

APPENDIX 4A

EKATI MINE ENGAGEMENT PLAN



February 28, 2014

Ms. Violet Camsell-Blondin
Wek'èezhìi Land and Water Board
#1, 4905-48th Street
Yellowknife, NT, CA X1A 2P6

RE: Ekati Mine Community Engagement Plan

Dear Ms. Camsell-Blondin:

Dominion Diamond Ekati Corporation (DDEC) is pleased to provide the attached *Ekati Mine Engagement Plan*, as required under Part J, Item 11 of WL2012L2-0001. The Plan is consistent with the related Water Boards' Policy and Guidelines documents.

DDEC trusts that you will find the report to be clear and informative. Please contact the undersigned at 669-6116 should you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read 'Eric Denholm'.

Eric Denholm, Superintendent-Traditional Knowledge and Permitting
Ekati Diamond Mine



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New Vision, New Focus, New Name

Ekati Mine Engagement Plan



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EKATI MINE

ENGAGEMENT PLAN

Version 2.0
February 2014

Introduction

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

Dominion Diamond Corporation purchased BHP Billiton's 80% interest in the Ekati Diamond Mine in April 2013, and has operated the mine since that time. Dominion is building on and advancing past engagement practices, undertaking regular engagement meetings between Dominion senior management and community leadership. Dominion is also undertaking specific engagement activities related to new project proposals.

In 2013, the Land and Water Boards of the Mackenzie Valley (the Boards) published a document entitled *Engagement and Consultation Policy* (Policy), and an accompanying document entitled *Engagement Guidelines for Applicants and Holders of Water Licences and Land Use Permits* (Guidelines). The Renewal Water Licence for the Ekati Mine issued subsequently in 2013 requires that an Engagement Plan consistent with the Guidelines be provided to the Wek'eezhii Land and Water Board (WLWB) for approval (W2012L2-0001, Part B Item 11). The Ekati Mine Engagement Plan is written to satisfy this Licence requirement.

Affected Parties

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

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

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

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

Past Engagement Activities

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

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

- 1994 to 1997: Engagement in support of the initial Environmental Impact Assessment and Water Licence.
- 2000 to 2002: Engagement in support of the Environmental Impact Assessment and Water Licence for the Sable, Pigeon and Beartooth Expansion Project.
- 2004 to 2005: Engagement in support of Renewal of the Ekati Water Licence.
- 2008 and 2009: Engagement in support of Renewal and Amalgamation of the Sable Pigeon and Beartooth Water Licence.
- 2012 and 2013: Engagement in support of Renewal of the (Amalgamated) Ekati Water Licence.
- 2013-14: Engagement in support of the (proposed) Lynx and Jay-Cardinal Expansion Projects.

Engagement Plan

Approach

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

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

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

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

Dominion adopts several key principles for engagement that are provided in the Boards' Policy and Guidelines:

- *Engagement assists the applicant in developing an understanding of the social, cultural, and environmental conditions in the area and to potentially adapt and improve the project in response to these conditions. (Guidelines S.1.0).*
- *The Ekati Mine Engagement Plan is primarily focused on engagement with the affected parties. The Guidelines states that proponents should focus their engagement efforts towards parties that will likely be the most directly impacted (S.3.2).*
- *Dominion relies on the Boards' review processes as a means of engagement on technical reviews and approvals under the Water Licence and Land use Permits. The Guidelines states that: The proponent's engagement efforts, along with the Boards' consultative process, contribute to meaningful involvement of affected parties (S.1.0).*
- *Dominion respects and responds to community engagement requests that may arise from time to time. For example, one of the Aboriginal communities*

may have specific interests and request specific information or meetings on that topic. Alternately, community leadership may request that some engagement activities be managed through a centralized body, such as the Tlicho Government's Kwe Beh Working Group.

- The form of engagement on a given topic should be appropriate to the nature of the issue/project at hand. The Policy states that: *The Policy is also based on the premise that the appropriate level of engagement should reflect the scale, location, and nature of a proposed activity.* The form of engagement may include those suggested in the Guidelines (Appendix B):
 - *Written notifications;*
 - *Exchange of written comments and responses;*
 - *Face-to-face meetings;*
 - *Workshops; and*
 - *Community meetings with leadership, staff and public.*

Primary Contacts

The primary contacts for engagement activities are listed below in Table 1.

Table 1. Primary Contacts

Organization	Primary Contact
Dominion	Head of Environment & Communities
Tlicho	Kwe Beh Working Group Chief-Wekweeti Chief Gameti Chief-Whati Chief-Behchoko
Yellowknives Dene	Chief-Dettah Chief-Ndilo
Lutsel K'e Dene	Chief
Inuit of Kugluktuk	Mayor of Kugluktuk President - Kitikmeot Inuit Association
North Slave Metis Alliance	President

Engagement for On-Going Operations

Engagement for on-going operations provides the foundation of essential community engagement that maintains relationships and the regular two-way exchange of information. The engagement activities range from formal IBA meetings with leadership from each of the Ekati Mine Impact Benefit Agreement groups to site-based activities wherein leadership, elders and youth are invited to visit the Ekati Mine for site visits or to take part in the environmental monitoring programs. There are also a number of routine report submissions to the WLWB, all of which are posted to the Board's public registry where any party can provide comment or questions.

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

- meetings between Dominion senior management and community leadership (usually quarterly and in a public forum);
- annual community presentations of environmental monitoring information;
- annual community presentations of socio-economic monitoring information;
- various technical workshops and Board process for reviews of technical documents under the Water Licence;
- IBA meetings with community leadership (these discussions are confidential to Dominion and each party);
- elder/youth site visits for environmental monitoring programs (typically annual);
- Water Licence and Environmental Agreement Annual Report, which is provided in plain language and which is circulated to all parties for comment; and
- Annual (typical) site visit by the Wek'eezhii Land and Water Board.

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

Engagement for Projects

Engagement for Projects provides focused engagement on larger projects or events. This includes, for example:

- Water Licence renewal applications; and
- new project or permit applications.

Engagement for Projects typically includes “pre-application” engagement that is carried out before the Company provides a project or renewal application to the Board. The purpose of the pre-application engagement is to provide progressively more details about a possible future project and seek initial community input, even while that possible project is under conceptual development. After submission of an application to the Board, the Board’s review process is initiated, and the Company continues its own additional community engagement as well.

Dominion’s current (2013-2014) engagement program for its Jay-Cardinal Project provides a good example of Dominion’s approach to project-based engagement. A summary of the approach is as follows:

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

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



An example of a possible future project-based engagement program is Renewal of the Ekati Water Licence, which is currently required for August 2021. In this case, pre-application engagement would be conducted in 2020. The pre-application engagement would be conducted using appropriate mechanisms that have been effective in the past and that are consistent with the Boards' Guidelines, such as public meetings, meetings with community leadership and workshops. Other engagement mechanisms or community-specific mechanisms that may have been developed before that time through on-going engagement would also be implemented.

Summary

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

Table 2. Summary of Engagement Triggers and Methods

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

ENGAGEMENT TRIGGER	PRIMARY PURPOSE	PRIMARY METHODS (Typical) ¹	PRIMARY PARTICIPANTS (Typical) ²
Application for Amendment or Renewal of Water Licence (as required)	<ul style="list-style-type: none"> • Pre-application engagement to record and respond to initial questions and to gather community input • Water Board review process to gain community input 	<ul style="list-style-type: none"> • Pre-application engagement, may include: <ul style="list-style-type: none"> ○ Meetings with Community leadership ○ Community meetings ○ Workshops ○ Technical meetings ○ Written comments/responses ○ Ekati Mine visit/meeting • Water Board review process, including: <ul style="list-style-type: none"> ○ Technical meetings ○ Written comments/responses ○ Public Hearing 	<ul style="list-style-type: none"> • Community members • Community technical staff • Community Leadership
Application for New Land Use Permit or Water Licence (as required)	<ul style="list-style-type: none"> • Pre-application engagement to record and respond to initial questions • Water Board/Review Board review process to gain community input • On-going Company engagement to gain community input 	<ul style="list-style-type: none"> • Pre-application and on-going engagement, may include: <ul style="list-style-type: none"> ○ Plain Language Reports ○ Aboriginal Language Reports ○ Meetings with Community Leadership ○ Community meetings ○ Workshops ○ Technical meetings ○ Written comments/responses ○ Ekati Mine visit/meeting • Water Board/Review Board review process, including: 	<ul style="list-style-type: none"> • Community Leadership • Community members • Community technical staff • Other local land users

ENGAGEMENT TRIGGER	PRIMARY PURPOSE	PRIMARY METHODS (Typical) ¹	PRIMARY PARTICIPANTS (Typical) ²
		<ul style="list-style-type: none"> ○ Technical meetings ○ Written comments/responses ○ Public Hearing 	
Engagement Primarily Related to Agreements			
Annual Environmental Monitoring Information Summary (<i>Environmental Agreement</i>)	<ul style="list-style-type: none"> • Presentation of environmental monitoring information • Recording and response to questions 	<ul style="list-style-type: none"> • Plain Language Report • Community presentations • Ekati Mine visits/meetings 	<ul style="list-style-type: none"> • Community members • Community technical staff
Environmental Impact Report (every 3 years) (<i>Environmental Agreement</i>)	<ul style="list-style-type: none"> • Input into design of the report • Presentation of results to community members 	<ul style="list-style-type: none"> • Technical meeting • Plain Language Report • Ekati Mine visit/meeting 	<ul style="list-style-type: none"> • Community technical staff • Community members
Traditional Knowledge in Environmental Monitoring (on-going programs) (<i>Environmental Agreement</i>)	<ul style="list-style-type: none"> • Incorporate TK into environmental monitoring programs • Foster traditional link between elders and youth 	<ul style="list-style-type: none"> • Ekati Mine visits/workshops • Elders meetings • Support for community TK database development 	<ul style="list-style-type: none"> • Ekati Mine Environment staff • Community elders • Community youth
Amendment to Environmental Management Plans and Programs: <ul style="list-style-type: none"> • Wildlife Management Plan (as required) • Wildlife Effects Monitoring Program (every year) • Air Quality Management and Monitoring Plan 	<ul style="list-style-type: none"> • Community input into proposed changes to established Plans and Programs 	<ul style="list-style-type: none"> • GNWT ENR-led engagement processes on regional wildlife monitoring, including: <ul style="list-style-type: none"> ○ Technical meetings ○ Written comments/responses • GNWT ENR-led review of annual wildlife research applications • Technical meetings 	<ul style="list-style-type: none"> • Community technical staff

ENGAGEMENT TRIGGER	PRIMARY PURPOSE	PRIMARY METHODS (Typical) ¹	PRIMARY PARTICIPANTS (Typical) ²
(as required) (<i>Environmental Agreement</i>)			
Annual Socio-Economic Monitoring Information Summary (<i>Socio Economic Agreement</i>)	<ul style="list-style-type: none"> • Presentation of socio-economic monitoring information • Recording and response to questions 	<ul style="list-style-type: none"> • Community presentations (public and/or staff) 	<ul style="list-style-type: none"> • Community members • Community technical staff
Impact Benefit Agreement Meetings (<i>Impact Benefit Agreements</i>)	<ul style="list-style-type: none"> • Satisfy IBA requirements (confidential) • Career awareness and information for community youth 	<ul style="list-style-type: none"> • Various, may include: • Face-to-face meetings • School/youth career presentations 	<ul style="list-style-type: none"> • Community leadership • Community youth
Engagement Primarily Related to Specific Requests or Needs			
Community requests for engagement	<ul style="list-style-type: none"> • Respond to community requests for engagement 	<ul style="list-style-type: none"> • As appropriate to request 	<ul style="list-style-type: none"> • As appropriate to request
Ekati Mine specific needs for engagement	<ul style="list-style-type: none"> • Gain community input on resolution of specific environmental management projects 	<ul style="list-style-type: none"> • As appropriate to topic at hand 	<ul style="list-style-type: none"> • As appropriate to topic at hand
Ekati Mine Hiring and Training Programs	<ul style="list-style-type: none"> • Inform, prepare and assist community members with training, jobs and careers with Ekati Mine • Record and respond to questions 	<ul style="list-style-type: none"> • Varies, as appropriate to needs 	<ul style="list-style-type: none"> • Community members • Community youth

ENGAGEMENT TRIGGER	PRIMARY PURPOSE	PRIMARY METHODS (Typical) ¹	PRIMARY PARTICIPANTS (Typical) ²
	<ul style="list-style-type: none"> Career awareness and information for community youth 		

Notes to Table2:

1. Consistent with Board Policy and Guidelines, the method of engagement will vary according to the nature or scope of the topic.
2. Except for specific requests that may be raised by a single organization, the parties to be engaged include all of the Aboriginal organizations with Impact Benefit Agreements, as represented by: Tlicho Government, Hamlet of Kugluktuk/Kitikmeot Inuit Association, Yellowknives Dene First Nation/Lutsel K'e Dene First Nation, and North Slave Metis Alliance.