

REPORT

Socio-economic Management and Monitoring Plan Coffee Gold Mine

Submitted By:

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LIST OF ACRONYMS AND ABBREVIATIONS

| Acronym / Abbreviation | Definition |
|-------------------------------------|---|
| CEAA | Cumulative Effects Assessment Area |
| EP Standards | Environmental Performance Standards |
| Global Standards | Global Policies and Standards |
| H&S | Health and Safety |
| HLF | Heap Leach Facility |
| IC | Intermediate Component |
| LAA | Local Assessment Area |
| N/A | Not Applicable |
| NAR | Northern Access Route |
| Newmont's relevant Social Standards | Newmont's internal Indigenous Peoples Standard, Stakeholder Relationship Management Standard, Social Baseline & Impact Assessment, Human Rights Standard, Community Investment and Development Standard, and Local Procurement and Employment Standards |
| QML | Quartz Mining License |
| RAA | Regional Assessment Area |
| Referral Report | Referral Report and Recommendation |
| ROM | Run-of-mine |
| LOM | Life of mine |
| SEMP | Socio-economic Management and Monitoring Plan |
| SER | Sustainability and External Relationships |
| SH Standards | Safety and Health Standards |
| SP Standards | Social Performance Standards |
| SS Standards | Security Standards |
| The Project | Coffee Gold Mine Project |
| VC | Valued Component |
| WRSF | Waste Rock Storage Facility |
| WUL | Water Use License |
| YESAA | Yukon Environmental and Socio-economic Assessment Act |
| YESAB | Yukon Environmental and Socio-economic Assessment Board |
| YT | Yukon Territory |

LIST OF SYMBOLS AND UNITS OF MEASURE

| Symbol / Unit of Measure | Definition |
|--------------------------|------------------|
| km | kilometre |
| km ² | Square kilometre |
| Mt | million tonnes |

LIST OF GLOSSARY TERMS

| Term | Definition |
|------------------------------------|---|
| Adaptive Management | Adaptive management is an iterative monitoring methodology following 6 steps to be repeated continuously: develop the SEMP; implement; monitor, report, evaluate and adjust. |
| Adverse Effect | An effect that is detrimental to a specific valued component relative to baseline-conditions |
| Best Management Practices | Methods or techniques that have consistently shown results superior to those achieved with other means, and that are used as a benchmark. Best management practices are used to maintain quality as an alternative to mandatory legislated standards and can be based on self-assessment or benchmarking. |
| Potentially Affected First Nations | Tr'ondëk Hwëch'in, White River First Nation, First Nation of Na-cho Nyäk Dun, and Selkirk First Nation |
| Project Effect | A change in the condition of a valued environmental and socio-economic component caused either directly or indirectly by the project |
| Decision Bodies | Government of Yukon, Natural Resources Canada, Transport Canada, Infrastructure Canada, and the Department of Fisheries and Oceans |
| Enhancement Measure | Commitments made by the Proponent for the capitalization of project-related opportunities |
| Commitment | A mitigation or enhancement measure for which the Proponent is responsible |
| Cumulative Effects | Changes to a valued environmental and socio-economic component caused by an activity (related to a project being assessed) in combination with other past, present, and likely future projects or activities. |
| Induced Activities | An induced activity is one that is facilitated by a proposed development. Induced activities are not part of the proposed project scope and are not essential for a proposed project to operate. An example of an induced activity is the development of a placer mine or logging operation that is enabled by the development of a new resource road |
| Local Assessment Area | The communities of Dawson City, Whitehorse, Beaver Creek, Mayo, Pelly Crossing, White River First Nation, Selkirk First Nation, and First Nation of Na-cho Nyäk Dun |
| Mitigation measure | Commitments made by the Proponent for the elimination, reduction or control of the project's adverse environmental and socio-economic effects, including restitution for any damage to the environment or socio-economic conditions caused by such effects through replacement, reclamation, compensation or any other means |
| Mixed Economy | Economy wherein both the formal and informal economy are interrelated. Individuals and households in such an economy have knowledge and skills relevant for both wage employment and for 'traditional' forms of work including subsistence activities |
| Non-wage economy | Non-wage economy includes subsistence activities as well as non-profit and non-governmental organizations, the volunteer sector, and informal social and economic activities |

| Term | Definition |
|--------------------------|---|
| Objective | A goal statement, against which monitoring metrics are measured |
| Purpose | An overarching and guiding aim housed within each Management Strategy |
| Regional Assessment Area | Including the Local Assessment Area, plus the Yukon Territory |
| Reporting metrics | Indicators used to measure and track the effectiveness and or implementation of mitigation objectives |
| Valued Component | Components of the physical and socio-economic environment that are viewed as important in the setting of the project |
| Spatial Boundary | Encompasses the human or socio-economic environment that could reasonably be expected to be directly or indirectly affected by the project. Spatial boundaries account for the scale and spatial extent of likely project effects |
| Subsistence Activities | Land-based activities that provide goods or services to individuals and communities without the exchange of money |
| Temporal Boundary | The timeframe over which predicted project effects will be considered. Among other things, temporal boundaries are informed by all stages of the project as well as the duration of predicted project effects |
| Traditional Economy | A distinct component of the mixed economy, which is unique to First Nations and Indigenous peoples. Like the non-wage economy, the traditional economy supports and contributes to the socio-economic well-being of individuals and communities. Traditional economy is related to the concepts of sustainability and reciprocity |
| Project Proposal | Proposal submitted to the Yukon Environmental and Socio-economic Assessment Board (YESAB) Executive Committee for screening under the Yukon Environmental and Socio-Economic Assessment Act, SC 2003, c. 7 (YESAA) in 2017 |

1.0 INTRODUCTION

On February 1, 2022, the Yukon Environmental and Socio-economic Assessment Board (YESAB) Executive Committee recommended to the Government of Yukon and the Government of Canada (Decision Bodies), pursuant to section 58(1)(b) of the *Yukon Environmental and Socioeconomic Assessment Act* (YESAA), that the proposed Coffee Gold Mine Project (the Project) be allowed to proceed, subject to the terms and conditions specified in the Referral Report and Recommendation (Referral Report).

On March 3, 2022, pursuant to section 77(3) of YESAA, the Decision Bodies, in consultation with Yukon First Nations, issued a joint decision to accept the Executive Committee's recommendation that the Project be allowed to proceed. The decision to proceed is premised on the mitigation measures proposed by the Proponent in the Project Proposal (listed in Appendix A of the Referral Report), being implemented along with the Executive Committee's recommended section 110 of YESAA monitoring requirements and recommended terms and conditions included in the Referral Report.

This Socio-economic Management and Monitoring Plan (SEMP or Plan) consolidates the mitigation and enhancement measures that have been identified in the Project Proposal, Referral Report and Final Decision Document as they relate to socio-economic conditions. The SEMP outlines the socio-economic commitments, programs and strategies that will be implemented by Newmont to mitigate any potential adverse socio-economic effects or enhance positive effects of the Project, as well as the supporting detailed measures which can be implemented and monitored over time. The terms and conditions of the Decision Document as well as the commitments that were made during the YESAB screening process as they related to the SEMP are summarized in the SEMP Table of Concordance (Appendix A).

The SEMP also outlines an adaptive management process to enable feedback pathways and adaptation. The SEMP will facilitate reporting about the effectiveness of mitigation measures during implementation and provide opportunities for communication to revise and update mitigation measures as needed.

Newmont is engaging with First Nation partners, community representatives, the Government of Yukon, and other stakeholders in the development of this Plan. Through engagement, Newmont is seeking collaboration in the development of the Plan and any information that can be shared to strengthen the Plan.

1.1 Project Summary

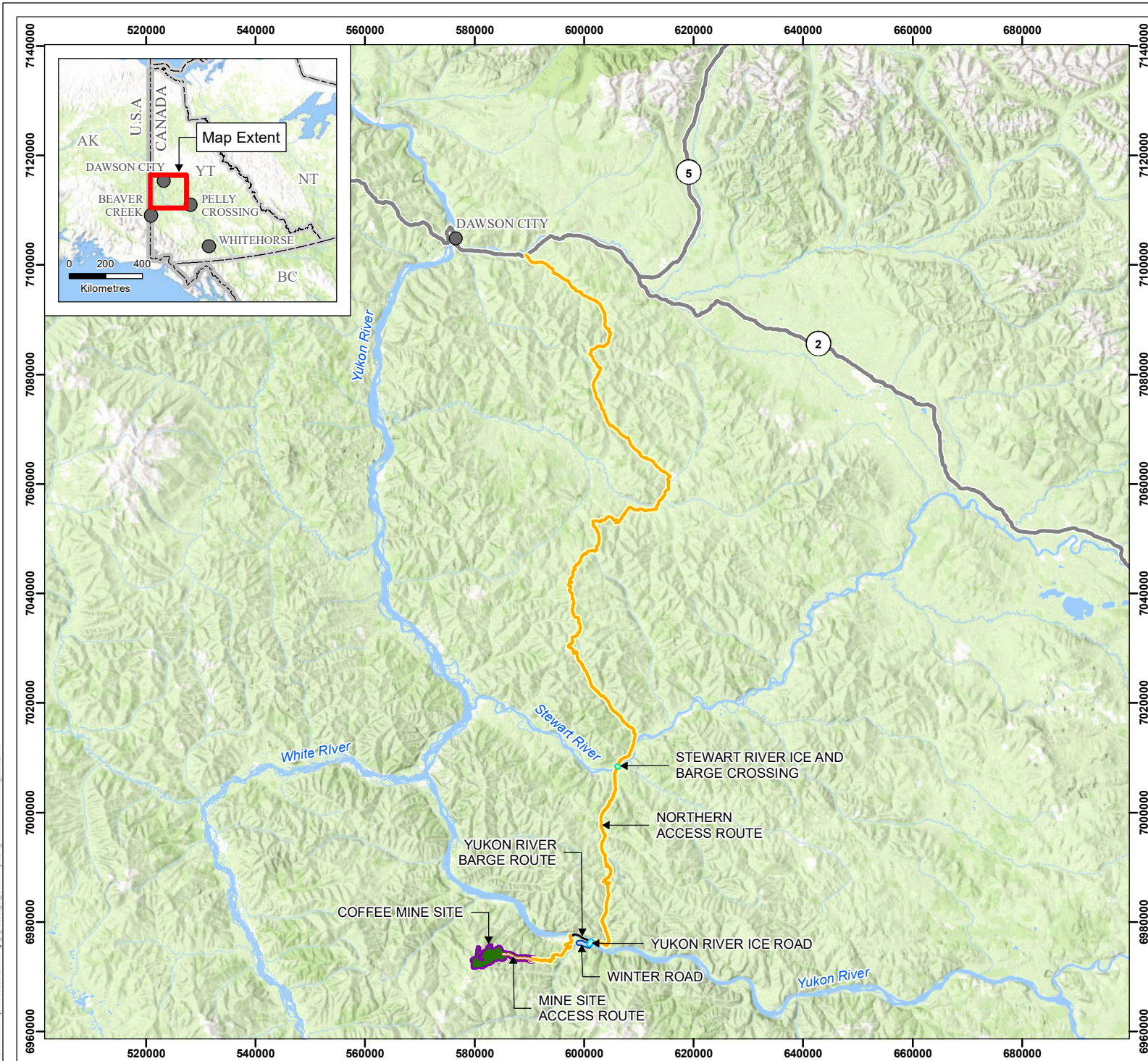
The proposed Coffee Gold Mine (the Project) is an open-pit gold mine owned by Goldcorp Kaminak Ltd., a wholly owned subsidiary of Newmont Corporation (Newmont), located on the south side of the Yukon River in the White Gold District of west-central Yukon. The Project site is approximately 130 km south of the City of Dawson, 140 km west of Pelly Crossing, 95 km north-east of Beaver Creek, and 340 km northwest of Whitehorse. The Project is located wholly within the traditional territory of Tr'ondëk Hwëch'in, partially within the traditional territory of Selkirk First Nation and First Nation of Na-cho Nyäk Dun, and partially within the asserted territory of White River First Nation. The Project contains several gold occurrences within an exploration concession covering an area of more than 600 km². The Mine Site will be accessed by road from Dawson via a 16-km stretch of Klondike Highway and 192-km all-season road, referred to as the Northern Access Route (NAR) (Figure 1-1). The NAR includes seasonal barge crossings on both the Stewart and Yukon rivers, with ice bridges and a seasonal winter road in the winter months.

The Project is comprised of open pits: Supremo, Latte, Double Double, and Kona. Waste rock is proposed to be permanently stored in the Alpha Waste Rock Storage Facility (WRSF) (Figure 1-2). The ore production rate is proposed to be up to approximately 9.0 million tonnes (Mt) per year, producing an estimated total of 67 Mt of heap leach feed over the 10-year Operation Phase. The conceptual-level estimate for waste material to be moved over the life of mine (LOM) is up to approximately 330 Mt based on an average strip ratio of 5.0:1. The ore will be crushed and transported to the Heap Leach Facility (HLF) via overland conveyor or trucks for nine months of the year. During the three coldest months of winter, run-of-mine (ROM) ore will be stockpiled in the ROM stockpile. Gold will be extracted from gold-bearing leach solution by a six tonnes per day (t/d) adsorption, desorption, recovery carbon plant with mercury retorting to produce a final gold doré product. A total of 2.6 million ounces of gold is planned to be recovered over a 10-year mine life.

The Project phases are defined as follows:

- Construction Phase: Q2 Year –3 to end of Year –1 (30 months)
- Operation Phase: Year –1 to end of Year 9 (10 years)
- Reclamation and Closure Phase: Year 10 to end of Year 21, including a 6-year Post-Mining Closure Stage and a 5-year Active Closure Stage (11 years)
- Post-Closure Phase: Year 21 onwards as determined to be required.

These phases broadly describe the activities occurring within a particular time period; however, some activities will continue from one phase to another as mine site development advances with operational activities (e.g., Open Pits, WRSF). When areas that support mine operations are no longer required, they will be progressively reclaimed. The overall Project schedule is the general expected scenario for mine construction and operation; detailed activities are subject to change depending on detailed mine planning and the timing of receipt of authorizations.



COFFEE GOLD MINE

Coffee Project Location and Northern Access Route

Legend

- Stewart River Ice and Barge Crossing
- Yukon River Barge Route
- Yukon River Ice Road
- Winter Road
- Mine Site Access Route
- Northern Access Route
- Project Area
- Project Footprint
- Highway
- Waterbody

- Notes**
1. This map is not intended to be a "stand-alone" document, but a visual aid of the information contained within the referenced Report. It is intended to be used in conjunction with the scope of services and limitations described therein.
 2. Contains information licensed under the Open Government Licence - Yukon Territory
 3. Basemap: ESRI World Topographic Map
 4. Inset Basemap: ESRI World Topographic Map

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COFFEE GOLD MINE

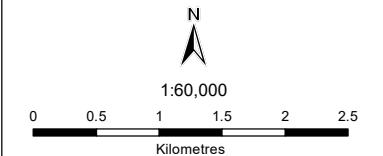
General Arrangement - Mine Site

Legend

- Double Double Pit
- Kona Pit
- Latte Pit
- Supremo Pit

Notes

1. This map is not intended to be a "stand-alone" document, but a visual aid of the information contained within the referenced Report. It is intended to be used in conjunction with the scope of services and limitations described therein.
2. Contains information licensed under the Open Government Licence - Yukon Territory
3. Inset Basemap: ESRI World Topographic Map



NAD 1983 UTM Zone 7N

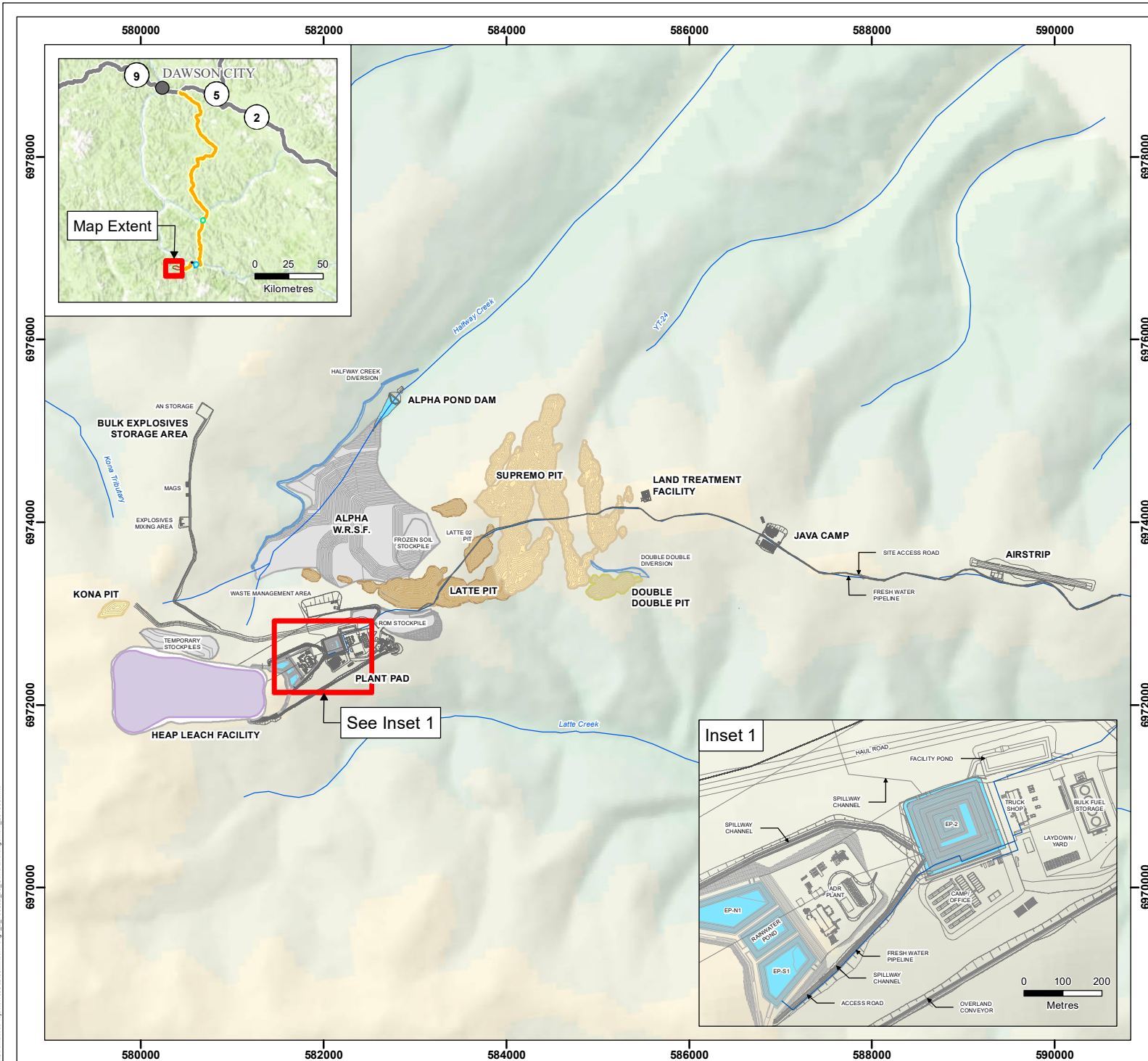
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Figure 1.2

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1.2 Community Setting

The Project is located on Crown land within the traditional territories of several First Nations (Figure 1-3 to Figure 1-6):

- Tr'ondëk Hwëch'in – Traditional territory overlaps with both the NAR and mine site
- First Nation of Na-Cho Nyäk Dun – Traditional territory overlaps with NAR
- Selkirk First Nation – Traditional territory overlaps with NAR
- White River First Nation – Asserted traditional territory overlaps with mine site and portions of the NAR.

Tr'ondëk Hwëch'in

The Tr'ondëk Hwëch'in are a Yukon First Nation, whose main population live in and around Dawson City. The citizenship of roughly 1,100 includes descendants of the Hän-speaking people, who have lived along the Yukon River for millennia, and a diverse mix of families descended from Gwich'in, Northern Tutchone and other language groups. The traditional territory of Tr'ondëk Hwëch'in is approximately 64,279km² – an area that is still known and used by the Tr'ondëk Hwëch'in people (Geoyukon, n.d.; Tr'ondëk Hwëch'in First Nation, n.d). Tr'ondëk Hwëch'in signed a final agreement and self-government agreement in 1998 and their settlement lands are 2,598.51 km² (Tr'ondëk Hwëch'in First Nation, n.d).

First Nation of Na-Cho Nyäk Dun

The First Nation of Na-Cho Nyäk Dun represents the most northerly community of the Northern Tutchone language and culture group. The First Nation of Na-cho Nyäk Dun resides in and around the community of Mayo, along the banks of the Stewart River. The First Nation of Na-cho Nyäk Dun's traditional territory covers 162,456 km² of land, with 131,599 km² in the Yukon and 30,857 km² in the Northwest Territories (First Nation of Na-cho Nyäk Dun, n.d). The First Nation of Na-cho Nyäk Dun was one of the first Yukon First Nations to sign a final agreement and self-government agreement in 1993.

Selkirk First Nation

The Selkirk First Nation's traditional territory is part of the Northern Tutchone region. The Selkirk First Nation resides in and around Pelly Crossing, Yukon. Selkirk First Nation citizenship population is approximately 671 and growing every year. About 40% of the citizens reside in Pelly Crossing while the other 60% live elsewhere in the Yukon and across Canada. The Traditional Territory of Selkirk First Nation is approximately 39,741 km² and Settlement Land is 4,739.68 km² (Geoyukon, n.d.; Selkirk First Nation, n.d.). The Selkirk First Nation signed a final agreement and self-government agreement in 1997.

White River First Nation

White River First Nation is a First Nation in western Yukon Territory. Its main population centre is Beaver Creek, which is Canada's westernmost community. According to White River First Nation (n.d.) the language originally spoken by the contemporary membership of the White River First Nation was the Athabaskan languages of Upper Tanana, whose traditional territory extends from the Slims River into neighbouring Alaska, and Northern Tutchone - whose traditional territories included the lower Stewart River and the area south of the Yukon River on the White and Donjek River drainages. White River First Nation

has yet to sign a final agreement or self-government agreement. The White River First Nation asserted traditional territory spans approximately 55,040 km².

Figure 1-3 to Figure 1-6 shows the traditional territories that overlap with Project components.

COFFEE GOLD MINE

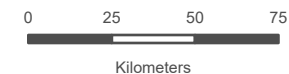
FIGURE 1-3
TR'ONDĒK HWĒCH'IN
TRADITIONAL TERRITORY AND
COFFEE GOLD MINE

NOVEMBER 2024



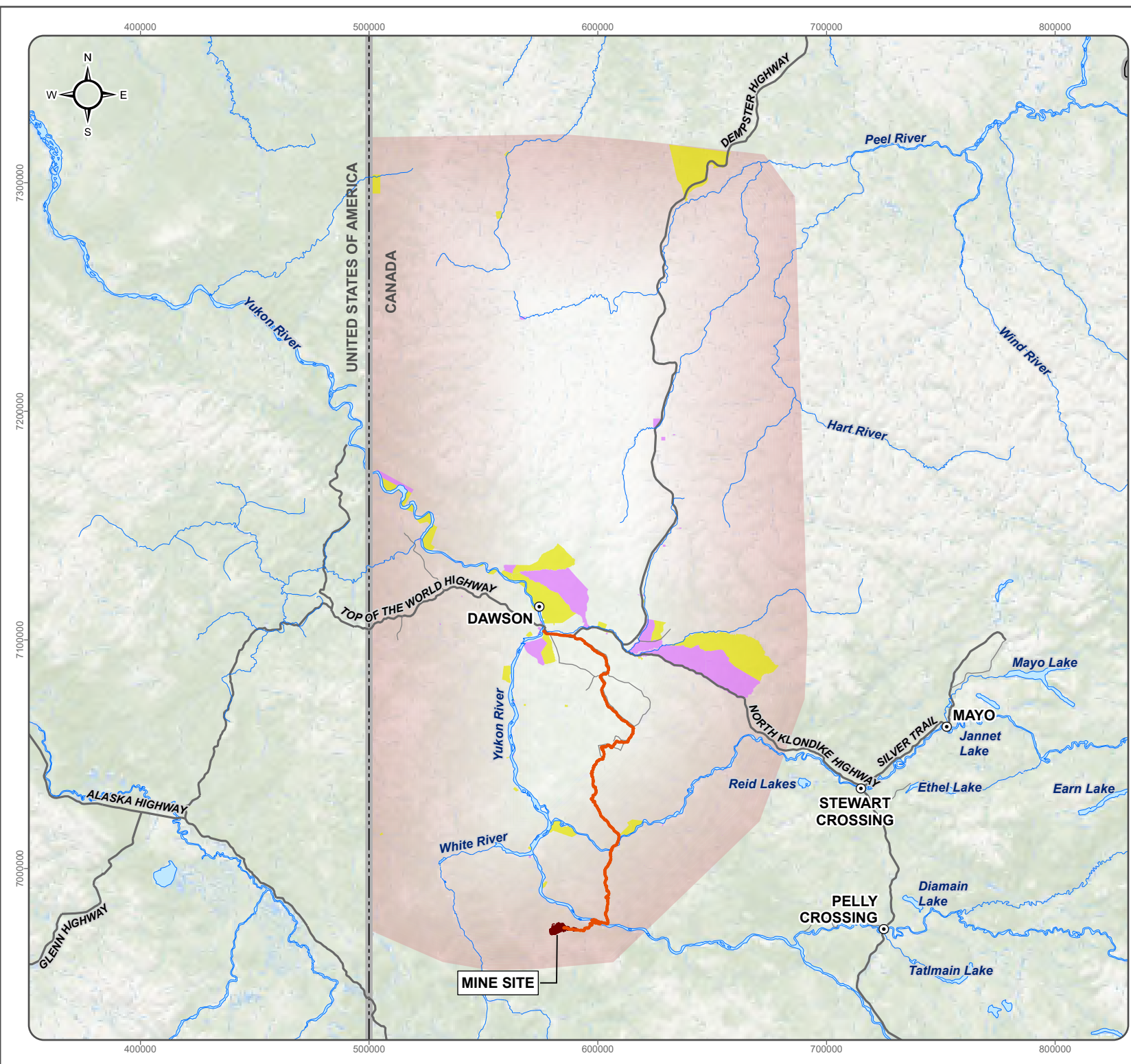
Tr'ondĕk Hwĕch'in Settlement Lands, Surveyed

- Category A
- Category B
- Tr'ondĕk Hwĕch'in Traditional Territory
- Project Area
- Northern Access Route
- Community
- Highway
- Road
- International Border
- Interprovincial boundary
- Waterbody
- Watercourse



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COFFEE GOLD MINE

FIGURE 1-4
FIRST NATION OF NA-CHO NYÄK DUN
TRADITIONAL TERRITORY AND
COFFEE GOLD MINE

NOVEMBER 2024



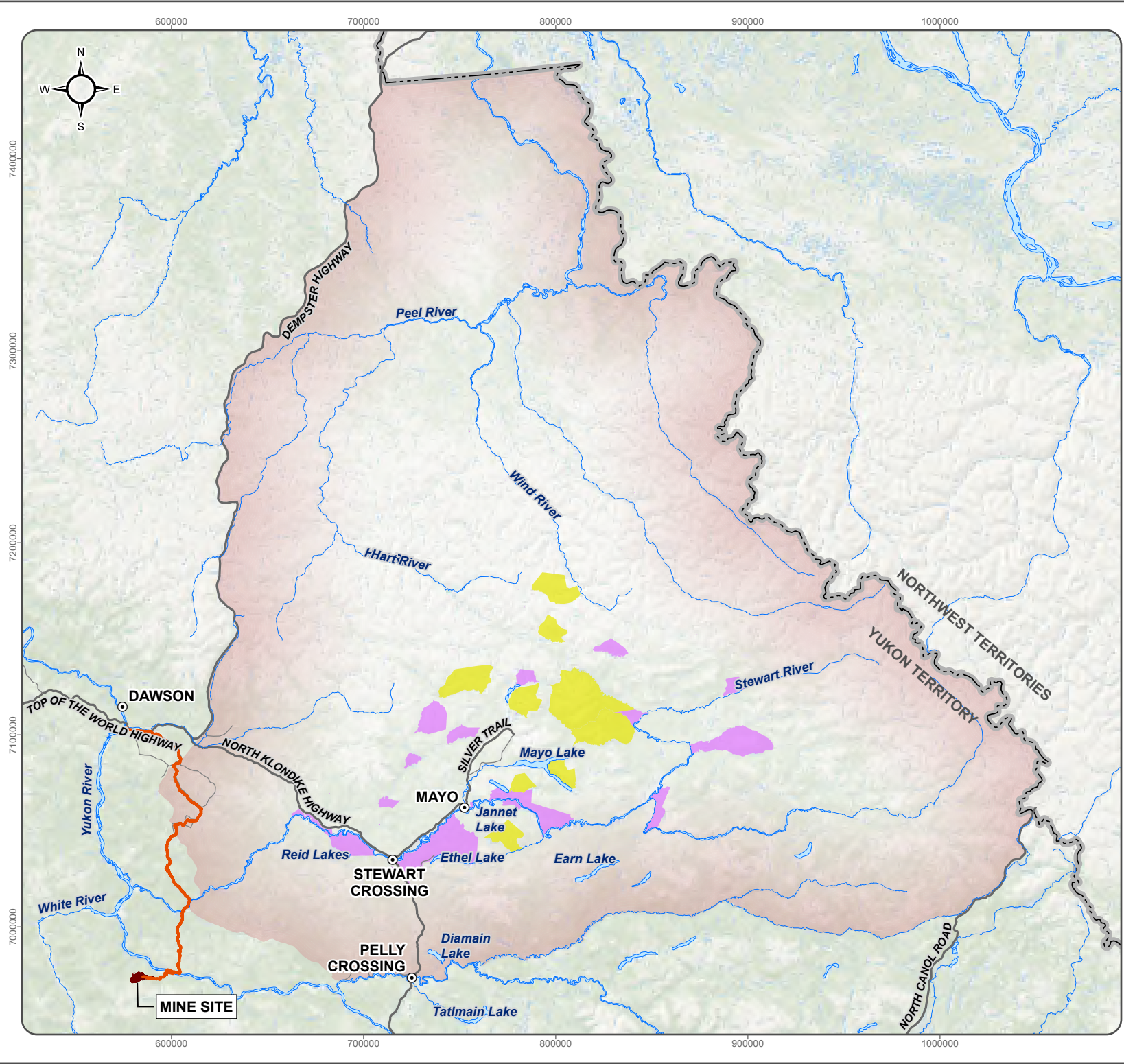
First Nation of Na-cho Nyäk Dun
Settlement Lands, Surveyed

- Category A
- Category B
- First Nation of Na-cho Nyäk Dun Traditional Territory
- Project Area
- Northern Access Route
- Community
- Highway
- Road
- Border
- Waterbody
- Watercourse



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COFFEE GOLD MINE

**FIGURE 1-5
SELKIRK FIRST NATION
TRADITIONAL TERRITORY AND
COFFEE GOLD MINE**

NOVEMBER 2024



**Selkirk First Nation Settlement
Lands, Surveyed**

- Category A
- Category B
- Selkirk First Nation Traditional Territory
- Project Area
- Northern Access Route
- Community
- Highway
- Road
- Waterbody
- Watercourse



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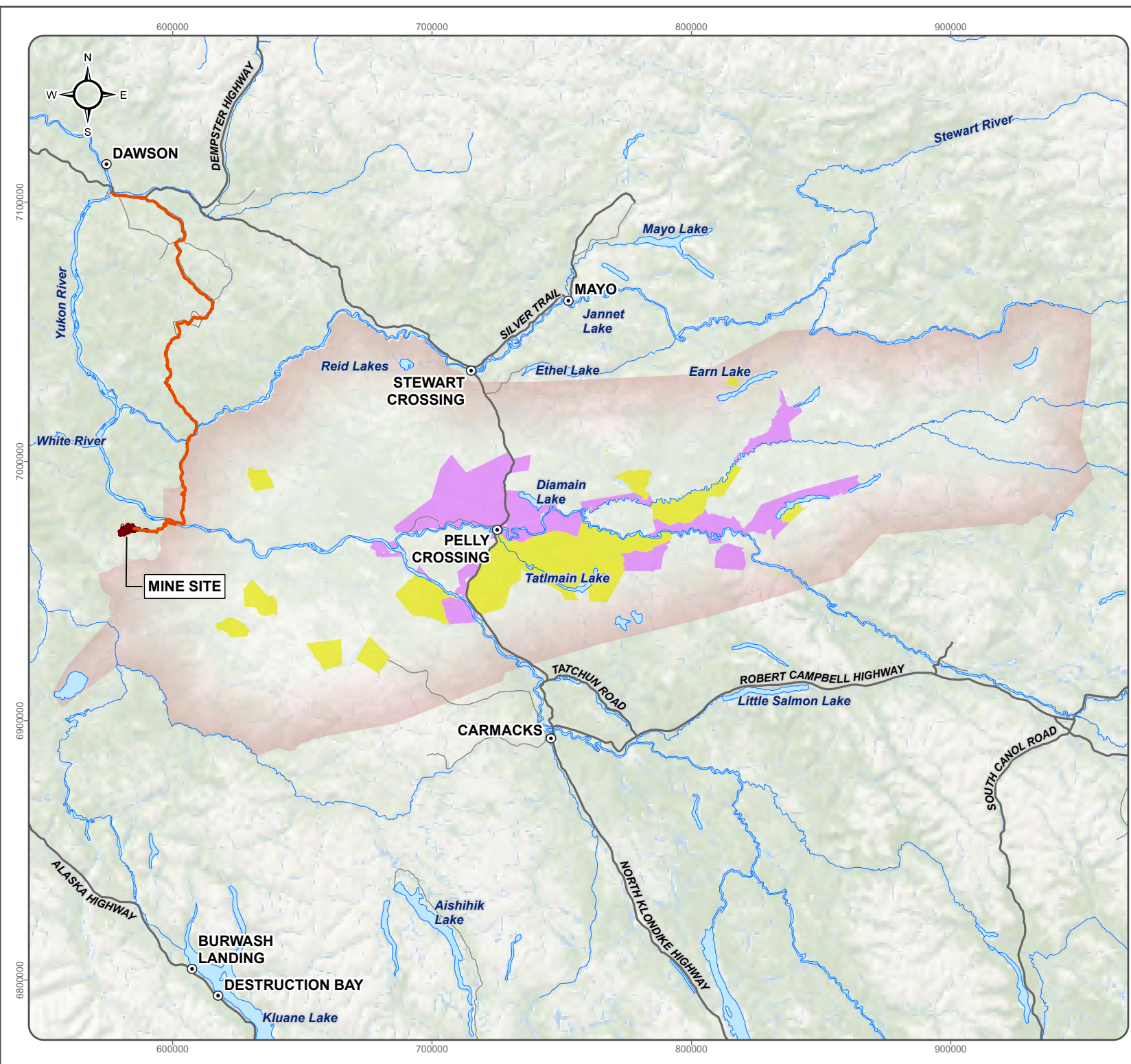


FIGURE 1-6

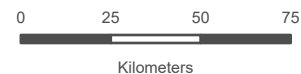
**WHITE RIVER FIRST NATION
ASSERTED TRADITIONAL
TERRITORY AND
COFFEE GOLD MINE**

NOVEMBER 2024



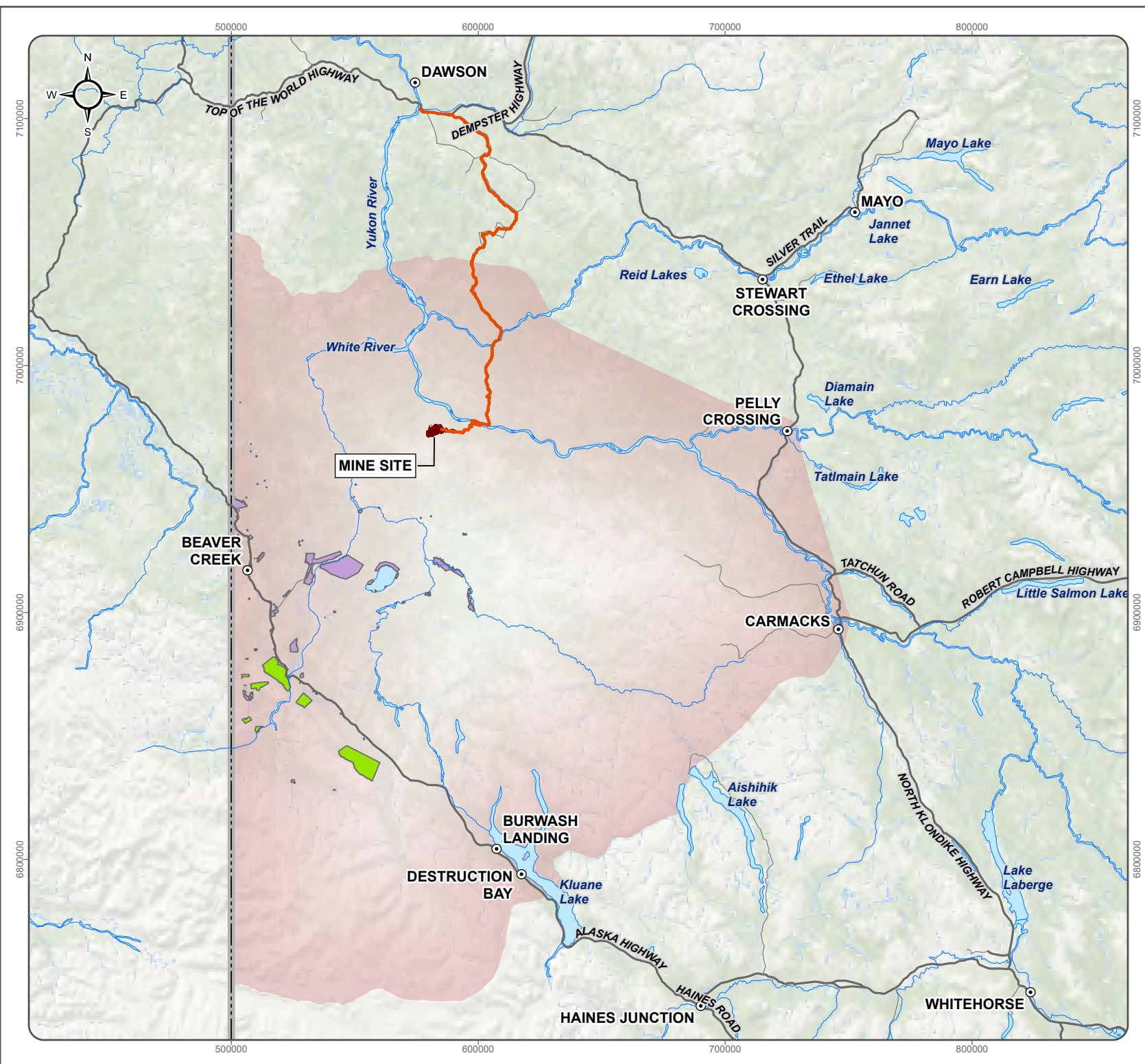
**White River First Nation
Settlement Lands, Unsurveyed**

- Category A
- Category B
- White River First Nation Asserted Traditional Territory
- Project Area
- Northern Access Route
- Community
- Highway
- Road
- International Border
- Waterbody
- Watercourse



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1.2.1 Spatial Boundaries

The Project distinguishes between three spatial boundaries – Local Assessment Area (LAA), Regional Assessment Area (RAA) and Cumulative Effects Assessment Area (CEAA).

Generally, the LAA corresponds to the area closest to Project activities in which direct and indirect effects are most likely to be experienced. Given that the communities potentially affected by the Project are widely separated, the LAA consists of several discrete areas that capture the potential effects within several communities. Each of these communities may extend outside of the formal community boundaries, but the use of the administrative boundary of each community is considered to adequately capture potential Project-related effects. Since not all of these communities have administrative boundaries, the LAA boundaries do not necessarily exclude entities that may be located immediately adjacent to the LAA. The LAA boundaries may vary by socio-economic area or valued component (VC) depending on the interactions of the Project activities with each VC. Section 3.0 provides a detailed discussion of VCs and their applicable LAAs.

The RAA consists of the LAA as well as the Yukon Territory, reflecting the broader context of the Project. The RAA is expected to function primarily as context for the assessment of potential economic effects in the LAA; it also may be used as a cumulative effects assessment area and to reflect some additional direct and indirect effects. Yukon Territory is included in the RAA for statistical comparative purposes where useful and to provide context.

The CEAA includes the RAA and considers areas of active, closed, and proposed activities that could act in combination with the Project to create cumulative effects to VCs.

Table 3-1 details the spatial boundaries for each VC assessed in the Project Proposal. Spatial Boundaries for the SEMP's various Management Strategies will be consulted on and verified with each affected First Nation.

1.3 Scope and Objectives

Construction, operation, and closure of the Project have the potential to create socio-economic effects on the communities in the LAA and RAA. Predicted socio-economic effects are defined in Section 2.1 of the YESAA as "...effects on economies, health, culture, traditions, lifestyles and heritage resources." Socio-economic effects are complex, dynamic, and multi-causal. The subjective nature of these effects also poses a management challenge, as they may be felt differently on a population, community, or individual scale. Thus, effective management of Project-related effects necessitates working together with potentially affected parties to establish a shared understanding of what the effects are and how they will be managed. The SEMP is central to this collaborative management approach as Newmont is committed to building this document through consultation with First Nation partners.

The Project Proposal (2017) determined that Project activities are likely to result in positive and adverse effects for local communities and First Nations throughout the life of the Project. This SEMP is intended to identify appropriate management techniques and measures that will be undertaken to mitigate adverse effects and to enhance Project related opportunities. Further, the SEMP supports the Project's commitment to demonstrate best management practices including those established by potentially affected First Nations, the Government of Yukon, the Mining Association of Canada, and Newmont's various internal

standards relating to Indigenous Peoples, Stakeholder Relationship Management, Social Baseline and Impact Assessment, Human Rights, Community Investment and Development, and Local Procurement and Employment (collectively referred to here as Newmont’s relevant Social Standards). In addition to these standards, the SEMP supports the incorporation of locally relevant values identified through consultation and monitoring activities.

The SEMP also defines an engagement framework, including monitoring and reporting, for sharing information about Project effects and status of implementation of mitigation with relevant First Nation partners, communities, and regulators. Finally, the SEMP outlines the adaptive management approach to address uncertainty related to the effectiveness of mitigation, and the possible occurrence of unexpected effects. Through this adaptive management approach mitigation measures can be adjusted, and new mitigation measures developed as necessary.

This SEMP builds on Yukon experience, as well as experience from outside of the territory, such as the Minto Socio-economic Monitoring Program Framework (2014); Casino Project Socio-economic Management Plan (March 2015); LNG Canada (2016) and others. Figure 1-7 provides an overview of the various considerations and types of information that contribute to development of the SEMP.

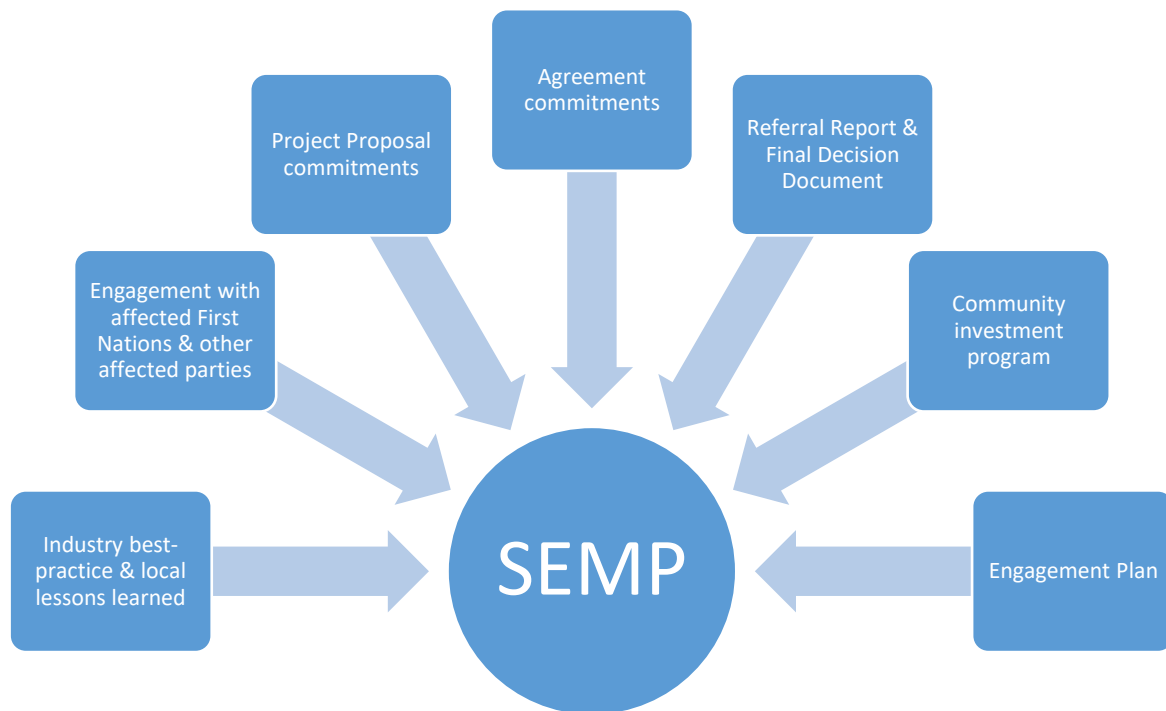


Figure 1-7: Overview of SEMP Inputs

The specific objectives of the SEMP are to:

- Provide a framework to guide the implementation of mitigation and enhancement measures identified in the Project Proposal, the Final Screening Report, and through the Project’s consultation and engagement program;

- Maximize Newmont's opportunities to engage and work with affected First Nations and affected communities during all stages of the Project;
- Verify the predicted socio-economic effects of the Project, as summarized in the Project's Socio-economic VC Assessment Reports;
- Monitor, evaluate and report Project-related socio-economic effects; and
- Adapt actions, on an as needed basis, to address any unforeseen Project-related socio-economic effects (including the potential for alternate mitigation and/or management actions where existing mitigation is not effective).

1.4 Incorporation of Traditional Knowledge and Consultation Feedback

This SEMP is reflective of engagement to date, baselines and assessments included in the Project Proposal, the Referral Report from the YESAB Executive Committee and the Final Decision Document.

An initial SEMP was developed in 2019. This initial draft incorporated considerations and concerns of potentially affected First Nations and communities shared during preparation of the Project Proposal regarding the Project's potential effects, mitigation measures, and monitoring plans. Additional parties (i.e., local agencies, NGOs, etc.) who may have an interest and/or data to contribute to the SEMP were also identified and engaged during the development of the Project Proposal and SEMP.

Potentially affected First Nations and communities were consulted to determine their desired participation in the development and implementation of the SEMP. Consultation and engagement on the SEMP to date is summarized in this document (Section 4.0) and will continue to be recorded and documented throughout the development of the SEMP, as part of the Project's consultation log. Newmont continues to work with the potentially affected First Nations, communities and agencies to supplement information included in the Project Proposal and determine the data requirements for the monitoring metrics.

Following completion of the Project Proposal and the SEMP, YESAB issued their Referral Report, which contains the final recommendations and supporting considerations of the Executive Committee's screening of the Coffee Gold Mine. The YESAA directs the Executive Committee to determine if the Project will have significant adverse environmental or socio-economic effects in or outside Yukon and whether these effects can be mitigated by terms and conditions; and provides a recommendation to the Project's Decision Bodies.

YESAA requires that Decision Bodies consider the recommendation, and issue a Decision Document, prior to taking any action that would allow a project to proceed. In drafting its Referral Report, the Executive Committee sought comment, views, and information from the Decision Bodies, affected First Nations, and the public as they relate to the Project Proposal, potential effects, and the draft recommendations of the Executive Committee.

YESAB's Referral Report, and thus this SEMP, incorporates public comments gathered over a period of 60 days. Several comments were submitted, including one from each affected government:

- Government of Canada
- First Nation of Na-cho Nyäk Dun
- Selkirk First Nation
- Tr'ondëk Hwëch'in

- White River First Nation
- Government of Yukon

Additionally, comments were received from the Dawson District Renewable Resource Council, NGOs and the public.

1.5 Synergies with Newmont Standards and Requirements and Other Project Documents

As an important part of Newmont’s internal governance process, Newmont has implemented Global Policies and Standards (Global Standards) that are reviewed and preliminarily approved by a Global Policies and Standards Committee. The Global Standards provide the framework and standards for Newmont sustainability management and ensure a consistency of approach for implementing these global policies across the Company.

The Standards apply to all directors, officers and employees of Newmont, its subsidiaries, and any other entities that it controls. A variance request process for existing or future conditions is in place. The variance request process provides an alternative mechanism for those instances where a Newmont site/operation cannot logistically or feasibly conform to a requirement established in a Standard due to special conditions or unique hardships. The Standards are intended to be fully integrated into all core business functions, and they emphasize sustainability, responsibility, and accountability at all organizational levels. The list of Standards is provided in Table 1-1.

Table 1-1: Newmont Global Standards

| Global Standards | |
|---|--|
| Air Emissions Management Standard | Land Acquisition and Involuntary Resettlement Standard |
| Biodiversity Management Standard | Local Procurement and Employment Standard |
| Closure and Reclamation Management Standard | People Policy |
| Code of Conduct | Product Stewardship Standard |
| Community Investment and Development Standard | Social Baseline and Impact Assessment Standard |
| Cultural Resource and Management Standard | Stakeholder Relationship Management Standard |
| Drug and Alcohol Policy (Coffee-Specific) | Tailings Storage Facility and Heap Leach Facility Environmental Standard |
| Hazardous Materials Management Standard | Tailings Storage Facilities Technical and Operations Standard |
| Health and Safety Policy | Waste Management Standard |
| Human Resources Standard | Waste Rock and Ore Stockpile Management Standard |
| Human Rights Standard | Water Management Standard |
| Indigenous Peoples Standard | |

While this Plan can be reviewed in isolation to inform a review of the specific actions for socio-economic management and monitoring, this plan should be viewed in concert with the additional management plans listed in Table 1-2 to attain a holistic understanding of mitigation and management measures that affect socio-economic conditions.

The SEMP focuses on those commitments and policies that are not covered by other Project management plans and are relevant to potential Project-related socio-economic effects. When relevant, linkages to other plans are acknowledged.

All Project management or environmental protection plans have been developed in consideration of detailed engineering, mine, and access road plans. In addition to those plans, several monitoring plans have been developed that ensure environmental mitigations that relate to the socio-economic environment are adequate to mitigate Project effects. These plans will be provided as a component of Project permitting.

Table 1-2: Other Relevant Management Plans

| Plan | Description | Linkages to this Plan |
|--|---|--|
| Air Quality and Greenhouse Gas Management Plan | This plan is intended to identify and demonstrate how appropriate management techniques will reduce the potential for any Project-related adverse effects to air quality and human health and describes the measures that will be undertaken to control gas air emissions generated by Project activities | <ul style="list-style-type: none"> The Air Quality and Greenhouse Gas Management Plan contains mitigation measures related to human health and well-being – a key category within the Community Health and Well-Being Management Strategy of this SEMP |
| Access Route Construction Management Plan | Describes the procedures and protocols for construction of the access road, barge crossings, and seasonal ice roads (i.e., the NAR) between Dawson City, Yukon, and the Project Site | <ul style="list-style-type: none"> The Access Route Construction Management Plan details work for which the Local Hiring and Procurement Management Strategy is relevant Construction and extension of the NAR will potentially affect the quality of country foods in the local assessment area – a key topic within the Community Health and Well-Being Management Strategy |
| Access Route Operational Management Plan | Describes the procedures and protocols for use of the NAR. The NAR will be used during both the Construction and Operation Phases to transport fuel, equipment, and other supplies | <ul style="list-style-type: none"> Use of the NAR will potentially affect transportation and traffic and the Access Route Operational Management Plan contains protocols related to traffic management – a mitigation measure category within the Community Infrastructure and Services Management Strategy The Access Route Operational Management Plan contains procedures and protocols related to road safety, linked to mitigation measures related to emergency response planning within the Community Health and Well-Being Management Strategy |
| Cyanide Management Plan | Describes the measures Newmont will implement to minimize the risk to the public, employees, contractors, and the environment from the use of cyanide in the recovery of gold from ore | <ul style="list-style-type: none"> The Cyanide Management Plan contains measures that are applicable to the Community Health and Well-Being Management Plan |
| Emergency Response Plan | The purpose of this plan is to protect the health and safety of all personnel by ensuring an appropriate response is in place (and sets out guidelines to be followed) in the event of | <ul style="list-style-type: none"> Measures related to emergency response planning are also included in the Community Health and Wellbeing Strategy |

| Plan | Description | Linkages to this Plan |
|------------------------------------|---|--|
| | reasonably foreseeable emergencies and incidents. | |
| Erosion and Sediment Control Plan | Erosion and sedimentation associated with ground disturbances such as vegetation clearing, earthworks (cuts and fills), excavations, and slope failures, have the potential to affect the surrounding environment if not properly mitigated. The objective of this Erosion and Sediment Control Plan is to provide guidance and protocols that aim to minimize water erosion and prevent sediment mobilization into the receiving environment, specifically areas with fish and aquatic biota values that can be affected by increased turbidity or sediment deposition | <ul style="list-style-type: none"> The Erosion and Sediment Control Plan contains protocols and measures that are related to the Traditional Knowledge and Lands and Resource Use Management Plan, as well as food security within the Community Health and Well-Being Strategy |
| Heritage Resources Management Plan | The objective of this plan is to provide protection measures to reduce any significant or adverse effects for known and previously unrecorded heritage resources throughout the life of the Project | <ul style="list-style-type: none"> The Heritage Resources Management Plan contains measures related to the Traditional Knowledge and Lands and Resource Use Management Strategy, as well as to the Community Health and Well-Being Strategy |
| Noise Management Plan | This Noise Management Plan presents details on the relevant noise effects assessment criteria, compliance procedures and controls relating to Project activities. The objective of the Noise Management Plan is to describe the appropriate management techniques that will reduce the potential for noise-related adverse impacts to human health or the environment | <ul style="list-style-type: none"> Change in noise is a potential project-related effect within the Community Health and Wellbeing Strategy. Several noise-related measures will mitigate impacts on the Community Health and Wellbeing |
| Reclamation and Closure Plan | Newmont will develop and implement a Reclamation and Closure Plan that contains commitments related to salvageable material, socio-economic aspects of closure, care and maintenance, revegetation, Project facilities, and social reclamation | <ul style="list-style-type: none"> The Reclamation and Closure Plan contains measures that relate to the Workforce Transition Strategy within the Local Contracting and Procurement Management Strategy |

| Plan | Description | Linkages to this Plan |
|---|--|--|
| Vegetation Protection Plan | The purpose of the Vegetation Protection Plan is to reduce the effects of Project Construction and Operation-phase activities on vegetation. The Plan outlines measures to maintain the integrity of vegetation and ecological communities and prevent the introduction and spread of invasive plant species. | <ul style="list-style-type: none"> The Vegetation Protection Plan contains measures related to food security within the Community Health and Well-Being Management Strategy, as well as to the Traditional Knowledge and Lands and Resource Use Management Strategy |
| Waste Rock and Overburden Management Plan | This plan describes the types of waste rock, soil overburden and ROM stockpiles that will be constructed and how their materials will be characterized, segregated and stored to ensure long-term stability; and how frozen materials will be handled and stored to support closure and reclamation objectives | <ul style="list-style-type: none"> The management of waste rock impacts the availability of safe and healthy country foods. Mitigation measures related to waste rock management are included in the Community Health and Wellbeing Strategy |
| Wildlife Protection Plan | The purpose of the Wildlife Protection Plan is to minimize the effects of the Project's Construction and Operation-phase activities on wildlife and wildlife habitat. The Wildlife Protection Plan is intended to ensure that wildlife continue to use habitat in areas adjacent to the Project footprint and within the broader Project area while reducing the potential for Project-related injury or mortality to wildlife and accommodating operational and human health and safety requirements. | <ul style="list-style-type: none"> The Wildlife Protection Plan contains measures related to the Traditional Knowledge and Lands and Resource Use Management Plan |

1.6 Roles and Responsibilities

The Proponent has committed to providing the necessary human, material, and financial resources to implement and maintain the SEMP. Newmont will be responsible for managing the SEMP (in consultation with identified potentially affected communities and First Nations) and for ensuring that its elements are implemented. Aspects of the plan might be delegated to contractors, or other parties involved with the Project who will be expected to adhere to the guidance provided in this document. For example, some parties will contribute with information and monitoring such as First Nations or the Government of Yukon which manages territory level information. The details of these delegations and the parties that are responsible are outlined in this document and Appendix B (SEMP Management Strategies).

For communities to benefit from the Project, transparent and ongoing communication is needed to ensure that stakeholders are engaged and informed about the mine, mining activities and schedule, as well as opportunities such as employment and contracting. Through consultation and engagement, potentially affected communities and First Nations will be provided the opportunity to discuss and determine the nature of their level of participation in consultation for development and implementation of the SEMP.

1.6.1 Newmont’s Role and Responsibility

As the Project Proponent, Newmont is responsible for the SEMP, including its:

- **Development**, including creating a framework by which potentially affected parties can be meaningfully involved and contribute to its development
- **Implementation throughout all Project phases**, including participating in working groups or other arrangements to manage potential socio-economic effects
- **Monitoring and reporting requirements**, including collaboration with subcontractors and third parties to implement reporting requirements
- **Adaptive management**, including any necessary revisions identified in response to monitoring results and feedback received through consultation, including documenting how received feedback is considered and addressed; and
- **Participate in multi-stakeholders’ initiatives** undertaken by the Government of Yukon with regards to managing cumulative effects to socio-economic conditions.

Key Project personnel responsible for being familiar with the contents of this plan are shown in Table 1-3.

Table 1-3: Key Project Team to be Familiar with the SEMP

| Role | Responsibility |
|---------------------------------|--|
| Mine General Manager | Overall responsibility for Mine Site management. |
| Operations Manager | Responsible for mine planning and production, mine technical monitoring, and mine regulatory compliance. |
| Health and Safety (H&S) Manager | Responsible for conducting regular safety site inspections and implementing the appropriate controls in a timely manner. The H&S Manager shall maintain records of all safety inspections as well as any actions taken because of these inspections throughout the life of the Project. Where safety inspections show the potential for environmental effects, the H&S Manager will work in collaboration with the Environment Department. |

| Role | Responsibility |
|--|---|
| Sustainability and External Relationships (SER) Team | The SER Team is responsible for recording and addressing any complaints received from nearby land users, or other interested parties regarding impacts off-site. The SER Team shall maintain records of all complaints received as well as any actions taken because of these complaints. |
| Environmental Manager | Responsible for permitting, environmental monitoring, and regulatory compliance. Responsible for implementing the SEMP. |

1.6.2 Potentially Affected First Nations’ Role and Responsibility

Through consultation and engagement, each potentially affected First Nation will be provided the opportunity to discuss and determine the nature of their involvement in the SEMP. Newmont is committed to ensuring that all affected First Nations have an opportunity to participate in developing end land use objectives for the site that are consistent with traditional land use values for the area, including future uses. Newmont is also committed to supporting First Nations participation in the SEMP and will develop terms of reference with each affected First Nation to define the methodology to undertake studies under the umbrella of the SEMP in relation to effects to Traditional Land Use, including defining roles and responsibilities of Newmont and First Nation contributors. Newmont is committed to capacity funding (where required) to ensure the affected First Nations participation in the SEMP management and monitoring components that are relevant to their respective interests, if they choose to participate.

Newmont will share the SEMP and SEMP related items with each First Nation and engage on the topics each prioritize. Timelines and topics of engagement will be determined in collaboration with the nation. Newmont recognizes that levels of engagement and areas of interest will vary depending on capacity and priorities.

1.6.2.1 First Nation of Na-Cho Nyäk Dun

Participation with First Nation of Na-cho Nyäk Dun will be informed by the nation’s interest and capacity.

1.6.2.2 Selkirk First Nation

Participation with Selkirk First Nation will be informed by the nation’s interest and capacity.

1.6.2.3 Tr’ondëk Hwëch’in

A Collaboration Agreement has been signed with Tr’ondëk Hwëch’in, which will be used as the framework for collaboration with the nation.

1.6.2.4 White River First Nation

An Impact Benefit Agreement has been signed with White River First Nation which will be used as the framework collaboration with the nation.

1.6.3 Potentially Affected Communities and Interested Persons

1.6.3.1 Municipal Governments

Participation and responsibilities of municipal governments will be determined through consultation and engagement with respective parties.

1.6.3.2 Local Service Providers

Participation and responsibilities of local service providers will be determined through consultation and engagement with respective parties. Local Service Providers could involve engaging with local groups like the school district or local non-profit agencies who may be involved with gathering data to inform monitoring of potential socio-economic effects.

1.6.4 Yukon and Federal Governments

Participation and responsibilities of the Yukon and Federal Government will be determined through consultation and engagement with respective Agencies/Departments.

Through consultation and engagement, potentially affected communities and First Nations will be provided the opportunity to discuss and determine the nature of their level of participation in the development and implementation of the SEMP.

Expected roles and responsibilities for the different parties are described in Table 1-4.

Table 1-4: Preliminary Roles and Responsibilities of Involved Parties

| Involved parties | Description | Roles and responsibilities |
|-------------------------------|---|---|
| The Coffee Project Team | SER Team with support from: <ul style="list-style-type: none"> Environment & Permitting Team Human Resources Team Experts and advisors from Newmont, corporate and other sites Relevant consultants and experts employed by Newmont | <ul style="list-style-type: none"> Engagement and consultation with affected communities, First Nations and stakeholders Develop SEMP and implementation throughout all Project phases Monitor and report on socio-economic effects Identify risks when mitigation plan is not adequate and where adaptive management is required |
| First Nations | <ul style="list-style-type: none"> Tr'ondëk Hwëch'in First Nation of Na-cho Nyäk Dun Selkirk First Nation White River First Nation | <ul style="list-style-type: none"> Participate in consultation process to develop content for SEMP Facilitate partnerships or participate in joint activities determined by mutual agreement and documented in the SEMP and/or a Collaboration or Impact Benefits Agreement Review monitoring results and provide feedback, suggestions and recommendations during all phases of the Project from construction to closure Support with identifying unforeseen socio-economic effects of the Project |
| Communities and organizations | <ul style="list-style-type: none"> Municipal government(s) Government of Yukon Yukon University | <ul style="list-style-type: none"> Support with data sharing Engage on behalf of the Coffee Project Team with groups like the school district and local non-profits |

| Involved parties | Description | Roles and responsibilities |
|----------------------|---|---|
| | <ul style="list-style-type: none"> • Local service providers • City of Whitehorse | <p>agencies who may be involved in gathering data to inform monitoring of socio-economic effects</p> <ul style="list-style-type: none"> • Participate in engagement led by the Coffee Project Team |
| Affected communities | <ul style="list-style-type: none"> • Dawson City • Beaver Creek • Mayo • Pelly Crossing | <ul style="list-style-type: none"> • Participate in consultation process to develop content for the SEMP as required • Facilitate partnerships or participate in joint activities determined by mutual agreement and documented in the SEMP • Review monitoring results and provide feedback, suggestions and recommendations during all phases of the Project from construction to closure if they choose to participate • Support identification of unforeseen socio-economic Project effects |

2.0 ENGAGEMENT DURING SEMP DEVELOPMENT

Newmont has engaged and continues to engage with First Nations and communities to ensure local needs and interest are considered in the development of the SEMP. During the development of the Project Proposal the Project Team identified issues and concerns through a comprehensive primary data collection program and through key informant interviews, focus groups, and surveys with regulators, First Nations, and communities. Issues, concerns, and information were also identified through the Project’s engagement and consultation process, which was conducted to support issues scoping for the Project. This consultation and engagement process included technical working groups established with First Nations and government departments, community meetings, one-on-one and small group meetings, and ongoing communications such as print communication, a newsletter, and website updates.

2.1 Engagement Activities with Tr’ondëk Hwëch’in

As a primary First Nation that may be affected by the proposed Project, Tr’ondëk Hwëch’in has been continually consulted and engaged during the development of the Project Proposal and SEMP and will continue to be engaged throughout all Project phases. Prior to the development of this SEMP, Tr’ondëk Hwëch’in was engaged via interviews and a community workshop in 2019.

In October 2019, a SEMP workshop was facilitated with Tr’ondëk Hwëch’in. This workshop had the purpose of contextualizing socio-economic management and monitoring, key mitigation priorities, and programs. It was designed with the purpose of welcoming all participants in a way that promotes open and safe idea sharing. This workshop resulted in numerous socio-economic measures identified as significant to the Nation. These measures have been included in the appropriate Management Strategy of this SEMP.

Results of this workshop reflect an understanding of the cumulative effects and impacts to traditional land use and maintenance of renewable economies, and included measures that:

- Identity barriers to employment and solutions
- Increase support for young adults
- Facilitate cultural awareness

- Provide support for substance use
- Focus on career development for retention and advancing skills; and
- Facilitate contracting and procurement opportunities.

Additional interests expressed by Tr'ondëk Hwëch'in representatives during this workshop include but are not limited to:

- Development of spaces and opportunities for on land programming and substance free social spaces
- Promotion of cultural and traditional practices
- Traditional economy enhancement
- Youth programs
- Training for citizens
- In-home support
- Visiting Elders' program and Elder support
- Restorative justice
- Monitoring to assess effectiveness of SEMP
- Engagement with local education providers and local health providers; and
- Supporting Women's Shelter and Men's Centre.

This workshop also provided community insights into the process and procedures relevant to this SEMP:

- "Important to really have long term outlook – one day mine will close – look at where/when things end and what that looks like for people" (Tr'ondëk Hwëch'in Citizen, 2019).
- Tr'ondëk Hwëch'in commented that, as it pertains to monitoring, there can be generic plug and play, but it can be more complicated. Making sure that data that is necessary is being collected. However, Tr'ondëk Hwëch'in and Newmont will have to include and work with the Government of Yukon and Dawson City (i.e., working with those other parties). E.g., if crime info is collected, Newmont and Tr'ondëk Hwëch'in will want to work with RCMP.

These insights have been included in the appropriate management strategy of this SEMP, and Newmont's future engagement with affected First Nations and communities will build upon these perspectives.

Newmont and Tr'ondëk Hwëch'in continued SEMP engagement in 2022-2024. Engagement has focused on determining SEMP areas of priorities and identifying areas of actionable socio-economic items. Newmont and Tr'ondëk Hwëch'in aim to organize additional SEMP workshops to focus on priority areas and review mitigations and associated timelines.

2.2 Engagement Activities with White River First Nation

White River First Nation and Newmont started focused SEMP engagement in 2024. White River First Nation reviewed the SEMP and the associated Table of Concordance and are working to identify commitment priorities. White River First Nation and Newmont continue to engage on socio-economic issues.

3.0 POTENTIAL SOCIO-ECONOMIC EFFECTS

Potential Project interactions with socio-economic conditions were extensively studied during the territorial assessment process as per YESAA. The Project is anticipated to interact with socio-economic conditions in a range of key socio-economic areas or VCs. Consultation and engagement during preparation of the Project Proposal identified the following socio-economic VCs and potential effects (Table 3-1) that should have a range of mitigation measures implemented to minimize adverse change and to capitalize on potential opportunity or enhancement (Goldcorp 2017).

The Project is expected to affect socio-economic conditions through a variety of pathways. Specifically, the Project Proposal identified the following VCs and key interactions:

- **Economic Conditions:** Economic conditions consider the following topics: income and income distribution; labour market and the supply of available workers in relation to demand by employers; and sustainable economic development, consisting of local and territorial economic activity and cycles. The Project will increase the need for goods and services, which has the potential to influence local and regional economic conditions, including the region's sustainable economic development (Project Proposal, Appendix 20-A).
- **Social Economy:** Social economy was selected as a VC to assess the Project's anticipated interactions with the non-wage and traditional economy (Project Proposal, Appendix 21-A).
- **Community Infrastructure and Services:** Community Infrastructure and Services was selected as a VC because the Project may attract individuals to relocate to communities for direct, indirect, and induced employment opportunities, which may increase demands on community infrastructure and services (including emergency and health services), housing, and traffic (including transportation infrastructure) (Project Proposal, Appendix 22-A).
- **Education Services:** Education Services was identified as a VC to assess Project-induced effects and changes that may affect local and regional education services (targeted at primary and secondary students) and community-based training opportunities (aimed at adult or post-secondary individuals) (Project Proposal, Appendix 23-A).
- **Land and Resource Use:** The Project will likely change existing conditions for traditional land and resource users through construction and operation of the Mine Site and NAR. The key interactions are changes in access to, environmental conditions of, and/or desirability of lands and resources that First Nations depend on for traditional purposes including intangible aspects of cultural and spiritual resource use, as well as non-traditional purposes (Project Proposal, Appendix 24-A).
- **Community Health and Well-being:** Community Health and Wellbeing was identified as a VC based on professional judgement, issues identification, and previous experience with resource development projects. The Project may directly affect the health and wellbeing of employees living in camp accommodations, but may also affect all Project workers, as well as their families and other community members and resources. This VC is influenced by social, economic, and environmental conditions, and includes such topics as safety, accidents and injuries, the ability of community members to meet their basic needs, the presence of infectious and non-infectious diseases, mental health and wellness (Project Proposal, Appendix 25-A).

Table 3-1 summarizes the VCs and identified potential Project effects on socio-economic conditions – including their spatial boundary, along with the sub-components and indicators associated with each VC, as outlined in the Project Proposal¹.

The SEMP includes all Project interactions with socio-economic conditions identified in the Project Proposal, including direct and indirect effects. Other Project interactions with socio-economic conditions that are determined to be relevant to the SEMP may be included in a future iteration of this Plan. Newmont’s long-term, ongoing engagement with First Nations, communities, government agencies and other stakeholders will continue throughout all phases of the Project. On-going engagement will facilitate dialogue on the effectiveness of socio-economic effects management and identify priorities of affected parties with respect to recommended and new mitigation measures.

Project-related socio-economic effects are expected to vary between potentially affected First Nations and communities. Mitigation and enhancement measures included in this SEMP will be developed in consideration of where these potential Project-related effects are expected to occur and how each potentially affected community and/or First Nation prioritizes these topic areas.

¹ Sub-Components in this context provide detail to the VC and name the key areas of interest within each VC. Appendix 20-A – Economic Conditions Assessment Report is the only socio-economic assessment within the Project Proposal that did not include sub-components. Indicators in this context refer to, “quantitative or qualitative measures used to describe existing VC or VC subcomponent conditions and trends, and to evaluate potential Project-related effects and cumulative effects to the VC.”

Table 3-1: Summary of Socio-economic Valued Components Presented in the Project Proposal

| Valued Component | Identified Potential Effect | Sub-components | Indicators | Spatial Boundary |
|---------------------------------------|--|---|--|--|
| Demographics (Intermediate Component) | <ul style="list-style-type: none"> Project employment and service delivery opportunities may result in changes to local and regional demographics Demographics was selected as an intermediate component to assess the Project's anticipated interactions with the following Valued Components: <ul style="list-style-type: none"> Economic conditions Social economy Educational services Community infrastructure and Services Community Health and Well-being | N/A | <ol style="list-style-type: none"> Population size and growth Gender distribution Age distribution Mobility | <p>LAA: City of Whitehorse, Dawson City, Beaver Creek, Mayo, and Pelly Crossing. The Project footprint has not been included, as changes to Demographics will not likely take place at the Project footprint</p> <p>RAA: Yukon Territory</p> <p>CEAA: An area inclusive of active and proposed major mine projects</p> |
| Economic Conditions | <ul style="list-style-type: none"> Increased employment opportunities Increased income levels and changes in income distribution Effects on the labour market Change in local economies Change in governmental flows Environmental changes | N/A | <ol style="list-style-type: none"> Income and income distribution Labour market Sustainable economic development | <p>LAA: Communities of Whitehorse, Dawson City, Beaver Creek, Pelly Crossing, and Mayo as well as Tr'ondëk Hwëch'in, First Nation of Na-cho Nyäk Dun, Selkirk First Nation and White River First Nation. These communities may extend beyond the formal community boundaries, but the use of the administrative boundary of each community is considered adequate.</p> <p>RAA: Consists of the LAA and Yukon Territory</p> <p>CEAA: Not included as spatial boundary</p> |
| Social Economy | <ul style="list-style-type: none"> Increased population Increased demand for goods and services Adverse effects on subsistence activities and ability to conduct subsistence activities (i.e., hunting, trapping, fishing, plant gathering, etc.) Changes to access to land and resources Project employment and business opportunities Changes to the traditional economy | <ol style="list-style-type: none"> Non-wage economy Traditional economy | <ol style="list-style-type: none"> 1.A Type and Diversity of non-profit and non-governmental organizations 1.B Type and level of engagement in volunteer sector 1.C Subsistence activities 2.A Quality and Diversity 2.B Level of engagement in the traditional economy 2.C Value of the traditional economy | <p><u>Non-wage Economy Sub-component</u></p> <p>LAA: Includes Dawson City and 1 km extent on either side of the Project, inclusive of any land-use designations (for example, trap line concessions, game management areas, or placer claims) that overlap with this area.</p> <p>RAA: Includes the LAA and Yukon Territory</p> <p>CEAA: Same as RAA</p> <p><u>Traditional Economy Sub-component</u></p> <p>LAA: The established or asserted traditional territory of First Nations located within a 1-km extent of the Project. These First Nations include the Tr'ondëk Hwëch'in, Selkirk First Nation, First Nation of Na-cho Nyäk Dun, and the White River First Nation</p> <p>RAA: The area that encompasses the entire established traditional territory of the Tr'ondëk Hwëch'in, Selkirk First Nation, First Nation of Na-cho Nyäk Dun, and the entire asserted traditional territory of the White River First Nation</p> |

| Valued Component | Identified Potential Effect | Sub-components | Indicators | Spatial Boundary |
|---------------------------------------|--|--|---|--|
| | | | | CEAA: Same as RAA |
| Community Infrastructure and Services | <ul style="list-style-type: none"> Increased population Increased demands on housing Increased demand on infrastructure Increased demand on community services Increased demand on road and air traffic | <ol style="list-style-type: none"> Housing and Accommodation Physical Infrastructure Community Services Transportation | <p>1.A Housing availability 1.B Housing development 1.C Housing cost 1.D Non-permanent accommodation characteristics</p> <p>2.A Physical Infrastructure (condition and status of existing infrastructure)</p> <p>3.A Community Services (type of, and demand for, existing services)</p> <p>4.A Air Traffic 4.B Road Traffic 4.C Road Network</p> | <p><u>Housing and Accommodations, Physical Infrastructure, and Community Services Sub-Components</u></p> <p>LAA: The LAA comprises the municipal boundaries of Whitehorse and Dawson City, and the communities of Beaver Creek, Pelly Crossing, and Mayo.</p> <p>RAA: Yukon Territory</p> <p>CEAA: An area inclusive of active and proposed major mine projects</p> <p><u>Transportation Sub-component</u></p> <p>LAA: The transportation LAA is Dawson City and area within 1 km of the NAR (including existing government-maintained roads) and the North Klondike Highway in proximity to Dawson City.</p> <p>RAA: Yukon Territory</p> <p>CEAA: Same as RAA</p> |
| Education Services | <ul style="list-style-type: none"> Increased demand on primary, secondary, and post-secondary enrollment Adverse Project-related effects to community-based training opportunities (aimed at adults or post-secondary schooling/training) Community-based training opportunities and activities related to increased industry-specific demands Adverse Project-related changes to primary and a secondary school enrollment, including the student to teacher ratio and class sizes Rotational schedules may have indirect adverse effects on culturally responsive education | <ol style="list-style-type: none"> Primary, Secondary, and Post-Secondary Education Services Industry Specific Community-Based Training | <p>1.A Enrollment trends 1.B Educational attainment</p> <p>2.A Opportunities 2.B Linkages to industry need</p> | <p><u>Post-Secondary Education Services and Community Based Training Sub-components</u></p> <p>LAA: City of Whitehorse, Dawson City, Beaver Creek, Mayo, and Pelly Crossing. The Project footprint has not been included, as changes to Demographics will not likely take place at the Project footprint</p> <p>RAA: Yukon Territory</p> <p>CEAA: An area inclusive of active and proposed major mine projects</p> |
| Land and Resource Use | <ul style="list-style-type: none"> Decrease in availability of lands and resources Increase in access to lands and resources Effects to sensory conditions (i.e., air quality, noise, visual) | <ol style="list-style-type: none"> Traditional Land and Resource Use Non-traditional Land and Resource Use | <p>1.A Change in access to land and resources 2.B Change in sensory conditions during current use</p> | <p><u>Traditional Land and Resource Use Sub-component</u></p> <p>LAA: The established or asserted traditional territory of each First Nation located within 1km on either side of the Project footprint. These First Nations include Tr'ondëk Hwëch'in, Selkirk First Nation, First Nation of Na-cho Nyäk Dun, and White River First Nation</p> |

| Valued Component | Identified Potential Effect | Sub-components | Indicators | Spatial Boundary |
|---------------------------------|---|--|---|---|
| | <ul style="list-style-type: none"> Decrease in quality of land and resources (i.e., groundwater and surface water, vegetation, fish and fish habitat, wildlife and wildlife habitat including birds and bird habitat) Change to the quality of intangible cultural and spiritual resources and experiences | | 2.C Direct change in the availability of land and resources 2.D Change in the quality of land and resources 2.E Change in the quality of intangible cultural resources 2.A Change in access to land and resources 2.A Change in sensory conditions during current use 2.C Direct change in the availability of land and resources 2.D Change in the quality of land and resources | RAA: The entire established traditional territory of Tr'ondëk Hwëch'in Selkirk First Nation, and First Nation of Na-cho Nyäk Dun and the asserted traditional territory of White River First Nation Non-Traditional Land and Resource Use Sub-component LAA: 1-km buffer either side of the Project footprint for the Project RAA: Game Management Subzones overlapping the Project footprint CEAA: Same as RAA |
| Community Health and Well-being | <ul style="list-style-type: none"> Adverse changes to country food quality Adverse changes to food security Adverse effects on children and youth Increase in crime Adverse changes to health-related behaviors Increase in infectious disease rates Adverse effects on mental health and wellness Increase in accidents and injuries | 1. Environmental Quality 2. Socio-economic factors of individual and community health | 1.A Air quality 2.B Noise 2.C Country food quality 2.A Social determinants of health 2.B Health-related behaviours 2.C Food security 2.D Accidental injuries 2.E Infectious disease 2.F Non-infectious disease 2.G Mental health and wellness 2.H Health services structure and capacity | <u>Environmental Quality Sub-component – Air Quality</u> LAA: Areas surrounding the Project footprint plus 1-km radius of the NAR centerline RAA: 44km x 28km area centered around the mine site and a 2-km radius of the NAR centerline CEAA: same as RAA <u>Environmental Quality Sub-component – Noise</u> LAA: Area extending 3km from the mine site and 1km from either side of the NAR. RAA: The LAA and covers an area extending 10km from the mine site and 3km from either side of the NAR CEAA: same as RAA <u>Environmental Quality Sub-component – Country Food Quality</u> LAA: Areas where mining related dust fall or deposition of other airborne contaminants may deposit to soils or plants surfaces, generally consistent with the LAA for the air quality and dust fall assessment (above); Areas where surface soil quality will be altered Post-closure as a result of mine waste deposits or mining physical disturbances; Any area where surface water quality may change as a result of the Project, either within habitat that supports edible freshwater resources upstream. |

| Valued Component | Identified Potential Effect | Sub-components | Indicators | Spatial Boundary |
|------------------|-----------------------------|----------------|------------|---|
| | | | | <p>RAA: Regional and cumulative effects assessment area that supports Aboriginal and Non-aboriginal resource use (country foods and medicinal plants), generally within 100-km radius of the Project.</p> <p>CEAA: same as RAA</p> <p><u>Socio-economic Factors of Individual and Community Health Sub-component</u></p> <p>LAA: 1km buffer around Project footprint, communities of Whitehorse, Dawson City, Beaver Creek, Mayo, and Pelly Crossing</p> <p>RAA: Yukon Territory</p> <p>CEAA: An area inclusive of active and proposed major mine projects</p> |

4.0 SOCIO-ECONOMIC MITIGATION AND MANAGEMENT PROGRAM

This section outlines Newmont's approach for implementation of socio-economic mitigation and enhancement measures. The mitigation and management program will mitigate anticipated socio-economic effects identified in the Project Proposal, as summarized in Section 3.0. Mitigation and management will continue to be informed by Newmont's ongoing engagement.

Based on identified effects on local communities and First Nations during Project Proposal preparation and review, and on-going engagement, six priority management strategies have been identified for the SEMP:

- Local Employment and Procurement Management Strategy
- Community Infrastructure and Services Management Strategy
- Education and Training Management Strategy
- Community Health and Well-being Management Strategy
- Traditional Knowledge and Land and Resource Use Management Strategy
- Cultural Awareness and Diversity Management Strategy²

These six priority strategies will be applicable throughout the life of the Project and will house mitigation and enhancement measures to address potential socio-economic effects. Detailed programs and implementation planning for each management strategy will be developed as the Project progresses through permitting and construction. This section provides a summary of each SEMP management strategy. A detailed account of each strategy is provided in the SEMP Management Strategies (Appendix B), including objectives, detailed mitigation and enhancement measures, proposed reporting metrics, as well as the monitoring and reporting responsibilities.

Newmont recognizes the interrelationships between the VCs and between various mitigation and enhancement measures housed in each management strategy. While Newmont strives to facilitate a holistic and integrated approach to socio-economic management, categorization of measures is necessary for effective implementation and management. Newmont expects that the priorities and monitoring components of different items will be iterative and will evolve throughout the life of the Project. As the Project advances through the development stages and new ways to manage socio-economic effects are identified or unpredicted effects observed, the SEMP might be updated with new mitigation and enhancement measures. Potentially affected communities and First Nations will be consulted regarding proposed activities, commitments, and programs. Suggestions and recommendations from these parties will be considered for incorporation into the SEMP at a pre-set timeframe for the formal reviews based on the results from monitoring efforts (See Section 7.0).

4.1 SEMP Management Strategy Structural Organization

This section summarizes how the socio-economic VCs identified in the Project Proposal relate to the SEMP and provides a framework outlining the relationship between key elements of the management strategies

² While this is not a topic in the Project Proposal, it was added as a management strategy in this SEMP following consultation with Tr'ondëk Hwëch'in.

within this SEMP. This framework also provides a clear roadmap for the operationalization of monitoring metrics.

The differences between the Project Proposal VCs and this SEMP management strategies are primarily organizational in nature; however, in the interest of ensuring common language and effective collaboration and implementation, Table 4-1 outlines which SEMP management strategies house which VC presented in the Project Proposal.

Table 4-1: Table of Congruence Between Valued Components and SEMP Management Strategies

| Name of Valued Component (as identified in Project Proposal) | Location in SEMP | Rationale |
|--|--|--|
| Demographics | Not applicable | Demographics was an intermediate component used to inform other VCs. Similarly, population and demographics changes (e.g., immigration trends) are used to inform all other relevant management strategies and government planning and investment decisions. |
| Economic Conditions | Local Contracting and Procurement Management Strategy | Local contracting and procurement is more accurately reflective of the strategy's mitigation and enhancement measures and local contracting and procurement has been supported in previous engagement with First Nations. |
| Social Economy | Traditional Knowledge and Lands and Resource Use Management Strategy | Social economy, as outlined in the Project Proposal, contains mitigation measures related to non-wage and traditional economy, primarily focused on subsistence activities that cannot be separated from lands and resource use. The inclusion of social economy strategy in this SEMP would create unnecessary repetition. Mitigation identified for social economy is included under the Traditional Knowledge and Lands and Resource Use Management Strategy. |
| Community Infrastructure and Services | Community Infrastructure and Services Management Strategy | N/A |
| Education Services | Education and Training Management Strategy | The inclusion of training in the SEMP's strategy is merely to ensure the name of the strategy is more reflective of the mitigation and enhancement measures housed within the strategy. |
| Land and Resource Use | Traditional Knowledge Land and Resource Use Management Strategy | Several traditional use mitigation measures were suggested by YESAB and communicated via initial consultation with affected communities. The name of the strategy has been updated to explicitly reflect the integration of traditional knowledge and more accurately reflects measures housed in the strategy. |

| Name of Valued Component (as identified in Project Proposal) | Location in SEMP | Rationale |
|---|--|--|
| Community Health and Well-being | Community Health and Well-Being Management Strategy | N/A |
| N/A | Cultural Awareness and Diversity Management Strategy | Added following consultation with Tr'ondëk Hwëch'in and guidance from YESAB. |

Each Management Strategy contains 4 elements:

- **Potential Project related effects:** A change in the condition and effects on a socio-economic VC caused either directly or indirectly by the Project which this SEMP seeks to manage and monitor
- **Purpose:** Overarching and guiding aim of the strategy
- **Objectives:** A goal statement, against which monitoring metrics are measured.
- **Mitigation and Enhancement Measures:** Commitments made by Newmont to mitigate adverse Project-related effects and enhance Project-related opportunities for affected First Nations and communities
- **Monitoring Metrics:** A qualitative, quantitative or descriptive attribute that, when periodically measured or monitored, indicates a direction of change. Like a milepost, they tell us whether we are on the right path and whether we are moving toward achieving our objectives.

Figure 4-1 provides an overview of the organizational structure of these elements housed within each SEMP management strategy. Each management strategy may contain a different number of objectives, measures, and metrics depending on the Project-related effects and on First Nation and community input. Additionally, mitigation and enhancement measures will be categorically organized.

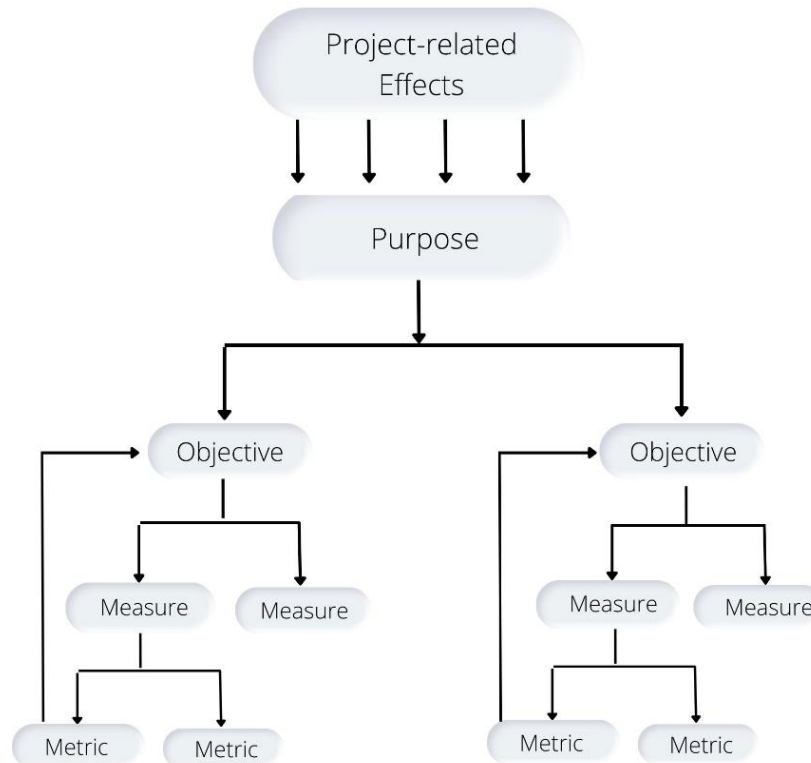


Figure 4-1: Management Strategy Objective

4.2 Summary of SEMP Management Strategies

This section provides a summary of the six SEMP management strategies. Each strategy was developed with consideration of the following:

- Initial engagement with affected First Nations and communities
- Potential Project-related effects identified in the Project Proposal
- The YESAB Final Screening Report
- Socio-political realities unique to each potentially affected Yukon First Nation
- Industry and community-recognized best practices

4.2.1 Local Employment and Procurement Management Strategy

The Project will increase the need for goods and services, which has the potential to influence local and regional economic conditions, including the region's sustainable economic development. The Project will also result in employment opportunities as well as employment-related income.

Initial engagement with affected First Nations and Public Stakeholders led to two key concerns related to local employment and procurement:

- Direct and indirect economic effects to the local and regional economies at an individual and community level – including how this Project will contribute to, and interact with, existing “boom-bust” cycles of economic development and sustainable economic development³
- The ability and capacity of affected First Nations to enhance and capitalize on potential benefits to community economic conditions.

The development of this management strategy was guided by this initial engagement along with the related and potential Project effects identified in the Project Proposal and outlined in Table 3-1. Additionally, the development of this management strategy included consideration for the economic related priorities observable in the unique socio-political landscape of Yukon First Nations. This included, but was not limited to, consideration of sustainable development⁴. Table 4-2 provides a summary of the local employment and procurement management strategy.

Table 4-2: Summary of Local Employment and Procurement Management Strategy

| Local Employment and Procurement Management Strategy | |
|--|---|
| Purpose | Newmont will prioritize local hiring and procurement and will seek to enhance Project-related economic benefits to the local economy and labour markets, while mitigating impacts of “boom and bust” cycles.. |
| Objectives | <ol style="list-style-type: none"> 1. Increase direct, indirect, and induced employment opportunities for local and regional residents 2. Support and facilitate local contracting and procurement 3. Minimize adverse Project-related effects related to increased spending and varying income distributions among local communities 4. Enhance opportunities and minimize adverse effects related to changes in the labour market 5. Minimize adverse effects related to change in government fiscal flows |
| Mitigation and Enhancement Measure Categories | <ol style="list-style-type: none"> 1. Local Contracting and Procurement 2. Local Employment and Hiring Practices 3. Workforce Transition and training |
| Key Monitoring Metrics | To be determined through consultation with affected First Nations and communities. Proposed preliminary metrics are provided in the SEMP Management Strategies (Appendix B). |

4.2.2 Community Infrastructure and Services Management Strategy

The Project may result in an in-migration of workers, which may increase demand for local and regional infrastructure and services. The Project will also generate traffic, which has the potential for a direct effect on community infrastructure. The Community Infrastructure and Services Management Strategy is

³ The Yukon Territory has long experienced ‘boom-bust’ economic cycles associated with resource development and global commodity prices. This can leave the economic wellbeing of First Nations and communities dependent on, and vulnerable to, the fluctuations of external markets. This is often referred to as dependency theory.

⁴ The Umbrella Final Agreement defines sustainable development as: “beneficial socio-economic change that does not undermine the ecological and social systems upon which communities and societies are dependent” (UFA, 7).⁴ Guided by this definition, the value component economic development includes consideration of and measures related to traditional economy. The traditional economy is a distinct component of the mixed economy, which is unique to First Nation people. Like the non-wage economy, the traditional economy supports and contributes to the socioeconomic well-being and communities and contributes to the cultural and spiritual well-being of First Nations.

necessary to assess the Project’s anticipated interactions with local and regional infrastructure and services.

Initial engagement with affected First Nations during a discussion of housing availability and gaps lent the following perspectives:

- Land availability and building costs are constraints on expansion of the current housing stock in Dawson City (Interview 4, Personal Communication 2016).
- Land lotteries have generated more interest than availability (Interview 4, Personal Communication 2016).
- Although the cost to build has fallen somewhat in recent years, there is still an extra expense associated with building in Dawson City that serves as a disincentive for contractors (Interview 21, Personal Communication 2016).

Table 4-3 provides a summary of the community infrastructure and services management strategy.

Table 4-3: Summary of Community Infrastructure and Services Management Strategy

| Community Infrastructure and Services Management Strategy | |
|---|--|
| Purpose | The community infrastructure and services strategy identifies management measures to minimize Project-related adverse effects and enhance potentially beneficial effects on community infrastructure and services, and ensures collaboration with local communities and service providers |
| Objectives | <ol style="list-style-type: none"> 1. Mitigate adverse project-related effects on community infrastructure and services due to increased population and demand 2. Mitigate adverse Project-related effects on community accommodation and housing due to increased population and demand |
| Mitigation and Enhancement Measure Categories | <ol style="list-style-type: none"> 1. Housing and Accommodations 2. Community Services and Physical Infrastructure 3. Transportation and Traffic |
| Key Monitoring Metrics | To be determined through consultation with affected First Nations and communities. Proposed preliminary metrics are provided in the SEMP Management Strategies (Appendix B). |

4.2.3 Community Health and Well-Being Management Strategy

The Project may directly affect the health and well-being of employees living in camp accommodations, but may also affect all Project workers, as well as their families and other community members and resources. This management strategy provides monitoring of effects on personal safety, specifically with respect to violence against women and gender and sexual minorities.

Community health and well-being has been raised as an issue of concern by government agencies including Yukon Health and Social Services, Tr’ondëk Hwëch’in, White River First Nation, and stakeholders and community members in Dawson City and Whitehorse. Initial consultation with First Nation Governments and Public Stakeholders identified the following key concerns related to health and wellbeing:

- Accidents and injuries on the NAR and at the Mine Site
- Effects of dust fall on human health, via contamination of country foods

- Effects of other airborne contaminants on human health such as nitrogen dioxide, sulfur dioxide, or fine particulate matter
- Effects of continuous and impulsive noise on human health
- Effects on community health, including infectious disease, mental health, and community resilience of combined Project influences on the natural and built environments as well as cultural, social and economic conditions

The development of this management strategy was guided by this initial consultation as well as the related and potential Project effects, outlined in Table 3-1.

Additionally, and importantly, the development of this management strategy was, and will continue to be, responsive to industry and community-recognized best practices, which assert the need for gender-based analysis of health, safety, and well-being. Recent academic and non-academic literature has shown a trend in sexualized violence and abuse toward women in resource extraction projects similar to this Project. At the same time, the Missing and Murdered Indigenous Women and Girls (MMIWG) Inquiry released the following recommendation: “We call upon all resource-extraction and development industries to consider the safety and security of Indigenous women, girls, and 2SLGBTQQIA people.” Table 4-4 provides a summary of the community health and well-being management strategy.

Table 4-4: Summary of Community Health and Well-Being Management Strategy

| Community Health and Well-Being Management Strategy | |
|---|--|
| Purpose | Newmont will promote and support the health and well-being of the Project’s employees, their families, and respective communities |
| Objectives | <ol style="list-style-type: none"> 1. Minimize adverse Project-related effects to families, children and youth 2. Minimize adverse Project-related changes to food quality and security 3. Minimize adverse Project-related effects to health-related behaviours, mental health and wellness, and infectious disease rates 4. Minimize adverse Project-related effects to physical health and well-being 5. Minimize adverse Project-related effects related to crime |
| Mitigation and Enhancement Measure Categories | <ol style="list-style-type: none"> 1. Health and Safety in the Workplace 2. Food Security 3. Children and Youth 4. Crime and Substance Abuse 5. Infectious Diseases 6. Mental Health and Well-being 7. Health Services and Emergency Response Planning |
| Key Monitoring Metrics | To be determined through consultation with affected First Nations and communities. Proposed preliminary metrics are provided in the SEMP Management Strategies (Appendix B). |

4.2.4 Education and Training Management Strategy

There will be distinct interactions between the Project and education and training services and community-based training and career development opportunities. Through direct and/or indirect employment, the Project may cause a population increase that may affect demand for education services, as well as the type of education services demanded, and the demographics to which education services are targeted. The Project also offers opportunities for increased community training.

Initial input from First Nation Governments and other stakeholders highlighted concerns related to the project’s ability to maximize potential benefits related to education and training and the reduced ability of parents on work rotation schedules to participate in students’ education. Key partners in addressing these concerns, mitigating adverse effects and enhancing education and training related opportunities will include primary and secondary schools in effected communities, as well as Yukon University.

The Proponent will also seek to be responsive to the increased degree of First Nation self-determination within education by collaborating with the Yukon First Nation Education Directorate (YFNED) and the newly created Yukon First Nation School Board (FNSB). Eight Yukon schools voted to move to the FNSB, including Nelna Bessie John School. Authority for the provision of K-12 education will be transferred to the Board for the 2022-23 school year (YFNED, n.d). Table 4-5 provides a summary of the education and training management strategy.

Table 4-5: Summary of Education and Training Management Strategy

| Education and Training Management Strategy | |
|---|---|
| Purpose | Newmont will engage with local education and training institutions to manage potential Project-related effects on educational services (primary, secondary, and post-secondary) and community-based training and career development opportunities |
| Objectives | <ol style="list-style-type: none"> 1. Minimize adverse Project-related effects to community-based training opportunities 2. Enhance opportunities for career development and skill development 3. Enhance community-based training opportunities and activities related to increased industry-specific demands 4. Minimize adverse Project-related changes to primary and secondary school enrollment |
| Mitigation and Enhancement Measure Categories | <ol style="list-style-type: none"> 1. Career Development, Training Opportunities, and Educational Attainment 2. Linkages to Industry Needs |
| Key Monitoring Metrics | To be determined through consultation with affected First Nations and communities. Proposed preliminary metrics are provided in the SEMP Management Strategies (Appendix B). |

4.2.5 Traditional Knowledge and Lands and Resource Use Management Strategy

Land and resource use is an important socio-economic value that is associated with all aspects of the socio-economic landscape, including: economy, culture, heritage, and social and biophysical environment. Traditional land uses, for the purposes of this assessment, includes activities such as hunting; trapping; fishing; harvesting of plants and berries; building shelters/camps; preparing and storing food; making tools and clothing; travelling along traditional routes, including waterways; spiritual and ceremonial customs and observances; gatherings with other First Nations; and trading.

YESAB’s Final Screening Report, acknowledges that: “the Project is likely to result in significant adverse effects to traditional land uses, specifically the experiences while undertaking traditional land uses and the resultant effects to the sense of place and cultural identity of First Nations whose Traditional Territories overlap the culturally significant Coffee Creek area” (280). The Final Screening Report also assures however that, “the significant adverse effects of the Project can be eliminated, reduced, or controlled

through the application of mitigation measures described in this report” – which this management strategy provides the roadmap for.

The Project will likely change existing conditions for traditional land and resource users through construction and operation of the Mine Site and NAR. The key interactions are changes in access to, environmental conditions of, and/or desirability of lands and resources that First Nations depend on for traditional purposes including intangible aspects of cultural and spiritual resource use. The Project will also likely change existing conditions for non-traditional land and resource users through construction and operation of the Mine Site and NAR. Table 4-6 provides a summary of the traditional knowledge and lands and resource use management strategy.

Table 4-6: Summary of Traditional Knowledge and Lands and Resource Use Management Strategy

| Traditional Knowledge and Lands and Resource Use Strategy | |
|---|---|
| Purpose | Newmont respects the land and resources in which its Projects operate. As such, Newmont will reflect best practices and locally relevant environmental values related to traditional and non-traditional land and resource use |
| Objectives | <ol style="list-style-type: none"> 1. Minimize potential adverse effects to non-traditional and/or traditional land and resource use 2. Enhance non-traditional and/or traditional land and resource use 3. Understand and address potential Project-related effects to quality of intangible cultural and spiritual resources |
| Mitigation and Enhancement Measure Categories | <ol style="list-style-type: none"> 1. Traditional Land and Resource Use Activities 2. Non-traditional Land and Resource Use Activities |
| Key Monitoring Metrics | To be determined through consultation with affected First Nations and communities. Proposed preliminary metrics are provided in the SEMP Management Strategies (Appendix B). |

4.2.6 Cultural Awareness and Diversity Management Strategy

The development of this management strategy was prompted by the recognition of the inter-related and holistic nature of the socio-economic factors interacted with by the Project. Engagement with affected First Nations and YESAB’s Referral Report highlighted the ways in which changes to the non-wage economy, decreased capacity to engage in subsistence activities, in-migrant workforce, and increased populations could potentially limit the space, safety, and priority given to cultural diversity and the pursue of cultural activities. This management strategy was developed to ensure that the working environment respects and values the culture of the First Nations on whose traditional territory the Project will operate. Table 4-7 provides a summary of the cultural awareness and diversity management strategy.

Table 4-7: Summary of Cultural Awareness and Diversity Management Strategy

| Cultural Awareness and Diversity Strategy | |
|---|---|
| Purpose | Newmont will cultivate and promote a respectful, inclusive workplace that appreciates cultural diversity and supports cultural pursuits |
| Objectives | <ol style="list-style-type: none"> 1. Establish a Project working environment which reflects cultural considerations 2. Support Indigenous staff to engage in cultural pursuits |

| Cultural Awareness and Diversity Strategy | |
|---|--|
| | 3. Contribute to a better understanding of the traditional economy and its value/role in Yukon communities |
| Mitigation and Enhancement Measure Categories | 1. Cultural Awareness and Diversity Training 2. Elders-in Residence Program |
| Key Monitoring Metrics | To be determined through consultation with affected First Nations and communities. Proposed preliminary metrics are provided in the SEMP Management Strategies (Appendix B). |

5.0 SEMP IMPLEMENTATION

The parameters for implementing the SEMP will be determined and/or confirmed through consultation and engagement with involved parties. See the following subsections for more details and strategies related to how the collaborative components of the SEMP will be developed.

5.1 Implementation Principles

Newmont will work with identified parties to establish a set of implementation principles for developing and operationalizing the SEMP. Principles to be determined include: the frequency of meetings, who will be engaged and with respect to what topic(s), and the management of information with respect to sharing, confidentiality, and ownership.

5.1.1 Engagement Principles and Format

Newmont will work with interested parties to determine the format(s) to support meaningful and effective engagement. Engagement formats are expected to differ depending on participant type and the objective of engagement. Formats which may be considered include, but are not limited to:

- Meetings (one-on-one and group)
- Committees, working groups and/or round tables
- Workshops
- Community meetings and/or town halls

Certain mitigations will require continued input from specific First Nations. Management strategies that may require continued input from First Nations have been identified in Appendix B and specific input will be sought. For example, a mitigation relating to Traditional Knowledge and Land and Resource Use is providing capacity funding for Indigenous Project Monitors. This component of the SEMP will require specific input from (or co-creation with) First Nations.

5.1.2 Other Engagement Mechanisms and Information Sharing

Other engagement mechanisms and information sharing tools may include:

- Dawson City Community Office – For the duration of the Project, Newmont will maintain a local Project office in Dawson City and provide timely and relevant Project information to community members.

- Website – potentially maintain a Project website and provide regular updates on key developments, including SEMP implementation.
- As requested, attend and provide updates to community organizations

5.1.3 SEMP Monitoring Working Group

Newmont will initiate and lead the SEMP Monitoring Working Group to facilitate the sharing of updated Project information and review of the SEMP management strategies as identified in Appendix B. The SEMP Monitoring Working Group will be different than any already established Newmont working groups. The SEMP Monitoring Working Group will review the effectiveness of mitigation and identify and implement the adaptive management process when required, as defined in Section 7.0. The SEMP Monitoring Working Group will meet quarterly throughout the life of the Project.

The SEMP Monitoring Working Group will be composed of representatives from Newmont, the Government of Yukon, First Nation representatives, Dawson City, NGOs and other relevant parties with specific knowledge and/ or understanding of Project effects on the socio-economic conditions identified for monitoring. Newmont will develop terms of reference to guide the operation of the SEMP Monitoring Working Group with input from its members.

5.1.4 Frequency

The frequency of reviewing reporting metrics is outlined in Appendix B. Additionally, a schedule may be developed in iterations of the SEMP that outlines expectations related to how often involved parties will meet with respect to their various commitments. Please note that engagement schedules presented in the SEMP may differ between commitments.

5.1.5 Community Response System

The Coffee Project's Community Response System was established in late 2016. Since this time, Newmont has been regularly communicating with the public about this system through local communication channels and by providing Project materials at events and activities.

The Community Response System details the procedure for when complaints, grievances, or comments are provided regarding the Project. When a response comes in, whether it be via email, phone, in-person, or in writing, the response is registered in the Community Response Tracker. Once logged an investigation will take place to gather more information on the topic and be escalated accordingly. After the investigation, mitigations will be developed to address the response and actioned. The Community Response System has associated timelines to ensure responses are provided in a timely manner dependent on the level of risk.

The Project will maintain the Community Response System throughout the life of the Project to facilitate public feedback. This response system will be revised and updated based on experience gained from implementation and through feedback from the community.

5.1.6 Information Management

Data and information management tools support the implementation of the SEMP. Newmont will use software (such as Enablon, a sustainability, Environmental Health and Safety and Operational Management software) to facilitate information management and tracking implementation of mitigation and enhancement measures. The First Nations Principles of ownership, control, access and possession will guide management of data related to First Nations. Once appropriate engagement formats have been identified to facilitate the implementation of the SEMP, parties will need to identify how information will be managed.

5.1.6.1 Collaboration Principles

Collaboration principles will outline principles for involved parties to share information amongst and/or between involved parties and with the public.

5.1.6.2 Confidentiality Principles

Confidentiality principles will outline the management of sensitive information by involved parties. This includes providing guidance for discussion, access, reporting, management and protection of confidential information.

5.1.6.3 Ownership of Data

Ownership principles will outline considerations such as the types of data owned by involved parties, and what the responsibilities are associated with being an 'owner' of data and information. Ownership principles may be addressed in related agreements between Newmont and potentially affected communities and/or First Nations, respectively.

6.0 MONITORING

Newmont will conduct socio-economic monitoring in order to:

- Assess the effectiveness of proposed measures to mitigate or enhance Project impacts from construction to post-closure and the need for modifications to those measures to ensure adverse impacts are mitigated or minimized;
- Identify unexpected socio-economic effects or outcomes;
- Implement additional mitigation measures and adaptive management as required;
- Provide the Government of Yukon, municipalities and service providers with adequate information to act on recommendations and preparation of services within communities; and
- Continue to identify effects on each affected First Nation's Traditional Land Use in the Coffee Creek Area.

A detailed monitoring approach and methods will be developed collaboratively with respective potentially affected First Nations, governments, agencies and/or organizations in acknowledgement of their respective responsibilities and interests in protecting and promoting the economic, social and cultural wellbeing of peoples and communities affected by the development of the Project. Details related to monitoring implementation will be refined as respective consultation and engagement with interested parties advance.

6.1 Monitoring Metrics

Several reporting metrics are proposed that will be used to track and measure the implementation and effectiveness of mitigation measures. Reporting metrics include data that will be collected by Newmont from internal Project sources, including from Newmont's contractors and data that will be collected from external sources (i.e., generated by other parties or from existing secondary sources) (see Appendix B).

Proposed monitoring indicators have been selected based on the following criteria: clarity, relevance, importance, usefulness, feasibility, credibility, validity and distinctiveness. An overall practical consideration is that indicators should be reasonably straight forward to implement and document over time. Principles for selection the indicators are:

- **Clarity:** the indicator is clear and easy to interpret.
- **Relevance:** there is a clear relation between the indicators and the socio-economic condition being evaluated.
- **Importance:** the indicators focus on the important aspects of a socio-economic conditions
- **Usefulness:** the results point to areas for improvement.
- **Feasibility:** data can be obtained with reasonable and affordable effort.
- **Credibility:** the indicators has been recommended by experts or knowledge holders, and or is being used in similar socio-economic monitoring programs.
- **Validity:** to the extend possible the indicator has been field tested or used in practice (e.g., used by other agencies or projects).
- **Distinctiveness:** The indicator is not redundant and does not measure something already captured under another indicators.

Monitoring metrics are identified for each SEMP management strategy. Proposed preliminary reporting metrics for each management strategy are presented in Appendix B, including details of the intended frequency of collection and responsibility holder for collecting this information.

Monitoring metrics will be refined and updated through consultation with the affected First Nation, Dawson City, Government of Yukon and other interested parties.

6.2 Data Needs

Monitoring data will include Project data (e.g., employment statistics), community-level data (e.g., rental prices, practice of traditional activities) and regional and territorial data (e.g., crime rates), as appropriate.

One of the main challenges of the monitoring program is the limited availability of community level data to measure socio-economic conditions at the local level. The SEMP will use a variety of existing sources, such as census data, RCMP data, etc., to populate indicators but will also need primary sources to capture community level data not available from secondary sources. Community-level surveys or other techniques may be used to collect quantitative, community level information. Qualitative data (e.g., obtained from round tables, focus groups or interviews) could also be used to complement quantitative data and provide subjective perspectives and judgements about the state and trends on socio-economic conditions.

Further details related to monitoring implementation and techniques for data collection will be determined as respective consultation and engagement with the affected First Nations, Dawson City, Government of Yukon and other interested parties proceed.

6.3 Monitoring Frequency

The SEMP will be implemented in consultation with the affected First Nations, the City of Dawson, the Government of Yukon and other interested parties throughout the life of the Project. Internal metrics (Newmont data) will be collected throughout the Project life and will be reported as detailed in Appendix B. External metrics will be provided by third parties as available. Proposed indicators and monitoring frequency are provided in Appendix B.

6.4 Monitoring Responsibility and Participation

A SEMP Monitoring Working Group will be formed consisting of Government of Yukon, City of Dawson, First Nations, Newmont and other relevant parties such as Yukon Status of Women Council and Yukon Aboriginal Women's Council (See Section 5.1.3). This working group will monitor changes in socio-economic metrics identified for monitoring and implement adaptive management measures when required as described in Section 7.0. The SEMP Monitoring Working Group will meet quarterly throughout the life of the Project.

6.5 Reporting

Annual reporting will be used by Newmont to inform the Yukon Government, local governments, First Nations governments and service providers about the effectiveness of mitigations and the status of development and implementation of the SEMP. The annual report will include Project updates, reporting metrics, and summary of mitigation effectiveness, and adjustments or changes made to mitigation or enhancement measures during implementation. The annual report will serve as a progress report for what was accomplished in the previous year and guide the development of a workplan for the upcoming year. The report aims to provide guidance and impetus for advancing the SEMP and encourage transparent reporting to assess whether the SEMP is achieving its stated objectives. Newmont will adjust reporting if required through input from the interested parties and members of the SEMP Monitoring Working Group.

Newmont will provide quarterly updates to the Working Group on the SEMP, including implementation of mitigation and enhancement implementation and adaptive management.

6.6 Report Distribution

Annual reports will be made publicly available on the Project website. The first report will be made available one year after the start of construction. The final report will be made available within two years of Project closure.

7.0 ADAPTIVE MANAGEMENT

The SEMP is iterative and adaptive to enable continual improvement over the course of all stages of the Project. Adaptive management will address uncertainty related to the effectiveness of mitigation measures, and the possible occurrence of unexpected effects. Should unexpected effects occur, they will be reviewed

by the SEMP Monitoring Working Group, with support from Newmont’s subject matter experts, and the adaptive management process will be implemented as required. By integrating feedback, the SEMP can be responsive to Project developments and the dynamic nature of the socio-economic environment.

Adaptive management is a cycle in which the effectiveness of mitigation measures is evaluated based on monitoring results, and adjusted if needed, to achieve desired results (Figure 7-1). Adaptive management arrangements require continual effort, an openness to learning-by-doing, and engagement between all rightsholders and stakeholders.



Figure 7-1: Overview of the Adaptive Management Methodology

7.1 Adaptive Management Process

The format of the SEMP will not change significantly over the life of the Project, but the contents will be regularly refined based on the results of the monitoring program, engagement with affected First Nations and Dawson City, the Government of Yukon and other parties. The SEMP will be reviewed on annual basis and adjusted if needed. The SEMP adaptive management process will consist of the following six steps:

- **Step 1 – Plan Development:** This is the current step and includes SEMP development in collaboration with affected First Nations, Dawson City, Government of Yukon and other interested parties. The SEMP provides the framework for implementation, monitoring and reporting of mitigation and enhancement measures for each Management Strategy identified for the Project. Appendix B identifies each Management Strategy, mitigation and enhancement measures, mitigation objectives, preliminary reporting metrics, and anticipated participants in monitoring.
- **Step 2 – Implementation:** Mitigation and enhancement measures identified in each SEMP Management Strategy will be implemented by Newmont in collaboration with relevant parties as appropriate.
- **Step 3 – Monitoring:** Newmont will track agreed upon reporting metrics as specified in each SEMP management strategy. The Coffee Project Team will be responsible for monitoring Project-specific monitoring indicators, whereas external parties will contribute other information that measure change in socio-economic conditions.
- **Step 4 – Reporting:** Newmont will compile reporting information provided by the Coffee Project Team and external parties and report the information annually in the SEM annual report. Progress updates will be shared quarterly with the SEMP Monitoring Working Group at quarterly meetings

(see Section 6.4). Annual reporting will include discussion of monitoring metrics and trends in relevant socio-economic conditions and analysis of mitigation effectiveness.

- **Step 5 – Evaluate:** Newmont will meet quarterly with the SEMP Monitoring Working Group to review the monitoring results and evaluate effectiveness of the mitigation and enhancement measures. The review will take into consideration project-specific and general factors that have contributed to changes in socio-economic conditions. Based on this evaluation, the SEMP Monitoring Working Group can recommend changes to the SEMP Management Strategies, if appropriate.
- **Step 6 – Adjust:** Changes will be made, as necessary, to the SEMP Management Strategies and mitigation and enhancement actions (adaptation pathways) undertaken by the Coffee Project Team and other relevant parties so that SEMP objectives are achieved.

Collaboration between affected First Nations, Government of Yukon and Newmont are imperative for adaptive management to be meaningful. The adaptive management process will be further refined as respective consultation and engagement with the affected First Nations, Dawson City, Government of Yukon and other interested parties proceed.

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APPENDIX A

SEMP Table of Concordance

| Decision Document Mitigation Measures | | | | |
|---------------------------------------|---|---|--|--|
| Mitigation Number | Proposed Mitigation | Management Plan | Project Phases | Notes |
| Wildlife and Wildlife Habitat | | | | |
| 1 | The Proponent shall apply for a lease or another form of regulatory approval under the Territorial <i>Lands Act</i> that will provide the Proponent with the authority and ability to control access between Maisy May Creek and the Stewart River. The point of access control shall be the beginning of new road connecting the existing road network with the Stewart River barge landing. Access shall be restricted through means such as a gatehouse or equivalent access restriction until the road is decommissioned such that this section of new road not become a public road. | Access Route Construction Management Plan Section 2.0: Authorizations for Construction; Section 7.0: Access Tie-in, Access Control, and Staging Area Access Route Operational Management Plan Section 3.1: Access Control Wildlife Protection Plan Section 4.2.4.1: Access Management | Construction / Operation | |
| 2 | The Proponent shall restrict public access to the Coffee Creek barge landing and roads connected to the barge landing that it maintains. Access shall be restricted through means such as a gatehouse, as near the barge landing as possible, until such time the road network attached to the barge landing is decommissioned such that these roads not become public roads. | Access Route Construction Management Plan Section 7.0: Access Tie-in, Access Control, and Staging Area Access Route Operational Management Plan Section 3.1: Access Control Wildlife Protection Plan Section 4.2.4.1: Access Management | Construction / Operation | Access restricted through operation of the barge landings and through a gatehouse located approximately 2.8 km northeast of the north Stewart River barge landing. Access restricted through operation of the barge landings and through a gatehouse located approximately 2.8 km northeast of the north Stewart River barge landing. |
| 2.1 | The Proponent shall ensure that all new road sections do not become public roads and that all new road sections be decommissioned by the conclusion of project activities. New barge landings shall be obstructed in a manner to prevent unloading of vehicles by barge. | Access Route Construction Management Plan Section 9.13: Decommissioning and Reclamation Access Route Operational Management Plan Section 3.1: Access Control Reclamation and Closure Plan Section 7.8.2: NAR and On-site Access Road | Closure Construction / Operation / Closure Closure | |
| 3 | The Proponent shall not use the NAR, except for maintenance purposes, when caribou migrations are expected to intersect the NAR or caribou are persistently crossing the NAR over a period of three days. Normal road use shall not resume until caribou are considered to have cleared the road corridor. | Access Route Operational Management Plan Section 4.5: Interaction with Wildlife Wildlife Protection Plan Section 4.3.1: Species Specific Mitigation: Caribou | Construction / Operation / Closure | Phased approach to caribou mitigation: Response Level 3. |
| 4 | Snowbanks along the Northern Access Route shall be maintained at a level of less than 50 cm above the roadbed. Flowthrough breaks should be included at appropriate intervals and locations along the Northern Access Road. | Wildlife Protection Plan Section 4.1: Project Design; Section 4.2.4: Manage Road Operations Access Route Operational Management Plan Section 4.3: Snow Removal and Snow Management | Construction / Operation | Snowbanks will be managed and maintained to 0.5 m high where safe to do so and allowed by other design considerations and will include periodic breaks to allow wildlife to move across the road, spaced between 500 m and 1 km apart on alternating sides of the road. Snowbanks will be managed and maintained to 0.5 m high where safe to do so and allowed by other design considerations and will include periodic breaks to allow wildlife to move across the road, spaced between 500 m and 1 km apart on alternating sides of the road. |
| 5 | The proponent shall retain an individual qualified in caribou behavior who will, in consultation with Government of Yukon, implement design features to reduce the likelihood of entrapment within project infrastructure as well as design features that reduce noise, visual, and light stimuli in alpine and subalpine habitats of high importance to caribou that are within line of sight of the mine site's activities to assist in reducing stimuli that may cause an expansion of the zone of influence (ZOI) for the mine site. | Noise Management Plan Section 5.0: Environmental Protection Measures Wildlife Protection Plan Section 4.0: Wildlife Protection Measures Framework; Section 4.2: General Wildlife Protection Measures Access Route Construction Management Plan Section 7.0: Access Tie-in, Access Control, and Staging Area; Section 8.0: Borrow Sources | Construction / Operation / Closure | |
| 6 | Between May 1 and August 31, the minimum cruising altitude for project-related aircraft shall be 600m. This window will be extended as necessary based on seasonal caribou presence documented in the Wildlife Monitoring Plan and decision criteria in the Adaptive Management Plan. | Wildlife Protection Plan Section 4.2.5: Manage Aircraft Operations | Construction / Operation / Closure | |

| Decision Document Mitigation Measures | | | | |
|---------------------------------------|---|---|------------------------------------|-------|
| Mitigation Number | Proposed Mitigation | Management Plan | Project Phases | Notes |
| Water and Aquatic Resources | | | | |
| 7 | In evaluating whether the non-degradation threshold for Coffee Creek is met, the Proponent shall be subject to performance evaluation criteria that incorporate a suitable method to determine if the Coffee Gold Project is the primary or most substantial cause of any exceedance of the non-degradation threshold. The Proponent's non-degradation thresholds shall be revised to require that the Project not be the primary or most substantial cause of any exceedance of a non-degradation threshold. | Surface Water Quality and Aquatic Life Adaptive Management Plan Section 2.3.2: Non-Degradation Water Quality Objectives - Coffee Creek and Yukon River | Construction / Operation / Closure | |
| 8 | The proponent shall revise water quality objectives prior to licensing, as necessary, dictated by the current relevant science and using the same level of protection assessed during the Screening. That is, use-protection objectives in Halfway, Latte and YT-24 creeks, and performance evaluations that reflect non-degradation objectives in Coffee Creek and the Yukon River downstream of Halfway, Latte and YT24 creeks. | Water Management Plan Section 1.4.2: Territorial Regulations | Construction / Operation / Closure | |
| 9 | Prior to licencing, the Proponent shall revise use-protection water quality objectives to ensure they incorporate the most recent toxicological information and guidance from CCME, Government of Canada, and BCMoE for the protection of freshwater aquatic life. | Water Management Plan Section 1.4.2: Territorial Regulations | Construction / Operation / Closure | |
| 10 | Reclamation and closure plans required under the Quartz Mining Act will include, at a minimum, the same use protection and non-degradation objectives as during operations. Water quality early warning triggers for reclamation and closure will be developed and applied for all watercourses as part of the Environmental Monitoring and Adaptive Management Plan. | Reclamation and Closure Plan Section 3.1.5: Water Quality Objectives Reclamation and Closure Plan Section 5.8.2: Contingency Planning and Adaptive Management Approach | Closure | |
| 11 | The Proponent shall develop water related adaptive management plans in accordance with Government of Yukon's 2021 guidance document, including any future revisions, "Guidelines for developing adaptive management plans in Yukon: water-related components of quartz mining projects". | Environmental Monitoring and Adaptive Management Plan Section 2.2: Adaptive Management Approach Surface Water Quality and Aquatic Life Adaptive Management Plan | Construction / Operation / Closure | |
| 12 | Ore shall not remain on the ROM ore pad at the end of operations, during scheduled or unscheduled closure, without prior confirmation of long-term attenuation capacity of the schist pad for the key COPIs, arsenic and uranium that has been reviewed and accepted by the relevant regulator. | Reclamation and Closure Plan Section 6.4.1: Heap Leach Facility and ROM Stockpile | Temporary Closure | |
| 13 | The proponent shall provide to the relevant regulator all iterative water balance and water quality model runs generated in support of future licensing applications based on project updates, additional water quality mitigation measures proposed during screening and licensing, and new information. During operations, the proponent shall provide results of monitoring data to allow comparison with predictions with relevant regulators and affected First Nations. | Water Management Plan Section 7.0: Reporting Water Management Plan Section 8.0: Annual Water Management Planning | Construction / Operation / Closure | |
| 14 | Prior to licensing, the proponent shall summarize the results of all test work completed for the development of the proposed bioreactor treatment system (EBR system), identify treatment performance objectives for the EBR, provide timelines to complete the remaining test work and develop the detailed design of the EBR system. | Heap Leach and Process Facilities Plan Section 4.5: Water Treatment of Heap Leach Solutions Heap Leach and Process Facilities Plan Appendix D: Coffee Mine Water Treatment Design for Permitting | Construction / Operation | |
| 15 | The overall timeline for development of the EBR system must meet the conditions evaluated during the Screening, such that detailed plans for the EBR are submitted, reviewed and accepted by the responsible regulator, and the EBR is operational prior to the HLF water balance reaching a threshold that requires discharge of treated excess water to Halfway Creek or the Latte Pit. | Heap Leach and Process Facilities Plan Section 4.4: Solution Management Heap Leach and Process Facilities Plan Section 4.5 Water Treatment of Heap Leach Solutions | Construction / Operation | |
| 16 | The proponent shall provide contingency plans contemplating scenarios where timelines or effluent quality objectives cannot be met prior to licensing. Contingency plans shall include a proof of concept, an estimated implementation time, and water quality early warning triggers which will be developed and applied for all affected watercourses as part of the Environmental Monitoring and Adaptive Management Plan. | Water Management Plan Section 4.3.8.1: Alpha Pond Performance Targets and Mitigation Measures Water Management Plan Appendix A: Coffee Gold Project Contingency Water Management Measures - Memo | Construction / Operation | |
| | | Heap Leach and Process Facilities Plan Section 4.5.3.3 and Appendix E: Contingency Water Treatment Plan | Construction / Operation | |
| 17 | The proponent must define acceptable performance conditions for the Alpha Pond in terms of water quantity and quality for seepage from the Pond as part of the adaptive management for the Alpha Pond. | Water Management Plan Section 4.3.8.1: Alpha Pond Performance Targets and Mitigation Measures | Construction / Operation | |
| 18 | The proponent shall provide contingency plans contemplating scenarios where the management of surface effluent discharged from Alpha Pond fails to meet water quality objectives in Halfway Creek. | Water Management Plan Section 4.3.8.1: Alpha Pond Performance Targets and Mitigation Measures | Construction / Operation | |

| Decision Document Mitigation Measures | | | | |
|--|---|--|------------------------------------|-------|
| Mitigation Number | Proposed Mitigation | Management Plan | Project Phases | Notes |
| Traditional Land Use and Heritage Resources | | | | |
| 18.1 | <p>The Noise Management Plan shall include the following measures to reduce the effects on traditional land uses:</p> <p>a) The plan shall include an objective to mitigate noise from a traditional land use perspective.</p> <p>b) In collaboration with affected First Nations, mitigations measures shall be identified that achieve the above objective. This may include reducing the timing and frequency of noise-related activities during critical times for traditional land use, such as fall harvesting.</p> <p>c) The Proponent shall develop a system for tracking, recording, and responding to complaints related to noise in collaboration with Environmental Health Services. Complaints are to be submitted to Environmental Health Services for recording purposes.</p> <p>d) The Proponent shall establish, in discussion with affected First Nations and communities, a means by which to communicate and inform individuals and communities who may be affected by Project-related noise in advance of any changes in sound levels that may occur, including when planned blasts are predicted to occur or deviations in the blasting plans.</p> <p>e) This aspect of the plan shall be adaptive and be based on inputs from the Noise Monitoring Plan and/or through the Socio-economic Management Plan undertaken in collaboration with affected First Nations.</p> | <p>a) Noise Management Plan Section 1.2: Scope and Objectives</p> <p>b) Noise Management Plan Section 5.0: Environmental Protection Measures</p> <p>c) Noise Management Plan Section 5.1.5: Noise Complaint Procedure</p> <p>d) Noise Management Plan Section 5.1.3: Blasting</p> <p>e) Noise Management Plan Section 5.2: Adaptive Management</p> | Construction / Operation / Closure | |
| 19 | <p>The Proponent shall facilitate and support traditional land use activities within the project area to the extent possible (that is, within the limits of safety and in areas under the control of the Proponent). Facilitation and support shall include, but not be limited to:</p> <p>a) Making all or a portion of the Coffee Creek camp available for traditional uses;</p> <p>b) Funding suitable infrastructure at the Coffee Creek camp for traditional uses;</p> <p>c) Funding and supporting culture camps for affected First Nations;</p> <p>d) Ensuring staff are provided with information regarding traditional land uses they may encounter.</p> | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Traditional Knowledge and Lands and Resource Use Management Strategy | Construction / Operation / Closure | |
| 20 | <p>The Proponent shall establish an elder-in-residence program in order to better:</p> <p>a) improve cross cultural awareness;</p> <p>b) increase First Nations physical presence at the mine site;</p> <p>c) improve First Nation knowledge of project development, and improve the Proponent's understanding of First Nation perspectives regarding the Project's development;</p> <p>d) ensure First Nation workers can access elders at the mine site.</p> | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Cultural Awareness and Diversity Management Strategy | Construction / Operation / Closure | |
| 21 | <p>The Proponent shall include the following in the scope of the Socio-Economic Management Plan:</p> <p>a) A management objective to continue to identify effects on each affected First Nation's Traditional Land Use in the Coffee Creek Area</p> <p>b) A commitment to carrying thorough effectiveness monitoring and adaptive management of measures intended to mitigate impacts from construction until post-closure;</p> <p>c) A commitment to ensure that all affected First Nations have an opportunity to participate in developing end land use objectives for the site that are consistent with traditional land use values for the area, including future uses.</p> <p>d) Development of a Terms of Reference with each affected First Nation for the methodology to undertake studies under the umbrella of the SEMP relating to effects to Traditional Land Use, including roles and responsibilities of Proponent and First Nation contributors; and</p> <p>e) Capacity funding to ensure the affected First Nations' full participation in the SEMP management and monitoring components that are relevant to the affected First Nations interests, if they so choose.</p> | <p>a) Socio-economic Monitoring Plan Section 6.0: Monitoring</p> <p>b) Socio-economic Monitoring Plan Section 6.0: Monitoring</p> <p>c) Socio-economic Monitoring Plan Section 1.6.2: Potentially Affected First Nations' Role and Responsibility</p> <p>d) Socio-economic Monitoring Plan Section 1.6.2: Potentially Affected First Nations' Role and Responsibility</p> <p>e) Socio-economic Monitoring Plan Section 1.6.2: Potentially Affected First Nations' Role and Responsibility</p> | Construction / Operation / Closure | |

| Decision Document Mitigation Measures | | | | |
|--|--|--|------------------------------------|-------|
| Mitigation Number | Proposed Mitigation | Management Plan | Project Phases | Notes |
| Traditional Land Use and Heritage Resources | | | | |
| 22 | The Proponent shall fund efforts of affected First Nations (TH, WRFN, SFN and FNNND) to collect traditional knowledge with respect to the Coffee Creek area for the purposes of supporting a First Nation-developed culture program aimed at transmitting knowledge about the area to future generations. | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Traditional Knowledge and Lands and Resource Use Management Strategy | Construction / Operation / Closure | |
| 23 | <p>The Proponent shall provide capacity funding for each affected First Nation to retain Indigenous Project Monitors, if they so choose, which shall have the following functions in relation to reducing effects to traditional land use;</p> <p>a) To identify, document and develop mechanisms to support resolution of potential conflict between mining activities and First Nation cultural values and practices in the Coffee Creek area.</p> <p>b) The monitors shall be involved in the collection of information on matters on-site related to harvestable resources in the project area and surrounding landscape and ways in the accessibility to those resources or quality of experience in harvesting those resources may be diminished.</p> <p>c) The monitors shall be on-site during mining activities but also be given means for community-based outreach work. This may include but not be limited to travel to First Nation primary communities and/or accommodating First Nation elders and land users at the site.</p> <p>d) The monitors shall also be involved in data collection for other culturally important land uses. Data collection shall include but not be limited to land user perceptions, regarding compatibility of traditional activities and adjacent industrial activities (e.g. user tolerance for noise, visual scarring, or other “sense of place” determinants).</p> <p>e) The Monitors shall be provided authority and resources to scope traditional knowledge and traditional use studies aimed at documenting mining / land use conflicts (actual or potential), and ways in which those conflicts could be mitigated. For greater clarity, this condition envisions that the Monitor may, from time to time, employ supporting staff of their choosing to support special projects.</p> <p>f) Funding for the Monitors shall be sufficient to enable the above functions, if so desired by each affected First Nation. The Indigenous Project Monitors act as a liaison between the affected First Nations and the Proponent and are a mechanism to implement the adaptive management framework outlined in the SEMP to address effects to traditional land uses. The Indigenous Project Monitors may act in conjunction with, or replace, the Environmental Monitors as committed to by the Proponent, depending on the needs and preferences of each affected First Nation. The Indigenous Project Monitors are intended to be independent of the Proponent and represent the interests of the affected First Nations.</p> | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Traditional Knowledge and Lands and Resource Use Management Strategy | Construction / Operation / Closure | |
| 24 | The proponent shall only landfill inert substances at the project site. The Proponent shall work with affected First Nations and regulatory agencies to develop an Approved Landfill Materials list and mechanism for establishing suitably low leachability risk for proposed landfill materials. | Waste and Hazardous Materials Management Plan Section 1.3: Incorporation of Traditional Knowledge and Consultation Feedback | Construction / Operation / Closure | |
| Health and Safety | | | | |
| 25 | The Proponent shall develop mandatory, regular harassment prevention training, in consultation with a qualified expert, to be delivered to all the Proponent’s employees, contractors and consultants working on the Project. The qualified expert must also be proficient in cross-cultural awareness training. | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Community Health and Well-Being Management Strategy HR Policy | Construction / Operation / Closure | |
| 26 | The Proponent shall ensure that human resource staff complete training to enable them to effectively support employees who disclose workplace harassment. In order to support reporting of sexual harassment and assault, human resource staff shall provide all new staff members with information about ways in which they can record and provide evidence of harassment or bullying, what happens after they make a disclosure, and how they will be protected from reprisals. | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Community Health and Well-Being Management Strategy HR Policy | Construction / Operation / Closure | |
| 27 | The Proponent shall ensure that all HR staff complete training to effectively support employees who disclose sexualized or gender-based violence, as well as harassment and discrimination against Indigenous people in their workplace or at home. It is recommended that a counsellor be available on site for support through this as well. | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Community Health and Well-Being Management Strategy HR Policy | Construction / Operation / Closure | |

| Decision Document Mitigation Measures | | | | |
|---------------------------------------|--|--|------------------------------------|--|
| Mitigation Number | Proposed Mitigation | Management Plan | Project Phases | Notes |
| Health and Safety | | | | |
| 28 | The Proponent shall create a mentor program for Yukon First Nation employees to achieve three goals: a) ensure that First Nation women have access to a mentor or supervisor who has the authority to and regularly checks in to address any negative experiences related to the male-dominated work environment, and who pays special attention to potential cases of abuse; b) develop a formal feedback process to ensure that enquiries are regularly made of First Nation employees to ensure that they are able to voice their concerns and address any negative experiences; and c) involve TH, SFN, FNNND and WRFN in further developing the program to ensure that it meets the needs of First Nation employees. | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Community Health and Well-Being Management Strategy | Construction / Operation / Closure | |
| 29 | The Proponent shall, in consultation with a qualified expert and with TH, SFN, FNNND and WRFN, develop gender appropriate and gender- and sexuality-specific policies and processes that promote a safe, respectful, and inclusive environment for women and gender and sexual minorities. | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Community Health and Well-Being Management Strategy HR Policy | Construction / Operation / Closure | |
| 30 | The Proponent shall ensure that HR staff administer confidential exit surveys with explicit questions about whether workplace harassment occurred, if disclosures were made, and what supports were provided. The proponent shall use this information to track trends and inform hiring, policy, and other initiatives at the mine site, and shall provide an annual report to Health and Social Services and the Women's Directorate detailing the Proponent's efforts to prevent workplace harassment as well as statistics on reported incidences of harassment, disclosures, etc. | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Community Health and Well-Being Management Strategy HR Policy | Construction / Operation / Closure | |
| 31 | The Proponent shall ensure that the on-site First Aid Technician or Emergency Medical Technician is trained in Mental Health First Aid and/or has formal mental health training to provide short-term or crisis support at the mine site and has referrals to other mental wellness supports or navigation to other systems. | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Community Health and Well-Being Management Strategy | Construction / Operation / Closure | |
| 32 | The Proponent shall ensure that on-site employees have the ability to utilize the Employee Assistance Plan (EAP) services available (i.e., make available a private phone line or Internet connection so employees can discreetly reach EAP services) | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Community Health and Well-Being Management Strategy | Construction / Operation / Closure | |
| 33 | The Proponent shall retain professional services in the appropriate field to help their on-site mental health first aid staff develop the methods and tools that are appropriate to provide support to perpetrators of violence and harassment to help end cycles of abuse. | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Community Health and Well-Being Management Strategy | Construction / Operation / Closure | |
| 34 | The Proponent shall consider gender equity/diversity in hiring processes. | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Community Health and Well-Being Management Strategy HR Policy | Construction / Operation / Closure | |
| 35 | To address and mitigate impacts to employees who are or become victims of domestic abuse, the Proponent must create a policy that: a) outlines clear procedures for the workplace to deal with affected employees and provide appropriate resources and support; b) plans for and addresses the safety concerns of the affected employees while at work to ensure that all workers are safe from threats of domestic violence; and c) includes a personal safety plan for employees suffering from domestic violence. | Code of Conduct | | Additional detail will not be provided |
| 36 | The Proponent shall provide access to the EAP for the eligible dependents of employees and inform all employees of this. | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Community Health and Well-Being Management Strategy HR Policy | Construction / Operation / Closure | |

| Decision Document Mitigation Measures | | | | |
|---------------------------------------|--|--|------------------------------------|--|
| Mitigation Number | Proposed Mitigation | Management Plan | Project Phases | Notes |
| Health and Safety | | | | |
| 37 | The Proponent shall develop clear standards for behaviour at work and codes of conduct against sexual harassment and gender-based violence on the job site and in the broader community, including standards/codes of conduct in relation to the sex trade, and shall distribute education and awareness campaign materials on gender-based violence. Refer to Unlocking Opportunities for Women and Business: Actions and Strategies for Oil, Gas and Mining Companies Tool Suite 4: Addressing Gender Based Violence in the Workforce (2018) for information and resources. | Code of Conduct | | Additional detail will not be provided |
| 38 | The Proponent's Noise Management and Monitoring Plans submitted at licensing should incorporate all recommendations outlined in Appendix 10-A Noise Intermediate Component Analysis Report 2017, s.43.3. In addition, the Proponent must implement the following measures based on industry best-practice guidelines: a) Workers' living quarters shall be designed to limit noise, with mitigating features such as high-quality soundproofing for windows and seals on doors. b) Physical barriers shall be used to maximize shielding and reduce noise transmission. Physical barriers shall be of an appropriate height and thickness to break the line-of-sight between the project related noise sources and the dormitory and other sensitive receptors at the permanent camp, to reduce noise levels to lower than 30 dBA (Leq) indoors to be protective of sleep. c) Optimization of operations shall include notifying workers of the schedule for loud procedures or particularly annoying noise events. Periods of respite shall be provided in the case of unavoidable maximum noise level events. | a) Noise Management Plan Section 5.1.4: Design of Permanent Camp b) Noise Management Plan Section 5.1.1: Heavy Equipment c) Noise Management Plan Section 5.1.3: Blasting | Construction / Operation / Closure | |
| 39 | If thresholds under YAAQS are being approached at the sites of the monitoring stations, or where CACs have exceeded thresholds, activities involving sources of emission be reduced or have additional emission mitigations applied. In this way, air quality and adaptive management may reduce or prevent further increases in CACs, and reduce the risk to employees during non-working hours. The Proponent shall notify workers traversing areas that have elevated outdoor concentrations and require them to use appropriate PPE. Off-duty workers will be advised to reduce exposure by remaining indoors to the extent possible and closing windows in camp residences at times of peak emissions. | Air Quality and Greenhouse Gas Monitoring Plan | Construction / Operation / Closure | Emission sources determined to cause excursions of or approaches to CAC thresholds will be reduced, curtailed and/or have additional emission mitigations applied. |
| 40 | The Proponent shall incorporate an adaptive management plan in collaboration with First Nations and regulators, that establishes concrete actions for approaching and exceeding thresholds. The following adaptive management actions and corresponding triggering thresholds are to be used until such time as a detailed project specific approach is jointly developed to operationally target the reduction of CAC's and particulates and management of air quality at, and in proximity to, the Project site. | Air Quality and Greenhouse Gas Monitoring Plan | Construction / Operation / Closure | |
| 41 | The Proponent shall ensure that impacts on employee health (both on and off-duty, on-site) are considered in assessing the need for adaptive measures. The Proponent shall ensure that ambient air quality in camp buildings meets indoor air quality guidelines through various means including the use of adequate ventilation and air filtration systems, effective insulation, seals on windows and doors, bans on vehicles idling in the immediate vicinity. Indoor air monitoring will occur to ensure that emissions are not accumulating in indoor environments. | Air Quality and Greenhouse Gas Management Plan Section 7.1.4: Design of Camp Accommodations Health and Safety Program | Construction / Operation / Closure | |
| Community and Economics | | | | |
| 42 | The Proponent shall maintain a transition fund, as a component of the Workforce Transition Strategy, of an amount sufficient to ensure, in the event of unscheduled closure: a) the funding of programs and other financial commitments outlined in the Socio-Economic Monitoring Program for a period of 12 months, b) maintenance of the Employee Assistance Program for a minimum of 6 months. | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Local Employment and Procurement Management Strategy | Construction / Operation / Closure | |
| 43 | The Proponent will promptly notify Health and Social Services of unscheduled closures, the supports and services the Proponent has in place for impacted employees and their families, and any forecasted implications beyond the scope of what the Proponent can address. Health and Social Services will assess the need to coordinate or deploy health and social resources to support impacted communities, in alignment with mandate(s) and scope. | Reclamation and Closure Plan Section 6.7.1: Management of Socio-economic Aspects of Temporary Closure | Temporary Closure | |

| Decision Document Mitigation Measures | | | | |
|---------------------------------------|---|---|------------------------------------|--|
| Mitigation Number | Proposed Mitigation | Management Plan | Project Phases | Notes |
| Community and Economics | | | | |
| 44 | The Proponent shall provide staff with access to online information and resources for money management and budgeting. | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Local Employment and Procurement Management Strategy EAP | Construction / Operation / Closure | |
| 45 | Recruitment for care and maintenance positions shall follow the same process used for hiring mine employees, prioritizing local hire, with preference given to former qualified mine employees. | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Local Employment and Procurement Management Strategy | Construction / Operation / Closure | |
| 46 | Security requirements shall take into consideration the potential for early unscheduled closure and the need for care and maintenance requirements to maintain environmental safeguards prior to decommissioning. | Reclamation and Closure Plan Section 9.0: Reclamation and Closure Liability | Closure | |
| 47 | The Proponent shall match the current Government of Yukon incentive for secondary suite renovation (\$10,000). Residents in Dawson and its environs will be eligible, with the number of Proponent grants capped at 30 approved and matched incentives. | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Community Infrastructure and Services Management Strategy | Construction / Operation / Closure | |
| 48 | The Government of Yukon shall work with the City of Dawson and Tr'ondëk Hwëch'in Government to identify and make available suitable lands for housing development. | Yukon Government | | Additional detail will not be provided |

Decision Document Monitoring Requirements

| Mitigation Letter | Proposed Mitigation | Management Plan | Project Phases | Notes |
|--------------------------------------|--|-------------------------|----------------|--|
| Wildlife and Wildlife Habitat | | | | |
| A | <p>The Government of Yukon shall implement a monitoring program for linear development (i.e. roads) and surface disturbance (i.e. mined areas) in the White Gold area in relation to effects to moose and other wildlife (i.e. caribou). The program shall be scoped with the following considerations:</p> <ol style="list-style-type: none"> 1. Monitoring shall include past developments and disturbances as well as reclamation efforts. 2. Monitoring shall seek to consolidate the quantity and quality of data submitted by Proponents into a consistent format for intended use in this program. 3. The program shall aspire to define significant cumulative linear and surface disturbance thresholds in the White Gold area for moose and caribou prior to issuance of any new Quartz Mining Land Use approvals, or expansion by more than 5% of the disturbance area for existing approvals. 4. The program shall be developed collaboratively with First Nations with traditional territory overlapping the area. First Nation participation in the monitoring program shall be funded by Government of Yukon. 5. The program shall be guided by a Terms of Reference (ToR), developed by consensus with Government of Yukon and First Nation government representatives. The ToR shall define temporal and spatial scopes, roles and responsibilities, and overall mandate. 6. Monitoring shall reflect and complement priorities identified in and work undertaken for the Dawson Land Use Plan. | Yukon Government | | |
| B | <p>The Government of Yukon shall implement monitoring of the overall abundance of moose in the Dawson Gold Fields MMU using a variety of methods that allow for tracking of population abundance and spatial distribution, such as aerial surveys and tracking of licensed harvest data, and which are performed consistently throughout the Project's lifecycle. Surveys should be conducted in early winter, commencing prior to construction, with subsequent surveys at five-year intervals, where possible, and include involvement of monitors from affected First Nations. The subsequent effects monitoring shall be informed by survey results and annual monitoring of all licensed moose harvest in game management subzones adjacent to, and intersecting the Northern Access Route.</p> | Yukon Government | | |
| C | <p>The Proponent shall, in coordination and consultation with Government of Yukon, undertake effects monitoring of moose populations for areas of direct overlap with mine infrastructure, including the Northern Access Route, and for areas determined to be in the ZOI for moose within the Dawson Gold Fields MMU, Lower Stewart MMU and White Gold MMU.</p> | | | Newmont is currently in negotiations with Yukon Government regarding the effects monitoring program for wildlife. Program details will be provided when finalized as the negotiations are ongoing. |
| D | <p>Within 5 years of commencing operations, Government of Yukon shall conduct regional surveys, focusing on the interactions between the Fortymile and Klaza caribou herds and the Project. These surveys shall be conducted for the purposes of understanding the direct effects of the Project as well as the effects of the Project's induced development on herd movements and populations, establishing adaptive management thresholds and determining if additional measures are required should the evidence indicate there are negative project-related effects on caribou, either directly or indirectly.</p> | Yukon Government | | |

Decision Document Monitoring Requirements

| Mitigation Letter | Proposed Mitigation | Management Plan | Project Phases | Notes |
|---|---|---|---------------------------------------|---|
| Water and Aquatic Resources | | | | |
| E | The proponent shall develop and implement a plan to monitor seepage quality downgradient of the ROM ore pad to serve enable detection of any arsenic or uranium breakthrough from the pad to the underlying groundwater. Monitoring data shall be compared to triggers developed under the proponent's Environmental Monitoring and Adaptive Management Plan. | Groundwater Monitoring Plan Section 2.3.5: Seepage Monitoring | Construction Operations Closure | GW Monitoring Plan includes a visual survey once a month during the non-frozen season to confirm the presence of persistent seepage around facility perimeters (ROM). |
| | | Surface Water Quality and Aquatic Life Adaptive Management Plan Section 4.5.3: Indicators, Performance Thresholds and Responses | | Latte Creek thresholds tied to completing an evaluation of the ROM stockpile pad seepage. |
| F | <p>The proponent's Environmental Monitoring and Adaptive Management Plan (EMAMP) plan shall include:</p> <ol style="list-style-type: none"> 1. Water management goals defined as use-protection in Halfway, Latte and YT-24 creeks, and non-degradation in Coffee Creek and the Yukon River downstream of Halfway, Latte and YT-24 creeks; 2. For the purpose of non-degradation performance evaluation for the Yukon River extend monitoring spatially to the Yukon River downstream of Halfway, YT-24 and Coffee creeks, in areas directly affected by each creek's plume. This is in addition to water quality for the purpose of non-degradation performance evaluation in the fully mixed areas of the Yukon River downstream of Coffee Creek. 3. The rationale for the scope of the monitoring programs; 4. Descriptions of how the Project effects assessments informed the development of the monitoring programs; and 5. Descriptions and rationales for which programs require an adaptive management component. 6. Include AMP events for Halfway Creek closer to the site than HC1.0, which is located in the lower reaches of Halfway Creek upstream of the Yukon River, where use-protection WQOs can be proposed; 7. Include annual assessments to confirm non-degradation of surface water quality in Coffee Creek downstream of Latte Creek and the Yukon River downstream of Halfway, Latte and YT-24 creeks; such assessments will include comparison to a reference watershed; 8. Thresholds for arsenic and uranium levels in downgradient seepage of the ROM ore pad and triggers for adaptive measures 9. And shall develop Adaptive Management initiatives to address areas of uncertainty relevant to: <ol style="list-style-type: none"> i. Performance of the Alpha Rock Drain; ii. Performance of the Alpha Pond(s) (water quality and seepage quantity and quality); iii. Performance of the bioreactor treatment system for HLF seepage (EBR system); and iv. NORM/TENORM for long-term storage of uranium-rich materials (EBR materials) 10. Define stabilization of water quality in the Alpha Pond (during the Closure phase, as a pre-condition for decommissioning of the Alpha Pond in Post-Closure) as: <ol style="list-style-type: none"> i. No notable upward trends in the COPIs ii. A sustained reduction in inter-annual variability in COPI concentrations from Operations phase conditions iii. Discharge concentrations for all COPIs are consistently at levels that allow WQOs to be achieved in Halfway Creek. | 1) Water Management Plan Section 1.4.2: Territorial Regulations | Construction Operations Closure | |
| | | 1) Surface Water Quality and Aquatic Life Adaptive Management Plan Section 1.2: Adaptive Management Plan Objectives | | |
| | | 2) Surface Water Quality Monitoring Plan Section 2.0: Monitoring Locations and Frequencies | | |
| | | 3) Environmental Monitoring and Adaptive Management Plan | | |
| | | 4) Environmental Monitoring and Adaptive Management Plan Section 2.0: Environmental Monitoring Approach | | |
| | | 5) Environmental Monitoring and Adaptive Management Plan Section 2.2: Adaptive Management Approach | | |
| | | 6) Water Management Plan Section 4.3.8.1: Alpha Pond Performance Targets and Mitigation Measures | | |
| | | 7) Surface Water Quality and Aquatic Life Adaptive Management Plan | | |
| | | 8) Surface Water Quality and Aquatic Life Adaptive Management Plan Section 4.5.3: Indicators, Performance Thresholds and Responses | | |
| | | 9i) Water Management Plan Section 4.3.7: Alpha Rock Drain | | |
| 9ii) Water Management Plan Section 4.3.8.1: Alpha Pond Performance Targets and Mitigation Measures | | | | |
| 9iii) Heap Leach and Process Facilities Plan Section 4.5.3.1: Process Descriptions | | | | |
| 9iii) Heap Leach and Process Facilities Plan Section 4.5.3.3: Contingency Water Treatment Plan | | | | |
| 9iv) Heap Leach and Process Facilities Plan , Section 4.5.3.1 Process Descriptions | | | | |
| 10) Reclamation and Closure Plan Section 7.7: Site Water Management Infrastructure | | | | |
| | Will not include a comparison to a reference watershed. | | | |
| | Latte Creek thresholds tied to doing an evaluation of the ROM stockpile pad seepage. | | | |

Decision Document Monitoring Requirements

| Mitigation Letter | Proposed Mitigation | Management Plan | Project Phases | Notes |
|--------------------------------|---|--|---------------------------------------|---|
| Health and Safety | | | | |
| G | The Proponent shall include the following parties in the development of a monitoring program to ensure that the Project's effects on personal safety are adequately monitored: Government of Yukon, the Yukon Status of Women Council, and the Yukon Aboriginal Women's Council. | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Community Health and Well-Being Management Strategy | | |
| H | To position Government of Yukon with adequate information to act on recommendations and preparation of services within communities, data collected in the monitoring program must be shared and used by parties in the development of response and resources to address effects as they occur. To support that, information relating to the amount and percentage of workforce that is transient to the Yukon will be required. The Proponent shall provide a quarterly report detailing the numbers and percentage of workforce that is transient (i.e. fly-in/fly-out and non-resident to the Yukon) to the Government of Yukon. | Socio-economic Monitoring Plan Section 6.0: Monitoring Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Community Infrastructure and Services Management Strategy and Community Health and Well-Being Management Strategy | | |
| I | <p>The Proponent shall develop an Air Quality and Dust Management and Monitoring Plan which incorporates the following:</p> <ol style="list-style-type: none"> 1. Long-term Monitoring stations <ul style="list-style-type: none"> o Long-term monitoring stations will be operated throughout the phases of the Project. <p>The long-term monitoring stations:</p> <ul style="list-style-type: none"> o Shall be placed at the permanent camp facilities, mine dry and office complex); the truck shop/warehouse; and at the Yukon River foreshore, east of the existing Coffee Creek camp. These are sites of predicted exceedances and worker presence (including off-duty workers) and likely exposure. The aim of establishing these stations is to redress the insufficient number of monitoring stations suggested by the Proponent for the mine site area. o Employ continuous monitoring, as opposed to the periodic and volumetric monitoring currently proposed. 2. Apply the use of MicroPulse LiDAR technology to monitor and track dust and particulates throughout the Project and adjacent areas. 3. At the commencement of Project Operations, Government of Yukon (YG) shall develop a repository for the monitoring data collected by the Proponent under the Air Quality and Dust Management Plan, and which it will provide on a timely (quarterly) basis. This repository will be accessible to First Nations, industry parties, regulators and the general public. YG shall review repository data and ensure compliance with the Adaptive Management Measures outlined under Mitigations 40 and 41. 4. A system for implementing additional monitoring and/or mitigation measures in the event of: <ul style="list-style-type: none"> o Changes to overall air quality, particularly increases in particulates, dust and contaminant concentrations approaching thresholds; o Complaints o Such a plan is required for submission during the Quartz Mining Licence phase for the Project. 5. A system for tracking, recording and responding to complaints related to air quality in collaboration with Environmental Health Services. Complaints are to be submitted to Environmental Health Services for recording purposes. | <ol style="list-style-type: none"> 1. Air Quality and Greenhouse Gas Monitoring Plan Section 2.0: Monitoring Locations, Section 3.0: Monitoring Methodology 2. Air Quality and Greenhouse Gas Monitoring Plan Section 4.0 Data Analysis and Interpretation; Yukon Government 3. Air Quality and Greenhouse Gas Monitoring Plan Section 6.0 Reporting and Annual Review 4. Newmont Coffee Grievance Mechanism 5. Newmont Coffee Grievance Mechanism | Construction Operations Closure | <ol style="list-style-type: none"> 1. Continuous monitoring for PM10, PM2.5, NOx and SO2 and discrete monitoring for dustfall with metals analysis is proposed for the mine dry and office complex. Passive monitoring for dustfall fall with metals analysis and NOx and SO2 is proposed for the Yukon River Foreshore. The Yukon river foreshore location is only inhabited for part of the year and will likely have unreliable power, therefore, passive monitoring is proposed for this site. The truck shop/warehouse and the existing Coffee Creek Camp are not expected to produced statistically different results than the mine dry and office complex and may have reliable power and/or equipment interference effects. 2. MicroPulse LiDAR is not a currently available and accepted practice. |
| Community and Economics | | | | |
| J | A working group shall be formed consisting of Government of Yukon, City of Dawson, Tr'ondëk Hwëch'in Government and the Proponent. This working group will monitor project-induced population growth and housing demand across project life. Project monitoring must involve the collection of data on the population of Dawson, rental and homeownership rates, availability of rental and market housing and associated prices. The Proponent shall provide an annual report on workforce numbers and place of worker residence, made publicly available, to establish clear reporting of immigration trends. | Socio-economic Monitoring Plan Appendix B: SEMP Management Strategies - Community Infrastructure and Services Management Strategy | | |

| Proponent Commitments | | | | | | | |
|---------------------------------------|---|--|---|----------------------------------|-------------------------|--|--|
| FSR Plan | Mitigation Name | Reference | Proponent Committed Mitigation | Management Plan | Commitment Incorporated | Section Location | Notes |
| Socio-economic Management Plan (SEMP) | Community Infrastructure and Services | SIR1-Appendix 17A (YOR 2017-0211-383-1) | • Goldcorp has committed to prioritizing hiring local people. This commitment is expected to reduce demand of Project employees for housing in the LAA and minimize pressure for increased housing prices. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy | |
| Socio-economic Management Plan (SEMP) | Community Infrastructure and Services | SIR1-14.0-R256 (YOR 2017-0211-326-2) | • Goldcorp to engage housing market group representatives on the timing and numbers of the Project's workforce. This is to encourage increased visibility for market players on supply and demand issues related to housing. | SEMP | Yes | SEMP: 4.2.2Community Infrastructure and Services Management Strategy | |
| Socio-economic Management Plan (SEMP) | Community Infrastructure and Services | SIR2-12-R2-71 (YOR 2017-0211-411-1) | • Goldcorp will continue to monitor the housing situation through the development of relevant indicators in the SEMP and provide information to FNs, territorial and local governments to support them in housing management strategies and initiatives. | SEMP | Yes | SEMP: 4.2.2Community Infrastructure and Services Management Strategy | |
| Socio-economic Management Plan (SEMP) | Community Infrastructure and Services | SIR2-17.0-R2-69 (YOR 2017-0211-411-1) | • As part of the SEMP, and associated monitoring program, the Project will coordinate with various parties on the topic of housing availability to share information on the Project's workforce planning. | SEMP | Yes | SEMP: 4.2.2Community Infrastructure and Services Management Strategy | |
| Socio-economic Management Plan (SEMP) | Community Infrastructure and Services | SIR2-14.0-R2-56 (YOR 2017-0211-411-1) | • The Project will not require use of any waste facilities in Dawson. Food and domestic waste will be incinerated or composted daily at the Mine Site to eliminate potential wildlife attraction. Inert waste that is not to be reused or recycled will be disposed of in the on-site landfill, which will be sized appropriately to contain the volumes of inert waste generated during all Project phases. Recyclable material will be limited to beverage containers and scrap metal, both of which will be transported to Whitehorse. Hazardous wastes requiring off-site disposal or recycling will be transported by truck to Whitehorse. | Waste and Hazardous Materials MP | Yes | Waste and Hazardous Materials Management Plan Section 5.4: Non-hazardous Waste Management SEMP: 4.2.2Community Infrastructure and Services Management Strategy Mitigation Actions Category #2: Community Services and Physical Infrastructure | |
| Socio-economic Management Plan (SEMP) | Community Infrastructure and Services | SIR7-R7-17 (YOR 2017-0211-2174) | The incinerator has been designed to incinerate ~1200 kg/day. The exact annual volume will depend on the number of people on site at any given time, and in which phase of project life. Newmont has proposed a dual-chamber and diesel-fired waste incinerator, which reduces the particulate matter from waste incineration. | Waste and Hazardous Materials MP | Yes | Waste and Hazardous Materials Management Plan Section 5.2.2: Incinerator SEMP: 4.2.2Community Infrastructure and Services Management Strategy Mitigation Actions Category #2: Community Services and Physical Infrastructure | The incinerator will be capable of burning all daily site waste, with a total system capacity of 1000 kg per day. The onsite workforce during construction is expected to be up to 663 people. It is assumed that approximately half the workforce would be onsite at any given time, and that each would be generating up to 3 kilograms of waste per day. It is also assumed that half of the waste generated will be incinerated; therefore, the incinerator is adequately sized. |
| Socio-economic Management Plan (SEMP) | Community Infrastructure and Services | SIR1-Appendix 14-A (YOR 2017-0211-381-1) | Goldcorp will engage governments to share information on workforce planning to allow governments to understand potential population changes and allow them to plan or implement upgrades to the wastewater system, solid waste system, and/or domestic water supply, if needed. | SEMP | Yes | SEMP: 4.2.2Community Infrastructure and Services Management Strategy - Mitigation Actions Category #2: Community Services and Physical Infrastructure | |
| Socio-economic Management Plan (SEMP) | Local Contracting and Procurement Practices | PP Table 32-2 (YOR 2017-0211-027-1) | • Develop a Local Procurement Strategy to encourage the recruitment of local businesses. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #1: Local Contracting and Procurement | |
| Socio-economic Management Plan (SEMP) | Local Contracting and Procurement Practices | | • Implement the Local Procurement Strategy through its direct contracts, as well as include incentives to contract and procure local goods and services in its primary contracts. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #1: Local Contracting and Procurement | |
| Socio-economic Management Plan (SEMP) | Local Contracting and Procurement Practices | | • Include local hiring clauses in all Project contracts. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #1: Local Contracting and Procurement | |
| Socio-economic Management Plan (SEMP) | Local Contracting and Procurement Practices | | • Communicate contracting and procurement opportunities, as well as pre-qualification factors (e.g., safety certifications) and evaluation criteria in a timely manner to ensure local businesses can prepare and seek any required qualifications in advance of Project Construction and Operation. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #1: Local Contracting and Procurement | |
| Socio-economic Management Plan (SEMP) | Local Contracting and Procurement Practices | | • Advertise contracting and procurement opportunities with appropriate local organizations and through appropriate venues. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #1: Local Contracting and Procurement | |
| Socio-economic Management Plan (SEMP) | Local Contracting and Procurement Practices | | • Implement a Community Feedback Protocol to respond to questions and concerns regarding Project contracting and procurement opportunities. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #1: Local Contracting and Procurement | |

Proponent Commitments

| FSR Plan | Mitigation Name | Reference | Proponent Committed Mitigation | Management Plan | Commitment Incorporated | Section Location | Notes |
|---------------------------------------|------------------------|---|--|--------------------------|-------------------------|---|-------|
| Socio-economic Management Plan (SEMP) | Local Hiring Practices | SIR2-12-R2-69 (YOR 2017-0211-411-1) | • Develop a Local Employment Strategy to encourage the recruitment of local labourers in accordance with the Proponent's internal sustainability management system. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #2: Local Employment & Hiring Practices | |
| Socio-economic Management Plan (SEMP) | Local Hiring Practices | | • Provide consideration for employment opportunities to qualified local, regional, and First Nations residents with appropriate skills and qualifications. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #2: Local Employment & Hiring Practices | |
| Socio-economic Management Plan (SEMP) | Local Hiring Practices | | • Communicate typical job descriptions, employment requirements (including skills and qualifications), and other information in a timely manner to ensure local residents can prepare and seek any required training / experience in advance of Project Construction and Operation. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #2: Local Employment & Hiring Practices | |
| Socio-economic Management Plan (SEMP) | Local Hiring Practices | | • Develop a program for First Nations employees to encourage work site integration and retention. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #2: Local Employment & Hiring Practices | |
| Socio-economic Management Plan (SEMP) | Local Hiring Practices | | • Advertise employment opportunities with appropriate local organizations and through appropriate venues. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #2: Local Employment & Hiring Practices | |
| Socio-economic Management Plan (SEMP) | Local Hiring Practices | | | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #2: Local Employment & Hiring Practices | |
| Socio-economic Management Plan (SEMP) | Local Hiring Practices | | • Track the number of local applicants and employees through socio-economic monitoring. | SEMP | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #2: Local Employment & Hiring Practices | |
| Socio-economic Management Plan (SEMP) | Local Hiring Practices | | • Implement a Community Feedback Protocol to respond to questions and concerns regarding Project employment opportunities. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #2: Local Employment & Hiring Practices | |
| Socio-economic Management Plan (SEMP) | Local Hiring Practices | | • Engage with local businesses, industry partners, and organizations if potential concerns are identified related to local or regional labour competition. Work with these groups to identify appropriate means to offset any challenges. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #2: Local Employment & Hiring Practices | |
| Socio-economic Management Plan (SEMP) | Local Hiring Practices | | • Engage educational bodies in the LAA and RAA to promote opportunities for experiential learning that will allow students to consider potential career paths within the mining industry. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #2: Local Employment & Hiring Practices | |
| Socio-economic Management Plan (SEMP) | Local Hiring Practices | | • Goldcorp will address potential adverse effects from local employment and procurement (such as a local labour competition) through the development of training programs, as well as monitoring to be developed in the SEMP. | SEMP | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #2: Local Employment & Hiring Practices | |
| Socio-economic Management Plan (SEMP) | Local Hiring Practices | SIR1-Appendix 14-A (YOR 2017-0211-381-1) | The Project will remain engaged with stakeholders and First Nations in Dawson through the Project's ongoing engagement, throughout the life of mine, in order to understand whether monitoring of seasonal population changes is a potential topic for including in the Project's socio-economic monitoring program, which is expected to form part of the SEMP. | SEMP | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy | |

| Proponent Commitments | | | | | | | |
|---------------------------------------|-----------------------------------|--------------------------------------|---|---------------------------------|-------------------------|--|-------|
| FSR Plan | Mitigation Name | Reference | Proponent Committed Mitigation | Management Plan | Commitment Incorporated | Section Location | Notes |
| Socio-economic Management Plan (SEMP) | Education and Training Activities | PP Table 32-2 (YOR 2017-0211-027-1) | <ul style="list-style-type: none"> Communicate with local education and training organizations and institutions to identify and encourage availability of programs or courses necessary for Project employment to local residents. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #2: Local Employment & Hiring Practices | 3 |
| Socio-economic Management Plan (SEMP) | Education and Training Activities | | <ul style="list-style-type: none"> Make available limited on-the-job training for employees who identify a need or who express an interest in furthering their career. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Action Category #3: Workforce Transition and Training | |
| Socio-economic Management Plan (SEMP) | Education and Training Activities | | <ul style="list-style-type: none"> Make available career development opportunities to encourage retention of employees and further develop the skills of the local labour force. | Newmont Corporate Policy | Yes | SEMP: 4.2.4 Education and Training Management Strategy - Mitigation Action Category #1: Career Development, Training Opportunities and Educational Attainment | |
| Socio-economic Management Plan (SEMP) | Education and Training Activities | | <ul style="list-style-type: none"> New employee orientation will include cultural awareness training. | Newmont Corporate Policy | Yes | SEMP: 4.2.6 Cultural Awareness and Diversity Management Strategy - Mitigation Action Category #1: Cultural Awareness and Diversity Training | |
| Socio-economic Management Plan (SEMP) | Education and Training Activities | | <ul style="list-style-type: none"> Provide or facilitate training opportunities for under-represented groups in the mining sector, such as First Nations and women. | Newmont Corporate Policy | Yes | SEMP: 4.2.4 Education and Training Management Strategy - Mitigation Action Category #1: Career Development, Training Opportunities and Educational Attainment | |
| Socio-economic Management Plan (SEMP) | Education and Training Activities | | <ul style="list-style-type: none"> Offer an Employee Assistance Program (EAP) which provides support for career development. | Newmont Corporate Policy | Yes | SEMP: 4.2.4 Education and Training Management Strategy - Mitigation Action Category #1: Career Development, Training Opportunities and Educational Attainment | |
| Socio-economic Management Plan (SEMP) | Education and Training Activities | SIR1-15.0-R263 (YOR 2017-0211-326-2) | <ul style="list-style-type: none"> Goldcorp will use workforce mobilization planning to determine the areas of focus for training needs. Support for under-represented groups (such as women and First Nations) to take advantage of the Project employment opportunities will be detailed in the local employment and procurement plans as part of the SEMF. | SEMP | Yes | SEMP: 4.2.4 Education and Training Management Strategy - Mitigation Action Category #1: Career Development, Training Opportunities and Educational Attainment | |
| Socio-economic Management Plan (SEMP) | Workforce Transition Strategy | PP Table 32-2 (YOR 2017-0211-027-1) | <ul style="list-style-type: none"> Goldcorp will develop and implement a Workforce Transition Strategy that contains the following commitments: Endeavour to carry out a staged reduction of workforce in the event of a temporary or permanent closure. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Measure Category #3: Workforce Transition and Training | |
| Socio-economic Management Plan (SEMP) | Workforce Transition Strategy | | <ul style="list-style-type: none"> Fulfill all conditions for terminations as defined in contracts, including severance payments and grievance procedures. Offer an Employee Assistance Program to support employees during transition in the event of a temporary or permanent closure. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Measure Category #3: Workforce Transition and Training | |
| Socio-economic Management Plan (SEMP) | Workforce Transition Strategy | | <ul style="list-style-type: none"> Communicate the proposed schedule and activities associated with temporary or permanent closure of the mine to employees, local communities, governments and businesses and appropriate local non-profit and non-governmental organizations, allowing those engaged in indirect and induced employment and businesses to prepare for the transition, and begin to seek other opportunities. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Measure Category #3: Workforce Transition and Training | |
| Socio-economic Management Plan (SEMP) | Workforce Transition Strategy | | <ul style="list-style-type: none"> Make available limited on-the-job training for employees who identify a need or who express an interest in furthering their career. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Measure Category #3: Workforce Transition and Training | |
| Socio-economic Management Plan (SEMP) | Workforce Transition Strategy | | <ul style="list-style-type: none"> Identify and provide a local workforce transition contact to respond to questions and concerns regarding temporary or permanent closure status, schedule, and activities. | Newmont Corporate Policy | Yes | SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Measure Category #3: Workforce Transition and Training | |
| Socio-economic Management Plan (SEMP) | Workforce Transition Strategy | SIR1-12.1-R254 (YOR 2017-0211-326-2) | <ul style="list-style-type: none"> Mine activities leading up to and during temporary mine closure or reduced scale of operation will be associated with ensuring that the site is secure and safe to minimize health and safety risks and ensuring compliance with all regulatory and licensing requirements to manage risks associated with reduced activity at the site. | RCP / Health and Safety Program | Yes | RCP Section 6: Temporary Closure SEMP: 4.2.1 Local Employment and Procurement Management Strategy - Mitigation Measure Category #3: Workforce Transition and Training | |

| Proponent Commitments | | | | | | | |
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| FSR Plan | Mitigation Name | Reference | Proponent Committed Mitigation | Management Plan | Commitment Incorporated | Section Location | Notes |
| Socio-economic Management Plan (SEMP) | Engagement Plan | PP Table 32-2 (YOR 2017-0211-027-1) | Goldcorp will develop and implement an Engagement Plan that contains the following commitments: <ul style="list-style-type: none"> Continue to communicate the status and schedule of the Project with employees, contractors, local communities, government, and other organizations. Communicate any temporary and seasonal closure. | Newmont Corporate Policy | Yes | SEMP: 4.2.1Local Employment and Procurement Management Strategy - Mitigation Measure Category #3: Workforce Transition and Training | |
| Socio-economic Management Plan (SEMP) | Engagement Plan | | <ul style="list-style-type: none"> Implement a Community Response Protocol to respond to questions and concerns regarding Project. The Engagement plan will lay out the strategy and actions required to publicize this protocol through the course of ongoing engagement. | Newmont Corporate Policy | Yes | SEMP: 5.1.5Community Response System | |
| Socio-economic Management Plan (SEMP) | Engagement Plan | | <ul style="list-style-type: none"> Continue to engage with First Nations, and consider their concerns, interests, and priorities. | Newmont Corporate Policy | Yes | SEMP: 5.0SEMP IMPLEMENTATION | |
| Socio-economic Management Plan (SEMP) | Engagement Plan | | <ul style="list-style-type: none"> Consider the values, needs, and concerns expressed by First Nation and non-First Nation land and resource users in the development of Project plans, procedures, and communications. | Newmont Corporate Policy | Yes | SEMP: 5.0SEMP IMPLEMENTATION | |
| Socio-economic Management Plan (SEMP) | Engagement Plan | | <ul style="list-style-type: none"> Communicate with representatives from the Yukon Government including Health and Social Services and Community Services, to help inform planning for services based on hiring practices and anticipated in-migration for Project staffing and contracted services. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy | |
| Socio-economic Management Plan (SEMP) | Engagement Plan | | <ul style="list-style-type: none"> Work with the placer mining claims holders potentially affected by the NAR to develop approaches to road development and access that will avoid or minimize potential interruptions to placer operations where practical. | Newmont Corporate Policy | Yes | SEMP: 4.2.5Traditional Knowledge and Lands and Resource Use Management Strategy | |
| Socio-economic Management Plan (SEMP) | Traditional Economy Enhancement Measures | PP Table 32-2 (YOR 2017-0211-027-1) | Goldcorp will develop and implement the following Traditional Economy Enhancement Measures: <ul style="list-style-type: none"> Implement a cultural awareness training. Encourage employees to pursue traditional economy activities by providing a 2-week on, 2-week off schedule. Implement the enhancement measures associated with the traditional economy in conjunction with other human environment mitigation, such as the Engagement Plan and cultural awareness training, among others. | Newmont Corporate Policy | Yes | SEMP: 4.2.5Traditional Knowledge and Lands and Resource Use Management Strategy - Mitigation Actions Category #1: Traditional Land and Resource Use Activities | |
| Socio-economic Management Plan (SEMP) | Cultural Awareness Training | PP Table 32-2 (YOR 2017-0211-027-1) | Goldcorp will develop and implement Cultural Awareness Training. | Newmont Corporate Policy | Yes | SEMP: 4.2.6Cultural Awareness and Diversity Management StrategyMitigation Action Category #1: Cultural Awareness and Diversity Training | |
| Socio-economic Management Plan (SEMP) | Flight Scheduling | PP Table 32-2 (YOR 2017-0211-027-1) | Goldcorp will develop and implement the following Flight Scheduling Mitigation Measures: <ul style="list-style-type: none"> Consult local authorities and airline companies regarding routine flight scheduling for crew changes during the Construction and Operation phases and, if needed, adjust flight timing to allow a spread between aircraft to minimize effects on air traffic control and reduce airport and passenger congestion. Communication Protocols: For uncontrolled airports where flights will operate (e.g., Dawson), communicate schedule information for crew change flights to Community Aerodrome Radio Stations so local users are aware of when to expect traffic. | Newmont Corporate Policy | Yes | SEMP: 4.2.2Community Infrastructure and Services Management Strategy - Mitigation Actions Category #3: Transportation and Traffic | |
| Socio-economic Management Plan (SEMP) | FN Mentoring Program | PP Table 32-2 (YOR 2017-0211-027-1) | Goldcorp will develop and implement a First Nation Mentoring Program that will provide onsite mentorship to First Nation employees. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #1: Health and Safety in the Workplace | |
| Socio-economic Management Plan (SEMP) | Current Traditional Land and Resource Use Enhancement Measures | PP Table 32-2 (YOR 2017-0211-027-1) | Goldcorp will develop and implement the following Current Traditional Land and Resource Use Enhancement Measures: <ul style="list-style-type: none"> Implement a cultural awareness training; Encourage employees to pursue traditional land and resource use activities by providing a 2 week on, 2 week off schedule. Implement the enhancement measures associated with traditional land and resource use in conjunction with other human environment mitigation for potential adverse effects, such as the Project's Engagement plan. | Newmont Corporate Policy | Yes | SEMP: 4.2.5Traditional Knowledge and Lands and Resource Use Management Strategy - Mitigation Actions Category #1: Traditional Land and Resource Use Activities | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Potential Effects to Language | SIR2-15-R2-75 (YOR 2017-0211-411-1) | Goldcorp will consider the development of mitigation for potential effects to language in the development of the SEMP. Goldcorp will introduce language considerations as a topic for discussion in engagement with affected First Nations and communities in our consultation and scoping of SEMP topics. | SEMP | Yes | SEMP: 4.2.5Traditional Knowledge and Lands and Resource Use Management Strategy | |

| Proponent Commitments | | | | | | | |
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| FSR Plan | Mitigation Name | Reference | Proponent Committed Mitigation | Management Plan | Commitment Incorporated | Section Location | Notes |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for County Food Quality | PP Table 32-2 (YOR 2017-0211-027-1) | <p>Goldcorp will develop and implement the following Mitigation Measures for Country Food Quality:</p> <ul style="list-style-type: none"> Waste rock will be managed such that materials within the upper one metre of deposits will not exhibit an arsenic concentration that is greater than 60 mg/kg on average. Where this is not practical, review alternative means of deterring human traffic and prolonged use of facilities in closure (e.g., signage). Samples collected from candidate borrow sources for the NAR contained a small number of samples of schist that exhibited arsenic concentrations greater than 100 mg/kg (Appendix 18-B Human Health Risk Assessment). To mitigate against any human or ecological risks associated with the placement of high-arsenic materials, any borrow material with high arsenic concentrations will not be used in a manner that creates an exposure potential, regardless of their status as non-acid generating. | WROMP | Yes | WROMP Section 3.1.2: Alpha WRSF Design | |
| Socio-economic Management Plan (SEMP) | Mitigation and Enhancement Measures Children and Youth | PP Table 32-2 (YOR 2017-0211-027-1) | <p>Goldcorp will develop and implement the following Mitigation and Enhancement Measures to for Children and Youth:</p> <ul style="list-style-type: none"> Engagement between the Proponent and the Government of Yukon to discuss the needs of employees and their families, including providing information about the communities of residence of employees. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #3: Children and Youth | |
| Socio-economic Management Plan (SEMP) | Mitigation and Enhancement Measures Children and Youth | | <ul style="list-style-type: none"> Use the Community Investment Protocol to support programs which contribute to the community's resilience related to Project-related increases in population, such as supporting recreational opportunities for children and youth. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #3: Children and Youth | |
| Socio-economic Management Plan (SEMP) | Mitigation and Enhancement Measures Children and Youth | | <ul style="list-style-type: none"> Provide meaningful work experiences for young adults, in accordance with applicable laws regulations, such as co-op and summer work programs. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #3: Children and Youth | |
| Socio-economic Management Plan (SEMP) | Mitigation and Enhancement Measures Children and Youth | | <ul style="list-style-type: none"> Increase capacity of community activities and events by providing sponsorship, such as providing resources to increase recreational opportunities for children and youth. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #3: Children and Youth | |
| Socio-economic Management Plan (SEMP) | Mitigation and Enhancement Measures Children and Youth | SIR1-17.0-R268 (YOR 2017-0211-326-2) | <ul style="list-style-type: none"> Monitoring and adaptive management from ongoing engagement activities will be considered and incorporated to address any potentially adverse changes related to family structure and availability of childcare. | SEMP | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #3: Children and Youth | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Crime | PP Table 32-2 (YOR 2017-0211-027-1) | <p>Goldcorp will develop and implement the following Mitigation Measures for Crime:</p> <ul style="list-style-type: none"> Implement a drug and alcohol policy that prohibits the use of alcohol or drugs while on the Mine Site property or using company vehicles. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #4: Crime & Substance Abuse | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Crime | | <ul style="list-style-type: none"> Implement an Employee Assistance Program (EAP) that provides additional support to employees experiencing difficulties with alcohol or substance use. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #4: Crime & Substance Abuse | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Crime | | <ul style="list-style-type: none"> Create a Visiting Elders program, where elders from First Nations provide mentorship and support for First Nations and Non-First Nations employees. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #4: Crime & Substance Abuse | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Crime | | <ul style="list-style-type: none"> Make space available for people to hold Alcoholics Anonymous or Narcotics Anonymous meetings at site. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #4: Crime & Substance Abuse | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Crime | | <ul style="list-style-type: none"> Support a campaign to prevent family violence. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #4: Crime & Substance Abuse | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Crime | | <ul style="list-style-type: none"> Implement policies for behavioural issues such as workplace harassment. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #4: Crime & Substance Abuse | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Crime | | <ul style="list-style-type: none"> Engage with local police where potentially affected First Nations and communities reside to monitor and address potential Project-related effects to crime. | SEMP | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #4: Crime & Substance Abuse | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Crime | SIR1-Appendix 17A (YOR 2017-0211-383-1) | <ul style="list-style-type: none"> Engage with potentially affected First Nations to support, where possible and related to potential Project-related effects, culturally appropriate methods, and approaches to reducing crime. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #4: Crime & Substance Abuse | |

| Proponent Commitments | | | | | | | |
|---------------------------------------|---|--|---|---|--------------------------|---|---|
| FSR Plan | Mitigation Name | Reference | Proponent Committed Mitigation | Management Plan | Commitment Incorporated | Section Location | Notes |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Smoking | PP Table 32-2 (YOR 2017-0211-027-1) | Goldcorp will develop and implement the following Mitigation Measures for Smoking: <ul style="list-style-type: none"> Implement a smoking cessation program for employees and their families, to complement the existing program available through Yukon Health and Social Services. Restrict locations where smoking is permitted, and prohibition of smoking in vehicles. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #1: Health and Safety in the Workplace | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Increased Substance Abuse | PP Table 32-2 (YOR 2017-0211-027-1) | Goldcorp will develop and implement the following Mitigation Measures for Increased Substance Use: <ul style="list-style-type: none"> Implement a drug and alcohol policy that prohibits the use of alcohol or drugs while on the Mine Site property or using company vehicles. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #4: Crime & Substance Abuse | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Increased Substance Abuse | | <ul style="list-style-type: none"> Offering an Employee and Family Assistance Program that provides additional support to employees experiencing difficulties with alcohol or substance use. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #4: Crime & Substance Abuse | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Increased Substance Abuse | | <ul style="list-style-type: none"> Create a Visiting Elders program, where elders from First Nations provide mentorship and support for First Nations and Non-First Nations employees. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #4: Crime & Substance Abuse | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Increased Substance Abuse | | <ul style="list-style-type: none"> Cultivation of a non-drinking environment by providing fun, social environments on site that do not involve drinking, so people can disassociate drinking from socialization. | Newmont Corporate Policy | Yes | SEMP: 4.2.3 Community Health and Well-Being Management Strategy - Mitigation Actions Category #4: Crime & Substance Abuse | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Increased Substance Abuse | | <ul style="list-style-type: none"> Making space available for Project staff to create their own recreational opportunities during non-working hours on site. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #4: Crime & Substance Abuse | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Increased Substance Abuse | | <ul style="list-style-type: none"> Making space available for people to hold Alcoholics Anonymous or Narcotics Anonymous meetings at site. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #4: Crime & Substance Abuse | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Changes in Nutrition | | PP Table 32-2 (YOR 2017-0211-027-1) | Goldcorp will develop and implement the following Mitigation Measures for Changes in Nutrition: <ul style="list-style-type: none"> Support healthy eating by providing a variety of healthy foods in the Project's cafeteria, including whole grains, fruits, and vegetables, and with fewer fried and processed foods. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #2: Food Security - Quality, Quantity, and Nutrition |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Changes in Nutrition | <ul style="list-style-type: none"> Provide information to employees on healthy eating through general awareness campaigns and through information available as part of an Employee and Family Assistance Program. | | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #2: Food Security - Quality, Quantity, and Nutrition | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Changes in Nutrition | <ul style="list-style-type: none"> Support healthier choices by providing scalable portions, making water readily available, and providing spices to replace salt. | | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #2: Food Security - Quality, Quantity, and Nutrition | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Reduced Physical Activity | PP Table 32-2 (YOR 2017-0211-027-1) | Goldcorp will develop and implement the following Mitigation Measures for Reduced Physical Activity: <ul style="list-style-type: none"> Have an on-site a fitness centre for employee use. Develop hiking trails that may also be used for cross-country skiing and snowshoeing in the winter, providing the opportunity for year-round activity during daylight hours and in acceptable weather conditions. Appropriate precautions will be taken to safeguard employees from wildlife and other hazards, such as providing bear spray, radios, and training. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #1: Health and Safety in the Workplace | |
| Socio-economic Management Plan (SEMP) | Mitigation Enhancement Measures for Food Security | PP Table 32-2 (YOR 2017-0211-027-1) | Goldcorp will develop and implement Mitigation and Enhancement Measures for Food Security that contains the following commitments: <ul style="list-style-type: none"> Create a Visiting Elders program, where Elders from Yukon First Nations to provide mentorship and support for First Nations and Non-First Nations employees. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Action Category #6: Mental Health and Wellbeing | |
| Socio-economic Management Plan (SEMP) | Mitigation Enhancement Measures for Food Security | | <ul style="list-style-type: none"> Providing information to employees and their families about strategies to increase food security. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #2: Food Security - Quality, Quantity, and Nutrition | |

| Proponent Commitments | | | | | | | |
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| FSR Plan | Mitigation Name | Reference | Proponent Committed Mitigation | Management Plan | Commitment Incorporated | Section Location | Notes |
| Socio-economic Management Plan (SEMP) | Mitigation Enhancement Measures for Food Security | SIR1-Appendix 17A (YOR 2017-0211-383-1) | <ul style="list-style-type: none"> Engage with potentially affected First Nations and other potentially affected groups, to help address the perceived increased risk of adverse health effects due to contamination of country foods. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #2: Food Security - Quality, Quantity, and Nutrition | |
| Socio-economic Management Plan (SEMP) | Mitigation Enhancement Measures for Food Security | | <ul style="list-style-type: none"> Implement an Employee Assistance Program that provides nutrition counselling to employees. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #2: Food Security - Quality, Quantity, and Nutrition | |
| Socio-economic Management Plan (SEMP) | Mitigation Enhancement Measures for Food Security | | <ul style="list-style-type: none"> Socio-economic effects monitoring programs will be put in place to assess the efficacy of implemented mitigation measures with respect to CHWB. | SEMP | Yes | SEMP: 6.0 MONITORING | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Infectious Disease | PP Table 32-2 (YOR 2017-0211-027-1) | <p>Goldcorp will develop and implement the following Mitigation Measures for Infectious Disease:</p> <ul style="list-style-type: none"> Ensure that on-site drinking water meets or exceeds applicable drinking water standards. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #5: Infectious Diseases | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Infectious Disease | | <ul style="list-style-type: none"> Encourage hand washing by posting signs in site washrooms. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #5: Infectious Diseases | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Infectious Disease | | <ul style="list-style-type: none"> Provide clinical services for infectious diseases through on-site medical services. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #5: Infectious Diseases | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Infectious Disease | | <ul style="list-style-type: none"> Coordinate with Yukon Health and Social Services to offer influenza vaccination clinics on site. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #5: Infectious Diseases | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Infectious Disease | | <ul style="list-style-type: none"> Monitor for gastroenteritis outbreak (three or more cases in a four-day period), and implement an outbreak management strategy should gastroenteritis cases manifest. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #5: Infectious Diseases | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Infectious Disease | | <ul style="list-style-type: none"> Provide free condoms at camp. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Actions Category #5: Infectious Diseases | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Mental Health and Wellness | | PP Table 32-2 (YOR 2017-0211-027-1) | <p>Goldcorp will develop and implement the following Mitigation Measures for Mental Health and Wellness:</p> <ul style="list-style-type: none"> Provide a comfortable environment for Project staff when off-shift. | Newmont Corporate Policy | Yes | SEMP: 4.2.3Community Health and Well-Being Management Strategy - Mitigation Action Category #6: Mental Health and Wellbeing |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Mental Health and Wellness | <ul style="list-style-type: none"> Plan shifts in blocks (i.e., a block of daytime shifts followed by a block of night shifts); reducing the number of transitions helps to reduce stress. | | Newmont Corporate Policy | Yes | SEMP: 4.2.3 Community Health and Well-Being Management Strategy - Mitigation Action Category #6: Mental Health and Wellbeing | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Mental Health and Wellness | <ul style="list-style-type: none"> Develop a workplace wellness strategy in consultation with employees and health professionals. | | Newmont Corporate Policy | Yes | SEMP: 4.2.3 Community Health and Well-Being Management Strategy - Mitigation Action Category #6: Mental Health and Wellbeing | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Mental Health and Wellness | <ul style="list-style-type: none"> Implement policies to mitigate potential behavioural issues such as workplace harassment. | | Newmont Corporate Policy | Yes | SEMP: 4.2.3 Community Health and Well-Being Management Strategy - Mitigation Action Category #6: Mental Health and Wellbeing | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Mental Health and Wellness | <ul style="list-style-type: none"> Create a Visiting Elders program, where elders from First Nations provide mentorship and support for First Nations and Non-First Nations employees. | | Newmont Corporate Policy | Yes | SEMP: 4.2.3 Community Health and Well-Being Management Strategy - Mitigation Action Category #6: Mental Health and Wellbeing | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Mental Health and Wellness | <ul style="list-style-type: none"> Work with local and regional organizations to facilitate mental health support to Project staff when off-shift on site. | | Newmont Corporate Policy | Yes | SEMP: 4.2.3 Community Health and Well-Being Management Strategy - Mitigation Action Category #6: Mental Health and Wellbeing | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Mental Health and Wellness | <ul style="list-style-type: none"> Offer support where feasible to reduce the potential for harm. | | Newmont Corporate Policy | Yes | SEMP: 4.2.3 Community Health and Well-Being Management Strategy - Mitigation Action Category #6: Mental Health and Wellbeing | |

| Proponent Commitments | | | | | | | |
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| FSR Plan | Mitigation Name | Reference | Proponent Committed Mitigation | Management Plan | Commitment Incorporated | Section Location | Notes |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Mental Health and Wellness | SIR1-Appendix 14-A (YOR 2017-0211-381-1) | <ul style="list-style-type: none"> Provide a designated location for cultural ceremonies and use by First Nations employees. | Newmont Corporate Policy | Yes | SEMP: 4.2.3 Community Health and Well-Being Management Strategy - Mitigation Action Category #6: Mental Health and Wellbeing | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Mental Health and Wellness | | <ul style="list-style-type: none"> Offer an Employee and Family Assistance Program that provides counselling services. | Newmont Corporate Policy | Yes | SEMP: 4.2.3 Community Health and Well-Being Management Strategy - Mitigation Action Category #6: Mental Health and Wellbeing | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Mental Health and Wellness | | <ul style="list-style-type: none"> The Project will provide its own workforce with mental health service supports including confidential, telephone-based counselling for all staff through the Employee & Family Assistance Program. Standard employee benefits will include coverage of clinical counsellors, psychologist, and social workers. These benefits will be available to workers and their families. | Newmont Corporate Policy | Yes | SEMP: 4.2.3 Community Health and Well-Being Management Strategy - Mitigation Action Category #6: Mental Health and Wellbeing | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Health Services Structure and Capacity | PP Table 32-2 (YOR 2017-0211-027-1) | <p>Goldcorp will develop and implement the following Mitigation Measures for Health Services Structure and Capacity:</p> <ul style="list-style-type: none"> Communicate with YGHSS regarding anticipated numbers of employees and communities of residence. | Newmont Corporate Policy | Yes | SEMP: 4.2.3 Community Health and Well-Being Management Strategy - Mitigation Actions Category #7: Health Services and Emergency Response Planning | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Health Services Structure and Capacity | | <ul style="list-style-type: none"> Develop an Emergency Response Plan, which will include about on-site emergency response services. Update this plan as needed and shared with hospitals in Dawson and Whitehorse, as well as with emergency services. | ERP | Yes | ERP Section 3: Emergency Response Policy and Document Control SEMP: 4.2.3 Community Health and Well-Being Management Strategy - Mitigation Actions Category #7: Health Services and Emergency Response Planning | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Health Services Structure and Capacity | | <ul style="list-style-type: none"> Provide on-site health and clinic services for workers with general health concerns, as well as initial emergency response. | Health and Safety Program | Yes | SEMP: 4.2.3 Community Health and Well-Being Management Strategy - Mitigation Actions Category #7: Health Services and Emergency Response Planning | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Health Services Structure and Capacity | SIR1-21.1-R282 (YOR 2017-0211-326-2) | <p>Goldcorp will not provide its own medivac services; as per Yukon EMS guidance; however, there will be qualified professionals on site at all times as first responders to emergencies. An Emergency Response Team will be trained to respond to on-site emergencies, and Goldcorp will employ at least one full-time paramedic or nurse at all times. The Emergency Response Plan will include an emergency medical evacuation process in the event of a serious injury where additional medical assessment and/or treatment is required. Decisions regarding medical evacuations from the Project site will be done in consultation with Yukon EMS dispatch.</p> | ERP | Yes | ERP Section 3: Emergency Response Policy and Document Control; Section 9.2: Emergency Response Team; Appendix D: Specific Emergency Response Procedures SEMP: 4.2.3 Community Health and Well-Being Management Strategy - Mitigation Actions Category #7: Health Services and Emergency Response Planning | |
| Socio-economic Management Plan (SEMP) | Mitigation Measures for Health Services Structure and Capacity | SIR1-Appendix 14A (YOR 2017-0211-381-1) | <p>The Project will also coordinate with the First Nations-specific health providers. If this coordination through regular engagement suggests that the Project may be contributing to increased demand for health care services, the Project will engage with relevant groups to discuss monitoring and adaptive management.</p> | SEMP | Yes | SEMP: 4.2.3 Community Health and Well-Being Management Strategy - Mitigation Actions Category #7: Health Services and Emergency Response Planning | |

APPENDIX B

SEMP Management Strategies

| Local Employment and Procurement Management Strategy | | | | |
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| Purpose: | Prioritize local hiring and procurement and seek to enhance Project-related economic benefits to the local economy and labour markets, while mitigating impacts of "boom and bust" cycles. | | | |
| Potential Project Related Effects Identified in Project Proposal: | <ol style="list-style-type: none"> 1. Increased employment opportunities (direct, indirect, and induced). 2. Increase income levels and changes. 3. Varying income distribution. 4. Changes in the labour market – including effects on non-wage economy (volunteer sector, non-profit, non-governmental organizations). 5. Change in government fiscal flows. | | | |
| Objectives of Strategy: | <ol style="list-style-type: none"> 1. Increase direct, indirect, and induced employment opportunities for local and regional residents. 2. Support and facilitate local contracting and procurement. 3. Minimize adverse project-related effects related to increased income and varying income distributions among local communities. 4. Enhance opportunities and minimize adverse effects related to changes in the labour market. 5. Minimize adverse effects related to change in government fiscal flows. | | | |
| Mitigation and Enhancement Measures | | | | |
| Mitigation and Enhancement Measures | Reporting Metrics | Data Source | Timeframe/Frequency | Info Provider |
| Mitigation Action Category #1: Local Contracting and Procurement | | | | |
| Potential Effects: Increased contracting and procurement opportunities; increased income levels and changes in income distribution patterns resulting from increased employment opportunities; change in local economies | | | | |
| Objective: Support and facilitate local contracting and procurement | | | | |
| 1. Develop a local procurement strategy to encourage the recruitment of local businesses | <u>Contracting & Procurement</u> <ul style="list-style-type: none"> • Total value and proportion of contracting by geography (community / Yukon / Canada / Other) • Type of contracting and procurement opportunities by geography (community / Yukon / Canada / Other) • Coffee Mine annual and cumulative capital and operations expenditures <u>Business Data</u> <ul style="list-style-type: none"> • Number of supplier businesses/contractors by geography (Community / Yukon) • Total and proportion of annual spending on Yukon Vendors by community • Total and proportion of annual spending on First Nation vendors by community <u>Tax & Royalties</u> <ul style="list-style-type: none"> • Coffee Mine royalty payments by geography (First Nation / Yukon) • Coffee Mine property tax payments and other fees by geography (First Nation / Yukon) | • Newmont Reporting | • Annual | <ul style="list-style-type: none"> • Coffee Mine • Yukon Government |
| 2. Implement the local procurement strategy through its direct contract, as well as include incentives to contract and procure local goods and services to its primary contracts | | | | |
| 3. Include local hiring clauses in all project contracts | | | | |
| 4. Communicate contracting and procurement opportunities, as well as pre-qualification factors (e.g., Safety certifications) and evaluation criteria in a timely manner to ensure local businesses can prepare and seek any required qualifications in advance of project construction and operation | | | | |
| 5. Advertise contracting and procurement opportunities with appropriate local organizations and through appropriate venues | | | | |
| 6. Implement a community feedback protocol to respond to questions and concerns regarding project contracting and procurement opportunities | | | | |

| Local Employment and Procurement Management Strategy | | | | |
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| Mitigation and Enhancement Measures | | | | |
| Mitigation and Enhancement Measures | Reporting Metrics | Data Source | Timeframe/Frequency | Info Provider |
| Mitigation Action Category #2: Local Employment & Hiring Practices Potential Effects: increased direct, indirect, and induced employment opportunities; increased income levels and changes in income distribution patterns resulting from increased employment opportunities; effects on the labour market; and change in local economies Objective: Increase direct, indirect, and induced employment opportunities for local and regional residents; Enhance opportunities and minimize adverse effects related to changes in the labour market | | | | |
| 7. Develop a local employment strategy to encourage the recruitment of local labourers in accordance with the proponent's internal sustainability plan | <u>Coffee Mine Employment</u> <ul style="list-style-type: none"> Coffee Mine and contractor employment by group (Community / Yukon / Canada) Coffee Mine and contractor employment by residency (Community / Yukon / Canada) Coffee Mine employment by job category (management / professional / skilled / semi-skilled / entry-level) and type (First Nation / non-First Nation / Yukon / Other Canada) Average length of employment by group (First Nation / non-First Nation) No. annual resignations by group (First Nation / non-First Nation) <u>Local / Regional Employment</u> <ul style="list-style-type: none"> Local / Regional employment Regional participation / employment / unemployment rates <u>Incomes</u> <ul style="list-style-type: none"> Average employment income by residency (Community / Yukon / Canada) Average employment income by Coffee Mine and contractors Coffee Mine and contractors annual and cumulative total employee income by group (Community / Yukon / Canada) Number of social assistance cases (Community / Yukon / Canada) <u>Local / Regional Income</u> <ul style="list-style-type: none"> Average Local / Regional income <u>Employment Diversity</u> <ul style="list-style-type: none"> Coffee Mine and contractor applicants by gender/sex Coffee Mine and contractor employment by gender/sex | <ul style="list-style-type: none"> Newmont Reporting Newmont contractors reporting Statistics Canada Census | <ul style="list-style-type: none"> Annual | <ul style="list-style-type: none"> Coffee Mine Yukon Government |
| 8. Provide first consideration for employment opportunities to qualified local, regional, and First Nation residents with appropriate skills and qualifications | | | | |
| 9. Communicate typical job descriptions, employment requirements (including skills and qualifications) and other information in a timely manner to ensure local residents can prepare and seek and required training/experience in advance of project construction and operation | | | | |
| 10. Develop a program for First Nation employees to encourage work site integration and retention | | | | |
| 11. Advertise employment opportunities with appropriate local organizations through appropriate venues | | | | |
| 12. Work with local communities and organizations to identify barriers to employment, and evaluate the implementation of potential solutions | | | | |
| 13. Track the number of local applicants and employees through socio-economic monitoring | | | | |
| 14. Implement a community feedback protocol to respond to questions and concerns regarding project employment opportunities | | | | |
| 15. Engage with local businesses, industry partners, and organizations if potential concerns are identified related to local or regional labour competitions. Work with these groups to identify appropriate means to offset any challenges | | | | |
| 16. Engage educational bodies with the LAA and RAA to promote opportunities for experiential learning that will allow students to consider potential career paths within the mining industry | | | | |
| 17. Address potential adverse effects from local employment and procurement (such as local labour competition) through the development of training programs, as well as monitoring | | | | |
| 18. Shall consider gender equity/diversity in hiring processes | | | | |
| 19. Shall provide staff with access to online information and resources for money management and budgeting | | | | |
| 20. Recruitment for care and maintenance positions shall follow the same process used for hiring mining employees, prioritizing local hire, with preference given to former qualified mine employees | | | | |

| Local Employment and Procurement Management Strategy | | | | |
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| Mitigation and Enhancement Measures | | | | |
| Mitigation and Enhancement Measures | Reporting Metrics | Data Source | Timeframe/Frequency | Info Provider |
| Mitigation Measure Category #3: Workforce Transition and Training Potential Effects: increased direct, indirect, and induced employment opportunities; increased income levels and changes in income distribution patterns resulting from increased employment opportunities; effects on the labour market; and change in local economies Objective: Enhance opportunities and minimize adverse effects related to changes in the labour market | | | | |
| 21. Endeavour to use a staged reduction of workforce in the event of a temporary or permanent closure | <u>Training</u> <ul style="list-style-type: none"> Education and training program applicants by group (Community / Yukon / Canada) Education and training program participants by group (Community / Yukon / Canada) (First Nation / non-First Nation) Education and training program participants by residency (Community / Yukon / Canada) Education and training spending data Annual and accumulated transition fund value | <ul style="list-style-type: none"> Newmont Reporting Third party statistics | <ul style="list-style-type: none"> Annual | <ul style="list-style-type: none"> Coffee Mine Local Governments Local Educational Institutions |
| 22. Fulfill all conditions for terminations as defined in contracts, including severance payments and grievance procedures. Offer an Employee Assistance Program to support employees during transition in the event of a temporary or permanent closure | | | | |
| 23. Communicate the proposed schedule and activities associated with temporary or permanent closure of the mine to employees, local communities, governments and businesses and appropriate local non-profit and on-governmental organizations, allowing those engaged in indirect and induced employment and businesses to prepare for the transition, and begin to seek other opportunities | | | | |
| 24. Make available limited on-the-job training for employees who identify a need or who express an interest in furthering their career | | | | |
| 25. Offer on the job training to employees | | | | |
| 26. Identify and provide a local workforce transition contract to respond to questions and concerns regarding temporary or permanent closure status, schedule, and activities | | | | |
| 27. Mine activities leading up to and during temporary mine closure or reduced scale of operation will be associated with ensuring that the site is secure and safe to minimize health and safety risks, and ensuring compliance with all regulatory and licensing requirements to manage risks associated with reduced activity at the site | | | | |
| 28. Shall maintain a transition fund, as a component of the Workforce Transition Strategy, of an amount sufficient to ensure, in the event of an unscheduled closure: <ul style="list-style-type: none"> a. The funding of programs and other financial commitments outlined in the Socio-Economic Monitoring Program for a period of 12 months b. Maintenance of the Employee Assistance Program for a minimum of 3 months | | | | |
| 29. Upon immediate notification by the Proponent of an unscheduled closure, Health and Social Services will deploy appropriate services and supports to individuals and communities where needed | | | | |
| 30. Security requirements shall take into consideration the potential for early unscheduled closure and the need for care and maintenance requirements to maintain environmental safeguards prior to decommissioning | | | | |

| Community Infrastructure and Services Management Strategy | | | | |
|--|--|---|--|---|
| Purpose: | The community infrastructure and services strategy identify management measures to minimize adverse effects and enhance potentially beneficial project-related effects on community infrastructure and services, and ensures collaboration with local communities and service providers | | | |
| Potential Project Related Effects: | <ol style="list-style-type: none"> 1. Increased population 2. Increased demands on housing 3. Increased demand on infrastructure | | | |
| Objectives of Strategy: | <ol style="list-style-type: none"> 1. Mitigate adverse project-related effects on community infrastructure and services due to increased population and demand 2. Mitigate adverse project-related effects on community accommodation and housing due to increased population and demand | | | |
| Mitigation and Enhancement Measures | | | | |
| Mitigation Measures | Reporting Metrics | Data Source | Timeframe/Frequency | Info Provider |
| Mitigation Action Category #1: Housing and Accommodations Potential Effects: Increased demand for housing and accommodations Objective: Minimize adverse project-related effects on the demand for housing and accommodations | | | | |
| 31. Engage housing market group representatives on the timing and numbers of the Project's workforce – to encourage increased visibility for market players on supply and demand issues related to housing | <u>Workforce Size</u> <ul style="list-style-type: none"> • Size of workforce (local / non-local) • Number and proportion of non-resident workers (fly-in/ fly-out) - Reported to Government of Yukon quarterly • Number of workers in workforce accommodation • Number of beds nights provided for all site personnel at the workforce accommodation <u>Population</u> <ul style="list-style-type: none"> • Population of Dawson <u>Housing & Temporary Accommodation</u> <ul style="list-style-type: none"> • Rental and home ownership rates (Dawson City / Yukon) • Availability of rental (Dawson City / Yukon) • Availability of housing (Dawson City / Yukon) • Housing pricing / affordability (Dawson City / Yukon) • Rental pricing (Dawson City / Yukon) | <ul style="list-style-type: none"> • Newmont Reporting • Third party statistics | <u>Newmont reporting:</u> <ul style="list-style-type: none"> • Reporting metrics will be monitored monthly, updates to the SEM Monitoring Working Group quarterly and reported annually. <u>External parties</u> <ul style="list-style-type: none"> • Based on frequency of third-party reporting of monitoring data | <ul style="list-style-type: none"> • Coffee Mine • Local Governments • Yukon Housing Corporation |
| 32. Continue to monitor the housing situation through the development of relevant indicators and provide information to First Nations, Territorial and local governments to support them in housing management strategies and initiatives | | | | |
| 33. Will coordinate with various parties on the topic of housing availability to share information on the project's workforce planning | | | | |
| 34. Will participate in a working group that will monitor project-induced population growth and housing demand across project life. Project monitoring must involve the collection of data on the population of Dawson City, rental and homeownership rates, availability of rental and market housing and associated prices. The Proponent shall provide an annual report on workforce numbers and place of worker residence, made publicly available, to establish clear reporting of in-migration trends. | | | | |
| 35. Shall match the current Government of Yukon incentive for secondary suite renovation (\$10,000). Residents in Dawson City and its environs will be eligible, with the number of Proponent grants capped at 30 approved and matched incentives | | | | |

| Community Infrastructure and Services Management Strategy | | | | |
|--|--|---|--|--|
| Mitigation and Enhancement Measures | | | | |
| Mitigation Measures | Reporting Metrics | Data Source | Timeframe/Frequency | Info Provider |
| Mitigation Actions Category #2: Community Services and Physical Infrastructure Potential Effects: Increased demand on community services (i.e., health services, community services, etc.); Increased demand on physical infrastructure (i.e., health service infrastructure, transportation infrastructure, etc.). Objective: Minimize adverse project-related effects to local community (i.e. services for families with young children (e.g. daycare and family support), health and social services; Minimize adverse project-related effects to local health services structure and capacity; Minimize adverse project-related effects on physical infrastructure (i.e. water and wastewater infrastructure, solid waste disposal, electrical and communications infrastructure; Minimize adverse project-related effects to vehicle and air traffic infrastructure | | | | |
| 36. Engage governments to share information on workforce planning to allow governments to understand potential population changes and allow them to plan or implement upgrades to the wastewater system, solid waste system, and/or domestic water supply, if needed | <u>Workplace Incidents</u> <ul style="list-style-type: none"> Number of recordable occupational injuries Number of recordable non-occupational injuries Number of workplace injuries requiring treatment at local hospitals Number of notifications to health authorities for occurrence of illnesses / diseases <u>Education Services</u> <ul style="list-style-type: none"> School enrollment (elementary / middle / high school / technical training / post-secondary institutions) Student / teacher ratios (Dawson City / Yukon) <u>Police / Fire Services</u> <ul style="list-style-type: none"> Local and regional incident numbers, including (Dawson City/Yukon): <ul style="list-style-type: none"> drug crime instances drinking and driving instances sexual assault harassment <u>Physical Infrastructure</u> <ul style="list-style-type: none"> Coffee Mine Waste volumes (hazardous and non-hazardous) disposed off-site by destination Waste and water volumes and capacity data (Dawson City) | <ul style="list-style-type: none"> Newmont Reporting Third party statistics | <u>Newmont reporting:</u> <ul style="list-style-type: none"> Reporting metrics will be monitored monthly, updates to the SEM Monitoring Working Group quarterly and reported annually. <u>External parties</u> <ul style="list-style-type: none"> Based on frequency of third-party reporting of monitoring data | <ul style="list-style-type: none"> Coffee Mine Local Governments Yukon Government Education institutions Health Authorities RCMP |
| 37. Will not require use of any waste facilities in Dawson City. Food and domestic ware will be incinerated or composted daily at the mine site to eliminate potential wildlife attraction. Inert waste that is not to be reused or recycled will be disposed of in the on-site landfill, which will be sized appropriately to contain the volumes of inert waste generated during all Project phases. Recyclable material will be limited to beverage containers and scrap metal, both of which will be transported to Whitehorse. Hazardous wastes requiring off-site disposal or recycling will be transported by truck to Whitehorse. | | | | |
| | | | | |
| Mitigation Actions Category #3: Transportation and Traffic Potential Effects: Increased demand on physical infrastructure Objective: Minimize adverse project-related effects to vehicle and air traffic infrastructure | | | | |
| 38. To reduce effect on aviation infrastructure in Whitehorse, consult with local authorities and airline companies regarding routine flight scheduling for crew changes during the construction and operation phases | <ul style="list-style-type: none"> Number of Project site personnel passenger on commercial flights into Whitehorse Airport per month Number of Project site personnel passenger on charter flights into Whitehorse Airport per month <u>Transport Infrastructure (third party)</u> <ul style="list-style-type: none"> Road traffic counts - Annual Average Daily Traffic (AADT) and Summer Average Daily Traffic (SADT) Number and type of traffic collisions Airport passenger traffic volume per month | <ul style="list-style-type: none"> Newmont Reporting Third party statistics | Annual | <ul style="list-style-type: none"> Coffee Mine Airport |
| 39. If needed, will adjust flight timing to allow a spread between aircraft to minimize effects on air traffic control and reduce airport and passenger congestion | | | | |
| 40. For uncontrolled airports where flights will operate (e.g., Dawson City), will communicate schedule information for crew change flights to Community Aerodrome Radio Stations so local users are aware of when to expect traffic | | | | |
| 41. Will encourage car-pooling through staff message board. Employees will be able to post their neighbourhood and shift information to connect with other employees for ride sharing to the airport using a private social media group | | | | |

| Community Health and Well-Being Management Strategy | | | | |
|--|---|---|--|--|
| Purpose: | Newmont will support and promote the health and well-being of the Project's employees, their families, and respective communities | | | |
| Potential Project-Related Effects: | <ol style="list-style-type: none"> 1. Adverse changes to food quality and security 2. Adverse effects on children and youth 3. Increase in crime 4. Adverse changes to health-related behaviours 5. Increase in infectious disease rates 6. Adverse effects on mental health and wellness 7. Increase in accidents and injuries 8. Changes in air quality 9. Changes in noise 10. Accidental injuries | | | |
| Objectives: | <ol style="list-style-type: none"> 1. Minimize adverse project-related effects to families, children, and youth 2. Minimize adverse project-related changes to food quality and security 3. Minimize adverse project-related effects to health-related behaviours, mental health and wellness, and infectious disease rates 4. Minimize adverse project-related effects to physical health and well-being 5. Minimize adverse project effects related to crime | | | |
| Mitigation and Enhancement Measures | | | | |
| Mitigation Measures | Reporting Metrics | Data Source | Timeframe/Frequency | Info Provider |
| Mitigation Actions Category #1: Health and Safety in the Workplace | | | | |
| Potential Effects: Adverse changes to health-related behaviours; Increase in accidents and injuries in the workplace | | | | |
| Objective: Minimize adverse project-related effects to physical health and well-being in the workplace | | | | |
| 42. Develop mandatory, regular harassment prevention training, in consultation with a qualified expert, to be delivered to all Proponent's employees, contractors and consultants working on the Project. The qualified expert must also be proficient in cross-cultural awareness training | <u>Workplace Incidents</u> <ul style="list-style-type: none"> • Number of recordable occupational injuries • Number of recordable non-occupational injuries • Number of notifications to health authorities for occurrence of illnesses / diseases • % of workers that completed Code of Conduct • % of workers that completed Cultural Awareness Training • Number of employees and dependents using the EAP • Number of medical and emergency service personnel on site • Number of incidents and types reported by workers and addressed • Number of comments recorded and addressed through the employees and community feedback processes <u>First Nation Mentorship Program</u> <ul style="list-style-type: none"> • Number of participants in the First Nation Mentor Program • Number of comments/incidents recorded from First Nation employees and addressed | <ul style="list-style-type: none"> • Newmont Reporting • Third party statistics | <u>Newmont reporting:</u> <ul style="list-style-type: none"> • Reporting metrics will be monitored monthly, updates to the SEM Monitoring Working Group quarterly and reported annually. <u>External parties</u> <ul style="list-style-type: none"> • Based on frequency of third-party reporting of monitoring data | <ul style="list-style-type: none"> • Coffee Mine • Yukon Government • Health and emergency service providers • The Yukon Status of Women Council • The Yukon Aboriginal Women's Council |
| 43. Ensure that human resource staff complete training to enable them to effectively support employees who disclose workplace harassment. In order to support reporting of sexual harassment and assault, human resource staff shall provide all new staff members with information about ways in which they can record and provide evidence of harassment or bullying, what happens after they make a disclosure, and how they will be protected from reprisals | | | | |
| 44. The proponent shall ensure that all HR staff complete training to effectively support employees who disclose sexualized or gender-based violence, as well as harassment and discrimination against Indigenous people in their workplace or at home. It is recommended that a counsellor be available on site for support through this as well | | | | |

| Community Health and Well-Being Management Strategy | | | | |
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| Mitigation and Enhancement Measures | | | | |
| Mitigation Measures | Reporting Metrics | Data Source | Timeframe/Frequency | Info Provider |
| 45. Create a mentor program for Yukon First Nation employees to achieve three goals: <ul style="list-style-type: none"> a. ensure that First Nation women have access to a mentor or supervisor who has the authority to and regularly checks in to address any negative experiences related to the male-dominated work environment, and who pays special attention to potential cases of abuse; b. develop a formal feedback process to ensure that enquiries are regularly made of First Nation employees to ensure that they are able to voice their concerns and address any negative experiences; and c. involve Tr'ondëk Hwëch'in, Selkirk First Nation, First Nation of Na-cho Nyäk Dun and White River First Nation in further developing the program to ensure that it meets the needs of First Nation employees. | <ul style="list-style-type: none"> • Other indicators TBD • <u>Police Services</u> • Local and regional Incident numbers, including: <ul style="list-style-type: none"> ▫ domestic abuse ▫ assault incidence <ul style="list-style-type: none"> ▪ sexual assault ▪ harassment | | | |
| 46. Shall, in consultation with a qualified expert and with Tr'ondëk Hwëch'in, Selkirk First Nation, First Nation of Na-cho Nyäk Dun and White River First Nation, develop gender appropriate and gender and sexuality specific policies and processes that promote a safe, respectful, and inclusive environment for women and gender and sexual minorities | | | | |
| 47. Shall ensure that HR staff administer confidential exit surveys with explicit questions about whether workplace harassment occurred, if disclosures were made, and what supports were provided. The proponent shall use this information to track trends and inform hiring, policy, and other initiatives at the mine site, and shall provide an annual report to Health and Social Services and the Women's Directorate detailing the proponent's efforts to prevent workplace harassment as well as statistics on reported incidences of harassment, disclosures, etc. | | | | |
| 48. The Proponent shall ensure that the on-site First Aid Technician or Emergency Medical Technician is trained in Mental Health First Aid and/or has formal mental health training to provide short-term or crisis support at the mine site and has referrals to other mental wellness supports or navigation to other systems | | | | |
| 49. The Proponent shall ensure that on-site employees have the ability to utilize the Employee Assistance Plan (EAP) services available (i.e., make available a private phone line or Internet connection so employees can discreetly reach EAP services). | | | | |
| 50. The Proponent shall retain professional services in the appropriate field to help their on-site mental health first aid staff develop the methods and tools that are appropriate to provide support to perpetrators of violence and harassment to help end cycles of abuse | | | | |
| 51. Shall consider gender equity/diversity in hiring process | | | | |
| 52. To address and mitigate impacts to employees who are or become victims of domestic abuse, the proponent must create a policy that: <ul style="list-style-type: none"> a. Outlines clear procedures for the workplace to deal with affected employees and provide appropriate resources and support b. Plans for and addresses the safety concerns of the affected employees while at work to ensure that all workers are safe from threats of domestic violence c. Includes a personal safety plan for employees suffering from domestic violence | | | | |
| 53. Shall provide access to the EAP for the eligible dependents of employees and inform all employees of the EAP | | | | |
| 54. Have an on-site fitness centre for employee use | | | | |
| 55. Implement a smoking cessation program for employees and their families, to complement the existing program available through Yukon Health and Social services | | | | |
| 56. Restrict locations where smoking is permitted, and prohibition of smoking in vehicles | | | | |

| Community Health and Well-Being Management Strategy | | | | |
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| Mitigation and Enhancement Measures | | | | |
| Mitigation Measures | Reporting Metrics | Data Source | Timeframe/Frequency | Info Provider |
| 57. Develop hiking trails that may also be used for cross-country skiing and snowshoeing in the winter, providing the opportunity for year-round activity during daylight hours and in acceptable weather conditions. Appropriate precautions will be taken to safeguard employees for wildlife and other hazards, such as providing bear spray, radios, and training | | | | |
| 58. Shall develop clear standards for behaviour at work and codes of conduct against sexual harassment and gender-based violence on the job site and in broader community, including standards/codes of conduct in relation to the sex trade, and shall distribute education and awareness campaign materials on gender-based violence. | | | | |
| Mitigation Actions Category #2: Food Security - Quality, Quantity, and Nutrition | | | | |
| Potential Effects: Adverse changes to country food quality | | | | |
| Objective: Minimize adverse project-related changes to food quality and security | | | | |
| 59. Support healthy eating by providing a variety of healthy foods in the Project's cafeteria, including whole grains, fruits, and vegetables, and with fewer fried and processed foods | <u>Workplace indicators</u> <ul style="list-style-type: none"> Number of workers participating in health eating trainings/campaigns Number and proportion of workers participating in the EAP <u>Food security</u> <ul style="list-style-type: none"> Cost of living / Inflation Number of people using food programs | <ul style="list-style-type: none"> Newmont Reporting Third party statistics | <ul style="list-style-type: none"> Annual | <ul style="list-style-type: none"> Local Government Yukon Government |
| 60. Provide information to employees on healthy eating through general awareness campaigns and through information available as part of an employee and family assistance program | | | | |
| 61. Support healthier choice by providing scalable portions, making water readily available, and providing spices to replace salt | | | | |
| 62. Provide information to employees and their families about strategies to increase food security | | | | |
| 63. Engage with potentially affected First Nations and other potentially affected groups to help address the perceived increased risk of adverse health effects due to contamination of country foods | | | | |
| 64. Implement an Employee Assistance Program that provides nutrition counselling to employees | | | | |
| Mitigation Actions Category #3: Children and Youth | | | | |
| Potential Effects: Adverse effects on children and youth; Increase in crime | | | | |
| Objective: Minimize adverse project-related effects to families, children and youth; | | | | |
| 65. Engagement between the proponent and the Government of Yukon to discuss the needs of employees and their families, including providing information about the communities of residence of employees | <u>Police Services</u> <ul style="list-style-type: none"> Incident numbers <u>Children & Youth</u> <ul style="list-style-type: none"> Day care availability Homelessness rate Number of Coffee Mine co-op and summer work for youth | <ul style="list-style-type: none"> Newmont Reporting Third party statistics | <ul style="list-style-type: none"> Annual | <ul style="list-style-type: none"> Coffee Mine Local Government |
| 66. Supporting community programs via the community investment protocol to be able to support project-related increases in population | | | | |
| 67. Provide meaningful work experiences for young adults, in accordance with applicable laws and regulations, such as co-op and summer work programs | | | | |
| 68. Increase capacity (e.g., frequency, scope) of community activities and events by providing sponsorship, including providing resources to increase recreational opportunities for children and youth | | | | |
| 69. Monitoring and adaptive management from ongoing engagement activities will be considered and incorporated to address any potentially adverse changes related to family structure and availability of childcare | | | | |

| Community Health and Well-Being Management Strategy | | | | |
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| Mitigation and Enhancement Measures | | | | |
| Mitigation Measures | Reporting Metrics | Data Source | Timeframe/Frequency | Info Provider |
| Mitigation Actions Category #4: Crime & Substance Abuse Potential Effects: Increase in crime Objective: Minimize adverse project-related effects related to crime | | | | |
| 70. Implement a drug and alcohol policy that prohibits the use of alcohol or drugs while on the Mine Site property or using company vehicles. | <u>Workplace Incidents</u> <ul style="list-style-type: none"> Number of workplace injuries Number of notifications to health authorities for occurrence of illnesses / diseases <u>Health Services</u> <ul style="list-style-type: none"> Incident numbers <u>Police Services</u> <ul style="list-style-type: none"> Crime rates (local and regional) Local and regional incident numbers, including: <ul style="list-style-type: none"> drug crime instances and drinking and driving instances sexual assault harassment | <ul style="list-style-type: none"> Newmont Reporting Primary data collection Third party statistics | <ul style="list-style-type: none"> Annual | <ul style="list-style-type: none"> Coffee Mine RCMP Health Authorities |
| 71. Implement an Employee Assistance Program (EAP) that provides additional support to employees experiencing difficulties with alcohol or substance use. | | | | |
| 72. Create a Visiting Elders program, where elders from First Nations provide mentorship and support for First Nations and Non-First Nations employees. | | | | |
| 73. Make space available for people to hold Alcoholics Anonymous or Narcotics Anonymous meetings at site. | | | | |
| 74. Support a campaign to prevent family violence. | | | | |
| 75. Implement policies for behavioural issues such as workplace harassment. | | | | |
| 76. Engage with potentially affected First Nations to support, where possible and related to potential project-related effects, culturally appropriate methods and approaches to reducing crime | | | | |
| 77. Engage with local police where potentially affected First Nations and communities reside to monitor and address potential project-related effects to crime | | | | |
| 78. Cultivate a non-drinking environment by providing fun, social environments on site that do not involve drinking, so people can disassociate drinking from socialization | | | | |
| 79. Make space available for Project staff to create their own recreational opportunities during non-working on site | | | | |
| Mitigation Actions Category #5: Infectious Diseases Potential Effects: Increase in infectious disease rates Objective: Minimize adverse project-related effects to disease rates | | | | |
| 80. Ensure that on-site drinking water meets or exceeds applicable drinking water standards | <u>Health</u> <ul style="list-style-type: none"> Rates of infectious disease Rates of non-infectious disease | <ul style="list-style-type: none"> Third party statistics | <ul style="list-style-type: none"> Annual | <ul style="list-style-type: none"> Health Authorities |
| 81. Encourage hand washing by posting signs in site washrooms | | | | |
| 82. Provide clinical services for infectious diseases through on-site medical services | | | | |
| 83. Provide clinical services for infectious diseases through on-site medical services | | | | |
| 84. Coordinate with Yukon Health and Social Services to offer influenza vaccination clinics on site | | | | |
| 85. Monitor for gastroenteritis outbreak (three or more cases in a four-day period) and implement an outbreak management strategy should gastro enteritis cases manifest | | | | |
| 86. Provide free condoms at camp | | | | |
| Mitigation Action Category #6: Mental Health and Wellbeing Potential Effects: Adverse changes to health-related behaviours; Adverse effects on mental health and wellness Objective: Minimize adverse project-related effects to health-related behaviours and mental health and wellness | | | | |
| 87. Provide a comfortable environment for Project staff when off-shift | <u>Health & Social Services</u> <ul style="list-style-type: none"> Incident numbers, including: <ul style="list-style-type: none"> Depression and anxiety incidence Suicides and self-injury rate | <ul style="list-style-type: none"> Third party statistics | <ul style="list-style-type: none"> Annual | <ul style="list-style-type: none"> Health Authorities |
| 88. Plan shifts in blocks (i.e., A block of daytime shifts followed by a block of night shifts) reducing the number of transitions helps reduce stress | | | | |

| Community Health and Well-Being Management Strategy | | | | |
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| Mitigation and Enhancement Measures | | | | |
| Mitigation Measures | Reporting Metrics | Data Source | Timeframe/Frequency | Info Provider |
| 89. Develop a workplace wellness strategy in consultation with employees and health professionals | <ul style="list-style-type: none"> Ambulance response | | | |
| 90. Implement policies to mitigate potential behavioural issues such as workplace harassment | | | | |
| 91. Create a visiting Elders program where elders from First Nations provide mentorship and support for First Nations and Non-First Nation employees | | | | |
| 92. Work with local and regional organizations to facilitate mental health support for project staff when off shift on site | | | | |
| 93. Offer support where feasible to reduce the potential for harm | | | | |
| 94. Provide a designated location for cultural ceremonies and use by First Nations employees | | | | |
| 95. Offer an employee and family assistance program that provides counselling services | | | | |
| 96. The project will provide its own workforce with mental health service supports including confidential, telephone-based counselling for all staff through the employee and family assistance program. Standard employee benefits will include coverage of clinical counsellors, psychologist, and social workers. These benefits will be available to workers and their families. | | | | |
| Mitigation Actions Category #7: Health Services and Emergency Response Planning Potential Effects: Adverse changes to health-related behaviours; Increase in accidents and injuries Objective: Minimize adverse project-related effects to health-related behaviours and project-related accidents and injuries | | | | |
| 97. Communicate with YGHSS regarding anticipated numbers of employees and communities of residence | <u>Workplace size</u> <ul style="list-style-type: none"> Number and proportion of non-resident workers (fly-in/ fly-out) - Reported to Government of Yukon quarterly <u>Workplace Incidents</u> <ul style="list-style-type: none"> Number of workplace injuries Number of notifications to health authorities for occurrence of illnesses / diseases Number of medical evacuations <u>Health Services</u> <ul style="list-style-type: none"> Incident numbers Number of Ambulance responses | <ul style="list-style-type: none"> Newmont Reporting Third party statistics | <ul style="list-style-type: none"> Annual | <ul style="list-style-type: none"> Coffee Mine Health Authorities Yukon Statistics |
| 98. Develop an emergency response plan, which will include about on-site emergency response services. Update this plan as needed and shared with hospitals in Dawson City and Whitehorse, as well as with emergency services | | | | |
| 99. Provide on-site health and clinic services for workers with general health concerns, as well as initial emergency response | | | | |
| 100. Will not provide its own medivac services; as per Yukon EMS guidance; however, there will be qualified professionals on site at all times as first responders to emergencies. An Emergency Response Team will be trained to respond to on-site emergencies, and Newmont will employ at least one full-time paramedic or nurse at all times. The Emergency Response Plan will include an emergency medical evacuation process in the event of a serious injury where additional medical assessment and/or treatment is required. Decisions regarding medical evacuations from the Project site will be done in consultation with Yukon EMS dispatch. | | | | |
| 101. Will coordinate with First Nations' specific health providers. If this coordination through regular engagement suggests that the project may be contributing to increased demand for health care services, the project will engage with relevant groups to discuss monitoring and adaptive management | | | | |

| Education and Training Management Strategy | | | | |
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| Purpose: | Newmont will engage with local education and training institutions to manage potential project-related effects on educational services (primary, secondary, and post-secondary) and community-based training and career development opportunities | | | |
| Potential Project Related Effects: | <ol style="list-style-type: none"> 1. Increased demand in primary, secondary, and post-secondary enrollment 2. Adverse project-related effects to community-based training opportunities (aimed at adult or post-secondary schooling/training) 3. Community-based training opportunities and activities related to increased industry-specific demands 4. Adverse changes to primary and secondary school enrollment, including the student to teacher ratio and class sizes 5. Indirect adverse effects on culturally responsive education because of rotational schedules | | | |
| Objectives of Strategy: | <ol style="list-style-type: none"> 1. Minimize adverse project-related effects to community-based training opportunities 2. Enhance opportunities for career development and skill development 3. Enhance community-based training opportunities and activities related to increased industry-specific demands 4. Minimize adverse project-related changes to primary and secondary school enrollment | | | |
| Mitigation and Enhancement Measures | | | | |
| Mitigation Measures | Reporting Metrics | Data Source | Timeframe/Frequency | Info Provider |
| Mitigation Actions Category #1: Career Development, Training Opportunities and Educational Attainment | | | | |
| Potential Effects: Adverse project-related effects to community-based training opportunities; Community-based training opportunities and activities related to increased industry-specific demands; Adverse changes to primary and secondary school enrollment, including the student to teacher ratio and class sizes | | | | |
| Objective: Minimize adverse project-related effects to community-based training opportunities; Enhance opportunities for career development and skill development | | | | |
| 102. Make available on-the-job training for employees who identify a need or who express an interest in furthering their career | <u>Training</u> <ul style="list-style-type: none"> • Education and training program applicants by group (Community / Yukon / Canada) • Education and training program participants by group (Community / Yukon / Canada) • Education and training program participants by residency <u>Education</u> <ul style="list-style-type: none"> • School enrollment (elementary / middle / high school / technical training / post-secondary institutions) • School absenteeism • High school graduation rate • Student / teacher ratios | <ul style="list-style-type: none"> • Newmont Reporting • Third party statistics | Annually | <ul style="list-style-type: none"> • Coffee Mine • Local educational institutions |
| 103. Make available career development opportunities to encourage retention of employees and further development the skills of the local labour force | | | | |
| 104. Provide or facilitate training opportunities for under-represented groups in the mining sector, such as First Nations and women | | | | |
| 105. Offer and Employee Assistance Program (EAP) which provides support for career development | | | | |
| Mitigation Actions Category #2: Linkages to Industry Needs | | | | |
| Potential Effects: Community-based training opportunities and activities related to increased industry-specific demands | | | | |
| Objective: Enhance opportunities for career development and skill development; Enhance community-based training opportunities and activities related to increased industry-specific demands | | | | |
| 106. Communicate with local education and training organizations and institutions to identify and encourage availability of programs or courses necessary for Project employment to local residents | <u>Coffee Mine Employment</u> <ul style="list-style-type: none"> • Number and proportion of women employed at Coffee Mine and contractors • Number and proportion of First Nation Employees at Coffee Mine and contractors | <ul style="list-style-type: none"> • Newmont Reporting | <ul style="list-style-type: none"> • Annual | <ul style="list-style-type: none"> • Coffee Mine |
| 107. Support under-represented groups (such as women and First nations) to take advantage of the Project employment opportunities | | | | |

| Traditional Knowledge and Lands and Resource Use Management Strategy | | | | |
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| Purpose: | Newmont respects the land and resources in which its Projects operate. As such, Newmont will reflect best practices and locally relevant environmental values related to traditional and non-traditional land and resource use | | | |
| Potential Project Related Effects: | <ol style="list-style-type: none"> 1. Decrease in availability of lands and resources 2. Decrease in access to lands and resources 3. Decrease in quality of lands and resources (i.e., groundwater and surface water quality, vegetation, fish and fish habitat, wildlife and wildlife habitat and birds and bird habitat) 4. Change to the quality of intangible cultural and spiritual resources 5. Adverse effects on subsistence activities and ability to conduct subsistence activities (i.e., hunting, trapping, fishing, plant gathering, etc.) 6. Changes to access the land and resources 7. Changes to the traditional economy | | | |
| Objectives of Strategy: | <ol style="list-style-type: none"> 1. Minimize potential adverse effects to non-traditional and/or traditional land and resource use 2. Enhance non-traditional and/or traditional land and resource use 3. Understand and address potential project-related effects to quality of intangible cultural and spiritual resources | | | |
| Mitigation and Enhancement Measures | | | | |
| Mitigation Measures | Reporting Metrics | Data Source | Timeframe/Frequency | Info Provider |
| Mitigation Actions Category #1: Traditional Land and Resource Use Activities Potential Effects: Decrease in availability of lands and resources; Decrease in access to lands and resources; Change to the quality on intangible cultural and spiritual resources; Adverse effects on subsistence activities and ability to conduct subsistence activities; Decrease in quality of lands and resources (i.e., groundwater and surface water quality, vegetation, fish and fish habitat, wildlife and wildlife habitat and birds and bird habitat) Objective: Minimize potential adverse effects to non-traditional and/or traditional land and resource use; Enhance non-traditional and/or traditional land and resource use; Understand and address potential project-related effects to quality of intangible cultural and spiritual resources | | | | |
| 108. Encourage employees to pursue traditional economy activities by providing a 2-week on, 2-week off schedule | <u>Traditional land and resource use</u> <ul style="list-style-type: none"> • TBD with First Nations | <ul style="list-style-type: none"> • Newmont Reporting • Primary research (First Nations) | <ul style="list-style-type: none"> • Annual | <ul style="list-style-type: none"> • Coffee Mine • Tr'ond?k Hw?ch'in • First Nation of Na-Cho Ny?k Dun • Selkirk First Nation • White River First Nation |
| 109. Implement the enhancement measures associated with the traditional economy in conjunction with other human environment mitigation, such as the Engagement Plan and cultural awareness training, among others | | | | |
| 110. Make all or a portion of the Coffee Creek camp available for traditional uses | | | | |
| 111. Fund suitable infrastructure at the Coffee Creek camp for traditional uses | | | | |
| 112. Fund and support culture camps for affected First Nations | | | | |
| 113. Ensure staff are provided with information regarding traditional land uses they may encounter | | | | |

| Traditional Knowledge and Lands and Resource Use Management Strategy | | | | |
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| Mitigation and Enhancement Measures | | | | |
| Mitigation Measures | Reporting Metrics | Data Source | Timeframe/Frequency | Info Provider |
| <p>114. Provide capacity funding for each affected First Nation to retain Indigenous project monitors, if they so choose, which shall have the following functions in relation to reducing effects to traditional land use:</p> <ul style="list-style-type: none"> a. To identify, document and develop mechanisms to support resolution of potential conflict between mining activities and First Nation cultural values and practices in the Coffee Creek area. b. The monitors shall be involved in the collection of information on matters on-site related to harvestable resources in the project area and surrounding landscape and ways in the accessibility to those resources or quality of experience in harvesting those resources may be diminished. c. The monitors shall be on-site during mining activities but also be given means for community-based outreach work. This may include but not be limited to travel to First Nation primary communities and/or accommodating First Nation elders and land users at the site. d. The monitors shall also be involved in data collection for other culturally important land uses. Data collection shall include but not be limited to land user perceptions, regarding compatibility of traditional activities and adjacent industrial activities (e.g., user tolerance for noise, visual scarring, or other "sense of place" determinants). e. The monitors shall be provided authority and resources to scope traditional knowledge and traditional use studies aimed at documenting mining / land use conflicts (actual or potential), and ways in which those conflicts could be mitigated. For greater clarity, this condition envisions that the Monitor may, from time to time, employ supporting staff of their choosing to support special projects. f. Funding for the Monitors shall be sufficient to enable the above functions, if so desired by each affected First Nation. The Indigenous Project Monitors act as a liaison between the affected First Nations and the Proponent and are a mechanism to implement the adaptive management framework outlined in the SEMP to address effects to traditional land uses. The Indigenous Project Monitors may act in conjunction with, or replace, the Environmental Monitors as committed to by the Proponent, depending on the needs and preferences of each affected First Nation. The Indigenous Project Monitors are intended to be independent of the Proponent and represent the interests of the affected First Nations. | | | | |
| 115. Fund efforts of affected First Nations to collect traditional knowledge with respect to the Coffee Creek area for the purposes of supporting a First nation-developed culture program aimed at transmitting knowledge about the area to future generations | | | | |
| 116. Ensure that all affected First nations have opportunities to participate in developing end land-use objectives for the site that are consistent with traditional land use values for the area, including future uses | | | | |
| 117. Only landfill inert substances at the project site. The proponent shall work with affected First Nations and regulatory agencies to develop an approved landfill material list and mechanisms for establishing suitability low leachability risk for proposed landfill materials | | | | |
| 118. Implement relevant environmental management plans | | | | |

| Cultural Awareness and Diversity Management Strategy | | | | |
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| Purpose: | Newmont will cultivate and promote a respectful, inclusive workplace that appreciates cultural diversity and supports cultural pursuits | | | |
| Potential Project Related Effects: | <ol style="list-style-type: none"> 1. Adverse project-related effects on workers' ability to engage in cultural and/or traditional pursuits 2. Potential working environment wherein cultural diversity is not valued or prioritized | | | |
| Objectives of Strategy: | <ol style="list-style-type: none"> 1. Establish a Project working environment which reflects cultural considerations 2. Support Indigenous staff to engage in cultural pursuits 3. Contribute to a better understanding of the traditional economy and its value/role to Yukon communities | | | |
| Mitigation and Enhancement Measures | | | | |
| Mitigation Measures | Reporting Metrics | Data Source | Timeframe/Frequency | Info Provider |
| Mitigation Action Category #1: Cultural Awareness and Diversity Training | | | | |
| Potential Effects: Adverse project-related effects on workers' ability to engage in cultural and/or traditional pursuits; Potential working environment wherein cultural diversity is not valued or prioritized | | | | |
| Objective: Establish a Project working environment which reflects cultural considerations; Support Indigenous staff to engage in cultural pursuits | | | | |
| 127. Implement cultural awareness training 128. Ensure that new employee orientation includes cultural awareness training | % of workers that completed Cultural Awareness Training | | | |
| Mitigation Action Category #2: Elders-in Residence Program | | | | |
| Potential Effects: Adverse project-related effects on workers' ability to engage in cultural and/or traditional pursuits; Potential working environment wherein cultural diversity is not valued or prioritized | | | | |
| Objective: Support Indigenous staff to engage in cultural pursuits; Contribute to a better understanding of the traditional economy and its value/role to Yukon communities | | | | |
| 129. Establish an Elder-in-residence program to better: <ol style="list-style-type: none"> a. Improve cross cultural awareness b. Increase First Nations physical presence at the mine site c. Improve First Nation knowledge of project development, and improve the Proponent's understanding of First Nation perspectives regarding the Project's development d. Ensure First Nation workers can access Elders at the mine site | TBD with First Nations | | | |