



October 19, 2012

VIA EMAIL

Chuck Hubert
Senior Environmental Assessment Officer
Mackenzie Valley Environmental Impact Review Board
200 Scotia Centre
Box 938, 5102-50th Ave
Yellowknife, NT
X1A 2N7

Dear Mr. Hubert,

RE: Newly Agreed-Upon Commitments
EIR0607-001 Gahcho Kue Diamond Mine, De Beers Canada Inc.

Attached to this cover letter are newly agreed-upon commitments for the Gahcho Kue Diamond Mine Project. These commitments have been signed by officials from De Beers Canada Incorporated and the Government of the Northwest Territories. Both these parties respectfully request this submission to be posted to the Mackenzie Valley Environmental Impact Review Board public registry.

Please contact me if you may require any further details.

Sincerely,

A handwritten signature in black ink that reads "Shafic Khouri". The signature is written in a cursive, flowing style.

Shafic Khouri
Environmental Assessment and Regulatory Analyst
Department of Environment and Natural Resources
Government of the Northwest Territories
e: shafic_khouri@gov.nt.ca / t: (867) 920-6335

Attachment

De Beers – Government of the Northwest Territories
Meeting Minutes for Gahcho Kué Project

Meeting Date: October 2, 2012

Time: 3:30pm-5:00pm

Location: Yellowknife

Attendees:	Cathie Bolstad	De Beers
	Veronica Chisholm	De Beers
	Derek Rains	Health and Social Services

Summary of Discussion:

Gahcho Kué Project Commitments

Representatives from the Government of the Northwest Territories (GNWT) and De Beers engaged in discussions and agreed to the following commitments regarding the proposed Gahcho Kué Project.

Developer Commitment(s):

Health System

1. DBCI will ensure that all DBCI employees who are non-Northwest Territories (non-NWT) residents as defined in the *Medical Care Act* (NWT) and the *Hospital Insurance and Health and Social Services Administration Act* (NWT), carry health care insurance from their home province or territory and that their insurance will provide them with Canada health care coverage while working in the NWT. DBCI will, through the tendering and contracting process, require its Contractors to meet this obligation for consistency. Foreign employees will have health care coverage under De Beers Global Medical assistance program. DBC will, through the tendering and contracting process, require its Contractors to meet this obligation for foreign contractors for consistency.
2. DBCI will reimburse the Government of the Northwest Territories (GNWT) for any medical costs (including inter-community medical transportation costs) that the GNWT may incur for non-NWT resident employees that it cannot recover from a non-NWT resident's health care plan, third party coverage, or from Workers' Safety and Compensation Commission of the NWT and Nunavut. DBCI will, through the tendering and contracting process, cause its Contractors to meet this obligation for consistency.

3. DBCI will ensure that all DBCI employees are aware that any elective (non-acute) procedures for non-NWT residents may require prior approval from the non-resident's home provincial/territorial health care plan. DBCI will, through the tendering and contracting process, cause its Contractors to meet this obligation for consistency.
4. DBCI acknowledges that the Department of Health and Social Services recommends the following vaccinations as part of the Adult Immunization Standards, which include, at a minimum: Varicella; Measles, Mumps and Rubella; Influenza; Diphtheria; Tetanus; and Hepatitis A&B as well as a baseline tuberculosis skin test and/or chest x-ray. DBCI will make its employees and Contractors aware of the vaccinations recommended by the Department of Health and Social Services, the associated risks if an employee chooses to not be vaccinated in accordance with the recommendations of the Department of Health and Social Services and of the authority which public health officials have under the *Public Health Act*. DBCI will ensure that all DBCI employees have completed a DBCI mandatory vaccination schedule prior to commencing work. DBCI vaccination requirements shall include Tetanus as well as a baseline tuberculosis skin test and/or chest x-ray and these will be required prior to commencement of employment. Updated vaccination records for all employees will be maintained by DBCI. DBCI acknowledges the authority of the Chief Public Health Officer under the *Public Health Act* to acquire personal health information of employees. DBCI will, through its tendering and contracting process, cause its Contractors to meet this obligation for consistency.
5. DBCI will ensure compliance with the *Public Health Act*.
6. Prior to the commencement of construction, DBCI and the GNWT Department of Health and Social Services (Department) will discuss and confirm mutually acceptable protocol arrangements regarding medical matters.

Wellness Initiatives

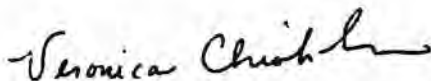
1. DBCI and GNWT recognize that the health and wellness of individuals and families is fundamental to the social and economic sustainability of the communities.
2. In order to promote a healthy and stable workforce, DBCI will assist employees living in the NWT to perform well in their jobs and careers and help them to address potential effects of the Project by working with the GNWT to address issues of individual and family wellness as follows:
 - a. Supporting initiatives and resources for addressing alcohol and substance abuse problems;
 - b. Collaborating to ensure effective and recognized substance abuse, family violence and domestic abuse programs are made available for Project employees;
 - c. Carrying out ongoing prevention and awareness programs on-site and collaborating with GNWT social service agencies and, where available,

with trained alcohol and substance abuse, family violence and domestic abuse councilors, to ensure ongoing prevention and awareness program delivery;

- d. Collaborating with GNWT social service agencies to provide ongoing family counseling services (which may include, for example, family and relationship counseling, stress management, anger management, support services for women and single mothers, child care services and parenting training) for mine employees and their immediate family;
- e. Providing on-site information regarding the existence of support services available to encourage full use of such services while off-site; and,
- f. Collaborating with GNWT agencies and councilors that deliver addiction treatment programs, to enable individuals who have completed those programs to participate in DBCI pre-employment program and employment training.

3. In addition to participating in the initiatives in Clause 3, DBCI will:

- a. Make available to all employees via a toll-free telephone number an 'Employee Assistance Program service';
- b. Pursuant to *paragraph 8.43(a), section 15.04, schedule 3.1 of the Mine Health and Safety Act*, DBCI will ensure medical personnel are on call at the project site 24 hours per day and 7 days per week during the life of mine;
- c. In collaboration with NWT communities and GNWT, disseminate information to employees and in communities related to awareness prevention areas such as: substance abuse, sexually-transmitted infections, and family violence;
- d. Ensure that foods provided at the Project site promote healthy living, and, are particularly appropriate for those who have or are at risk for developing diabetes.



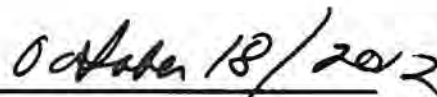
Veronica Chisholm
De Beers

October 17, 2012

Date



Debbie DeLancey
Deputy Minister
Health and Social Services



Date