



Blackwater Mine



Community Effects Monitoring and Management Plan: Construction

April 1, 2023 – Dec 31, 2024

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Executive Summary

This Community Effects Monitoring and Management Plan Report (Report) presents socio-economic monitoring results for the Blackwater Mine (the Mine) for the full period of construction (April 1, 2023, to December 31, 2024). The report is prepared in compliance with Condition 37 of the British Columbia (BC) Environmental Assessment Certificate (BC EAO, 2019) and aligns with the monitoring process outlined in the Community Effects Monitoring and Mitigation Plan (CEMMP; ERM 2021). This Report is the second monitoring report produced in accordance with the CEMMP and provides an update on socio-economic indicators described in the CEMMP Baseline Report.

The purpose of the CEMMP Report is to identify community-specific effects of the Mine in communities during the construction phase, understand the effectiveness of mitigation strategies, and evaluate whether additional mitigation is needed. To inform the Report, information was gathered from BW Gold and communities identified as potentially affected by the Mine.

Monitoring of community effects focuses on three general categories based on predicted effects of the Environmental Assessment: population and demographics, regional and community services, and family and community well-being.

The populations of primary communities changed since 2022, but changes are not linked to the Mine. BW Gold intentionally focused recruitment efforts in the region. Throughout construction, the proportion of BW Gold employees from the Project region ranged from 40-50%. On average, 177 BW Gold employees and 315 direct contractor employees were from primary communities, specifically. Most BW Gold and contractor employees stayed in the on-site camp while on shift, with camp occupancy averaging 554 workers during construction. A total of five BW Gold employees moved to a primary community from outside the region.

Construction activities increased demand for health care services in communities. A total of 1,907 on-site incidents (18% occupational and 82% non-occupational) required on-site care, of which 129 (7%) were referred to a hospital, over the 21-month construction period. Most referrals were sent to Vanderhoof, to the hospital or other medical services. Cases requiring more specialized care were referred to hospitals in Prince George or Edmonton. Approximately 93% of all cases were treated by BW Gold's on-site medical services.

There were 71 traffic-related concerns raised through the Community Feedback Mechanism during construction, all of which were resolved by BW Gold. Traffic incidents on the Kluskus FSR included a low number of known collisions or other incidents involving contractor and support vehicles.

Although crime rates in primary communities have generally increased since 2022, no link to the presence of Mine workers has been identified. BW Gold maintains a zero-tolerance policy for alcohol and drugs, and promotes a harassment-free workplace.

Mine construction may have positively affected demand for trades training at regional colleges and universities. The College of New Caledonia reported an increase in demand for trades programs in 2023/24. BW Gold employees and contractors participated in approximately 61,493

hours of training in 2024, including orientation, health and safety, cultural awareness, occupational awareness, and job-specific training.

Employment at the Mine likely contributed to a reduction in economic hardship in regional communities, through increased incomes and other benefits. For the bulk of the construction period, Indigenous workers made up 30% of BW Gold employees, higher than during Early Works (22%). During construction, the income gap between male and female BW Gold employees and between Indigenous and non-Indigenous BW Gold employees was smaller than during the Early Works period. However, average salaries were slightly lower during construction for every group except for Indigenous women. Mine workers hired in 2023 and 2024 included some workers who had experienced job loss from recent mill closures.

Throughout the construction phase, BW Gold engaged with Indigenous groups, the public, and stakeholders through a variety of in-person and virtual activities. Common themes of engagement during construction included general interest in business and employment opportunities and traffic. BW Gold promoted the Community Feedback Mechanism to Indigenous groups, the public and stakeholders through various methods. During construction, 81 comments were received through the Community Feedback Mechanism, the majority of which were focused on traffic. All comments were followed up and resolved by BW Gold.

BW Gold will continue to monitor potential effects identified in the CEMMP, and the effectiveness of mitigation measures, as well as any new identified effects in communities identified through monitoring that may be associated with activities at the Mine.

Acronyms and Abbreviations

First Nations	The Mine is located within the traditional territories of Lhoosk'uz Dené Nation (LDN) and Ulkatcho First Nation (UFN). The Kluskus and Kluskus-Ootsa Forest Service Roads (FSR) and Mine transmission line cross the traditional territories of Saik'uz First Nation (SFN), Nadleh Whut'en First Nation (NWFN), Stelat'en First Nation (StFN) and Nazko First Nation (NFN). The mine and infrastructure are also on lands of interest to Nee-Tahi-Buhn Band, Cheslatta Carrier Nation and Yekooche First Nation
ACP	Advanced Care Paramedic
Artemis	Artemis Gold Inc.
BC	British Columbia
BC EAO	British Columbia Environmental Assessment Office
BC EHS	British Columbia Emergency Health Services
BW Gold	Blackwater Gold Ltd.
CEA Agency	Canadian Environmental Assessment Agency
CEMMP	Community Effects Monitoring and Management Plan
Report	Community Effects Monitoring and Management Plan Report
CIRNAC	Crown-Indigenous and Northern Affairs Canada
CLC	Community Liaison Committee
CNC	College of New Caledonia
CSI	Crime Severity Index
CWB Index	Community Well-being Index
DS	Decision Statement
EAC	Environmental Assessment Certificate
EAP	Employee Assistance Program
ER	Emergency Room
FSR	Forest Service Road
IAAC	Impact Assessment Agency of Canada
km	Kilometers
kV	Kilovolt
ICBC	Insurance Corporation of British Columbia
LDN	Lhoosk'uz Dené Nation

Mine	Blackwater Mine
Mtpa	million tonnes per annum
NFN	Nazko First Nation
NFNs	Nechako First Nations
NH	Northern Health
NWFN	Nadleh Whut'en First Nation
OFA	Occupational First Aid
RCMP	Royal Canadian Mounted Police
RSA	Regional Study Area
SD27	School District No 27 – Cariboo-Chilcotin
SD28	School District No 28 – Quesnel
SD57	School District No 57 – Prince George
SD91	School District No 91 – Nechako Lakes
SFN	Saik'uz First Nation
StFN	Stellat'en First Nation
TSF	Tailings storage facility
UFN	Ulkatcho First Nation
UNBC	University of Northern British Columbia

1.0 Introduction

This Community Effects Monitoring and Management Plan (CEMMP) Report (Report) for the Blackwater Mine (the Mine) has been prepared in compliance with Blackwater Gold Inc.'s (BW Gold) Condition 37 which requires the Holder of the Environmental Assessment Certificate (EAC) to implement the CEMMP for construction, operation and the first five years of Closure.

This Report is for the construction phase, defined as April 1, 2023, to December 31, 2024. The purpose of this Report is to understand how construction of the Mine may be affecting socio-economic conditions in communities. Information from BW Gold is provided on construction activities, BW Gold's engagement activities, and Mine employment. Current socio-economic information on communities was gathered to monitor any observed changes in communities compared to pre-construction conditions. The effectiveness of mitigation measures for observed effects is evaluated and additional mitigation recommended where applicable.

This Report focuses on results that are most aligned with observed effects of the Mine, such as changes to traffic conditions and community effects related to the construction workforce.

1.1 The Blackwater Mine

The Mine¹ is a gold and silver open pit mine located in central British Columbia (BC), approximately 112 kilometres (km) southwest of Vanderhoof, 160 km southwest of Prince George, and 446 km northeast of Vancouver.

The Mine is currently accessed via the Kluskus Forest Service Road (FSR), the Kluskus-Ootsa FSR, and an exploration access road, which connects to the Kluskus-Ootsa FSR at km 142. The Kluskus FSR joins Highway 16 approximately 10 km west of Vanderhoof. A new, approximately 13.8 km road (Mine Access Road) was built to replace the existing exploration access road, which was decommissioned. The access road was operable as of February 2024. The new access from Highway 16 is at km 124.5. The driving time from Vanderhoof to the Mine site takes roughly 2.5 to 3 hours.

Major Mine components include a tailings storage facility (TSF), ore processing facilities, waste rock, overburden and soil stockpiles, borrow areas and quarries, water management infrastructure, water treatment plants, accommodation camps and ancillary facilities. The gold and silver will be recovered into a gold-silver doré product and shipped by air and/or transported by road. Electrical power is supplied by the completed 135 km, 230 kilovolt (kV) overland transmission line connecting the Mine to the BC Hydro grid at the Glenannan substation located near the Endako Mine, 65 km west of Vanderhoof.

¹ Previous documents related to the CEMMP referred to the Blackwater Mine as the "Project". When referencing specific regulatory documents or elements of the regulatory process prior to reception of Environmental Assessment Certificate #M19-01 (EAC), the term "Project" may be used. Predicted effects outlined in this Report use the term "Mine" to reflect the transition to operation.

The Mine is located within the traditional territories of Lhoosk'uz Dené Nation (LDN) and Ulkatcho First Nation (UFN). The mine transmission line crosses the traditional territories of Nadleh Whut'en First Nation (NWFN), Saik'uz First Nation (SFN), and Stellat'en First Nation (StFN, collectively, the Nechako First Nations) as well as Nazko First Nation (NFN). The mine and infrastructure are also on lands of interest to Nee-Tahi-Buhn Band, Cheslatta Carrier Nation and Yekooche First Nation (BC EAO, 2019a, 2019b).

1.1.1 Project Certificate and Compliance

New Gold Inc. (New Gold) received Environmental Assessment Certificate #M19-01 (EAC) on June 21, 2019 under the 2002 *Environmental Assessment Act* (BC EAO, 2019c) and a Decision Statement (DS) on April 15, 2019 under the *Canadian Environmental Assessment Act*, 2012 (CEA Agency, 2019). In August 2020, Artemis Gold Inc. (Artemis) acquired mineral tenures, assets and rights in the Blackwater Mine that were previously held by New Gold. On August 7, 2020, the Certificate was transferred to BW Gold Ltd. (BW Gold), a wholly-owned subsidiary of Artemis, under the 2018 *Environmental Assessment Act*. In December 2022, the Impact Assessment Agency of Canada (IAAC) concluded an analysis of proposed changes to the Mine, including extension of duration of the operation phase, reducing duration of the closure phase, and change in the capacity for the construction and operations camps. IAAC's analysis concluded that the proposed changes would not increase the extent to which the effects of the Mine are adverse, and that existing conditions in the DS were sufficient to address potential interactions between the Mine and valued components (IAAC, 2022).

EAC Condition 37 (b) requires the Holder to develop a CEMMP in consultation with the CLC and specifies that the CEMMP must include a monitoring program for potential adverse effects from the Project (now the Mine). The monitoring program must evaluate community effects related to impacts on population and demographics, community services, crime and socially disruptive behaviour, and community and family well-being.

1.1.2 Purpose and Scope

The CEMMP was developed in 2022 in consultation with the Community Liaison Committee (CLC). The CEMMP provides a plan to monitor and mitigate the Mine's potential socio-economic effects on First Nations, communities and other stakeholders during construction, operation, active closure, and temporary care and maintenance. Annual reporting is required as part of the Condition.

The CEMMP Report must:

- Present the predicted and observed community effects of the Mine, including related data and interpretation;
- Assess the accuracy of socio-economic predictions and identify any unanticipated effects associated with the Mine;
- Assess effectiveness of mitigation measures, and propose adaptive measures as needed;

- Summarize qualitative information from CLC members and feedback received through the Mine feedback mechanism to provide further context to BW Gold's understanding, management, and mitigation of social or economic effects of the Mine; and
- Section 13 of the CEMMP requires annual review of the CEMMP following the submission of reporting, or in response to adaptive management triggers.

Monitoring socio-economic conditions in the region (RSA) as required by the CEMMP is intended to be flexible, to adapt and respond to changing community priorities and focus on observed effects that may be associated with the Mine. This Report has been reorganized and streamlined to emphasize information that is most relevant to Mine activities, while contextual information has been moved to an Appendix. In response to feedback, additional community-level information on socio-economic effects of the Mine has been included, such as employment by community.

This Report covers Mine construction, from April 1, 2023, to December 31, 2024, and follows the monitoring process outlined in the CEMMP and in Section 3.0 of this document. This is the second CEMMP Report prepared for the Mine.

1.1.3 Community Liaison Committee

The CLC was originally formed in 2012 by New Gold, to communicate with local government and community organizations. The original members of the CLC included representatives from communities as well as regional districts, Northern Health (NH), school districts (SDs), post-secondary institutions and community organizations. For continuity, original members were invited to join the CLC that was required under Condition 37, in 2021. CLC current membership includes representatives of First Nations and primary communities (Section 1.2).

The purpose of the CLC under Condition 37 is to provide information to BW Gold on community effects of the Mine in members' communities, to provide advice to BW Gold on mitigation measures to address social and economic effects, and review and comment on the CEMMP and the plan's implementation.

CLC members annually review the effectiveness of the committee in supporting monitoring of community effects, and provide input related to the effectiveness of the monitoring program in the CEMMP and any other concerns. Feedback from the 2022-2023 CLC survey is provided in Section 2.1.2.

1.2 Primary Communities

This Report focuses on those communities that are anticipated to experience socio-economic effects of the Mine, which are referred to as primary communities in this Report:

- First Nations communities (with most populated reserves for each listed in brackets):
 - Lhoosk'uz Dené Nation (LDN) (Kluskus 1)
 - Ulkatcho First Nation (UFN) (Ulkatcho 14a and Squinas 2)
 - Stellat'en First Nation (StFN) (Stellaquo [Stella] 1)

- Nadleh Whut'en First Nation (NWFN) (Nautley [Fort Fraser] 1)
- Saik'uz First Nation (SFN) (Stony Creek 1)
- Nazko First Nation (NFN) (Nazco 20)
- Cities, district municipalities and villages as follows:
 - City of Prince George
 - City of Quesnel
 - District Municipality of Vanderhoof
 - District Municipality of Fort St. James
 - Village of Fraser Lake
 - Village of Burns Lake
 - Village of Anahim Lake

Primary communities were selected from within the Local Study Area and the Regional Study Area (RSA) as described in the EAC Application, with the addition of Anahim Lake. Although Anahim Lake is outside the RSA, UFN's Squinas 2 is adjacent to Anahim Lake and the community has been added to the primary communities upon request from UFN. Figure 2-2 in the CEMMP shows the location of all primary communities and the Mine (Blackwater Gold, 2022).

The list of primary communities does not include all communities in the RSA, since regional Mine employees may live in communities that are not listed above. "Regional communities" is used in this Report to refer to all the communities in the RSA. In the case that additional communities identify potential effects of the Mine, the indicators and data sources will be adjusted to permit monitoring of those communities, as part of the adaptive management process.

1.3 Construction Highlights

Construction achievements and highlights from mid-2023 to the end of 2024 included:

- March 2023 - BW Gold received the BC *Mines Act* permit, enabling construction of major works to begin.
- April 2023 –Site preparation was underway for major works construction, including the process plant area footprint. The 477-room construction camp was completed.
- May 2023 – Construction was 20% complete at the end of May
- July 2023 – BW Gold reported that approximately 50% of employees at the Mine site resided in primary communities, and 80% were from B.C. Logging and clearing activities were taking place in priority infrastructure areas. The construction camp was completed, and additional dormitories were constructed for up to 500 people. Equipment was delivered, and construction of the process buildings were in progress. There were 400 direct employees and contractors working on the project.

- October 2023 – The Mine site was directly affected by wildfires in the summer of 2023. Despite this setback, by the end of September, construction was 45% complete. The Mine had 250 direct employees onsite of which ~20% were women and 30% reported having Indigenous identity. Construction was in progress on the processing plant, earthworks, and water site management. Fish recovery and relocation was completed.
- December 2023 - Construction was 59% complete. Logging and clearing continued for the construction of earthworks. The water management pond and Davidson Creek diversion were advanced.
- February 2024 – Construction of the 135km 225kV transmission line was underway. A total of 320 direct employees were onsite.
- March 2024 – Construction was approximately 73% complete, with the major water management facilities completed and work on the tailings storage dam progressing.
- June 2024 – Construction was 87% complete.
- December 2024 – The transmission line was completed and commissioned, and mining operations commenced. The first ore was fed to the crushers, and initial pit blasts took place. The TSF was completed.
- January 2025 - The Mine completed its first pour of gold and silver and targeted Q2 of 2025 for commercial production (BW Gold 2023, 2024, 2025 [Newsletters]).

2.0 Engagement Activities

BW Gold's engagement activities during construction are summarized to provide context for the interests, issues and concerns heard from communities and to inform ongoing monitoring as part of an adaptive management approach. BW Gold has engaged with First Nations, the public and stakeholders during construction. The following engagement activities have been undertaken during construction (April 1, 2023, to December 31, 2024):

- CLC Meetings (April 19, 2023; June 22, 2023; October 18, 2023; December 6, 2023; February 7, 2024; May 1, 2024; September 11, 2024; and November 6, 2024).
- Published quarterly newsletter on Mine status, employment, news, and community outreach, which have been available on the Artemis Gold website since October 2022 (BW Gold 2025).
- Provided notification letters to tenure holders regarding Mine activities and requests to access lands and field work occurring in and around tenure holder certificate areas.
- Provided Mine updates to community groups and individuals (e.g., Vanderhoof Chamber of Commerce).
- Attended community events and open houses (e.g., CNC Spring Open House 2023).
- Facilitated Access Management Working Group meetings (July 12 and July 20, 2023).
- Responded to inquiries, comments, and questions, received through office visits (Vanderhoof office), community events, phone calls, and emails.

- Monthly community coffee house visits with Nechako Nations.
- Monthly community visits in Anahim Lake (Ulkatcho First Nation) and Quesnel (Lhoosk'uz Dene Nation).
- During Construction, BW Gold attended career events in Fraser Lake (2), Saik'uz (2), Vanderhoof (2), Prince George (1), Nazko (2) and in various universities and high schools.
- Engagement with emergency service providers (NH, BC Wildlife Service, Ministry of Emergency Management and Climate Readiness, Prince George Emergency Operations Centre, Royal Canadian Mountain Police (RCMP), and Cariboo Regional District, Regional District of Bulkley-Nechako).

BW Gold continues to promote use of the Community Feedback Mechanism to First Nations, the public and stakeholders. The Community Feedback Mechanism was promoted throughout construction as described in Table 2-1.

Table 2--1: Promotion of the Community Feedback Mechanism During Construction

Mechanism	Details (Date)
Newspapers	Vanderhoof Omineca Express, Fort St James Caledonia Courier, Quesnel Cariboo Observer, Burns Lake – Lakes District News, Prince George Citizen – November 2023 & 2024.
CLC Meetings	Presented results at the Dec. 6, 2023; May 1, 2024; Sep. 11, 2024; and Nov. 6, 2024 Meetings.
Newsletter	Community Feedback Mechanism highlighted in newsletters (July 2023, October 2023, February 2024, May 2024, and September 2024).
Presented to Staff	Presented to all employees as a part of their orientation training.
Posters	Displayed and handed out at the Vanderhoof office as well as displayed and handed out at community events BW Gold attended.
Slides/Presentations	Re-occurring overview slide used in multiple community presentations.
Email Notification	Mass notifications conclude with advertising the Community Feedback Mechanism as a means of response.
Website ²	Community Feedback Mechanism page was added to website in the fall of 2022.

2.1.1 Issues and Concerns

The Community Feedback Mechanism (CFM) received 81 messages during construction. Feedback included EA-documentation requests, complaints associated with traffic on the

² Establishment of a Project website was a requirement of EAC Condition 42.

Kluskus FSR, complaints around disruptions due to transmission line construction, and concerns about garbage being left at a nearby recreational site and ice build-up from mine water discharge.

BW Gold notified the responsible site personnel, BW Gold employees, and contractors, as applicable and communicated appropriate corrective actions. All complaints received have been addressed and resolved by BW Gold.

Traffic complaints increased over the summer of 2024, and decreased in the fall. Complaints were primarily received from Vanderhoof and Saik'uz First Nation (Stoney Creek 1). The majority of the traffic-related complaints received from the Community Feedback Mechanism were focused primarily on the Kluskus FSR and involved vehicles not adhering to road protocols, not calling out kilometers, and speeding (BW Gold, 2025e). The type of feedback, number of times received, and BW Gold's response are shown in Table 2-2.

Table 2-2: Community Feedback and Response

Type of Feedback	Count	Response
Traffic-related complaints	71	BW Gold followed up to obtain date, time, description of vehicles, license plates, and any other relevant information to address complaints. Where sufficient information is received pointing to an offence by a BW Gold employee or contractor, the offending party was contacted for investigation and management follow-ups, such as review of road protocol and progressive safety discipline. BW Gold implemented additional mitigations, including implementing patrols at the Kluskus FSR to monitor driving behaviour and ensure road protocols were being followed, and established e-training for driving the Kluskus FSR.
EA related requests and inquiries, such as requests for EA documents	4	BW Gold provided physical and digital copies of Mine management plans, Mine information (e.g., rationale and process of the transmission line route selection).
Noise-related complaints due to transmission line helicopter use	1	CR Manager communicated to complainants that helicopter use had been completed prior to the receipt of the complaint. BW Gold commitment of advance notices of helicopter use and noise (machines) to go out to area residents in advance of activity.
Access-related complaints related to the Transmission Line	2	The construction of the BW Gold transmission line intersected with numerous government-issued tenures including traplines, guide outfitter territories, and range territories.
Ice Build-Up	1	Complaints related to mine water discharge causing ice buildup at nearby properties.
Garbage in Recreation Site	1	Complaint regarding garbage left behind at Apex Bay recreation site during a camping stay by a BW Gold contractor.
Mine site employee conduct (drug use)	1	The complaint was reviewed internally, and company policies on drug and alcohol use were reinforced with employees at daily toolbox meetings.

Source: (BW Gold, 2025e)

2.1.2 Community Liaison Committee Feedback

As required by the CLC Terms of Reference, members of the CLC are asked for annual input on the effectiveness of the CLC and the monitoring program. The results presented below are for Early Works (2022-2023), as this information was not available at the time the first CEMMP Report was submitted. The survey related to construction will be sent for feedback in June 2025.

For the 2022-2023 CLC survey, a total of 35 surveys were sent and 6 responses were received by BW Gold, as follows:

- Respondent noted that their ability to share community information to support community effects monitoring is constrained by limited capacity.
- Respondent noted that a Community Benefits Agreement would help with sharing community information.
- In general, respondents shared that the CEMMP appeared to be effective in monitoring and managing socio-economic effects on communities.
- Respondents noted that effectiveness would be improved by:
 - Ability to change scope of the CEMMP if conditions change.
 - Provide local employment incentives.
 - Recognize external factors (other than the Mine) that may also be affecting socio-economic conditions in communities.
 - Acknowledge lack of data for smaller communities.
 - Identify and report on the impacts to primary communities and the region.
 - Provide employment numbers by community.

3.0 Methods

The following sections describe the overall approach to community monitoring and management of socio-economic effects, including monitored effects, selected indicators for measurement, information sources, and data limitations.

To understand Mine-specific impacts on primary communities, this report focuses on communities closest to the Mine where community effects are most likely to occur, including positive effects from contracting and employment. As such, while all primary communities are considered, focus is placed on Fraser Lake and Vanderhoof, where changes to demand on services (health, education, protective, and social services) are most likely to occur based on proximity to the Mine. Prince George is also highlighted throughout this report, being the community with the majority of BW Gold employees from primary communities.

To understand how the Mine may be affecting socio-economic conditions, the CEMMP describes monitoring for socio-economic effects as predicted in the EAC Application. Indicators were selected with the CLC for monitoring to evaluate changes in communities (Table A-0-1 in Appendix A). First, a desktop review of publicly available information was conducted to update information from previous reporting and identify information gaps. Both qualitative and quantitative information was reviewed to gain understanding of the context for changes to socio-economic conditions in the region, and the possible contribution of the Mine to these changes. Issues and concerns heard through the Community Feedback Mechanism and other engagement activities were used in this Report to direct the analysis and help determine the effect of the Mine on communities.

To verify the desktop information and fill gaps, information requests were sent to CLC members, local government, community organizations, and service providers, including primary communities (Vanderhoof, Fraser Lake, Quesnel, Fort St. James, Burns Lake, and Prince George), University of Northern British Columbia (UNBC), College of New Caledonia (CNC), NH, BC Emergency Health Services (BC EHS), and Connexus Community Services. Information for enrollment at regional SD's was publicly available (i.e., SD91 Nechako Lakes, SD57 Prince George, SD28 Quesnel, and SD27 Cariboo-Chilcotin). Information requests included a series of questions about existing conditions in communities and community concerns, as well as data requests. Data collection through the information requests followed appropriate measures to protect the privacy of residents and businesses in primary communities and included provisions for collection of disaggregated data on vulnerable groups.

Information requests to internal BW Gold departments and contractors were sent to gather information on mine employment and to understand the possible effects of Mine workers on the monitoring indicators (Section 3.1 and Table A-0-1). Information gathered included employment numbers, diversity of the Mine workforce, BW Gold training programs for employees, the proportion of Mine employment from primary communities, worksite incidents and access to healthcare services, use of the Employee Assistance Program (EAP), and other information.

The information received was used to evaluate the effectiveness of the mitigation measures currently in place, to determine whether adaptive measures may be needed for any observed effects, and to identify any new issues and concerns for ongoing monitoring.

3.1 Community Effects and Indicators

The EAC Application predicted potential socio-economic effects in communities, primarily due to Mine workers moving to the region during construction. Predicted effects included change to community populations and demographics, change in demand for regional and community services (health services, protective services, social services, and educational services), change in traffic and work incidents, and changes to family and community well-being associated with Mine employment. Based on discussion with the CLC, socio-economic indicators were selected to measure change and monitor these predicted effects. The predicted effects, selected indicators and information sources are provided in Table A-0-1 in Appendix A. Indicators have been updated from the previous CEMMP report (Early Works) to reduce redundancy and focus attention on Mine-related interactions with primary communities.

The indicators that are assessed in this Report have been identified and confirmed by the CLC. Through regular and ongoing CLC meetings, BW Gold worked with members to understand the extent of anticipated social or economic effects through the tracked indicators, the effectiveness of mitigation measures, as well as emerging or unanticipated effects that have occurred during the construction phase. In addition to ongoing advice, the CLC was engaged in the annual data collection, analysis, and review of findings for this Report.

Updated data and information for 2023 and 2024 have been provided by CLC to inform this Report. CLC members have identified socio-economic data related to the monitored indicators and effects through ongoing CLC meetings and the annual CLC survey.

3.2 Information Sources

Data and information sources are listed in Table A-0-1 in Appendix A and include BW Gold, Mine contractors, Statistics Canada, BC Data Catalogue, NH, and other public data sources. Indicators that apply only to the Operations or Closure phase are noted in the table and are not further included in the Report. Table A-0-1 also provides sources for monitored effects and community indicators.

3.3 Data Limitations and Challenges

The following data limitations and challenges are relevant to this report:

- Census data from Statistics Canada is on a 5-year cycle with the next Census scheduled for 2026. Updated population statistics up to 2024 are drawn from BC Stats for communities. Disaggregated information (such as by gender, Indigeneity, age, and other identity factors) is therefore limited for the reporting period. Confidentiality concerns for small communities also limit the availability of disaggregated information. Where data has been suppressed, this is noted.
- Information from previous reporting (i.e., the Early Works report and the CEMMP Baseline Report) has been reviewed and may be included in this Report to provide context and identify possible trends. Since data collection and/or analysis methods may vary, this information is intended to be for illustrative purposes only.
- Observed changes in communities and Mine activities may not represent a causal relationship; many other socio-economic factors may be contributing to socio-economic conditions. Information which is specifically attributable to construction activities for the Mine is identified, where applicable.
- Information not collected during construction included: gender-disaggregated data from contractor employers, the number of times non-regional Mine workers were referred to regional healthcare facilities, information on the use of community social services by Mine employees, and the number of family members that moved with BW Gold employees to a primary community. BW Gold is in the process of testing and standardizing this data collection effort to ensure that future iterations of the CEMMP Report consistently include data for monitored Mine-specific indicators.

- Some health-related data, such as the number of times the public accessed health facilities/services in primary communities, and ambulance capacity and call volumes, were not available in this reporting period as the timelines for data collection, review and consultation did not align with the reporting process.
- Most data and information from public sources are available on annual basis; however, data from public sources are often lagging. While an effort was made to report the most recent data, this was not possible for all monitored effects. For example, some publicly available data sources (e.g., crime rates and crash data) do not have updated information for 2024. Additionally, some data are not available at the community level due to collection challenges or privacy considerations. These limitations can affect the determination of correlation and causality between Mine activities and changes to the monitored indicators.
- Where information was not available or incomplete, this is noted under the relevant category and is considered in interpretation where applicable.

4.0 Socio-economic Monitoring Results

This section summarizes the key socio-economic monitoring results from the construction phase on changes in demand for regional and community services, and changes to family and community well-being. The focus of these results is on indicators where a measurable change in conditions has been observed that can reasonably be associated with Mine construction. Subsections 4.2 to 4.10 correspond to the indicators for each of the monitored effects as described in Table A-0-1 in Appendix A.

4.1 Regional Context

Many interrelated factors may influence population change, including people moving in and out of communities to pursue work, education or a better quality of life. Mill closures and job losses in traditional resource industries such as forestry and fisheries have caused populations in rural areas of BC to shrink. Communities in central BC were heavily affected by mill closures and reduced operations in 2023 and 2024, continuing a long-term trend of forestry job losses in BC. In Vanderhoof, Sinclair's Nechako Lumber permanently reduced its operations in 2023, due to uncertainty around the log supply. A community organization representative noted that the completion of the Coastal GasLink pipeline project also resulted in the loss of 300 pipeline construction jobs in Fraser Lake in 2023 (Autumn Services, personal communication, April 15, 2025). West Fraser Timber's sawmill was also closed in 2024, affecting 77 jobs in Fraser Lake and 55 jobs in Quesnel (Village of Fraser Lake, personal communication, April 8, 2025). In Vanderhoof, Canfor's Plateau Sawmill closed in 2024, affecting approximately 500 employees (Canadian Forest Products, 2024). The West Fraser mill was the major employer in Fraser Lake, while the Canfor Plateau sawmill was the single largest employer in Vanderhoof. These job losses were clearly significant for these communities and the region.

Mill closures and reductions are likely to affect populations in these communities due to residents moving out of the region to pursue alternative work and education. In Fraser Lake, the population was anecdotally reported to already have decreased in 2023 following the

completion of the Coastal GasLink pipeline project (Autumn Services, personal communication, April 15, 2025).

CLC members have discussed the ongoing issue of regional unemployment from the forestry sector. It is expected that the Mine will provide opportunities for some workers who have lost their jobs in the forestry industry.

BW Gold has responded to these concerns through hosting business opportunity information sessions in primary communities to support business and community members that have lost their jobs, attending career fairs, and encouraging people to apply to work at the Mine (Community Liaison Committee, 2024b). Additionally, BW Gold supported CNC on the Transition to Mining Program that provides training opportunities for those in the forestry sector to find employment in mining (Community Liaison Committee, 2024a).

As of November 2024, it was reported during a CLC meeting that Fraser Lake residents affected by the mill closures were finding employment opportunities elsewhere, including the Mine (Community Liaison Committee, 2024a).

4.2 Change in Community Populations and Mine Employment

Anticipated Effect: *Population change in primary communities due to Mine workers.*

Result: *Primary community populations changed from 2021-2024, but not due to the Mine.*

BW Gold Actions: *Focused recruitment efforts in primary communities. Between 40-50% of BW Gold employees were from the region during Construction. An average of 177 BW Gold and 315 contractor employees were from primary communities.*

Mitigation Effectiveness: *Effective. BW Gold recruitment efforts likely enhanced regional hiring and contributed to increased employment in primary communities.*

Community populations changed during construction, but changes were not likely associated with Mine construction. This aligned with the EA Application, which predicted no material change to community populations due to workers migrating to the region during the construction phase since the hiring of non-regional BW Gold employees was expected to be gradual (Artemis Gold, 2015).

4.2.1 Population Estimates in Primary Communities

Most primary communities increased slightly from 2021 to 2024, with Prince George having the largest population increase (5.8%), as well as a 2.2% increase from 2023 to 2024 (Statistics Canada, 2022a). Fort St. James had the largest decrease in population during this period (10.9%). Table A-0-2 in Appendix A provides population estimates and percentage change from 2021 to 2024, by community.

The registered populations in First Nation communities were generally stable from 2022-2025 (Government of Canada, 2025). Table A-0-3 in Appendix A provides estimates of on-reserve and off-reserve populations and percent change from 2022 to 2025, by community.

4.2.2 Mine Employment by Community

Total mine employment includes employees hired directly by BW Gold and contractor employees, which are described in the following subsections. The total workforce for mine construction surpassed 800 total employees and contractors in June, 2024 (Community Liaison Committee, 2024b). Most workers lived in the on-site camp while on shift. Camp occupancy numbers are available from August 2023 to December 2024. On average, 554 workers lived in the on-site camps while on shift during construction. The highest occupancy was on July 17, 2024, when 737 workers were staying in camp (BW Gold, personal communication, June 10, 2025).

BW Gold Employment

BW Gold employment during construction is compared to Early Works employment in Table 4-1. BW Gold employed approximately 320 workers directly during construction in 2023, increasing to over 400 in 2024. Approximately 80% of BW Gold employees were male and 20% were female (BW Gold, 2025a). During construction in 2023, approximately 50% of BW Gold employees were from the Project region, including communities outside of the six primary communities. The proportion of regional employees decreased in 2024, ranging from 45% to 41% between June and December 2024. The proportion of regional BW Gold employees was higher in the Early Works phase where ~65% of the BW Gold employees hired were from the Project region (Artemis Gold, 2024a; BW Gold, 2025c, 2025d). For the bulk of construction, Indigenous workers made up ~30% of BW Gold employees, including those from outside of the primary communities. This represents an increase from the Early Works proportion of 22% (Artemis Gold, 2024b, 2024c; BW Gold, 2025a).

Table 4-1: Summary of BW Gold Mine Employees During Construction

Phase	Total BW Gold Employees			Regional BW Gold Employees	Indigenous BW Gold Employees
	Total	Male	Female	Percent of Total	Percent of Total
Early Works (2022-2023)	72	N/A	N/A	~65%	~22%
Construction (March 2023 – December 2023)	~320	~80%	~20%	~50%	~30%
Construction (2024)	400+	~80%	~20%	~45-41%	~30%

Source: (Artemis Gold, 2023, 2024a, 2024b; Blackwater Gold, 2023, 2024a, 2024b, 2024c, 2025; Community Liaison Committee, 2024b, p. 11)

Note(s):

- Gender disaggregated information for the total BW Gold employees was not available for Early Works.
- The data includes regional employees outside of the six primary communities.
- In June 2024, 45% of BW Gold employees were from the Project region, decreasing to 41% in December 2024. Percentages were used as estimates over the points in time where regional employment data was available.
- Indigenous BW Gold employees include those from outside the Project region.

Based on information received from BW Gold's Human Resources team, an average of 177 BW Gold employees lived in and commuted from primary communities, including primary First Nation communities (presented as 134 employees as shown in Table 4-2, and 43 employees as shown in Table 4-3 (BW Gold, 2025c). Employment numbers received from BW Gold's Human Resources team did not include BW Gold employees from other communities within the Project region, such as Fort Fraser. Table 4-2 presents BW Gold employee data for the construction period, by primary community and gender, collected through a point in time, and averaged out.

Table 4-2: Total BW Gold Employees by Gender and Primary Community

Identity Factor	Primary Community						TOTAL
	Vanderhoof	Fraser Lake	Quesnel	Prince George	Burns Lake	Fort St. James	
TOTAL	18	8	26	68	11	2	134
Male	16	6	23	55	8	2	110
Female	2	2	3	13	3	0	23

Source: (BW Gold, 2025c)

Note(s):

- The total number of BW Gold employees from primary communities was calculated by a point in time during construction, averaged out.
- The data only includes BW Gold employees hired from the six primary communities and does not include employees from other communities within the Project region.

Table 4-3 presents employment information received from BW Gold's Human Resources team for the total BW Gold employees from First Nation primary communities, by gender. This information was collected as a snapshot in time and is used as an average for the construction period. The numbers presented do not include Indigenous employees from outside the six First Nation primary communities. An average of 43 BW Gold employees were from a First Nation primary community. Male employees made up the majority of those employed from First Nation primary communities (an average of 34 employees), compared to females (an average of 9 employees).

Table 4-3: Total BW Gold Employees by Gender from First Nation Primary Communities

Identity Factor	Primary Community						TOTAL
	Lhoosk'uz Dené	Nadleh Whut'en	Nazko	Saik'uz	Stellat'en	Ulkatcho	
TOTAL	8	4	6	2	8	15	43
Male	8	3	5	2	7	9	34
Female	0	1	1	0	1	6	9

Source: (BW Gold, 2025c)

Note: Information received from BW Gold only includes the number of BW Gold employees that were from a primary First Nation community and does not include BW Gold employees that are from other First Nation communities. The total number of Indigenous employees may be higher.

Contractor Employment

Of the 35 contractors that were sent requests for information, 24 (69%) provided employment data. Based on the available data, those contractors employed 315 direct employees and 207 subcontractor employees from primary communities during construction (Table 4-4) (BW Gold, 2025d). Information on the total number of contractor employees and information by gender for contractor employment was not available at the time of reporting.

Table 4-4: Contractor Employees, by Primary Community

Identity Factor	Primary Community					
	Vanderhoof	Fraser Lake	Quesnel	Prince George	Burns Lake	Fort St. James
TOTAL	124	76	21	266	8	27
Contractor	97	69	18	96	8	27
Subcontractor	27	7	3	170	0	0

Source: (BW Gold, 2025d)

Note(s):

- The data received by contractors did not include the total number of contractor employees during construction.
- Data received by contractors for the six primary communities was for the whole construction period (April 1, 2023 to December 31, 2024).
- 24 of the 35 contractors who were sent information requests provided community-specific employment data. As such, this is not reflective of all contractors that were from primary communities during construction.

- The data only includes contractor employees from the six primary communities, and does not include employees from other communities within the Project region.
- Gender disaggregated information for contractor employees was not available.

The number of contractor employees from First Nation primary communities is shown in Table 4-5 broken down by contractors and subcontractors. Based on the available data, 53 direct contractor employees (not including subcontractors) were from a First Nation community, with the majority (43) from a First Nation community outside of the six primary communities. Specific First Nation details for these other employees were not specified in the data provided by contractors. Data received by contractors for First Nation communities was from a snapshot in time (March-April 2025). As such, this is not representative of the entire construction period and is used as an estimate.

Table 4-5: Contractor Employees by First Nation Primary Community

Identity Factor	Primary Community						Other
	Lhoosk'uz Dené	Nadleh Whut'en	Nazko	Saik'uz	Stellat'en	Ulkatcho	
TOTAL	1	0	4	0	4	1	46
Contractor	1	0	4	0	4	1	43
Subcontractor	0	0	0	0	0	0	3

Source: (BW Gold, 2025d)

Note(s):

- The data received by contractors did not include the total number of contractor employees during construction.
- Gender disaggregated information for contractor employees was not available.

4.2.3 Change in Community Residency Status of Mine Workers and Families and Community-Specific Migration

Anticipated Effect: Mine workers from outside the region moving to primary communities.

Result: 5 employees relocated to primary communities from outside the region for Mine Construction. Most workers lived in on-site camps during construction.

BW Gold Actions: On-site camps had a combined capacity of up to 863 workers. Recruitment efforts were focused in regional communities, including community meetings and job fairs.

Mitigation Effectiveness: Effective; most Mine workers from inside and outside the region lived in camp during their shifts.

During construction, five BW Gold employees relocated to a primary community (BW Gold, 2025c). Given the low in-migration of Mine workers to primary communities, it is unlikely that there were effects on regional services due to the relocation of these employees. The majority of BW Gold and contractor employees lived in on-site camps while on shift, as detailed below.

The most recent data on migration to and from primary communities is available from the 2021 and 2016 Census of Population. Updated migration data for primary communities was not found in public sources. Please see the CEMMP Report for Early Works for previous data on migration, per primary community.

4.2.4 Mitigation Measures

BW Gold has taken measures to reduce the influx of Mine employees from other regions of BC or Canada to primary communities, including:

- Focusing recruitment efforts on regional communities:
 - Participation in community meetings, job fairs, and employment-related events to promote employment.
 - Promotion of weekly job postings, which are shared with the CLC, WorkBC, First Nations, UNBC, and CNC via email, as well as to a careers email list that people can sign up for on the Artemis Gold website and period social media posts.
- Providing self-contained camps to accommodate workers during construction.
 - The majority of construction employees (on average, 554 workers, with a peak of 737 workers on July 17, 2024) lived at the accommodation camps while on-shift.
 - The camps had a housing capacity of 551 workers from August 2023 to August 2024. Capacity increased to 863 during peak construction (August 2024 to December 2024).
 - Camp occupancy numbers from April to July 2023 were not available.

From December 2023 and October 2024, approximately 120 to 160 transmission line workers were accommodated in hotels and other accommodations in Fraser Lake and Fort Fraser to be closer to the worksite, reducing daily driving time for these workers. Workers were primarily contractor employees responsible for clearing and constructing the transmission line to service the Mine.

4.3 Change in Traffic Incidents and Volumes

Anticipated Effect: *Changes in traffic incidents or volumes due to Mine construction.*

Result: *During Construction, 71 concerns related to increased traffic were raised through the Community Feedback Mechanism (focused on the Kluskus FSR). A low number of traffic incidents were reported to the CFM on the Kluskus FSR, with no reported injuries.*

BW Gold Actions: *3,000 FSR learning courses for the Kluskus FSR completed; new signage installed; ongoing monitoring of the Kluskus FSR; shuttle bus from regional communities; air strip construction planned (operation phase).*

Mitigation Effectiveness: *Effective. BW Gold followed up on all traffic related concerns. The on-site camp and shuttle bus service reduced traffic volumes associated with worker transport during construction.*

This section focuses on changes in traffic incidents and volumes on access roads to the Mine (the Kluskus FSR and the Kluskus-Ootsa FSR) and on Highway 16 in the communities of Vanderhoof and Fraser Lake. The Mine is accessed from Highway 16 at the intersection with the Kluskus FSR, approximately 10 km west of Vanderhoof. An increase to traffic incidents due to workforce transportation to the Mine could increase the demand for health services and protective services. During construction, 71 traffic-related concerns were raised through the CFM, primarily focused on the Kluskus FSR. However, it is difficult to determine if traffic concerns were specifically related to vehicles transporting Mine workers due to limited information provided in many complaints, such as the date, time, location, and plate numbers (BW Gold, 2023b).

As of spring 2024, BW Gold was assigned as the primary road user for the Kluskus FSR, taking responsibility for maintenance, signage, and safety measures. Spot-checks on the Kluskus FSR in 2024 tracked non-compliance rates by Mine employees and contractors on the Kluskus FSR, with most non-compliance issues relating to lack of radios or training (Community Liaison Committee, 2024a).

BW Gold operates a shuttle bus service to reduce the effects of increased Mine-related traffic on access roads. The shuttle bus for the Mine transports BW Gold and contractor employees to the Mine site and picks up employees from the Prince George airport, the Prince George Hyatt, Quesnel, Williams Lake, and Vanderhoof. Days of operation were on Wednesdays and Thursdays in 2023, and Wednesdays, Thursdays, and Fridays in 2024 (Blackwater Gold, 2023).

Traffic incidents on the Kluskus FSR included a low number of known collisions or other incidents involving contractor and support vehicles (e.g., failure to follow protocols, wildlife strike, rear-end collision), as reported through the CFM. In 2024, one two-vehicle collision occurred on the Kluskus FSR. Although dust was initially reported as being the cause of the incident, further investigation revealed that road calling procedures were not being followed, and the second vehicle was not on the correct radio channel. There were no reported injuries for all collisions and incidents reported to the CFM involving Mine workers (BW Gold, 2025e).

4.3.1 Motor Vehicle Accidents

Reported motor vehicle accidents on key roadways accessing the Mine from April to December 2023 are shown in Table 4-6, as reported by the Insurance Corporation of British Columbia (ICBC). ICBC data from 2024 was not available at the time of reporting. For comparison, the number of accidents that occurred during Early Works and prior to Early Works are provided for the same timeframe (April to December 2021 and 2022). ICBC-reported accidents are based on reports made to ICBC by insured registered vehicle owners, drivers, pedestrians, and cyclists (ICBC, n.d.).

The number of ICBC-reported motor vehicle accidents on the Kluskus FSR decreased during Construction in 2023 compared to the same periods in 2021 and 2022. The data provided by

ICBC in Table 4-6 does not reflect the incidents reported through the CFM throughout construction, which shows more than one motor vehicle accident on the Kluskus FSR.

The number of ICBC-reported motor vehicle accidents remained relatively similar from 2021 to 2023 on Highway 16 within the Vanderhoof boundary (ICBC, 2024). However, the number of accidents increased from 22 to 28 on Highway 16 within the Fraser Lake boundary during the same period. Based on the level of traffic on Highway 16, it is not conclusive if any of these accidents were related to Mine traffic.

Table 4-6: ICBC-Reported Motor Vehicle Accidents, 2021 to 2023

Road	Number of Motor Vehicle Accidents		
	April – December 2021	April – December 2022	April – December 2023
Kluskus FSR	2	4	1
Highway 16 – Total	107	100	113
Fraser Lake	22	23	28
Vanderhoof	85	77	85

Source: (ICBC, 2024)

Police-reported crash data from BC's Traffic Accident System by primary community was available from April to December 2023. For comparison, crash data for the same months in 2021 is shown in Figure 4-1 for Fraser Lake and Vanderhoof. There is no consistent trend in police-reported car crashes in Fraser Lake and Vanderhoof during construction when compared to the same period in 2021. Police-reported crashes during the April - December period increased slightly during construction in Fraser Lake (46 crashes from September 2021 to March 2022 versus 59 crashes from September 2022 to March 2023) and decreased slightly in Vanderhoof (279 crashes from September 2021 to March 2022 versus 251 from September 2022 to March 2023). Due to the relatively small number of BW Gold employees that were from Fraser Lake (a total of 11 employees in 2024), it is unlikely that the increase in vehicle accidents was a direct result of Mine traffic. Additionally, changes in the number of crashes can be attributed to different factors (e.g., weather conditions).

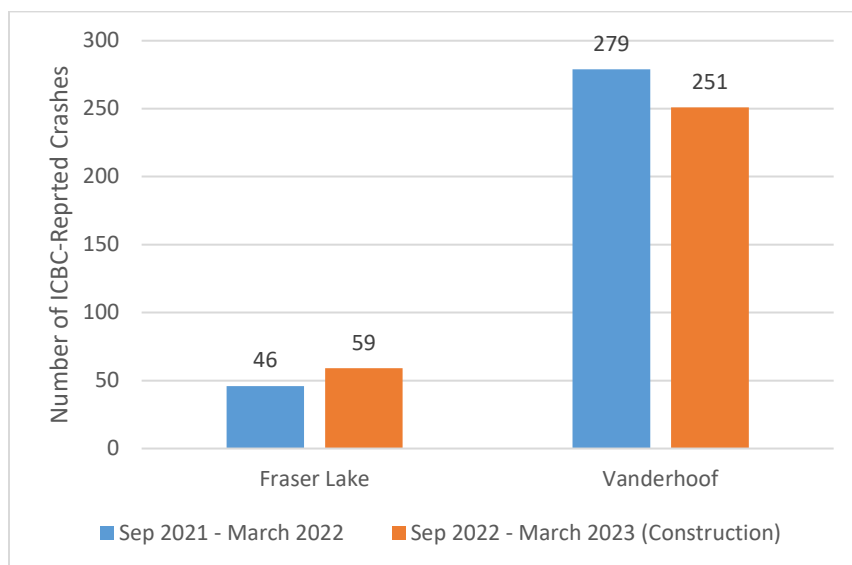


Figure 4-1: Police-Reported Crash Data for April to December, 2021 and 2023

Source: (ICBC, 2024)

4.3.2 Mitigation Measures

In response to traffic-related complaints received during Early Works and construction, BW Gold implemented additional mitigation measures to improve traffic safety and awareness to reduce additional demand for health care, emergency, and protective services in primary communities due to traffic incidents. These measures include the following:

- Required FSR e-training courses for all BW Gold employees and contractors who drive on the Kluskus FSR. Over 3,000 FSR e-learning courses were completed in 2024.
- As of November 2024, at least two (2) known contractors were banned from the Mine site for multiple road safety infractions (Community Liaison Committee, 2024a).
- Constructed new road signage to promote the e-training course and reminder road users to have a radio and other requirement materials in their vehicle – i.e. road use protocol.
- Periodic use of a road monitor to oversee traffic on the Kluskus FSR three (3) days a week for specific periods of time. Any incidents of non-compliance with road protocols were reported back to Health & Safety.
- Required crew toolbox discussions. In 2024, a total of 730 crew toolbox discussions took place in both day and night shifts, covering topics such as increased logging activity, winter tires, defensive driving, and FSR rules.
- Engaged with other road users through the Ministry of Forests Road Users Safety Meeting to share seasonal road plans and safety trends (Community Liaison Committee, 2024a).
- Engagement meetings took place with the CLC to discuss updates to road safety measures on the Kluskus FSR.

- BW Gold is planning to construct an airstrip to allow for direct transport of some employees to the Mine during Operations.

4.4 Change in Demand for Health Services

Anticipated Effect: *Change in demand for health services due to in-migration of Mine workforce and their families, and increased traffic or worksite incidents.*

Result: *129 on-site incidents (7% of all incidents) were referred to health care services in the primary communities. On-site medical services addressed 93% of reported health and safety incidents. Most non-emergency referrals were for diagnostic services.*

BW Gold Actions: *Provided on-site Advanced Care Paramedics (ACPs) and emergency services to meet the majority of the workforce's urgent and non-urgent health care needs.*

Mitigation Effectiveness: *Effective. BW Gold is involved in ongoing discussions with NH to adjust the data collection process, which is expected to address outstanding data needs for reporting.*

BW Gold provides a suite of urgent and non-urgent medical services on-site (Section 4.4.5 provides more detail). During construction, a total of 129 on-site incidents (7% of all on-site incidents) required referral to NH healthcare facilities in communities, notably Vanderhoof as the nearest hospital. No identified traffic incidents reported to the CFM resulted in injuries (Section 4.3.1). Most non-emergency referrals were for medical imaging and other diagnostic services.

Demand in primary communities remained high during construction, and services reported operating at or near capacity. Based on available information, Mine construction activities contributed to demand for public health services, which aligns with predictions from the EAC Application. However, the majority (93%) of reported health and safety incidents were addressed on-site, demonstrating the effectiveness of mitigation measures.

4.4.1 Emergency Service Capacity

As described in the first CEMMP Report for Early Works, demand for ambulance and emergency hospital services remained high, at or above capacity in primary communities and across northern BC throughout construction (Prince George Citizen, 2025). In April 2024, Fraser Lake, Burns Lake, Fort St. James, and Vanderhoof adopted the new paramedic staffing model to improve 911 responsiveness and out-of-hospital care. This included upgrading their ambulance services from the 'scheduled on-call' model to 24/7 stations with at least eight full-time paramedics (Provincial Health Services Authority, 2024). However, all primary communities continue to experience difficulties with recruitment and retention of paramedic staff.

Information on call volumes to measure the capacity of ambulance services in primary communities was not available for the construction period (BC Emergency Health Services, personal communication, May 26, 2025).

4.4.2 Hospital and Health Centre Capacity

During construction, a shortage of physicians and paramedics were experienced by all primary communities. However, several projects and initiatives have been adopted in primary communities to improve capacity issues. Vanderhoof has developed a new integrated primary-care and community health services facility, with construction completed in January 2025 (Government of British Columbia, 2023).

Information on hospital and health care services capacity and demand in primary communities was not available from NH at the time of reporting (Northern Health, personal communication, May 14, 2025). Ongoing discussions between BW Gold and NH may refine data collection to better address CEMMP requirements and respond to limitations on data availability.

4.4.3 Communicable Disease Rates

Changes to communicable disease rates in primary communities was selected by the CLC as an indicator because of the possibility of increased spread of sexually transmitted infections (STI) or blood born infections (BBI) associated with the presence of a temporary workforce in the region. Available BW Gold data indicates that four Mine workers accessed on-site medical services for STI or Urinary Tract Infection (UTI)-related testing during construction (BW Gold, 2023a). Based on available information, no link between increased STI and BBI rates in the region and the presence of Mine workers was identified.

Available statistics related to STI rates from 2018 and 2023 at a sub-regional level are provided in Table A-0-4 in Appendix A.

4.4.4 Use of Health Care and Emergency Services by Mine Employees

Information on the use of community health care services by all Mine workers (BW Gold employees and contractors) can help understand any increased strain on these services because of the Mine. Table 4-7 to Table 4-11 provides information for all BW Gold employees and contractors (regional and non-regional employees), that accessed health services. Table 4-7 lists on-site health and safety incidents reported in 2024, by month and incident type. The majority of incidents listed in Table 4-7 were near misses (298 incidents). Restricted work injuries were the lowest reported incidents (3) (BW Gold, 2025b). Similar data for 2023 was not available at the time of reporting.

Table 4-7: Health and Safety Incidents Reported in 2024 for all Mine Workers

Month	Incident Type						
	Lost Time Injury	Restricted Work Injury	First Aid	Medically Treated	Property Damage	Near Miss	Non-occupational
January	0	0	15	0	29	32	2
February	0	0	19	0	16	21	3
March	0	1	12	1	17	22	9
April	0	0	11	1	15	15	0
May	0	0	16	3	15	11	0
June	0	0	14	0	19	17	1
July	0	0	12	1	10	18	0
August	0	1	13	2	18	50	0
September	0	1	17	1	25	36	0
October	0	0	5	0	24	29	0
November	0	0	11	0	22	32	0
December	0	0	5	1	17	15	0
Total	0	3	150	10	227	298	15

Source: (BW Gold, 2025b)

Throughout construction, a total of 1,907 (344 occupational and 1,563 non-occupational) on-site incidents occurred, of which 129 (7%) required medical referral to public health care facilities (BW Gold, 2025b). The remaining 93% of incidents were addressed on-site. Most cases needing additional services outside of the on-site services (85, or 66%) were referred to Vanderhoof over the 21-month period of reporting, with more specialized service needs referred to Prince George or Edmonton facilities (Table 4-8).

Table 4-8: Use of On-Site Medical Services and Referrals to Community Health Services by all Mine Workers During Construction

Type of incident	On-site Advanced Care Paramedic accessed? (Y/N)	Community services accessed? (Y/N)	Community	Reason for access
Occupational (344 cases)	Y	Y (15 cases)	Vanderhoof (12) Prince George (3)	Medical assessment and treatment beyond on-site capabilities (workplace injuries requiring advanced diagnostic imaging, severe musculoskeletal injuries)
Non-Occupational (1,472 cases)	Y	Y (105 cases)	Vanderhoof (65) Prince George (9) Edmonton (1) Fort St. James (1)	Additional medical evaluation and specialized care (advanced medical imaging, specialized laboratory testing, cardiac evaluation)
Non-Occupational* (91 cases)	Y	Y (9 cases)	Vanderhoof (8)	Further medical assessment (mental health assessments, counseling services, stress management)
Total (1,907 cases)	-	129 cases		

Source: (BW Gold, 2023a, 2025b)

Note(s):

- *91 non-occupational cases included incidents related to mental health assessments, counselling services, or stress management, rather than physical health assessments.
- For 2023 data, 30 incidents did not specify which regional health facility an employee was referred to.

The number and type of referrals for non-urgent community healthcare services in 2024³ by all Mine employees are shown in Table 4-9. The most frequent reasons for accessing non-urgent medical attention in communities included diagnostic testing (16 or 47% of referrals) and medical imaging or x-ray services (11 or 32% of referrals), primarily at the Vanderhoof hospital (BW Gold, 2025b).

³ Data for non-urgent referrals to health care services were recorded by BW Gold in 2023. However, information was not disaggregated by service category. As such, only information for 2024 is presented.

Table 4-9: Referrals to Non-urgent Health Care Services for all Mine Workers in 2024

Service Category	Number of Employee Referrals			
	Vanderhoof Hospital	Prince George Hospital	Edmonton, AB	Other Communities
Laboratory/Bloodwork	4	0	0	0
Imaging/X-rays	8	3	0	0
Diagnostic Assessments	10	5	1	0
Specialist Consultations	1	0	0	0
Minor Procedures	2	0	0	0

Source: (BW Gold, 2025b)

Note: Referrals shown are for all BW Gold and contractor employees.

Table 4-10 provides details on the types of injuries sustained by Mine workers during construction that required access to regional emergency health care services (BW Gold, 2025b). During construction, BW Gold employees and contractors accessed emergency health services a total of 34 times, representing 26% of the total referrals to health care services, as shown in Table 4-8. Reasons for accessing emergency services including abdominal or chest pain, gastrointestinal infection, muscle pain or strain, lacerations, and respiratory tract infections.

Table 4-10: Injuries Sustained by all Mine Workers Referred to Emergency Health Care Services During Construction

Injury Type	Total
Query Hernia	1
Finger Laceration/Avulsion requiring sutures	4
Finger Injury (other)	2
Strep Infection/Sepsis	1
Foot infection	1
Respiratory Tract Infection	2
Chest/Abdominal Pain	7
Head Trauma	1
Eye Irritation/Infection	1
Allergic reaction	1

Injury Type	Total
Gastrointestinal Infection	3
Anaphylaxis	1
Chest Pain/MI	1
Muscle Strain/Sprain/Pain	1
Fracture	3
Cardiovascular	2
Unknown Cause	2
TOTAL	34

Source: (BW Gold, 2023a, 2025b)

Note: Two incidents in 2023 had an unknown cause for injury.

Of the emergency healthcare services accessed during construction, the region where the worker was referred to was specified for 18 of the 34 cases⁴. Seven of these cases (20% of the 34 incidents) were within primary communities. However, the majority of cases required accessing emergency healthcare services outside of the region (11 cases, 32%) (Table 4-11) (BW Gold, 2025b).

Table 4-11: Referrals for Emergency Healthcare Services, by Community or Region for all Mine Workers

Community	Number of times health services accessed
Primary communities	7
Other regions in British Columbia	4
Other regions in Canada	6
International	1
Other Communities Total	11
Grand Total	18

Source: (BW Gold, 2025b)

Use of Community Services by Non-regional Employees

To understand increased strain on regional health services, the number of times non-regional Mine workers (BW Gold employees and contractors), were referred to regional health facilities

⁴ The remaining 16 cases were logged in the 2023 data as “patient has been referred to Northern Health Authority managed facilities” (BW Gold, 2023a)

was included as an indicator in the CEMMP. However, information collected from BW Gold's Health & Safety department related to the number of referrals to regional health facilities was not disaggregated by regional and non-regional Mine workers. As such, incidents specifically focused on non-regional workers was not available for this report.

4.4.5 Mitigation Measures

BW Gold provides health and safety programs, policies, and initiatives to promote the health and safety of BW Gold workforce and reduce demand for health care and emergency services in primary communities, including:

- Provided a self-contained camp in compliance with EAC Condition #40 (Health and Medical Services Plan). NH confirmed that performance of the site (particularly the medical services) was consistent with the guidance outlined by NH.
- Crew toolbox discussions took place in 2023 and 2024 on a range of health and safety related topics.
- Provided ACPs and emergency services to meet the workforce's health care needs, including two full-time, on-site ACPs available for urgent and non-urgent needs, such as administering medications and developing health and wellness programs at site. For urgent needs, the site also has qualified Occupational First Aid (OFA) 3 personnel, a Mine Emergency Rescue Team, and 30 employees and contractors with first aid training.
- NH participated in nine (9) CLC meetings during the construction period.
- NH and BW Gold met in 2024 to provide Mine updates on workforce changes, medical service projections, and addressed issues related to patient transfers and ER diversions.

4.5 Change in Demand for Protective Services

Anticipated Effect: *The presence of Mine workers and increased Mine site and traffic incidents can affect demand for protective services.*

Result: *Crime rates have decreased in most primary communities, although increases were observed in Fraser Lake. No link between increased crime rates and the presence of Mine workers in communities has been identified. No on-site incidents required protective services during construction. A low number of traffic incidents occurred on the Kluskus FSR with no involvement of community protective services required.*

BW Gold Actions: *The on-site camp to house workers is approximately 112 km from the nearest community. Shuttle buses to transport workers reduce Mine-related vehicle traffic. The Mine Rescue Team and medical services team are trained for emergencies at the Mine.*

Mitigation Effectiveness: *Inconclusive. Mitigation measures are in place to reduce traffic volumes, and on-site incidents did not require protective services. No link was identified*

between Mine workers in the region and increased demand for protective services, but further information is needed from communities to determine if there is any interaction with the Mine.

The Mine may affect change in demand for protective services, such as in response to traffic incidents, on-site incidents, or Mine workers who engage in antisocial or illegal behaviours in primary communities while off-shift, such as substance abuse. Such behaviours could contribute to increased crime rates in communities, decreased public safety, and increased demand for protective services.

4.5.1 Crime Trends by Community

Crime trends by community were selected as an indicator to understand if Mine construction and the presence of workers in the region may be associated with increased crime. Crime rates decreased in most primary communities from 2022 to 2023, except for Fraser Lake which saw a sharp increase in crime rates (e.g., refer to Table A-0-6 in Appendix A). Although no link between increased crime rates in Fraser Lake and the Mine has been identified, not enough information is available to make a determination. Future monitoring should focus on data collection from municipalities, including protective services providers and community organizations.

Crime trends in communities can be summarized using the Crime Severity Index (CSI), which measures the volume and severity of police-reported crimes and includes all Criminal Code violations, including traffic and drug violations (Statistics Canada, 2024a). The CSI is available up to 2023 for primary communities. Many communities reported an increase in the CSI from 2022 to 2023 (Statistics Canada, 2023). The CSI in Vanderhoof (144.6) was 32.6% higher than in BC overall (104.1) in 2023, while Fraser Lake's CSI (126.4) was 21.4% higher (Statistics Canada, 2023). However, since the CSI is weighted by both the severity and volume of crimes, in smaller communities, it can be heavily affected by single police-reported incidents. Table A-0-5 in Appendix A provides the CSI for available primary communities.

The number of criminal code offences, violent offences, and total crime rate, per primary community, were identified as indicators to measure any change in the demand for protective services, as a result of Project-related transient workforce. A summary of these results is provided below.

Number of Criminal Code Offences Per Community

From 2021 to 2023, the number of criminal code offences increased in Fraser Lake by 27% (194 to 246 offences). In Vanderhoof, offenses decreased by 13% (1,063 to 924 offences) (Statistics Canada, 2024b). Data on Criminal Code offences are available for the first eight months of the construction reporting period, in 2023. Additional information regarding criminal code offenses in primary communities is provided in Table A-0-6 in Appendix A. Criminal Code offences and other crime statistics do not provide a complete understanding of crime in the primary communities during construction.

Total Crime Rate per Community

The total crime rate per community represents the number of Criminal Code offences (excluding traffic) reported for every 1,000,000 persons by RCMP detachment. Total crime rates have decreased in most primary community RCMP detachment from 2021 to 2023, although Fraser Lake had an increase of 25.5% (Statistics Canada, 2024b).

Number of Violent Offences per Community

As categorized by Statistics Canada, violent crimes include homicide, attempted murder, various forms of sexual and non-sexual assault, robbery, and abduction. The number of violent offences decreased from 2021 to 2023 in Vanderhoof (-9%) and increased in Fraser Lake (25.7%). However, overall, the number of violent crimes has increased in all primary communities over a five-year period (Statistics Canada, 2024b).

4.5.2 Traffic Incidents and Onsite Health and Safety Incidents Requiring Protective Services

No traffic incidents or on-site health and safety incidents required protective services during the construction. Refer to Sections 4.3 and 4.4 for further information.

4.5.3 Mitigation Measures

BW Gold has implemented policies and initiatives to promote the health and safety of Mine employees and contractors and reduce the number of related incidents on-site and in communities. These measures collectively work to limit Mine-driven demand on protective services (i.e., ambulance, fire departments, and RCMP) and include:

- Focused recruitment and hiring efforts on primary communities.
- Provided self-contained camp to accommodate workers, which was approximately 112 km from the nearest primary community.
- Promoted a harassment-free workplace to employees and maintaining a zero-tolerance alcohol and drug policy on-site and in camp, including training (e.g., Respectful Workplace training), policies (e.g., Fitness for Duty Policy), and safety programs. Site-wide K9 Searches were conducted in October and February of 2024.
- Worked with NH, regional fire departments, RCMP, and BC Ambulance to ensure that the appropriate information on the changes in area transportation volumes, mine operations, and the change to the regional population are considered.
- BW Gold has put in place a mutual aid agreement with the Vanderhoof Fire Department, which specifies that the Vanderhoof Fire Department agrees to conduct vehicle extrication on the Kluskus FSR and areas in conjunction with the BW Gold Emergency Response Team. This agreement specifies that Vanderhoof Fire Rescue Unit R11 will support this agreement.

- A firetruck, ambulance, and fire extinguishers are available on site. The Mine rescue team on-site received continuous training for firefighting, vehicle extrication, Mine rescue procedures and protocols, medical assessment and patient care (EMR, OFA 3, FA), and high angle and confined space rescue.
- During construction, Mine security was provided by Paladin Security, and was in place 24/7.

4.6 Change in Demand for Social Services

Anticipated Effect: *The presence of Mine workers and their families can affect demand for social services.*

Result: *No link between capacity rates of social services and the presence of Mine workers in communities has been identified. Social services have remained at capacity since prior to construction.*

BW Gold Actions: *BW Gold provides on-site mental health and wellness programs, such as the EAP, to reduce strain on regional social services.*

Mitigation Effectiveness: *Effective*

Regional social services, such as family and children services, women's shelters, counselling services, and food banks have experienced consistent capacity issues since 2018. The Mine may increase the demand for some community services through migration of workers and family members from other areas to primary communities.

4.6.1 Use of Social Services by Community

Social services within the region were engaged to understand any increased demand due to in-migration of Mine workers and their families. Overall, no services that provided information indicated a direct relationship between increased usage and the Mine.

4.6.2 Mine Employees and Family Members Referred to Community Social Services

Data on the number of times BW Gold employees and family members are referred to community social services can help to understand any increased demand for social services directly associated with the Mine. Since August 1, 2023, 17 BW Gold employees have contacted the TELUS Health EAP, resulting in a total of 27 counselling sessions (BW Gold, 2025c). The following services provided by the EAP were accessed during this period:

- Counselling: 19
- Financial: 3
- Legal: 3

- Nutrition: 2

However, information was not available on whether any of these sessions resulted in referrals to community social services. As such, there is no clear connection between social service demand and the Mine workforce.

4.6.3 Mitigation Measures

BW Gold provides mental health and wellness programs for Mine employees and contractors to support general health and safety at site, and to prevent overburdening of social services within primary communities. Key health and safety measures are summarized below:

- Focused recruitment and hiring efforts on primary communities.
- Promoted a harassment-free workplace and zero-tolerance alcohol and drug policies on-site and in camp. Orientation for employees includes Blackwater's Behavioral Standards, Respectful Workplace Policy, and Respectful Workplace.
- Provided an EAP.
- Provided Indigenous Cultural Awareness Training to all new employees.
- Provided an on-site mental health counsellor twice a month for 3-4 days for a period in 2024. The counsellor was also available to support workers virtually during off-site times of the month.
- Site-led health and wellness programs focused on social connection, recreation equipment/facilities, mental health, and cultural inclusion.

4.7 Change in Demand for Education Services

Anticipated Effect: *Change in demand for educational services and programs associated with Mine construction.*

Result: *Increased demand for trades programs at the College of New Caledonia (CNC) as a result of BC's Skilled Trades Initiative.*

BW Gold Actions: *BW Gold supports Mining related programs at CNC and hired two participants of CNC's Transition to Mining Program in 2024.*

Mitigation Effectiveness: *Effective. The Mine may be having a positive effect on the demand for training at regional post-secondary institutions.*

Monitoring change in student headcount and enrolment for school districts and post-secondary institutions, combined with the number of Mine employees that relocated with their families to primary communities during construction, can help to understand the effect that the Mine may have on the demand for educational services.

There was a stable incline in class sizes and enrolment numbers for school districts from 2021 to 2024, which reflects historic trends. Given the low number of BW Gold employees that relocated to primary communities, there is no evidence that the Mine has resulted in changes to education services capacity. During the time that construction commenced, student headcounts at both CNC and UNBC have increased. CNC has also reported an increased demand for trades programs in 2023-2024⁵ (College of New Caledonia, 2024).

4.7.1 Class Size and Enrollment by School District

Class sizes and enrolment numbers by school district were selected as an indicator to monitor changes in capacity due to increased Mine workforce, in-migration of Mine workers and their families. Due to the low in-migration of BW Gold employees, there is no direct link between the capacity of school districts (e.g., change in enrolment and class sizes) and the Mine. Figure A-0-1 in Appendix A provides details on the change in class size by school districts from 2018 to 2024, and Figure A-0-2 in Appendix A provides capacity rates for school districts during the 2023/2024 school year.

4.7.2 Enrolment at Post-Secondary Institutions

Similarly to school districts, enrolment numbers and headcounts for post-secondary institutions can help to understand any increased strain on education services as a result of the Mine workforce.

Construction occurred within the 2023/2024 and 2024/2025 school years for UNBC and CNC. For the 2023/2024 school year, UNBC had a total student headcount of 3,878, an increase of 12.7% from 2022/2023 (UNBC, personal communication, April 23, 2025). For the same school year, the total student headcount for CNC was 7,483, a 17% increase from the previous school year (College of New Caledonia, personal communication, April 25, 2025)⁶.

CNC's Accountability Plans and Reports for 2023-2024 identified an increased demand from industry for trades programs in the region, including from mining (College of New Caledonia, 2024). The report credited this demand to the province's Skilled Trades Initiative, rather than due to mining industries within the region. In response to this demand, CNC worked with SkilledTradesBC to offer programs that aim to provide workers with employable skills in industries such as mining, including:

- 1,424 seats in trades courses, with 235 filled by Indigenous students.
- 976 apprenticeship seats with 80% utilization.
- 336 foundation training seats with 79% utilization.
- 112 seats in trades discovery program with 87% utilization (College of New Caledonia, 2024).

⁵ Data related to the number of student enrolment for trades programs at CNC was not disaggregated by campus.

⁶ Data for the 2024/2025 fiscal year was unavailable for UNBC and CNC during the time of reporting.

Additionally, in 2023, CNC partnered with SD57 to support Indigenous high school students to participate in a Trades Discovery program with 16 students participating (College of New Caledonia, 2024).

Increased demand for trades programs may be a result of increased trade-related employment in the region, such as the Mine. To help avoid increased strain on CNC's capacity, BW Gold has supported CNC in providing mining-related training initiatives such as Mining Potential and Mining Essentials programs and the Transition to Mining Program. In November 2024, two of the eight participants of the Transition to Mining Program were hired by BW Gold (Community Liaison Committee 2024).

4.7.3 Mine-Related Delivery of Training

To aid in the transition from education to mining, BW Gold has provided extensive training to employees and contractors. As per data received from BW Gold's Health & Safety department, the Mine provided approximately 61,493 hours of training, which was provided to a total of 2,164 Mine workers (BW Gold employees and contractors) throughout the entire construction period (BW Gold, 2025b). The total hours of training delivered by BW Gold in 2024 is provided in Table 4-12, with disaggregated information for Indigenous and female mine workers (BW Gold employees and contractors). Most training provided by BW Gold to workers was occupational awareness and job-specific training. However, additional training that is not captured in include training provided by the BW Gold Learning and Development department (e.g., Classroom Theory Training and the development of Standard Operating Procedures), and those provided by Human Resources, such as Employee Development Pathway (BW Gold, 2025c). As such, the total hours of training may be higher than what is presented.

Indigenous mine workers (BW Gold employees and contractors) represented 25% of the total hours of training provided to all BW Gold employees and contractors for job-specific training.

Table 4-12: Total hours of Mine-related training, January - December 2024

Mine Employees (BW Gold Employees and Contractors)	Training Hours				
	Health & Safety	Equipment Orientation	Occupational Awareness	Job-Specific Training	Total
Total	2,973	2,989	31,034	24,497	61,493
Female	287	202	2,122	2,303	4,914
Indigenous	619	1,074	4,209	9,499	15,401

Source: (BW Gold, 2025b)

Note: Cultural Awareness training is included as part of health and safety training.

4.7.4 Mitigation Measures

BW Gold has taken measures to reduce additional demand on educational services (i.e., schools) from the mine workforce and their families. Mitigation measures include:

- Focused recruitment and hiring efforts on communities in the region.
- Provided self-contained camp to accommodate workers which reduces or limits immigration and related demand for school services by families of workers.
- Supported training needs of Mine workers transitioning from education. BW Gold employees and contractors participated in approximately 61,493 hours of on-the-job training in 2024, reflecting a commitment to skills development on-site.
- Worked with training institutions to support or provide training programs. In 2024, BW Gold supported CNC to host the Mining Essentials and Mineral Processing Operator training, and supported CNC with mining related training initiatives (Community Liaison Committee 2024).
- Supported training of students from diverse groups. For example, BW Gold held meetings with the Mining Industry HR Council and Center for Excellence in Mining to discuss BW Gold's employment opportunities and training needs, and to support the delivery of training programs for Indigenous, women, new Canadians, and youth.
- BW Gold has met with CNC to discuss current and future programming and opportunities for collaboration and partnerships to deliver training in mining. BW Gold has met with UNBC multiple times to discuss opportunities for Artemis staff to visit classes, as well as the creation of scholarships and bursaries.

4.8 Effects on Economic Hardship and Inequality Due to Mine Income

Anticipated Effect: *Mine employment and income can both positively and negatively affect economic conditions, income distribution and equity in communities.*

Result: *BW Gold focused hiring efforts in regional communities, resulting in 40-50% of the BW Gold workforce employed regionally. Indigenous workers made up approximately 30% of BW Gold employees. During construction, the income gap between male and female BW Gold employees and between Indigenous and non-Indigenous BW Gold employees was smaller than during the Early Works period.*

BW Gold Actions: *Worked with diverse groups to remove barriers to employment, resulting in a higher percentage of Indigenous BW Gold employees compared to Early Works and a lower salary discrepancy between male BW Gold employees and other diverse employees compared to Early Works.*

Mitigation Effectiveness: *Effective*

Positive economic effects to communities occur due to increased spending by workers, which can reduce economic hardship for families and communities and stimulate the regional economy, creating additional jobs in primary community businesses and attracting new businesses and residents. BW Gold has hired workers who were previously unemployed due to layoffs from sawmill closures⁷.

Increased income for some residents can also lead to increased economic inequality in communities. Economic hardship and inequality due to employment and income may be experienced differently by different populations; therefore, disaggregated data for various diversity factors can clarify the effects of increased income for family and community well-being.

The proportion of Indigenous to non-Indigenous BW Gold employees is higher than the national average within the mining industry. Although male and non-Indigenous BW Gold employees earned higher income compared to Indigenous employees during construction, the salary discrepancy between these groups was lower in this reporting period compared to Early Works.

Discrepancies in salaries may be due to the type of positions, certifications, education, training, tenure, or experience. Access to education and training is influenced by structural factors (e.g., systemic discrimination, under-resourcing of First Nation communities). Additionally, Canadian-wide data shows that Indigenous workers within the mining sector tend to be employed in lower paying positions, such as production and trades, compared to occupations requiring more years of education and training, such as human resource and finance (MIHR Council, 2024). As such, it is possible that the available national and provincial workforce is influenced by systemic factors. BW Gold aims to support recruitment and retention of Indigenous employees through a variety of mitigation measures outlined in Section 4.8.5.

As is typical in the industry, the majority (approximately 80%) of BW Gold Mine employees were male. This discrepancy in female to male employees may be due to systemic factors that limit women's desire and opportunities to be employed in the mining industry. For example, jobs with rotation schedules such as two weeks on, two weeks off may be less attractive for female candidates with children or those caring for elderly relatives (MIHR Council, 2024).

4.8.1 Average and Median Income

The most recent data on average and median employment income is available from the 2021 and 2016 Census of Population. This is the most recent income data for the region and helps to provide comparative context for Mine employment income. Updated income data for primary communities was not found in public sources. In every primary community with data available for the reference year 2020⁸, women's average income was lower than the income of men, with average income for women across six primary communities being \$39,370 compared to \$65,483 for men (Statistics Canada, 2022a).

⁷ The exact number of workers hired who were previously unemployed due to layoffs from sawmill closures was not available during the time of reporting.

⁸ No average employment income data was available for Anahim Lake or any primary First Nation communities other than Stoney Creek 1 in accordance with Statistics Canada privacy measures.

4.8.2 Mine Employment per Community

Mine employment by community was identified as an indicator to determine potential reduction of economic hardship in primary communities as a result of employment. Disaggregated BW Gold mine employment data is presented in Section 4.2.2.

Contractor Employment, per Community

Disaggregated contractor employment, per community is described in Section 4.2.2. A total of 14 of the 24 contractors provided employment data during construction indicating that they employed Indigenous employees from the region. These 14 contractors reported a total of 53 Indigenous employees, representing 17% of the 315 regional contractor employees reported (BW Gold, 2025d). However, this number may not be representative of the total number of Indigenous contractor employees, as there was a 69% response rate for contractors that were asked to provide employment data.

4.8.3 Total and Average Income Paid to BW Gold Employees and Contractors

Table 4-13 presents total and average income paid to BW Gold employees, disaggregated by gender and Indigenous identity. Similar data was not available for contractors.

The average income paid to BW Gold employees during construction was \$100,105, which was lower compared to Early Works (\$113,451) (Artemis Gold, 2024a). Male BW Gold employees earned higher wages (\$102,163) compared to female employees (\$89,361). Indigenous men and women both had lower average incomes compared to the averages for total men and women (\$82,472 and \$72,642, respectfully). This salary discrepancy is likely due to the type of roles at the Mine, certifications, education, training, tenure, and/or experience.

Table 4-13: Total and Average Income Paid to BW Gold Employees

Indicator	Income (\$, CAD)
Average Income (all BW Gold Employees)	100,105
Average Income: Male	102,163
Average Income: Female	89,361
Average Income: Indigenous Male	82,472
Average Income: Indigenous Female	72,642

Source: (BW Gold, 2025c)

Employment income among male BW Gold employees and other employees, such as women and Indigenous employees, reflected reduced salary differences during construction compared to Early Works, which may be a result of additional training and/or promotion of employees between Early Works and Construction:

- \$12,802 salary difference between male and female BW Gold employees during construction, compared to \$20,022 salary difference during Early Works.
- \$19,691 salary difference between male and Indigenous male BW Gold employees during construction, compared to \$33,918 salary difference during Early Works.
- \$29,521 salary difference between male and Indigenous female BW Gold employees during construction, compared to \$42,759 salary difference during Early Works (Artemis Gold, 2024a).

As recorded during exit interviews, employees praised the compensation package (e.g., salary, RRSP, and bonus) as a motivation for remaining within their roles at BW Gold. However, gaps related to compensation and benefits were identified, such as lack of overtime opportunities, out-of-pocket costs for tools or travel, and limited access or awareness of available benefits.

4.8.4 Use of Counselling (EAP) Services

BW Gold offers financial literacy services to BW Gold employees through the EAP, as well through Financial Budgeting sessions at the mine site. The number of times these financial services were accessed by BW Gold employees can help to understand the effectiveness of measures to mitigate changes to family and community well-being due to poor income spending decisions. As described in Section 4.6.2, the financial services provided through the EAP were accessed a total of three times by BW Gold employees (BW Gold, 2025c). To protect confidentiality, data was not disaggregated by gender, Indigenous identity, or regional/non-regional employees.

4.8.5 Mitigation Measures

BW Gold has a variety of mitigation measures in place to address any negative economic impacts on primary communities as a result of Mine workforce, as well as enhancing economic benefits and reducing inequality through employment opportunities. These measures include:

- Focused on multi-cultural workforce considerations and provided Indigenous cultural awareness training delivered to all new employees.
- Implemented a hiring strategy that focused on training workers from diverse groups.
 - In January 2024, BW Gold participated in the Prince George Nechako Aboriginal Employment and Training Association monthly meeting to discuss employment opportunities at the Mine.
 - BW Gold's Training Management Plan is delivered using blended methods (e.g., classroom sessions, online modules, hands-on instruction, and third-party certifications) to ensure flexibility and accessibility for all learners, and long-term development of a diverse and regionally representative workforce, particularly through Indigenous employment and apprenticeship initiatives.
- Worked with First Nations to identify and remove barriers to employment and training.
 - BW Gold meets regularly with representatives from First Nations' education, training, and employment departments. These meetings have helped to identify and reduce barriers to employment and training, including but not limited to lack

of drivers' licenses, transportation to training and employment, workplace readiness, and location of training sites (i.e., out-of-community).

- The CLC has been in place since 2012 and engagement regarding social investment has been ongoing since then. The CLC meets 4-6 times a year. Community Leaders meet with Artemis Gold at least twice a year and additionally share community values and opportunities for social investments as they arise.
- BW Gold has supported the Mining Industry HR Council to support the delivery of training programs for First Nations, women, new Canadians, and youth.
- BW Gold deposits BW Gold employees' salaries directly into their bank accounts. Financial literacy training was provided to employees through the EAP.
- BW Gold supported CNC to host Mining Essentials, Mining Potential, and Mineral Processing Operator training. Mining Potential training was available to newcomers, unemployed individuals, women, and First Nations at no cost, and prepared them for job opportunities in the mining industry.

4.9 Change to Sense of Security

Anticipated Effect: *Change in community sense of security due to Mine-related transient population engaging in socially disruptive or illegal activities.*

Result: *No consistent increases in crime associated with Mine workforce. One incident reported in the CFM regarding Mine employee drug use which was resolved internally.*

BW Gold Actions: *BW Gold implemented new measures as part of its Safety Program, including conducting three site-wide K9 Searches during Construction. Company policies on drug and alcohol use were reinforced at daily toolbox meetings.*

Mitigation Effectiveness: *Effective*

Behaviour of Mine workers may affect the sense of security in primary communities, if Mine workers engage in socially disruptive or illegal activities while off-shift. The Mine is more than 112 km from the nearest community and many other factors may negatively affect safety and the sense of security in primary communities.

4.9.1 Community Feedback

As described in Table 2-2 (Section 2.1.1), there was one reported incident in the Community Feedback Mechanism about mine site employee drug use (BW Gold, 2025e). No details were provided to identify the person(s) engaging in drug use. The complaint was reviewed internally, and company policies on drug and alcohol use were reinforced at daily toolbox meetings.

No feedback or comments were received by BW Gold or discussed by CLC members pertaining to mental health changes in primary communities during construction.

4.9.2 Crime Rates and Trends

Crime rates and trends in communities were assessed to identify any changes that could be related to the presence of Mine workers. The most recent crime data is available for 2023, not covering the entire construction period, and information is not available as to whether any of these crimes were committed by Mine employees (Section 4.5.1). Overall, drug offences decreased in comparison to 2022, and vehicle theft offences had no identifiable trend. The number of violent offences increased across most primary communities from 2022 to 2023, with significant changes compared to previous years.

The number of offenses in communities associated with illicit drug use, vehicle theft, and property damage were identified as indicators to measure any change to a community's sense of security due to Project-related transient population engaging in socially disruptive or illegal activities. Additional data related to criminal offences are described in Section 4.5.1. A summary of these results is provided below.

Drug Offences

The number of drug offences from 2021 to 2023 have decreased for most primary communities, except for Fraser Lake and Burns Lake, with an increase of one and two drug offences from 2021 to 2023, respectively. The number of drug offences in Vanderhoof has seen a consistent decline since 2018 (Statistics Canada, 2024b).

Vehicle Theft Offences

From 2021 to 2023, the number of vehicle theft offences increased in Vanderhoof (from 15 vehicle theft offences in 2021, to 17 in 2023) and remained the same for Fraser Lake. There are no identifiable trends for the period of 2018 to 2023, with the number of offences fluctuating in trend direction (increases or decreases in number of offences) year to year for all primary communities (Statistics Canada, 2024b).

Number of Property Offences

The number of property offences decreased in every RCMP detachment from 2021 to 2023, except for Fraser Lake (which increased from 71 to 76 property offences). Generally, trends in the number of property offences for the period of 2018 to 2023 are not distinguishable, with the number of offences fluctuating year to year (Statistics Canada, 2024b).

4.9.3 Community Well-Being Index

Community Well-being (CWB) Index scores were identified as indicators to measure changes to family and community well-being during construction. The CWB Index scores for primary communities, based on data from the 2021⁹ census, were generally consistent for non-First Nation primary communities, with a range of 78 (Fraser Lake and Quesnel) to 82 (Prince George).

⁹ More recent data was not available at the time of writing. Updated data will be included in future reports; however, 2021 data can still provide context and help identify trends.

All non-First Nation primary communities received the highest scores in housing, followed by labour and income, and the lowest scores in education (See Figure A-0-3 in Appendix A for further details).

For First Nation communities with available CWB data, there was a wider range in CWB scores. All First Nation reserves had a lower CWB score compared to BC First Nations average score of 67, except for NWFN's Nautley reserve which had a score of 70. See Figure A-0-4 in Appendix A for further details.

There is no identifiable change in CWB scores for both non-First Nation primary communities and First Nation communities during construction. As such, there is no conclusive evidence that the Mine contributed to general community well-being measurements, as identified by the CWB Index.

4.9.4 Mitigation Measures

BW Gold has a variety of programs, initiatives, and policies in place to reduce changes to sense of security within primary communities. These include:

- Provided a self-contained camp to accommodate workers more than 112 km from the nearest primary community.
- Implemented measures to facilitate a respectful workplace and safety and security for employees, such as the required Cultural Awareness training for all new employees, and policies such as BW Gold's Behavioural Standards and Respectful Workplace Policy.
- Conducted three site-wide K9 Searches during construction, as part of BW Gold's safety program.
- As part of the hiring process, applicants are required to do a medical fitness test and a drug and alcohol test. Drug testing may also be conducted post-incident or based on "reasonable cause" that an employee has violated the Fitness for Duty Policy.
- Required training for BW Gold managers/supervisors on how to address and resolve issues.
- Provided micro-aggression training to all new employees. New employee induction and orientation includes information on Blackwater's Behavioral Standards and Respectful Workplace Policy, and Respectful Workplace training is provided. This includes description of prohibited conduct, such as discrimination, bullying, and harassment, as well as retaliation and the process of incident reporting.

- Implemented a Community Feedback Mechanism.

4.10 Change in Family Relationships Due to Work Rotation

Anticipated Effect: Increased deterioration or strain on family relationships associated with camp accommodation and work rotation schedules.

Result: BW Gold male employees had the highest turnover rate of any demographic (82% of those who left were male), while Indigenous women had the lowest turnover rate (8%). No link was identified between work schedules and an increased strain on family dynamics.

BW Gold Actions: During Construction, BW Gold began conducting employee exit interviews to gather feedback from departing employees, including any influence the Mine rotation schedule had on workers departing employment at BW Gold. BW Gold provided on-site EAP and counselling services and ensured employees had the means to contact their families while on shift.

Mitigation Effectiveness: Effective.

Project-related work rotation may cause a strain or deterioration of family units, potentially resulting in adverse effects to employee's health and wellbeing.

While data related to the number of BW Gold employees that resigned due to family reasons was not available during the time of reporting, key themes identified during exit interviews did not indicate any impact of shift rotations on family dynamics and employee well-being. Additionally, due to privacy concerns, the reasons for mine employees accessing EAP counselling services can not be presented. These services may have been accessed for a variety of reasons related and unrelated to Mine activities and shift rotations. Therefore, statistics on the use of EAP services does not provide conclusive evidence for the impact that shift rotations have had on family dynamics and mental wellbeing.

4.10.1 Use of Counselling (EAP) Services

Information of use of counselling services by Mine employees is provided in Section 4.8.4. Additionally, as shown in Table 4-8, Section 4.4.4, BW Gold employees accessed the on-site medical service for mental health reasons a total of 91 times. However, due to confidentiality reasons, the specific details of these cases cannot be disclosed. As such, it is unclear if BW Gold employees experienced increased mental health issues due to work rotations, or if these visits were related to pre-existing mental health issues.

4.10.2 Mine Employee Resignations

Data regarding the number of BW Gold employees that resigned due to family reasons is not presented to protect the privacy of workers, given the small size of the dataset.

Key themes for resigning identified during exit interviews include:

- Personal circumstances
- Better opportunities, such as accepting a role with better pay, daily home return, and apprenticeship hours
- Organizational fit and structure.

Several employees noted in their exit interviews that they experienced little to no formal training, mentorship, or guidance specific to their role. Limited communication on internal development or apprenticeship tracking was also a recurring concern. However, as described in Section 4.7.3, BW Gold provided a total of 61,493 hours of training to BW Gold and contractor employees during construction.

4.10.3 Mine Turnover Rates

Table 4-14 presents the relative proportions of BW Gold employees who resigned or otherwise ceased working at the Mine, by gender and Indigenous identity from April 1, 2023, to December 31, 2024. The relative proportions of the overall workforce for each demographic are also presented in Table 4-14 for comparison. Turnover rates only represent BW Gold employee turnover, and do not include contractor employee turnover. Turnover rates describe all BW Gold employees who ceased work during construction. Information on the reasons for resignations is limited due to confidentiality concerns.

The proportion of employees leaving the BW Gold workforce largely aligns with the proportions of the demographics within the workforce. Male employees made up approximately 80% of the BW Gold workforce, and 82% of employees who resigned or otherwise ceased working during construction were male. Female employees made up approximately 20% of the BW Gold workforce during construction, and the proportion of female employees resigned or ceased working was 18%. Indigenous employees (including regional and non-regional Indigenous employees) comprised approximately 30% of the construction workforce, and 31% of employees who resigned or who otherwise ceased working during construction were Indigenous.

By the end of 2024, construction was rapidly slowing down as the workforce was transitioning to operations roles. As such, turnover rates may be a result of this transition and the nature of short-term contracts and construction jobs.

Table 4-14: Turnover Rates for BW Gold Employees

BW Gold Employee Demographic	Early Works		Construction	
	% of Total Employees	% of Total Turnover	% of Employees	% of Total Turnover
Total	100%	100%	100%	100%
Total Indigenous	~22%	42%	~30%	31%
Males	N/A/	86%	~80%	82%

BW Gold Employee Demographic	Early Works		Construction	
	% of Total Employees	% of Total Turnover	% of Employees	% of Total Turnover
Females	N/A	14%	~20%	18%
Visible Minority	N/A	14%	N/A	N/A

Source: (Artemis Gold, 2024a; BW Gold, personal communication, June 18, 2025)

Note: During Early Works, the relative proportion of the total employees working at the Mine, disaggregated by gender and Indigenous identity, was not available. Information on visible minority employees was not available during Construction.

4.10.4 Mitigation Measures

BW Gold has a variety of programs, initiatives, and policies in place to support employees and their families, as well as communities in which they operate. These include:

- Provided an EAP (this included counselling services).
- Offered reasonably short shift rotations to minimize separation from family (2 weeks on 2 weeks off) to allow employees to spend time at home with their family, friends, and community.
- Ensured phone and Internet services were available to enable employees to communicate with their families. There is a cell tower located at the Mine site, which is available for all employees to use with their personal cell phones. Free Wi-Fi is provided for all employees at the Mine site for personal use. Employees without their own phone, computer or tablet may reach out to their supervisor or Human Resources for support in contacting family or friends. Additionally, computers are provided to BW Gold employees, if it is required for the job they perform.
- Implemented employee exit interviews to gather feedback from departing employees to help BW Gold identify areas of strength and opportunities for improvement, including any influence the Mine rotation had regarding those departing employment at BW Gold.

5.0 Summary of Mitigation Measures

Refer to Appendix B for a detailed description of mitigation measures that were summarized in earlier sections of this report.

6.0 Conclusions and Recommendations

The following conclusions and recommendations are based on the completion of the second CEMMP Report for construction.

6.1 Conclusion

During construction, BW Gold has effectively managed and mitigated impacts to primary communities, in accordance with the approaches outlined in the CEMMP. This conclusion is based on the results of this Report and considers the limited in-migration of workers to primary communities and unavailable information and data during this reporting period, either due to privacy considerations or unavailability of updated information for 2024.

6.2 Recommendations

The following recommendations are made in consideration of the preparation of this second CEMMP Report. Recommendations include:

- Refine the CEMMP to better address CLC interests and concerns (e.g., monitored effects, indicators).
- Continuing to discuss issues, concerns, and socio-economic conditions in primary communities with CLC members, with a focus on:
 - Traffic volumes and incidents/accidents associated with Mine worker transport
 - Community well-being interests and concerns related to Mine workforce (e.g., employment income, income inequality, public safety, and increased demand for community services)
- Continued collaboration with NH on health-related indicators to provide meaningful data to understand the impacts of the Mine on community health. Recommended steps include:
 - Increased focus on qualitative data to understand compounding factors that influence health care capacity
 - Review health-related indicators used in CEMMP reporting
- Discussion with CLC members regarding the most effective ways to share information and data to support CEMMP monitoring and reporting.
- Conduct the CLC Annual Survey for 2024-2025.
- Continuing to promote the community feedback mechanism and other methods of public feedback.
- Reviewing and aligning the documentation of complaints in accordance with the structures and categories described in the CEMMP, Table 11.2-1 and Table 11.2-2.

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Appendix A – Data Tables

Table A-0-1: Community Indicators and Information Sources

Monitored Effect	Monitored Indicators	Source
Population and Demographics		
Change in community populations	<ul style="list-style-type: none"> Population estimates in communities anticipated to experience Mine effects Mine employment by community (employees/contractors) Changes in community residency status of Mine contractors/employees Community-specific in/out-migration data 	<ul style="list-style-type: none"> BC Stats BW Gold Contractors CLC Statistics Canada
Regional and Community Services and Infrastructure		
Change in traffic and worksite incidents	<ul style="list-style-type: none"> Traffic volumes Motor vehicle accident data and police-reported crash data On-site safety/health incidents 	<ul style="list-style-type: none"> ICBC BW Gold
Change in demand for health services	<ul style="list-style-type: none"> Ambulance capacity and call volumes Hospital / health centre capacity (e.g., Intensive Care Unit [ICU] beds) Communicable disease rates Use of on-site medical services Use of public health care / emergency services by Mine employees per community, total and by key service category 	<ul style="list-style-type: none"> NH BC Centre for Disease Control Community websites BW Gold Contractors
Change in demand for protective services associated with Mine workforce	<ul style="list-style-type: none"> Crime trends by community (criminal code offences, crime rates, violent offenses) Traffic incidents and onsite health and safety incidents requiring protective services 	<ul style="list-style-type: none"> BC Ministry of Public Safety and Solicitor General Policing and Security Branch
Change in demand for social services	<ul style="list-style-type: none"> Use of social services by community and type of service Number of times employees and family members referred to community social services 	<ul style="list-style-type: none"> BW Gold CLC Information Request Form
Change in demand for education services	<ul style="list-style-type: none"> Class size and enrollment by school district Enrolment at post-secondary institutions and headcount per community Indigenous enrollment Mine-related delivery of training (number, type of training, and participation by community; BW Gold and Contractors) 	<ul style="list-style-type: none"> BC Ministry of Education School Districts #91, 28, 57, and 27 CNC UNBC BW Gold Contractors CLC

Monitored Effect	Monitored Indicators	Source
<i>Change in demand for training and apprenticeship programs (Operations Only – not further discussed)</i>	<ul style="list-style-type: none"> • Number of Mine apprenticeships (BW Gold and Contractors) • Number and dollar amount of scholarships • Total hours and type of BW Gold on-the-job training/ job-specific training • Development of Mine Closure Planning with communities 	<ul style="list-style-type: none"> • BW Gold • Contractors • ITA
Family and Community Well-being		
Effects on economic hardship due to Mine income	Average income by community ¹⁰ <ul style="list-style-type: none"> • Mine employment per community (disaggregated by gender and other indicators of diversity) • Total and average income paid to Mine employees/contractors • Mine employee use of EAP 	<ul style="list-style-type: none"> • BW Gold • BC Data Catalogue • Statistics Canada
Change to sense of security due to Mine-related transient population engaging in socially disruptive or illegal activities	<ul style="list-style-type: none"> • Crime rates and trends, per community <ul style="list-style-type: none"> – Number of drug offences – Number of vehicle theft offences, per community – Number of property offences, per community • Community Well-being (CWB) index • Community feedback 	<ul style="list-style-type: none"> • BC Ministry of Public Safety and Solicitor General Policing and Security Branch • Government of Canada's CWB index • BW Gold
Change in family relationships due to work rotation/ schedule	<ul style="list-style-type: none"> • Mine employee use of EAP services (disaggregated by gender and other diversity indicators) • Number of employees that resign due to family reasons (disaggregated by gender and other diversity indicators) • Mine turnover rates (disaggregated by gender and other diversity indicators) 	<ul style="list-style-type: none"> • BW Gold
<i>Change in employment and income (Closure Phase only – not further discussed)</i>	<ul style="list-style-type: none"> • Number of jobs and FTEs for Mine employees/contractors (disaggregated by gender, Indigeneity, and other diversity indicators) • Total and average income paid to Mine employees/contractors (disaggregated by gender and other indicators of diversity or vulnerability) 	<ul style="list-style-type: none"> • BW Gold

¹⁰ Average income for communities anticipated to be affected by the Project (i.e., Vanderhoof, Prince George, Fraser Lake, Burns Lake, Fort St. James, and Quesnel, and the Indigenous communities of UFN, LDN, StFN, SFN, NWFN, and NFN).

Table A-0-2: Population and Percent Change by Community from 2021 to 2024

Population	2021	2022	2023	2024	Change from 2023 to 2024 (%)	Overall change from 2021 to 2024 (%)
Prince George	80,259	81,284	83,086	84,905	2.2	5.8
Quesnel	10,265	10,067	10,130	10,236	1.0	-0.3
Vanderhoof	4,537	4,548	4,565	4,564	-0.2	0.6
Fort St. James	1,437	1,459	1,353	1,281	-5.3	-10.9
Fraser Lake	1,008	1,025	1,036	1,020	-1.5	1.2
Burns Lake	2,004	2,010	2,017	2,016	0.0	0.6
Anahim Lake*	73	-	-	-	-	-

Source: (Government of British Columbia 2025, Statistics Canada 2022)

Note: Population estimates for Village of Anahim Lake only available for 2021 (Statistics Canada, 2022b)

Table A-0-3: Registered On- and Off-Reserve Population by First Nation (October 2022 and March 2025)

First Nation	October 2022		March 2025		Change in Total Registered Population, Oct 2022/March 2025 (%)	Change in Registered Population on Own Reserve, Oct 2022/March 2025 (%)
	Total Registered Population	Registered Population on Own Reserve	Total Registered Population	Registered Population on Own Reserve		
LDN	232	28	234	27	0.9	-3.6
NFN	426	114	435	114	2.1	0.0
SFN	995	331	996	318	0.1	-3.9
NWFN	602	252	662	252	3.3	0.0
StFN	609	211	636	210	4.4	-0.5
UFN	1,061	593	1,087	595	2.5	0.3

Source: (Government of Canada, 2025)

Note: Recent population estimates for First Nations are available from Crown-Indigenous and Northern Affairs Canada (CIRNAC). CIRNAC reports monthly population estimates and does not provide historical information. Information from October 2022 was obtained through the CEMMP Early Works Report.

Table A-0-4: STI Incidence Rates, Northern Health Region

Disease	2018	2019	2020	2021	2022	2023
Chlamydia (genital)	342.9	329.9	248.3	199.0	259.7	258.1
Gonorrhea (genital)	95.9	70.6	105.7	126.1	100.7	79.2
Hepatitis C: Acute	60.6	48.2	32.8	36.8	31.4	26.4
Syphilis (Infectious)	2.0	5.3	5.3	8.5	61.5	131.9

Source: (Northern Health, 2024)

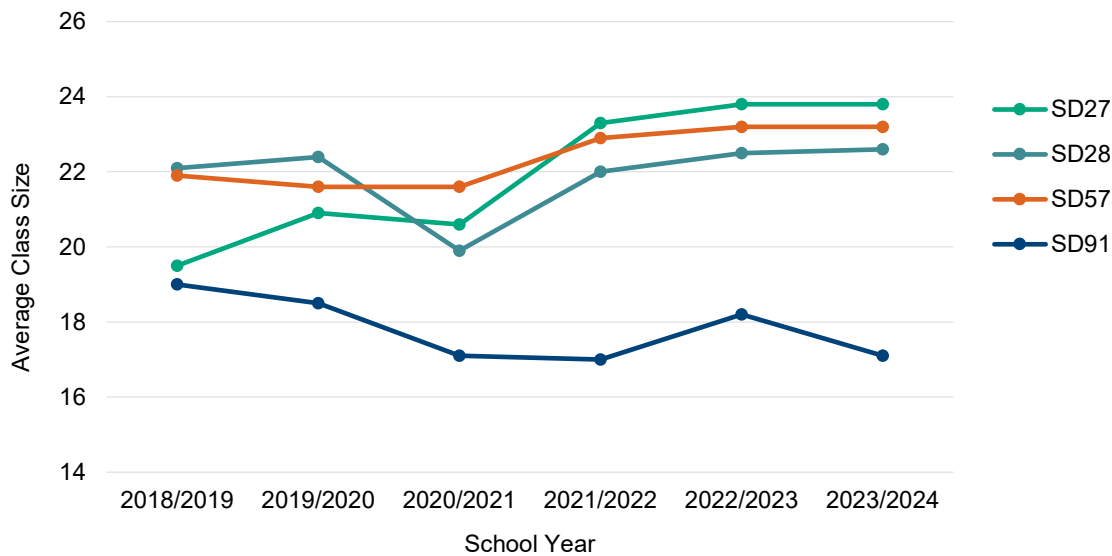


Figure A-0-1: Average Class Size by School District, 2018 to 2024

Source: (Government of British Columbia, 2025)

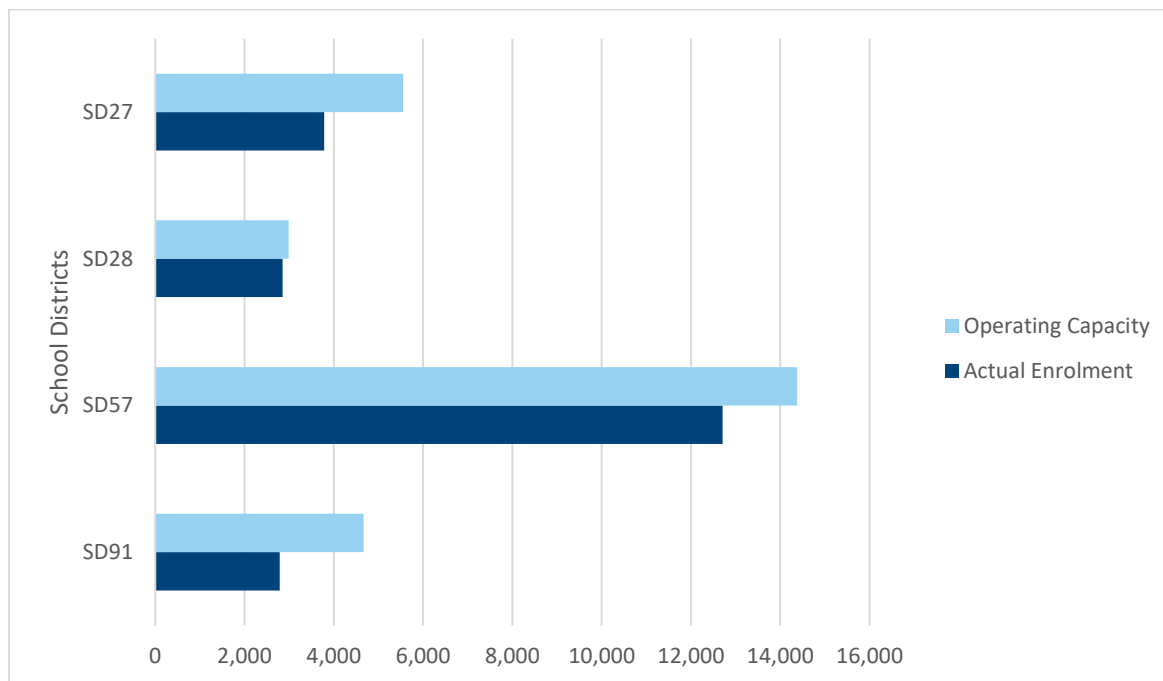


Figure A-0-2: School District Operating Capacity, 2023/2024

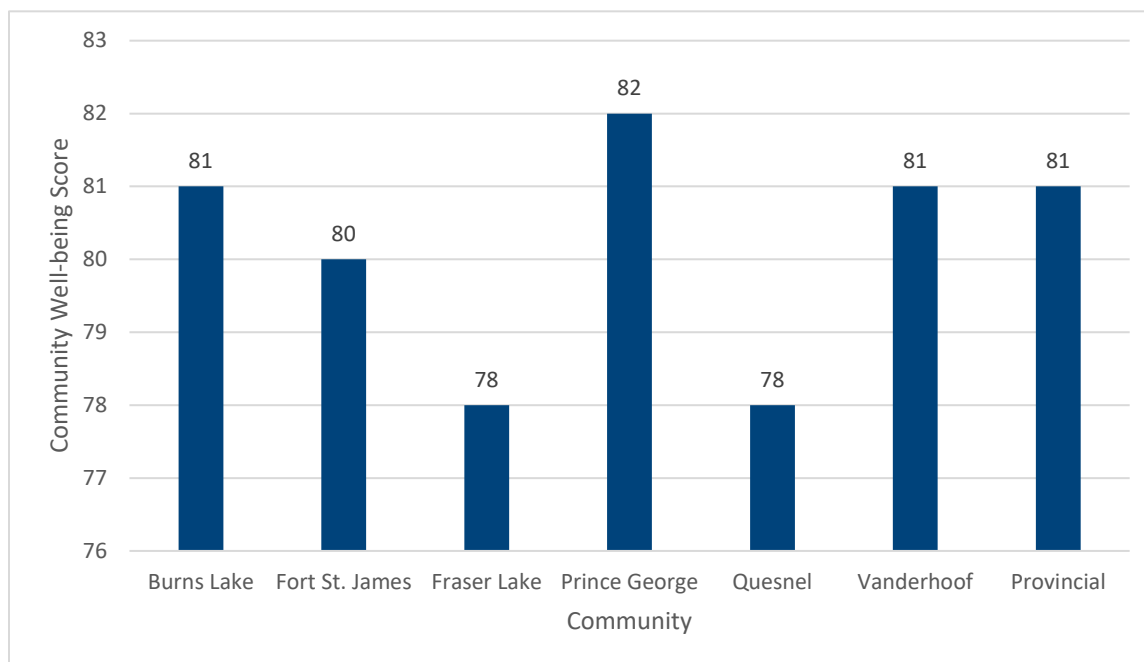


Figure A-0-3: Community Well-being Index by Community, 2021

Source: (Indigenous Services Canada, 2021a)

Note: No CWB was available for Anahim Lake.

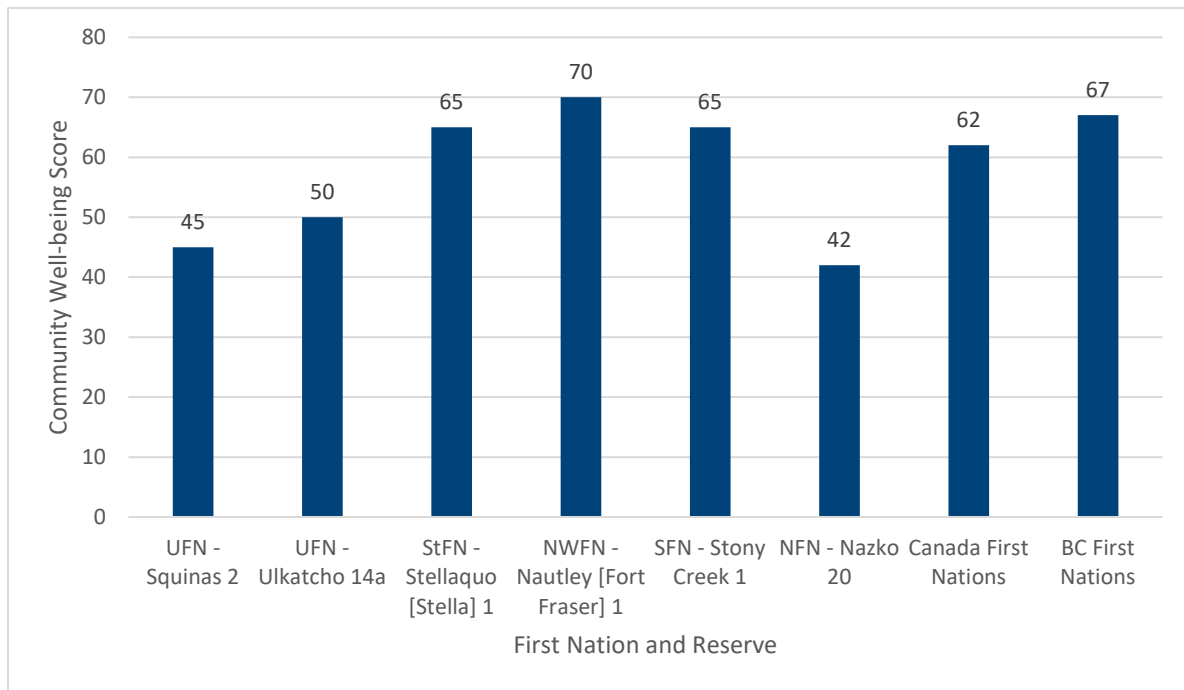


Figure A-0-4: Community Well-being Index by First Nation and Reserve, 2021

Source: (Indigenous Services Canada, 2021b)

Notes: No LDN reserves had CWB Index listed. Populations of reserves may not appear in the public 2021 CWB index database due to small population (fewer than 65 residents), data quality issues, or the reserve not being fully enumerated in the 2021 Census.

Table A-0-5: Crime Severity Index for 2022 and 2023 in Primary Communities

Primary Community	Crime Severity Index	
	2022	2023
British Columbia	100.4	104.1
Prince George	209.9	233.1
Quesnel	249.6	322.3
Vanderhoof	102.3	144.6
Fort St. James	341.4	308.9
Fraser Lake	65.9	126.4

Burns Lake	113.9	135.9
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Source: (Statistics Canada, 2024a)

Table A-0-6: Number of Criminal Code Offences by RCMP Detachment (2018 – 2023)

Detachment	2018	2019	2020	2021	2022	2023	Change from 2022 to 2023 (%)	Change 2021 to 2023 (%)
Vanderhoof (rural)	828	1,014	1,004	1,063	875	924	5.6	-13.1
Fraser Lake (rural)	148	163	174	194	195	246	26.1	26.8
Burns Lake (rural)	486	674	880	945	814	755	-7.3	-20.1
Fort St. James (rural)	803	1,128	1,131	1,300	1,212	1,157	-4.5	-11.0
Prince George (rural)	494	687	602	510	434	503	15.9	-1
Prince George (municipal)	11,849	19,037	18,237	16,426	15,090	15,254	1.1	-7
Quesnel (rural)	619	753	771	679	615	609	-0.9	-10
Quesnel (municipal)	2,439	2,979	2,524	2,324	2,288	2,449	7.0	5
Anahim Lake (rural)	76	100	124	90	79	97	22.8	7.8

Source: (Statistics Canada, 2024b)

Note: Total Criminal Code offences exclude traffic offences.

Appendix B – Mitigation Measures

Mitigation Measure	Related Categories	Construction Practices
Focus recruitment and hiring efforts on communities in the region	<p>Population and Demographics</p> <p>Regional and Local Services:</p> <ul style="list-style-type: none"> • Social Services • Education Services • Protective Services 	<p>BW Gold focused recruitment efforts in primary communities. Between 40-50% of BW Gold employees were from the region during Construction. An average of 177 BW Gold and 315 contractor employees were from primary communities. BW Gold recruitment efforts likely enhanced regional hiring and contributed to increased employment in primary communities. Opportunities were advertised to primary communities via local WorkBC offices, social media, LinkedIn and Indeed, First Nations Employment Coordinators for primary communities, the BW Gold website, a careers email distribution list that the public can sign up for, and in the BW Gold community newsletter. BW Gold participated in community meetings and events (including job fairs) to promote employment from primary communities throughout Construction (see Section 2.0). A weekly email with updated open positions is sent to CLC members who subscribe to the email distribution list, local WorkBC offices, Indigenous communities, CNC, and other employment agencies. Open positions are also promoted through EI offices and First Nations Associations. The BW Gold Vanderhoof Community Office provides information regarding career opportunities and has received many inquiries on employment opportunities via phone, email, and in-person visits.</p>

Mitigation Measure	Related Categories	Construction Practices
Provide self-contained camp to accommodate workers	<p>Population and Demographics</p> <p>Regional and Local Services:</p> <ul style="list-style-type: none"> • Education Services • Health Services • Protective Services <p>Family and Community Well-being</p>	<p>BW Gold provided a self-contained on-site camp to accommodate workers during construction. Most workers lived in the on-site camp while on shift. On average, 554 workers lived in the on-site camps while on shift during construction. The highest occupancy was on July 17, 2024, when 737 workers were staying in camp.</p>
Provide incentives and inducements for employees and management team to reside in an Affected Community	<p>Population and Demographics</p>	<p>BW Gold offers relocation assistance to prospective employees from non-primary communities. This assistance includes financial assistance with moving costs, storage, temporary accommodations, and hiring movers.</p>
Promote harassment-free workplace to its employees and maintain zero tolerance alcohol and drug policy on-site and in camp at any time; participation in training will be tracked; violations will not be tolerated	<p>Regional and Local Services:</p> <ul style="list-style-type: none"> • Social Services • Health Services • Protective Services 	<p>BW Gold maintains a zero-tolerance policy for alcohol and drugs and promotes a harassment-free workplace. Employee induction and orientation includes Blackwater's Behavioral Standards, Respectful Workplace Policy, and Respectful Workplace training. Respectful Workplace training includes description of prohibited conduct, such as discrimination, bullying, and harassment, as well as retaliation and the process of incident reporting. BW Gold's Fitness for Duty Policy outlines that no individual may "possess or consume any drug(s) or alcohol in any manner while on the Company property or conducting BW Gold business without the prior authorization of the Company" as well as other prohibitions related to "Reporting to work or being at work while impaired or in an unfit condition due to the effects of any drug(s) or alcohol".</p>

Mitigation Measure	Related Categories	Construction Practices
Provide an Employee Assistance Program	<p>Regional and Local Services:</p> <ul style="list-style-type: none"> • Social Services • Health Services <p>Family and Community Well-being</p>	<p>BW Gold employees have access to Employee Assistance Program (EAP) services through TELUS Health. This service transitioned from Dialogue/Sun Life effective August 1, 2023. See Section 4.8.4 for levels of use of the EAP during Construction.</p>
Implement measures to facilitate a respectful workplace and safety of employees; focus on multi-cultural workforce considerations and provide Indigenous cultural awareness training delivered to all new employees (e.g., training completed during first week of employment and ongoing through crew talks)	<p>Regional and Local Services:</p> <p>Social Services</p> <p>Family and Community Well-being</p>	<p>Cultural awareness training is provided to all new employees during their first week of employment. Training topics include traditional territories and Mine infrastructure, First Nations Agreements, presentation of a map of overlapping traditional territories, nation groupings, Southern Dakeh nations and Carrier Sekani First Nations, contemporary and traditional governance, the <i>Indian Act</i> (1876), residential schools, the Sixties Scoop, Truth and Reconciliation Commission, missing and murdered Indigenous women and girls, the Highway of Tears, Moose Hide Campaign, and National Day for Truth and Reconciliation. Orientation for employees includes Blackwater's Behavioral Standards, Respectful Workplace Policy, and Respectful Workplace. This includes information on prohibited conduct, such as discrimination, bullying, and harassment, as well as retaliation and the process of incident reporting.</p>
Work with local service providers and communities to develop a Mine Closure Plan that identifies strategies and actions to help minimize the potential adverse effects of closing the Mine	<p>Regional and Local Services:</p> <ul style="list-style-type: none"> • Social Services • Education Services • Health Services • Protective Services <p>Family and Community Well-being</p>	<p>No meetings related to closure planning have taken place to date. Meetings to plan for closure will take place in the last few years of Mine operation.</p>

Mitigation Measure	Related Categories	Construction Practices
Work with training institutions to support or provide training programs	Regional and Local Services: Education Services	<p>BW Gold has met with CNC to discuss current and future programming and opportunities for collaboration and partnerships do deliver training in mining. BW Gold has met with UNBC multiple times to discuss opportunities for Artemis staff to visit classes, as well as the creation of scholarships and bursaries.</p> <p>In 2024, BW Gold supported CNC with mining related training initiatives, such as Mining Potential and Mining Essentials programs and the Transition to Mining Program. In November 2024, two of the eight participants of the Transition to Mining Program were hired by BW Gold (Community Liaison Committee 2024).</p>
Support training of students from diverse groups	Regional and Local Services: Education Services	BW Gold has supported the Mining Industry HR Council to support the delivery of training programs for First Nations, women, new Canadians, and youth.
Provide scholarships to encourage high school graduation	Regional and Local Services: Education Services	No scholarships were available during Construction. Discussions are ongoing regarding future scholarships.

Mitigation Measure	Related Categories	Construction Practices
Provide on-site Advanced Care Paramedics and emergency services, and develop and implement a medical protocol to meet the workforce's urgent and non-urgent health care needs	Regional and Local Services: Health Services	<p>BW Gold provided on-site Advanced Care Paramedics (ACPs) and emergency services to meet the majority of the workforce's urgent and non-urgent health care needs. During Construction, Auscan was assigned as the Medical Services Provider (MSP) at the site. The ACP allowed for urgent and non-urgent health care needs, i.e., administering medications and developing health and wellness programs at site. For urgent needs, the site also has a qualified OFA 3 personnel, a Mine Emergency Rescue Team, and 30 employees and contractors with first aid training (although not all 30 are always on-site). The on-site medical facility hosts consistent walk-in clinic hours for occupational and non-occupational illness and injuries, as well as mental health assistance. On-site medical services addressed 93% of reported health and safety incidents during construction.</p> <p>BW Gold's medical protocol is outlined in the Health Services Management Plan, which substantially met the intent of the "Health and Medical Services Plan Best Management Guide for Industrial Camps".</p>
Require a medical exam and a drug test for all new employees; random drug testing may also be conducted on site, as required.	Regional and Local Services: Health Services	<p>As part of the hiring process, applicants are required to do a medical fitness test and a drug and alcohol test. These tests are required after first interviews are conducted and a candidate has moved forward to the next step for possible hiring. During interviews, candidates are provided with information on the screening process and timeline for hiring. Drug testing may also be conducted post-incident or based on "reasonable cause" that an employee has violated the Fitness for Duty Policy. As part of BW Gold's safety program, K9 Searches were conducted a site-wide search at the Mine three times during Construction.</p>

Mitigation Measure	Related Categories	Construction Practices
Provide at the site health and medical equipment and personnel to meet the requirements of the “Health, Safety and Reclamation Code for Mines in British Columbia” and Work Safe BC	Regional and Local Services: Health Services	BW Gold engaged a health and medical services provider, experienced in providing health and medical services at remote industrial camps. The facilities were regularly inspected by BW Gold’s staff as well as external agencies to ensure compliance with the required standards and in accordance with the best industry practice. All reported incidents and hazards were investigated to learn lessons and prevent reoccurrence. In the case of emergencies, the emergency response and preparedness were also reviewed to identify and improve response in the future. These practices and their management by suitably qualified people helped BW Gold in meeting and exceeding the threshold set by the <i>Health, Safety and Reclamation Code for Mines In British Columbia</i> and Work Safe BC.
Work with local service providers to address changes in demand for health services	Regional and Local Services: Health Services	BW Gold has developed a strong and productive partnership with NH, fostering open communication and collaboration to facilitate the development of innovative programs on site. This positive dialogue has paved the way for future cooperation and progress between the two organizations.
Work with NH, local fire departments, RCMP, and BC Ambulance to ensure that the appropriate information on the changes in area transportation volumes, Mine operations, and the change to the regional population are considered	Regional and Local Services: Protective Services	BW Gold has put in place a mutual aid agreement with the Vanderhoof Fire Department, which specifies that the Vanderhoof Fire Department agrees to conduct vehicle extrication on the Kluskus FSR and area in conjunction with the BW Gold Emergency Response Team. This agreement specifies that Vanderhoof Fire Rescue Unit R11 will support this agreement. BW Gold has also engaged with both the Vanderhoof and Quesnel RCMP detachments. BW Gold has also engaged with NH on a variety of topics, including transportation.

Mitigation Measure	Related Categories	Construction Practices
Provide firefighting equipment and trained personnel to meet all onsite fire and rescue needs	Regional and Local Services: Protective Services	A firetruck and fire extinguishers were available on site, and a mutual aid agreement with the Vanderhoof Fire Department was in place for rescue on the Kluskus FSR. The Mine rescue team on-site received continuous training for firefighting, vehicle extrication, Mine rescue procedures and protocols, medical assessment, and patient care (EMR, OFA 3, FA), and high angle and confined space rescue.
Provide at the Mine site trained Mine rescue personnel and Mine rescue equipment as well as onsite security	Regional and Local Services: Protective Services	<p>A Mine rescue team was in place and trained for firefighting, vehicle extrication, Mine rescue procedures and protocols, medical assessment, and patient care (EMR, OFA 3, FA), and high angle and confined space rescue.</p> <p>Mine rescue equipment includes a firetruck and an ambulance on-site. First aid kits, spill kits, and radios are in all BW Gold and contractor vehicles. AED's and fire extinguishers are located throughout the site. A medi-helicopter is available within a 1.75-hour time frame during daylight hours. There is a mutual aid agreement with the Vanderhoof Fire Department in place for rescue on the Kluskus FSR.</p> <p>During Construction, Mine security was provided by Paladin Security, and was in place 24/7.</p>
Deposit workers' salaries in their bank accounts and provide access to financial literacy training (EAP)	Family and Community Well-being	BW Gold deposits workers' salaries directly into their bank accounts. Financial literacy training was provided to employees through the TELUS Health Virtual Care EAP and through site-led Financial Budgeting 101 / 102 sessions (10-20 participants).
Offer reasonably short shift rotations to minimize separation from family (14 days on and 14 off) and allow flexibility to accommodate hard to fill positions	Family and Community Well-being	BW Gold offers hourly workers a fourteen days-on, fourteen days-off shift rotation to allow employees to spend time at home with their family, friends, and community. Other staff and management positions may vary in schedule pending job requirements.

Mitigation Measure	Related Categories	Construction Practices
Ensure phone and Internet services are available to enable employees to communicate with their families	Family and Community Well-being	There is a cell tower located at the Mine site, which is available for all employees to use with their personal cell phones. Free WiFi is provided for all employees at the Mine site for personal use. Employees without their own phone, computer or tablet may reach out to their supervisor or Human Resources for support in contacting family or friends.
Implement a hiring strategy that will focus on training workers from diverse groups	Family and Community Well-being	BW Gold implements targeted recruitment of diverse groups, including Indigenous people, women, and mature workers. All job postings include the following statement to encourage applications from diverse groups: "We are an equal opportunity employer committed to equal employment opportunity without discrimination or harassment on the basis of race, religion, national origin, status, age, sex, sexual orientation, gender identity or expression, marital or domestic/civil partnership status, or any other basis protected by law. We strongly encourage applications from Indigenous Peoples. Members of Indigenous communities should clearly identify their status on their resume."
Work with First Nations to identify and remove barriers to employment and training	Family and Community Well-being	BW Gold meets regularly with representatives from First Nations' education, training, and employment departments. These meetings have helped to identify and reduce barriers to employment and training, including but not limited to lack of drivers' licenses, transportation to training and employment, workplace readiness, and location of training sites (i.e., out-of-community).
Require BW Gold managers/supervisor to receive cultural awareness training that also teaches them how to address and resolve issues if they arise	Family and Community Well-being	Training on how to address and resolve issues is provided to managers and supervisors through BW Gold's Respectful Workplace Policy and training provided by HR. Mine employees also receive cultural awareness training.

Mitigation Measure	Related Categories	Construction Practices
Provide micro-aggression training to all new employees, and on an as-needed basis to promote harassment-free workplace	Family and Community Well-being	New employee induction and orientation includes information on Blackwater's Behavioral Standards and Respectful Workplace Policy, and Respectful Workplace training is provided. This includes description of prohibited conduct, such as discrimination, bullying, and harassment, as well as retaliation and the process of incident reporting.
Engage with stakeholders to identify community needs and priorities for social investment that focus on respecting community values	Family and Community Well-being	The CLC has been in place since 2012 and engagement regarding social investment has been ongoing since then. The CLC meets 4-6 times a year. The Community Leaders meet with Artemis at least twice a year and additionally share community values and opportunities for social investments as they arise.
Implement feedback mechanism	Family and Community Well-being	<p>The Community Feedback Mechanism (CFM) was established in September 2022 and was actively promoted to raise initial awareness. During the construction phase, ongoing promotion of the CFM occurred through various channels, including CLC meetings, notification letters, the Artemis Gold website, email updates to subscribers, and employee orientation sessions.</p> <p>Employees were informed of the multiple avenues available for submitting feedback, such as a physical submission box located on-site. An internal CFM orientation was also distributed to company representatives to ensure they understood the investigation process in the event of their involvement.</p> <p>Additionally, safety incidents reported off the mine site were forwarded to the CFM email for potential inclusion in the CFM. These reports primarily consisted of traffic-related incidents occurring on the Kluskus Forest Service Road, which is accessible to the general public. No feedback on the implementation of the CFM was received during Construction.</p>

Mitigation Measure	Related Categories	Construction Practices
Collaborate and partner with stakeholders to mitigate and avoid social impacts	Family and Community Well-being	<p>Collaboration and partnership with stakeholders to mitigate and avoid social impacts is primarily done through the following avenues:</p> <ul style="list-style-type: none"> • CLC (EAC Condition #37) Community Leaders Group¹¹ • Access Management Working Group • Environmental Life of Mine Committee (EAC Condition #17) • Participation Agreements
Notification (e.g., by letter, phone call or text message) to registered tenure holders, First Nations, and stakeholders who have registered on the Mine's email-or-SMS system (EAC Condition 42), at least 30 days before the planned activity. Notification will include description of the extent, duration, and anticipated disturbance, as well as BW Gold contact information in case of questions.	Changes to Land User Experience	<p>Notifications were provided as follows:</p> <ul style="list-style-type: none"> • Project Schedule of Activities (EA DS Conditions 6.6 and 6.7) letter and schedule was posted on the Mine website on the following dates: May 5, 2023. March 6, 2024. and July 12, 2024. • Various letter notifications: Between April 1, 2023 and December 31, 2024, BW Gold sent letters and maps to affected tenure holders (including for primary guide outfitters, range tenures, traplines, forestry, utilities, mineral, and private land access) to provide notification for upcoming field surveys. Examples include notification of fish and wetland surveys commencement of transmission line clearing, commencement of mine site blasting, and helicopter waterbird surveys.

¹¹ The Community Leaders Group includes elected officials from the Project region, including mayors, regional representatives, etc. There are ten (10) members in total.

Mitigation Measure	Related Categories	Construction Practices
Provision of a schedule and maps where Mine activities will take place disturbing land or reducing enjoyment of land use on the Mine's website (EAC Condition 42) and will be posted at least 30 days prior to the planned activities.	Changes to Land User Experience	<p>Notifications were provided as follows:</p> <ul style="list-style-type: none"> • Project Schedule of Activities (EA DS Conditions 6.6 and 6.7) letter and schedule was posted on the Mine website on the following dates: May 5, 2023. March 6, 2024. and July 12, 2024. • Newsletters were posted to the Mine website providing updates on Mine status and activities in April, August, and October of 2023 and February, May, and September of 2024. • Various letter notifications: Between April 1, 2023 and December 31, 2024, BW Gold sent letters and maps to affected tenure holders (including for primary guide outfitters, range tenures, traplines, forestry, utilities, mineral, and private land access) to provide notification for upcoming field surveys. Examples include notification of fish and wetland surveys , commencement of transmission line clearing, commencement of mine site blasting, and helicopter waterbird surveys.