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January 14, 2015

File: S115-11

Angela Love
Regulatory Officer
Mackenzie Valley Land and Water Board
P.O. Box 2130
Yellowknife NT X1A 2P6

Dear Ms. Love:

Engagement Plan for the Gahcho Kué Mine

De Beers Canada Inc. (De Beers) is pleased to submit for your review and approval, the Engagement Plan for the Gahcho Kué Mine (the Mine). This Engagement Plan was prepared to align with the *Engagement Guidelines for Applicants and Holders of Water Licences and Land Use Permits* (Mackenzie Valley Land and Water Board 2013), as well as the specific feedback received from the affected Aboriginal parties regarding their preferred methods of engagement.

The Engagement Plan is designed primarily to address engagement related to the environmental aspects of the Mine as regulated by the Mackenzie Valley Land and Water Board (the Board). This plan describes the manner in which De Beers will engage Aboriginal Parties throughout the life of the mine, including engagement that will occur before, during, and after applications for renewals, extensions, authorizations, submission of management plans, modifications, amendments, and changes to the surveillance network programs. De Beers will seek engagement with parties, as described in this plan to provide notice of upcoming applications, to seek input and recommendations, and to follow-up on input received.

The extent of engagement on any given topic will depend on the level of interest of the parties and the scale of the issue or application. Issues that require immediate response will be addressed quickly through conference calls and meetings whereas potentially complicated and long-term issues will be addressed through workshops and working groups. De Beers will work closely with Aboriginal Parties to identify priority issues that require additional engagement to ensure that engagement remains community driven and meaningful to the parties.

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De Beers will update this plan, like all the environmental monitoring and management plans, periodically as needed to ensure suitability and applicability to the stage of mine life and the needs of communities. De Beers will submit proposed updates and revisions to the Board, and to communities, on an annual basis along with a summary of activities conducted in the previous year.

Thank you for your time and review.

Regards,



Veronica Chisholm
Environmental Permitting Manager

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Gahcho Kué Mine

Engagement Plan

January 2015

PLAIN LANGUAGE SUMMARY

De Beers Canada Inc. (De Beers) is planning to build the Gahcho Kué Diamond Mine (Mine) in the Northwest Territories (NWT). In order to undertake mining, Kennady Lake will be isolated and dewatered to allow safe access to the ore bodies, which are located under Kennady Lake. The mine will develop three open pits to mine the ore during its operation, which is expected to last 11 years. The three pits, called Hearne, 5034, and Tuzo pits, will be mined in sequence, and will be up to 650 metres (m) wide and 300 m deep. At closure, two of the mined-out pits will be backfilled, and the lake will be refilled, which will take approximately 12+ years. When water quality in the refilled Kennady Lake is acceptable, it will be reconnected to the downstream watershed.

Submission of this revised Engagement Plan is a condition of the Land Use Permit (MV2005C0032) and Water Licence (MV2005L2-0015) issued to De Beers on August 11, 2014 and September 24, 2014. This Plan builds on the engagement conducted as part of the Environmental Impact Statement (EIS) and the previous version of the Engagement Plan submitted to the Mackenzie Valley Land and Water Board (Board) in November 2013 (De Beers 2013a). It describes the methods by which De Beers will undertake Engagement on key topics related to the water licence and land use permit.

This Plan is based on the Board's Engagement Guidelines for Applicants and Holders of Water Licences and Land Use Permits (Guidelines), issued on June 1, 2013 (MVLWB 2013). It also conforms to De Beers' internal Sustainable Development Policy and Guidelines for working with Aboriginal Communities. As noted in the Board Guidelines, this Engagement Plan describes how De Beers will continue to work with Aboriginal Parties, throughout the life of mine.

REVISION HISTORY

Version	Date	Notes/Revisions
Version 1	November 2013	Not applicable
Version 2	December 2014	Major revision; incorporation of direction received from Aboriginal Parties regarding engagement preferences; removed the annual update (to be submitted under separate cover)

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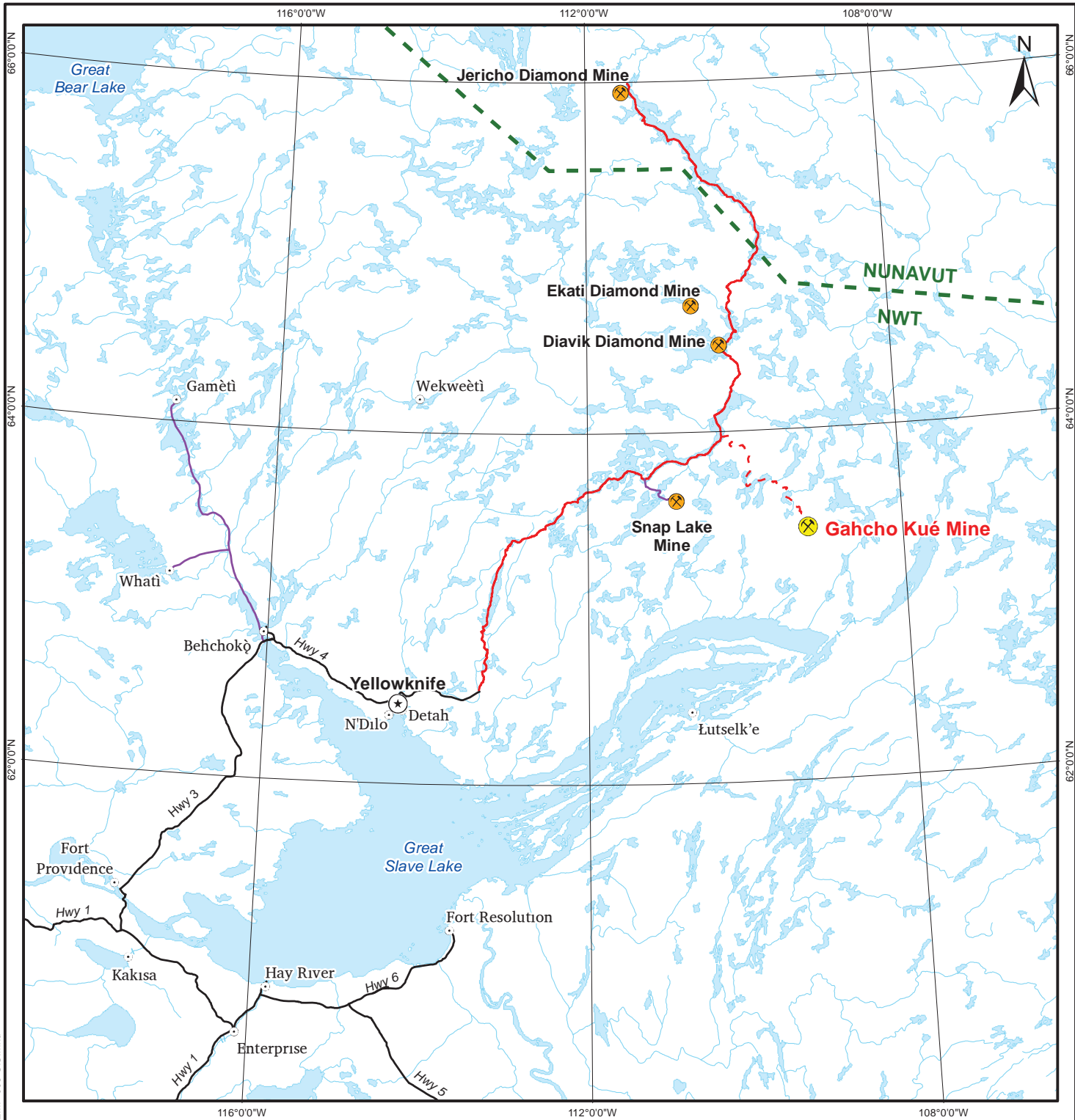
1 INTRODUCTION

1.1 CONTEXT

De Beers Canada Inc. (De Beers) will conduct open pit mining, milling and associated activities at the Gahcho Kué Diamond Mine (Mine), located approximately 280 kilometres (km) northeast of Yellowknife, Northwest Territories (NWT), and approximately 80 km southeast of the Snap Lake Mine (Figure 1; centered at 63°25'48" N, 109°12'00" W). The three phases of the life of mine include construction (2 years), operations (11 years), and closure (12+ years). Activities at the Mine will include:

- dykes and berms to facilitate the dewatering of Kennady Lake;
- open pit mining of the Hearne, 5034 and Tuzo kimberlite pipes;
- milling facilities and infrastructure;
- ore and low grade ore stockpiles;
- a Fine Processed Kimberlite Containment Facility;
- a Coarse Processed Kimberlite Containment Facility;
- a West Mine Rock Pile;
- a South Mine Rock Pile;
- deposition of kimberlite and waste rock into the Hearne and 5034 open pits;
- quarrying;
- the existing exploration camp, winter access spur road camp, and a mining camp;
- fuel, lubricant, and glycol storage facilities and laydown areas;
- explosives storage facilities and use of explosives;
- a landfarm;
- construction and operation of the winter access road;
- site facilities and infrastructure including but not limited to the water supply facility, sewage treatment plant, pipelines, incinerator, site roads, all-season airstrip and apron, power plant, electrical distribution, and material storage, and sorting facilities; and
- use of equipment, vehicles and machines.

Further details on Mine activities are provided in the Updated Project Description (De Beers 2013b).



LEGEND

- Gahcho Kué Mine
- Existing Mine
- Territorial Capital
- Populated Place
- Highway
- Existing Winter Road
- Tibbitt-to-Contwoyto Winter Road
- Winter Access Road
- Watercourse
- Waterbody
- Territorial/Provincial Boundary

NOTES
 Source: Figure 1.1-1 in De Beers 2010
 Base data source: The Atlas of Canada

GAHCHO KUÉ MINE

Location of the Gahcho Kué Mine

PROJECTION: Canadian Lambert Conf. Conic DATUM: NAD83

Scale: 1:3,500,000

40 20 0 20 40

Kilometres



FILE No: P2013-AEMP-005-GIS DATE: October 7, 2013

JOB NO: 12-1365-0018 REVISION NO: 8

OFFICE: GOLD-CAL DRAWN: SB CHECK: JF

Figure 1

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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.

The objective of this Plan is to describe the process that De Beers will follow when engaging with affected parties on topics related to the Mine. It describes how, when, and which engagement activities will be undertaken before, during, and after the operation of the Mine.

1.3 GUIDING PRINCIPLES

De Beers is committed to building and maintaining positive, respectful relationships with Aboriginal Parties. De Beers views our relationships with Aboriginal parties as critical to the overall environmental performance and sustainability of the mine. This plan describes the means by which we hope to foster those relationships, ensuring that the framework for engagement is solid and acceptable to all parties. The guiding principles of De Beers approach to engagement are:

1. **Respect.** Respect for each Parties’ unique history, knowledge, perspective and culture is the foundation of a positive relationship. Careful listening, understanding of communication protocols and following through on commitments made are important ways of practicing respect.
2. **Transparency.** Openness, sincerity and honesty are core values necessary to genuine engagement. Transparency includes complete disclosure of information, willingness to address issues as they arise, willingness to adjust perspectives and practices as additional information is provided.
3. **Trust.** Trust between Parties is vital to the success of engagement activities. Building trust requires a long-term commitment to the relationship and to following through on commitments. Engaging parties before, during, and after each stage or aspect of mine development helps to build and maintain trust among parties. Engagement will happen early and often so that all parties are kept informed and feedback can be incorporated at meaningful stages of project development.

1.4 PLAN STRUCTURE

This Plan is structured into seven sections. The introductory section provides context, objectives and guiding principles (Section 1). Section 2 describes the main elements, or tools of engagement that will be employed throughout the life of mine. The engagement conducted and planned for key environmental monitoring programs and management plans are outlined in Section 3 and the community specific plans are provided in Section 4. Section 5 describes the mechanisms by which we will report on engagement progress, while Sections 6 to 9 provide acknowledgements, references and acronyms and abbreviations and a glossary of terms.

2 TOOLS OF ENGAGEMENT

True engagement of communities involves reaching out to a wide variety of community members in a wide variety of ways. No single tool or method is likely to facilitate a robust relationship between the mine and a given community. Moreover, no single set of tools or methods will be entirely applicable to all communities. 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. To address this, De Beers has reached out to affected parties to ask how they would like to be engaged. This was done prior to developing this Plan (Appendix A). Section 4 provides the community specific plans that were developed based on those preliminary discussions. Each of the community specific plans makes use of the general tools of engagement as described below with some modifications designed to suit the needs of the community.

2.1 PROCESS

De Beers will follow a common process, albeit with some adaptations for each community as per Section 4, for requesting engagement with Aboriginal Parties. This process will be followed each time De Beers seeks input from affected Aboriginal Parties on topics related to the environmental monitoring programs and management plans or issues related to Project Development. Although each Aboriginal Party has unique processes of communication and engagement with industry, there are several stages common to all:

1. Request

A party, either De Beers or an Aboriginal Party, may request engagement. Types of requests will include notifications, requests for review, requests for meetings, request for comments etc. The request will be directed to the appropriate representative of each Party as described in Section 4. Most requests will contain a date by which a response is required. De Beers will maintain an up-to-date Aboriginal and Stakeholder list.

2. Response

The level of response by the Party will vary depending on the type of engagement requested. Examples include providing review comments, providing feedback, providing potential dates and names for meetings etc.

3. Scheduling and Logistics

If the engagement requires further input or scheduling of further activities, such as a meeting, De Beers will work with the Aboriginal Party to schedule that event.

4. Circulation of Materials

Materials required for full engagement on a topic will be circulated. These may include copies of reports, copies of applications, briefings on incidents, or proposed 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.

5. Engagement Activity

Examples of engagement activities include reviewing reports or other documents, visiting the site, hosting De Beers staff in the community and attending workshops or meetings.

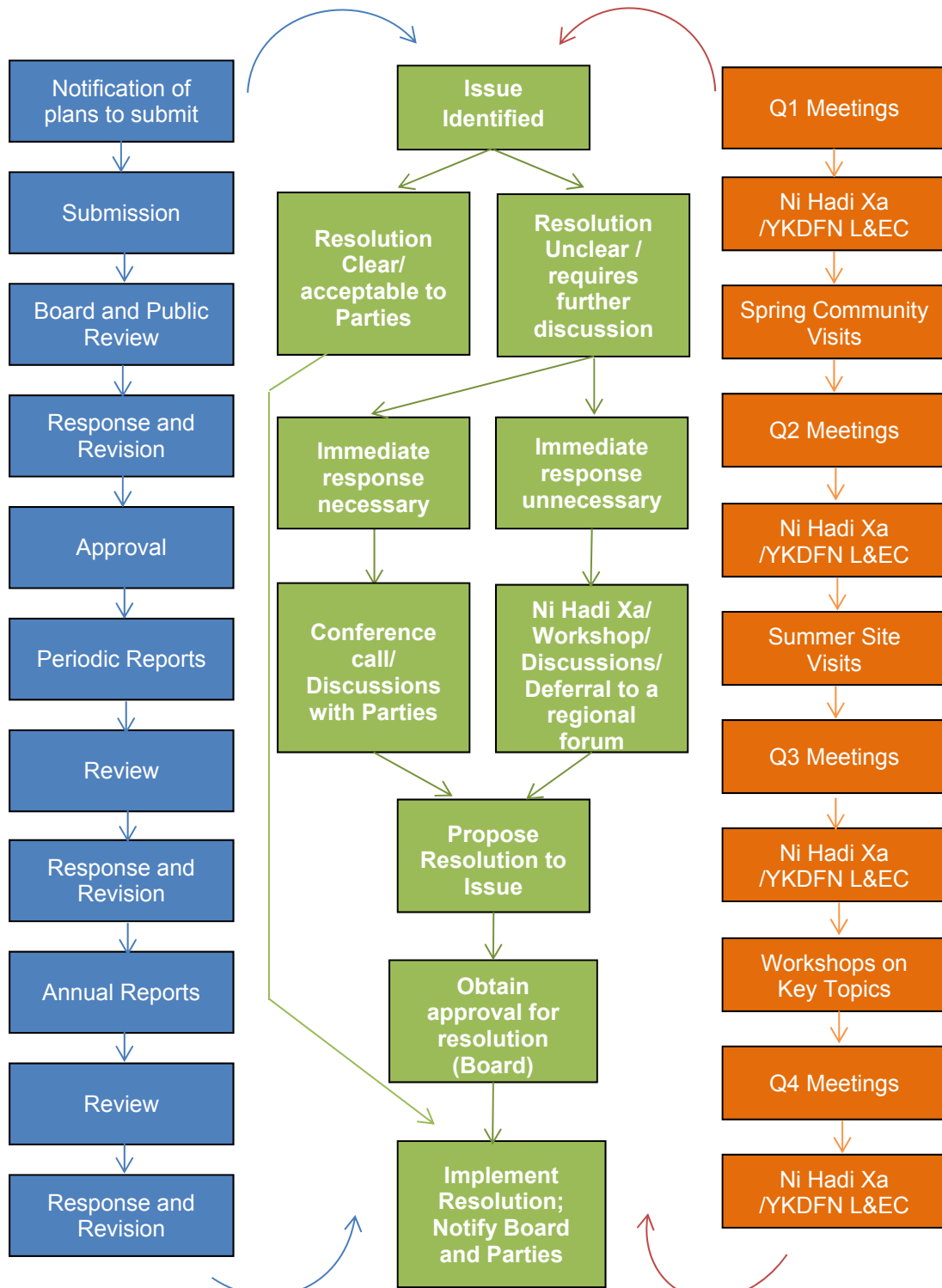
6. Follow-up Materials

Follow-up materials such as responses to comments, revisions to reports, notes, minutes (Record of Meetings), and action-items will be circulated following an engagement activity. Again, participants will be given an opportunity to check for completeness and errors in those materials and to provide further comments. Where applicable, those materials will be kept on record for potential inclusion in the annual Engagement summary report or for submission to the Board as part of an application.

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' annual cycle of engagement with Aboriginal Parties is indicated on the right (orange). The process by which issues will be addressed are indicated in the centre (green).
YKDFN L&EC = Yellowknives Dene First Nation Lands and Environment Committee.

2.2 ANNUAL CYCLE OF ENGAGEMENT

Regular engagement occurs throughout the year as part of an annual cycle of scheduled activities. These scheduled activities ensure that there are planned opportunities for community members to be engaged with the Mine. At each occasion, participants will be updated on the Mine progress and upcoming regulatory schedules or developments. They will be given a chance to ask questions or voice concerns regarding activities at the Mine or with respect to a given management or monitoring program. At each engagement opportunity, De Beers will summarize the outcomes of previous engagement and to seek further input on key issues as needed. The annual cycle of scheduled activities ensures that regular opportunities exist and are accessible and open to communities.

The annual cycle of engagement, specific to environment and management related concerns, will include but not limited to the following activities:

- quarterly meetings with designated staff of each Aboriginal Party:
 - Ni Hadi Xa;
 - Tłıchq Government Kwe Beh Working Group;
 - Yellowknives Dene First Nation Lands and Environment Committee;

- spring community visits by De Beers staff:
 - Behchokq, Gamèti, Wekweèti, and Whatì;
 - D’Nilo and Dettah;
 - Yellowknife (North Slave Métis Alliance [NSMA]);
 - Łutsel K’e;
 - Fort Resolution;
 - Hay River (Northwest Territory Métis Nation [NWTMN]);

- summer site visits by community representatives; and
- workshops on emerging issues.

Although this schedule is common to all the Aboriginal Parties that we work with, there will be variations in both the schedule and in the formats of these activities according to the Community Specific Engagement Plans provided in Section 4.

2.3 QUARTERLY MEETINGS

De Beers participates in quarterly meetings with Aboriginal parties on an as requested and as needed basis. Generally these meetings are hosted by sub-committees of the Aboriginal parties, such as the Land and Environment committee of the Yellowknives Dene First Nation (YKDFN), the Tłı̄chq̄ Kwe Beh Working Group, or Ni Hadi Xa. Participants vary but often include the Chief and designated Councillors, technical staff of the Aboriginal Party and community 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 Ni Hadi Xa are provided in Section 2.7.

Quarterly meetings present excellent opportunities to maintain the positive relationship with Aboriginal Parties and to ensure that information is kept up-to-date and available.

2.4 COMMUNITY VISITS

De Beers sends a delegation of representatives to several Aboriginal communities each spring for a single day community visit. Communities visited on an annual basis include Behchokò, Gamètì, Wekweètì, Whatì, D'Nilo, Dettah, Yellowknife (NSMA), Łutsel K'e, Fort Resolution, and Hay River (NWTMN). These community visits are intended to provide an opportunity for community members, including Elders, Youth, men and women to receive up-to-date information about the mines' development, to ask questions of De Beers on any topic, to learn of employment opportunities and to provide feedback to De Beers. Key topics of interest typically include Human Resources, Environment and Permitting and progress on implementation of the Impact Benefit Agreements (IBAs). De Beers personnel are prepared to discuss these, and other topics with community members. 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 open to all members of the respective community. Capacity funding is provided to the respective First Nations office or group to enable active participation and involvement of Elders and Youth, as they have expertise, important knowledge and unique perspectives to share. De Beers covers the costs associated with meeting expenses (e.g., hall rental, sound system, interpreters, and refreshments). Community meetings can include

discussion of both the Snap Lake and the Gahcho Kué mines. These community visits are advertised well in advance by announcement posters posted around the community and by radio announcement.

A typical community visit involves updates provided by De Beers on mine development, engagement activities, permitting and monitoring outcomes, and IBA implementation. Community members are invited to ask questions, to offer feedback, and to engage in open conversation with De Beers. De Beers creates displays and activities that will allow participants to interact with knowledgeable staff on topics of interest to the community. 3D models, and maps create opportunities for discussions among participants. Copies of presentation materials are made available to attendees.

If public meeting attendance is low, meetings usually shift to an 'open house' format with De Beers' representatives individually engaging with each participant based on participant interest. Record of Meetings are prepared for each community visit and forwarded to the respective community representatives to review and provide comments. The Record of Meetings includes a follow up section that outlines any commitments made to do follow up.

2.5 SITE VISITS

Each year, typically during the summer months, De Beers hosts a series of visits by Aboriginal Parties at the Mine. Each Party is invited to send a delegation of representatives for a single day site visit. Parties are encouraged to send a variety of interested members including both Youth and Elders, community leaders and staff. Capacity funding, travel, and accommodations are provided by De Beers, where necessary.

The primary purpose of these visits is to facilitate a better understanding of the ongoing 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 the overall mine plan and monitoring activities. This exchange of information and knowledge is facilitated by hands-on activities organized throughout the day.

Each year, De Beers initiates the process by sending an invitation, with a few potential dates identified, to each Aboriginal Party. Upon receiving confirmation of interest and confirmation of available dates, De Beers coordinates the details and logistics with the respective community representatives. De Beers tries to maximize the amount of time each party spends at site. For some communities

this involves chartering a plane to pick-up and drop-off delegates in their home communities. For others, travel is arranged through Yellowknife.

Site visits generally follow a standard format involving:

- Check-in at Airport;
- Flight to the Mine site;
- Safety Orientation and Welcome Breakfast;
- Introduction and Overview of the Mine;
- Activity #1;
- Lunch;
- Activity #2;
- Refreshment Break;
- Activity #3;
- Refreshment Break;
- De-Brief and Feedback
- Check-in at Gahcho Kué; and
- Flight to home community/Yellowknife

The activities are designed to provide delegates with a first-hand look at aspects of the Mine that have changed over the preceding year. Activities will be adjusted according to the interests of community representatives, safety and logistical issues at site, and Mine development schedules. De Beers will strive to show representatives key features of the mine as they develop including the mine pits, the crusher facilities, the mine rock piles, and process kimberlite containment facilities, various dykes etc. Activities may include driving tours, helicopter tours, and boat tours.

2.6 WORKSHOPS

From time to time workshops will be held to discuss particular subjects of importance to the mine development and to communities. 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 site, in communities, or on-the-land depending on the demands of the subject matter. Workshops will typically be open to all communities, relevant government bodies, regulators and to the appropriate De Beers staff. Travel and meals will be provided for participants. Translators will be provided where necessary. Key deliverables from any given workshop to each participating party include:

- agenda;
- meeting notes;
- participant list;
- presentations;
- action items; and
- follow-up.

2.7 NI HADI XA

Ni Hadi Xa, a Chipewyan name meaning *For Watching the Land* is a legally binding environmental agreement between De Beers and five Aboriginal parties, signed in the fall of 2014. It provides an additional layer of oversight, over and above the regulatory instruments of legislation, policy, licences and permits that govern mine operations. It is a forum for Aboriginal parties to be actively engaged in monitoring and management of the mine and the mines' interaction with the land and environment. There are nine main objectives of Ni Hadi Xa as stipulated in the agreement:

- Respecting and protecting land, water, Wildlife, Plants and the land-based economy, essential to the way of life and well-being of the Indigenous Parties and present and future generations.
- Ensuring ongoing review of environmental monitoring programs and management plans, activities, and reports of De Beers and the Regulators in relation to the Mine.
- Developing and improving the capacity of the Indigenous Parties to participate in adaptive environmental management.
- Ensuring ongoing review of priority issues and monitoring through provision of technical advisory resources and third party review.
- Making recommendations to De Beers with respect to these objectives.
- Integrating and promoting equal use of traditional knowledge in environmental monitoring and management.

- Wherever possible, promoting efficiency through the reduction of costs and coordination of efforts.
- Providing a formal mechanism to confirm De Beers' Commitments in the case of uncertainty or disputes.
- Communicating to the Parties and the public on activities and achievements of the above objectives.

Ni Hadi Xa was developed to improve trust among parties, increase meaningful participation in environmental management and monitoring, and bring improved efficiency in the fulfillment of mandates by the regulatory authorities. It does not replace De Beers' obligation to consult directly with Aboriginal parties, but rather is complementary to those consultation processes. Ni Hadi Xa enables Aboriginal parties to participate with De Beers in the holistic environmental stewardship of the Mine. It is an opportunity to build on collaborative relationships, increase efficiency in regulatory processes, and provide more opportunity to consider traditional knowledge in the monitoring and management of the Mine.

As outlined in the agreement, A Ni Hadi Xa Governance Committee will be established within six months of the issuance of the Type A Water Licence and the date when De Beers notifies the Government of the Northwest Territories (GNWT), in writing, of the intent to begin construction of the Mine. There will be a minimum of four meetings of Ni Hadi Xa each year. The first official meeting of the Governance Committee is scheduled for January of 2015.

2.8 AD-HOC 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, ad-hoc engagement opportunities on an as needed basis. Ad-hoc activities may include:

- conference calls and meetings on key topics;
- regional meetings involving multiple stake-holders;
- government or Aboriginal-led Working Groups or forums;
- conferences;
- community events; and
- other ad-hoc activities.

These unscheduled activities may be required from time to time as a result of new or emerging issues, unexpected Mine developments or changes to the

regulatory setting or environment. They may be initiated by other parties, or by De Beers. Whatever the forum of engagement happens to be, De Beers will adhere to the guiding principles of engagement described in Section 1.3 and will not assume that engagement in an ad-hoc setting is sufficient engagement on a given topic. 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. This will ensure that all community members who are interested are kept informed and involved, even if they were not party to the ad-hoc meetings.

An example of ad-hoc engagement that has occurred in the past includes the Bathurst Caribou Emergency Planning meetings initiated by the GNWT in the fall of 2014. De Beers participated in those meetings, and discussed key aspects of wildlife management with participants, but did not assume that our participation in the meetings would replace the need to directly engage with parties on issues concerning caribou management at the mine. De Beers continues to discuss caribou monitoring and management activities at the regularly scheduled meetings.

2.9 OTHER ENGAGEMENT

De Beers interacts with communities on many aspects of the Mine other than the Environmental monitoring programs and management plans that are the focus of this Plan. Examples of these other aspects include business and economic relationships, social and cultural support and engagement. While these aspects of our relationships with communities are important to us, they do not fall under the jurisdiction of the Board, and are therefore not fully addressed here. That being said, the business, economic, social and cultural aspects of our relationship with Aboriginal Parties are very important to us and are vital to the ensuring that the commitments we've made to communities are upheld. Some of the annual deliverables and scheduled activities concerning these aspects include:

- Annual reports describing a variety of aspects to the Mine delivered to the GNWT and released to the public.
- An annual Socio-Economic Summary report delivered to each Aboriginal Party describing their participation in employment, training and business opportunities.
- Production of periodic publications that will provide the public with updates on the Mine and an opportunity to provide feedback to De Beers regarding the information presented.

- Executive meetings between De Beers Managers and Aboriginal Leadership (Chief and Council and/or Business representatives).

2.9.1 Socio-Economic Government of the Northwest Territories

The GNWT signed a Socio-Economic Agreement with De Beers in Yellowknife on June 28, 2013. The Agreement establishes how the GNWT and De Beers will work together to maximize the beneficial opportunities and to minimize, manage and mitigate potentially negative impacts arising from the Mine. It sets out various measures designed to ensure that the socio-economic commitments of De Beers made during the EIR, and other measures to minimize negative socio-economic impacts resulting from the development and operation of the Mine are implemented.

2.9.2 Impact Benefit Agreements

The IBAs were signed with six Aboriginal and Metis parties in 2014. These agreements, also known as community agreements, establish a clear framework for both De Beers and the communities to work together over the life of the Mine. The IBAs are intended to assist the communities in positioning themselves to take advantage of the employment, business and training opportunities that the Mine provides.

Implementation of the IBAs will begin in early 2015 with the establishment of IBA implementation committees. Each committee will involve two representatives from each respective community, and two representatives of De Beers. The committees will develop work plans to assist them in achieving the IBA objectives and targets set for the coming year. Special events, training opportunities, employment and business opportunities will be outlined to the extent possible. De Beers will work collaboratively with community representatives to reach common objectives outlined in the IBAs.

3 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 1 provides the current approval and engagement status of each environmental monitoring program and management plan underway 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 includes submission of an annual report along with proposed revisions. Aboriginal Parties will be notified of the submission and will be given an opportunity to review and provide comment. De Beers will respond to comments received and will adjust accordingly where possible. As described in Section 2.6, if a proposed revision is substantial or requires more thorough and detailed engagement, De Beers will host a workshop, a meeting, or a conference call to discuss the matter with parties. 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 parties at regularly scheduled events such as the spring community visits, summer site visits, and quarterly meetings.

Engagement on initial applications follows a similar format to the annual review, although it includes the additional step of notifying parties of plans to submit. This notification could take the form of a presentation delivered at a regularly scheduled engagement event (e.g., spring community visit), or perhaps formal written notification, depending on the type of submission planned. De Beers will incorporate any initial comments or recommendations received into the submission where possible. Following submission to the Board, or respective agency comments will be received. De Beers will address those comments through responses and revisions as required.

At times, an issue will emerge that cannot be immediately addressed through a response and revision to either an approved plan or an initial application. In those cases, there are a variety of options available including 1) discussing the item within Ni Hadi Xa and the Land and Environment Committee of the YKDFN 2) hosting a workshop 3) hosting a meeting or conference call to discuss, and 4) deferral to a separate and appropriate forum. The general process of issue resolution is identified in Figure 2.

Table 1 Status of Engagement Planned for Environmental Monitoring Programs and Management Plans

Environmental Monitoring Programs and Management Plan	Land Use Permit (MV2005C032)	Water License (MV2005L2-0015)	Engagement
Mackenzie Valley Land and Water Board Programs and Plans			
Construction Water Management Plan	N/A	Approved 2014.10.22	Annual review ^(a)
Dyke A Construction and Management Plan	N/A	Approved 2014.10.22	Annual review
Erosion and Sediment Management Plan	Approved 2014.09.10	Approved 2014.10.22	Annual review
Explosives Management Plan	Approved 2014.09.10	Approved 2014.10.16	Annual review
Geochemical Characterization and Management Plan	N/A	Approved ^(b) 2014.12.11	Annual review
Meteorological Monitoring Program	N/A	Approved 2014.12.08	Annual review
Processed Kimberlite and Waste Rock Management Plan	N/A	Approved ^(b) 2014.12.11	Annual review
Spill Contingency Plan	Approved 2014.09.10	Approved 2014.10.16	Annual review
Standard Operating Procedure	N/A	Approved 2014.10.16	Annual review
Waste Management Plan	Approved 2014.09.10	Approved 2014.10.16	Annual review
Vegetation and Soils Monitoring Plan	Approved 2014.09.10	N/A	Annual review
Wildlife and Wildlife Habitat Protection Plan ^(c)	Habitat Approved 2014.09.10	N/A	Annual review MOU signed 2014.09.24
Engagement Plan	N/A	under review	Initial review ^(d)
Drawdown Summary Report	N/A	Due 4 months after drawdown of Lake	Initial review (2016)
Operational Water Management Plan	N/A	Due 60 days before milling	Initial review (2016)
Dyke Construction and Management Plan	N/A	Due 60 days before construction	Initial review (2015)
Final Detailed Dyke Construction Plan	N/A	Due 60 days before construction of any engineered structure	Initial review (2015)
Groundwater Monitoring Program	N/A	Due March 2015	Initial review (2015)
Rock Placement Verification Program Report	N/A	Due March 2016	Initial review
Interim Closure and Reclamation Plan	N/A	Due September 2016	Initial review (2016) Workshop (2015)
Aquatic Effects Monitoring Program Design Plan	N/A	Submitted June 26, 2014	Annual review Workshop (2015)
Aquatic Effects Monitoring Re-Design Plan	N/A	September 30, 2019	Initial review
Other Environmental Monitoring Programs and Management Plans			
Air Quality and Emissions Monitoring and Management Plan ^(e)	N/A	N/A	Initial Review (Q1 2015)

Table 1 Status of Engagement planned for Environmental Monitoring and Management Plans (continued)

Environmental Monitoring Programs and Management Plan	Land Use Permit (MV2005C032)	Water License (MV2005L2-0015)	Engagement
Fish-Out Phase I ^(f)	N/A	N/A	Completed
Fish-Out Phase II ^(f)	N/A	N/A	Initial Review (Q1 2015)
Wildlife Effects Monitoring Program ^(g)	N/A	N/A	MOU signed 2014.09.24 Annual review

^(a) Annual Review includes submission of annual report, spring community visits, summer site visits, quarterly meetings with Ni Hadi Xa and YKDFN L&EC.

^(b) Approved conditionally upon the receipt of information and with written confirmation of conformity.

^(c) The habitat portions were approved the Board. The wildlife portions of were reviewed by Government of Northwest Territories, Environment and Natural Resources and will continue to be reviewed annually.

^(d) Initial Review includes notification of plans to submit, notification of submission, submission, addressing comments and recommendations made with responses and revisions.

^(e) The Air Quality and Emissions Monitoring and Management Plan is regulated by both the Government of Canada, Environment Canada and the Government of Northwest Territories, Environment and Natural Resources.

^(f) The Fish-out is regulated by the Government of Canada, Fisheries and Oceans Canada.

^(g) The Wildlife Effects Monitoring Program is regulated by the Government of the Northwest Territories, Environment and Natural Resources.

N/A = not applicable; MOU = memorandum of understanding; YKDFN L&EC = Yellowknives Dene First Nation Lands and Environment Committee.

De Beers has taken, and will continue to take an active role in conducting engagement on each of the environmental monitoring programs and management plans throughout the life of the mine. Further details regarding engagement on specific plans is provided under each plan heading below (Section 3.1).

3.1 MACKENZIE VALLEY LAND AND WATER BOARD PROGRAMS AND PLANS

The status of the various environmental monitoring programs and management plans, required under either the Land Use Permit or the Water Licence are described below. Environmental monitoring programs and management plans that are not regulated by the Board are described in Section 3.2. Engagement on those plans is conducted in the same general way as Board regulated plans, through the annual cycle regularly scheduled engagement. Table 1 provides an overview of the approval and engagement status of each respective plan, including those not regulated by the Board.

3.1.1 Construction Water Management Plan

The Construction Water Management Plan (CWMP) provides the monitoring strategies, standards, and contingency measures De Beers will implement to achieve key water management objectives during the construction phase of the Mine development (De Beers 2014a). The CWMP is a required submission of the Type A Water Licence (MV2005L2-0015), Part G, Item 3.

The general plan for managing water during construction has been discussed with parties throughout the Environmental Impact Statement (EIS) and Environmental Impact Review (EIR) processes. Key elements of the CWMP, including additional monitoring during winter dewatering and setting action levels for responses, were discussed at the March 2014 AEMP Workshop. De Beers incorporated commitments made during the AEMP workshop, as well as during the February technical sessions and May public hearings into the CWMP which was then submitted to the Board in September of 2014. During a public review period, parties provided further comments. The CWMP was revised and re-submitted in October 2014. On October 16, 2014 the CWMP was conditionally approved pending minor revisions, and on October 22, 2014 following receipt of a revised version, confirmation of final approval was issued.

The monitoring results will be presented in the annual water licence report. As with all of the environmental annual reports, the construction water management annual report will be submitted to the Board for review by all parties.

3.1.2 Dyke A Construction and Management Plan

The Dyke A Construction and Management Plan (Dyke A CMP) is a detailed plan for minimizing the effects of Dyke A construction on the environment (De Beers 2014b). It was developed to address both predicted and potential adverse environmental effects that were identified during the technical assessment and preliminary design phases of the project. Dyke A is the first of a series of dykes to be constructed around Kennady Lake. It will separate Kennady Lake from the downstream, a necessary step in the dewatering of Kennady Lake. Provision of the Dyke A CMP is a requirement the Water Licence (MV2005L2-0015), Part G, Item 15.

Because Dyke A is a critical piece of infrastructure necessary for protection of the downstream environment as well as Mine development, it has been discussed extensively with Aboriginal parties. The construction plan for Dyke A was originally submitted in June 2014 and has since been updated based on engagement with regulators, aboriginal parties, and posted comments on the

MVLWB public registry. The final version is reflective of the conditions defined in the Land Use Permit (MV2005C032) and Water Licence (MV2005L2-0015). On October 16, 2014 the Dyke A CMP was conditionally approved pending minor revisions, and on October 22, 2014 confirmation of final approval was issued.

During Dyke Construction, De Beers will submit a weekly report with daily logs of the monitoring results to the Inspector. A summary of Dyke A construction and monitoring activity will be provided in the annual report. De Beers will continue to discuss actual and potential environmental effects of the Mine on the downstream environment with Aboriginal parties on an ongoing basis. This includes updates on dyke construction

3.1.3 Erosion and Sediment Management Plan

The Erosion and Sediment Management Plan (ESMP) describes how erosion and sedimentation will be controlled on the land and in the water during the life of the Mine (De Beers 2014c). It is a required plan, under Land Use Permit MV2005C0032, Condition 35), as well as Water Licence (MV2005L2-0015, Part G, Item 11). The ESMP was reviewed as part of the Land Use Permitting Process, beginning with the original submission in November 2013. Comments were received from multiple parties and were addressed through direct responses and revisions to the plan. The final plan was approved by the Board, with respect to the Land Use Permit on September 10, 2014. It was then re-submitted to the Board as per Part G, Item 11 of the water licence. Following a second review and further revisions, it was approved under the water licence by the Board on October 22, 2014.

An annual report, describing the results of erosion and sediment monitoring of the previous year, as well as suggested adjustments to the program for the upcoming year, will be produced and submitted to the Board for review by all parties.

3.1.4 Explosives Management Plan

The purpose of the Explosives Management Plan is to describe the management practices that will be followed for the storage and use of explosives at the Mine (De Beers 2014d). It is a required plan, under Land Use Permit (MV2005C0032, Condition 42) and Water Licence (MV2005L2-0015, Part G, Item 12). The Explosives Management Plan was submitted to the Board for the first time in November 2013. It was then reviewed by parties as part of the Land Use and Water Licence Permitting Processes. Comments were received from multiple parties and were addressed through direct responses and revisions to the plan.

The final plan was approved by the Board with respect to the LUP on September 10, 2014 and with respect to the Water Licence on October 16, 2014.

3.1.5 Geochemical Characterization and Management Plan

The Geochemical Characterization Plan (GCP) describes the geochemical characteristics of mine materials, including mine rock, kimberlite, and processed kimberlite that will be encountered during construction and operations (De Beers 2014e). It is a required plan under water licence (MV2005L2-0015, Part G, Item 14). The GCP describes how rock samples will be collected and tested for geochemical properties during mining. Geochemical characterization of the various types of rocks will ensure that materials are properly classified and designated for re-use or storage at the Mine.

The GCP was first submitted as part of the original application in November 2013. It was reviewed as part of the permitting process and was discussed with Aboriginal Parties at multiple opportunities, including the technical sessions, the public hearings, and at various meetings and forums. Comments and recommendations were addressed and revisions incorporated into the final version which was submitted to the Board in June 2014. The plan was reviewed and approved on December 11, 2014 conditional upon the receipt of specific information and with written confirmation of conformity.

3.1.6 Meteorological Monitoring Program

The Meteorological Monitoring Program (MMP) describes the methods by which De Beers will collect basic meteorological data needed to support other required programs such as the Surveillance Network Program (SNP) and the Air Quality and Emissions Monitoring and Management Plan (AQEMMP) (De Beers 2014f). The MMP is a required program under the Water Licence (MV2005L2-0015), Annex A, Part C. The MMP was reviewed by the Board and the public. Comments received were addressed through direct responses and revisions to the plan. The final plan was approved by the Board on December 8, 2014.

Summaries of meteorological data will be included in the monthly SNP reports as well as the annual AQEMMP.

3.1.7 Processed Kimberlite and Mine Rock Management Plan

Three mine waste streams will be produced at the mine: mine rock, kimberlite, and overburden. The Processed Kimberlite and Mine Rock Management Plan (PKMRMP) describes how these waste streams will be handled, stored, and disposed of at the Mine (De Beers 2014g). The PKWRMP is a requirement of the Water Licence (MV2005L2-0015, Part G, Item 17). It was submitted, reviewed, and ultimately approved by the Board on December 11, 2014 conditional upon the receipt of specific information and with written confirmation of conformity.

Storage of waste rock has been a key topic for engagement. The mine waste rocks piles have been discussed with parties at multiple occasions and throughout the review of permits and licences. De Beers has provided updates to the mine plan at community visits, site visits and other occasions. Additionally, the objectives for reclamation of mine rock piles were discussed during the Closure Workshop, held in Yellowknife in September 2014. At that workshop, participants contributed comments and recommendations regarding the design and reclamation of the mine rock piles. Comments were captured in meeting notes that were circulated to all participants. See the Interim Closure and Reclamation Plan (Section 3.1.14) for further detail regarding reclamation of mine rock piles. De Beers will continue to discuss management of processed kimberlite and waste rock with parties throughout the life of mine.

3.1.8 Spill Contingency Plan

The Emergency Response and Spill Contingency Plan (ERSCP) describes and classifies the potential emergency and spill hazards on site; the preventative measures that De Beers will implement to reduce that potential; and the procedures that will be followed in the event that an emergency or spill does occur (De Beers 2015h). The ERSCP is a required plan, under Land Use Permit (MV2005C0032, Condition 69), as well as Water Licence (MV2005L2-0015, Part H, Item 1). The Plan was reviewed as part of the Land Use and Water Licence Permitting Process. Comments were received from multiple parties and were addressed with direct responses and revisions to the plan. The final plan was approved by the Board, with respect to the Land Use Permit on September 10, 2014. It was then re-submitted to the Board as per Part G, Item 11 of the water licence. Following a second review and further revisions, it was approved under the water licence by the Board on October 16, 2014.

3.1.9 Standard Operating Procedure

The Standard Operating Procedure (SOP) describes in detail how Potentially Acid Generating and Non-potentially acid generating rock will be identified, segregated, and handled for placement to minimize the potential for acid rock drainage and metal leaching (De Beers 2014i). Submission of the SOP is a requirement of water licence (MV2005L2-0015, Part E, Item 6). The SOP was submitted, reviewed, and approved on October 16, 2014.

3.1.10 Vegetation and Soils Monitoring Program

The Vegetation and Soils Monitoring Program (VSMP) describes how De Beers will monitor vegetation and soils during the life of mine so as to detect and manage any potential effect of the mine (De Beers 2014j). The VSMP describes monitoring of vegetation species composition, vigor, and abundance, dust deposition, microclimate changes, and other parameters that may be linked to caribou occurrence around the mine. The VSMP is a required plan, under Land Use Permit (MV2005C0032, Condition 91). The Program was reviewed as part of the Land Use Permitting Process. Comments were received from multiple parties and were addressed through direct responses and revisions to the program. The final plan was approved by the Board, with respect to the Land Use Permit on September 10, 2014.

3.1.11 Waste Management Plan

The Waste Management Plan describes how waste will be handled, stored, and ultimately disposed of at the Mine (De Beers 2014k). It is a required plan, under Land Use Permit (MV2005C0032, Condition 47), as well as Water Licence (MV2005L2-0015, Part G Item 2). The Plan was reviewed as part of the Land Use Permitting Process. Comments were received from multiple parties and were addressed with direct responses and revisions to the plan. The final plan was approved by the Board, with respect to the Land Use Permit on September 10, 2014. It was then re-submitted to the Board as per Part G, Item 11 of the Water Licence. Following a second review and further revisions, it was approved under the water licence by the Board on October 16, 2014.

3.1.12 Wildlife and Wildlife Habitat Protection Plan

The Wildlife and Wildlife Habitat Protection Plan (WWHPP) outlines the policies, practices, designs and procedures aimed at preventing or reducing Mine-related effects to wildlife and wildlife habitat, and providing mine managers with

information for making environmental management decisions (De Beers 2014l). It is focussed on direct effects within the immediate footprint of the mine.

De Beers engaged extensively with Aboriginal Parties during the development of the WWHPP. Focussed engagement on the topic of wildlife interaction with the proposed Mine began during the development of the Wildlife Monitoring Plan (the precursor to the Wildlife Effects Monitoring Program [WEMP] and the WWHPP). De Beers engaged both technical experts and community members in the development and review of the proposed wildlife monitoring program. The first Wildlife Monitoring Plan Working Group meeting was held on August 7, 2012, to discuss caribou monitoring. This was followed by a second meeting regarding carnivores and birds on September 5, 2012, and a third meeting on September 18, 2012 where community representatives as well as technical experts were invited to discuss all aspects of the proposed wildlife monitoring, and means of integrating communities to the monitoring. Suggestions were incorporated into the monitoring plan. The Wildlife Monitoring Plan, at the request of regulators, was divided into two, the WWHPP and the WEMP in May of 2013.

Although the WWHPP is a required plan under the Land Use Permit (MV2005C0032), Conditions 45 and 46, the Board regulates only the habitat portions of the plan. Following extensive review, engagement, and revisions, the Board approved the habitat portions of the WWHPP on September 10, 2014. As described in Condition 46 of the Land Use Permit (MV2005C0032), De Beers will submit any future revisions to the Board. The revisions related to habitat protection will require approval by the Board.

The Government of Northwest Territories, Environment and Natural Resources (ENR) regulates the wildlife portions of the WWHPP under the NWT *Wildlife Act*, 2014. De Beers and ENR together signed a memorandum of understanding (MOU) regarding review and revisions to the WWHPP in September of 2014. That MOU outlines the process for developing and revising the plan throughout the life of the mine. De Beers will continue to engage the Board, ENR, and Aboriginal Parties on the WWHPP throughout the life of mine.

3.1.13 Aquatic Effects Monitoring Program Design Plan

The Aquatic Effects Monitoring Program (AEMP) Design Plan was developed to monitor aquatic effects of the Mine, to verify and update the EIS predictions, and to inform management decisions made by the Mine (De Beers 2014m). It describes the monitoring of aquatic systems during the early years of the mine (two years of construction and one or two years of operations). The content of the AEMP Design Plan is dictated by Part I, Item 2 of the Water Licence

(MV2005L2-0015). The AEMP Design Plan (Version 3) was submitted to the Board in June of 2014 (De Beers 2014a).

De Beers engaged extensively during the development of the AEMP Design Plan. Feedback and commitments made during the regulatory process including the March 19, 2014 AEMP Workshop, Interventions, and the Public Hearings on May 6 and 7, 2014 were addressed within the final version. De Beers also reviewed the AEMP during the Spring 2014 community visits. The Plan was reviewed by Parties in November 2014 and in December the Board requested an updated Plan, which will be submitted in January 2015. A summary of changes/updates to the AEMP Design Plan are detailed in Appendix B, Table B-1 of the AEMP Design Plan.

An annual report will be submitted to the Board by May 1 each year. Since AEMP Monitoring has yet to commence the first report is anticipated in 2016. Every five years a comprehensive re-evaluation report will be prepared. If at any point an Action Level is triggered based on data collected from the AEMP, an AEMP Response Plan will be generated. Each of these reports will be submitted to the Board and will be made available to the public for review.

3.1.14 Interim Closure and Reclamation Plan

An interim Closure and Reclamation Plan (ICRP) will be developed in to describe how the mine will implement progressive reclamation during the Operations phase of mine development. The ICRP will specifically describe how De Beers will speed the recovery of the Water Management Pond; research cover options for the Waste Rock piles and Processed Kimberlite Containment Facility; and address outcomes of the Rock Placement Verification Program. Development of the ICRP is a requirement of the Water Licence (MV2005L2-0015), Part J, Item 1.

De Beers has actively sought engagement on the topic of closure. In September 2014, De Beers hosted a workshop to discuss Closure with Aboriginal Parties, regulators, and government representatives. De Beers provided an overview of the closure landforms and compared those features with other mines. The objectives for reclamation of key features, including the mine rock piles, the coarse PK, the fine PK, infrastructure and Kennady Lake were discussed in detail. Notes from this workshop were circulated among participants and will be revisited during the development of the ICRP. De Beers plans to hold at least one more workshop on closure prior to submission of the ICRP.

De Beers will continue to engage Aboriginal Parties extensively during the development of the ICRP. During the first quarter of 2014, De Beers will propose a schedule for development of the ICRP which will describe in detail how Aboriginal Parties will be engaged. This schedule will include approximate dates for provision of draft versions of the ICRP, designated review periods for Aboriginal Parties, and approximate dates for workshops. Once agreed upon, the schedule will form the structure for engagement on the ICRP during the next two year period. The ICRP will be submitted to the Board on or before September 2016.

Following approval of the ICRP, it is anticipated that De Beers will provide annual summaries of development on interim closure and reclamation within the annual report.

3.2 OTHER PLANS

Several Plans used by De Beers to manage environmental performance at the Mine address matters that are regulated by agencies other than the Board. These include air quality and emissions, wildlife effects, and the fish-out. Although aspects of these plans were vetted as part of the EIS and EIR processes managed by the Mackenzie Valley Environmental Impact Review Board (MVEIRB) they are not regulated by the Mackenzie Valley Land and Water Board (MVLWB). Descriptions of these plans are included here for sake of completeness.

3.2.1 Air Quality and Emissions Monitoring and Management Plan

The AQEMMP describes the approach that will be used to monitor both mine emissions, and ambient air quality (De Beers 20014n). It describes the monitoring methodology for key air quality parameters such as dust fall, total suspended particulate, particulate matter 2.5, sulphur dioxide and nitrogen dioxide. It also describes the key sources for emissions and how those emissions will be measured, reported, and controlled.

Air Quality and emissions are regulated by the GNWT and Environment Canada. De Beers has been working with Environment Canada, and GNWT ENR to develop a memorandum of understanding regarding development, review and implementation of the AQEMMP. De Beers will continue to collaborate on this memorandum of understanding (MOU). De Beers will also provide opportunities to Aboriginal parties to review the AQEMMP prior to finalization.

As with the environmental monitoring programs and management plans, De Beers will review the AQEMMP annually and adjust as required to reflect changes in operations, or as directed by regulators. An annual air quality report will be produced and provided to Aboriginal Parties, GNWT, and Environment Canada. As described in Section 2.6, if a proposed revision is substantial or requires more thorough and technical engagement, De Beers will host a workshop to discuss the matter with parties. The outcomes of the workshop will be captured within the revised version of the plan.

3.2.2 Wildlife Effects Monitoring Program

The WEMP describes how De Beers will monitor the indirect effects to wildlife that may occur beyond the Mine footprint as well as how De Beers will contribute to regional monitoring initiatives (De Beers 2014o). The WEMP is governed by the terms set-out in the MOU signed by De Beers and ENR in September 2014. That MOU describes the process for developing and revising the plan throughout the life of the mine. It was established prior to the issuance of the NWT *Wildlife Act*, 2014 yet is well aligned with the requirements therein for wildlife monitoring.

Engagement on the WEMP began early in project planning. At the Gahcho Kué Technical Sessions (May 22 to 24, 2012) hosted by MVEIRB, De Beers committed to developing a WEMP for the Mine in collaboration with governments and communities. De Beers hosted a series of meetings in 2012, which was followed by a fall 2012 workshop and submission of the Wildlife Monitoring Plan in October of 2012. At the request of regulators and communities, this Plan was divided into two, the WWHPP and the WEMP. The first WEMP was submitted in May 2013. Feedback was received and revisions were made. The second version was submitted in May of 2014 and remains in effect (De Beers 2014b).

Engagement on the WEMP will follow the annual cycle described for all plans. The annual report will be combined with that of the WWHPP and will be submitted to the Board, GNWT regulators, and Aboriginal Parties concurrently. Comments and recommendations will be addressed through direct responses and revisions to the plan. Key items requiring additional dialogue will be discussed at workshops or meetings as necessary.

3.2.3 Lue T'e Halye (Fish-out) Phase I and II

A Fish-out (Lue T'e Halye) Plan was submitted on the MVEIRB public registry in October 2012 and provided a preliminary plan for on the removal of fish from Kennady Lake prior to de-watering. Following additional engagement workshops, the Plan was updated and submitted to the MVLWB public registry in October of

2013. The plan followed Fisheries and Oceans Canada's (DFO's) "General fish-out protocol for lakes and impoundments in the Northwest Territories and Nunavut" (2011). In the spring of 2014, De Beers hosted an additional workshop to engage Aboriginal Parties on the detailed design and implementation plan including the methods of distributing fish to communities. The Fish-out was further discussed during the 2014 spring community visits and again during the summer site visits. Feedback received was incorporated into the final plan (De Beers 2014p). De Beers received the necessary permits from Fisheries and Oceans Canada in July 2014 and preceded with Phase I of the Fish-out. Phase I was implemented as a collaborative effort by De Beers staff, Fisheries Biologists (Golder Associates Ltd.), and Aboriginal and Northern Fishers.

The plan for Phase II of the Fish-Out will be submitted to Fisheries and Oceans Canada in Q1 of 2015. De Beers will engage Aboriginal Parties on the design and implementation of Phase II of the Fish-out during the 2015 spring community visits and at Ni Hadi Xa meetings. The collaborative approach between De Beers staff, Biologists, and Aboriginal/Northern fishers will continue throughout Phase II beginning with a short winter session scheduled for February and March of 2015. The summer session is scheduled to begin in June and continue throughout the summer.

4 COMMUNITY SPECIFIC ENGAGEMENT

The following section provides the community specific engagement plans developed in consultation with communities. The processes and mechanisms for engagement unique to each party are described below. Where a given topic is not specifically addressed, the engagement will follow the general annual cycle of engagement described in Section 2.2.

4.1 DENINU KUÉ FIRST NATION

The Deninu Kué First Nation (DKFN), based in Fort Resolution at the mouth of the Slave River on the South Shores of Great Slave Lake is part of the Akaitcho Dene First Nations. The DKFN are participating members of the Ni Hadi Xa Agreement and have signed a formal IBA with De Beers. They have been, and continue to be actively engaged in the review and monitoring of the Mine. Advice and recommendations made by the DKFN to De Beers as part of the initial review and permitting phases of the Mine have been incorporated into mine plans and the Mine has been improved as a result. De Beers is pleased to continue to engage with the DKFN in a similar way in the future.

The DKFN have described to De Beers that the primary point of contact for most engagement related to mine should be with the office of the Resource Management Coordinator. De Beers will therefore direct all notices of permit applications, requests for meetings, requests for input, reports and requests for further engagement to the Resource Management Coordinator. The Coordinator will facilitate the transfer of information to other members of the community as appropriate. When asked how the community would like to be engaged, and whether or not changes to the overall engagement structure are required (Appendix A), the community indicated that changes are not required and that the methods of engagement currently practiced are appropriate.

De Beers will continue to engage with the DKFN as we have in the past and as was outlined in Section 2.

4.2 ŁUTSEL K'E DENE FIRST NATION

The Łutsel K'e Dene First Nation (LKDFN) is part of the Akaitcho Dene First Nations. The community of Łutsel K'e is located on the east arm of Kennady Lake, approximately 140 km south of the Mine. Łutsel K'e is the closest community to the Mine and therefore has a critical role to place in terms of collaboration with and monitoring of the mine.

The LKDFN signed an Impact Benefit Agreement with De Beers in the summer of 2014. This IBA forms the basis of the relationship between De Beers and LKDFN on the topics of Employment, Training, and Business Development. In 2014 the LKDFN also signed the Ni Hadi Xa agreement (Section 2.7). De Beers acknowledges that LKDFN's participation in Ni Hadi Xa does not negate De Beers' obligation and duty to consult on key topics of mine development and environmental performance. De Beers will continue to engage the community on these, and other topics directly.

LKDFN has provided guidance to De Beers on how the community would like to be engaged on multiple occasions over the past few years. The most recent guidance on the topic was provided in draft letter sent to De Beers in an email (December 2, 2014). In that email, LKDFN outlined the general objectives, processes, and methods of engagement they would like to see Developers take with respect to the community. It is De Beers intent to meet those objectives, and to work within the processes and methods outlined by the community.

The LKDFN have drafted three goals with respect to engagement (December 2, 2014):

Our first goal of the engagement process is to be able to influence and alter as needed, the plans of a developer for construction, operation, and closure of the development in a way that will be sustainable in the eyes of the elders and community members.

Our second goal is to be able to provide developers with the best possible information about the area that the Lutsel K'e Dene know better than any.

Our third goal is to develop positive relationships of transparency and shared benefits for the parties involved.

De Beers' own objectives of engagement are complementary to those drafted by the LKDFN. De Beers strives to develop the Gahcho Kué Mine in a way that is sustainable and that meets criteria for sustainability outlined by Aboriginal and Metis parties. De Beers recognizes Aboriginal parties as vital sources of knowledge about the land. De Beers seeks to foster a respectful and genuine relationship with the LKDFN whereby community members are comfortable sharing information regarding the land and resources they know best. Beers also acknowledges that positive relationships with the communities requires commitment to listening, to spending time, and to sharing information freely.

4.2.1 Submission of Reports

The LKDFN have indicated a preference for De Beers to submit reports, plans, updates, and early drafts directly to the community. De Beers will be pleased to provide electronic copies of regulatory submissions including annual environmental reports and plans to the LKDFN. De Beers will also engage the LKDFN on major changes to key programs, such as the AEMP or the WWHPP. Key reports of particular interest to the community include:

- Annual Environmental Report;
- Annual Business Report;
- Monitoring Programs and Management Plans; and
- Spill Reports.

These, and other, reports will be provided electronically to the community directly by De Beers as requested.

4.2.2 Community Visits

There is much value in meeting face to face. The LKDFN has indicated to De Beers that visits to the community by Mine staff members are important elements in an effective engagement. De Beers agrees and will plan to hold meetings in the community each year. Some of meetings that were suggested by the LKDFN, include:

- Annual Community Meeting;
- Annual Business Meeting;
- Annual Health and Social Services Meeting; and
- Extended community stay.

De Beers plans to hold a community meeting in Łutsel K'e each spring. In 2015 this will likely require two days. Each year De Beers will provide an update on Mine development, Environment, implementation of the IBA, current job postings, training opportunities, and upcoming events. In addition, De Beers will attend an annual business meeting with the LKDFN. While De Beers has not scheduled a specific meeting in the community on health and social services, we do have staff employed to specifically assist Aboriginal employees in finding success within their careers at De Beers. This involves liaising with supervisors when needed and assisting employees in accessing health and social services if required.

The LKDFN has suggested that multi-day visits to the community by Mine staff could be an important way of building stronger relationships. De Beers is open to this idea and looks forward to collaborating with the LKDFN to develop the concept further.

4.2.3 Site Visits

The LKDFN have indicated a preference to come to site once annually during spring melt. De Beers typically schedules community Site Visits during the summer months when field programs are underway and the lake is available for boat travel. This schedule can be adjusted however to facilitate a visit by LKDFN during the spring. De Beers will discuss this with the LKDFN on an annual basis to select the best time of year for a site visit. De Beers will accommodate the LKDFN's request for a spring site visit if possible.

4.2.4 Traditional Knowledge Gathering

LKDFN has suggested that an on-the-land trip near the Mine site or outside of town would be an excellent way to share and discuss the traditional knowledge of the community. When traditional knowledge is required for plans, programs or studies, the community would like De Beers to support an on-the-land camp near site or outside of Łutsel K'e. The on-the-land gathering could extend for approximately four days to allow for more thorough treatment of a given topic.

De Beers is supportive of the concept of on-the-land gatherings and will support the construction of a cabin within the Akaitcho territory that could be used on-the-land gatherings. The establishment of this cabin will be managed by Ni Hadi Xa (Section 2.7) with leadership from the LKDFN. De Beers would be pleased to stage meetings with the LKDFN from this cabin, or other locations on-the-land as may be appropriate for discussion a given topic.

4.3 NORTHWEST TERRITORIES METIS NATION

The NWTMN are indigenous Metis of the South Slave region, based largely in the communities of Fort Smith, Hay River, Fort Resolution and Yellowknife. In 2014 the NWTMN signed the Ni Hadi Xa agreement (Section 2.7). De Beers acknowledges that the NWTMN's participation in Ni Hadi Xa does not negate De Beers' obligation for consultation with membership on key topics of mine development and environmental performance. De Beers will continue to engage the NWTMN on these, and other topics directly. The NWTMN recently signed an IBA with De Beers. This IBA articulates the objectives and means for a relationship between De Beers and NWTMN on the topics of Employment, Training, and Business Development.

Industry relations with the NWTMN are handled by the NWTMN Lands and Resources Office. The NWTMN have instructed De Beers to direct correspondence to the Lands and Resources Office. The Lands and Resources Coordinator will then re-direct the correspondence to the appropriate people within the NWTMN and within each community as required. De Beers will ensure that detailed information is provided to the Coordinator each time engagement is sought. In particular, De Beers will provide 1) the topic on which De Beers wishes to engage and 2) type of engagement requested. The NWTMN also requested that a report be provided to the NWTMN at the end of the fiscal year or at the NWTMN Assembly to describe the status of engagement activities.

De Beers will provide an update on the status of activities, including engagement, each spring at a community meeting. This update will be provided as a power point presentation and open discussion. Copies of the slides will be provided to the NWTMN for wider distribution among members.

4.4 NORTH SLAVE METIS ALLIANCE

The NSMA is based in Yellowknife and the regions north and east of Great Slave Lake. The NSMA's mandate includes the assertion, protection, and implementation of the Aboriginal rights of the North Slave Metis People and to exercise the metis responsibility to protect the environment and promote and enhance metis education, economic, social, political, and cultural development.

The primary point of contact for Industry relations with the NSMA is the Lands Department. The Lands Department is mandated by the NSMA to foster cooperative, respectful, and long-term relationship in keeping with these principles, to facilitate and coordinate the dissemination of information, to involve members in co-management issues, and to facilitate capacity building initiatives, traditional knowledge and land use projects and to support member engagement.

De Beers will continue to liaise with the NSMA as we have in the past and using the tools outlined in Section 2. The continuation the general methods of engagement is supported by the NSMA. In a recent letter to De Beers (November 25, 2014), the NSMA requested two additional engagement components to be incorporated into the plan. These include:

- Notification of any economic opportunities or changes that might be economically beneficial to the NSMA.
- Additional engagement to bring together De Beers and members of the NSMA interested in potential career and employment opportunities.

De Beers is pleased to incorporate these two additional components to the Engagement Plan with the NSMA. De Beers will notify the NSMA when there are economic opportunities that may be beneficial to the NSMA. This will occur through inclusion of the NSMA on job posting notifications, training opportunities, grant and educational programs. De Beers will also work with the NSMA to address the second component, to bring members of the NSMA interested in potential career and employment opportunities, together with De Beers hiring staff. Human Resources staff meet with the NSMA at least once per year at the spring community meeting. De Beers will be pleased to provide more frequent updates to the NSMA upon request.

4.5 TŁĪCHQ GOVERNMENT

The Tłıchq Government (TG) is the primary governing authority with Tłıchq Lands. The TG represents the communities of Behchokq, Gamèti, Wekweèti, and Whati. The Tłıchq Agreement, signed in 2003 by the Tłıchq and the Government of Canada in 2003 set out the terms for self-government and control of 39,000 square kilometers of land between Great Bear Lake and Great Slave Lake in the NWT. This agreement came into effect in 2005.

The Tłıchq maintain a Kwe Beh Working Group to manage the implementation of IBAs in the Tłıchq region as well as managing the mining and roads files. The Tłıchq have outlined the mandate of the Kwe Beh Working Group as:

- Build strong relationships to workers in the mines, listening to the workers and providing support to them in their jobs.
- Build the relationships to the companies and make sure that the agreements are being implemented
- Prepare for the issues that are emerging with the potential road to Whati by DOT.
- Manage the Tłıchq Government involvement in the regulatory process of environmental assessment for any files.
- Liaise with Lands on any files or overlaps.
- Build the capacity of the Tłıchq Government to manage mining files.
- Prepare agendas for meetings with mining companies and prepare CEC for meetings with mining companies.
- Prepare for negotiations with mining companies.
- Ensure there is strong relationship to the communities on these mining issues.

De Beers will liaise with the Tłı̨chǫ Government primarily via direct correspondence with the Director of Lands Protection, as well as participation in meetings of the Kwe Beh Working Group approximately four times per year. De Beers will continue to provide regular updates to the Tłı̨chǫ members on project development and seek input to environmental management programs as described in Section 3.

4.6 YELLOWKNIVES DENE FIRST NATION

The YKDFN is part of the Akaitcho Dene Nations. The two primary YKDFN communities, N'Dilo and Dettah, are both located on the north arm of Great Slave Lake approximately 280 km southwest of Mine.

The YKDFN signed an IBA with De Beers in February of 2014. This IBA forms the basis of the relationship between De Beers and YKDFN regarding Employment, Training, and Business Development. Although they were a party to negotiations on the creation of Ni Hadi Xa, the YKDFN has decided not to sign the final agreement, but instead to continue to work with De Beers through the established mechanisms of engagement. De Beers is respectful of that decision and will continue to engage with the YKDFN as they wish. If the YKDFN elects to join Ni Hadi Xa at some point in the future, there are provisions built into the agreement to allow for that.

In a letter to De Beers dated October 21, 2014, the YKDFN describe the re-establishment of the Land and Environment Committee. This committee will act as the primary point of contact for De Beers to liaise with the YKDFN. Although not a decision making entity, the Land and Environment Committee will provide recommendations to staff and the YKDFN leadership. The Land and Environment Committee will meet monthly to hear updates, requests for input on permit applications, monitoring and management plans, traditional knowledge gathering, requests for site visits or community-wide engagement.

De Beers will engage with the YKDFN primarily through the Lands and Environment Committee. We will make requests to appear before the committee to the Director of Land and Environment. We will continue to engage with the YKDFN regularly through all of the mechanisms described in Section 2.

5 REPORTING

De Beers will provide an annual water licence report to the Board and to Aboriginal Parties summarizing implementation of the various environmental monitoring programs and management plans. This annual report will include the results of monitoring from the previous year as well as proposed revisions to the various environmental monitoring programs and management plans. The annual report will be submitted to the Board and to Aboriginal Parties each year by March 31. A summary of engagement activities conducted in accordance with the approved Engagement Plan will be provided along with a brief description of activities planned for the forthcoming year.

In addition to the Annual Report, De Beers will prepare an AEMP Annual Report. This report will be submitted to the Board for approval by May 1st each year. Like the Annual Water Licence Report, the AEMP Annual report will include a summary of engagement activities that took place the previous year as well as an outline of engagement activities planned for the forthcoming year.

Other reports required under the Land Use Permit and Water Licence will be submitted to the Board as defined in the permit and licence. Submissions will be posted to the Registry by Board staff for review by parties as per usual. De Beers will be pleased to provide electronic copies of reports and submissions to Aboriginal Parties directly upon request at any time.

6 ACKNOWLEDGEMENTS AND CLOSING REMARKS

De Beers acknowledges that in the NWT, we are just one mining company among a number of companies that are continually seeking the time and commitment of Aboriginal Parties to engage in discussion regarding our planned activities. While De Beers provides capacity funding to each of the Aboriginal Parties for our engagement activities and we cover all costs associated with our meetings and visits, we acknowledge that it takes time and effort on the part of Aboriginal Parties to contribute to these discussions.

De Beers would like to express our appreciation and thanks to the Aboriginal Parties for working with us, for making staff available and for encouraging the contribution of community members. With their input, our Project is better and we not only value their time and advice, but also the friendships we have grown through our ongoing dialogue.

7 REFERENCES

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8 ACRONYMS

AEMP	Aquatic Effects Monitoring Program
AQEMMP	Air Quality and Emissions Monitoring and Management Plan
Board	Mackenzie Valley Land and Water Board
CCME	Canadian Council for Ministers of the Environment
CWMP	Construction Water Management Plan
De Beers	De Beers Canada Inc.
DFO	Fisheries and Oceans Canada
DKFN	Deninu K'ue First Nation
Dyke A CMP	Dyke A Construction and Management Plan
EIR	Environmental Impact Review
EIS	Environmental Impact Statement
ENR	Environment and Natural Resources
ERSCP	Emergency Response and Spill Contingency Plan
ESMP	Erosion and Sediment Management Plan
GCP	Geochemical Characterization Plan
GNWT	Government of the Northwest Territories
IBA	Impact Benefit Agreement
ICRP	Interim Closure and Reclamation Plan
km	kilometre
LKDFN	Łutsel K'e Dene First Nation
m	metre
Mine	Gahcho Kué Diamond Mine
MMP	Meteorological Monitoring Program
MOU	memorandum of understanding
MVEIRB	Mackenzie Valley Environmental Impact Review Board
MVLWB	Mackenzie Valley Land and Water Board
NSMA	North Slave Métis Alliance
NWT	Northwest Territories
NWTMN	Northwest Territory Métis Nation
PKMRMP	Processed Kimberlite and Mine Rock Management Plan
Plan	Engagement Plan
SNP	Surveillance Network Program
SOP	Standard Operating Procedure
TG	Tłıchq Government
VSMP	Vegetation and Soils Monitoring Program
WEMP	Wildlife Effects Monitoring Program
WWHPP	Wildlife and Wildlife Habitat Protection Plan
YKDFN	Yellowknives Dene First Nation
YKDFN L&EC	Yellowknives Dene First Nation Lands and Environment Committee

9 GLOSSARY

Aboriginal Party/ government	An organization representing the rights and interests of a First Nation (as defined in section 2 of the <i>Mackenzie Valley Resource Management Act</i>), Inuit community or region, a Tłı̨chǫ First Nation, or the Tłı̨chǫ Government.
Affected party	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).
Boards	Land and Water Boards of the Mackenzie Valley, as established by the <i>Mackenzie Valley Resource Management Act</i> .
Engagement	The communication and outreach activities a proponent undertakes with affected parties prior to and during the operation of a project.
Engagement plan	A document that clearly describes how, when, and which engagement activities will occur with an affected party during the life of the project.
Engagement record	A summary and log which details the engagement processes and outcomes between the proponent and the affected parties.
Project	Any development that requires a land use permit or water licence.

APPENDIX A

COMMUNITY ENGAGEMENT INQUIRY LETTER

DE BEERS

GROUP OF COMPANIES

October 20, 2014
L-095

File:

Representative
First Nation
Address

Dear Representative:

Re: 2014 Gahcho Kué Upcoming Engagement Plan

De Beers is writing to seek your input on the 2014-2015 Engagement Plan. Gahcho Kué recently received the Type A Land Use Permit and Type A Water License needed to build and operate the mine. This represents a transition point from project planning to full construction of the mine. In addition, an updated engagement plan is one of the conditions of the Land Use Permit issuance. As such, this provides an opportunity to take a step back, review the overall engagement approach and ask you to provide feedback on how the X First Nation and De Beers can work together to address and mitigate issues of concern.

Our engagement approach to date has generally involved written communication of key activities, community update meetings, summer site workshops, and focused technical workshops on key topics. We feel this has worked well in that we are made aware of your community's environmental concerns about Gahcho Kué and are able to revise relevant plans to address those concerns. These revisions are then communicated back to the communities. Going forward, is this how you

DE BEERS CANADA INC.
SUITE 300, 5120-49th STREET, YELLOWKNIFE, NT X1A 1P8
TEL 1 (867) 766-7300 FAX 1 (867) 766-7347
www.debeersgroup.com/canada

DE BEERS

GROUP OF COMPANIES

want to continue to be engaged? And, is there more that we can do to further improve our community engagement approach?

These questions are relevant as Gahcho Kué moves into full construction and the implementation of monitoring and management plans. Because many of the plans are “living” documents, we feel it is important to regularly review, and provide opportunity for input from the community. De Beers looks forward to your feedback on how the X First Nation would like to be engaged over the construction and early operations period so we can capture this engagement in the next version of the Engagement Plan. Your response would be appreciated on or before October 31, 2014.

Regards,



Veronica Chisholm

Permitting Manager
Gahcho Kue Project
Tel. (867) 766-7324
Cell (867) 688-8701
veronica.chisholm@debeersgroup.com