

Engagement Plan



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August 24, 2018

File: W2012L2-0001

Dr. April Hayward
Dominion Diamond Ekati ULC
900-606 4 Street SW
Calgary, Alberta T2P1T1

Dear Dr. Hayward,

Re: W2012L2-0001: Version 1.1 of the Two Rock Outfall Report, Version 1.2 of the Selenium Response Plan, Version 6.1 of the Aquatic Effects Monitoring Program (AEMP) Design Plan for 2017 to 2019, and Version 4.1 of the Engagement Plan

The Wek'èezhìi Land and Water Board (WLWB or the Board) met on August 24, 2018 to consider the following documents submitted by Dominion Diamond Ekati ULC (Dominion), in accordance with the Water Licence (W2012L2-0001):¹

- Two Rock Outfall Design Report, Version 1.1;²
- Selenium Response Plan, Version 1.2;³
- AEMP Design Plan for 2017 to 2019, Version 6.1;⁴ and
- Engagement Plan, Version 4.1.⁵

After considering the revisions made to each document, the Board has approved the Version 1.1 of the Two Rock Outfall Design Report, Version 1.2 of the Selenium Response Plan, Version 6.1 of the AEMP Design Plan, and Version 4.1 of the Engagement Plan.

Sincerely,

A handwritten signature in blue ink, appearing to read "Joseph Mackenzie".

Joseph Mackenzie
Acting Chair, Wek'èezhìi Land and Water Board

Copied: Ekati Distribution List

¹ See WLWB (www.wlwb.ca) Online Registry for [W2012L2-0001 – Ekati – Water Licence Amendment – Potassium EQC – Jul 21 17](#)

² See WLWB Online Registry for [W2012L2-0001 – Ekati – Two Rock Outfall Report – Version 1.1 – May 25 18](#)

³ See WLWB Online Registry for [W2012L2-0001 – Ekati – AEMP – Selenium Response Plan – Version 1.2 – Apr 27 18](#)

⁴ See WLWB Online Registry for [W2012L2-0001 – Ekati – AEMP – 2017-2019 Design Plan – Version 6.1 – May 23 18](#)

⁵ See WLWB Online Registry for [W2012L2-0001 – Ekati – Engagement Plan – Version 4.1 – Jul 27 18](#)

EKATI MINE ENGAGEMENT PLAN – VERSION 4.1

July 2018



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EKATI MINE ENGAGEMENT PLAN, VERSION 4.1

INTRODUCTION

The Ekati Diamond Mine was the first diamond mine licensed and operated in the Northwest Territories. Comprehensive community engagement about the Ekati Mine has been undertaken on a continual basis since 1994, when engagement on the initial mine concept was initiated. As such, engagement practices and community relationships are well established.

Dominion is building on and advancing past engagement practices, by undertaking regular engagement meetings between Dominion senior management and community leadership. Dominion is also undertaking specific engagement activities related to new project proposals.

In 2013, the Land and Water Boards of the Mackenzie Valley (the Boards) published a document entitled *Engagement and Consultation Policy* (Policy), and an accompanying document entitled *Engagement Guidelines for Applicants and Holders of Water Licences and Land Use Permits* (Guidelines). Version 1.0 of the Ekati Mine Engagement Plan (the Plan) was submitted to the Wek'èezhii Land and Water Board (WLWB) for approval as per Part B Item 11 of Water Licence W2012L2-0001 in January of 2014. The Plan was written to be consistent with the Water Boards' Policy and Guidelines documents. Upon review by Board staff, it was found that there needed to be some additions to the Plan, in order to conform to the Policy and Guidelines. The Plan was then revised and subsequently submitted as version 2.0 in February 2014. Version 2.0 of the plan was sent out for public review and comment and in May of 2014 the Board approved the Plan (version 2.0) with some further direction. Version 3.0 of the Plan incorporates these directives (Dominion's dispute resolution process and follow-up procedure) as stipulated by the WLWB approval dated May 13, 2014. Version 3.0 was approved by the Board on October 11, 2016 with additional direction to incorporate and address items a-e as described in the Reasons for Decision in Version 4.0. Version 4.0 was approved by the Board on April 30, 2018 with additional direction to incorporate and address items a-c as described in the reasons for decisions in Version 4.1.

AFFECTED PARTIES

Affected parties for the Ekati Mine were identified through the initial Environmental Impact Assessment completed in 1996. These have been maintained as the affected parties throughout the life of the Ekati Mine inclusive of the 2000 Environmental Impact Assessment of the Sable, Pigeon and Beartooth Expansion Project, the 2013 Environmental Impact Assessment of the Lynx Expansion Project, three Water License Renewals, and numerous technical reviews/approvals by the Water Boards.

The affected parties for the Ekati Mine are the same as those that have Impact Benefit Agreements, represented by:

- Tłı̄chq̄ Government;
- Hamlet of Kugluktuk and Kitikmeot Inuit Association;
- Yellowknives Dene First Nation and Lutsel K'e Dene First Nation; and
- North Slave Metis Alliance.

Additionally, following the release of the Terms of Reference for the Jay Project by the Mackenzie Valley Review Board on February 21, 2014, Fort Resolution, Bathurst Inuit and Umingmaktok were identified as “potentially-affected communities” for the Jay Project. Dominion has committed to engaging with the community of Fort Resolution, specifically the Deninu Kue First Nation and the Fort Resolution Metis Council, as “affected parties” moving forward. Engagement with the Bathurst Inuit and Umingmaktok is captured through the general engagement with the Kitikmeot Inuit Association and Hamlet of Kugluktuk as these communities are mostly seasonal. However, if a specific issue related to these communities arises Dominion will engage with them directly.

Dominion may engage with other Parties on a case by case basis as appropriate.

PAST ENGAGEMENT ACTIVITIES

Since mine operations commenced in 1998, there have been numerous Water Board reviews of technical reports and approvals under the Water Licences. The Boards’ review processes are public and transparent and provide engagement through a number of methods that can include: written exchange of comments and responses, technical meetings and Public Hearings. In these cases, the *Record of Engagement* is the Water Boards’ public registry, which contains all of the engagement documentation.

Additionally, there have been a number of topic-specific engagement programs throughout the life of the Ekati Mine. Each of these programs provided a specific engagement process and record in addition to the Board’s own review process, often as pre-application engagement. In these cases, a *Record of Engagement* was provided by the Company as part of its submissions. Examples of these larger engagement programs include:

- 1994 to 1997: Engagement in support of the initial Environmental Impact Assessment and Water License.
- 2000 to 2002: Engagement in support of the Environmental Impact Assessment and Water License for the Sable, Pigeon and Beartooth Expansion Project.
- 2004 to 2005: Engagement in support of Renewal of the Ekati Water License.
- 2008 and 2009: Engagement in support of Renewal and Amalgamation of the Sable Pigeon and Beartooth Water License.
- 2012 and 2013: Engagement in support of Renewal of the (Amalgamated) Ekati Water License.
- 2013-2015: Engagement in support of the development of the Lynx Project.
- 2013-2016: Engagement in support of the Jay Extension Project.
- 2017-present: Engagement in support of the Misery Underground Project.

ENGAGEMENT PLAN

APPROACH

Dominion adopts the definition and goals of engagement as provided in the Boards' Policy and Guidelines:

The communication and outreach activities a proponent undertakes with affected parties prior to and during the operation of a project.

... that affected parties, including Aboriginal organizations/governments, are able to:

- *Develop an understanding of a proposed project or component of a project;*
- *Provide feedback during the engagement process on issues of concern with regards to a project; and*
- *Work towards building relationships with proponents that are operating in an area.*

Dominion's key principles for engagement were adapted from the Boards' Policy and Guidelines:

- *Engagement assists the applicant in developing an understanding of the social, cultural, and environmental conditions in the area and to potentially adapt and improve the project in response to these conditions. (Guidelines S.1.0).*
- *The Ekati Mine Engagement Plan is primarily focused on engagement with the affected parties. The Guidelines state that proponents should focus their engagement efforts towards parties that will likely be the most directly impacted (S.3.2).*
- *Dominion relies on the Boards' review processes as a means of engagement on technical reviews and approvals under the Water License and Land use Permits. The Guidelines states that: The proponent's engagement efforts, along with the Boards' consultative process, contribute to meaningful involvement of affected parties (S.1.0).*
- *Dominion respects and responds to engagement requests that may arise from time to time. For example, one of the Aboriginal communities may have specific interests and request specific information or meetings on that topic. Alternately, community leadership may request that some engagement activities be managed through a centralized body, such as the Tłı̄ch̄q Government's Kwe Beh Working Group.*
- *The form of engagement on a given topic should be appropriate to the nature of the issue/project at hand. The Policy states that: The Policy is also based on the premise that the appropriate level of engagement should reflect the scale, location, and nature of a proposed activity. The form of engagement may include those suggested in the Guidelines (Appendix B): Written notifications; Exchange of written comments and responses; Face-to-face meetings; Workshops; and Community meetings with leadership, staff and public.*

ENGAGEMENT PROCEDURES

When engaging with affected parties it is important that information is accurately captured and responded to in a timely manner. In the event of a dispute, opposing opinions and concerns must be recorded and tracked. The following procedures have been developed in order to appropriately address these situations.

Community Response - Community comments and questions are recorded and responded to by Dominion usually during the teleconference, meeting, or workshop. In cases where this is not possible, Dominion is committed to providing responses at the earliest opportunity. Depending on the nature of the question or request, the response provided may be in writing, during a follow-up meeting, or in some other form.

Dispute Resolution - In the event of a dispute between Dominion and an affected party, Dominion is committed to meet with and discuss the matter in order to resolve the dispute. These discussions may progress from operational and project staff to senior management as Dominion works to resolve the outstanding issue. If it is not possible to resolve the dispute, Dominion will note the disagreement in its engagement log.

PRIMARY CONTACTS

Dominion works with the primary contacts for engagement activities as directed by each respective organization. The contacts are provided in Table 1.

Table 1. Primary Contacts

Organization	Primary Contact
Dominion	Head of Environment
Tłıchq	Kwe Beh Working Group Tłıchq Government Mines Liaison Coordinator Chief-Wekweeti Chief-Gameti Chief-Whati Chief-Behchoko
Yellowknives Dene	Chief-Dettah Chief-Ndilo
Lutsel K'e Dene	Chief Chief of LKDFN Executive Assistant Wildlife, Lands and Environment Manager/ WLE Committee
Inuit of Kugluktuk	Mayor of Kugluktuk President - Kitikmeot Inuit Association
North Slave Metis Alliance	President
Deninu Kue First Nation	Chief
Fort Resolution Metis Council	President

The Primary Contact list is continuously updating throughout the year as necessary, however, Dominion does not feel it is appropriate to disclose personal information in a public document without permission. If requested, Dominion would be pleased to review the list with each group individually.

ENGAGEMENT FOR ON-GOING OPERATIONS

Engagement for on-going operations provides the foundation of essential engagement that maintains relationships and the regular two-way exchange of information. The engagement activities range from formal statutory consultation (ex: IBA meetings with leadership from each of the Ekati Mine Impact Benefit Agreement groups) to less-structured proponent consultation (ex: site-based activities wherein leadership, elders and youth are invited to visit the Ekati Mine for site visits or to take part in the environmental monitoring programs). Engagement is also embedded in the daily activities at the Ekati Diamond Mine as community members comprise a significant portion of Dominion Diamond's employee base. There are also a number of routine report submissions to the WLWB, all of which are posted to the Board's public registry where any party can provide comment or questions. Dominion considers the established statutory consultation process to be a valuable opportunity to engage with affected parties on a wide range of topics related to the Ekati Diamond Mine, in addition to Dominion's proponent engagement.

Proponent Engagement for on-going operations includes such key activities as:

- Meetings between Dominion senior management and community leadership (usually quarterly and in a public forum);
- Annual community presentations of environmental monitoring information;
- Annual community presentations of socio-economic monitoring information;
- IBA meetings with community leadership (these discussions are confidential to Dominion and each party);
- Listening Posts held at site for community leadership to meet with community members employed at the Ekati Mine;
- Elder/youth site visits for environmental monitoring programs (typically annual);
- Community Newsletters;
- Annual (typical) site visit by all potentially affected parties, regulators, IEMA and other stakeholders. As well as additional site visits based on specific topics of interest identified by parties.

As part of these activities, Dominion actively seeks out comments and questions from community members. Comments and questions are recorded and responded to by Dominion. These engagement activities also provide opportunities for the circulation of information about the Ekati Mine to the community members, thereby increasing the community members' understanding and capacity to provide comment and questions.

Statutory Consultation for on-gong operation includes such key activities as:

- Various technical workshops and Board process for reviews of technical documents under the Water Licence;
- Water Licence and Environmental Agreement Annual Report, which is provided in plain language and distributed to all parties;
- Environmental Impact Report every three years, which is provided in plain language and distributed to all parties;

As part of the statutory engagement process, Dominion reviews and follows various guidance documents and incorporates comments through the formally established Water License requirements of submission and review. These comments may result in additional types of engagement including workshops or site visits (proponent consultation) and may not be limited to the specific topic under review. Reasons for Decisions and changes of various Water Licence requirements may trigger additional engagement with various groups. Dominion views the required engagement and other engagement as part of a whole commitment to engagement on activities at the Ekati mine. The combined statutory and proponent consultation mechanisms act as Dominion's larger consultation framework, a framework that has been successfully utilized in other Plans and reports, including the WEMP (under the GNWT ENR and via the Wildlife Act), AQEMMP (lead by Dominion), and those outlined on page 4 of this document.

ENGAGEMENT FOR PROJECTS

Engagement for Projects provides focused engagement on larger projects or events, Dominion also engages on all topics of interest identified by the affected parties. This includes, for example:

- Water License and Land Use Permit renewal applications;
- New project or permit applications;
- Human Resources, Hiring, and Training;
- Contracts;
- Impact Benefit Agreement; and
- Environmental monitoring and Program development.

Engagement for Projects typically includes "pre-application" engagement that is carried out before the Company provides a project or renewal application to the Board. The purpose of the pre-application engagement is to provide progressively more details about a possible future project and seek initial community input, even while that possible project is under conceptual development. This not only ensures that the organizations are aware of potential projects but also provides the opportunity for community members to meaningfully contribute to the program development. After submission of an application to the Board, the Board's review process is initiated, and the Company continues its own additional engagement as well.

Dominion's (2013-2016) engagement program for its Jay (formerly Jay-Cardinal) Project provides a good example of Dominion's approach to project-based engagement. This program encourages collaborative engagement which allows Dominion to work with the affected parties in order to minimize the potential negative impacts of the Project. Pre-application engagement activities for the Jay-Cardinal Project revealed community concerns over the size and potential impact of the Project. As a result of this engagement Dominion will no longer be developing the Cardinal kimberlite pipe and has significantly reduced the overall size of the project.

Following the submission of the Jay Project application to the Board, Dominion has continued to engage with the affected parties on a regular basis to ensure they remain informed as project development continues.

A summary of the approach is as follows:

1. Pre-application engagement beginning 6 months¹ prior to the initial submission to the Board, consisting of:
 - Written exchanges;
 - Engagement with directly affected parties;
 - Several face-to-face meetings with each party that include Dominion senior management;
 - Public meetings;
 - Meetings with community leadership;
 - Recording of community questions and concerns;
 - Submission to the Board of the pre-application Record of Engagement; and
2. On-Going Project Engagement, consisting of:
 - Participation in Board processes such as Community Scoping Sessions;
 - Additional engagement through written exchanges, public meetings; face to-face meetings and workshops to discuss specific issues of interest, and to maintain two-way dialogue about the Project with the affected parties; and
3. Engagement during project implementation:
 - Ekati Community Caribou Engagement Program;
 - Project Specific Community Wildlife Monitors;
 - Management Plan Submission Public Review;
 - Student Seed Reclamation Program.

An example of a project-based engagement program was the Sable Lake Fish Harvest, which was a preliminary component of the Sable Project and was completed in the summer of 2016. The pre-application engagement for the Sable Project was conducted using appropriate mechanisms that have been effective in the past and that are consistent with the Boards' Guidelines, such as public meetings, meetings with community leadership and workshops. Other community-specific mechanisms that were developed during the Lynx Lake fish harvest were also be applied to the Sable Lake Fish Harvest (ex: such as community members participating as harvesters).

ENGAGEMENT FOR EA MEASURES:

Dominion recognizes that effective engagement practices need to be adaptive in order to address the specific needs of each affected party; Dominion also recognizes the iterative nature of engagement via continued consultation with affected parties and regulators. In response to WLWB's review of Version 3 of the Jay Project Engagement Plan (released in May 2016), Dominion have acted on the specific recommendations related to EA measures. The present version of the Plan

¹ In the case of the Jay (formerly Jay-Cardinal) Project, pre-application engagement was initiated immediately upon Dominion assuming ownership of the Ekati Mine in April 2013 and could not have been initiated sooner.

includes the actions taken by Dominion to better implement the following measures, originally identified in the Jay Project Report of Environmental Assessment and Reasons for Decision (http://www.reviewboard.ca/upload/project_document/EA1314-01_Report_of_Environmental_Assesment_and_Reasons_for_Decision.PDF):

- Measure 6-5: Traditional Knowledge Based Caribou Monitoring and Mitigation;
- Measure 7-1: Cultural Aspects and Traditional Knowledge Regarding the Development of a Traditional Knowledge Management Framework;
- Measure 7-2: On the Land Culture Camp; and
- Measure 13-2: Engagement on Cultural Impacts.

Specific actions for each measure can be found below.

MEASURE 6-5: TRADITIONAL KNOWLEDGE BASED CARIBOU MONITORING AND MITIGATION

Dominion has fulfilled its goal of founding a collaborative research group that incorporates traditional knowledge to identify the cause of the Bathurst herd's zone of influence (ZOI) within one year and has sourced funding for both community-based traditional knowledge and western science investigations toward this cause. A second group, the Traditional Elders Knowledge Group, has met five times since its inception (on June 17, 2016; October 11-13, 2016; January 23-34, 2017; April 25-27, 2017; and September 12-13, 2017) and documented a variety of caribou-related topics, including: research funding targeted at the Bathurst herd (both direct and in-kind); community management / monitoring programs (in Tlichio and Lutsel K'e); the use of lighter, low-impact geo-fencing radio collars to evaluate Jay road impact on caribou avoidance; mine elements, including egress ramps (for the waste rock pile) and road-esker design; and more. The Caribou Migration Plan (CMP) was submitted by Dominion to MVEIRB on May 19, 2017 and represents a significant step toward deliverables that include appropriate, local traditional knowledge. The next TKEG meeting is tentatively scheduled for early December 2017 and will continue the process of ongoing TK engagement that Dominion has committed to maintaining throughout the Jay Project's operation and closure.

MEASURE 7-1: CULTURAL ASPECTS AND TRADITIONAL KNOWLEDGE REGARDING THE DEVELOPMENT OF A TRADITIONAL KNOWLEDGE MANAGEMENT FRAMEWORK

Dominion has committed to substantive steps to improve the TK Framework toward greater transparency and consistency, beginning with a request to all affected First Nations for established or preferential Framework Agreements they may have, to act as guidance documentation. Consistency was added to the TK framework through additional screening of common TK values and protocols in publicly available government and first nation's publications. The result of this effort was a collectively derived and representative TK Framework Agreement (May 2017), which was reviewed by the TKEG group (January 23-24, 2017) and approved without substantive changes; the framework is a living document and can be amended at any time. The framework operates on the United Nations principle of free, prior, and informed consent, and automatically safe-guards its contributors as the holders of any intellectual property generated within the Framework.

MEASURE 7-2: ON THE LAND CULTURE CAMP

Dominion recognizes that the Jay Project has, and will continue to have an impact on the surrounding cultural landscape, and that this will disturb traditional land use activities. Mitigation for this impact includes strategies that encourage intergenerational connection to the land, namely the construction and use of a culture camp on traditional lands near the Project. Measure 7-2 from the Jay Report of Environmental Assessment is meant to mitigate against possible loss of use of Traditional Lands by creating a camp location at or near the Jay Project site that can be used so that the connection to traditional lands can be maintained. The camp will provide the opportunity for Dominion to apply, where appropriate, Traditional Knowledge provided by community members in the monitoring of mine-caused disturbances to the land and wildlife using Aboriginal methods of information gathering. Dominion engaged the Traditional Knowledge Elder's Group on this project on several occasions to establish a plan of development for the culture camp, and on October 18, 2016 all affected parties were brought to the Ekati mine to determine possible locations, frequency, and times of use. The resulting information was distributed to TKEG entities (DKFN, FRMC, LKDFN, YKDFN, KIA, Hamlet of Kugluktuk, and the Tlicho Government) and an agreed-upon location for the culture camp has since been reached, for which Dominion has secured a 5-year a Type-A Land Use Permit (issued on June 20, 2017). Unfortunately, the location chosen was ultimately determined to be unsuitable for establishing a camp due to swamp like conditions. Dominion will be working with the TKEG this winter to identify a more suitable location.

MEASURE 13-2: ENGAGEMENT ON CULTURAL IMPACTS

Dominion has committed to ongoing engagement with all affected groups throughout all phases of the Jay Project in order to adequately identify the cultural impacts referenced above in Measure 7-2. All First Nations considered in the EA process will be engaged through a process of consultation, input seeking, incorporation of concerns via adaptive management, and annual reporting. Additional efforts include community newsletters and TKEG meetings (both on a quarterly basis), site tours (five from October 2016 to April 2017), technical workshops, and community funding for traditional programming. TK projects are conceived and administrated at the community level, with Dominion providing in-kind financial support. Currently active TK projects related to the Jay Project include: the Tlicho Government What'aa Project: in which local elders provide land-based information on eskers and remediation for the Site waste-rock pile; Development of a Web-Based Atlas for the Naonaiyaotit Traditional Knowledge Project (NTKP), in which an interactive web-based tool will be populated with land use and TK data for the Kitikmeot region, for education and outreach; LKDFN Traditional Knowledge and Livelihoods Program: in which a traditional knowledge database will be populated with previous TK work by the LKDFN Lands and Environment Department; and Tlicho Boots on the Ground Caribou Monitoring: in which traditional ways of knowing are used to monitor the current condition of the Bathurst caribou herd. Further information on these community TK initiatives will be available in the forthcoming reports.

SUMMARY

A summary of engagement triggers and methods is provided below in Table 2.

Table 2. Summary of Engagement Triggers and

ENGAGEMENT TRIGGER	PRIMARY PURPOSE	PRIMARY METHODS (Typical) ¹	PRIMARY PARTICIPANTS (Typical) ²
<i>Engagement – On-Going</i>			
Regular Meetings between Senior Management and Community leadership and members	<ul style="list-style-type: none"> • Input into Regular Operation of the Ekati Mine 	<ul style="list-style-type: none"> • Meetings (usually quarterly) between Senior Management and Community Leadership • Community meetings 	<ul style="list-style-type: none"> • Community Leadership • Community members
<i>Engagement Primarily Related to Water Board Processes, Licenses or Permits</i>			
Amendment to Environmental Management Plans and Programs: <ul style="list-style-type: none"> • Aquatic Effects Monitoring Program Design Plan & Response Framework (every 3-years) • Wastewater and Processed Kimberlite Management Plan (as required) • Waste Rock and Ore Storage Management Plan (as required) • Spill Contingency Plan (as required) • Waste Management Plan (as required) • Surveillance Network Program (as required) • Interim Closure and Reclamation Plan (as required) 	<ul style="list-style-type: none"> • Community input into proposed changes to established Plans and Programs 	<ul style="list-style-type: none"> • Community Meetings (as requested) • Water Board review process, including: <ul style="list-style-type: none"> • Technical meetings • Written comments/responses 	<ul style="list-style-type: none"> • Community Leadership • Community Members • Community technical staff • Wildlife, Lands and Environment Committee

<p>Application for Amendment or Renewal of Water License (as required)</p>	<ul style="list-style-type: none"> • Pre-application engagement to record and respond to initial questions and to gather community input • Water Board review process to gain community input 	<ul style="list-style-type: none"> • Pre-application and on-going engagement, may include: <ul style="list-style-type: none"> • Meetings with Community leadership • Community meetings • Workshops • Technical meetings • Written comments/responses • Ekati Mine visit/meeting • Additional Community Meetings (as requested) • Water Board review process, including: <ul style="list-style-type: none"> • Technical meetings • Written comments/responses • Public Hearing 	<ul style="list-style-type: none"> • Community members • Community technical staff • Community Leadership
<p>Application for New Land Use Permit or Water License (as required)</p>	<ul style="list-style-type: none"> • Pre-application engagement to record and respond to initial questions • Water Board/Review Board review process to gain community input • On-going Company engagement to gain community input 	<ul style="list-style-type: none"> • Pre-application and on-going engagement, may include: <ul style="list-style-type: none"> • Plain Language Reports • Aboriginal Language Reports • Meetings with Community Leadership • Community meetings • Workshops • Technical meetings • Written comments/responses • Ekati Mine visit/meeting • Additional Community Meetings (as requested) • Water Board review process, including: <ul style="list-style-type: none"> • Technical meetings • Written comments/responses • Public Hearing 	<ul style="list-style-type: none"> • Community Leadership • Community members • Community technical staff • Other local land users

Engagement Primarily Related to Agreements			
Annual Environmental Monitoring Information Summary (<i>Environmental Agreement</i>)	<ul style="list-style-type: none"> • Presentation of environmental monitoring information • Recording and response to questions 	<ul style="list-style-type: none"> • Plain Language Report • Community presentations • Ekati Mine visits/meetings 	<ul style="list-style-type: none"> • Community members • Community technical staff • Wildlife, Lands and Environment Committee
Environmental Impact Report (every 3 years) (<i>Environmental Agreement</i>)	<ul style="list-style-type: none"> • Input into design of the report • Presentation of results to community members 	<ul style="list-style-type: none"> • Technical meeting • Plain Language Report • Ekati Mine visit/meeting 	<ul style="list-style-type: none"> • Community technical staff • Community members • Wildlife, Lands and Environment Committee
Traditional Knowledge in Environmental Monitoring (on-going programs) (<i>Environmental Agreement</i>)	<ul style="list-style-type: none"> • Incorporate TK into environmental monitoring programs • Foster traditional link between elders and youth 	<ul style="list-style-type: none"> • Ekati Mine visits/workshops • Elders meetings • Support for community TK database development 	<ul style="list-style-type: none"> • Ekati Mine Environment staff • Community elders • Community youth • Wildlife, Lands and Environment Committee
Amendment to Environmental Management Plans and Programs: <ul style="list-style-type: none"> • Wildlife Management Plan (as required) • Wildlife Effects Monitoring Program (every year) • Air Quality Management and Monitoring Plan (as required) (<i>Environmental Agreement</i>)	<ul style="list-style-type: none"> • Community input into proposed changes to established Plans and Programs 	<ul style="list-style-type: none"> • GNWT ENR-led engagement processes on regional wildlife monitoring, including: <ul style="list-style-type: none"> • Technical meetings • Written comments/responses • GNWT ENR-led review of annual wildlife research applications • Technical meetings 	<ul style="list-style-type: none"> • Community technical staff • Wildlife, Lands and Environment Committee

Annual Socio-Economic Monitoring Information Summary (<i>Socio Economic Agreement</i>)	<ul style="list-style-type: none"> • Presentation of socioeconomic monitoring information • Recording and response to questions 	<ul style="list-style-type: none"> • Community presentations (public and/or staff) 	<ul style="list-style-type: none"> • Community members • Community technical staff • Community HR Dept.
Impact Benefit Agreement Meetings (<i>Impact Benefit Agreements</i>)	<ul style="list-style-type: none"> • Satisfy IBA requirements (confidential) • Career awareness and information for community youth 	<ul style="list-style-type: none"> • Various, may include: • Face-to-face meetings • School/youth career presentations 	<ul style="list-style-type: none"> • Community leadership • Community youth • Community IBA dept.
Engagement Primarily Related to Specific Requests or Needs			
Community requests for engagement	<ul style="list-style-type: none"> • Respond to community requests for engagement 	<ul style="list-style-type: none"> • As appropriate to request 	<ul style="list-style-type: none"> • As appropriate to request
Community request to adhere to community developed Engagement Plans	<ul style="list-style-type: none"> • Adhere to community developed Engagement Plans as requested 	<ul style="list-style-type: none"> • As appropriate to request 	<ul style="list-style-type: none"> • As appropriate to request
Ekati Mine specific needs for engagement	<ul style="list-style-type: none"> • Gain community input on resolution of specific environmental management projects 	<ul style="list-style-type: none"> • As appropriate to topic at hand 	<ul style="list-style-type: none"> • As appropriate to topic at hand
Ekati Mine Hiring and Training Programs	<ul style="list-style-type: none"> • Inform, prepare and assist community members with training, jobs and careers with Ekati Mine • Record and respond to questions • Career awareness and information for community youth 	<ul style="list-style-type: none"> • Varies, as appropriate to needs 	<ul style="list-style-type: none"> • Community members • Community youth • Community HR • Community IBA Dept. • Career Development Officers

Engagement Primarily Related to EA Measures			
Measure 6-5: Traditional Knowledge Elders Group Meetings	<ul style="list-style-type: none"> • Input into Regular Operation of the Ekati Mine • Incorporate Traditional Knowledge into the Regular Operation of the Ekati Mine 	<ul style="list-style-type: none"> • Meetings – The frequency of engagement with the TKEG was determined by the group itself with the establishment of the TKEG Terms of Reference 	<ul style="list-style-type: none"> • Elders selected by their community
Measure 7-1: Traditional Knowledge Management Framework	<ul style="list-style-type: none"> • Protocols for collecting, storing, managing and using Traditional Knowledge 	<ul style="list-style-type: none"> • Framework has been established and will be reviewed and/or updated at the discretion of the Traditional Knowledge Elders Group Participants 	<ul style="list-style-type: none"> • Traditional Knowledge Elders Group
Measure 7-2: Support of the Culture Camp	<ul style="list-style-type: none"> • Mitigate the adverse cultural impacts of the Jay Project 	<ul style="list-style-type: none"> • Work with aboriginal groups to determine the use and frequency of the camp 	<ul style="list-style-type: none"> • As appropriate to measure • Traditional Knowledge Elders Group
Measure 13-2: Evaluating and improving the effectiveness of Dominion's mitigation of cultural impacts	<ul style="list-style-type: none"> • To evaluate and, through adaptive management, improve the effectiveness of Dominion's mitigation of cultural impacts 	<ul style="list-style-type: none"> • Developed based on feedback and requests from the impacted groups 	<ul style="list-style-type: none"> • As appropriate to measure

Notes:

Consistent with Board Policy and Guidelines, the method of engagement will vary according to the nature or scope of the topic.

1. Except for specific requests that may be raised by a single organization, the parties to be engaged include all of the Aboriginal organizations with Impact Benefit Agreements, as represented by: Tłı̨chǫ Government, Hamlet of Kugluktuk/Kitikmeot Inuit Association, Yellowknives Dene First Nation/Lutsel K'e Dene First Nation, and North Slave Metis Alliance.

RESULTS OF ENGAGEMENT

Dominion recognizes that effective engagement practices need to be adaptive in order to address the specific needs of each affected party. The following is a list of examples where our engagement practices have been modified in order to satisfy requests received from the affected parties:

- Individual Tlicho communities requested that we expand our quarterly meetings to include their communities and not just the Kwe Beh Working Group. Dominion now holds meetings within Gameti, Wekweeti, Whati and Behchoko in addition to the meeting with the Kwe Beh Working Group;
- The Tlicho Engagement Plan included changes to the way Dominion will engage the Tlicho including our IBA meetings. The Tlicho will schedule IBA meetings with each of the three diamond mining companies back to back on the same day for ease of comparison between the companies. We have identified a designated liaison committee including representatives for Dominion and the Tlicho for IBA discussions. The Tlicho Engagement Plan also includes a Mining Fair tour to all the Tlicho communities with participation from each of the three diamond mining companies. The fair will feature Environment in addition to Employment;
- Initially Dominion met with only the leadership groups. Aboriginal groups requested that we hold public meetings, so all members could participate. Dominion now holds regular public meeting within each affected community;
- Dominion changed our quarterly meetings to include public community meetings, however, some meetings were held during the day and many groups requested the company hold evening meetings to allow community members who were at work during the day to attend; and
- Additional workshops to publicly review and develop Management Plans.

Appendix A

Community Engagement Letters and Community Response Table

Dominion actively seeks input from its partner communities on the Ekati Mine Community Engagement Plan. The following are examples of letters sent on March 9th, September 11th and December 6th of 2015, to each affected party, seeking feedback on the Plan. The responses received are captured in the table that follows:



March 9, 2015

Chief Felix Lockhart
Lutsel K'e Dene First Nation
P.O. Box 28
Lutsel K'e, NT X0E 1A0

Re: Dominion Diamond's Community Engagement Programs

Dear Chief Felix Lockhart,

There is a strong history of community engagement at the Ekati Mine. Dominion Diamond is committed to expanding on this tradition as the new operator of the Ekati Mine. Even before the change of ownership from BHP Billiton to Dominion Diamond in April 2013, Dominion Diamond Senior Management executive officers Bob Gannicott and Brendan Bell were directly involved in discussions with community leadership about the upcoming change. This letter is to share our views on some of early successes of the community engagement program, and to invite you to provide your thoughts on how we can still make it better.

The following is a short listing of some of the engagement undertaken by Dominion Diamond in the less than two years it has owned the Ekati Mine:

- Initiating quarterly engagement meetings with Dominion Diamond executive leaders Bob Gannicott and Brendan Bell (a new initiative);
- The hiring of Mr. Bob Overvold as a Senior Manager in Dominion Diamond working on community engagement;
- Responding to community concerns, some of which were long-standing:
 - o changes to community flight schedules;
 - o cancelling Edmonton as an employee 'pick up point';
 - o initiating a community-based liaison position (currently on a trial basis);
 - o changing the basic design based on community concerns of the initially proposed "Jay-Cardinal Project" to the "Jay Project"; and
 - o increasing the number of northern aboriginal apprenticeships at the Ekati Mine



- Creating a new, second position in Human Resources (HR) dedicated to helping IBA employees advance within Dominion Diamond; the position is filled by a northern Aboriginal professional; and,
- Re-instituting on-site adult basic education for employees.

Dominion Diamond has worked with technical staff from the communities and staff from the regulatory boards on the permitting of a number of projects. In each of these processes, Dominion Diamond worked with communities to identify and to respond to issues or concerns. These projects included:

- Obtaining a 5-year Land Use Permit for exploration work on the Ekati Mine claim block;
- Obtaining approval for the Lynx Project through the Wek'eezhii Land and Water Board;
- Successfully conducted Scoping Sessions (by the Mackenzie Valley Environmental Impact Review Board) and timely receipt of Terms of Reference for the (proposed) Ekati Mine Jay Extension Project; and
- Elder and community workshops and field trips to discuss fish-out plans and fisheries offsetting projects for the Lynx Project and the (proposed) Jay Extension Project.

Community visits to the Ekati Mine are a very important part of Dominion Diamond's engagement program and these have been conducted. These have included:

- Elder Site visits to discuss vegetation and reclamation;
- Annual site visits to view caribou at the Ekati Mine or in the area around the mine;
- Community wildlife experts hired to monitor bird nesting activity at Misery pit;
- Community wildlife experts hired to monitor wildlife during construction of the Misery powerline;
- Community site visits to view the area of the (proposed) Jay Extension Project including helicopter flyover; and
- Community site visits to view the Lac du Sauvage esker and discuss the best road route.

In February 2014, Dominion Diamond provided the Wek'eezhii Land and Water Board with a written *Engagement Plan* to satisfy a new requirement of the Ekati Mine Water Licence. The Plan provides everyone with a document that describes all of the ways that Dominion Diamond conducts its community engagement programs. The Wek'eezhii Land and Water Board approved the Plan in April 2014 and



Dominion Diamond conducts its community engagement program according to the Plan.

An important part of Dominion Diamond's community engagement program is to ask for input from its partner communities. There may be new ideas or improvements based on our engagement with your community to date. This letter is one way that Dominion Diamond is asking for your input on its Engagement Plan. You can write back to us with your comments and suggestions if you wish. If you wish to do this, please respond by March 31 so that we will have time to see your suggestions and incorporate them into our plans for summer 2015. Alternately, if you would prefer to meet to discuss the Engagement Plan in person, please let us know and we will work with you on that. As well, we have quarterly engagement meetings set up with your communities in the coming weeks and we would be pleased to discuss the engagement plan at that time. We have attached the *Ekati Mine Engagement Plan* for your review.

Thank you for your engagement with us over the past (nearly) two years of Dominion Diamond's ownership of the Ekati Mine. This helps us to respond to community concerns. Please contact myself at Robert.overvold@ekati.ddcorp.ca or Ori Wahshee at ora-naia-wah-shee@ekati.ddcorp.ca with your responses or if you have any questions.

Sincerely,

A handwritten signature in black ink that reads 'Bob Overvold'.

Bob Overvold,
Head – Environment and Communities

Attachment



September 11, 2015

Bill Enge
President
North Slave Metis Alliance
P.O. Box 2301
Yellowknife, NT X1A 2P7

Dear President Enge:

Re: Annual Review of Dominion Diamond's Ekati Mine Engagement Plan and Engagement Activities

There is a strong history of community engagement at the Ekati Mine and this continues as the company moves forward with various initiatives. Some of our ongoing engagement activities include:

- quarterly meetings between Dominion Diamond senior management and community leadership (usually in a public forum);
- annual community presentations of environmental and socio-economic monitoring information;
- Elder/youth site visits for environmental monitoring programs (typically annual);
- Water Licence and Environmental Agreement Annual Report, which is provided in plain language and which is circulated to all parties for comment;
- visits by government and regulatory staff; and,
- And annual (typically) site visit by the Wek'eezhii Land and Water Board.

In February 2014, Dominion Diamond provided the Wek'eezhii Land and Water Board (the Board) with a written *Engagement Plan* to satisfy a new requirement of the Ekati Mine Water Licence (W2012L2-0001). The Plan provides everyone with a document that describes all of the ways that



Dominion Diamond conducts its community engagement programs. The *Engagement Plan* was approved in April 2014 with a directive from the Board to:

...contact the affected parties to receive feedback on the Engagement Plan, as well as reflect on DDEC's engagement processes in the previous year, during their internal annual review of the Engagement Plan; DDEC is to report these results to the Board in their Annual Report.

Seeking input from its partner communities is an important part of Dominion Diamond's community engagement program. There may be new ideas or improvements surrounding engagement based on our interaction with your community to date.

The *Ekati Mine Engagement Plan*, Version 2.0 is attached for your review. In order to incorporate your comments into the next version of the Engagement Plan, which will form the basis for upcoming engagement activities, please respond by **October 30, 2015**. Written comments and suggestions are welcome. Alternately, if you would prefer to meet to discuss the *Engagement Plan* in person, please let us know and Dominion Diamond would be happy to sit down in a meeting.

At this time, we wish to thank you for your continued engagement as it helps us to respond to community concerns. Please contact myself at Robert.Overvold@ekati.ddcorp.ca or Ori Wah-shee at ora-naja.wah-shee@ekati.ddcorp.ca with your comments or if you have any questions.

Sincerely,

ORIGINAL SIGNED BY CLAUDINE LEE FOR

Bob Overvold,
Head – Environment and Communities

cc. Regulatory Analysis, Shin Shiga

Encl. Ekati Mine Engagement Plan



November 6, 2015

Chief Edward Sangris
Chief Ernest Betsina
Yellowknives Dene First Nation
Yellowknife, NT X1A 2P8

Dear Chief Sangris and Chief Betsina:

Re: Annual Review of Dominion Diamond's Ekati Mine Engagement Plan and Engagement Activities

There is a strong history of community engagement at the Ekati Mine and this continues as the company moves forward with various initiatives. Some of our ongoing engagement activities include:

- quarterly meetings between Dominion Diamond senior management and community leadership (usually in a public forum);
- annual community presentations of environmental and socio-economic monitoring information;
- Elder/youth site visits for environmental monitoring programs (typically annual);
- Water Licence and Environmental Agreement Annual Report, which is provided in plain language and which is circulated to all parties for comment;
- visits by government and regulatory staff; and,
- And annual (typically) site visit by the Wek'eezhii Land and Water Board.

In February 2014, Dominion Diamond provided the Wek'eezhii Land and Water Board (the Board) with a written *Engagement Plan* to satisfy a new requirement of the Ekati Mine Water Licence (W2012L2-0001). The Plan provides everyone with a document that describes all of the ways that Dominion Diamond conducts its community engagement programs. The *Engagement Plan* was approved in April 2014 with a directive from the Board to:

...contact the affected parties to receive feedback on the Engagement Plan, as well as reflect on DDEC's engagement processes in the previous year, during their internal annual review of the Engagement Plan; DDEC is to report these results to the Board in their Annual Report.

DOMINION DIAMOND EKATI CORPORATION
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Seeking input from its partner communities is an important part of Dominion Diamond's community engagement program. There may be new ideas or improvements surrounding engagement based on our interaction with your community to date.

The *Ekati Mine Engagement Plan*, Version 2.0 is attached for your review. In order to incorporate your comments into the next version of the Engagement Plan, which will form the basis for upcoming engagement activities, please respond by **November 30, 2015**. Written comments and suggestions are welcome. Alternately, if you would prefer to meet to discuss the *Engagement Plan* in person, please let us know and Dominion Diamond would be happy to sit down in a meeting.

At this time, we wish to thank you for your continued engagement as it helps us to respond to community concerns. Please contact myself at Robert.overvold@ekati.ddcorp.ca or Ori Wah-Shee at ora-naja.wah-shee@ekati.ddcorp.ca with your comments or if you have any questions.

Sincerely,

ORIGINAL SIGNED BY CLAUDINE LEE FOR

Bob Overvold,
Head – Environment and Communities

cc. Acting Manager, Lands and Environment, Johanne Black
Encl. Ekati Mine Engagement Plan

The following table captures the feedback that was received:

Affected Party	Date Sent	Comments Received	Date Sent	Comments Received	Date Sent	Comments Received	Changes to Plan
YKDFN	3/9/2015	Chief Edward Sangris: "We regret to say that, due to staff turnover, this plan was not transferred...we ask the Wek'eezhii Renewable Resource Board to allow a delay for YKDFN to review the matter.	9/11/2015	No Response Received	11/6/2015	Alex Power: This draft plan is largely in line with YKDFN's engagement strategy. I'm sure that any differences in engagement expectations can be worked out as they arise.	N/A
NSMA	3/9/2015	No Response Received	9/11/2015	No Response Received	11/6/2015	Call with Mr. Shin Shiga, Regulatory Analyst, on Nov.17, 2015. Mr. Shiga stated that the NSMA would not be providing any additional comments.	N/A
LKDFN	3/9/2015	Email response from Peter Unger. Requested to review LKDFN Draft Engagement Plan which highlight sharing of reports and a deeper connection to the Community.	9/11/2015	No Response Received	11/6/2015	Mike Tollis: "The Engagement Plan looks about right. I just added a couple more people on the list to contact as the information doesn't always get funneled down to WLEC when sent to the Chief. Also, I added the LKDFN HR department and IBA department for a few of the topics".	Additional contacts added. Reviewed LKDFN Draft Engagement Plan included in Engagement Plan.

Affected Party	Date Sent	Comments Received	Date Sent	Comments Received	Date Sent	Comments Received	Changes to Plan
Tlichó	3/9/2015	Initial response received from Kwe Beh Working Group that they are the key contact.	9/11/2015	No Response Received	11/6/2015	Requested a meeting to discuss the Tlichó Government Engagement Plan (February 2016).	N/A
KIA/ Hamlet of Kugluktuk	3/9/2015	No Response Received	9/11/2015	No Response Received	11/6/2015	No Response Received	N/A