



Community Sustainability Committee (CSC) Meeting Minutes

Date: June 06, 2019 **Time:** 10:30 am – 2:30 pm

Location: Mount Milligan Mine **Date Issued:**

Prepared by: Cherie Cochran T: 250-961-4891 E: cherie.cochran@centerragold.com

Facilitator: Chelsea Ogilvie T: 250-997-7548 E: chelsea.ogilvie@centerragold.com

Attendees:

Name	Organization	Present
Erin Siemens	College of New Caledonia (FSJ), Project Planner	
Judy Greenaway	District of Fort St. James, Councillor	P
Jennifer Howell	District of Fort St. James, Councillor	
Ann McCormick	Member at Large, Fort St James	P
Andy Barnes	District of Mackenzie, Councillor	P
Diane Smith	District of Mackenzie, Director of Corporate Services	
Aiden Wiechula	Member at Large, Mackenzie	
Shannon Bezo	College of New Caledonia (Mackenzie), Regional Principal	
Destiny Ketlo	McLeod Lake Indian Band, Councillor	
Tamara Dokkie	West Moberly Land Use Manager, West Moberly First Nation	
Colleen Erikson	Nak'azdli Whut'en, Natural Resources Manager	
Hilary Irving	District of Vanderhoof, Deputy Dir. Community Development	
Kevin Moutray	District of Vanderhoof, Councillor	P
Wayne Salewski	Member at Large, Vanderhoof	P
Terri McConnachie	City of Prince George, Councillor	
Garth Frizzell	City of Prince George, Councillor	
Joanna Miller	Centerra Gold, Manager, Sustainability	
Chelsea Ogilvie	Centerra Gold, Coordinator, Sustainability	P
Cherie Cochran	Centerra Gold, Administrator, Sustainability	P
Allie Auger	Centerra Gold, Advisor, Sustainability	P

Guests: Tara Valaire, HR Recruiter, Mount Milligan, Chuck Hennessey, General Manager, Mount Milligan & Endako

Description: Summary of Action Items	Resp.	Due Date	Item
1. Provide update on partnership opportunities with UNBC	CO	Oct 4	
2. Distribute Regional Employment and Training Plan to CSC Members	CO	Aug 15	
3. Continue to provide detailed Diversity and Inclusion information to CSC members	CO	Oct 4	

#	Topic
1	<p>Welcome – Chelsea Ogilvie</p> <ul style="list-style-type: none"> • Chelsea welcomed CSC members. • Chelsea invited CSC members and guests to introduce themselves and then provided an overview of the agenda.
2	<p>Centerra Gold BC Update: Health & Safety, Community Engagement – Chelsea Ogilvie</p> <ul style="list-style-type: none"> • May was Mining Month and we were busy with the Spring Expo and Minerals North. • May is Mining Month in BC and Centerra Gold hosted events throughout the region. Community meetings and BBQs were held in Mackenzie, Fort St. James and Fraser Lake, providing community members the opportunity to meet with representatives of the company and learn about project updates at Centerra’s three sites. • Mount Milligan began its community tour season, and hosted a tour from both Mackenzie and Fort St. James. These tours will continue throughout the summer and information will be shared through the College of New Caledonia campuses in Fort St. James and Mackenzie. Endako also hosted a Village of Fraser Lake tour of the site, and has two more tour dates planned for the summer. These are coordinated through the Village office. • Mount Milligan continued its Mining Education program, hosting tours of the site and visiting students in local schools. Students from Fraser Lake Elementary Secondary School, Fort St. James Secondary School, Mackenzie Secondary School, Morfee Elementary and the Prince George College of New Caledonia visited the mine in May and June. Employees from Mount Milligan visited Mackenzie Secondary School to give a career presentation. • Mount Milligan ran its second annual Pre-Employment Training and Education Readiness (PETER) program in partnership with McLeod Lake Indian Band, Nak’azdli Whut’en, and the College of New Caledonia. This year saw a smaller group of students, and six graduates were offered twelve-month work terms at Mount Milligan mine. • Mount Milligan’s Mine Rescue team competed in Williams Lake on May 30th, 2019. The team did well despite the recent passing of a team member, and decided to compete in his honour. <p><i>CSC questions and comments:</i></p> <p>Q1: Does Centerra have a program in place to lend out safety equipment to different community groups and organizations?</p> <p>A1: We currently do not have a program in place. We looked into donating some fall arrest equipment to Murray Ridge, but we ran into issues around liability. There are concerns over proper training, as well as use and maintenance of equipment. Unfortunately, this is not something we can take on at this time.</p>
3	<p>Mount Milligan Environment & Permitting Update – Stephanie Righi</p> <ul style="list-style-type: none"> • All Centerra sites have filed their annual environmental reports. All of these reports have also been sent to the First Nations associated with each site.

- Mount Milligan continues progressive reclamation work around the site. One of the focus projects is the south-facing dam slopes. A crew from Alberta came to help with preparing the site and planting 2700 willow stems.
- One commitment of Mount Milligan's Environmental Assessment Certificate is to have a native plant nursery established within the first ten years of operation. Nak'azdli has started a fully functional greenhouse in town, and the mine is exploring working with them on this project.
- There has been a number of site inspections this quarter: Ministry of Energy, Mines and Petroleum Resources came to Mount Milligan to do a geotech and reclamation assessment around topsoil placement and planting, and Ministry of Forests, Lands, Natural Resource Operations and Rural Development inspected the new pumping infrastructure on Rainbow Creek and Philip Lake 1, as well as the new baseline hydrology monitoring sites. The mine did well in both inspections.
- A herpetology training course was offered at Mount Milligan, and the Environmental department invited members from Nak'azdli, McLeod Lake and Takla. A number of members came up from Nak'azdli for a three-day workshop which included looking at reptiles and amphibians and proper handling techniques. The group also learned about permits and how to apply for them.
- Mount Milligan's pumping program from Philip Lake 1 and Rainbow Creek started on April 1, 2019, as per the site's Water Allowances. This program falls under a three-year withdrawal allowance that the mine attained in early 2019. Mount Milligan's environmental team has been out at the pumping stations multiple times a day taking flow volumes and monitoring the work. This data is sent to qualified hydrologists at Stantec who do assessments and make sure we are pumping within our permitted limits.
- A wildlife biologist was on site prior to pipeline construction to configure where the wildlife crossings should be strategically placed for the new above-ground waterline from Rainbow Creek and Philip Lake 1. Trail cameras have been set up to make sure the crossings are being used and that they are in the best places.
- There are currently no amendments or permit applications out for review for Mount Milligan.
- Mount Milligan is looking into ground water sources and may apply for a water license amendment in the short-term to include additional ground wells and new infrastructures to support them on and around the mine lease.
- Mount Milligan is entering into early-stage planning for long term water sources for the life-of-mine. The mine estimates the need for 8-10 million cubic meters of water annually in the tailings storage facility to process ore. A water options analysis study is currently underway to look at the various water bodies in proximity to the mine. Climate change has less effect on groundwater, and there are fewer impacts to withdrawing from these sources, so they will be the preferred options for the mine.
- Baseline monitoring on different water bodies is happening throughout the summer and fall of 2019, and McLeod Lake and Nak'azdli First Nations monitors. In the Environmental Department have been working with consultants to gather and report data.

CSC questions and comments:

Q2: Why are we bringing in crews from Alberta to do our reclamation work? Can that not be work that is going to local people?

A2: We have been working with Stantec on our reclamation projects. They work closely with the Northern Alberta Institute of Technology in Edmonton to determine which types of seed will work best in particular areas of the mine. That is where the crew came in from.

C1: There was an effort to get a local group of workers going who could do reclamation, forestry support, and environmental work. The challenge was the difficulty in getting enough work to keep a crew occupied full-time. If we knew what types of projects the mine was going to be working on, we would be able to plan far enough in advance to put a local crew together. It would be good to have a reclamation sub-committee that could work with local people to plan and run projects.

R1: We currently do offer projects to members of the impacted First Nations communities, but some type of collaborative effort might be beneficial. This would have to coincide with our annual reclamation planning.

Q3: Where do you get your saplings and other plants from for your reclamation?

A3: We actually harvest whatever we can from site. In the case of the dam, we cut willow whips from nearby harvesting locations and planted them directly into the topsoil that was placed on the outer side of the South Dam.

Q4: Why is the university not included in any of your environmental projects on site?

A4: We are actually currently in talks with some people at UNBC to determine ways we can support each other.

Q5: How far is water travelling to get to your tailings storage facility?

A5: Water is currently being pumped from Philip Lake 1, which is about 10km away, and from Rainbow Creek, which is about 7km away.

5

Centerra Gold Regional Employment & Training Update – Chelsea Ogilvie & Tara Valaire

- Centerra has started reporting quarterly on regional diversity and inclusion statistics. This captures data from all the BC sites, and is shared with our corporate office. These new reports include gender and Indigenous employment rates at the departmental level. They also define local employment based on postal code instead of municipality. This reporting will help the Company recognize trends and make informed decisions about targeted training and recruitment programs and initiatives.
- In tracking residency by postal codes, the local stats have shifted. The apparent losses and gains are mostly due to reassignment of employees to home communities based on the new metrics.
- Recruitment at Mount Milligan in Q1 and Q2 focused on trades positions as well as temporary haul truck positions for summer dam-building. The goal for the 20 available haul truck positions was to fill 70% of them with local hires, but we achieved 80%. To-date in 2019, Mount Milligan has filled 27 positions and there are currently 9

vacancies. The site continues to notice low percentages of local applicants for all positions.

- Kemess currently has 38 Centerra employees who support continued care and maintenance of the site as well as environmental, engineering and exploration projects. There are three main contractors on-site who have ramped up employment this summer: Gisborne is building the Water Treatment Facility, Equity is managing the exploration program, and Belvedere is performing earth works. Employment will stay stable for 2019 as the project moves through economic optimization studies ahead of a presentation to the board in Q4 2020 to request full project financing.
- The Centerra HR and Sustainability teams hope to visit all the communities local to our BC projects in 2019.

Regional Employment & Training Plan:

- Centerra has created a regional Employment and Training plan that encompasses all the BC sites and the Prince George office. The plan focuses on the coming calendar year, with longer-term projects and goals captured as well. The purpose of this strategic plan is to maximize the participation of local, female and Indigenous employees across our BC sites. There are three main areas of focus: Pre-Employment/Community-Based Training, Internal Training and Advancement, and Recruitment and Retention.
- The decision was made to circulate the 2019 plan, as presented, to CSC members for review and provide feedback. If CSC members would like to be involved with particular projects they can make the Company aware.

CSC questions and comments:

C2: I don't think we should have a full sub-committee to review all the Employment and Training projects.

R2: We agree. We want member participation in these projects to be meaningful, and it will get very saturated if we tackle the whole plan. One option is to let members sign up to work on individual projects that they are interested in and can bring value to. Each project has a lead, so it would be as easy as putting the interested member in touch with the team lead.

C3: Yes, I like that idea. There are a handful of things on this list I would like to be involved with.

R3a: Is everyone ok with that approach? We can always revisit the process if we find it is not working.

R3b: Yes, we should start with that and see if it works.

Q6: We talk about the challenges of finding technical positions locally. Is it competitive to start in these roles? What kind of a salary does a Metallurgist-in-training make?

A6: There are a lot of factors to consider, but probably in the range of 75-85K.

Q7: Do you see people moving up within the company to fill your leadership vacancies, or are you hiring externally?

A7: Yes, there is growth and advancement within the company. We track our promotions, and recently we have had sixteen promotions. Six of those promoted employees moved into

	<p>supervisor roles</p> <p>Q8: With the snow melting and the roads drying up, are more people driving into Kemess? What is the traffic like on the roads and through Mackenzie?</p> <p>A9: A lot of the supplies for this summer’s construction were brought in before breakup. As work picks up over the summer we will see more traffic on the Mackenzie side.</p> <p>Q10: Is there a list somewhere of basic requirements for working at the mine that interested candidates have access to?</p> <p>A10: Yes, all of our job postings list the requirements, but the information is available at our community offices in both Fort St. James and Mackenzie. WorkBC in Vanderhoof also has this information. The base line requirement for all of our jobs is passing both a drug and alcohol test and a medical exam.</p> <p>Q11: How is Centerra managing the drug and alcohol pre-access tests now that marijuana is legalized?</p> <p>A11: We have not changed our standards. We are waiting for Corporate and industry guidance and don’t want to be the first ones to change the standard pre-access testing. One change that we have put in place is around workplace testing. Whenever there is an incident on site the Safety team determines if a drug and alcohol test is required. We used to administer a full urine test, but we have moved to swab test. This means that we are testing for a much shorter window of exposure to THC. It tells us if the person has consumed THC quite recently.</p>
6	<p>Mount Milligan Procurement Update – Chelsea Ogilvie</p> <ul style="list-style-type: none"> • Mount Milligan continues to move forward with its Local Supplier Directory. At the moment the procurement software is not compatible with the types of local searches required at the local level. The Sustainability team has built up a searchable database from scratch and the purchasing team will be trained on how to use it. • Once the Directory is in use at Mount Milligan, the procurement team will run workshops in the local communities to make sure local business owners are aware of opportunities. <p><i>CSC questions and comments:</i></p> <p>Q12: Have we reached out to our regional business yet? Do they know this is coming?</p> <p>A12: No, we have not reached out to everyone yet. Once we have all of the contact information we will be reaching out to every business in the directory to gather some basic information from them. At this point we will answer any questions, and they will be invited to meet with the procurement team during the community workshops. Anyone performing work at a Centerra site in BC will have to be registered in BROWZ, our contractor management system.</p>
7	<p>Working Lunch</p>

8	Confirm Meeting Date and Location October 4, 2019 Prince George from 10am-2pm was selected, but new date of October 18, 2019 is being proposed by Centerra.
9	Tour of Rainbow Creek Pumping Station