of its workforce, requirements to recruit and retain employees, and the need to align with Construction and Operations schedules and rotations				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Confirmation of designated Pick-Up Points and its Travel Allowance provided to the GNWT annually				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Ensured that all employees who are non-NWT residents, as defined in the Medical Care Act (NWT) and the Hospital Insurance and Health and Social Services Administration Act (NWT), carry health care insurance from their home province or territory and that their insurance will provide them with Canada health care coverage while working in the NWT				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Health care coverage in place for the Proponent's foreign employees through Proponent's global medical assistance program.				Proponent
Gahcho Kué	Community, Family and Individual Well-being	GNWT reimbursed for any medical costs for non-NWT resident employees that it cannot recover from a non-NWT resident's health care plan, third party coverage, or from Workers' Safety and Compensation Commission of the NWT and Nunavut, including inter-community medical transportation costs that the GNWT may incur. Through the tendering and contracting process, Contractors caused by the Proponent to meet this obligation for consistency				Proponent

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Gahcho Kué	Community, Family and Individual Well-being	Ensured all employees aware that any elective (non-acute) procedures for non-NWT residents may require prior approval from the non-resident's home provincial/territorial health care plan. Through the tendering and contracting process, Contractors caused to meet this obligation for consistency				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Employees and Contractors made aware of the vaccinations recommended by the Department of Health and Social Services, the associated risks if an employee chooses to not be vaccinated in accordance with the recommendations of the GNWT HSS and of the authority which public health officials have under the Public Health Act.				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Verification required that all DBC employees and Contractors working at the Gahcho Kué Project site have completed the Proponent's mandatory vaccination schedule prior to commencing work. Tetanus as well as a baseline tuberculosis skin test and/or chest x-ray included in Proponent's vaccination requirements and required prior to commencement of employment. Through its tendering and procurement process, Contractors caused to meet this obligation for consistency				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Vaccination records for the Proponent's employees and Contractors working at the Gahcho Kué Project site caused to be confidentially maintained and updated				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Compliance with the Public Health Act ensured				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Prior to the commencement of construction, mutually acceptable protocol arrangements regarding the treatment and transportation of employees discussed and entered into with GNWT HSS				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Proponent's representative designated as the principal liaison to the GNWT HSS for Project related health and wellness initiatives who while ensuring confidentiality regarding Employee Assistance Programs (EAP) and employee participation in those programs, will provide information and meet twice annually with the GNWT HSS designated liaison to review: the services offered by the Proponent under its EAP; a list of alternative services and programs that the Proponent has been made aware of by Aboriginal communities or others and that the Proponent has informed its EAP Service provider about to enable the inclusion of culturally sensitive services for employees and their families; EAP utilization data and the utilization made of each service; the programs and plans supported in NWT Communities by the Proponent and initiatives planned in the year ahead to address issues of wellness for its employees; a summary of the programs and plans supported in communities in the Local Study Area, as well as initiatives planned for the year ahead to address issues of wellness for its employees; and initiatives focusing on outcomes relevant to clauses 6.2.2 (b,c,d,e,f and g) [other measures committed to by the Proponent related to initiatives, collaborations, services, and resources to address alcohol and substance abuse, family violence, domestic abuse, and/or needs for family counselling support]				Proponent

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Gahcho Kué	Community, Family and Individual Well-being	Initiatives and resources for addressing alcohol and substance abuse problems for the Proponent's employees supported				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Collaboration carried out with the GNWT HSS regarding initiatives being undertaken by the Proponent or the GNWT with Aboriginal Authorities or NWT communities from which the Proponent is drawing its employees to address substance abuse issues with the aim of improving the health and wellness of NWT Residents				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Collaboration carried out with the GNWT HSS designated liaison to ensure effective and recognized substance abuse, family violence and domestic abuse programs are made available for Gahcho Kué Project employees				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Ongoing prevention and awareness programs carried out on-site and collaboration carried out with the GNWT HSS designated liaison and, where available with trained alcohol and substance abuse, family violence and domestic abuse counselors, to ensure ongoing prevention and awareness program delivery				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Collaboration carried out with the GNWT HSS designated liaison to provide ongoing family counseling services (which may include, for example, family and relationship counseling, stress management, anger management, support services for women and single mothers, child care services and parenting training) for mine employees and their immediate family				Proponent
Gahcho Kué	Community, Family and Individual Well-being	On-site information provided regarding the existence of support services in NWT Communities available to encourage full use of such services while off-site				Proponent
Gahcho Kué	Community, Family and Individual Well-being	EAP service made available to all employees via toll-free telephone number and information provided to its EAP service provider regarding support services in the NWT that are available including those that offer culturally relevant service alternatives				Proponent
Gahcho Kué	Community, Family and Individual Well-being	First aid facility maintained in accordance with Division 4 of the Mine Health and Safety Regulations and ensured that medical personnel are on call at the Gahcho Kué Project site 24 hours per day and 7 days per week during the life of the mine				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Information disseminated to employees and in communities related to awareness prevention areas such as: substance abuse, sexually-transmitted infections and family violence in collaboration with Aboriginal Authorities and GNWT				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Ensured that foods provided at the Gahcho Kué Project site, whether provided by the Proponent or a Contractor, promote healthy living, and are particularly appropriate for those who have or are at risk for developing diabetes				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Recreation activities, facilities and equipment provided at the Gahcho Kué Project site				Proponent
Gahcho Kué	Community, Family and Individual Well-being	A harassment policy and an alcohol-free and drug-free workplace policy implemented and maintained at the Gahcho Kué Project site				Proponent

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Gahcho Kué	Community, Family and Individual Well-being	Employee pension plans for which it is responsible actively managed, in a prudent and competent manner so as to preserve and protect those pension plans to the best of its ability				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Access to communications links from the Gahcho Kué Project site provided where equipment and telecommunications access provided by the Proponent but the user pays for long distance connection charges				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Through the tendering and contracting process, Contractors required to meet the obligation in clause 6.1.1 for consistency [ensure non-NWT resident employees carry health care insurance from their home province or territory and that their insurance will provide them with Canada health care coverage while working in the NWT]				Proponent
Gahcho Kué	Community, Family and Individual Well-being	Through the tendering and contracting process, Contractors required to provide their foreign employees with health care coverage for consistency with clause 6.1.3				Proponent
Gahcho Kué	Cultural Well-Being and Traditional Economy Opportunities	Work schedules developed to accommodate traditional pursuits of Aboriginal employees in balance with the operational requirements of the Gahcho Kué Project				Proponent
Gahcho Kué	Cultural Well-Being and Traditional Economy Opportunities	Cross-cultural training provided to all on-site-staff				Proponent
Gahcho Kué	Cultural Well-Being and Traditional Economy Opportunities	Traditional foods provided on site when commercially available				Proponent
Gahcho Kué	Cultural Well-Being and Traditional Economy Opportunities	Space at the mine site provided and maintained for spiritual and cultural pursuits				Proponent
Gahcho Kué	Cultural Well-Being and Traditional Economy Opportunities	Core policies provided in Chipewyan and Tlicho, as well as English and French				Proponent
Gahcho Kué	Cultural Well-Being and Traditional Economy Opportunities	Work carried out with communities in the Local Study Area and the GNWT to promote cultural preservation and sustainability and to address cultural issues				Proponent
Gahcho Kué	Cultural Well-Being and Traditional Economy Opportunities	Promotion of traditional cultural practices of the communities in the Local Study Area supported				Proponent
Gahcho Kué	Cultural Well-Being and Traditional Economy Opportunities	Work carried out with community, governments, educational institutions and agencies to promote use of resources in local schools that promote the culture and traditions of communities located in the Local Study Area				Proponent

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Gahcho Kué	Cultural Well-Being and Traditional Economy Opportunities	Community celebrations that promote cultural practices sponsored in collaboration with communities in the Local Study Area, and in accordance with Proponent's policy for social investment				Proponent
Gahcho Kué	Employment	Regional career fairs participated in; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories				Proponent
Gahcho Kué	Employment	Hiring occurs according to the Hiring Priorities set out in clause 3.2 during construction, operations and closures; best efforts used to apply Hiring Priorities across entire spectrum of project-based employment including managerial, professional, skilled, semi-skilled and unskilled job categories; Hiring Priorities means giving priority to hiring members of the following groups in the following order: members of the Aboriginal Authorities; Aboriginal Persons residing in the NWT; NWT Residents who have been continuously resident in the NWT at least six months prior to being hired; all others residing in or relocating to the NWT; and then all others				Proponent
Gahcho Kué	Employment	Acknowledged by Proponent and GNWT that if NWT Resident employment is less than the targets that the Proponent is aiming to achieve in Clause 3.4.3, then working together to understand the challenges, collaborating to address those challenges, and reporting on the efforts made together or individually to improve NWT employment is appropriate and adequate mitigation.				Proponent
Gahcho Kué	Employment	Best efforts used to hire, retain and promote as many NWT residents as possible for the Gahcho Kué Project, in keeping with the Hiring Priorities set out in clause 3.2				Proponent
Gahcho Kué	Employment	Human resources strategy (which includes tactics to ensure recruitment, retention, training, development and management of human resources for the project is effective, efficient and supportive of the objective to hire and employ as many NWT residents as possible) implemented and adaptively managed; special emphasis given to providing developmental opportunities, including training in accordance with the Hiring Priorities established in Clause 3.2				Proponent
Gahcho Kué	Employment	Programs, policies and partnerships outlined in the human resources strategy used to hire as many Aboriginal Persons and NWT Residents as possible				Proponent
Gahcho Kué	Employment	Recruitment, training and employment strategy established that will include NWT recruitment plans, and the development of career plans for its Gahcho Kué Project employees who are Aboriginal Persons or NWT Residents during Construction and Operations				Proponent
Gahcho Kué	Employment	Employment opportunities with the Gahcho Kué Project broadly advertised throughout the NWT, including postings in GNWT Department of Education, Culture and Employment Service Centres ("GNWT ECE Service Centres") and local employment offices, advertisements in NWT newspapers, postings with NWT employment agencies and through other means that will contribute to optimizing exposure of opportunities to all residents of the NWT				Proponent

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Gahcho Kué	Employment	Partnerships with NWT schools promoted and encouraged to create awareness and understanding of career opportunities available at the Gahcho Kué Project as well as the training and education required to pursue these opportunities				Proponent
Gahcho Kué	Employment	Partnerships with GNWT Education, Culture and Employment ("GNWT ECE"), Aurora College, the Mine Training Society, Aboriginal organizations, regional training partnerships and other Canadian post-secondary educational institutions encouraged to establish educational, training, work experience or job placement programs				Proponent
Gahcho Kué	Employment	Employment initiatives linked to support implementation of Impact Benefit Agreements with Aboriginal Authorities				Proponent
Gahcho Kué	Employment	As the Proponent approaches Construction and Operation phases of the Gahcho Kué Project, work carried out with GNWT ECE Service Centres, regional training partnerships and local employment offices, to ensure they are briefed on upcoming job opportunities, and on key Proponent policies designed to encourage NWT Residents to choose employment or training opportunities with the Proponent including an overview of Proponent designated Pick-Up Points and travel allowances and how these help NWT Residents access the employment opportunities at the Gahcho Kué Project site				Proponent
Gahcho Kué	Employment	Careers in the mining industry actively promoted and encouraged				Proponent
Gahcho Kué	Employment	Human resource office maintained in the NWT; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories				Proponent
Gahcho Kué	Employment	Strategy for school students established that encourages and promotes completion of secondary school in the Local Study Area; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories				Proponent
Gahcho Kué	Employment	Summer student employment program developed and offered and aimed to have at least half of its summer placements filled by women; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories				Proponent
Gahcho Kué	Employment	Participation of women on an equal basis with men in all aspects of work related to the project supported and encouraged				Proponent
Gahcho Kué	Employment	Work carried out with the following organizations to promote women in trades and mining occupations: Skills Canada, the Native Women's Association of the Northwest Territories, the Northwest Territories Status of Women Council, Aurora College, the Mine Training Society, Aboriginal organizations and the GNWT and formal projects or partnerships created where appropriate				Proponent
Gahcho Kué	Employment	Female role models incorporated into its promotional campaigns, in order to encourage young women to consider employment and training opportunities at the Gahcho Kué Project				Proponent

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Gahcho Kué	Employment	Female employees involved in company promotional activities at site and in communities as role models to encourage young women to consider employment opportunities at the Gahcho Kué Project				Proponent
Gahcho Kué	Employment	From time to time, tours of the project directed at women potentially interested in mining industry and related career opportunities offered				Proponent
Gahcho Kué	Employment	Access to employees on the Project site provided to the GNWT to enable it to conduct a survey for the purpose of measuring the socio-economic impacts of the Gahcho Kué Project. The survey conducted not more than once annually, at such times and on such terms as are mutually acceptable to the GNWT and Proponent				Proponent
Gahcho Kué	Employment	All Contractors required to expressly state in their bids their commitment to hiring in accordance with the Hiring Priorities set out in clause 3.2				Proponent
Gahcho Kué	Employment	An assessment of whether appropriate commitments to Hiring Priorities are included or planned for in the bid included in bid evaluation				Proponent
Gahcho Kué	Employment	The successful bidder's commitments to hire in accordance with the Hiring Priorities set out in clause 3.2 incorporated into the contract document				Proponent
Gahcho Kué	Employment	All Contractors required to provide all relevant information to the Proponent to enable the Proponent to fulfill the reporting requirements of this Agreement [SEA]				Proponent
Gahcho Kué	Employment	Meeting carried out at least annually with its Contractors to review their performance, including their success in contributing to the employment of Aboriginal Persons and NWT Residents and to discuss ways to work together to develop the participation of Aboriginal Persons and NWT Residents in the Gahcho Kué Project				Proponent
Gahcho Kué	Employment	All Contractors required to outline in their bids, a plan to hire, train and develop Aboriginal Persons and NWT Resident employees in accordance with the Hiring Priorities set out in Section 3.2				Proponent
Gahcho Kué	Employment	An assessment of the Contractors' plan to hire, train and develop Aboriginal Persons and NWT Resident employees in accordance with the Hiring Priorities set out in Section 3.2 included in the bid evaluation				Proponent
Gahcho Kué	Employment	Commitments to report on the employment data required by the Proponent to provide Project hiring and employment information by hiring priority, heritage and gender incorporated into contract document for the successful bidder				Proponent
Gahcho Kué	Employment	Contractors met with at least annually to review their performance, including their success in contributing to the employment of Aboriginal Persons and NWT Residents and to discuss ways to work together to grow their participation in the Gahcho Kué Project				Proponent
Gahcho Kué	Employment	Contractors required to provide all relevant information to allow for reporting on hiring and employment according to the hiring priorities established in clause 3.2				Proponent
Gahcho Kué	Monitoring/Reporting	Information relating to the Proponent's progress in fulfilling its commitments under this Agreement and reporting on employment and training by gender contained in the Proponent's annual report				Proponent
Gahcho Kué	Monitoring/Reporting	Annual report prepared outlining efforts during the previous calendar year to fulfill its commitments under this Agreement and the specific information set out in this clause 8 [including various indicators]				Proponent

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Gahcho Kué	Monitoring/Reporting	Annual report produced in coordination with Contractors and including but not limited to data collection, analysis, and projections related to data identified in the Agreement				Proponent
Gahcho Kué	Monitoring/Reporting	To the extent practicable, the required annual reports prepared by June 1 in each year, and made publicly available on that day				Proponent
Gahcho Kué	Monitoring/Reporting	The other Party (GNWT) provided with a copy of its annual report at least thirty days in advance of its public release				Proponent
Gahcho Kué	Monitoring/Reporting	On making the annual report publicly available, ensured that copies are provided to the Aboriginal Authorities and to the communities in the Local Study Area on the same date				Proponent
Gahcho Kué	Monitoring/Reporting	Implementation of commitments made by the Parties regarding socio-economic issues arising from the Gahcho Kué Project and the Agreement considered, discussed and publicly reported by the adaptive management method				Proponent
Gahcho Kué	Monitoring/Reporting	Work carried out by parties together to maximize the beneficial opportunities, identify the impacts, and minimize and mitigate any negative impacts arising from the Gahcho Kué Project by the adaptive management method				Proponent
Gahcho Kué	Monitoring/Reporting	Meetings of the Parties carried out regularly and at multiple levels in order to review and discuss the results of activities and programs undertaken by both Parties, and to identify challenges and opportunities for collaboration intended to improve socio-economic performance				Proponent
Gahcho Kué	Monitoring/Reporting	Meeting of the Proponent's Chief Operating Officer and the GNWT Deputy Ministers of ITI, ECE and HSS occurs annually				Proponent
Gahcho Kué	Monitoring/Reporting	Meeting and appearance of the Proponent's representatives before representatives of the Legislative Assembly of the NWT occur annually. Such meetings arranged (by the GNWT)				Proponent
Gahcho Kué	Monitoring/Reporting	Meetings of working level representatives from the Proponent and GNWT ECE, HSS and ITI carried out at least twice per year				Proponent
Gahcho Kué	Monitoring/Reporting	Such other meetings or sharing of information as the Parties may mutually agree on carried out				Proponent
Gahcho Kué	Monitoring/Reporting	Record of all meetings formalized between the Parties, including documentation regarding recommendations for adaptive management measures discussed by the Parties, and all action items agreed to between the Parties				Proponent
Gahcho Kué	Monitoring/Reporting	On providing their reports to the Aboriginal Authorities and the communities in the Local Study Area pursuant to clause 8.4, Aboriginal Authorities' and the communities' comments, concerns and recommendations respecting the socio-economic impacts of the Gahcho Kué Project invited by the Parties				Proponent
Gahcho Kué	Monitoring/Reporting	Parties available for joint meeting at least once per year with representatives of each community in the Local Study Area and of the Aboriginal Authorities to discuss the results in the annual reports in order to provide an opportunity for input into discussions regarding the efforts of the Parties to address socio economic impacts. Each party shall bear its own costs for attending these meetings, while any costs associated with community participation in these meetings will be shared equally by the Parties				Proponent
Gahcho Kué	Monitoring/Reporting	Response provided to formalized concerns or recommendations received from Aboriginal Authorities or communities in the Local Study Area within 90 days after receipt thereof. Such response may take the form of a written response, an action plan or the adoption of or revision to an initiative or program				Proponent

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Gahcho Kué	Monitoring/Reporting	Proposals from the Aboriginal Authorities and communities in the Local Study Area for specific projects or initiatives relating to the Gahcho Kué Project's socio-economic impacts considered				Proponent
Gahcho Kué	Monitoring/Reporting	Work carried out together by the Parties to include, in their respective annual reports, reference to any recommendations for adaptive management responses made to each other or received from the Aboriginal Authorities or communities in the Local Study Area regarding how the Parties can improve the Project's socio-economic contributions or mitigate any negative socio-economic impacts. A summary of how recommendations for adaptive management responses were addressed in its annual report included by each Party				Proponent
Gahcho Kué	Training and Education	Grade Ten established as a minimum standard for trainable positions, but equivalencies of individuals not meeting the minimum education requirements considered for a position on a case-by-case basis in order to encourage recruitment and employment of NWT Residents				Proponent
Gahcho Kué	Training and Education	Training provided by the Proponent and/or its Contractors where Gahcho Kué Project employees required to have specific skills to operate equipment at the Gahcho Kué Project in the course of their duties				Proponent
Gahcho Kué	Training and Education	Scholarships offered to NWT Students who are attending college and university programs and work carried out with GNWT ECE Service Centres to identify opportunities to support NWT Students in completion of high school or equivalencies and having at least half of its scholarship recipients awarded to women aimed for				Proponent
Gahcho Kué	Training and Education	Leadership Development Programs for employees delivered				Proponent
Gahcho Kué	Training and Education	Policy that supports professional development for employees maintained				Proponent
Gahcho Kué	Training and Education	Professional Development Sponsorships provided to NWT Students in the area of Mine Engineering, Mine Geology, Finance and Accounting, Human Resources, Safety & Health, Environmental Sciences, Metallurgy & Chemical Engineering, and Electrical Engineering, or any other discipline as deemed relevant by the Proponent from time to time. "Professional Development Scholarship" means the support provided by DBC for NWT Students under DBC's NWT Post-Secondary Education Support Program Policy. It includes financial assistance during the student's degree program, summer employment opportunities to gain progressive work experience during summer breaks and an offer for full-time employment in the discipline that the student has been studying, or in a related field, at a DBC worksite. The sponsorship is subject to the student signing an agreement with DBC regarding the terms and conditions of the sponsorship and to the student achieving the results at school and at work required as per DBC policy. [Appendix A: Definitions, p39 of the Gahcho Kué SEA]				Proponent
Gahcho Kué	Training and Education	Collaboration carried out with the GNWT and other organizations in the development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable NWT Residents to take advantage of employment and advancement opportunities arising from the Gahcho Kué Project				Proponent

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Gahcho Kué	Training and Education	Collaboration carried out with the GNWT, Aboriginal Authorities and other training partners to encourage the development and delivery of training programs based on cultural value systems that include a cultural component which would introduce new employees to rotation employment and employer expectations for scheduled work				Proponent
Gahcho Kué	Training and Education	Where the GNWT has a regional training partnership that is a forum aimed at building understanding regarding training and development requirements for NWT residents and optimizing collaboration in the development of NWT programs, such forums participated in				Proponent
Gahcho Kué	Training and Education	Training strategies linked to support the implementation of Impact Benefit Agreements with Aboriginal Authorities; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories				Proponent
Gahcho Kué	Training and Education	Mine orientation program for all new employees established; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories				Proponent
Gahcho Kué	Training and Education	Work carried out with its training partners to schedule training so that potential employees completing training will be able to take immediate advantage of employment opportunities, wherever possible, at the Gahcho Kué Project and its Contractors encouraged to do the same; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories				Proponent
Gahcho Kué	Training and Education	Training needs assessment conducted in respect of those Aboriginal Persons and NWT Residents who have applied on Specific Project-related job opportunities and who have been identified as potential employees that the Proponent may be able to train for the job opportunity that has been applied for, or in respect of those existing Project employees who may have potential for promotion and advancement, to identify their existing education and skill levels to assess the opportunity to hire or advance them, conditional on successful completion of training programs provided by the Proponent or arranged with training partners; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories				Proponent

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Gahcho Kué	Training and Education	Training conducted and advancement opportunities offered to existing Gahcho Kué Project employees in accordance with the Hiring Priorities in clause 3.2 and subject to each employee's performance, training, skills, interest and the career plan developed for the employee as set out in clause 4.2.a. [programs, policies and partnerships outlined in the Human Resource Strategy]; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories				Proponent
Gahcho Kué	Training and Education	Apprentice positions for Aboriginal Persons and NWT Residents developed in accordance with the requirements of the Apprenticeship, Trade and Occupations Certification Act and those positions filled in accordance with the Hiring Priorities set out in clause 3.2				Proponent
Gahcho Kué	Training and Education	(Apprentice and Trade) Positions filled and commitments identified in this clause 4.6.2 carried out [related to obtaining information annually regarding training and apprenticeships] in accordance with the Hiring Priorities set out in clause 3.2 of this Agreement, subject to the availability of persons who meet the requirements				Proponent
Gahcho Kué	Training and Education	Training and apprenticeship programs organized and implemented so that employees completing the training will be able to use the skills acquired and time spent as credit towards certification or status recognized in the NWT under the Apprenticeship, Trade and Occupation Certification Act				Proponent
Gahcho Kué	Training and Education	Details of employment and training of its employees recorded in accordance with the requirements of the Apprenticeship, Trade and Occupation Certification Act				Proponent
Gahcho Kué	Training and Education	Work carried out with the GNWT and other training partners to identify opportunities to work together to exceed the training commitments in clause 4.5.2.a [related to the training, apprenticeship and professional training] above, where possible				Proponent
Gahcho Kué	Training and Education	NWT apprenticeship policy has been implemented and (will be) maintained				Proponent
Gahcho Kué	Training and Education	\$1.9 million dollars in both financial and in-kind support contributed for the Mining the Futures training partnership proposal to support the training and development of NWT Residents at the Gahcho Kué Project. In the event the Mining the Futures training proposal is not implemented as proposed, not responsible for carrying out the training programs contemplated in that proposal on the Proponent's own and relieved of this commitment.				Proponent
Gahcho Kué	Training and Education	Work carried out with Contractors to obtain information annually regarding their training and apprenticeships for Aboriginal Persons and NWT Residents; this information included in the annual report produced by the Proponent and made publicly available				Proponent
Gahcho Kué	Training and Education	In the communities in the Local Study Area, collaboration carried out with those agencies that deliver literacy programs so that participants may further improve their qualifications towards employment at the Gahcho Kué Project and employees encouraged to enrol in such programs				Proponent
Gahcho Kué	Training and Education	In communities in the Local Study Area, work carried out with the GNWT and the federal government to support and fund community-based literacy programs				Proponent

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Gahcho Kué	Training and Education	At the Gahcho Kué Project site, a learning centre established and maintained with equipment and resources fully funded by the Proponent and to include at a minimum, suitable computers and a learning centre resource library				Proponent
Gahcho Kué	Training and Education	At the Gahcho Kué Project site, linking of on-site literacy programs to its recruitment and employment strategy ensured to permit employees to take advantage of career advancement opportunities				Proponent
Gahcho Kué	Training and Education	Scholarships and awards offered to female NWT Students who are attending college and university programs related to mining or in discipline areas where the Proponent has had difficulty recruiting Aboriginal Persons or NWT Residents				Proponent
Gahcho Kué	Training and Education	Remedial training programs and personal development strategies offered to women working at the project who may not possess all of the requisite skills and knowledge for particular positions				Proponent
Gahcho Kué	Training and Education	Work carried out with GNWT ECE to implement financial management training in adult learning centres for employees and their families located in NWT communities and at the Mine Site				Proponent
Gahcho Kué	Training and Education	Opportunities for employees to participate in financial management training within the first year of employment provided				Proponent
Gahcho Kué	Training and Education	In communities in the Local Study Area, through its community liaison personnel, Aboriginal Authorities and existing local learning institutions assisted to encourage community members, including the Proponent's employees and employees of its Contractors to upgrade their literacy levels, including financial and computer literacy skills				Proponent
Gahcho Kué	Training and Education	Work carried out with Contractors to achieve the goal of maximizing the training of Aboriginal persons and NWT Residents in accordance with the hiring priorities established in this Agreement; best efforts used to apply the recruitment and training objectives of clause 4.4.1 [this recruitment and training objective] across the entire spectrum of Project-based employment, including unskilled, semi skilled, skilled, professional and management job categories				Proponent

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Appendix E-1: Ekati (1996 – 2000)



Appendices

1	Employment & Business Opportunities	4.2.2 Preferential Hiring of Northern Residents (also 4.3.1 – 4.3.3, Schedule “A”, Schedule “B”)	BHP agrees to take all reasonable steps... to employ... the greatest possible number of Northern Residents in the Project during the Construction and Operations phases (Sec. 4.2.2) If... after the end of the first two years of the Operation Phase, BHP has failed to employ Northern Residents in the manner set forth in Schedule “B”... then BHP shall take further steps to actively encourage a Northern Resident workforce consistent with the targets identified in Schedule “B” (Sec. 4.3.3)	Total # of employees and person years [#474-I] Total # of employees by job category [#475-I] If, at any time after the end of the first two years of the Operation Phase the Proponent has failed to employ Northern Residents in the manner set forth in Schedule “B” to this Agreement, and if there were sufficient qualified and interested Northern Residents to fill available positions, then further steps taken to actively encourage a Northern Resident workforce consistent with the targets identified in Schedule “B”. [#574C-M]	N/A	N/A
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BHP undertook to make available, to the greatest degree reasonably practicable, training, employment and business opportunities, to Aboriginals and Northern Residents (p.20 / 38) Total # of employees: 2,133 Total # of employee hours worked: 2,205,363 Total # of employee person years: 1,278.47 (p.25/38) Between 10-20 employees could have been not reported as contractors who were small, specialized, or not in a position to hire preferentially any new employees did not report individual employees (p24/38) Total # of employees by job category (including contractors): Professional 119 Skilled 989 Semi-skilled 349 Unskilled 386 290 employees not categorized by position as contractor was unable to recall the specific job held by a particular employee (e.g., due to short tenure) (p26/38) (note: this total =2,143 employees, 10 more than the total shown earlier in the report)	N/A	Construction: Total Employees: 1,899 Total Person Years: 846.89 Total NR: 1103 employees Total NR Person Years: 481.65 Total Aboriginal: 534 employees Total Aboriginal Person Years: 213.43 (pp.10-11) Total construction phase (1997 and 1998) person years = 2125.36 (p11/31) Operations: Total Employees: 859 Total Person Years: 329 Total NR: 553 employees Total NR Person Years: 197.74 Total Aboriginal: 279 employees Total Aboriginal Person Years: 100.53 (pp.14-15) Construction: Total #of employees by job category (including contractors): Professional 218 Skilled 890 Semi-skilled 312 Unskilled 328 150 employees not categorized by position as contractor was unable to recall the specific job held by a particular employee (e.g., due to short tenure) (p12) Operations: Total #of employees by job category (including contractors): Professional 135 Skilled 367 Semi-skilled 197 Unskilled 111 (p16)	Operations: (including contractors) Total Employees 1,492 Total Person Years: 898 (p13/14) Total # of employees by job category (including contractors) Professional 177 Skilled 715 Semi-skilled 342 Unskilled 258 (from Table 1 ;note the # of unskilled positions is different in Table 1 and Table 2) (p13/14)	N/A	N/A	Total Number of employees (BHP & Contractors): 2,114.0 BHP: 679 Contractors: 1,435 Total Number of PY: 1,127.0 Total # of Northern Resident employees: 1,200.00 Total # of Northern Resident Aboriginal employees: 590.0 Total # of employees (including contractors) by job category: Professional 153 Skilled 968 Semi-skilled 506 Unskilled 487 (p6)
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2			Target - Construction Phase: Northern Residents compose 33% of total employment (Schedule "A", Sec. 1.0) *See note below following this table on calculation of percentage	# of northern resident employees and person years worked [#476-I] # of employees by job category [#477-I]	N/A	N/A
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Total # of NR employees: 754 Total # of NR employee hours worked: 884,050 Total # of NR employee person years: 512.49 (p.25/38) 40% NR of Total - Exceeded target (p11/19) Breakdown by job category (including contractors, rounded): Professional 54 (45% of total) Skilled 200 (20% of total) Semi-skilled 56 (16% of total) Unskilled 62 (16% of total) (calculated based on breakdown % of each job category by Northern, Aboriginal, other p31/38 chart 2-B)	N/A	Construction: Total NR: 1103 employees Total NR Person Years: 481.65 (pp.10-11) Actual NR% of total employment: 56.87% in 1998 construction only (p.20/31, calculated as below) - exceeded target NR % of all construction phase (based on # person years incl 1997 and 1998) = 46.78% - exceeded target (p20/31) Total # NR employees by job category (including contractors) Professional 111 (51% of total) Skilled 223 (25% of total) Semi-skilled 53 (17% of total) Unskilled 75 (23% of total) (only %s given, calculated based on overall totals, rounded, p22/31 chart 2B)	N/A	N/A	N/A	N/A
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3			Target - Operations Phase: Northern Residents compose 62% of total employment and 72% during the period of operations at 18,000 tpd (Schedule "B", Sec. 1.0) - *See note below following this table on calculation of percentage	# of northern resident employees and person years worked [#476-I] # of employees by job category [#477-I]	N/A	N/A
4		4.2.4 Preferential Hiring of Indigenous Peoples (also 4.3.1 – 4.3.3, Schedule "A", Schedule "B")	GNWT acknowledges that BHP will give preference to Aboriginals over other Northern Residents during the selection and hiring of its employees (Sec. 4.2.4)	N/A	N/A	N/A

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N/A	N/A	Operations: Total NR: 553 employees Total NR Person Years: 197.74 (pp.14-15) Actual NR% of total employment: 60.18% (p.24/31) - did not meet target (report confirms 62% NR target applies) Total # of NR employees by job category (including contractors) Professional 78 (58% of total) Skilled 117 (32% of total) Semi-skilled 37 (19% of total) Unskilled 28 (25% of total) (only %s given, calculated based on overall totals, rounded, p26/31 chart 5B)	(including contractors) Operations: Total NR 953 employees Total NR Person Years : 626 (p13/14) Actual NR% of total employment: 69.8% (p.6/14) - exceeded target (report confirmed 62% NR target applies) # NR employees by Job Category (including contractors) (Aboriginal + Northern Other = Total Northern): Professional: 99 Skilled: 362 Semi-Skilled: 279 Unskilled: 238 (p13/14)	N/A	N/A	(including contractors) Northern Aboriginal + Northern Other = Total Northern Total # of northern resident employees 1,206 (based on Table 3, looks like error in Table 2) Total # of northern resident PYs worked 773.5 Northern Resident employment = 63.6% of Total Employment (p4/19) - exceeded target (report confirmed 62% NR target applies) Total # of northern resident employees by job category (including contractors): Professional 62 Skilled 366 Semi-skilled 355 Unskilled 423 (p6)
See figures related to employment of Indigenous and other Northern residents BHP undertook to make available, to the greatest degree reasonably practicable, training, employment and business opportunities, to Aboriginals and Northern Residents (p.20 / 38)	N/A	See figures related to employment of Indigenous and other Northern residents BHP undertook to make available, to the greatest degree reasonably practicable, training, employment and business opportunities, to Aboriginals and Northern Residents (p.2/31)	See figures related to employment of Indigenous and other Northern residents	N/A	N/A	See figures related to employment of Indigenous and other Northern residents

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5			Target - Construction Phase: Aboriginal employment will make up 44% of Northern Resident employment (Schedule "A", Sec. 1.0) - (44% of 33% =14.52%; note that the absolute # needed to meet 44% of NR changes as the # of NR employed changes. It is possible to meet the 44% target without meeting the total employment target and vice e versa); *See note below following this table on calculation of percentage	# of Aboriginal northern employees and person years worked [#478-I] # of Aboriginal northern employees by job category [#479-I]	N/A	N/A
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Total # of Ab employees: 468 Total # of Ab employee hours worked: 388,387 Total # of Ab employee person years: 225.15 (p26/38) Ab as % of NR employment: 44% in person years (225.15 / 512.49); 62% in no. of employees (468 / 754) (p26/38) - 44% of NR employment meets the 44% target Ab 18% of total employment = Exceeds % of total employment target (p11/19) Employment by Job Category (only % given, calculated based on p13/19 chart 2-B, rounded, including contractors): Professional: 4 (3% Aboriginal) Skilled: 130 (13% Aboriginal) Semi-skilled: 136 (39% Aboriginal) Unskilled: 193 (50% Aboriginal) (p.31 / 38) Women Employment: Traditional jobs: 61 (24%) Untraditional jobs: 190 (76%) (pp.27 & 33 / 38)	N/A	Construction: Total Aboriginal: 534 employees Total Aboriginal Person Years: 213.43 (pp.10-11) Aboriginal employment in 1998 was 44.31% of Northern employment = 25.20% of total employment (calculated based on data in report, not reported in document) - exceeded target Construction phase all (incl 1997 and 1998) Aboriginal employment was 44.12% of Northern employment = 20.64% of total employment (p28/31) - exceeded target Total # of Aboriginal employees by job category Professional 9 (4% of total) Skilled 151 (17% of total) Semi-skilled 128 (41% of total) Unskilled 180 (55% of total) (only %s given, calculated based on overall totals, rounded, p22/31 chart 2B)	N/A	N/A	N/A	N/A
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6			Target - Operations Phase: Aboriginal employment will make up 50% of Northern Resident employment (Schedule "B", Sec. 2.0) - *(50% of 62% or 72% (at 18000 tpd) Northern employment =31%, 36% of total employment; it is possible to meet the 50% target without meeting the total employment target and vice e versa) See note below following this table on calculation of percentage	# of Aboriginal northern employees and person years worked [#478-I] # of Aboriginal northern employees by job category [#479-I]	N/A	N/A
7		4.3.4 Preferential Hiring of Women (also Schedule "A", Schedule "B")	BHP agrees to provide encouragement to women who apply to be employed in non-traditional occupations; shall develop a strategy for the training, recruitment and employment of women in traditional and non-traditional occupations (Sec. 4.3.4)	Strategy for training, recruitment and employment of women in traditional and non-traditional occupations developed by June 30, 1997 [#481-M]	N/A	N/A

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N/A	N/A	Operations: Total Aboriginal: 279 employees Total Aboriginal Person Years: 100.53 (pp.14-15) Aboriginal employment was 51.01 % of Northern employment, 30.69% of total (p 24/31; .28/31) - with rounding, met target for % of total employment(31%); exceeded target for % of NR employment (report confirms 62% NR target applies) Total # of Aboriginal employees by job category Professional 9 (7% of total) Skilled 95 (26% of total) Semi-skilled 102 (52% of total) Unskilled 78 (70% of total) (only %s given, calculated based on overall totals, rounded, p26/31 chart 5B)	(including contractors) Operations: Total Aboriginal employees 438 Total Aboriginal Person Years 298 (p13/14) Aboriginal employment was 33.2% of total employment (p.6/14) - exceeded target; Aboriginal employment was 47.56% =297.8/626.2 (person yrs) of NR employment -did not exceed % of NR target (based on p6 of 13) (report confirms 62% NR target applies) Total # Aboriginal employees by Job Category (including contractors): Professional: 7 Skilled: 111 Semi-Skilled: 171 Unskilled: 156 (p.13/14)	N/A	N/A	(including contractors) Total # Northern Aboriginal employees 590 Total PYs worked by Northern Aboriginal employees 394.4 Aboriginal employment = 32.4% of Total Employment (p4/19) - exceeded target; Aboriginal Employment = 51.0% of Northern employment (based on p8/19)- exceeded target % of Northern employment (report confirms 62% NR target applies) Total # Northern Aboriginal employees by job category Professional 3 Skilled 80 Semi-skilled 210 Unskilled 295 (p6)
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED

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8			Sched B, S.3.5 Annual reports on employment pursuant to section 8.2 of this Agreement will include the following information:...The total number of women employees in traditional and non-traditional occupations	Total # of women employed in traditional and non-traditional occupations [#480-I]	N/A	N/A
9		4.3.6 Hiring basis	S. 4.3.6 BHP agrees to hire based on personal aptitude as well as standard employment criteria such as education, experience and qualifications.	Personal aptitude as well as standard employment criteria used as hiring basis [#483-M]	N/A	N/A

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Total # of Women Employed: 251 Women in traditional job roles: 61 Women in non-traditional job roles: 190 Gender Comparison Across all Categories Aboriginal: M = 78.19% / F=21.81% Northern: M=81.62% / F=18.38% Other: M=59.68% / F=4.32%	N/A	Construction: Total # of Women Employed: 217 Women in traditional job roles: 153 Women in non-traditional job roles: 64 (pp. 13-14/31) Operations: Total # of Women Employed: 108 Women in traditional job roles: 73 Women in non-traditional job roles: 35 (pp. 17-18/31)	Operations: Total # of Women Employed: 108 Women in traditional job roles: 30 Women in non-traditional job roles: 77 (p.7/13)	N/A	N/A	(including contractors) Total female employees: 271.0 Aboriginal: 127.0 Other: 105.0 Northern Total (Aboriginal + Northern Other) = 232.0 Other: 39.0 Number of women in Traditional Occupations: 136 / 50% Number of women in Non-traditional Occupations: 135 / 50% (p6, 13)
N/A	N/A	N/A	N/A	N/A	N/A	NOT PROVIDED

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10		4.3.7 Exceeding employment objectives, encouraging women's employment	S. 4.3.7 BHP and the GNWT agree to work cooperatively to exceed the objectives set forth in 4.3.1 and 4.3.2 hereof and to advance the interests expressed in 4.3.4 hereof.	Employment objectives for northern residents exceeded and women's employment encouraged through the Proponent's cooperation with GNWT [#484A-M]	N/A	N/A
11		4.4 Labour Market Information	4.4.1 BHP agrees to cooperate with the GNWT in the development of labour market information.	Labour market information developed through cooperation with the GNWT [#485-M]	N/A	N/A
12			S. 4.4.2 The GNWT agrees to share with BHP any available Job Skills Inventory and other related information regarding Northern Residents	Available job skills inventory and other related information regarding northern residents shared with the Proponent [#473-M]	N/A	N/A

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<u>More info needed:</u> Cooperation with GNWT = NOT PROVIDED; Employment objectives (including contractors, person years) for northern residents exceeded (40% of total, construction phase target 33% of total); Employment objectives (including contractors, person years) for Indigenous % of Northern Total exceeded (18% of total, construction target 44% of northern total (33% x 44% = 14.5% of employment total); Advancing women's employment: NOT PROVIDED (p11/19)	N/A	<u>More info needed:</u> Cooperation with GNWT = NOT PROVIDED; Employment objectives (including contractors, person years) for northern residents exceeded construction phase, fell short operations phase (46.78% of total (construction), 70.18% of total (operations); construction phase target 33% of total; operations phase - target 62% of total (or 72% of total 18,000 tpd production)); Employment objectives (including contractors, person years) for Indigenous % of Northern Total exceeded construction phase, fell short operations phase (but with rounding, met target) (20.64% of total (construction); 30.69% (operations) (construction target 44% of northern total (33% x 44% = 14.5% of employment total); operations target at least 50% of northern total (50% of northern total = 31% of employment total); Advancing women's employment: NOT PROVIDED (p20/31, 24/31)	<u>More info needed:</u> Cooperation with GNWT = NOT PROVIDED; Employment objectives (including contractors, person years) for northern residents exceeded (69.8% of total; target 62% of total (or 72% of total 18,000 tpd production)); Employment objectives (including contractors, person years) for Indigenous % of Northern Total exceeded (33.2% of employment total; target at least 50% of northern total (50% of northern total = 31% of employment total); Advancing women's employment: NOT PROVIDED (p6/14)	N/A	N/A	<u>More info needed:</u> Cooperation with GNWT = NOT PROVIDED; Employment objectives (including contractors, person years) for northern residents exceeded (63.6% of total; target 62% of total (or 72% of total 18,000 tpd production)); Employment objectives (including contractors, person years) for Indigenous % of Northern Total exceeded (32.4% of employment total; target at least 50% of northern total (50% of northern total = 31% of employment total) (p3); Advancing women's employment: NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A	N/A

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13	Employment & Business Opportunities	4.5 Requirements for Contractors to Hire Northern Residents	BHP commits to take all reasonable steps to ensure that its Contractors at the Project adopt a hiring policy that is consistent with this Agreement (Sec. 4.5.1)	Contractors encouraged to adopt hiring policy consistent with the SEA [#486-M]	N/A	N/A
14			S.4.5.1. (i) require all Contractors to expressly state their commitment to hiring Northern Residents	For contract bids, stated commitment to hire northern residents from all contractors required [#487-M]	N/A	N/A
15			S.4.5.1. (ii) evaluate bids on the basis of whether appropriate commitments to hire Northern Residents are included or planned for in the bid	For contract bids, bid evaluation based on inclusion of /plan for appropriate commitments to hire northern residents conducted [#488-M]	N/A	N/A
16			S.4.5.1. (iii) incorporate the successful bidder's commitments to hire Northern Residents into the contract document	For contract bids, successful bidder's commitments to hire northern residents incorporated into contract [#489-M]	N/A	N/A
17			S.4.5.1. (iv) require all contractors to regularly report on their Northern Resident hires and to explain their performance to management.	For contract bids, regular reports on northern resident hires and explanation of performance from all contractors required [#490-M]	N/A	N/A
18		4.7.1 Student Employment	BHP shall... make summer employment available to Northern Resident students (priority granted to Aboriginal students) during the Operation Phase (Sec. 4.7.1)	Subject to priority for Aboriginal students, summer employment opportunities for northern resident students made available during operation phase [#492-M]	N/A	N/A

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More info needed: Contractors who were awarded contracts wherein hiring was anticipated were required to adhere to BHP's hiring policies (p5/19)	N/A	More info needed: Contractors who were awarded contracts wherein hiring was anticipated were required to adhere to BHP's hiring policies (p7/31)	More info needed: Contractors who were awarded contracts wherein hiring was anticipated were required to adhere to BHP's hiring policies (p3/14)	N/A	N/A	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	More info needed: BHP expects contractors to support BHP's commitment to the people of the NWT by hiring Northern Residents and Northern Aboriginals when it is reasonably practical (p2)
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	More info needed: BHP expects contractors to support BHP's commitment to the people of the NWT by hiring Northern Residents and Northern Aboriginals when it is reasonably practical (p2)
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	Contractors submit detailed periodic employment reports to fulfil contract requirements. (p2)
More info needed: Contractors who were awarded contracts wherein hiring was anticipated were required to adhere to BHP's hiring policies and report more detailed statistics (names of individuals) (p5/19)	N/A	More info needed: Contractors who were awarded contracts wherein hiring was anticipated were required to adhere to BHP's hiring policies and report more detailed statistics (names of individuals) (p7/31)	More info needed: Contractors who were awarded contracts wherein hiring was anticipated were required to adhere to BHP's hiring policies and report more detailed statistics (names of individuals, hours, etc) (p3/14)	N/A	N/A	Contractors submit detailed periodic employment reports to fulfil contract requirements (# of hours worked by each employee). BHP prepares periodic internal employment reports to monitor the employment performance by contractors and meets regularly with contractor representatives to discuss employment performance (p2)
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED

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19		4.7.2 Educate Students about Job Opportunities	BHP shall... establish and information and orientation programme for high school students regarding the mining industry and job opportunities at the Project (Sec. 4.7.2)	High school information and orientation program regarding mining industry and job opportunities established in consultation with school administrations; periodic student visits to the mine continued [#348-M]	N/A	N/A
20		4.7.3 Student Scholarships	BHP agrees to make a number of scholarships available to Northern Resident (priority granted to Aboriginal students) studying in programmes mutually agreed by the Parties (Sec. 4.7.3)	Subject to priority for Aboriginal students, scholarships for northern residents in mutually agreed upon programs made available [#349-M]	N/A	N/A
21		7.2.1 Purchase from Local Businesses	It is the intent of the Parties that BHP will apply every reasonable effort... to purchase goods and services provided by Local Businesses (Sec. 7.2.1)		N/A	N/A
22		7.3.1 Purchase from Local Businesses: Construction Phase	BHP agrees to... purchase goods and services from Local Businesses in the matter set out in Schedule "F" to this Agreement (Sec. 7.3.1)	% of total value of goods and services purchased from local businesses	1996: \$32,630,000, or about 65% of the total, was purchased from Local Businesses (p.2/14)	1997: 52% of total value goods and services were purchased from local businesses (p.2/38) Construction project to date: 53% of total expenditures through local businesses (p.3/38)
23				3. Annual reports will include:	N/A	N/A
24				3.1 Total annual value of goods and services purchased [#56-I]	1996: \$50,165,000 (p.2/14)	1997: \$331,110,000 (p.2/38)
25				3.2 The total annual value of goods and services purchased through Local Businesses by geographic location [#57-I]	1996: \$32,630,000. Of this: \$28,322,000 (86.8%) came from Yellowknife; \$4,026,000 (12.3%) came from Hay River; and \$282,000 (0.9%) came from other NWT communities (p.2/14) (further break-down on p.6/14)	1997: \$171,447,000. Of this: \$155,306,000 (90.8%) came from Yellowknife; \$14,890,000 (8.7%) came from Hay River; and \$831,000 (0.5%) came from other NWT communities (p.2/38) (further break-down on p.3/38)

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N/A	N/A	N/A	N/A	N/A	N/A	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	1997: 52% of total value goods and services were purchased from local businesses (p.2/38) Construction project to date: 51.5% of total expenditures through local businesses (\$354,000,000 of \$688,700,000 total) (p.3/46)	N/A	N/A	1999: \$280,329,483, or about 79% of the total, was purchased from Local Businesses (p.2/7)	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	1998: \$357,600,000 (p2/46)	N/A	N/A	N/A	N/A	N/A
N/A	1998: \$150,400,000. Of this: \$ 98,000,000 (65.2%) came from Yellowknife; \$51,700,000 (34.3%) came from Hay River; and \$650,000 (0.5%) came from other NWT communities (p.2/46)	N/A	N/A	N/A	N/A	N/A

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26				3.3 Value of Local Businesses purchases by industry category [#58-I]	(p.6/14)Northern: Air Support: \$5,167,486.51 Rent & Accom: \$158,622.26 Land Freight: \$111,125.16 Contractors: \$16,373,473.48 Northern Labour Service: \$800,687.33 Community Relations: \$1,195,283.89 Goods & Services: \$3,290,139.40 Equipment: \$4,048,529.97 Fuel: \$15,644.33 Fees, Licences, Assmts: \$1,451,290.95	(p.6/38) Air Support: \$11,947,052.50 Rent & Accom: \$2,034,575 Land Freight: \$4,021,538.08 Contractors: \$51,474,462.64 Northern Labour Service: \$2,823,074.19 Community Relations: \$3,541,079.54 Goods & Services: \$38,343,053.31 Equipment: \$16,993,538.57 Fuel: \$7,105,705.87 Fees, Licences, Assmts: \$2,743,863.23
27				3.4 The total annual value of goods and services purchased through Aboriginal-owned businesses [#59-I]	1996: Of the purchases from Local Businesses, 42% were from Aboriginal businesses (p.3/14) 1996: \$3,584,833.59 in purchases through Aboriginal-owned businesses (p.6/14) (break-down by industry category provided)	1997: Of the purchases from Local Businesses, 46% were from Aboriginal businesses (p.3/38) 1997: \$75,190,201.51 in purchases through Aboriginal-owned businesses (p.6/38) (break-down by industry category on p.6/38)
28		7.3.2 Purchase from Local Businesses: Operations Phase	BHP agrees to... purchase goods and services from Local Businesses in the matter set out in Schedule "G" to this Agreement (Sec. 7.3.2)	1. 70% of total value of goods and services purchased through local businesses [#57-I]	N/A	N/A
29				2. Annual reports will include:	N/A	N/A
30				2.1 The total annual value of goods and services purchased [#56-I]	N/A	N/A

N/A	(p.6/46) \$ (% northern of total) Air Support: \$6,077,649.15 (49.38%) Rent & Accommod: \$2,136,397.24 (88.01%) Land Freight: \$11,995,882.46 (98.17%) Contractors: \$19,613,933.16 (35.22%) Northern Labour Service: \$1,678,450.23 (67.52%) Community Relations: \$3,494,650.46 (66.85%) Goods & Services: \$42,248,940.67 (21.91%) Equipment: \$55,348,661.39 (93.18%) Fuel: \$3,155,864.43 (97.74%) Fees, Licences, Assmts: \$3,624,127.51 (49.89%)	N/A	N/A	N/A	N/A	N/A
N/A	1998: Of the purchases from Local Businesses, 16% were from Aboriginal businesses (p.3/46) 1998: \$24,631,200.90 in purchases through Aboriginal-owned businesses (p.6/46) (break-down by industry category on p.6/46)	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	1999: \$280,329,483, or about 79% of the total, was purchased from Local Businesses (p.2/7)	In 2000, BHP spent \$259,674,428.87 or 82.21% of Total Spending in the North (p.1)	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	Total Value: \$356,072,300 (p.2/7)	2000: \$315,848,724.33 (p.1)	N/A

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31				2.2 The total annual value of goods and services purchased through Local Businesses by geographic location [#57-I]	N/A	N/A
32				2.3 Value of Local Businesses purchases by industry category [#58-I]	N/A	N/A
33				2.4 Cumulative totals of goods and services purchases for the operations Phase [#60-I]	N/A	N/A
34				2.5 The total annual value of goods and services purchased through Aboriginal-owned businesses [#59-I]	N/A	N/A
35	Employment & Business Opportunities	7.4.1 BHP Support to Local Businesses	BHP agrees to:		N/A	N/A
36			a) establish a procurement office in the NWT for the Operations Phase;	Procurement office in the NWT for the operations phase opened [#61-M]	N/A	N/A

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N/A	N/A	N/A	N/A	1999: \$280,329,483. Consisting of: Cambridge: \$60,972 Fort Smith: \$75,800 Gameti: \$44,556 Hay River: \$8,921,826 Inuvik: \$3,700 Kugluktuk: \$6,700 Lutsel K'e: \$33,653 Rae: \$114,891 Wha Ti: \$406 Yellowknife: \$271,066,979 (p.2/7)	Cambridge: \$26,275.77 Fort Resolution: \$2500.00 Fort Smith: \$536,150.03 Gameti: \$1,310.75 Hay River: \$9,258,948.64 Inuvik: \$3,271.44 Kugluktuk: \$314,956.15 Lutsel K'e: \$75,827.15 Rae Edzo: \$1,517,369.14 Wha Ti: \$736.84 Yellowknife: \$247,937,082.95 (p.4)	N/A
N/A	N/A	N/A	N/A	Air Support: \$6,980,283 Rent & Accomodation: \$451,500 Land Freight: \$3,412,600 Contractors: \$7,336,800 Northern Labour Service: \$8,428,000 Community Relations: \$233,600 Goods & Services: \$204,634,500 Equipment: \$55,348,661.39 / 93.18% Fuel: \$31,731,500 Fees, Licenses, Assessments: \$7,120,700 (p.2/7)	Air Support: \$11,093,635.17 / 99.99% Rent & Accomodation: \$565,299.77 / 96.42% Land Freight: \$4,722,401.80 / 97.65% Contractors: \$120,116,816.62 / 91.38% Northern Labour Service: \$980,184.03 / 100% Community Relations: \$3,473,773.37 / 98.91% Goods & Services: \$42,526,654.49 / 49.24% Equipment: \$26,222,305.44 / 100% Fuel: \$26,643,261.83 / 99.96% Fees, Licenses, Assessments: \$23,329,996.35 / 96.63% (p.5)	N/A
N/A	N/A	N/A	N/A	NOT PROVIDED	The total cumulative spending for the Operations Phase is \$671,921,024.33 (p.2)	N/A
N/A	N/A	N/A	N/A	1999: \$1,833,130 in purchases through Aboriginal-owned businesses, which is 18.5% of all Northern Local Purchases (p.3/7)	Aboriginal Owned Businesses: \$66,527,093.05 / 25.62% (p.5)	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	NOT PROVIDED

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37			b) conduct business opportunities workshops and seminars in the Points of Hire;	Business opportunities workshops and seminars in the points of hire conducted; business community made aware of corporate policy respective procurement guidelines [#62-M]	NOT PROVIDED	NOT PROVIDED
38			c) provide Local Businesses with information regarding BHP's procurement needs;	Local businesses provided with information regarding Proponent's procurement needs [#63-M]	NOT PROVIDED	NOT PROVIDED
39			d) facilitate subcontracting opportunities for smaller Local Businesses, particularly Aboriginal-owned businesses;	Subcontracting opportunities for smaller local businesses, particularly Aboriginal-owned businesses facilitated [#64-M]	NOT PROVIDED	NOT PROVIDED
40			e) assist Local Businesses which are awarded contracts in securing down payment monies for the acquisition of goods and equipment;	Assistance for local businesses in securing down payment monies for the acquisition of goods and equipment provided (by providing contracting documentation) [#65-M]	NOT PROVIDED	NOT PROVIDED
41			f) identify possible opportunities for joint ventures by Local Businesses and particularly by Aboriginal-owned businesses (Sec. 7.4.1)	Any available local business listing shared with the GNWT; work carried out with the GNWT realized to identify possible opportunities for joint ventures by local businesses, particularly by Aboriginal-owned businesses [#66-M]	NOT PROVIDED	NOT PROVIDED
42	Employment & Business Opportunities	7.4.2 GNWT Support to Local Businesses	GNWT agrees to:		N/A	N/A
43			a) provide to BHP information on the capabilities of Local Businesses to provide services and supply goods to the Project;	Appropriate information provided on a timely basis to the Proponent on local business capabilities to provide services and supply goods to the project [#47-M]	N/A	N/A
44			b) develop a directory of Local Businesses	Directory of local businesses developed with northern residents in the points of hire [#48-M]	N/A	N/A
45			c) provide assistance programs as well as other business services to Local Businesses;	Where appropriate, assistance programs and other businesses services provided to local businesses [#49-M]	N/A	N/A
46			d) share information and experience on Business Incentive policies with BHP;	Information and experience on business incentive policies shared with Proponent [#50-M]	N/A	N/A

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N/A	NOT PROVIDED	N/A	N/A	NOT PROVIDED	N/A	NOT PROVIDED
N/A	NOT PROVIDED	N/A	N/A	NOT PROVIDED	N/A	NOT PROVIDED
N/A	NOT PROVIDED	N/A	N/A	NOT PROVIDED	N/A	NOT PROVIDED
N/A	NOT PROVIDED	N/A	N/A	NOT PROVIDED	N/A	NOT PROVIDED
N/A	NOT PROVIDED	N/A	N/A	NOT PROVIDED	N/A	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A

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47			e) share with BHP such directories, catalogues and databases re: NWT suppliers, manufacturers and services on an ongoing basis	Where appropriate, directories, catalogues, or databases created, funded, or maintained by GNWT of NWT suppliers, manufacturers, services, etc. shared with the Proponent on an ongoing basis [#51-M]	N/A	N/A
48	Training Programs	4.3.5 Hiring Northern Residents Who Have Completed Training	BHP agrees to provide special considerations for Northern Residents who have completed designated training programs (Sec. 4.3.5)	Special considerations for northern residents who have completed designated training programs provided [#482-M]	N/A	N/A
49		4.5.2 Training and Apprenticeships	BHP shall, to the greatest extent possible... provide training and apprenticeship programmes with the intent of promoting Northern Residents into as many management positions as possible (Sec. 4.5.2)	Training and apprenticeship programs with the intent of promoting northern residents into management positions provided [#343A-M]	N/A	N/A
50		4.5.6 Opportunities for Advancement	BHP shall make available to employees who are Northern Residents all opportunities for advancement, including training and apprenticeships, as are ordinarily provided to BHP employees (Sec. 4.5.6)	Northern residents provided with opportunities for advancement, including training and apprenticeships, as are ordinarily provided to BHP employees [#344-M]	N/A	N/A
51		4.6.2 Orientation of Northern Resident Employees	BHP agrees to provide Northern Resident employees with Mine employment orientation programmes (Sec. 4.6.2)	Mine employment orientation programs provided [#491-M]	N/A	N/A
52		4.6.5 Technical Education & Apprenticeships for Employees	BHP... agrees to sponsor Mine related technical education and apprenticeship opportunities at suitable institutions for Northern Residents who are active employees at the project (Sec. 4.6.5)	Mine related technical education and apprenticeship opportunities for Northern Residents who are active employees sponsored in cooperation with the GNWT Apprenticeship Programme [#346-M]	N/A	N/A
53		4.6.7 International safety symbols	BHP shall provide on-site training to facilitate the reading of international safety symbols.	On-site training to facilitate reading of international safety symbols provided [#347-M]	N/A	N/A

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N/A	N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED
NOT PROVIDED	N/A	more info needed: "BHP undertook to make available, to the greatest degree reasonably practicable, training, employment and business opportunities, to Aboriginals and Northern Residents, ..." (p2/31)	NOT PROVIDED	N/A	N/A	NOT PROVIDED
NOT PROVIDED	N/A	more info needed: "BHP undertook to make available, to the greatest degree reasonably practicable, training, employment and business opportunities, to Aboriginals and Northern Residents, ..." (p2/31)	NOT PROVIDED	N/A	N/A	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED
NOT PROVIDED	N/A	more info needed: "BHP undertook to make available, to the greatest degree reasonably practicable, training, employment and business opportunities, to Aboriginals and Northern Residents, ..." (p2/31)	NOT PROVIDED	N/A	N/A	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED

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54	Training Programs	4.8 Job and Management Training	Subject to priority being given to Aboriginal employees, BHP will offer Northern Residents opportunities for training and apprenticeships in order to maximize the number of available jobs and management positions (Sec. 4.8)	Subject to priority for Aboriginal employees, opportunities for training and apprenticeships offered [#345-M]	N/A	N/A
55			The GNWT shall cooperate with and assist BHP to obtain any available government assistance which BHP may seek in order to carry out its commitment to training and apprenticeships	Proponent cooperated with and assisted to obtain any available government assistance sought to carry out its commitment to training and apprenticeships [#339-M]	N/A	N/A
56		4.8.1 Training by Contractors	S. 4.8.1 BHP shall... ensure that its Contractors implement training programmes, re:	All reasonable steps taken to ensure contractors implement training programs during operation phase [#350-M]	N/A	N/A
57			(i) Commitment to Northern Resident training	For contract bids during operation phase, stated commitment to northern resident training from contractors required [#351-M]	N/A	N/A
58			(ii) Outlining programmes for training Northern Residents	For contract bids during operation phase, outlines of northern resident training programs required [#352-M]	N/A	N/A
59			(iii) (BHP) evaluate bids based on the basis of amount included in Northern Resident training costs (Sec. 4.8.1)	For contract bids during operation phase, bids evaluated based on whether appropriate amount was included for northern resident training costs [#353-M]	N/A	N/A
60			BHP and GNWT will cooperate in promoting training programmes deemed appropriate during the Construction phase	S. 4.8.1. Cooperation with Proponent realized in promoting training programs deemed appropriate during the construction phase [#340-M (GNWT), #354-M (Proponent)]	N/A	N/A
61		4.8.2 Training by BHP	BHP shall... establish multi-skill development training programmes for employees [types of training listed] (Sec. 4.8.2)	Multi-skill development training programs for employees established [#355-M]	N/A	N/A

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NOT PROVIDED	N/A	more info needed: "BHP undertook to make available, to the greatest degree reasonably practicable, training, employment and business opportunities, to Aboriginals and Northern Residents, ..." (p2/31)	NOT PROVIDED	N/A	N/A	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED
N/A	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED
N/A	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED
N/A	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED
NOT PROVIDED	N/A	more info needed: "BHP undertook to make available, to the greatest degree reasonably practicable, training, employment and business opportunities, to Aboriginals and Northern Residents, ..." (p2/31)	N/A	N/A	N/A	N/A
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED

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62		4.8.3 GNWT Training Programs	The GNWT agrees to continue offering pre-employment training programmes and will commit resources in order to ensure availability to Northern Residents. (Sec. 4.8.3)	Pre-employment training programmes for northern residents offered and availability ensured [#341-M]	N/A	N/A
63			The GNWT also agrees to develop an accelerated apprenticeship programme to enable Northern Residents to become qualified tradespeople and thereby take advantage of the employment opportunities created by the Project (Sec. 4.8.3)	Accelerated apprenticeship programme for northern residents developed [#342-M]	N/A	N/A
64	Cultural Well-being & Traditional Economy Opportunities	4.6.3 Cross-Cultural Training of Employees	BHP shall provide cross-cultural orientation and training for all employees focusing on both Aboriginal and non-Aboriginal cultures and mining industry cultures (Sec. 4.6.3)	Cross-cultural orientation and training provided for all employees focusing on both Aboriginal and non-Aboriginal cultures and mining industry cultures [#288-M]	N/A	N/A
65		4.6.6 Official Languages	BHP agrees to the use of appropriate NWT Official Languages on signage and other employee communications (Sec. 4.6.6)	NWT official languages used appropriately on signage and other employee communications; international symbols used whenever possible [#289-M]	N/A	N/A
66		5.3.2 Employee Attitudinal Survey	BHP agrees to collect attitudinal survey information from its employees which will form part of the health and wellness report (Sec. 5.3.2)	Employee attitudinal survey information collected for health and wellness report [#178-M]	N/A	N/A
67	Community, Family, and Individual Well-being	4.5.7 Work Transportation	BHP, in accordance with its established work schedules, will provide employees, on their own time, with free scheduled round-trip work related transportation to the Mine from the Points of Hire and the following communities: Hay River, Fort Resolution, Fort Smith, Deline, Inuvik, Norman Wells, Fort Simpson and Cambridge Bay.	Free scheduled round-trip work related transportation to the mine from points of hire and select communities provided [#170-M]	N/A	N/A

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N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED

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68		4.5.10 Drugs and Alcohol	BHP shall take reasonable steps to ensure that the Mine is free of non-medical drugs and alcohol (Sec. 4.5.10)	Reasonable steps to ensure the mine is free of non-medical drugs and alcohol taken [#171-M]	N/A	N/A
69		4.5.12 Banking	BHP shall, in concert with the GNWT, work with banks to provide employee access to banking services in the Points of Hire (Sec.4.5.12)	Work with GNWT to provide access to banking services in the points of hire carried out [#172-M]	N/A	N/A
70		4.6.1 Employee Supports	Development or support of drug and alcohol support programs, money management workshops and other individual support matters (Sec. 4.6.1)	Drug and alcohol rehabilitation programs developed or supported [#173-M]; Money management workshops developed or supported [#174-M] Other individual support matters' assistance provided (e.g. liaising with ministries, territorial agencies, community mobilization initiatives, other sources) [#175-M]	N/A	N/A
71		4.6.4 Employee Counselling	BHP shall... provide all employees at the Project free professional counselling for career opportunities, personal and family related problems upon request (Sec. 4.6.4)	Employee assistance program provided with free professional counselling for all employees for career opportunities, personal and family related problems upon request [#176-M]	N/A	N/A
72		5.3.1. Relationship with frontline health and social service providers	BHP agrees to establish a working relationship with frontline health and social service providers employed by the GNWT and its various agencies.	Working relationship established with frontline health and social service providers [#177-M]	N/A	N/A
73		5.2.1 Indicators for Health and Wellness	The GNWT agrees to use the 14 indicators for health and wellness set forth in Schedule "D" of this agreement to monitor and assess the impact of the Project (Sec. 5.2.1)	Impact of the project assessed using the list of health and wellness indicators in the agreement (schedule D); schedule E baseline data used [#163-M]	N/A	N/A
74				1) Average income of community residents [#150-I]	N/A	N/A
75				2) Employment levels and participation rates [#471-I]	N/A	N/A
76				3) Rates of High School Completion [#472-I]	N/A	N/A

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NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A

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77	Community, Family, and Individual Well-being			4) Housing Indicators (# of dwellings, avg # of persons per dwelling, avg # of persons per bedroom, % of units with full plumbing and heating, etc.) [#151-I]	N/A	N/A
78				5) Teen birth rates [#152-I]	N/A	N/A
79				6) # of children in care [#153-I]	N/A	N/A
80				7) # of suicides [#154-I]	N/A	N/A
81				8) # of injuries [#155-I]	N/A	N/A
82				9) # of potential years of life lost [#156-I]	N/A	N/A
83				10) # of communicable diseases (sexually transmitted infections) [#157A-I]	N/A	N/A
84				10) # of communicable diseases (tuberculosis) [#157B-I]	N/A	N/A
85				11) Social Assistance cases [#158-I]	N/A	N/A
86				12) # of alcohol and drug related crimes [#159-I]	N/A	N/A
87				13) # of property crimes [#160-I]	N/A	N/A
88				14) # of family violence complaints [#161-I]	N/A	N/A
89		S. 5.2.3 Annual Health and Wellness Report	The GNWT agrees to prepare an annual health and wellness report for each Point of Hire based on the [14 indicators]	Annual health and wellness report prepared for each point of hire [#164-M]	N/A	N/A
90		S. 5.2.4 Meetings on Annual Health and Wellness Report	The GNWT agrees to meet with with BHP on an annual basis to review the health and wellness report and to develop plans of action that could be undertaken to improve the results. (S. 5.2.4)	Annual meeting with Proponent to review health and wellness report and develop plans of action to improve results carried out [#165-M]	N/A	N/A
91		S. 5.2.5 Consultation on Annual Health and Wellness Report	The GNWT agrees to consult with Boards, communities and organizations to review the results of the health and wellness report on how to improve the results. (S. 5.2.5)	Consultation with Boards, communities, and organizations to review results of the health and wellness report on how to improve results conducted [#166-M]	N/A	N/A
92		Schedule D, S. 2.0. Sharing information with 'Point of hire' community governments	Sharing monitoring information with community governments (information gathered by GNWT)	Information collected through the monitoring process in point of hire communities is shared with their community governments [#162-M]	N/A	N/A

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N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A

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93		5.2.6 Daycare Programs	The GNWT agrees to... the establishment of daycare programs in order to encourage the employment of Northern Residents (Sec. 5.2.6)	Proactive approach adopted in assisting points of hire communities establish daycare programs [#167-M]	N/A	N/A
94	Community, Family, and Individual Well-being (Sec. 5)	5.2.7 Spousal Abuse	The GNWT ... agrees to adopt a proactive approach in assisting Points of Hire communities in preventing spousal abuse (Sec. 5.2.7)	Proactive approach adopted in assisting points of hire communities prevent spousal abuse [#168-M]	N/A	N/A
95		5.3.3 Integrated Use of Community Resources	BHP agrees to work closely with the GNWT and its various agencies to encourage the effective and integrated use of community resources (Sec. 5.3.3)	Work carried out closely with GNWT and its agencies to encourage effective and integrated use of community resources to address any negative socio-economic impacts from the project [#179-M]	N/A	N/A
96	Net Effects on Government (N/A)				N/A	N/A
97	Sustainable Development (N/A)				N/A	N/A
98	COMMUNITY MOBILIZATION	S. 6.1.1 Support Community Mobilization	S. 6.1.1 The GNWT and BHP agree to continue supporting the community mobilization initiatives	Community mobilization initiatives continue to be supported [#180-M]	N/A	N/A
99		Apx. C Community Mobilization Activities	S. 1.0 [Parties to this Agreement] Encourage communities, organizations and Local Businesses to meet and discuss approaches which can be used to increase Local Business involvement in Project activities	Communities, organizations, and local businesses are encouraged to meet and discuss approaches which can be used to increase local businesses involvement in project activities [#67-M]	N/A	N/A
100			S. 2.0 [Parties to this Agreement] Distribute information intended to support development of cooperative business efforts	Information is distributed to support development of cooperative business efforts [#68-M]	N/A	N/A
101			S. 3.0 [Parties to this Agreement] Support activities which strengthen understanding of the business opportunities resulting from this Project	Activities which strengthen understanding of the business opportunities resulting from this project are supported [#69-M]	N/A	N/A

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N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	N/A	N/A	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	N/A	NOT PROVIDED	N/A	N/A	N/A	N/A
NOT PROVIDED	N/A	NOT PROVIDED	N/A	N/A	N/A	N/A
NOT PROVIDED	N/A	NOT PROVIDED	N/A	N/A	N/A	N/A
NOT PROVIDED	N/A	NOT PROVIDED	N/A	N/A	N/A	N/A

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102			S. 4.0 [Parties to this Agreement] Meet periodically to discuss approaches which will enhance community mobilization	Periodic meetings are held to discuss approaches which will enhance community mobilization [#70-M]	N/A	N/A	
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Appendices

NOT PROVIDED	N/A	NOT PROVIDED	more info needed: "In addition to our discussions re: BHP's obligations and commitments under the Agreement, we would also appreciate the opportunity to discuss the GNWT report demonstrating the outcome of their efforts, which were agreed to under the [SEA], specifically: The accelerated apprenticeship program...annual health and wellness report...daycare program development...spousal abuse prevention...Local Business Development...We look forward to a productive and informative meeting, sometime during the week of March 15, 1999. Please advise as soon as possible depending on your availability." (p45/46, cover letter Mar5, 1999 to DM, ECE, GNWT)	N/A	N/A	N/A
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103	MONITORING	S 8.1. Monitoring	S.8.1 BHP and the GNWT agree that monitoring the results of this Agreement is important and they will mutually work toward the adoption of programmes and policies to improve the monitoring in accordance with the principles as set out in Schedule "H".	Work carried out with the GNWT toward the adoption of programmes and policies to improve the monitoring in accordance with the principles as set out in Schedule "H" [#574B-M]; Work carried out with the Proponent toward the adoption of programmes and policies to improve the monitoring in accordance with the principles as set out in Schedule "H" [#570B-M GNWT]	NOT PROVIDED	NOT PROVIDED
104		S.8.2 Annual report	S. 8.2 BHP agrees to provide an annual report providing information on the progress of Northern Residents and Local Businesses in training, employment, and business opportunities	Annual report providing information on the progress of Northern Residents and Local Businesses in training, employment, and business opportunities provided [#573A-M]	Partial. This report provides information related to business opportunities	Partial. This report provides information related to business opportunities

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	more info needed: "In addition to our discussions re: BHP's obligations and commitments under the Agreement, we would also appreciate the opportunity to discuss the GNWT report demonstrating the outcome of their efforts, which were agreed to under the [SEA], specifically: The accelerated apprenticeship program...annual health and wellness report...daycare program development...spousal abuse prevention...Local Business Development...Section 8.1 states....We look forward to a productive and informative meeting, sometime during the week of March 15, 1999. Please advise as soon as possible depending on your availability." (p45/46, cover letter Mar5, 1999 to DM, ECE, GNWT)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Partial. This report provides information related to employment	Partial. This report provides information related to business opportunities	Partial. This report provides information related to employment	Partial. This report provides information related to employment	N/A	Partial. This report provides information related to business opportunities	Partial. This report provides information related to employment

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105		S. 8.3 Annual meeting to review report	S. 8.3 BHP and the GNWT agree to meet on an annual basis to review the report referred to in 8.2 hereof and to develop plans of action that could be undertaken to improve the results	Meeting carried out with GNWT on an annual basis to review the annual report referred and to develop plans of action that could be undertaken to improve the results [#574A-M] [#570A-M GNWT]	NOT PROVIDED	NOT PROVIDED
106		S. 8.4 Annual consultation with communities	S. 8.4 BHP and GNWT agree to consult annually with Points of Hire communities and other Northwest Territories communities to review the results of the report referred to in 8.2 hereof and to consult with Northern Residents living in those communities on how to improve the results	Consultation carried out annually with points of hire communities and other Northwest Territories communities to review the results of the annual report and to consult with Northern Residents living in those communities on how to improve the results [#575-M] [#571-M GNWT]	NOT PROVIDED	NOT PROVIDED

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NOT PROVIDED	NOT PROVIDED	more info needed: "The GNWT and BHP have previously agreed to meet annually to discuss not only the contents of this report but also those reports which have been prepared concurrently by the GNWT in order to consult with local boards, communities and organizations. The information contained herein is presented for those discussions." (p2/31)	more info needed: "In addition to our discussions re: BHP's obligations and commitments under the Agreement, we would also appreciate the opportunity to discuss the GNWT report demonstrating the outcome of their efforts, which were agreed to under the [SEA], specifically: The accelerated apprenticeship program...annual health and wellness report...daycare program development...spousal abuse prevention...Local Business Development...Section 8.1 states....We look forward to a productive and informative meeting, sometime during the week of March 15, 1999. Please advise as soon as possible depending on your availability." (p45/46, cover letter Mar5, 1999 to DM, ECE, GNWT)	N/A	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	more info needed: "The GNWT and BHP have previously agreed to meet annually to discuss not only the contents of this report but also those reports which have been prepared concurrently by the GNWT in order to consult with local boards, communities and organizations. The information contained herein is presented for those discussions." (p2/31)	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED

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107		S. 8.5 Appearance before Ad Hoc Committee	S. 8.5 BHP and GNWT agree that their Representatives in 3.0 hereof will, if requested by the Minister of Resources, Wildlife and Economic Development, appear annually before an ad hoc Committee comprised of members of the Executive Council and the Legislative Assembly of the Northwest Territories to report on the progress of Northern Residents and Local Businesses in training, employment and business opportunities	If requested by the Minister of Resources, Wildlife and Economic Development, appearance made by representatives annually before an ad hoc Committee comprised of members of the Executive Council and the Legislative Assembly of the Northwest Territories to report on the progress of Northern Residents and Local Businesses in training, employment, and business opportunities [#576-M]	NOT PROVIDED	NOT PROVIDED
108	Net Effects on Government (N/A)				N/A	N/A
109	Sustainable Development (N/A)				N/A	N/A

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A

Appendices

Appendix E-2: Ekati (2001 – 2004)



Appendices

Row #	Theme Category	AGREEMENT (1996)			2001 Annual Report on Northern Spending Operational Phase	2001 Annual Report on Northern and Aboriginal Employment Operational Phase
		Theme	Commitment/Target	Indicator		
1	Employment & Business Opportunities	4.2.2 Preferential Hiring of Northern Residents (also 4.3.1 – 4.3.3, Schedule “A”, Schedule “B”)	BHP agrees to take all reasonable steps... to employ... the greatest possible number of Northern Residents in the Project during the Construction and Operations phases (Sec. 4.2.2) If... after the end of the first two years of the Operation Phase, BHP has failed to employ Northern Residents in the manner set forth in Schedule “B”... then BHP shall take further steps to actively encourage a Northern Resident workforce consistent with the targets identified in Schedule “B” (Sec. 4.3.3)	Total # of employees and person years [#474-I] Total # of employees by job category [#475-I] If, at any time after the end of the first two years of the Operation Phase the Proponent has failed to employ Northern Residents in the manner set forth in Schedule “B” to this Agreement, and if there were sufficient qualified and interested Northern Residents to fill available positions, then further steps taken to actively encourage a Northern Resident workforce consistent with the targets identified in Schedule “B”. [#574C-M]	N/A	Total employment for BHP and contractors (headcount)= 2,610 / 1,643.3 PY (p12) Total # of employees by job category (headcount) (including contractors): Professional 193 Skilled 1186 Semi-skilled 705 Unskilled 526 (p12)
2			Target - Construction Phase: Northern Residents compose 33% of total employment (Schedule “A”, Sec. 1.0) *See note below following this table on calculation of percentage	# of northern resident employees and person years worked [#476-I] # of employees by job category [#477-I]	N/A	N/A
3			Target - Operations Phase: Northern Residents compose 62% of total employment and 72% during the period of operations at 18,000 tpd (Schedule “B”, Sec. 1.0) *See note below following this table on calculation of percentage	# of northern resident employees and person years worked [#476-I] # of employees by job category [#477-I]	N/A	(including contractors) Northern Aboriginal + Northern Other = Total Northern Total # Northern resident employees 1,427 Total # Northern resident employees PYs worked 915.2 Northern Resident = 59% of Total Employment (p11/38) - did not meet target (report confirmed 62% NR target applies) # Northern resident employees by job category (including contractors) Professional 87 Skilled 405 Semi-skilled 484 Unskilled 451 (p12)

2002 Annual Report on Northern Spending [Newly added]	2002 Annual Report on Northern and Aboriginal Employment Operational Phase [Newly added]	2003 Annual Report on Northern and Aboriginal Spending - Operational Phase	2003 Annual Report on Northern and Aboriginal Employment] - Operations [Change to FTE reporting]	2003 Socio-Economic Agreement Report Presentation by BHP Billiton March 12, 2004	2004 Ekati Diamond Mine - Living and Working in the NWT / Operational Spending / Employment
N/A	(Including contractors) Total employees # = 2,859 Total PYs worked = 2,002.9 (p11) # employees by job category (including contractors): Professional 214 Skilled 1,346 Semi-Skilled 824 Unskilled 475 (p15)	N/A	Total Employees (FTEs): 1,622 (BHPB & Contractors) / 1,999 PY (p4/31) # of total employees (FTEs) by job category (including contractors) Professional 170 Skilled 429 Semi-skilled 522 Unskilled 188 (p8/31)	Total Employees: NOT PROVIDED Total Northern: 56% (of total employment) Total Northern Aboriginal: 27% (of total employment) (p2)	Total Employees: NOT PROVIDED Total Northern: 56% / 1,165 positions Total Aboriginal: 27% / 622 positions (p8) Employees by job category NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	(including contractors) Northern Aboriginal + Northern Other = Total Northern Total Northern employees # = 1,403 Total PYs worked = 1107.9 (p11) Total Northern Resident Employment = 55.3% of Total Employment (p5/36, 10/36)- did not meet target (report confirmed 62% NR target applies) # Northern employees by job category (including contractors): Professional 90 Skilled 383 Semi-skilled 541 Unskilled 389 (p11)	N/A	(including contractors) Total # northern resident employees (FTEs) 902 (Aboriginal + Northern = Northern total) 1,122 (p4/31) Total Northern Resident Employment = 56% of Total Employment (p6/31, 7/31) - did not meet target (report confirmed 62% NR target applies) Total # positions (FTEs) by job category (Aboriginal + Other Northern = Total Northern) (including contractors) Professional 100 Skilled 288 Semi-skilled 359 Unskilled 155 (p8/31)	Total Northern: 56% (of total employment) (p2)	Employment of Northern Residents: - 56% - did not meet target "Ekati is employing just over double the original EIA northern hire estimate. The original EIS estimated 574 northern positions - the current number is 1,165. Overall Ekati has an extra 591 northern positions." (p. 8)

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4		4.2.4 Preferential Hiring of Indigenous Peoples (also 4.3.1 – 4.3.3, Schedule “A”, Schedule “B”)	GNWT acknowledges that BHP will give preference to Aboriginals over other Northern Residents during the selection and hiring of its employees (Sec. 4.2.4)	N/A	N/A	See figures related to employment of Indigenous and other Northern residents
5			Target - Construction Phase: Aboriginal employment will make up 44% of Northern Resident employment (Schedule “A”, Sec. 1.0) - (44% of 33% =14.52%; note that the absolute # needed to meet 44% of NR changes as the # of NR employed changes. It is possible to meet the 44% target without meeting the total employment target and vice e versa); *See note below following this table on calculation of percentage	# of Aboriginal northern employees and person years worked [#478-I] # of Aboriginal northern employees by job category [#479-I]	N/A	N/A
6			Target - Operations Phase: Aboriginal employment will make up 50% of Northern Resident employment (Schedule “B”, Sec. 2.0) - *(50% of 62% or 72% (at 18000 tpd) Northern employment =31%, 36% of total employment; it is possible to meet the 50% target without meeting the total employment target and vice e versa) See note below following this table on calculation of percentage	# of Aboriginal northern employees and person years worked [#478-I] # of Aboriginal northern employees by job category [#479-I]	N/A	(including contractors) Total # Aboriginal Northern Residents 640 Total # PYs 452.1 Aboriginal Employment = 29% of Total Employment (p11/38) - did not meet target; Aboriginal employment = 48.5% of Total NR employment - did not meet % of Total NR employment target (calculated based on p13/38) (report confirmed 62% NR target applies) Total # Aboriginal Northern Residents by job category (including contractors) Professional 5 Skilled 71 Semi-skilled 265 Unskilled 299 (p12)

N/A	See figures related to employment of Indigenous and other Northern residents	N/A	See figures related to employment of Indigenous and other Northern residents	See figures related to employment of Indigenous and other Northern residents in annual report	See figures related to employment of Indigenous and other Northern residents
	N/A	N/A	N/A	N/A	N/A
N/A	(including contractors) Total Aboriginal Northern employees 685 Total PYs worked 536.2 (p11) Total Northern Aboriginal Employment = 26.8% of Total Employment (p5/36, 10/36) - did not meet target; Total Northern Aboriginal Employment = 48.4% of Total NR Employment - did not meet target (calculated based on p12/36) (report confirmed 62% NR target applies) # Aboriginal northern employees by job category (including contractors): Professional 6 Skilled 96 Semi-skilled 306 Unskilled 277 (p11)	N/A	(including contractors) Total # Aboriginal northern employees (FTE) 432; 539 PYs (p4/31) Total Northern Aboriginal Employment = 27% of Total Employment (p6/31, 7/31) - did not meet target; Total Northern Aboriginal Employment = 48.04% of Total NR Employment (based on person yrs, which is directly proportional to # of hours worked; calculated based on p4/31); - did not meet target for % of Total NR employment (report confirms 62% NR target applies) # of Aboriginal northern employees by job category (including contractors) Professional 10 Skilled 100 Semi-skilled 236 Unskilled 86 (p8/31)	Total Northern Aboriginal: 27% (of total employment) (p2) by job category NOT PROVIDED	Aboriginal employment - 30% of Total Employment (p7/19) - did not meet target; not possible to calculate performance relative to % of Total NR employment as raw data not provided; % of total employment is considered the SEA target. "in 2004, Ekati is employing 117% more aboriginal versus the original Environmental Impact Study (EIS). The original EI estimated 287 aboriginal positions. The current number is 622" (p.8) # of Aboriginal northern employees by job category NOT PROVIDED

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7		4.3.4 Preferential Hiring of Women (also Schedule "A", Schedule "B")	BHP agrees to provide encouragement to women who apply to be employed in non-traditional occupations; shall develop a strategy for the training, recruitment and employment of women in traditional and non-traditional occupations (Sec. 4.3.4)	Strategy for training, recruitment and employment of women in traditional and non-traditional occupations developed by June 30, 1997 [#481-M]	N/A	NOT PROVIDED
8			Sched B, S.3.5 Annual reports on employment pursuant to section 8.2 of this Agreement will include the following information:...The total number of women employees in traditional and non-traditional occupations	Total # of women employed in traditional and non-traditional occupations [#480-I]	N/A	(including contractors) Total # women employed in traditional jobs 195 Total # women employed in NON-traditional jobs 157 (p12; note the data appears different on p30 where the # women in traditional occupations = 176; and the # women in NON-traditional occupations = 176 (same))
9		4.3.6 Hiring basis	S. 4.3.6 BHP agrees to hire based on personal aptitude as well as standard employment criteria such as education, experience and qualifications.	Personal aptitude as well as standard employment criteria used as hiring basis [#483-M]	N/A	NOT PROVIDED
10		4.3.7 Exceeding employment objectives, encouraging women's employment	S. 4.3.7 BHP and the GNWT agree to work cooperatively to exceed the objectives set forth in 4.3.1 and 4.3.2 hereof and to advance the interests expressed in 4.3.4 hereof.	Employment objectives for northern residents exceeded and women's employment encouraged through the Proponent's cooperation with GNWT [#484A-M]	N/A	More info needed: Cooperation with GNWT = NOT PROVIDED; Employment objectives (including contractors, person years) for northern residents fell short (59.3% of total; target 62% of total (or 72% of total 18,000 tpd production)); Employment objectives (including contractors, person years) for Indigenous % of Northern Total fell short (28.8% of employment total; target at least 50% of northern total (50% of northern total = 31% of employment total) (p11, 13); Advancing women's employment: NOT PROVIDED (p12, p14; error on p14 # of northern employees based on p12 data)
11		4.4 Labour Market Information	4.4.1 BHP agrees to cooperate with the GNWT in the development of labour market information.	Labour market information developed through cooperation with the GNWT [#485-M]	N/A	NOT PROVIDED

N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
	(including contractors) Total # women employed in traditional jobs 206 Total # women employed in NON-traditional jobs 172 (p11)	N/A	Total female employees: 188 Aboriginal: 72 Non-aboriginal: 85 Other: 30 Number of women in Traditional Occupations: 90 Number of women in Non-traditional Occupations: 97 (p10)	Women: 12% (1/3 in non-traditional occupations, 67% in traditional) (p2)	NOT PROVIDED
	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	<u>More info needed:</u> Cooperation with GNWT = NOT PROVIDED; Employment objectives (including contractors, person years) for northern residents fell short (55.3% of total; target 62% of total (or 72% of total 18,000 tpd production)); Employment objectives (including contractors, person years) for Indigenous % of Northern Total fell short (26.8% of employment total; target at least 50% of northern total (50% of northern total = 31% of employment total) (p11, 13); Advancing women's employment: NOT PROVIDED		<u>More info needed:</u> Cooperation with GNWT = NOT PROVIDED; Fell short of employment objectives (including contractors, hours worked) for northern residents (56% of total; target 62% of total (or 72% of total 18,000 tpd production)); Employment objectives (including contractors, hours worked) for Indigenous % of Northern Total fell short (27% of employment total; target at least 50% of northern total (50% of northern total = 31% of employment total) (p4); Advancing women's employment: NOT PROVIDED	<u>More info needed:</u> Cooperation with GNWT = NOT PROVIDED; Fell short of employment objectives (including contractors, no units) for northern residents (56% of total; target 62% of total (or 72% of total 18,000 tpd production)); Employment objectives (including contractors, no units) for Indigenous % of Northern Total fell short (27% of employment total; target at least 50% of northern total (50% of northern total = 31% of employment total) (p2); Advancing women's employment: NOT PROVIDED	<u>More info needed:</u> Cooperation with GNWT = NOT PROVIDED; Fell short of employment objectives (including contractors, no units) for northern residents (56% of total; target 62% of total (or 72% of total 18,000 tpd production)); Employment objectives (including contractors, no units) for Indigenous % of Northern Total fell short (30% of employment total; target at least 50% of northern total (50% of northern total = 31% of employment total) (p7-8); Advancing women's employment: NOT PROVIDED
N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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12			S. 4.4.2 The GNWT agrees to share with BHP any available Job Skills Inventory and other related information regarding Northern Residents	Available job skills inventory and other related information regarding northern residents shared with the Proponent [#473-M]	N/A	N/A
13	Employment & Business Opportunities	4.5 Requirements for Contractors to Hire Northern Residents	BHP commits to take all reasonable steps to ensure that its Contractors at the Project adopt a hiring policy that is consistent with this Agreement (Sec. 4.5.1)	Contractors encouraged to adopt hiring policy consistent with the SEA [#486-M]	N/A	<u>More info needed:</u> BHP Billiton Diamonds Inc. requires all Contract Employers to support BHP Billiton's commitments to the people of the NWT and NU by preferentially hiring Northern and Indigenous Aboriginal Residents when it is reasonably practical (p2)
14			S.4.5.1. (i) require all Contractors to expressly state their commitment to hiring Northern Residents	For contract bids, stated commitment to hire northern residents from all contractors required [#487-M]	N/A	<u>More info needed:</u> BHP Billiton Diamonds Inc. requires all Contract Employers to support BHP Billiton's commitments to the people of the NWT and NU by preferentially hiring Northern and Indigenous Aboriginal Residents when it is reasonably practical (p2)
15			S.4.5.1. (ii) evaluate bids on the basis of whether appropriate commitments to hire Northern Residents are included or planned for in the bid	For contract bids, bid evaluation based on inclusion of /plan for appropriate commitments to hire northern residents conducted [#488-M]	N/A	<u>More info needed:</u> BHP Billiton Diamonds Inc. requires all Contract Employers to support BHP Billiton's commitments to the people of the NWT and NU by preferentially hiring Northern and Indigenous Aboriginal Residents when it is reasonably practical (p2)
16			S.4.5.1. (iii) incorporate the successful bidder's commitments to hire Northern Residents into the contract document	For contract bids, successful bidder's commitments to hire northern residents incorporated into contract [#489-M]	N/A	Responsibilities of Contract Employers to create employment/employee training opportunities for Northern and Indigenous Northern Aboriginal Residents are specified in all BHPC contracts (p2)

N/A	N/A	N/A	N/A	N/A	N/A
N/A	More info needed: BHP Billiton Diamonds Inc. requires all Contract Employers to support BHP Billiton's commitments to the people of the NWT and NU by preferentially hiring Northern and Indigenous Aboriginal candidates when it is reasonably practical (p2)	N/A	More info needed: BHP Billiton Diamonds Inc. requires all Contract Employers to support BHP Billiton's commitments to the people of the NWT and NU by preferentially hiring Northern and Indigenous Aboriginal candidates when it is reasonably practical (p21)	NOT PROVIDED	NOT PROVIDED
N/A	More info needed: BHP Billiton Diamonds Inc. requires all Contract Employers to support BHP Billiton's commitments to the people of the NWT and NU by preferentially hiring Northern and Indigenous Aboriginal candidates when it is reasonably practical (p2)	N/A	More info needed: BHP Billiton Diamonds Inc. requires all Contract Employers to support BHP Billiton's commitments to the people of the NWT and NU by preferentially hiring Northern and Indigenous Aboriginal candidates when it is reasonably practical (p21)	NOT PROVIDED	NOT PROVIDED
N/A	More info needed: BHP Billiton Diamonds Inc. requires all Contract Employers to support BHP Billiton's commitments to the people of the NWT and NU by preferentially hiring Northern and Indigenous Aboriginal candidates when it is reasonably practical (p2)	N/A	More info needed: BHP Billiton Diamonds Inc. requires all Contract Employers to support BHP Billiton's commitments to the people of the NWT and NU by preferentially hiring Northern and Indigenous Aboriginal candidates when it is reasonably practical (p21)	NOT PROVIDED	NOT PROVIDED
N/A	BHPB closely monitors Contract Employer performance (regarding performance against targets and commitments made by BHPB to the people of the NWT and NU under the SEA) against the terms and conditions specified in all BHPB contracts (p2)	N/A	BHPB closely monitors Contract Employer performance (regarding performance against targets and commitments made by BHPB to the people of the NWT and NU under the SEA) against the terms and conditions specified in all BHPB contracts (p21)	NOT PROVIDED	NOT PROVIDED

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17			S.4.5.1. (iv) require all contractors to regularly report on their Northern Resident hires and to explain their performance to management.	For contract bids, regular reports on northern resident hires and explanation of performance from all contractors required [#490-M]	N/A	Contract Employers submit detailed periodic employment reports to fulfill contract requirements. Information provided includes: Employee name/ hours worked / position title / ethnicity / gender and student status. BHPB monitors employment performance closely and meets regularly with Contract Employer representatives to discuss employment performance (p2)
18		4.7.1 Student Employment	BHP shall... make summer employment available to Northern Resident students (priority granted to Aboriginal students) during the Operation Phase (Sec. 4.7.1)	Subject to priority for Aboriginal students, summer employment opportunities for northern resident students made available during operation phase [#492-M]	N/A	NOT PROVIDED
19		4.7.2 Educate Students about Job Opportunities	BHP shall... establish and information and orientation programme for high school students regarding the mining industry and job opportunities at the Project (Sec. 4.7.2)	High school information and orientation program regarding mining industry and job opportunities established in consultation with school administrations; periodic student visits to the mine continued [#348-M]	N/A	NOT PROVIDED

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N/A	Contract Employers submit detailed periodic employment reports to fulfill contract requirements. Information provided includes: Employee name/ hours worked / position title / ethnicity / gender and student status. BHPB regularly meets with Contract Employers to review performance against targets and commitments made by BHPB to the people of NWT and NU under the SEA. BHPB closely monitors Contract Employer performance against the terms and conditions specified in all BHPB contracts (p2)	N/A	BHP Billiton continually monitors performance of hiring targets for all contractors via detailed periodic employment reports to fulfill contract requirements. Information provided includes: Employee name/hours worked/position title/ethnicity/gender and student status. BHPB regularly meets with Contract Employers to review performance against targets and commitments made by BHPB to the people of NWT and NU under the SEA. BHPB closely monitors Contract Employer performance against the terms and conditions specified in all BHPB contracts (p21)	NOT PROVIDED	NOT PROVIDED
N/A	<u>more info needed:</u> "BHPB and Contract Employers are committed to the development of Northern Resident and Indigenous Northern Aboriginal Resident employees. We... support students in Apprenticeship/Post Secondary Studies (Summer/Co-op/Scholarship) Programs..." (p5)	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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20		4.7.3 Student Scholarships	BHP agrees to make a number of scholarships available to Northern Resident (priority granted to Aboriginal students) studying in programmes mutually agreed by the Parties (Sec. 4.7.3)	Subject to priority for Aboriginal students, scholarships for northern residents in mutually agreed upon programs made available [#349-M]	N/A	NOT PROVIDED
21		7.2.1 Purchase from Local Businesses	It is the intent of the Parties that BHP will apply every reasonable effort... to purchase goods and services provided by Local Businesses (Sec. 7.2.1)		N/A	N/A
22		7.3.1 Purchase from Local Businesses: Construction Phase	BHP agrees to... purchase goods and services from Local Businesses in the matter set out in Schedule "F" to this Agreement (Sec. 7.3.1)	% of total value of goods and services purchased from local businesses	N/A	N/A
23				3. Annual reports will include:	N/A	N/A
24				3.1 Total annual value of goods and services purchased [#56-I]	N/A	N/A
25				3.2 The total annual value of goods and services purchased through Local Businesses by geographic location [#57-I]	N/A	N/A
26				3.3 Value of Local Businesses purchases by industry category [#58-I]	N/A	N/A
27				3.4 The total annual value of goods and services purchased through Aboriginal-owned businesses [#59-I]	N/A	N/A
28		7.3.2 Purchase from Local Businesses: Operations Phase	BHP agrees to... purchase goods and services from Local Businesses in the matter set out in Schedule "G" to this Agreement (Sec. 7.3.2)	1. 70% of total value of goods and services purchased through local businesses [#57-I]	Northern spending total \$327,790,950 (84.9% of total spending) (p1)	N/A
29				2. Annual reports will include:	N/A	N/A
30				2.1 The total annual value of goods and services purchased [#56-I]	Total \$385,997,313.94 (p1)	N/A
31				2.2 The total annual value of goods and services purchased through Local Businesses by geographic location [#57-I]	Cambridge; \$93,017 Fort Smith: \$695,327 Gameti: \$896 Hay River: \$48,434,949 Inuvik: \$50,702 Kugluktuk: \$330,641 Lutsel K'e: \$259,217 Rae Edzo: \$2,020,597 Wha Ti: \$2771 Yellowknife: \$275,823,816 Other: \$79,017 (p4)	N/A

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N/A	more info needed: "BHBP and Contract Employers are committed to the development of Northern Resident and Indigenous Northern Aboriginal Resident employees. We... support students in Apprenticeship/Post Secondary Studies (Summer/Co-op/Scholarship) Programs..." (p5)	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
Total northern spending \$355,454,763.58 (85.4% of total spending) (p1)	N/A	Northern Spending: \$357,339,063.72 / 85.3% of total spending (p1)	N/A	Northern Spending: \$357,339,063.72 / 85.3% (p4)	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
\$416,061,532.29 (p1)	N/A	\$418,701,381.32 (p1)	N/A	\$418,701,381.32 (p4)	NOT PROVIDED
Cambridge: \$59,100 Fort Smith: \$771,116 Gameti: \$24,741 Hay River: \$13,411,489 Inuvik: \$5,186 Kugluktuk: \$361,138 Lutsel K'e: \$285,090 Rae Edzo: \$1,500,972 Wha Ti: \$25,986 Yellowknife: \$339,000,577 Other: \$9,368 (p4)	N/A	Cambridge \$14,048 Fort Smith \$869,672 Gameti \$4,700 Hay River \$10,631,378 Inuvik \$5,523 Kugluktuk \$6,426,521 Lutsel K'e \$204,392 Rae Edzo \$3,705,965 What Ti \$19,105 Yellowknife \$335,334,897 Other \$122,862 (p4)	N/A	NOT PROVIDED	NOT PROVIDED

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32				2.3 Value of Local Businesses purchases by industry category [#58-I]	Air Support: \$11,538,148.24 / 99.99% Rent & Accommodation: \$1,184,250.57 / 71.83% Land Freight: \$6,881,396.71 / 56.00% Contractors: \$154,087,880.59 / 98.20% Northern Labour Service: \$1,248,127.65 / 100% Community Relations: \$4,261,138.72 / 99.13% Goods & Services: \$47,273,868.90 / 49.02% Equipment: \$24,035,757.66 / 100% Fuel: \$51,109,620.04 / 99.94% Fees, Licenses, Assessments: \$26,170,761.10 / 98.93% (p5)	N/A
33				2.4 Cumulative totals of goods and services purchases for the operations Phase [#60-I]	Total Operations Phase spending \$1,057,918,338 (p2)	
34				2.5 The total annual value of goods and services purchased through Aboriginal-owned businesses [#59-I]	Aboriginal Owned Businesses: \$105,875,186.56 (32.3% of total Northern Spending) (p1-2)	N/A
35	Employment & Business Opportunities	7.4.1 BHP Support to Local Businesses	BHP agrees to:		N/A	N/A
36			a) establish a procurement office in the NWT for the Operations Phase;	Procurement office in the NWT for the operations phase opened [#61-M]	NOT PROVIDED	N/A
37			b) conduct business opportunities workshops and seminars in the Points of Hire;	Business opportunities workshops and seminars in the points of hire conducted; business community made aware of corporate policy respective procurement guidelines [#62-M]	NOT PROVIDED	N/A
38			c) provide Local Businesses with information regarding BHP's procurement needs;	Local businesses provided with information regarding Proponent's procurement needs [#63-M]	NOT PROVIDED	N/A
39			d) facilitate subcontracting opportunities for smaller Local Businesses, particularly Aboriginal-owned businesses;	Subcontracting opportunities for smaller local businesses, particularly Aboriginal-owned businesses facilitated [#64-M]	NOT PROVIDED	N/A

Air Support: \$15,018,174.08 / 98.38% Rent & Accommodation: \$1,439,440.83 / 97.86% Land Freight: \$8,056,915.55 / 60.55% Contractors: \$195,150,737.28 / 98.32% Northern Labour Service: \$1,011,583.39 / 100% Community Relations: \$3,492,360.85 / 99.3% Goods & Services: \$25,901,228.62 / 33.47% Equipment: \$26,307,972.63 / 100% Fuel: \$45,254,151.16 / 100% Fees, Licences, Assessments: \$33,822,199.19 / 99.35% (p5)	N/A	Air Support \$15,760,967.45 Rent and Accommodations \$1,640,571.38 Land and Freight \$4,988,676.40 Contractors \$168,163,164.47 Northern Labour Service \$1,584,416.47 Community Relations \$4,539,841.95 Goods and Services \$54,438,597.64 Equipment \$6,770,903.27 Fuel \$56,039,607.13 Fees, Licences, Assessments \$43,412,317.56 (p5)	N/A	NOT PROVIDED	NOT PROVIDED
As of 2002, total cumulative spending for operations is: \$1,473,979,870 (p2)	N/A	Total cumulative spending for the Operations phase is \$1,892,681.251 (p2)	N/A	NOT PROVIDED	NOT PROVIDED
\$123,663,976.10 (34.7% of total northern spending) (p1)	N/A	Northern Aboriginal-owned businesses: \$123,375,781.98 (34.5% of total northern spending); (assumed intention in SEA is Aboriginal = Aboriginal northern)	N/A	Northern Aboriginal owned businesses: - \$123,375,781.98 / 34.5% of total northern spending (p4)	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED

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40			e) assist Local Businesses which are awarded contracts in securing down payment monies for the acquisition of goods and equipment;	Assistance for local businesses in securing down payment monies for the acquisition of goods and equipment provided (by providing contracting documentation) [#65-M]	NOT PROVIDED	N/A
41			f) identify possible opportunities for joint ventures by Local Businesses and particularly by Aboriginal-owned businesses (Sec. 7.4.1)	Any available local business listing shared with the GNWT; work carried out with the GNWT realized to identify possible opportunities for joint ventures by local businesses, particularly by Aboriginal-owned businesses [#66-M]	NOT PROVIDED	N/A
42	Employment & Business Opportunities	7.4.2 GNWT Support to Local Businesses	GNWT agrees to:		N/A	N/A
43			a) provide to BHP information on the capabilities of Local Businesses to provide services and supply goods to the Project;	Appropriate information provided on a timely basis to the Proponent on local business capabilities to provide services and supply goods to the project [#47-M]	N/A	N/A
44			b) develop a directory of Local Businesses	Directory of local businesses developed with northern residents in the points of hire [#48-M]	N/A	N/A
45			c) provide assistance programs as well as other business services to Local Businesses;	Where appropriate, assistance programs and other businesses services provided to local businesses [#49-M]	N/A	N/A
46			d) share information and experience on Business Incentive policies with BHP;	Information and experience on business incentive policies shared with Proponent [#50-M]	N/A	N/A
47			e) share with BHP such directories, catalogues and databases re: NWT suppliers, manufacturers and services on an ongoing basis	Where appropriate, directories, catalogues, or databases created, funded, or maintained by GNWT of NWT suppliers, manufacturers, services, etc. shared with the Proponent on an ongoing basis [#51-M]	N/A	N/A
48	Training Programs	4.3.5 Hiring Northern Residents Who Have Completed Training	BHP agrees to provide special considerations for Northern Residents who have completed designated training programs (Sec. 4.3.5)	Special considerations for northern residents who have completed designated training programs provided [#482-M]	N/A	NOT PROVIDED
49		4.5.2 Training and Apprenticeships	BHP shall, to the greatest extent possible... provide training and apprenticeship programmes with the intent of promoting Northern Residents into as many management positions as possible (Sec. 4.5.2)	Training and apprenticeship programs with the intent of promoting northern residents into management positions provided [#343A-M]	N/A	NOT PROVIDED

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NOT PROVIDED	N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	NOT PROVIDED	N/A	NOT PROVIDED	Apprentices: 48 total; 20 BHPB apprentices (12 Northern, 8 Northern Aboriginal); 19 Contractor apprentices (8 Northern, 8 Northern Aboriginal, 3 Other)	NOT PROVIDED

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50		4.5.6 Opportunities for Advancement	BHP shall make available to employees who are Northern Residents all opportunities for advancement, including training and apprenticeships, as are ordinarily provided to BHP employees (Sec. 4.5.6)	Northern residents provided with opportunities for advancement, including training and apprenticeships, as are ordinarily provided to BHP employees [#344-M]	N/A	NOT PROVIDED
51		4.6.2 Orientation of Northern Resident Employees	BHP agrees to provide Northern Resident employees with Mine employment orientation programmes (Sec. 4.6.2)	Mine employment orientation programs provided [#491-M]	N/A	NOT PROVIDED
52		4.6.5 Technical Education & Apprenticeships for Employees	BHP... agrees to sponsor Mine related technical education and apprenticeship opportunities at suitable institutions for Northern Residents who are active employees at the project (Sec. 4.6.5)	Mine related technical education and apprenticeship opportunities for Northern Residents who are active employees sponsored in cooperation with the GNWT Apprenticeship Programme [#346-M]	N/A	NOT PROVIDED
53		4.6.7 International safety symbols	BHP shall provide on-site training to facilitate the reading of international safety symbols.	On-site training to facilitate reading of international safety symbols provided [#347-M]	N/A	NOT PROVIDED
54	Training Programs	4.8 Job and Management Training	Subject to priority being given to Aboriginal employees, BHP will offer Northern Residents opportunities for training and apprenticeships in order to maximize the number of available jobs and management positions (Sec. 4.8)	Subject to priority for Aboriginal employees, opportunities for training and apprenticeships offered [#345-M]	N/A	NOT PROVIDED
55			The GNWT shall cooperate with and assist BHP to obtain any available government assistance which BHP may seek in order to carry out its commitment to training and apprenticeships	Proponent cooperated with and assisted to obtain any available government assistance sought to carry out its commitment to training and apprenticeships [#339-M]	N/A	N/A
56		4.8.1 Training by Contractors	S. 4.8.1 BHP shall... ensure that its Contractors implement training programmes, re:	All reasonable steps taken to ensure contractors implement training programs during operation phase [#350-M]	N/A	June 2001 BHBP held a workshop for Contract Employers: Clarified responsibilities of Contract Employers to create employment/employee training opportunities for Northern and Indigenous Northern Aboriginal Residents. These responsibilities are specified in all BHPC contracts. (p2)

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N/A	NOT PROVIDED	N/A	NOT PROVIDED	Apprentices: 48 total; 20 BHPB apprentices (12 Northern, 8 Northern Aboriginal); 19 Contractor apprentices (8 Northern, 8 Northern Aboriginal, 3 Other)	NOT PROVIDED
N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	NOT PROVIDED	N/A	NOT PROVIDED	more info needed: Apprentices: 48 total; 20 BHPB apprentices (12 Northern, 8 Northern Aboriginal); 19 Contractor apprentices (8 Northern, 8 Northern Aboriginal, 3 Other)	NOT PROVIDED
N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	NOT PROVIDED	N/A	NOT PROVIDED	Apprentices: 48 total; 20 BHPB apprentices (12 Northern, 8 Northern Aboriginal); 19 Contractor apprentices (8 Northern, 8 Northern Aboriginal, 3 Other)	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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57			(i) Commitment to Northern Resident training	For contract bids during operation phase, stated commitment to northern resident training from contractors required [#351-M]	N/A	More info needed: The responsibilities of Contract Employers to create employment/employee training opportunities for Northern and Indigenous Northern Aboriginal Residents are specified in all BHPC contracts. (p2)
58			(ii) Outlining programmes for training Northern Residents	For contract bids during operation phase, outlines of northern resident training programs required [#352-M]	N/A	More info needed: The responsibilities of Contract Employers to create employment/employee training opportunities for Northern and Indigenous Northern Aboriginal Residents are specified in all BHPC contracts. (p2)
59			(iii) (BHP) evaluate bids based on the basis of amount included in Northern Resident training costs (Sec. 4.8.1)	For contract bids during operation phase, bids evaluated based on whether appropriate amount was included for northern resident training costs [#353-M]	N/A	NOT PROVIDED
60			BHP and GNWT will cooperate in promoting training programmes deemed appropriate during the Construction phase	S. 4.8.1. Cooperation with Proponent realized in promoting training programs deemed appropriate during the construction phase [#340-M (GNWT), #354-M (Proponent)]	N/A	N/A
61		4.8.2 Training by BHP	BHP shall... establish multi-skill development training programmes for employees [types of training listed] (Sec. 4.8.2)	Multi-skill development training programs for employees established [#355-M]	N/A	NOT PROVIDED
62		4.8.3 GNWT Training Programs	The GNWT agrees to continue offering pre-employment training programmes and will commit resources in order to ensure availability to Northern Residents. (Sec. 4.8.3)	Pre-employment training programmes for northern residents offered and availability ensured [#341-M]	N/A	N/A
63			The GNWT also agrees to develop an accelerated apprenticeship programme to enable Northern Residents to become qualified tradespeople and thereby take advantage of the employment opportunities created by the Project (Sec. 4.8.3)	Accelerated apprenticeship programme for northern residents developed [#342-M]	N/A	N/A
64	Cultural Well-being & Traditional Economy Opportunities	4.6.3 Cross-Cultural Training of Employees	BHP shall provide cross-cultural orientation and training for all employees focusing on both Aboriginal and non-Aboriginal cultures and mining industry cultures (Sec. 4.6.3)	Cross-cultural orientation and training provided for all employees focusing on both Aboriginal and non-Aboriginal cultures and mining industry cultures [#288-M]	N/A	NOT PROVIDED

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N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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65		4.6.6 Official Languages	BHP agrees to the use of appropriate NWT Official Languages on signage and other employee communications (Sec. 4.6.6)	NWT official languages used appropriately on signage and other employee communications; international symbols used whenever possible [#289-M]	N/A	NOT PROVIDED
66		5.3.2 Employee Attitudinal Survey	BHP agrees to collect attitudinal survey information from its employees which will form part of the health and wellness report (Sec. 5.3.2)	Employee attitudinal survey information collected for health and wellness report [#178-M]	N/A	NOT PROVIDED
67	Community, Family, and Individual Well-being	4.5.7 Work Transportation	BHP, in accordance with its established work schedules, will provide employees, on their own time, with free scheduled round-trip work related transportation to the Mine from the Points of Hire and the following communities: Hay River, Fort Resolution, Fort Smith, Deline, Inuvik, Norman Wells, Fort Simpson and Cambridge Bay.	Free scheduled round-trip work related transportation to the mine from points of hire and select communities provided [#170-M]	NOT PROVIDED	NOT PROVIDED
68		4.5.10 Drugs and Alcohol	BHP shall take reasonable steps to ensure that the Mine is free of non-medical drugs and alcohol (Sec. 4.5.10)	Reasonable steps to ensure the mine is free of non-medical drugs and alcohol taken [#171-M]	N/A	NOT PROVIDED
69		4.5.12 Banking	BHP shall, in concert with the GNWT, work with banks to provide employee access to banking services in the Points of Hire (Sec.4.5.12)	Work with GNWT to provide access to banking services in the points of hire carried out [#172-M]	N/A	NOT PROVIDED
70		4.6.1 Employee Supports	Development or support of drug and alcohol support programs, money management workshops and other individual support matters (Sec. 4.6.1)	Drug and alcohol rehabilitation programs developed or supported [#173-M]; Money management workshops developed or supported [#174-M] Other individual support matters' assistance provided (e.g. liaising with ministries, territorial agencies, community mobilization initiatives, other sources) [#175-M]	N/A	NOT PROVIDED
71		4.6.4 Employee Counselling	BHP shall... provide all employees at the Project free professional counselling for career opportunities, personal and family related problems upon request (Sec. 4.6.4)	Employee assistance program provided with free professional counselling for all employees for career opportunities, personal and family related problems upon request [#176-M]	N/A	NOT PROVIDED
72		5.3.1. Relationship with frontline health and social service providers	BHP agrees to establish a working relationship with frontline health and social service providers employed by the GNWT and its various agencies.	Working relationship established with frontline health and social service providers [#177-M]	N/A	NOT PROVIDED

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N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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73		5.2.1 Indicators for Health and Wellness	The GNWT agrees to use the 14 indicators for health and wellness set forth in Schedule "D" of this agreement to monitor and assess the impact of the Project (Sec. 5.2.1)	Impact of the project assessed using the list of health and wellness indicators in the agreement (schedule D); schedule E baseline data used [#163-M]	N/A	N/A
74				1) Average income of community residents [#150-I]	N/A	N/A
75				2) Employment levels and participation rates [#471-I]	N/A	N/A
76				3) Rates of High School Completion [#472-I]	N/A	N/A
77	Community, Family, and Individual Well-being			4) Housing Indicators (# of dwellings, avg # of persons per dwelling, avg # of persons per bedroom, % of units with full plumbing and heating, etc.) [#151-I]	N/A	N/A
78				5) Teen birth rates [#152-I]	N/A	N/A
79				6) # of children in care [#153-I]	N/A	N/A
80				7) # of suicides [#154-I]	N/A	N/A
81				8) # of injuries [#155-I]	N/A	N/A
82				9) # of potential years of life lost [#156-I]	N/A	N/A
83				10) # of communicable diseases (sexually transmitted infections) [#157A-I]	N/A	N/A
84				10) # of communicable diseases (tuberculosis) [#157B-I]	N/A	N/A
85				11) Social Assistance cases [#158-I]	N/A	N/A
86				12) # of alcohol and drug related crimes [#159-I]	N/A	N/A
87				13) # of property crimes [#160-I]	N/A	N/A
88				14) # of family violence complaints [#161-I]	N/A	N/A
89		S. 5.2.3 Annual Health and Wellness Report	The GNWT agrees to prepare an annual health and wellness report for each Point of Hire based on the [14 indicators]	Annual health and wellness report prepared for each point of hire [#164-M]	N/A	N/A
90		S. 5.2.4 Meetings on Annual Health and Wellness Report	The GNWT agrees to meet with BHP on an annual basis to review the health and wellness report and to develop plans of action that could be undertaken to improve the results. (S. 5.2.4)	Annual meeting with Proponent to review health and wellness report and develop plans of action to improve results carried out [#165-M]	N/A	N/A
91		S. 5.2.5 Consultation on Annual Health and Wellness Report	The GNWT agrees to consult with Boards, communities and organizations to review the results of the health and wellness report on how to improve the results. (S. 5.2.5)	Consultation with Boards, communities, and organizations to review results of the health and wellness report on how to improve results conducted [#166-M]	N/A	N/A

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[illegible]

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92		Schedule D, S. 2.0. Sharing information with 'Point of hire' community governments	Sharing monitoring information with community governments (information gathered by GNWT)	Information collected through the monitoring process in point of hire communities is shared with their community governments [#162-M]	N/A	N/A
93		5.2.6 Daycare Programs	The GNWT agrees to... the establishment of daycare programs in order to encourage the employment of Northern Residents (Sec. 5.2.6)	Proactive approach adopted in assisting points of hire communities establish daycare programs [#167-M]	N/A	N/A
94	Community, Family, and Individual Well-being (Sec. 5)	5.2.7 Spousal Abuse	The GNWT... agrees to adopt a proactive approach in assisting Points of Hire communities in preventing spousal abuse (Sec. 5.2.7)	Proactive approach adopted in assisting points of hire communities prevent spousal abuse [#168-M]	N/A	N/A
95		5.3.3 Integrated Use of Community Resources	BHP agrees to work closely with the GNWT and its various agencies to encourage the effective and integrated use of community resources (Sec. 5.3.3)	Work carried out closely with GNWT and its agencies to encourage effective and integrated use of community resources to address any negative socio-economic impacts from the project [#179-M]	NOT PROVIDED	NOT PROVIDED
96	Net Effects on Government (N/A)				N/A	N/A
97	Sustainable Development (N/A)				N/A	N/A
98	COMMUNITY MOBILIZATION	S. 6.1.1 Support Community Mobilization	S. 6.1.1 The GNWT and BHP agree to continue supporting the community mobilization initiatives	Community mobilization initiatives continue to be supported [#180-M]	NOT PROVIDED	N/A
99		Apx. C Community Mobilization Activities	S. 1.0 [Parties to this Agreement] Encourage communities, organizations and Local Businesses to meet and discuss approaches which can be used to increase Local Business involvement in Project activities	Communities, organizations, and local businesses are encouraged to meet and discuss approaches which can be used to increase local businesses involvement in project activities [#67-M]	NOT PROVIDED	N/A
100			S. 2.0 [Parties to this Agreement] Distribute information intended to support development of cooperative business efforts	Information is distributed to support development of cooperative business efforts [#68-M]	NOT PROVIDED	N/A
101			S. 3.0 [Parties to this Agreement] Support activities which strengthen understanding of the business opportunities resulting from this Project	Activities which strengthen understanding of the business opportunities resulting from this project are supported [#69-M]	NOT PROVIDED	N/A
102			S. 4.0 [Parties to this Agreement] Meet periodically to discuss approaches which will enhance community mobilization	Periodic meetings are held to discuss approaches which will enhance community mobilization [#70-M]	NOT PROVIDED	N/A

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N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

Appendices

103	MONITORING	S 8.1. Monitoring	S.8.1 BHP and the GNWT agree that monitoring the results of this Agreement is important and they will mutually work toward the adoption of programmes and policies to improve the monitoring in accordance with the principles as set out in Schedule "H".	Work carried out with the GNWT toward the adoption of programmes and policies to improve the monitoring in accordance with the principles as set out in Schedule "H" [#574B-M]; Work carried out with the Proponent toward the adoption of programmes and policies to improve the monitoring in accordance with the principles as set out in Schedule "H" [#570B-M GNWT]	NOT PROVIDED	NOT PROVIDED
104		S.8.2 Annual report	S. 8.2 BHP agrees to provide an annual report providing information on the progress of Northern Residents and Local Businesses in training, employment, and business opportunities	Annual report providing information on the progress of Northern Residents and Local Businesses in training, employment, and business opportunities provided [#573A-M]	Partial. This report provides information related to business opportunities	Partial. This report provides information related to employment
105		S. 8.3 Annual meeting to review report	S. 8.3 BHP and the GNWT agree to meet on an annual basis to review the report referred to in 8.2 hereof and to develop plans of action that could be undertaken to improve the results	Meeting carried out with GNWT on an annual basis to review the annual report referred to and to develop plans of action that could be undertaken to improve the results [#574A-M] [#570A-M GNWT]	NOT PROVIDED	NOT PROVIDED
106		S. 8.4 Annual consultation with communities	S. 8.4 BHP and GNWT agree to consult annually with Points of Hire communities and other Northwest Territories communities to review the results of the report referred to in 8.2 hereof and to consult with Northern Residents living in those communities on how to improve the results	Consultation carried out annually with points of hire communities and other Northwest Territories communities to review the results of the annual report and to consult with Northern Residents living in those communities on how to improve the results [#575-M] [#571-M GNWT]	NOT PROVIDED	NOT PROVIDED
107		S. 8.5 Appearance before Ad Hoc Committee	S. 8.5 BHP and GNWT agree that their Representatives in 3.0 hereof will, if requested by the Minister of Resources, Wildlife and Economic Development, appear annually before an ad hoc Committee comprised of members of the Executive Council and the Legislative Assembly of the Northwest Territories to report on the progress of Northern Residents and Local Businesses in training, employment and business opportunities	If requested by the Minister of Resources, Wildlife and Economic Development, appearance made by representatives annually before an ad hoc Committee comprised of members of the Executive Council and the Legislative Assembly of the Northwest Territories to report on the progress of Northern Residents and Local Businesses in training, employment, and business opportunities [#576-M]	NOT PROVIDED	NOT PROVIDED
108	Net Effects on Government (N/A)				N/A	N/A
109	Sustainable Development (N/A)				N/A	N/A

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Partial. This report provides information related to business opportunities	Partial. This report provides information related to employment, with some mention of but no figures related to training	Partial. This report provides information related to business opportunities	Partial. This report provides information related to employment	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A

Appendices

Appendix E-3: Ekati (2004 – 2019)



Appendices

Row #	Theme Category	AGREEMENT (1996)			2004 Annual Report on Northern Spending
		Theme	Commitment/ Target	Indicator	
1	Employment & Business Opportunities	4.2.2 Preferential Hiring of Northern Residents (also 4.3.1 – 4.3.3, Schedule “A”, Schedule “B”)	BHP agrees to take all reasonable steps... to employ... the greatest possible number of Northern Residents in the Project during the Construction and Operations phases (Sec. 4.2.2) If... after the end of the first two years of the Operation Phase, BHP has failed to employ Northern Residents in the manner set forth in Schedule “B”... then BHP shall take further steps to actively encourage a Northern Resident workforce consistent with the targets identified in Schedule “B” (Sec. 4.3.3)	Total # of employees and person years [#474-I] Total # of employees by job category [#475-I] If, at any time after the end of the first two years of the Operation Phase the Proponent has failed to employ Northern Residents in the manner set forth in Schedule “B” to this Agreement, and if there were sufficient qualified and interested Northern Residents to fill available positions, then further steps taken to actively encourage a Northern Resident workforce consistent with the targets identified in Schedule “B”. [#574C-M]	N/A
2			Target - Construction Phase: Northern Residents compose 33% of total employment (Schedule “A”, Sec. 1.0) *See note below following this table on calculation of percentage	# of northern resident employees and person years worked [#476-I] # of employees by job category [#477-I]	N/A

2005 Annual Report on Northern Employment and Spending	2009 Annual Socio-Economic Report	2016 Ekati Diamond Mine Socio-Economic Agreement Report	2017 Ekati Diamond Mine Socio-Economic Agreement Report	2018 Annual Socio-Economic Report	2019 Annual Socio-Economic Report
Total Employees: NOT PROVIDED Total Employees in PY = 1337 (p8/25) Aboriginal: 429 Northern: 392 Other: 517 Total employees by job category #s NOT PROVIDED; only # PYs. # PYs for employees by job category (including contractors) Professional 119 Skilled 608 Semi-skilled 431 Unskilled 180 (p10/25)	NR in BHP: 495 (63% of total employee person years) NR in Contractors: 275 (42% of total of total employee person years) NR in Total: 773 (53% of total of total employee person years) (p.20/43) Total # of NR employee person years: 773 (p.21/46) Total # of employees (including contractors, headcount) 2,022 (p36/46) Total # of employees (head count including contractors) by job category Professional 224 Skilled 1,422 Semi-skilled 126 Entry level 250 (p37/46)	Total Employment (Person Years) 1,889 Dominion = 945 Contractors = 944 Northern Aboriginal: 500 / Northern Other: 420 / Other: 969 / 51% Total # of employees (headcount including contractors) 3,122 Total # of employees by priority group (headcount including contractors) Management 144 Professional 278 Skilled 1,599 Semi-skilled 772 Entry 329 (p19/38)	(including contractors) Total # employees (headcount) 2,585 (p16) Total person years 1,734 (p11) Total employment by job category (person years, including contractors) Management 61 Professional 131 Skilled 833 Semi-skilled 511 Entry 198 (p12)	NR in Dominion: 431 (51% of total employee person years) NR in Contractors: 284 (36% of total of total employee person years) NR in Total: 715 (44% of total of total employee person years) (p.15/40) Total # of employees (head count including contractors) 2,590 (p20/40) Total # of employees (head count including contractors) by job category Management 67 Professional 234 Skilled 1,442 Semi-skilled 552 Entry 295 (p21/40)	NR in Dominion: 345 person years NR in Contractors: 150 person years NR in Total: 495 (42% of total of total employee person years) (p.16/38) Total # employees (head count including contractors) 2,086 (p21/38) Total PYs for employees (including contractors) 1,186 (p16/38) Total # of employees (head count including contractors) by job category Management 80 Professional 198 Skilled 1,142 Semi-skilled 471 Entry 195 (p22/38)
N/A	N/A	N/A	N/A	N/A	N/A

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3			Target - Operations Phase: Northern Residents compose 62% of total employment and 72% during the period of operations at 18,000 tpd (Schedule "B", Sec. 1.0) - *See note below following this table on calculation of percentage	# of northern resident employees and person years worked [#476-I] # of employees by job category [#477-I]	N/A
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# of northern resident employees total, by job category NOT PROVIDED; only PYs provided Total PYs for northern resident employees 821 Total Northern Employment = 61% of Total Employment (p4/25)- did not meet target (report confirmed 62% NR target applies) Total PYs for northern resident employees (including contractors) by job category (Aboriginal + Other Northern = Northern total): Professional 72 Skilled 262 Semi-skilled 331 Unskilled 156 (p10/25)	2009 NR in Total: 53% of total employee person years (p.20/43) - did not meet target (report confirmed 62% NR target applies) NR - Professional: 80 person years (52% of total) NR - Skilled: 434 person years (45% of total) NR - Semi-skilled: 87 person years (75% of total) NR - Entry Level: 172 (78% of total) (p.21/46) 2009 NR head count: 43% of total people employed (p.36/46) (also break-down by skill level p.37/46) 1999-2009: avg 59% of total employment (info for each year also provided) (p.34/46) 1999-2009: comparison of actual NR employment vs. EIS predictions (total 1,736 person years in excess of prediction) (p.35/46) Total # of northern residents (head count including contractors) 876 # of northern residents (head count including contractors) by job category (Aboriginal + Other Northern = Total Northern) Professional 87 Skilled 508 Semi-skilled 91 Entry level 190 (p37/46)	# of northern resident employees (head count including contractors) (Northern Aboriginal + Northern Other = Northern total) 1,276 (p19/38) PYs 920 Total Northern Employment = 49% of Total Employment (p13/38) - did not meet target (report confirmed 62% NR target applies) # of northern resident employees (head count including contractors) by job category (Northern Aboriginal + Northern Other = Northern total) Management 55 Professional 81 Skilled 421 Semi-skilled 467 Entry 252 (p19/38)	(including contractors) Total # Northern employees (headcount) 1,050 (41% of total) (p16) Total Northern person years worked 807 (47% of total) (p11) Total Northern employment = 47% of Total Employment (p13/38) - did not meet target (report confirmed 62% NR target applies) (including contractors) Total # of Northern employees by job category (headcount) (% of total employees) Management 27 (30%) Professional 57 (22%) Skilled 323 (26%) Semi-skilled 390 (59%) Entry (253 (83%) (p17)	2018 NR in Total: 44% of total employee person years (p.15/40) - did not meet target (report confirmed 62% NR target applies) NR - Management: 18 person years (38% of total) NR - Professional: 14 person years (13% of total) NR - Skilled: 239 person years (28% of total) NR - Semi-skilled: 295 person years (66% of total) NR - Entry Level: 151 (84% of total) (p.16/40) 2018 NR head count: 34% of total people employed (p.20/40) (also break-down by skill level p.21/40) 1999-2018: avg 52% of total employment - person years (info for each year also provided) (p.19/40) 1999-2018: comparison of actual NR employment vs. EIS predictions (every year in excess of prediction) (p.20/40) # NR (headcount including contractors, Northern Aboriginal + Other Northern = NR total) 892 # NR (headcount including contractors, Northern Aboriginal + Other Northern = NR total) by job category Management 19 Professional 39 Skilled 276 Semi-skilled 326 Entry 232 (p21/40)	2019 NR in Total: 42% of total employee person years (p.17/38) - did not meet target (report confirmed 62% NR target applies) NR - Management: 13 person years (27% of total) NR - Professional: 4 person years (5% of total) NR - Skilled: 191 person years (31% of total) NR - Semi-skilled: 197 person years (61% of total) NR - Entry Level: 90 (82% of total) (p.17/38) 2019 NR head count: 33% of total people employed (p.21/38) (also break-down by skill level p.22/38) 1999-2019: avg 52% of total employment - person years (info for each year also provided) (p.20/38) 1999-2019: comparison of actual NR employment vs. EIS predictions (mostly years were in excess of prediction) (p.21/38) # NR (headcount including contractors, Northern Aboriginal + Other Northern = NR total) 686 # NR (headcount including contractors, Northern Aboriginal + Other Northern = NR total) by job category Management 17 Professional 13 Skilled 265 Semi-skilled 241 Entry 150 (p22/38)
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4		4.2.4 Preferential Hiring of Indigenous Peoples (also 4.3.1 – 4.3.3, Schedule “A”, Schedule “B”)	GNWT acknowledges that BHP will give preference to Aboriginals over other Northern Residents during the selection and hiring of its employees (Sec. 4.2.4)	N/A	N/A
5			Target - Construction Phase: Aboriginal employment will make up 44% of Northern Resident employment (Schedule “A”, Sec. 1.0) - (44% of 33% =14.52%; note that the absolute # needed to meet 44% of NR changes as the # of NR employed changes. It is possible to meet the 44% target without meeting the total employment target and vice versa); *See note below following this table on calculation of percentage	# of Aboriginal northern employees and person years worked [#478-I] # of Aboriginal northern employees by job category [#479-I]	N/A

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See figures related to employment of Indigenous and other Northern residents	See figures related to employment of Indigenous and other Northern residents Ab in BHP: 255 (52% of total NR employee person years) Ab in Contractors: 156 (56% of total of NR total employee person years) Ab in Total: 411 (53% of total of total NR employee person years) (p.20/43) Total # of Ab employee person years: 411 (p.21/46)	See figures related to employment of Indigenous and other Northern residents Northern Aboriginal Employees: total = 500 Dominion = 340 / 57% Contractors = 160 / 49%	See figures related to employment of Indigenous and other Northern residents	See figures related to employment of Indigenous and other Northern residents Ab in Dominion: 290 (67% of total NR employee person years) Ab in Contractors: 118 (42% of total of NR total employee person years) Ab in Total: 408 (57% of total of total NR employee person years) (p.15/40)	See figures related to employment of Indigenous and other Northern residents Ab in Dominion: 237 person years Ab in Contractors: 67 person years Ab in Total: 304 (61% of total of total NR employee person years) (p.16/38)
N/A	N/A	N/A	N/A	N/A	N/A

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6			Target - Operations Phase: Aboriginal employment will make up 50% of Northern Resident employment (Schedule "B", Sec. 2.0) - *(50% of 62% or 72% (at 18000 tpd) Northern employment =31%, 36% of total employment; it is possible to meet the 50% target without meeting the total employment target and vice e versa) See note below following this table on calculation of percentage	# of Aboriginal northern employees and person years worked [#478-I] # of Aboriginal northern employees by job category [#479-I]	N/A
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# of Aboriginal northern employees total, by job category NOT PROVIDED; only PYs provided Total PYs for Aboriginal northern employees 429 Total Aboriginal northerner employment = 32% of total employment (p4/25) - exceeded target; Total Aboriginal northerner employment = 52.25% of total northern employment (calculated based on p8/25) - exceeded target (report confirms 62% NR target applies) Total PYs for Aboriginal northern employees (including contractors) by job category: Professional 7 Skilled 99 Semi-skilled 100 Unskilled 429 (p10/25)	2009 Ab in Total: 53% of total NR employee person years (p.20/43); this total = 28% of Total Employment (calculation based on data on p20/46) - exceeds target based on 50% of NR; does not meet target based on % of total employment (report confirms 62% NR target applies) Ab - Professional: 10 person years (13% of total) Ab - Skilled: 218 person years (50% of total) Ab - Semi-skilled: 51 person years (59% of total) Ab - Entry Level: 132 (77% of total) (p.21/46) 2009 Ab head count: 50% of total NR employees (p.36/46) (also break-down by skill level p.37/46) 1999-2009: avg 52% of northern employment (info for each year also provided) (p.34/46) 1999-2009: comparison of actual Ab employment vs. EIS predictions (total 1,033 person years in excess of prediction) (p.35/46) # of Aboriginal employees (head count, including contractors) 435 # of Aboriginal employees (Head count including contractors) by job category Professional 11 Skilled 232 Semi-skilled 51 Entry level 141 (p37/46)	# of Aboriginal northern employees (head count including contractors) (Northern Aboriginal + Northern Other = Northern total) 595 (p19/38) PYs 500 Northern Aboriginal Employment = 54% of Total Northern Employment; 26.47% of Total Employment (p13/38, calculation based on p13/38) - exceeded target as % of Northern Employment; did not meet target for total employment (report confirmed 62% NR target applies) # of Aboriginal northern employees (head count including contractors) by job category Management 6 Professional 1 Skilled 130 Semi-skilled 291 Entry 167 (p19/38)	(including contractors) Total Northern Indigenous employees (headcount) 581 (p16) Total Northern Indigenous person years worked 478 (59% of northern employment) (p11) - exceeded target % of northern employment; 27.57% of total employment (calculated based on p11)- did not meet target for % of total employment (report confirmed 62% NR target applies) (including contractors) Total # of northern Indigenous employees by job category (% of total northern employees) Management 4 (15%) Professional 5 (9%) Skilled 126 (39%) Semi-skilled 270 (69%) Entry 176 (70%) (p17)	2018 Ab in Total: 57% of total NR employee person years (p.15/40) - exceeded target for % of NR employment; 25.11% of Total employment (calculated based on p15/40) - did not meet target for total employment (report confirmed 62% NR target applies) Ab - Management: 2 person years (11% of total NR) Professional: 1 person years (7% of total NR) Ab - Skilled: 97 person years (41% of total NR) Ab - Semi-skilled: 199 person years (67% of total NR) Ab - Entry Level: 110 (73% of total NR) (p.16/40) 2018 Ab head count: 51% of total NR employees (p.20/40) (also break-down by skill level p.31/40) 1999-2018: avg 52% of northern employment - person years (info for each year also provided) (p.19/40) 1999-2018: comparison of actual Ab employment vs. EIS predictions (number for each year in excess of prediction) (p.20/40) # of Aboriginal northern employees (head count including contractors) 458 # of Aboriginal northern employees (head count including contractors) by job category Management 2 Professional 1 Skilled 91 Semi-skilled 206 Entry 158 (p21/40)	2019 Ab in Total: 61% of total NR employee person years (p.17/38) - exceeded target for NR employment; 25.63% of total employment (calculated based on p16, 17/38)- did not meet target for total employment (report confirmed 62% NR target applies) Ab - Management: 3 person years (23% of total NR) Professional: 0 person years (0% of total NR) Ab - Skilled: 95 person years (50% of total NR) Ab - Semi-skilled: 143 person years (73% of total NR) Ab - Entry Level: 63 (70% of total) (p.17/38) 2019 Ab head count: 51% of total NR employees (p.21/38) (also break-down by skill level p.22/38) 1999-2019: avg 53% of Indigenous as part of NR employment - person years (info for each year also provided) (p.20/38) 1999-2019: comparison of actual Ab employment vs. EIS predictions (number for most years are in excess of prediction) (p.21/38) # of Aboriginal northern employees (head count including contractors) 352 # of Aboriginal northern employees (head count including contractors) by job category Management 3 Professional 1 Skilled 104 Semi-skilled 150 Entry 94 (p22/38)
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7		4.3.4 Preferential Hiring of Women (also Schedule "A", Schedule "B")	BHP agrees to provide encouragement to women who apply to be employed in non-traditional occupations; shall develop a strategy for the training, recruitment and employment of women in traditional and non-traditional occupations (Sec. 4.3.4)	Strategy for training, recruitment and employment of women in traditional and non-traditional occupations developed by June 30, 1997 [#481-M]	N/A
8			Sched B, S.3.5 Annual reports on employment pursuant to section 8.2 of this Agreement will include the following information:...The total number of women employees in traditional and non-traditional occupations	Total # of women employed in traditional and non-traditional occupations [#480-I]	N/A
9		4.3.6 Hiring basis	S. 4.3.6 BHP agrees to hire based on personal aptitude as well as standard employment criteria such as education, experience and qualifications.	Personal aptitude as well as standard employment criteria used as hiring basis [#483-M]	NOT PROVIDED

NOT PROVIDED	Since 2008, we have seen an increase of 3 per cent Aboriginal women in non-traditional positions and 2 percent of Other Northern women in non-traditional positions. Overall, we have seen an increase of 113 women working in both traditional and nontraditional positions at EKATI Diamond Mine. This represents an increase of four per cent in our overall workforce. (p.26/46)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Total female employees: 177 Aboriginal: Non-Aboriginal: Other: Number of women in Traditional Occupations: 65 Number of women in Non-traditional Occupations: 112	In 2009, BHP Billiton's workforce was comprised of 18 percent women, an increase by four per cent from the previous calendar year. (p.22/46) Total women employed: 259 person years (117 Aboriginal; 209 total Northern) (p.22/46) # of women in non-traditional positions: 139 person years (49 Ab; 109 total NR) # of women in traditional positions: 120 person years (68 Ab; 100 total NR) (p.23/46) Women by skill level (person years): Professional: 9% Skilled: 33% Semi-skilled: 18% Entry Level: 40% (p.23/46)	(Pys, headcount NOT PROVIDED) Total female employment = 270 Dominion = 154 Contractors = 116 Northern Aboriginal: 114 Non-Aboriginal: 90 Other: 66 Dominion Traditional jobs: 47 non-traditional jobs: 107	(including contractors) Total # (headcount) NOT PROVIDED Total female employees person years worked Non-traditional 169 (64% of total for female employees) Traditional 95 (36% of total for female employees) (p14)	Headcount info NOT PROVIDED Total women employed (Dominion + Contractors): 226 person years (87 Indigenous; 127 total Northern) (p.17/40) # of women in non-traditional positions: 127 person years (38 Ab; 57 total NR) # of women in traditional positions: 98 person years (53 Ab; 69 total NR) (p.18/40) Women by skill level (person years): Management: 3% Professional: 12% Skilled: 23% Semi-skilled: 31% Entry Level: 31% (p.18/40)	Headcount info NOT PROVIDED In recent years, Dominion has also been focusing on encouraging more women to enter the mining industry. (p.15/38) Total women employed (Dominion + Contractors): 170 person years (58 Indigenous; 87 total Northern) (p.18/38) # of women in non-traditional positions: 90 person years (20 Ab; 33 total NR) # of women in traditional positions: 80 person years (38 Ab; 54 total NR) (p.19/38) Women by skill level (person years): Management: 6% Professional: 12% Skilled: 32% Semi-skilled: 24% Entry Level: 26% (p.19/38)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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10		4.3.7 Exceeding employment objectives, encouraging women's employment	S. 4.3.7 BHP and the GNWT agree to work cooperatively to exceed the objectives set forth in 4.3.1 and 4.3.2 hereof and to advance the interests expressed in 4.3.4 hereof.	Employment objectives for northern residents exceeded and women's employment encouraged through the Proponent's cooperation with GNWT [#484A-M]	NOT PROVIDED
11		4.4 Labour Market Information	4.4.1 BHP agrees to cooperate with the GNWT in the development of labour market information.	Labour market information developed through cooperation with the GNWT [#485-M]	NOT PROVIDED
12			S. 4.4.2 The GNWT agrees to share with BHP any available Job Skills Inventory and other related information regarding Northern Residents	Available job skills inventory and other related information regarding northern residents shared with the Proponent [#473-M]	N/A

<u>More info needed:</u> Cooperation with GNWT = NOT PROVIDED; Fell short of employment objectives (including contractors, person years) for northern residents (61% of total; target 62% of total (or 72% of total 18,000 tpd production)); Employment objectives (including contractors, person years) for Indigenous % of Northern Total exceeded (52%; target at least 50%) (p8) (NOTE: 50% of northern total 62% = 31% of all employment total also referenced as a target)); Advancing women's employment: Statement that BHP Billiton encourages the employment of women specifically in non-traditional occupations (p11)	<u>More info needed:</u> Cooperation with GNWT = NOT PROVIDED for employment; Fell short of employment objectives (including contractors, person years) for northern residents (52% of total; target 62% of total (or 72% of total 18,000 tpd production)); Employment objectives (including contractors, person years) for Indigenous % of Northern Total exceeded (51%; target at least 50%) (Table 12, p32); Advancing women's employment: Statement that BHP Billiton encourages the employment of women specifically in non-traditional occupations (p21); BHP Billiton has been involved financially and with membership on the Project Advisory Committee for the Northern Women in Mining, Oil and Gas (NWMOG) Research Project from the Status of Women Council of the NWT (created by enactment of the Status of Women Council Act) https://www.yumpu.com/en/document/read/50218262/spring-summer-2010-status-of-women-council-of-the-nwt	<u>More info needed:</u> Cooperation with GNWT = NOT PROVIDED; Fell short of employment objectives (including contractors, person years) for northern residents (49% of total; target 62% of total (or 72% of total 18,000 tpd production)); Employment objectives (including contractors, person years) for Indigenous % of Northern Total exceeded (54%; target at least 50%) (p11); Advancing women's employment info on encouraging women's employment NOT PROVIDED	<u>More info needed:</u> Cooperation with GNWT = NOT PROVIDED; Fell short of employment objectives (including contractors, person years) for northern residents (47% of total; target 62% of total (or 72% of total 18,000 tpd production)); Employment objectives (including contractors, person years) for Indigenous % of Northern Total exceeded (59%; target at least 50%) (p11); Advancing women's employment: "Dominion...is working to encourage more women to enter the mining industry. " (p9) (no mention of the strategy for the training, recruitment and employment of women)	<u>More info needed:</u> Cooperation with GNWT = NOT PROVIDED; Fell short of employment objectives (including contractors, person years) for northern residents (44% of total; target 62% of total (or 72% of total 18,000 tpd production)); Employment objectives (including contractors, person years) for Indigenous % of Northern Total exceeded (57%; target at least 50%) (p13); Advancing women's employment: "Dominion...is working to encourage more women to enter the mining industry. " (p11) (no mention of the strategy for the training, recruitment and employment of women)	<u>More info needed:</u> Cooperation with GNWT = NOT PROVIDED; Fell short of employment objectives (including contractors, person years) for northern residents (42% of total; target 62% of total (or 72% of total 18,000 tpd production)); Employment objectives (including contractors, person years) for Indigenous % of Northern Total exceeded (61%; target at least 50%) (p16); Advancing women's employment: "In recent years, Dominion has also been focusing on encouraging more women to enter the mining industry." (p15) (no mention of the strategy for the training, recruitment and employment of women)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A

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13	Employment & Business Opportunities	4.5 Requirements for Contractors to Hire Northern Residents	BHP commits to take all reasonable steps to ensure that its Contractors at the Project adopt a hiring policy that is consistent with this Agreement (Sec. 4.5.1)	Contractors encouraged to adopt hiring policy consistent with the SEA [#486-M]	NOT PROVIDED
14			S.4.5.1. (i) require all Contractors to expressly state their commitment to hiring Northern Residents	For contract bids, stated commitment to hire northern residents from all contractors required [#487-M]	NOT PROVIDED
15			S.4.5.1. (ii) evaluate bids on the basis of whether appropriate commitments to hire Northern Residents are included or planned for in the bid	For contract bids, bid evaluation based on inclusion of /plan for appropriate commitments to hire northern residents conducted [#488-M]	NOT PROVIDED
16			S.4.5.1. (iii) incorporate the successful bidder's commitments to hire Northern Residents into the contract document	For contract bids, successful bidder's commitments to hire northern residents incorporated into contract [#489-M]	NOT PROVIDED
17			S.4.5.1. (iv) require all contractors to regularly report on their Northern Resident hires and to explain their performance to management.	For contract bids, regular reports on northern resident hires and explanation of performance from all contractors required [#490-M]	NOT PROVIDED
18		4.7.1 Student Employment	BHP shall... make summer employment available to Northern Resident students (priority granted to Aboriginal students) during the Operation Phase (Sec. 4.7.1)	Subject to priority for Aboriginal students, summer employment opportunities for northern resident students made available during operation phase [#492-M]	NOT PROVIDED

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More info needed: BHP Billiton requires all Contract Employers to support BHP Billiton's commitments to the people of the NWT by preferentially hiring Northern and Indigenous Northern Aboriginal Residents when it is reasonably practicable (p24)	More info needed: BHP Billiton requires all Contract Employers to support BHP Billiton's commitments to the people of the NWT by preferentially hiring Northern and Indigenous Northern Aboriginal Residents when it is reasonably practicable (p38)	"Dominion is committed to the development of our people, which include both employees and contractors. We aim to build capacity within our workforce by offering leadership training, apprenticeships, and skills competitions" (p. 9)	More info needed: Dominion requires all contract employers to support Dominion's commitments to the people of the North by preferentially hiring Northern Residents and Indigenous Indigenous individuals when it is reasonably practicable. (p34)	Dominion is committed to maintaining positive working relationships with Contractors to build capacity for Northern Businesses and to promote economic growth. (p.23/40) Dominion requires all contract employers to support our commitments to the people of the North by preferentially hiring Northern Residents and Indigenous individuals when it is reasonably practicable. (p.37/40)	NOT PROVIDED
More info needed: BHP Billiton requires all Contract Employers to support BHP Billiton's commitments to the people of the NWT by preferentially hiring Northern and Indigenous Northern Aboriginal Residents when it is reasonably practicable (p24)	More info needed: BHP Billiton requires all Contract Employers to support BHP Billiton's commitments to the people of the NWT by preferentially hiring Northern and Indigenous Northern Aboriginal Residents when it is reasonably practicable (p38)	NOT PROVIDED	More info needed: Dominion requires all contract employers to support Dominion's commitments to the people of the North by preferentially hiring Northern Residents and Indigenous Indigenous individuals when it is reasonably practicable. (p34)	NOT PROVIDED	NOT PROVIDED
More info needed: BHP Billiton requires all Contract Employers to support BHP Billiton's commitments to the people of the NWT by preferentially hiring Northern and Indigenous Northern Aboriginal Residents when it is reasonably practicable (p24)	More info needed: BHP Billiton requires all Contract Employers to support BHP Billiton's commitments to the people of the NWT by preferentially hiring Northern and Indigenous Northern Aboriginal Residents when it is reasonably practicable (p38)	NOT PROVIDED	More info needed: Dominion requires all contract employers to support Dominion's commitments to the people of the North by preferentially hiring Northern Residents and Indigenous Indigenous individuals when it is reasonably practicable. (p34)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	BHP Billiton provides opportunities for students through summer employment and co-op educational programs. (p.27/46)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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19		4.7.2 Educate Students about Job Opportunities	BHP shall... establish and information and orientation programme for high school students regarding the mining industry and job opportunities at the Project (Sec. 4.7.2)	High school information and orientation program regarding mining industry and job opportunities established in consultation with school administrations; periodic student visits to the mine continued [#348-M]	NOT PROVIDED
20		4.7.3 Student Scholarships	BHP agrees to make a number of scholarships available to Northern Resident (priority granted to Aboriginal students) studying in programmes mutually agreed by the Parties (Sec. 4.7.3)	Subject to priority for Aboriginal students, scholarships for northern residents in mutually agreed upon programs made available [#349-M]	NOT PROVIDED
21		7.2.1 Purchase from Local Businesses	It is the intent of the Parties that BHP will apply every reasonable effort... to purchase goods and services provided by Local Businesses (Sec. 7.2.1)		N/A
22		7.3.1 Purchase from Local Businesses: Construction Phase	BHP agrees to... purchase goods and services from Local Businesses in the matter set out in Schedule "F" to this Agreement (Sec. 7.3.1)	% of total value of goods and services purchased from local businesses	N/A
23				3. Annual reports will include:	N/A
24				3.1 Total annual value of goods and services purchased [#56-I]	N/A
25				3.2 The total annual value of goods and services purchased through Local Businesses by geographic location [#57-I]	N/A
26				3.3 Value of Local Businesses purchases by industry category [#58-I]	N/A
27				3.4 The total annual value of goods and services purchased through Aboriginal-owned businesses [#59-I]	N/A

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NOT PROVIDED	BHP introduced a new career planning process, in partnership with GNWT, called Focusing My Future Way - a career decision-making process in schools (p.13/46)	NOT PROVIDED	NOT PROVIDED	The company's Ekati Plus initiative includes... the Ekati Plus School Partnership Program. (p.7/40)	The company's Ekati Plus initiative includes... the Ekati Plus School Partnership Program. (p.6/38)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	The company's Ekati Plus initiative includes... the Ekati Plus Post-Secondary Scholarship Program. (p.7/40)	Through IBA payments, scholarships, and donations, Dominion contributed over \$5 million in 2019 to communities in the Northwest Territories and Nunavut. (p.6/38) The company's Ekati Plus initiative includes... the Ekati Plus Post-Secondary Scholarship Program. (p.6/38)
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A

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28		7.3.2 Purchase from Local Businesses: Operations Phase	BHP agrees to... purchase goods and services from Local Businesses in the matter set out in Schedule "G" to this Agreement (Sec. 7.3.2)	1. 70% of total value of goods and services purchased through local businesses [#57-I]	Nothern spending: \$321,890,831.46 / 77.9%
29				2. Annual reports will include:	N/A
30				2.1 The total annual value of goods and services purchased [#56-I]	2004 = \$413,116,721.95
31				2.2 The total annual value of goods and services purchased through Local Businesses by geographic location [#57-I]	Cambridge; \$2,400 Fort Smith: \$682,300 Gameti: \$8,312 Hay River: \$9,426,364 Inuvik: \$5,000 Kugluktuk: \$422,746 Lutsel K'e: \$289,668 Rae Edzo: \$1,721,185 Wha Ti: \$1178 Yellowknife: \$309,104,120 Other: \$24,226

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Notorn spending = \$374 million / 79%	2009: 67% (p.28/46) 1999-2009: \$3.4 billion, representing 81% of total spending, was with Northern Businesses; spending with Aboriginal businesses amounted to over \$1.1 billion which represented 27% of total spending (p.32/46) Northern by year: 1999 - 79%; 2000 - 82%; 2001 - 85%; 2002 - 85%; 2003 - 85%; 2004 - 78%; 2005 - 79%; 2006 - 78%; 2007 - 81%; 2008 - 83%; 2009 - 67% (p.33/46)	"Dominion spent over \$335 million in the North, representing 62% of total spend"	Northern amount 64% of total spend (p21)	2018: 58% (p.25/40) 1999-2018: \$5.8 billion, representing 71% of total spending, was with Northern Businesses; spending with Indigenous businesses amounted to over \$2.0 billion which represented 26% of total spending (p.26/40) Northern by year: 2004 - 78%; 2005 - 79%; 2006 - 78%; 2007 - 81%; 2008 - 83%; 2009 - 67%; 2010 - 60%; 2011 - 60%; 2012 - 66%; 2013 - 62%; 2014 - 59%; 2015 - 58%; 2016 - 62%; 2017 - 63%; 2018 - 58% (p.26/40)	2019: 56% (p.25/38) 1999-2019: \$6.0 billion, representing 71% of total spending, was with Northern Businesses; spending with Indigenous businesses amounted to \$2.3 billion which represented 27% of total spending (p.26/38) Northern by year: 2009 - 67%; 2010 - 60%; 2011 - 60%; 2012 - 66%; 2013 - 62%; 2014 - 59%; 2015 - 58%; 2016 - 62%; 2017 - 63%; 2018 - 58%; 2019 - 56% (p.26/38)
N/A	N/A	N/A	N/A	N/A	N/A
Total for goods and services: \$473,982,000	2009: \$268 million (p.28/46)	Total overall spend for the Ekati mine was \$539 million	\$475,935,000 total spend (p21)	2018: \$524 million (p.26/40)	2019: \$398 million (p.25/38)
NOT PROVIDED	2009: \$179M was spent with Northern business (67% of the total value of goods and services purchased) (p.28/46) Aboriginal businesses: \$72M (27% of total) Other Northern businesses: \$107M (40% of total) (p.28/46) Breakdown by geographic location NOT PROVIDED	Yellowknife: \$327,456,000 Hay River Reserve: \$7,333,000 Fort Smith: \$541,000 Behchoko: \$10,000	Behchokò \$147,000 Fort Smith \$487,000 Hay River Reserve \$6,104,000 Yellowknife \$278,664,000 Other \$21,287,000 (still other northern spend) (p23)	2018: \$302M was spent with Northern business (58% of the total value of goods and services purchased) (p.26/40) Indigenous businesses: \$151M (29% of total) Other Northern businesses: \$151M (29% of total) (p.26/40) 2018 by geographic Region: Fort Resolution - \$72,000 Bechoko - \$262,000 Fort Smith - \$602,000 Hay River Reserve - \$4,900,000 Yellowknife - \$269,423,000 Other - \$26,582,000 (p.27/40)	2019: \$222M was spent with Northern business (56% of the total value of goods and services purchased) (p.25/38) Indigenous businesses: \$143M (36% of total) Other Northern businesses: \$79M (36% of total) (p.25/38) 2019 by geographic Region: Fort Resolution - \$55,500 Bechoko - \$217,500 Fort Smith - \$656,203 Hay River Reserve - \$5,444,994 Yellowknife - \$191,644,591 Other - \$23,657,195 (p.27/38)

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32				2.3 Value of Local Businesses purchases by industry category [#58-I]	Air Support: \$14,508,099.90 / 99.42% Rent & Accommodation: \$1,168,651.60 / 94.26% Land Freight: \$5,430,781.54 / 98.79% Contractors: \$54,687,963.45 / 88.87% Northern Labour Service: \$4,689,523.13 / 93.70% Community Relations: \$2,556,160.58 / 96.06% Goods & Services: \$169,871,779.98 / 67.01% Equipment: \$20,500.200.00 / 100% Fuel: \$45,658,469.01 / 100% Fees, Licenses, Assessments: \$2,819,202.27 / 95.94%
33				2.4 Cumulative totals of goods and services purchases for the operations Phase [#60-I]	total cumulative spend: \$2,305,797,972
34				2.5 The total annual value of goods and services purchased through Aboriginal-owned businesses [#59-I]	Northern Aboriginal owned businesses: - \$121,177,644.46 / 37.6%
35	Employment & Business Opportunities	7.4.1 BHP Support to Local Businesses	BHP agrees to:		N/A
36			a) establish a procurement office in the NWT for the Operations Phase;	Procurement office in the NWT for the operations phase opened [#61-M]	NOT PROVIDED
37			b) conduct business opportunities workshops and seminars in the Points of Hire;	Business opportunities workshops and seminars in the points of hire conducted; business community made aware of corporate policy respective procurement guidelines [#62-M]	NOT PROVIDED
38			c) provide Local Businesses with information regarding BHP's procurement needs;	Local businesses provided with information regarding Proponent's procurement needs [#63-M]	NOT PROVIDED
39			d) facilitate subcontracting opportunities for smaller Local Businesses, particularly Aboriginal-owned businesses;	Subcontracting opportunities for smaller local businesses, particularly Aboriginal-owned businesses facilitated [#64-M]	NOT PROVIDED

Goods and Services: \$314,606,000 / 66% Contractors: \$57,840,000 / 12% Fuel: 56,480,000 / 12% Land and Freight: 20,585,000 / 4% Air Support: 16,668,000 / 4% Northern Labour Service: 4,523,000 / 1% Community Relations: 1,954,000 / 0% Rent and Accommodation: 1,129,000 / 0% Equipment: 170,000 / 0% Fees, Licenses, Assessments: 29,000 / 0%	NOT PROVIDED (breakdown into industry category provided, but without information on local businesses' contributions)	Building construction / maintenance: \$37,990,000 earth moving equipment: \$106,743,000 earth moving tires: \$4,290,000 vehicle comp. & parts: \$3,770,000 Vehicle repair and maintenance: \$20,416,000 Passenger Transport: \$13,378,000 environmental services: \$2,676,000 Freight, cargo, and mail transport: \$50,851,000 hardware: \$2692,000 mine drilling and blasting services: \$45,268,000 personal and domestic services: \$15,168,000 Other: \$32,098,000	Building construction / maintenance \$20,202,000 Earth moving equipment \$73,167,000 Earth moving tires (EMT) \$2,525,000 Vehicle comp. & parts (non-EMT) \$3,993,000 Vehicle repair and maintenance \$23,680,000 Passenger transport \$8,441,000 Environmental services \$2,274,000 Freight, cargo and mail transport \$73,881,000 Hardware \$180,000 Mine drilling and blasting services \$39,549,000 Personal and domestic services \$16,449,000 Other \$1,930,000 (northern expenditure other) (p21)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	\$7,136,000,000	Actual total spend (from 1999 - 2017) \$7,611,000,000 (p22)	NOT PROVIDED	NOT PROVIDED
Aboriginal Northern Business = \$133 million / 28% of total expenditures	2009: Aboriginal businesses: \$72M (27% of total; 40% of Northern total) [This is] an increase of 5 per cent over the total Northern Business spend since 2008 (p.28/46)	2016 = \$144 million / 43% of Northern Spending	Indigenous businesses expenditures \$123,226,000 (40% of total northern spend; 26% of total spend) (p21)	2018: Indigenous businesses: \$151M (29% of total; 50% of Northern total (p.26/40)	2019: Indigenous businesses: \$143M (36% of total) (p.26/38)
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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40			e) assist Local Businesses which are awarded contracts in securing down payment monies for the acquisition of goods and equipment;	Assistance for local businesses in securing down payment monies for the acquisition of goods and equipment provided (by providing contracting documentation) [#65-M]	NOT PROVIDED
41			f) identify possible opportunities for joint ventures by Local Businesses and particularly by Aboriginal-owned businesses (Sec. 7.4.1)	Any available local business listing shared with the GNWT; work carried out with the GNWT realized to identify possible opportunities for joint ventures by local businesses, particularly by Aboriginal-owned businesses [#66-M]	NOT PROVIDED
42	Employment & Business Opportunities	7.4.2 GNWT Support to Local Businesses	GNWT agrees to:		N/A
43			a) provide to BHP information on the capabilities of Local Businesses to provide services and supply goods to the Project;	Appropriate information provided on a timely basis to the Proponent on local business capabilities to provide services and supply goods to the project [#47-M]	N/A
44			b) develop a directory of Local Businesses	Directory of local businesses developed with northern residents in the points of hire [#48-M]	N/A
45			c) provide assistance programs as well as other business services to Local Businesses;	Where appropriate, assistance programs and other businesses services provided to local businesses [#49-M]	N/A
46			d) share information and experience on Business Incentive policies with BHP;	Information and experience on business incentive policies shared with Proponent [#50-M]	N/A
47			e) share with BHP such directories, catalogues and databases re: NWT suppliers, manufacturers and services on an ongoing basis	Where appropriate, directories, catalogues, or databases created, funded, or maintained by GNWT of NWT suppliers, manufacturers, services, etc. shared with the Proponent on an ongoing basis [#51-M]	N/A
48	Training Programs	4.3.5 Hiring Northern Residents Who Have Completed Training	BHP agrees to provide special considerations for Northern Residents who have completed designated training programs (Sec. 4.3.5)	Special considerations for northern residents who have completed designated training programs provided [#482-M]	NOT PROVIDED

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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49		4.5.2 Training and Apprenticeships	BHP shall, to the greatest extent possible... provide training and apprenticeship programmes with the intent of promoting Northern Residents into as many management positions as possible (Sec. 4.5.2)	Training and apprenticeship programs with the intent of promoting northern residents into management positions provided [#343A-M]	NOT PROVIDED
50		4.5.6 Opportunities for Advancement	BHP shall make available to employees who are Northern Residents all opportunities for advancement, including training and apprenticeships, as are ordinarily provided to BHP employees (Sec. 4.5.6)	Northern residents provided with opportunities for advancement, including training and apprenticeships, as are ordinarily provided to BHP employees [#344-M]	NOT PROVIDED

"EKATI Diamond mine has a total of 48 apprentices and all but one was Northern" "Of the total, 27 apprentices were Aboriginal comprising 57% of the total, and 20 were other northerens comprising 42% of the total"	In 2009, a total of 36 workers benefitted from apprenticeship employment at EKATI Diamond Mine. Of this total, 25 were Aboriginal Northerners and 4 were Other Northerners (p.27/46) BHP Billiton sponsors a wide range of employee training programs as well as apprenticeships. These include an extensive orientation program, safety training, cross cultural awareness training, as well as mine-based training progression programs, apprenticeship and support for students in post secondary studies. (p.27/46)	"In 2016, the Ekati mine has 61 individuals in the apprenticeship program, both with Dominion and contractors"; (p9/31) "Measuring success 1996-2016" report: There is a site-based adult educator who works with apprentices and any others interested in developing their skills, working one-on-one with each apprentice to assess their math, language, and computer skills, and prepare them for the classroom and maintaining regular contact with apprentices and provides ongoing support.	(including contractors)# Northern Apprenticeships (headcount) 43; 39 person years (p15)	In 2018, the Ekati mine had 51 individuals in the apprenticeship program, both with Dominion and Contractors.(p.13/40)	In 2019, the Ekati mine had 20 individuals in the apprenticeship program, both with Dominion and Contractors.(p.15/38)
"EKATI Diamond mine has a total of 48 apprentices and all but one was Northern" "Of the total, 27 apprentices were Aboriginal comprising 57% of the total, and 20 were other northerners comprising 42% of the total"	In 2009, a total of 36 workers benefitted from apprenticeship employment at EKATI Diamond Mine. Of this total, 25 were Aboriginal Northerners and 4 were Other Northerners (p.27/46) BHP Billiton sponsors a wide range of employee training programs as well as apprenticeships. These include an extensive orientation program, safety training, cross cultural awareness training, as well as mine-based training progression programs, apprenticeship and support for students in post secondary studies. (p.27/46)	<u>more info needed:</u> "In 2016, the Ekati mine has 61 individuals in the apprenticeship program, both with Dominion and contractors"; In the report "Measuring Success" Jan 2013 (p10/15): Ekati, Diavik and SL together have collectively supported Mine Training Society programs with \$11.4M in cash and in-kind investments between 2014-2012 COLLECTIVELY and committed for further \$6.6M for MTS "mining the future" proposal expected to run from 2013-2015 and provided COLLECTIVELY, bridge financing for 2012 and 2013 to sustain the MTS programs. In the report "Measuring Success 1996-2016" (p7/31): COLLECTIVELY (Ekati, Diavik, SL, GK), industry has contributed \$1.2M in funding support plus \$10.8M in-kind support for Mine Training Society since 2004	(including contractors)# Northern Apprenticeships (headcount) 43; 39 person years (p15)	In 2018, the Ekati mine had 51 individuals in the apprenticeship program, both with Dominion and Contractors.(p.13/40)	In 2019, the Ekati mine had 20 individuals in the apprenticeship program, both with Dominion and Contractors.(p.15/38)

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51		4.6.2 Orientation of Northern Resident Employees	BHP agrees to provide Northern Resident employees with Mine employment orientation programmes (Sec. 4.6.2)	Mine employment orientation programs provided [#491-M]	NOT PROVIDED
52		4.6.5 Technical Education & Apprenticeships for Employees	BHP... agrees to sponsor Mine related technical education and apprenticeship opportunities at suitable institutions for Northern Residents who are active employees at the project (Sec. 4.6.5)	Mine related technical education and apprenticeship opportunities for Northern Residents who are active employees sponsored in cooperation with the GNWT Apprenticeship Programme [#346-M]	NOT PROVIDED
53		4.6.7 International safety symbols	BHP shall provide on-site training to facilitate the reading of international safety symbols.	On-site training to facilitate reading of international safety symbols provided [#347-M]	NOT PROVIDED
54	Training Programs	4.8 Job and Management Training	Subject to priority being given to Aboriginal employees, BHP will offer Northern Residents opportunities for training and apprenticeships in order to maximize the number of available jobs and management positions (Sec. 4.8)	Subject to priority for Aboriginal employees, opportunities for training and apprenticeships offered [#345-M]	NOT PROVIDED
55			The GNWT shall cooperate with and assist BHP to obtain any available government assistance which BHP may seek in order to carry out its commitment to training and apprenticeships	Proponent cooperated with and assisted to obtain any available government assistance sought to carry out its commitment to training and apprenticeships [#339-M]	N/A

NOT PROVIDED	BHP Billiton sponsors a wide range of employee training programs... These include...an extensive orientation program (p.27/46)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
more info needed: "EKATI Diamond mine has a total of 48 apprentices and all but one was Northern" "Of the total, 27 apprentices were Aboriginal comprising 57% of the total, and 20 were other northerners comprising 42% of the total"	more info needed: BHP funds a wide range of employee training programs including trades training, apprenticeships, underground mining programs, mineral processing programs, and work readiness programs (p.21/46)	more info needed: "In 2016, the Ekati mine has 61 individuals in the apprenticeship program, both with Dominion and contractors"	More info needed: (including contractors)# Northern Apprenticeships (headcount) 43; 39 person years (p15)	more info needed: The Ekati mine offers apprenticeships in carpentry, millwrighting, plumbing, mobile crane operation, machining, electrical, warehousing, and instrumentation. (p.13/40)	more info needed: The Ekati mine offers apprenticeships in carpentry, millwrighting, plumbing, mobile crane operation, machining, electrical, warehousing, and instrumentation. (p.15/38)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
"EKATI Diamond mine has a total of 48 apprentices and all but one was Northern" "Of the total, 27 apprentices were Aboriginal comprising 57% of the total, and 20 were other northerners comprising 42% of the total"	In 2009, a total of 36 workers benefitted from apprenticeship employment at EKATI Diamond Mine. Of this total, 25 were Aboriginal Northerners and 4 were Other Northerners (p.27/46) BHP Billiton sponsors a wide range of employee training programs as well as apprenticeships. These include an extensive orientation program, safety training, cross cultural awareness training, as well as mine-based training progression programs, apprenticeship and support for students in post secondary studies. (p.27/46) BHP Billiton also contributes significantly to underground training and development of a northern workforce and provides opportunities for new careers in our underground operations. (p.27/46)	more info needed: "In 2016, the Ekati mine has 61 individuals in the apprenticeship program, both with Dominion and contractors"	(including contractors)# Northern Apprenticeships (headcount) 43; 39 person years # Northern Indigenous Apprenticeships (headcount) 23; 23 person years (p15)	2018 apprenticeships (head count): Total - 51 Northern - 32 Indigenous - 13 (p.19/40)	2019 apprenticeships (head count): Total - 20 Northern - 11 Indigenous - 3 (p.20/38)
N/A	N/A	N/A	N/A	N/A	N/A

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56		4.8.1 Training by Contractors	S. 4.8.1 BHP shall... ensure that its Contractors implement training programmes, re:	All reasonable steps taken to ensure contractors implement training programs during operation phase [#350-M]	NOT PROVIDED
57			(i) Commitment to Northern Resident training	For contract bids during operation phase, stated commitment to northern resident training from contractors required [#351-M]	NOT PROVIDED
58			(ii) Outlining programmes for training Northern Residents	For contract bids during operation phase, outlines of northern resident training programs required [#352-M]	NOT PROVIDED
59			(iii) (BHP) evaluate bids based on the basis of amount included in Northern Resident training costs (Sec. 4.8.1)	For contract bids during operation phase, bids evaluated based on whether appropriate amount was included for northern resident training costs [#353-M]	NOT PROVIDED
60			BHP and GNWT will cooperate in promoting training programmes deemed appropriate during the Construction phase	S. 4.8.1. Cooperation with Proponent realized in promoting training programs deemed appropriate during the construction phase [#340-M (GNWT), #354-M (Proponent)]	N/A
61		4.8.2 Training by BHP	BHP shall... establish multi-skill development training programmes for employees [types of training listed] (Sec. 4.8.2)	Multi-skill development training programs for employees established [#355-M]	NOT PROVIDED
62		4.8.3 GNWT Training Programs	The GNWT agrees to continue offering pre-employment training programmes and will commit resources in order to ensure availability to Northern Residents. (Sec. 4.8.3)	Pre-employment training programmes for northern residents offered and availability ensured [#341-M]	N/A
63			The GNWT also agrees to develop an accelerated apprenticeship programme to enable Northern Residents to become qualified tradespeople and thereby take advantage of the employment opportunities created by the Project (Sec. 4.8.3)	Accelerated apprenticeship programme for northern residents developed [#342-M]	N/A
64	Cultural Well-being & Traditional Economy Opportunities	4.6.3 Cross-Cultural Training of Employees	BHP shall provide cross-cultural orientation and training for all employees focusing on both Aboriginal and non-Aboriginal cultures and mining industry cultures (Sec. 4.6.3)	Cross-cultural orientation and training provided for all employees focusing on both Aboriginal and non-Aboriginal cultures and mining industry cultures [#288-M]	NOT PROVIDED
65		4.6.6 Official Languages	BHP agrees to the use of appropriate NWT Official Languages on signage and other employee communications (Sec. 4.6.6)	NWT official languages used appropriately on signage and other employee communications; international symbols used whenever possible [#289-M]	NOT PROVIDED

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	More info needed: Apprenticeships are offered by our Contractor partners in parts, welding, mechanics, and heavy duty technicians.(p9)	Apprenticeships are offered by our Contractor partners in parts, welding, mechanics, and heavy duty technicians. (p.13/40)	Apprenticeships are offered by our Contractor partners in parts, welding, mechanics, and heavy duty technicians. (p.13/40)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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66		5.3.2 Employee Attitudinal Survey	BHP agrees to collect attitudinal survey information from its employees which will form part of the health and wellness report (Sec. 5.3.2)	Employee attitudinal survey information collected for health and wellness report [#178-M]	NOT PROVIDED
67	Community, Family, and Individual Well-being	4.5.7 Work Transportation	BHP, in accordance with its established work schedules, will provide employees, on their own time, with free scheduled round-trip work related transportation to the Mine from the Points of Hire and the following communities: Hay River, Fort Resolution, Fort Smith, Deline, Inuvik, Norman Wells, Fort Simpson and Cambridge Bay.	Free scheduled round-trip work related transportation to the mine from points of hire and select communities provided [#170-M]	NOT PROVIDED
68		4.5.10 Drugs and Alcohol	BHP shall take reasonable steps to ensure that the Mine is free of non-medical drugs and alcohol (Sec. 4.5.10)	Reasonable steps to ensure the mine is free of non-medical drugs and alcohol taken [#171-M]	NOT PROVIDED
69		4.5.12 Banking	BHP shall, in concert with the GNWT, work with banks to provide employee access to banking services in the Points of Hire (Sec.4.5.12)	Work with GNWT to provide access to banking services in the points of hire carried out [#172-M]	NOT PROVIDED
70		4.6.1 Employee Supports	Development or support of drug and alcohol support programs, money management workshops and other individual support matters (Sec. 4.6.1)	Drug and alcohol rehabilitation programs developed or supported [#173-M]; Money management workshops developed or supported [#174-M] Other individual support matters' assistance provided (e.g. liaising with ministries, territorial agencies, community mobilization initiatives, other sources) [#175-M]	NOT PROVIDED
71		4.6.4 Employee Counselling	BHP shall... provide all employees at the Project free professional counselling for career opportunities, personal and family related problems upon request (Sec. 4.6.4)	Employee assistance program provided with free professional counselling for all employees for career opportunities, personal and family related problems upon request [#176-M]	NOT PROVIDED
72		5.3.1. Relationship with frontline health and social service providers	BHP agrees to establish a working relationship with frontline health and social service providers employed by the GNWT and its various agencies.	Working relationship established with frontline health and social service providers [#177-M]	NOT PROVIDED

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED; [Note: In "Measuring Success 1996-2016 NWT - Nunavut Chamber of Mines", p4 mentions "All mine sites have facilities staffed with trained medical teams. All have emergency response teams (Ers) comprised of volunteers from their workforces".more info needed if the medical teams are based on a working relationship with frontline health providers	More info needed: Physician Assistants at the Ekati mine provide services, unclear if they are employed by GNWT or its agencies (p7)	More info needed: Physician Assistants at the Ekati mine provide services, unclear if they are employed by GNWT or its agencies (p7)	More info needed: Physician Assistants at the Ekati mine provide services, unclear if they are employed by GNWT or its agencies (p9)

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73		5.2.1 Indicators for Health and Wellness	The GNWT agrees to use the 14 indicators for health and wellness set forth in Schedule "D" of this agreement to monitor and assess the impact of the Project (Sec. 5.2.1)	Impact of the project assessed using the list of health and wellness indicators in the agreement (schedule D); schedule E baseline data used [#163-M]	N/A
74				1) Average income of community residents [#150-I]	N/A
75				2) Employment levels and participation rates [#471-I]	N/A
76				3) Rates of High School Completion [#472-I]	N/A
77	Community, Family, and Individual Well-being			4) Housing Indicators (# of dwellings, avg # of persons per dwelling, avg # of persons per bedroom, % of units with full plumbing and heating, etc.) [#151-I]	N/A
78				5) Teen birth rates [#152-I]	N/A
79				6) # of children in care [#153-I]	N/A
80				7) # of suicides [#154-I]	N/A
81				8) # of injuries [#155-I]	N/A
82				9) # of potential years of life lost [#156-I]	N/A
83				10) # of communicable diseases (sexually transmitted infections) [#157A-I]	N/A
84				10) # of communicable diseases (tuberculosis) [#157B-I]	N/A
85				11) Social Assistance cases [#158-I]	N/A
86				12) # of alcohol and drug related crimes [#159-I]	N/A
87				13) # of property crimes [#160-I]	N/A
88				14) # of family violence complaints [#161-I]	N/A
89		S. 5.2.3 Annual Health and Wellness Report	The GNWT agrees to prepare an annual health and wellness report for each Point of Hire based on the [14 indicators]	Annual health and wellness report prepared for each point of hire [#164-M]	N/A
90		S. 5.2.4 Meetings on Annual Health and Wellness Report	The GNWT agrees to meet with BHP on an annual basis to review the health and wellness report and to develop plans of action that could be undertaken to improve the results. (S. 5.2.4)	Annual meeting with Proponent to review health and wellness report and develop plans of action to improve results carried out [#165-M]	NOT PROVIDED
91		S. 5.2.5 Consultation on Annual Health and Wellness Report	The GNWT agrees to consult with Boards, communities and organizations to review the results of the health and wellness report on how to improve the results. (S. 5.2.5)	Consultation with Boards, communities, and organizations to review results of the health and wellness report on how to improve results conducted [#166-M]	N/A
92		Schedule D, S. 2.0. Sharing information with 'Point of hire' community governments	Sharing monitoring information with community governments (information gathered by GNWT)	Information collected through the monitoring process in point of hire communities is shared with their community governments [#162-M]	N/A

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N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A

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93		5.2.6 Daycare Programs	The GNWT agrees to... the establishment of daycare programs in order to encourage the employment of Northern Residents (Sec. 5.2.6)	Proactive approach adopted in assisting points of hire communities establish daycare programs [#167-M]	N/A
94	Community, Family, and Individual Well-being (Sec. 5)	5.2.7 Spousal Abuse	The GNWT ... agrees to adopt a proactive approach in assisting Points of Hire communities in preventing spousal abuse (Sec. 5.2.7)	Proactive approach adopted in assisting points of hire communities prevent spousal abuse [#168-M]	N/A
95		5.3.3 Integrated Use of Community Resources	BHP agrees to work closely with the GNWT and its various agencies to encourage the effective and integrated use of community resources (Sec. 5.3.3)	Work carried out closely with GNWT and its agencies to encourage effective and integrated use of community resources to address any negative socio-economic impacts from the project [#179-M]	NOT PROVIDED
96	Net Effects on Government (N/A)				N/A
97	Sustainable Development (N/A)				N/A
98	COMMUNITY MOBILIZATION	S. 6.1.1 Support Community Mobilization	S. 6.1.1 The GNWT and BHP agree to continue supporting the community mobilization initiatives	Community mobilization initiatives continue to be supported [#180-M]	NOT PROVIDED
99		Apx. C Community Mobilization Activities	S. 1.0 [Parties to this Agreement] Encourage communities, organizations and Local Businesses to meet and discuss approaches which can be used to increase Local Business involvement in Project activities	Communities, organizations, and local businesses are encouraged to meet and discuss approaches which can be used to increase local businesses involvement in project activities [#67-M]	NOT PROVIDED
100			S. 2.0 [Parties to this Agreement] Distribute information intended to support development of cooperative business efforts	Information is distributed to support development of cooperative business efforts [#68-M]	NOT PROVIDED
101			S. 3.0 [Parties to this Agreement] Support activities which strengthen understanding of the business opportunities resulting from this Project	Activities which strengthen understanding of the business opportunities resulting from this project are supported [#69-M]	NOT PROVIDED
102			S. 4.0 [Parties to this Agreement] Meet periodically to discuss approaches which will enhance community mobilization	Periodic meetings are held to discuss approaches which will enhance community mobilization [#70-M]	NOT PROVIDED

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N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	Dominion is pleased to be able to support projects and organizations that build resilient, sustainable communities through this Ekati Plus initiative. (p.6/38)
NOT PROVIDED	NOT PROVIDED	<u>More info needed:</u> Dominion supported a Business Development Consultant for the North Slave Métis Alliance through the Ekati Plus Community Development Program (p5-6)	<u>More info needed:</u> Dominion supported a Business Development Officer for the North Slave Métis Alliance through the Ekati Plus Community Development Program (p5-6)	NOT PROVIDED	<u>More info needed:</u> Dominion supported a Business Development Officer for the North Slave Métis Alliance through the Ekati Plus Community Development Program (p6-7)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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103	MONITORING	S 8.1. Monitoring	S.8.1 BHP and the GNWT agree that monitoring the results of this Agreement is important and they will mutually work toward the adoption of programmes and policies to improve the monitoring in accordance with the principles as set out in Schedule "H".	Work carried out with the GNWT toward the adoption of programmes and policies to improve the monitoring in accordance with the principles as set out in Schedule "H" [#574B-M]; Work carried out with the Proponent toward the adoption of programmes and policies to improve the monitoring in accordance with the principles as set out in Schedule "H" [#570B-M GNWT]	NOT PROVIDED
104		S.8.2 Annual report	S. 8.2 BHP agrees to provide an annual report providing information on the progress of Northern Residents and Local Businesses in training, employment, and business opportunities	Annual report providing information on the progress of Northern Residents and Local Businesses in training, employment, and business opportunities provided [#573A-M]	Partial: This report relates to business opportunities. Other information left out.
105		S. 8.3 Annual meeting to review report	S. 8.3 BHP and the GNWT agree to meet on an annual basis to review the report referred to in 8.2 hereof and to develop plans of action that could be undertaken to improve the results	Meeting carried out with GNWT on an annual basis to review the annual report referred and to develop plans of action that could be undertaken to improve the results [#574A-M] GNWT	Letter accompanying the report to Mr. Peter Vician (GNWT ITI) July 5, 2005 from BHP Billiton: "BHP Billiton Diamonds Inc. looks forward to meeting with representatives from the GNWT depending on your availability. We are prepared to discuss the assumptions and purchasing results as they pertain to the [SEA] and also look forward to discussions on the GNWT's commitments under the agreement."
106		S. 8.4 Annual consultation with communities	S. 8.4 BHP and GNWT agree to consult annually with Points of Hire communities and other Northwest Territories communities to review the results of the report referred to in 8.2 hereof and to consult with Northern Residents living in those communities on how to improve the results	Consultation carried out annually with points of hire communities and other Northwest Territories communities to review the results of the annual report and to consult with Northern Residents living in those communities on how to improve the results [#575-M] GNWT	NOT PROVIDED

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
This report appears to be the required annual report	This report appears to be the required annual report	This report appears to be the required annual report; training focus is on progress related to apprenticeship (p9)	This report appears to be the required annual report; training focus is on progress related to apprenticeship (p9)	This report appears to be the required annual report; training focus is on progress related to apprenticeship (p11)	This report appears to be the required annual report; training focus is on progress related to apprenticeship (p15)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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107		S. 8.5 Appearance before Ad Hoc Committee	S. 8.5 BHP and GNWT agree that their Representatives in 3.0 hereof will, if requested by the Minister of Resources, Wildlife and Economic Development, appear annually before an ad hoc Committee comprised of members of the Executive Council and the Legislative Assembly of the Northwest Territories to report on the progress of Northern Residents and Local Businesses in training, employment and business opportunities	If requested by the Minister of Resources, Wildlife and Economic Development, appearance made by representatives annually before an ad hoc Committee comprised of members of the Executive Council and the Legislative Assembly of the Northwest Territories to report on the progress of Northern Residents and Local Businesses in training, employment, and business opportunities [#576-M]	NOT PROVIDED
108	Net Effects on Government (N/A)				N/A
109	Sustainable Development (N/A)				N/A

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	Dominion is pleased to be able to support projects and organizations that build resilient, sustainable communities through this Ekati Plus initiative. (p.6/38)

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Appendix F: Diavik



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Row #	Theme Category	AGREEMENT (1999) (including 2015 amendment)			REPORTS
		Theme	Commitment/Target	Indicator / Measure	Diavik Diamond Mine Sustainable Development Annual Report 2005
1	Employment & Business Opportunities	Sec. 3.1 Direct Employment Benefits - Intent	S. 3.1.2 It is the intent of the Parties to maximize project-related employment opportunities for Northerners pursuant to Appendices A and B.	N/A	"Diavik is committed to providing significant training, employment and business opportunities to the Northwest Territories and Nunavut's West Kitikmeot region" (p. 5)
2		Sec. 3.2 Direct Employment Benefits - Policies and Practices	S. 3.2.1 DDMI agrees to establish employment policies, practices and development programs pursuant to Appendix A.	Employment policies, practices and development programs developed pursuant to the Proponent's employment commitments [#453-M]	NOT PROVIDED
3		Sec. 3.4 Reporting	S. 3.4.2 DDMI will report the following data:		N/A
4	Employment & Business Opportunities		(a) hiring by community, priority group, and job category	Hiring by community, priority group, and job category [#447-I]	NOT PROVIDED
5	Employment & Business Opportunities		(b) employment by northern community, priority group, job category	Employment including by contractors, reported in person years by northern community, priority group, and job category [#449-I]	NOT PROVIDED

REPORTS					
Diavik Diamond Mine Sustainable Development Annual Report 2007	Diavik Diamond Mine Sustainable Development Annual Report 2010	Diavik Diamond Mine Sustainable Development Report Annual Report 2015	Diavik Diamond Mine Sustainable Development Annual Report 2016	Diavik Diamond Mine Sustainable Development Annual Report 2017	Diavik Diamond Mine Sustainable Development Annual Report 2018
"Diavik is committed to providing significant training, employment and business opportunities to the Northwest Territories and Nunavut's West Kitikmeot region" (p. 5)	"Diavik is committed to providing significant training, employment and business opportunities to the Northwest Territories and Nunavut's West Kitikmeot region" (p. 5)	For the construction work of the PKC, Diavik focused on hiring northern workers . Overall, 84 northerners gained seasonal employment.	In 2016, 47% of operations employees were Northern (p.7)	In 2017, 45% of operations employees were Northern (p.6)	In 2018, 51% of operations employees were Northern (p.7)
"Diavik committed to hire, as a priority, local northern residents and Aboriginal people with traditional ties to the region of the mine. Diavik projected the workforce to be as high as 450." (p. 16)	"Diavik will continue to provide local training, employment, and business benefits beyond 2020"	"Throughout 2016, Diavik staff will continue to focus on hiring northern by providing local communities with information about employment opportunities" (p. 14)	NOT PROVIDED	NOT PROVIDED	Building on a successful 2018, we will be able to continue to deliver training, employment, and business benefits to local communities, meet our commitments to environmental protection, and generate economic prosperity for our investors. (p.2)
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	Table of DDMI and contractor new hires by community, priority group, job category (person years) provided (pp. 50-53)	Employment by Priority group and job classification: Northern: - Entry level: 13.2 person years - Semi-skilled: 98.3 person years - Skilled: 203.5 person years - Professional: 44.1 person years - Management: 14.3 person years - Total: 373.4 person years (p.20) Tables of DDMI and contractor new hires by community, priority group, job category (person years) provided (pp. 20-21)	Employment by Priority group and job classification: Northern: - Entry level: 6.5 person years - Semi-skilled: 83.6 person years - Skilled: 182.0 person years - Professional: 43.7 person years - Management: 14.0 person years - Total: 329.9 person years (p.13) Tables of DDMI and contractor new hires by community, priority group, job category (individuals) provided (pp. 15-17)	Employment by priority group and job classification: Northern: - Entry level: 10.2 - Semi-skilled: 80.9 - Skilled: 180.8 - Professional: 44.2 - Management: 18.8 - Total: 335.0 Tables of DDMI and contractor new hires by community, priority group, job category (person years) provided (pp. 19-21)
NOT PROVIDED	NOT PROVIDED	Table of Employment by priority group and community (individuals) provided (p. 40); Table of DDMI employment by community, priority group, job category (person years) provided (pp. 41-42); DDMI employment by community, priority group, job category (individuals) provided (pp. 42-43)	Table of DDMI employment by community, priority group, job category (person years) provided (pp. 16-18); Contractor employment by community, priority group, job category (person years) provided (pp. 18-19)	Table of DDMI employment by community, priority group, job category (person years) provided (pp. 12-13); Contractor employment by community, priority group, job category (person years) provided (pp. 14-15)	Table of DDMI employment by community, priority group, job category (person years) provided (pp. 15-17); Contractor employment by community, priority group, job category (person years) provided (pp. 17-19)

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6			(c) employment by northern community, priority group, and job category, for those employees who are not Northern Residents under this Agreement but who, at the time of the submission of the report, maintained a self-contained domestic establishment in the Northwest Territories or West Kitikmeot Region - other than a residence at a remote work-site - as their primary residence	Employment including by contractors, reported in person years by northern community, priority group, and job category for those employees who are not northern residents under this agreement but who, at the time of the submission of the report, maintained a self-contained domestic establishment in the Northwest Territories or West Kitikmeot Region – other than a residence at a remote work-site – as their primary residence [#450-I]	NOT PROVIDED
7			(d) employment by non-residents by job category	Employment including by contractors, reported in person years by non-residents by job category [#448-I]	NOT PROVIDED
8	Employment & Business Opportunities		(e) company training initiatives by type and participation rates by priority group, and an assessment of the success of the training initiatives in meeting objectives	Company training initiatives including by contractors, by type; an assessment of the success of the training initiatives in meeting objectives is reported [#322-I]; Company training initiatives including by contractors, by participation rates by priority groups [#323-I]	NOT PROVIDED

NOT PROVIDED	NOT PROVIDED	As per above	As per above	As per above	As per above
NOT PROVIDED	NOT PROVIDED	As per above	As per above	As per above	As per above
NOT PROVIDED	A group of six northerners completed our most recent Aboriginal development program. (p.16)	Diavik has committed to train between eight and 18 apprentices annually. Diavik's apprenticeship program increases skills and provides opportunities for employees. At year end, Diavik supported 29 apprentices, with 21 being northerners; of the 21 northerners, eight are northern Aboriginal. The socio-economic monitoring agreement apprenticeship commitment is eight to 18. Since 2003, 53 apprentices have successfully completed their apprenticeships at Diavik and achieved journey person certifications from the Government of the Northwest Territories. (p.20)	At year end, Diavik supported 31 apprentices, with 21 being northerners; of the 21 northerners, 11 are northern and Indigenous. Table provided (p.10)	Apprenticeship training by priority group: Northern non-Indigenous: 9 Northern Indigenous: 8 Northern subtotal: 17 Southern subtotal: 7 Total: 24 (p.8)	Apprenticeship training by priority group: Northern non-Indigenous: 7 Northern Indigenous: 6 Northern subtotal: 13 Southern subtotal: 3 Total: 16 (p.9)

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9	Employment & Business Opportunities	Apx A, Sec. 1 Recruitment Priorities	A.1 DDMI is committed to recruiting and hiring as many Northerners as possible... DDMI will hire according to the following priorities : 1 - Aboriginal persons; 2 - Northerners who have been continuously resident in the Northwest Territories or the West Kitikmeot Region at least six (6) months prior to being hired; 3 - other Northerners resident in the Northwest Territories or the West Kitikmeot Region; 4 - all other Canadians; 5 - Other candidates.	Hiring according to following priorities conducted subject to required skills, training and experience: first priority, Aboriginal persons; second priority, Northerners who have been continuously resident in the Northwest Territories or the West Kitikmeot Region at least six months prior; third priority, other Northerners resident in the Northwest Territories or the West Kitikmeot Region; fourth priority, all other Canadians; other canadates [#456-M]	See S.3.4.2 (a) above
10	Employment & Business Opportunities	Apx A, Sec. 2 Indigenous employment (Priority)	A.2. DDMI will place special emphasis on pre-employment training and employment of Aboriginal persons who live in or originate from the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk and the North Slave Métis Alliance. DDMI will also recruit for pre-employment training and employment in Yellowknife and other NWT communities in accordance with the hiring priority.	Pre-employment training and employment for Aboriginal persons living in or originating from the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk and the North Slave Métis Alliance emphasized; recruitment for pre-employment training and employment conducted in Yellowknife and other NWT communities in accordance with the hiring priority [#457-M]	NOT PROVIDED
11	Employment & Business Opportunities	Apx A, Sec. 3 Employment Targets	A.3 DDMI confirms as objectives, and will take all reasonable steps, acting in good faith, to work towards ensuring that:		N/A
12			(a) employment of Northerners , including employment by Contractors, will be at least 40% of the total employment throughout the Construction Phase of the Project; and	Employment of Northerners including by contractors (target: at least 40% of total employment during construction;) [#451-I]	Construction workforce - Aboriginal: 33 / 9% - Northern: 40 / 11% - Subtotal all north: 73 / 20% - Southern: 285 / 80% - Total: 358

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See S.3.4.2 (a) above	See S.3.4.2 (a) above	See S.3.4.2 (a) above	See S.3.4.2 (a) above	See S.3.4.2 (a) above	See S.3.4.2 (a) above
NOT PROVIDED	NOT PROVIDED	Individuals by Participation Agreement: Tlicho FN: 66 / 5.8% Yellowknife Dene FN: 31 / 2.7% North Slave Netis Alliance: 12 / 1.1% Lutsel K'e Dene FN: 10 / 0.9% Kitikmeot Inuit Assosication: 5 / 0.4% Other: 89 / 7.8%	Individuals by Participation Agreement: Tlicho FN: 82 / 6.9% Yellowknife Dene FN: 26 / 2.2% North Slave Netis Alliance: 15 / 1.3% Lutsel K'e Dene FN: 7 / 0.6% Kitikmeot Inuit Assosication: 4 / 0.3% (p.16)	Individuals by Participation Agreement: Tlicho FN: 84 / 6.8% Yellowknife Dene FN: 26 / 2.1% North Slave Netis Alliance: 17 / 1.4% Lutsel K'e Dene FN: 8 / 0.7% Kitikmeot Inuit Assosication: 7 / 0.6% (p.12) Every community in person-years: table on pp. 12-13	Individuals by Participation Agreement: Kitikmeot Inuit Assosication: 11 / 0.9% Lutsel K'e Dene FN: 8 / 0.7% North Slace Metis Alliance: 22 / 2.0% Tlicho FN: 77 6.9% Yellowknives Dene FN: 25 / 2.2% Total: 143 / 12.8%
N/A	N/A	N/A	N/A	N/A	N/A
67%	N/A	N/A	N/A	N/A	N/A

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13	Employment & Business Opportunities		(b) employment of Aboriginal (First priority) persons , including employment by Contractors, will make up at least 40% of the total employment throughout the Operation Phase of the Project...	Employment of Aboriginal persons, including by contractors (target: at least 40% of total employment throughout operation phase) [#452-I]	Operation workforce (commitment: 40% aboriginal) - Aboriginal: 256 / 35%
14			Employment of Northerners , including employment by Contractors, will collectively be at least 66% of the total employment throughout the Operation Phase of the Project.	Employment of Northerners including by contractors (target: at least 66% throughout operation phase; aspiration to approach 100%) [#451-I]	Operation workforce (commitment: 66% north) - Northern: 257 / 35% - Subtotal all north: 513 / 71% - Southern: 214 / 29% - Total: 727
15	Employment & Business Opportunities	Apx A, Sec. 5 Employment Aspiration	A.5 It is the aspiration of DDMI that, over time the Project workforce will approach 100% Northerners .	Employment of Northerners including by contractors (aspiration to approach 100%) [#451-I]	71% Northern Workforce
16		Apx A, Sec. 8 Employment strategies	A.8. DDMI agrees to:	N/A	N/A
17			(c) fund and co-fund community research projects directed at gathering information and addressing barriers to successful employment	Community research projects to gather information and address barriers to successful employment funded and co-funded [#458-M]	NOT PROVIDED
18			(d) actively promote and encourage careers in the diamond mining industry to the youth of the NWT;	Careers in the diamond mining industry actively promoted and encouraged to youth of the NWT [#459-M]	NOT PROVIDED
19	Employment & Business Opportunities		(e) promote and encourage partnerships with local schools for work experience and job placement programs as well as summer employment opportunities that allow students to gain experience while continuing to complete their education; and	Partnerships with local schools for work experience, job placement programs, summer employment opportunities promoted and encouraged [#460-M]	Aurora College: 6 placement students in the Administrative Support Program

Operational workforce -Target: 40% aboriginal - Actual: 33% aboriginal	Operational workforce Target: 40% aboriginal Actual: 30% aboriginal	Operational Workforce - Northern Aboriginal: 213 /19% - Southern Aboriginal: 67 / 6%	Operational Workforce (including Contractors): - Northern Aboriginal: 233 /20% - Southern Aboriginal: 49 /4% (p.7)	Operational Workforce (including Contractors): - Northern Aboriginal: 222 / 18%	Operations Workforce - Northern Indigenous: 219 (20%)
Operational workforce - Target: 66% northern - Actual: 67% northern - 267 non-aboriginal northerners - 257 aboriginal peoples who were	Operational workforce Target: 66% northern Actual: 62% northern Southern: 346 / 38% Northern: 561 / 62% - 561 (269 aboriginal)	Operational Workforce - Northern Aboriginal: 213 /19% - Northern Non-Aboriginal: 333 / 29% - Southern Non-Aboriginal: 521 / 46%	Operational Workforce (including Contractors): - Northern Aboriginal: 233 /20% - Northern Non-Aboriginal: 324 / 27% - Southern Non-Aboriginal: 500 / 42% (p.7)	Operational Workforce (including Contractors): - Northern Aboriginal: 222 / 18% - Northern Non-Aboriginal: 327 / 27% - Total Northern: 550 / 45% - Southern: 684 / 55% (p.6)	Operations Workforce - 1,113 employees - 560 Northerners - Northern Indigenous: 219 (20%) - Other Northern: 341 (31%) - Total Northern: 560 (51%) - Southern: 553 (49%)
67% Northern Workforce	62% Northern Workforce	48% Northern Workforce	47% Northern Workforce(p.7)	45% Northern Workforce(p.6)	51% Northern Workforce
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	"DDMI supports the Northwest Territories chapter of Skills Canada, a non-profit organization dedicated to promoting careers in skilled trades and technology to northern youth."	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
"Provided two two-week job placements for two mining administrative assistant students studying under the ASEP program. The placements included a two-week rotation at the mine site or an opportunity to experience work in the corporate office. The students are enrolled in an eight-month Aurora College mining administrative support program." (p. 28)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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20			(f) subject to priority being granted to Aboriginal students , take all reasonable steps to make summer employment available to Northerner students during the Operation Phase .	All reasonable steps taken to make summer employment available to northern students during operation phase subject to priority for Aboriginal students [#461-M]	NOT PROVIDED
21	Employment & Business Opportunities	Apx A, Sec. 9 Contractor employment targets	A.9 DDMI commits to cause its Contractors to adopt policies of employment and recruitment consistent with commitments in this Appendix	Contractors required to state commitment to hiring Northerners in line with the hiring priorities [#462-M]	"Diavik works with contractors to ensure that their policies and procedures are aligned with those of Diavik Diamond Mines Inc. " (p. 17)
22			b) evaluating bids on the basis of whether appropriate commitments to hire Northerners are included or planned for in the bid;	Bids evaluated on basis of appropriate commitments to hire Northerners included or planned for in the bid [#463-M]	NOT PROVIDED
23	Employment & Business Opportunities		c) incorporating the successful bidder's commitments to hire Northerners into the contract document; and	Commitments to hire Northerners from successful bidder incorporated into the contract [#464-M]	NOT PROVIDED
24			d) requiring all Contractors to fulfil the reporting requirements of Article 3.4.	Contractors required to report on hiring, employment and training initiatives , as set out in the other requirements described in the SEA [#465-M]	Hiring: NO CONTRACTOR STATISTICS PROVIDED Some 12 underground miner candidates, which include eight Inuit and four Aboriginal northerners, began their first work rotation at Diavik in December 2005. Northern governments... are among partners in this program, led by Diavik underground mining contractor Kitikmeot Cementation Mining and Development. (p.25)

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Northern students: 2 Aboriginal students: NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
"Rio Tinto expects business partners and principal contractors, suppliers, and others to also maintain high standards. Within The Way We Work , these business practices are broadly outlined into good business sense, openness and accountability, and corporate policy. " (p. 19)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Hiring: NO CONTRACTOR STATISTICS PROVIDED Eleven of Diavik's 22 have been employed by contractors (p.27) Three of the five underground miners that started the year completed the program and each accepted full-time employment with Kitikmeot Cementation Mining and Development, Diavik's underground mining contractor. (p.28)	Hiring: NO CONTRACTOR STATISTICS PROVIDED At year-end, Diavik and its contractors employed 13 apprentices (our commitment is eight to 18 apprentices), of whom 12 are northerners. (p.12)	Hiring: Table of "Contractor" new hires by community, priority group, job category (person years) provided (p.52) Table of "Contractor" new hires by community, priority group, job category (individuals) provided (p.53)	Hiring: Table of Contractor new hire by community, priority group, job category (person years) provided (p.21)	Hiring: Table of Contractor new hire by community, priority group, job category (person years) provided (pp.16-17)	Hiring: Table of Contractor new hire by community, priority group, job category (person years) provided (pp.20-21)

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25	Employment & Business Opportunities				Employment: NO CONTRACTOR STATISTICS PROVIDED
26	Employment & Business Opportunities				Training: NO CONTRACTOR STATISTICS PROVIDED During 2005, Diavik and its mine site contractors continued a strong focus on apprenticeships. (p.25)
27		Apx A. Sec 10. transportation	A.10 DDMI will provide employees, on their own time, with free work-related round-trip transportation to the mine site from the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk, Yellowknife and Hay River (the "pick-up points").'	Free work-related round-trip transportation to the mine site from the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk, Yellowknife and Hay River provided to employees	NOT PROVIDED

Employment: NO CONTRACTOR STATISTICS PROVIDED	Employment: NO CONTRACTOR STATISTICS PROVIDED	Employment: - Tables of <i>Tlcho Logistics</i> employment by community, priority group, job category (person years, individuals) provided (pp.44-45) - Tables of <i>Bouwa Whee</i> employment by community, priority group, job category (person years, individuals) provided (pp.46-47) - Tables of <i>Cementation</i> employment by community, priority group, job category (person years, individuals) provided (p.48) - Tables of <i>"Other Contractors"</i> employment by community, priority group, job category (person years, individuals) provided (p.49)	Employment: Table of <i>Contractor</i> employment by community, priority group, job category (person years) provided (pp.18-19)	Employment: Table of <i>Contractor</i> employment by community, priority group, job category (person years) provided (pp.14-15)	Employment: Table of <i>Contractor</i> employment by community, priority group, job category (person years) provided (pp.17-19)
Training: NO CONTRACTOR STATISTICS PROVIDED	Training: NO CONTRACTOR STATISTICS PROVIDED	Training: All apprentices are Diavik Diamond Mines Inc. apprentices. (p.22)	Training: NO CONTRACTOR STATISTICS PROVIDED	Training: NO CONTRACTOR STATISTICS PROVIDED	Training: NO CONTRACTOR STATISTICS PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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28	Employment & Business Opportunities	Apx A. Sec 11 employment opportunities	A.11. DDMI will seek opportunities with GNWT and KIA to enhance employment opportunities from other NWT communities such as Inuvik, Ft. Simpson, Norman Wells and Ft. Smith, and West Kitikmeot communities by expanding pickup points where logistically, safely, and economically possible. Where circumstances warrant, the GNWT agrees to consider providing a transportation allowance for the said expansion in the NWT or for DDMI employees who live in an NWT community that is a reasonable distance from the expanded pickup point to assist those employees to get to the expanded pickup point so they can be transported to the mine site.	Opportunities sought with GNWT and KIA to enhance employment opportunities from other NWT communities such as Inuvik, Ft. Simpson, Norman Wells and Ft. Smith, and West Kitikmeot communities by expanding pickup points where logistically, safely, and economically possible	NOT PROVIDED
29	Employment & Business Opportunities	Sec. 4.4 Reporting on Direct Economic Benefits and Economic Diversification	S. 4.4.2 DDMI will prepare and report the following:		N/A
30	Employment & Business Opportunities		(a) a business opportunities forecast identifying potential business opportunities related to the Project shall be reported to the Advisory Board GNWT and Aboriginal Authorities [2015 Amendment] within 3 months following the decision of DDMI to proceed with Construction of Project. Thereafter, an updated business opportunities forecast will be prepared and submitted annually;	Business opportunities forecast prepared and submitted annually [#17-I] Business opportunities forecast reported to GNWT and Aboriginal Authorities within 3 months following the decision to proceed with construction of the project[#21-M]	NOT PROVIDED

Appendices

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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31			(b) the gross value of goods and services purchased during the calendar year under report: by category (nature) of purchase; business preference category (Northern, Aboriginal, or other); community; and Project phase (Construction, Operations)	Gross value of goods and services purchased including by contractors, during the calendar year by category of purchase; business preference category; community; project phase [#18-I]	Operational Expenditure: - Northern: \$81,368,000 / 37% - Aboriginal: \$86,264,000 / 39% Capital Expenditure: - Northern: \$26,656,000 / 14% - Aboriginal: \$116,987,000 / 61% - Purchase by community: N/A - Spending by category and priority group: N/A
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Combined operational and capital expenditures: - Northern: \$521 million / 72% - Aboriginal: \$276 million / 38% - Purchase by community: N/A - Purchase by community: N/A - Spending by category and priority group: N/A Operations labour contracts with Aboriginal and northern businesses, including: • Catering and housekeeping; • Site services; • Mining equipment operators; • Camp security; • Light vehicle maintenance; • Medical services; • Mine survey; • Bulk explosives supply; • Expediting; • Passenger air and cargo services; • Winter road freighting; • Fuel (p.17)	2010 Operations Spending: Northern Target: 70% Actual: 71% - Purchase by community: N/A - Spending by category and priority group: N/A	2015 Operations Spending: Northern: \$149.4 million / 39% Northern Aboriginal: \$109.8 million / 28% Southern: \$126.9 million / 33% Two-thirds of spending, \$259.2 million, was with local businesses, an increase over the \$250.9 million spent with northern companies in 2014. (p.16) Spending by category and priority group: - Freight, cargo, transport - Northern Aboriginal (\$14.8M); Total Northern (\$42.7M); Total (\$43.9M) - Outsourced labour - Northern Aboriginal (\$61.1M); Total Northern (\$66.6M); Total (\$96.9M) - Human resources - Northern Aboriginal (\$0.1M); Total Northern (\$1.7M); Total (\$3.8M) - Passenger transport - Northern Aboriginal (\$7.6M); Total Northern (\$7.9M); Total (\$7.9M) - Fuel, lubricants - Northern Aboriginal (\$0.0M); Total Northern (\$0.0M); Total (\$0.0M) - Community relations - Northern Aboriginal (\$0.2M); Total Northern (\$0.5M); Total (\$0.6M) - Consumables - Northern Aboriginal (\$14.0M); Total Northern (\$42.1M); Total (\$164.8M) - Construction - Northern Aboriginal (\$0.9M); Total Northern (\$8.3M); Total (\$12.3M) - Professional services - Northern Aboriginal (\$5.6M); Total Northern (\$8.4M); Total (\$16.3M) - Telecommunications - Northern Aboriginal (\$0.0M); Total Northern (\$1.0M); Total (\$6.3M) - Financial - Northern Aboriginal (\$4.9M); Total Northern (\$16.1M); Total	2016 Operations Spending: Northern: \$261.6 million / 61% Northern Aboriginal: \$123.7 million / 29% Southern: \$168.5 million / 39% Sixty-one per cent of spending, \$261.6 million, was with northern businesses – an increase over the \$259.2 million spent with northern companies in 2015. (p.8) Spending by category and priority group: - Community relations - Northern Aboriginal (\$5.1M); Total Northern (\$5.3M); Total (\$5.6M) - Construction - Northern Aboriginal (\$7.1M); Total Northern (\$22.2M); Total (\$29.1M) - Consumables - Northern Aboriginal (\$15.0M); Total Northern (\$86.2M); Total (\$137.5M) - Financial - Northern Aboriginal (\$0.0M); Total Northern (\$11.8M); Total (\$21.1M) - Freight - Northern Aboriginal (\$21.6M); Total Northern (\$48.6M); Total (\$50.4M) - Human resources - Northern Aboriginal (\$0.1M); Total Northern (\$0.9M); Total (\$4.3M) - Other - Northern Aboriginal (\$0.0M); Total Northern (\$0.7M); Total (\$1.7M) - Outsourced labour - Northern Aboriginal (\$68.1M); Total Northern (\$73.9M); Total (\$142.8M) - Passenger transportation - Northern Aboriginal (\$6.6M); Total Northern (\$7.0M); Total (\$7.0M) - Professional services - Northern Aboriginal (\$0.3M); Total Northern (\$3.7M); Total (\$28.2M) - Telecommunications - Northern Aboriginal (\$0.0M); Total Northern (\$1.2M); Total (\$2.3M) (p.9)	2017 Operations Spending: Northern: \$283.6 million / 68% Northern Aboriginal: \$148.0 million / 36% Southern: \$130.9 million / 32% Sixty-eight per cent of spending, \$283.6 million, was with northern businesses – an increase over the \$261.6 million spent with northern companies in 2016. (p.6) Spending by category and priority group: - Community relations - Northern Aboriginal (\$4.9M); Total Northern (\$5.1M); Total (\$5.2M) - Construction - Northern Aboriginal (\$0.6M); Total Northern (\$3.6M); Total (\$7.6M) - Consumables - Northern Aboriginal (\$19.9M); Total Northern (\$105.5M); Total (\$154.5M) - Financial - Northern Aboriginal (\$148.0M [SIC]); Total Northern (\$12.3M); Total (\$19.6M) - Freight - Northern Aboriginal (\$25.0M); Total Northern (\$48.4M); Total (\$55.5M) - Human resources - Northern Aboriginal (\$0.0M); Total Northern (\$1.3M); Total (\$1.8M) - Other - Northern Aboriginal (\$0.5M); Total Northern (\$0.7M); Total (\$0.8M) - Outsourced labour - Northern Aboriginal (\$83.1M); Total Northern (\$88.8M); Total (\$132.6M) - Passenger transportation - Northern Aboriginal (\$7.1M); Total Northern (\$7.8M); Total (\$7.8M) - Professional services - Northern Aboriginal (\$6.8M); Total Northern (\$9.1M); Total (\$25.2M) - Telecommunications - Northern Aboriginal (\$0.0M); Total Northern (\$1.0M); Total (\$3.9M) (p.7)	2018 operations spending: Northern: \$329.1 million / 75% Northern Indigenous: \$158.4 million / 36% Southern: \$107.1 million / 25% Seventy-five per cent of spending, \$329.1 million, was with northern businesses – an increase over the \$283.6 million spent with northern companies in 2017. Of the 2018 northern spend, \$158.4 million was with northern Indigenous businesses – an increase over the \$148.0 million spent in 2017. (p.7) Spending by category and priority group: - Community relations - Northern Aboriginal (\$5.1M); Total Northern (\$5.2M); Total (\$5.3M) - Construction - Northern Aboriginal (\$0.2M); Total Northern (\$0.2M); Total (\$13.2M) - Consumables - Northern Aboriginal (\$23.4M); Total Northern (\$148.1M); Total (\$188.3M) - Financial - Northern Aboriginal (\$0.0M); Total Northern (\$13.0M); Total (\$21.4M) - Freight - Northern Aboriginal (\$25.0M); Total Northern (\$43.6M); Total (\$45.9M) - Human resources - Northern Aboriginal (\$0.1M); Total Northern (\$1.1M); Total (\$1.9M) - Other - Northern Aboriginal (\$0.5M); Total Northern (\$0.7M); Total (\$0.7M) - Outsourced labour - Northern Aboriginal (\$88.7M); Total Northern (\$97.2M); Total (\$124.0M) - Passenger transportation - Northern Aboriginal (\$7.4M); Total Northern (\$7.7M); Total (\$7.7M) - Professional services -
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32	Employment & Business Opportunities		(c) the activities undertaken by DDMI and its Contractors to achieve the intent of this Part of the Agreement.	Activities undertaken by Proponent and its contractors to achieve the intent of the direct economic benefits and economic diversification part of the SEA reported [#19-I]	NOT PROVIDED
33			S. 4.4.3 DDMI will, to the best of its ability, report all information in 4.4.2(b) on behalf of both itself and its Contractors .		Diavik works with these contractors to ensure that their policies and procedures are aligned with those of Diavik Diamond Mines Inc. (p. 17)
34			S. 4.4.4 To meet the requirements of 4.4.1(b) above, the GNWT will report the following data as it relates to the Project:		N/A
35	Employment & Business Opportunities		(a) business grants, contributions and loans by community	Business grants, contributions and loans by community [#1-I]	N/A
36			(b) a summary of government efforts toward economic and business development	Summary of government efforts towards economic and business development reported [#3-M]	N/A
37		Sec. 6.1 Intent - Monitoring and Mitigation	S. 6.1.1 Socio-economic monitoring of the Project will address the following categories:	(a) non-traditional economy	N/A
38		Sec. 6.2 Monitoring	S. 6.2.1 DDMI will report collect, analyze and interpret [2015 Amendment] the following data to the Advisory Board, including its analysis and interpretation of that data:		N/A

		(\$31.7M) - Other - Northern Aboriginal (\$0.6M); Total Northern (\$1.2M); Total (\$1.5M) (p.18)			Northern Aboriginal (\$8.0M); Total Northern (\$11.1M); Total (\$22.9M) - Telecommunications - Northern Aboriginal (\$0.0M); Total Northern (\$1.2M); Total (\$4.8M) (p.8)
Production of a 2007 Spending Report	"Of the \$3.5 billion [since 2000], spending with northern Aboriginal businesses and their joint venture companies is \$1.9 billion ". - reference the 2010 socio-economic monitoring report for more info	"In 2015, Diavik continued to focus on northern businesses and, in so doing, ensured major benefits flowed to local firms, many of which are Aboriginal." (p. 16)	"In 2016, Diavik continued to focus on northern businesses and, in so doing, ensured major benefits flowed to local firms, many of which are Indigenous." (p.8)	"In 2017, Diavik continued to focus on northern businesses and, in so doing, ensured major benefits flowed to local firms, many of which are Indigenous." (p.6)	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A

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39	Employment & Business Opportunities		(a) employment and training data and initiatives pursuant to Part III;	Employment and training data and initiatives; procurement data and initiatives; economic and business opportunity initiatives; and cultural well-being and community wellness initiatives pursuant to the related sections of the Agreement collected, analyzed, and interpreted [#567A-M]	[see rows #8 - 12 above re: Sec. 3.4]
40	Employment & Business Opportunities		(b) procurement data and initiatives, and economic and business opportunity initiatives pursuant to Part IV;	Employment and training data and initiatives; procurement data and initiatives; economic and business opportunity initiatives; and cultural well-being and community wellness initiatives pursuant to the related sections of the Agreement collected, analyzed, and interpreted [#567A-M]	[see rows #34 - 36 above re: Sec. 4.4.2]
41	Employment & Business Opportunities		(c) cultural well-being and community wellness initiatives pursuant to Part V	Employment and training data and initiatives; procurement data and initiatives; economic and business opportunity initiatives; and cultural well-being and community wellness initiatives pursuant to the related sections of the Agreement collected, analyzed, and interpreted [#567A-M]	[see rows #138-149 & 156 below re: Sec. 5.1 & 5.2]
42			(d) the results of any exit surveys of people leaving the employment of the Project.	Results of any exit survey of people leaving employment of the project collected, analyzed, and interpreted [#454A-M] Any exit survey of people leaving employment of the project [#454B-I]	NOT PROVIDED

[see rows #8 - 12 above re: Sec. 3.4]	[see rows #8 - 12 above re: Sec. 3.4]	[see rows #8 - 12 above re: Sec. 3.4]	[see rows #8 - 12 above re: Sec. 3.4]	[see rows #8 - 12 above re: Sec. 3.4]	[see rows #8 - 12 above re: Sec. 3.4]
[see rows #34 - 36 above re: Sec. 4.4.2]	[see rows #34 - 36 above re: Sec. 4.4.2]	[see rows #34 - 36 above re: Sec. 4.4.2]	[see rows #34 - 36 above re: Sec. 4.4.2]	[see rows #34 - 36 above re: Sec. 4.4.2]	[see rows #34 - 36 above re: Sec. 4.4.2]
[see rows #138-149 & 156 below re: Sec. 5.1 & 5.2]	[see rows #138-149 & 156 below re: Sec. 5.1 & 5.2]	[see rows #138-149 & 156 below re: Sec. 5.1 & 5.2]	[see rows #138-149 & 156 below re: Sec. 5.1 & 5.2]	[see rows #138-149 & 156 below re: Sec. 5.1 & 5.2]	[see rows #138-149 & 156 below re: Sec. 5.1 & 5.2]
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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43	Employment & Business Opportunities	Sec. 6.3 Employee Survey	S. 6.3.1 DDMI agrees to provide access to the Project site and to DDMI employees for GNWT to conduct an annual employee survey	Access to Project site and employees provided to GNWT to conduct annual employee survey [#455-M]	NOT PROVIDED
44		Apx. C, Sec. 1 - business opportunities policies	C.1 Whenever practicable, and consistent with sound procurement management, DDMI agrees to implement policies that are intended to maximize business opportunities for Northern Businesses. It is the intention of DDMI to purchase as many goods and services in the north as practical, subject to the criteria set out in Section 7 below.	Whenever practicable, and consistent with sound procurement management, policies to maximize business opportunities for Northern Businesses implemented [#22-M]	NOT PROVIDED
45	Employment & Business Opportunities	Apx. C, Sec. 2 - business opportunities commitments	C.2 DDMI is committed to taking the measures set out in this Appendix to maximize Project related business opportunities for Northern Businesses .	N/A	"To assist in raising northern business capacity, Diavik has outsourced much of its workforce requirements to northern businesses. Approximately half of Diavik's workforce is supplied by these northern firms, with the remainder employed directly by Diavik Diamond Mines Inc." (p. 17)
46	Employment & Business Opportunities		C.2 The GNWT is committed to taking the measures set out in this Appendix to establish and maintain programs and policies to increase the capacity and diversification of the economy and to encourage new business development to assist and enable Northern Businesses to take advantage of Project related business opportunities.	SEE GNWT SPREADSHEET	N/A
47		Apx. C, Sec. 3 - procurement targets	C.3 (a) Purchases of goods and services through or from Northern Businesses during the Construction Phase will be at least 38% of the total purchases associated with the Construction Phase; and	% of purchases from Northern Businesses (Construction Phase) [#20-I]	37% Northern purchases = \$81,368,000
48	Employment & Business Opportunities		(b) Purchases of goods and services through or from Northern Businesses during the Operation Phase will be at least 70% of the total purchases associated with the Operation Phase.	% of purchases from Northern Businesses (Operations Phase) [#20-I]	N/A

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	"Diavik has entered into operations labour and site services contracts with Aboriginal businesses. Bouwa Whee, a 100 per cent Yellowknives Dene owned company, was awarded our mine's catering, accommodation, and camp management services contract."	"In 2015, Diavik continued to focus on northern businesses and, in so doing, ensured major benefits flowed to local firms, many of which are Aboriginal." (p. 16)	"In 2016, Diavik continued to focus on northern businesses and, in so doing, ensured major benefits flowed to local firms, many of which are Indigenous." (p.8)	"In 2017, Diavik continued to focus on northern businesses and, in so doing, ensured major benefits flowed to local firms, many of which are Indigenous." (p.6)	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
72% Northern purchases	71% Northern purchases	67% Northern purchases	61% Northern purchases	68% Northern purchases (p.6)	75% Northern purchases

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49		Apx. C, Sec. 5 - procurement priorities	C.5 DDMI will consider bids for procurement opportunities according to the priorities in the order set out below: 1 - Aboriginal Businesses 2 - Northern Businesses 3 - all other businesses	Bids for procurement opportunities considered according to the priorities in the order set out below: First priority, Aboriginal Businesses; Second priority, Northern Businesses; Third priority, all other businesses, subject to the ability of businesses in these priority groups to supply goods and services while meeting the criteria for evaluation and awarding of contracts [#23-M]	NOT PROVIDED
50	Employment & Business Opportunities	Apx. C, Sec. 6 - community business opportunities	C.6 DDMI will place special emphasis on developing business opportunities with the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk and the North Slave Métis Alliance.	Developing business opportunities with the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk and the North Slave Métis Alliance emphasized [#24-M]	Diavik has entered into Participation Agreements with five neighbouring Aboriginal groups which assert ties to the Lac de Gras region where the Diavik Diamond Mine is located. These groups comprise (with their communities): (1) Yellowknives Dene Band (Dettah, N'dilo); (2) Tlicho Government (Behchoko, Wha Ti, Wekweti, Gameti); (3) Kitikmeot Inuit Association (Hamlet of Kugluktuk, Umingmaktok, Bathurst Inlet); (4) North Slave Metis Alliance (Metis of the North Slave Region); and (5) Lutsel K'e Dene Band (Dene of Lutsel K'e and Fort Reliance). (p.24)
51	Employment & Business Opportunities	Apx. C, Sec. 7 - business contract awarding criteria	C.7. The criteria used for the evaluation and awarding of all contracts by DDMI for the Project shall include, but not be limited to, all of the following: (a) cost competitiveness; (b) quality; (c) ability to supply and deliver the goods and services to be provided; (d) timely delivery; (e) safety and environmental record; (f) degree of Northerner and Aboriginal participation; and (g) other generally accepted industry criteria such as follow-up service.	Contract evaluation and award criteria includes but is not limited to: cost competitiveness; quality; ability to supply and deliver the goods and services to be provided; timely delivery; safety and environmental record; degree of Northerner and Aboriginal participation; and other generally accepted industry criteria such as follow-up service [#25-M]	NOT PROVIDED

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
The five neighbouring Aboriginal groups with whom Diavik has PAs are: (1) Yellowknives Dene Band (Dettah, N'dilo); (2) Tlicho Government (Behchoko, Wha Ti, Wekweti, Gameti); (3) Kitikmeot Inuit Association (Hamlet of Kugluktuk, Umingmaktok, Bathurst Inlet); (4) North Slave Metis Alliance (Metis of the North Slave Region); and (5) Lutsel K'e Dene Band (Dene of Lutsel K'e and Fort Reliance). (p.24)	Diavik has individual participation agreements with the Tlicho Government, the Yellowknives Dene First Nation, the North Slave Metis Alliance, the Kitikmeot Inuit Association, and the Lutsel K'e Dene First Nation. (p.4)	NOT PROVIDED	Diavik Diamond Mines (2012) Inc... is committed to ensuring local communities benefit from the sustainable development of its mine. Commitments are formalized through individual participation agreements with the Tlicho Government, the Yellowknives Dene First Nation, the North Slave Metis Alliance, the Kitikmeot Inuit Association, and the Lutsel K'e Dene First Nation. (p.4)	Diavik Diamond Mines (2012) Inc... is committed to ensuring local communities benefit from the sustainable development of its mine. Commitments are formalized through individual participation agreements with the Tlicho Government, the Yellowknives Dene First Nation, the North Slave Metis Alliance, the Kitikmeot Inuit Association, and the Lutsel K'e Dene First Nation. (p.3)	Diavik Diamond Mines (2012) Inc... is committed to ensuring local communities benefit from the sustainable development of its mine. Commitments are formalized through individual participation agreements with the Tlicho Government, the Yellowknives Dene First Nation, the North Slave Metis Alliance, the Kitikmeot Inuit Association, and the Lutsel K'e Dene First Nation. (p.4)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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52	Employment & Business Opportunities	Apx. C, Sec. 9 - measures to maximize project related business opportunities for Northern Businesses	C.9 DDMI agrees to take the following measures to maximize project related business opportunities for Northern Businesses:		N/A
53			a) DDMI will prepare an annual business opportunities forecast which will identify the reasonably foreseeable procurement requirements of the Project	Annual business opportunities forecast prepared [#26-M]	NOT PROVIDED
54	Employment & Business Opportunities		b) DDMI will work closely with the GNWT to identify categories of goods and services which may present the best opportunities for supply by Northern Businesses and to identify publicly available economic development programs in matching Project related business opportunities with new entrepreneurs and existing business capabilities;	Categories of goods and services which may present the best opportunities for supply by Northern Businesses and publicly available economic development programs in matching Project related business opportunities with new entrepreneurs and existing business capabilities identified with GNWT [#27-M]	Diavik seeks contracts for a variety of services including: - bulk explosives - expediting - passenger air and cargo services - Winter road freighting - Fuel
55	Employment & Business Opportunities		c) DDMI will work closely with the GNWT and with mandated groups and agencies to achieve the greatest degree of Northern Business participation that is technically and financially achievable	Work carried out with the GNWT, mandated groups and agencies to achieve the greatest degree of Northern Business participation that is technically and financially achievable [#28-M]	NOT PROVIDED
56			d) DDMI will prepare an annual report on the gross value of goods and services purchased during the previous year	Annual report on the gross value of goods and services purchased during the previous year prepared [#29-M]	NOT PROVIDED
57	Employment & Business Opportunities		e) maintain its corporate headquarters in the Northwest Territories during the life of the Project and, once Construction has been completed, to close its Calgary office and relocate the remaining employees to the Northwest Territories;	Corporate headquarters maintained in the Northwest Territories during the life of the Project; once Construction has been completed, relocate remaining employees in Calgary office to the Northwest Territories [#30-M]	Diavik Diamond Mines Inc. and Aber Diamond Limited Partnership are both headquartered in Yellowknife. (p.4)

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N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Diavik Diamond Mines Inc. and Aber Diamond Limited Partnership are both headquartered in Yellowknife. (p.3)	Diavik Diamond Mines Inc. and Harry Winston Diamond Limited Partnership are both headquartered in Yellowknife. (p.5)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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58			f) establish, together with its joint venture partner, an off-site sorting facility for production splitting and royalty valuation purposes in the NWT;	Off-site sorting facility for production splitting and royalty valuation purposes in the NWT established with joint venture partner [#31-M]	NOT PROVIDED
59	Employment & Business Opportunities		g) work closely with all groups and agencies mandated to achieve Northern Business participation in the Project;	Work carried out with all groups and agencies mandated to achieve Northern Business participation in the project [#32-M]	NOT PROVIDED
60			h) provide technical support and assistance in accessing sources of commercial capital throughout the business assessment, planning and development phases;	Technical support and assistance in accessing sources of commercial capital provided [#33-M]	NOT PROVIDED
61			i) work closely with northern communities to co-operatively achieve success in creating long-term business and employment opportunities and in increasing business capacity;	Work carried out with northern communities to co-operatively achieve success in creating long-term business and employment opportunities and in increasing business capacity [#34-M]	Diavik has entered into long-term operations labour contracts with Aboriginal and northern businesses: - Catering and housekeeping - site services - mining equipment manpower - camp and plant security - light vehicle maintenance - medical services - Mine Survey
62	Employment & Business Opportunities		j) actively initiate the business development process, enabling the provision of complete technical business development support services through existing public and private sector programs	Business development process actively initiated [#35-M]	NOT PROVIDED
63			k) identify project components at all stages of development and operations that should be targets for a business development strategy;	Project components at all stages of development and operations that should be targets for a business development strategy identified [#36-M]	NOT PROVIDED
64	Employment & Business Opportunities		l) design and communicate clear business development strategies for Aboriginal Authorities, communicating the scope and scale of business opportunities and project requirements in a timely and effective manner;	Clear business development strategies for Aboriginal Authorities designed and communicated; scope and scale of business opportunities and project requirements communicated in a timely and effective manner [#37-M]	NOT PROVIDED

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Diavik has entered into long-term operations labour contracts with Aboriginal and northern businesses: - Catering and housekeeping - site services - mining equipment manpower - camp and plant security - light vehicle maintenance - medical services - Mine Survey	Diavik recognizes its significant role in creating new and long-term business opportunities that can increase northern business community capacity. As a result, Diavik has entered into operations labour and site services contracts with Aboriginal businesses (p. 13)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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65			m) develop clear guidelines and schedules regarding what resources the company will commit to project-related business opportunity developments;	Clear guidelines and schedules developed regarding what resources the company will commit to project-related business opportunity development [#38-M]	NOT PROVIDED
66	Employment & Business Opportunities		n) develop a business development tracking system,	Business development tracking system developed [#39-M]	NOT PROVIDED
67			o) establish a procurement office in the Northwest Territories for the Operation Phase	Procurement office established in the Northwest Territories for the operation phase [#40-M]	NOT PROVIDED
68			p) conduct business opportunity seminars and workshops to make the business community aware of its corporate policy respecting procurement guidelines	Business opportunity seminars and workshops conducted to make the business community aware of its corporate policy respecting procurement guidelines [#41-M]	NOT PROVIDED
69			q) provide Northern Businesses with a business opportunities forecast and other information relating to DDMI's procurement needs which may include workshops, publications and advertisements in trade magazines;	Northern Businesses provided with a business opportunities forecast and other information relating to the Proponent's procurement needs [#42-M]	NOT PROVIDED
70	Employment & Business Opportunities		r) facilitated subcontracting opportunities for Northern Businesses	Subcontracting opportunities facilitated for Northern Businesses [#43-M]	"DDMI has entered into several long-term operations labour contracts with Aboriginal and Northern businesses. Including at least 7 businesses "
71	Employment & Business Opportunities		s) identify possible opportunities for joint ventures by Northern Businesses, and particularly by Aboriginal Businesses.	Possible opportunities for joint ventures by Northern Businesses, and particularly by Aboriginal Businesses identified [#44-M]	NOT PROVIDED

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Diavik has outsourced approximately half of its workforce to northern business. Through outsourcing contracts, northern firms become better positioned to grow their business. For employment opportunities, this approach has created new career opportunities for northerners. Diavik works with these contractors to ensure their policies, are aligned with those of Diavik Diamond Mines Inc. (p. 17)	NOT PROVIDED	Five (including other) - Kitikmeot Cementation Mining - Densoline Western Explosives - Bouwa Whee Catering - Tli Cho Logistics - Other	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Of the \$521 million, \$276 million, or 38 per cent, was with northern Aboriginal businesses and their joint ventures	NOT PROVIDED	NOT PROVIDED	Of the \$5.2 billion in northern spend since 2000, \$2.6 billion has been spent with northern Indigenous businesses and their joint ventures. (p.8)	Of the \$5.4 billion in northern spend since 2000, \$2.8 billion has been spent with northern Indigenous businesses and their joint ventures. (p.6)	NOT PROVIDED

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72		Apx. C, Sec. 11 - Maximizing economic and business opportunities	GNWT shall support the intention to maximize project-related economic and business opportunities for Northerners through the following initiatives and programs:	SEE GNWT SPREADSHEET	N/A
73	Employment & Business Opportunities		(a) provide and actively communicate to eligible participants, a general program of business grants, contributions, and loans to maximize business capacities and employment opportunities in Northwest Territories communities;	A general program of business grants, contributions, and loans to maximize business capacities and employment opportunities in Northwest Territories communities provided and actively communicated to eligible participants [#6-M]	N/A
74			(b) assist Northwest Territories businesses to acquire or develop capital where it will result in an increase in the Northwest Territories employment;	Northwest Territories businesses assisted in acquiring or developing capital where it will result in an increase in the Northwest Territories employment [#7-M]	N/A
75	Employment & Business Opportunities		(c) maintain a registry of businesses eligible under the GNWT Business Incentive Policy and where possible, provide DDMI access to that data for contracts and procurement purposes;	Registry of businesses eligible under the GNWT Business Incentive Policy maintained and where possible, access to the data provided to the Proponent for contracts and procurement purposes [#8-M]	N/A
76			(d) keep Northwest Territories businesses informed of opportunities arising from the business opportunities forecast and assist Northwest Territories businesses in taking advantage of contracting opportunities related to the Project;	Northwest Territories businesses kept informed of opportunities arising from the business opportunities forecast; Northwest Territories businesses assisted in taking advantage of contracting opportunities related to the Project [#9-M]	N/A
77	Employment & Business Opportunities		(e) actively support the business development process, enabling the provision of technical business development support services through existing public and private sector programs;	Business development process actively supported, the provision of technical business development support services enabled [#10-M]	N/A

N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A

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78			(f) work with Northwest Territories communities to create long-term business and employment opportunities and to increase business capacity;	Work carried out with Northwest Territories communities to create long-term business and employment opportunities and to increase business capacity [#11-M]	N/A
79			(g) facilitate the upgrading of management and entrepreneurial skills of Northwest Territories residents;	Upgrading of management and entrepreneurial skills of Northwest Territories residents facilitated [#12-M]	N/A
80	Employment & Business Opportunities		(h) assist in the identification of opportunities for joint ventures with Northwest Territories businesses ;	Identification of opportunities for joint ventures with Northwest Territories businesses assisted [#13-M]	N/A
81			(i) facilitate the design, preparation and development of financial proposals from Northwest Territories businesses;	Design, preparation and development of financial proposals from Northwest Territories businesses facilitated [#14-M]	N/A
82			(j) provide counselling services to assist Northwest Territories businesses through the business development process; and	Counselling services to assist Northwest Territories businesses through the business development process provided [#15-M]	N/A
83	Employment & Business Opportunities		(k) support northern business community meetings or conferences related to promoting business opportunities in the Project.	Northern business community meetings or conferences related to promoting business opportunities in the Project supported [#16-M]	N/A
84		Apx.D, Cultural and Community Well-being	S. 2.w) during the Construction and Operation Phases, work closely with mandated government agencies to develop a Project related strategy to diversify the regional and local economies	Work carried out with mandated government agencies during the Construction and Operation Phases to develop a Project related strategy to diversify the regional and local economies [#46-M]	NOT PROVIDED
85	Employment & Business Opportunities	Sec. 6.2 Monitoring Program	S. 6.2.2 The GNWT will report the following public data to the Advisory Board, including analysis and interpretation of that data [Amendment: The GNWT will collect, analyze and interpret the following data]:	Data related to indicators in Schedule A of the SEA amendment (Monitoring and Reporting Clause) collected, analyzed, and interpreted [#563-M - see all below under S.6.2.2]	N/A

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N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A

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86			(f) registered businesses, bankruptcies and start-ups	registered businesses, bankruptcies and start-ups [#2-I]	N/A
87			(j) procurement data and initiatives, and economic and business opportunity initiatives pursuant to Part IV.	Procurement data and initiatives, and economic and business opportunity initiatives in the SEA in the section related to direct economic benefits and economic diversification collected, analyzed, and interpreted [#4-M]	N/A
88	Employment & Business Opportunities		(u) secondary industry data and initiatives pursuant to Article 4.4 and the terms of the Memorandum of Understanding referred to in Article 4.2.	secondary industry data and initiatives related to procurement of goods and services for the Project (SEA clause 4.4) and related to the Memorandum of Understanding (outside the SEA) relating to the availability of rough diamonds from the Project to secondary diamond industry manufacturers based in the NWT [#5-M]	N/A
89	Training Programs	Apx A, Sec. 2 Pre-employment training	A.2 DDMI will place special emphasis on pre-employment training and employment of Aboriginal persons who live in or originate from the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk and the North Slave Métis Alliance. DDMI will also recruit for pre-employment training and employment in Yellowknife and other NWT communities in accordance with the hiring priority.	Pre-employment training and employment for Aboriginal persons living in or originating from the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk and the North Slave Métis Alliance emphasized; recruitment for pre-employment training and employment conducted in Yellowknife and other NWT communities in accordance with the hiring priority [#457-M]	12 persons employed through the Aboriginal Skills Employment Program (Process Plant Operator program Aurora College & MTS)
90	Training Programs	Apx. A. Sec. 8 Minimum grade	Apx. A, S. 8.a. DDMI agrees to: establish a minimum of grade nine as a standard for trainable positions;	Minimum grade nine as standard for trainable positions established [#327-M]	NOT PROVIDED

N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	6 Northern aboriginal persons completed the 2010 Aboriginal development program	In 2015, 4 Diavik employees participated in the Aboriginal development program (p.23) DDMI and the NWT Mine Training Society: - Current 8 underground mine trainee candidates (all aboriginal) - 4 were offered full-time jobs - 4 will transition to full-time - 3 candidates were offered traineeships in mineral processing (p.19)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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91		Apx B, Sec. 1 Apprenticeships	B.1 While in commercial production, DDMI will employ and provide training for at least 8 and up to 18 apprentice positions to be filled pursuant to the priorities set out in Appendix A,	# of apprentice positions Employment and training provided for apprentice positions during commercial production (target: at least 8 and up to 18), according to hiring priorities, subject to requirements of the Northwest Territories, Apprenticeship, Trade and Occupations Certifications Act. [#466-M]	17 apprentices at year end 2/3 Aboriginal, 100% northern
92	Training Programs	Apx B, Sec. 2 Apprenticeship Programs & Funds	B.2 Programs and funds to increase the number of apprenticeships may include, but are not limited to, the following:		N/A
93			(a) the commitment of DDMI to sponsor and encourage apprenticeships in the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk and North Slave Métis Alliance on other industry projects by providing funding towards wages in the first three years of this Agreement;	Funding towards wages provided in the first three years of the SEA for apprenticeships in the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk and North Slave Métis Alliance on other industry projects; apprentices hired by Proponent where reasonable upon successful completion of apprenticeship [#467-M]	N/A
94	Training Programs		(b) existing GNWT training subsidies and support services available through the Apprenticeship Training On The Job Program;	Existing GNWT training subsidies and support services available through the Apprenticeship Training On The Job Program provided [#312-M]	N/A
95			(c) existing GNWT initiatives such as MineTap and the Minister of Education's Mine Training Committee.	Existing GNWT initiatives such as MineTap and the Minister of Education's Mine Training Committee provided [#313-M]	N/A
96		Apx B, Sec. 3 Training Programs	B.3 In developing its training programs, DDMI will focus on:		N/A

22 Apprentices at year end - 100% northern - 11 employed by contractors - 11 employed by Diavik - 50% Aboriginal	13 Apprentices at year end - 12 are northern	Total Apprentices: 29 - Northern non-aboriginal: 13 - Northern Aboriginal: 8 - Southern: 8 - *8 people became journeypersons	Total Apprentices: 29 - Northern non-aboriginal: 10 - Northern Aboriginal: 11 - Southern: 10 - *2 people became journeypersons (p.10)	Total Apprentices: 24 - Northern non-aboriginal: 9 - Northern Aboriginal: 8 - Southern: 7 (p.8)	Apprenticeship training by priority group: Northern non-Indigenous: 7 Northern Indigenous: 6 Northern subtotal: 13 Southern subtotal: 3 Total: 16
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
11 of the 22 apprentices participating in on-the-job training are employed by Diavik. (p. 27)	"Providing for apprenticeships and creating journeypersons is part of our overall northern employment strategy and will result in a legacy of skilled trades people within our local communities" (p. 15)	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A

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97	Training Programs		(a) providing pre-employment opportunities for training in accordance with the hiring priorities	Training programs developed with a focus on: providing pre-employment opportunities for training in accordance with the hiring priorities [#328A-M]	Aboriginal Employment Training Program
98			(b) enabling Northerners to gain access to jobs	Training programs developed with a focus on: enabling Northerners to gain access to jobs [#328B-M]	
99	Training Programs		(c) giving special emphasis to providing training opportunities in the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk and the North Slave Métis Alliance	Training programs developed with a focus on: giving special emphasis to providing training opportunities in the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e, Kugluktuk and the North Slave Métis Alliance [#328C-M]	NOT PROVIDED
100			(d) facilitating employment advancement for Northerners	Training programs developed with a focus on: facilitating employment advancement for Northerners [#328D-M]	NOT PROVIDED

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
"The purpose of Aboriginal Skills and Employment Partnership (ASEP) is to increase the number of northern Aboriginal people participating in the mining industry." (p. 27)	"Through our operations at Diavik, we offer an excellent opportunity to train northerners in many skilled trades, including heavy equipment operation, instrumentation, welding, and more." (p. 15)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
These communities are part of the five groups Diavik signed Participation Agreements with and thus, they are given priority over other communities for training and employment opportunities	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	To help increase the number of qualified Aboriginal peoples at the supervisory and management level, Diavik developed an Aboriginal development program in partnership with SAIT Polytechnic and Aurora College. The program includes Diavik and contractors. Since 2005, 76 individuals have completed the program. "	NOT PROVIDED	Diavik works with MiHR to help employees receive national mining worker certification (p.8)	NOT PROVIDED

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101	Training Programs		(e) enabling Northerners to fill apprenticeship , technical, technological, supervisory, managerial, and professional occupations	Training programs developed with a focus on: enabling Northerners to fill apprenticeship, technical, technological, supervisory, managerial, and professional occupations [#328E-M]	Apprenticeship: In partnerships with each of the NWT's Aboriginal Human Resources Development Agreement holders, new heavy duty technician apprentices were hired. Apprenticeship trades at Diavik include millwright, electrical, heavy equipment mechanic, instrumentation, and welder apprenticeship opportunities. All apprentices are northern and two-thirds are Diavik and mine site contractors employ numerous Aboriginal. (p.25) Supervisory and Management: In December several participants successfully completed Diavik's inaugural Aboriginal Leadership Development Program. The program, designed and delivered by SAIT Polytechnic in collaboration with Diavik, included sections on working to high standards of quality and effective communication... The program's first seven graduates are employed by Diavik Diamond Mines Inc. and its contractor companies. (p.26)
102	Training Programs		(f) requiring all long-term contractors to the Project to adhere to the goal of maximising the employment of Northerners	Training programs developed with a focus on: requiring all long-term contractors to the Project to adhere to the goal of maximising the employment of Northerners [#328F-M]	NOT PROVIDED

Apprenticeship: 100% of the apprentices at Diavik are Northern who were pursuing the training needed for their journeyperson certification Supervisory & Management: To raise the number of qualified Aboriginal supervisors and managers, Diavik launched an Aboriginal Leadership Development Program early in its operations phase. Since that 2004 pilot program, three groups have graduated with a total of 26 graduates. (p.23/52)	Apprenticeship: Through 2010, a total of 24 apprentices had successfully completed their apprenticeships at Diavik and achieved journeyperson certifications from the Government of the Northwest Territories. (p. 15) Supervisory & Management: Delivered by SAIT Polytechnic and Diavik, the Aboriginal development program includes ten courses addressing 16 leadership competencies... Content is built around SAIT's applied management certificate program. Over 50 northerners have completed this program. (p.17)	Apprenticeship: Since 2003, 53 apprentices have successfully completed their apprenticeships at Diavik and achieved journeyperson certifications from the Government of the Northwest Territories. (p. 20) Supervisory & Management: To help increase the number of qualified northerners at the supervisory and management level, Diavik developed a northern leadership development program in partnership with SAIT Polytechnic and Aurora College. The program includes Diavik and contractors. Since 2005, 76 individuals have completed the program. In 2015, four Diavik employees participated in the college program. (p.23)	Apprenticeship: Since 2003, 55 apprentices have successfully completed their apprenticeships at Diavik and achieved journeyperson certifications from the Government of the Northwest Territories. Of the 55, two completed their apprenticeships (p.10) Supervisory & Management: To help increase the number of qualified northerners at the supervisory and management level, Diavik developed a northern leadership development program in partnership with SAIT Polytechnic and Aurora College. The program includes Diavik and contractors... In 2016, four Diavik employees participated in the college program. (p.11)	Apprenticeship: Since 2003, 57 apprentices have successfully completed their apprenticeships at Diavik and achieved journeyperson certifications from the Government of the Northwest Territories. (p.8) Supervisory & Management: To help increase the number of qualified northerners at the supervisory and management level, Diavik developed a northern leadership development program in partnership with SAIT Polytechnic and Aurora College. The program includes Diavik and contractors... In 2017, four Diavik employees participated in the college program. (p.8)	Apprenticeship: Since 2003, 60 apprentices have successfully completed their apprenticeships at Diavik and achieved journeyperson certifications from the Government of the Northwest Territories. Of the 60, three completed their apprenticeships in 2018 (p.9) Supervisory & Management: To help increase the number of qualified northerners at the supervisory and management level, Diavik developed a northern leadership development program in partnership with SAIT Polytechnic and Aurora College. The program includes Diavik and contractors...In 2018, three Diavik employees participated in the college program. (p.9)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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103			(g) collaboration with GNWT in the development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable Northerners to take advantage of employment opportunities deriving from the Project	Training programs developed with a focus on: collaboration with GNWT in the development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable Northerners to take advantage of employment opportunities deriving from the Project [#328G-M]	NOT PROVIDED
104	Training Programs	Apx B, Sec. 4 DDMI Training Commitments	B.4 DDMI agrees to:		N/A
105			(a) collaborate with Aboriginal people to encourage development and delivery of training programs based on cultural value systems which include a cultural component that would introduce new employees to rotation employment and the intricacies of scheduled work;	Work carried out with Aboriginal people to encourage development and delivery of training programs based on cultural value systems [#329-M]	Diavik's commitment to training includes site-based and community-based training courses and the support of eight to 18 apprenticeships annually. (p. 5)
106			(b) consult with the Advisory Board in the ongoing review and development of training programs;	Consultation carried out with GNWT and Aboriginal Authorities in ongoing review and development of training programs [#330-M]	NOT PROVIDED
107	Training Programs		(c) continue "on-the-job" training throughout the life of the Project;	"on-the-job" training throughout the life of the project [#331-M]	All employees are required to continuously participate in on-site awareness training Each year all employees must complete the safety training program

Diavik works with the NWT Mine Training Society to administer funds to the Aboriginal Skills and Employment Program (ASEP) which works to increase the number of northern Aboriginal people participating in the mining industry	Through 2010, the Mine Training Society has assessed over 900 northerners, of whom 600 gained employment after completion of its training programs, which include underground mining, mineral processing, heavy equipment operations, and environmental monitoring (p. 16)	Since 2014, in partnership with the GNWT Mine Training Society, Diavik provided traineeships for eight underground candidates (all northern Aboriginal), who were offered six-month training positions.	NOT PROVIDED	NOT PROVIDED	Diavik works with MiHR to help employees receive national mining worker certification. The Canadian Mining Certification Program (CMCP) is the industry standard for validating the skills, knowledge, and experience of workers in the mining sector (p. 9)
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
All employees are required to continuously participate in on-site awareness training Each year all employees must complete the safety training program	All employees are required to continuously participate in on-site awareness training Each year all employees must complete the safety training program	For all employees and contractors, Diavik provides extensive health and safety training, including: • Job hazard analysis • Workplace hazardous materials information system • Transportation of dangerous goods • Fire extinguisher • Work area orientations • Isolation and arc flash • Fall protection • Confined space • Overhead cranes • Rigging and hand signals	NOT PROVIDED	Diavik provides training for safe operation of 200 pieces of equipment, including underground haul trucks and scoops, surface haul trucks, graders, dozers, loaders, and excavators. All employees and contractors complete work-related training. Often, this totals over 40 hours per person each year. (p. 8)	Diavik provides training for safe operation of 200 pieces of equipment, including underground haul trucks and scoops, surface haul trucks, graders, dozers, loaders, and excavators. All employees and contractors complete work-related training. Often, this totals over 40 hours per person each year. (p. 9)

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108	Training Programs		(d) recruit potential process plant operators six months before the Operation Phase of the Project in accordance with the hiring priorities;	Potential process plant operators recruited six months before the operation phase in accordance with the hiring priorities [#469-M]	N/A
109			(e) initiate a pre-employment training program for the process plant three months before commissioning of the plant;	Pre-employment training program for the process plant initiated three months before commissioning of the plant [#332-M]	N/A
110	Training Programs		(f) upgrade and train its Northerner employees so that they are able to accept positions of greater responsibility within DDML.	Northerner employees upgraded and trained so that they are able to accept positions of greater responsibility [#333-M]	NOT PROVIDED
111	Training Programs		(g) support programs that encourage careers in technology, science, and engineering, working in co-operation with the GNWT and Aboriginal Authorities ;	Programs that encourage careers in technology, science, and engineering, supported in co-operation with the GNWT and Aboriginal Authorities [#334-M]	Aboriginal Skills Employment Program: in collaboration with the NWT Mine Training Society and ASEP, the program is to secure and increase Aboriginal participation in large economic operations and mining
112			(h) supplement existing training programs with “on the job” training as much as possible; and	Existing training programs supplemented with “on the job” training as much as possible [#335-M]	NOT PROVIDED

To date, seven trainees have completed all four operator levels. At year-end 2007, 16 others are in varying stages of their training, with six completing three levels. Two-thirds are northerners. Four process plant workers have been fully trained in the recovery plant (p. 27)	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
To raise the number of qualified Aboriginal supervisors and managers, Diavik launched an Aboriginal Leadership Development Program . Delivered by SAIT Polytechnic, in collaboration with Diavik, the leadership program comprises eight modules addressing 16 leadership competencies, and includes over 160 hours of leadership training and mentoring from Diavik staff. (p. 21)	NOT PROVIDED	To help increase the number of qualified Aboriginal peoples at the supervisory and management level, Diavik developed an Aboriginal development program in partnership with SAIT Polytechnic and Aurora College. The program includes Diavik and contractors. (p. 23)	Diavik maintains a workplace learning centre at the mine site. The centre is intended to help employees build their skills in tasks directly related to their daily work role as well as assist employees in upgrading education through General Education Development preparation and exam invigilation. (p.11)	To help increase the number of qualified northerners at the supervisory and management level, Diavik developed a northern leadership development program in partnership with SAIT Polytechnic and Aurora College. The program includes Diavik and contractors. (p.8)	To help increase the number of qualified northerners at the supervisory and management level, Diavik developed a northern leadership development program in partnership with SAIT Polytechnic and Aurora College. The program includes Diavik and contractors.
Plant workers can gain Mineral Technologist designations certification from the Northwest Territories Apprenticeship Board. (p. 27)	NOT PROVIDED	Diavik is a strong supporter of northerners striving for career development through increased education. To demonstrate its commitment, the company invests in northerners through scholarships . Scholarships are administered through the participation agreements and through the Diavik Communities Scholarship Fund"	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Much of Diavik's training is focused on site-based programs to train northerners on Diavik-specific equipment for safe and productive employment. This training includes heavy equipment, overhead crane, various loader, aerial lift/platform, technology systems, and a range of specialized operations and maintenance training. (p. 26)	Site-based training is used as much as possible (p.14)	All employees and contractors complete work-related training . Often, this totals over 40 hours per person each year (p. 23)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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113			(i) participate in regional career fairs .	Regional career fairs participated in [#336-M]	NOT PROVIDED
114	Training Programs	Apx B, Sec. 5 GNWT Training Commitments	B.5 The GNWT agrees to support the commitment to maximize employment opportunities for Northerners in the Project through the following initiatives and programs:		N/A
115			(a) continue offering pre-employment training programs and commit resources in order to ensure availability to Northerners;	Pre-employment training programs offered to northern residents [#314-M]	N/A
116	Training Programs		(b) develop an accelerated apprenticeship program to enable Northerners to become qualified tradespeople and thereby take advantage of the employment opportunities created by the Project;	Accelerated apprenticeship program to enable Northerners to become qualified tradespeople developed [#315-M]	N/A
117			(c) provide training allowances and support services through the Apprenticeship Training Assistance program which includes training subsidies and education related support costs such as tuition, travel, books and living-away-from-home allowances;	Training allowances and support services through the Apprenticeship Training Assistance program provided [#316-M]	N/A
118	Training Programs		(d) allow eligible candidates access to education and training allowances that may be available through the Student Financial Assistance Program and the Canada-GNWT Labour Market Development Agreement;	Eligible candidates allowed access to education and training allowances that may be available through the Student Financial Assistance Program and the Canada-GNWT Labour Market Development Agreement [#317-M]	N/A
119			(e) provide training subsidies that may be available through the Training-on-the-Job program to eligible candidates;	Training subsidies that may be available through the Training-on-the-Job program provided to eligible candidates [#318-M]	N/A
120	Training Programs		(f) include careers in the mining industry in its career counselling services;	Careers in the mining industry included in its career counselling services [#319-M]	N/A

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A

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121			(g) work with industry, aboriginal organizations, Aurora College and the Mine Training Committee to co-ordinate the delivery of training programs ; and	Delivery of training programs coordinated with industry, Aboriginal organizations, Aurora College and the Mine Training Committee [#320-M]	N/A
122			(h) organize and support regional career fairs .	Regional career fairs organized and supported [#321-M]	N/A
123	Training Programs	Apx B, Sec 7 Training alignment with credit towards certification/status	7. DDMI shall organize and implement its training programs so that employees completing the training will be able to use the skills acquired and time spent as credit towards certification or status recognized in the Northwest Territories under the <i>Apprenticeship, Trade and Occupations Certification Act</i> , 1988 R.S.N.W.T. c.A-4.	Training programs organized and implemented so that employees will be able to use the skills acquired and time spent as credit towards certification or status recognized in the Northwest Territories under the <i>Apprenticeship, Trade and Occupations Certification Act</i> [#337-M]	NOT PROVIDED

N/A	N/A	N/A; In the report "Measuring Success" Jan 2013 (p10/15) mention for the combined Ekati, Diavik and Snap Lake mines that they have supported MTS programs with \$11.4 M in cash and in kind investments between 2004 and 2012 COLLECTIVELY and have committed \$6.6M further for the MTS "Mining the Future" proposal expected to run from 2013-2015 and provided COLLECTIVELY, bridge financing for 2012 and 2013 to sustain the MTS programs. In the report "Measuring Success 1996-2016" (p7/31): COLLECTIVELY (Ekati, Diavik, SL, GK), industry has contributed \$1.2M in funding support plus \$10.8M in-kind support for Mine Training Society since 2004	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
NO MENTION OF THE <i>Apprenticeship, Trade and Occupations Certification Act</i> . Four process plant workers have been fully trained in the recovery plant where the material is subjected to x-rays, magnets, and a grease table to separate the diamonds from the non-diamond material. In addition to the CCRO designation, plant workers can gain Mineral Technologist designations certification from the Northwest Territories Apprenticeship Board. At Diavik, over the past year, two central control room operators, two plant operators, and two ore processing trainers have completed this program. (p.27)	NO MENTION OF THE <i>Apprenticeship, Trade and Occupations Certification Act</i> . A group of Diavik underground miners, all northern and all Aboriginal, were among the first in Canada to receive national certifications through the Canadian Mining Credentials Program. (p.16)	Since Diavik began operations in 2003, 53 apprentices have completed their apprenticeships to become <i>Government the Northwest Territories certified</i> journeypersons. Of the 53, eight completed their apprenticeship in 2015. (p.20) In 2015, Diavik continued its participation in the Mining Industry Human Resources Council's (MiHR) national certification programs for underground miners and mineral processors. Through these programs, individuals who achieve certifications demonstrate they have the skills that meet national standards, which have been developed by MiHR and the mining industry.	Since 2003, 55 apprentices have successfully completed their apprenticeships at Diavik and achieved journeyperson certifications from the Government of the Northwest Territories. Of the 55, two completed their apprenticeships in 2016. (p.10)	Since 2003, 57 apprentices have successfully completed their apprenticeships at Diavik and achieved journeyperson certifications from the Government of the Northwest Territories. Of the 57, two completed their apprenticeships in 2017. (p.8)	Since 2003, 60 apprentices have successfully completed their apprenticeships at Diavik and achieved journeyperson certifications from the Government of the Northwest Territories. Of the 60, three completed their apprenticeships in 2018. (p.9)

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124	Training Programs	Apx B, Sec 8 recording employment/training details	8. DDMI shall record the details of employment and training according to the <i>Northwest Territories Apprenticeship, Trade and Occupations Certification Act</i> .	Details of employment and training recorded according to the <i>Northwest Territories Apprenticeship, Trade and Occupations Certification Act</i> [#338-M]	NO REFERENCE TO THE <i>Northwest Territories Apprenticeship, Trade and Occupations Certification Act</i>
125	Training Programs	Sec. 3.4 Reporting	S. 3.4.2 DDMI will report the following data:		N/A
126			(e) company training initiatives by type and participation rates by priority group, and an assessment of the success of the training initiatives in meeting objectives	Company training initiatives including by contractors, by type; an assessment of the success of the training initiatives in meeting objectives is reported [#322-I]; Company training initiatives including by contractors, by participation rates by priority groups [#323-I]	NOT PROVIDED
127	Training Programs	Sec. 3.4.4 Reporting on government training efforts for Project	S. 3.4.4 The GNWT will report a summary of government training efforts relevant to the Project, as set out below:		N/A
128			(a) training by community, priority group, job category;	Training by community, priority group, job category [#324-I]	N/A
129			(b) training by type (job-specific, literacy, pre-employment); and	Training by type (job-specific, literacy, pre-employment) [#325-I]	N/A
130			(c) training initiatives by type and participation rates by priority group.	Training initiatives by type and participation rates by priority group [#326-I]	N/A
131	Training Programs	Sec. 6.2 Monitoring Program	S. 6.2.2 The GNWT will report the following public data to the Advisory Board, including analysis and interpretation of that data [Amendment: The GNWT will collect, analyze and interpret the following data] :	Data related to indicators in Schedule A of the SEA amendment (Monitoring and Reporting Clause) collected, analyzed, and interpreted [#563-M - see all below under S.6.2.2]	N/A

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NO REFERENCE TO THE Northwest Territories Apprenticeship, Trade and Occupations Certification Act	NO REFERENCE TO THE Northwest Territories Apprenticeship, Trade and Occupations Certification Act	NO REFERENCE TO THE Northwest Territories Apprenticeship, Trade and Occupations Certification Act	NO REFERENCE TO THE Northwest Territories Apprenticeship, Trade and Occupations Certification Act	NO REFERENCE TO THE Northwest Territories Apprenticeship, Trade and Occupations Certification Act	NO REFERENCE TO THE Northwest Territories Apprenticeship, Trade and Occupations Certification Act
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	A group of six northerners completed our most recent Aboriginal development program. (p.16)	Diavik has committed to train between eight and 18 apprentices annually. Diavik's apprenticeship program increases skills and provides opportunities for employees. At year end, Diavik supported 29 apprentices, with 21 being northerners; of the 21 northerners, eight are northern Aboriginal. The socio-economic monitoring agreement apprenticeship commitment is eight to 18. Since 2003, 53 apprentices have successfully completed their apprenticeships at Diavik and achieved journeyman certifications from the Government of the Northwest Territories. (p.20)	At year end, Diavik supported 31 apprentices, with 21 being northerners; of the 21 northerners, 11 are northern and Indigenous. Table provided (p.10)	Apprenticeship training by priority group: Northern non-Indigenous: 9 Northern Indigenous: 8 Northern subtotal: 17 Southern subtotal: 7 Total: 24 (p.8)	Apprenticeship training by priority group: Northern non-Indigenous: 7 Northern Indigenous: 6 Northern subtotal: 13 Southern subtotal: 3 Total: 16 (p.9)
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A

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132			(i) employment and training data and initiatives pursuant to Part III;	Employment and training data and initiatives in the SEA in the section related to direct employment benefits collected, analyzed, and interpreted [#446-I]	N/A
133	Cultural Well-being & Traditional Economy Opportunities	Apx A, Sec. 8 Employment Commitments - Traditional Pursuits	8. DDMI agrees to:... (b) endeavour to develop work schedules compatible with the traditional pursuits of Aboriginal employees	Development of work schedules compatible with traditional pursuits of Aboriginal employees attempted [#279-M]	NOT PROVIDED
134	Cultural Well-being & Traditional Economy Opportunities	5.1 Intent	S. 5.1.2 It is the intent of the Parties to protect cultural and community well-being pursuant to Appendix D.	N/A	Sustainable Development Commitments, "be respectful of community knowledge, customs, values and cultures" (p. 5)
135	Cultural Well-being & Traditional Economy Opportunities	Apx. D, Sec. 2 Well-being of Indigenous workers	S. D.2 DDMI will introduce and maintain the following measures to assist Northerner employees to perform well in their jobs and to help their local communities cope with any potential effects of the Project:		N/A
136			(a) ensure that all Employee Relations Personnel will be able to communicate in at least one Aboriginal language spoken in the NWT;	Ensured that all Employee Relations Personnel will be able to communicate in at least one Aboriginal language spoken in the NWT [#136-M]	NOT PROVIDED
137			(b) pay for aboriginal language interpreters at community meetings;	Aboriginal language interpreters at community meetings paid for [#280-M]	NOT PROVIDED

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N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED		DDMI's Community Contributions Program provides funding to Indigenous cultural events and activities, including: - Kitikmeot Inuit Association celebration (\$2,000) - Lutsel K'e Dene First Nation Youth Centre (\$2,000) - Ulukhaktok Western Drummers and Dancers (\$2,000) - Kát'odeeche First Nation (\$2,500) - North Slave Metis Alliance fish fry (\$5,000) - K'àlemi Dene School cultural activities (\$7,500) - Yellowknife Community Foundation (\$10,000) (p.12)	DDMI's Community Contributions Program provides funding to Indigenous cultural events and activities, including: - North Slave Metis Alliance fish fry (\$5,000) (p.9)	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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138	Cultural Well-being & Traditional Economy Opportunities		(c) encourage Aboriginal language speakers at the mine site to communicate in their mother-tongue, bearing in mind practical and safety requirements;	Aboriginal language speakers at the mine site encouraged to communicate in their mother-tongue, bearing in mind practical and safety requirements [#281-M]	NOT PROVIDED
139			(d) encourage Aboriginal workers to reside in their home communities;	Aboriginal workers encouraged to reside in their home communities [#282-M]	NOT PROVIDED
140			(e) in cooperation with Aboriginal Authorities, provide and maintain Dene, Métis and Inuit reading and video materials on-site;	Dene, Métis and Inuit reading and video materials provided and maintained on-site in cooperation with Aboriginal Authorities [#283-M]	NOT PROVIDED
141	Cultural Well-being & Traditional Economy Opportunities		(f) address cultural sensitivity and cross-cultural awareness in all orientation training;	Cultural sensitivity and cross-cultural awareness addressed in all orientation training [#284-M]	NOT PROVIDED
142			(g) serve Country Food at the mine site;	Country Food served at the mine site [#285-M]	NOT PROVIDED
143			(h) make freezers available for storing Country Food;	Freezers made available for storing Country Food [#286-M]	NOT PROVIDED
144			(i) provide employees with one week of unaccountable leave;	Employees provided with one week of unaccountable leave [#137-M]	NOT PROVIDED
145			(j) discuss with the Advisory Board the cross-cultural training needs of DDMI employees. DDMI agrees to fund cross-cultural training programs as may be agreed upon by DDMI and the Advisory Board;	Cross-cultural training needs of employees discussed with GNWT and Aboriginal Authorities; cross-cultural training programs as may be agreed upon by the Parties funded [#287-M]	NOT PROVIDED

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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146	Cultural Well-being & Traditional Economy Opportunities		(q) employ a number of Employee Relations Personnel both on a rotation on site and in the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, and Lutsel K'e, Kugluktuk and with the North Slave Métis Alliance, who are familiar with the conditions in communities that may affect the employee at work and vice versa, to act as liaison people between DDML, the employee, and these communities;	A number of Employee Relations Personnel employed on site and in the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, and Lutsel K'e, Kugluktuk and with the North Slave Métis Alliance, who are familiar with the conditions in communities that may affect the employee at work and vice versa, to act as liaison people between the Proponent, the employee, and these communities [#144-M]	NOT PROVIDED
147	Cultural Well-being & Traditional Economy Opportunities		(r) maintain and provide space at the mine site for spiritual or other employee-driven requirements;	Space at the mine site for spiritual or other employee-driven requirements provided and maintained [#145-M]	NOT PROVIDED
148		Sec. 6.1 Intent - Monitoring and Mitigation	S. 6.1.1 Socio-economic monitoring of the Project will address the following categories:	(b) cultural well-being, traditional economy, land and resource use;	NOT PROVIDED
149		Sec. 6.2 Monitoring	S. 6.2.1 DDML will report the following data to the Advisory Board, including its analysis and interpretation of that data:		N/A
150			(c) cultural well-being and community wellness initiatives pursuant to Part V; and	Cultural well-being and community wellness initiatives pursuant to the related sections of the SEA collected, analyzed, and interpreted [#276B-I]	NOT PROVIDED
151	Cultural Well-being & Traditional Economy Opportunities	Sec. 6.2 Monitoring Program	S. 6.2.2 The GNWT will report the following public data to the Advisory Board, including analysis and interpretation of that data [Amendment: The GNWT will collect, analyze and interpret the following data] :	Data related to indicators in Schedule A of the SEA amendment (Monitoring and Reporting Clause) collected, analyzed, and interpreted [#563-M - see all below under S.6.2.2]	N/A
152			(k) percent of work force aged group engaged in traditional activities	% of work force aged group engaged in traditional activities [#276A-I]	N/A

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	"In 2016, Diavik became a funding partner to the On The Land Collaborative. Through the On The Land Collaborative, Diavik is able to support communities across the north to participate in land-based activities." (p.9)	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A

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153			(l) ratio of home-language use to mother tongue, by major age groups	Ratio of home-language use to mother tongue, by major age groups [#277-I]	N/A
154	Community, Family, and Individual Well-being	5.2 Cultural and CWB Policies and Practices	S. 5.2.1. DDMI agrees to establish policies and practices pursuant to Appendix D and the provisions of this Article.	Policies and practices established pursuant to the Proponent's cultural and community well-being policies and practices [#278-M]	Diavik's Substance Abuse Policy described on p.28 (no other cultural and community well-being policies/practices described)
155			S. 5.2.2 The GNWT will support the commitment to protect cultural and community well-being through the initiatives and programs outlined in Appendix D.	N/A	N/A
156		Apx. D, Sec. 2 Well-being of Indigenous workers & families	S. D.2 DDMI will introduce and maintain the following measures to assist Northerner employees to perform well in their jobs and to help their local communities cope with any potential effects of the Project:		N/A
157	Community, Family, and Individual Well-being		(k) assist in the development of drug and alcohol rehabilitation programs, money management workshops and other individual support matters;	Development of drug and alcohol rehabilitation programs, money management workshops and other individual support matters assisted [#138-M]	NOT PROVIDED
158			(l) provide communication links to home communities;	Communication links to home communities provided [#139-M]	NOT PROVIDED
159			(m) permit periodic spousal tours of the work site;	Periodic spousal tours of the work site permitted [#140-M]	NOT PROVIDED
160			(n) maintain an Employee and Family Assistance Program (EFAP) for employees and their immediate families, with services provided primarily by local and trusted people;	Employee and Family Assistance Program (EFAP) for employees and their immediate families maintained, with services provided primarily by local and trusted people [#141-M]	Diavik's confidential Employee and Family Assistance Program (EFAP) supports employees and their families in dealing with personal health and well-being issues (p. 30)
161	Community, Family, and Individual Well-being		(o) the EFAP will develop partnerships with local community support agencies;	Partnerships with local community support agencies developed by EFAP [#142-M]	The firm providing the EFAP, Warren Shepell

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N/A	N/A	N/A	N/A	N/A	N/A
Diavik's Substance Abuse Policy described on p.28 (no other cultural and community well-being policies/practices described)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Diavik's confidential Employee and Family Assistance Program (EFAP) supports employees and their families in dealing with personal health and well-being issues (p. 30)	Employee and Family Assistance Program (EFAP) supports employees and their families with personal health and well-being issues	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
The firm providing the EFAP, Warren Shepell	The firm providing the EFAP, Warren Shepell	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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162			(p) where practical, contract service providers for the Employee and Family Assistance Program based on their expertise and experience in the field of addictions and addiction rehabilitation;	Where practical, service providers for the Employee and Family Assistance Program contracted based on their expertise and experience in the field of addictions and addiction rehabilitation [#143-M]	NOT PROVIDED
163			(s) provide recreation facilities and a recreation co-ordinator at the mine site;	Recreation facilities and a recreation co-ordinator at the mine site [#146-M]	NOT PROVIDED
164	Community, Family, and Individual Well-being		(t) enforce a sexual harassment policy at the mine site, and an alcohol-and drug-free workplace policy for the possession or use of any alcohol or illegal drugs on any DDMI property;	Sexual harassment policy and an alcohol-and drug-free workplace policy for the possession or use of any alcohol or illegal drugs on any DDMI property enforced [#147-M]	Diavik has zero tolerance for the possession and/or use of drugs or alcohol at any Diavik work location (p.28)
165			(u) notify communities along Highways 1 and 3 of increased truck traffic;	Communities along Highways 1 and 3 notified of increased truck traffic [#148-M]	NOT PROVIDED
166			(x) on closure, gradually reduce employment at the mine site; and	Employment at the mine site gradually reduced on closure [#470-M]	N/A
167	Community, Family, and Individual Well-being		(y) provide outplacement counselling, family adjustment, and pension and savings plans seminars in the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e and Kugluktuk and with the North Slave Métis Alliance.	Outplacement counselling, family adjustment, and pension and savings plans seminars in the communities of Wekweti, Gameti, Wha Ti, Rae-Edzo, Dettah, Ndilo, Lutsel K'e and Kugluktuk and with the North Slave Métis Alliance [#149-M]	NOT PROVIDED

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	Recreation Facility located in the physical plant on the East Island	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Diavik has zero tolerance for the possession and/or use of drugs or alcohol at any Diavik work location (p.28) Drug testing can occur if proper grounds are presented	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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168	Community, Family, and Individual Well-being	Sec. 6.1 Intent - Monitoring and Mitigation	S. 6.1.1 Socio-economic monitoring of the Project will address the following categories:	(c) social stability and community wellness	"Social Well-being" section includes descriptions of: Diavik Receives Aboriginal Gold (p.24) Aboriginal Skills Employment Program (p.25) Aboriginal Leadership Program Launched (p.26) Payment Concludes Successful Arena Project (p.29) Diavik Wins Civic Award (p.29) Boxing Champ Delivers Anti-drug Message (p.30) Employee and Family Assistance (p.30)
169	Community, Family, and Individual Well-being	Amendment 1, Schedule A	S. 6.4.1 Within three (3) months following the end of each calendar year, DDMI and the GNWT will prepare an annual socio-economic report incorporating the data, analysis and interpretation collected or prepared by each of them as described in Articles 6.2.1 and 6.2.2 respectively for the then most recently-ended calendar year. DDMI and the GNWT may prepare such report jointly or separately in respect of their respective data, analysis and interpretation. DDMI and the GNWT will deliver a copy of each such report to each other and to each Aboriginal Authority promptly upon completion.	Within 3 months following the end of each calendar year, annual socio-economic report prepared, delivered to GNWT and Aboriginal Authority [#565-M] [#568-M - GNWT]	REPORT NOT DATED
170	Community, Family, and Individual Well-being		S. 6.5.1 DDMI and GNWT shall make themselves available to jointly meet at least once per year with representatives of each Aboriginal Authority to discuss the results described in the applicable annual socio-economic reports in order to provide an opportunity for input into discussions regarding the efforts of DDMI and GNWT to address socioeconomic impacts.	Available to meet at least once per year with GNWT and representatives of each Aboriginal Authority to discuss the results in the annual socio-economic reports [#566-M] [#569B-M - GNWT]	NOT PROVIDED

"Social Well-being" section includes descriptions of: Demand Growing for Aboriginal Leadership Program (p.21) Construction Begins at Bailey House Transition Centre (p.23) Aboriginal Gold Designation Renewed (p.23) The Arctic Winter Games' Diamond Sponsor (p.23) Strings Across the Sky Visits Northern Communities (p.24) Local Race a Northern Tradition (p.24) Community Contributions (p.25) Pulling Together for Special Olympics (p.25) Dene Elder Helen Tobie Biography Published (p.26)	"Social Well-being" section includes descriptions of: Aboriginal development program (p.16) Community investment (p.17) Stanton mammography machine (p.17) Alison McAteer House security system (p.18) Donations and sponsorships (p.18)	"Social Well-being" section includes descriptions of: Community contributions (p.24) Scholarships surpass \$3 million (p.25) Community investment (p.25) Community volunteering (p.25) Employee-driven donations (p.25)	"Social Well-being" section includes descriptions of: Community contributions, Community volunteering, and Community investment (all p.12)	"Social Well-being" section includes descriptions of: On The Land Collaborative, Community volunteering, and Community investment (all p.9)	"Social Well-being" section includes descriptions of: Community contributions (p.10), On the Land Collaborative (p.10), and Community investment (p.11)
REPORT NOT DATED	REPORT NOT DATED	REPORT NOT DATED	REPORT NOT DATED	REPORT NOT DATED	REPORT NOT DATED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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171	Community, Family, and Individual Well-being	Sec. 6.2 Monitoring Program	S. 6.2.2 The GNWT will report the following public data to the Advisory Board, including analysis and interpretation of that data [Amendment: The GNWT will collect, analyze and interpret the following data]:	Data related to indicators in Schedule A of the SEA amendment (Monitoring and Reporting Clause) collected, analyzed, and interpreted [#563-M - see all below under S.6.2.2]	N/A
172				(a) average income [#125-I]	N/A
173				(b) proportion of high income earners [#126-I]	N/A
174				(c) social assistance cases [#127-I]	N/A
175				(d) employment [#444-I]	N/A
176				(e) participation rate [#445-I]	N/A
177				(g) # of people 15 years and older with less than grade 9 [#310-I]	N/A
178	Community, Family, and Individual Well-being			(h) # of people 15 years and older with a high school diploma [#311-I]	N/A
179				(m) age-standardized injuries [#128-I]	N/A
180				(n) single-parent families [#129-I]	N/A
181				(o) # of mothers and children referred to shelters [#130-I]	N/A
182				(p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	N/A
183				(q) communicable diseases (sexually-transmitted diseases) [#132A-I]	N/A
184	Community, Family, and Individual Well-being			(q) communicable diseases (tuberculosis) [#132B-I]	
185				(r) children in care [#133-I]	N/A

N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A

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186				(s) Any efforts to respond to or mitigate effects believed to arise from the project collected, analyzed, and interpreted [#564-M]	N/A
187				(t) the net effects on government of the Project will depend partly on how the Project affects other social, economic and cultural components over the life of the Project	N/A
188	Net Effects on Government (Sec. 6)	Sec. 6.1 Intent - Monitoring and Mitigation	S. 6.1.1 Socio-economic monitoring of the Project will address the following categories:	(d) net effects on Government	NOT PROVIDED
189	Sustainable Development (Sec. 6)	Sec. 6.1 Intent - Monitoring and Mitigation	S. 6.1.1 Socio-economic monitoring of the Project will address the following categories:	(e) sustainable development and economic diversification	
190		Apx. D, Sec. 2 Sustainable Development	S. D.2 DDMI will introduce and maintain the following measures to assist Northerner employees to perform well in their jobs and to help their local communities cope with any potential effects of the Project:	(v) development of sustainable businesses that will not be uniquely dependent on the Project; [#45-M]	NOT PROVIDED
191	Monitoring/Reporting	Sec. 7.16 PLACE OF BUSINESS	7.16.1 DDMI shall maintain an office of the operator of the Project in the Northwest Territories, and at such office shall make available, to the GNWT, on reasonable notice to DDMI any and all reports or copies thereof, required and made pursuant to the provisions of this Agreement.	An office of the operator of the Project maintained in the Northwest Territories, and at such office any and all reports or copies thereof, required and made pursuant to the provisions of this Agreement made available, to the GNWT, on reasonable notice to the Proponent [#567B-M]	
192	Monitoring/Reporting	Amendment 1, Schedule A, Sec. 6.5 Follow-up and Adaptive Management	6.5.4 DDMI and GNWT will use good faith efforts to summarize any recommendation received from Aboriginal Authorities and the response to such recommendation in the applicable annual report.	Good faith efforts used to summarize any recommendation received from Aboriginal Authorities and the response to such recommendation in the applicable annual report [#569C-M]	

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N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
			NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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Appendix G: Gahcho Kué



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Row #	AGREEMENT (2013)			
	Theme Category	Theme	Commitment/Target	Indicator / Measure
1	Employment & Business Opportunities	Sec.3.2 Hiring Priorities & S. 3.3 Hiring by Hiring Priorities	a. Members of the Aboriginal Authorities ; b. Aboriginal Persons residing in the NWT ; c. NWT Residents who have been continuously resident in the Northwest Territories at least six months prior to being hired; d. All other residing in or relocating to the NWT; and then e. All others. During Construction, Operations and Closure, DBC shall... use best efforts to apply the Hiring Priorities across the entire spectrum of Project-related employment, including managerial, professional, technical and trades-related jobs. (S. 3.3)	Hiring occurs according to the hiring priorities during construction, operations and closures; best efforts used to apply hiring priorities across entire spectrum of project-based employment; hiring priorities are in the following order: members of the Aboriginal Authorities; Aboriginal Persons residing in the NWT; NWT Residents who have been continuously resident in the NWT at least six months prior to being hired; all others residing in or relocating to the NWT; and then all others [#505-M]
2		Sec.3.4 Employment Objectives	Employment of NWT Residents throughout Construction - Target: 35% of total (Sec. 3.4.3 a)	Construction employment of NWT Residents, including employment by Contractors [#499-I]
3			Employment of NWT Residents comprising the total employment on an annual basis throughout Operations - Target: 55% of total (Sec. 3.4.3 b)	Operations employment of NWT Residents, including employment by Contractors [#499-I]
4			Employment of NWT Residents of an annual basis throughout Closure - Target: 55% of total (Sec. 3.4.3 c)	Closure employment of NWT Residents, including employment by Contractors [#499-I]
5		Sec. 3.5 Hiring by Contractors	DBC will... cause its Contractors to establish the same hiring priorities as DBC's hiring priorities established in Clause 3.2. DBC will achieve this by... (S. 3.5.1)	
6	Employment & Business Opportunities		a. requiring all contractors to expressly state in their bids their commitment to hiring in accordance with the Hiring Priorities set out in Clause 3.2; (S. 3.5.1)	All Contractors required to state in their bids their commitment to hiring in accordance with the hiring priorities [#507-M]
7			b. including in bid evaluation an assessment of whether appropriate commitments to Hiring Priorities are included or planned for in the bid; (S. 3.5.1)	Bid evaluation includes an assessment of whether appropriate commitments to hiring priorities are included or planned for in the bid [#508-M]
8			c. incorporating in the contract document the successful bidder's commitments to hire in accordance with the Hiring Priorities set out in Clause 3.2; and (S. 3.5.1)	The contract document incorporates the successful bidder's commitments to hire in accordance with the hiring priorities [#509-M]
9			d. requiring all Contractors to provide all relevant information to DBC to enable DBC to fulfill the reporting requirements of this Agreement (S. 3.5.1)	All Contractors required to provide all relevant information to the Proponent to enable the Proponent to fulfill the reporting requirements of the SEA [#510-M]

REPORTS				
Gahcho Kué 2015 Socio-Economic Report	Gahcho Kué 2016 Socio-Economic Report	Gahcho Kué 2017 Socio-Economic Report	Gahcho Kué 2018 Socio-Economic Report	Gahcho Kué 2019 Socio-Economic Report
Employment by Hiring Priority - NWT Aboriginal: 47 / 5% - Other NWT Resident: 94 / 10% - Non-NWT Aboriginal: 762 / 84% - Other Non-NWT Residents: 457.5 / 60%	Employment data by hiring priority - NWT Aboriginal: 70 / 11% - Other NWT Resident: 102 / 16% - Non-NWT Aboriginal: 1 / 0% - Other Non-NWT Residents: 455 / 72%	Employment data by hiring priority - NWT Aboriginal: 119 / 25% - Other NWT Resident: 117 / 24% - Non-NWT Aboriginal: 28 / 6% - Other Non-NWT Residents: 220 / 45%	Employment data by hiring priority - NWT Aboriginal: 135 / 26% - Other NWT Resident: 131 / 25% - Non-NWT Aboriginal: 262 / 50% - Other Non-NWT Residents: 265 / 50%	Employment data by hiring priority - NWT Aboriginal: 151 / 26% - Other NWT Resident: 133 / 23% - Non-NWT Aboriginal: 284 / 49% - Other Non-NWT Residents: 290 / 51%
NWT Residents employed in 2015: 142 person-years (p.A11) NWT Aboriginal: 5%; Other NWT Residents: 10%; Subtotal NWT Residents: 16% (p.A12)	NWT residents: 172 jobs / 27% of total Construction workforce (p.23)	N/A	N/A	N/A
N/A	N/A	NWT residents = 49% / 236 employees which DOES NOT meet the 55% target (p.17)	NWT Residents = 50% of FT employment (p.1 & p.16)	49.5% of total (p.14)
N/A	N/A	N/A	N/A	N/A
NOT PROVIDED (see items related to S. 3.5.1 a. through d. below)	Data throughout the report combines that of DBE and its contractors(see items related to S. 3.5.1 a. through d. below)	Contractor Employment data by hiring priority - NWT Aboriginal: 37 - Other NWT Resident: 37 - Non-NWT Aboriginal: 7 - Other Non-NWT Residents: 49 (see items related to S. 3.5.1 a. through d. below)	Contractor Employment data by hiring priority - NWT Aboriginal: 44 - Other NWT Resident: 39 - Non-NWT Aboriginal: 6 - Other Non-NWT Residents: 56 (see items related to S. 3.5.1 a. through d. below)	Contractor Employment data by hiring priority - NWT Aboriginal: 48 - Other NWT Resident: 41 - Non-NWT Aboriginal: 4 - Other Non-NWT Residents: 60 (see items related to S. 3.5.1 a. through d. below)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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10			S. 3.5.2 DBC will meet at least annually with its Contractors to review their performance, including their success in contributing to the employment of Aboriginal Persons and NWT Residents and to discuss ways to work together to develop the participation of Aboriginal Persons and NWT Residents in the Gahcho Kué Project.	Meeting occurs at least annually with its Contractors to review their performance, including their success in contributing to the employment of Aboriginal Persons and NWT Residents and to discuss ways to work together to develop the participation of Aboriginal Persons and NWT Residents in the Project [#511-M]
11		Sec. 3.6 Employment Incentives	S. 3.6.1 DBC will offer incentives to assist employees who live in the NWT, including establishing and implementing northern benefits and relocation packages. All incentives and benefits packages will be established, managed and administered solely by DBC.	Incentives offered to assist employees who live in the NWT, including establishing and implementing northern benefits and relocation packages [#201-M]
12			S. 3.6.2 DBC will develop work schedules to accommodate traditional pursuits of Aboriginal employees in balance with the operational requirements of the Gahcho Kué Project.	Work schedules developed to accommodate traditional pursuits of Aboriginal employees in balance with the operational requirements of the project [#202-M]
13	Employment & Business Opportunities		S. 3.6.3 To facilitate employment from all NWT Communities, DBC will establish designated Pick-up Points in the NWT. DBC will provide return air transportation, at its expense, on employee time to employees travelling to and from the project and designated Pick-Up Points.	Return air transportation provided, at the Proponent's expense, on employee time to employees travelling to and from the project and designated Pick-Up Points [#203-M]
14	Employment & Business Opportunities		S. 3.6.4 DBC will provide a Travel Allowance to its Gahcho Kué Project employees who reside in an NWT community that is not a designated Pick-Up Point in order to assist them with the cost of return travel from their home community to the nearest DBC designated Pick-up point.	Travel Allowance provided to employees who reside in an NWT community that is not a designated Pick-Up Point [#204-M]

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Travel to the Mine from any NWT community should not represent a barrier to employment for any NWT resident as De Beers has 10 NWT pickup points (Yellowknife, Whati, Wekweeti, Gameti, Lutsel K'e, Fort Smith, Hay River, Fort Simpson, Norman Wells and Inuvik) throughout the Territory, and offers travel allowances to help NWT residents travel to a pickup point. The number of NWT pickup points offered by De Beers exceeds the commitment made by the company in its socio-economic agreement with the GNWT. (p.27) De Beers provides return air transportation, at its expense, to employees travelling from Lutsel K'e, Gameti, Whati, Wekweeti, Yellowknife (for communities of Behchoko, Dettah, and Ndilo), Hay River, Fort Smith, Fort Simpson, Norman Wells and Inuvik. (p.36) De Beers provides a travel allowance to employees who do not reside in one of these communities in order to facilitate their travel to and from the nearest designated pick-up point. (p.36)	Gahcho Kué Mine employees are able to access flights to the mine through 10 NWT pickup points: Yellowknife (including residents of Behchoko, Ndilo and Dettah), Lutsel K'e, Hay River, Fort Smith, Whati, Wekweeti, Gameti, Fort Simpson, Norman Wells and Inuvik. (p.11) Travel to the mine from any NWT community should not represent a barrier to employment for any NWT resident. As a part of its Gahcho Kué Socio Economic Agreement, De Beers provides return air transportation, at its expense, to employees travelling from Lutsel K'e, Gameti, Whati, Wekweeti, Yellowknife (for communities of Behchoko, Dettah, and Ndilo), Hay River, Fort Smith, Fort Simpson, Norman Wells and Inuvik. (p.26) De Beers provides a travel allowance to employees who do not reside in one of these communities in order to facilitate their travel to and from the nearest designated pick-up point. (p.26)	In 2017, De Beers Group provided flights to and from Gahcho Kué Mine from 10 NWT communities to enhance travel options for local employees. De Beers Group has pickup points located throughout the Northwest Territories: Yellowknife (including residents of Behchoko, Ndilo and Dettah), Lutsel K'e, Hay River, Fort Smith, Whati, Wekweeti, Gameti, Fort Simpson, Norman Wells and Inuvik. (p.12) The company provides travel allowances to help employees outside the pick-up points get to and from the airports. (p.12)	De Beers Group provides 10 pickup points to employees living in the Northwest Territories from which the company will provide travel to and from Gahcho Kué Mine: Yellowknife (including residents of Behchoko, Ndilo and Dettah), Lutsel K'e, Hay River, Fort Smith, Whati, Wekweeti, Gameti, Fort Simpson, Norman Wells and Inuvik. (p.16) Employees are eligible to receive travel allowances to help them get to and from pickup points, hopefully eliminating any travel barriers to work at the mine. (p.16)	De Beers Group provides 10 pickup points to employees living in the Northwest Territories from which the company will provide travel to and from Gahcho Kué Mine: Yellowknife (including residents of Behchoko, Ndilo and Dettah), Lutsel K'e, Hay River, Fort Smith, Whati, Wekweeti, Gameti, Fort Simpson, Norman Wells and Inuvik. (p.15) Employees are eligible to receive travel allowances to help them get to and from pickup points, hopefully eliminating any travel barriers to work at the mine. (p.15)

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15			S. 3.6.5 From time to time, DBC will re-evaluate the effectiveness of its established Pick-up Points and Travel Allowance re-evaluated and make adjustments to support Construction and Operations employment opportunities.	Effectiveness of the established Pick-up Points and Travel Allowance re-evaluated from time to time and adjusted [#205-M]
16			S. 3.6.6 DBC will provide confirmation of designated Pick-Up Points and its Travel Allowance provided to the GNWT annually.	Confirmation of designated Pick-Up Points and its Travel Allowance provided to the GNWT annually [#206-M]
17		Sec. 4.1 Human Resources Strategy	DBC will implement and adaptively manage its HRS. In implementing and adaptively managing the HRS, DBC will give special emphasis to providing developmental opportunities, including training in accordance with the Hiring Priorities established in Clause 3.2. (S. 4.1)	Human resources strategy (which includes tactics to ensure recruitment, retention, training, development and management of human resources for the project is effective, efficient and supportive of the objective to hire and employ as many NWT residents as possible) implemented and adaptively managed; providing developmental opportunities, including training in accordance with the hiring priorities emphasized [#512-M]
18		Sec. 4.2 Recruitment & Retention Strategies	DBC will use best efforts to hire as many Aboriginal Persons and NWT Residents as possible. In order to do so, DBC may use... the following methods: (Sec. 4.2)	
19			a. the programs, policies and partnerships outlined in its HRS;	Programs, policies and partnerships outlined in the human resources strategy used to hire as many Aboriginal Persons and NWT Residents as possible [#513-M]
20	Employment & Business Opportunities		b. establish a recruitment, training and employment strategy that will include... career plans for employees who are Aboriginal Persons or NWT Residents during Construction and Operations ;	Recruitment, training and employment strategy established that will include NWT recruitment plans, and the development of career plans for its employees who are Aboriginal Persons or NWT Residents during Construction and Operations [#514-M]
21			c. broadly advertise employment opportunities with the Gahcho Kué Project throughout the NWT, including postings in GNWT Department of Education, Culture and Employment Service Centres ("GNWT ECE Service Centres") and local employment offices, advertisements in local NWT newspapers, postings with NWT employment agencies and through other means that will contribute to optimizing exposure of opportunities to all residents of the NWT.	Employment opportunities with the project broadly advertised throughout the NWT [#515-M]

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Advertising for positions at both operations was focused on ads placed in NWT News/ North, supported by an enhanced online presence thanks to development of a recruitment portal on the De Beers Group of Companies website. Newspaper ads included job-specific recruitment posting and general interest ads published between September and December to enhance knowledge of opportunities at the Gahcho Kué Project. (p.13)	Advertising for positions was focused on ads placed in NWT News/North and Yellowknife, an enhanced online presence on the recruitment portal on the De Beers Group website, and posts from the company's LinkedIn page and Twitter accounts. Newspaper ads included job-specific recruitment posting and general interest ads published between September and December to enhance knowledge of opportunities at the Gahcho Kué Mine. (p.11) Job postings were also shared with employment coordinators in communities with which De Beers Canada has Impact Benefit Agreements and through employment officers working for the Government of the Northwest Territories throughout the NWT. (pp. 11-12)	NOT PROVIDED	Recruitment efforts continued to focus on maximizing the number of NWT employees, with all available opportunities advertised through NWT News/North and online through our company website, as well as on InfoMine and LinkedIn. (p.16)	NOT PROVIDED

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22	Employment & Business Opportunities		d. promote and encourage partnerships with NWT schools to create awareness and understanding of the career opportunities available at the Gahcho Kué Project as well as the training and education required to pursue these opportunities	Partnerships with NWT schools promoted and encouraged to create awareness and understanding of career opportunities available at the project and training and education required to pursue these opportunities [#516-M]
23			e. encourage partnerships with GNWT ECE, Aurora College, the Mine Training Society, Aboriginal organizations, regional training partnerships and other Canadian post-secondary education institutions to establish educational, training , work experience or job placement programs for NWT students	Partnerships with GNWT Education, Culture and Employment ("GNWT ECE"), Aurora College, the Mine Training Society, Aboriginal organizations, regional training partnerships and other Canadian post-secondary educational institutions encouraged to establish educational, training, work experience or job placement programs [#517-M]
24			f. link employment initiatives to support impact benefit implementation with Aboriginal Authorities	Employment initiatives linked to support implementation of Impact Benefit Agreements with Aboriginal Authorities [#518-M]
25			g. as DBC approaches Construction and Operations phases of the Gahcho Kué Project, work with GNWT ECE Service Centres, regional training partnerships and local employment offices, to ensure they are briefed on upcoming job opportunities, and on DBC key policies designed to encourage NWT Residents to choose employment or training opportunities with DBC including an overview of DBC designated Pick-up Points and travel allowances and how these help NWT Residents access the employment opportunities at the Gahcho Kué Project site;	GNWT ECE Service Centres, regional training partnerships and local employment offices are briefed on upcoming job opportunities, and on key Proponent policies designed to encourage NWT Residents to choose employment or training opportunities with the Proponent as construction and operations phases of the project approach [#519-M]
26	Employment & Business Opportunities		i. actively promote and encourage careers in the mining industry;	Careers in the mining industry actively promoted and encouraged [#520-M]
27		Sec. 4.4.1 Recruitment and Training Objectives	S. 4.4.1 DBC will:	
28			a. maintain its human resource office in the NWT;	Human resource office maintained in the NWT; best efforts used to apply this recruitment and training objective across the entire spectrum of Project-based employment [#521-M]

Snap Lake Mine Human Resources Advisor Valerie Lai speaks to students in Fort Simpson about career opportunities with De Beers Canada. (caption, p.15)	NOT PROVIDED	NOT PROVIDED	On December 4, 25 Grade 9-12 students from seven schools visited Gahcho Kué Mine where they met with employees to learn about careers in mining and to tour the operation. (p.16)	Last year in the NWT, De Beers Group held the third annual women in mining luncheon for high school girls in Yellowknife. (p.19)
NOT PROVIDED	- Underground mine training course at Aurora College - Equipment operator course at the NWT Mine Training Society	Five recent university graduates were hired to three-year work placements in DBG Mine Professionals in Training (MPIT)	- Five employees completed the Northern Leadership Development Program through Aurora College - two Trainees came through the Mine Training Society (MTS)	Partnership with Women in Trades: 2 women were placed on the team as full-time employees Partnership with UN Women: undertook a tour of five Canadian universities to raise awareness on Diversity Heavy Equipment Operator / Surface Miner Trainee Course @ NWT Mine Training Society (MTS)
NOT PROVIDED	Job postings were also shared with employment coordinators in communities with which De Beers Canada has Impact Benefit Agreements	NOT PROVIDED	NOT PROVIDED	When awarding business contracts they are ranked by 'tier'. Tier 1 = "a company that is 100% Indigenous owned/equity and is associated with an Impact Benefit Agreement (IBA) partner ".
NOT PROVIDED	Job postings were also shared with employment coordinators in communities with which De Beers Canada has Impact Benefit Agreements and through employment officers working for the Government of the Northwest Territories throughout the NWT. (pp. 11-12)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
[no explicit text, but implied through descriptions of employee training and awards, pp. 16-17]	De Beers' Mine Professional in Training Program (MPIT) is making its mark at Gahcho Kué Mine. So far, 11 individuals have completed the three-year program and moved into permanent positions with De Beers Canada, including positions at Gahcho Kué. The program is open to university graduates in a number of mine-related fields. (p.15)	[no explicit text, but implied through descriptions of employee training and awards, pp. 11 & 14-15]	[no explicit text, but implied through descriptions of employee training, pp. 18]	[no explicit text, but implied through descriptions of employee training, pp. 18]
N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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29			e. establish a strategy for school students that encourages and promotes completion of secondary school in the local study area;	Strategy for school students established that encourages and promotes completion of secondary school in the local study area; best efforts used to apply this recruitment and training objective across the entire spectrum of Project-based employment [#522-M]
30			h. Develop and offer a summer student employment program and aim to have half its placements filled by women	Summer student employment program developed and offered (target: at least half of its summer placements filled by women); best efforts used to apply this recruitment and training objective across the entire spectrum of Project-based employment [#523-M]
31	Employment & Business Opportunities	Sec. 4.5 Apprentice & Trade Positions and Training	S.4.5.1 DBC will develop apprentice positions for Aboriginal Persons and <i>NWT residents...</i> and will fill those positions in accordance with the Hiring Priorities set out in Clause 3.2	Apprentice positions for Aboriginal Persons and NWT Residents developed in accordance with the requirements of the Apprenticeship, Trade and Occupations Certification Act; positions filled in accordance with the hiring priorities [#383-M]
32		Sec. 4.6 Recruitment and Training Objectives with Contractors	S. 4.6.1 DBC, through the tendering and contract process, will:	
33			a. require all contractors to outline in their bids, a plan to hire, train and develop Aboriginal Persons and NWT Resident employees in accordance with the Hiring Priorities set out in Section 3.2;	All Contractors required to outline in their bids, a plan to hire, train and develop Aboriginal Persons and NWT Resident employees in accordance with the hiring priorities [#524-M]
34			b. include in the bid evaluation, an assessment of the Contractors plan for the above;	Assessment of the Contractors plan to hire, train and develop Aboriginal Persons and NWT Resident employees in accordance with the hiring priorities included in bid evaluation [#525-M]
35			c. incorporate into the contract document for the successful bidder, commitments to report on the employment data required by DBC to provide Project hiring and employment information by hiring priority, heritage and gender;	Commitments to report on the employment data required by the Proponent to provide Project hiring and employment information by hiring priority, heritage and gender incorporated into contract for successful bidder [#526-M]
36			d. meet at least annually with contractors to review their performance, including their success in contributing to the employment of Aboriginal Persons and NWT Residents and to discuss ways to work together to grow Aboriginal Persons and NWT Resident participation in the Gahcho Kué Project; and	Meeting held at least annually with contractors to review their performance, including their success in contributing to the employment of Aboriginal Persons and NWT Residents and to discuss ways to work together to grow their participation in project [#527-M]
37	Employment & Business Opportunities		e. require its contractors to provide all relevant information to allow for reporting on hiring and employment according to the hiring priorities established in clause 3.2	Contractors required to provide all relevant information to allow for reporting on hiring and employment according to the hiring priorities [#528-M]

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Apprenticeships for Aboriginal Persons = 0 Apprenticeships for NWT Residents = 0	NOT PROVIDED	One Apprentice Millwright, a Tlicho citizen , completed his apprenticeship at Gahcho Kué in 2017	two apprenticeship positions were filled during the year by existing Gahcho Kué employees, both from IBA communities.	2 apprenticeship positions: millwright and instrumentation technician, filled by members of the NWT Metis Nation (p. 17)
N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Contractor information provided regarding employment by hiring priority (Figure 2), new hires by residency (Table 5), new hires by community (Table 6)	Contractor information provided regarding employment by hiring priority (Figure 2), employment by gender (Table 5), and employment by job classification (Table 6)	Contractor information provided regarding employment by hiring priority (Table 2)	Contractor information provided regarding employment by hiring priority (Table 2) and new hires by employer (Table 7)	NOT PROVIDED

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38		Sec. 4.9 Promoting Participation by Women	Sec. 4.9.1 DBC will support and encourage the participation of women on an equal basis with men in all aspects of work related to the Gahcho Kué Project	Participation of women on an equal basis with men in all aspects of work related to the project supported and encouraged [#529-M]
39			Sec. 4.9.2 DBC will:	
40	Employment & Business Opportunities		a. work with the following organizations to promote women in trades and mining occupations: Skills Canada, the Native Women's Association of the Northwest Territories, the Northwest Territories Status of Women Council, Aurora College, the Mine Training Society, Aboriginal organizations and the GNWT, and will create formal projects or partnerships created where appropriate	Work carried out with the following organizations to promote women in trades and mining occupations: Skills Canada, the Native Women's Association of the Northwest Territories, the Northwest Territories Status of Women Council, Aurora College, the Mine Training Society, Aboriginal organizations and the GNWT; formal projects or partnerships created where appropriate [#530-M]
41			c. Incorporate into its promotional campaigns, female role models , in order to encourage young women for employment and training opportunities at the Project	Female role models incorporated into its promotional campaigns, to encourage young women to consider employment and training opportunities at the project [#531-M]
42			d. Involve female employees in company promotional activities to encourage young women to consider employment opportunities at the Project	Female employees involved in company promotional activities at site and in communities as role models to encourage young women to consider employment opportunities at the project [#532-M]
43			e. Offer tours of the project aimed at women interested in the mining field	From time to time, tours of the project directed at women potentially interested in mining industry and related career opportunities offered [#533-M]

De Beers supports and encourages the participation of women in all aspects of work related to the Gahcho Kué Project and encourages similar commitments from contractors. (p.37) There were 98 women employed at the Gahcho Kué Project in 2015, representing 11% of the overall workforce. (p.37) Employment by job classification for women: Management: 3% Professional: 1% Skilled: 31% Semi-skilled: 39% Unskilled: 26% (p.37)	De Beers supports and encourages the participation of women in all aspects of work related to the Gahcho Kué Mine and encourages similar commitments from our contractors. There were 79 women employed at the Gahcho Kué Mine construction project in 2016, representing 13% of the overall workforce. Women provided the mine with 23 person years of employment in jobs classified as management, professional, or skilled, and another 33 and 23 person years of employment in jobs classified as semi-skilled and unskilled, respectively. (p.27) Employment by job classification for women: Management: 2% Professional: 4% Skilled: 23% Semi-skilled: 42% Unskilled: 29% (p.27)	De Beers Group supports and encourages the participation of women in all aspects of work and encourages similar commitments from its contractors. De Beers Group is proud to report that women filled 90 FTE jobs at the Mine in 2017 [19% of the workforce. (p.17) Female employment by job classification: Management: 2% Professional: 3% Skilled: 18% Semi-skilled: 49% Unskilled: 28% (p.19)	De Beers Group supports and encourages the participation of women in all aspects of work related to the Gahcho Kué Mine and encourages similar commitments from its contractors. De Beers Group is proud to report that women have filled 100 FTE jobs at the mine this year, which is an 11% improvement over 2017. (p.27) Female employment by job classification: Management: 2 person years; 2% Professional: 3 person years; 3% Skilled: 15 person years; 15% Semi-skilled: 52 person years; 52% Unskilled: 29 person years; 29% (p.32)	De Beers supports and encourages the participation of women in all aspects of work related to Gahcho Kué Mine and encourages similar commitments from its contractors. De Beers is proud to report that women have filled 99 FTE jobs at the mine this year, 19 of whom are working in skilled, professional, or management jobs. (p.14) Female employment by job classification: Management: 3 person years; 3% Professional: 1 person years; 1% Skilled: 14 person years; 14% Semi-skilled: 53 person years; 54% Unskilled: 27 person years; 28% (p.30)
N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	Women accounted for 79 py or 13% of all FT employment	NOT PROVIDED	Women in Mining Luncheon, attended by over 60 female students from Yellowknife and Behchoko.	Held the third Women in Mining Luncheon
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	25 Grade 9-12 students from seven schools visited Gahcho Kué Mine to learn about careers in mining and to tour the operation.	NOT PROVIDED

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44		Sec. 4.10 Transitioning Upon Closure	S. 4.10.2 While respecting and protecting the relationship DBC holds with its employees and DBC's need to implement unique retention strategies in the case of temporary closure , DBC will collaborate with the GNWT so that the GNWT can optimize its preparedness for NWT Resident employees affected by a temporary closure.	Collaboration is carried out with the GNWT so that the GNWT can optimize its preparedness for NWT Resident employees affected by a temporary closure, while respecting and protecting the relationship the Proponent holds with its employees and the Proponent's needs to implement unique retention strategies in the case of temporary closure [#207-M]
45	Employment & Business Opportunities		S. 4.10.3 In the case of permanent closure, DBC will meet legislative requirements, including those set out in the <i>Employment Standards Act</i> , and will collaborate with the GNWT leading up to permanent closure to ease employee transition to new jobs.	In the case of permanent closure, legislative requirements met and collaboration carried out with the GNWT leading up to permanent closure [#208-M]
46		Sec. 5.1 Business Development - Policy Objective and Implementation	Wherever practical, and consistent with sound business practices, and without compromising its ability to carry out a safe, efficient and cost effective operation, DBC will implement a Northwest Territories Business Policy which is intended to maximize business and value added opportunities for NWT Businesses	Northwest Territories Business Policy implemented, intended to maximize business and value added opportunities for NWT Businesses, where practical, consistent with sound business practices, and without compromising its ability to carry out a safe, efficient and cost effective operation [#83-M]
47		Sec. 5.2 Purchasing Objectives	S. 5.2.1 While actively pursuing and demonstrating fair and open competition for the Gahcho Kué Project, DBC will source procurement needs from NWT Businesses as much as possible, during Construction, Operations and Closure.	Procurement needs sourced from NWT Businesses as much as possible, during Construction, Operations and Closure, while pursuing and demonstrating fair and open competition for the project, subject to availability of NWT businesses with required skills, experience, interest, competitive pricing [#84-M]
48			S. 5.2.2 While placing special emphasis and priority on developing business opportunities with Aboriginal and NWT Businesses, DBC will expect all contractors for the Gahcho Kué Project to meet the following general criteria: a. cost competitiveness; b. quality; c. ability to meet the technical specifications of prescribed goods and services; d. ability to supply and deliver the goods and services; e. timely delivery; f. safety, health, and environmental records and program descriptions; g. degree of Aboriginal participation; and h. degree of NWT participation.	Project contractors meeting the following general criteria expected, while developing business opportunities with Aboriginal and NWT businesses emphasized and prioritized: cost competitiveness; quality; ability to meet the technical specifications of prescribed goods and services; ability to supply and deliver the goods and services; timely delivery; safety, health, and environmental records and program descriptions; degree of Aboriginal participation; and degree of NWT participation, subject to availability of NWT businesses with required skills, experience, interest, competitive pricing [#85-M]
49	Employment & Business Opportunities		S. 5.2.3 (a) Purchasing of goods and services through or from NWT Businesses during Construction : Target - 30% of the total annual value of goods and services purchased associated with Construction	purchases of goods and services through or from NWT Businesses, subject to availability of NWT businesses with required skills, experience, interest, competitive pricing [#80-I]

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	Of the NWT business spend, \$48 million (25% of total) was spent with Indigenous companies. This success is due in part to De Beers Canada's NWT Business Development policy , established during operations at Snap Lake Mine. (p.7)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NWT Businesses: 50% / \$224.9 mill	47% / \$191,754,100	N/A	N/A	N/A

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50			S.5.2.3(b) Purchases of goods and services through or from NWT Businesses during Operations : Target - at least 60% of the total annual value of goods and services purchased associated with Operations	purchases of goods and services through or from NWT Businesses, subject to availability of NWT businesses with required skills, experience, interest, competitive pricing [#80-I]
51			S.5.2.3(c) Purchases of goods and services through or from NWT Businesses during Closure : Target - 60% of the total annual value of goods and services purchased associated with Closure	purchases of goods and services through or from NWT Businesses, subject to availability of NWT businesses with required skills, experience, interest, competitive pricing [#80-I]
52		Sec. 5.3 Purchasing Priority	S. 5.3.1 DBC will provide opportunities for sourcing procurement in the following order of priority:	
53			a. Aboriginal Businesses in the Local Study Area	Developing business opportunities with businesses in the following order or priority emphasized: Aboriginal Businesses in the Local Study Area; NWT Businesses; then Other Canadian Businesses [#86-M]
54			b. NWT Businesses	Developing business opportunities with businesses in the following order or priority emphasized: Aboriginal Businesses in the Local Study Area; NWT Businesses; then Other Canadian Businesses [#86-M]
55			c. Other Canadian businesses	Developing business opportunities with businesses in the following order or priority emphasized: Aboriginal Businesses in the Local Study Area; NWT Businesses; then Other Canadian Businesses [#86-M]
56	Employment & Business Opportunities		S. 5.3.2 DBCMI will cause its Contractors to make commitments similar to those set out in Clause 5.3.1	Contractors making commitments similar to the Proponent's around priorities for developing business opportunities caused by Proponent [#87-M]
57		Sec. 5.4 Business Opportunities Management	S. 5.4 DBC will:	
58			a. designate a DBC employee with the responsibility to act as a liaison between DBC, the GNWT, Aboriginal Authorities, and NWT businesses	Employee designated to act as a liaison between the Proponent, the GNWT, Aboriginal Authorities, and NWT businesses [#88-M]
59			b. prepare a business development strategy for Aboriginal Authorities, and communicate the scope and scale of business opportunities and Gahcho Kué Project requirements in a timely and effective manner	Business development strategy prepared for Aboriginal Authorities, and the scope and scale of business opportunities and project requirements communicated in a timely and effective manner [#89-M]
60			c. identify the Gahcho Kué Project components during Construction, Operations, and Closure that should be targets for a business development strategy	Project components during Construction, Operations, and Closure that should be targets for a business development strategy identified [#90-M]

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N/A	N/A	46% / \$141,848,745 came from NWT businesses	72% of spending with NWT Businesses	76% of goods and services purchased through NWT businesses
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
\$66,058,284 / 32%	\$42,436,970 / 24%	\$48 mill / 25%	\$51,030,000	\$60 million / 21%
\$158,893,453	\$136,512,883	\$171,848,745	\$157,774,135	\$161 million / 55%
\$223,000,231	\$191,754,100	\$88,732,011	\$81,980,000	\$71 million / 24%
The Mine's contractors reported 229 PY of employment in 2015. 39% of this workforce are residents of the NWT, with 54% of them being Aboriginal	Contractors are required to report on the same commitments to DBE as DBE is required to report according the SEA	NOT PROVIDED	Contractors are required to support the same purchasing agreement as DGB in the SEA	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Community liaison officer mentioned (p.21)	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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61			d. identify possible opportunities for joint ventures with NWT and Aboriginal businesses	Possible opportunities for joint ventures with NWT and Aboriginal businesses identified [#91-M]
62				
63	Employment & Business Opportunities		e. maintain a NWT business policy that supports the objective and commitments in this Agreement	NWT business policy that supports the objectives and commitments in the SEA maintained [#92-M]
64			f. share business-related expertise with NWT mine-related business initiatives	Business-related expertise shared with NWT mine-related business initiatives [#93-M]
65			g. develop a flexible contracting approach by size and scope to match the capacity of Aboriginal businesses and NWT businesses, where feasible	Flexible contracting approach developed by size and scope to match the capacity of Aboriginal businesses and NWT businesses, where feasible [#94-M]
66			h. prepare a business opportunities forecast to identify foreseeable procurement requirements of the Gahcho Kué Project, and provide it to Aboriginal businesses and NWT businesses annually	Business opportunities forecast to identify foreseeable procurement requirements of the Project prepared and provided to Aboriginal businesses and NWT businesses annually [#95-M]

NOT PROVIDED	NOT PROVIDED	Levels Of Success: How We Rank Business: TIER 1 - A company that is 100% Indigenous owned/equity and is associated with an IBA partner. TIER 2 - A Joint Venture or Partnership company that has >70 % Indigenous ownership/equity contractor and is associated with an IBA partner or a NWT company that is a 100% Indigenous owned contractor in the area of the mine's operations. TIER 3 - A Joint Venture or Partnership that has 51% or greater ownership/equity by an Indigenous contractor associated with an IBA partner and is 49% or less owned by another contractor. TIER 3B - Non-Indigenous 100% owned/equity NWT contractor that works closely or partners with IBA related companies and/or other Indigenous or Northern companies. TIER 4 - Non-Indigenous 100% owned/equity NWT contractor that operates in the area of the mine's operations.	Levels Of Success: How We Rank Business: TIER 1 - A company that is 100% Indigenous owned/equity and is associated with an IBA partner. TIER 2 - A Joint Venture or Partnership company that has >70 % Indigenous ownership/equity contractor and is associated with an IBA partner or a NWT company that is a 100% Indigenous owned contractor in the area of the mine's operations. TIER 3 - A Joint Venture or Partnership that has 51% or greater ownership/equity by an Indigenous contractor associated with an IBA partner and is 49% or less owned by another contractor. TIER 3B - Non-Indigenous 100% owned/equity NWT contractor that works closely or partners with IBA related companies and/or other Indigenous or Northern companies. TIER 4 - Non-Indigenous 100% owned/equity NWT contractor that operates in the area of the mine's operations.	How We Rank Companies When Awarding Contracts: TIER 1 - A company that is 100% Indigenous owned/equity and is associated with an IBA partner. TIER 2 - A Joint Venture or Partnership company that has >70 % Indigenous ownership/equity contractor and is associated with an IBA partner or a NWT company that is a 100% Indigenous owned contractor in the area of the mine's operations. TIER 3 - A Joint Venture or Partnership that has 51% or greater ownership/equity by an Indigenous contractor associated with an IBA partner and is 49% or less owned by another contractor. TIER 3B - Non-Indigenous 100% owned/equity NWT contractor that works closely or partners with IBA related companies and/or other Indigenous or Northern companies. TIER 4 - Non-Indigenous 100% owned/equity NWT contractor that operates in the area of the mine's operations.
		TIER 5 - A specialized contractor that provides specialized services to the mine site that may be based in the NWT or is not available in the NWT. TIER 6 - A southern contractor with <50% Indigenous ownership. (p.8)	TIER 5 - A specialized contractor that provides specialized services to the mine site that may be based in the NWT or is not available in the NWT. (p.12) TIER 6 - A southern contractor with <50% Indigenous ownership. (p.8)	TIER 5 - A specialized contractor that provides specialized services to the mine site that may be based in the NWT or is not available in the NWT. (p.12) TIER 6 - A southern contractor with <50% Indigenous ownership. (p.8)
NOT PROVIDED	NOT PROVIDED	De Beers Canada's NWT Business Development policy [mentioned] (p.7)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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67			i. make available business opportunity information related to DBC business objectives and service requirements that will enable the completion of business plans or proposals by Aboriginal Businesses or NWT Businesses in seeking development support services through existing public and private sector programs	Business opportunity information made available related to Proponent's business objectives and service requirements that will enable the completion of business plans or proposals by Aboriginal Businesses or NWT Businesses in seeking development support services through existing public and private sector programs [#96-M]
68			j. ensure broad communication of business opportunities to Aboriginal Businesses, NWT businesses, and business-industry associations in the NWT	Broad communication of business opportunities to Aboriginal Businesses, NWT Businesses, and business-industry associations in the NWT ensured [#97-M]
69	Employment & Business Opportunities	Sec. 5.6 GNWT Support	S. 5.6 To support long term economic and business opportunities for NWT Residents, in relation to the Gahcho Kué Project, the GNWT will, subject to and in accordance with GNWT policy and programming in effect from time to time:	
70			a. designate a principal liaison from GNWT Department of Industry, Tourism and Investment ("GNWT ITI") for Project-related community economic and business opportunities;	Principal liaison from the GNWT Department of Industry, Tourism and Investment ("GNWT ITI") designated, for Project-related community economic and business opportunities [#72-M]
71			b. co-ordinate, through the principal liaison identified in clause 5.6.a, the activities of GNWT that support Project-related community economic and business opportunities	GNWT activities that support Project-related community economic and business opportunities are co-ordinated through the principal liaison from the GNWT ITI [#73-M]
72			c. collaborate with DBC or governing authorities in the Local Study Area and NWT Communities to facilitate co-ordinating business development planning and delivery of business development relevant to the Gahcho Kué Project;	Collaboration carried out with the Proponent or governing authorities in the Local Study Area and NWT Communities to facilitate co-ordinating business development planning and delivery of business development programs relevant to the Project [#74-M]
73	Employment & Business Opportunities		d. meeting with DBC at least annually to review GNWT program and service delivery plans to identify areas for collaboration;	Meeting carried out with Proponent at least annually to review GNWT program and service delivery plans to identify areas for collaboration [#75-M]
74	Employment & Business Opportunities		e. provide DBC information on business development programs delivered by the GNWT;	Proponent provided information on business development programs delivered by the GNWT [#76-M]
75			f. provide DBC with information available to the GNWT on its Business Incentive Policy, which is accessible to the DBC;	Proponent provided with information available to the GNWT on its Business Incentive Policy, which is accessible to the Proponent [#77-M]

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	[De Beers held] a Business Opportunity update in Yellowknife in June. Approximately 50 businesses heard from Allan Rodel, Gahcho Kué Mine General Manager, and Trevor Good, Procurement Superintendent from De Beers Group's operational support centre in Calgary, and Kelly Brenton, Social Performance Manager. Members of De Beers Group's Yellowknife-based procurement team also attended. (p.6)	In September, a Business Opportunity Event was held in Yellowknife. Businesses based out of the NWT heard about partnership opportunities from Lyndon Clark, Gahcho Kué General Manager, and Trevor Good, Procurement Superintendent from De Beers Group's operational support centre. Attendees also heard from Kelly Brenton, Social Performance Manager, who spoke to the quarterly IBA business opportunities and potential contract opportunities. (p.5)
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A

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76			g. maintain a registry of businesses eligible under the GNWT Business Incentive Policy, which is accessible to DBC;	Registry maintained of businesses eligible under the GNWT Business Incentive Policy, which is accessible to DBC [#78-M]
77			h. support development by providing NWT Businesses with access to programs for: i. Aboriginal capacity building; ii. business development projects; iii. business creation or expansion; iv. business skills; v. market development and product promotion; vi. planning and other development costs; vii. pilot or other demonstration projects; and viii. small business	Development supported by providing NWT Businesses with access to programs for: aboriginal capacity building; business development projects; business creation or expansion; planning and other development costs; pilot or other demonstration projects; and small business [#79-M]
78		Sec. 8.2 Reports	S. 8.2.1 DBC shall, in coordination with is Contractors, produce an annual report... The DBC annual report will include... the following:	Annual report produced in coordination with Contractors outlining efforts during the previous calendar year to fulfill its commitments under the SEA and including but not limited to data collection, analysis, and projections related to data identified in the SEA [#598-M]
79			a. hiring by hiring priority, as defined by this Agreement and DBC respectively, in total numbers and percentage of total hires	Hiring by hiring priority and job category, in total #s and % of total hires [#500-I]
80			b. hiring by NWT community in total #s and % of total hires	Hiring by NWT community in total #s and % of total hires [#501-I]
81	Employment & Business Opportunities		c. total employment in person years by hiring priority and job category in total numbers and percentage of the workforce	Total employment in person years by hiring priority and job category in total #s and % of the workforce [#502-I]
82			d. total employment in person years by NWT community in total numbers and percentage of the workforce	Total employment in person years by NWT community in total #s and % of the workforce [#503-I]

N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
DBC annual report produced in coordination with Contractors	DBC annual report produced in coordination with Contractors	DBC annual report produced in coordination with Contractors	DBC annual report produced in coordination with Contractors	DBC annual report produced in coordination with Contractors
Employment by Hiring Priority - NWT Aboriginal: 47 / 5% - Other NWT Resident: 94 / 10% - Non-NWT Aboriginal: 762 / 84% - Other Non-NWT Residents: 457.5 / 60%	Employment data by hiring priority - NWT Aboriginal: 70 / 11% - Other NWT Resident: 102 / 16% - Non-NWT Aboriginal: 1 / 0% - Other Non-NWT Residents: 455 / 72%	Employment data by hiring priority - NWT Aboriginal: 119 / 25% - Other NWT Resident: 117 / 24% - Non-NWT Aboriginal: 28 / 6% - Other Non-NWT Residents: 220 / 45%	Employment data by hiring priority - NWT Aboriginal: 135 / 26% - Other NWT Resident: 131 / 25% - Non-NWT Aboriginal: 262 / 50% - Other Non-NWT Residents: 265 / 50%	Employment data by hiring priority - NWT Aboriginal: 151 / 26% - Other NWT Resident: 133 / 23% - Non-NWT Aboriginal: 284 / 49% - Other Non-NWT Residents: 290 / 51%
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Employment by Hiring Priority - NWT Aboriginal: 47 / 5% - Other NWT Resident: 94 / 10% - Non-NWT Aboriginal: 762 / 84% - Other Non-NWT Residents: 457.5 / 60% Employment by Hiring Priority and Job Classification - Management • Subtotal NWT: 9 / 22% • Non-NWT: 30 / 78% - Professional • Subtotal: 1 / 10% • Non-NWT: 9 / 90% - Skilled • Subtotal NWT: 25 / 5% • Non-NWT: 465 / 95% - Semi-Skilled • Subtotal NWT: 67 / 24% • Non-NWT: 215 / 76% - Unskilled • Subtotal NWT: 40 / 49% • Non-NWT: 42 / 51%	Employment data by hiring priority - NWT Aboriginal: 70 / 11% - Other NWT Resident: 102 / 16% - Non-NWT Aboriginal: 1 / 0% - Other Non-NWT Residents: 455 / 72% Employment by hiring priority and job classification Management • Subtotal NWT: 10 / 50% • Non-NWT: 10 / 50% Professional • Subtotal: 4 / 18% • Non-NWT: 18 / 82% Skilled • Subtotal NWT: 39 / 13% • Non-NWT: 258 / 87% Semi-Skilled • Subtotal NWT: 92 / 40% • Non-NWT: 140 / 60% Unskilled • Subtotal NWT: 28 / 51% • Non-NWT: 28 / 49%	Employment data by hiring priority - NWT Aboriginal: 119 / 25% - Other NWT Resident: 117 / 24% - Non-NWT Aboriginal: 28 / 6% - Other Non-NWT Residents: 220 / 45% Employment by hiring priority and job classification Management • Subtotal NWT: 6 / 55% • Non-NWT: 4 / 45% Professional • Subtotal: 4 / 25% • Non-NWT: 10 / 75% Skilled • Subtotal NWT: 44 / 26% • Non-NWT: 121 / 74% Semi-Skilled • Subtotal NWT: 123 / 54% • Non-NWT: 104 / 46% Unskilled • Subtotal NWT: 60 / 90% • Non-NWT: 7 / 10%	Employment data by hiring priority - NWT Aboriginal: 135 / 26% - Other NWT Resident: 131 / 25% - Non-NWT Aboriginal: 262 / 50% - Other Non-NWT Residents: 265 / 50% Employment by hiring priority and job classification Management • Subtotal NWT: 5 / 47% • Non-NWT: 6 / 53% Professional • Subtotal: 4 / 32% • Non-NWT: 9 / 69% Skilled • Subtotal NWT: 48 / 28% • Non-NWT: 124 / 72% Semi-Skilled • Subtotal NWT: 139 / 55% • Non-NWT: 116 / 45% Unskilled • Subtotal NWT: 68 / 91% • Non-NWT: 7 / 9%	Employment data by hiring priority - NWT Aboriginal: 151 / 26% - Other NWT Resident: 133 / 23% - Non-NWT Aboriginal: 284 / 49% - Other Non-NWT Residents: 290 / 51% Employment by hiring priority and job classification Management • Subtotal NWT: 9 / 64% • Non-NWT: 5 / 36% Professional • Subtotal: 4 / 21% • Non-NWT: 14 / 79% Skilled • Subtotal NWT: 56 / 29% • Non-NWT: 136 / 71% Semi-Skilled • Subtotal NWT: 153 / 54% • Non-NWT: 130 / 46% Unskilled • Subtotal NWT: 62 / 92% • Non-NWT: 5 / 8%
Employment by community (p. A15):	Employment by community (p.26):	Employment by community (p.18):	Employment by community (p.30):	Employment by community (p.29):

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84	Employment & Business Opportunities			
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92	Employment & Business Opportunities			
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Yellowknife: 113 person years; 13% of total employment at Gahcho Kué; 80% of total NWT employment at Gahcho Kué	Yellowknife: 123 person years; 19.6% of total employment at Gahcho Kué; 71% of total NWT employment at Gahcho Kué	Yellowknife: 168 person years; 35% of total employment at Gahcho Kué; 71% of total NWT employment at Gahcho Kué	Yellowknife: 187 person years; 36% of total employment at Gahcho Kué; 71% of total NWT employment at Gahcho Kué	Yellowknife: 200.9 person years; 35.0% of total employment at Gahcho Kué; 70.7% of total NWT employment at Gahcho Kué
Hay River: 8 person years; 1% of total employment at Gahcho Kué; 6% of total NWT employment at Gahcho Kué	Hay River: 19 person years; 3.1% of total employment at Gahcho Kué; 11% of total NWT employment at Gahcho Kué	Hay River: 23 person years; 5% of total employment at Gahcho Kué; 10% of total NWT employment at Gahcho Kué	Hay River: 27 person years; 5% of total employment at Gahcho Kué; 10% of total NWT employment at Gahcho Kué	Hay River: 28.5 person years; 5.0% of total employment at Gahcho Kué; 10.0% of total NWT employment at Gahcho Kué
Behchoko: 2 person years; 0% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Behchoko: 5 person years; 0.8% of total employment at Gahcho Kué; 3% of total NWT employment at Gahcho Kué	Behchoko: 16 person years; 3% of total employment at Gahcho Kué; 7% of total NWT employment at Gahcho Kué	Behchoko: 19 person years; 4% of total employment at Gahcho Kué; 7% of total NWT employment at Gahcho Kué	Behchoko: 19.2 person years; 3.4% of total employment at Gahcho Kué; 6.8% of total NWT employment at Gahcho Kué
Inuvik: N/A	Inuvik: 1 person years; 0.2% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Inuvik: 1 person years; 0% of total employment at Gahcho Kué; 0% of total NWT employment at Gahcho Kué	Inuvik: 4 person years; 1% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Inuvik: 3.5 person years; 0.6% of total employment at Gahcho Kué; 1.2% of total NWT employment at Gahcho Kué
Enterprise: N/A	Enterprise: N/A	Enterprise: 1 person years; 0% of total employment at Gahcho Kué; 0% of total NWT employment at Gahcho Kué	Enterprise: 1 person years; 0% of total employment at Gahcho Kué; 0% of total NWT employment at Gahcho Kué	Enterprise: 0.9 person years; 0.2% of total employment at Gahcho Kué; 0.3% of total NWT employment at Gahcho Kué
Kakisa: N/A	Kakisa: 0 person years; 0.1% of total employment at Gahcho Kué; 0% of total NWT employment at Gahcho Kué	Kakisa: N/A	Kakisa: N/A	Kakisa: N/A
Norman Wells: N/A	Norman Wells: 2 person years; 0.3% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Norman Wells: 0 person years; 0% of total employment at Gahcho Kué; 0% of total NWT employment at Gahcho Kué	Norman Wells: N/A	Norman Wells: 1.9 person years; 0.3% of total employment at Gahcho Kué; 0.7% of total NWT employment at Gahcho Kué
Deline: N/A	Deline: 1 person years; 0.2% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Deline: 1 person years; 0% of total employment at Gahcho Kué; 0% of total NWT employment at Gahcho Kué	Deline: 1 person years; 0.1% of total employment at Gahcho Kué; 0% of total NWT employment at Gahcho Kué	Deline: 0.9 person years; 0.2% of total employment at Gahcho Kué; 0.3% of total NWT employment at Gahcho Kué
Jean Marie River: N/A	Jean Marie River: N/A	Jean Marie River: 3 person years; 1% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Jean Marie River: 3 person years; 0.5% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Jean Marie River: 2.4 person years; 0.4% of total employment at Gahcho Kué; 0.9% of total NWT employment at Gahcho Kué
Whati: N/A	Whati: 2 person years; 0.3% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Whati: 2 person years; 1% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Whati: 2 person years; 0.4% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Whati: 1.2 person years; 0.2% of total employment at Gahcho Kué; 0.4% of total NWT employment at Gahcho Kué
		Wekweeti: N/A	Wekweeti: N/A	Wekweeti: 0.7 person years; 0.1% of total employment at Gahcho Kué; 0.2% of total NWT employment at Gahcho Kué
Lutsel K'e: 3 person years; 0% of total employment at Gahcho Kué; 2% of total NWT employment at Gahcho Kué	Lutsel K'e: 1 person years; 0.2% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Lutsel K'e: 1 person years; 0% of total employment at Gahcho Kué; 0% of total NWT employment at Gahcho Kué	Lutsel K'e: N/A	Lutsel K'e: 0.3 person years; 0.1% of total employment at Gahcho Kué; 0.1% of total NWT employment at Gahcho Kué
Fort Resolution: 1 person years; 0% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Fort Resolution: 0 person years; 0% of total employment at Gahcho Kué; 0% of total NWT employment at Gahcho Kué	Fort Resolution: 3 person years; 1% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Fort Resolution: 3 person years; 1% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Fort Resolution: 2.3 person years; 0.4% of total employment at Gahcho Kué; 0.8% of total NWT employment at Gahcho Kué
Fort Simpson: 1 person years; 0% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Fort Simpson: 1 person years; 0.1% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Fort Simpson: 0 person years; 0% of total employment at Gahcho Kué; 0% of total NWT employment at Gahcho Kué	Fort Simpson: N/A	Fort Simpson: 0.0 person years; 0.0% of total employment at Gahcho Kué; 0.0% of total NWT employment at Gahcho Kué

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100	Employment & Business Opportunities			
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104			f. a report on the gross value of goods and services purchased during the calendar year by category of purchase in relation to each phase of the Gahcho Kué Project and the purchase priorities outlined in clause 5.3.1 . Purchases will be calculated based on the gross value of all purchases of goods and services produced in the NWT and goods and services produced outside of the NWT that are purchased through NWT Businesses	Gross value of goods and services purchased during the calendar year by category of purchase in relation to each phase of the Project and the purchasing priorities [#81-l]
105	Employment & Business Opportunities		g. a business forecast and assessment for the upcoming year in accordance with clause 5.4.h	Business forecast and assessment for the upcoming year [#82-l]
106			i. participation of Aboriginal Persons and NWT Residents in summer employment opportunities	Participation of Aboriginal Persons and NWT Residents in summer employment opportunities [#504-l]
107			j. Pick-Up Point locations for the previous year	Pick-Up Point locations for the previous year [#198-l]

Fort Smith: 9 person years; 1% of total employment at Gahcho Kué; 6% of total NWT employment at Gahcho Kué	Fort Smith: 8 person years; 1.3% of total employment at Gahcho Kué; 5% of total NWT employment at Gahcho Kué	Fort Smith: 9 person years; 2% of total employment at Gahcho Kué; 4% of total NWT employment at Gahcho Kué	Fort Smith: 11 person years; 2% of total employment at Gahcho Kué; 4% of total NWT employment at Gahcho Kué	Fort Smith: 13.8 person years; 2.4% of total employment at Gahcho Kué; 4.9% of total NWT employment at Gahcho Kué
Fort Good Hope: 1 person years; 0% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Fort Good Hope: 3 person years; 0.4% of total employment at Gahcho Kué; 2% of total NWT employment at Gahcho Kué	Fort Good Hope: 3 person years; 1% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Fort Good Hope: 1 person years; 0.5% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Fort Good Hope: 1.7 person years; 0.3% of total employment at Gahcho Kué; 0.6% of total NWT employment at Gahcho Kué
Fort McPherson: 1 person years; 0% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Fort McPherson: 1 person years; 0.2% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Fort McPherson: 1 person years; 0% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Fort McPherson: 1 person years; 0.2% of total employment at Gahcho Kué; 0% of total NWT employment at Gahcho Kué	Fort McPherson: 1.2 person years; 0.2% of total employment at Gahcho Kué; 0.4% of total NWT employment at Gahcho Kué
Fort Providence: 1 person years; 0% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Fort Providence: 2 person years; 0.3% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Fort Providence: 1 person years; 0% of total employment at Gahcho Kué; 0% of total NWT employment at Gahcho Kué	Fort Providence: 1 person years; 0.2% of total employment at Gahcho Kué; 0% of total NWT employment at Gahcho Kué	Fort Providence: 1 person years; 0.2% of total employment at Gahcho Kué; 0.4% of total NWT employment at Gahcho Kué
Gameti: 1 person years; 0% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Gameti: 2 person years; 0.4% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Gameti: 2 person years; 1% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Gameti: 3 person years; 1% of total employment at Gahcho Kué; 1% of total NWT employment at Gahcho Kué	Gameti: 1.7 person years; 0.3% of total employment at Gahcho Kué; 0.6% of total NWT employment at Gahcho Kué
Non-NWT: 762 person years; 84% of total employment at Gahcho Kué	Non-NWT: 455 person years; 73% of total employment at Gahcho Kué	Non-NWT: 247 person years; 51% of total employment at Gahcho Kué	Non-NWT: 262 person years; 50% of total employment at Gahcho Kué	Non-NWT: 2902 person years; 50.5% of total employment at Gahcho Kué
Subtotal NWT Residents: 149 person years; 15% of total employment at Gahcho Kué	Subtotal NWT Residents: N/A	Subtotal NWT Residents: N/A	Subtotal NWT Residents: N/A	Subtotal NWT Residents: N/A
At Gahcho Kué, \$224.9 million was spent with NWT businesses to support construction during 2015. This represents 50% of the total \$447.92 million spent during the year, well above the socioeconomic commitment to procure at least 30% of the total annual value of goods and services purchased locally during construction. Aboriginal companies made up 32% of Gahcho Kué's Northern spend at \$89M. (p.9)	The total Northern spend represents 48% of the \$370 million spent during the year, surpassing the socio-economic commitment to procure at least 35% of the total annual value of goods and services purchased locally by nearly \$49 million. About 24% of Gahcho Kué's Northern spend, or \$42.4 million, was spent with Aboriginal companies. (p.8)	During the year \$308 million was spent to operate the mine, of which \$219.6 million (71% of total) was spent with NWT businesses. In the socioeconomic agreement with the Government of the Northwest Territories, Gahcho Kué committed to at least 60% of total spending on goods and services with NWT companies. Of the NWT business spend, \$48 million (25% of total) was spent with Indigenous companies. (p.7)	For the second straight year, purchases of goods and services from Indigenous and NWT companies by Gahcho Kué Mine during 2018 reached 72% of the mine's total spend. This is well above the 60% commitment made in the socio-economic agreement with the Government of the Northwest Territories. Of the \$290 million spent by Gahcho Kué for goods and services during 2018, approximately \$208 million was spent with NWT-based companies, including more than \$51 million with Indigenous companies. (p.6)	Of the \$292 million spent by Gahcho Kué, approximately \$221 million was spent with NWT-based companies. Of this, \$60 million (21% of the total) was spent with Indigenous companies and \$161 million (55%) was spent with non-Indigenous northern companies. The remaining \$71 million (24%) was spent outside the NWT. (p.5)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Six summer students from the NWT were hired at Snap Lake Mine in 2015, working in External & Corporate Affairs, Process Plant, Maintenance, Environment, Mine Engineering and Geology. (p.14)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
De Beers provides return air transportation, at its expense, to employees travelling from Lutsel K'e, Gameti, Whati, Wekweeti, Yellowknife (for communities of Behchoko, Dettah, and Ndilo), Hay River, Fort Smith, Fort Simpson, Norman Wells and Inuvik. (p.36)	De Beers provides return air transportation, at its expense, to employees travelling from Lutsel K'e, Gameti, Whati, Wekweeti, Yellowknife (for communities of Behchoko, Dettah, and Ndilo), Hay River, Fort Smith, Fort Simpson, Norman Wells and Inuvik. (p.26)	De Beers Group has pickup points located throughout the Northwest Territories: Yellowknife (including residents of Behchoko, Ndilo and Dettah), Lutsel K'e, Hay River, Fort Smith, Whati, Wekweeti, Gameti, Fort Simpson, Norman Wells and Inuvik. (p.12)	De Beers Group pickup points are: Yellowknife (including residents of Behchoko, Ndilo and Dettah), Lutsel K'e, Hay River, Fort Smith, Whati, Wekweeti, Gameti, Fort Simpson, Norman Wells and Inuvik. (p.16)	De Beers Group pickup points are: Yellowknife (including residents of Behchoko, Ndilo and Dettah), Lutsel K'e, Hay River, Fort Smith, Whati, Wekweeti, Gameti, Fort Simpson, Norman Wells and Inuvik. (p.15)

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108	Employment & Business Opportunities		Sec. 8.2.2 The DBC annual report shall contain information relating to DBC's progress in fulfilling its commitments under this Agreement and will include reporting on employment and training by gender.	Information relating to Proponent's progress in fulfilling its commitments under this Agreement and reporting on employment and training by gender contained in the Proponent's annual report [#596-M]
109	Training Programs	Sec. 3.7 Employment Requirements and Standards	S. 3.7.1 DBC will establish Grade Ten established as a minimum standard for trainable positions, but will consider the equivalencies of individuals not meeting the minimum education requirements for a position on a case-by-case basis in order to encourage recruitment and employment of NWT Residents.	Grade Ten established as a minimum standard for trainable positions, but equivalencies of individuals not meeting the minimum education requirements will be considered for a position on a case-by-case basis in order to encourage recruitment and employment of NWT Residents [#367-M]

De Beers supports and encourages the participation of women in all aspects of work related to the Gahcho Kué Project and encourages similar commitments from contractors. (p.37) There were 98 women employed at the Gahcho Kué Project in 2015, representing 11% of the overall workforce. (p.37) Employment by job classification for women: Management: 3% Professional: 1% Skilled: 31% Semi-skilled: 39% Unskilled: 26% (p.37)	De Beers supports and encourages the participation of women in all aspects of work related to the Gahcho Kué Mine and encourages similar commitments from our contractors. There were 79 women employed at the Gahcho Kué Mine construction project in 2016, representing 13% of the overall workforce. Women provided the mine with 23 person years of employment in jobs classified as management, professional, or skilled, and another 33 and 23 person years of employment in jobs classified as semi-skilled and unskilled, respectively. (p.27) Employment by job classification for women: Management: 2% Professional: 4% Skilled: 23% Semi-skilled: 42% Unskilled: 29% (p.27)	De Beers Group supports and encourages the participation of women in all aspects of work and encourages similar commitments from its contractors. De Beers Group is proud to report that women filled 90 FTE jobs at the Mine in 2017, with 17 of these positions categorized as skilled jobs. (p.17) Employment by job classification for women: Management: 2 person years; 2% Professional: 2 person years; 3% Skilled: 17 person years; 18% Semi-skilled: 45 person years; 49% Unskilled: 25 person years; 28% (p.19)	De Beers Group supports and encourages the participation of women in all aspects of work related to the Gahcho Kué Mine and encourages similar commitments from its contractors. De Beers Group is proud to report that women have filled 100 FTE jobs at the mine this year, which is an 11% improvement over 2017. (p.26) Employment by job classification for women: Management: 2 person years; 2% Professional: 3 person years; 3% Skilled: 15 person years; 15% Semi-skilled: 51 person years; 52% Unskilled: 29 person years; 29% (p.32)	De Beers supports and encourages the participation of women in all aspects of work related to Gahcho Kué Mine and encourages similar commitments from its contractors. De Beers is proud to report that women have filled 99 FTE jobs at the mine this year, 19 of whom are working in skilled, professional, or management jobs. (p.14) Employment by job classification for women: Management: 3 person years; 3% Professional: 1 person years; 1% Skilled: 14 person years; 14% Semi-skilled: 53 person years; 54% Unskilled: 27 person years; 28% (p.30)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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110	Training Programs		S. 3.7.4 Where, in the course of their duties, Gahcho Kué Project employees are required to have specific skills to operate equipment at the Gahcho Kué Project training will be provided by DBC and/or its Contractors.	Training provided by the Proponent and/or its Contractors where employees required to have specific skills to operate equipment at the project in the course of their duties [#368-M]
111				
112	Training Programs	Sec. 4.2 Recruitment & Retention Strategies	S. 4.2 DBC will use best efforts to hire as many Aboriginal Persons and NWT Residents as possible. In order to do so, DBC may use... the following methods:	
113			h. offer scholarships to NWT students who are attending college and university programs and work with GNWT ECE Services Centres & aim to have at least half of the scholarship recipients awarded to women	Scholarships offered to NWT Students who are attending college and university programs ; work with GNWT ECE Service Centres conducted to identify opportunities to support NWT Students in completion of high school or equivalencies (target: women at least half of its scholarship recipients) [#369-M]

Two NWT residents hired as Blaster Helpers were trained to become certified Blasters, while two NWT residents hired into Unskilled General Labourer positions received training to become semi-skilled Heavy Equipment Operators. (p.16)	Additional training sessions the [training] department conducts upon request, include[es]: Equipment-related training – dozers, haul trucks, graders, shovels, genie lifts, forklifts, site driver permits, pit permits, etc. Employees – Hot Works Fire Watch, Fall Protection, Confined Space, First Aid, Overhead Crane & Rigging, and other skill-related training Supervisors – Visible Felt Leadership, Surface Supervisor Level I & II Certification, etc. Emergency Response Team Members – a multitude of training events specific to mine rescue – firefighting, high angle rescue, mine rescue certification, etc. (p.14)	2017 was also a big year for trainees at Gahcho Kué Mine: Three Process Plant Trainees completed their training in 2017 – an NWT Métis Nation member and two Tlicho citizens. Three 2017 Mine Training Society (MTS) Surface Miner trainees completed their site based training and were hired at Gahcho Kué One Apprentice Millwright , a Tlicho citizen, completed his apprenticeship at Gahcho Kué in 2017 Four Gahcho Kué Mine employees, all NWT Aboriginal, are currently enrolled in the 2017/2018 Northern Leadership Development Program Aurora Mining, a contractor at Gahcho Kué Mine, had two Northern apprentices working at the mine in 2017, a first year automotive mechanic apprentice and a third year heavy duty mechanic apprentice , both from Yellowknife. Paul Brothers Nextreme has two full-time welding apprentices at Gahcho Kué Mine with a goal to increase that number annually.	During 2018, 11 NWT residents took part in training positions at Gahcho Kué, including six in the process plant and five in mining . The six process plant trainees included four hired directly by De Beers and two who came to the mine out of a Mine Training Society (MTS) program. The five surface mining trainees filled training positions at the mine following completion of their MTS program. In addition, two apprenticeship positions were filled during the year by existing Gahcho Kué employees, both from IBA communities. (p.18)	During 2019, four employees undertook trainee positions at Gahcho Kué Mine with two in the processing plant and two in protective services . In addition, two apprenticeship positions, a millwright and instrumentation technician , were filled and officially began in 2019. Both employees are members of the NWT Métis Nation and are from Hay River. Gahcho Kué is also supporting training programs with the Yellowknives Dene First Nation (YKDFN) and the NWT Mine Training Society (MTS). A heavy equipment operator course with the YKDFN included 13 participants and resulted in two members being hired at the mine. Five surface miner trainees from the MTS were hired to full-time positions at the mine. Through the Northern Leadership Development Program (NLDP) three employees successfully completed their training. (p.17)
		Additionally the contractor has three apprentices at its facility in Yellowknife who occasionally work on site for the Process Plant, in welding and other areas of site as opportunities arise. De Beers plans to recruit two apprentices to the mine in 2018. (p.14)		
N/A	N/A	N/A	N/A	N/A
\$32,500 in scholarships and bursaries awarded to NWT students	DBE provided \$20,500 in scholarships and bursaries	Became a global #heforshe Thematic Champion with UN Women that included a US\$600,000 investment in STEM education scholarships and IMPACT summer camps for women and girls in Canada	\$30,000 for Yellowknives Dene First Nation scholarships. 21 scholarships for females going into Science, Technology, Engineering, Math and similar programs offered by De Beers Group at the University of Waterloo, University of Calgary and through Scholarships Canada in 2019.	BDG providing scholarships to 29 women to support their education in Science, Technology, Engineering and Math (STEM)

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114			j. deliver Leadership Development Programs for its employees	Leadership Development Programs for employees delivered [#370-M]
115			k. maintain a policy that supports professional development for employees; and	Policy that supports professional development for employees maintained [#371-M]
116			l. provide Professional Development Sponsorships to NWT Students in the area of Mine Engineering, Mine Geology, Finance and Accounting, Human Resources, Safety & Health, Environmental Sciences, Metallurgy & Chemical Engineering, and Electrical Engineering, or any other discipline as deemed relevant by DBC from time to time	Professional Development Sponsorships provided to NWT Students in the area of Mine Engineering, Mine Geology, Finance and Accounting, Human Resources, Safety & Health, Environmental Sciences, Metallurgy & Chemical Engineering, and Electrical Engineering, or any other discipline as deemed relevant by the Proponent from time to time [#372-M]
117	Training Programs	Sec. 4.3 Training Programs Collaboration	DBC will collaborate with the GNWT and other organizations in the development of pre-employment preparation, skill development training, on-the-job training, and re-training programs to better enable NWT Residents to take advantage of employment and advancement opportunities arising from the Project (Sec. 4.3.1)	Work carried out with the GNWT and other organizations in the development of preemployment preparation, skill development training, on-the-job training, and re-training programs [#373-M]
118			DBC will collaborate with the GNWT, Aboriginal Authorities and other training partners to encourage the development and delivery of training programs based on cultural value systems that include a cultural component which would introduce new employees to rotation employment (Sec. 4.3.2)	Work carried out with the GNWT, Aboriginal Authorities and other training partners to encourage the development and delivery of training programs based on cultural value systems [#374-M]
119			Where the GNWT has a regional training partnership that is a forum aimed at building understanding regarding training and development requirement for NWT Residents and optimizing collaboration in the development of NWT training programs, DBC will participate in such forums (Sec. 4.3.3)	Forums aimed at building understanding regarding training and development requirements for NWT residents and optimizing collaboration in the development of NWT programs participated in [#375-M]
120		Sec. 4.4.1 Recruitment and Training Objectives	S. 4.4.1 DBC will:	

NOT PROVIDED	NOT PROVIDED	Four Gahcho Kué Mine employees, all NWT Aboriginal, are currently enrolled in the 2017/2018 Northern Leadership Development Program	17 Supervisors attended the Leader as Coach program 43 people attended the Front Line Leadership	3 employees completed the Northern Leadership Development Program
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
TWO NWT Residents were hired into the Mine Professionals in Training Program (MPiT)	NOT PROVIDED	A two-year plan was developed to implement 36 programs and actions that range from leadership training to workplace flexibility alternatives and a mentorship program for women and girls	NOT PROVIDED	NOT PROVIDED
N/A	N/A; In "Measuring success 1996-2016" report (p9/31): De Beers has been a significant contributor to establishment of the Kimberlite Career and Technical Centre, a trades training facility operated by Yellowknife Catholic Schools....the site's Mine Professional in Training Program (MPiT) continues. Through 2016, 11 individuals have completed the three-year program...In 2016, two northern residents completed the program and had full-time roles at the mine. One NWT MPiT participant left employment to return to university. In 2017, De Beers hired two additional NWT residents into MPiT positions, both working at Victor Mine in Ontario.	De Beers provided support to: - Support for NWT-resident training programs to develop the skilled workforce required for mining - Three Process Plant Trainees completed their training in 2017 – an NWT Métis Nation member and two Tlicho citizens. - Three 2017 Mine Training Society (MTS) Surface Miner trainees completed their site based training and were hired at Gahcho Kué	- 376 employees attended various courses - close to 24,000 hours of training was conducted - employees spent an average of 63 hours in training - DBG donated \$30,000 for a basic carpentry training program in Fort Resolution	NOT PROVIDED
N/A	N/A	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A

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121	Training Programs		b. work with its Contractors to achieve the goal of maximizing the training of Aboriginal persons and NWT Residents in accordance with the hiring priorities established in this Agreement;	Work carried out with Contractors to achieve the goal of maximizing the training of Aboriginal persons and NWT Residents in accordance with the hiring priorities; best efforts used to apply this recruitment and training objective across the entire spectrum of Project-based employment [#376-M]
122			c. link training strategies to support the implementation of Impact Benefit Agreements with Aboriginal Authorities;	Training strategies linked to support the implementation of Impact Benefit Agreements with Aboriginal Authorities; best efforts used to apply this recruitment and training objective across the entire spectrum of Project-based employment [#377-M]
123			d. establish a mine orientation program for all new employees;	Mine orientation program for all new employees established; best efforts used to apply this recruitment and training objective across the entire spectrum of Project-based employment [#378-M]
124	Training Programs		f. work with its training partners to schedule training so that potential employees completing training will be able to take immediate advantage of employment opportunities, wherever possible, at the Project and encourage its Contractors to do the same;	Work carried out with its training partners to schedule training so that potential employees completing training will be able to take immediate advantage of employment opportunities, wherever possible, at the Project and encourage its Contractors to do the same; best efforts used to apply this recruitment and training objective across the entire spectrum of Project-based employment [#379-M]
125			g. participate in regional career fairs;	Regional career fairs participated in; best efforts used to apply this recruitment and training objective across the entire spectrum of Project-based employment [#380-M]
126			i. in respect of those Aboriginal persons and NWT Residents who have applied on specific Project-related job opportunities and who have been identified as potential employees that DBC may be able to train for the job opportunity that has been applied for, or in respect of those existing Project employees who may have potential for promotion and advancement, conduct a training needs assessment to identify their existing education and skill levels to assess the opportunity to hire or advance them, conditional on successful completion of training programs to be provided by DBC or arranged with training partners; and	Training needs assessment conducted for Aboriginal Persons and NWT Residents who are potential employees that the Proponent may be able to train for the Project job opportunity applied for, or for employees who may have potential for promotion and advancement, to assess the opportunity to hire or advance them, conditional on successful completion of training programs; best efforts used to apply this recruitment and training objective across the entire spectrum of Project-based employment [#381-M]

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
During 2015, 262 courses were available to Snap Lake Mine employees through the Training department including mandatory training for site orientation . (p.16)	The primary focus for the Gahcho Kué Training Department in 2016 was induction training for new employees as the mine worked through the final construction and commissioning phases for most of the year. On average, it takes approximately 24 hours over three days for employees to complete their induction training. This translates into 28,728 total hours of induction training in 2016. (p.14)	The training department completed 315 training courses, ranging from online orientation and safety courses on the mine's eLearning training tool, to instructor-led health and safety programs, equipment training..., and more. (p.14)	Altogether, 376 employees attended various courses ranging from site orientation , to confined space, working at heights, hot works, first aid, and other training during the year. (p.18)	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Throughout 2015, De Beers also participated in a number of career fairs, including stops in Yellowknife, Lutsel K'e, Fort Simpson and Dettah. (p.14)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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127	Training Programs		j. train and offer advancement opportunities to its existing Gahcho Kué Project employees in accordance with the hiring priorities in clause 3.2 and subject to each employee's performance, training, skills, interest and the career plan developed by that employee as set out in clause 4.2.a.	Training conducted and advancement opportunities offered to Project employees in accordance with the hiring priorities and subject to each employee's performance, training, skills, interest and the career plan; best efforts used to apply this recruitment and training objective across the entire spectrum of Project-based employment [#382-M]
128		Sec. 4.5 Apprentice & Trade Positions and Training	S.4.5.2 DBC will:	
129	Training Programs		a. establish a trades training, apprenticeship and professional training sponsorship program and provide a combined minimum of 30 training, apprenticeship and professional training positions for Aboriginal Persons and NWT Residents , comprised of the following opportunities:	Trades training, apprenticeship and professional training sponsorship program established (target: combined minimum of 30 training, apprenticeship and professional training positions provided for Aboriginal Persons and NWT Residents, comprised of a minimum of 16 trades training positions, made available over the life of mine, with a minimum of 4 positions being made available within 3 years of commencing production; a minimum of 10 apprenticeship positions, made available over the life of mine, with a minimum of 2 positions being made available within 3 years of commencing production; and a maximum of 4 Professional Development Sponsorships at any given time during the life of the Project) [#364-I]
130			i. a minimum of 16 trades training positions , made available over the life of mine, with a minimum of 4 positions being made available within 3 years of commencing production	a minimum of 16 trades training positions, made available over the life of mine, with a minimum of 4 positions being made available within 3 years of commencing production [#364-I]
131			ii. a minimum of 10 apprenticeship positions , made available over the life of mine, with a minimum of 2 positions being made available within 3 years of commencing production	a minimum of 10 apprenticeship positions, made available over the life of mine, with a minimum of 2 positions being made available within 3 years of commencing production [#364-I]

A number of training positions are scheduled to be in place at the Gahcho Kué Project in 2017, however, four NWT residents received training that allowed them to advance to new positions. (p.16)	The training department completed 1,197 training profiles on the mine's eLearning training tool. (p.14) Additional training sessions the [training] department conducts upon request, include[es]: Equipment-related training – dozers, haul trucks, graders, shovels, genie lifts, forklifts, site driver permits, pit permits, etc. Employees – Hot Works Fire Watch, Fall Protection, Confined Space, First Aid, Overhead Crane & Rigging, and other skill-related training Supervisors – Visible Felt Leadership, Surface Supervisor Level I & II Certification, etc. Emergency Response Team Members – a multitude of training events specific to mine rescue – firefighting, high angle rescue, mine rescue certification, etc. (p.14)	2017 was also a big year for trainees at Gahcho Kué Mine: Three Process Plant Trainees completed their training in 2017 – an NWT Métis Nation member and two Tlicho citizens. Three 2017 Mine Training Society (MTS) Surface Miner trainees completed their site based training and were hired at Gahcho Kué One Apprentice Millwright, a Tlicho citizen, completed his apprenticeship at Gahcho Kué in 2017 Four Gahcho Kué Mine employees, all NWT Aboriginal, are currently enrolled in the 2017/2018 Northern Leadership Development Program (p.14)	Altogether, 376 employees attended various courses ranging from site orientation, to confined space, working at heights, hot works, first aid, and other training during the year. Training for supervisors continued during the year with two programs. Five Gahcho Kué Mine employees successfully completed the Northern Leadership Development Program offered through Aurora College. The successful Leader as Coach program was held again in October. Four Leader as Coach sessions were held, attended by 17 Gahcho Kué Mine supervisors, joined by colleagues from across De Beers Group and Forevermark. In addition, a Front Line Leadership course was attended by 43 Gahcho Kué supervisors and managers at the Southern Alberta Institute of Technology in Calgary. (p.18)	"Apprenticeship positions at Gahcho Kué Mine provide NWT residents with opportunities to be trained and certified in skilled positions that are critical to the mine and often in high demand throughout the territory." (p. 18)
N/A	N/A	N/A	N/A	N/A
Trades: 4 Apprenticeships: 0 PD Sponsorship: 0 Total: 4	NOT PROVIDED	Trades: commitment = 16, cumulative = 6 Apprenticeships: commitment = 10, cumulative = 1 Professional development sponsorships: commitment = 4, current = 0 Total: 7	Trades: commitment = 16, cumulative: 8 Apprenticeships: commitment = 10, cumulative: 1 Professional development sponsorships: commitment = 4, cumulative: 0 Total: 9	Trades: commitment = 16, cumulative: 12 Apprenticeships: commitment = 10, cumulative: 3 Professional development sponsorships: commitment = 4, cumulative: 0 Total: 16
4 trades training positions (current & cumulative)	NOT PROVIDED	Current: 6 Cumulative: 6	Current: 6 Cumulative: 8	Current: 4 Cumulative: 12
N/A	N/A	Current: 1 Cumulative: 1	Current: 1 Cumulative: 1	Current: 2 Cumulative: 3

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132			iii. a maximum of 4 Professional Development Sponsorships at any given time during the life of the Gahcho Kué Project	a maximum of 4 Professional Development Sponsorships at any given time during the life of the Project [#364-I]
133	Training Programs		b. Fill the positions and carry out the commitments identified in this clause 4.5.2 in accordance with the hiring priorities set out in clause 3.2 of this Agreement, subject to the availability of persons who meet the requirements of any applicable legislation or rules governing such positions;	(Apprentice and Trade) Positions filled and commitments carried out related to obtaining information annually regarding training and apprenticeships (detailed in a separate measure) in accordance with the hiring priorities , subject to the availability of persons who meet the requirements [#384-M]
134			c. Organize and implement its training and apprenticeship programs so that employees completing the training will be able to use the skills acquired and time spent as credit towards certification or status recognized in the NWT under the <i>Apprenticeship, Trade and Occupation Certification Act</i>	Training and apprenticeship programs organized and implemented so that employees completing the training will be able to use the skills acquired and time spent as credit towards certification or status recognized in the NWT under the Apprenticeship, Trade and Occupation Certification Act [#385-M]
135			d. Record the details of employment and training of its employees recorded in accordance with the requirements of the <i>Apprenticeship, Trade and Occupation Certification Act</i>	Details of employment and training of its employees recorded in accordance with the requirements of the Apprenticeship, Trade and Occupation Certification Act [#386-M]
136			e. Work with the GNWT and other training partners to identify opportunities to work together to exceed the training commitments in clause 4.5.2a above, where possible	Work carried out with the GNWT and other training partners to identify opportunities to work together to exceed the training commitments in the SEA where possible [#387-M]
137			S. 4.5.4 DBC has implemented and will maintain an NWT apprenticeship policy.	NWT apprenticeship policy implemented and maintained [#388-M]
138	Training Programs		S 4.5.5 DBC has committed \$1.9 million in both financial and in-kind support for the Mining the Futures training partnership proposal	Contribution of \$1.9 million dollars in both financial and in-kind support committed to for the Mining the Futures training partnership proposal [#389-M]
139		Sec. 4.6 Recruitment and Training Objectives with Contractors	S. 4.6.2 DBC will work with its contractors to obtain information annually regarding their training and apprenticeships for Aboriginal Persons and NWT Residents; this information will be included in the annual report produced by De Beers and made publicly available.	Work carried out with Contractors to obtain information annually regarding their training and apprenticeships for Aboriginal Persons and NWT Residents; this information included in the annual report and made publicly available [#390-M]
140		Sec. 4.7 Literacy Programs	S. 4.7.1 In the communities in the Local Study Area [LSA], DBC will:	
141			a. collaborate with those agencies that deliver literacy programs so that participants may further improve their qualifications towards employment at the Project and encourage its employees to enrol in such programs;	In communities in the local study area, collaboration carried out with those agencies that deliver literacy programs so that participants may further improve their qualifications towards employment at the Project; employees encouraged to enrol in such programs [#391-M]

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0 Professional Development positions	NOT PROVIDED	Current: 0 Cumulative: 0	Current: 0 Cumulative: 0	Current: 0 Cumulative: 0
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Trades: 8 to the end of 2018; commitment of 16 for life of the mine; Apprenticeships: 1 to the end of 2018; commitment of 10 for life of the mine; Professional Development Sponsorships: 0 to the end of 2018; commitment of 4 for life of the mine (p.18)	Trades: 12 to the end of 2019; commitment of 16 for life of the mine; Apprenticeships: 3 to the end of 2019; commitment of 10 for life of the mine; Professional Development Sponsorships: 0 to the end of 2019; commitment of 4 for life of the mine (p.16)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	The training department completed 1,197 training profiles on the mine's eLearning training tool. (p.14)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED; In the report "Measuring Success 1996-2016" (p7/31): COLLECTIVELY (Ekati, Diavik, SL, GK), industry has contributed \$1.2M in funding support plus \$10.8M in-kind support for Mine Training Society since 2004	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	In all, 6,900 books were given out via the Books in Homes program	NOT PROVIDED

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142			b. through its community liaison personnel, assist Aboriginal Authorities and existing local learning institutions to encourage community members , including DBC employees and employees of its Contractors to upgrade their literacy levels , including financial and computer literacy skills; and	In communities in the local study area, through its community liaison personnel, Aboriginal Authorities and existing local learning institutions assisted to encourage community members, including employees and employees of its Contractors to upgrade their literacy levels [#392-M]
143	Training Programs		c. work with the GNWT and federal government to support and fund community-based literacy programs	In communities in the local study area, work carried out with the GNWT and the federal government to support and fund communitybased literacy programs [#393-M]
144			S. 4.7.2 At the Project site, DBC will:	
145			a. establish and maintain a learning centre with equipment and resources to be fully funded by CBC and to indicate, at a minimum, suitable computers and a learning centre resource library	At the Project site, establish and maintain a learning centre with equipment and resources fully funded by the Proponent established and maintained [#394-M]
146			b. ensure that on-site literacy programs will be linked to its recruitment and employment strategy to permit employees to take advantage of career advancement opportunities	At the Project site, linking of on-site literacy programs to its recruitment and employment strategy ensured to permit employees to take advantage of career advancement opportunities [#395-M]
147		Sec. 4.8 GNWT Support (for literacy programs)	S. 4.8 To maximize employment and training opportunities... GNWT will...:	
148			a. designate a principal liaison from GNWT ECE for Project related education, training and employment opportunities;	Principal liaison from GNWT ECE designated from time to time for Project related education, training and employment opportunities [#357-M]
149	Training Programs		b. meet with DBC at least annually, to review GNWT program and service delivery plans to identify areas for collaboration;	Meeting conducted with the Proponent at least annually, to review GNWT program and service delivery plans to identify areas for collaboration [#495-M]
150			c. collaborate with DBC, Aboriginal organizations, Aurora College, the Mine Training Society and other organizations in the design of of relevant literacy and training programming;	Collaboration carried out with DBC, Aboriginal organizations, Aurora College, the Mine Training Society and other organizations in the design of relevant literacy and training programming [#358-M]
151			d. collaborate with DBC and governing authorities in the communities in the Local Study Area to support the planning and delivery of community-based literacy and training programs;	Collaboration carried out with the Proponent and governing authorities in the communities in the Local Study Area to support the planning and delivery of community-based literacy and training programs [#359-M]
152			e. collaborate with DBC to plan, design and co-ordinate the delivery of employment support programs;	Collaboration carried out with the Proponent to plan, design or co-ordinate the delivery of employment support programs [#496-M]

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
"Bison Bus" program: \$2,500 donated	NOT PROVIDED	NOT PROVIDED	Books in Homes program visited 14 schools in nine Northwest Territories (NWT) communities during 2018.	Books in Homes: 7000 books distributed to 11 schools The Books in Homes program was a success providing books free of charge to children attending schools in Behchokq, Whati, Wekweètì, Gamèti, Dettah, Ndilo, Łutselk'e, Fort Resolution and Fort Smith.
N/A	N/A	N/A	N/A	N/A
An eLearning orientation training centre was developed to support the large number of contractor employees rotating through the GK project during construction The centre included 20 workstations and a training room for group classes (p16)	NOT PROVIDED	There is an eLearning centre onsite: - 37,656 hours of training delivered - 315 training courses	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A

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153			f. provide funding for literacy, pre-employment training and trades related training for GNWT approved activities	Funding provided for literacy, pre-employment training and trades-related training for GNWT approved activities [#360-M]
154			g. develop and distribute information on careers in the mining industry which will be made available at GNWT ECE Service Centres to high school counsellors and distributed publicly;	Information on careers in the mining industry which will be made available at GNWT ECE Service Centres to high school counsellors and distributed publicly, developed and distributed [#497-M]
155			h. promote and facilitate the organization of career fairs for high school students and adults	Organization of career fairs for high school students and adults promoted and facilitated [#498-M]
156	Training Programs		i. offer, through its school system, opportunities for students to take courses and participate in work experiences that prepare them for potential future employment in the mining industry	Opportunities offered through its school system, for students to take courses and participate in work experiences that prepare them for potential future employment in the mining industry [#361-M]
157			j. offer opportunities for DBC employees to participate, at DBC expense, in professional development programs or courses organized for the territorial public service	Opportunities offered for the Proponent's employees to participate at cost, at the Proponent's expense, in professional development programs or courses organized for the territorial public service [#362-M]
158			k. use reasonable efforts to educate, train and develop an NWT workforce that has the skills required by DBC for the Gahcho Kué Project and to make the NWT an attractive residency location for skilled workers.	Reasonable efforts used to educate, train and develop an NWT workforce that has the skills required by the Proponent for the project and to make the NWT an attractive residency location for skilled workers [#363-M]
159		Sec.4.9 Promoting Participation by Women	S. 4.9.2 DBC will:	
160	Training Programs		b. Offer scholarships to female NWT students who are attending college and university programs related to mining or in discipline areas where DBC has had difficulty recruiting Aboriginal Persons or NWT Residents	Scholarships and awards offered to female NWT Students who are attending college and university programs related to mining or in discipline areas where the Proponent has had difficulty recruiting Aboriginal Persons or NWT Residents [#396-M]
161			f. Offer remedial training programs and personal development strategies to women working at the Project	Remedial training programs and personal development strategies offered to women working at the project who may not possess all of the requisite skills and knowledge for particular positions [#397-M]
162		Sec. 6.2 Wellness Initiatives	S. 6.2.2 In order to promote a healthy and stable workforce, DBC will... address issues of individual and family wellness as follows:	
163	Training Programs		h. work with GNWT ECE to implement financial management training in adult learning centres for employees and their families located in in NWT communities and at the Mine Site	Work carried out with GNWT ECE to implement financial management training in adult learning centres for employees and their families in NWT communities and at the Mine Site [#398-M]
164			i. provide opportunities for employees to participate in financial management training within the first year of employment	Opportunities for employees to participate in financial management training within the first year of employment provided [#399-M]

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N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
Participated in career fairs in Yellowknife, Lutsel K'e, Fort Smith and Dettah	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	21 scholarships for females going into Science, Technology, Engineering, Math and similar programs offered by De Beers Group at the University of Waterloo, University of Calgary and through Scholarships Canada in 2019.	7 NWT women received STEM scholarships for 2019-2020 school year
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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165		Sec. 8.2 Reports	S. 8.2.1 DBC shall, in coordination with its Contractors, produce an annual report... The DBC annual report will include... the following:	
166			e. participation in and results of training activities described in clause 4.5.2 a. [i.e., training, apprenticeship and professional training positions for Aboriginal Persons and NWT Residents]	Aboriginal Person and NWT Resident participation in and results of training activities related to the trades training, apprenticeship and professional training sponsorship program [#365-I]
167	Training Programs		h. allocation of scholarships to Aboriginal Persons and NWT Residents by gender and the study topic	Allocation of scholarships to Aboriginal Persons and NWT Residents by gender and the study topic [#366-I]
168			Sec. 8.2.2 The DBC annual report shall contain information relating to DBC's progress in fulfilling its commitments under this Agreement and will include reporting on employment and training by gender.	Information relating to Proponent's progress in fulfilling its commitments under this Agreement and reporting on employment and training by gender contained in the Proponent's annual report [#596-M]
169	Training Programs	Sec. 8.3 GNWT Reports	S. 8.3.1 GNWT shall produce an annual report in accordance with Clause 8.1. The annual report may include a compilation of individual reports issued during the year. The data shall be collected in a manner that would be useful for analysis of the Gahcho Kué Project's impacts on NWT communities. This may be limited to reporting data by affected communities in aggregation or through the use of multi-year averages.	Data collected for the annual report in a manner that would be useful for analysis of the Project's impacts on NWT communities; collection and analysis of data identified in the SEA included in the annual report but the annual report is not limited to this information [#577-M]
170			S. 8.3.2 GNWT will also report annually on participation and results in training activities described in Clause 4.8	Participation and results in training activities described in SEA clause 4.8 reported annually (related to GNWT support to maximize employment and training opportunities for NWT Residents in relation to the project) [#356-I]

N/A	N/A	N/A	N/A	N/A
Trades: 4 Apprenticeships: 0 PD Sponsorship: 0 Total: 4	NOT PROVIDED	Trades: commitment = 16, current = 6 Apprenticeships: commitment = 10, current = 1 Professional development sponsorships: commitment = 4, current = 0 Total: 7	Trades: commitment = 16, total: 8 Apprenticeships: commitment = 10, total: 1 Professional development sponsorships: commitment = 4, total: 0 Total: 9	Trades: commitment = 16, current: 4 Apprenticeships: commitment = 10, current: 2 Professional development sponsorships: commitment = 4, current: 0 Total: 6
De Beers provided \$32,500 in scholarship and bursaries to NWT students in 2015. <i>De Beers NWT Post-Secondary Scholarship recipients:</i> Ashley Ens, Joshua Lee, Julianna Neudorf, Karina Mercredi, Kimberley Lennie, Roman Asmundson; <i>Kimberlite Award (\$500) to the top student at the Kimberlite Career and Technical Centre:</i> Torin Dowe; <i>De Beers- Yellowknives Dene First Nation Scholarship Program:</i> Erica Abel, Mary Adele Crapeau, Ian Crapeau-Ziemann, Natisha Drygeese, Pascal Erasmus, Jasmine Etsembe-Sangris, Laurie-Ann Lines, Jeffrey Rosnawski, David Staples; <i>De Beers-North Slave Métis Alliance Scholarship Program:</i> Cailey Kirkham, Katrina Mercredi, Thomsen D'Hont, Tuchodi Nelson-Lennex, Nicole Enge (p.15)	De Beers provided \$20,500 in scholarships and bursaries to NWT students in 2016. <i>Kimberlite Award (\$500) To The Top Student At The Kimberlite Career And Technical Centre:</i> Jaida Edjericon <i>De Beers-Yellowknives Dene First Nation Scholarship:</i> Erica Abel, Tracy Betsina, Justina Black, Sylvia Charlo, Natisha Drygeese, Pascal Erasmus, Megan Liske, Tina Liske, Ashley Sangris-Chapple, Eric Tsetta, Kelly Tsetta <i>De Beers-North Slave Métis Alliance Scholarship:</i> Nicole Enge, Joel Dragon-Smith, Arden D'hont, Amelia Harmon, Scott Harmon. (p.11)	In September 2017, De Beers Group became a global #HeForShe Thematic Champion with UN Women that included a three-year US\$600,000 investment in STEM education scholarships and IMPACT summer camps for women and girls in Canada, with a priority being placed on recipients from where De Beers Group operates in Canada. (p.12)	Other notable contributions included... \$30,000 for Yellowknives Dene First Nation scholarships. (p.36)	In Canada, that investment has included providing scholarships to 29 women to support their education in Science, Technology, Engineering and Math (STEM), as there continues to be a gender disparity in these fields. Among the scholarship recipients in 2019 were seven women from the NWT who each received USD\$4,800 scholarships to support their studies in 2019-2020. Furthermore, funding has gone to support 10 spaces annually at a science camp at the University of Waterloo for Indigenous girls in Grades 7 and 8. In 2019 and 2018, 18 girls attended the camps, including 15 from the NWT. (p.19)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A

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171	Cultural Well-being & Traditional Economy Opportunities	Sec.7.1 Working Together	S. 7.1 DBC will work with communities in the Local Study Area and the GNWT to promote cultural preservation and sustainability and to address cultural issues.	Work carried out with communities in the Local Study Area and the GNWT to promote cultural preservation and sustainability and to address cultural issues [#292-M]
172		Sec.7.2 Promoting Cultural Preservation and Understanding	S. 7.2.1 DBC shall:	
173			a. support the promotion of traditional cultural practices of the communities in the Local Study Area	Traditional cultural practices of the communities in the local study area provided [#200-I] Promotion of traditional cultural practices of the communities in the Local Study Area supported [#293-M]
174	Cultural Well-being & Traditional Economy Opportunities		b. promote use of resources in local schools that promote the culture and traditions of communities located in the Local Study Area	Use of resources in local schools that promote the culture and traditions of communities located in the local study area [#200-I] Work carried out with community, governments, educational institutions and agencies to promote use of resources in local schools that promote the culture and traditions of communities located in the Local Study Area [#294-M]
175			c. provide cross-cultural training to all on-site staff	Cross-cultural training provided to all on-site staff [#200-I] Cross-cultural training provided to all on-site-staff [#295-M]
176			d. sponsor community celebrations that promote cultural practices	Community celebrations that promote cultural practices sponsored [#200-I] Community celebrations that promote cultural practices sponsored in collaboration with communities in the Local Study Area, and in accordance with Proponent's policy for social investment [#296-M]
177			e. provide traditional foods on site when commercially available	Traditional foods provided on site when commercially available [#200-I] Traditional foods provided on site when commercially available [#297-M]

N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	Cultural Programs that received resources in 2016 include: - Tlicho community cultural programs - Yellowknives Dene BEAHR training program - Yellow Dene Aboriginal HeadStart Program - North Slave Metis Alliance - Aboriginal Day Fish Fry - Deninu Kue First Nation's Fort Resolution Mission Island Boardwalk - Fort Resolution Metis Council Youth Fiddling Camp - Aboriginal Day Activities	\$254,586 was spent on Sports, Arts, Culture and Heritage Participated in: - NWT Metis Nation Fort Resolution Annual Metis Cultural Days	NOT PROVIDED	Spent \$299,000 on Cultural and Heritage/social investment BDG supported practices and initiatives such as: - Walk to Tuk - Tree of peace friendship centre - YKDFN Indigenous cultural gala spring carnival - Wood Buffalo Frolics Society Carnival
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	Cross-cultural workshops were held onsite	Cross-cultural workshops were held onsite at the cultural centre	NOT PROVIDED
NOT PROVIDED	DBE Participated in the Lutsel K'e community celebration day	NOT PROVIDED	Contributions to communities topped \$530,000 in 2018,	BDG invited guests to demonstrate and teach employees about the traditional Northern Sports and Dene Games in celebration of Indigenous peoples day.
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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178	Cultural Well-being & Traditional Economy Opportunities		f. provide and maintain space at the mine site for spiritual and cultural pursuits	Space at the mine site for spiritual and cultural pursuits provided and maintained [#200-I] Space at the mine site provided and maintained for spiritual and cultural pursuits [#298-M]
179			g. provide core policies in Chipewyan and Tlicho, as well as English and French	Core policies provided in Chipewyan and Tlicho, as well as English and French [#299-M]
180		Sec. 3.6.2 Work Schedules to Accommodate Traditional Pursuits	S. 3.6.2 DBCMI will develop work schedules to accommodate traditional pursuits of Aboriginal employees in balance with the operational requirements of the Gahcho Kué Project	Work schedules developed to accommodate traditional pursuits of Aboriginal employees in balance with the operational requirements of the project [#202-M]
181		Sec. 8.2 Reports	S. 8.2.1 DBC shall, in coordination with its Contractors, produce an annual report... The DBC annual report will include... the following:	
182			k. a report on healthy living food options available at the Gahcho Kué Project site, whether provided by DBC directly or by its Contractors	Report on healthy living food options available at the Gahcho Kué Project site, whether provided by DBC directly or by its Contractors [#199-I]
183			l. activities related to clauses 7.2.1 (a) to (f)	[#200-I - SEE ABOVE]
184	Community, Family, and Individual Well-being	Sec. 6.1 Health System	S. 6.1.1 DBC will ensure that all employees who are non-NWT residents, as defined in the <i>Medical Care Act</i> (NWT) and the <i>Hospital Insurance and Health and Social Services Administration Act</i> (NWT), carry health care insurance from their home province or territory and that their insurance will provide them with Canada health care coverage while working in the NWT.	Ensured all employees who are non-NWT residents carry health care insurance from their home province or territory and that their insurance will provide them with Canada health care coverage while working in the NWT [#209-M]
185	Community, Family, and Individual Well-being		S. 6.1.2 DBC will, through the tendering and contracting process, require that its Contractors meet the obligation in clause 6.1.1 for consistency	Contractors required to ensure non-NWT resident employees carry health care insurance from their home province or territory and that their insurance will provide them with Canada health care coverage while working in the NWT [#210-M]
186			S. 6.1.3 DBC will have health care coverage in place for foreign employees through DBC's global medical assistance program	Health care coverage in place for foreign employees through Proponent's global medical assistance program [#211-M]
187			S. 6.1.4 DBC will, for consistency with clause 6.1.3, through the tendering and contracting process require its Contractors to provide their foreign employees with health care coverage	Contractors required to provide their foreign employees with health care coverage [#212-M]

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NOT PROVIDED	developing plans for a cultural centre at site	A Cultural Centre opened at Gahcho Kué Mine in June 2017 .	Cultural centre was used to hold workshops	Cultural Centre onsite
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A
In support of the Working on Wellness campaign in 2015, Bouwa Whee redesigned the mine menu to showcase healthy options, offered posters and infographics on healthy portion sizes and revamped their salad bar with extra seasonal and new fresh vegetables, fruit and mixed salads and reduced the use of salt in food preparation.	Encouraged to eat healthy with nutritious food options available on a colour coded menu	NOT PROVIDED	signage and table toppers were placed in the hallways and in the dining room to educate employees as to what foods can provide the vitamins and minerals needed by your body.	With the release of the new Food Guide, posters, table topper cards, and discussions were held to educate employees on the changes. A quiz was held to test employees on their newfound knowledge.
See under S. 7.2.1 above	See under S. 7.2.1 above	See under S. 7.2.1 above	See under S. 7.2.1 above	See under S. 7.2.1 above
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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188			S. 6.1.5 DBC will reimburse GNWT for any medical costs, including inter-community medical transportation costs that the GNWT may incur for non-NWT resident employees that it cannot recover from a non-NWT resident's health care plan, third party coverage, or from Workers' Safety and Compensation Commission of the NWT and Nunavut. DBC will, through the tendering and contracting process, cause its Contractors to meet this obligation for consistency.	GNWT reimbursed for any medical costs for non-NWT resident employees that it cannot recover from a non-NWT resident's health care plan, third party coverage, or from Workers' Safety and Compensation Commission of the NWT and Nunavut; Contractors caused by the Proponent to also meet this obligation [#213-M]
189			S. 6.1.6 DBC will ensure that all DBC employees are aware that any elective (non-acute) procedures for non-NWT residents may require prior approval from the non-resident's home provincial/territorial health care plan. DBC will, through the tendering and contracting process, cause its Contractors to meet this obligation for consistency.	Ensured all employees aware that any elective (non-acute) procedures for non-NWT residents may require prior approval from the non-resident's home provincial/territorial health care plan; Contractors caused by the Proponent to also meet this obligation [#214-M]
190	Community, Family, and Individual Well-being		S. 6.1.7 DBC acknowledges that the Department of Health and Social Services ("GNWT H&SS") recommends the following vaccinations as part of the Adult Immunization Standards, which include at a minimum: Varicella; Measles, Mumps and Rubella; Influenza; Diphtheria; Tetanus; and Hepatitis A&B as well as a baseline tuberculosis skin test and/or chest x-ray. DBC will make its employees and Contractors aware of the vaccinations recommended by the Department of Health and Social Services, the associated risks if an employee chooses to not be vaccinated in accordance with the recommendations of the GNWT H&SS and of the authority which public health officials have under the <i>Public Health Act</i> .	Employees and Contractors made aware of the vaccinations recommended by the Department of Health and Social Services, the associated risks if an employee chooses to not be vaccinated in accordance with the recommendations of the GNWT H&SS and of the authority which public health officials have under the Public Health Act. [#215-M]
191			S. 6.1.8 DBC will require verification that all DBC employees and Contractors working at the Gahcho Kué Project site have completed a DBC mandatory vaccination schedule prior to commencing work. DBC vaccination requirements shall include Tetanus as well as a baseline tuberculosis skin test and/or chest x-ray and these will be required prior to commencement of employment. DBC will, through the tendering and contracting process, cause its Contractors to meet this obligation for consistency.	Verification required that all DBC employees and Contractors working at the Project site have completed the Proponent's mandatory vaccination schedule prior to commencing work. Tetanus as well as a baseline tuberculosis skin test and/or chest x-ray included in Proponent's vaccination requirements and required prior to commencement of employment; Contractors caused to also meet this obligation [#216-M]
192			S. 6.1.9 DBC will cause vaccination records for its employees and Contractors working at the Gahcho Kué Project site to be confidentially maintained and updated.	Confidential maintenance and updating of vaccination records for employees and Contractors working at the Project site caused by the Proponent [#217-M]
193			S. 6.1.10 DBC acknowledges the authority of the Chief Public Health Officer under the <i>Public Health Act</i> to acquire personal health information of employees	N/A

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A

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194			S. 6.1.11 DBC will ensure compliance with the <i>Public Health Act</i>	Compliance with the Public Health Act ensured [#218-M]
195	Community, Family, and Individual Well-being		S. 6.1.12 Prior to the commencement of construction, DBC and the GNWT H&SS will discuss and enter into mutually acceptable protocol arrangements regarding the treatment and transportation of employees	Prior to the commencement of construction , mutually acceptable protocol arrangements regarding the treatment and transportation of employees discussed and entered into with GNWT H&SS [#219-M]
196		Sec. 6.2 Wellness Initiatives	S. 6.2.2 In order to promote a healthy and stable workforce, DBC will... address issues of individual and family wellness as follows:	
197			a. designate a DBC representative as the principal liaison to the GNWT H&SS for Project related health and wellness initiatives who, while ensuring confidentiality regarding Employee Assistance Programs (EAP) and employee participation in those programs, will provide information and meet twice annually with the GNWT H&SS designated liaison to review the following:	Proponent's representative designated as the principal liaison to the GNWT H&SS for Project related health and wellness initiatives; while ensuring confidentiality regarding Employee Assistance Programs (EAP) and employee participation in those programs, information will be provided and meetings with the GNWT H&SS attended twice annually by the Proponent's representative with the GNWT H&SS designated liaison will be attended to review:
198	Community, Family, and Individual Well-being		i. the services offered by the Proponent under its EAP; ii. a list of alternative services and programs that the Proponent has been made aware of by Aboriginal communities or others and that the Proponent has informed its EAP Service provider about to enable the inclusion of culturally sensitive services for employees and their families; iii. EAP utilization data and the utilization made of each service; iv. the programs and plans supported in NWT Communities by the Proponent and initiatives planned in the year ahead to address issues of wellness for its employees; v. a summary of the programs and plans supported in communities in the Local Study Area, as well as initiatives planned for the year ahead to address issues of wellness for its employees; and vi. initiatives focusing on outcomes relevant to other measures committed to by the Proponent related to initiatives, collaborations, services, and resources to address alcohol and substance abuse, family violence, domestic abuse, and/or needs for family counselling support	[see listing under 'Commitment/Target' to the left] [#220-M]
199			b. support initiatives and resources for addressing alcohol and substance abuse problems for DBC employees	Initiatives and resources for addressing alcohol and substance abuse problems for employees supported [#221-M]

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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200			c. collaborate with the GNWT H&SS regarding initiatives being undertaken by DBC or the GNWT with Aboriginal Authorities or NWT communities... to address substance abuse issues with the aim of improving the health and wellness of NWT Residents	Collaboration carried out with the GNWT H&SS regarding initiatives being undertaken by the Proponent or the GNWT with Aboriginal Authorities or NWT communities which employees come from to address substance abuse issues [#222-M]
201			d. partnerships re: substance abuse, family violence and domestic abuse programs for Project employees	Collaboration carried out with the GNWT H&SS designated liaison to ensure effective and recognized substance abuse, family violence and domestic abuse programs are made available for employees [#223-M]
202	Community, Family, and Individual Well-being		e. carry out ongoing prevention and awareness programs on-site and collaborate with the GNWT H&SS liaison... to ensure ongoing prevention and awareness program delivery	Ongoing prevention and awareness programs carried out on-site and collaboration carried out with the GNWT H&SS designated liaison and, where available with trained alcohol and substance abuse, family violence and domestic abuse counselors [#224-M]
203			f. collaborate with the GNWT H&SS liaison to provide ongoing family ongoing family counselling services for mine employees and their immediate family	Collaboration carried out with the GNWT H&SS designated liaison to provide ongoing family counseling services for employees and their immediate family [#225-M]
204			g. provide on-site information regarding the existence of support services in NWT Communities available to encourage full use of such services while off-site	On-site information provided regarding the existence of support services in NWT Communities available [#226-M]
205			S. 6.2.3 In addition, DBC will:	
206			a. make available to all employees via toll-free telephone number an EAP service and will provide information to its EAP service provider regarding support services in the NWT that are available including those that offer culturally relevant service alternatives.	EAP service made available to all employees via toll-free telephone number and information provided to its EAP service provider regarding support services in the NWT that are available including those that offer culturally relevant service alternatives [#227-M]
207			b. maintain a first aid facility in accordance with Division 4 of the <i>Mine Health and Safety Regulations</i> ; ensured that medical personnel are on call at the Project site 24 hours per day and 7 days per week during the life of the mine;	First aid facility maintained in accordance with Division 4 of the Mine Health and Safety Regulations; ensured that medical personnel are on call at the Project site 24 hours per day and 7 days per week during the life of the mine [#228-M]
208			c. ... disseminate information to employees and in communities related to awareness prevention areas such as substance abuse, sexually-transmitted infections and family violence	Information disseminated to employees and in communities related to awareness prevention areas such as: substance abuse, sexually-transmitted infections and family violence in collaboration with Aboriginal Authorities and GNWT [#229-M]

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
All employees have access to an Employee Assistance Program (EAP) that offers access to a range of counselling and support services (p.14)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	Employee Assistance Program (EAP) that offers personal counselling and other services to employees	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A
All employees have access to an Employee Assistance Program (EAP) that offers access to a range of counselling and support services. (p.14)	There is an Employee Assistance Program (EAP) offering personal counselling and other services to employees. (p.12)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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209	Community, Family, and Individual Well-being		d. ensure that foods provided at the Project site promote healthy living	Ensured that foods provided at the Project site, provided by the Proponent or a Contractor, promote healthy living, and are particularly appropriate for those who have or are at risk for developing diabetes [#230-M]
210			e. provide recreation activities, facilities and equipment at the Project site	Recreation activities, facilities and equipment provided at the Project site [#231-M]
211			f. implement and maintain a harrasment policy and an alcohol-free and drug-free workplace policy at the Project site	Harassment policy and an alcohol-free and drug-free workplace policy implemented and maintained at the Project site [#232-M]
212			g. actively manage those employee pension plans for which it is responsible	Employee pension plans for which it is responsible actively managed, in a prudent and competent manner [#233-M]
213			h. provide access to communications links from the Gahcho Kué Project site where DBC will provide the equipment and telecommunications access but the user will pay for long distance connection charges	Access to communications links from the Project site provided; equipment and telecommunications access provided but the user will pay for long distance connection charges [#234-M]
214	Community, Family, and Individual Well-being	Sec. 6.3 GNWT Support	S. 6.3 To support the well-being of NWT Residents in relation to the Gahcho Kué Project, the GNWT will, subject to and in accordance with GNWT policy and programming in effect from time to time:	
215			a. designate a principal liaison from GNWT H&SS for Project related health and wellness initiatives;	Principal liaison from GNWT H&SS designated for Project related health and wellness initiatives [#192-M]
216			b. collaborate with DBC or governing authorities in the Local Study Area and NWT Communities to facilitate the planning and delivery of community-based mental health and additions programs and wellness programs;	Collaboration carried out with Proponent or governing authorities in the Local Study Area and NWT Communities to facilitate the planning and delivery of community-based mental health and additions programs and wellness programs [#193-M]
217			c. collaborate with DBC or governing authorities in the Local Study Area and NWT Communities in the design of community mental health and additions programs and wellness programs;	Collaboration carried out with Proponent or governing authorities in the Local Study Area and NWT Communities in the design of community mental health and additions programs and wellness programs [#194-M]

In support of the Working on Wellness campaign in 2015, Bouwa Whee redesigned the mine menu to showcase healthy options , offered posters and infographics on healthy portion sizes and revamped their salad bar with extra seasonal and new fresh vegetables, fruit and mixed salads and reduced the use of salt in food preparation.	Encouraged to eat healthy with nutritious food options available on a colour coded menu	NOT PROVIDED	signage and table toppers were placed in the hallways and in the dining room to educate employees as to what foods can provide the vitamins and minerals needed by your body.	With the release of the new Food Guide, posters, table topper cards, and discussions were held to educate employees on the changes . A quiz was held to test employees on their newfound knowledge.
Fitness facilities on site including cardio and weight room (p.14)	Fitness facility with cardio and weight room, yoga, recreation room	In 2018, employees will have an improved gymnasium facility with a basketball court, running track, weight room and squash courts.	A new gymnasium featuring a basketball/volleyball/badminton court, running/walking track, two squash courts and expanded fitness centre was under construction during the second half of 2018	Employees have access to an onsite fitness centre
NOT PROVIDED	GK is a dry site with a strict policy for no drug and alcohol use or other influence while on the job Random drug/alcohol testing of employees in safety-sensitive positions is part of their comprehensive safety plan	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	There was also an investment in improving employees' ability to connect with families while at the mine. New internet access was provided, and plans launched to develop a microwave link in the second half of 2017 that would more than triple Internet bandwidth. (p.12)	A number of renovations and upgrades were undertaken at Gahcho Kué during the year, to improve the camp facilities and employee accommodations [including]... addition of microwave link for improved internet access [and] phone lines installed in employee dorms. (p.12)	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A

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218			d. provide funding for mental health and additions programs and wellness programs for approved activities;	Funding for mental health and additions programs and wellness programs for approved activities provided [#195-M]
219			e. meet with DBC at least twice annually to discuss GNWT program and service delivery plans to identify areas for collaboration	Meeting carried out with Proponent at least twice annually to discuss GNWT program and service delivery plans to identify areas for collaboration [#196-M]
220	Community, Family, and Individual Well-being		f. make available information on mental health, additions and wellness programs to DBC for sharing with their employees.	Information on mental health, additions and wellness programs made available to Proponent for sharing with their employees [#197-M]
221		Sec. 8.3 GWNT Reports	S. 8.3.1 GNWT shall produce an annual report in accordance with Clause 8.1. The annual report may include a compilation of individual reports issued during the year. The data shall be collected in a manner that would be useful for analysis of the Gahcho Kué Project's impacts on NWT communities. This may be limited to reporting data by affected communities in aggregation or through the use of multi-year averages.	Data collected for the annual report in a manner that would be useful for analysis of the Project's impacts on NWT communities; collection and analysis of data identified in the SEA included in the annual report but the annual report is not limited to this information [#577-M]
222			(S. 8.3.1) The Annual report will include but will not be limited to data collection and analysis on the following:	
223			a. average income	average income [#181-I]
224			b. proportion of high income earners	proportion of high income earners [#182-I]
225			c. income assistance cases	income assistance cases [#183-I]
226			d. employment	employment [#493-I]
227			e. employment participation rate	employment participation rate [#494-I]
228			f. registered businesses, bankruptcies and start-ups	registered businesses, bankruptcies and start-ups [#71-I]
229			g. # of people 15 years and older with less than Grade 9	# of people 15 years and older with less than Grade 9 [#184-I]
230			h. # of people 15 years and older with high school diploma	# of people 15 years and older with high school diploma [#185-I]
231			i. % of work force engaged in traditional activities, by age group	% of work force engaged in traditional activities, by age group [#290-I]
232			j. ratio of home-language use to mother tongue, by major age groups	ratio of home-language use to mother tongue, by major age groups [#291-I]
233			k. injuries, by age group	injuries, by age group [#186-I]
234			l. lone-parent families	l. lone-parent families [#187-I]
235			m. # of mothers and children referred to shelters	# of mothers and children referred to shelters [#188-I]
236	Community, Family, and Individual Well-being		n. police-reported crimes, according to the following categories: violent, property, drug-related, other	police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]
237			o. communicable diseases (STIs)	communicable diseases (STIs) [#190A-I]
238			o. communicable diseases (TB)	communicable diseases (TB) [#190B-I]
239			p. children in care	children in care [#191-I]

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[illegible]

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240		Sec. 8.5 GNWT Annual Survey of Site Employees	DBC agrees to provide access to DBC employees on the Project site to the GNWT to enable it to conduct a survey for the purpose of measuring the socio-economic impacts of the Project . The survey shall be conducted not more than once annually, at such times and on such terms as are mutually acceptable to the GNWT and DBC	Access to employees on the Project site provided to the GNWT to enable it to conduct a survey for the purpose of measuring the socio-economic impacts of the Project [#534-M]
241	Net Effects on Government (Sec. X)	N/A	N/A	N/A
242	Sustainable Development (Sec. X)	N/A	N/A	N/A
243	Reporting	Sec. 8.1 Reporting by Parties	S. 8.1 Each Party will prepare an annual report outlining efforts during the previous calendar year to fulfill its commitments under this Agreement and the specific information set out in this clause 8	Annual report prepared outlining efforts during the previous calendar year to fulfill its commitments under the SEA including specific information set out in the SEA (and identified under separate indicators) [#597-M / 578-M]
244		Sec. 8.4 Public Release of the Reports	S. 8.4.1 The parties shall, to the extent practicable, prepare the required annual reports by June 1 in each year, and made them publicly available on that day	To the extent practicable, the required annual reports are prepared by June 1 in each year, and made them publicly available on that day [#599-M / 579-M]
245			S. 8.4.2 Each party shall provide the other Party with a copy of its annual report at least thirty days in advance of its public release.	The other Party (GNWT) provided with a copy of its annual report at least thirty days in advance of its public release [#600-M / 580-M]
246	Reporting		S. 8.4.3 On making the annual report publicly available, each Party shall ensure that copies are provided to the Aboriginal Authorities and to the communities in the Local Study Area on the same date.	On making the annual report publicly available, ensured that copies are provided to the Aboriginal Authorities and to the communities in the Local Study Area on the same date [#601-M / 581-M]
247		Sec. 8.6 Personal, Proprietary and Commercially Sensitive Information	8.6.6 GNWT shall only collect or disclose data subject to and in accordance with the applicable legislation, and shall decline to disclose data that would be likely to identify individuals.	Data collected or disclosed subject to and in accordance with the applicable legislation; disclosing of data that would be likely to identify individuals declined [#582-M]
248	Adaptive Management	Sec. 9.1 Purpose of Adaptive Management	S. 9.1 Adaptive management is the method by which:	N/A
249			a. the implementation of commitments made by the Parties regarding socio-economic issues arising from the Gahcho Kué Project and this Agreement considered, discussed and publicly reported; and	Implementation of commitments made by the Parties regarding socio-economic issues arising from the Project and the Agreement considered, discussed and publicly reported by the adaptive management method [#602-M / #583-M]
250			b. the Parties will work together to maximize the beneficial opportunities, identify the impacts, and minimize and mitigate any negative impacts arising from the Gahcho Kué Project.	Work carried out by parties together to maximize the beneficial opportunities, identify the impacts, and minimize and mitigate any negative impacts arising from the Project by the adaptive management method [#603-M / 584-M]

Appendices

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A
[annual report produced]	[annual report produced]	[annual report produced]	[annual report produced]	[annual report produced]
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A (GNWT)	N/A (GNWT)	N/A (GNWT)	N/A (GNWT)	N/A (GNWT)
N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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251		Sec. 9.2 Engagement Between the Parties	S. 9.2.1 The Parties shall meet regularly and at multiple levels in order to review and discuss the results of activities and programs undertaken by both Parties, and to identify challenges and opportunities for collaboration intended to improve socio-economic performance.	Meetings of the Parties carried out regularly and at multiple levels in order to review and discuss the results of activities and programs undertaken by both Parties, and to identify challenges and opportunities for collaboration intended to improve socio-economic performance [#604-M / 585-M]
252			S. 9.2.2 In particular, the following meetings shall occur:	
253	Adaptive Management		a. The DBC Chief Operating Officer shall meet annually with the GNWT Deputy Ministers of ITI, ECE and H&SS;	Meeting of the Proponent's Chief Operating Officer and the GNWT Deputy Ministers of ITI, ECE and H&SS occurs annually [#605-M / 586-M]
254			b. DBC representatives shall meet with and appear annually before representatives of the Legislative Assembly of the NWT.	Meeting and appearance of the Proponent representatives before representatives of the Legislative Assembly of the NWT occur annually [#606-M]
255			c. Working level representatives from DBC and GNWT ECE, H&SS and ITI shall meet at least twice per year	Meeting of working level representatives from the Proponent and GNWT ECE, H&SS and ITI occurs at least twice per year [#607-M / 588-M]
256			d. such other meetings or sharing of information as the Parties may mutually agree upon	Other meetings or sharing of information as the Parties may mutually agree on occur [#608-M / 598-M]
257			S. 9.2.4 A record of all meetings will be formalized between the Parties, including documentation regarding recommendations for adaptive management measures discussed by the Parties, and all action items agreed to between the Parties	Record of all meetings formalized between the Parties, including documentation regarding recommendations for adaptive management measures discussed by the Parties, and all action items agreed to between the Parties [#609-M / 590-M]
258		Sec. 9.3 Community Engagement	S. 9.3.1 On providing their reports to the Aboriginal Authorities and the communities in the Local Study Area pursuant to clause 8.4, the Parties shall invite the Aboriginal Authorities' and the communities' comments, concerns and recommendations respecting the socio-economic impacts of the Gahcho Kué Project	On providing their reports to the Aboriginal Authorities and the communities in the Local Study Area, Aboriginal Authorities' and the communities' comments, concerns and recommendations respecting the socio-economic impacts of the Project invited by the Parties [#610-M / 591-M]
259			S. 9.3.2 The Parties shall make themselves available to jointly meet at least once per year with representatives of each community in the Local Study Area and of the Aboriginal Authorities to discuss the results in the annual reports in order to provide an opportunity for input into discussions regarding the efforts of the Parties to address the socio-economic impacts.	Parties available for joint meeting at least once per year with representatives of each community in the Local Study Area and of the Aboriginal Authorities to discuss the results in the annual reports [#611-M / 592-M]
260	Adaptive Management	Sec. 9.4 Follow-up	S. 9.4.2 Each Party will respond to formalized concerns or recommendations received from Aboriginal Authorities or communities in the Local Study Area within 90 days after receipt thereof. Such response may take the form of a written response, an action plan or the adoption of or revision to an initiative or program.	Response provided to formalized concerns or recommendations received from Aboriginal Authorities or communities in the Local Study Area within 90 days after receipt thereof by each Party [#612-M / 593-M]

Appendices

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
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261			S. 9.4.3 The Parties will also consider proposals from the Aboriginal Authorities and communities in the Local Study Area for specific projects or initiatives relating to the Gahcho Kué Project's socio-economic impacts	Proposals from the Aboriginal Authorities and communities in the Local Study Area for specific projects or initiatives relating to the Project's socio-economic impacts considered by the Parties [#613-M / 594-M]
262			S. 9.4.4 The Parties will work together to include, in their respective annual reports, reference any recommendations for adaptive management responses made to each other or received from the Aboriginal Authorities or communities in the Local Study Area regarding how the Parties can improve the Gahcho Kué Project's socio-economic contributions or mitigate any negative socio-economic impacts. Each Party shall include a summary of how recommendations for adaptive management responses were addressed in its annual report	Work carried out together by the Parties to reference any recommendations for adaptive management responses made to each other or received from the Aboriginal Authorities or communities in the Local Study Area regarding how the Parties can improve the Project's socio-economic contributions or mitigate any negative socio-economic impacts; a summary of how recommendations for adaptive management responses were addressed in its annual report included by each Party [#614-M / 595-M]

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

Appendices

Appendix H-1: GNWT (2000 – 2006)



Appendices

Row #	Theme Category	GNWT INDICATORS		AGREEMENTS	
		General Indicator/ Measure	Ekati (1996) Indicator/Measure	Diavik (1999 & 2015) Indicator/ Measure	Gahcho Kué (2013) Indicator/Measure
1	Employment & Business Opportunities	Labour Market	S. 4.4.2 Available job skills inventory and other related information regarding northern residents shared with the Proponent [#473-M]		
2		Support to Local Businesses	S. 7.4.2 (a) Appropriate information provided on a timely basis to the Proponent on local business capabilities to provide services and supply goods to the project [#47-M]		
3			S. 7.4.2 (b) Directory of local businesses developed with northern residents in the points of hire [#48-M]		
4			S. 7.4.2 (c) Where appropriate, assistance programs and other businesses services provided to local businesses [#49-M]		
5			S. 7.4.2 (d) Information and experience on business incentive policies shared with Proponent [#50-M]		
6			S. 7.4.2 (e) Where appropriate, directories, catalogues, or databases created, funded, or maintained by GNWT of NWT suppliers, manufacturers, services, etc. shared with the Proponent on an ongoing basis [#51-M]		
7	Employment & Business Opportunities	Supporting Business Development			S. 5.6.a. Principal liaison from the GNWT Department of Industry, Tourism and Investment ("GNWT ITI") designated, for Project-related community economic and business opportunities [#72-M]
8					S. 5.6.b. GNWT activities that support Project-related community economic and business opportunities are co-ordinated through the principal liaison from the GNWT ITI [#73-M]
9					S. 5.6.c. Collaboration carried out with the Proponent or governing authorities in the Local Study Area and NWT Communities to facilitate co-ordinating business development planning and delivery of business development programs relevant to the Project [#74-M]

COMMUNITY AND DIAMOND REPORTS						
2000	2001	2002	2003	2004	2005	2006
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	Direct training assistance (to diamond-cutting factory trainees) is provided through the GNWT Occupational Training on the Job (OTOJ) program; one additional factory accessed training support through the Labour Market Development Agreement (LMDA) and Employment Insurance (EI) funding programs (p37); During the past 2 years, the GNWT worked with industry to develop Occupational Standards and a Certification program for diamond polishers (cross cutting and brilliantteering); Currently, the GNWT is working with industry to develop Occupational Standards for brutng, sawing and fancy cutting. Discussions have also been held with rough diamond producers on the development of Occupational Standards for Rough Diamond Sorters. (p37-38)	GNWT introduced a program to certify selected diamonds as mined, cut and polished in the NWT ("CANADIAN ARCTIC" diamonds) includes GNWT inspection, auditing and monitoring of the factory (p41-42); GNWT provides marketing support (for CANADIAN ARCTIC diamonds and launched a website to promote these diamonds, northern manufacturers and the secondary diamond industry in 2000 (p41-42); GNWT ECE developed Occupational Standards for occupations within the cutting and polishing industry (p42);	Mention of GNWT Diamond Certification Program (p62)	Mention of GNWT Diamond Certification Program (p63)	Mention of GNWT certificate of authenticity (for diamonds) and GNWT Polished Diamond Certificate Program (p51-52)	Mention of GNWT Polished Diamond Certificate Program (p68)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A

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10					S. 5.6.d. Meeting carried out with Proponent at least annually to review GNWT program and service delivery plans to identify areas for collaboration [#75-M]	
11					S. 5.6.e. Proponent provided information on business development programs delivered by the GNWT [#76-M]	
12					S. 5.6.f. Proponent provided with information available to the GNWT on its Business Incentive Policy, which is accessible to the Proponent [#77-M]	
13				Appendix C, S. 11.c. Registry of businesses eligible under the GNWT Business Incentive Policy maintained and where possible, access to the data provided to the Proponent for contracts and procurement purposes [#8-M]	S. 5.6.g. Registry maintained of businesses eligible under the GNWT Business Incentive Policy, which is accessible to DBC [#78-M]	
14					S. 5.6.h. Development supported by providing NWT Businesses with access to programs for: aboriginal capacity building; business development projects; business creation or expansion; planning and other development costs; pilot or other demonstration projects; and small business [#79-M]	
15		Economic and business development efforts		S. 4.4.4 (b) Summary of government efforts towards economic and business development reported [#3-M]		
16	Employment & Business Opportunities			Appendix C, S. 11.a. A general program of business grants, contributions, and loans to maximize business capacities and employment opportunities in Northwest Territories communities provided and actively communicated to eligible participants [#6-M]		

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N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	Yes. Related to secondary diamond industry. Report of work during the past 2 years by GNWT with industry to develop Occupational Standards and a Certification program for diamond polishers (cross cutting and brilliantteering); Currently, the GNWT is working with industry to also develop Occupational Standards for brutting, sawing and fancy cutting. Discussions have also been held with rough diamond producers on the development of Occupational Standards for Rough Diamond Sorters (p37-38)	Yes. Report of GNWT activities to support secondary diamond industry. GNWT has introduced a program to certify selected diamonds as mined, cut and polished in the NWT; the program includes a stringent monitoring system; the GNWT provides marketing support to interested parties selling the certified "CANADIAN ARCTIC" diamonds and launched a website to promote the certified diamonds in 2000; GNWT developed Occupational Standards for various occupations within the cutting and polishing industry with trainees working in factories in the NWT working under these standards and towards Certification which recognizes their proficiency (p41-43)	Not presented as summary but mention of the GNWT Diamond Certification Program (p62)	Not presented as summary but mention of the GNWT Diamond Certification Program (p63)	Not presented as summary but mention of the GNWT (diamond) certificate of authenticity and GNWT Polished Diamond Certificate Program (p51-52)	Not presented as summary but mention of the GNWT Polished Diamond Certificate Program (p68)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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17				Appendix C, S. 11.b. Northwest Territories businesses assisted in acquiring or developing capital where it will result in an increase in the Northwest Territories employment [#7-M]	
18				Appendix C, S. 11.d. Northwest Territories businesses kept informed of opportunities arising from the business opportunities forecast; Northwest Territories businesses assisted in taking advantage of contracting opportunities related to the Project [#9-M]	
19				Appendix C, S. 11.e. Business development process actively supported, the provision of technical business development support services enabled [#10-M]	
20				Appendix C, S. 11.f. Work carried out with Northwest Territories communities to create long-term business and employment opportunities and to increase business capacity [#11-M]	
21				Appendix C, S. 11.g. Upgrading of management and entrepreneurial skills of Northwest Territories residents facilitated [#12-M]	
22				Appendix C, S. 11.h. Identification of opportunities for joint ventures with Northwest Territories businesses assisted [#13-M]	
23				Appendix C, S. 11.i. Design, preparation and development of financial proposals from Northwest Territories businesses facilitated [#14-M]	
24				Appendix C, S. 11.j. Counselling services to assist Northwest Territories businesses through the business development process provided [#15-M]	

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	During the past 2 years, the GNWT worked with industry to develop Occupational Standards and a Certification program for diamond polishers (cross cutting and brilliantteering); Currently, the GNWT is working with industry to develop Occupational Standards for bruting, sawing and fancy cutting. Discussions have also been held with rough diamond producers on the development of Occupational Standards for Rough Diamond Sorters. (p37-38)	GNWT introduced a program to certify selected diamonds as mined, cut and polished in the NWT ("CANADIAN ARCTIC" diamonds) includes GNWT inspection, auditing and monitoring of the factory (p41-42); GNWT provides marketing support (for CANADIAN ARCTIC diamonds); GNWT launched a website to promote northern manufacturers and the secondary diamond industry (in 2000) (p42); GNWT ECE developed Occupational Standards for occupations within the cutting and polishing industry (p42);	The GNWT has a Diamond Certification Program (p62)	The GNWT has a Diamond Certification Program (p63)	The GNWT has a certificate of authenticity for diamonds, and a Polished Diamond Certificate Program (p51-52)	The GNWT has a Polished Diamond Certificate Program (p68)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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25				Appendix C, S. 11.k. Northern business community meetings or conferences related to promoting business opportunities in the Project supported [#16-M]	
26		Employee Survey		S. 6.3.1 Access to Project site and employees provided to GNWT to conduct annual employee survey [#455-M]	
27	Training Programs	(Participation and results in) (employment and) training activities (in Gahcho Kué SEA clause 4.8 related to GNWT support related to employment and training opportunities)		Apex B, S.2 (b) Existing GNWT training subsidies and support services available through the Apprenticeship Training On The Job Program provided [#312-M]	
28				Apex B, S.2 (c) existing GNWT initiatives such as MineTap and the Minister of Education's Mine Training Committee provided [#313-M]	
29				Apex B, S.2 Upon successful completion of apprenticeship , apprentices who accessed existing GNWT training subsidies and support services, and GNWT initiatives such as MineTap and the Minister of Education's Mine Training Committee hired by the Proponent where reasonable [#468-M]	
30	Training Programs	Pre-employment Training	S. 4.8.3 Pre-employment training programmes for northern residents offered and availability ensured [#341-M]	Apex B, S.5 (a) Pre-employment training programs offered to northern residents [#314-M]	S. 4.8.f. Funding provided for literacy, pre-employment training and trades-related training for GNWT approved activities [#360-M]
31		Accelerated apprenticeship program	S. 4.8.3 Accelerated apprenticeship programme for northern residents developed [#342-M]	Apex B, S.5 (b) Accelerated apprenticeship program to enable Northerners to become qualified tradespeople developed [#315-M]	
32		Professional Development for Mine Employees			S. 4.8.i. Opportunities offered for the Proponent's employees to participate at cost, at the Proponent's expense, in professional development programs or courses organized for the territorial public service [#362-M]
33	Training Programs	Training allowances and support services		Apex B, S.5 (c) Training allowances and support services through the Apprenticeship Training Assistance program provided [#316-M]	

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
BHP Billiton is to collect attitudinal survey information from its employees. The GNWT is to incorporate both the indicators and the survey into this Annual Report. The first survey was conducted in 2000. (p.3)	BHP Billiton is to collect attitudinal survey information from its employees. The GNWT is to incorporate both the indicators and the survey into this Annual Report. The first survey was conducted in 2000. (p.5)	BHP Billiton is to collect attitudinal survey information from its employees. The GNWT is to incorporate both the indicators and the survey into this Annual Report. The first survey was conducted in 2000. (p.5)	BHP Billiton is to collect attitudinal survey information from its employees. The GNWT is to incorporate both the indicators and the survey into this Annual Report. The first survey was conducted in 2000. (p.7)	BHP Billiton is to collect attitudinal survey information from its employees. The GNWT is to incorporate both the indicators and the survey into this Annual Report. The first survey was conducted in 1999. (p.11)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	Direct training assistance provided (to diamond cutting factories) through the GNWT Occupational Training on the Job (OTOJ) program (p.37)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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34		Access to education and training allowances		Apex B, S.5 (d) Eligible candidates allowed access to education and training allowances that may be available through the Student Financial Assistance Program and the Canada-GNWT Labour Market Development Agreement [#317-M]	
35		Training Subsidies	S. 4.8 Proponent cooperated with and assisted to obtain any available government assistance sought to carry out its commitment to training and apprenticeships [#339-M]	Apex B, S.5 (e) Training subsidies that may be available through the Training-on-the-Job program provided to eligible candidates [#318-M]	
36		Career counselling services		Apex B, S.5 (f) Careers in the mining industry included in its career counselling services [#319-M]	
37	Training Programs	Liaison			S. 4.8.a. Principal liaison from GNWT ECE designated from time to time for Project related education, training and employment opportunities [#357-M]
38		Review GNWT program and service plans			S. 4.8.b. Meeting conducted with the Proponent at least annually, to review GNWT program and service delivery plans to identify areas for collaboration [#495-M]
39		Collaborate in design of literacy and training programming			S. 4.8.c. Collaboration carried out with DBC, Aboriginal organizations, Aurora College, the Mine Training Society and other organizations in the design of relevant literacy and training programming [#358-M]
40		Collaborate in employment support program design			S. 4.8.e. Collaboration carried out with the Proponent to plan, design or co-ordinate the delivery of employment support programs [#496-M]
41	Training Programs	Co-ordinate the delivery of training programs		Apex B, S.5 (g) Delivery of training programs coordinated with industry, Aboriginal organizations, Aurora College and the Mine Training Committee [#320-M]	S. 4.8.d. Collaboration carried out with the Proponent and governing authorities in the communities in the Local Study Area to support the planning and delivery of community-based literacy and training programs [#359-M]
42		Co-operate with Proponent to promote training programs	S. 4.8.1. Cooperation with Proponent realized in promoting training programs deemed appropriate during the construction phase [#340-M]		
43		Career fairs		Apex B, S.5 (h) Regional career fairs organized and supported [#321-M]	S. 4.8.h. Organization of career fairs for high school students and adults promoted and facilitated [#498-M]

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	GNWT in partnership with industry has developed and put in place mine-related training and apprenticeship programs (p.36)	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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44		School Student Supports			S. 4.8.i. Opportunities offered through its school system, for students to take courses and participate in work experiences that prepare them for potential future employment in the mining industry [#361-M]
45	Training Programs	Training Activities Results Reported			S. 8.3.2 Participation and results in training activities described in SEA clause 4.8 reported annually (related to GNWT support to maximize employment and training opportunities for NWT Residents in relation to the project) [#356-I]
46		Employment and training data		S. 6.2.2 (i) Employment and training data and initiatives in the SEA in the section related to direct employment benefits collected, analyzed, and interpreted [#446B-I]	S. 4.8.g. Information on careers in the mining industry which will be made available at GNWT ECE Service Centres to high school counsellors and distributed publicly, developed and distributed [#497-M]
47		NWT Workforce Development			S. 4.8.k. Reasonable efforts used to educate, train and develop an NWT workforce that has the skills required by the Proponent for the project and to make the NWT an attractive residency location for skilled workers [#363-M]
48	Training Programs	Reporting on government training efforts for Project		S. 3.4.4.a Training by community, priority group, job category [#324-I]	
49				S. 3.4.4.b Training by type (job-specific, literacy, pre-employment) [#325-I]	
50				S. 3.4.4.c Training initiatives by type and participation rates by priority group [#326-I]	
51	Cultural Well-being & Traditional Economy	Annual Fur Sales			
52		Aboriginal language use (% of Indigenous population who can speak)			
53		Ratio of home-language use to mother tongue, by major age groups		S. 6.2.2 (l) Ratio of home-language use to mother tongue, by major age groups [#277-I]	S. 8.3.1 j. ratio of home-language use to mother tongue, by major age groups [#291-I]
54		Trapping (% of population engaged in)			
55		Hunting and fishing (% of population engaged in)			
56		% of work force (aged group) engaged in traditional activities (by age group)		S. 6.2.2 (k) % of work force aged group engaged in traditional activities [#276A-I]	S. 8.3.1 i. % of work force engaged in traditional activities, by age group [#290-I]
57		Eating country foods (Percentage of Households Reporting that Half or More of the Meat or Fish Consumed is Harvested in the NWT)			

N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	Decrease in language use in NWT by 19% (from 55.6 in 1989 to 45.1 in 1999)	Decrease in language use in NWT by 19% (from 55.6 in 1989 to 45.1 in 1999)	Decrease in language use in NWT by 19% (from 55.6 in 1989 to 45.1 in 1999)	Decrease in language use in NWT by 21% (from 55.6 in 1989 to 44.0 in 2004)	Decrease in language use in NWT by 21% (from 55.6 in 1989 to 44.0 in 2004)	Decrease in language use in NWT (from 55.6 in 1989 to 44.0 in 2004)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	Decrease in trapping in NWT by 24% (from 8.0 in 1992 to 6.1 in 1998)	Decrease in trapping in NWT by 24% (from 8.0 in 1992 to 6.1 in 1998)	Decrease in trapping in NWT by 38% (from 8.0 in 1988 to 5.0 in 2002)	Decrease in trapping in NWT by 26% (from 8.0 in 1988 to 5.9 in 2003)	Decrease in trapping in NWT by 26% (from 8.0 in 1988 to 5.9 in 2003)	Decrease in trapping in NWT (from 8.0 in 1988 to 5.9 in 2003)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Decrease in hunting and fishing in NWT (from 42.0% in 1988 to 36.7% in 2003)	Decrease in hunting and fishing in NWT (from 42.0% in 1988 to 36.7% in 2003)	Decrease in hunting and fishing in NWT (from 42.0% in 1988 to 36.7% in 2003)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Increase in % in NWT by 8% (from 26.4 in 1993 to 28.4 in 2003)	Increase in % in NWT by 8% (from 26.4 in 1993 to 28.4 in 2003)	Increase in % in NWT by 8% (from 26.4 in 1993 to 28.4 in 2003)

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58	Community, Family, and Individual Well-being	Diagnosed injuries and poisoning [PARAMETERS CHANGED]	S. 5.2.1 # of injuries [#155-I]	S. 6.2.2 (m) age-standardized injuries [#128-I]	
59		Injuries, by age group			S. 8.3.1 k. injuries, by age group [#186-I]
60		Potential years of life lost (injury related deaths) [PARAMETERS CHANGED]	S. 5.2.1 # of potential years of life lost [#156-I]		
61		income	S. 5.2.1 # of suicides [#154-I]		
62		No. of teen births	S. 5.2.1 Teen birth rates [#152-I]		
63		Single parent families		S. 6.2.2 (n) single-parent families [#129-I]	S. 8.3.1 l. lone-parent families [#187-I]
64	Community, Family, and Individual Well-being	Children in care / receiving services	S. 5.2.1 # of children in care [#153-I] S. 5.2.6 Proactive approach adopted in assisting points of hire communities establish daycare programs [#167-M]	S. 6.2.2 (r) children in care [#133-I]	S. 8.3.1 p. children in care [#191-I]
65		Family violence / spousal assault incidence [PARAMETERS CHANGED]	S. 5.2.1 # of family violence complaints [#161-I] S. 5.2.7 Proactive approach adopted in assisting points of hire communities prevent spousal abuse [#168-M]		
66		Admission of women and children in shelters		S. 6.2.2 (o) # of mothers and children referred to shelters [#130-I]	S. 8.3.1 m. # of mothers and children referred to shelters [#188-I]
67		# of day beds in NWT shelters			
68		Police reported incidences (all)		S. 6.2.2 (p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	S. 8.3.1 n. police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]
69		Police reported drug-related (federal statute) crimes		S. 6.2.2 (p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	S. 8.3.1 n. police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]
70	Community, Family, and Individual Well-being	Police reported property crimes	S. 5.2.1 # of property crimes [#160-I]	S. 6.2.2 (p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	S. 8.3.1 n. police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]
71		Police reported violent crimes		S. 6.2.2 (p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	S. 8.3.1 n. police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]
72		Police reported - other offences		S. 6.2.2 (p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	S. 8.3.1 n. police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]

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Decreased diagnosed by doctors overall in NWT by 15% (from 18,761 in 1994/95 to 16,004 in 1998/99)	Decreased diagnosed by doctors overall in NWT by 15% (from 18,761 in 1994/95 to 16,026 in 2000/01)	Decreased diagnosed in clinics/hospitals in NWT by 27% (from 18,761 in 1994/95 to 13,758 in 2001/02)	Decreased diagnosed in clinics/hospitals in NWT by 47% (from 18,761 in 1994/95 to 9,909 in 2002/03)	Decrease (age-standardized rate per 1,000 population) by 25% in physician diagnosed injuries and poisonings in NWT from 261 in 1996/97 to 196 in 2003/04 (p16, 67); Increase (age-standardized rate per 1,000 population) by 15% in nurse diagnosed injured and poisonings in NWT from 3,354 in 2000/01 to 3,866 in 2003/04 (p17, 68)	Decreased diagnosed by physicians in NWT by 24% (from 11,049 in 1994/95 to 8,376 in 2004/05)	Decreased diagnosed by physicians in NWT (from 11,049 in 1994/95 to 8,549 in 2005/06)
Increased diagnosed by nurses overall in NWT by 1% (from 7,270 in 1994/95 to 7,339 in 1998/99)	Increased diagnosed by nurses overall in NWT by 1% (from 7,270 in 1994/95 to 7,339 in 1998/99)				Increased diagnosed by nurses overall in NWT by 15% (from 3,354 in 2000/01 to 3,866 in 2003/04)	Increased diagnosed by nurses overall in NWT (from 3,354 in 2000/01 to 4,027 in 2005/06)
N/A	N/A	N/A	N/A	N/A	N/A	N/A
Decrease in PYLL overall in NWT by 44% (from 1,025 in 1991 to 578 in 1998)	Decrease in PYLL overall in NWT by 44% (from 1,025 in 1991 to 578 in 1998)	Temporary increase in PYLL overall in NWT by 17% (from 1,231 in 1991 to 1,435 in 1999)	Decrease in PYLL overall in NWT (3-yr averages) by 8% (from 1,343 in 1991-3 to 1,238 in 1999-01)	Decrease in PYLL overall in NWT by 11% (from 2,907 in 1991 to 2,587 in 2001)	Decrease in PYLL overall in NWT by 2% (from 2,907 in 1991 to 2,861 in 2002)	Increase in PYLL overall in NWT (from 2,907 in 1991 to 3,326 in 2003)
8-fold increase in suicides overall in NWT (from 2 in 1991 to 16 in 1999)	5-fold increase in suicides overall in NWT (from 2 in 1991 to 10 in 2000)	5-fold increase in suicides overall in NWT (from 2 in 1991 to 10 in 2000)	4-fold increase in suicides overall in NWT (from 2 in 1992 to 8 in 2001)	4-fold increase in suicides overall in NWT (from 2 in 1992 to 8 in 2001)	4-fold increase in suicides overall in NWT (from 2 in 1992 to 8 in 2002)	5-fold increase in suicides overall in NWT (from 2 in 1991 to 10 in 2003)
Decrease in teen births overall in NWT by 23% (from 107 in 1992 to 82 in 1998)	Decrease in teen births overall in NWT by 23% (from 107 in 1992 to 82 in 1998)	Decrease in teen births overall in NWT by 22% (from 107 in 1992 to 83 in 1999)	Decrease in teen births overall in NWT by 35% (from 107 in 1992 to 70 in 2001)	Decrease in teen births overall in NWT by 33% (from 107 in 1992 to 72 in 2002)	Decrease in teen births overall in NWT by 33% (from 107 in 1992 to 72 in 2003)	Decrease in teen births overall in NWT (from 107 in 1992 to 86 in 2004)
N/A	Increase number in NWT by 22% (from 1,300 in 1991 to 1,580 in 1996)	Increase % in NWT by 6% (from 15.4 in 1991 to 16.3 in 1996)	Increase % in NWT by 36% (from 15.4 in 1991 to 21.0 in 2001)	Increase % in NWT by 36% (from 15.4 in 1991 to 21.0 in 2001)	Increase % in NWT by 36% (from 15.4 in 1991 to 21.0 in 2001)	Increase % in NWT (from 15.4 in 1991 to 21.0 in 2001)
Increase no. of children in care in NWT by 95% (from 422 in 1993/4 to 821 in 2000/1)	Increase no. of children in care in NWT by 95% (from 422 in 1993/4 to 821 in 2000/1)	Increase no. of children in care in NWT by 129% (from 422 in 1993/4 to 965 in 2001/02)	Increase no. of children in care in NWT by 131% (from 422 in 1993/4 to 976 in 2002/03)	Increase no. of children in care in NWT by 121% (from 422 in 1993/4 to 936 in 2003/04)	Increase no. of children in care in NWT by 142% (from 422 in 1993/4 to 1,021 in 2004/05)	Increase no. of children in care in NWT (from 422 in 1993/4 to 1,013 in 2005/06)
Increase in spousal assault complaints in both small NWT communities and Yellowknife by 41% (from 118 in 1990 to 167 in 1999)	Increase in spousal assault complaints in both small NWT communities and Yellowknife by 41% (from 118 in 1990 to 167 in 1999)	Increase in spousal assault complaints in both small NWT communities and Yellowknife by 41% (from 118 in 1990 to 167 in 1999)	Increase in spousal assault complaints in both small NWT communities and Yellowknife by 39% (from 152 in 1990 to 211 in 1999)	Decrease in spousal assault complaints in NWT by 29% (from 451 in 1995 to 322 in 2004)	Decrease in spousal assault complaints in NWT by 29% (from 451 in 1995 to 322 in 2004)	Decrease in spousal assault complaints in NWT (from 451 in 1995 to 322 in 2004)
N/A	N/A	N/A	Increase in NWT by 29% (from 630 in 1999/00 to 810 in 2002/03)	Decrease in NWT by 2% (from 630 in 1999/00 to 619 in 2003/04)	Decrease in NWT by 15% (from 630 in 1999/00 to 534 in 2004/05)	Decrease in NWT (from 630 in 1999/00 to 535 in 2005/06)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Decrease in NWT by 4% (from 7,159 in 1999/00 to 6,908 in 2003/04)	NOT PROVIDED	NOT PROVIDED
Decrease in overall police reported crimes in NWT by 1% (from 11,300 in 1990 to 10,479 in 1999)	Increase in overall police reported crimes in NWT by 6% (from 11,300 in 1990 to 11,942 in 2000)	Increase in overall police reported crimes in NWT by 9% (from 12,310 in 1990 to 13,385 in 2001)	Increase in overall police reported crimes in NWT by 18% (from 12,310 in 1990 to 14,527 in 2002)	Increase in overall police reported crimes in NWT by 19% (from 12,310 in 1990 to 14,680 in 2002)	Increase in overall police reported crimes in NWT by 57% (from 12,310 in 1990 to 19,355 in 2004)	Increase in overall police reported crimes in NWT (from 12,310 in 1990 to 18,928 in 2005)
Decrease in # of police reported federal crimes in NWT by 21% from 602 in 1990 to 477 in 1999 (p49)	Decrease in reported federal statute crimes in NWT by 31% (from 602 in 1990 to 416 in 2000)	Decrease in reported federal statute crimes in NWT by 28% (from 602 in 1990 to 436 in 2001)	Increase in reported federal statute crimes in NWT by 7% (from 602 in 1990 to 643 in 2002)	Increase in reported federal statute crimes in NWT by 9% (from 602 in 1990 to 655 in 2002)	Increase in reported federal statute crimes in NWT by 5% (from 602 in 1990 to 632 in 2004)	Increase in reported federal statute crimes in NWT by 5% (from 602 in 1990 to 651 in 2005)
Decrease in # of police reported property crimes in NWT by 29% from 3,328 in 1990 to 2,376 in 1999 (p49)	Decrease in reported property crimes in NWT by 28% (from 3,328 in 1990 to 2,394 in 2000)	Decrease in reported property crimes in NWT by 36% (from 3,328 in 1990 to 2,118 in 2001)	Decrease in reported property crimes in NWT by 25% (from 3,328 in 1990 to 2,503 in 2002)	Decrease in reported property crimes in NWT by 24% (from 3,328 in 1990 to 2,527 in 2002)	Decrease in reported property crimes in NWT by 5% (from 3,328 in 1990 to 3,174 in 2004)	Decrease in reported property crimes in NWT (from 3,328 in 1990 to 2,787 in 2005)
Increase in # of police reported violent crimes in NWT by 1% from 2,031 in 1990 to 2,042 in 1999 (p49)	Decrease in reported violent crimes in NWT by 2% (from 2,031 in 1990 to 1,987 in 2000)	Decrease in reported violent crimes in NWT by 1% (from 2,031 in 1990 to 2,011 in 2001)	Increase in reported violent crimes in NWT by 16% (from 2,031 in 1990 to 2,355 in 2002)	Increase in reported violent crimes in NWT by 16% (from 2,031 in 1990 to 2,375 in 2002)	Increase in reported violent crimes in NWT by 45% (from 2,031 in 1990 to 2,939 in 2004)	Increase in reported violent crimes in NWT (from 2,031 in 1990 to 2,843 in 2005)
Increase in # of police reported "other criminal code" crimes in NWT by 5% from 5,339 in 1990 to 5,584 in 1999 (p49)	Increase in other reported crimes in NWT by 34% (from 5,339 in 1990 to 7,145 in 2000) see notes in 2003 report on change to reporting	Increase in other reported crimes in NWT by 53% (from 5,339 in 1990 to 8,190 in 2001); see notes in 2003 report on change to reporting	Increase in other reported crimes in NWT by 59% (from 5,339 in 1990 to 8,482 in 2002); Yellowknife began reporting public drunkenness and other territorial offences between 1999 and 2000 and other districts followed between 2000 and 2001 which led to large increases (p35)	Increase in other reported crimes in NWT by 61% (from 5,339 in 1990 to 8,576 in 2002); due to change in reporting in yellowknife 1999/2000 and in other communities in 2000/2001, incident reported increased in those years and trends before/after are challenging (p37)	Increase in other reported crimes in NWT by 123% (from 5,339 in 1990 to 11,921 in 2004); change to reporting approach between 1999 and 2002 making comparison to previous time period challenging (p29)	Increase in other reported crimes in NWT by 123% (from 5,339 in 1990 to 12,098 in 2005); reporting approach changed between 1999 and 2002 and not possible compare current figures with those before this period (p34)

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73		# of alcohol and drug related crimes	S. 5.2.1 # of alcohol and drug related crimes [#159-I]	S. 6.2.2 (p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	S. 8.3.1 n. police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]
74	Community, Family, and Individual Well-being	Sexually transmitted infections	S. 5.2.1 # of communicable diseases (sexually transmitted infections) [#157A-I]	S. 6.2.2 (q) communicable diseases (sexually-transmitted diseases) [#132A-I]	S. 8.3.1 o. communicable diseases (STIs) [#190A-I]
75		Tuberculosis	S. 5.2.1 # of communicable diseases (tuberculosis) [#157B-I]	S. 6.2.2 (q) communicable diseases (tuberculosis) [#132B-I]	S. 8.3.1 o. communicable diseases (TB) [#190B-I]
76	Community, Family, and Individual Well-being	Housing indicators (# of dwellings, average # of persons per dwelling, average # of people per bedroom, % of units with full plumbing and heating systems, etc.)	S. 5.2.1 Housing Indicators (# of dwellings, avg # of persons per dwelling, avg # of persons per bedroom, % of units with full plumbing and heating, etc.) [#151-I]		
77		Households with 6 or more persons (i.e., crowding)	[implied in #151-I (S. 5.2.1 Housing indicators) above]		
78		% dwellings needing major repairs	[implied in #151-I (S. 5.2.1 Housing indicators) above]		
79		Housing - % core need	[implied in #151-I (S. 5.2.1 Housing indicators) above]		
80		Housing - % ownership	[implied in #151-I (S. 5.2.1 Housing indicators) above]		
81		Community well-being index			
82		GNWT Liaison with Proponent			S. 6.3.a. Principal liaison from GNWT H&SS designated for Project related health and wellness initiatives [#192-M]
83		Meetings with Proponent on Program and Service Delivery Plan			S. 6.3.e. Meeting carried out with Proponent at least twice annually to discuss GNWT program and service delivery plans to identify areas for collaboration [#196-M]
84	Community, Family, and Individual Well-being	Collaboration in Planning the Delivery of Mental Health, Addictions and Wellness Programs			S. 6.3.b. Collaboration carried out with Proponent or governing authorities in the Local Study Area and NWT Communities to facilitate the planning and delivery of community-based mental health and additions programs and wellness programs [#193-M]

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SEE "FEDERAL STATUTE CRIMES" ABOVE (drug-related crimes); SEE "OTHER OFFENCES" ABOVE "Other Criminal Code" crimes, which may be the most reliable indicator of alcohol-related crimes (p13)	SEE "FEDERAL STATUTE CRIMES" ABOVE (drug-related crimes); SEE "OTHER OFFENCES" ABOVE; "Other Criminal Code" crimes may be the most reliable indicator of alcohol-related crimes (p20)	SEE "FEDERAL STATUTE CRIMES" ABOVE (drug-related crimes); SEE "OTHER OFFENCES" ABOVE; "Other Criminal Code" crimes, may be the most reliable indicator of alcohol-related crimes (p20)	SEE "FEDERAL STATUTE CRIMES" ABOVE (drug-related crimes); SEE "OTHER OFFENCES" ABOVE; Other criminal code offences including public drunkenness reported but trend unclear as Yellowknife began reporting public drunkenness and other territorial offences between 1999 and 2000 and other districts followed between 2000 and 2001 which led to large increases (p35)	SEE "FEDERAL STATUTE CRIMES" ABOVE (drug-related crimes); SEE "OTHER OFFENCES" ABOVE; Other criminal code incidents are primarily alcohol-related offences ; due to change in reporting in yellowknife 1999/2000 and in other communities in 2000/2001, incident reported increased in those years and trends before/after are challenging (p37)	SEE "FEDERAL STATUTE CRIMES" ABOVE (drug-related crimes); SEE "OTHER OFFENCES" ABOVE; Other criminal code offences include alcohol-related offences; change to reporting approach between 1999 and 2002 making comparison to previous time period challenging (p29)	SEE "FEDERAL STATUTE CRIMES" ABOVE (drug-related crimes); SEE "OTHER OFFENCES" ABOVE; Most Other criminal code crimes are related to alcohol; reporting approach changed between 1999 and 2002 and not possible compare current figures with those before this period (p34)
Increase in STI incidence in NWT by 34% (from 466 in 1996 to 625 in 2000)	Increase in STI incidence in NWT by 34% (from 466 in 1996 to 625 in 2000)	Increase in STI incidence in NWT by 47% (from 466 in 1996 to 683 in 2001)	Increase in STI incidence in NWT by 15% (from 631 in 1991 to 725 in 2002)	Increase in STI incidence in NWT by 23% (from 631 in 1991 to 777 in 2003)	Increase in STI incidence in NWT by 13% (from 631 in 1991 to 710 in 2004)	Increase in STI incidence in NWT (from 631 in 1991 to 869 in 2005)
Decrease in TB incidence in NWT by 58% (from 24 in 1996 to 10 in 2000)	Decrease in TB incidence in NWT by 58% (from 24 in 1996 to 10 in 2000)	Decrease in TB incidence in NWT by 67% (from 24 in 1996 to 8 in 2001)	Decrease in TB incidence in NWT by 69% (from 13 in 1991 to 4 in 2002)	Decrease in TB incidence in NWT by 8% (from 13 in 1991 to 12 in 2003)	Decrease in TB incidence in NWT by 31% (from 13 in 1991 to 9 in 2004)	Decrease in TB incidence in NWT (from 13 in 1991 to 8 in 2005)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Decrease in NWT overall by 44% (from 13.9 in 1981 to 7.8 of all households in 2000)	Decrease in NWT overall by 44% (from 13.9% in 1981 to 7.8% of all households in 2000)	Decrease in NWT overall by 44% (from 13.9% in 1981 to 7.8% of all households in 2000)	Decrease in NWT overall by 48% (from 13.9% in 1981 to 7.2% of all households in 2000)	Decrease in NWT overall by 50% (from 13.9% in 1981 to 7.0% of all households in 2004)	Decrease in NWT overall by 50% (from 13.9% in 1981 to 7.0% of all households in 2004)	Decrease in NWT overall (from 13.9% in 1981 to 7.0% of all households in 2004)
Increase in NWT overall by 8% (from 13.2 in 1981 to 14.3 of all households in 2000)	Increase in NWT overall by 8% (from 13.2 in 1981 to 14.3 of all households in 2000)	Increase in NWT overall by 8% (from 13.2 in 1981 to 14.3 of all households in 2000)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
(no date; no trend information provided; 11% of households in core need in Yellowknife; 51% in small Points of Hire communities; 25% in other NWT communities, p15)	(no date; no trend information provided; 11% of households in core need in Yellowknife; 51% in small Points of Hire communities; 25% in other NWT communities, p23)	(no date; no trend information provided; 11% of households in core need in Yellowknife; 51% in small Points of Hire communities; 25% in other NWT communities, p23)	NOT PROVIDED	Decrease in NWT overall by 17% (from 19.7% in 1996 to 16.3% of all households in 2004)	Decrease in NWT overall by 17% (from 19.7% in 1996 to 16.3% of all households in 2004)	Decrease in NWT overall (from 19.7% in 1996 to 16.3% of all households in 2004)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Increase in NWT overall by 27% (from 41.5% in 1991 to 52.7% of all households in 2004)	Increase in NWT overall by 27% (from 41.5% in 1991 to 52.7% of all households in 2004)	Increase in NWT overall (from 36.5% in 1986 to 52.7% of all households in 2004)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A

Appendices

85		Collaboration in Design of Mental Health, Addictions and Wellness Programs			S. 6.3.c. Collaboration carried out with with Proponent or governing authorities in the Local Study Area and NWT Communities in the design of community mental health and additions programs and wellness programs [#194-M]	
86		Funding of Mental Health, Addictions and Wellness Programs			S. 6.3.d. Funding for mental health and additions programs and wellness programs for approved activities provided [#195-M]	
87		Information on Mental Health, Addictions and Wellness Programs shared with Proponent			S. 6.3.f. Information on mental health, additions and wellness programs made available to Proponent for sharing with their employees [#197-M]	
88		Efforts to respond to or mitigate effects believed to arise from the project		S. 6.2.2 (s) Any efforts to respond to or mitigate effects believed to arise from the project collected, analyzed, and interpreted [#564-M]		
89		Collection, analysis and interpretation of monitoring data		Amendment, Schedule A, S. 6.2.2. Data related to indicators in Schedule A of the SEA amendment (Monitoring and Reporting Clause) collected, analyzed, and interpreted [#563-M]		
90		Annual Health and Wellness Report	S. 5.2.3 Annual health and wellness report prepared for each point of hire [#164-M]		S. 8.3.1 Data collected for the annual report in a manner that would be useful for analysis of the Project's impacts on NWT communities; collection and analysis of data identified in the SEA included in the annual report but the annual report is not limited to this information [#577-M]	
91	Community, Family, and Individual Well-being	Meetings on Annual Health and Wellness Report	S. 5.2.4 Annual meeting with Proponent to review health and wellness report and develop plans of action to improve results carried out [#165-M]			
92		Consultation on Annual Health and Wellness Report	S. 5.2.5 Consultation with Boards, communities, and organizations to review results of the health and wellness report on how to improve results conducted [#166-M]			
93		Sharing monitoring information with community governments	Schedule D, S. 2.0. Information collected through the monitoring process in point of hire communities is shared with their community governments [#162-M]			
94	NON TRADITIONAL ECONOMY	Total Employment income in NWT				
95		Average income	S. 5.2.1 Average income of community residents [#150-I]	S. 6.2.2 (a) average income [#125-I]	S. 8.3.1 a. average income [#181-I]	
96		Wage Disparity: % of families with more than \$50,000 income		[same as 'proportion of high income earners? - SEE BELOW]	[same as 'proportion of high income earners? - SEE BELOW]	
97		Wage Disparity: % of families with less than \$25,000 income [PARAMETER CHANGED TO \$15,000 IN 2008]		[same as 'proportion of high income earners? - SEE BELOW]	[same as 'proportion of high income earners? - SEE BELOW]	

N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Partial; data related to some but not all indicators collected, analyzed, and interpreted (see the indicators in this table for result)	Partial; data related to nearly but not all indicators collected, analyzed, and interpreted (see the indicators in this table for result)	Partial; data related to nearly but not all indicators collected, analyzed, and interpreted (see the indicators in this table for result)	Partial; data related to nearly but not all indicators collected, analyzed, and interpreted (see the indicators in this table for result)	Partial; data related to nearly but not all indicators collected, analyzed, and interpreted (see the indicators in this table for result)	Partial; data related to nearly but not all indicators collected, analyzed, and interpreted (see the indicators in this table for result)	Partial; data related to nearly but not all indicators collected, analyzed, and interpreted (see the indicators in this table for result)
N/A for Gahcho Kué; for Ekati, partial; the annual report reports on nearly but not all indicators in the agreement, some indicators are reported collectively rather than for each point of hire in the data tables	N/A for Gahcho Kué; for Ekati, partial; the annual report reports on nearly but not all indicators in the agreement, some indicators are reported collectively rather than for each point of hire in the data tables	N/A for Gahcho Kué; for Ekati, partial; the annual report reports on nearly but not all indicators in the agreement, some indicators are reported collectively rather than for each point of hire in the data tables	N/A for Gahcho Kué; for Ekati, partial; the annual report reports on nearly but not all indicators in the agreement, some indicators are reported collectively rather than for each point of hire in the data tables	N/A for Gahcho Kué; for Ekati, partial; the annual report reports on nearly but not all indicators in the agreement, some indicators are reported collectively rather than for each point of hire in the data tables	N/A for Gahcho Kué; for Ekati, partial; the annual report reports on nearly but not all indicators in the agreement, some indicators are reported collectively rather than for each point of hire in the data tables	N/A for Gahcho Kué; for Ekati, partial; the annual report reports on nearly but not all indicators in the agreement, some indicators are reported collectively rather than for each point of hire in the data tables
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Decrease in total employment income NWT by 0.4% (from \$727,532,000 in 1995 to \$724,431,000 in 1998)	Increase in total employment income NWT by 6% (from \$727,532,000 in 1995 to \$772,452,000 in 1999)	Increase in total employment income NWT by 11% (from \$727,532,000 in 1995 to \$805,159,000 in 2000)	Increase in total employment income NWT by 29% (from \$727,532,000 in 1995 to \$935,854,000 in 2001)	Increase in total employment income NWT by 40% (from \$727,532,000 in 1995 to \$1,016,653,000 in 2002)	Increase in total employment income NWT by 46% (from \$727,532,000 in 1995 to \$1,058,922,000 in 2003)	NOT PROVIDED
Increase in NWT by 7% (from \$32,008 in 1991 to \$34,378 in 1998)	Increase in NWT by 11% (from \$32,008 in 1991 to \$35,650 in 1998)	Increase in NWT by 13% (from \$32,008 in 1991 to \$36,220 in 2000)	Increase in NWT by 22% (from \$32,008 in 1991 to \$39,186 in 2001)	Increase in NWT by 31% (from \$32,008 in 1991 to \$42,047 in 2002)	Increase in NWT by 33% (from \$32,008 in 1991 to \$42,572 in 2003)	Increase in NWT (from \$32,008 in 1991 to \$44,080 in 2004)
N/A	N/A	N/A	Increased % in NWT (from 25.9 in 1994 to 31.4 in 2001)	Increased % in NWT (from 25.9 in 1994 to 34.4 in 2002)	Increased % in NWT (from 25.9 in 1994 to 35.1 in 2003)	Increased % in NWT (from 25.9 in 1995 to 36.5 in 2004)
N/A	N/A	N/A	N/A	N/A	Decreased % in NWT by 32% (from 24.3 in 1995 to 16.5 in 2003)	Decreased % in NWT (from 24.3 in 1995 to 16.2 in 2004)

Appendices

98		Wage Disparity (in general)		[same as 'proportion of high income earners? - SEE BELOW]	[same as 'proportion of high income earners? - SEE BELOW]
99		Proportion of high income earners		S. 6.2.2 (b) proportion of high income earners [#126-I]	S. 8.3.1 b. proportion of high income earners [#182-I]
100		Employment rate	S. 5.2.1 Employment levels and participation rates [#471-I]	S. 6.2.2 (d) employment [#444-I]	S. 8.3.1 d. employment [#493-I]
101		Participation rate	S. 5.2.1 Employment levels and participation rates [#471-I]	S. 6.2.2 (e) participation rate [#445-I]	S. 8.3.1 e. employment participation rate [#494-I]
102		Unemployment rate			
103		Social assistance / Income support cases	S. 5.2.1 Social Assistance cases [#158-I]	S. 6.2.2 (c) social assistance cases [#127-I]	S. 8.3.1 c. income assistance cases [#183-I]
104		Population with less than Gr 9 education		S. 6.2.2 (g) # of people 15 years and older with less than grade 9 [#310-I]	S. 8.3.1 g. # of people 15 years and older with less than Grade 9 [#184-I]
105		Population with high school completion or greater		S. 6.2.2 (h) # of people 15 years and older with a high school diploma [#311-I]	S. 8.3.1 h. # of people 15 years and older with high school diploma [#185-I]
106		Rates of high school completion	S. 5.2.1 Rates of High School Completion [#472-I]		
107		Population with certification or diploma			
108		Population with university degree			
109		Gross Domestic Product (by sector)			
110		Registered businesses, bankruptcies and start-ups [PARAMETERS CHANGED]		S. 6.2.2 (f) registered businesses, bankruptcies and start-ups [#2-I]	S. 8.3.1 f. registered businesses, bankruptcies and start-ups [#71-I]
111		Business grants, contributions and loans by community		S.4.4.4 (a) business grants, contributions and loans by community [#1-I]	
112		Procurement data and initiatives, and economic and business opportunity initiatives in the SEA in the section related to direct economic benefits and economic diversification		S. 6.2.2 (j) Procurement data and initiatives, and economic and business opportunity initiatives in the SEA in the section related to direct economic benefits and economic diversification collected, analyzed, and interpreted [#4-M]	

Appendices

N/A	N/A	N/A	N/A	N/A	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	Increase in NWT of % of households earning more than \$50K since 1986 (based on three data points for 1986, 1991, 1996) (p26, based on graph stats not provided)	Increase in NWT of % of households earning more than \$50K since 1986 (based on three data points for 1986, 1991, 1996) (p29, based on graph stats not provided)	Slight Increase in % of taxfilers with more than \$50K income in Small Local Communities of 2.3% from 7.1% in 1994 to 9.4% in 1998; slight decrease in Yellowknife of 1.1% from 34.4% in 1994 to 33.3% in 1998; increase in all community groups considered of 6.1% from 1998 to 2001: NWT 25.3% to 31.4% (p46, p87, based on report summary language)	Increase in NWT by 8.5% from 25.9 in 1995 to 34.4 in 2002 (p112)	Increase in NWT by 9.2% from 25.9 in 1995 to 35.1 in 2003 (p47)	Increase in NWT by 10.6% from 25.9 in 1995 to 36.5 in 2004
Increase in NWT by 4% (from 65.0 in 1989 to 67.5 in 1999)	Increase in NWT by 4% (from 65.0 in 1989 to 67.5 in 1999)	Increase in NWT by 4% (from 65.0 in 1989 to 67.5 in 1999)	Increase in NWT by 8% (from 65.0 in 1989 to 69.9 in 2003)	Increase in NWT by 4% (from 65.0 in 1989 to 67.8 in 2004)	Increase in NWT by 4% (from 65.0 in 1989 to 67.8 in 2004)	Increase in NWT (from 65.0 in 1989 to 72.3 in 2005)
Increase in NWT by 4% (from 74.9 in 1989 to 78.3 in 1999)	Increase in NWT by 4% (from 74.9 in 1989 to 78.3 in 1999)	Increase in NWT by 4% (from 74.9 in 1989 to 78.3 in 1999)	Increase in NWT by 0.5% (from 74.9 in 1989 to 75.3 in 2003)	Increase in NWT by 0.9% (from 74.9 in 1989 to 75.6 in 2004)	Increase in NWT by 0.9% (from 74.9 in 1989 to 75.6 in 2004)	Increase in NWT (from 74.9 in 1989 to 76.1 in 2005)
Increase in NWT by 4% (from 13.2 in 1989 to 13.7 in 1999)	Increase in NWT by 4% (from 13.2 in 1989 to 13.7 in 1999)	Increase in NWT by 4% (from 13.2 in 1989 to 13.7 in 1999)	Decrease in NWT by 46% (from 13.2 in 1989 to 7.1 in 2003)	Decrease in NWT by 21% (from 13.2 in 1989 to 10.4 in 2004)	Decrease in NWT by 21% (from 13.2 in 1989 to 10.4 in 2004)	Decrease in NWT (from 13.2 in 1989 to 5.4 in 2005)
Decrease in average no. of monthly cases in NWT by 10% (from 1,676 in 1994 to 1,502 in 2000)	Decrease in average no. of monthly cases in NWT by 10% (from 1,676 in 1994 to 1,502 in 2000)	Decrease in average no. of monthly cases in NWT by 28% (from 1,676 in 1994 to 1,203 in 2001)	Decrease in average no. of monthly cases in NWT by 41% (from 1,898 in 1995 to 1,111 in 2003)	Decrease in average no. of monthly cases in NWT by 41% (from 1,898 in 1995 to 1,112 in 2003)	Decrease in average no. of monthly cases in NWT by 42% (from 1,898 in 1995 to 1,107 in 2004)	Decrease in average no. of monthly cases in NWT (from 1,898 in 1995 to 1,050 in 2005)
Decrease in NWT by 43% (from 22.5% in 1989 to 12.8% in 1999)	Decrease in NWT by 43% (from 22.5% in 1989 to 12.8% in 1999)	Decrease in NWT by 43% (from 22.5% in 1989 to 12.8% in 1999)	Decrease in NWT by 43% (from 22.5% in 1989 to 12.8% in 1999)	Decrease in NWT by 48% (from 22.5% in 1989 to 11.6% in 2004)	Decrease in NWT by 48% (from 22.5% in 1989 to 11.6% in 2004)	Decrease in NWT (from 22.5% in 1989 to 11.6% in 2004)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Increase in NWT by 4.9% (from 59.9% in 1991 to 64.8% in 2001)	Increase in NWT by 13% (from 59.8% in 1991 to 67.5% in 2004)	Increase in NWT by 13% (from 59.8% in 1991 to 67.5% in 2004)	Increase in NWT (from 59.8% in 1991 to 67.5% in 2004)
The high school graduation rate in the NWT is about one-third of the national average (reference cited but report provides no figures, no trend data)	The high school graduation rate in the NWT is about one-third of the national average (reference cited but report provides no figures, no trend data)	The high school graduation rate in the NWT is about one-third of the national average (reference cited but report provides no figures, no trend data)	Increase in annual number of high school graduates in NWT from 142 in 1991 to 278 in 2003 (p54, 93); see also indicator "population with high school or greater"	REPORTED SAME AS 'POPULATION WITH HIGH SCHOOL OR GREATER'	REPORTED SAME AS 'POPULATION WITH HIGH SCHOOL OR GREATER'	REPORTED SAME AS 'POPULATION WITH HIGH SCHOOL OR GREATER'
Increase in NWT by 18% (from 27.5% in 1989 to 32.5% in 1999)	Increase in NWT by 18% (from 27.5% in 1989 to 32.5% in 1999)	Increase in NWT by 18% (from 27.5% in 1989 to 32.5% in 1999)	Increase in NWT by 4% (from 27.5% in 1989 to 28.7% in 2001)	Increase in NWT by 9% (from 27.5% in 1989 to 29.9% in 2004)	Increase in NWT by 9% (from 27.5% in 1989 to 29.9% in 2004)	NOT PROVIDED
Increase in NWT by 13% (from 12.4% in 1989 to 14.0% in 1999)	Increase in NWT by 13% (from 12.4% in 1989 to 14.0% in 1999)	Increase in NWT by 13% (from 12.4% in 1989 to 14.0% in 1999)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	Increase in no. of registered businesses inNWT by 15% (from 873 in 1997 to 1,007 in 2000)	Increase in no. of registered businesses inNWT by 15% (from 873 in 1997 to 1,007 in 2000)	Increase in no. of registered businesses inNWT by 11% (from 1,952 in 1997 to 2,167 in 2002)	Increase in no. of registered businesses inNWT by 11% (from 1,952 in 1997 to 2,167 in 2002)	Increase in no. of registered businesses inNWT by 11% (from 1,952 in 1997 to 2,167 in 2002)	Increase in no. of registered businesses inNWT (from 1,952 in 1997 to 2,001 in 2005)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	Partial. Data collection, analysis, and interpretation related to procurement data and initiatives NOT PROVIDED; economic and business opportunity initiative information collected (reported) related to GNWT's work to develop Occupational Standards and a Certification program for various occupations within the cutting and polishing industry (p41-42)	Partial. Data collection, analysis, and interpretation related to procurement data and initiatives NOT PROVIDED; economic and business opportunity initiative information collected (reported) related to GNWT's work to introduce a diamond certification program and development of Occupational Standards for various occupations within the cutting and polishing industry	Partial. Data collection, analysis, and interpretation related to procurement data and initiatives NOT PROVIDED; mention of GNWT's Diamond Certification Program relates to collection (reporting) of economic and business opportunity initiative information (p62)	Partial. Data collection, analysis, and interpretation related to procurement data and initiatives NOT PROVIDED; mention of GNWT's Diamond Certification Program relates to collection (reporting) of economic and business opportunity initiative information (p63)	Partial. Data collection, analysis, and interpretation related to procurement data and initiatives NOT PROVIDED; mention of GNWT's (diamond) certificate of authenticity and GNWT Polished Diamond Certificate Program (p51-52)	Partial. Data collection, analysis, and interpretation related to procurement data and initiatives NOT PROVIDED; mention of GNWT's Polished Diamond Certificate Program (p68)

Appendices

113		Assessment of Project Impact	S. 5.2.1 Impact of the project assessed using the list of health and wellness indicators in the agreement (schedule D); schedule E baseline data used [#163-M]		
114	Net Effects on Government	Expenditure		S. 6.2.2 (t) the net effects on government of the Project will depend partly on how the Project affects other social, economic and cultural components over the life of the Project. The GNWT may develop a model to capture these net effects	
115		Revenue		S. 6.2.2 (t) the net effects on government of the Project will depend partly on how the Project affects other social, economic and cultural components over the life of the Project. The GNWT may develop a model to capture these net effects	
116		Allocation of resource revenue		S. 6.2.2 (t) the net effects on government of the Project will depend partly on how the Project affects other social, economic and cultural components over the life of the Project. The GNWT may develop a model to capture these net effects	
117		Revenue distribution		S. 6.2.2 (t) the net effects on government of the Project will depend partly on how the Project affects other social, economic and cultural components over the life of the Project. The GNWT may develop a model to capture these net effects	

Appendices

Discussion of whether there is a link between trends related to some of the health and wellness indicators and the Project (p7, 18, 21, 22, 25-27); based on the current data, no link was apparent or could be determined between the mines and the list of indicators; unclear if the sources of baseline data used are consistent with those in schedule E	Discussion of whether there is a link between trends related to some of the health and wellness indicators and the Project (p10, 11, 15, 27, 30, 39-42); based on the current data, no link was apparent or could be determined between the mines and the list of indicators; unclear if the sources of baseline data used are consistent with those in schedule E	Discussion of whether there is a link between trends related to some of the health and wellness indicators and the Project (p10, 11, 28, 35, 44-47); based on the current data, no link was apparent or could be determined between the mines and the list of indicators; unclear if the sources of baseline data used are consistent with those in schedule E	Discussion of whether there is a link between trends related to some of the health and wellness indicators and the Project (p10, 11, 28, 35, 44-47); there may be a link between the mines and income, employment; additional data is needed to determine links with these indicators and others; unclear if the sources of baseline data used are consistent with those in schedule E	Discussion of whether there is a link between trends related to some of the health and wellness indicators and the Project (p4-7, 27, 37, 53, 56); there may be a link between the mines and households in core housing need, income, employment; unclear if the sources of baseline data used are consistent with those in schedule E	Discussion of whether there is a link between trends related to some of the health and wellness indicators and the Project (p10, x, xiii-xv, 10, 17, 19, 25-28, 40, 41, 45, 47, 48); there may be link between the mines and STIs, single-parent families, family violence, substance abuse, property crime, drug-related crime, income, in Small Local Communities, employment, income assistance, trapping, hunting and fishing, rise in registered businesses; unclear if the sources of baseline data used are consistent with those in schedule E	Discussion of whether there is a link between trends related to some of the health and wellness indicators and the Project (p 13, 23, 25-27, 29, 33, 37, 46, 49, 53, 55, 65, 72-76,) may be link between mines and single-parent families, total crime in Yellowknife, violent crime, property crimes in Small Local Communities, other criminal code crimes, average income in Small Local Communities, trapping, income assistance, employment; unclear if the sources of baseline data used are consistent with those in schedule E
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
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118	Sustainable Development	secondary industry data and initiatives		S. 6.2.2 (u) secondary industry data and initiatives related to procurement of goods and services for the Project (SEA clause 4.4) and related to the Memorandum of Understanding (outside the SEA) relating to the availability of rough diamonds from the Project to secondary diamond industry manufacturers based in the NWT [#5-M] Apx. D. S. 2 (v) development of sustainable businesses that will not be uniquely dependent on the Project; [#45-M]	
119	COMMUNITY MOBILIZATION	Support Community Mobilization	S. 6.1.1 Community mobilization initiatives continue to be supported [#169-M]		
120		Apx. C Community Mobilization Activities	S. 6.1.1 Communities, organizations, and local businesses are encouraged to meet and discuss approaches which can be used to increase local businesses involvement in project activities [#52-M]		
121			Apx. C. S. 1.0 Information is distributed to support development of cooperative business efforts [#53-M]		

NOT PROVIDED	Secondary industry data: 3 diamond-cutting factories in the NWT; Sirius Diamonds (NWT) opened in June 1999. Deton'Cho Diamonds opened in April 2000 and Arslanian Cutting Works opened in November 2000. As of March 2001, 129 workers at the three factories including 30 trainers and 49 trainees, 10 additional trainees were hired summer of 2001 (p37); Support companies and services have developed in the NWT over the past year to service the diamond industry (primary and secondary) including related to secure shipping, security and jewellery retail. Interest in developing a polished diamond-grading lab in the NWT (p38); GNWT summary of business development activities (all activities reported relate to businesses related to the Project but not solely dependent on the project as they could process diamonds from another source): During the past two years, the GNWT worked with industry to develop Occupational Standards and a Certification program for diamond polishers (cross cutting and brillianteering). Currently, the GNWT is working with industry to also develop Occupational Standards for bruting, sawing and fancy cutting. Discussions have also been held with rough diamond producers on the development of Occupational Standards for Rough Diamond Sorters. Information re: MOU Terms NOT PROVIDED	Secondary industry data: 3 diamond-cutting factories in the NWT. Sirius Diamonds (NWT) opened June 1999, Deton'Cho Diamonds opened April 2000 and Arslanian Cutting Works opened November 2000. Tiffany & Co. slated to open a factory in the second quarter of 2003. With Tiffany, 150 jobs in cutting and polishing in the NWT; additional 40 spin-off jobs downstream. 3 NWT factories are participating in the GNWT CANADIAN ARCTIC™ Diamonds certification program. A number of support companies and services have developed in the NWT over the past year to service the diamond industry (primary and secondary) including related to secure shipping, security, and jewellery retail. Interest in developing a polished diamond grading lab in the NWT. GNWT summary of business development activities (all activities reported relate to businesses related to the Project but not solely dependent on the project as they could process diamonds from another source): GNWT has introduced a voluntary program to certify selected diamonds as mined, cut and polished in the NWT (CANADIAN ARCTIC™ diamond) includes inspection, auditing, and monitoring requirements; first certified diamonds Nov 2000; GNWT provides marketing support as part of the certification program and launched website to promote certified diamonds in 2000; GNWT developed Occupational Standards for various occupations in the cutting and polishing industry. Information re: MOU Terms NOT PROVIDED (p41-43)	Secondary industry data: In 2003 the Northwest Territories had 4 diamond processing plants including: Sirius Diamonds NWT Ltd (established 1999 employs 25); Arslanian Cutting Works NWT Ltd (established 2000, employs 45); Canada Dene Diamonds Ltd (production start 2003, employs 15); Laurelton Diamonds (production start 2003, employs 15); manufacture various brands and market production through various offices/retail outlets, two participate in GNWT Diamond Certification Program. GNWT summary of business development activities (all activities reported relate to businesses related to the Project but not solely dependent on the project as they could process diamonds from another source): GNWT Diamond Certification Program mention Information re: MOU Terms NOT PROVIDED (p62)	Secondary industry data: In 2004 the Northwest Territories had 4 diamond processing plants including: Arslanian Cutting Works NWT Ltd (established 2000, employs 49); Sirius Diamonds NWT Ltd (established 1999 employs 30); Canada Dene Diamonds Ltd (production start 2003, employs 15); Laurelton Diamonds (production start 2003, employs 50); manufacture various brands and market production through various offices/retail outlets, 3 plants participate in GNWT Diamond Certification Program. GNWT summary of business development activities (all activities reported relate to businesses related to the Project but not solely dependent on the project as they could process diamonds from another source): GNWT Diamond Certification Program mention Information re: MOU Terms NOT PROVIDED (p63)	Secondary industry data: In 2005 the Northwest Territories had 4 diamond processing plants including: Arslanian Cutting Works NWT Ltd (established 2000, employs 50); Polar Bear Diamond Factory (established 1999 as Sirius Diamonds, employs 18); Canada Dene Diamonds Ltd (established 2000, will employ over 30); Laurelton Diamonds (employs 50 in Yellowknife); 1 plant manufactures diamonds with the GNWT certificate of authenticity; 2 plants participate in the GNWT Polished Diamond Certificate program. GNWT summary of business development activities (all activities reported relate to businesses related to the Project but not solely dependent on the project as they could process diamonds from another source): GNWT (diamond) certificate of authenticity and GNWT Polished Diamond Certificate Program mention; Information re: MOU Terms NOT PROVIDED (p51-52)	Secondary industry data: In 2006, the NWT had 3 diamond processing plants: Arslanian Cutting Works NWT Ltd.; Polar Bear Diamond Factory; Laurelton Diamonds; employ 100 people in total; 2 factories participate in the GNWT Polished Diamond Certificate Program. GNWT summary of business development activities (all activities reported relate to businesses related to the Project but not solely dependent on the project as they could process diamonds from another source): GNWT Polished Diamond Certificate Program mention; Information re: MOU Terms NOT PROVIDED (p68)
NOT PROVIDED	This annual report attempts to strengthen understanding of the business opportunities resulting from this project (a community mobilization activity): New local diamond cutting factories as well as other new local businesses that support the project (secure shipping, security, jewellery retailer); and a potential polished diamond-grading lab (p38)	This annual report attempts to strengthen understanding of the business opportunities resulting from this project (a community mobilization activity): New local diamond cutting factories, and the sale of "CANADIAN ARCTIC" diamonds, as well as other new local businesses that support the project (secure shipping, security, jewellery retailer); and a potential polished diamond-grading lab (p41-43)	This annual report attempts to strengthen understanding of the business opportunities resulting from this project (a community mobilization activity): Local diamond processing plants, and the GNWT Diamond Certification Program (p62)	This annual report attempts to strengthen understanding of the business opportunities resulting from this project (a community mobilization activity): Local diamond processing plants, and the GNWT Diamond Certification Program (p63)	This annual report attempts to strengthen understanding of the business opportunities resulting from this project (a community mobilization activity): Local diamond processing plants, the GNWT (diamond) certificate of authenticity, and the GNWT Polished Diamond Certificate Program (p51-52)	This annual report attempts to strengthen understanding of the business opportunities resulting from this project (a community mobilization activity): Local diamond processing plants, the GNWT Polished Diamond Certificate Program (p68)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

Appendices

122			Apx. C, S. 2.0 Activities which strengthen understanding of the business opportunities resulting from this project are supported [#54-M]		
123			Apx. C, S. 3.0 Periodic meetings are held to discuss approaches which will enhance community mobilization [#55-M]		
124	MONITORING	Annual meeting to review report	S. 8.3 Meeting carried out with Proponent on an annual basis to review the annual report referred and to develop plans of action that could be undertaken to improve the results [#570A-M]		
125		SE commitment implementation considered, discussed, publicly reported by the adaptive management method			S. 9.1.a. Implementation of commitments made by the Parties regarding socio-economic issues arising from the Project and the Agreement considered, discussed and publicly reported by the adaptive management method [#583-M]
126		Collaborative adaptive management			S. 9.1.b. Work carried out by parties together to maximize the beneficial opportunities, identify the impacts, and minimize and mitigate any negative impacts arising from the Project by the adaptive management method [#584-M]
127		Regular meetings of the Parties			S. 9.2.1. Meetings of the Parties carried out regularly and at multiple levels in order to review and discuss the results of activities and programs undertaken by both Parties, and to identify challenges and opportunities for collaboration intended to improve socio-economic performance [#585-M]
128		Annual GNWT-Proponent leadership meeting			S. 9.2.2.a Meeting of the Proponent's Chief Operating Officer and the GNWT Deputy Ministers of ITI, ECE and H&SS occurs annually [#586-M]
129		Annual GNWT-Proponent working-level representative meeting			S. 9.2.2.c. Meeting of working level representatives from the Proponent and GNWT ECE, H&SS and ITI occurs at least twice per year [#588-M]
130		Additional meetings			S. 9.2.2.d. Other meetings or sharing of information as the Parties may mutually agree on occur [#589-M]

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NOT PROVIDED	This annual report described secondary diamond industry opportunities by describing new local diamond cutting factories as well as other new local businesses that support the project (secure shipping, security, jewellery retailer); and a potential polished diamond-grading lab (p38)	This annual report described local secondary diamond industry opportunities by describing a GNWT program to certify selected diamonds as mined, cut and polished in the NWT ("CANADIAN ARCTIC" diamond), as well as described the secondary diamond industry including the number of jobs created, and other new local businesses that support the project (secure shipping, security, jewellery retailer); and a potential polished diamond-grading lab (p41-43)	This annual report described local secondary diamond industry business opportunities including a description of the four local NWT diamond processing plants, and mentioned GNWT Diamond Certification Program (p62)	This annual report described local secondary diamond industry business opportunities including a description of the four local NWT diamond processing plants, and mentioned GNWT Diamond Certification Program (p63)	This annual report described local secondary diamond industry business opportunities including a description of the four local NWT diamond processing plants, and mentioned the GNWT (Diamond) certificate of authenticity, and the GNWT Polished Diamond Certificate Program (p51-52)	This annual report described local secondary diamond industry business opportunities including a description of the three local NWT diamond processing plants, and mentioned the GNWT Polished Diamond Certificate Program (p68)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A

Appendices

131	MONITORING	Meeting record formalized			S. 9.2.4. Record of all meetings formalized between the Parties, including documentation regarding recommendations for adaptive management measures discussed by the Parties, and all action items agreed to between the Parties [#590-M]
132		Annual consultation with communities	S. 8.4 Consultation carried out annually with points of hire communities and other Northwest Territories communities to review the results of the annual report and to consult with Northern Residents living in those communities on how to improve the results [#571-M]		
133		Comments, concerns, recommendations respecting the SE impacts of the Project invited from Aboriginal Authorities and communities			S. 9.3.1. On providing their reports to the Aboriginal Authorities and the communities in the Local Study Area, Aboriginal Authorities' and the communities' comments, concerns and recommendations respecting the socio-economic impacts of the Project invited by the Parties [#591-M]
134		Meeting with community representatives, Aboriginal Authorities to discuss annual report results			S. 9.3.2. Parties available for joint meeting at least once per year with representatives of each community in the Local Study Area and of the Aboriginal Authorities to discuss the results in the annual reports [#592-M]
135		Response to concerns or recommendations from Aboriginal Authorities/communities			S. 9.4.2. Response provided to formalized concerns or recommendations received from Aboriginal Authorities or communities in the Local Study Area within 90 days after receipt thereof by each Party [#593-M]
136		Consideration of proposals from Aboriginal Authorities, communities			S. 9.4.3. Proposals from the Aboriginal Authorities and communities in the Local Study Area for specific projects or initiatives relating to the Project's socio-economic impacts considered by the Parties [#594-M]
137	MONITORING	Reference to recommendations for adaptive management responses, summary of how recommendations for adaptive management responses were addressed			S. 9.4.4. Work carried out together by the Parties to reference any recommendations for adaptive management responses made to each other or received from the Aboriginal Authorities or communities in the Local Study Area regarding how the Parties can improve the Project's socio-economic contributions or mitigate any negative socio-economic impacts; a summary of how recommendations for adaptive management responses were addressed in its annual report included by each Party [#595-M]

Appendices

N/A	N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A

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138		Appearance before Ad Hoc Committee [NEW]	s. 8.5 If requested by the Minister of Resources, Wildlife and Economic Development, appearance made by representatives annually before an ad hoc Committee comprised of members of the Executive Council and the Legislative Assembly of the Northwest Territories to report on the progress of Northern Residents and Local Businesses in training, employment, and business opportunities [#572-M]		
139		Annual meeting, appearance before Legislative Assembly of the NWT			S. 9.2.2b. Meeting and appearance of the Proponent representatives before representatives of the Legislative Assembly of the NWT occur annually [#587-M]
140		Annual report prepared			S. 8.1. Annual report prepared outlining efforts during the previous calendar year to fulfill its commitments under the SEA including specific information set out in the SEA (and identified under separate indicators) [#578-M]
141		Annual reports prepared by and made publicly available on June 1			S. 8.4.1. To the extent practicable, the required annual reports are prepared by June 1 in each year, and made them publicly available on that day [#579-M]
142		Providing annual report to other party before public release			S. 8.4.2. The other Party (Proponent) provided with a copy of its annual report at least thirty days in advance of its public release [#580-M]
143	MONITORING	Annual report provided to Aboriginal Authorities, communities in the Local Study Area on date it becomes publicly available			S. 8.4.3. On making the annual report publicly available, ensured that copies are provided to the Aboriginal Authorities and to the communities in the Local Study Area on the same date [#581-M]
144		Data managed in accordance with applicable legislation, not disclosing individually identifiable data			S. 8.6.6. Data collected or disclosed subject to and in accordance with the applicable legislation; disclosing of data that would be likely to identify individuals declined [#582-M]
145		Development of monitoring programs and policies	S. 8.1 Work carried out with the Proponent toward the adoption of programmes and policies to improve the monitoring in accordance with the principles as set out in Schedule "H" [#570B-M]		

Appendices

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N/A	N/A	N/A	N/A	N/A	N/A	N/A
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N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A	N/A
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Appendix H-2: GNWT (2008 – 2013)



Appendices

Row #	GNWT INDICATORS		AGREEMENTS		
	Theme Category	General Indicator/Measure	Ekati (1996) Indicator/Measure	Diavik (1999 & 2015) Indicator/Measure	Gahcho Kué (2013) Indicator/Measure
1	Employment & Business Opportunities	Labour Market	S. 4.4.2 Available job skills inventory and other related information regarding northern residents shared with the Proponent [#473-M]		
2		Support to Local Businesses	S. 7.4.2 (a) Appropriate information provided on a timely basis to the Proponent on local business capabilities to provide services and supply goods to the project [#47-M]		
3			S. 7.4.2 (b) Directory of local businesses developed with northern residents in the points of hire [#48-M]		
4			S. 7.4.2 (c) Where appropriate, assistance programs and other businesses services provided to local businesses [#49-M]		
5			S. 7.4.2 (d) Information and experience on business incentive policies shared with Proponent [#50-M]		
6			S. 7.4.2 (e) Where appropriate, directories, catalogues, or databases created, funded, or maintained by GNWT of NWT suppliers, manufacturers, services, etc. shared with the Proponent on an ongoing basis [#51-M]		
7	Employment & Business Opportunities	Supporting Business Development			S. 5.6.a. Principal liaison from the GNWT Department of Industry, Tourism and Investment ("GNWT ITI") designated, for Project-related community economic and business opportunities [#72-M]
8					S. 5.6.b. GNWT activities that support Project-related community economic and business opportunities are co-ordinated through the principal liaison from the GNWT ITI [#73-M]

	2008	2009	2010	2011	2012	2013
	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
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	N/A	N/A	N/A	N/A	N/A	N/A

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9					S. 5.6.c. Collaboration carried out with the Proponent or governing authorities in the Local Study Area and NWT Communities to facilitate co-ordinating business development planning and delivery of business development programs relevant to the Project [#74-M]
10					S. 5.6.d. Meeting carried out with Proponent at least annually to review GNWT program and service delivery plans to identify areas for collaboration [#75-M]
11					S. 5.6.e. Proponent provided information on business development programs delivered by the GNWT [#76-M]
12					S. 5.6.f. Proponent provided with information available to the GNWT on its Business Incentive Policy, which is accessible to the Proponent [#77-M]
13				Appendix C, S. 11.c. Registry of businesses eligible under the GNWT Business Incentive Policy maintained and where possible, access to the data provided to the Proponent for contracts and procurement purposes [#8-M]	S. 5.6.g. Registry maintained of businesses eligible under the GNWT Business Incentive Policy, which is accessible to DBC [#78-M]
14					S. 5.6.h. Development supported by providing NWT Businesses with access to programs for: aboriginal capacity building; business development projects; business creation or expansion; planning and other development costs; pilot or other demonstration projects; and small business [#79-M]
15		Economic and business development efforts		S. 4.4.4 (b) Summary of government efforts towards economic and business development reported [#3-M]	

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	N/A	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A	N/A
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	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
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16	Employment & Business Opportunities			Appendix C, S. 11.a. A general program of business grants, contributions, and loans to maximize business capacities and employment opportunities in Northwest Territories communities provided and actively communicated to eligible participants [#6-M]	
17				Appendix C, S. 11.b. Northwest Territories businesses assisted in acquiring or developing capital where it will result in an increase in the Northwest Territories employment [#7-M]	
18				Appendix C, S. 11.d. Northwest Territories businesses kept informed of opportunities arising from the business opportunities forecast; Northwest Territories businesses assisted in taking advantage of contracting opportunities related to the Project [#9-M]	
19				Appendix C, S. 11.e. Business development process actively supported, the provision of technical business development support services enabled [#10-M]	
20				Appendix C, S. 11.f. Work carried out with Northwest Territories communities to create long-term business and employment opportunities and to increase business capacity [#11-M]	
21				Appendix C, S. 11.g. Upgrading of management and entrepreneurial skills of Northwest Territories residents facilitated [#12-M]	
22				Appendix C, S. 11.h. Identification of opportunities for joint ventures with Northwest Territories businesses assisted [#13-M]	

Appendices

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	The Mineral Development Strategy (MDS) and the Economic Opportunities Strategy (EOS) are described (pp.38-39)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
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Appendices

23				Appendix C, S. 11.i. Design, preparation and development of financial proposals from Northwest Territories businesses facilitated [#14-M]	
24				Appendix C, S. 11.j. Counselling services to assist Northwest Territories businesses through the business development process provided [#15-M]	
25				Appendix C, S. 11.k. Northern business community meetings or conferences related to promoting business opportunities in the Project supported [#16-M]	
26		Employee Survey		S. 6.3.1 Access to Project site and employees provided to GNWT to conduct annual employee survey [#455-M]	
27	Training Programs	(Participation and results in) (employment and) training activities (in Gahcho Kué SEA clause 4.8 related to GNWT support		Apx B, S.2 (b) Existing GNWT training subsidies and support services available through the Apprenticeship Training On The Job Program provided [#312-M]	
28		related to employment and training opportunities)		Apx B, S.2 (c) existing GNWT initiatives such as MineTap and the Minister of Education's Mine Training Committee provided [#313-M]	
29				Apx B, S.2 Upon successful completion of apprenticeship , apprentices who accessed existing GNWT training subsidies and support services, and GNWT initiatives such as MineTap and the Minister of Education's Mine Training Committee hired by the Proponent where reasonable [#468-M]	
30	Training Programs	Pre-employment Training	S. 4.8.3 Pre-employment training programmes for northern residents offered and availability ensured [#341-M]	Apx B, S.5 (a) Pre-employment training programs offered to northern residents [#314-M]	S. 4.8.f. Funding provided for literacy, pre-employment training and trades-related training for GNWT approved activities [#360-M]

Appendices

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31		Accelerated apprenticeship program	S. 4.8.3 Accelerated apprenticeship programme for northern residents developed [#342-M]	Apx B, S.5 (b) Accelerated apprenticeship program to enable Northerners to become qualified tradespeople developed [#315-M]	
32		Professional Development for Mine Employees			S. 4.8.j. Opportunities offered for the Proponent's employees to participate at cost, at the Proponent's expense, in professional development programs or courses organized for the territorial public service [#362-M]
33	Training Programs	Training allowances and support services		Apx B, S.5 (c) Training allowances and support services through the Apprenticeship Training Assistance program provided [#316-M]	
34		Access to education and training allowances		Apx B, S.5 (d) Eligible candidates allowed access to education and training allowances that may be available through the Student Financial Assistance Program and the Canada-GNWT Labour Market Development Agreement [#317-M]	
35		Training Subsidies	S. 4.8 Proponent cooperated with and assisted to obtain any available government assistance sought to carry out its commitment to training and apprenticeships [#339-M]	Apx B, S.5 (e) Training subsidies that may be available through the Training-on-the-Job program provided to eligible candidates [#318-M]	
36		Career counselling services		Apx B, S.5 (f) Careers in the mining industry included in its career counselling services [#319-M]	
37	Training Programs	Liaison			S. 4.8.a. Principal liaison from GNWT ECE designated from time to time for Project related education, training and employment opportunities [#357-M]
38		Review GNWT program and service plans			S. 4.8.b. Meeting conducted with the Proponent at least annually, to review GNWT program and service delivery plans to identify areas for collaboration [#495-M]

Appendices

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N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A

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39		Collaborate in design of literacy and training programming			S. 4.8.c. Collaboration carried out with DBC, Aboriginal organizations, Aurora College, the Mine Training Society and other organizations in the design of relevant literacy and training programming [#358-M]
40		Collaborate in employment support program design			S. 4.8.e. Collaboration carried out with the Proponent to plan, design or co-ordinate the delivery of employment support programs [#496-M]
41	Training Programs	Co-ordinate the delivery of training programs		Apx B, S.5 (g) Delivery of training programs coordinated with industry, Aboriginal organizations, Aurora College and the Mine Training Committee [#320-M]	S. 4.8.d. Collaboration carried out with the Proponent and governing authorities in the communities in the Local Study Area to support the planning and delivery of community-based literacy and training programs [#359-M]
42		Co-operate with Proponent to promote training programs	S. 4.8.1. Cooperation with Proponent realized in promoting training programs deemed appropriate during the construction phase [#340-M]		
43		Career fairs		Apx B, S.5 (h) Regional career fairs organized and supported [#321-M]	S. 4.8.h. Organization of career fairs for high school students and adults promoted and facilitated [#498-M]
44		School Student Supports			S. 4.8.i. Opportunities offered through its school system, for students to take courses and participate in work experiences that prepare them for potential future employment in the mining industry [#361-M]
45	Training Programs	Training Activities Results Reported			S. 8.3.2 Participation and results in training activities described in SEA clause 4.8 reported annually (related to GNWT support to maximize employment and training opportunities for NWT Residents in relation to the project) [#356-I]

The Department of Education, Culture and Employment has been working with other departments and industry to develop apprenticeship and mine-related training programs for NWT residents (p.57)	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
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N/A	N/A	N/A	N/A	N/A	N/A

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46		Employment and training data		S. 6.2.2 (i) Employment and training data and initiatives in the SEA in the section related to direct employment benefits collected, analyzed, and interpreted [#446B-I]	S. 4.8.g. Information on careers in the mining industry which will be made available at GNWT ECE Service Centres to high school counsellors and distributed publicly, developed and distributed [#497-M]
47		NWT Workforce Development			S. 4.8.k. Reasonable efforts used to educate, train and develop an NWT workforce that has the skills required by the Proponent for the project and to make the NWT an attractive residency location for skilled workers [#363-M]
48	Training Programs	Reporting on government training efforts for Project		S. 3.4.4.a Training by community, priority group, job category [#324-I]	
49				S. 3.4.4.b Training by type (job-specific, literacy, pre-employment) [#325-I]	
50				S. 3.4.4.c Training initiatives by type and participation rates by priority group [#326-I]	
51	Cultural Well-being & Traditional Economy	Annual Fur Sales			
52		Aboriginal language use (% of Indigenous population who can speak)			
53		Ratio of home-language use to mother tongue, by major age groups		S. 6.2.2 (l) Ratio of home-language use to mother tongue, by major age groups [#277-I]	S. 8.3.1 j. ratio of home-language use to mother tongue, by major age groups [#291-I]
54		Trapping (% of population engaged in)			
55		Hunting and fishing (% of population engaged in)			

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Decrease in language use in NWT (from 55.6% in 1989 to 43.0% in 2006)	Decrease in language use in NWT (from 55.6% in 1989 to 43.0% in 2006)	Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	Decrease in language use in NWT (from 55.6% in 1989 to 38.0% in 2009)
Decreased ratio in NWT (from 39.9% in 1989 to 25.7% in 2006) Decreased ratio in Yellowknife (from 16.0% in 1989 to 15.2% in 2006) Decreased ratio in remaining communities (from 30.3% in 1989 to 17.2% in 2006) Decreased ratio in small local communities (from 95.5% in 1989 to 79.3% in 2006)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Decrease in trapping in NWT (from 8.0 in 1988 to 5.9 in 2003)	Decrease in trapping in NWT (from 8.0% in 1988 to 6.2% in 2008)	Decrease (trend info only)	Increase (trend info only)	Increase (trend info only)	Decrease in trapping in NWT (from 8.0% in 1988 to 6.2% in 2008)
Decrease in hunting and fishing in NWT (from 42.0% in 1988 to 36.7% in 2003)	Decrease in hunting and fishing in NWT (from 42.0% in 1988 to 39.4% in 2008)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Decrease in hunting and fishing in NWT (from 42.0% in 1988 to 39.4% in 2008)

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56		% of work force (aged group) engaged in traditional activities (by age group)		S. 6.2.2 (k) % of work force aged group engaged in traditional activities [#276A-I]	S. 8.3.1 i. % of work force engaged in traditional activities, by age group [#290-I]
57		Eating country foods (Percentage of Households Reporting that Half or More of the Meat or Fish Consumed is Harvested in the NWT)			
58	Community, Family, and Individual Well-being	Diagnosed injuries and poisoning [PARAMETERS CHANGED]	S. 5.2.1 # of injuries [#155-I]	S. 6.2.2 (m) age-standardized injuries [#128-I]	
59		Injuries, by age group			S. 8.3.1 k. injuries, by age group [#186-I]
60		Potential years of life lost (injury related deaths) [PARAMETERS CHANGED]	S. 5.2.1 # of potential years of life lost [#156-I]		
61		income	S. 5.2.1 # of suicides [#154-I]		
62		No. of teen births	S. 5.2.1 Teen birth rates [#152-I]		
63		Single parent families		S. 6.2.2 (n) single-parent families [#129-I]	S. 8.3.1 l. lone-parent families [#187-I]
64	Community, Family, and Individual Well-being	Children in care / receiving services	S. 5.2.1 # of children in care [#153-I] S. 5.2.6 Proactive approach adopted in assisting points of hire communities establish daycare programs [#167-M]	S. 6.2.2 (r) children in care [#133-I]	S. 8.3.1 p. children in care [#191-I]
65		Family violence / spousal assault incidence [PARAMETERS CHANGED]	S. 5.2.1 # of family violence complaints [#161-I] S. 5.2.7 Proactive approach adopted in assisting points of hire communities prevent spousal abuse [#168-M]		
66		Admission of women and children in shelters		S. 6.2.2 (o) # of mothers and children referred to shelters [#130-I]	S. 8.3.1 m. # of mothers and children referred to shelters [#188-I]

DESCRIBED UNDER TRAPPING, HUNTING & FISHING (ABOVE); ONLY AGES 15+	DESCRIBED UNDER TRAPPING, HUNTING & FISHING (ABOVE); ONLY AGES 15+	DESCRIBED UNDER TRAPPING, HUNTING & FISHING (ABOVE); ONLY AGES 15+	NOT PROVIDED	NOT PROVIDED	DESCRIBED UNDER TRAPPING, HUNTING & FISHING (ABOVE); ONLY AGES 15+
Increase in % in NWT by 8% (from 26.4 in 1993 to 28.4 in 2003)	Increased % in NWT (from 26.4 in 1993 to 28.1 in 2008)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase % in NWT (from 26.4 in 1993 to 28.1 in 2008)
Decreased diagnosed by physicians in NWT (from 11,049 in 1994/95 to 9,106 in 2007/08) Increased diagnosed by nurses overall in NWT (from 3,302 in 2000/01 to 4,056 in 2006/07)	Decreased diagnosed by physicians in NWT (from 11,049 in 1994/95 to 9,177 in 2008/09) Increased diagnosed by nurses overall in NWT (from 3,286 in 2000/01 to 4,066 in 2006/07)	Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	Increased diagnosed by nurses overall in NWT (from 3,278 in 2000/01 to 4,052 in 2006/07)
N/A	N/A	N/A	N/A	N/A	N/A
Decrease in PYLL overall in NWT (from 2,907 in 1991 to 2,441 in 2005)	Increase in PYLL overall in NWT (from 2,907 in 1991 to 3,047 in 2006)	NOT PROVIDED	Decrease (trend info only)	Decrease (trend info only)	Increase in PYLL overall in NWT (from 2,907 in 1991 to 3,289 in 2009)
2-fold increase in suicides overall in NWT (from 2 in 1991 to 4 in 2005)	2-fold increase in suicides overall in NWT (from 2 in 1991 to 4 in 2005)	No observable trend	No observable trend	No observable trend	3.5-fold increase in suicides overall in NWT (from 2 in 1992 to 7 in 2009)
Decrease in teen births overall in NWT (from 107 in 1992 to 73 in 2006)	Decrease in teen births overall in NWT (from 107 in 1992 to 65 in 2007)	Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	Decrease in teen births overall in NWT (from 107 in 1992 to 56 in 2011)
Increase % in NWT (from 15.4 in 1991 to 21.4 in 2006)	Increase % in NWT (from 15.4 in 1991 to 21.4 in 2006)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase % in NWT (from 15.4 in 1991 to 21.3 in 2011)
Increase no. of children in care in NWT (from 422 in 1993/4 to 986 in 2007/08)	Increase no. of children in care in NWT (from 422 in 1993/94 to 1,000 in 2008/09)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	NOT PROVIDED
Increase in spousal assault complaints in NWT (from 451 in 1995 to 516 in 2007)	Increase in spousal assault complaints in NWT (from 451 in 1995 to 533 in 2009)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	NOT PROVIDED
Decrease in NWT (from 630 in 1999/00 to 409 in 2007/08)	Decrease in NWT (from 630 in 1999/00 to 507 in 2008/09)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Decrease in NWT (from 7,159 in 1999/00 to 5,477 in 2012/13)

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67		# of day beds in NWT shelters			
68		Police reported incidences (all)		S. 6.2.2 (p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	S. 8.3.1 n. police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]
69		Police reported drug-related (federal statute) crimes		S. 6.2.2 (p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	S. 8.3.1 n. police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]
70	Community, Family, and Individual Well-being	Police reported property crimes	S. 5.2.1 # of property crimes [#160-I]	S. 6.2.2 (p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	S. 8.3.1 n. police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]
71		Police reported violent crimes		S. 6.2.2 (p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	S. 8.3.1 n. police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]
72		Police reported - other offences		S. 6.2.2 (p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	S. 8.3.1 n. police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]
73		# of alcohol and drug related crimes	S. 5.2.1 # of alcohol and drug related crimes [#159-I]	S. 6.2.2 (p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	S. 8.3.1 n. police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]
74	Community, Family, and Individual Well-being	Sexually transmitted infections	S. 5.2.1 # of communicable diseases (sexually transmitted infections) [#157A-I]	S. 6.2.2 (q) communicable diseases (sexually-transmitted diseases) [#132A-I]	S. 8.3.1 o. communicable diseases (STIs) [#190A-I]
75		Tuberculosis	S. 5.2.1 # of communicable diseases (tuberculosis) [#157B-I]	S. 6.2.2 (q) communicable diseases (tuberculosis) [#132B-I]	S. 8.3.1 o. communicable diseases (TB) [#190B-I]
76	Community, Family, and Individual Well-being	Housing indicators (# of dwellings, average # of persons per dwelling, average # of people per bedroom, % of units with full plumbing and heating systems, etc.)	S. 5.2.1 Housing Indicators (# of dwellings, avg # of persons per dwelling, avg # of persons per bedroom, % of units with full plumbing and heating, etc.) [#151-I]		
77		Households with 6 or more persons (i.e., crowding)	[implied in #151-I (S. 5.2.1 Housing indicators) above]		
78		% dwellings needing major repairs	[implied in #151-I (S. 5.2.1 Housing indicators) above]		

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Increase in overall police reported crimes in NWT (from 12,310 in 1990 to 20,181 in 2007)	Increase in overall police reported crimes in NWT (from 12,310 in 1990 to 20,586 in 2008)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase in overall police reported crimes in NWT (from 11,076 in 1998 to 22,383 in 2012)
Increase in reported federal statute crimes in NWT by 5% (from 602 in 1990 to 657 in 2007)	Increase in reported federal statute crimes in NWT by 5% (from 602 in 1990 to 752 in 2008)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase in reported federal statute crimes in NWT by 5% (from 280 in 1998 to 773 in 2012)
Decrease in reported property crimes in NWT (from 3,328 in 1990 to 2,471 in 2007)	Decrease in reported property crimes in NWT (from 3,328 in 1990 to 2,314 in 2008)	Decrease (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase in reported property crimes in NWT (from 5,414 in 1998 to 10,414 in 2012)
Increase in reported violent crimes in NWT (from 2,031 in 1990 to 3,015 in 2007)	Increase in reported violent crimes in NWT (from 2,031 in 1990 to 2,834 in 2008)	Same as before mines (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase in reported violent crimes in NWT (from 2,572 in 1998 to 3,465 in 2012)
Increase in other reported crimes in NWT by 123% (from 5,339 in 1990 to 13,173 in 2007)	Increase in other reported crimes in NWT by 123% (from 5,339 in 1990 to 13,684 in 2008)	NOT PROVIDED	Increase (trend info only)	Increase (trend info only)	Increase in other reported crimes in NWT (from 2,325 in 1998 to 6,951 in 2012)
SEE "FEDERAL STATUTE CRIMES" ABOVE	SEE "FEDERAL STATUTE CRIMES" ABOVE	SEE "FEDERAL STATUTE CRIMES" ABOVE	SEE "FEDERAL STATUTE CRIMES" ABOVE	SEE "FEDERAL STATUTE CRIMES" ABOVE	SEE "FEDERAL STATUTE CRIMES" ABOVE
Increase in STI incidence in NWT (from 631 in 1991 to 974 in 2007)	Increase in STD incidence in NWT (from 631 in 1991 to 1,166 in 2008)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase in STI incidence in NWT (from 631 in 1991 to 961 in 2013)
Increase in TB incidence in NWT (from 13 in 1991 to 16 in 2007)	Unchanged TB incidence in NWT (from 13 in 1991 to 13 in 2008)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Decrease in TB incidence in NWT (from 13 in 1991-93 to 8 in 2011-13)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Decrease in NWT overall (from 13.9% in 1981 to 6.2% of all households in 2006)	Decrease in NWT overall (from 13.9% in 1981 to 6.7% of all households in 2009)	Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	Decrease in NWT overall (from 13.9% in 1981 to 5.6% of all households in 2011)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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79		Housing - % core need	[implied in #151-I (S. 5.2.1 Housing indicators) above]		
80		Housing - % ownership	[implied in #151-I (S. 5.2.1 Housing indicators) above]		
81		Community well-being index			
82		GNWT Liaison with Proponent			S. 6.3.a. Principal liaison from GNWT H&SS designated for Project related health and wellness initiatives [#192-M]
83		Meetings with Proponent on Program and Service Delivery Plan			S. 6.3.e. Meeting carried out with Proponent at least twice annually to discuss GNWT program and service delivery plans to identify areas for collaboration [#196-M]
84	Community, Family, and Individual Well-being	Collaboration in Planning the Delivery of Mental Health, Addictions and Wellness Programs			S. 6.3.b. Collaboration carried out with Proponent or governing authorities in the Local Study Area and NWT Communities to facilitate the planning and delivery of community-based mental health and additions programs and wellness programs [#193-M]
85		Collaboration in Design of Mental Health, Addictions and Wellness Programs			S. 6.3.c. Collaboration carried out with with Proponent or governing authorities in the Local Study Area and NWT Communities in the design of community mental health and additions programs and wellness programs [#194-M]
86		Funding of Mental Health, Addictions and Wellness Programs			S. 6.3.d. Funding for mental health and additions programs and wellness programs for approved activities provided [#195-M]
87		Information on Mental Health, Addictions and Wellness Programs shared with Proponent			S. 6.3.f. Information on mental health, additions and wellness programs made available to Proponent for sharing with their employees [#197-M]

Decrease in NWT overall (from 19.7% in 1996 to 16.3% of all households in 2004)	Decrease in NWT overall (from 19.7% in 1996 to 19.0% of all households in 2009)	Mixed (increase in Yk; decrease in small communities) (trend info only)	Mixed (increase in Yk; decrease in small communities) (trend info only)	Mixed (increase in Yk; decrease in small communities) (trend info only)	Decrease in NWT overall (from 19.7% in 1996 to 19.0% of all households in 2009)
Increase in NWT overall (from 36.5% in 1986 to 52.8% of all households in 2006)	Increase in NWT overall (from 36.5% in 1986 to 52.5% of all households in 2009)	Decrease (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase in NWT overall (from 36.5% in 1986 to 51.5% of all households in 2011)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A

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88		Efforts to respond to or mitigate effects believed to arise from the project		S. 6.2.2 (s) Any efforts to respond to or mitigate effects believed to arise from the project collected, analyzed, and interpreted [#564-M]	
89		Collection, analysis and interpretation of monitoring data		Amendment, Schedule A, S. 6.2.2. Data related to indicators in Schedule A of the SEA amendment (Monitoring and Reporting Clause) collected, analyzed, and interpreted [#563-M]	
90		Annual Health and Wellness Report	S. 5.2.3 Annual health and wellness report prepared for each point of hire [#164-M]		S. 8.3.1 Data collected for the annual report in a manner that would be useful for analysis of the Project's impacts on NWT communities; collection and analysis of data identified in the SEA included in the annual report but the annual report is not limited to this information [#577-M]
91	Community, Family, and Individual Well-being	Meetings on Annual Health and Wellness Report	S. 5.2.4 Annual meeting with Proponent to review health and wellness report and develop plans of action to improve results carried out [#165-M]		
92		Consultation on Annual Health and Wellness Report	S. 5.2.5 Consultation with Boards, communities, and organizations to review results of the health and wellness report on how to improve results conducted [#166-M]		
93		Sharing monitoring information with community governments	Schedule D, S. 2.0. Information collected through the monitoring process in point of hire communities is shared with their community governments [#162-M]		
94	NON TRADITIONAL ECONOMY	Total Employment income in NWT			
95		Average income	S. 5.2.1 Average income of community residents [#150-I]	S. 6.2.2 (a) average income [#125-I]	S. 8.3.1 a. average income [#181-I]
96		Wage Disparity: % of families with more than \$50,000 income		[same as 'proportion of high income earners? - SEE BELOW]	[same as 'proportion of high income earners? - SEE BELOW]
97		Wage Disparity: % of families with less than \$25,000 income [PARAMETER CHANGED TO \$15,000 IN 2008]		[same as 'proportion of high income earners? - SEE BELOW]	[same as 'proportion of high income earners? - SEE BELOW]

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Partial; data related to some but not all indicators collected, analyzed, and interpreted (see the indicators in this table for result)	Partial; data related to some but not all indicators collected, analyzed, and interpreted (see the indicators in this table for result)	Partial; data related to some but not all indicators collected, analyzed, and interpreted (see the indicators in this table for result)	Partial; data related to some but not all indicators collected, analyzed, and interpreted (see the indicators in this table for result)	Partial; data related to some but not all indicators collected, analyzed, and interpreted (see the indicators in this table for result)	Partial; data related to some but not all indicators collected, analyzed, and interpreted (see the indicators in this table for result)
Reports on Ekati, Diavik and Snap Lake indicators; the annual report reports on nearly but not all indicators in the agreement; indicators are reported collectively rather than for each point of hire in the data tables	Reports on Ekati, Diavik and Snap Lake indicators; the annual report reports on nearly but not all indicators in the agreement; indicators are reported collectively rather than for each point of hire in the data tables	Reports on Ekati, Diavik and Snap Lake indicators; the annual report reports on nearly but not all indicators in the agreement; indicators are reported collectively rather than for each point of hire in the data tables	Reports on Ekati, Diavik and Snap Lake indicators; the annual report reports on nearly but not all indicators in the agreement; indicators are reported collectively rather than for each point of hire in the data tables	Reports on Ekati, Diavik and Snap Lake indicators; the annual report reports on nearly but not all indicators in the agreement; indicators are reported collectively rather than for each point of hire in the data tables	Reports on Ekati, Diavik and Snap Lake indicators; the annual report reports on nearly but not all indicators in the agreement; indicators are reported collectively rather than for each point of hire in the data tables
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Increase in NWT (from \$32,008 in 1991 to \$48,396 in 2006)	Increase in NWT (from \$32,008 in 1991 to \$48,396 in 2006)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase in NWT (from \$32,008 in 1991 to \$56,030 in 2011)
Increased % in NWT (from 25.9 in 1995 to 39.9 in 2004)	Increased % in NWT (from 25.9 in 1995 to 39.9 in 2006)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Increased % in NWT (from 26.1 in 1994 to 44.9 in 2012)
Decreased % in NWT (from 34.0 in 1994 to 24.9 in 2006)	Decreased % in NWT (from 34.0 in 1994 to 24.9 in 2006)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Decreased % in NWT (from 33.8 in 1994 to 23.1 in 2012)

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98		Wage Disparity (in general)		[same as 'proportion of high income earners? - SEE BELOW]	[same as 'proportion of high income earners? - SEE BELOW]
99		Proportion of high income earners		S. 6.2.2 (b) proportion of high income earners [#126-I]	S. 8.3.1 b. proportion of high income earners [#182-I]
100		Employment rate	S. 5.2.1 Employment levels and participation rates [#471-I]	S. 6.2.2 (d) employment [#444-I]	S. 8.3.1 d. employment [#493-I]
101		Participation rate	S. 5.2.1 Employment levels and participation rates [#471-I]	S. 6.2.2 (e) participation rate [#445-I]	S. 8.3.1 e. employment participation rate [#494-I]
102		Unemployment rate			
103		Social assistance / Income support cases	S. 5.2.1 Social Assistance cases [#158-I]	S. 6.2.2 (c) social assistance cases [#127-I]	S. 8.3.1 c. income assistance cases [#183-I]
104		Population with less than Gr 9 education		S. 6.2.2 (g) # of people 15 years and older with less than grade 9 [#310-I]	S. 8.3.1 g. # of people 15 years and older with less than Grade 9 [#184-I]
105		Population with high school completion or greater		S. 6.2.2 (h) # of people 15 years and older with a high school diploma [#311-I]	S. 8.3.1 h. # of people 15 years and older with high school diploma [#185-I]
106		Rates of high school completion	S. 5.2.1 Rates of High School Completion [#472-I]		
107		Population with certification or diploma			
108		Population with university degree			
109		Gross Domestic Product (by sector)			
110		Registered businesses, bankruptcies and start-ups [PARAMETERS CHANGED]		S. 6.2.2 (f) registered businesses, bankruptcies and start-ups [#2-I]	S. 8.3.1 f. registered businesses, bankruptcies and start-ups [#71-I]
111		Business grants, contributions and loans by community		S.4.4.4 (a) business grants, contributions and loans by community [#1-I]	
112		Procurement data and initiatives, and economic and business opportunity initiatives in the SEA in the section related to direct economic benefits and economic diversification		S. 6.2.2 (j) Procurement data and initiatives, and economic and business opportunity initiatives in the SEA in the section related to direct economic benefits and economic diversification collected, analyzed, and interpreted [#4-M]	

NOT PROVIDED	NOT PROVIDED	Decrease (trend info only)	Increase (trend info only)	Increase (trend info only)	NOT PROVIDED
Increase in NWT by 14% from 66.0 in 1994 to 75.1 in 2006 (p.49)	Increase in NWT by 14% from 66.0 in 1994 to 75.1 in 2006	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Increase in NWT by 16% from 66.2 in 1994 to 76.9 in 2011
Increase in NWT (from 65.0 in 1989 to 68.6 in 2005)	Increase in NWT (from 65.0 in 1989 to 68.6 in 2006)	Increase in small communities; flat in Yk (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase in NWT (from 65.0 in 1989 to 66.8 in 2011)
Increase in NWT (from 74.9 in 1989 to 76.5 in 2006)	Increase in NWT (from 74.9 in 1989 to 76.5 in 2006)	Unchanged from before mining (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase in NWT (from 74.9 in 1989 to 75.4 in 2011)
Decrease in NWT (from 13.2 in 1989 to 10.4 in 2006)	Decrease in NWT (from 13.2 in 1989 to 10.4 in 2006)	Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	Decrease in NWT (from 13.2 in 1989 to 11.4 in 2011)
Decrease in average no. of monthly cases in NWT (from 1,898 in 1995 to 1,121 in 2007)	Decrease in average no. of monthly cases in NWT (from 1,898 in 1995 to 1,172 in 2008)	Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	Decrease in average no. of monthly cases in NWT (from 1,898 in 1995 to 1,453 in 2012)
Decrease in NWT (from 22.5% in 1989 to 11.6% in 2004)	Decrease in NWT (from 22.5% in 1989 to 11.6% in 2004)	Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	Decrease in NWT (from 22.5% in 1989 to 9.4% in 2009)
Increase in NWT (from 59.8% in 1991 to 67.0% in 2006)	Increase in NWT (from 59.8% in 1991 to 67.0% in 2006)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase in NWT (from 59.8% in 1989 to 68.9% in 2011)
REPORTED SAME AS 'POPULATION WITH HIGH SCHOOL OR GREATER'	REPORTED SAME AS 'POPULATION WITH HIGH SCHOOL OR GREATER'	REPORTED SAME AS 'POPULATION WITH HIGH SCHOOL OR GREATER'	NOT PROVIDED	NOT PROVIDED	REPORTED SAME AS 'POPULATION WITH HIGH SCHOOL OR GREATER'
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Increase in no. of registered businesses in NWT (from 1,952 in 1997 to 1,953 in 2007/08)	Increase in no. of registered businesses in NWT (from 1,952 in 1997 to 1,953 in 2007)	Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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113		Assessment of Project Impact	S. 5.2.1 Impact of the project assessed using the list of health and wellness indicators in the agreement (schedule D); schedule E baseline data used [#163-M]		
114	Net Effects on Government	Expenditure		S. 6.2.2 (t) the net effects on government of the Project will depend partly on how the Project affects other social, economic and cultural components over the life of the Project. The GNWT may develop a model to capture these net effects	
115		Revenue		S. 6.2.2 (t) the net effects on government of the Project will depend partly on how the Project affects other social, economic and cultural components over the life of the Project. The GNWT may develop a model to capture these net effects	
116		Allocation of resource revenue		S. 6.2.2 (t) the net effects on government of the Project will depend partly on how the Project affects other social, economic and cultural components over the life of the Project. The GNWT may develop a model to capture these net effects	
117		Revenue distribution		S. 6.2.2 (t) the net effects on government of the Project will depend partly on how the Project affects other social, economic and cultural components over the life of the Project. The GNWT may develop a model to capture these net effects	

Partial: report assesses diamond mine impacts on some health and wellness indicators; a link with the mining industry is claimed for education; a possible link is claimed for crime; no link can be determined for all others	No health and wellness indicator trend is attributed to the diamond mines	Report assesses diamond mine impacts on each health and wellness indicator; a link with the mining industry is claimed for housing core need and single parent families; a possible link is claimed for suicides and STIs; no link can be determined for all others	Report assesses diamond mine impacts on each health and wellness indicator; a link with the mining industry is claimed for housing core need, single parent families and education; a possible link is claimed for suicides and STIs; no link can be determined for all others	Report assesses diamond mine impacts on each health and wellness indicator; a link with the mining industry is claimed for housing core need, single parent families and education; a possible link is claimed for suicides and STIs; no link can be determined for all others	Report assesses diamond mine impacts on each health and wellness indicator; a link with the mining industry is claimed for housing core need and education; a possible link is claimed for single parent families; no link can be determined for all others
NOT PROVIDED	Increased costs & demands for services (trend info only)	Increased costs & demands for services (trend info only)	Increased costs & demands for services (trend info only)	Increased costs & demands for services (trend info only)	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	\$43M from mining companies	\$57M from mining companies	\$61M from mining companies	\$50M from mining companies
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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118	Sustainable Development	secondary industry data and initiatives		S. 6.2.2 (u) secondary industry data and initiatives related to procurement of goods and services for the Project (SEA clause 4.4) and related to the Memorandum of Understanding (outside the SEA) relating to the availability of rough diamonds from the Project to secondary diamond industry manufacturers based in the NWT [#5-M] Apx. D, S. 2 (v) development of sustainable businesses that will not be uniquely dependent on the Project; [#45-M]	
119	COMMUNITY MOBILIZATION	Support Community Mobilization	S. 6.1.1 Community mobilization initiatives continue to be supported [#169-M]		
120		Apx. C Community Mobilization Activities	S. 6.1.1 Communities, organizations, and local businesses are encouraged to meet and discuss approaches which can be used to increase local businesses involvement in project activities [#52-M]		
121			Apx. C, S. 1.0 Information is distributed to support development of cooperative business efforts [#53-M]		
122			Apx. C, S. 2.0 Activities which strengthen understanding of the business opportunities resulting from this project are supported [#54-M]		
123			Apx. C, S. 3.0 Periodic meetings are held to discuss approaches which will enhance community mobilization [#55-M]		
124	MONITORING	Annual meeting to review report	S. 8.3 Meeting carried out with Proponent on an annual basis to review the annual report referred and to develop plans of action that could be undertaken to improve the results [#570A-M]		

	N/A	2/3 of diamond mines closed temporarily; diamond cutting and polishing firms decreased	One diamond manufacturer operating	One diamond manufacturer operating	One diamond manufacturer operating	One diamond manufacturer operating
	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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125		SE commitment implementation considered, discussed, publicly reported by the adaptive management method			S. 9.1.a. Implementation of commitments made by the Parties regarding socio-economic issues arising from the Project and the Agreement considered, discussed and publicly reported by the adaptive management method [#583-M]
126		Collaborative adaptive management			S. 9.1.b. Work carried out by parties together to maximize the beneficial opportunities, identify the impacts, and minimize and mitigate any negative impacts arising from the Project by the adaptive management method [#584-M]
127		Regular meetings of the Parties			S. 9.2.1. Meetings of the Parties carried out regularly and at multiple levels in order to review and discuss the results of activities and programs undertaken by both Parties, and to identify challenges and opportunities for collaboration intended to improve socio-economic performance [#585-M]
128		Annual GNWT-Proponent leadership meeting			S. 9.2.2.a Meeting of the Proponent's Chief Operating Officer and the GNWT Deputy Ministers of ITI, ECE and H&SS occurs annually [#586-M]
129		Annual GNWT-Proponent working-level representative meeting			S. 9.2.2.c. Meeting of working level representatives from the Proponent and GNWT ECE, H&SS and ITI occurs at least twice per year [#588-M]
130		Additional meetings			S. 9.2.2.d. Other meetings or sharing of information as the Parties may mutually agree on occur [#589-M]
131	MONITORING	Meeting record formalized			S. 9.2.4. Record of all meetings formalized between the Parties, including documentation regarding recommendations for adaptive management measures discussed by the Parties, and all action items agreed to between the Parties [#590-M]

Appendices

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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132		Annual consultation with communities	S. 8.4 Consultation carried out annually with points of hire communities and other Northwest Territories communities to review the results of the annual report and to consult with Northern Residents living in those communities on how to improve the results [#571-M]		
133		Comments, concerns, recommendations respecting the SE impacts of the Project invited from Aboriginal Authorities and communities			S. 9.3.1. On providing their reports to the Aboriginal Authorities and the communities in the Local Study Area, Aboriginal Authorities' and the communities' comments, concerns and recommendations respecting the socio-economic impacts of the Project invited by the Parties [#591-M]
134		Meeting with community representatives, Aboriginal Authorities to discuss annual report results			S. 9.3.2. Parties available for joint meeting at least once per year with representatives of each community in the Local Study Area and of the Aboriginal Authorities to discuss the results in the annual reports [#592-M]
135		Response to concerns or recommendations from Aboriginal Authorities/communities			S. 9.4.2. Response provided to formalized concerns or recommendations received from Aboriginal Authorities or communities in the Local Study Area within 90 days after receipt thereof by each Party [#593-M]
136		Consideration of proposals from Aboriginal Authorities, communities			S. 9.4.3. Proposals from the Aboriginal Authorities and communities in the Local Study Area for specific projects or initiatives relating to the Project's socio-economic impacts considered by the Parties [#594-M]

	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
	N/A	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A	N/A	N/A

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137	MONITORING	Reference to recommendations for adaptive management responses, summary of how recommendations for adaptive management responses were addressed			S. 9.4.4. Work carried out together by the Parties to reference any recommendations for adaptive management responses made to each other or received from the Aboriginal Authorities or communities in the Local Study Area regarding how the Parties can improve the Project's socio-economic contributions or mitigate any negative socio-economic impacts; a summary of how recommendations for adaptive management responses were addressed in its annual report included by each Party [#595-M]
138		Appearance before Ad Hoc Committee [NEW]	s. 8.5 If requested by the Minister of Resources, Wildlife and Economic Development, appearance made by representatives annually before an ad hoc Committee comprised of members of the Executive Council and the Legislative Assembly of the Northwest Territories to report on the progress of Northern Residents and Local Businesses in training, employment, and business opportunities [#572-M]		
139		Annual meeting, appearance before Legislative Assembly of the NWT			S. 9.2.2b. Meeting and appearance of the Proponent representatives before representatives of the Legislative Assembly of the NWT occur annually [#587-M]
140		Annual report prepared			S. 8.1. Annual report prepared outlining efforts during the previous calendar year to fulfill its commitments under the SEA including specific information set out in the SEA (and identified under separate indicators) [#578-M]
141		Annual reports prepared by and made publicly available on June 1			S. 8.4.1. To the extent practicable, the required annual reports are prepared by June 1 in each year, and made them publicly available on that day [#579-M]

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N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A

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142		Providing annual report to other party before public release			S. 8.4.2. The other Party (Proponent) provided with a copy of its annual report at least thirty days in advance of its public release [#580-M]
143	MONITORING	Annual report provided to Aboriginal Authorities, communities in the Local Study Area on date it becomes publicly available			S. 8.4.3. On making the annual report publicly available, ensured that copies are provided to the Aboriginal Authorities and to the communities in the Local Study Area on the same date [#581-M]
144		Data managed in accordance with applicable legislation, not disclosing individually identifiable data			S. 8.6.6. Data collected or disclosed subject to and in accordance with the applicable legislation; disclosing of data that would be likely to identify individuals declined [#582-M]
145		Development of monitoring programs and policies	S. 8.1 Work carried out with the Proponent toward the adoption of programmes and policies to improve the monitoring in accordance with the principles as set out in Schedule "H" [#570B-M]		

N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A
N/A	N/A	N/A	N/A	N/A	N/A

Appendices

Appendix H-3: GNWT (2014 – 2019)



Appendices

Row #	GNWT INDICATORS		AGREEMENTS		
	Theme Category	General Indicator/Measure	Ekati (1996) Indicator/Measure	Diavik (1999 & 2015) Indicator/Measure	Gahcho Kué (2013) Indicator/Measure
1	Employment & Business Opportunities	Labour Market	S. 4.4.2 Available job skills inventory and other related information regarding northern residents shared with the Proponent [#473-M]		
2		Support to Local Businesses	S. 7.4.2 (a) Appropriate information provided on a timely basis to the Proponent on local business capabilities to provide services and supply goods to the project [#47-M]		
3			S. 7.4.2 (b) Directory of local businesses developed with northern residents in the points of hire [#48-M]		
4			S. 7.4.2 (c) Where appropriate, assistance programs and other businesses services provided to local businesses [#49-M]		
5			S. 7.4.2 (d) Information and experience on business incentive policies shared with Proponent [#50-M]		
6			S. 7.4.2 (e) Where appropriate, directories, catalogues, or databases created, funded, or maintained by GNWT of NWT suppliers, manufacturers, services, etc. shared with the Proponent on an ongoing basis [#51-M]		
7	Employment & Business Opportunities	Supporting Business Development			S. 5.6.a. Principal liaison from the GNWT Department of Industry, Tourism and Investment ("GNWT ITI") designated, for Project-related community economic and business opportunities [#72-M]
8					S. 5.6.b. GNWT activities that support Project-related community economic and business opportunities are co-ordinated through the principal liaison from the GNWT ITI [#73-M]
9					S. 5.6.c. Collaboration carried out with the Proponent or governing authorities in the Local Study Area and NWT Communities to facilitate co-ordinating business development planning and delivery of business development programs relevant to the Project [#74-M]
10					S. 5.6.d. Meeting carried out with Proponent at least annually to review GNWT program and service delivery plans to identify areas for collaboration [#75-M]
11					S. 5.6.e. Proponent provided information on business development programs delivered by the GNWT [#76-M]

2014	2015	2016	2017	2018	2019
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Operating out of the Regional Office network, ITI EDOs provide business support services and program delivery to people and companies throughout the NWT. They also apply their knowledge of the needs of industry in the regions where there is capacity for expanding or initiating local businesses . (p.57)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	BizPaL provides prospective business owners and entrepreneurs access to permit and licence information across Canada. Information seekers answer a short series of questions about their current or proposed business and a customized list is created of the permits and licences needed from all levels of government. The service is the result of collaboration between federal, provincial/territorial, regional and local participating governments. (p.62)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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12					S. 5.6.f. Proponent provided with information available to the GNWT on its Business Incentive Policy, which is accessible to the Proponent [#77-M]
13				Appendix C, S. 11.c. Registry of businesses eligible under the GNWT Business Incentive Policy maintained and where possible, access to the data provided to the Proponent for contracts and procurement purposes [#8-M]	S. 5.6.g. Registry maintained of businesses eligible under the GNWT Business Incentive Policy, which is accessible to DBC [#78-M]
14					S. 5.6.h. Development supported by providing NWT Businesses with access to programs for: aboriginal capacity building; business development projects; business creation or expansion; planning and other development costs; pilot or other demonstration projects; and small business [#79-M]
15		Economic and business development efforts		S. 4.4.4 (b) Summary of government efforts towards economic and business development reported [#3-M]	
16	Employment & Business Opportunities			Appendix C, S. 11.a. A general program of business grants, contributions, and loans to maximize business capacities and employment opportunities in Northwest Territories communities provided and actively communicated to eligible participants [#6-M]	
17				Appendix C, S. 11.b. Northwest Territories businesses assisted in acquiring or developing capital where it will result in an increase in the Northwest Territories employment [#7-M]	
18				Appendix C, S. 11.d. Northwest Territories businesses kept informed of opportunities arising from the business opportunities forecast; Northwest Territories businesses assisted in taking advantage of contracting opportunities related to the Project [#9-M]	

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	ITI Economic Development Officers (EDOs) provide business support services and program delivery to people and companies throughout the NWT. They also apply their knowledge of the needs of industry in the regions where there is capacity for expanding or initiating local businesses. EDOs are an information source on market data and on the development of opportunities in a wide range of economic sectors. This assistance helps small businesses build capacity and set strategic goals. (p.57)	To support labour market development, employment and training, ECE delivers programs in communities to individuals, employers and organizations. The Department also assists communities in developing Community Labour Market Development Plans that work to identify anticipated skill gaps and help the community to prioritize training opportunities. (p.15)	Labour Market Programs include Skills 4 Success (designed to improve employment success for NWT residents by closing skill gaps for in-demand jobs, and more effectively responding to employer and industry needs) and Labour Market Agreements (GNWT maintains various labour market agreements with the federal government to deliver programs for individuals, employers, and organizations that support training and employment for NWT residents). (p.46)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	The GNWT supports existing public and private sector programs that enable the provision of technical business development support services through the ITI Regional Offices; Community Transfer Initiative; Community Futures Program; SEED Policy; NWT Business Development and Investment Corporation (BDIC); GNWT Business Incentive Policy and eProcurement System; BizPal; and Aurora College (pp.22-28)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Community Futures Program (CFP) is a community-based regional approach to employment creation and economic development. CFDCs offer help to companies through programs that may include loans, business planning, lines and letters of credit, information and training. (p.58)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Community Futures Program (CFP) is a community-based regional approach to employment creation and economic development. The CFP is delivered through ITI Regional Offices and the GNWT currently funds five Community Futures Development Corporations (CFDCs) operating in the NWT with: Year-to-year contribution funding for operations; Non-repayable investment fund capital; and Access to low-cost capital via the NWT BDIC. (p.58)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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19				Appendix C, S. 11.e. Business development process actively supported, the provision of technical business development support services enabled [#10-M]	
20				Appendix C, S. 11.f. Work carried out with Northwest Territories communities to create long-term business and employment opportunities and to increase business capacity [#11-M]	
21				Appendix C, S. 11.g. Upgrading of management and entrepreneurial skills of Northwest Territories residents facilitated [#12-M]	
22				Appendix C, S. 11.h. Identification of opportunities for joint ventures with Northwest Territories businesses assisted [#13-M]	
23				Appendix C, S. 11.i. Design, preparation and development of financial proposals from Northwest Territories businesses facilitated [#14-M]	
24				Appendix C, S. 11.j. Counselling services to assist Northwest Territories businesses through the business development process provided [#15-M]	

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	The GNWT supports existing public and private sector programs that enable the provision of technical business development support services through the ITI Regional Offices; Community Transfer Initiative; Community Futures Program; SEED Policy; NWT Business Development and Investment Corporation (BDIC); GNWT Business Incentive Policy and eProcurement System; BizPal; and Aurora College. (p.56)	NOT PROVIDED	NOT PROVIDED
The Mineral Development Strategy (MDS) and the Economic Opportunities Strategy (EOS) are described (p.36)	The Mineral Development Strategy (MDS) and the Economic Opportunities Strategy (EOS) are described (p.45)	The Mineral Development Strategy (MDS) is described (p.12)	Support for Entrepreneurs and Economic Development (SEED) Policy programming is designed to help start or expand NWT businesses, improve business knowledge and capacity and investigate new sector business opportunities. (p.59) The Northwest Territories Business Development and Investment Corporation (BDIC)'s mission is to support the Northwest Territories' economy by encouraging the creation and development of businesses in communities by offering a wide range of financial programs and business support services to support the economic goals of the GNWT. (p.60) Canada Business Northwest Territories (CBNWT) provides NWT residents with information and resources to help them start or grow their business. (p.62)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	BizPal provides entrepreneurs and prospective business owners in the NWT an easy and convenient way to access critical information needed to establish and run a business by streamlining the business permitting and licensing process. (p.62)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	EDOs funded through the CTI program provide business counselling as needed, assist with business network development and funding applications, matching local companies with business opportunities and working to increase local employment. (p.58)	NOT PROVIDED	NOT PROVIDED

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25				Appendix C, S. 11.k. Northern business community meetings or conferences related to promoting business opportunities in the Project supported [#16-M]	
26		Employee Survey		S. 6.3.1 Access to Project site and employees provided to GNWT to conduct annual employee survey [#455-M]	
27	Training Programs	(Participation and results in) (employment and) training activities (in Gahcho Kué SEA clause 4.8 related to GNWT support related to employment and training opportunities)		Apx B, S.2 (b) Existing GNWT training subsidies and support services available through the Apprenticeship Training On The Job Program provided [#312-M]	
28				Apx B, S.2 (c) existing GNWT initiatives such as MineTap and the Minister of Education's Mine Training Committee provided [#313-M]	
29				Apx B, S.2 Upon successful completion of apprenticeship , apprentices who accessed existing GNWT training subsidies and support services, and GNWT initiatives such as MineTap and the Minister of Education's Mine Training Committee hired by the Proponent where reasonable [#468-M]	
30	Training Programs	Pre-employment Training	S. 4.8.3 Pre-employment training programmes for northern residents offered and availability ensured [#341-M]	Apx B, S.5 (a) Pre-employment training programs offered to northern residents [#314-M]	S. 4.8.f. Funding provided for literacy, pre-employment training and trades-related training for GNWT approved activities [#360-M]
31		Accelerated apprenticeship program	S. 4.8.3 Accelerated apprenticeship programme for northern residents developed [#342-M]	Apx B, S.5 (b) Accelerated apprenticeship program to enable Northerners to become qualified tradespeople developed [#315-M]	

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	ITI EDOs often work to facilitate economic development in the regions by participating in business community meetings, such as Chamber of Commerce meetings and conferences. (p.57)	In 2018 a number of meetings and conferences were facilitated in the interest of greater engagement between communities, government and the mining industry: Promoting Employment Workshop; Indigenous Women in Mining Conference; Senior Leadership Meetings; Indigenous Governments and Organizations Meetings; and Recruitment Workshops (p.25)	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Apprenticeship Training-on-the-Job (ATOJ) is a wage subsidy program. The principal goal of the program is to increase the number of skilled northern residents in designated trades through supported training. (p.22) In 2017, it was provided in Yellowknife. (p.16)	NOT PROVIDED	Apprenticeship Training-on-the-Job (ATOJ) operates in Behchoko, Wekweeti and Yellowknife/Dettah/Ndilo (p.45)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	In 2017, pre-employment training was provided in Yellowknife, Behchoko, Whati, Gameti, Wekweeti and Lutselk'e (via Student Financial Assistance program). (pp.16-21) The GNWT's Department of Education, Culture and Employment (ECE) supports the delivery of training, career development, and employment development programs in the Northwest Territories. It also provides services related to career development including coordination of funding . (p.15)	The Department of ECE administers the Apprenticeship, Trades and Occupation Certification (ATOC) Program and further supports the development, maintenance and delivery of designated trade and occupation training with associated programs providing wage subsidies to employers, pre-employment training for residents, career counseling and funding for community literacy programs. (p.19) Through joint investments from the GNWT, federal government, and the mining industry, training programs are available for those looking to break into the industry. Examples include: Introduction to the Mining Industry, Safety Boot Camp and the prospecting, geoscience field assistant, and surface mining courses sponsored in-part by the GNWT, and offered through the NWT Mine Training Society. (p.19)	Community Literacy Development Funds program operating in Yellowknife/Dettah/Ndilo and Behchoko (p.45)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	In the interest of providing NWT residents the qualifications necessary to find work in mining as well as other industries, the GNWT delivers the Northwest Territories Apprenticeship, Trades and Occupation Certification (ATOC) Program. (p.19)	NOT PROVIDED

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32		Professional Development for Mine Employees			S. 4.8.j. Opportunities offered for the Proponent's employees to participate at cost, at the Proponent's expense, in professional development programs or courses organized for the territorial public service [#362-M]
33	Training Programs	Training allowances and support services		Apx B, S.5 (c) Training allowances and support services through the Apprenticeship Training Assistance program provided [#316-M]	
34		Access to education and training allowances		Apx B, S.5 (d) Eligible candidates allowed access to education and training allowances that may be available through the Student Financial Assistance Program and the Canada-GNWT Labour Market Development Agreement [#317-M]	
35		Training Subsidies	S. 4.8 Proponent cooperated with and assisted to obtain any available government assistance sought to carry out its commitment to training and apprenticeships [#339-M]	Apx B, S.5 (e) Training subsidies that may be available through the Training-on-the-Job program provided to eligible candidates [#318-M]	
36		Career counselling services		Apx B, S.5 (f) Careers in the mining industry included in its career counselling services [#319-M]	
37	Training Programs	Liaison			S. 4.8.a. Principal liaison from GNWT ECE designated from time to time for Project related education, training and employment opportunities [#357-M]
38		Review GNWT program and service plans			S. 4.8.b. Meeting conducted with the Proponent at least annually, to review GNWT program and service delivery plans to identify areas for collaboration [#495-M]
39		Collaborate in design of literacy and training programming			S. 4.8.c. Collaboration carried out with DBC, Aboriginal organizations, Aurora College, the Mine Training Society and other organizations in the design of relevant literacy and training programming [#358-M]
40		Collaborate in employment support program design			S. 4.8.e. Collaboration carried out with the Proponent to plan, design or co-ordinate the delivery of employment support programs [#496-M]
41	Training Programs	Co-ordinate the delivery of training programs		Apx B, S.5 (g) Delivery of training programs coordinated with industry, Aboriginal organizations, Aurora College and the Mine Training Committee [#320-M]	S. 4.8.d. Collaboration carried out with the Proponent and governing authorities in the communities in the Local Study Area to support the planning and delivery of community-based literacy and training programs [#359-M]

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	No information provided on the Student Financial Assistance Program . The Canada-NWT Labour Market Development Agreement (LMDA) allows the NWT to deliver labour market programs that support unemployed residents who are in receipt of employment insurance benefits or have been in receipt of employment insurance benefits within the past three to five years. (p.22) No such programs were held in NWT communities in 2017.	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Apprenticeship Training-on-the-Job (ATOJ) is a wage subsidy program. The principal goal of the program is to increase the number of skilled northern residents in designated trades through supported training. (p.22) In 2017, it was provided in Yellowknife. (p.16)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Career counselling resources related to the mining industry are accessible in ECE Service Centres, schools, libraries, Aurora College campuses, Community Learning Centres and online. (p.24)	Career counselling resources related to the mining industry are accessible in ECE Service Centres, schools, libraries, Aurora College campuses, Community Learning Centres, and online. (p.16)	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Since its inception, the NWT Mine Training Society has worked with government and NWT mines to help 1,460 NWT residents find employment in the NWT mining industry – that's 7% of the entire NWT working labour force. (p.19)	The Mine Training Society is a unique partnership between Indigenous governments, public government and the mining industry. It has been helping Northerners find long-term employment in the mining industry for more than a decade. (p.49)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Employment Assistance Services (EAS) allows community partners to deliver career and employment assistance for direct local needs. (p.24)	Since its inception, the NWT Mine Training Society has worked with government and NWT mines to help 1,460 NWT residents find employment in the NWT mining industry – that's 7% of the entire NWT working labour force. (p.19)	The Mine Training Society is a unique partnership between Indigenous governments, public government and the mining industry. It has been helping Northerners find long-term employment in the mining industry for more than a decade. (p.49)

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42		Co-operate with Proponent to promote training programs	S. 4.8.1. Cooperation with Proponent realized in promoting training programs deemed appropriate during the construction phase [#340-M]		
43		Career fairs		Apx B, S.5 (h) Regional career fairs organized and supported [#321-M]	S. 4.8.h. Organization of career fairs for high school students and adults promoted and facilitated [#498-M]
44		School Student Supports			S. 4.8.i. Opportunities offered through its school system, for students to take courses and participate in work experiences that prepare them for potential future employment in the mining industry [#361-M]
45	Training Programs	Training Activities Results Reported			S. 8.3.2 Participation and results in training activities described in SEA clause 4.8 reported annually (related to GNWT support to maximize employment and training opportunities for NWT Residents in relation to the project) [#356-I]
46		Employment and training data		S. 6.2.2 (i) Employment and training data and initiatives in the SEA in the section related to direct employment benefits collected, analyzed, and interpreted [#446B-I]	S. 4.8.g. Information on careers in the mining industry which will be made available at GNWT ECE Service Centres to high school counsellors and distributed publicly, developed and distributed [#497-M]
47		NWT Workforce Development			S. 4.8.k. Reasonable efforts used to educate, train and develop an NWT workforce that has the skills required by the Proponent for the project and to make the NWT an attractive residency location for skilled workers [#363-M]

N/A	N/A	N/A	N/A	N/A	N/A
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	The GNWT provided career counselling services and support to career fairs that included mining jobs and information under the program area of Education, Culture and Employment (ECE) Service Centres (p.24) 2017 career fair events included NWT-North Regional Skills Competition & Career Fair (Mar. 16/2017), NWT-South Regional Skills Competition & Career Fair (Feb.23/2017), Territorial Skills Competition & Career Expo (May 2, 2017). (p.27)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Schools North Apprenticeship Program (SNAP) is a program that allows students to register as apprentices and stay in school while gaining trades experience and earning school credits. This program is based on a partnership between industry, ECE and high schools. (p.28)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	See rows in table that respond to Gahcho Kué S. 4.8	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Education, Culture and Employment (ECE) Service Centres [give support] to NWT schools to increase student and staff understanding of programs and services. (p.24)	The GNWT collects and compiles employment and training indicators such as educational achievement, employment and unemployment rates, and workforce participation rates to help develop training and employment programs that will see NWT residents benefit from jobs and economic opportunities that exist in the NWT. (p.15)	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Numerous training initiatives are provided by GNWT, including: Apprenticeship Training-on-the-Job (ATOJ); Community Literacy Development Fund (CLDF); Student Financial Assistance (SFA); Labour Market Development Agreement (LMDA); Building Essential Skills (BES); Self-Employment Option (SEO); Training on-the-Job (TOJ); The Canada-Northwest Territories Job Fund Agreement; Community Initiatives; Small Community Employment Support (SCES); NWT Job Futures; Education, Culture and Employment (ECE) Service Centres; Employment Assistance Services (EAS); Career Counselling Resources; Aurora College; Funding for Mine Training Society (MTS); Apprenticeship and Occupational Certification (AOC); and Schools North Apprenticeship Program (SNAP). (pp.22-28)	To support labour market development, employment and training, ECE delivers programs in communities to individuals, employers and organizations. The Department also assists communities in developing Community Labour Market Development Plans that work to identify anticipated skill gaps and help the community to prioritize training opportunities. Through the Canada-NWT Labour Market Agreements, the GNWT receives funding from the federal government for short-term employment and training programs designed to meet the needs of the Northwest Territories' labour market and help close the skill gap. (p.15)	2019 Training Investments by GNWT identified include: - Community Literacy Development Funds; - Apprenticeship Training-on-the-Job; - Training-on-the-Job/Labour Market Agreement – Work Experience; - Student Financial Assistance; - Building Essential Skill/Labour Market Agreement – Skills Development; - Self-Employment Option/Labour Market Development Agreement and Canada Job Fund; and - Small Community Employment Support (p.45)

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48	Training Programs	Reporting on government training efforts for Project		S. 3.4.4.a Training by community, priority group, job category [#324-I]	
49				S. 3.4.4.b Training by type (job-specific, literacy, pre-employment) [#325-I]	
50				S. 3.4.4.c Training initiatives by type and participation rates by priority group [#326-I]	
51	Cultural Well-being & Traditional Economy	Annual Fur Sales			
52		Aboriginal language use (% of Indigenous population who can speak)			
53		Ratio of home-language use to mother tongue, by major age groups		S. 6.2.2 (l) Ratio of home-language use to mother tongue, by major age groups [#277-I]	S. 8.3.1 j. ratio of home-language use to mother tongue, by major age groups [#291-I]
54		Trapping (% of population engaged in)			
55		Hunting and fishing (% of population engaged in)			
56		% of work force (aged group) engaged in traditional activities (by age group)		S. 6.2.2 (k) % of work force aged group engaged in traditional activities [#276A-I]	S. 8.3.1 i. % of work force engaged in traditional activities, by age group [#290-I]
57		Eating country foods (Percentage of Households Reporting that Half or More of the Meat or Fish Consumed is Harvested in the NWT)			
58	Community, Family, and Individual Well-being	Diagnosed injuries and poisoning [PARAMETERS CHANGED]	S. 5.2.1 # of injuries [#155-I]	S. 6.2.2 (m) age-standardized injuries [#128-I]	
59		Injuries, by age group			S. 8.3.1 k. injuries, by age group [#186-I]
60		Potential years of life lost (injury related deaths) [PARAMETERS CHANGED]	S. 5.2.1 # of potential years of life lost [#156-I]		
61		income	S. 5.2.1 # of suicides [#154-I]		
62		No. of teen births	S. 5.2.1 Teen birth rates [#152-I]		
63		Single parent families		S. 6.2.2 (n) single-parent families [#129-I]	S. 8.3.1 l. lone-parent families [#187-I]
64	Community, Family, and Individual Well-being	Children in care / receiving services	S. 5.2.1 # of children in care [#153-I] S. 5.2.6 Proactive approach adopted in assisting points of hire communities establish daycare programs [#167-M]	S. 6.2.2 (r) children in care [#133-I]	S. 8.3.1 p. children in care [#191-I]
65		Family violence / spousal assault incidence [PARAMETERS CHANGED]	S. 5.2.1 # of family violence complaints [#161-I] S. 5.2.7 Proactive approach adopted in assisting points of hire communities prevent spousal abuse [#168-M]		
66		Admission of women and children in shelters		S. 6.2.2 (o) # of mothers and children referred to shelters [#130-I]	S. 8.3.1 m. # of mothers and children referred to shelters [#188-I]

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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Tables of training programs, by type and ethnicity, and participation by priority group, are provided for the communities of Yellowknife/Detah/Ndilo, Behchokò, Whati, Gamèti, Wekweèti, and Łutselk'e (pp.16-21)	NOT PROVIDED	2019 Training Investments graphic (p.45) identifies the suite of programs offered in each GNWT community
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Tables of training programs, by type and ethnicity, and participation by priority group, are provided for the communities of Yellowknife/Detah/Ndilo, Behchokò, Whati, Gamèti, Wekweèti, and Łutselk'e (pp.16-21)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Tables of training programs, by type and ethnicity, and participation by priority group, are provided for the communities of Yellowknife/Detah/Ndilo, Behchokò, Whati, Gamèti, Wekweèti, and Łutselk'e (pp.16-21)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	Decrease since 2010 (trend info only)	Decrease since 2010 (trend info only)	Increase over previous year (trend info only)	NOT PROVIDED	NOT PROVIDED
Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	NOT PROVIDED	Decrease in language use in NWT (from 38.5% in 2014 to 32.2% in 2019)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
No observable trend (trend info only)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Increase (trend info only)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
DESCRIBED UNDER TRAPPING, HUNTING & FISHING (ABOVE); ONLY AGES 15+	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
No observable trend (trend info only)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	NOT PROVIDED	Decreased diagnosed by physicians in NWT (since 1994/95) (p.12)
Decrease (trend info only)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	NOT PROVIDED	NOT PROVIDED	Relatively unchanged since 1996 (p.10)
No observable trend (trend info only)	No observable trend (trend info only)	No observable trend (trend info only)	NOT PROVIDED	NOT PROVIDED	The rate in the territory has remained relatively consistent since 1996 (p.11)
Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	NOT PROVIDED	Decrease (trend info only)
Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	NOT PROVIDED	Steady since 2001 (p.15)
NOT PROVIDED	No observable trend (trend info only)	No observable trend (trend info only)	No observable trend (trend info only)	NOT PROVIDED	Increase since 2000 (p.17)
No observable trend (trend info only)	No observable trend (trend info only)	No observable trend (trend info only)	No observable trend (trend info only)	NOT PROVIDED	No observable trend (trend info only)
NOT PROVIDED	No observable trend (trend info only)	No observable trend (trend info only)	No observable trend (trend info only)	NOT PROVIDED	No observable trend (trend info only) (p.18)

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67		# of day beds in NWT shelters			
68		Police reported incidences (all)		S. 6.2.2 (p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	S. 8.3.1 n. police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]
69		Police reported drug-related (federal statute) crimes		S. 6.2.2 (p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	S. 8.3.1 n. police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]
70	Community, Family, and Individual Well-being	Police reported property crimes	S. 5.2.1 # of property crimes [#160-I]	S. 6.2.2 (p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	S. 8.3.1 n. police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]
71		Police reported violent crimes		S. 6.2.2 (p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	S. 8.3.1 n. police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]
72		Police reported - other offences		S. 6.2.2 (p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	S. 8.3.1 n. police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]
73		# of alcohol and drug related crimes	S. 5.2.1 # of alcohol and drug related crimes [#159-I]	S. 6.2.2 (p) # of police-reported crimes, according to the following categories: violent, property, drug-related, other [#131-I]	S. 8.3.1 n. police-reported crimes, according to the following categories: violent, property, drug-related, other [#189-I]
74	Community, Family, and Individual Well-being	Sexually transmitted infections	S. 5.2.1 # of communicable diseases (sexually transmitted infections) [#157A-I]	S. 6.2.2 (q) communicable diseases (sexually-transmitted diseases) [#132A-I]	S. 8.3.1 o. communicable diseases (STIs) [#190A-I]
75		Tuberculosis	S. 5.2.1 # of communicable diseases (tuberculosis) [#157B-I]	S. 6.2.2 (q) communicable diseases (tuberculosis) [#132B-I]	S. 8.3.1 o. communicable diseases (TB) [#190B-I]
76	Community, Family, and Individual Well-being	Housing indicators (# of dwellings, average # of persons per dwelling, average # of people per bedroom, % of units with full plumbing and heating systems, etc.)	S. 5.2.1 Housing Indicators (# of dwellings, avg # of persons per dwelling, avg # of persons per bedroom, % of units with full plumbing and heating, etc.) [#151-I]		
77		Households with 6 or more persons (i.e., crowding)	[implied in #151-I (S. 5.2.1 Housing indicators) above]		
78		% dwellings needing major repairs	[implied in #151-I (S. 5.2.1 Housing indicators) above]		
79		Housing - % core need	[implied in #151-I (S. 5.2.1 Housing indicators) above]		
80		Housing - % ownership	[implied in #151-I (S. 5.2.1 Housing indicators) above]		
81		Community well-being index			
82		GNWT Liaison with Proponent			S. 6.3.a. Principal liaison from GNWT H&SS designated for Project related health and wellness initiatives [#192-M]
83		Meetings with Proponent on Program and Service Delivery Plan			S. 6.3.e. Meeting carried out with Proponent at least twice annually to discuss GNWT program and service delivery plans to identify areas for collaboration [#196-M]
84	Community, Family, and Individual Well-being	Collaboration in Planning the Delivery of Mental Health, Addictions and Wellness Programs			S. 6.3.b. Collaboration carried out with Proponent or governing authorities in the Local Study Area and NWT Communities to facilitate the planning and delivery of community-based mental health and addictions programs and wellness programs [#193-M]
85		Collaboration in Design of Mental Health, Addictions and Wellness Programs			S. 6.3.c. Collaboration carried out with Proponent or governing authorities in the Local Study Area and NWT Communities in the design of community mental health and addictions programs and wellness programs [#194-M]

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NOT PROVIDED	No observable trend (trend info only)	No observable trend (trend info only)	No observable trend (trend info only)	NOT PROVIDED	Decrease (trend info only)
Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	NOT PROVIDED	Increase (trend info only)
Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Decrease (trend info only)	NOT PROVIDED	Increase to 2011; then slight decrease to 2018 (trend info only)
Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	NOT PROVIDED	General increase since 1998 (trend info only)
Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	NOT PROVIDED	Increase (trend info only), except for Yellowknife (steady)
Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	NOT PROVIDED	Increase to 2011; then slight decrease to 2018 (trend info only)
SEE "FEDERAL STATUTE CRIMES" ABOVE	SEE "FEDERAL STATUTE CRIMES" ABOVE	SEE "FEDERAL STATUTE CRIMES" ABOVE	SEE "FEDERAL STATUTE CRIMES" ABOVE	NOT PROVIDED	NOT PROVIDED
Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	NOT PROVIDED	Increase (trend info only)
Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	NOT PROVIDED	Decrease (trend info only)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Mixed (increase in Yk; decrease in small communities) (trend info only)	Mixed (increase in Yk; decrease in small communities) (trend info only)	Mixed (increase in Yk; decrease in small communities) (trend info only)	Mixed (increase in Yk; decrease in small communities) (trend info only)	NOT PROVIDED	NOT PROVIDED
Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Mixed (increase in Yk; decrease in small communities) (trend info only)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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86		Funding of Mental Health, Addictions and Wellness Programs			S. 6.3.d. Funding for mental health and addictions programs and wellness programs for approved activities provided [#195-M]
87		Information on Mental Health, Addictions and Wellness Programs shared with Proponent			S. 6.3.f. Information on mental health, addictions and wellness programs made available to Proponent for sharing with their employees [#197-M]
88		Efforts to respond to or mitigate effects believed to arise from the project		S. 6.2.2 (s) Any efforts to respond to or mitigate effects believed to arise from the project collected, analyzed, and interpreted [#564-M]	
89		Collection, analysis and interpretation of monitoring data		Amendment, Schedule A, S. 6.2.2. Data related to indicators in Schedule A of the SEA amendment (Monitoring and Reporting Clause) collected, analyzed, and interpreted [#563-M]	
90		Annual Health and Wellness Report	S. 5.2.3 Annual health and wellness report prepared for each point of hire [#164-M]		S. 8.3.1 Data collected for the annual report in a manner that would be useful for analysis of the Project's impacts on NWT communities; collection and analysis of data identified in the SEA included in the annual report but the annual report is not limited to this information [#577-M]
91	Community, Family, and Individual Well-being	Meetings on Annual Health and Wellness Report	S. 5.2.4 Annual meeting with Proponent to review health and wellness report and develop plans of action to improve results carried out [#165-M]		
92		Consultation on Annual Health and Wellness Report	S. 5.2.5 Consultation with Boards, communities, and organizations to review results of the health and wellness report on how to improve results conducted [#166-M]		
93		Sharing monitoring information with community governments	Schedule D, S. 2.0. Information collected through the monitoring process in point of hire communities is shared with their community governments [#162-M]		
94	NON TRADITIONAL ECONOMY	Total Employment income in NWT			
95		Average income	S. 5.2.1 Average income of community residents [#150-I]	S. 6.2.2 (a) average income [#125-I]	S. 8.3.1 a. average income [#181-I]
96		Wage Disparity: % of families with more than \$50,000 income		[same as 'proportion of high income earners? - SEE BELOW]	[same as 'proportion of high income earners? - SEE BELOW]
97		Wage Disparity: % of families with less than \$25,000 income [PARAMETER CHANGED TO \$15,000 IN 2008]		[same as 'proportion of high income earners? - SEE BELOW]	[same as 'proportion of high income earners? - SEE BELOW]
98		Wage Disparity (in general)		[same as 'proportion of high income earners? - SEE BELOW]	[same as 'proportion of high income earners? - SEE BELOW]
99		Proportion of high income earners		S. 6.2.2 (b) proportion of high income earners [#126-I]	S. 8.3.1 b. proportion of high income earners [#182-I]
100		Employment rate	S. 5.2.1 Employment levels and participation rates [#471-I]	S. 6.2.2 (d) employment [#444-I]	S. 8.3.1 d. employment [#493-I]

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Guided, in part, by the information compiled and presented in this document, the GNWT is working to mitigate potential or anticipated risks to a community or region while maximizing benefits from NWT mining to NWT residents and their communities. (p.1)	NOT PROVIDED
Partial; data related to some but not all indicators collected, analyzed, and interpreted (see the indicators in this table for result)	Partial; data related to some but not all indicators collected, analyzed, and interpreted (see the indicators in this table for result)	Partial; data related to some but not all indicators collected, analyzed, and interpreted (see the indicators in this table for result)	Partial; data related to some but not all indicators collected, analyzed, and interpreted (see the indicators in this table for result)	NOT PROVIDED	Partial; data related to some but not all indicators collected, analyzed, and interpreted (see the indicators in this table for result)
Reports on Ekati, Diavik and Snap Lake indicators; the annual report reports on nearly but not all indicators in the agreement; indicators are reported collectively rather than for each point of hire in the data tables	Reports on Ekati, Diavik and Snap Lake indicators; the annual report reports on nearly but not all indicators in the agreement; indicators are reported collectively rather than for each point of hire in the data tables	Reports on Ekati, Diavik, Snap Lake and Gahcho Kué indicators; the annual report reports on nearly but not all indicators in the agreement; indicators are reported collectively rather than for each point of hire in the data tables	Reports on Ekati, Diavik, Snap Lake and Gahcho Kué indicators; the annual report reports on nearly but not all indicators in the agreement; indicators are reported collectively rather than for each point of hire in the data tables	NOT PROVIDED	Reports on Ekati, Diavik and Gahcho Kué indicators; the annual report reports on nearly but not all indicators in the agreement; indicators are reported collectively rather than for each point of hire in the data tables
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	In 2018, meetings were held jointly by the GNWT and the NWT's diamond mines with the Northwest Territory Métis Nation, Lutsel'k'e Dene First Nation, Tłı̨ch'ı̨ Government, Deninu K'ue First Nation, Native Women's Association of the Northwest Territories, and the Yellowknives Dene First Nation. They provided an opportunity for both the GNWT and mining representatives to report on the ongoing monitoring and implementation of individual SEAs. (p.27)	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Increase (trend info only)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Mixed (decrease in Yk; increase in small communities) (trend info only)	Mixed (decrease in Yk; increase in small communities) (trend info only)	Mixed (decrease in Yk; increase in small communities) (trend info only)	Increase (trend info only)	NOT PROVIDED	Virtually unchanged from 65.6 in 2014 to 65.7 in 2019 (NWT)

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101		Participation rate	S. 5.2.1 Employment levels and participation rates [#471-I]	S. 6.2.2 (e) participation rate [#445-I]	S. 8.3.1 e. employment participation rate [#494-I]
102		Unemployment rate			
103		Social assistance / Income support cases	S. 5.2.1 Social Assistance cases [#158-I]	S. 6.2.2 (c) social assistance cases [#127-I]	S. 8.3.1 c. income assistance cases [#183-I]
104		Population with less than Gr 9 education		S. 6.2.2 (g) # of people 15 years and older with less than grade 9 [#310-I]	S. 8.3.1 g. # of people 15 years and older with less than Grade 9 [#184-I]
105		Population with high school completion or greater		S. 6.2.2 (h) # of people 15 years and older with a high school diploma [#311-I]	S. 8.3.1 h. # of people 15 years and older with high school diploma [#185-I]
106		Rates of high school completion	S. 5.2.1 Rates of High School Completion [#472-I]		
107		Population with certification or diploma			
108		Population with university degree			
109		Gross Domestic Product (by sector)			
110		Registered businesses, bankruptcies and start-ups [PARAMETERS CHANGED]		S. 6.2.2 (f) registered businesses, bankruptcies and start-ups [#2-I]	S. 8.3.1 f. registered businesses, bankruptcies and start-ups [#71-I]
111		Business grants, contributions and loans by community		S.4.4.4 (a) business grants, contributions and loans by community [#1-I]	
112		Procurement data and initiatives, and economic and business opportunity initiatives in the SEA in the section related to direct economic benefits and economic diversification		S. 6.2.2 (j) Procurement data and initiatives, and economic and business opportunity initiatives in the SEA in the section related to direct economic benefits and economic diversification collected, analyzed, and interpreted [#4-M]	
113		Assessment of Project Impact	S. 5.2.1 Impact of the project assessed using the list of health and wellness indicators in the agreement (schedule D); schedule E baseline data used [#163-M]		
114	Net Effects on Government	Expenditure		S. 6.2.2 (t) the net effects on government of the Project will depend partly on how the Project affects other social, economic and cultural components over the life of the Project. The GNWT may develop a model to capture these net effects	
115		Revenue		S. 6.2.2 (t) the net effects on government of the Project will depend partly on how the Project affects other social, economic and cultural components over the life of the Project. The GNWT may develop a model to capture these net effects	
116		Allocation of resource revenue		S. 6.2.2 (t) the net effects on government of the Project will depend partly on how the Project affects other social, economic and cultural components over the life of the Project. The GNWT may develop a model to capture these net effects	

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Mixed (decrease in Yk; increase in small communities) (trend info only)	Mixed (decrease in Yk; increase in small communities) (trend info only)	Mixed (decrease in Yk; increase in small communities) (trend info only)	Increase (trend info only)	NOT PROVIDED	Slight increase from 73.4 in 2014 to 73.6 in 2019 (NWT)
Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	NOT PROVIDED	Virtually unchanged from 10.6 in 2014 to 10.7 in 2019 (NWT)
Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	NOT PROVIDED	Increase from 41.2 in 2017 to 47.2 in 2019 (NWT)
Decrease (trend info only)	Decrease (trend info only)	Decrease (trend info only)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	NOT PROVIDED	Increase in NWT (from 66.1% in 1999 to 72.2% in 2019)
REPORTED SAME AS 'POPULATION WITH HIGH SCHOOL OR GREATER'	Increase (trend info only)	Increase (trend info only)	Increase (trend info only)	NOT PROVIDED	Increase in NWT (from 57.5 in 2007 to 61.3 in 2018)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
Diamond mining's contribution to GDP has decreased from \$1,089 million in 2007 to \$563 million in 2013 (48% decline)	Diamond mining's contribution to GDP has decreased from \$1,089 million in 2007 to \$574 million in 2014 (48% decline)	NOT PROVIDED	NOT PROVIDED	Mining constitutes 37% of NWT's GDP	Mining constitutes 27% of NWT's GDP (p.14)
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	Procurement and employment data on each mine provided on pages 65-68; economic data (royalties, GDP) provided on pages 63-65 of report	NOT PROVIDED	Procurement data (overall and for each mine) provided on pages 20-23; economic data (royalties, resource revenue sharing) provided on pages 24-27 of report; no information on initiatives other than tourism at Diavik (p.30)
Partial: the report states that "since the opening of the first diamond mine, employment has increased, residents have less reliance on income assistance, education levels are improving, and businesses are seeing significant benefits" (p.i); however, the discussions of each health and wellness indicator consistently state that no direct connection can be drawn between the trend and impacts of the mines	Partial: the report states that since the first diamond mine began production in 1998, residents are less reliant on income assistance and education levels have improved (p.12); however, the discussions of each health and wellness indicator consistently state that no direct connection can be drawn between the trend and impacts of the mines	While the trends of health and wellness indicators are described, no effect of the mining industry on these trends is described	While the trends of health and wellness indicators are described, no effect of the mining industry on these trends is described	NOT PROVIDED	Report assesses diamond mine impacts on each health and wellness indicator; a link with the mining industry is claimed for single parent families; no link can be determined for all other health & wellness indicators
NOT PROVIDED	(descriptive text only)	(descriptive text only)	(descriptive text only)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	\$44M from mining companies	\$58M from mining companies	(descriptive text only)	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	As of April 1, 2014, the GNWT collects all NWT resource revenues and shares with Canada and Aboriginal organization signatories to the Northwest Territories Land and Devolution Agreement	As of April 1, 2014, the GNWT collects all NWT resource revenues and shares with Canada and Aboriginal organization signatories to the Northwest Territories Land and Devolution Agreement	As of April 1, 2014, the GNWT collects all NWT resource revenues and shares with Canada and Aboriginal organization signatories to the Northwest Territories Land and Devolution Agreement	NOT PROVIDED	Information on resource revenue allocation is provided on p.27

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117		Revenue distribution		S. 6.2.2 (t) the net effects on government of the Project will depend partly on how the Project affects other social, economic and cultural components over the life of the Project. The GNWT may develop a model to capture these net effects	
118	Sustainable Development	secondary industry data and initiatives		S. 6.2.2 (u) secondary industry data and initiatives related to procurement of goods and services for the Project (SEA clause 4.4) and related to the Memorandum of Understanding (outside the SEA) relating to the availability of rough diamonds from the Project to secondary diamond industry manufacturers based in the NWT [#5-M] Apx. D, S. 2 (v) development of sustainable businesses that will not be uniquely dependent on the Project; [#45-M]	
119	COMMUNITY MOBILIZATION	Support Community Mobilization	S. 6.1.1 Community mobilization initiatives continue to be supported [#169-M]		
120		Apx. C Community Mobilization Activities	S. 6.1.1 Communities, organizations, and local businesses are encouraged to meet and discuss approaches which can be used to increase local businesses involvement in project activities [#52-M]		
121			Apx. C, S. 1.0 Information is distributed to support development of cooperative business efforts [#53-M]		
122			Apx. C, S. 2.0 Activities which strengthen understanding of the business opportunities resulting from this project are supported [#54-M]		
123			Apx. C, S. 3.0 Periodic meetings are held to discuss approaches which will enhance community mobilization [#55-M]		
124	MONITORING	Annual meeting to review report	S. 8.3 Meeting carried out with Proponent on an annual basis to review the annual report referred and to develop plans of action that could be undertaken to improve the results [#570A-M]		
125		SE commitment implementation considered, discussed, publicly reported by the adaptive management method			S. 9.1.a. Implementation of commitments made by the Parties regarding socio-economic issues arising from the Project and the Agreement considered, discussed and publicly reported by the adaptive management method [#583-M]
126		Collaborative adaptive management			S. 9.1.b. Work carried out by parties together to maximize the beneficial opportunities, identify the impacts, and minimize and mitigate any negative impacts arising from the Project by the adaptive management method [#584-M]
127		Regular meetings of the Parties			S. 9.2.1. Meetings of the Parties carried out regularly and at multiple levels in order to review and discuss the results of activities and programs undertaken by both Parties, and to identify challenges and opportunities for collaboration intended to improve socio-economic performance [#585-M]

NOT PROVIDED	In 2014/15, \$6.3 million in resource revenue collected was distributed among the nine Aboriginal organizations that were signatories to the Devolution agreement.	In 2015/16, \$5.5 million in resource revenue collected was distributed among the nine Aboriginal organizations that were signatories to the Devolution agreement.	In 2016/17, \$8.1 million in resource revenue collected was distributed among the nine Aboriginal organizations that were signatories to the Devolution agreement.	NOT PROVIDED	Information on resource revenue distribution is provided on pp.25-26
NOT PROVIDED	The Economic Opportunities Strategy (EOS) aims to grow and diversify the NWT economy outside of its rich resource sector – in areas such as tourism, agriculture, fishing, manufacturing and the traditional economy – and to create the environment in which grass roots economic opportunities can be envisioned, pursued and realized by NWT residents and businesses in our Territory's communities and regions. (p.46)	In 2016, the industry continued to have a diamond manufacturing presence in Yellowknife through Crossworks Manufacturing Limited (CML). CML has ANDM status and, as such, is able to access NWT rough diamonds. Almod Diamonds Limited was granted ANDM status in 2016 and is expected to commence operations in the second half of 2017. The GNWT continues to work closely with potential manufacturers interested in entering the NWT secondary diamond industry. (p.13)	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED

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128		Annual GNWT-Proponent leadership meeting			S. 9.2.2.a Meeting of the Proponent's Chief Operating Officer and the GNWT Deputy Ministers of ITI, ECE and H&SS occurs annually [#586-M]
129		Annual GNWT-Proponent working-level representative meeting			S. 9.2.2.c. Meeting of working level representatives from the Proponent and GNWT ECE, H&SS and ITI occurs at least twice per year [#588-M]
130		Additional meetings			S. 9.2.2.d. Other meetings or sharing of information as the Parties may mutually agree on occur [#589-M]
131	MONITORING	Meeting record formalized			S. 9.2.4. Record of all meetings formalized between the Parties, including documentation regarding recommendations for adaptive management measures discussed by the Parties, and all action items agreed to between the Parties [#590-M]
132		Annual consultation with communities	S. 8.4 Consultation carried out annually with points of hire communities and other Northwest Territories communities to review the results of the annual report and to consult with Northern Residents living in those communities on how to improve the results [#571-M]		
133		Comments, concerns, recommendations respecting the SE impacts of the Project invited from Aboriginal Authorities and communities			S. 9.3.1. On providing their reports to the Aboriginal Authorities and the communities in the Local Study Area, Aboriginal Authorities' and the communities' comments, concerns and recommendations respecting the socio-economic impacts of the Project invited by the Parties [#591-M]
134		Meeting with community representatives, Aboriginal Authorities to discuss annual report results			S. 9.3.2. Parties available for joint meeting at least once per year with representatives of each community in the Local Study Area and of the Aboriginal Authorities to discuss the results in the annual reports [#592-M]
135		Response to concerns or recommendations from Aboriginal Authorities/communities			S. 9.4.2. Response provided to formalized concerns or recommendations received from Aboriginal Authorities or communities in the Local Study Area within 90 days after receipt thereof by each Party [#593-M]
136		Consideration of proposals from Aboriginal Authorities, communities			S. 9.4.3. Proposals from the Aboriginal Authorities and communities in the Local Study Area for specific projects or initiatives relating to the Project's socio-economic impacts considered by the Parties [#594-M]

Appendices

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	In 2017, meetings were held jointly by the GNWT and the NWT's diamond mines with the following governments and/or organizations: Northwest Territory Metis Nation, Łutsel'k'e Dene First Nation, Tłı̨chǫ Government, Deninu Kue First Nation, Native Women's Association of the Northwest Territories, and Yellowknives Dene First Nation to report on the ongoing monitoring and implementation of individual Socio-Economic Agreements (SEA). Additionally, they offered an opportunity for local representatives to provide feedback and voice concerns. (p.72)	NOT PROVIDED	NOT PROVIDED
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137	MONITORING	Reference to recommendations for adaptive management responses, summary of how recommendations for adaptive management responses were addressed			S. 9.4.4. Work carried out together by the Parties to reference any recommendations for adaptive management responses made to each other or received from the Aboriginal Authorities or communities in the Local Study Area regarding how the Parties can improve the Project's socio-economic contributions or mitigate any negative socio-economic impacts; a summary of how recommendations for adaptive management responses were addressed in its annual report included by each Party [#595-M]
138		Appearance before Ad Hoc Committee [NEW]	s. 8.5 If requested by the Minister of Resources, Wildlife and Economic Development, appearance made by representatives annually before an ad hoc Committee comprised of members of the Executive Council and the Legislative Assembly of the Northwest Territories to report on the progress of Northern Residents and Local Businesses in training, employment, and business opportunities [#572-M]		
139		Annual meeting, appearance before Legislative Assembly of the NWT			S. 9.2.2b. Meeting and appearance of the Proponent representatives before representatives of the Legislative Assembly of the NWT occur annually [#587-M]
140		Annual report prepared			S. 8.1. Annual report prepared outlining efforts during the previous calendar year to fulfill its commitments under the SEA including specific information set out in the SEA (and identified under separate indicators) [#578-M]
141		Annual reports prepared by and made publicly available on June 1			S. 8.4.1. To the extent practicable, the required annual reports are prepared by June 1 in each year, and made them publicly available on that day [#579-M]
142		Providing annual report to other party before public release			S. 8.4.2. The other Party (Proponent) provided with a copy of its annual report at least thirty days in advance of its public release [#580-M]
143	MONITORING	Annual report provided to Aboriginal Authorities, communities in the Local Study Area on date it becomes publicly available			S. 8.4.3. On making the annual report publicly available, ensured that copies are provided to the Aboriginal Authorities and to the communities in the Local Study Area on the same date [#581-M]
144		Data managed in accordance with applicable legislation, not disclosing individually identifiable data			S. 8.6.6. Data collected or disclosed subject to and in accordance with the applicable legislation; disclosing of data that would be likely to identify individuals declined [#582-M]
145		Development of monitoring programs and policies	S. 8.1 Work carried out with the Proponent toward the adoption of programmes and policies to improve the monitoring in accordance with the principles as set out in Schedule "H" [#570B-M]		

Appendices

NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
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NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
2014 Report produced	2015 Report produced	2016 Report produced	2017 Report produced	2018 Report produced	2019 Report produced
NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED	NOT PROVIDED
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Appendices

Appendix I-1: Overview of Relevant Jurisdictional Scan Agreements and NWT SEAs



Appendices

Appendix I-1: Overview of Relevant Jurisdictional Scan Agreements and NWT SEAs

The jurisdictional scan identified six relevant socio-economic type agreements from the selected jurisdictions. A brief overview of each of the agreements identified is provided below. The NWT SEAs considered when reviewing commitments under these other agreements are also identified.

Jurisdiction	Agreement Name	Parties (to Agreement)	Project Type	Year	Key SE Areas	Source	Legislative Context ¹
NWT	Gahcho Kué Project Socio Economic Agreement	- Government of the Northwest Territories, as represented by the Ministers of Industry, Tourism and Investment, Health and Social Services, and Education, Culture and Employment - De Beers Canada Inc.	Mining	2013	- Employment and training - Business development - Community, family, individual well-being - Monitoring and reporting - Adaptive management	<i>Gahcho Kué Project Socio Economic Agreement.</i> (2013, June). https://www.iti.gov.nt.ca/sites/iti/files/de_beers_gahcho_kue_project_-_june_2013.pdf	S. 52 of the <i>Mineral Resources Act</i> indicates that the Commissioner on the recommendation of the Minister may prescribe requirements in respect of measures that provide benefits to the people of the Northwest Territories.
NWT	Snap Lake Diamond Project Socio-Economic Agreement	- The Government of the Northwest Territories, as represented by The Minister of Resources, Wildlife and Economic Development - Dogrib Treaty 11 Council - Yellowknives Dene First Nation - Lutsel K'e Dene Band - North Slave Metis Alliance - De Beers Canada Mining Inc.	Mining	2004	- Employment and training - Business development - Cultural and social well-being - Monitoring and reporting	<i>Snap Lake Diamond Project Socio-Economic Agreement.</i> (2004, May 18). https://www.iti.gov.nt.ca/sites/iti/files/de_beers_canada_-_snap_lake_mine_sea_-_may_2004.pdf	Note: regarding oil and gas operations, s.17(2)-(3) of the <i>Oil and Gas Operations Act</i> (2014) indicates that for onshore oil and gas operations, the Minister must approve (or waive the requirement for approval of) a benefits plan before approving a development plan or authorizing work or activity. The Minister may also require the benefits plan to include provisions to ensure disadvantaged individuals or groups (or the corporations or cooperatives they own/operate) can participate in supplying goods and services for the proposed work or activity).
NWT	Diavik Diamonds Project Socio-Economic Monitoring Agreement	- The Government of the Northwest Territories as Represented by the Minister of the Department of Resources, Wildlife and Economic Development - Aboriginal Signatories and Parties - Diavik Diamond Mines Inc.	Mining	1999 (revised in 2015)	- Employment and training - Business development - Cultural and community well-being - Monitoring and mitigation	<i>Diavik Diamonds Project Socio-Economic Monitoring Agreement.</i> (1999, October 2).	
NWT	Socioeconomic Agreement BHP Diamonds Project (Ekati)	- Government of the Northwest Territories as Represented by the Minister of Resources, Wildlife and Economic Development - BHP Diamonds Inc.	Mining	1996	- Employment and training - Business development - Community health and wellness - Monitoring and reporting	<i>Socioeconomic Agreement BHP Diamonds Project.</i> (1996, October 22). https://www.iti.gov.nt.ca/sites/iti/files/1996-10-22-bhp_diamonds_project_socio-economic_agreement_3.pdf	

¹ The agreements were reviewed to identify legislation relevant to the development of the agreements. Legislation was also identified based on previous scan/literature results. Legislation related to royalties and taxation are out of scope.

Jurisdiction	Agreement Name	Parties (to Agreement)	Project Type	Year	Key SE Areas	Source	Legislative Context ⁱ
NL	Hibernia Southern Extension Benefits Agreement	- Her Majesty in Right of Newfoundland and Labrador - Exxonmobil Canada Properties - Exxonmobil Canada Ltd. - Exxonmobil Canada Hibernia Company Ltd. - Petro-Canada Hibernia Partnership - Suncor Energy Inc. - Chevron Canada Resources - Chevron Canada Ltd. - Canada Hibernia Holding Corporation - Murphy Atlantic Offshore Oil Company Ltd. - Statoil Canada Ltd. - Nalcor Energy – Oil and Gas Inc.	Petroleum	2010	- Employment and training - Monitoring and reporting - Procurement and business development - Research and development	<i>Hibernia Southern Extension Benefits Agreement</i> . (2010, February 16). https://www.gov.nl.ca/iet/files/energy-petroleum-offshore-projects-hse-benefits-agreement.pdf	s45(2)-(4) of the <i>Canada–Newfoundland and Labrador Atlantic Accord Implementation Act</i> indicates that a benefits plan must be approved by the Board (or the Board directs waives the requirement) before a development plan is approved or work/activity is authorized. The Act describes requirements for the content of the benefits plan related to establishing a local office, first consideration for training and employment for provincial residents, research and development spending as well as education and training provided/carried out in the province and first consideration for provincial goods and services and manufactured goods where they are competitive. The Board can also require the plan to include provisions ensuring disadvantaged groups or individuals have access to training and employment opportunities and to enable them to participate in supplying goods and services.
NL	Voisey's Bay Development Agreement including Voisey's Bay Industrial and Employment Benefits Agreement	- Her Majesty the Queen in Right of Newfoundland and Labrador, as represented by The Honourable The Premier, the Honourable the Minister of Mines and Energy and the Honourable The Minister of Labrador and Aboriginal Affairs - Voisey's Bay Nickel Company Limited - Inco Limited	Mining	2002	- Community, family, individual well-being - Employment and training - Monitoring and reporting - Procurement and business development - Research and development - Taxation/additional charges - Exploration of additional project activities	<i>Voisey's Bay Development Agreement</i> . (2002, September 30). https://www.gov.nl.ca/iet/files/royalties-legal.pdf	s31(5)(b)(vii) of the <i>Mineral Act</i> indicates that a mining lease issued under the Act is subject to conditions including that the lessee is to comply with terms and conditions imposed by the minister.
NL	<i>No name (referenced as the Kami Mine Benefits Agreement)</i>	- Government of Newfoundland and Labrador, As represented by the Minister of Natural Resources - The Kami Mine Limited Partnership, a limited partnership formed under the laws of Ontario by its managing general partner, Kami General Partner Limited	Mining	2014	- Employment and training - Procurement and business development - Monitoring and reporting - Research and development - Taxation/additional charges - Exploration of additional project activities	[Kami Mine benefits agreement]. (2014, May 27). https://www.gov.nl.ca/iet/files/royalties-kami-mine-project.pdf	
NU	Meadowbank Development Partnership Agreement	- The Government of Nunavut as represented by the Minister of Economic Development and Transportation - Meadowbank Mining Corporation	Mining	2007	- Business development - Cultural well-being - Employment and training - Infrastructure - Monitoring and reporting - Taxation/other charges	<i>Development Partnership Agreement</i> . (2007, February 17). https://www.miningnorth.com/wp-content/uploads/2011/10/Meadowbank-Development-Partnership-Agreement.pdf	No relevant legislation regarding SEAs identified

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Jurisdiction	Agreement Name	Parties (to Agreement)	Project Type	Year	Key SE Areas	Source	Legislative Context ¹
SK	McClean Lake Surface Lease Agreement	- The Government of Saskatchewan, as represented by the Minister of Saskatchewan Northern Affairs and the Minister of Saskatchewan Environment - Cogema Resources Inc. - Denison Mines Limited - OURD (Canada) Co. Ltd.	Mining	2002	- Employment and training - Infrastructure - Monitoring and reporting - Occupational health and safety (uranium mining) - Procurement and business development - Taxation/other charges	<i>McClean Lake Surface Lease Agreement</i>. (2002, April 10). https://canada.orano.group/canada/liblocal/docs/Information/Regulatory-Documents/McClean_Lake_Surface_Lease.pdf	s.5-16(2) of the <i>Crown Resource Land Regulations</i> (2019) under the <i>Provincial Lands Act</i> (2016) allows the minister to issue a mineral surface lease but the regulations do not require the agreement to address SE issues. s2-6(1) of the <i>Provincial Lands Act</i> indicates that the minister may issue dispositions on any terms and conditions that the minister considers appropriate including a lease of any provincial land, a permit with respect to any provincial land, a licence with respect to any provincial land, and any other prescribed disposition with respect to any provincial land. s2-6(3)(d) of the <i>Provincial Lands Act</i> indicates that the minister may require any person who intends to obtain a disposition (mentioned above) to comply with any other prescribed requirements and satisfy any other prescribed criteria.

Appendix I-2: Plans Required Under Agreements Found in Other Jurisdictions



Appendices

Appendix I-2: Plans Required Under Agreements Found in Other Jurisdictions

Some of the jurisdictional agreements found in the jurisdictional scan referenced tools that help support the maximization of socio-economic benefits from the project. These tools are identified below.

Jurisdiction	Agreement Name	Required Tool	Tool Retrieved	Source
NL	Voisey's Bay Development Agreement including Voisey's Bay Industrial and Employment Benefits Agreement	Implementation Plan (for Hydromet Plant)	Not found through targeted online search	n/a
		Enhanced Industrial and Employment Benefits Plan (Benefits Plan)	Not found through targeted online search	n/a
		Human Resources Plan	Appendix A: Women's Employment Plan Vale Inco Long Harbour Processing Plant (the Long Harbour Process Plant is an integrated part of the Voisey's Bay mine and concentrator)	<i>Appendix A: Women's Employment Plan Vale Inco Long Harbour Processing Plant.</i> (n.d.). https://www.gov.nl.ca/ecc/files/env-assessment-projects-y2008-1243-1243-womens-employment-plan-appendix-a-of-hr-plan-may-29-2009.pdf Vale. (n.d.). <i>Long Harbour</i> . Vale. Retrieved July 2, 2021 from http://www.vale.com/canada/en/aboutvale/communities/long-harbour/pages/default.aspx
		Employment Equity Policy and Implementation Plan	Appendix A: Women's Employment Plan Vale Inco Long Harbour Processing Plant (the Long Harbour Process Plant is an integrated part of the Voisey's Bay mine and concentrator)	<i>Appendix A: Women's Employment Plan Vale Inco Long Harbour Processing Plant.</i> (n.d.). https://www.gov.nl.ca/ecc/files/env-assessment-projects-y2008-1243-1243-womens-employment-plan-appendix-a-of-hr-plan-may-29-2009.pdf
		Employment Equity Policy and Implementation Plan – <i>Requirement for contractors</i>	Not found through targeted online search	n/a
NL	Hibernia Southern Extension Benefits Agreement	Benefits Plan	Amendment to the Hibernia Benefits Plan: Hibernia Southern Extension Project	Hibernia Management and Development Company Ltd. (2010b). <i>Amendment to the Hibernia Benefits Plan: Hibernia Southern Extension Project</i> . https://www.cnlopb.ca/wp-content/uploads/hmdc_amendment.pdf
			Monitoring and Reporting Guidance (<i>referenced in the Benefits Plan</i>)	C-NLOPB. (n.d.). <i>Appendix IV Monitoring and Reporting Guidance</i> . Retrieved July 2, 2021, from https://www.cnlopb.ca/wp-content/uploads/ibguide/monitoring_and_reporting_guidance.pdf

Jurisdiction	Agreement Name	Required Tool	Tool Retrieved	Source
			Guidelines for Research and Development Expenditures (referenced in the Benefits Plan)	C-NLOPB. (2004). <i>Appendix II: Guidelines for Research and Development Expenditures</i> . https://www.cnlopb.ca/wp-content/uploads/ibguide/guidelines_for_research_and_development_expenditures.pdf
		Diversity Plan	Canada-Newfoundland and Labrador Benefits Report for the Period January 1, 2020 to December 31, 2020 [contains the 2020 Hibernia Inclusion & Diversity Report]	Hibernia Management and Development Company Ltd. (n.d.). <i>Canada-Newfoundland and Labrador Benefits Report for the Period January 1, 2020 to December 31, 2020</i> . https://www.hibernia.ca/2020AnnualReportingofIndustrialBenefits.pdf
		Women's Employment Plan	Canada-Newfoundland and Labrador Benefits Report for the Period January 1, 2020 to December 31, 2020 [contains the 2020 Hibernia Inclusion & Diversity Report]	Hibernia Management and Development Company Ltd. (n.d.). <i>Canada-Newfoundland and Labrador Benefits Report for the Period January 1, 2020 to December 31, 2020</i> . https://www.hibernia.ca/2020AnnualReportingofIndustrialBenefits.pdf
NL	No name (referenced as the Kami Mine Benefits Agreement)	HR Plan	Not found through targeted online search (the agreement itself includes a commitment to quarterly reporting on progress under the HR Plan)	n/a
		Gender Equity and Diversity Plan	(attached to agreement)	[Kami Mine benefits agreement]. (2014, May 27). https://www.gov.nl.ca/iet/files/royalties-kami-mine-project.pdf
		Succession plans (as part of bid submissions) - Requirement for contractors	Not found through targeted online search	n/a
		Plan of compliance with the Benefits Agreements - Requirement for contractors	Not found through targeted online search	n/a
NU	Meadowbank Development Partnership Agreement	Archaeological Resources Management Plan	Not found through targeted online search	n/a
		Monitoring Plan	(addressed through Agnico Kivalliq Projects Socio-Economic Monitoring Program)	Aglu Consulting and Training Inc. & Stratos Inc. (2021, March). <i>Agnico Kivalliq Projects: 2020 Socio-Economic Monitoring Program Report</i> . https://www.nirb.ca/portal/dms/script/dms_download.php?fileid=334393&applicationid=124106
		Plan identifying any project infrastructure within the Hamlet or on other Commissioner's lands	Not found through targeted online search	n/a

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Jurisdiction	Agreement Name	Required Tool	Tool Retrieved	Source
		Training and Employment Plan	Not found through targeted online search	n/a
		Business Development Plan	Not found through targeted online search	n/a
SK	McClean Lake Surface Lease Agreement	Human Development Plan(s)	Not found through targeted online search	n/a

Appendix I-3: Overviewing of Jurisdictional Monitoring Tools



Appendices

Appendix I-3: Overview of Jurisdictional Monitoring Tools

In addition to agreements, monitoring tools were identified in the other jurisdictions searched in the jurisdictional scan, which support the operationalization of socio-economic monitoring requirements. These monitoring tools are identified below.

Jurisdiction	Monitoring Plan	Project/Monitoring Plan Description	Sources
NU	Hope Bay Project 2019 Socio-economic Monitoring Program	The Hope Bay Project is an active gold mine project in Nunavut. The project was acquired by Agnico Eagle in 2021; the mines were operated by TMAC Resources Inc. since 2013. The Hope Bay Socio-economic Monitoring Program (SEMP) is conducted in compliance with the Terms and Conditions for socio-economic monitoring and reporting issued by the NIRB. The purpose of the SEMP is to: - Ensure compliance with conditions of the NIRB project certificates for the project mines; - Ensure compliance with the relevant sections of the Nunavut Agreement, and the relevant directives as outlined in the Environmental Impact Statement Guidelines provided by NIRB; - Fulfill best practices in social responsibility; and - Provide relevant and timely information to community development management. The project's Community Involvement Plan, Human Resources Plan and Health and Safety Management Plan also support implementation and/or monitoring of SE mitigation measures and maximization of Project benefits but these plans could not be found through a targeted online search.²	TMAC Resources. (2020, July). <i>Hope Bay Project: 2019 Socio-economic Monitoring Program</i>. https://www.miningnorth.com/_rsc/site-content/library/publications/2019-05-31_TMAC_2018_Socio-Economic_Monitoring_Report.pdf Agnico Eagle. (n.d.). <i>Hope Bay</i>. Retrieved June 30, 2021 from https://www.agnicoeagle.com/English/operations/operations/Hope-Bay/
NU	Socio-economic Monitoring Report for the Mary River Project	The Mary River Project is an active iron ore mine in Nunavut. The project is operated by Baffinland Iron Mines Corporation (Baffinland). Operations started in 2015. The objectives of the Socio-economic Monitoring Program, identified in the Socio-economic Monitoring Plan, are to: - Evaluate the accuracy of selected socio-economic effect predictions presented in the Mary River Project Environmental Impact Statement (EIS) and identify any unanticipated effects; - Identify areas where Baffinland's existing socio-economic mitigation and management programs may not be functioning as anticipated; - Assist regulatory and other agencies in evaluating Baffinland's compliance with socio-economic monitoring requirements for the Project; and - Support adaptive management, by identifying potential areas for improvement in socio-economic monitoring and performance, where appropriate. Reporting on this project also mentions that an Inuit Mobility Strategy will support adjustments to the Proponent's training programs but it is unclear who is responsible for developing this strategy and how it would help monitoring/maximize benefits. The strategy could not be found through a targeted online search.	Aglu & Stratos. (2021, May). <i>2020 Socio-Economic Monitoring Report for the Mary River Project</i>. Baffinland Iron Mines Corporation. [Retrieved June 29, 2021; no longer available online]

² Omitted plans that were related to an IBA requirement, plans related to individuals (e.g., career plans for employees that are private); plans that are actually services (e.g., "health plan"), plans related to project operations and not specifically just for SE (e.g., mine closure, roads management), one-off plans (e.g., COVID plan).

Jurisdiction	Monitoring Plan	Project/Monitoring Plan Description	Sources
NU	Agnico Kivalliq Projects: 2020 Socio-Economic Monitoring Program Report	The Agnico Kivalliq Projects include the Meadowbank gold mine, Meliadine gold mine, and Whale Tail gold deposit in Nunavut. The mines are currently active, with Meadowbank having started production in 2011. Meadowbank began sourcing completely from a satellite deposit in 2020. Meliadine and Whale Tail began production in 2019. The projects are operated by Agnico Eagle Mines. The purpose of the Socio-Economic Monitoring Program is to ensure: - Compliance with the relevant sections of the Nunavut Land Claims Agreement (NLCA); - Meet the intent of section 135 of the Nunavut Planning and Project Assessment Act; - Compliance with the terms and conditions of the Project Certificates issued by the NIRB; - Identification of any unanticipated effects associated with the mines; - Identification and recommend mitigation measures; - Act as the primary vehicle for reviewing the findings of the SEMP in collaboration with members of the regional Socio-Economic Monitoring Committee (SEMC); - Fulfillment of best practices in social responsibility; and - Act as a valuable resource for communities, governments and interested stakeholders. Reporting on this project mentions that a Socio-Economic Closure Plan was developed in accordance with the NIRB project certificate, to help maximize benefits around supporting workers after the end of the project. The plan could not be found through a targeted online search.	Aglu Consulting and Training Inc. & Stratos Inc. (2021, March). <i>Agnico Kivalliq Projects: 2020 Socio-Economic Monitoring Program Report</i>. https://www.nirb.ca/portal/dms/script/dms_download.php?fileid=334393&applicationid=124106

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Jurisdiction	Monitoring Plan	Project/Monitoring Plan Description	Sources
YK	Minto Mine Socio-Economic Monitoring Program: Components, Information and Program Requirements (amended 2018)	The Minto Mine is an active copper-gold mine operated by Minto Explorations Limited (Minto) in the Yukon. The mine operated from 2007-2018 and restarted operations in 2019 after a brief maintenance closure. The purpose of the Socio-Economic Monitoring Program is to monitor the socio-economic effects from the Minto Mine's construction, operations and closure phases to: - Verify the predicted socio-economic effects, including predictions of no effect or no significance, of the Project as summarized in Minto's environmental impact assessment - Identify unforeseen socio-economic effects of the Project - Evaluate the effectiveness of mitigation measures in managing SE effects - Document changing socio-economic conditions affecting or affected by the Project (including attribution of causality) and contribute to improving baseline data at a local, regional and territorial level - Verify project-related commitments are implemented by Minto, the Government of Yukon and Selkirk First Nation - Report the results of monitoring to Minto, the Government of Yukon and Selkirk First Nation - Inform an adaptive management approach by Minto, the Government of Yukon and Selkirk First Nation and provide for alternate mitigation and management actions where warranted - Inform future SE effects assessment associated with mine expansion - Contribute to the assessment, management and monitoring of regional cumulative effects resulting from effects of the Minto Mine in combination with SE effects resulting from past, present and (reasonably foreseeable) future developments and changing environmental conditions	Selkirk First Nation, Yukon Government, & Capstone Mining Corp. – Minto Mine. (2018). <i>Minto Mine Socio-Economic Monitoring Program: Components, Information and Program Requirements</i>. https://emr-ftp.gov.yk.ca/emrweb/COMM/major-mines/minto/mml-minto-semp-letter-of-agreement-august-2018.pdf; <i>Appendix A - Socio-Economic Conditions Monitored in Pelly and Yukon: Consolidated Minto Mine/SFN/YG Source Information</i>. (n.d.). Retrieved April 8, 2021, from https://emr-ftp.gov.yk.ca/emrweb/COMM/major-mines/minto/mml-minto-semp-appendix-a-consolidated-socio-economic-conditions.pdf Minto Explorations Ltd. (Minto). (n.d.). <i>Rich History, Promising Future</i>. Retrieved June 30, 2021, from https://mintomine.com/company/

Jurisdiction	Monitoring Plan	Project/Monitoring Plan Description	Sources
NL	Lower Churchill Project Socioeconomic Environmental Effects Monitoring Plan	The Lower Churchill Project is a hydroelectricity generation activity that is currently under construction. The project is being carried out by Nalcor Energy. The purpose of the Socioeconomic Environmental Effects Monitoring Plan (SEEMP) is to show how adverse socio-economic effects of the project will be mitigated by the Lower Churchill Project and to set out a program for monitoring the effectiveness of the proposed mitigation measures. The SEEMP approach also considers mitigation objectives, mitigation measures, metrics and targets, and follow-up monitoring programs to comply with regulatory requirements and commitments made in the EIS and during the Joint Review Panel (JRP) process. The SEEMP builds on existing information and commitments in the EIS JRP process as well as any SE related project conditions and permits. The SEEMP identifies a number of commitments that the Proponent has made regarding the development of additional strategies/plans that appear to support the maximization of benefits. These include a Health and Safety Plan, industrial benefits planning strategy, engagement and benefits strategy, and human resources plan for women's employment. In addition, a historic resources and archaeological resources contingency and response plan is mentioned but this plan could not be found through a targeted search online. The Benefits Strategy, which is assumed to encompass the industrial benefits planning strategy and engagement and benefits strategy is mentioned in this section where relevant but is to be interpreted with caution as the document found is not signed or dated. The parties are implied in the text but details on the parties to the agreement are also missing. For this reason, this agreement was omitted from the analysis of other jurisdictional agreements.	Nalcor Energy - Lower Churchill Project. (2014, May 30). <i>LCP Socioeconomic Environmental Effects Monitoring Plan</i>. https://muskratfalls.nalcorenergy.com/wp-content/uploads/2014/08/Socioeconomic-Environmental-Effects-Monitoring-Plan.pdf Nalcor Energy. (2021, June 15). <i>Muskrat Falls Project Monthly Report: April 2021</i>. https://muskratfalls.nalcorenergy.com/wp-content/uploads/2021/06/Apr-2021-LCP-Monthly-Benefits-Report-Final.pdf Nalcor Energy. (n.d.). <i>At a Glance</i>. Retrieved June 30, 2021, from https://nalcorenergy.com/nalcor-operations/lower-churchill-project/at-a-glance/ Nalcor Energy - Lower Churchill Project. (2014). <i>Health and Safety Management Plan</i>. https://www.gov.nl.ca/ecc/files/env-assessment-projects-y2010-1305-1305-health-safety-managementplan.pdf <i>Lower Churchill Construction Projects Benefits Strategy</i>. (n.d.). https://www.gov.nl.ca/iet/files/energy-lcp-benefits-strategy.pdf Nalcor Energy - Lower Churchill Project. (2014, July). <i>Muskrat Falls Projects: Gender Equity and Diversity Program</i>. https://muskratfalls.nalcorenergy.com/wp-content/uploads/2017/04/Nalcor-Energy-LCP-GED-Program-2014-Final.pdf

Appendices

Appendix J: Documents Reviewed as Part of the Desktop Review



Appendices

Appendix J: Documents Reviewed as Part of the Desktop Review

Please see Section 9 References in the main report for the list of documents that provided results under the Desktop Review.

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