To: Mackenzie Valley Land and Water Board
Rebecca Chouinard, Angela Love, Jen Potten

Date: March 1, 2016

From: De Beers Canada Inc.

Subject:
MV2011L2-0004 Part B, Item 16, Engagement Plan

Licence Requirements:
MV2011L2-0004 Part B Items 16

Supporting Documents:
- MVLWB Letter to De Beers Canada Inc., January 7, 2016: Board Decision on Approval of Request to Extend Submission Date of the Engagement Plan- Water Licence MV2011L2-0004
- Appendix A: De Beers Group of Companies Working with Aboriginal Communities Policy
- Appendix B: Template- Engagement Record of Meeting

Submission Overview:
The submission of this Engagement Plan is a condition of water licence (MV2011L2-0004). On December 4, 2015, De Beers announced that it would be suspending operations at Snap Lake Mine, and that the mine would be placed under temporary closure termed “care and maintenance”. The length of the temporary closure may be up to 3 years or more, dependent on market conditions. As part of the on-going evaluation, De Beers will explore the options for:

1) Reopening the mine;
2) Optimization of the care and maintenance activities for an extended period ensuring viable options remain open; or
3) Final Closure of the Snap Lake Mine.

On December 23, 2015 De Beers submitted a request to the MVLWB to defer this Engagement Plan to allow for a review of the plan in light of Care and Maintenance. This deferral request was approved January 7, 2016. This plan describes the methods by which De Beers will undertake Engagement on key topics related to the water licence and land use permit(s) inclusive of this Care and Maintenance period.

De Beers will continue to work closely with our stakeholders and impacted communities during this period to optimize an extended care and maintenance scenario and keep our partners informed of the changes at Snap Lake Mine.

Questions and Contact
Please direct any questions regarding this submission to Sean Whitaker by phone at 867-766-7362 or email sean.whitaker@debeersgroup.com.
SNAP LAKE MINE

COMMUNITY ENGAGEMENT PLAN

Water License MV2011L2-0004
March 2016
REVISION HISTORY

No previous versions
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1.0 INTRODUCTION

1.1 CONTEXT

De Beers Canada Inc. (De Beers) owns and operates the Snap Lake Mine (Mine), a diamond mine located approximately 220 kilometres (km) northeast of Yellowknife, Northwest Territories. Final regulatory approvals for construction and operation of the Mine were granted in May 2004, and construction began in April 2005. The first diamonds were recovered in August 2007, and commercial production was achieved in early 2008.

On December 4, 2015, De Beers announced that it would be suspending operations at Snap Lake Mine, and that the mine would be placed under temporary closure termed “care and maintenance”. The length of the temporary closure may be up to 3 years or more, dependent on market conditions. As part of the on-going evaluation, De Beers will explore the options for:

4) Reopening the mine;
5) Optimization of the care and maintenance activities for an extended period ensuring viable options remain open; or
6) Final Closure of the Snap Lake Mine.

De Beers will continue to work closely with our stakeholders and impacted communities during this period to optimize an extended care and maintenance scenario to allow sufficient time to evaluate economic options and conditions for Snap Lake Mine. Considerations for an extended care and maintenance plan will include a flooded scenario. Technical and economic evaluations will be conducted early in 2016 to determine the feasibility of this approach. The sooner that De Beers can reduce the care and maintenance costs and environmental impacts of care and maintenance the better, as it will allow for extending the period for the diamond market to recover to enable re-opening of the mine before final closure becomes the only option.

The submission of this Engagement Plan is a condition of water licence (MV2011L2-0004) issued to De Beers on September 16, 2015. This plan describes the methods by which De Beers will undertake Engagement on key topics related to the water licence and land use permit(s) inclusive of this Care and Maintenance period.

This Plan is primarily based upon the guidance identified in the Mackenzie Valley Land and Water Board (Board)’s Engagement Guidelines for Applicants and Holders of Water Licences and Land Use Permits (The “Engagement Guidelines”). It also conforms to De Beers’ Sustainable Development Policy and Guidelines for working with Aboriginal Communities. As noted in the Board’s Engagement Guidelines, this Engagement Plan describes how De Beers will continue to work with affected parties and parties of interest, throughout the life of the project.
Figure 1  Location of the Snap Lake Mine
1.2 PLAN OBJECTIVE

Engagement, as defined by the Engagement and Consultation Policy of the Land and Water Boards of the Mackenzie Valley, is “the communication and outreach activities a proponent undertakes with affected parties prior to and during the operation of a project.” The Boards require that proponents provide both an engagement record and an engagement plan along with their applications for permits, and as may be required by the Board.

The objective of this Plan is to describe in general, the process that De Beers will follow when engaging with affected parties and other parties of interest on topics related to Snap Lake Mine. It is understood that De Beers’ engagement efforts and actions, along with Board consultative processes, together contribute to meaningful involvement of parties by:

- enabling the understanding of a proposed development;
- providing a forum for feedback on issues of concern with a proposed development; and,
- strengthening relationships between De Beers and Aboriginal organizations.

1.3 GUIDING PRINCIPLES

De Beers is committed to building and maintaining positive, respectful and meaningful relationships with Aboriginal organizations consistent with our policy: Working with Aboriginal Communities (Appendix A). De Beers views our relationships with Aboriginal organizations in particular as integral to the sustainable operation of the mine. This plan describes the means by which De Beers intends to foster those relationships, ensuring that the framework for engagement is solid and acceptable to all parties. Engagement will be:

- Respectful: recognize each parties’ unique history, knowledge, perspective, values, customs and culture
- Timely: provide adequate time to evaluate and respond
- Informative: honest communication in a diversity of formats will provide sufficient detail and explanation to promote trust and understanding
- Comprehensible: communication will be in an understandable manner, cognizant of differences in language, culture, customs, literacy and knowledge
- Ongoing: the process allows for feedback and fosters lasting and meaningful relationships
- Responsive: communication leads to meaningful changes and/or feedback regarding perspectives or practices
2.0 TOOLS OF ENGAGEMENT

Engagement with affected parties and parties of interest, including Aboriginal organizations and communities, involves reaching out to a wide variety of community members. As a result, no single tool or method is likely to be fully effective to facilitate robust relationships. A variety of methods and a flexible approach to implementing those methods is needed in order to ensure engagement is appropriate and effective for the parties involved. Approaches in individual communities may differ slightly to suit the needs of the community, but the general tools of engagement are described below.

2.1 PROCESS

De Beers will follow common steps to engaging with parties regarding changes to mine development or operation, or topics related to the environmental management at the mine. Generally, the following steps will be taken to engage regarding topics relevant to Snap Lake Mine:

2.1.1 Request

Either De Beers, or stakeholder (Community, Government etc), may request engagement. Any such requests will be made in writing (such as email or letter) so as to form part of the engagement record. Types of requests could include requests for meetings or workshops, tours, or written comments or other input. The request will be directed to the appropriate representative of each party as described in Section 4. Requests will contain the purpose (topic) of the requested engagement, suggested date(s), proposed format, scope of disbursements such as capacity funding or travel costs, a date by which a response is required and contact information. Response

The response to the request by De Beers or the other party must indicate that the request is being considered, or that the invitation has been accepted. This may include proposed changes to the suggested format or dates. The response must include contact information for individuals tasked to represent the organization regarding further arrangements, if applicable.
2.1.2 Scheduling and Logistics

If the engagement requires further input or scheduling of further activities, such as a meeting, De Beers will work with the designated representative of the party to schedule that event. The scope and responsibility for organizing participants, travel and venues and meeting format will be proposed by either party in its request to engage. Interpretation services, if required by the party or De Beers, will be arranged by De Beers. For certain activities such as site visits, additional information will need to be provided by the participants.

2.1.3 Circulation of Materials

Materials required for full engagement on a topic will be provided to participants. These may include reports, designs, presentations or meeting agendas. Wherever possible these materials will be circulated ahead of the planned activity. Participants will be given an opportunity to adjust agendas, and review the materials beforehand.

2.1.4 Engagement Activity

The engagement activity will be conducted according to the agreed to format, and any changes to the scope or format will be documented by De Beers. The engagement activity may be translated, recorded or facilitated by a third party. The host party will be responsible for note-taking and preparing a record of meeting for review by all parties.

2.1.5 Follow-up Materials

Follow-up materials such as responses to comments, revisions to reports, notes, minutes (record of meeting), and action-items will be circulated following an engagement activity. Participants will be given an opportunity to check for completeness and errors in those materials. Where applicable, those materials will be kept on record for potential for submission to the Board as part of the engagement record. An example of a format used for a record of meeting is provided in Appendix B.

The process outlined above will be modified according to the type of engagement and the over-arching process that may be guiding the particular engagement. Regardless of the variations that may occur to the above process, De Beers will strive to meet the goals of engagement at all times, and will practice the guiding principles outlined in Section 1.3 above.

A flow diagram, illustrating 1) the generalized MVLWB regulatory process for review of applications, 2) De Beers’ annual cycle of engagement and 3) the methods by which an issue will be addressed through additional engagement is provided in Figure 2. There are dozens of potential interactions between these concurrent processes. For example, an issue that is outside the jurisdiction of the Board could arise during the public review of a submission. De Beers may respond to a comment received on that issue by proposing further discussion at a workshop or within an existing regional forum. That issue would then move from the regulatory process on the left into the issue management process in the centre of the diagram. All possible connections are not illustrated to reduce clutter.
Figure 2  Processes of Engagement

Notes: The Board regulatory process is described on the left (blue). De Beers’ forms of engagement with affected parties and other parties of interest is indicated on the right (orange). The process by which issues will be addressed are indicated in the centre (green).
2.2 COMMUNITY-SPECIFIC ENGAGEMENT

The Board recommends, or even requires that certain type of engagement be conducted dependent on the type of proposal being considered. Appendix B of the Board’s Engagement Guidelines summarizes possible engagement approaches based on the type of Board authorization requested. De Beers uses these guidelines, as well as feedback from individual Aboriginal organizations to plan and undertake its engagement. Table 2-1 summarizes the engagement format, as it relates to specific authorizations or ongoing operation at the mine.

The format, duration or language of engagement may differ slightly from one community to the next. The following representatives of affected parties and parties of interest are to be contacted in respect of ongoing engagement regarding topics within the Board’s jurisdiction at Snap Lake Mine:

<table>
<thead>
<tr>
<th>Organization</th>
<th>Contact</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tłı̨chǫ Government</td>
<td>Mines Liaison Coordinator</td>
</tr>
<tr>
<td>North Slave Métis Alliance (NSMA)</td>
<td>Regulatory Analyst</td>
</tr>
<tr>
<td>Yellowknives Dene First Nation (YKDFN)</td>
<td>Regulatory and Research Specialist, Department of Lands and Resources</td>
</tr>
<tr>
<td>Łutsel K’é Dene First Nation (LKDFN)</td>
<td>Wildlife, Lands and Environment Manager</td>
</tr>
<tr>
<td>Deninu K’ue First Nation (DKFN)</td>
<td>IMA Coordinator</td>
</tr>
<tr>
<td>Snap Lake Environmental Monitoring Agency (SLEMA)</td>
<td>Executive Director</td>
</tr>
</tbody>
</table>

De Beers also regularly engages with other organizations and individuals on matters not within the Board’s jurisdiction, such as business relations, Impact Benefit Agreement (IBA) implementation and employment. These include:

- Chief and Council and/or Designated Staff
- IBA Coordinator
- Development/Investment Corporation
- Community Employment Officer
- Northwest Territories residents

De Beers assigns appropriate representatives to attend engagement activities, dependent on the topic of discussion, staff area of responsibility, and in response to specific request by the party.
<table>
<thead>
<tr>
<th>Engagement Trigger</th>
<th>Party Engaged</th>
<th>Topics Covered</th>
<th>Type of Engagement</th>
<th>Timing</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Environmental Update</td>
<td>Community members (including youth, elders, women) and technical staff in: Wekweeti, Gameti, Whati, Behchoko, Yellowknife (NSMA), N’Dilo/Dettah, Łutsel K’ee, Fort Resolution (DKFN)</td>
<td>Summary of annual water licence and AEMP reports; environmental incidents and management; mine operations; new projects</td>
<td>Community public meeting</td>
<td>Once per year</td>
</tr>
<tr>
<td>Operations Update</td>
<td>LKDFN, YKDFN, NSMA, DKKF and Tłı̨chǫ representatives as selected by Chief and Council / Executive</td>
<td>Community or Mine visit; environmental management at the mine; new projects</td>
<td>Delegates’ tour of Snap Lake Mine</td>
<td>At the communities request</td>
</tr>
<tr>
<td>New LUP or WL</td>
<td>LKDFN, YKDFN, NSMA, DKKF and Tłı̨chǫ community members, technical staff, Chief and Council / Executive; SLEMA TK Panel and Board</td>
<td>Scope of new authorization; purpose; environmental impacts and mitigation; alternatives; timing</td>
<td>One or more of the types of engagement described in section 2</td>
<td>Prior to application - concept to preliminary design; during review</td>
</tr>
<tr>
<td>Amendment to LUP or WL</td>
<td>LKDFN, YKDFN, NSMA, DKKF and Tłı̨chǫ community members, technical staff, Chief and Council / Executive; SLEMA TK Panel and Board</td>
<td>Scope of amendment; purpose; environmental impacts and mitigation; alternatives; timing</td>
<td>Dependent on the scope of the amendment, one or more of the types of engagement described in section 2</td>
<td>Prior to application and during review if required.</td>
</tr>
<tr>
<td>Renewal of LUP or WL</td>
<td>LKDFN, YKDFN, NSMA, DKKF and Tłı̨chǫ community members, technical staff, Chief and Council / Executive; SLEMA TK Panel and Board</td>
<td>Scope changes sought in renewal (if applicable); purpose of renewal</td>
<td>Dependent on the scope of any changes, one or more of the types of engagement described in section 2</td>
<td>Prior to application and during review if required.</td>
</tr>
<tr>
<td>Extension of LUP</td>
<td>LKDFN, YKDFN, NSMA, Tłı̨chǫ technical staff; SLEMA</td>
<td>Notification of intent to extend</td>
<td>Written Notification</td>
<td>Prior to request</td>
</tr>
<tr>
<td>Engagement Trigger</td>
<td>Party Engaged</td>
<td>Topics Covered</td>
<td>Type of Engagement</td>
<td>Timing</td>
</tr>
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<td>---------------------------------------------</td>
</tr>
<tr>
<td>AEMP Design Plan Change</td>
<td>LKDFN, YKDFN, NSMA, Tịchọ, DKFN, technical staff; SLEMA</td>
<td>Change to Design Plan not previously discussed during a regulatory process</td>
<td>One or more of the types of engagement described in section 2</td>
<td>Prior to submission</td>
</tr>
<tr>
<td>Closure and Reclamation Plan</td>
<td>LKDFN, YKDFN, NSMA, DKFN and Tịchọ community members, technical staff, Chief and Council / Executive; SLEMA TK Panel and Board</td>
<td>Closure objectives, research plan, progressive closure, post-closure monitoring</td>
<td>One or more of the types of engagement described in section 2</td>
<td>Prior to submission of required update per schedule</td>
</tr>
</tbody>
</table>
2.3 OPERATIONAL ENGAGEMENT

De Beers’ engagement pertaining to ongoing environmental management at mine operations occurs throughout the year. These scheduled activities ensure that there are planned opportunities for party representatives and community members to engage with De Beers representatives. At each occasion, participants will be updated on Mine operations, ongoing or emerging issues related to environmental performance, and investments in environmental management systems or research. Engagement will also incorporate communication about planned developments or project modifications as required to meet the Board’s engagement requirements. Generally, a cycle of potential engagement activities ensures that regular opportunities to communicate exist, and are accessible and open to communities. Additional project-specific engagement may be requested and incorporated into an annual plan.

Planned engagement may include:

- Quarterly meetings with:
  - SLEMA staff and/or board;
  - Tlicho Government Kwe Beh Working Group;
- Annual visits to communities:
  - Behchokǫ, Gamètì, Wekweèti, and Whatì;
  - D’Nilo and/or Dettah;
  - Yellowknife (North Slave Métis Alliance);
  - Łutsel K’e;
  - Fort Resolution;
- Occasional visits to Snap Lake Mine during summer by community representatives at the request of the community;
- Annual SLEMA Technical or Traditional Knowledge (TK) workshop as provided for in the Environmental Agreement.

The participation of elders and youth in these engagements is encouraged, but it is up to each respective organization to nominate its participants – for example, each organization is responsible to identify the delegation to participate in the annual site visit, and to sit on the SLEMA TK Panel.

2.3.1 Quarterly Meetings

De Beers participates in quarterly meetings with the Tlicho Kwe Beh Working Group, and SLEMA. Participants vary but may include the Chief and designated Councillors, technical staff of the Aboriginal Party and committee members. De Beers may request or be requested...
to attend these quarterly meetings to provide updates on Mine development, to answer questions on a topic of interest, or to request further engagement. De Beers will send staff members who are able to present the necessary information, to answer questions and to follow-up appropriately. Details on SLEMA are provided in Section 2.7.

### 2.3.2 Community Visits

Subject to approval by community council or executive, De Beers sends a delegation of representatives to each Aboriginal community of interest once per year for a single day community visit. Communities to be visited on an annual basis include: Behchokǫ̀, Gamëšti, Wékweétì, Whàtì, D’Nilo, Detah, Yellowknife (NSMA), Łutsel K’e and Fort Resolution. These community visits are intended to provide an opportunity for community members, including Elders, Youth, to receive up-to-date information about the mines’ development and operations, and to ask questions of De Beers related to the Mine. Key topics of interest may include: mine status and performance, environmental programs and key results; incident management and environment job opportunities. During the meeting, De Beers may use posters, presentations, videos, three-dimensional models, breakout groups or open house format to stimulate discussion.

If questions are raised that cannot be immediately answered or addressed, De Beers representatives will follow-up afterwards to provide the requested information.

Community meetings are intended to be open to all members of the respective community. Financial assistance is provided to the Aboriginal organization to help encourage active participation and involvement of Elders and Youth. De Beers covers the costs associated with meeting expenses (e.g., hall rental, sound system, interpreters, and refreshments). These community visits are advertised well in advance.

A record of meeting is prepared for each community visit and forwarded to the respective community representatives to review and provide comments. The record of meeting includes a follow up section that outlines any commitments made to do follow up. An example template for a record of meeting is provided in Appendix B.

### 2.3.3 Site Visits

By invite or request, typically during the summer months during periods of mine operation, De Beers will host visits by Aboriginal organizations at the Mine. Each party may send a delegation of representatives for a single day Site Visit. Organizations are encouraged to send a variety of interested members including both Youth and Elders, community leaders and staff. Financial assistance is provided to each organization, and any necessary travel and accommodations costs borne by the party are reimbursed by De Beers.

The primary purpose of a Site Visit is to facilitate a better understanding and discussion of ongoing or proposed activities at the Mine by allowing community members to see the site for themselves. The site visits also create opportunities for participants to share their
knowledge and provide guidance to De Beers on development and environmental management activities.

The process for site visits is as described in section 2.1.

Site visits generally follow a standard format involving:

- Check-in at point-of-departure terminal (visit specific);
- Flight to the Mine site;
- Safety Orientation;
- Introduction and Overview of the Mine;
- Activity #1;
- Lunch;
- Topic-specific presentation
- Activity #2;
- Activity #3;
- De-Brief and Feedback
- Check-in at Snap Lake security reception; and
- Flight to home community/Yellowknife

Activities will be adjusted according to the interests and preferences of community representatives, and safety and logistical issues at site. Each visit will include a general surface tour showing key features of the mine, but may focus on specific areas.
2.4 WORKSHOPS

From time to time, group meetings (sometimes called “workshops”) will be held to discuss particular subjects of importance to the mine development and to Aboriginal organizations and other parties. The workshop format is particularly useful when a subject matter is highly technical, complicated or when parties have much to contribute to a given topic. De Beers will generally contract a third-party facilitator to ensure workshops are well run and inclusive of all participants. Workshops will often be held in a central location such as Yellowknife to facilitate ease of travel for participants, however some workshops may be held on the mine site, in communities, or on the land depending on the demands of the subject matter. Workshops will typically be open to all communities (Table 2-1), but may also include participation from relevant government departments and SLEMA. De Beers will cover the cost of travel and meals for participants. Translators will be provided where necessary. Key deliverables from any given workshop to each participating party include:

- agenda;
- record of meeting;
- participant list;
- presentations or other handout materials;
- action items; and,
- follow-up.

2.5 SNAP LAKE ENVIRONMENTAL MONITORING AGENCY

The Snap Lake Environmental Monitoring Agency (SLEMA) was established as a requirement of the Environmental Agreement between De Beers Canada, the Government of Canada, the Government of the Northwest Territories, Tłı̨chǫ Government, Łutsel K'e Dene First Nation, Yellowknife Dene First Nation and the North Slave Métis Alliance. The Agency provides independent monitoring and review information regarding environmental management at Snap Lake Mine, to regulators, signatories and the public to ensure environmental regulatory compliance by De Beers and comprehensive inspection by government regulators.

Snap Lake Environmental Agency’s Board is comprised of eight representatives from the four signatory Aboriginal organizations. The Board strives to include Aboriginal traditional knowledge and western science in its activities and in making recommendations, and to this end, the Agreement establishes a Traditional Knowledge Panel and Science Panel. The Traditional Knowledge (TK) Panel is comprised of Elders nominated by their organization and science panel includes nominated experts who have relevant and leading knowledge of a specified subject matter, such as wildlife or fish. The TK Panel, or Science Panel meets once per year in a workshop format, as agreed to during the annual planning process.

During these annual TK or Science Panel workshops led by the Agency, De Beers provides presentation materials, plain language handouts, translation materials and topical experts as...
required to facilitate the discussion of either the Agencies’ topics or De Beers’ topics brought to the agenda. Translators and a scribe are provided to prepare a detailed record of meeting. De Beers, with the permission of SLEMA, incorporates observations and recommendations from the workshop(s), as well as regular Agency meetings, in the design and development of specific projects and environmental management plans.

To facilitate communication between the Agency and the individual signatory organizations, De Beers expects the Board members to attend and participate in other De Beers engagement activities within their respective communities, such as community meetings or site visits. De Beers also expects the Board members to keep their respective community leadership informed of activities undertaken by the Agency and information prepared by SLEMA. In this way, the perspectives of the Agency, as informed by their own data analysis, and outcomes of meetings and workshop forums, can be transferred to the respective organizations.

### 2.6 NON-SCHEDULED ENGAGEMENT

In addition to the regular activities scheduled as part of the annual cycle of engagement (Section 2.2), De Beers will participate in additional, engagement opportunities on an as needed basis. Activities may include:

- conference calls and face-to-face meetings on key topics;
- regional meetings involving multiple stakeholders;
- government or Aboriginal-led Working Groups or forums;
- conferences; and,
- community events

These unscheduled activities may be required from time to time as a result of new or emerging issues, unexpected Mine developments or in response to community concerns. They may be initiated by other parties, or by De Beers. De Beers will adhere to the guiding principles of engagement described in Section 1.3 and the process in 2.1. As much as possible and as applicable, De Beers will strive to also address these matters within the scheduled activities planned as part of the annual cycle of engagement.

### 2.7 ENGAGEMENT ON ENVIRONMENTAL MONITORING PROGRAMS AND MANAGEMENT PLANS

Environmental monitoring programs and management plans are required to describe key environmental components of mine operations. Most of these programs are authorized as part of the Land Use and Water Licence permitting processes regulated by the Board, while others are reviewed and approved by various Territorial or Federal government bodies. Table
provides the current status of each environmental monitoring program and management plans for the Mine.

Consistent with the land use permit and water licence conditions, De Beers will review each respective plan annually and adjust as required to reflect changes in operations, or as directed by the Board. Annual review may include the submission of an annual report along with proposed revisions. Parties will be notified of the submission concurrent with the submission to the Board, and will be given an opportunity to review and provide comment through the Board’s online system (ORS). De Beers will respond to comments received and will consider revisions accordingly where possible, subject to Board approval. If a proposed revision is substantial or requires more thorough and detailed engagement (such as for the Aquatic Effects Monitoring Program (AEMP) Design Plan or Closure and Reclamation Plan), De Beers will host or participate in a workshop, a meeting, or a conference call to discuss the matter with representatives of Aboriginal organizations prior to submission. The outcomes of this additional engagement will be captured within the revised version of the plan. In addition, De Beers will discuss the outcomes of the annual report with Aboriginal organizations at regularly scheduled events such as the spring community visits, summer site visits, or quarterly meetings.
Table 2-2 Status of Environmental Monitoring Programs and Management Plans\(^{(a)}\)

<table>
<thead>
<tr>
<th>Compliance Reports</th>
<th>Source of Requirement</th>
<th>Approval Date</th>
<th>Status of Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Air Quality Monitoring Program (AQMP) and Emissions Management Plan (EMP)</td>
<td>Environmental Agreement, Article VI, Section 6.3d and e and Article VII, Section 7.2a Not included in Water License MV2011L2-0004</td>
<td>August 25, 2008</td>
<td>Plan is approved.</td>
</tr>
<tr>
<td>Aquatic Effects Monitoring Program (AEMP)</td>
<td>Water License, Part G, Schedule 6 Environmental Agreement, Article VII, Section 7.2h</td>
<td>June 17, 2014</td>
<td>The 2013 AEMP Design Plan is approved. Through the EA process and with the amended Water License, a requirement exists to monitor lakes downstream of the mine site. A redesign of the downstream lakes monitoring program was submitted to the Board to evaluate Measure 1d of EA131402. A redesign and re-evaluation of the AEMP program is to be submitted in June 2017. In light of the Care and Maintenance of the Snap Lake Mine, De Beers has requested that the AEMP re-evaluation and re-design be submitted prior to recommencing operations. This request is currently before the MVLWB.</td>
</tr>
<tr>
<td>Interim Closure and Reclamation (ICRP) Plan</td>
<td>Water License, Part I, Item 2 and 3 Land Use Permit, Part C, Item 81</td>
<td>January 30, 2014</td>
<td>The updated C&amp;R Plan was approved in 2014 after several community visits and technical sessions. The plan will continue to be updated and refined over the life of the mine, as required by the Board.</td>
</tr>
<tr>
<td>Waste Management Plan</td>
<td>Water License, Part E, Item 1 Environmental Agreement, Article VI, Section 6.3a(v)</td>
<td>June 13, 2014</td>
<td>Plan is approved.</td>
</tr>
<tr>
<td>Emergency Response Plan (ERP)</td>
<td>Water License, Part H, Item 4 Land Use Permit, Part C, Item 78 Environmental Agreement, Article VI, Section 6.3a(iii)</td>
<td>May 7, 2015</td>
<td>In compliance. The ERP is reviewed annually and updated as necessary.</td>
</tr>
<tr>
<td>Compliance Reports</td>
<td>Source of Requirement</td>
<td>Approval Date</td>
<td>Status of Plan</td>
</tr>
<tr>
<td>----------------------------------------</td>
<td>----------------------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>Environmental Health Monitoring Program</td>
<td>Environmental Agreement, Article VII, Section 7.2d</td>
<td>N/A</td>
<td>This plan currently does not require approval. It is a trigger program that will not be activated unless dustfall amounts monitored through the AQEMMP are greater than EAR predictions for three consecutive months.</td>
</tr>
<tr>
<td>Hydrology Monitoring Program</td>
<td>Environmental Agreement, Article VII, Section 7.2g</td>
<td>N/A</td>
<td>Plan is approved</td>
</tr>
<tr>
<td>Nitrogen Response Plan</td>
<td>Water Licence MV2011L2-0004, Part F, Item 13.</td>
<td>N/A</td>
<td>To be submitted July 31, 2016. In light of the Care and Maintenance of the Snap Lake Mine, De Beers has requested that the Nitrogen Response Plan be submitted prior to recommencing operations as the source of nitrogen is from operation of the underground mine. This request is currently before the MVLWB.</td>
</tr>
<tr>
<td>North Pile Management Plan</td>
<td>Water License, Part E, Items 3-8 Environmental Agreement, Article VI, 6.3a (vii)</td>
<td>October 24, 2014</td>
<td>This plan is approved. Engagement regarding the future size and height of the North Pile is ongoing.</td>
</tr>
<tr>
<td>Plume Characterization Study</td>
<td>Water Licence MV2011L2-0004, Part F, Item 11.</td>
<td>April 25, 2013</td>
<td>This plan is approved.</td>
</tr>
<tr>
<td>Quality Assurance/Quality Control</td>
<td>Water License- SNP- Part D, Item 1</td>
<td>N/A</td>
<td>Plan is approved. This Plan is reviewed annually and modified as necessary under the Surveillance Network Program.</td>
</tr>
<tr>
<td>Management Plan</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Quarry Management Plan</td>
<td>Environmental Agreement, Article VI, Section 6.3a (vi) Land Use Permit Part C Item 6</td>
<td>N/A</td>
<td>The Quarry Management Plan was submitted as part of the EAR (Appendix III.5).</td>
</tr>
<tr>
<td>Spill Contingency Plan</td>
<td>Water License, Part H- Item 2 Land Lease, Item 45 Land Use Permit, Part C, Item 78</td>
<td>April 7, 2014</td>
<td>In compliance. The Spill Contingency Plan is reviewed annually.</td>
</tr>
<tr>
<td>Compliance Reports</td>
<td>Source of Requirement</td>
<td>Approval Date</td>
<td>Status of Plan</td>
</tr>
<tr>
<td>----------------------------------</td>
<td>------------------------------------------------------------------------------------------------------------------</td>
<td>---------------</td>
<td>-------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Strontium Response Plan</td>
<td>Water Licence MV2011L2-0004, Part F, Item 12.</td>
<td>N/A</td>
<td>To be submitted July 31, 2016. In light of the Care and Maintenance of the Snap Lake Mine, De Beers has requested that the Strontium Response Plan be submitted prior to recommencing operations as the source of strontium is from operation of the underground mine. This request is currently before the MVLWB.</td>
</tr>
<tr>
<td>TDS Mitigation Implementation Plan</td>
<td>Water Licence MV2011L2-0004, Part F, Item 16.</td>
<td>N/A</td>
<td>To be submitted July 31, 2016. Engagement regarding TDS is ongoing. In light of the Care and Maintenance of the Snap Lake Mine, De Beers has requested that the TDS Mitigation Implementation Plan be submitted prior to recommencing operations as the source of TDS is from operation of the underground mine. This request is currently before the MVLWB.</td>
</tr>
<tr>
<td>Vegetation Monitoring Program</td>
<td>Environmental Agreement, Article VII, Section 7.2b</td>
<td>N/A</td>
<td>Plan is approved.</td>
</tr>
<tr>
<td>Water Management Plan</td>
<td>Water License- Part F, Item 5, Environmental Agreement, Article VI, Section 6.3a(iv)</td>
<td>February 12, 2014</td>
<td>Plan is approved.</td>
</tr>
<tr>
<td>Wildlife Effects Monitoring Program/ Wildlife and Wildlife Habitat Protection Plan</td>
<td>Environmental Agreement, Article VII, Section 7.2c, LUP</td>
<td>N/A</td>
<td>Currently undergoing revision based on new GNWT guidance. Future reporting is to be split into a Wildlife Effect Monitoring Program/Wildlife and Wildlife Habitat Protection Plan.</td>
</tr>
</tbody>
</table>

(a) Regulatory Requirements are as follows: Mackenzie Valley Land and Water Board Class A Water License MV2011L2-0004 (issued 2012); Environmental Agreement (issued May 2004); Type “A” Land Use Permit (issued June 2004); Northwest Territories Land Lease #75m/10-1-2, #75m/10-2-2, 75 m/10-3-2; #75m/10-4-2 (issued June 2004); DFO Fisheries Authorization SC00196 (updated August 2006); DFO Approval of Fish Screen for the Temporary Water Intake SC99123-A2 (issued September 2004); DFO Approval for Permanent Water Intake SC00196-7.1 (issued August 2004).

GNWT = Government of the Northwest Territories; AANDC = Aboriginal Affairs and Northern Development Canada; SLEMA = Snap Lake Environmental Monitoring Agency; MVLWB = Mackenzie Valley Land and Water Board; S27 = Stream 27; TSS = total suspended solids; EAR = Environmental Assessment Report; DFO = Fisheries and Oceans Canada; TDS = total dissolved solids; mg/L = milligrams per litre; N/A = Not Applicable.
3.0 COMMUNITY-SPECIFIC ENGAGEMENT

The annual plan for community engagement is necessarily adapted to any triggers as identified in Table 2-1, but also reflects the engagement preferences of each Aboriginal organization. Each year, De Beers will propose annual engagement activities, format and timing to each party for comment. Once mutually agreed to, the plan will be implemented and form part of the engagement record. De Beers notes that reasonable effort will be made to accommodate individual party preferences, but that in the event of disagreement, De Beers will maintain a record of all attempts to engage in accordance with this Engagement Plan.

4.0 GLOSSARY

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aboriginal organization</td>
<td>An organization representing the rights and interests of a First Nation (as defined in section 2 of the <em>Mackenzie Valley Resource Management Act</em>), Inuit community or region, a Tłı̨chǫ First Nation, or the Tłı̨chǫ Government.</td>
</tr>
<tr>
<td>Affected party</td>
<td>A party that is predicted to be affected by a proposed project, such as an Aboriginal organization/government, an individual occupying land for traditional purposes, a private landowner, or lease holder (e.g., for a lodge).</td>
</tr>
<tr>
<td>Board</td>
<td>Mackenzie Valley Land and Water Board, as established by the <em>Mackenzie Valley Resource Management Act</em>.</td>
</tr>
<tr>
<td>Engagement</td>
<td>The communication and outreach activities a proponent undertakes with parties prior to and during the operation of a project.</td>
</tr>
<tr>
<td>Engagement Plan</td>
<td>A document that clearly describes how, when, and which engagement activities will occur with affected parties and parties of interest during the life of the project.</td>
</tr>
<tr>
<td>Engagement record</td>
<td>A summary and log which details the engagement processes and outcomes between De Beers and representatives of an affected party or party of interest.</td>
</tr>
<tr>
<td>Parties of interest</td>
<td>A party in the Northwest Territories that expresses an interest in the project.</td>
</tr>
</tbody>
</table>
APPENDIX A

DE BEERS POLICY

“WORKING WITH ABORIGINAL COMMUNITIES”
De Beers Canada acknowledges the status of aboriginal people of Canada and their constitutionally entrenched rights. In working with aboriginal people, De Beers Canada will ensure that this status and their rights are respected, and will work to strike a balance between these considerations and other economic, social and environmental responsibilities.

De Beers Canada will apply the following principles in all of its activities and undertakings with aboriginal people in Canada:

It is recognized that aboriginal people have a historical occupation, usage and reliance on the land as well as a respect for the land and environment, which is enshrined in their traditions and practices. Arising from this is a far reaching wisdom and knowledge about the land and natural environment. This knowledge will be actively solicited and considered in the planning and management of De Beers Canada’s activities.

De Beers Canada believes that meaningful consultation and communication regarding activities, programmes and developments are necessary.

Consultation forms the basis for relationships and the De Beers Canada process will be:

- timely (adequate notice; time to evaluate and respond)
- informative (sufficient detail and explanation to allow understanding)
- comprehensible (presented in an understandable manner)
- ongoing (process acknowledges feedback; reports on how used)
- responsive (changes based on feedback where relevant/possible)

De Beers Canada believes that projects must benefit and add to the sustainability of local communities. Socio-economic development will be a primary focus through community participation in employment and business opportunities in all stages of the mineral development process from exploration, evaluation, mine development, production and closure.

De Beers Canada’s key corporate values of integrity, reliability and honesty in association with genuine respect for individuals and communities, nondiscrimination, best practice standards, health and safety, protection of the environment, teamwork and innovation will be promoted at all times.
APPENDIX B

TEMPLATE FOR RECORD OF MEETING

TO BE USED FOR ENGAGEMENT RECORD
Title of Meeting
Date; Time
Meeting Venue, Community

Attendance

• [insert name]  [Organization]
• [insert name]  [Organization]
• 

Agenda:

• [Insert or refer to attachment]

Supporting Materials:

• [Refer to attached presentation]
• [Refer to other materials as required]

Discussion Summary:

*Note that only the discussion related to the [insert topic] is provided below.

<table>
<thead>
<tr>
<th>Question/Comment</th>
<th>DBC Response</th>
<th>How/Where Addressed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Question or comment raised during meeting.</td>
<td>Response or comment provided by DBCI rep.</td>
<td>Reference public document (e.g., Management Plan; report, application, etc.)</td>
</tr>
</tbody>
</table>