

APPENDIX IV.1

COMMUNITY CONSULTATION DOCUMENTATION

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Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|----------------|----------|--|--|---|---|
| March 9, 1999 | N'Dilo | Present were Chiefs Jonas Sangris and Fred Sangris, Council Members, Land and Environment Committee Co-ordinator Rachel Crapeau, community members. | Requested more interaction with the Company ¹ . | De Beers is committed to an on-going relationship. | 4.2 |
| | | | Requested details of Aboriginal staff hired to date. | Details were provided at meeting. Hiring commitments, and a proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2.1 |
| | | | Requested discussions on traditional knowledge and Snap Lake Diamond Project. | De Beers will discuss traditional knowledge needs and provide regular updates on the project. | 4.3; 4.3.2.3, 14.1 |
| | | | Requested that scientific studies be carried out by scientists not just summer students. | Professionals are hired by De Beers for environmental program. | |
| | | | Concern over possible impact to grave sites from esker material use. | Archaeology baseline work (1998- 1999) conducted with community representative participation. No gravesites have been found on or near the esker site. | 6.2, Appendix III.5 |
| March 10, 1999 | Rae/Edzo | Present were Chief Joe Rabesca, Violet Camsell-Blondin and Henry Zoe (Renewable Resources Committee), council members, the mayor, economic development co-ordinator, youth, community members. | Dogrib businesses would be used as much as possible. | De Beers will support Aboriginal and northern business. A northern business opportunities strategy is under development and elements of it are presented in the environmental assessment. | 3.9.1.4, 5.3.4.4 |
| | | | Training must be emphasized by the company. | De Beers will work with governments and communities on training needs. A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.3, 5.3.4.2 |
| | | | Colomac left a mess, the company should not. | De Beers is committed to constructing, operating and closing the mine in an environmentally and socially responsible manner. A Decommissioning and Reclamation plan has been developed using best available technology. | 3.9.2, 3.9.3, 3.10, Appendix III.11, 14 |

¹ The company refers to Winspear Diamonds Inc., and De Beers Canada Mining Inc. (De Beers). Although many items in Table IV-1 were initially brought forward during Winspear's consultation, the program is continued by De Beers.

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|-----------------------|-----------------|---|---|--|---|
| March 10, 1999 (cont) | Rae/Edzo (cont) | Present were Chief Joe Rabesca, Violet Camsell-Blondin and Henry Zoe (Renewable Resources Committee), council members, the mayor, economic development co-ordinator, youth, community members (cont). | Must guarantee that water quality will not change. | De Beers will adhere to all requirements of the water licence. | 9.2, 9.4 |
| | | | Too many diamond mines may change caribou migration. | Potential cumulative effects of the project are discussed in the Environmental Assessment. De Beers is conducting monitoring with community participation. De Beers is involved with the cumulative effects management framework initiative. | 10.4.1.3.2, 10.4.1.4.1, 10.4.2.3, 12.7.4 |
| | | | Community representatives asked to accompany biologists in the field. | Representatives from various communities have participated in environmental field programs on an ongoing basis. | |
| March 11, 1999 | Lutsel K'e | Present were Chief Florence Catholique, council members, Luci Sanderson and Brenda Parlee (Land and Environment Committee staff), Land and Environment Committee members including Antoine Michel, community members, for a total of over 25 attendees. | Training is very important component of development. | De Beers will work with governments and communities on training needs. Hiring commitments, and a proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | Elders note that wildlife and traditional land use activities should not be disturbed. Site visit requested. | Disturbances to wildlife and traditional land use activities will be mitigated as much as possible. Site visits with community representatives have been held and are ongoing. | 4.2.2, 4.2.3, 4.2.4, 6.3, 10.4, Appendix IV.3 |
| | | | Elders note that there should be no pollution from the project. | De Beers will work to reduce pollution at source and mitigate impacts of pollution to the environment. | 3.9.2, 7, 9, Appendix III.8, 11, 14 |
| | | | Must ensure there continues to be healthy caribou populations. | De Beers will work to minimize the potential impact of the project on caribou and other wildlife. | 10.4, 11.3.2 |
| | | | Important to have proper emergency response plans. | Emergency response and spill contingency plans have been developed and are currently in practice on site. Staff has been trained on how to implement these plans. | Appendix III.9, Appendix III.10 |
| | | | Further discussions on business related matters should be with senior company staff. | Company staff with appropriate seniority will be available. | |
| June 15, 1999 | Dettah | Yellowknives Dene Lands and Environment Committee – 15 attendees | Would like to take advantage of jobs; would like to know who from Yellowknives Dene is working on site; would like to know when there would be more work. | Details provided at meeting. Hiring commitments, and a proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.2, 3.9.1.3 |
| | | | Noted that caribou would not likely be found in boulder areas. | Acknowledged. | 10.4.1 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|-------------------|--|---|--|---|--|
| June 22, 1999 | Lutsel K'e | Lutsel K'e Lands and Environment Committee meeting - 25 attendees | Caribou are important - should closely monitor them. | Potential effects on caribou are discussed in the environmental assessment. De will monitor caribou appropriately. | 10.4.2.3.4, corporate commitments |
| | | | Should have Lutsel K'e people involved with studies. | Employed Lutsel K'e people in baseline programs in 1999 & 2000. | 4.3.4, Appendix IV.3 |
| | | | Training is important - should include an Elder and youth together on wildlife surveys. | Representatives from various communities have participated in environmental field programs on an ongoing basis. Elders and youth have participated in some surveys together. | |
| September 2, 1999 | Snap Lake Lutsel K'e Snap Lake Site visit | 12 people from Lutsel K'e | The company should make sure that air and water quality is protected and nothing bad is put on the land because it could get into fish and caribou and drinking water. | De Beers will work to reduce pollution at source and mitigate impacts of pollution to the environment. De Beers will meet all licences and permit requirements concerning land, air, and water. | Appendix III.8, Appendix III.9, Appendix III.11, 7.3, 9.2, 9.4, 9.5, 7.4, 9.4 10.3.2.4, 10.3.2.5, 10.4.2.2, 10.4.2.4, 11.3.2, 11.3.3 |
| September 6, 1999 | Yellowknives Dene First Nation Snap Lake Site Visit | 12 people from Dettah/ N'Dilo | Main environmental concerns are air and water quality, caribou, fish, and fish habitat. | De Beers is committed to constructing, operating, and closing the mine in an environmentally and socially responsible manner. Potential environmental effects are detailed in the environmental assessment. | 7.3, 9.2, 9.4, 9.5, 10.4 |
| | | | Need to ensure that water quality is not affected. | De Beers will work to reduce pollution at source and mitigate impacts of pollution to the environment. De Beers will meet all licence and permit requirements concerning land, air, and water. | 9.2, 9.4 |
| | | | Once contaminants are released, no one can fix it - don't want caribou becoming contaminated. | De Beers will work to reduce pollution at source and mitigate impacts of pollution to the environment. De Beers will meet all licence and permit requirements concerning land, air, and water. | Appendix III.9, 7.3, 10.3.2.4, 10.4.2.2, 10.4.2.4, 11.3.2 |
| | | | Lots of mines might make caribou move away. | Potential cumulative effects of the project is discussed in the environmental assessment. De Beers is involved with the cumulative effects management framework initiative. | 10.4.2.3, 12.7.4 |
| | | | An underground mine should not add to regional cumulative effects because the mine would be so small. | Cumulative effects are discussed in detail in the environmental assessment. | 12 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|--------------------|---------------------------------|---|---|--|---|
| September 10, 1999 | Rae/ Edzo Site Visit- Snap Lake | 11 participants | Traditional knowledge specialists in Rae/ Edzo should be talked with about traditional uses. | De Beers will discuss traditional knowledge needs and provide regular updates on the project. | 4.3.2.4 |
| January 24, 2000 | Dettah Gymnasium | One attendee - postponed to 00/ 01/ 27 | None expressed. | | |
| January 25, 2000 | N'Dilo Gymnasium | 25 attendees (purpose to introduce contractors) | People don't want to leave town for training; they want on-the-job training. | De Beers will work with governments and communities on training. A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.3, 5.3.4.2 |
| | | | Want to do more than just work as labourers do. | De Beers will work with governments and communities on training. A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.3, 5.3.4.2 |
| | | | Need well-supported training program. De Beers will work with governments and communities on training. | De Beers will work with governments and communities on training. A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.3, 5.3.4.2 |
| January 25, 2000 | Rae/ Edzo Community Hall | 45 attendees (purpose to introduce contractors) | None expressed. | | |
| January 26, 2000 | Lutsel K'e Community Hall | 20 attendees (purpose to introduce contractors) | Community members should be monitoring mine not just scientists. | Representatives from various communities have participated alongside scientists in environmental field programs on an ongoing basis. | 4.2, 4.3, 5.3.6, 14 |
| | | | Lutsel K'e needs to be full participants in development. | Consultation with Lutsel K'e is on- going. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment. | 3.9.1.1, 4 |
| | | | Needs to be communication on how this development is going to be handled. | Consultation with Lutsel K'e is on- going. A mine management advisory committee with representation from affected communities is proposed in the environmental assessment. | 3.9.1.1., 4 |
| | | | The company must protect things and understand and respect how the water flows down the Lockhart River. | De Beers is committed to reducing the impact of the Snap Lake Diamond Project, and respects the concern for the environment expressed. | 9.3.1.2.1, 9.4.8.1, 14 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|----------------------------|--|--|---|--|---|
| January 26, 2000 (cont) | Lutsel K'e Community Hall (cont) | 20 attendees (purpose to introduce contractors) (cont) | Youth have to be trained and involved. | De Beers will work with governments and communities on training and education. A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.3, 5.3.4.2 |
| | | | The environment work must be done properly. | Environmental studies have been carefully thought through and are being conducted with participation from the communities. De Beers requires a high standard for all environmental programs. | Appendix III.8 |
| | | | Have to discuss water studies and how to do it properly. | Environmental monitoring priorities and plans have been discussed with Lands and Environment committees. | 9.3.1, 14 |
| | | | Employment and cash flow is main concern. | Hiring commitments and a proposed recruitment, employment and training strategy, and life skills training proposals are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2, 5.3.4.3 |
| | | | Lutsel K'e needs an office with full- time person to co-ordinate jobs and training. | De Beers will work with the community and governments to identify job and training needs. A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.3 |
| | | | Young northerners should be taking jobs before southerners. | Employment commitments and a proposed recruitment, employment and training strategy that aims at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | Must be very careful with the water and land. | De Beers is committed to protecting the environment. | Appendix III.8, 9.2, 9.4, 10, 14 |
| | | | Must be careful with water used during drilling. | All legislated requirements and industry standards for drilling programs are adhered to. | |
| | | | Must monitor environment closely for changes. | Environmental monitoring programs have been ongoing. More extensive plans will be completed during the environmental assessment and permitting processes. | 5.3.6, 14 |
| | | | Young guys might get fired if late once - should get a second chance. | A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.2, 5.3.4.2 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|----------------------------|--|--|--|--|---|
| January 26, 2000 (cont) | Lutsel K'e Community Hall (cont) | 20 attendees (purpose to introduce contractors) (cont) | Snap Lake is in an unsettled land claim - Lutsel K'e should be first on negotiation list. | Lutsel K'e is one of the communities that De Beers is consulting. | 4.2 |
| | | | Human health and social issues are very important issues, which shouldn't be ignored. | Health and social issues are discussed in further detail in the environmental assessment. | Appendix III.7, 5.3, 11.3.3 |
| | | | Youth of Lutsel K'e have many challenges getting jobs and need opportunities. | Employment commitments and a proposed recruitment, employment and training strategy that aims at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| 27 Jan, 2000 | Dettah Hall | 15 people (purpose to introduce contractors) | Royalties should come to communities. | The distribution of royalties is the responsibility of the federal government. | |
| | | | The company should support 100% northern businesses. | De Beers will support northern businesses. A northern business opportunities strategy is under development and elements of it are presented in the environmental assessment. | 3.9.1.4, 5.3.4.4 |
| | | | The company should have ongoing AA meetings in camp and provide counselling at camp. | De Beers will support employees willing to start this program. Life skills training is discussed in the environmental assessment. | 5.3.4.3 |
| 7 April, 2000 | Lutsel K'e | Lutsel K'e Lands and Environment Committee | Snap Lake is closest to Lutsel K'e should deal most with Lutsel K'e. | De Beers will consult with all affected communities. | 4.2 |
| | | | Should share wildlife work between communities. | Representatives from various communities have participated in environmental field programs on an on-going basis. | |
| | | | Wildlife work is important and it should be supported. | Acknowledged. | 10.4 |
| 17 April 2000 | Lutsel K'e | 25 attendees | Lutsel K'e should have opportunity to give a presentation to the company on what needs of community are. | De Beers has on- going consultation with communities. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment. | 3.9.1.1, 4.2, 4.3.4, Appendix IV.3 |
| | | | Monitoring of mine should be by Elders, not southerners. | Elders, youth and scientists have been involved in monitoring to date. | Appendix IV.3, 5.3.6, 14 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|-------------------------|----------------------|---------------------|---|--|---|
| 17 April 2000 (cont) | Lutsel K'e (cont) | 25 attendees (cont) | Need joint ventures to allow economic development. | De Beers will look at all appropriate opportunities that contribute to economic development. A northern business opportunities strategy is under development and elements of it are presented in the environmental assessment. | 3.9.1.4, 5.3.4.4 |
| | | | Would like winter road to go via Lutsel K'e to allow cheap prices. | This issue should be brought forward to the Government of the Northwest Territories. | |
| | | | Must train youth and have education in place. | Employment commitments and a proposed recruitment, employment and training strategy that aims at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | Lutsel K'e needs economic development officer to achieve the training of youth. | A northern business opportunities strategy is under development; commitments on hiring, and a proposed recruitment, employment and training strategy are presented in the environmental assessment. De Beers will work with governments and communities on training. | 3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4.2 |
| | | | Lutsel K'e people don't want to be labouring or cleaning but be trained for other jobs. | Employment commitments and a proposed recruitment, employment and training strategy that aims at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment. | 3.9.1.3, 5.3.4.2 |
| | | | Southern managers don't understand culture. | De Beers will ensure appropriate cross-cultural training for all employees and support a cross cultural exchange program. | 5.3.4.3.6 |
| | | | Lands and environmental issues are used by government to hold back royalty benefits to communities. | This issue should be brought forward to the federal government. | |
| | | | Lutsel K'e must benefit from mine. | A northern business opportunities strategy is under development; commitments on hiring, and a proposed recruitment, employment and training strategy are presented in the environmental assessment. De Beers will work with governments and communities on training. | 3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4.3 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|-------------------------|----------------------|---------------------|--|--|---|
| 17 April 2000 (cont) | Lutsel K'e (cont) | 25 attendees (cont) | Concerned that mine might disturb bottom of lake or fish. | Potential impacts to fish and fish habitat are discussed in the environmental assessment. | |
| | | | Need open communication lines so that questions and concerns can be dealt with early. | De Beers will continue on-going consultation. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment. | 3.9.1.1, 4 |
| | | | Financial help from mining would be good for community. | A northern business opportunities strategy is under development; commitments on hiring, and a proposed recruitment, employment and training strategy are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4.3.4, 5.3.4.4, 5.3.4.2 |
| | | | Elders should not be ignored in economic benefits. Deal with them separately as many are too old to work and get benefits from mine. | Distribution of economic benefits should be discussed in the community. | 5.3.4 |
| | | | The company has to protect land. | Project design incorporates ways to minimize impact to the land and mitigate any potential impact. De Beers will meet all licence and permit requirements concerning the land. | Appendix III.8, Appendix III.9, 4.3, 10 |
| | | | Dogrib should talk with Lutsel K'e to resolve boundary issues. | Boundaries must be resolved by Aboriginal governments. | |
| | | | Must protect caribou from dust. | De Beers will suppress dust on site. The potential effects of dust on wildlife is discussed in the environmental assessment. | 7.3, 10.3.2.4, 10.4.2, 11.3.2 |
| | | | Youth need employment and training. | Employment commitments and a proposed recruitment, employment and training strategy that aims at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4.2 |
| | | | Mines interfere with caribou migration. | Potential cumulative effects of the Snap Lake Diamond Project are discussed in the environmental assessment. De Beers is involved with the cumulative effects management framework initiative. | 10.4.2.3, 12.7.4 |
| | | | Caribou do not like blasting. | There will be a minimum of blasting on surface. Potential effects of blasting on wildlife are discussed further in the environmental assessment. | 10.2.2.3 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|-------------------------|----------------------|---------------------|---|--|--|
| 17 April 2000 (cont) | Lutsel K'e (cont) | 25 attendees (cont) | Need to see data so Lutsel K'e can evaluate for themselves what the impacts will be. | Some raw data is in the environmental assessment and its appendices. Where it is impractical to include all raw data, methods, assumptions and analyses are presented so reviewers can confirm predictions and conclusions. | 7, Appendix II.1, Appendix III.2, Appendix IX.1, Appendix IX.4, Appendix IX.5, Appendix IX.6, Appendix IX.8, Appendix IX.8, Appendix IX.10, Appendix IX.11, Appendix X.1 |
| | | | Northerners should be employed before southerners. | Employment commitments and a proposed recruitment, employment and training strategy that aims at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment. | 3.9.1.2, 5.3.4.2 |
| | | | Should ensure that southerners don't use false northern addresses on resumes. | Acknowledged. | |
| | | | Hunters don't want wildlife spoiled. | De Beers will work to minimize the potential impact of the project on wildlife. | 10.4, Appendix III.8 |
| | | | Must ensure that chemicals in dynamite do not ruin environment. | Potential effects of blasting on the environment will be addressed in the environmental assessment and followed up with monitoring. | 9.4.2.2 |
| | | | Need to be more meetings about establishing this mine. | De Beers continues to meet with the community on an ongoing basis. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment. | 3.9.1.1, 4.2 |
| | | | Need to settle boundaries with Dogrib. | Boundaries must be resolved by Aboriginal governments. | |
| | | | Jobs will be good but we also need an impact benefit agreement, joint ventures, and training. | A northern business opportunities strategy is under development; commitments on hiring, and a proposed recruitment, employment and training strategy are presented in the environmental assessment. De Beers will work with governments and communities on training. | 3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4.2, 5.3.4.4 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|-------------------------|----------------------|---------------------|--|--|---|
| 17 April 2000 (cont) | Lutsel K'e (cont) | 25 attendees (cont) | Need Lutsel K'e people working on site as it is their traditional land. | A northern business opportunities strategy is under development; commitments on hiring, and a proposed recruitment, employment and training strategy are presented in the environmental assessment. De Beers will work with governments and communities on training. | 3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4.2.1 |
| | | | Must ensure thorough investigation of different metals and acid that might drain out of waste rock. | Potential effects of leaching and acid rock drainage are discussed in the environmental assessment and mitigation plans are outlined. | 3.6, 9.4.2.2, 9.4.2.4 |
| | | | Since the Lockhart flows into Great Slave Lake must have a contingency in case something bad is released. | Emergency response and spill contingency plans have been developed and are currently in practice on site. Staff has been trained on how to implement these plans. | Appendix III.9, Appendix III.10 |
| | | | None of the contractors working at Snap Lake have a joint venture with Lutsel K'e. | De Beers will support northern businesses. A northern business opportunities strategy is under development and elements of it are presented in the environmental assessment. | 3.9.1.4, 5.3.4.4.2 |
| | | | Concerned that Lutsel K'e will not be represented on Mackenzie Valley Land and Water Board as not in a settled land claim. | This issue should be brought forward to the Mackenzie Valley Land and Water Board and the federal government. | |
| | | | Should bring top executives including president to town as sometimes difficult to address issues with technical people. | De Beers will continue on-going consultation. Appropriate senior staff will be available. | 3.9.1.1, 4.2.2 |
| | | | The company should promote the resolution of land claims issues with federal government. | Land claim issues must be resolved by the government and Aboriginal governments. | |
| | | | Community will have to spend a huge amount of money with lawyers and engineers on evaluating applications. | Some funding for community review is available through existing federal programs. | |
| | | | No amount of money will replace a damaged environment - the company should remember that Lutsel K'e can't be bought. | Acknowledged. | |
| | | | Need to start getting training organized. | Employment commitments and a proposed recruitment, employment and training strategy that aims at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment. | 3.9.1.3, 5.3.4.2 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|-------------------------|----------------------|---------------------|---|--|---|
| 17 April 2000 (cont) | Lutsel K'e (cont) | 25 attendees (cont) | The company should train people on site. | Training will take place at the most appropriate locations. A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.3, 5.3.4.2 |
| | | | The company should contribute to society. | A northern business opportunities strategy is under development; commitments on hiring, and a proposed recruitment, employment and training strategy are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4 |
| | | | Scholarships must not just support post-secondary as many people do not have Grade 10, so need to support upgrading. | A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.3, 5.3.4.2 |
| | | | Must communicate more often with Lutsel K'e. | De Beers continues to meet with the community on an ongoing basis. A mine management advisory committee with representation from primary communities from primary communities is proposed in the environmental assessment. | 3.9.1.1, 4.2 |
| | | | BHP did not extend impact benefit agreement when project was extended to include more pipes- the company should avoid this. | De Beers will be negotiating agreements in good faith. | |
| | | | Lack of equipment is an obstacle to forming joint ventures. | A northern business opportunities strategy is under development and elements of it are presented in the environmental assessment.. | 3.9.1.4, 5.3.4.4 |
| | | | Should closely monitor winter road. | The Snap Lake winter access road will be monitored by De Beers. | 10.4.2.2.5, Appendix III.6 |
| | | | More men than women got jobs from last visit by the company's contractors. | De Beers is an equal opportunity employer. A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.3, 5.3.4.2 |
| | | | Many applicants to contractors received no response after submitting resume. | All resumes are now acknowledged. | |
| | | | If a good impact benefit agreement is negotiated, people will be happy. | Acknowledged. | 4.2.1 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|-------------------------|----------------------|--|---|---|---|
| 17 April 2000 (cont) | Lutsel K'e (cont) | 25 attendees (cont) | Historical artifacts should not be removed or touched if found. | Archaeological surveys have been conducted that identified the location of artifacts. De Beers will avoid locations identified as having archaeological potential. Site personnel will be trained on what to do when a historical artifact is discovered. | 6.2.1, 6.2.2.2, 6.2.2.3 |
| | | | Should change name of Snap Lake. | At this time, De Beers does not intend to change the name of the Snap Lake Diamond Project. | |
| | | | I feel my life is being changed by effects of mines on caribou. | Potential cumulative effects of project will be discussed in Environmental Assessment. De Beers is conducting monitoring with community participation. De Beers is involved with the cumulative effects management framework initiative. | 10.4, 12.7.4 |
| | | | Royalties should go to communities. | The distribution of royalties is the responsibility of the federal government. | |
| | | | The company should help us in ways other than giving money. | A northern business opportunities strategy is under development; commitments on hiring, and a proposed recruitment, employment and training strategy are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4 |
| | | | Training and employment from the mine will reduce young people's use of drugs and alcohol. | A discussion of pre-existing conditions is found in the environmental assessment. Life skills training and family support proposals are presented in the environmental assessment. | 5.2.4.2, 5.3.4.3 |
| 9 May 2000 | Snap Lake Site Visit | Lutsel K'e community members (13 participants) | Important that fuel from tank farm does not leak into ground. | De Beers is committed to reducing pollution. The tank farm will be surrounded by a lined berm. Distribution lines are double walled. Regular maintenance occurs. Spill contingency plan and training are in place. | Appendix III.9 |
| | | | Many caribou tracks were observed close to camp. Is there a possibility of using fences to stop caribou from walking through the camp and from feeding around the camp? | Mitigation strategies will be developed and discussed with regulators and communities. | 10.4.2.4, 10.4.2.3, 11.3.2 |
| | | | Trees around camp are covered in dust, and snow also is dirty from dust. Caribou should not eat this dust as they might get sick. | Potential effects of dust on wildlife, and dust mitigation strategies and discussed in the environmental assessment. | 7.3, 7.2.2.2.3, 10.3.2.4, 10.4.2, 11.3.2 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|----------------------|--------------------------------|---|--|--|---|
| 9 May 2000 (cont) | Snap Lake Site Visit (cont) | Lutsel K'e community members (13 participants) (cont) | There are many rocks on land here, could they be transported to Lutsel K'e where there is little rock for construction? | This is beyond the scope of the Snap Lake Diamond Project. | |
| | | | The company must respect wildlife. | Respect for wildlife and the environment is a core belief of De Beers. | Appendix III.8, 10.4, 14 |
| | | | Caribou are a main source of food; don't want them getting sick. Elder is concerned about caribou coming through site and eating brown snow. | Potential effects of dust on wildlife, and dust mitigation strategies and discussed in the environmental assessment. | 7.1.5, 7.2.2.2.3, 10.3.2.4, 10.4.2, 11.3.2 |
| | | | Old oil should be properly disposed. | Used oil will be used in waste oil heaters or transported off site to an approved disposal area. All regulations will be met. | 3.5.3, Appendix III.3 |
| | | | Having a pit may create the same problems as the open pit(s) at EKATI™ do. | There will be no open pit. | 2.3.3 |
| | | | The pit area should be re-vegetated. | There will be no open pit. | 2.3.3 |
| | | | If a worker dies (underground or otherwise), is there any insurance to provide for remaining members of the family. | De Beers employees will have a benefits package. De Beers has a loss control policy related to safety and is committed to ensure the safety of all its employees. | Appendix I.1, Appendix III.7 |
| 11 May 2000 | Snap Lake Site Visit | Dogrib Treaty 11 community members (12 participants) | Less caribou will wander through mine site area as they do not wander through areas where it's too rocky, steep, or where there are crevices- so less caribou will be seen here. | Acknowledged. | 10.4.2.3 |
| | | | Does the company have an emergency response team for spills and environmental stuff? | Emergency response and spill contingency plans has been developed and are currently in practice on site. Staff have been and will be trained on how to implement these plans. | Appendix III.9, Appendix III.10 |
| | | | The company must ensure that they continue to talk with communities after mine is approved. | De Beers continues to meet with the community on an ongoing basis. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment | 3.9.1.1, 4.2 |
| | | | Everything seen in the tour of the site seems to be to their approval. | Acknowledged. | |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|-----------------------|--------------------------------|--|--|--|--|
| 11 May 2000 (cont) | Snap Lake Site Visit (cont) | Dogrib Treaty 11 community members (12 participants) (cont) | A mine is important for the future generation; young guys visiting here today will want employment with the company. | A northern business opportunities strategy is under development; commitments on hiring, and a proposed recruitment, employment and training strategy are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4.2 |
| | | | Much of the work here is technical - few Dogrib have training but are very willing to work. | A northern business opportunities strategy is under development; commitments on hiring, and a proposed recruitment, employment and training strategy is proposed in the environmental assessment. | 3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4.2 |
| | | | Elders support this project because it is a smaller scale than BHP or Diavik and because the company pays attention to safety. | De Beers is committed to developing Snap Lake in an environmentally and socially responsible manner. | Appendix I.1 |
| | | | Many young people in Wha Ti have Grade 10 or 12 but no jobs - hopes that the company will consider employing our people. | Employment commitments and a proposed recruitment, employment and training strategy that aims at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | It is good that the company has honour and respect for the land they are using. | De Beers is committed to developing Snap Lake in an environmentally responsible manner. | Appendix III.8 |
| | | | It is important for Dogrib Treaty 11 to have good communication with the company and a good working relationship. | De Beers continues to meet with the community on an ongoing basis. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment. | 3.9.1.1, 4.2 |
| | | | Elders can't work on projects but hope that young people will have an opportunity to. | Employment commitments and a proposed recruitment, employment and training strategy that aims at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | Very happy that the company has taken a traditional approach to meeting by bringing Dogrib Treaty 11 here and even sharing a meal. | De Beers values its relationship with the communities. | 4.2 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|-----------------------|-----------------------------------|--|--|--|---|
| 11 May 2000 (cont) | Snap Lake Site Visit (cont) | Dogrib Treaty 11 community members (12 participants) (cont) | There are four Chiefs and an environmental working group to seek advice from and work with - they assisted BHP in finalizing environmental agreement. | De Beers values advice and comments. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment. | 3.9.1.1 |
| | | | Important that there is a good communication system. | De Beers is committed to ongoing clear and effective consultation. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment. | 3.9.1.3, 4.2 |
| | | | Ancestors endured great hardship on this land trapping for fox, many companies are here now but that is good as will not have to suffer such hardship again as there will be income from mine. | Employment commitments and a proposed recruitment, employment and training strategy that aims at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | The company will become like parents and provide jobs for young people. | Employment commitments and a proposed recruitment, employment and training strategy that aims at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | All visitors on today's trip are messengers - it is hoped that the company has heard the concerns and will take them seriously. | De Beers values all comments and will continue to listen to the communities. | 4.2 |
| | | | All the Chiefs should be at the opening of the mine. | Acknowledged. | |
| 11 May 2000 | Yellowknife | North Slave Métis Alliance (NSMA) | The company should get active on impact benefit agreements. | Acknowledged. | 4.2.1 |
| | | | The NSMA wants employment opportunities. | Hiring commitments and a proposed recruitment, employment and training strategy are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | Process water needs to be managed. | Water management plans are discussed extensively in the environmental assessment. | Appendix III.1 |
| | | | Contractors should approach NSMA for work. | A northern business opportunities strategy is presented in the environmental assessment. | 3.9.1.4, 5.3.4.4 |
| | | | Tenders should be sent to NSMA. | A northern business opportunities strategy is presented in the environmental assessment. | 3.9.1.4, 5.3.4.4 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|-----------------------|-----------------------|--------------------------------------|---|--|---|
| 11 May 2000 (cont) | Yellowknife (cont) | North Slave Métis Alliance (cont) | The company should have northern hire policies. | Employment commitments and a proposed recruitment, employment and training strategy that aims at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment. | 3.9.1.2, 5.3.4.2.1 |
| | | | The remaining tailings should be managed appropriately. | De Beers will ensure the proper management of the processed kimberlite seepage | 3.5, Appendix III.1, Appendix III.11 |
| | | | Any precipitation of chemicals from the kimberlite should be properly addressed. | De Beers has conducted testing on kimberlite and will ensure that closure of the site occurs properly. | Appendix III.2, Appendix III.11, 9.4.2, Appendix IX.8 |
| | | | NSMA have not received work from the project. | Employment commitments and a proposed recruitment, employment and training strategy that aims at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment. | 3.9.1.2, 5.3.4.2 |
| 12 May 2000 | Snap Lake Site Visit | North Slave Métis Alliance (NSMA) | NSMA want to be part of the archaeological assessment of the area. | To date representatives from various communities have been involved in the archaeological work. | 6.2 |
| | | | There will be water problems. | Potential impacts to water quality and mitigation measures are discussed in the environmental assessment. De Beers will meet all water licence requirements. | 2.5, 3.6, Appendix III.1, 9.2, 9.4 |
| | | | Underground blasting should not leave residue that will get into water. | Potential impacts to water quality and mitigation measures are discussed in the environmental assessment. De Beers will meet all water licence requirements. | 3.6, 9.2, 9.4 |
| | | | The communities' involvement in the Mackenzie Valley Land and Water Board review should be clearly defined. | This issue should be brought forward to the Mackenzie Valley Land and Water Board. | |
| | | | Money should be available for the communities to participate. | Communities should make use of existing federal programs to facilitate their involvement. | |
| | | | The review should be like the BHP review. | De Beers is committed to having the Snap Lake Diamond Project undergo a thorough environmental review under applicable legislation. | 1.3 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|----------------------|-------------|--|--|---|---|
| July 4, 2000 | Yellowknife | North Slave Métis Alliance | No issues identified. | | |
| July 7, 2000 | Yellowknife | Dogrib Treaty 11 Council | No issues identified. | | |
| July 17 and 18, 2000 | Lutsel K'e | Lutsel K'e Dene First Nation | No issues identified. | | |
| July 20, 2000 | Yellowknife | North Slave Métis Alliance | No issues identified. | | |
| December 11, 2000 | Wha Ti | Wha Ti First Nation Band Manager, Housing Coordinator, Finance Officer, Regional Economic Development Officer General Manager, Sub -Chief, Career Development Officer, Nurse | Experiences with other mining companies have been disappointing. Only 8 people from the community are employed by mining companies. Training was provided in Rae, not in Wha Ti, so only a few people could attend. Training also did not start early enough. Verbal commitments by companies related to training have not been followed up on. | Hiring commitments and a proposed recruitment, employment and training strategy are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | Training is very important and should be community based. The community wants to establish a training centre. It should provide adult education and training in woodworking, mechanics and mine specific jobs. Want to develop capacity in the community to carry out maintenance, such as small engine repair, vehicles repair, heavy equipment operation, and carpentry. There needs to be money management training and life skills training as well. | Employment commitments and a proposed recruitment, employment and training strategy that aims at increasing opportunities for Aboriginals and northerners are presented in the environmental assessment. Money management and life skills training has been included in the environmental assessment as a mitigation measure. | 3.9.1.2, 3.9.1.3, 5.3.4.2, 5.3.4.3, 5.3.4.4 |
| | | | Solutions to drug and alcohol related problems must be carried out in the community itself. Also suggested that there should be treatment on the job. | Potential issues associated with substance abuse are presented in the environmental assessment. | 5.3.4.3.1 |
| | | | An onsite counsellor is needed for Native people, to deal with cultural problems. | Impact management measures, including the use of counsellors, is discussed in the environmental assessment. | 5.3.4.2 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|----------------------|----------|--|---|--|---|
| December 12-13, 2000 | Wekweti | Wekweti First Nation, Chief, Councillors, Elder, Band Manager, Development Corporation Manager, Finance Officer, Outreach Coordinator | Interest in training among the community members. Training should be community - based and include various trades (electrician, carpentry, construction). It should also be provided on-site. Life skills and money management training is very much needed. It is a problem that the community does not have the sufficient infrastructure or facilities to carry out training in the community. Some suggestion of training in Wha Ti or in Rae. In that case, it is important that transportation be provided by De Beers. | A proposed recruitment, employment and training strategy, including life skills and money management training, are presented in the environmental assessment. | 3.9.1.3, 5.3.4.2 |
| | | | Some women are interested in working at the mines. Not enough women are being hired and those who do mostly work in the kitchen or in cleaning services. Their options are also limited by needing to care for their children. | De Beers in an equal opportunity employer and will consider all applicants. Hiring commitments and a proposed recruitment, employment and training strategy are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| December 12-13, 2000 | Gameti | Gameti First Nation, Band Manager, Outreach Coordinator, Income Support Worker, Councillor/mine worker, Development Corporation Manager, Secretary/spouse, Municipal foreman | Experience with BHP is that they offer the community only unskilled positions and are not training them for skilled positions. Women are only hired for cleaning, but would like field and office work. | De Beers in an equal opportunity employer and will consider all applicants. Hiring commitments and a proposed recruitment, employment and training strategy are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | Those who work on the mines are generally satisfied. The 2/2 week rotation is preferred. | De Beers has selected a 3/1 rotation for construction and a 2/2 rotation for operations and will continue community consultation and review alternative rotations. | 2.6, 3.9.1.5, 5.3.3.5 |
| | | | Community based training is necessary. Every community should have a training centre and share with other communities. Focus should be on school children who will move into the workforce, as well as adult education. | A proposed recruitment, employment and training strategy are presented in the environmental assessment. | 3.9.1.3, 5.3.4.2 |
| | | | Family counselling and support is needed to deal with stress related to rotational work schedule. | Potential impacts to families and impact mitigation measures are discussed in the environmental assessment. | 5.3.3.5, 5.3.4.3.3 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|----------------------|------------|--|--|---|---|
| January 30, 2001 | Lutsel K'e | Wildlife, Lands and Environment Committee | Lutsel K'e is looking for a participation agreement to be negotiated, and other benefits. | De Beers will discuss these issues. | 4.2.1 |
| | | | Concern the government is cutting funding for the committee's research and that only companies are doing studies. | This issue should be brought forward to the federal and territorial governments. | |
| | | | Approve of wildlife permit application. | Acknowledged. | |
| February 14-15, 2001 | Lutsel K'e | Wildlife, Lands and Environment Committee and Elders Committee | Caribou need to be monitored. | Potential effects on caribou are discussed in the environmental assessment. De Beers is committed to ensure caribou are monitored appropriately. | 10.4.2.3.4, corporate commitments |
| | | | There are lots of boulders in the area, it is hard for caribou to get around; the area to the north is much better ground for caribou and that's where they are. | Caribou movements in the regional study area are discussed in the environmental assessment. | 10.4.1.4, 10.4.2.3 |
| | | | Concerned about caribou feeding close to the mine. | Potential effects on caribou are discussed in the environmental assessment. | 10.4.1.4.1, 10.4.2.2, 10.4.2.4, 10.3.2.4 |
| | | | Fencing should be used to prevent caribou from eating dust around mine. | Potential effects on caribou are discussed in the environmental assessment. | 7.3.4, 7.3.6, 10.4.2.4, 11.3.2 |
| | | | If roads are made, don't make them high like BHP. | Few roads are needed because of the small project footprint. Roads will be designed so they do not interfere with wildlife movements. | 3.8.2 |
| | | | Mine must be closed properly. | De Beers is committed to a closure that is environmentally responsible. | 2.11, 3.10, Appendix III.11 |
| | | | Lutsel K'e people must be involved in monitoring. | All affected communities will have the opportunity to be involved in monitoring. A mine management advisory committee with community involvement is proposed in the environmental assessment. | 3.9.1.1, 5.3.6, 14 |
| | | | Electric fences work for grizzlies, but not for caribou. | Potential wildlife effects are discussed in the environmental assessment. | 10.4.2.4 |
| | | | Fencing should be used on site, and Lutsel K'e people should approve design and monitor it. | Potential wildlife effects and mitigation are discussed in the environmental assessment. | 10.4.2.4, 11.3.2 |
| | | | All mines will attract wildlife, should have a trapper there to catch them. | Potential wildlife effects and mitigation are discussed in the environmental assessment. | 10.4.2.3, 10.4.2.4 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|----------------------|------------|---|---|---|---|
| February 14-15, 2001 | Lutsel K'e | Executive Assistant to Chief, Development Corporation Manager, Community Researcher, Community Health and Social Services | Primary education provided in the community is currently lacking staff and resources. High school is located outside the community and is costly. | A proposed recruitment, employment and training strategy including upgrading, are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2.2, 5.3.4.2.3, 5.3.4.2.4, 5.3.4.2.5 |
| | | | Housing conditions in the community are generally very poor, frequently lacking in running water, heat and plumbing. | This issue should be brought forward to the territorial government. | |
| | | | There is a very limited local market in the community: no local businesses, no amenities provided. A number of future economic plans for the community, via the Development Corporation, were suggested. | De Beers will look at all appropriate opportunities to contribute to economic development. A northern business opportunities strategy is under development and elements of it are presented in the environmental assessment. | 3.9.1.4, 5.3.4.4 |
| | | | Concern that current contracts with the mines have not lead to long-term employment. There needs to be a local employment officer in the community to provide up-to date information about employment to the communities. Would like a contractors list so community members can contact contractors directly, and a job listing of the types of jobs that will be available. | Potential effects on economic development are discussed in the environmental assessment, and impact management measures are outlined. Hiring commitments and a proposed recruitment, employment and training strategy and a northern business opportunities strategy (under development) are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 3.9.1.4, 5.3.4.2, 5.3.4.4 |
| | | | Training is needed, both at the basic level and for low - mid management and for trades. Past experience has been that training has not been timely and not extensive enough. This needs to be improved. | De Beers will work with communities and government on training needs. Hiring commitments and a proposed recruitment, employment and training strategy are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | It was suggested that De Beers provide funding for an out on the land program (similar to what is now offered to students by the Chipewyan heritage coordinator) to counter this tendency. | De Beers has presented proposals for cultural awareness and for support of cultural initiatives in the environmental assessment. | 5.3.4.3.7 |
| | | | Funding should be provided for traditional knowledge instruction and programs for children and youth. | De Beers has presented proposals for cultural awareness and for support of cultural initiatives in the environmental assessment. | 5.3.4.3.7 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|-----------------------------|-------------------|--|---|--|---|
| February 14-15, 2001 (cont) | Lutsel K'e (cont) | Executive Assistant to Chief, Development Corporation Manager, Community Researcher, Community Health and Social Services (cont) | There is concern about the limited work opportunities for women. Women get hired at very low wages by sub-contractors. Considering the expenses of child care/daycare, there is little economic incentive to accept such employment. | De Beers is an equal opportunity employer and will consider all applicants. Hiring commitments and a proposed recruitment, employment and training strategy are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | It is very problematic that flights go from the mine via Yellowknife. Money is spent on alcohol in Yellowknife. De Beers should ensure that there be direct flights. | Potential impacts of flights being directed via Yellowknife and mitigation measures are discussed in the environmental assessment. De Beers will provide direct flights where feasible. | 5.3.4.3.5 |
| | | | There are drug and alcohol problems in the community. With more money in the community, there is also more alcohol and drugs. De Beers should put in place a zero tolerance policy. De Beers should also provide 2-3 staff for dealing with drug and alcohol issues, to complement the social services program for employment trainees. | Potential impacts of substance abuse and mitigation measures are discussed in the environmental assessment. | 5.3.4.3.1 |
| | | | A human resources person to liaison between mine employees and the company is needed, regarding employment and recruitment issues or concerns about flights. It was suggested that it would be a native liaison person. | De Beers will employ at least two full time community liaison personnel. | 5.3.4.3.2 |
| | | | Rotational shift work limits people from going out on the land, especially in the summertime. 3/1 , particularly affects young families. | De Beers has selected a 3/1 rotation for construction and a 2/2 rotation for operations and will continue community consultation and review alternative rotations. | 2.6, 3.3.1.5, 5.3.3.5 |
| | | | Lutsel K'e has a community-based justice system and a justice committee since 1993. There needs to be mechanisms to deal with community accountability issues as a result of the changes related to mine development. | Acknowledged. | |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|-------------------|-----------------|--|--|---|---|
| February 26, 2001 | Lutsel K'e | Community Meeting (56 community attendees) | The relationship between our community and the companies would be better by having a community liaison person in the community, so that people may ask questions and better process the information provided during consultations. It is difficult to process the information and ask questions at once. | De Beers is committed to an environmental assessment process that allows effective input from interested parties. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment. De Beers will employ at least two full time community liaison personnel. | 3.9.1.1., 4.2, 5.3.4.3.2 |
| | | | By taking family members out of the community, the wage economy/mining activities does put pressure on families. | Potential impacts of the wage economy and rotational shift work, and related mitigation measures are discussed in the environmental assessment. De Beers has chosen a 3/1 rotation for construction and a 2/1 rotation for operations and will continue community consultation and review alternative rotations. | 2.6, 3.9.1.5, 5.3.3.5, 5.3.4.3.3, 12.2.6, 12.2.7 |
| | | | The community is concerned about addiction and substance abuse and the impacts on employment opportunities. Does De Beers have any resources for addressing addiction and recovery? | Substance abuse, consequences for employment, and mitigation measures are discussed in the environmental assessment. | 5.3.4.3.1 |
| | | | De Beers should provide training, especially for young people. There should be all kinds of training, including housekeeping, bookkeeping, environmental issues. | De Beers will work with communities to develop long term training for all levels of employment at Snap Lake. A proposed recruitment, employment and training strategy are presented in the environmental assessment. | 3.9.1.2, 5.3.4.2 |
| | | | Concern about waste disposal, particularly disposal of kimberlite. There must be consideration of impacts of drainage (on e.g. fish, water). | Solid waste and waste rock management plans are discussed in the environmental assessment, and potential impacts are addressed. | 3.5, 3.6, 10.3.2.5, 10.4.2.4, Appendix III.1, Appendix III.11, Appendix III.3 |
| | | | Benefits such as training, employment and other improvements will not happen without the proper community infrastructure and ongoing communication with communities is essential. | A mine management advisory committee which includes representation from primary communities is proposed in the environmental assessment. A proposed recruitment, employment and training strategy are also presented. De Beers is committed to on-going consultation. | 3.9.1.1, 3.9.1.3, 4.2, 5.3.4.2 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|--------------------------|-------------------|---|--|--|---|
| February 26, 2001 (cont) | Lutsel K'e (cont) | Community Meeting (56 community attendees) (cont) | The community seeks contracts from the Snap Lake Project. | De Beers will look at all appropriate opportunities to contribute to economic development. A northern business opportunities strategy is under development and elements of it are presented in the environmental assessment. | 3.9.1.4, 5.3.4.4 |
| | | | Flights that bring workers to and from the mine via Yellowknife is a problem for their spouses. The community recommends direct flights home for workers. | De Beers will provide direct flights when feasible. | 5.3.4.3.5 |
| | | | If the mine hires people from the community, they should provide daycare for the children. | There are no plans to provide daycare, however De Beers will provide and support family counselling, in partnership with communities and government. | 5.3.4.3.3 |
| February 27, 2001 | Yellowknife | North Slave Métis Alliance Community Meeting (34 community attendees) | Preference should be given to northern contractors. | A northern business opportunities strategy is under development and elements of it are presented in the environmental assessment. | 3.9.1.4, 5.3.4.4 |
| | | | Will De Beers carry out a survey to identify who would be interested in working in underground mining and then train them? | Comprehensive recruitment and training programs are being developed. A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.3, 5.3.4.2 |
| | | | Many of our people want to work for you. De Beers need a more aggressive training program, so we can compete with southerners. Training should be started during, and as part of, the operation phase. | Comprehensive recruitment and training programs are being developed. A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.3, 5.3.4.2 |
| | | | Concern expressed about youth becoming involved in the project, in terms of education, training and employment. | De Beers will work with communities and government on training needs. Hiring commitments and a proposed recruitment, employment and training strategy are presented in the environmental assessment. | 3.9.1.2, 3.9.1.35.3.4.2 |
| March 1, 2001 | Rae/Edzo | Community Meeting (65 community attendees) | The Dogrib are concerned about impacts on land, water and wildlife. They are interested in monitoring how mining and construction of winter roads affect the migration patterns of caribou. | Environmental monitoring programs are ongoing and will continue to monitor potential effects of mining. | 9.2, 9.4, 9.5, 10.2.2.2, 10.4.1.3.2, 10.4.1.4.1, 10.4.2 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|-------------------------|--------------------|---|---|--|---|
| March 1, 2001 (cont) | Rae/Edzo (cont) | Community Meeting (65 community attendees) (cont) | Past experience with mining companies has shown that commitments to providing training have not been followed through. The Dogrib want training in the communities and on site. Want adult upgrading, as well as opportunities for workers to advance to management and supervisory positions. | De Beers will work with communities and government on training needs. Hiring commitments and a proposed recruitment, employment and training strategy are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | The Dogrib would like an agreement for the life of the mine, and the awarding of contracts. Suggest that Dogrib can get involved in providing fuel, truck driving business, providing traditional knowledge, work as carpenters, haul materials, and sorting and valuing diamonds. Involvement should happen during construction, operation, and winding down phase of the project. | De Beers will look at all appropriate opportunities to contribute to economic development for communities. A northern business opportunities strategy is under development and elements of it are presented in the environmental assessment. | 3.9.1.4, 5.3.4.4 |
| March 6, 2001 | Gameti | Community Meeting (39 community attendees) | Important that training is provided for all community members – young and old. | De Beers will work with communities and government on training needs. Hiring commitments and a proposed recruitment, employment and training strategy are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | Much concern about the impacts on caribou migration patterns. Community may ask De Beers for funding for going caribou hunting where the caribou has relocated. | Potential impacts to wildlife are discussed in the environmental assessment. Mitigation and monitoring programs are also identified. | 5.3.4.3.7, 10.4.2, 12.7.4 |
| | | | There should be an on-site counsellor for workers to talk to, in particular with regard to drug and alcohol issues, money management, and being apart from their families. | Impact management measures, including the use of counsellors, are discussed in the environmental assessment. | 5.3.4.2 |
| March 23, 2001 | Yellowknife | North Slave Métis Alliance (NSMA) President, Vice-President | The NSMA are interested in developing a working business relationship with De Beers. | De Beers will look at all appropriate opportunities to contribute to economic development. A northern business opportunities strategy is under development and elements of it are presented in the environmental assessment. | 3.9.1.4, 5.3.4.4 |
| | | | NSMA would like joint ventures and partnerships with De Beers. | A northern business opportunities strategy is under development and elements of it are presented in the environmental assessment. | 3.9.1.4, 5.3.4.4 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|--------------------------|-----------------------|---|---|--|--|
| March 23, 2001 (cont) | Yellowknife (cont) | North Slave Métis Alliance (NSMA) President, Vice-President (cont) | NSMA wants to see more Northern apprenticeships, as a way to develop capacity among the NSMA members and to develop trades skills (e.g. in welding). | De Beers will work with communities and government on training needs. Hiring commitments and a proposed recruitment, employment and training strategy are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | Suggested that job awareness should be promoted for youth through a variety of ways: a trade show, a job career centre in Yellowknife for different trades, a site tour for youth. These initiatives should be made through partnerships between De Beers, NSMA, and Government of the Northwest Territories. | A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.3, 5.3.4.2 |
| | | | NSMA members do not have the same access to business and employment opportunities as the non-Aboriginal companies and individuals have. | De Beers will look at all appropriate opportunities to contribute to economic development. A northern business opportunities strategy is under development and elements of it are presented in the environmental assessment. | 3.9.1.4, , 5.3.4.2, 5.3.4.4 |
| March 21-23, 2001 | Rae | Treaty 11 Grand Chief, Rae Sub-Chief, Rae Band Human Resource Coordinator, Band members, Rae Chamber of Commerce member | Concern that qualified community members are taken by the mining companies, leaving a shortage of qualified people in the community. | Potential impacts of the Snap Lake Diamond Project on community capacity are discussed in the environmental assessment and mitigation measures are identified. | 5.3.3.2, 5.3.4.3.3, 12.2.6 |
| | | | Training should be provided in the community. There is a need for pre-employment programs as well as onsite training. Onsite training could be conducted through partnerships. | De Beers will work with communities and government on training needs and delivery mechanisms. Both community-based and on-site training will be provided. A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.2, 5.3.4.2 |
| | | | Past experience that mining companies fire Aboriginal workers without due justification, and replacing them with southerners. De Beers need to ensure that people are hired locally. De Beers should also hire local students for summer jobs. | Hiring commitments and a proposed recruitment, employment and training strategy and a northern business opportunities strategy are presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|--------------------------|-----------------|--|--|--|--|
| March 21-23, 2001 (cont) | Rae (cont) | Treaty 11 Grand Chief, Rae Sub-Chief, Rae Band Human Resource Coordinator, Band members, Rae Chamber of Commerce member (cont) | Mining companies need to keep in touch with the communities after participation agreement negotiations have been completed. | De Beers continues to meet with the community on an ongoing basis. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment. | 3.9.1.1, 4.2 |
| | | | Privately owned businesses have not benefited from mining activities, although Band owned businesses have. Contracts should be broken up, so that smaller companies can get some of the work. | De Beers will look at all appropriate opportunities to contribute to economic development. A northern business opportunities strategy is under development and elements of it are presented in the environmental assessment. | 3.9.1.4, 5.3.4.4 |
| | | | A liaison officer in the community is needed to keep communication between mines and communities open, and to anticipate problems. | De Beers will hire at least two full time community liaison personnel. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment. | 3.9.1.1, 5.3.4.3.2 |
| | | | Impacts on families need to be addressed with the following measures: direct flights between the mine and the community, money management training, counselling programs, and family site visits. | Potential impacts to families are discussed in the environmental assessment and impact mitigation strategies are identified. | 2.7, 5.3.4.3.5, 5.3.4.3.3, 5.3.4.3.4, 5.3.4.3.6 |
| March 26, 2001 | Lutsel K'e | Elders, Committee members, Spouse of Mine worker, Community Researcher, Community Health Representative | Rotation schedule has impacts on families, marital relationships and families due to separation issues. | De Beers has selected a 3/1 rotation for construction and a 2/2 rotation for operations, and will continue community consultation and review alternative rotations. Potential impacts to families are discussed in the environmental assessment and impact mitigation strategies are identified. | 2.6, 3.9.1.5, 5.3.3.5, 5.3.4.3.3 |
| | | | Mine employment has impacts on relationships. Husbands spend their time in Yellowknife, spending money on drinking, drugs and having extramarital affairs. There should be direct flights to and from the communities. | Potential impacts from mine employment and mitigation methods are discussed in the environmental assessment.. | 5.3.4.3.3, 5.3.4.3.4, 5.3.4.3.5 |
| | | | Spousal abuse and domestic violence is increasing because of the increased use of alcohol and drugs. | De Beers has a zero tolerance policy for alcohol and drugs and will require employees to be screened prior to start-up. Consulting and family support services will be available to employees and their families in the primary communities. | 5.3.4.3 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|--------------------------|----------------------|--|--|--|--|
| March 26, 2001 (cont) | Lutsel K'e (cont) | Elders, Committee members, Spouse of Mine worker, Community Researcher, Community Health Representative (cont) | Money earned by new employees does not always reach families in communities. It is often not spent on household expenses but on alcohol. Often, spouse has no access to cheques or funds. Sometimes, the extra income helps to pay the bills. Many people don't know how to go about getting a house or a loan. There is a need for money management training. | Potential impacts of the wage economy are discussed further in the environmental assessment, and mitigation measures, including life skills and money management training are discussed. | 5.3.4.3 |
| | | | There needs to be support services within the community. Suggestions were made for providing counselling at camps for workers with families, as well as providing treatment programs. Support should be provided both on site and in the communities, to wives and children. Women's support services are also needed. | De Beers will work with communities and government to provide the availability of support services at site and in primary communities. | 5.3.4.3 |
| | | | Training should be provided to facilitate job progression. Literacy training should also be provided. Community-based training is an effective training mechanism that allows people to learn while staying at home. | De Beers will work with communities and government on training needs to facilitate job progression. A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.2 |
| | | | Substance abuse and crime are increasing in the community. | A discussion of pre-existing community conditions is found in the environmental assessment. Life skills training and family support proposals are also presented. | 5.3.3, 5.3.4.3 |
| | | | 3/1 week rotation schedule is too long. There is not enough time to spend with the family. A 2/2 week rotation would be better. | De Beers has selected a 3/1 rotation for construction and a 2/2 rotation for operations, and will continue community consultation and review alternative rotations. | 2.6, 3.9.1.5, 5.3.3.5 |
| | | | Stress on families (due to the rotation and the life changes) results in some relationship break-ups. | Potential impacts to families from life changes associated with a mine are discussed in the environmental assessment and mitigation measures are outlined. | 2.6, 3.9.1.5, 5.3.3.5, 5.3.4.3.3 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|--------------------------|----------------------|---|---|---|--|
| March 26, 2001 (cont) | Lutsel K'e (cont) | Elders, Committee members, Spouse of Mine worker, Community Researcher, Community Health Representative (cont) | There is a need for continued discussion of the community's needs. There is also need for monetary assistance. | De Beers will continue to meet with the community on an ongoing basis. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment. | 3.9.1.1, 4.2 |
| | | | Mining companies should push the government to invest in issues concerning traditional knowledge and land use. | Communities need to approach government on these issues. | |
| | | | Has there been monitoring of lakes and wildlife? The Dene should be involved in monitoring environmental factors, such as fish, water, land. | Environmental monitoring programs have been ongoing with Elder and youth participation. More extensive plans for monitoring during construction and operation will be completed during the environmental assessment and permitting process. | 5.3.6, 7.2, 10.4.1, 14 |
| | | | Concern that trucks (belonging to the mine) are parked and leak on the ice. All water from the Snap Lake site goes to McLeod Bay where we catch our fish. This needs to be cleaned up. | Potential impacts to water quality and mitigation strategies are discussed in the environmental assessment. Trucks will not be parked on the ice during winter road operation. Spill contingency plans are also provided. | 3.7.2.5, Appendix III.8, 9.2, 9.3, 9.4 |
| March 27-29, 2001 | Wha Ti | Economic Development Officer, ex-BHP Mine worker, Spouses of Mine workers, Mine workers, sub-Chief, Employment & Training Officer, Band Manager | Various economic initiatives are wanted, including developing an adult centre and training centre, promoting food services, tourism, healing centre/environmental awareness, developing the co-op store, investing in the fishing lodge, and promoting arts and crafts. It was also suggested that equipment operators be kept in the community rather than lost to the mining companies. Ability for equipment maintenance needs to be developed in the community. | A northern business opportunities strategy is under development and elements of it are presented in the environmental assessment. | 3.9.1.4, 5.3.4.4 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|--------------------------|-----------------|--|---|--|--|
| March 27-29, 2001 (cont) | Wha Ti (cont) | Economic Development Officer, ex-BHP Mine worker, Spouses of Mine workers, Mine workers, sub-Chief, Employment & Training Officer, Band Manager (cont) | Training should be provided that complements both the community and the company needs. Training is wanted for heavy equipment, financial management, plumbing and other trades, and administration. Training should be community-based and in their own language. It was noted that training on-site does not happen as fast as it should due to production requirements and lack of time. This should be addressed. | Comprehensive recruitment, upgrading and training programs are being developed. De Beers will work with communities and government on training needs to facilitate job progression. A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.2, 5.3.4.2 |
| | | | Mine workers expressed that they have had generally positive experiences with working at the mines, particularly in terms of receiving an income. It was suggested by most that the experience greatly depends on the strength of families and relationships to cope with lifestyle changes and money management. Among those who manage well, income is partly saved, partly spent on improving housing, purchasing equipment (e.g., boats and motor vehicles). Families also receive help from relatives with child care. Some of them have dual income. However, they still have several concerns about issues around social support services for coping with lifestyle changes, training, and the onsite environment. | These issues are fully discussed in the environmental assessment. | 5.3.3, 5.3.4.3 |
| | | | The 2/2 week rotation schedule is strongly preferred over the 3/1 rotation. It was expressed that 1/1 week rotation would be ideal. | De Beers has selected a 3/1 rotation for construction and a 2/2 rotation for operations, and will continue community consultation and review alternative rotations. | 2.6, 3.9.1.5, 5.3.3.5 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|--------------------------|---------------|--|--|--|---|
| March 27-29, 2001 (cont) | Wha Ti (cont) | Economic Development Officer, ex-BHP Mine worker, Spouses of Mine workers, Mine workers, sub-Chief, Employment & Training Officer, Band Manager (cont) | The rotation schedule affects family life. It is difficult to be away from spouse and children. | Potential impacts of rotation schedule on family life are discussed in the environmental assessment. | 2.6, 3.9.1.5, 5.3.3.4, 5.3.3.5, 5.3.4.3.3 |
| | | | The on-site working and living environment needs to be improved, in terms of providing traditional foods, and addressing racism issues. There should be access to the Dene Native channels on the TV and radio. There should be an on-site counsellor for workers to discuss any problems or issues. | De Beers will make every reasonable effort to reflect Aboriginal culture at the site. | 5.3.4.3.2, 5.3.4.3.6 |
| | | | Direct flights between the mine and the community is needed. In addition, there needs to be adequate transportation between the airport and in to the community. | De Beers will provide direct flights from site to community when feasible. | 5.3.4.3.5 |
| | | | Support services are needed such as child care, support for mothers in the community, family counselling, and drug and alcohol counselling. | De Beers will, in partnership with communities, GNWT, federal government provide for the availability of substance abuse programs. | 5.3.4.3.3 |
| | | | Some workers have experienced strained relationships with others in the community, due to earning lots of money. | Potential impacts of the wage economy are discussed further in the environmental assessment, and mitigation measures, including life skills and money management training are discussed. | 5.3.4.3 |
| April 18, 2001 | Wha Ti | Community meeting (69 community attendees) | Concern that the information at the community meeting is presented too fast for people to ask questions. Also concern that there is too much information to digest. | De Beers continues to meet with the community on an ongoing basis. | 4.2 |
| | | | Concern that the mine camp is based on the caribou migration trail and that this may keep caribou from migrating in the area. Also concern about impacts of pollution on caribou's grazing area. | Potential impacts to caribou are discussed in the environmental assessment. | 7.3.4, 7.3.6, 10.4.2.3, 11.3.2 |
| | | | Will there be a ratio of Dogrib people against southern hires? | Hiring commitments are presented in the environmental assessment. The first priority for hiring is Aboriginals born or residing in one of the primary communities. | 3.1.1.2, 5.3.4.2 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|-----------------|----------|---|---|--|---|
| May 1/2, 2001 | Gameti | Community Meeting (21 participants on May 1, 21 participants on May 2) | There is high unemployment in the community, and concern that young people will not find work. BHP and Diavik promised to hire a lot of Native people, but they are hiring less and less. Want De Beers to hire people from Gameti. | Hiring commitments are presented in the environmental assessment. The first priority for hiring is Aboriginals born or residing in one of the primary communities. | 3.1.1.2, 5.3.4.2 |
| | | | There is concern about the long-term impacts of pollution. | Environmental mitigation strategies will be developed and implemented and requirements under the land use permit and water licence will be met. Environmental health is discussed in the environmental assessment. | 11.3.2, 11.3.3 |
| | | | There should be boards to monitor that all agreements between the mining company and the community are kept. There should be one person from each community on the board. | Monitoring programs will be created with community participation. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment. | 5.3.6, 14 |
| | | | Training should be provided at an early stage, and should be community-based. Training programs and strategies should be developed soon. | De Beers will work with communities and government on training needs. A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.3, 5.3.4.2 |
| | | | It is important that mine workers are allowed to leave the site for emergencies, such as funerals, especially since we are a close-knit community. | Policies will be established. | |
| May 2 - 3, 2001 | Gameti | Head Nurse, Spouses of Mine workers, Mine workers, Adult Educator, Religious Educator | Generally positive effects of working at mine sites are employment, as well as community respect. Families without alcoholism or abuse problems are described as benefiting the most. | Potential effects related to mining employment and mitigation methods are discussed in the environmental assessment. | 5.3.3, 5.3.4.3 |
| | | | Substance abuse is an increasing problem. | A discussion of pre-existing conditions is found in the environmental assessment. Life skills training, including alcohol abuse and family support proposals are presented in the environmental assessment. | 5.3.4.3 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|---------------------------|-----------------|--|--|---|--|
| May 2 - 3, 2001 (cont) | Gameti (cont) | Head Nurse, Spouses of Mine workers, Mine workers, Adult Educator, Religious Educator (cont) | Problem that some workers spend their money unwisely, and leave their families behind. There is a lack of knowledge of money management. | De Beers will provide money management training in primary communities for employees and spouses. | 5.3.4.3.4 |
| | | | While there is more money to spend in the community, little of it stays in the community. Divisions in the community have emerged. | De Beers will provide direct flights where feasible and encourage/ support community economic development initiatives. | 5.3.4.3.5, 5.3.4.4 |
| | | | Counselling services are needed at the mine and in the community. Mental health services/staff is needed in the community. Counselling in the community should also be available for issues of stress, addictions, and coping with the loss of a spouse/infidelity. Family support and women's support groups are also needed. | De Beers will work with communities and governments to provide support services in primary communities and on site. Life skills training and family support proposals are presented in the environmental assessment. | 5.3.4.3.1, 5.3.4.3.2, 5.3.4.3.3, 5.3.4.3.4 |
| | | | Many male workers have health problems related to depression. They have no way to resolve issues of worrying about their family and adjusting to the work climate. They need to learn communication and conflict resolution skills in order to deal with some of the issues. | De Beers will work with communities and governments to provide support services in primary communities and on site. Life skills training and family support proposals are presented in the environmental assessment. | 5.3.4.3.1 |
| | | | A lot of training is needed in the community. School drop-out rates are high, and there are literacy problems. There should be schooling to grade 9 in the community. Training should be community-based. Basic skills training should be provided, followed by more training on site. Women also want training, for example in administration or clerical work. Pre-employment should include literacy and English as a second language training. Life skills development is important. Education needs to be provided so that people are eligible to enroll in the training. | De Beers will work with communities and government on training needs. A proposed recruitment, employment and training strategy is presented in the environmental assessment. Life skills training and family support proposals are presented in the environmental assessment. | 3.9.1.2, 5.3.4.2, 5.3.4.3 |
| | | | Career counselling (by a qualified career counsellor) is needed in the community. | A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.3, 5.3.4.2 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|---------------------------|---------------|--|--|--|---|
| May 2 - 3, 2001 (cont) | Gameti (cont) | Head Nurse, Spouses of Mine workers, Mine workers, Adult Educator, Religious Educator (cont) | Agreements are not followed through, such as the promise to hire a certain number of Dogribs. Employee concerns at other mine sites are not adequately addressed. Communication between the companies and the community needs to be maintained during the mine life. | De Beers has presented hiring commitments in the environmental assessment. De Beers continues to meet with the community on an ongoing basis. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment. | 3.9.1.1, 3.9.1.2, 4.2, 5.3.4.2.1 |
| | | | Concern that the traditional way of life is eroded, as things have changed too quickly for people to adjust. This has had negative impacts on family life, cultural practices, and traditional hunting and fishing practices. | Potential impacts on people's way of life is discussed in the environmental assessment. | 5.3.3.5, 5.3.4.3.7, 6.3, 12.2.7 |
| | | | Snap Lake development will affect caribou movement down to Lutsel K'e and Yellowknife. We see less caribou since the introduction of mines. It is difficult to hunt now, as we have to travel far. There is concern that chemicals from the mine will also affect the caribou, and the fish. | Potential impacts to caribou are discussed in the environmental assessment. | 10.4, 10.4.2.3, 11.3.2 |
| | | | There are issues connected to the rotational work schedule. Some problems are occurring in families that were stable in the past. The 2/2 week rotation is preferred. | De Beers has selected a 3/1 rotation for construction and a 2/2 rotation for operations, and will continue community consultation and review alternative rotations. Potential impacts resulting from rotational work schedules are discussed in the environmental assessment | 2.6, 3.9.1.5, 5.3.3.5 |
| May 28 - 0, 2001 | Wekweti | Recreation Co-ordinator/Adult Educator, Acting Band Manager, Development Corporation Manager, Employment & Training Officer, Elder/Councillor, Mine workers, Spouses | Women from Wekweti want to work for the mining companies but with the opportunity to get ahead in the workforce over time, rather than working in house cleaning services. | De Beers in an equal opportunity employer and will consider all applicants. A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.2, 5.3.4.4 |
| | | | The community and the band want to promote tourism over the next few years, as a prioritized area for economic development. They have identified activities that they want to promote, as well as related economic activities as a result of tourism in the community. | De Beers will look at all appropriate opportunities to contribute to economic development. | 5.3.4.4 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|----------------------------|----------------|---|---|--|---|
| May 28 - 0, 2001 (cont) | Wekweti (cont) | Recreation Co-ordinator/Adult Educator, Acting Band Manager, Development Corporation Manager, Employment & Training Officer, Elder/Councillor, Mine workers, Spouses (cont) | Not enough employment opportunities exist in the community, especially for the young people. | A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | Adult education staff were here for three months, then left. | A training strategy that acknowledges the need for adult education is presented in the environmental assessment. | 3.9.1.3, 5.3.4.2.3, 5.3.4.2.2, 5.3.4.2.4, 5.3.4.2.5 |
| | | | There is a concern with chemical spills from the mine. | A spill contingency plan is in place and staff are trained to prevent spills as well as in clean-up procedures. | Appendix III.9, Appendix III.10 |
| | | | Problematic that mine workers are not able to leave the mine for family emergencies (e.g. illness) without risking losing their jobs. This causes a lot of stress for workers. | Policies will be established. | |
| | | | It is important that training is provided. Training on the job is the most important. Training before the work begins is also important. | De Beers will work with communities and government on training needs. A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.3, 5.3.4.3 |
| | | | The most important thing is the family, but there are problems with some mine employees spending their money on drinking rather than on the home. Employees' spouses and friends help each other. But, life skills and substance abuse training and counselling is needed. Workers also need someone on site to talk to about money management and drinking issues. | Life skills training and family support proposals are presented in the environmental assessment. | 5.3.4.2 |
| | | | Some feel that life has improved financially with the mine employment. Money management training is needed. | Potential impacts related to mine employment and mitigation methods, including money management training, are discussed in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.3, 5.3.4.3.2 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|-------------------------|----------------|---|---|--|---|
| May 28 - 0, 2001 (cont) | Wekweti (cont) | Recreation Co-ordinator/Adult Educator, Acting Band Manager, Development Corporation Manager, Employment & Training Officer, Elder/Councillor, Mine workers, Spouses (cont) | The rotation schedule is difficult to adjust to. Spouses miss each other and children miss their father. A 2/2 week rotation schedule is preferred. | Potential impacts related to rotational schedules are discussed in the environmental assessment. De Beers has selected a 3/1 rotation for construction and a 2/2 rotation for operations, and will continue community consultation and review alternative rotations. | 2.6, 3.9.1.5, 5.3.3.5 |
| | | | Training programs experience some drop-out. It was suggested that people would not attend at all if the training was provided outside of the community. | De Beers will work with communities and government on training needs. A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | Worker would like opportunities for change in their mine employment. | A proposed recruitment, employment and training strategy is presented in the environmental assessment. | 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | Would like De Beers to hire people from communities, and keep the community informed after the operation begins. There is concern that people have been trained and employed at the mines, and then laid off without explanation. | Hiring commitments and a proposed recruitment, employment and training strategy are presented in the environmental assessment. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment. | 3.9.1.1, 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | There is concern with impacts on caribou. Roads are built too high, so that they form a barrier to caribou travel. De Beers should pay for people from the community who have to go to Lutsel K'e to hunt caribou. | Potential impacts to resource use are discussed in the environmental assessment. Few roads are needed because of the small project footprint. Roads will be designed so they do not interfere with wildlife movements. | 3.8.2, 10.4.2.3, 12.7.4 |
| | | | Do not want workers from Gameti to fly to site via Yellowknife. | Direct flights will be provided where feasible. | 5.3.4.3.5 |
| | | | Want youth to take advantage of career opportunities presented by Snap Lake. | Hiring commitments and a proposed recruitment, employment and training strategy are presented in the environmental assessment. | 3.9.1.1, 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | Youth need to stay in school, upgrade education and have access to training afterwards. | Hiring commitments and a proposed recruitment, employment and training strategy, including upgrading, are presented in the environmental assessment. | 3.9.1.1, 3.9.1.2, 3.9.1.3, 5.3.4.2 |
| | | | The project is a good one; very small and on land. | De Beers has tried to keep the project footprint at a minimum. | 3.1.3 |

Table IV.1-1 Snap Lake Diamond Project Community Consultation Documentation (continued)

| Date | Location | Community | Item | Response | Location (Section) of Item in Environmental Assessment Document |
|-----------------------|-----------------|--|--|---|--|
| September 13-14, 2001 | Wekweti | Band Manager, Economic Development Coordinator, Assistant Economic Development Coordinator, Band Councillor, Mine worker, Spouse | A review of the impact management measures developed by De Beers. General agreement of preliminary impact management measures, community would like further discussion of impact management measures as they are fully developed | De Beers will work with communities as it fully develops impact management measures such as detailed training and employment strategies. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment. | 3.9.1.1, 5.3.4 |
| September 18, 2001 | Wha Ti | Chief and Council meeting | A review of the impact management measures developed by De Beers. General agreement with impact management measures. | De Beers will continue to meet with the community to further develop the impact management measures. A mine management advisory committee with representation from primary communities is proposed in the environmental assessment. | 3.9.1.1, 5.3.4 |
| October 15, 2001 | Yellowknife | Community meeting – 56 attendees | General questions relating to mine terminology, waste rock disposal, construction timelines and employment levels. | Information provided at the meeting. | 3 |