

2019

Government of | Gouvernement des
Northwest Territories
Territoires du Nord-Ouest

SOCIO-ECONOMIC AGREEMENT REPORT

**For mines operating in the
Northwest Territories**

RAPPORT SUR LES ACCORDS SOCIOÉCONOMIQUES

**Mines de diamants des Territoires
du Nord-Ouest**

**Le present document contient la traduction française du résumé
et du message du ministre**



If you would like this information in another official language, call us.
English

Si vous voulez ces informations dans une autre langue officielle, contactez-nous.
French

Kīspīn ki nitawīhtīn ē nīhīyawīhk ōma ācimōwin, tipwāsīnān.
Cree

Tłıchq̄ yatı k'è'è. Dı wegodi newq̄ dè, gots'ō gonede.
Tłıchq̄

ʔerihł'ís Dēne Sųlíné yatı t'a huts'elkēr xa beyáyatı theʔą ʔat'e, nuwe ts'ën yółtı.
Chipewyan

Edı gondı dehgáh got'ıe zhatıé k'é'é edat'éh enahddhę nıde naxets'é edahlı.
South Slavey

K'áshshó got'ı ne xadā k'é hederı ʔedıhtlı'é yerınıwę ní dé dúle.
North Slavey

Jii gwandak izhii ginjik vat'atr'ıjáhch'uu zhit yinothtan jı', diits'át ginohkhii.
Gwich'in

Uvanittuaq ilitchurisukupku Inuvialuktun, ququaqłuta.
Inuvialuktun

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Inuktitut

Hapkua titiqqat pijumagupkit Inuinnaqtun, uvaptinnut hivajarlutit.
Inuinnaqtun

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INTRODUCTION

This document is a reporting and accounting of the state of Socio-economic Agreements and the Northwest Territories diamond industry for the year 2019.

As such, it does not address or reflect the impacts of COVID-19 (including the action by Dominion Diamonds to apply for Creditor Protection).

For the best possible context, this report should be read and considered as if it was written on December 31, 2019.

Three SEAs were active in the NWT in 2019; for the currently operating Ekati Diamond Mine (Ekati), Diavik Diamond Mine (Diavik), and the Gahcho Kué Diamond Mine (Gahcho Kué).

Major resource developments in the Northwest Territories (NWT) have a significant impact on its lands, resources and people. To mitigate these, as a proposed project goes through the necessary regulatory reviews and approvals process, the Government of the Northwest Territories (GNWT) requires a follow-up program called a Socio-Economic Agreement (SEA) be instituted.

These agreements formalize commitments and reflect predictions made by a company during its regulatory review. Importantly, SEAs provide NWT residents a clear picture of impacts and benefits that will accrue to them, their community or region, and to the NWT overall.

Commitments made in an SEA are comprehensive and normally include employment and business opportunities; training programs; cultural well-being and traditional economy opportunities; community, family, and individual well-being; net effects on government; and sustainable development.

In addition to industry commitments, SEAs also include commitments by the GNWT to

provide a healthy, trained workforce from which NWT projects can draw. The GNWT collects and analyzes data annually to identify and understand changes and trends related to mining activity important to lasting benefits of the SEA.

The Department of Industry, Tourism and Investment (ITI) is responsible for negotiating these agreements on behalf of the GNWT. It also oversees their implementation, monitors how well each party carries out its respective responsibilities, and coordinates reporting activities. Partly guided by the information compiled and presented in this document, ITI partners with the Department of Health and Social Services (HSS) and Education, Culture and Employment (ECE) and others to mitigate potential or anticipated risks to a community or region while maximizing benefits to NWT residents and their communities.

This report presents 2019 statistics and data in four groupings: the NWT overall; Yellowknife; Small Local Communities (SLCs) distinguished by their geographic proximity to the operating mines; and Remaining NWT Communities. The eight SLCs include Behchokò, Dettah, Fort Resolution, Gamètì, Łutsek'e, Ndilò, Wekweètì and Whatì.

The importance of SEAs extends to the economic benefits they generate. The entire sequence of any resource project stretches from the exploration phase through the production phase to closure and reclamation—often spanning several decades. Over that time, a large number of people, and huge volumes of goods and services, are involved.

To back those needs, SEAs set out targets for local procurement of goods and services, employment, training and other measures that serve to accrue benefits to NWT Residents and Businesses including, in large part the Indigenous sector.

The statistics tell the success story. The procurement commitment to spending in the NWT is resulting in a significant contribution to its economy, especially for Indigenous-owned enterprises. Between 1996 and 2019, roughly 70 per cent of the value of NWT mine procurement has been with Northern and NWT Indigenous Businesses—totaling more than \$16.2 billion. Of that, NWT mines contributed over \$7.1 billion to Northern Indigenous enterprises. In 2019 alone, NWT diamond mines spent \$369.45 million on Northern Indigenous procurement.

Thanks in part to opportunities offered through SEAs, Indigenous enterprises continue to multiply and grow in NWT. They're increasingly playing pivotal roles in almost every business and industry sector, driving the development of a skilled and vibrant Northern workforce.

This report presents the full story of what was achieved by SEAs in 2019.



INTRODUCTION

Le présent document dresse un portrait informatif et financier des accords socioéconomiques et du secteur des diamants aux Territoires du Nord-Ouest pour l'année 2019.

À ce titre, il ne prend pas en compte les répercussions de la COVID-19, notamment la demande de protection des créanciers par Dominion Diamonds.

Il est tout indiqué de lire ce rapport en tenant compte qu'il a été rédigé le 31 décembre 2019.

En 2019, trois ASE étaient en vigueur aux TNO; un pour la mine de diamant actuellement en exploitation Ekati (Ekati), un pour la mine de diamant Diavik (Diavik) et un pour la mine de diamant Gahcho Kué (Gahcho Kué).

Les grands projets d'exploitation des ressources réalisés en sol ténos ont d'importantes répercussions sur les terres, les ressources et les populations. Lorsqu'un projet est soumis aux examens réglementaires et au processus d'approbation prescrits, le gouvernement des Territoires du Nord-Ouest (GTNO) exige la mise en place d'un programme de suivi appelé accord socio-économique (ASE) afin d'atténuer les répercussions du projet en question.

Ces accords officialisent les engagements et reflètent les prévisions faites par les sociétés au moment de leur examen réglementaire. Il convient de noter que les ASE donnent aux Ténos une image claire des répercussions qu'auront les projets sur eux, leur collectivité ou leur région et les TNO en général ainsi que des retombées auxquelles ils peuvent s'attendre.

Les engagements pris dans le cadre d'un ASE sont exhaustifs et comprennent habituellement des occasions d'emploi et d'affaires, des programmes de formation, des possibilités en lien avec le bien-être culturel et l'économie traditionnelle, ainsi que le bien-être des collectivités, des familles et des personnes; ils ont des effets nets sur le gouvernement et assurent un développement durable.

En plus des engagements de l'industrie, les ASE comprennent également des engagements selon lesquels le GTNO doit fournir une main-d'œuvre solide et formée pour la réalisation des projets visés. Pour définir et comprendre les changements et les tendances liés à l'activité minière, le GTNO recueille et analyse des données importantes pour que les ASE aient des effets durables.

C'est au ministère de l'Industrie, du Tourisme et de l'Investissement (MITI) qu'il revient de négocier ces accords au nom du GTNO. Ce ministère supervise également leur mise en œuvre en plus de surveiller la façon dont chaque partie s'acquitte de ses responsabilités respectives et de coordonner les activités de production de rapports. Guidé en partie par l'information compilée et présentée dans le

présent document, le MITI s'associe au ministère de la Santé et des Services sociaux (MSSS), au ministère de la Culture, de l'Éducation et de la Formation (MÉCF) et à d'autres partenaires pour atténuer les risques potentiels ou prévus pour une collectivité ou une région donnée tout en maximisant les avantages de l'exploitation minière aux TNO pour les résidents et leurs collectivités.

Le présent rapport contient des statistiques et des données de 2019 qui sont divisées en quatre groupes : l'ensemble des TNO, Yellowknife, les petites collectivités locales qui se distinguent par leur proximité géographique des mines en exploitation et les autres collectivités ténoises. Les petites collectivités locales, au nombre de huit, sont Behchokò, Detah, Fort Resolution, Gamètì, Łutselk'e, Ndilò, Wekweètì et Whatì.

L'importance des ASE va jusqu'aux retombées économiques qu'ils génèrent. La séquence complète de tout projet d'exploitation des ressources s'étend de la phase d'exploration à la fermeture de la mine et à la remise en état des lieux, en passant par la phase de production, et s'échelonne souvent sur plusieurs décennies. Au cours de cette période, un grand nombre de personnes et d'énormes volumes de biens et de services entrent en jeu.

Pour répondre à ces besoins, les ASE établissent des objectifs en matière d'achats locaux de biens et de services, d'emploi, de formation et d'autres mesures qui servent à accroître les retombées pour les résidents et les entreprises des TNO, notamment le secteur autochtone.

Les statistiques révèlent que les ASE donnent des résultats. L'engagement de dépenses aux TNO se traduit par une contribution majeure à l'économie du territoire, en particulier pour les entreprises appartenant à des Autochtones. Entre 1996 et 2019, environ 70 % de la valeur des achats des mines des TNO ont été effectués auprès d'entreprises ténoises et d'entreprises autochtones des TNO, ce qui représente plus de 16,2 milliards de dollars depuis 1996. De ce montant, les mines ténoises ont versé plus de 7,1 milliards de dollars aux entreprises autochtones ténoises. En 2019 uniquement, les mines de diamants des TNO ont dépensé 369,45 millions de dollars pour s'approvisionner auprès d'entreprises autochtones ténoises.

Grâce en partie aux possibilités offertes par les ASE, les entreprises autochtones continuent de se multiplier et de se développer aux

TNO. Elles jouent de plus en plus un rôle essentiel dans presque tous les secteurs commerciaux et industriels, ce qui est favorable au développement d'une main-d'œuvre territoriale qualifiée et dynamique.

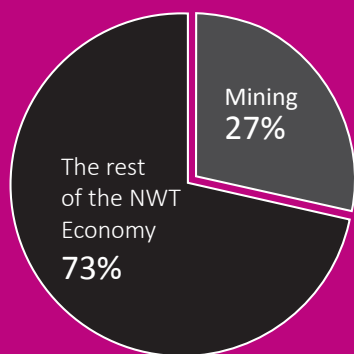
Le présent rapport brosse un tableau complet des réalisations attribuables aux ASE en 2019.





Economic Overview and Current NWT Economy

Overall, diamond mining continues to be a foundation for the NWT economy. Mining is one of the largest industries in the NWT, contributing 27 per cent of the territory's GDP, with three operating diamond mines: Diavik, Gahcho Kué and Ekati. However, there are several upcoming projects currently in their planning stages. Notably, consistently high predictions for zinc demand have encouraged rejuvenation of two previously-mined deposits: the Pine Point mine by Osisko Metals Inc. and NorZinc Ltd.'s Prairie Creek mine.



Mining accounts for 27% of the NWT's GDP

\$1,171,300,000

Direct impact of mining in 2019



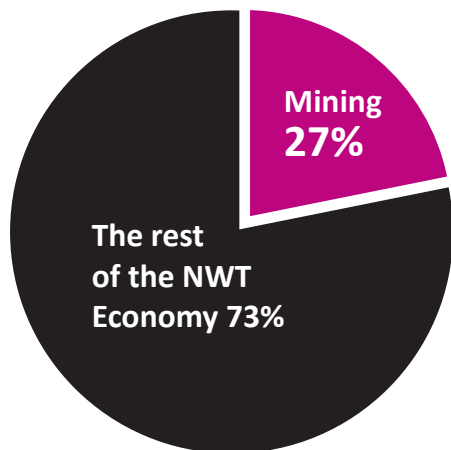
The Economic Impact of Mining

GDP, or Gross Domestic Product, is a measure of the value of economic activity within a region such as a province or country. It is defined as the total market value of all goods and services produced by an economy during a specified period. To account for inflation, GDP is measured in real, or chained, 2012 dollars.

In 2019, NWT GDP totalled \$4.30 billion. Of that, mining contributed more than \$1.17 billion, or 27 per cent. In fact, since 1999, mining has contributed \$34.7 billion, or 36 per cent, to the NWT's GDP. Diamond mining has been the largest direct contributor during that period.

But that is not the entire economic impact of the mining industry. NWT mines contribute significantly to other sectors of the economy as well. The mining industry spends locally and brings benefits to both the construction (\$282.9 million to GDP in 2019) and transportation (\$252.5 million to GDP in 2019) industries. And mining contributes indirectly to less obvious sectors like retail (\$163.5 million in 2019) and real estate (\$402.3 million in 2019). These sector contributions totalled an additional \$1.10 billion to NWT's GDP in 2019.

In 2019, Mining Accounts for 27% of the NWT's GDP



Direct impact of mining in 2019

\$1,171,300,000

Jobs support other sectors of the economy



Real Estate
\$402.3
million



Retail/Wholesale
\$163.5
million



Transportation
\$252.5
million



Construction
\$282.9
million

Mines spend money locally so other industries benefit too

State of the Mining Industry

Diamond Supply

The NWT's three operating mines, Ekati, Diavik, and Gahcho Kué make NWT the world's third largest diamond producer by value.

Investment

In 2019-2020, the Government of Northwest Territories (GNWT) invested nearly \$1 million in grassroots mineral exploration through its Mining Incentive Program.

All season roads are needed to link many of the NWT's communities to each other and the South. Resource projects also need roads to get ore to processing facilities and markets. There are two access projects currently at different stages of development: the Tłıchǫ All-Season Road project, which will connect the community of Whatı to the NWT highway system while providing road access to southern processing facilities and markets for Fortune Minerals' NICO project, and the Slave Geological Province Corridor which will open in the future, a large area of both NWT and Nunavut for mineral exploration and development. Preliminary studies are now underway for this project.

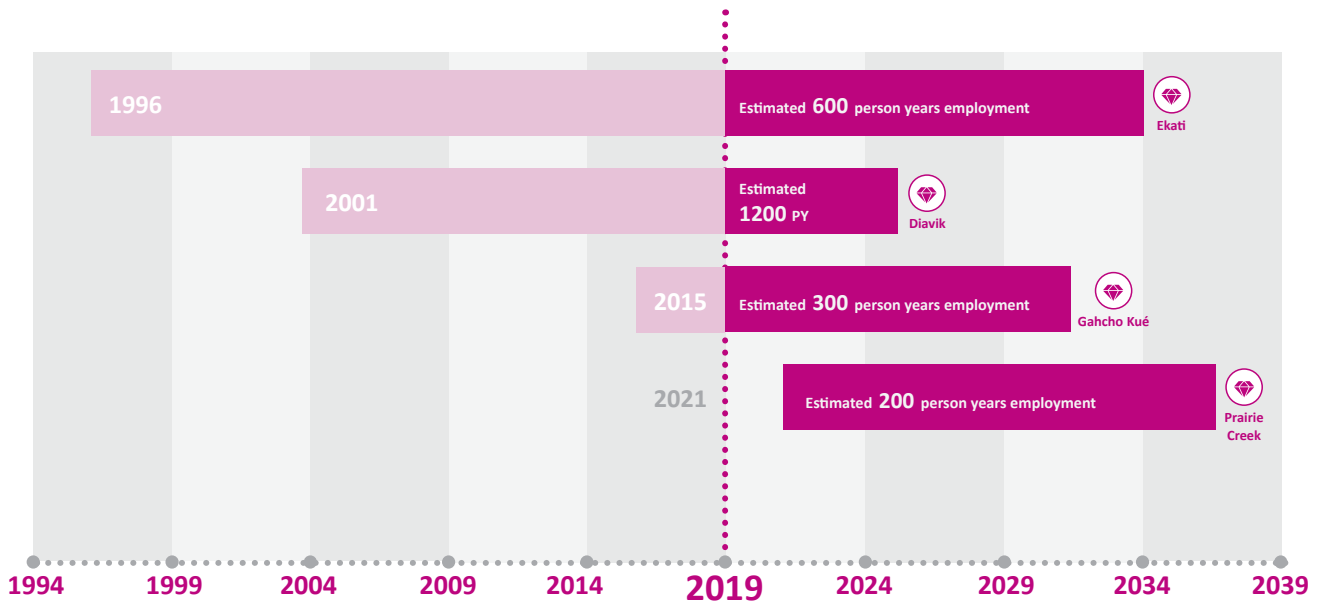
Exploration

The Mineral Resources Act, passed in August 2019, sets the stage for new incentives to further encourage mineral exploration in the NWT by establishing designated exploration zones. Establishing exploration zones enhances incentives for explorers willing to invest in priority or difficult-to-explore areas.



Estimated Mine Life

The three operating diamond mines in the NWT are expected to produce for several more years. At Diavik, where open-pit operations began in 2003, the revised mine plan which now includes the A-21 pit, has extended production to 2025. Ekati's production life is now extended to 2034. Gahcho Kué is estimated to operate until 2030 with the discovery of the new kimberlite pipe in 2019.



State of the Mining Industry and Current NWT Economy

Six SEAs are currently in force in NWT:

- Ekati Diamond Mine (Signed in 1996)
- Diavik Diamond Mine (Signed in 1999)
- Snap Lake Diamond Mine (Signed in 2004, on care and maintenance since 2015)
- Gahcho Kué Mine (Signed in 2014)
- NICO Project (Signed in 2019)
- Prairie Creek Mine (Signed in 2011)

Looking to potential future mining activity in the North, at least eight projects show promise for production this decade:

1. Cheetah and Avalon's Nehchalacho 2.0 (Rare Earth Minerals)
2. NorZinc's Prairie Creek (Zinc, Lead, Silver)
3. Seabridge Gold's Courageous Lake (Gold)
4. Nighthawk Gold's Indin Lake and Colomac (Gold)
5. Osisko's Pine Point Project (Zinc, Lead)
6. Cantung and Mactung (Tungsten)
7. Gold Terra's Yellowknife Gold Project (Gold)
8. Fortune Mineral's NICO (Cobalt, Gold, Bismuth, Copper)



SCARLET



SECURITY





Business and Procurement

It's not all easily measured simply by looking at GDP. Mines also contribute a great deal to the economy through their support of NWT and Indigenous Businesses.

With procurement targets set out in SEAs and projects backed by significant buying power, the NWT's mining industry has stimulated the evolution and growth of a strong, Indigenous and made-in-the-NWT service sector. The figures bear this out. In 2019, NWT mines spent \$813 million directly on local businesses. The cumulative total spend on local businesses by NWT mines is now an estimated \$16.24 billion.



1996-2019

\$16.24 B

TOTAL HISTORICAL SPENDING
WITH NWT BUSINESSES



2019

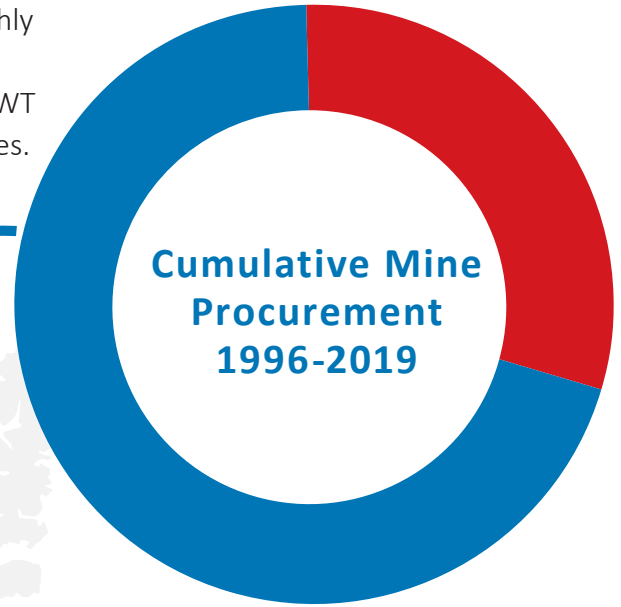
\$813 M

AMOUNT SPENT ON NWT
BUSINESSES IN 2019

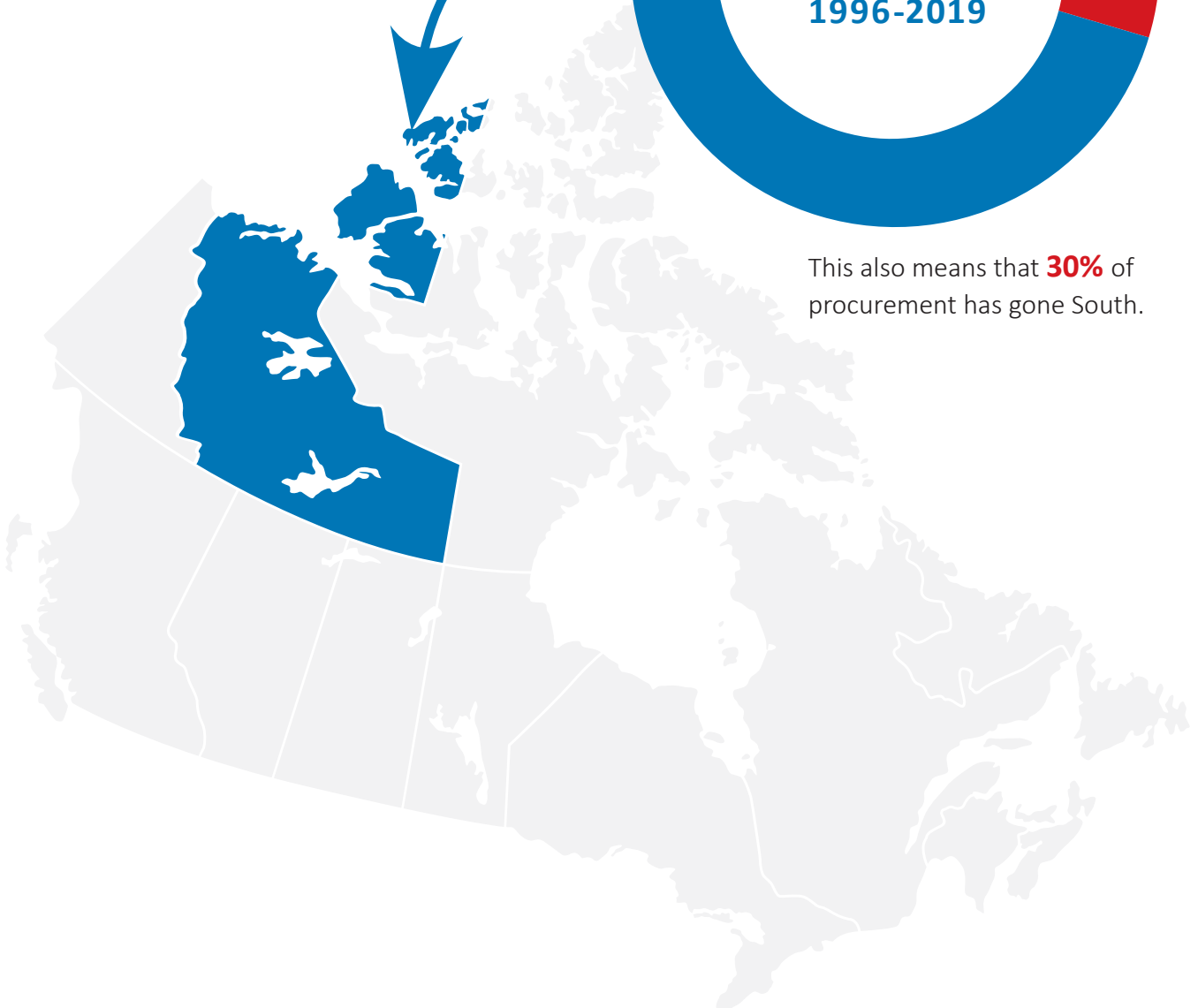


Business and Procurement

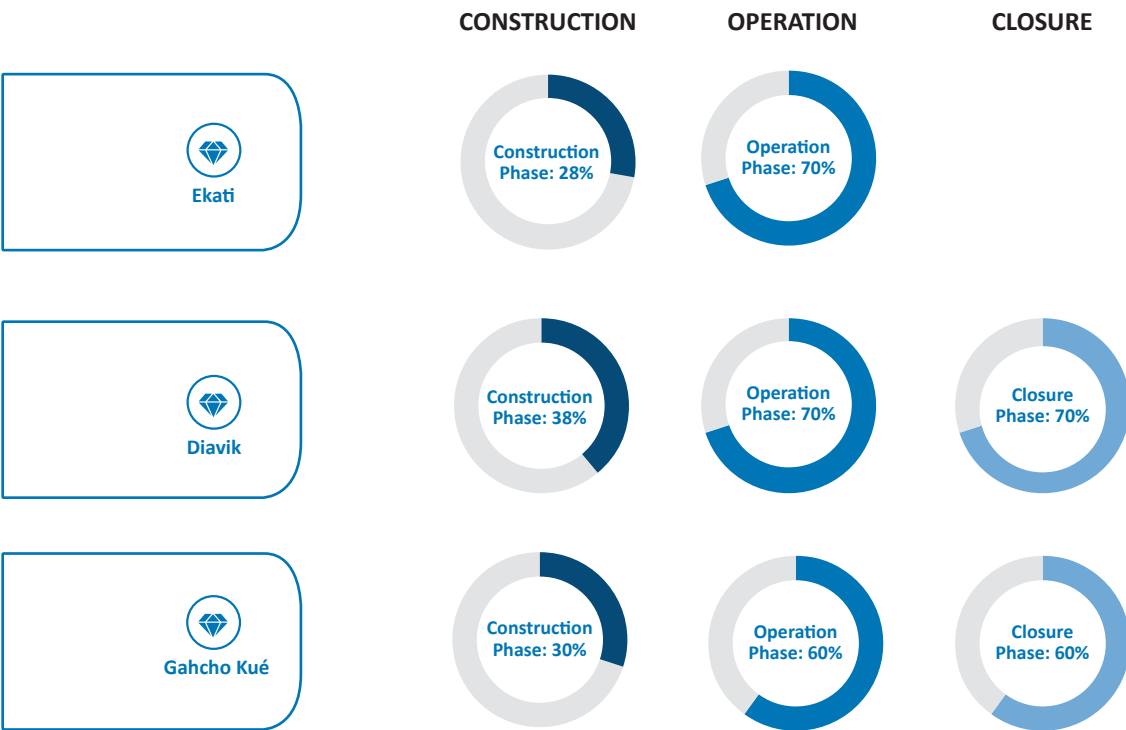
Between 1996 and 2019, roughly **70%** of the value of mine procurement has been with NWT and NWT Indigenous Businesses.



This also means that **30%** of procurement has gone South.



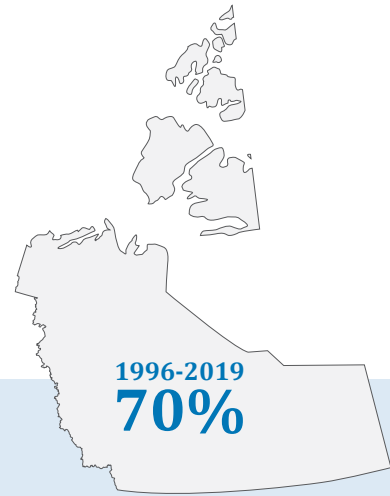
What are the procurement targets for construction, operation, and closure phases?



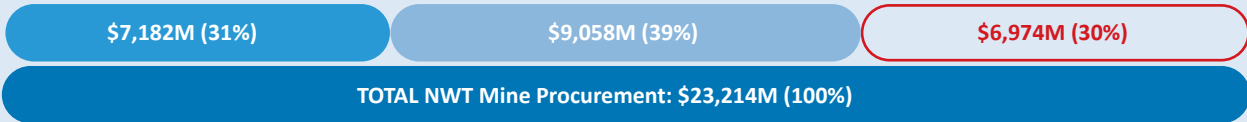


1996-2019* CUMULATIVE Mine Procurement

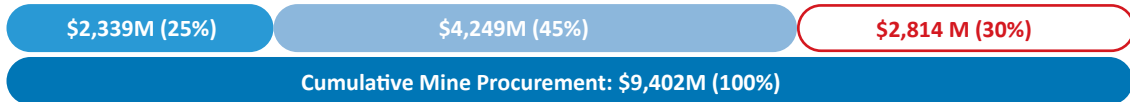
NWT mines have spent more than \$23.2 billion in procurement from NWT and Indigenous NWT Businesses since 1996. Of that, NWT mines contributed over \$7.1 billion to Northern Indigenous enterprises.



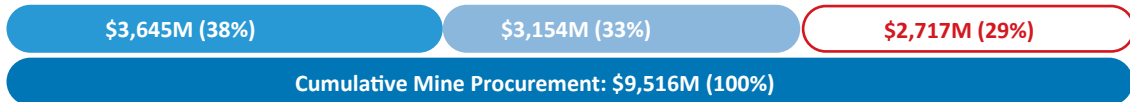
- 
Ekati
- 
Diavik
- 
Gahcho Kué
- 
Snap Lake



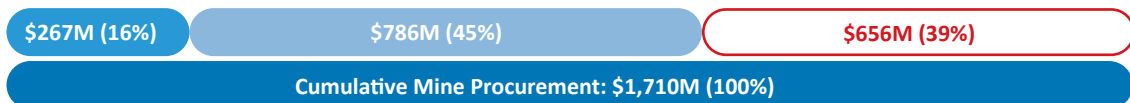

Ekati




Diavik




Gahcho Kué




Snap Lake



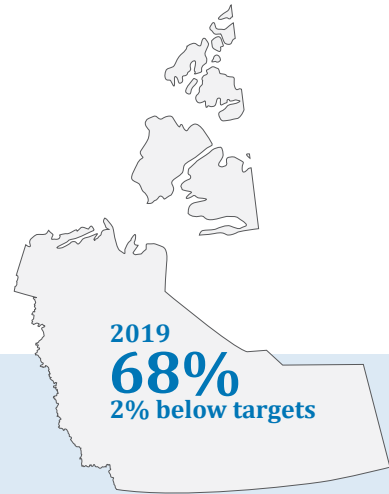
LEGEND

- Purchasing from NWT Indigenous Businesses
- Purchasing from NWT Businesses
- Purchasing from non-NWT Businesses
- Total

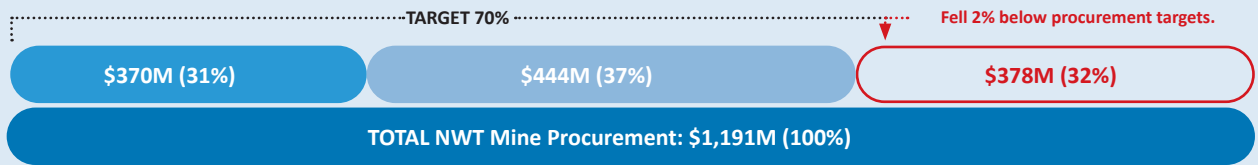
* Cumulative mine procurement numbers are approximate. They are meant to show the proportion of procurement that stays local. These figures are not an exact accounting of every purchase from every mine.

2019 Mine Procurement

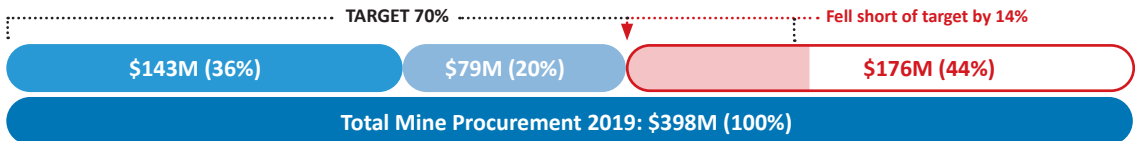
In 2019, NWT diamond mines spent \$369.45 million on Northern Indigenous procurement. Two of the three active diamond mines, Diavik and Gahcho Kué, met their commitments of 70 per cent and 60 per cent respectively on NWT procurement for the year. Ekati failed to meet its commitment of 70 per cent NWT procurement in 2019. Ekati fell short of its procurement target by 14 per cent with a contribution of \$221.67 million.



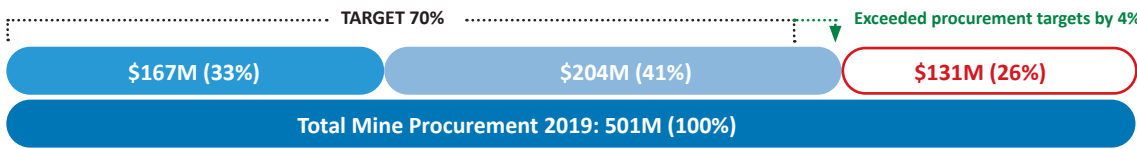
- 
Ekati
- 
Diavik
- 
Gahcho Kué



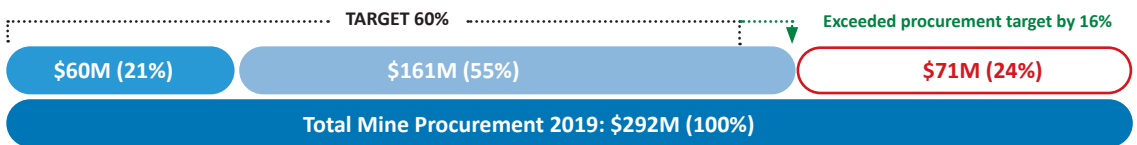
Ekati







Diavik



Gahcho Kué



- LEGEND**
-  Purchasing from NWT Indigenous Business
 -  Purchasing from NWT Businesses
 -  Purchasing from non-NWT Businesses
 -  Total



Royalties and Revenue Sharing

Resource revenues after land claim payments are shared with the federal government and indigenous governments. One-half of resource revenues (subject to a cap) are retained by the GNWT, with the remainder being offset by the federal government against the GNWT's Territorial Formula Financing grant. The amount retained by the GNWT after this offset is called the Net Fiscal Benefit. 25 per cent of the Net Fiscal Benefit is shared with participating Indigenous governments.

The amount of revenues collected each year varies depending on the performance of operating mines. Over the past 5 years, the GNWT has collected an average of nearly \$100 million annually in revenues from diamond mines.

The GNWT raises revenues from resources in two primary ways: taxes and royalties.

Royalties

Royalties are charged by the GNWT on the value of the minerals that are extracted from the ground. Non-renewable resources, once extracted, are no longer available for future use. Royalties serve to convert a depleting resource into an income stream for the public benefit of all NWT residents.

Royalties are calculated on the basis of profits from each mining operation. Income from mining is influenced by numerous factors, for example: market prices, the quality of resources being extracted, cost of production, and exchange rates. The higher the income, the more the NWT collects in royalties.

In 2018-19, the GNWT collected \$23 million in resource revenues (includes non-diamond revenues).

Taxes

The diamond mines provide the GNWT with significant revenues from corporate income tax, property tax, fuel tax and carbon tax. In addition, their employees pay payroll tax and personal income tax.

In the past three years, diamond mines have contributed about 40 percent of the GNWT's corporate income, fuel, property, and payroll tax revenue.

Taxes Paid by Employers

Corporate taxes

Corporate income tax rate is charged at a rate of 11.5% of corporate taxable income in the NWT.

Property taxes

Mines in the NWT are charged taxes on the value of their properties. Most of the property tax revenue collected by the GNWT comes from the diamond mines.

Fuel taxes

Mines employ power generation facilities, haul trucks and processing equipment. This equipment uses a lot of fuel and this consumption (except heating) is taxed.

Carbon tax

The diamond mines are subject to carbon tax on the fuel that is consumed in their operations (with offsetting rebate).

Taxes Paid by Employees

Payroll taxes

All employees in the NWT (resident and non-resident) are charged a flat 2% payroll tax on their gross employment income.

Personal income tax

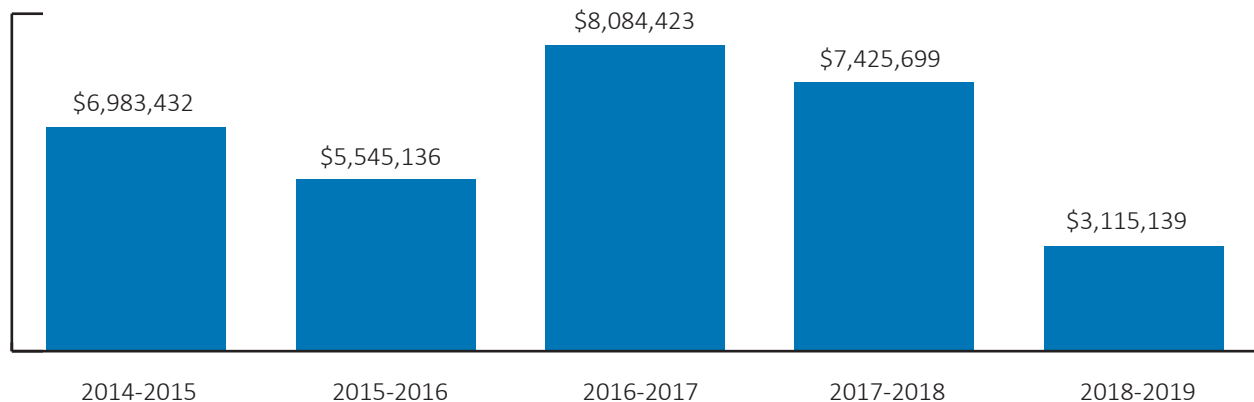
Resident employees of the diamond mines pay personal income tax on their employment income.



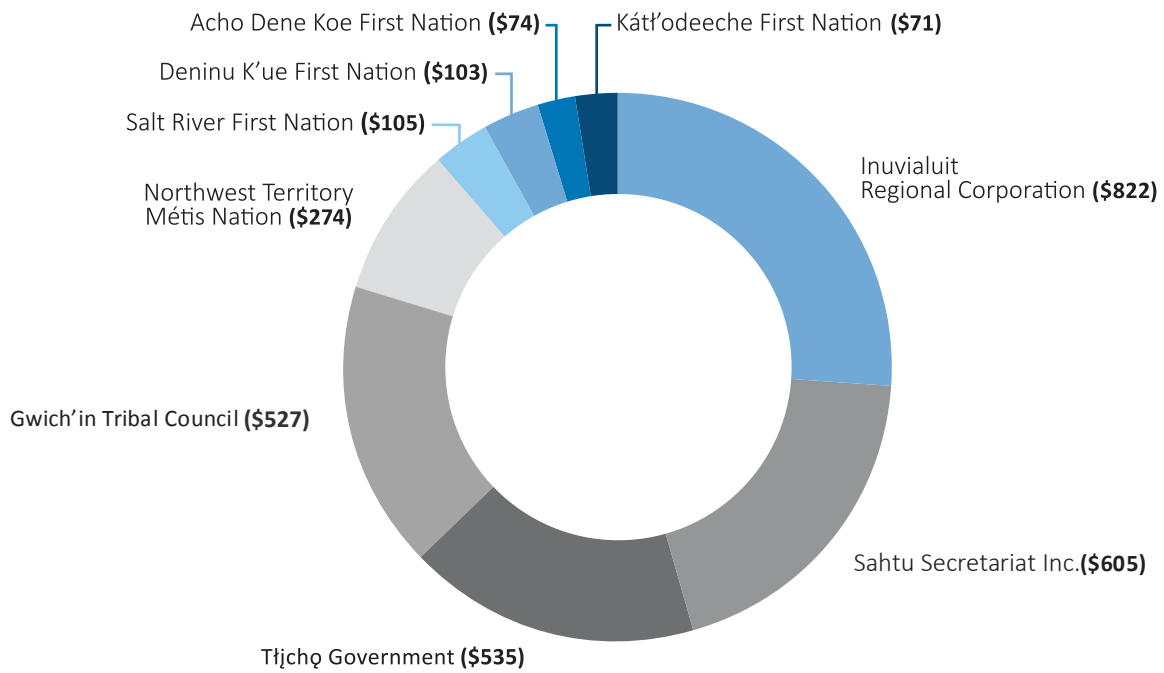
Distributed Resource Revenue Sharing Since Devolution, by Signatory (\$)

Indigenous Group	2014-15	2015-16	2016-17	2017-18	2018-19
Acho Dene Koe First Nation	\$188,133	\$135,105	\$197,272	\$174,755	\$74,162
Deninu K'ue First Nation	\$238,226	\$181,971	\$265,450	\$244,861	\$102,559
Gwich'in Tribal Council	\$1,182,521	\$942,063	\$1,373,398	\$1,254,427	\$527,224
Inuvialuit Regional Corporation	\$1,815,566	\$1,441,671	\$2,101,856	\$1,973,271	\$821,920
Kátt'odeeche First Nation	\$131,661	\$126,627	\$184,153	\$167,322	\$70,503
Northwest Territory Métis Nation	\$627,601	\$497,521	\$725,368	\$645,201	\$273,568
Sahtu Secretariat Inc.	\$1,335,446	\$1,067,134	\$1,555,666	\$1,448,762	\$605,048
Salt River First Nation	\$250,542	\$191,636	\$279,544	\$247,922	\$105,205
Tłjchq Government	\$1,213,736	\$961,408	\$1,401,716	\$1,269,178	\$534,950
Totals	\$6,983,432	\$5,545,136	\$8,084,423	\$7,425,699	\$3,115,139

Total Distributed Resource Sharing



Resource Revenue Sharing Allocation 2018-2019 (\$ Thousands)





Shayne Paul



Shayne Paul, a Yellowknife local, has seen his career in mining span two decades, three mines and three countries.

After starting his career with Diavik Diamond Mine, he had the chance to work on greenfield operations, meaning exploring uncharted territory where mineral deposits are not yet known to exist. He helped start up the Oyu Tolgoi Mine in Mongolia, while navigating new cultural terrain for simple tasks like buying groceries and crossing the street. And most recently he worked to usher the NWT's newest diamond mine, Gahcho Kué, into production – a mine that produced more than five million carats in its first year of operation.

It's a career that has been lengthy as well as fulfilling.

In 2019, 1334 PY NWT Residents are employed by the diamond mines. Thanks to facilities like the Kimberlite Career and Technical Centre, organizations like the Mine Training Society and leaders like Paul himself, NWT locals are

increasingly aware of the career opportunities that exist in mining. However, when Paul began his own career two decades ago, the path was not so well-tread.

“When I went back to university for my engineering degree, I wasn't truly seeking a career in the mining industry. But the timing worked out and before I finished university, the diamond mines started up and so came the job opportunities - I jumped at the chance with the Diavik project and ended up in mining 18 years later,” he says.

Paul put his civil engineering degree to work, and moved up the ranks becoming mining superintendent at Diavik and later Senior Mining Manager at De Beers' Gahcho Kué. Over the years his office view has included everything from remote and isolated terrain, helicopters, conferences, boardrooms, site facilities, and everything in between.

“I’m especially proud of my time with the Gahcho Kué mining and maintenance teams and the efforts by all in bringing the mine to First Ore. As a new member with De Beers, it was truly a start-up for myself – both in a project sense and a new role with a new company. It was a very rewarding process to make the company transition and being able to make the study work come to life at the Mine,” says Paul. It’s an achievement that didn’t go unnoticed.

In 2019, Paul was recognized during the sold-out NWT Mining and Exploration Awards Gala where he took home the award for Indigenous Achievement for his work at Gahcho Kué through construction and the first two years of operations.

He’s a shining example of what is possible when talent and a strong work ethic collide with mining industry opportunities.

“Obviously, mining brings positive economic factors to the North directly through jobs and business opportunities but it can also drive positive change for the Northerners and communities if all areas are tapped into:

training development, business and infrastructure support, educational opportunities, and more,” Paul explains.

Though his four-year expat role in Mongolia was an exciting venture for Paul and his family, he was eager to return to his roots in the North.

“My roles at both Diavik and Gahcho Kué have been very rewarding but the best thing about working at the diamond mines in the North have been the people I have been able to meet along the way. The mining industry is a small world and this “mining” world is even smaller in the North.”





How a *Shark Tank*-style pitch is leading to tourism opportunities at Diavik

After 12 years working at Diavik Diamond Mine, Alex Clinton's passion for mining hasn't dimmed. "Mining is interesting!" he says, "almost everything we use in our daily life comes from mining. It is fascinating to learn where materials come from and how they are processed." It was a passion he wanted to share with more people so when Rio Tinto issued their call for a contest called Pioneering Pitch Clinton immediately knew what he wanted to pitch.

"The Northwest Territories has become a popular tourist

destination and Yellowknife, the diamond capital of North America, receives the bulk of the visitors. It makes sense that people visiting the Diamond capital of North America would be interested to see a diamond mine tour," he says.

The Pioneering Pitch contest is open to all 46,000 Rio Tinto employees to encourage innovation in safety, resource stewardship, and partnerships. Clinton pitched his idea of developing tourism around the territory's mining industry in 2018 in front of a panel of judges he compared to popular

pitch shows Shark Tank and Dragon's Den. He was a bit surprised by his win but saw that the "panel of judges recognized that tourism and mining can work together and both industries would benefit from the relationship."

Fast forward to 2019 and Clinton was happily welcoming the first-ever familiarization tour to site. Familiarization tours are designed to give local, national and international tourism industry representatives an inside glimpse into tours they can begin offering.



▼ Courtesy of Diavik Diamond Mines

Representatives from Industry, Tourism and Investment; NWT Tourism; the Indigenous Tourism Association of Canada; Air Canada; Yellowknife Tours; Arctic Tours Canada; and more took part in the experience.

Diavik is located in a remote part of the world that few people are lucky enough to ever see, Clinton says as he paints a picture of the aerial scenery guests can enjoy on their way to site: seemingly endless lakes and forests, the tree-line, tundra, eskers, and crystal clear ice roads. Once they land, a guided tour shows guests the dikes that hold water back as the kimberlites are

mined, colossal equipment at work and the wind farm. They'll learn about the mining process from exploration and staking, to mining, through reclamation.

A fascinating educational component is also in store for visitors. They'll have the chance to see kimberlite samples, cores, diamonds and pieces of wood that are 50 *million* years old. "The wood samples found in the kimberlite are remnants of the tropical forest that covered the area 50 million years ago," Clinton explains.

It's an innovative and educational tour that is new to the NWT. With the territory's

rich history of prospecting, staking and mineral exploration, it's sure to be a hit.

"People that are interested in unique destinations, remote wilderness, ice roads, cold weather expertise, responsible mining, technology, amazing photo ops, learning and diamonds will enjoy a tour of Diavik. Did I mention the diamonds?"





billbradenphoto



Employment and Participation

Three diamond mines currently operate in the NWT: Diavik, Ekati, and Gahcho Kué. A fourth, Snap Lake, was placed on care and maintenance in 2015. Since 1996, these diamond mines have provided over 30,487 person-years of employment to NWT Residents. In 2019, mining operations produced 1,334 person-years of employment to NWT Residents.



30,487
PERSON YEARS OF NWT
RESIDENT EMPLOYMENT
SINCE 1996



1,334
PERSON YEARS OF NWT
RESIDENT EMPLOYMENT
IN 2019



Employment and Participation

Introduction

Mining operations provide employment to NWT residents either directly, through employment at the mine site, or indirectly, through companies and organizations that work with the NWT diamond mines.

Under their SEA guidelines, mining companies are required to set employment targets aimed at ensuring the majority of job opportunities from natural resource operations stay in the North.

Employment Targets

Each of the four NWT diamond mines and their contractors have different employment targets for their construction, operation and closure phases. The four set their original targets as:

- Ekati: construction - 33 per cent; operation - 62 per cent
- Diavik: construction - 40 per cent; operation - 66 per cent; closure - 66 per cent
- Gahcho Kué: construction - 35 per cent; operation - 55 per cent; closure - 55 per cent
- Snap Lake: construction - 40 per cent; operation - 60 per cent; closure - 60 per cent

All four mines have historically fallen short of their SEA-agreement employment commitments. In 2019, none of the active mines met their Northern employment targets. Diavik last met targets in 2008, Ekati in 2004, and Gahcho Kué has yet to do so. Snap Lake last met its employment targets in 2005.

Despite the ongoing shortfalls, in 2019 the three operating diamond mines employed 2,884 workers (person-years). Of these, 1,334 (46 per cent) were NWT Residents.

Jobs Held by Northerners




Under current SEA reporting guidelines, NWT mining companies are also obligated to report their employees according to job categories at their company.

In 2019, the majority of the NWT workforce employed at mining operations was reported as either entry-level (85 per cent NWT) or semi-skilled positions (65 per cent NWT). Positions under the skilled category were divided evenly between NWT and non-NWT employees. Professional and management positions, earning the highest wages, were held mostly by southern workers.

Overall, 75 per cent of the skilled category positions were typically attained through post-secondary education.

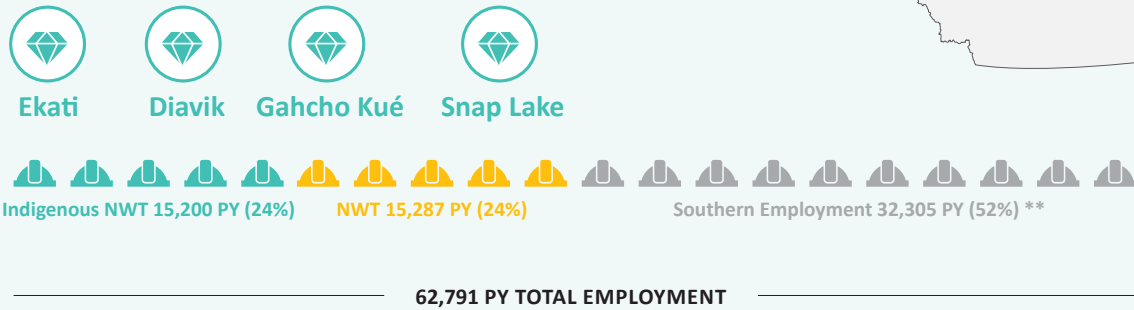
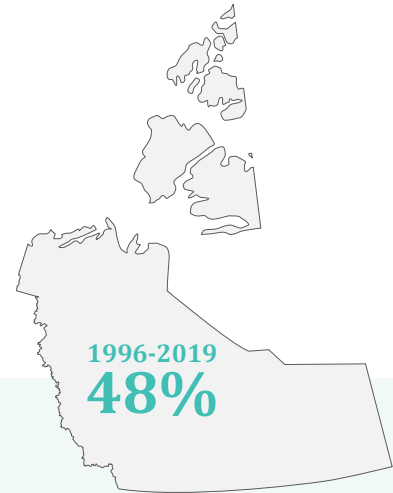
What are the minimum employment targets?

Employment Targets

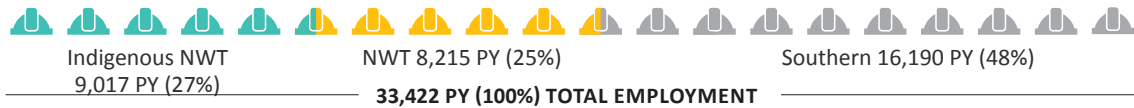
 <p>Ekati</p>	<p>CONSTRUCTION 33% NWT of which 44% is Indigenous</p>	<p>OPERATIONS 62% NWT of which 50% is Indigenous</p>	
 <p>Diavik</p>	<p>CONSTRUCTION 40% NWT</p>	<p>OPERATIONS 66% NWT of which 40% is Indigenous</p>	<p>CLOSURE 66% NWT</p>
 <p>Gahcho Kué</p>	<p>CONSTRUCTION 35% NWT</p>	<p>OPERATING 55% NWT</p>	<p>CLOSURE 55% NWT</p>



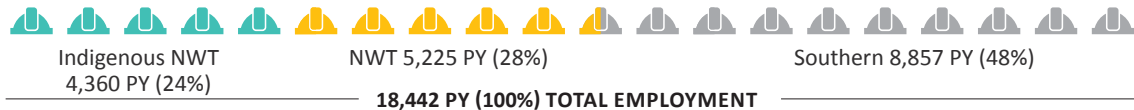
1996-2019* CUMULATIVE Mine Employment



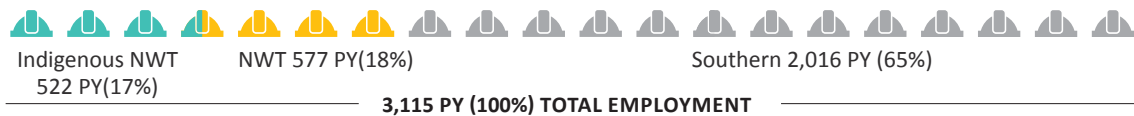
Ekati



Diavik



Gahcho Kué



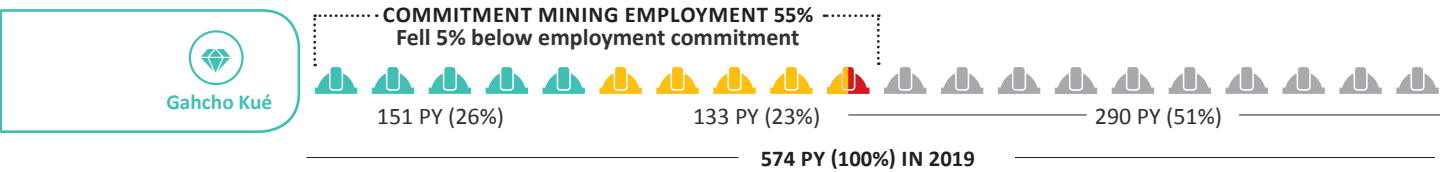
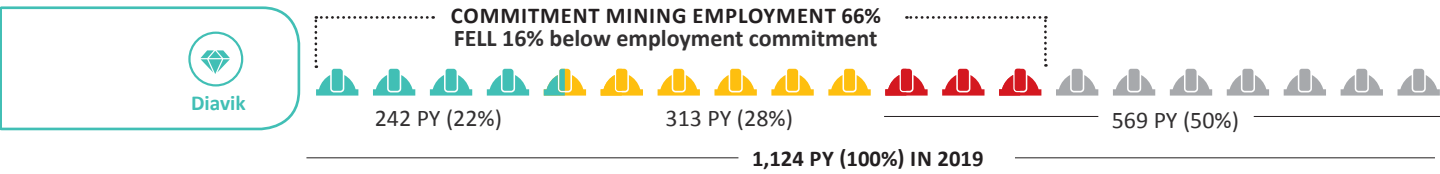
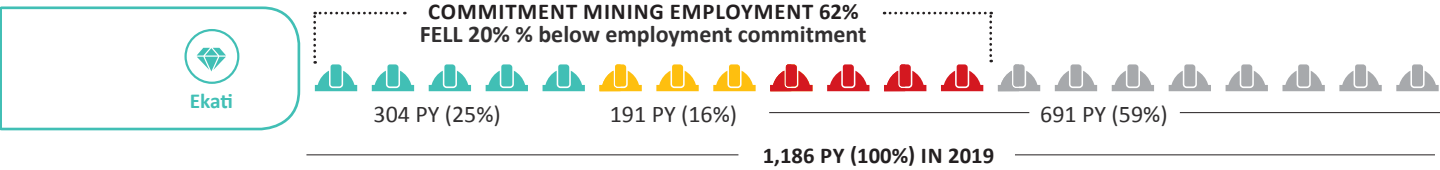
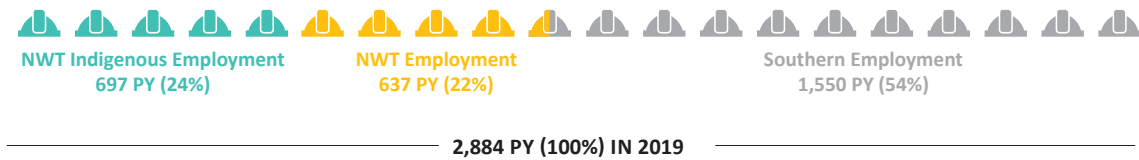
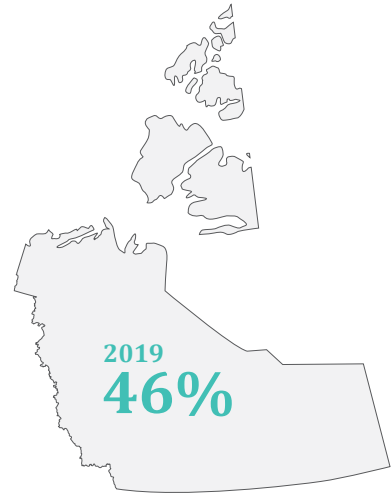
LEGEND

- Indigenous NWT Employment
- NWT Employment
- Southern Employment

* Employment is expressed in Person Years. Person Years (PY) is defined as 2,140 hours, an equivalent to a two weeks in and two weeks out rotation.

** Numbers may not add up due to rounding errors.

2019* Mine Employment



LEGEND

- NWT Indigenous Employment
- NWT Employment
- Southern Employment and Gap between target and performance
- Southern Employment

* Employment is expressed in Person Years. Person Years (PY) is defined as 2,140 hours, an equivalent to a two weeks in and two weeks out rotation.



Job Categories



Professional & Management – Requires a University Degree and/or Professional Designation

Positions may include: Engineers, Accountants, Lawyers



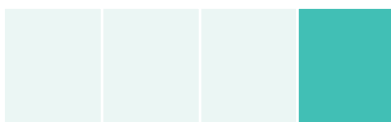
Skilled Labour – Requires a journeyman certification, and years of experience in the role.

Positions may include: Electricians, Plumbers, Industrial Mechanics



Semi-Skilled Labour – Includes some schooling and experience

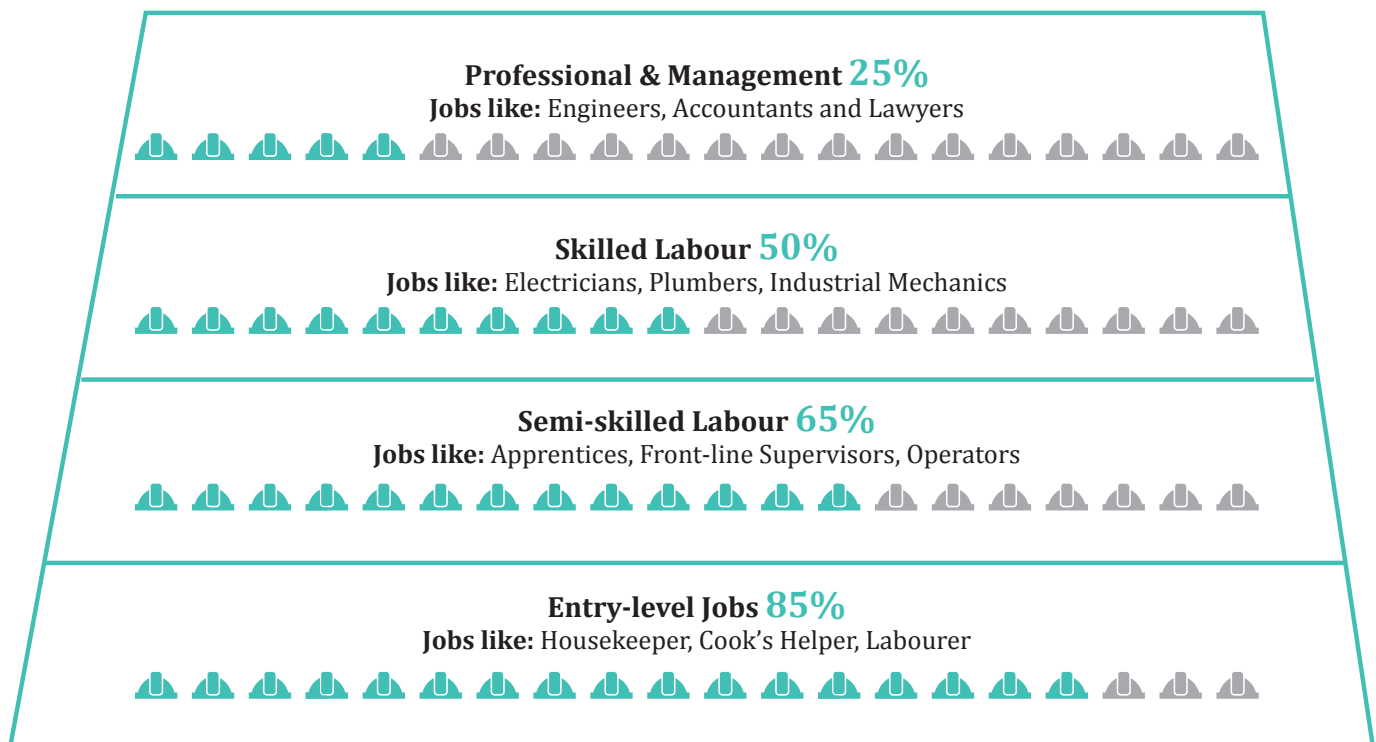
Positions may include: Apprentices, Front-line Supervisors, Operators



Entry-Level Jobs – Requires Grade 10-12 and can be trained on the job.

Positions may include: Housekeeper, Cook's Helper, Labourer

Jobs Held By NWT Residents



Overall, mines are employing 50% NWT Residents, but the jobs are concentrated in entry level and semi-skilled labour.



Diamond Empowerment Fund Creates Scholarship for NWT Students

Thanks to the Diamond Empowerment Fund, pursuing education and training in mining-related fields became easier for NWT students in 2019 with the announcement of a new \$25,000 scholarship, which has since been renewed for 2020.

The GNWT facilitated the partnership in 2019 after receiving a Diamonds Do Good award from the Diamond Empowerment Fund for laying the groundwork for partnerships between governments, Indigenous communities, and industry to benefit the NWT.

The announcement was made at the Kimberlite Career and Technical Centre at Yellowknife's École St. Patrick High School – a fitting venue for the message. Originally opened in 2004 thanks to the support of NWT diamond mines, it fosters and produces pre-trades ready students for the Northern workforce.

In a news release, Anna Martin, president of the Diamond Empowerment Fund stated

“Creating education and employment opportunities for youth who live in areas where natural diamonds are found is at the heart of the Diamond

Empowerment Fund’s mission. We are thrilled to be part of this partnership with the Mine Training Society and to recognize the importance of Canada to the natural diamond mining industry.”

The scholarship is available to 18-30 year-olds in the NWT and Kitikmeot region of Nunavut to further their careers in mining-related fields.

The fund will be awarded by the Mine Training Society whose work is focused on building a strong, engaged and local workforce in the NWT’s mining industry.







Training

Under SEA guidelines, mining companies establish targets to support training and development of the NWT workforce. They are especially encouraged to support NWT individuals who are interested in pursuing a career in the mining industry and relevant fields by employing apprentices and creating various levels of training programs. The GNWT works with the mines to encourage these residents to explore different pathways for their education through post-secondary education, apprenticeships, and other training programs.



252

NWT Apprentices in
mine-related trades



1,247

NWT Students receiving Student
Financial Assistance (SFA)



Training

Apprenticeships

Ekati has committed under its SEA to make available all opportunities of advancement to employees who are NWT Residents, including training and apprenticeship. It continues to meet this commitment and employed 13 apprentices (person-years) in 2019.

Diavik has committed to provide for at least eight and up to 18 apprentice positions annually during the operation phase under their SEA. They've continued to exceed these commitments, training 22 new apprentices in 2019 alone. Sixty-one apprentices have successfully completed Diavik's program since 2003.

Gahcho Kué has committed to providing 10 apprentices throughout the life of the mine. They've completed 30 per cent of that commitment since operations began in 2018 with three apprentices.

All of the diamond mines met their 2019 training commitments, employing a total of 44 apprentices for the year. In fact, NWT diamond mines have consistently exceeded their commitments to employ apprentices.

2019 Training Investments by Impacted Community





Training for Entry Level Roles

YKDFN

Operator Course

In 2019, the Gahcho Kué Mine participated in supporting the Yellowknives Dene First Nation (YKDFN) and the Mine Training Society (MTS) in a heavy equipment operator course. There were 13 participants in the program in 2019; two of the graduates were subsequently hired to work at the Gahcho Kué Mine.

Mine Training Society

The Mine Training Society (MTS) supports the growth of a stronger Northern workforce with scholarships, job coaches and training programs.

Specific training programs delivered by the MTS include: Introduction to the Mining Industry, Safety Boot Camp, Geoscience Field Assistant, Heavy Equipment Operator, and Minerals Processing Operator.

In 2019, a partnered initiative between the Diamond Empowerment Fund and MTS introduced a \$25,000 scholarship fund for 18-35-year-olds interested in furthering careers in diamond-mining related fields.

Training for Semi-Skilled Roles

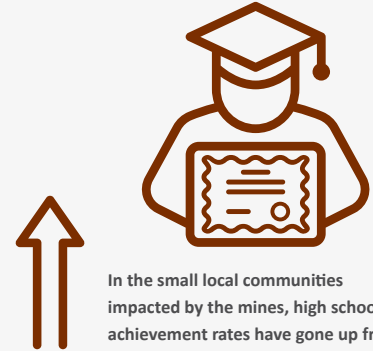
Labour Market Programs

Skills 4 Success

Skills 4 Success is a program designed to improve employment success for NWT residents by closing skill gaps for in-demand jobs, and more effectively responding to employer and industry needs. Driving the initiative is labour market evidence, best practice research, and informed stakeholder feedback. Skills 4 Success is aimed at closing education and employment gaps and addressing recruitment and retention challenges in the NWT.

Labour Market Agreements

The GNWT maintains various labour market agreements with the federal government to deliver programs for individuals, employers, and organizations that support training and employment for NWT residents.



41.8%
in 2016

to

48.6%
in 2019

MTS Investment

Received \$1.58 M in the 2018-2019 fiscal year from the GNWT

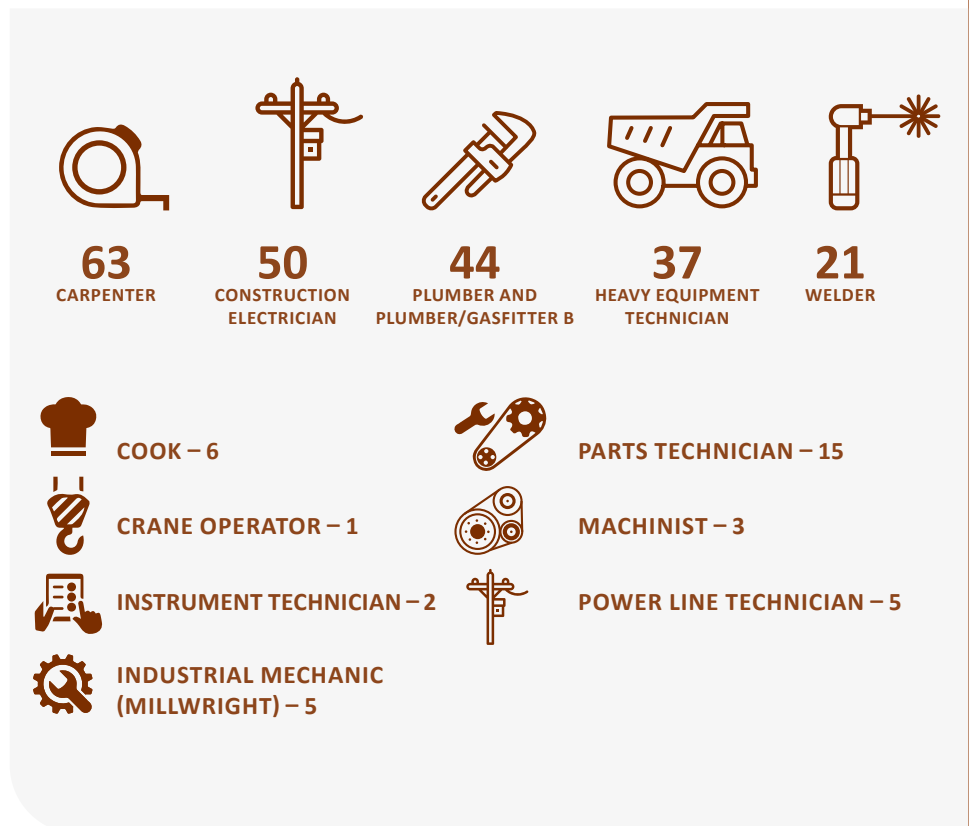
Training for Skilled Roles

Apprenticeship, Trades and Occupational Certification

The GNWT’s Department of Education, Culture and Employment (ECE) partners with industries to provide the Apprenticeship, Trades and Occupational Certification (AOC) Program. ECE supports the development, maintenance and delivery of designated trade and occupation training programs that contribute to the development of a skilled Northern workforce. The Occupational Certification program provides an alternate route to certification for community government staff as it recognizes the skills and knowledge gained through work experience. Successful participants who complete the program receive a Certificate of Competence awarded under the *NWT Apprenticeship, Trades and Occupational Certification Act* signed by the Minister of Education, Culture and Employment.

Northern Leadership Development Program

Diavik Diamond Mines has a Northern Leadership Development Program which is intended to help increase the number of qualified Northern Indigenous people at the supervisory and management level.





Training for Professional Roles

Student Financial Assistance program

The Student Financial Assistance (SFA) program from ECE provides financial support for students to pursue their field of study. The program facilitates connections between interested students and mining companies to build career

paths in the mining industry. Through it, employers can ask for information on students studying in relevant fields. To ensure confidentiality, students fill out the Consent to Release Information form allowing SFA to release the information to interested employers.

In 2019, 1,247 students studying in mine-related fields received support under the program.



1,247 students received SFA in 2019

Roughly half of the fields of study could prepare the student for a job in mining.

30+
ENGINEERING

30+
ENVIRONMENTAL
SCIENCES

50+
SKILLED TRADES

100+
BUSINESS
ADMINISTRATION

Mining Industry Support

The NWT mining industry offers several scholarship programs to qualified Northern students.

Diavik provides two scholarships annually to Aurora College students and various other scholarships for first to fourth year students. As

well, the company supports a sustainable scholarship fund at the Yellowknife Community Foundation. In 2019, Diavik awarded three scholarships to NWT students.

Gahcho Kué offers scholarships to students with the aim of promoting study into

STEM-(sciences, technology, engineering and math) related fields.

Ekati offers two scholarships to NWT residents every year, each worth \$2,500, for students looking to make a positive impact on their home communities.

The Mine Training Society

The Mine Training Society is a unique partnership between Indigenous governments, public government and the mining industry. It has been helping Northerners find long-term employment in the mining industry for more than a decade.

In addition to facilitating courses and training programs, the Mine Training Society employs Job Coaches to provide one-on-one support, mentorship and career

assistance to MTS clients at each new stage in their training and career.

For industry, the commitment to collaborate with MTS is part of SEA agreements.

Close collaboration with educational institutions and the many businesses and organizations that comprise the North's mining industry has been instrumental to the successes of the Mine Training Society and its clients.







Wellness

A key role of SEAs is to monitor and assess impacts from mining on the well-being of NWT residents. NWT mines work with the GNWT to provide programs to employees and their families in support of the many factors that define wellness. While employment and business developments are prominent benefits derived from mines, as required under SEAs, the mines also make targeted contributions to communities and non-governmental organizations to support the health, education and safety of Northern residents. The mines are dedicated to supporting the health of their workers at home and at site. For example, 72.4 per cent of employees use on-site fitness centres.



7.8%

of families accessed the Employee Family Assistance Program (EFAP)



72.4%

of employees used on-site fitness centres



Wellness

Community Well-being

Monitoring and assessing the potential impacts of diamond mining on the health and well-being of individuals, families, and communities is a key component of SEAs and an important responsibility of the GNWT. While economic independence gained from employment and business opportunities may be a significant contributor to well-being, aspects such as education, safety, health and good social relations are also essential to well-being.

From the beginning, SEAs have included 14 social and well-being indicators selected to monitor and assess impacts from mining activity. As new agreements were completed and new data became available, these indicators have expanded to better monitor areas of concern. Some changes and trends in well-being indicators cannot be linked exclusively to the existence of mines but are considered in the context of diamond mining activity alongside the social, political

and economic changes that have occurred since mining activity began.

Comprehensive information about NWT health, justice and housing programs is available through the GNWT's Departments of Health and Social Services and Justice and from the Northwest Territories Housing Corporation.

In 2019 the Gahcho Kué Mine, in partnership with the Northwest Territories Housing Corporation and the Yellowknife Women's Society, renovated a women's shelter. The intention of the shelter project was to create healthy communities that would last well beyond the life of a mine and acknowledge the barriers for long-term housing for women in need.

Mental Health First Aid

NWT mines provide programs to raise awareness and support for mental health. In 2019 for example, De Beers developed a new mental health and well-being program to better serve their employees' needs.

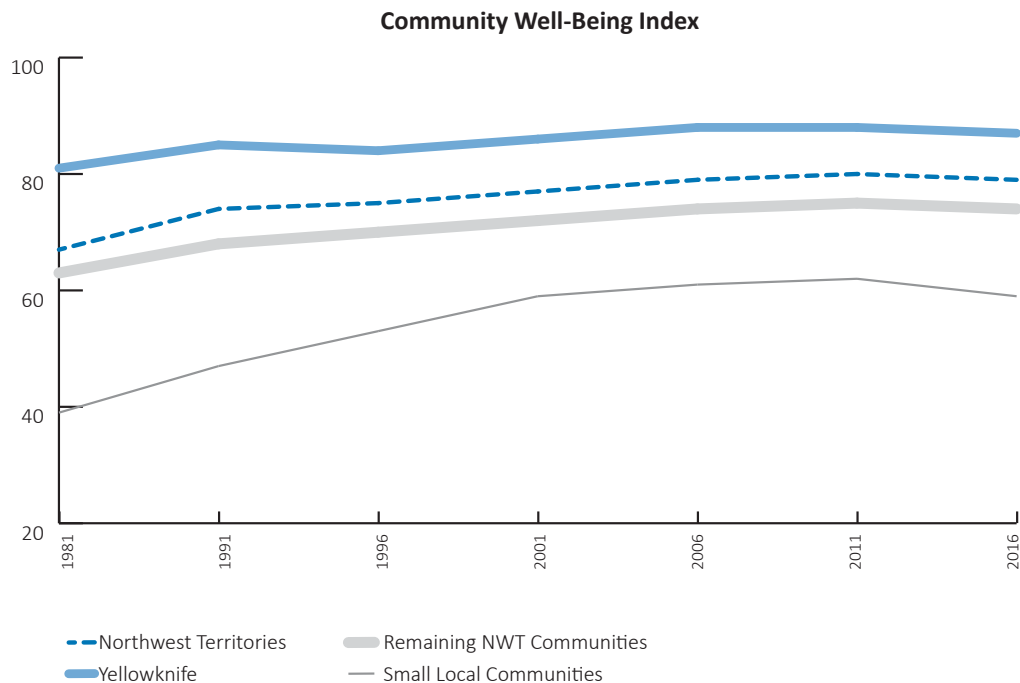
GNWT plays a major role too. To increase awareness and skills to support mental well-being for workers, the Department of Health and Social Services, with assistance from the Department of Education, Culture and Employment, initiated the delivery of two, three-day workshops in 2019. Funding for this workshop was provided by Diavik Diamond Mines. The workshop was designed to equip participants with the necessary skills to help someone who is developing a mental health problem or experiencing a mental health crisis.

The GNWT is looking forward to extending these mental health workshops to other NWT diamond mines.

Community Well-Being Index

The Community Well-Being (CWB) index is a means of examining the well-being of individual Canadian communities*. Various indicators of socio-economic well-being, including education, labour force activity, income and housing are combined to give each community a well-being “score”. These scores are used to compare well-being across First Nations and Inuit communities with well-being in non-Indigenous communities over time.

The Community Well-Being Index shows that the socio-economic indicators for small local communities have improved since the first socio-economic agreement was implemented.



Notes:

- Yellowknife includes Ndilò
- When a community was not included in the index, the population of that community was excluded from the total population.
- Small Local Communities are: includes Fort Resolution, Behchokò, Gamètì, Wekweètì, Whatì, Dettah, and Łutsel'è.
- * The CWB index is just one of many approaches to understanding well-being and is limited in scope.

Source: Indigenous and Northern Affairs Canada



Employee Family Assistance Program

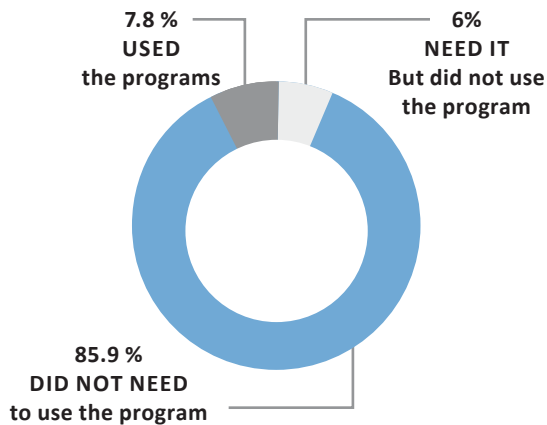
Employee Family Assistance Program

All NWT mines are required to pay and provide for Employee Family Assistance Program (EFAP) support to mine employees and their families. EFAP provides free, immediate, and confidential support to

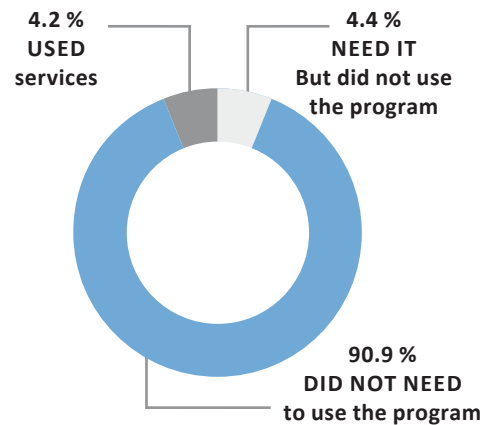
help employees through various challenges in life. Support is available by phone, online and in person.

EFAP has benefitted many families: in 2019, 7.8 per cent of all families from all three operating mines received support through the Program.

Employee Assistance Program



Counseling Services



Creating a Culture of Mental Health Wellness

When we think about health, eating vegetables, getting a restful sleep and keeping active may be the first things that come to mind; but mental health also plays an enormous role in our overall wellness.

According to the Government of the Northwest Territories (GNWT)'s Department of Health and Social Services, approximately one in three people experience some form of mental illness in their lifetime. It's the reality that is behind new first aid training for mental health delivered last year at Rio Tinto's Diavik Diamond Mine.

GNWT Mental Health Specialist, Marlene Villebrun, co-instructed both of the training sessions.

"If a co-worker sprains their wrist, most of their colleagues know how to care for them and get them the help they need," she explains. "However, if a co-worker is suffering from a trauma-related disorder, their colleagues are probably far less aware or confident in offering or providing aid. That's where this course comes in."

The Mental Health First Aid Canada for Northern Peoples course views a person's wellness as wholly interconnected. That means that the mental, physical, social, emotional and spiritual parts of a person must be considered when providing aid.

The course addresses the four most common mental health disorders: substance-related disorders, mood-related disorders, anxiety and trauma-related disorders, and psychotic disorders. It also includes a focus on the northern context and touches on historical trauma such as residential schools.

In 2019, at least 21 employees at Diavik learned how to provide support during a mental health crisis.

With discussions, videos and group activities, their training, like the mental health concerns it addresses, is as applicable in their home communities as it is in the mine site.

Mental health first aid skills can be applied by anyone-anywhere," Villebrun explains. "It can help family members, friends, colleagues or community members."

"If we can eliminate the stigma around mental illness, more people will seek help. The most important thing that we can do is to provide information around mental disorders and reinforce the message that it's OK to reach out," Villebrun says.

The Department of Health and Social Services provides the three-day training free of charge and also provides complimentary training for instructors.



billbradenphoto





Women in Mining

Women have traditionally been far under-represented in Canada's mining industry. In the Statistics Canada 2016 Census, women comprised half of Canada's population and about 48 per cent of its labour force, yet in the mining labour force women represent only 14 per cent.

In the NWT, women match the national statistic, representing 14 per cent of the workforce in NWT mines in 2019. That year, NWT mines employed a total of 417 women (in person-years).



14 %

Women in mining in the NWT



14 %

Women in mining in Canada



Women in Mining

The perception of a woman's place in the mining workforce is changing and it is increasingly recognized that women possess the skills and aptitudes that make them ideal candidates for many positions.

In 2019, the mines and the GNWT took several steps towards addressing the shortfall and improving the attractiveness of mining careers to women.

Diavik Diamond Mines announced a Rio Tinto Diavik Mine Community Scholarship for women in sciences, technology, engineering and math (STEM) in February 2019. The scholarship is for women in the NWT region to support pursuits in post-secondary education in STEM-related fields.

Gahcho Kué Mine awarded seven scholarships in 2019 to women in the NWT. Each was valued at \$4,800 USD to support their continued education for the 2019/2020 school year.

Working alongside industry, the GNWT is establishing an NWT Women in Mining Chapter in 2019. The Department of Industry, Tourism and Investment's efforts towards forming the chapter had four goals:

- Increase the representation of women in the industry at all levels;
- Provide networks that support coaching and mentoring of Women in Mining;
- Promote scholarships and employment opportunities across the industry; and
- Create a safe and comfortable environment where women feel supported and can contribute regardless of skill.

De Beers Supports STEM

De Beers has closely supported the recruitment of women into STEM fields. The company offers a flying bookstore that travels to remote NWT communities to distribute books with an emphasis on STEM to children.

And partnering with UN Women, the University of Waterloo and the University of Calgary, De Beers is awarding scholarships in science and engineering, with a particular focus on supporting women from Indigenous communities in the NWT and northern Ontario. The aim is to sponsor more than 40 women over a three-year partnership.

Women in Mining

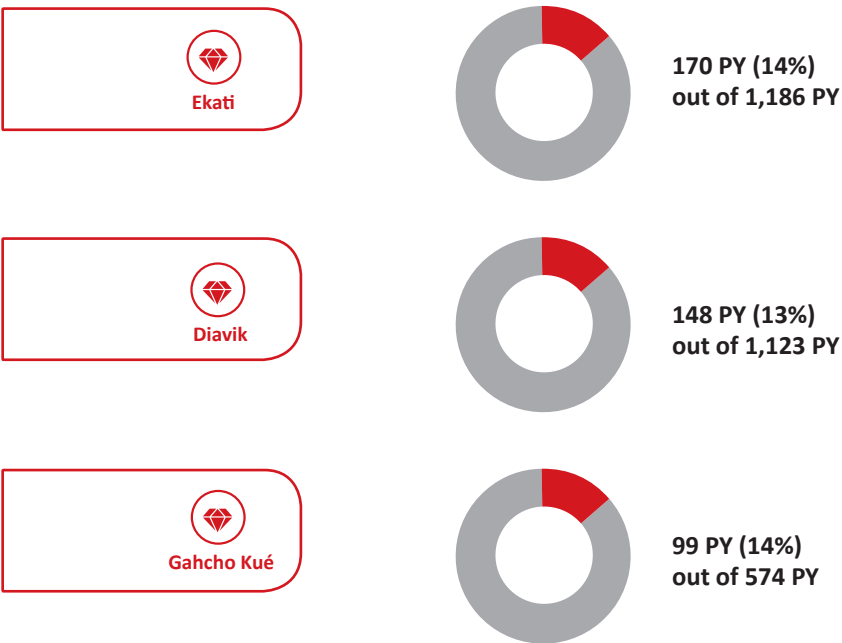
The annual Yellowknife Geoscience Forum is the largest mining and petroleum conference in the NWT, and in 2019 was held from November 19-21.

The popular forum is held jointly by the NWT & Nunavut Chamber of Mines and the GNWT's Department of Industry, Tourism and Investment. It brings together individuals interested in the future of mining and features various accomplished guest speakers from different lines of work.

Women were well represented at the 2019 Forum*, and both NWT Premier Caroline Cochrane and Hon. Katrina Nokleby, Minister of Industry, Tourism and Investment, attended in support of mining development and initiatives in the NWT.

* Further information can be found at: <https://www.iti.gov.nt.ca/en/newsroom/ykgeo2019-leadership-inspires-women-mining-nwt-chapter-launches>

Workforce Participation



Women represent **14%** of mine employees in the NWT.



In Canada Women make up **14%** of mine employees



De Beers Canada Impact Camp for Indigenous Girls Shines Light on STEM

An open pit is outlined on the floor in tape while a young girl from Norman Wells, Northwest Territories maneuvers a robot down its spiraling roadway. She concentrates hard, adjusting the coding that moves the robot like a puppet. Citing the importance of safety, she has the robot hug the sides until it reaches the bottom of the pit.

For Kelly Brenton, Social Performance Manager with De Beers, it was a moment that stood out during the Impact Camp for Indigenous Girls; a two-day camp that specializes in Science Technology Engineering and Mathematics (STEM).

“That was a moment that really resonated with me. This young girl caught on immediately and was ready to try creative new techniques. I realized how innovative young girls can be in what we would consider a very male dominant environment,” she explains.

The camp is run in Waterloo, Ontario and was created in 2018 as part of a three-year USD\$3 million program by De Beers Group in partnership with the United Nations and the University of Waterloo to increase the representation of women in STEM fields.

Since then, 17 female Indigenous students in grades 7-9 from across the NWT have taken part, along with their caregivers. The role of the caregiver is an important one at the camp, which was designed to be rewarding for both child and parent.

“We provide sessions for the caregiver on what they can do to support their child’s interest in STEM and help them build connections with other parents so they have that support network established,” said Brenton.

Camp activities include learning the science behind making ice cream (using liquid nitrogen to cool cream), star-gazing in an observatory, designing and building an escape room for their caregivers to maneuver through, and building an LED circuit within a beading project. The inclusion of cultural practices play a large role in the camp as well, with drum dances, feeding-the-fire activities and the sharing of cultural teachings and practices by elders.

“We feel that it’s important to introduce STEM at a young age so students are aware of what is available to them,” Brenton explains. “It really helps to lay down that foundation for academic success when you introduce it at a young age. Rather than just reading about scientific theories in a text book, the camp gives young girls the chance to learn and experiment in a hands-on environment.”

▼ Courtesy of the University of Waterloo





Conclusion

The six current SEAs hold promise to ensure the socio-economic interests of residents continue to be addressed well into the future. There is the potential that more SEAs will be developed in the future for several mining projects, increasing the promise of this tool in capturing benefits for the future. The 2019 activities of the GNWT and the mining industry demonstrates the value of these agreements as the right tool.

Diamond mining continues to be a foundation of the current NWT economy. Contributing 27 per cent of GDP in 2019, it is the largest private sector industry in the territory.

Benefits are numerous. In 2019, over and above the direct benefit of wages, the NWT mining industry contributed \$1.1 billion to related sectors like construction,

transportation, retail, and real estate, and spent \$369.45 million on Northern Indigenous procurement. Royalties to Indigenous governments were over \$3 million in 2018-2019. GNWT income from mining included corporate income tax, fuel tax, property tax, payroll tax, and personal income tax.

Training and academic funding programs were overall effective in furthering the education of mine workers in 2019. All of the diamond mines met their training commitments. The GNWT's new Student Financial Assistance program supported 1,247 students, and the industry awarded several new scholarships.

Investing in health and well-being is critical to building stronger communities and benefits. For example, Gahcho Kue partnered with the GNWT to expand the women's shelter

to provide more services to our residents in need." The industry funded EFAP helped 7.2 per cent of Northern mine worker families. Funded by Diavik, the GNWT held workshops supporting mental well-being. And the GNWT worked alongside industry to develop the NWT Women in Mining Chapter.

The Mineral Resources Act, passed into law in 2019, sets the stage for new incentives in the future, to further mineral exploration and development in the NWT.

These 2019 SEA results bolster the message that the NWT remains open and receptive to doing business with investors, and will work in partnership to ensure that benefits from major development projects flow to NWT Residents, businesses, and governments.

Supplementary information and summary data tables are included as an appendix to this document. The set of indicators presented were agreed upon, after public consultation, to monitor social and economic differences between the pre and post diamond environment in the NWT. They are as provided, by the GNWT's Departments of Health and Social Services, Education, Culture and Employment, Justice and the NWT Housing Corporation; and by the Royal Canadian Mounted Police, NWT Bureau of Statistics and Statistics Canada. Due to the data collection timelines, not all data is current at the time of publication. Where applicable the date of the data collection is included in the charts. The GNWT takes no responsibility for any financial losses suffered as a result of reliance.