



## Community Sustainability Committee (CSC) Meeting Minutes

**Date:** October 18, 2019 **Time:** 10:00 am – 2:00 pm  
**Location:** Prince George Office **Date Issued:** February 28, 2020  
**Prepared by:** Cherie Cochran T: 250-961-4891 E: cherie.cochran@centerragold.com  
**Facilitator:** Joanna Miller T: 250-997-7548 E: joanna.miller@centerragold.com

### Attendees:

Name	Organization	Present
Erin Siemens	College of New Caledonia (FSJ), Project Planner	P
Judy Greenaway	District of Fort St. James, Councillor	P
Troy Morin	College of New Caledonia (FSJ, Vanderhoof), Regional Principal	P
Jennifer Howell	District of Fort St. James, Councillor	P
Ann McCormick	Member at Large, Fort St James	
Andy Barnes	District of Mackenzie, Councillor	P
Diane Smith	District of Mackenzie, Director of Corporate Services	P
Stephanie Killam	Member at Large, Mackenzie	P
Shannon Bezo	College of New Caledonia (Mackenzie), Regional Principal	P
Destiny Ketlo	McLeod Lake Indian Band, Councillor	P
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	P
Garth Frizzell	City of Prince George, Councillor	
Joanna Miller	Centerra Gold, Manager, Sustainability	P
Cherie Cochran	Centerra Gold, Administrator, Sustainability	P

**Guests:** Bill Heath, Manager. Human Resources, Mount Milligan

Description: Summary of Action Items	Resp.	Due Date
1. Provide an update on Mount Milligan's turnover rate at next CSC meeting	Bill Heath	March 13
2. Discuss Endako's Francois Lake 2019 fish sampling results	Tim Caldwell	March 13
3. Provide an update on the Kemess Underground Project at next meeting	Ron Hampton	March 13

#	Topic
1	<p><b>Welcome – Joanna Miller</b></p> <ul style="list-style-type: none"> <li>Joanna introduced Bill Health, the new Human Resources Manager at Mount Milligan to the CSC members</li> </ul>
2	<p><b>Centerra Gold BC Update: Endako, Kemess Underground &amp; Community Engagement – Joanna Miller</b></p> <p><b>Endako Update</b></p> <ul style="list-style-type: none"> <li>Endako remains in care and maintenance and work continues with the government-led Water Quality Working Group (WQWG). The WQWG was formed several years ago, and Endako was invited to participate at the request of Nadleh Whut’en and Stelat’en First Nation. Nee Tahi Buhn has also participated in the Working Group in the past.</li> <li>Currently the WQWG is looking at the management of water quality on and off site. At present, the mine has multiple water discharge points.</li> <li>As part of the WQWG, Endako was planning to undertake fish sampling in Francois Lake. The group decided to hold a community fishing derby in order to involve local residents in the sampling efforts. The derby was held at Glenannan Community Park on September 7, 2019. Endako’s consultants from Hatfield Consulting conducting on-site fish sampling. Over 80 people attended and the Company plans to hold the event again next year.</li> <li>IBA negotiations between Centerra, Nadleh Whut’en and Stelat’en First Nation have been continuing throughout 2019.</li> </ul> <p><b>CSC questions and comments:</b></p> <p><b>Q1</b> Did we digitize the work by the Glenannan Association?  <b>R1</b> No, but we hope to do this work in 2020.</p> <p><b>C1</b> The Spruce City Wildlife Club conducted a Chinook Salmon project. They found that in the last year, of 60 fish to go down the Endako River, only one female came back. The club stripped the eggs off the female and now they have a population of 10,000 fertilized eggs from freezing the sperm of the males.</p> <p><b>Kemess Underground</b></p> <ul style="list-style-type: none"> <li>The project remains in development as the Centerra Board has made no final investment decision.</li> <li>At present, some construction activities are taking place and project optimization and feasibility studies are underway.</li> <li>An application to amend the Project’s Environmental Assessment Certificate was submitted in September, developed in collaboration with Tse Keh Nay, proposing an increase in mill throughput from 25,000 tonnes to 37,500 tonnes.</li> </ul> <p><b>CSC questions and comments:</b></p> <p><b>Q2</b> Why is the construction period for the project so long?  <b>R2</b> Kemess Underground has a long construction period because three tunnels must be collared in order to reach the deposit. Kemess Underground will be a block-cave mine which means that from below the deposit, we will use explosives to break apart the rock above. Conveyors will then be used to move the material to the surface.</p> <p><b>Q3</b> If the board meeting is in December, when is the decision anticipated?  <b>R3</b> We don’t know yet when the project will receive a final investment decision, but we should have an update on 2020 activities by the second week in December.</p>

	<p><b>Community Engagement</b></p> <ul style="list-style-type: none"> <li>• The Company continues to move forward with our regional donations and community investments.</li> <li>• A large focus for the Sustainability department is on local procurement. To that end, we have completed the first stage of our local supplier database. Businesses in Mackenzie and Fort St. James are now listed in a searchable database that is being used by our Procurement team. To verify that we have correct business information on file, we will be sending surveys to local businesses. Next year, we hope to run supplier workshops again to provide business with an opportunity to connect with members of our Supply Chain Department. These were last run in 2016 and were very successful.</li> <li>• Our Corporate office has also hired an Advisor to support our work in the area of Environmental, Social and Governance (ESG).</li> </ul> <p><b>CSC questions and comments:</b></p> <p><b>Q4</b> Will communities have access to the database?  <b>R4</b> Right now it's an internal database, however, the information is not confidential. Most of the information was received from local Chambers of Commerce</p>
3	<p><b>Centerra BC Grievance Mechanism - Joanna Miller</b></p> <ul style="list-style-type: none"> <li>• Centerra has a Grievance Mechanism in place for British Columbia. It outlines the ways in which community members can get in touch with the Company and the internal process we follow in the event that a compliant or grievance is received.</li> </ul> <p><b>CSC questions and comments:</b></p> <p><b>Q5</b> How many days a week are people in the office in Fort St. James or Mackenzie?  <b>R5</b> Staff from the CNC are available at both offices 5 days a week, and we run annual training with the College on Company policies and procedures.  <b>Q6</b> How many people in FSJ are using the offices to apply for jobs?  <b>R6</b> It varies month to month, but on average around 5-10 people per month.</p>
4	<p><b>Mount Milligan Human Resources &amp; Training Update: Bill Heath</b></p> <ul style="list-style-type: none"> <li>• There has not been significant change in Mount Milligan's local employment numbers over the last 6 months. Female and Indigenous employment has remained fairly static.</li> <li>• We have 10% - 11% turnover at the mine and will be hiring for approximately 50-70 positions next year. The Company remains focused on hiring locally as much as possible, as well as encouraging employees to relocate if possible.</li> <li>• The mine continues to support an apprenticeship program and has apprenticed 22 employees.</li> </ul> <p><b>CSC questions and comments:</b></p> <p><b>Q7</b> Is there a way to connect with CNC to determine if additional skills training is available in Fort St James and Mackenzie? Why is it that only 9% of students are local?  <b>R7</b> The students that the mine hires are generally Engineering, Geology and Metallurgy students and the majority of the applicants aren't from or studying in the region.  <b>Q8</b> Can we have a career fair with the grade 10-12 students in our areas to provide them with information about careers in mining?  <b>R8</b> The Company has run a mining education program for the last few years where we bring classes to the site for tours as well as visit the local high schools to give career presentations.</p>

	<p>Last year we hosted a number of school tours at Mount Milligan from Fraser Lake, Fort St. James and Mackenzie. In addition, we are currently piloting a new mining education program for Grade 12 students from Fort St. James Secondary School and Mackenzie Secondary School. Students will be taking mining-related courses throughout the school year and upon completion of the program will have the opportunity to apply for dedicated summer work terms at the mine.</p> <p><b>Q9</b> What are the age demographics of Mount Milligan's employees?  <b>R9</b> It is fairly even across the board, but we find that employees are retiring at a later age.</p> <p><b>Q10</b> Why are there so many students coming from UBC?  <b>R10</b> They have very established mining programs.</p> <p><b>Q11</b> Does Centerra belong to MABC?  <b>R11</b> Yes, we are members</p> <p><b>Q12</b> Do you have a co-op program for students?  <b>R12</b> Yes, in Engineering and Metallurgy.</p> <p><b>Q13</b> Who will be responsible for HR at Kemess?  <b>R13</b> Bill Heath will likely be responsible for Kemess but this has yet to be confirmed.</p> <p><b>Q14</b> Is the apprenticeship program run in every department?  <b>R14</b> The program is focused on the departments that hold the various trade positions, such as millwrights, electricians, welders etc.</p>
5	<p><b>Mount Milligan Environment &amp; Permitting Update – Joanna Miller</b></p> <ul style="list-style-type: none"> <li>• The mine is preparing for a large shut down next week.</li> <li>• Permits have been received for medium-term water withdrawals from Rainbow Creek and Philip Lake 1.</li> <li>• The Company is currently working on a long-term water supply strategy and is conducting a multiple accounts analysis study on nearby water, considering environment, technical, economic and socio-cultural factors.</li> <li>• Once a decision has been made with respect to a long-term water strategy, we will inform the CSC.</li> <li>• The Company will also run community open houses and other engagement activities once permitting begins.</li> <li>• Unfortunately, climate change has impacted the mine site, and while we continue to further explore surface water options, we have also made considerable effort to investigate available groundwater. The on-going support received from our local communities throughout our recent challenges has been really appreciated.</li> </ul> <p><b><i>CSC questions and comments:</i></b></p> <p><b>Q15</b> How long is the shut down?  <b>R15</b> It is expected to be one week.</p> <p><b>Q16</b> How does the shutdown work for employees?  <b>R16</b> The majority of our employees continue to stay in camp, but a few will bus back and forth if they live in Fort St. James and Mackenzie</p> <p><b>Q17</b> Are there any updates on the work that the University is doing with Centerra?  <b>R17</b> Centerra supported a UNBC research project that recently received an NSERC grant, and the project is currently underway.</p> <p><b>Q18</b> What department is leading that project?  <b>R18</b> It is a group of several professors and researchers led by D. Stephen Dery studying the Nechako Watershed and the descending water accumulation levels being observed.</p>



6	<p><b>Community Project Fund: Application Review</b></p> <p>The current balance of the Community Project Fund as of September 30, 2019 is \$44,358. The next \$10,000 deposit will be made in Q4 2019.</p> <p>The total requested in the fall intake period is \$68,107, a difference of \$23,749.</p> <p>The Committee made the following funding decisions for applications received in the fall 2019 intake:</p> <ul style="list-style-type: none"> <li>• Fraser Basin Council: \$9,700 (full funding awarded)</li> <li>• Fraser Lake Legion: \$10,000 (full funding awarded)</li> <li>• Fort St. James Bargain Basement: \$7,757 (full funding awarded)</li> <li>• Fort St. James Sled Dog Association: (Organization to receive a sponsorship from Centerra Gold instead)</li> <li>• Fort St. James Primary Care Society: \$10,000 (no funding awarded)</li> <li>• New Caledonia Paddlers Club: \$4,000 (full funding awarded)</li> <li>• SD91 Wetting the Wetland: \$6,150 (full funding awarded)</li> <li>• Nechako White Sturgeon Recovery Initiative: \$2,000 (full funding awarded)</li> <li>• Mackenzie Legion: \$10,000 (no funding awarded)</li> <li>• Vanderhoof Air Cadets: \$3,500 (full funding awarded)</li> </ul> <p>Total awarded: \$43,107</p> <p>Remaining balance in the fund following the above contributions is: \$1,251</p> <ul style="list-style-type: none"> <li>• In order to use the CSC members' time most efficiently, Centerra proposed a new review process whereby the applications are evaluated initially by the Company and funding recommendations are put forward to the Committee for final approval.</li> <li>• The Committee agreed with this approach and Centerra will implement this new review process during the spring 2020 fund intake period.</li> <li>• It was also agreed that Centerra would cap the Community Project Fund at \$40,000 per year, leaving additional investment funds available for the Company to invest in larger, multi-year, community projects.</li> </ul>
8	<p><b>Next meeting date &amp; location</b></p> <p>March 13, 2020 in Prince George from 10am - 2pm</p>