



PRETIVM 
BRUCEJACK MINE

Brucejack Mine

2021 Economic and Social Effects Mitigation Plan (ESEMP) Annual Report

January 2022

Project No.: 0550060

January 2022

Brucejack Mine

2021 Economic and Social Effects Mitigation Plan (ESEMP) Annual Report

ERM Consultants Canada Ltd.

#1000 - 1100 Melville Street
Vancouver, BC
Canada V6E 4A6

T: +1 604 689 9460
F: +1 604 687 4277

© Copyright 2022 by The ERM International Group Limited and/or its affiliates ("ERM").
All rights reserved. No part of this work may be reproduced or transmitted in any form,
or by any means, without the prior written permission of ERM.

CONTENTS

1.	INTRODUCTION	1-1
1.1	The Brucejack Mine	1-1
1.1.1	Overview	1-1
1.1.2	Local Benefits	1-1
1.1.3	Summary of Work to Date	1-1
1.2	Economic and Social Effects Mitigation Plan (ESEMP)	1-4
1.3	ESEMP Annual Report	1-5
2.	EMPLOYMENT.....	2-1
2.1	Employment Strategy	2-1
2.2	2021 Employment Highlights	2-1
2.3	Workforce Statistics	2-1
2.4	Local and Indigenous Hiring	2-4
2.4.1	Pretivm Workforce	2-4
2.4.2	Contractor Workforce.....	2-6
2.5	Recruitment	2-7
2.5.1	Job Postings	2-7
2.5.2	Number of Applicants.....	2-8
2.5.3	Feedback to Applicants.....	2-9
2.5.4	Community and Indigenous Engagement for Recruitment.....	2-9
2.5.5	Snow Removal Team Recruitment	2-10
2.6	Employee Retention and Promotion	2-11
2.7	Employment and Recruitment Feedback	2-12
2.8	Challenges.....	2-12
2.9	Workforce Trends over Time	2-13
2.10	Considerations for 2022.....	2-13
3.	TRAINING.....	3-1
3.1	Training Strategy	3-1
3.2	2021 Training Highlights	3-1
3.3	Training Programs	3-1
3.3.1	Safety Training.....	3-4
3.3.2	Emergency Response Training.....	3-6
3.3.3	Apprenticeship and Trainee Positions.....	3-6
3.3.4	Policy Inductions	3-6
3.3.5	Training Coordinators	3-7
3.3.6	Training for Managers and Supervisors	3-7
3.4	Training Feedback	3-8
3.5	Challenges.....	3-8
3.6	Considerations for 2022.....	3-8
4.	PROCUREMENT.....	4-1
4.1	Procurement Strategy	4-1
4.2	2021 Procurement Highlights.....	4-1
4.3	On-site Service Providers	4-1
4.4	Local and Indigenous Procurement	4-2
4.5	Procurement Feedback.....	4-3
4.6	Challenges.....	4-3
4.7	Considerations for 2022.....	4-3

5.	COMMUNITY ENGAGEMENT AND INVOLVEMENT.....	5-1
5.1	Communications Protocol.....	5-1
5.2	2021 Engagement Highlights.....	5-1
5.3	Community Relations Team.....	5-1
5.4	Summary of Engagement.....	5-1
5.4.1	Monthly Reports.....	5-5
5.4.2	Career Fairs.....	5-5
5.4.3	Secondary and Post-Secondary Engagement.....	5-6
5.4.4	Recruitment Information Sessions.....	5-6
5.4.5	Workplace Essential Skills Training.....	5-6
5.4.6	Collaboration Opportunities.....	5-6
5.5	Donations and Sponsorships.....	5-7
5.6	Engagement Feedback.....	5-10
5.7	Challenges.....	5-11
5.8	Considerations for 2022.....	5-11
6.	TRANSPORTATION.....	6-1
6.1	Transportation Strategy.....	6-1
6.2	2021 Transportation Highlights.....	6-1
6.3	Transportation to Site.....	6-1
6.3.1	Bus Service.....	6-1
6.3.2	Use of Personal Vehicles.....	6-2
6.3.3	Flight Connections.....	6-2
6.3.4	Overnights in Hotels.....	6-2
6.3.5	Flights to Site.....	6-3
6.4	Transportation Feedback.....	6-3
6.5	Challenges.....	6-3
6.6	Considerations for 2022.....	6-3
7.	CONTACT.....	7-1

List of Tables

Table 2-1: Employment by Indigenous Group (Self-Identified), December 2021.....	2-4
Table 2-2: Employment by Home Community, December 2021.....	2-5
Table 2-3: On-site Contractor Workforce, December 2021.....	2-6
Table 3-1: Brucejack Mine Training Record, 2021.....	3-2
Table 3-2: Manager and Supervisor Training, 2021.....	3-7
Table 4-1: Pretium Vendor Accounts with Northwest BC Businesses, 2021.....	4-2
Table 5-1: Engagement Highlights, 2021.....	5-2
Table 6-1: Worker Transportation Routes, 2021.....	6-1

List of Figures

Figure 2-1: Brucejack Mine Employment by Department, December 2021.....	2-3
Figure 2-2: Workforce Trends over Time.....	2-14
Figure 3-1: Brucejack Mine Training Summary, 2021.....	3-5

Acronyms and Abbreviations

ACCESS	Aboriginal Community Career Employment Services Society
BC	British Columbia
BCCA	British Columbia Construction Association
CFNR	Canada's First Nations Radio
EAC	Environmental Assessment Certificate
EAO	Environmental Assessment Office
ERT	Emergency Response Team
ESEMP	Economic and Social Effects Mitigation Plan
GFN	Gitanyow Hereditary Chiefs
ITA	Industry Training Authority
LSA	Local Study Area
Mine, the	Brucejack Mine
NEST	Nisga'a Employment, Skills, and Training
NLG	Nisga'a Lisims Government
PASS	Passenger Assistance, Safety and Sensitivity
PPE	Personal Protective Equipment
Pretivm	Pretium Resources Inc./Pretium Exploration Inc.
STEP	Skilled Trades Employment Program
TCG	Tahltan Central Government
TSKLH	Tsetsaut/Skii km Lax Ha
USDC	Upper Skeena Development Centre
WPA	Western Protection Alliance

1. INTRODUCTION

1.1 The Brucejack Mine

1.1.1 Overview

Pretium Resources Inc. (Pretivm) operates the Brucejack Mine (the Mine), an underground gold and silver mine located 65 kilometres (km) north of Stewart in northwest British Columbia (BC). The operation includes the mine site, the Knipple and Bowser staging and logistical camps, the Wildfire security camp, a 73 km access road connecting with Highway 37, and a transmission line connecting to the provincial power grid near Stewart. Portions of the Mine and associated infrastructure lie within the traditional territories claimed by the Tahltan Nation and Tsetsaut/Skii km Lax Ha (TSKLH), and in the Nass Area of Nisga'a Nation as defined in the Nisga'a Final Agreement.

Construction commenced in 2015, and commercial production began in 2017. In 2018, during the first full calendar year of operations, the mine produced approximately 339,500 ounces of gold ore at a rate of approximately 2,700 tonnes per day. During the 2019 - 2021 period Pretivm increased the average daily production rate to an approved target of 3,800 tonnes per day. An average throughput of 3,789 tonnes per day was achieved in 2021. At the current production rate, the Mine has a planned operational life of 13 years. The mine's closure is planned to occur over approximately five years and will include decommissioning, abandonment, reclamation, and monitoring activities.

1.1.2 Local Benefits

The Mine benefits local communities and Indigenous groups through direct training and employment opportunities for the area surrounding the Mine and the northwest BC region overall. The economic predictions included in the Environmental Assessment Certificate Application¹ predicted that the Mine would support an estimated 1,500 person-years of employment during the construction phase, and at least 13,000 person-years of employment over the operations phase. Indirect employment opportunities (e.g., goods and services contract providers to the mining industry) are also present, creating positive spin-off effects in the local, regional, and provincial economies. The Mine generates annual revenues (e.g., property tax, licensing fees, royalties, and income tax) for local, provincial, and federal governments, which in turn supports the quality and accessibility of local social and health services.

Pretivm is committed to making local employment a priority, and to engaging educational and training institutions and other organizations to enhance the capacity of local and regional residents to obtain employment related to the Mine. Pretivm is also committed to sourcing local contractors and supplies from northern BC, including Indigenous-owned businesses, where possible.

The actual benefits realized from the Mine, which include local and Indigenous employment, procurement, training, and engagement are monitored and reported annually as part of the ESEMP annual report. Based on this information, Pretivm can adjust and adapt activities to ensure that local benefits are achieved, and that other impacts are appropriately managed.

1.1.3 Summary of Work to Date

2021 marked the fourth full year of operations at the Mine, and the third year of operations following approval for the Mine to increase the production rate by 40% to an annual average of 3,800 tonnes per

¹ Pretium Resources Inc. (Pretivm), (2014). Brucejack Gold Mine Project: Application for an Environmental Assessment Certificate/Environmental Impact Statement [online]. Available from : http://a100.gov.bc.ca/appsdata/epic/html/deploy/epic_project_doc_index_395.htm

day (1.387 million tonnes per year). In 2021, Pretivm was able to maintain steady-state production at the increased production rate set in 2019, despite the continued implications of the COVID-19 pandemic.

Significant yearly achievements at the Mine since 2016 are highlighted below.

2016

Construction activity in 2016 utilized more than 900 direct and contracted workers over the summer months. Construction milestones in 2016 included completion of the 330-person camp, erection of the mill building, and ongoing construction of the mine portal and underground mine. This year also saw significant progress on the construction of the transmission line.

2017

Construction continued and was completed in 2017, and the transmission line was energized in March of that year. Mine commissioning progressed ahead of schedule; dry commissioning began in February followed by wet commissioning in April. In June, the flotation and gravity circuits were operational and the first gold from the Mine was poured. During the month of June, the process plant processed 70,085 tonnes of ore (an average 2,360 tonnes per day), and commercial mine production was announced on July 3, 2017. The new 330-person camp at the mine site was fully commissioned and operational. The new camp offers comfortable accommodation facilities, expanded opportunities for recreation, and more reliable telecommunications connections.

Pretivm continued to work closely with local Indigenous groups including the Nisga'a Nation, Tahltan Nation, TSKLH, and Gitanyow Hereditary Chiefs. In October 2017, Pretivm and the Tahltan Nation established an Impact and Benefits Agreement; a comparable agreement with the Nisga'a Nation was reached in 2015. Pretivm also won the 2017 Resource Industry of the Year award from the Terrace and District Chamber of Commerce.

At the end of December 2017, Pretivm reported that the first six months of commercial production had produced a total of 152,484 ounces of gold, marking an average gold recovery rate of 96.2% and an average processing rate of 2,895 tonnes per day. In December, Pretivm applied to provincial regulators to increase the mine production rate from 2,700 to 3,800 tonnes per day.

2018

2018 marked the first full year of production for the Mine. Steady-state production was achieved in the second quarter with the successful implementation of a data-driven, iterative grade control program to optimize mining and gold production. Production totaled 376,012 ounces of gold and 367,428 ounces of silver with an average gold recovery rate of 97.3%. A total of 1,005,603 tonnes of ore was milled for an average of 2,755 tonnes per day.

Pretivm conducted planning and engineering studies throughout the year to support the proposed 40% increase in production throughput per the permit amendment application that was submitted in December 2017. In December 2018, Pretivm received a positive decision from provincial regulators to increase the mine production rate to an annual average of 1.387 million tonnes or 3,800 tonnes per day.

Pretivm maintained strong relationships with local communities and continued to work closely with local Indigenous groups including the Nisga'a Nation, Tahltan Nation, TSKLH, and Gitanyow Hereditary Chiefs. Unfortunately, 2018 also saw a fatality of a contractors' employee. In the wake of this incident, Pretivm responded to provide support for all staff and contractors' employees, and also took on delivery of the contractors' former services in-house. At the end of 2018, Pretivm's workforce comprised 619 direct employees, 58% of whom were residents of northwestern BC, and 34% of whom self-identified as Indigenous.

2019

In 2019, Pretivm advanced the underground development of the mine and focused on optimizing the grade. Pretivm also upgraded and modified mill components to support the increased production rate (approved in 2018), which is expected to be achieved at steady state in 2020. Regional exploration activities continued in the Bowser claim area. Over the first nine months of 2019, Pretivm achieved production of 258,146 ounces of gold and 368,989 ounces of silver. A total of 929,047 tonnes of ore was milled (averaging 3,403 tonnes per day) with an average gold recovery rate of 96.9%.

Pretivm continued to regularly engage and collaborate with the Nisga'a Nation, Tahltan Nation, and Gitanyow Hereditary Chiefs. With a total of 741 direct workers at the end of 2019, nearly one-third (29%) of Pretivm's workforce was Indigenous including people who identified as Nisga'a, Tahltan, Gitanyow, Gitxsan, and other Indigenous groups throughout northern BC. The company continued to focus on employment opportunities for regional Indigenous workers, and was successful in recruiting, retaining, and promoting Indigenous employees over the year.

Also, in 2019, Pretivm launched a refreshed sustainability webpage to disclose the company's 2018 Sustainability Report (<https://sustainability.pretivm.com>) including economic, social, and environmental performance for the Mine.

2020

In 2020, Pretivm continued to operate at the new production level set in 2019 while focusing on the health and safety of its staff and communities during the COVID-19 pandemic. The company took several steps to protect the Mine's workforce and limit the risk of COVID-19 exposure for workers, their families, and communities. Protocols were implemented to manage access to the Mine and camp, crew transportation, social distancing, hygiene, health checks, on-site medical services, and communication. During the initial stages of the pandemic, the number of people on-site was minimized to personnel necessary to support continued gold production and to maintain health and safety measures and regulatory compliance. Crew rotations were extended in most departments to decrease the frequency of crew changes and travel required. In March 2020, capital projects and expansion drilling were placed on hold and some crews were demobilized. As understanding of the COVID-19 virus increased and Public Health Orders and guidance were established, site activities and personnel numbers were able to return to pre-pandemic levels. No cases of COVID-19 were confirmed at Brucejack in 2020.

Over 2020, Pretivm achieved production of 347,743 ounces of gold. A total of 1,307,483 tonnes of ore was milled (averaging 3,582 tonnes per day) with an average gold recovery rate of 97.0%. However, much to our sadness, an incident at a surface facility in July 2020 resulted in a fatality of a Pretivm employee. Pretivm is cooperating with the responsible authorities to investigate the incident and will ensure that the outcomes inform stronger safety management practices across the company.

Through the challenges of the pandemic, Pretivm adapted its engagement activities and communication strategies to maintain strong ties with the Nisga'a Nation, Tahltan Nation, Gitanyow Hereditary Chiefs, and other Indigenous groups. With a total of 810 direct workers at the end of 2020, nearly one-third (31%) of Pretivm's workforce was Indigenous including people who identified as Nisga'a, Tahltan, Gitanyow, Gitxsan, and other Indigenous groups throughout northern BC. The company continued to focus on facilitating employment opportunities for regional Indigenous workers, and was successful in recruiting, retaining, and promoting Indigenous employees over the year.

2021

As in 2020, Pretivm continued steady-state production levels despite the continued implications of the COVID-19 pandemic. Throughout the year, numerous COVID positive, and close contacts of COVID

positive individuals were managed at site. Working in conjunction with Northern Health, the company followed its COVID-19 management protocols including a temporary restriction of travel to and from the Brucejack camp during a declared outbreak in February. Comprehensive screening testing of all individuals prior to entering and at day 5 on-site was initiated in February and was continued throughout the year. Pretivm worked in conjunction with Indigenous communities in updating respective COVID-19 numbers and situations as well as developing joint management efforts.

Over 2021, a total of 1,382,964 tonnes of ore was milled (averaging 3,789 tonnes per day) with an average plant or gold recovery rate of 97.0%. Annual production is expected to be in line with Pretivm's annual guidance for the year of between 325,000 and 365,000 ounces.

Several new high-grade gold exploration discoveries were made in 2021 on the Brucejack Property. These discoveries occurred at the Golden Marmot Zone, 3.5 km north of the active Valley of the Kings deposit, and in the North Block Zone directly north of the Valley of Kings.

2021 was a busy year for new construction once the initial COVID-19 outbreak had subsided. New camp infrastructure or upgrades were constructed in all camps including new bunkhouses, kitchens, and recreational facilities. Of further note was a new core shack and assay lab additions to the existing mill building that significantly increased core sample capacity.

Similar to the first year of the COVID-19 pandemic, Pretivm continued to adapt its engagement activities and communication strategies to maintain strong ties with the Nisga'a Nation, Tahltan Nation, Gitanyow Hereditary Chiefs and other Indigenous groups. With a total of 894 direct workers at the end of 2021, just under one-third (29%) of Pretivm's workforce self identified as Indigenous with over 70% of those people residing in one of the Local Study Area Indigenous communities. As in previous years, Pretivm focussed on facilitating employment opportunities for the Nisga'a, Tahltan, Gitanyow, Gitxsan and other Northern BC Indigenous groups.

In November 2021, it was announced that Pretivm had entered into a binding agreement with Australia-based Newcrest Mining Limited to purchase all the outstanding shares of Pretivm that it did not already own. Newcrest intends to pursue growth with continued investment in Brucejack and is a respected partner of Northwest BC Indigenous communities. The transaction is anticipated to close by the end of the first quarter of 2022.

1.2 Economic and Social Effects Mitigation Plan (ESEMP)

The Brucejack Mine was designed and is operated to minimize, mitigate and/or manage potential adverse effects while systematically enhancing positive impacts in surrounding communities. As part of the Mine's Environmental Assessment Certificate (EAC) #M15-01, Pretivm was required (EAC Condition No. 10) to develop and implement a robust Economic and Social Effects Mitigation Plan (ESEMP).

Pretivm prepared the draft ESEMP in August 2015, and provided it to Nisga'a Lisims Government (NLG), Tahltan Nation (Tahltan Central Government; TCG), and Tsetsaut/Skii km Lax Ha (TSKLH) for review and comment. The ESEMP was finalized in October 2015 and submitted to the EAO. The ESEMP is one of the management plans that guides the activities of the Mine, and includes:

- Employment Strategy;
- Procurement Strategy;
- Training Strategy;
- Transportation Strategy; and
- Communications Protocol.

The Local Study Area (LSA) defined in the ESEMP includes the Nisga'a villages (Gitlaxt'aamiks, Gitwinksihlkw, Laxgalts'ap, and Gingolx), Telegraph Creek, Dease Lake, Iskut, Hazelton, New Hazelton, Stewart, Terrace/Thornhill, Smithers, Telkwa and Houston. For the purposes of this report, other Indigenous communities in the vicinity of these communities are also included in the LSA.

The ESEMP is updated annually to ensure it is accurate and relevant. The most recent version, with all the attendant plans to support mine production, was issued in March 2021 including minor updates to reflect changes to program and institutional names, current job categories, and recruitment practices.

1.3 ESEMP Annual Report

As stated in Section 1.1 of the ESEMP, Pretivm prepares an annual report on the outcomes and achievements related to the ESEMP for each year of operations. The objectives of the ESEMP Annual Report are:

- to document and share information pertaining to the ESEMP (including employment, procurement, and training) and mine-related activities and performance, with the BC EAO, Indigenous groups, and LSA communities;
- to summarize engagement with, and feedback from, local and regional residents;
- to provide this information on an annual basis; and
- to review and consider the activities outlined in the ESEMP and make updates or modifications as needed.

This report—Pretivm's 2021 ESEMP Annual Report—focuses on activities conducted in the 2021 calendar year. The remainder of this report is structured in line with the ESEMP, as follows:

- Section 2 discusses employment, hiring, and recruitment, including efforts for local and Indigenous hiring;
- Section 3 provides a summary of education and training initiatives;
- Section 4 addresses procurement including local and Indigenous business contracts;
- Section 5 summarizes engagement and communication activities; and
- Section 6 describes the workforce transportation strategy.

2. EMPLOYMENT

2.1 Employment Strategy

The Employment Strategy outlined in Pretivm's ESEMP identifies the activities undertaken by the company to maximize local and regional employment, including Indigenous employment with the Mine. The Strategy aims to increase awareness of mine-related employment opportunities and to support local and regional residents' ability to respond to these opportunities in a timely manner. The Employment Strategy is closely related to the Training Strategy (described in Section 3), which provides for job-related training and coordination with regional training institutions.

2.2 2021 Employment Highlights

At the end of 2021, the workforce at the Mine amounted to 1,520 including 894 people employed directly by Pretivm², and 626 employed through on-site contractors. Just less than half (44%) of Pretivm's direct hires were from northwest BC, and nearly a third (29%) identified as Indigenous. Pretivm promoted 168 people over the course of the year while 173 others changed their role or employment status in other ways. With increasing competition for labour in northwest BC, Pretivm is working hard to ensure that it is an employer of choice with competitive benefits, attractive lifestyle, and opportunities for professional development and advancement.

Seasonal workers continue to be an important part of the workforce, including Snow Removal Team contracts in the winter and exploration activities in the summer.

2.3 Workforce Statistics

Employment Type

In December 2021, there were 894 people employed directly by Pretivm at the Mine, including 778 (87%) permanent and 116 (13%) temporary workers. Of these, 876 worked at the Mine (or associated sites, including Knipple and Wildfire camps), and 18 were based in Pretivm's regional office in Smithers. Temporary positions were largely associated with surface operations at the Mine, including surface labourers, journeymen (carpenter, electricians, pipefitters, and welders), rope access technicians, heavy equipment operators and mountain safety technicians.

In addition to those employed directly by Pretivm, several contractors at (or regularly coming to) the mine site employed a total of 626 people. Procon is the largest contractor and responsible for underground mining and employed 370 people in December 2021.

Pretivm also employees and hires contractors at the corporate head office in Vancouver. As this report is focused on the Brucejack Mine and regional impacts, employment, and contract numbers specific to the corporate head office are not presented in this report.

Employment by Department

Pretivm employs workers in a wide range of roles related to administration, camp services, surface operations, mining, mill operations, health and safety, and other departments. Contractor employees at the site work in roles related to underground mining, health and security services, and transportation of goods/materials to and from the mine site. Figure 2-1 illustrates how the Mine's workforce in December 2021 was distributed between departments, including Pretivm staff and contractors.

² Excludes 43 staff based at Pretivm's corporate head office in Vancouver who are part of the "Resources Group".

After the Underground Mining department (24% of the total workforce), the Mill, Surface Operations, and Camp Services departments employ the greatest number of people with 192, 138 and 133 workers, respectively. Together, the Mill, Surface Operations, Camp Services, and Underground Mining departments accounted for just over half (55%) of the Mine's workforce with a combined total of 833 positions.

Highlights across Pretivm's departments include:

- Underground mining contracted workforce marked a 7% increase since last year (from 345 underground workers at the end of 2020, to 370 in December 2021).
- The Mill accounted for 13% of workers in 2021 with 192 jobs including both mill operations and maintenance roles. Positions in this department included mill operators, mill helpers, assayers, metallurgists, millwrights, and sample preparation technicians.
- Surface Operations accounted for 9% of workers in 2021, numbering 138 workers in 2021. These positions included equipment operators, labourers, supervisors, truck drivers, rope access technicians, and waste management operators.
- Camp services amounted to 133 workers (9% of the total workforce), including housekeeping, janitorial, and catering positions.
- The Access Roads/Lower Camps department is responsible for activities along the Brucejack access road and at the Knipple and Wildfire camps. In December 2021, this department employed 128 people (8%) including truck drivers, heavy equipment operators, and labourers.
- The Surface Maintenance department made up 5% of the jobs at site (69 jobs), through positions such as electricians, plumbers, welders, mechanics, and maintenance workers.
- Health, Safety and Security (20 positions) was primarily staffed with mountain safety and avalanche specialists, as well as health, safety, and emergency response personnel.
- Technical Services (31 positions) included specialist engineering and surveying personnel.
- The drilling contractor at the Mine (Hy-Tech Drilling, based in Smithers, BC) employed 107 people on the Project at the end of 2021, amounting to 7% of the total workforce.

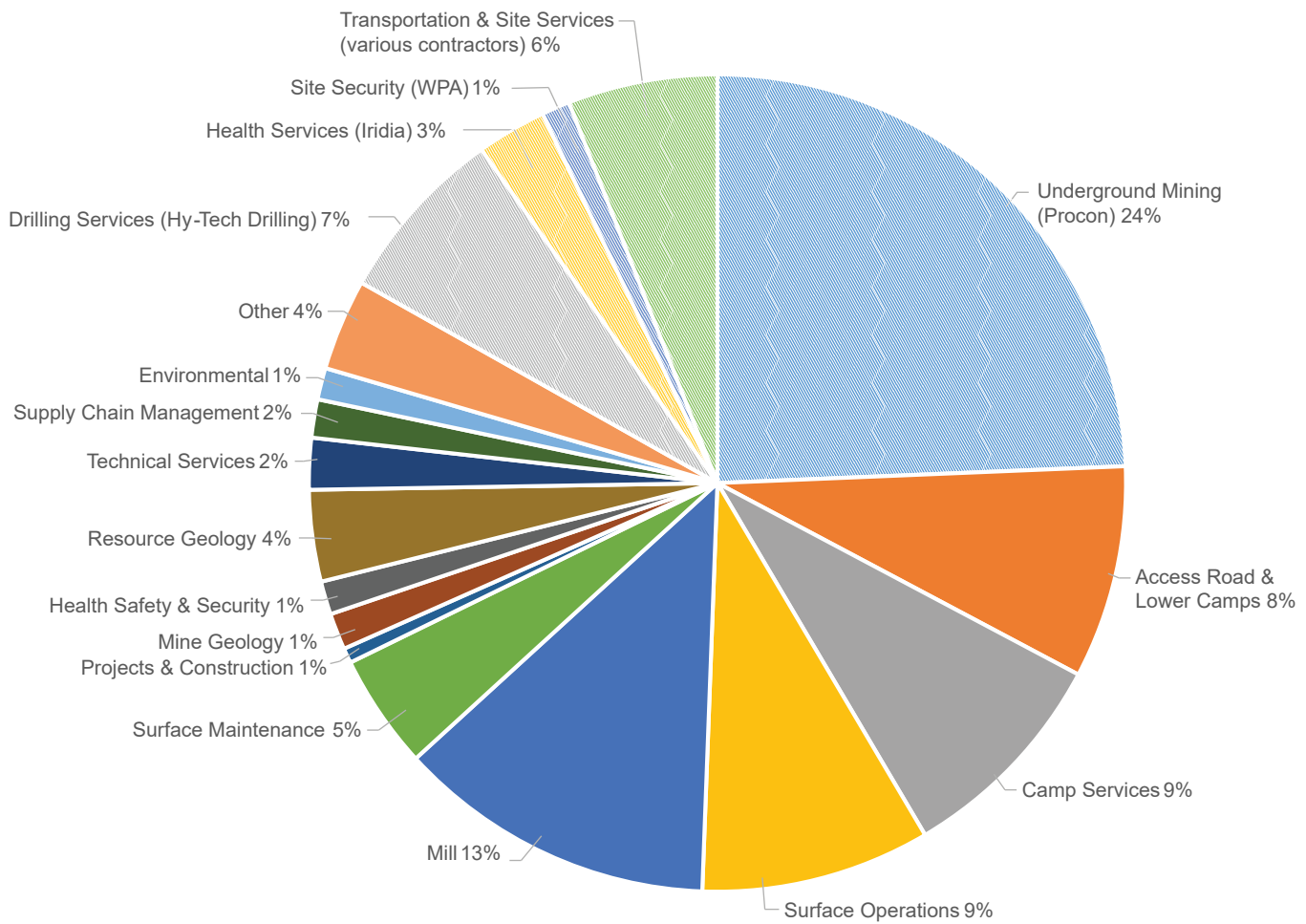
Residency

As of December 2021, most (91%) of Pretivm's direct workforce lived in BC, and 44% or 390 individuals resided in northwest BC. This represents a slight increase in number from 385 workers from northwest BC in December 2020³. Of these, 367 workers lived in the LSA communities (as discussed further in Section 2.4), while 23 workers resided in other northwest BC communities such as Prince Rupert, Burns Lake, and Vanderhoof. In total, 47% (420 workers) lived in other parts of BC including the Lower Mainland, Vancouver Island, and Okanagan regions. Eighty-four (84) people (9%) resided in other parts of Canada.

Gender

In 2021, 166 workers (19%) of Pretivm's direct workforce were female, up in number and percentage from 133 female workers (16%) in 2020. Most female workers were based in BC and worked in permanent positions (86%) representing a wide range of roles including equipment operators, housekeeping, geologists, catering, equipment operators, and administration.

³ Although the real numbers increased, the overall proportion of workers from northwest BC has been decreasing over the past three years, representing 57% in 2018, 51% in 2019, 48% in 2020 and 44% in 2021. This has been linked to Pretivm's requirement for specialized workers to support mill upgrades in 2019, as well as increasing competition for labour in the region.



Note: Total including contractors: Pretium 894, contractors 626 = 1,520.
 Cross-hatch indicates contractor segments (Procon, Hy-Tech Drilling, Iridia and Others)

Figure 2-1: Brucejack Mine Employment by Department, December 2021

2.4 Local and Indigenous Hiring

Hiring locally continued to be a priority for Pretivm in 2021. Hiring preference considers applicants' community of residence. Pretivm also targets recruitment efforts to hire workers from the region, including engagement with neighbouring First Nations in support of hiring.

Pretivm's efforts to engage with First Nations and local communities about employment opportunities continued despite the COVID-19 pandemic. Although in-person meetings and participation in events such as career fairs were restricted, Pretivm's Community Relations Manager proactively communicated about employment opportunities through email, phone, or teleconference.

2.4.1 Pretivm Workforce

Pretivm is committed to hiring local and Indigenous workers through both direct hiring and recruitment initiatives as well as the selection of contractors who commit to hire local and Indigenous employees in all aspects of its operations. Based in Smithers, Pretivm's Community Relations team works closely with Indigenous groups' employment officers to share job postings, identify eligible individuals, and proactively mitigate potential barriers to employment. Pretivm also works closely with on-site contractors, including Procon (the underground mining contractor) and Hy-Tech (the drilling contractor), to hire local and Indigenous workers for their activities at the Mine.

Indigenous Employment

In 2021, 29% of Pretivm's direct workforce self-identified as Indigenous (Table 2-1). Additional Indigenous employees were also hired through contractors as described in Section 2.4.2. Indigenous workers in 2021 occupied a variety of roles at the Mine including labourers and equipment operators, camp services, geological technicians and assistance, mill operators, maintenance workers, and light- and heavy-equipment operators.

Table 2-1: Employment by Indigenous Group (Self-Identified), December 2021

Indigenous Group	Number of Pretivm Employees
Carrier-Sekani	3
Gitanyow Hereditary Chiefs	19
Gitxsan Nation 65 (including Gitanmaax Band 16 and Gitwangak Band 6)	87
Haisla Nation	2
Nisga'a Nation	52
Tsetsaut/Skii km Lax Ha (TSKLH)	2
Tahltan Nation	16
Wet'suwet'en	6
Other	74
Total	261

The Community Relations Manager regularly engages with all these Indigenous groups regarding recruitment and employment opportunities. In the context of the formal agreements established with the Nisga'a, Tahltan and Gitanyow, further engagement takes place with local employment and training representatives to discuss progress, highlights, challenges, and particular needs. Pretivm also provides

monthly reports to the Nisga'a, Tahltan and Gitanyow with updated information specific to the respective First Nation, including:

- Highlights (e.g., promotions or advancement);
- Terminations and/or resignations;
- Current employees from the First Nation, and their positions; and
- Any issues that arose during the reporting period.

Local and Regional Employment

Local hiring has continued to be a priority for Pretivm in 2021. Hiring preference considers applicants' community or residence. Priority is given to residents of the LSA (defined in Section 1.2), then residents of northwest BC, followed by other BC residents, and lastly, applicants from the rest of Canada. Table 2-2 summarizes the residence of workers employed by Pretivm in December 2021.

Table 2-2: Employment by Home Community, December 2021

Area	Community	Pretivm Employees
Local Study Area (LSA)		
Nisga'a Communities	Gitwinksihlkw (Canyon City)	2
	Gingolx (Kincolith)	15
	Laxgalts'ap (Greenville)	8
	Gitlaxt'aamiks (New Aiyansh)	9
Tahltan Communities	Dease Lake	3
	Iskut	2
	Telegraph Creek	0
Other LSA Indigenous Communities	Gitanmaax	4
	Gitanyow	2
	Gitsegukla	20
	Kispiox (Gitwangak)	6
	Kitwanga	26
	Sik-E-Dakh	5
	Hazelton, New Hazelton, South Hazelton	44
	Witset (Moricetown)	1
Other LSA Communities	Smithers (68) [includes Telkwa (13), Houston (30)]	111
	Stewart	3
	Terrace (85) [includes Thornhill (9), Cedarvale (1), Kitimat (11)]	106
Regional	Other Northwest BC Communities (Prince Rupert, Port Edward, Lax Kw'alaams, Granisle, BL, FSJ, FL, Endako, Vanderhoof)	23
Other	Other BC	420
	Rest of Canada	84
Total (Overall)		894

2.4.2 Contractor Workforce

In addition to the workers employed directly by Pretivm, contractors represent a significant portion of the workforce at the Mine. The largest contractor is Procon (underground mining). Other on-site contractors include Hy-Tech Drilling (drilling activities), Iridia (medical services, through a joint venture with the Nisga'a Nation) and Western Protection Alliance (WPA; site security). As of December 2021, Procon employed 370 workers (of whom 68 identified as Indigenous), Hy-Tech employed 107 people (including 8 Indigenous workers), Iridia employed 42, and WPA employed 17 workers (Table 2-3).

Table 2-3: On-site Contractor Workforce, December 2021

Group	Number of Workers	BC Resident		Indigenous (Self-Identified)	
		#	%	#	%
Procon	370	148	40	68	18
Hy-Tech Drilling	107	49	46	8	7
Iridia	42	37	88	1	2
WPA	17	14	82	0	0
On-Site Contractor Total	536	248	46	77	14

Notes: WPA = Western Protection Alliance Inc.

In addition to the contractors described above, in 2021, Pretivm worked with a range of smaller contractors who provided a variety of goods and services as described in Section 4. Contractors with a significant labour component associated with services to the Mine included:

- Arrow Transportation Systems Inc. employed 17 people (including three Indigenous workers) on a contract to transport concentrate from the mine site through a joint venture with the Nisga'a Nation;
- Lafarge and related sub-contractors⁴ employed 10 people (one Indigenous) to provide various transportation services to the mine site;
- Bandstra Transportation Systems Ltd. employed approximately 13 drivers (including one Indigenous worker) to transport supplies to the mine site and 2 administrative staff;
- Monster Industries Ltd. employs four people at the mine site and 15 people at the company workshop in Houston, one of which is Indigenous. The 15 people are dedicated to Brucejack-related work;
- Rugged Edge Holdings, providing technical labor services to the mine site through 27 people, among which 6 are Indigenous; and
- Granmac Services, based in Stewart, providing automotive repair services to the mine site through 2 people who work off-site, but are dedicated to Brucejack-related work.

All the above-listed service providers are based in, and employ residents of, the LSA communities. Additional indirect and induced employment is also generated by Pretivm's extensive supply and service contracts in the northwest BC region (Section 4).

⁴ Lafarge sub-contractor is Tri-Line.

2.5 Recruitment

Pretivm remains committed to hiring local and Indigenous workers, and this commitment drives the recruitment process through which Pretivm actively engages with communities and Indigenous groups to identify candidates throughout the LSA and the northwest BC region. Although continuation of the COVID-19 pandemic limited in-person interactions, Pretivm continued to invest in recruitment efforts throughout the year. These efforts were supported by two dedicated Talent Acquisition Specialists based in Vancouver.

Successful applicants must pass a pre-employment medical, including drug and alcohol testing. For some positions, candidates may also need to pass a fitness test performed by a certified physiotherapist. Applicants are also required to provide a clean driver abstract for many positions, and a criminal record check. If the criminal record check identifies an issue, Pretivm will follow up with the applicant to obtain additional information before deciding about the candidate's eligibility.

2.5.1 Job Postings

When recruiting for open positions, Pretivm advises designated contacts with Indigenous groups and in the LSA community directly. To address communication challenges related to COVID-19, Pretivm's Community Relations Manager increased efforts to communicate directly and regularly with Indigenous groups about hiring forecasts and open positions. As open positions could not be posted directly in Band Council offices, Indigenous groups also increased posting job openings on their website and social media in 2021. Regular communication about open positions, recruitment information and job descriptions were also maintained with recruitment, employment, and training institutions of northwest BC.

In 2021, organizations and Indigenous groups that were regularly contacted to support recruitment efforts included:

- Education and employment departments of Indigenous groups:
 - Nisga'a Employment, Skills & Training (NEST) in Prince Rupert, Terrace, and Gitlaxt'aamiks
 - TahltanWorks in Smithers and Dease Lake
 - Gitanyow Education & Training Institute
 - Education Department of the Office of Gitanmaax
 - Haisla Nation Education & Employment Services
 - Kitselas Employment and Training department
- Employment, training and economic development agencies, associations, and services:
 - BC Construction Association (BCCA), notably through the Skilled Trades Employment Program (STEP) – Terrace Office
 - Kopar / Work BC
 - Upper Skeena Development Office
 - WCG Services
 - WorkBC Employment Services Centre in Smithers, Houston, Terrace and Hazelton

Pretivm's Community Relations Manager emails the above groups and employment contacts when a new position becomes available. This notification is provided prior to an online job advertisement and is intended to give an advantage to local and Indigenous applicants. Applications are required to be submitted online.

Positions are also publicly posted through online platforms including Pretivm's webpage and social media and job boards such as Indeed, LinkedIn, Facebook, ApplyFirst, and BC Jobs. Targeted recruitment resources (including professional associations and/or private recruitment services) may be used for more specialized positions. Pretivm also encourage contractors to recruit locally, and Hy-Tech Drilling shares open positions with communities of northwest BC through schools, employment agencies, and social media.

Some of the job posting resources frequently used by Pretivm in 2021 included:

- Pretivm careers page (www.pretivm.com/careers)
- Pretivm social media sites:
 - Facebook
 - LinkedIn
 - Twitter
- General job boards:
 - ApplyFirst
 - BC Jobs
 - Craigslist
 - Indeed.ca
 - Jobrapido
 - Joogle
 - Monster Jobs
 - Neuvoo
 - Newspaper
 - WorkBC
 - WoWJobs
 - ZipRecruiter
- Websites targeted at Indigenous job seekers and radio:
 - Aboriginal Job Board
- Specialized Job Boards
 - BAJobs.ca
 - Chartered Professionals in Human Resources (CPHR BC)
 - HCareers (hospitality)
 - Red Seal Recruiting
- Websites related to the mining industry:
 - InfoMine
- Postings sent directly to:
 - Nisga'a NEST in Prince Rupert, Terrace, and Gitlaxt'aamiks
 - Contacts within Nisga'a villages of Gitwinksihlkw, Laxgalts'ap, Gingolx, and Gitlaxt'aamiks
 - Tahltan Employment and Contracts Direct, TCG
 - OnTrack, Tahltan Database, TCG
 - Gitanyow Education and Training Institute
 - Upper Skeena Development Centre
 - Skilled Trades Employment Program (STEP) in Terrace
 - WorkBC offices in Smithers, Houston, and Terrace

Pretivm's website enables applicants to apply for a posted position through an online form. Alternatively, applications can be sent to resume@pretivm.com. Potential applicants in need of assistance with computers or internet access can receive help from Pretivm staff to identify resources that provide assistance and relevant resources (e.g., local agencies such as NEST and WorkBC).

2.5.2 Number of Applicants

The number of job applicants decreased significantly between 2020 and 2021. In 2021, Pretivm received 15,604 applications (a decrease of 64% since 2020), including 1,071 general applications which did not reference a specific job posting. Positions such as labourers, housekeeping, catering, and kitchen support are subject to ongoing hiring and are continually posted. There were 1,370 applicants who self-identified

as Indigenous, representing 9% of all applications received. This is an increase of 89% from 2020 where 723 applicants were Indigenous.

The job postings that received the most applications covered a range of departments and skill levels including:

- Apprentice Heavy Duty Mechanic (305)
- Assayer (212)
- Assayer – Wet Assayer and Instrument Analyst (165)
- Bakers Assistant (143)
- Dishwasher (239)
- Environmental Engineer (166)
- Executive Chef (141)
- General Helper (278)
- Geological Assistant (414)
- Geological Technician (Contract) (153)
- Health & Safety Advisor (194)
- Heavy Equipment Operators – Snow Removal (8-month contract) (565)
- Hospitality Professional (328)
- Housekeeper (746)
- Janitor (308)
- Journeyman Electrician (164)
- Journeyman Millwright (147)
- Junior Mine Engineer (236)
- Junior Production Geologist (335)
- Light Equipment Operator (140)
- Maintenance Superintendent (208)
- Mill Operator (274)
- Mine Engineering Student (155)
- Modelling Geologist (162)
- Rope Access Technician (145)
- Sample Preparation Technician (593)
- Seasonal Surface Labourer – Snow Removal (400)
- Second Cook (201)
- Senior HR Advisor (163)
- Surface Labourers – Access Roads & Lower Camps (8-month contract) (536)
- Third Cook (158)
- Warehousing Supervisor (326)

The positions that received the highest number of applicants in 2021 included housekeeper (746), sample prep technician (593), heavy equipment operator (565) and surface labourers (536). Out of the 15,604 applications received in 2021, 10,391 were by BC residents (marking a 74% decrease from 2020).

The number of applications from outside of BC (3,612 applications) decreased by 41% since 2020 (8,841). In addition, Pretivm received 1,601 applications from residents of the USA and abroad, a 20% increase from 2019.

2.5.3 Feedback to Applicants

Pretivm will review a candidate's application in detail when local employment agencies and/or Indigenous groups identify prospective candidates for a position. For Indigenous candidates who do not receive an interview, or are interviewed and not offered a position, the Community Relations Manager will provide feedback when requested. This constructive feedback may include support services to better position the candidate when applying for future positions.

2.5.4 Community and Indigenous Engagement for Recruitment

Pretivm provides job postings directly to local employment support agencies and Indigenous groups, and these groups are invited to identify candidates they are confident would be a good fit for a position.

Internally, Pretivm's community relations, human resources, and recruitment staff meet weekly to discuss recruitment and hiring. In addition, they meet regularly with Indigenous partners to discuss employment opportunities.

The Community Relations Manager leads local and Indigenous recruitment efforts for the company and ensures regular communication with Indigenous groups and key employment and education contacts. The Manager reviews upcoming opportunities and proactively looks for ways to support applicants. Meetings with Indigenous groups aim to discuss job prerequisites, potential employment barriers, and how to overcome these issues. In 2021, meetings organized during the year were held by phone, teleconference, or videoconference due to COVID-19.

The Community Relations Manager provides a monthly report to the Nisga'a Nation, Tahltan Nation, and Gitanyow Hereditary Chiefs summarizing:

- Employee statistics;
- Communities of origin for employees from these First Nations;
- Training information including Pretivm's Apprenticeship Program;
- COVID-19 updates;
- Employment contracts; and
- Summary of communications for the previous month.

In 2021, Pretivm participated in two virtual career fairs (Tahltan Territory Resource Forum and Northwest Career Fair in Terrace), but other regularly held career fairs and recruitment events were cancelled due to the pandemic. Such events are usually led by the Community Relations Manager along with one or more employees from the Mine. Pretivm encourages participation by employees—especially those from the LSA communities—so that interested community members can ask questions and hear directly from the experiences of their peers.⁵

2.5.5 Snow Removal Team Recruitment

Snow removal activities at the Mine provide seasonal employment opportunities, for which Pretivm prioritizes hiring members of the LSA communities and Indigenous groups. These entry-level roles are relatively accessible to applicants in terms of the pre-requisite skills and experiences needed to perform this work, and Pretivm believes they are an opportunity to support access for jobs for local residents who may be new to the workforce. Seasonal contracts on the Snow Removal Team are also often appealing to applicants who wish to take part in cultural and land use activities in the summer and autumn. Pretivm works to support the professional development of these workers by providing opportunities for interested workers to transition into more permanent positions with the Mine and to further develop skills and work experience.

Recruitment for the 2021-2022 Brucejack Snow Removal Team started in August with an increased level of involvement of team supervisors in the recruitment process. Team supervisors and Pretivm's Talent Acquisition Specialist met weekly to help plan recruitment efforts. Pretivm's Community Relations Manager also joined the weekly meetings in May to assist in the recruitment process.

⁵ Typically, the Community Relations Manager uses career fairs and recruitment events as an opportunity to explain to prospective job applicants the types of work involved, life in a mining camp, and the benefits and challenges of working on a rotational schedule. Public engagement sessions such as career fairs and recruitment events aim to provide prospective applicants, and their families, with information that enables them to understand employment opportunities associated with the Mine, the application and interview process, the challenges and opportunities associated with working at a remote site (including rotation schedule, life in a mining camp, etc.), and the skills and training requirements for various types of job positions. Pretivm is optimistic that these events will resume in some form in the future.

Ongoing meetings with the Nisga'a Nation, Tahltan Nation, and Gitanyow Hereditary Chiefs served as a platform to share information about the snow removal program, discuss recruitment and find solutions to specific challenges encountered with the program in previous years. Meetings were organized virtually with the three Indigenous groups and communication was maintained throughout the summer and early fall when recruitment and hiring took place. Community support agencies from other Indigenous groups as well as regional organizations involved in recruitment and employment were also contacted to advise of the recruitment for the snow removal positions.

In 2021, 70 candidates were hired in the Snow Removal Team, of whom 21 were Indigenous workers. Highlighting the success of the program, Pretivm was able to rehire 34 staff from prior seasons. All interviews were conducted virtually due to COVID-19. For some workers, the Snow Removal Team has been a gateway to employment with the company, and they have subsequently been hired into other roles (e.g., working in the summer as Geological Assistants or working permanently in other positions).

As part of the pre-employment screening of successful applicants, Pretivm works with a local physiotherapist to evaluate the fitness of each individual. To ensure safety and reduce the risk of injury, all team members must demonstrate a level of fitness appropriate to the job. For those individuals who do not meet the fitness requirements during the preliminary exam, the physiotherapist provides an exercise program designed to improve their fitness so they can successfully take on a new role safely and successfully.

Successful applicants were hired between late October and early December up until May, with contracts of around 8 months. As of December 31, the 2021-2022 seasonal snow removal team comprised 70 people and included:

- 19 Surface Labourers (84% of whom were Indigenous);
- 16 Equipment Operators (25% of whom were Indigenous);
- 21 Rope Access Technicians (5% of whom were Indigenous); and
- 14 Mountain Safety Technicians (0% of whom were Indigenous).

2.6 Employee Retention and Promotion

Nearly all Pretivm's employees are salaried, and the company has held annual performance reviews since 2018. The results from these reviews are used to inform bonuses and salary adjustments, as well as position changes and promotions. In 2021, several employees received promotions and/or changed jobs at the Mine. Over the year, 168 employees were promoted (60 of whom were Indigenous) while 173 changed their position over the course of 2021 (57 Indigenous). Also, throughout 2021, 82 employees moved from temporary to permanent positions, including members of the Snow Removal Team who transitioned to permanent positions at the Mine. These numbers highlight the success of Pretivm's ongoing efforts to recruit and retain local employees and to involve them in increasingly skilled positions—supported by the necessary training and development—during their time with the company.

In 2021, 214 workers departed due to resignation or termination. Of these, 13% were terminated due to a shortage of work. In total, 159 employees resigned from the company in 2021; reasons included finding other work closer to home and/or with less travel, retiring, family and health considerations, returning to school or being unsatisfied with the camp life and/or rotational schedule.

As in previous years, employee retention has been a focus in 2021. Significant capital expenditures were made during the year on camp related infrastructure – new accommodations, kitchen, and recreational facilities – so that all employees have the same high-quality living experience while on site.

At the Mine, Pretivm continued with a comprehensive Health, Fitness & Wellness program in 2021. In February, Pretivm moved from a Stay at Work / Return to Work Program managed by an outside contractor to an internal Return to Work, Health and Wellness Program managed by two coordinators. The goal of the program is to assist Pretivm employees return to full work duties after a work-related injury. Together with their partners, Pretivm plays a major role in supporting workers through its on-site medical clinics, timely access to physiotherapy support and return to work planning. By maintaining contact, support and providing appropriate modified duties, workers continue to perform meaningful work as they rehabilitate and return to full duties. Since bringing the program in house in 2021, there has been a 66% reduction in lost time injuries and a 24% reduction in restricted duties.

With group fitness classes suspended due to COVID-19 and Provincial Orders, Pretivm continued with an equipment loan out program for workers to use group fitness equipment in their rooms, allowing them to continue to be active. Over 250 workers received personal training in fitness, nutrition counselling and health coaching. Monthly wellness challenges were produced and had over 60 participants per month. Weekly “tip sheets” were created and distributed every Monday and these included ideas for staying happy, healthy, safe and connected. This material was also shared via supervisors at toolbox meetings.

The Pretivm Stretch and Flex program was expanded to include a mentorship training program which included 60 new recruits. These volunteers helped their teams achieve stretch and flex sessions at regular toolbox meetings and the program was subsequently adopted by major contractors Procon and Hy-Tech.

Significant investments in weight rooms and equipment were made in 2021 with a new weight room at Wildfire Camp and new equipment at Brucejack. New group fitness equipment has also been purchased with hopes of the resumption of fitness classes in 2022.

2.7 Employment and Recruitment Feedback

In 2021, Pretivm received positive feedback from northern BC employment and training services recognizing the company’s proactive engagement, collaborative spirit, and sustained efforts in supporting the hiring of local talent. Indigenous employment and training services also acknowledged Pretivm’s collaborative spirit and constructive feedback provided to applicants.

Communication from local employment and training institutions also expressed gratitude for the COVID-19 safety measures put in place by Pretivm at the mine including rapid testing and spacing on crew buses and in dining rooms.

2.8 Challenges

Many of the COVID-19 preventative measures staff had to adapt to in 2020 carried through in 2021 including transportation modes, activity restrictions, social distancing, and self-isolation requirements. COVID-19 testing prior to arrival at the Mine site became standard as did five and 10-day testing later in the year. The COVID-19 pandemic led to some staff shortages as did travel disruptions caused by same as well as poor weather events.

Several career fairs and public engagement events were also cancelled in 2021, reducing key recruitment opportunities. Pretivm’s Community Relations Manager worked to ensure ongoing communication with Indigenous groups and local employment and recruitment services by email and phone. By necessity, recruitment interviews were conducted online, and this presented an additional challenge both logistically and to ensure that participants had the proper support to participate in the interview process.

Finally, competition for labour in northwest BC continues to grow, particularly for skilled trades. Construction of the LNG Canada terminal in Kitimat, the Coastal GasLink Project, and other activities

throughout northern BC, continue to increase demand for these roles. To attract and retain workers, Pretivm acknowledges the importance of offering competitive employment and benefits packages, an attractive work environment with opportunities for advancement and work-life balance initiatives that supports health and wellness.

2.9 Workforce Trends over Time

Pretivm's workforce has grown steadily since 2016, and changes are shown in Figure 2-2. Overall, the number of direct employees associated with the Mine has increased from 354 in January 2017 to 894 in 2021. The number of contractor employees at the Mine site has also grown since the start of production, and most contractor workers continue to be employed through Procon's underground mining contract.

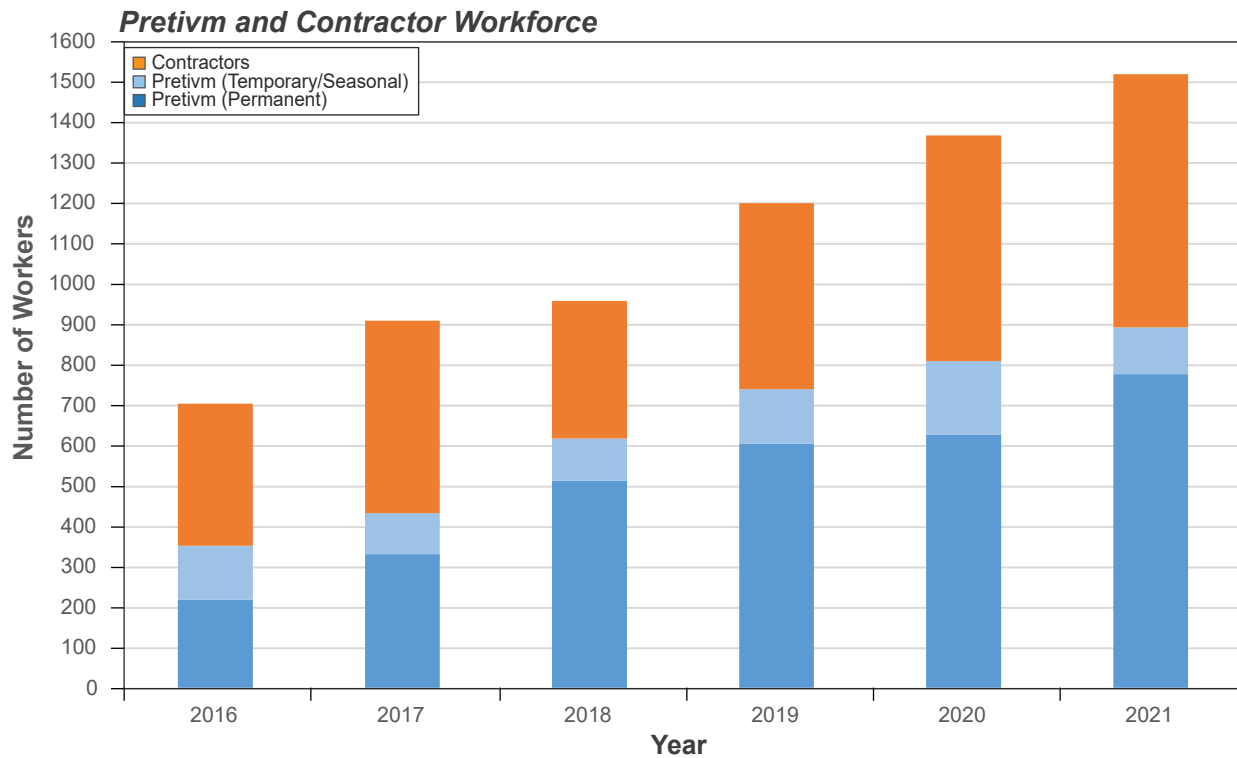
Examining the demographics of the Mine's workforce (excluding contractors), the number of Indigenous workers in Pretivm's workforce has increased every year, from 85 in 2016 to 261 in 2021. The total number of women has increased slightly over the past four years from 16% in 2018 to 19% in 2021. In 2021, Pretivm maintained a little less than half of its workforce (44%, or 390 workers) from northwest BC. Proportionally, this represents a slight decrease from 2020, 2019 and 2018 where workers from northwest BC represented 48%, 51%, and 57%, respectively (although the overall numbers have continued to grow). This trend can be explained by an increased competition for labour in the region, as well as a need for specialized skills and expertise.

2.10 Considerations for 2022

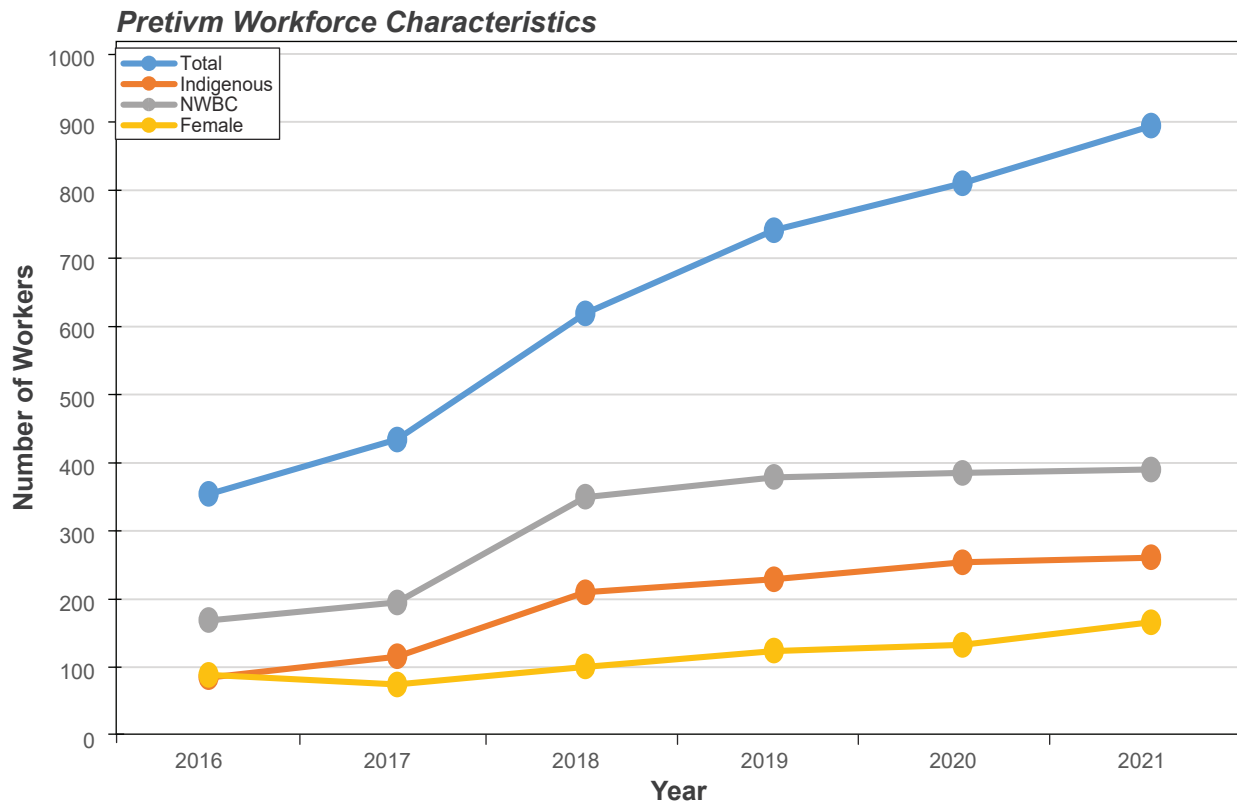
As with 2021, Pretivm has announced significant investment in capital projects for 2022 centred on surface exploration and new camp infrastructure such as heavy-duty maintenance shops, fibre optic line installation, security gate, erosion control, road improvements including realignments, gravelling, bridge and culvert replacements and the like. These activities are expected to maintain a level of resources similar to 2021. Pretivm will continue its proactive program of recruitment-related engagement with Indigenous groups and communities, including working with high schools and higher educational institutions to ensure that students are aware of the opportunities available with the Mine.

The Community Relations team is also working with Indigenous groups on several initiatives including:

- The implementation of a new partnership to develop apprenticeship programs for the Nisga'a and Tahltan Nation through the signing of two Memorandum of Understanding (MOU) with the Industry Training Authority BC;
- The growth of the NEST Essential Skills Training Program through the MOU between NLG and Pretivm;
- Continued support for an Employment and Education coordinator position with the Gitanyow Hereditary Chiefs, including both financial support and professional mentorship; and
- Working with Procurement to implement an Indigenous Procurement Policy.



Notes: Number of Pretium workers for a given year is based on data from December of that same year, except in 2016 which is based on data from January 2017



Note: Counts for each category are not exclusive; more than one category may apply to a given individual.

Figure 2-2: Workforce Trends over Time

3. TRAINING

3.1 Training Strategy

The Brucejack Training Strategy is designed to support and develop the capacity of operation's workforce to meet the needs of the Mine, as well as to liaise with regional educational and training organizations to develop and plan timely and relevant training programs. The strategy includes job-related training to enable employees to work safely and effectively and supports the development of capacity within the local labour force through communication with local post-secondary education and training institutions.

These actions seek to increase the number of local and regional residents with the specific skillsets required by the Mine, thereby enhancing local and regional employment and broader economic development. Support for training may also reduce potential competition for skilled labour by increasing the availability of skilled workers.

3.2 2021 Training Highlights

Through 2021, Pretivm implemented a formal apprenticeship program, initially planned for 2020 but delayed due to COVID-19. As in previous years, safety and emergency response training remained a primary focus, and amounted to 13,044 hours of cumulative training (excluding site orientations).

A second highlight included the Professional Supervisor (ProSup) and Professional Leader (ProLead/ELD) aimed at professional development of Pretivm supervisor and leadership staff.

3.3 Training Programs

In 2021, Pretivm's offered 83 types of training programs in addition to emergency response training (discussed separately in Section 3.3.2) and mandatory site orientation programs (Table 3-1 and Figure 3-1). These 83 training programs accounted for 35,556 hours of accumulated employee training time, including 15,015 hours of accumulated training benefiting Indigenous workers. This is a marked increase over 2020, when a cumulative total of 16,720 hours of training was reported. In 2021, new technical mill and surface operations training was added to the curriculum, in addition to the safety training programs.

In 2021, site orientations at the Brucejack, Knipple and Bowser sites were attended by 1,273 people (including 67 Indigenous persons), amounting to a total of 5,035 hours.

Excluding the site orientations, the training programs with the highest number of participants over 2020 included training for lockout procedures, Passenger Assistance, Safety and Sensitivity (PASS) Training, air purifying respirator, ergonomic awareness, and underground orientation. The programs with the highest investment of training hours included grinding / gravity, concentrate dewatering, tailings / pasting, underground orientation, underground rock breaker and dozer, excavator and skidsteer.

In addition to the workplace training programs listed in Table 3-1, Pretivm invested significant time for a variety of specialized training programs including emergency response skills for the Mine's emergency response team. This and other unique and notable programs are highlighted below.

Table 3-1: Brucejack Mine Training Record, 2021

Training Course/Program	Total Participants	Indigenous Participants	Total Training Hours	Indigenous Training Hours
Safety-Related Training				
Advanced Avalanche Awareness & Trooper Familiarization	1	0	1	0
Advanced Glacier Training	14	0	14	0
Aerial Work Platform Operator	13	1	39	3
Aerial Work Platform Operator (Outside)	2	1	2	1
Air Purifying Respirator Fit Test	21	2	21	2
Air Purifying Respirator Tr, Eval & Fit Test	563	38	845	57
Air Purifying Respirator Training & Evaluation	159	12	80	6
Avalanche - Level 1: Awareness	6	1	6	1
Avalanche - Level 2: PPE Introduction	1	1	1	1
Avalanche - Level 3: PPE Practical	31	5	47	8
Avalanche - Level 4: Companion Rescue	19	3	52	8
Avalanche - Level 5: Organized Rescue	5	0	25	0
Avalanche Awareness	14	3	14	3
Bear Awareness Online	60	4	93	5
Brucejack Mill Orientation (Basic)	12	2	12	2
Brucejack Mill Orientation (Full)	5	0	15	0
Cargo Securement	1	1	1	1
Cargo Securement (Danatec)	1	1	1	1
Confined Space Training	27	3	203	23
Electrical Safety Training Systems (ESTS) for Non-Electrical	6	1	14	2
Ergonomic Awareness Training	439	45	329	34
Ergonomics Assessment Training	1	0	1	0
Fall Protection (FPG Comprehensive)	107	8	803	60
Fall Protection TTT Comprehensive (FPG)	2	0	24	0
Fire Fighting	5	1	250	50
Fit Test – ERT Draeger Mask	9	4	9	4
Forklift – Counterbalance	14	3	70	15
Forklift – Narrow Aisle	26	6	65	15
Glacier Driving	173	6	173	6
Glacier Training – Level 1: Glacier Driving	6	1	6	1
Grader Operator	1	0	2	0
Hazmat Operations	15	2	450	60

Training Course/Program	Total Participants	Indigenous Participants	Total Training Hours	Indigenous Training Hours
Hyster Reachstacker Operator	3	0	24	0
Ice Rescue Technician	12	1	192	16
Indoor Overhead Crane	11	3	22	6
JOHSC Committee Basic Training	1	0	3	0
Joint Health and Safety Committee Training	25	5	200	40
Lead Awareness Training	29	0	15	0
Lock out/Tag out Training	726	70	1,090	105
Mill Orientation	1	0	1	0
Mine Rescue – Underground – Basic	12	1	600	50
Mine Rescue Exam	6	0	60	0
Mine Survival	32	7	32	7
Occupational First Aid (OFA) Level 1 FA - CPR/AED	61	7	610	70
OFA Level 3 FA	3	0	42	0
PASS Training	631	112	631	112
Powered Pallet Truck	15	2	60	8
Safety Tool Box Training	14	1	21	2
Scissor Lift	2	0	2	0
Silica Awareness Training	75	25	75	25
Skidsteer Operator	13	3	39	9
Skidsteer Test & Move	8	0	8	0
Snowcat Operator	1	0	1	0
Spill Response Training	38	6	209	33
Standard Road & Glacier Driving	51	2	51	2
Standard Road Procedure	33	1	25	1
Stellar 101	52	5	52	5
Swiftwater Rescue Technician	22	1	1,034	47
Telehandler Operator	14	0	63	0
Toyota Hurth Man Carrier	5	0	15	0
Toyota Surface Signoff	10	2	20	4
Toyota Underground Signoff	23	2	35	3
Track Bulldozer Operator	2	0	2	0
Transportation Endorsement	60	7	480	56
Transportation of Dangerous Goods (TDG)	90	13	438	59
Underground Orientation	355	21	2,840	168

Training Course/Program	Total Participants	Indigenous Participants	Total Training Hours	Indigenous Training Hours
Underground Visitor Orientation	68	4	36	2
Wheel Loader Operator	1	0	1	0
Workplace Hazardous Materials Information System (WHMIS) 2015 (GHS)	176	12	347	24
Technical Training*				
Concentrate Dewatering	3	2	3,000	2,000
Control Room	2	0	N.A.	N.A.
Data Approver	3	0	238	0
Dozer, Excavator and Skidsteer	118	30	2,114	528
Fire Assay	8	2	164	41
Flotation (Mill)	2	1	2,000	1,000
Grinding / Gravity	6	4	6,000	4,000
Overhead Crane	13	5	65	25
Sample Prep Tech	19	13	566	388
Tailings / Paste	3	0	3,000	3,000
Underground Crusher	2	0	10	10
Underground Rock Breaker	4	3	2,400	1,800
Water Treatment (Mill)	2	1	2,000	1,000
Wet Assay	19	0	955	0
Total Safety-related Training Hours			13,044	1,223
Total Technical Training Hours*			22,512	13,792
GRAND TOTAL HOURS			35,556	15,015

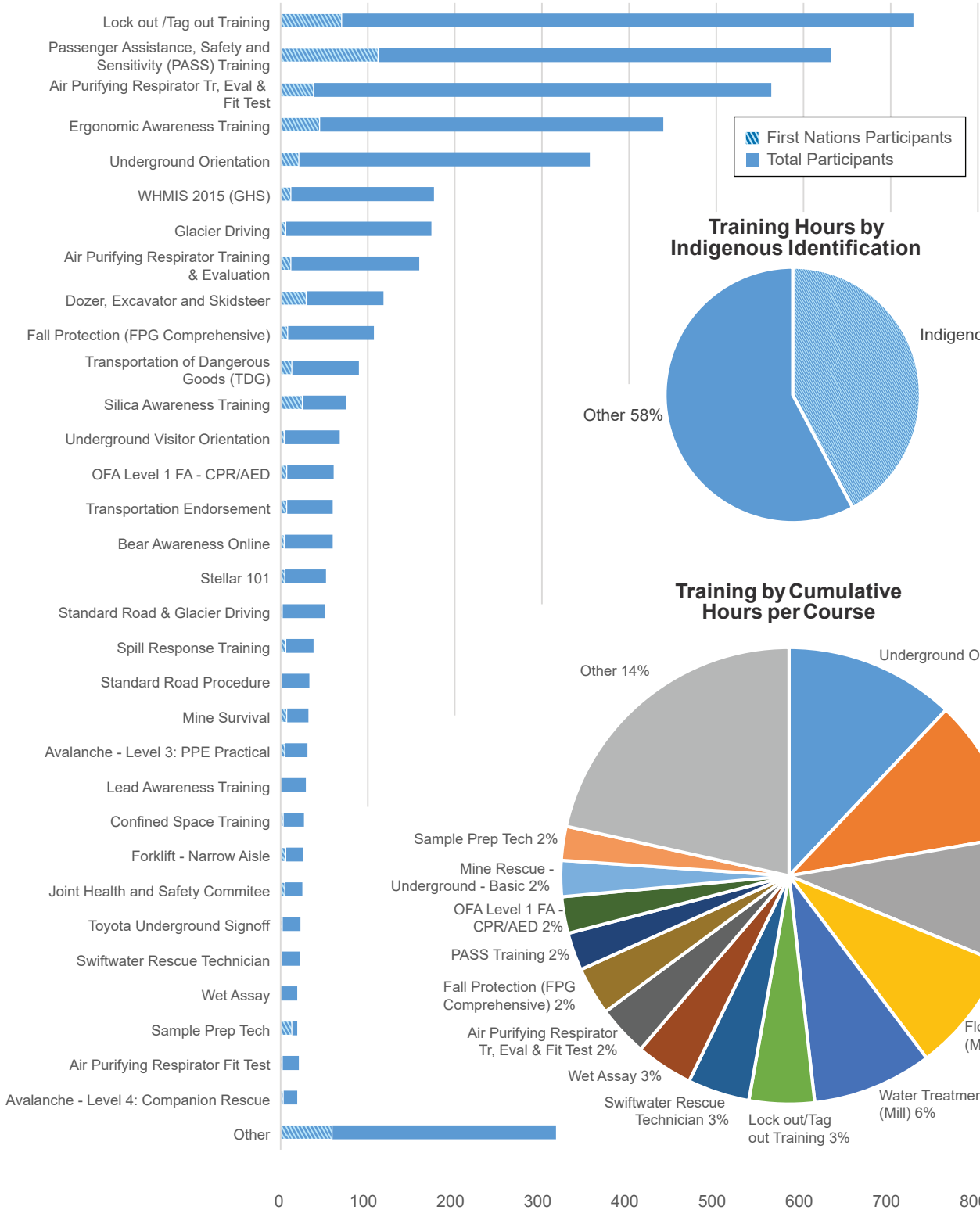
* Some data for technical training (mill and surface operations) remain approximate.

3.3.1 Safety Training

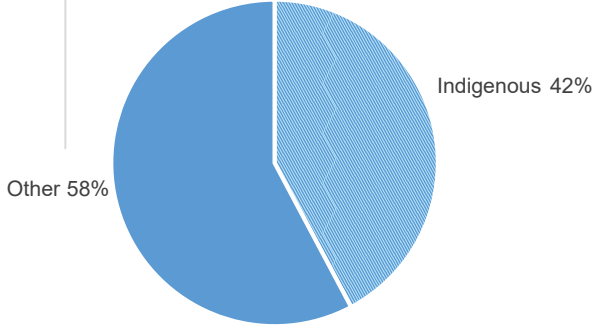
Safety is a continued priority for training and skills development, particularly considering the Mine's remote location, surrounding glacial terrain, underground activities, and 73-kilometer-long access road. As seen in Table 3-1, safety represented more than a third of all training hours conducted in 2021. In addition to First Aid and site safety programs, courses include those specific to the local terrain and environment (including topics related to glaciers, avalanche, and mountain safety), safe driving practices (glacier driving, light vehicle, road procedure, transport of dangerous goods) and underground works (including mine rescue – underground vehicles and confined space awareness).

At the Mine, staff hold daily safety shares and focuses on changing yet relevant topics. As in 2020, 2021 daily safety shares included COVID-19 prevention measures as well as other pertinent matters to work and life at Brucejack.

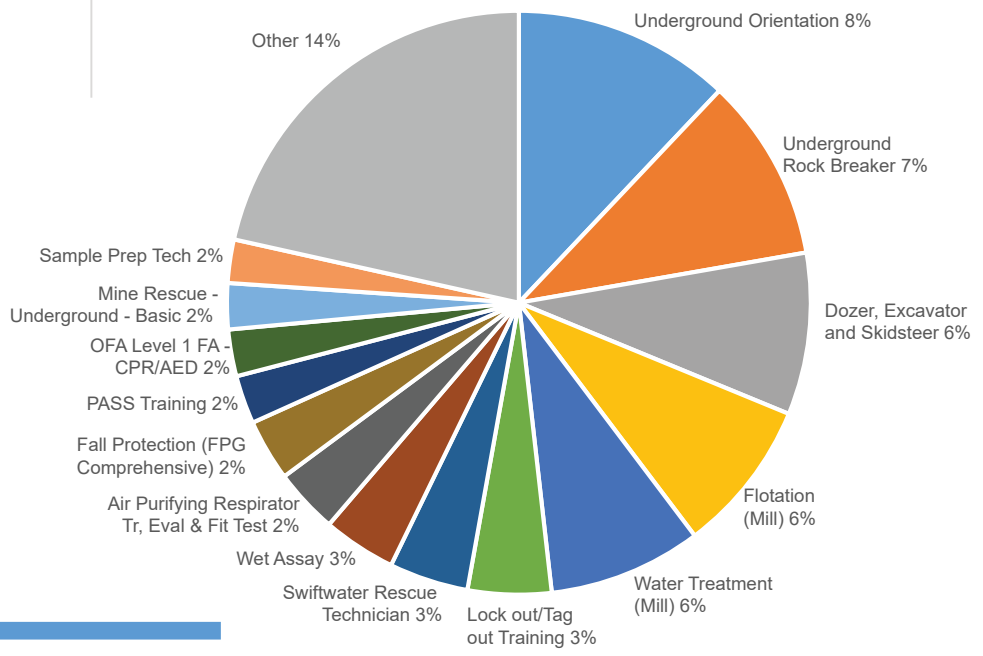
Training by Number of Participants



Training Hours by Indigenous Identification



Training by Cumulative Hours per Course



Notes: Number of participants and training hours include Pretium and contractor employees. Indigenous workers based on self-identification. Courses denoted as "Other" may vary between the Number of Participants and Cumulative Hours charts.

Figure 3-1: Brucejack Mine Training Summary, 2021

3.3.2 Emergency Response Training

Pretivm maintained an Emergency Response Team (ERT) with 70 members at the Brucejack mine site, plus 34 at the Knipple camp in 2021. This is an increase from 2019 and 2020 where there was 68 members at the Brucejack mine site and 25 at the Knipple camp.

Over the course of 2021, ERT members received a cumulative 8,270 hours of training in rope rescue and specific rescue responses for hazards caused by avalanche, water/ ice, fire, mine, and extraction activities. The ERT teams also hone their knowledge and skills through weekly practice sessions both at Brucejack mine site and Knipple camp.

3.3.3 Apprenticeship and Trainee Positions

In 2021, Pretivm implemented a formal apprenticeship program. Through the year, the Community Relations Manager worked with regional communities and Indigenous groups to notify them of upcoming apprenticeship positions and to identify suitable candidates for the apprenticeship program. Pretivm employed 11 apprentices at the Mine in 2021 – among which 7 were Indigenous – including in catering, mill and warehouse. Many of the 261 First Nations personnel also undertook training within their departments including Housekeeping, Catering, Mill, Surface Operations, and Geology-Production. Pretivm's contractor, Procon, had four apprentice mechanics.

In support of apprenticeships more broadly, Pretivm's Community Relations Manager sits on the Mining Sector Advisory Group for the provincial trades' authority (Industry Training Authority BC). The group is composed of other mining and service companies, training institutions and Indigenous Groups. It discusses Apprenticeships, best practices and training needs in the mining sector. Through this role, and her efforts to engage with regional training institutions, the Community Relations Manager is working to position the Brucejack Mine as an employer of choice for those entering the skilled trades.

3.3.4 Policy Inductions

The Human Resources department ensures that all Pretivm staff are informed and aware of the company's policies, including any changes to these policies that may occur over the year.

In 2021, Pretivm provided inductions related to the following policies as part of the onboarding package for new employees:

- Anti-Corruption Policy
- Behavioural Improvement Program Policy
- Brucejack Site Security Screening Policy
- Code of Business Conduct and Ethics
- Complaint Reporting and Whistle Blower Policy
- Corporate Disclosure Policy
- Employee Confidentiality
- Fitness for Duty Policy
- Mobile Device Policy
- No Hunting or Fishing Policy
- Sick Leave Policy
- Site Travel and Related Expenses Policy
- Trading Policy
- Vacation Policy
- Wildlife Attractant Zero Tolerance Policy
- Workplace Discrimination, Bullying & Harassment Policy

Policies and other training and informational materials are easily accessible to all workers through Pretivm's intranet site, where there is also a function to ask questions and seek guidance. All employees and supervisors are required to review and sign the Discipline Policy.

Fitness for Duty Policy

Brucejack is a drug and alcohol-free camp. The site's Fitness for Duty policy was originally implemented in the summer of 2015 and prohibits the consumption or possession of alcohol or drugs on site. All employees and contractors working at the site, as well as employees in Smithers and Vancouver, are trained and required to acknowledge the policy regular training programs that have been held since.

Training sessions included a review of the health impacts of drug and alcohol abuse. Supervisors (including Pretivm and contractor employees) have received additional training regarding the implementation of the policy.

3.3.5 Training Coordinators

Pretivm employs several dedicated trainers and training coordinators, including two Mill Trainers, two ERT Coordinator/Trainers, and two H&S Training Coordinators. These staff ensure that training programs are available and appropriate to the needs of the workforce, and work with departments and line managers to ensure that staff are up to date on required training and to identify new and changing training needs.

3.3.6 Training for Managers and Supervisors

In 2021, Pretivm continued the new program of training for managers and supervisors implemented in 2019. Courses included a drug & alcohol awareness course and a course to certify Mines Supervisors in the Mines Act, Regulations and the Health, Safety and Reclamation Code for BC Mines. Training also aimed at developing team leadership skills including behaviour improvement and the ability to conduct performance reviews and assist in goal setting.

Also in 2021, Pretivm's Executive Leadership Team invested in developing its greatest asset – its People. This was not a one-day class, but rather a journey of enhancing the culture and leadership skills at all levels across the company's entire business through two programs: Professional Supervisor and Professional Leader. The programs were designed to incorporate the key components of the company's management systems and desired culture and values, so that these could be cascaded into the organization in such a way that Pretivm's inspired vision and culture became the vision and culture of the people of the organization. At the same time, the programs emphasized the skills required for supervisors to become better leaders of people.

Table 3-2 summarizes the manager and supervisor training program in 2021.

Table 3-2: Manager and Supervisor Training, 2021

Training Course/Program	Total Participants	Indigenous Participants	Total Training Hours	Indigenous Training Hours
Incident management team training	12	2	54	9
Intro to Claims Management	2	0	16	0
Investigation Workshop	18	1	54	3
Management of Change (MOC)	11	1	11	1
Mine Supervisor Certification Online	22	2	154	14
SAW/RTW Supervisor Training	45	3	68	5
Tool Box/Safety Meeting Training	109	5	300	14
WSN Incident Investigation Training	119	6	833	42

Training Course/Program	Total Participants	Indigenous Participants	Total Training Hours	Indigenous Training Hours
Positive Attitude Safety System (PASS) Training	7	3	168	72
Performance Review Training (Program Rollout)	10	0	5	0
Performance Review Training (Year End)	35	0	29	0
Behaviour Improvement Program Rollout	58	0	29	0
Professional Supervisor (ProSup)	53	3	2,824	168
Professional Leader (ProLead/ELD)	59	1	2,458	34
Recruitment & IEAF Automation	22	1	11	0.5

3.4 Training Feedback

Pretivm prides itself on delivering a holistic and comprehensive suite of training and ongoing educational opportunities to its workforce. Positive reviews were received from new employees and seasonal workers, who were impressed by the depth and extent of training, as well as the coaching and mentoring they received as a Pretivm employee. Moreover, Pretivm’s training and commitment to safety contributed to raise awareness among individuals (some of whom have put their skills to use in their home communities and volunteer fire departments).

3.5 Challenges

Despite the pandemic, Pretivm managed to successfully conduct its safety and technical training curriculum. As in 2020, COVID-19 continued to represent a logistic challenge for training, as most training programs led by external partners had to be conducted online. This also represented a significant challenge for students as in-person learning tends to be more engaging. Training sessions were occasionally cancelled, and reasons included lack of trainer (holidays, illness, offsite training), lack of attendees (illness, unaware, forgot, other priorities), and even the rare power outage.

3.6 Considerations for 2022

As in other years, Pretivm plans to continue engaging and collaborating with Indigenous employment and training representatives to identify employment opportunities and potential candidates, and to develop longer-term training and skills development initiatives that meet the needs of the Mine and build capacity in the communities. Notably, Pretivm intends to provide more frequent notice to supervisors of upcoming training to be offered. Transition will also continue to online learning for certain suitable training topics such as site orientations.

4. PROCUREMENT

4.1 Procurement Strategy

The Procurement Strategy describes Pretivm's overall procurement process and the activities that will be undertaken to maximize the number of local and regional businesses engaged in goods and services contracts (and sub-contracts) associated with the Mine. The involvement of local and regional businesses enhances economic benefits to local communities, Indigenous groups, and the broader region, and optimizes the economic viability of the Mine.

4.2 2021 Procurement Highlights

In the fourth year of full mine production, Pretivm continues to build lasting relationships with its suppliers and contractors, as well as identifying new opportunities for collaboration. Procurement of on-site services employed a total of 626 people at the end of 2021, representing 41% of the total on-site workforce. In addition, Pretivm has worked with more than 340 vendors from northwest BC for the supply of a wide assortment of goods and services over the past four years.

4.3 On-site Service Providers

Several contractors provided specialized services at the Brucejack mine site in 2021, as discussed in Section 2.4.2. This section focuses on contractors working at the mine site and employing a workforce dedicated to the Mine.

In 2021, Procon (370 employees as of December 2021) continued to be responsible for all underground mining activities and committed to hiring and training Indigenous persons and residents of local communities as detailed in the respective sections on this report. Hy-Tech Drilling, based in Smithers, employed 107 people at the Mine, while on-site medical services were contracted to a Nisga'a joint venture with Iridia Medical (42 employees) and site security was managed through a contract with Western Protection Alliance (17 employees).

Additionally, the following businesses provided ongoing trucking and other services to and from the Mine, also involving a workforce dedicated to contracts with the Mine:

- Arrow Transportation System Inc., based in Vancouver, employed 17 people to transport concentrate between the mine site and the Port of Stewart. Arrow operates this contract through a joint venture with the Nisga'a Nation. Drivers work on shifts driving between the mine site and the Wildfire Camp, and between the Wildfire Camp and the Port of Stewart.
- Lafarge employed 10 people and offered a range of transportation services through operations at Lafarge Stewart terminal sub-contractor Tri-Line Carriers.
- Bandstra Transportation Systems Ltd. is based in Smithers and employed 13 people on transport of supplies to the Mine (depending on freight requirements) as well as 2 administrative staff.
- Monster Industries Ltd., based in Houston, employed 19 people who worked directly on the Pretivm Project on site and/or in the Houston shop on projects for Pretivm.
- Rugged Edge Holdings, based in Smithers, provided technical labor services to the mine site through 27 people, among which 6 are indigenous.
- Granmac Services, based in Stewart, offered automotive repair service to the mine site through 2 people.

4.4 Local and Indigenous Procurement

Pretivm continues to invite prospective local contractors to express interest in business and contracting opportunities directly to Pretivm, particularly where there are opportunities for innovation and collaboration. Pretivm's website lists notifications for upcoming contracting opportunities, including notification of work awarded, to promote transparency and accountability.

Pretivm supports the procurement of supplies and services from local and regional businesses by considering local content in the evaluation of bids and proposals, including plans for partnerships and joint ventures. All other factors being equal, bidders that employ local residents will have an advantage over bidders who employ non-residents. After all contract requirements are met, Pretivm gives preference to Indigenous and Indigenous-affiliated businesses, followed by businesses based in the LSA, and finally businesses elsewhere in BC.

Table 4-1 summarizes the local business, Indigenous businesses, and/or businesses with Indigenous joint venture partners that were engaged in supply or service contracts with Pretivm in 2021.

Meziadin LLP

Since 2019, Pretivm has been working with a Gitanyow entrepreneur to obtain fuel services from the Highway 37 road stop at Meziadin.

Table 4-1: Pretivm Vendor Accounts with Northwest BC Businesses, 2021

Vendor Accounts by Community			
Houston			
<ul style="list-style-type: none"> ■ Black Fox Enterprises Ltd. ■ D&E Vending Ltd ■ Mike's Audio Video Unlimited ■ Monster Industries Ltd. 	<ul style="list-style-type: none"> ■ NFA Service Inc (North Fire Apparatus) ■ Peterbilt of Houston British Columbia 	<ul style="list-style-type: none"> ■ Tower Communications Ltd. ■ West Point Rail & Timber Co. Ltd. 	
Kitimat			
<ul style="list-style-type: none"> ■ A. J. Forsyth ■ CIMS Limited Partnership 	Kitwanga		
	<ul style="list-style-type: none"> ■ Meziadin Junction LP 	Prince Rupert	
		<ul style="list-style-type: none"> ■ Eby & Sons Construction Ltd ■ Frosty Northwest Mechanical ■ Northern Laboratories (2010) Ltd. 	
Smithers			
<ul style="list-style-type: none"> ■ Action Services ■ Aqua North Plumbing Ltd. ■ Babine Truck & Equipment Ltd. ■ Bandstra Transportation Systems Ltd. ■ Barrie's Furniture & Appliances ■ Brandt Tractor Ltd ■ Bugwood Coffee Incorporated ■ Bulkley Cleaners ■ Bulkley Valley Printers Ltd ■ Bulkley Valley Wholesale ■ Camus Photography ■ Canadian Tire ■ Central Mountain Air ■ Coast Mountain Chevrolet Buick GMC Ltd 	<ul style="list-style-type: none"> ■ HIS Electric ■ HiWest Designs Inc. ■ Hoskins Ford Sales Ltd ■ Hy-Tech Drilling Ltd ■ Inner City Diesel (BC) Ltd ■ IronRidge Carpentry ■ Jade First Aid & Rescue ■ Kal Tire ■ Kalieg Holdings Inc ■ Ken's Oil Furnace Service ■ Local Supply Co ■ Melissa Bennett ■ North Central ■ North Country Rentals & Sales 	<ul style="list-style-type: none"> ■ Raven Rescue Ltd. ■ RS Janitorial Services ■ Rugged Edge Holdings Ltd. ■ Smithers Feed Store Ltd. ■ Smithers Home Hardware ■ Smithers Lumber Yard Ltd ■ Smithers Parts and Service (2005) Ltd. ■ SmokeScreen Graphics ■ Sapon Tools ■ Sunshine Inn - Smithers ■ Tatlow Tire Store Ltd ■ Tip of the Glacier Water Co. ■ Total Physio Physiotherapy ■ Totem Audio Video Ltd 	

Vendor Accounts by Community

- | | | |
|-------------------------------|-----------------------------|--------------------------------|
| ■ Evergreen Ind. Supplies | ■ Northern Metals | ■ Town of Smithers |
| ■ Extreme Signs & Stripes | ■ NorthWest Response Ltd. | ■ Trails North Powersports Ltd |
| ■ Flashpoint Consulting Inc. | ■ Prestige Hudson Bay Lodge | ■ Treeline Wood Products |
| ■ Hermann's Fire Extinguisher | ■ Priority Vac Ltd | ■ Tricon Truss & Millwork Ltd. |
| | ■ Randy's Image Design | ■ Vihar Construction Ltd. |

Telkwa

- | | |
|------------------------------|-----------------------------|
| ■ Bulkley Valley Home Centre | ■ West Fraser Concrete Ltd. |
| ■ Integrity Lock and Key | ■ Woodmere Nursery |
| ■ JR Overhead Doors Ltd. | ■ Ziggy's Towing |
| ■ Midway Service | |
| ■ Outrider Contracting Ltd | |

Thornhill

- Holiday Inn Express & Suites Terrace
- Industrial Mechanical Specialties Ltd
- OnX Enterprise Solutions Ltd
- Wandering bear concession and catering

Terrace

- | | | |
|------------------------------------|--|--|
| ■ A.B.C Recycling (North) Ltd | ■ Johnstone Little Food Serv. | ■ Rudon Hydraulics Ltd. |
| ■ Acadia Northwest Mechanical | ■ Ken's Marine | ■ Sienna Networks Ltd. |
| ■ All-West Glass Terrace Ltd. | ■ Kermodei Fuel Services Ltd | ■ Silvertip Promotions & Signs |
| ■ Axis Mountain Technical Inc | ■ Local Rental Solutions Ltd | ■ Skeena Concrete Products Ltd. |
| ■ CJM Developments Ltd. | ■ Mueller Consulting Ltd. | ■ Skeena Glass Ltd |
| ■ Classic Rock CFNR | ■ Napa Auto Parts | ■ Skeena Sight & Sound Ltd |
| ■ Coast Mountain Wireless | ■ Neid Enterprises Ltd. | ■ Sunshine Inn – Terrace |
| ■ Costa-Lessa Motel | ■ Noon Day Moon Mechanical | ■ Terrace Rewind Ltd |
| ■ Cypress Forest Consultants Ltd. | ■ Norco Septic Service | ■ Terry's Lock & Security |
| ■ Do Your Part Recycling Corp. | ■ Northern Health | ■ Timber Baron Contracting (2013) Ltd. |
| ■ First Choice Builders Supply Ltd | ■ Northwest Fuels Ltd. | ■ Trent's Complete Installations |
| ■ Fountain Tire (Terrace) Ltd. | ■ Northwest Wastewater Solutions | ■ Waca Bulk Systems Ltd. |
| ■ Graydon Electrical Cont. Inc | ■ Regional District of Kitimat-Stikine | ■ Western Equipment Ltd |
| ■ Inland Kenworth | | |
| ■ Johnny's Welding Ltd. | | |

4.5 Procurement Feedback

No specific feedback has been received regarding the procurement process in 2021.

4.6 Challenges

While not as prevalent in 2021 and the previous year, COVID-19 presented some challenges for Pretivm's procurement team and business partners. Most construction projects (and the procurement that facilitated those projects) were altered, delayed, or canceled at the beginning of the year especially after the COVID-19 outbreak at Brucejack camp. Supply chain issues, due in part to weather events and global supply chains also presented challenges in the second half of the year.

4.7 Considerations for 2022

In 2021, Pretivm finalized a new Indigenous Procurement Policy and Indigenous Procurement Procedure that will become fully operational in 2022 and beyond. Advance notice of contracting opportunities will be provided to local businesses of the Gitanyow, Nisga'a, Tahltan and Tsetsaut Skii Km La Ha to determine interest and encourage participation in bidding processes. Additionally, Pretivm will assist these Nations and their affiliated businesses in identifying suitable future contracting opportunities. Indigenous affiliated

contractors and companies will receive priority consideration for contracting opportunities based on qualifications and merit.

Pretium continues to welcome suggestions for additional opportunities to source supplies and services locally and plans to continue to improve reporting and data collection regarding local employment and sub-contracting benefits that arise through the company's business relationships with local and Indigenous businesses.

5. COMMUNITY ENGAGEMENT AND INVOLVEMENT

5.1 Communications Protocol

The Communications Protocol complements the Aboriginal Consultation Plan for the Mine as well as Pretivm's Corporate Communication Policy. The Protocol's purpose is to guide communications between Pretivm and the various communities, Indigenous groups, and other stakeholders, and to establish a framework for effective response to all requests, issues, suggestions, and feedback. These activities will ultimately support positive and mutually beneficial relationships within the local and regional area and help Pretivm maintain a positive public image. In addition, many of Pretivm's efforts to enhance local and Indigenous employment, training, and procurement are related to communications and the sharing of information about the Mine.

5.2 2021 Engagement Highlights

Engagement activities were mainly conducted through virtual methods due to COVID-19 except for one in-person presentation that was given to students in Gitanyow, BC taking the Cooks Helper Program provided by Coast Mountain College. Nonetheless, Pretivm's engagement program in 2021 continued to involve a high level of engagement with Indigenous groups and communities, particularly around the topics of recruitment, employee retention, reducing barriers to employment, and supporting education and training for community members. Pretivm's Community Relations Manager adapted her engagement and information sharing strategies to virtual methods as in-person activities such as community meetings, career fairs and other public venues were all suspended. Instead, monthly check-up calls were organized with the Nisga'a, Tahltan and Gitanyow for updates on ongoing issues, including COVID-19. Communication by phone or email was also increased with local organizations and other Indigenous groups.

In support of building capacity in the local labour force, Pretivm supported the Gitanyow Education and Training Institute, Gitanyow Hereditary Chiefs with a letter of support that would assist them in obtaining training dollars that would assist Gitanyow members in becoming more employable. One of the courses that was completed was the Cooks Helper Program. Other scheduled training programs have been delayed because of COVID-19.

In 2021, Pretivm initiated Quarterly Update Meetings with the Tahltan Central Government as well as the Nisga'a Lisims Government to discuss major project activities and upcoming referral needs.

5.3 Community Relations Team

Pretivm's Community Relations Manager is based in the company's Smithers office and before the COVID-19 pandemic, would travel frequently throughout the region. The Community Relations Manager is responsible for community and Indigenous relationships, including engagement related to employment, training, procurement, and partnerships. She also acts as a liaison within Pretivm to ensure that other staff are engaged on issues relevant to them and are kept informed of changes in the communities.

In November of 2021, Pretivm hired a Senior Advisor, Community Relations. The Senior Advisor's main focus includes Procurement and Contract Opportunities, collecting data on communication with Indigenous partners, ESEMP report and quarterly Environment meetings with Indigenous partners.

5.4 Summary of Engagement

Throughout 2021, Pretivm continued to work—through the Community Relations Manager—to support local recruitment and procurement, improve retention of employees, and support capacity building and information sharing in the communities. In light of COVID-19, Pretivm sent information to update

Indigenous partners, communities of the LSA, vendors and contractors on the implementation of social distancing, hygiene and emergency measures to comply with public health directives. Pretivm's COVID-19 prevention measures were also intensively discussed, as well as community response to COVID-19 cases in the LSA communities.

In February 2021 Northern Health declared an outbreak of COVID-19 at the Brucejack Mine that ended in March. Communication to those in the LSA communities was provided along with virtual meetings with leadership and Health professionals in the communities of Gitanyow, Nisga'a, Hazelton area, City of Terrace, District of Stewart and Town of Smithers. Daily meetings were taking place with the Tahltan EMC and Industry partners. Additionally, daily reporting was provided to the Nisga'a, Gitanyow and Tahltan. Pretivm added additional precautions to ensure the health and safety of employees, their families and the communities.

Table 5-1 summarizes selected community engagement activities from 2021. Additional information is provided below for key events and activities.

Table 5-1: Engagement Highlights, 2021

Community or Group	Description
January	
Various	Member of the Center of Training Excellence in Mining, Skills Roadmap Project as part of the Golden Triangle Sub Committee. The opportunity to take part in the group will provide valuable information on identifying gaps in skills that prevent individuals from being employed and what Industry can to assist in filling the gaps.
Various	Provided NLG, NEST, TCG, GFN, Gitanmaax Band Council, Haisla First Nation, Kitselas First Nation, TSKLH, Witset First Nation as well as other communities of interest with information on employment opportunities.
Tahltan	Meeting took place to review and update CRM on the OnTrack program that provide Pretivm with another avenue for posting new employment opportunities for Tahltan members.
Various	BC Industry Training Authority (ITA BC), Mining Sector Advisory Group Meeting (through a webinar). Group consists of leads from ITA, and representatives from industry, training institutes and Indigenous groups.
February	
Nisga'a, Tahltan, Gitanyow	Virtual monthly meeting to discuss employment, recruitment, training, apprenticeships, contracts, COVID-19, community needs and any other concerns or questions.
Tahltan	Daily virtual meetings with Tahltan EMC and Pretivm Management to discuss the COVID-19 outbreak at Brucejack Mine.
Various	Provided NLG, NEST, TCG, GFN, Gitanmaax Band Council, Haisla First Nation, Kitselas First Nation, TSKLH, Witset First Nation as well as other communities of interest with Employment Opportunities.
Nisga'a	Community Relations Manager and VP of Environment and Regulatory Affairs presented a Pretivm COVID-19 update to the President of Nisga'a Lisims Government (NLG), Emergency response Manager, NLG, Secretary Treasurer, NLG, Chairperson, Council Elders, CEO, and Executive Chairperson.
Various	Community Relations Manager and VP of Environment and Regulatory Affairs presented a Pretivm COVID-19 update to Deputy Director, Kispixox, Band Manager, Glen Vowell, Health Director Hagwilget Band, Chief Tracy Woods, Gitanmaax Band, Executive Director, Gitanmaax Band, Health Director, Gitanmaax Band, Gitwangak Health, Gitxsan Health, Band Manager, Kispixox Band and Health Director Witset.

Community or Group	Description
March	
Various	Provided NLG, NEST, TCG, GFN, Gitanmaax Band Council, Haisla First Nation, Kitselas First Nation, TSKLH, Witset First Nation as well as other communities of interest with COVID-19 news, information sheets and memos regarding restricted mine and camp access, precaution measures, quarantine policy, travel protocol and restrictions.
Various	Ongoing communication with NEST, TCG, GFN, Kitselas First Nation, Tsetsaut Skii km Lax Ha (TSKLH), Witset First Nations, WorkBC and Kopar regarding the apprenticeship program and employment opportunities related application logistics.
Various	BC Industry Training Authority (ITA BC), Mining Sector Advisory Group Meeting (through a webinar). Group consists of leads from ITA, and representatives from industry, training institutes and Indigenous groups.
Tahltan	Electronic copies of Brucejack Mine job descriptions for site positions sent to Tahltan Education Director and Employment and Contracts Director. Same information was sent to both the Nisga'a and Gitanyow in 2020.
City of Terrace	Meeting with Economic Development Manager for the City of Terrace to discuss the Workforce and Residential Attraction Initiatives.
April	
Tahltan	Senior Leadership and the Community Relations Manager took part in the Tahltan Central Government Spring Industry Meeting.
Various	Ongoing communication with NEST, TCG, GFN, Kitselas First Nation, Tsetsaut Skii km Lax Ha (TSKLH), Witset First Nations, WorkBC and Kopar regarding the apprenticeship program and employment opportunities related application logistics.
Various	BC Industry Training Authority (ITA BC), Mining Sector Advisory Group Meeting (through a webinar). Discussion on trade gaps and the effects of COVID-19 on training. Participated with TCG, BC Industry Training Authority (ITA BC), and Gitxsan Development Corporation in the Mining Sector Advisory Group Meeting (through a webinar).
Various	Provided NEST, NLG, TCG Gitanmaax Band Council, USDC, GNF, Haisla First Nation, Kitselas First Nation, Witset First Nation, and other communities a full follow-up communication regarding Pretivm's COVID-19 response, site health protocols.
Tahltan and others	Community Relations Manager took part in the Tahltan Territory Resource Forum April 19 – May 19 th . Industries attending could interact with participants, other companies, and post employment opportunities.
May	
Various	Presentation at the Northwest Careers BC, Career Fair Terrace.
Various	Provided NLG, NEST, TCG, Gitanmaax Band Council, GFN, Haisla First Nation with a COVID-19 updated information on precaution steps and health and safety guidelines based on provincial and regional requirements.
Tahltan	Meeting with Telegraph Creek Road Group, due to road washouts the group lead in the support of community members requiring assistance with goods and services. Pretivm provided support for no- emergency medical transportation.
Various	BC Industry Training Authority (ITA BC), Mining Sector Advisory Group Meeting (through a webinar). Discussion on trade gaps and the effects of COVID-19 on training.
June	
Various	Ongoing communication with NEST, TCG, TSKLH, Gitanmaax Band Council, GFN, Haisla First Nation, Kitselas First Nation, Witset First Nation, and other stakeholders regarding the June 2021 Mining for Talent list of available employment positions.

Community or Group	Description
Various	Ongoing communication with NEST, TCG, TSKLH, GFN, Haisla First Nation, Witset First Nation, WorkBC, Upper Skeena Development Centre (USDC), WCG Services and Kopar regarding employment positions and application logistics.
Nisga'a	Pretivm and Nisga'a Leadership, introduction. NLG, President, NLG Executive Director, NLG, Secretary, NLG, Sr. Chairperson, Council of Elders and other Senior Staff were in attendance for the Pretivm presentation, presented by, Pretivm President & CEO, Vice President & Chief Operating Officer, Vice President & Chief Financial Officer, Mine General Manager, Director of Human resources and Community relations Manager.
July	
Various	Ongoing communication with NEST, TCG, TSKLH, Gitanmaax Band Council, GFN, Haisla First Nation, Kitselas First Nation, Witset First Nation, and other stakeholders regarding the June 2021 Mining for Talent list of available employment positions.
Various	Pretivm presented at the Strengthen Business with First Nations Workers Conference. The topic presented was 'Brucejack Mine, a History of Building Relationships with Local Communities and Indigenous Partners.
Nisga'a	Nisga'a Leadership Meeting: follow-up meeting with Gitwinksihlkw Chief Counselor and Gitwinksihlkw, CEO. Discussion covered Education & Training, Bereavement Policy, Drug and Alcohol Policy and Hobiye Celebration to take place in February 2022.
Gitanyow	Pretivm worked with Gitanyow Health Unit and our contractor IRIDIA to secure a COVID-19 tester, to test for employees prior to traveling to site, The Health center can also utilize the equipment and supplies for any other community COVID-19 testing needs.
Various	Prospectors & Developers Association of Canada (PDAC) The Project – Social Impact of Mineral Development Projects in Indigenous Communities. Brucejack case Study on the beneficial impacts that Mining can have on Indigenous communities.
August	
Tahltan, Nisga'a, Gitanyow	Virtual monthly meeting to discuss employment, recruitment, training, apprenticeships, contracts, COVID-19, community needs and any other concerns or questions.
Various	Individual interviews in the context of the PDAC study including with Skeena Resources, (Tahltan), Gitanyow Hereditary Chiefs, Gitanyow Elder, Office of Indigenous initiatives and Government of Canada (Nisga'a).
Various	Ongoing communication with NEST, TCG, TSKLH, Gitanmaax Band Council, GFN, Haisla First Nation, Kitselas First Nation, Witset First Nation, and other stakeholders regarding the August 2021 Mining for Talent list of available employment positions.
Various	Ongoing communication with NEST, TCG, TSKLH, Gitanmaax Band Council, GFN, Witset First Nations, BC Construction Association (BCCA) and WorkBC/Kopar regarding employment opportunities.
September	
Various	Ongoing communication with NEST, TCG, TSKLH, Gitanmaax Band Council, GFN, Witset First Nations, BC Construction Association (BCCA) and WorkBC/Kopar regarding employment opportunities.
Various	Pretivm worked with Gitanyow Health Center, Gitanmaax Health Center, and contractor IRIDIA to secure and train a COVID-19 tester for employees traveling to site. The center can utilize the equipment and supplies for additional community members to be tested.
Various	Memo was sent out to community contacts regarding National Truth and reconciliation Day and Pretivm's commitment to donate and support the day by providing an orange shirt with graphics done by a Nisga'a artist.
Various	Pretivm employees took part in the Truth and Reconciliation Ceremonies held in Smithers, BC, put on by the Witset First Nation.

Community or Group	Description
October	
Tahltan, Nisga'a, Gitanyow	Virtual monthly meeting to discuss employment, recruitment, training, apprenticeships, contracts, COVID-19, community needs and any other concerns or questions.
Various	Ongoing communication with NEST, TCG, TSKLH, Gitanmaax Band Council, GFN, Witset First Nations, BC Construction Association (BCCA) and WorkBC/Kopar regarding employment opportunities.
Tahltan	Bi-weekly COVID-19 meetings between Tahltan Emergency Management Committee and industry.
November	
Various	Ongoing communication with NEST, TCG, TSKLH, Gitanmaax Band Council, GFN, Witset First Nations, BC Construction Association (BCCA) and WorkBC/Kopar regarding employment opportunities.
Various	Virtual collaboration session with fifteen community members and seven Pretivm employees in attendance. The purpose of the yearly session is to connect local community Employment and Education groups and economic development organizations to gain contacts, resources and an update on Pretivm internal departments.
Various	BC Industry Training Authority (ITA BC), Mining Sector Advisory Group Meeting (through a webinar). Group consists of leads from ITA, and representatives from industry, training institutes and Indigenous groups.
Gitanyow	In person Pretivm presented to the Cooks Helper Class, Coast Mountain College that is taking place in Gitanyow. Following the presentation there was an opportunity to meet with the students as part of the lunch program at the Gitanyow Elementary school.
December	
Tahltan, Nisga'a, Gitanyow	Virtual monthly meeting to discuss employment, recruitment, training, apprenticeships, contracts, COVID-19, community needs and any other concerns or questions.
Various	Ongoing communication with NEST, TCG, TSKLH, Gitanmaax Band Council, GFN, Witset First Nations, BC Construction Association (BCCA) and WorkBC/Kopar regarding employment opportunities.
Tahltan, Nisga'a	Senior Advisor, Community Relations attended quarterly Regulatory and Permitting meetings.
TSKLH	Senior Advisor, Community Relations attended a meeting with a TSKLH Representative to discuss interest in potential contract.

5.4.1 Monthly Reports

Pretivm provided monthly reports to the Tahltan Nation, Nisga'a Nation and Gitanyow Hereditary Chiefs throughout 2021. These updates provided a summary of engagement and communication, current employment, and relevant terminations, resignations, promotions, position changes for Indigenous employment, contracts, apprenticeships, and COVID-19.

In addition, Pretivm provides COVID-19 updates and memos to the communities surrounding the Brucejack mine, which include several Indigenous communities.

5.4.2 Career Fairs

In April and May 2021 Pretivm virtually presented at the Tahltan Territory Forum and Northwest Careers Fair in Terrace, B.C. There was positive feedback from both events. The ongoing involvement of the Community Relations Manager with LSA communities reflected in positive feedback and notable turnout for Pretivm's activities at the career fairs and ongoing communications throughout the year.

5.4.3 Secondary and Post-Secondary Engagement

In November 2021, Community Relations Manager and Senior Advisor, Community Relations, presented information regarding Camp Services and other potential careers in the mining industry to the Coast Mountain College Cooks Helper class that took place in Gitanyow, BC. This included information on qualifications and the dynamics of working at a mine site on a rotational basis.

5.4.4 Recruitment Information Sessions

In 2021, Pretivm continued the snow removal recruitment program throughout operations. The program continued to be supported through regular engagement with employment representatives from the Nisga'a Nation, Tahltan Nation, and Gitanyow Hereditary Chiefs throughout the stages of planning and recruitment. Snow Removal Team Supervisors were further mobilized to support the recruitment process. The Community Relations Manager also collaborated virtually with Indigenous communities and groups to ensure that local residents and employment seekers were informed of opportunities for work, careers, and development in the mining industry.

5.4.5 Workplace Essential Skills Training

In 2021, Pretivm was informed that the second cohort for the Workplace Essential Skills Training being conducted by NEST and part of the MOU between Pretivm and the Nisga'a Lisims Government, was on hold due to COVID-19. The program was developed in collaboration with ACCESS Essential Skills for Aboriginal Futures, which defines a training curriculum for 9 Essential Skills: Reading, Document Use, Numeracy, Writing, Oral Communication, Working with Others, Thinking, Digital Technology, and Continuous Learning. As a result of the postponed training, NEST has been given an extension on project deadlines and Pretivm will work closely with NEST in 2022 should the situation change.

5.4.6 Collaboration Opportunities

Pretivm believes that collaboration can open the doors to many opportunities and is actively pursuing opportunities to work closely with—and learn from—Indigenous groups and other partners. The Community Relations Manager has established a recurring collaborative session that was held virtually, bringing together employment and training representatives from multiple Indigenous groups, regional economic development organizations, and staff from various departments within Pretivm.

In addition, Pretivm is working directly with the Tahltan Nation, Nisga'a Nation, and Gitanyow Hereditary Chiefs to pursue socio-economic projects within their communities, including pilot projects and training and apprenticeship programs that may lead to benefits beyond the direct influence of the Mine.

An example is the support letter that Pretivm submitted on behalf of the Gitanyow Employment and Education Institute to the Tribal Resources Investment Corporation for education funding to increase the chances of employment for Gitanyow members. Funding was received and the Cooks Helper Training was completed within their community allowing community members to remain home while receiving the training from Coast Mountain College. Pretivm continued their support by presenting to the class and working with Brucejack, Camp Services, by introducing interested students.

Through 2021, collaboration was maintained virtually with local organizations and Indigenous communities to maximize local employment and prevent the spread of COVID-19. Monthly catch-up or review meetings were also held between the Community Relations Manager, the Tahltan Nation, Nisga'a Nation and Gitanyow Hereditary Chiefs to further discuss topics such as Indigenous employees, COVID-19 emergency response, community events, specific sponsorships, 2021-2022 snow removal recruitment, apprenticeship, and training opportunities.

5.5 Donations and Sponsorships

In accordance with the company's Corporate Donation Policy, donation requests are evaluated based on four principles:

- Local focus: the project must provide a direct benefit to local communities;
- Partnership: Pretivm must be able to collaborate with community-based partners;
- Accountability: Pretivm supports established organizations that can demonstrate impact and measurable results; and
- Capacity building: Pretivm is committed to projects that contribute to ongoing, sustainable efforts in community building.

Table 5-2 summarizes the donations Pretivm made in 2021. All donations and sponsorships fall under Pretivm's target categories for investment:

- Culture, art, and recreation;
- Community and industry events;
- Education;
- Environment; and
- Community health and wellness.

Table 5-2: Donations and Sponsorships, 2021

Organization	Community
Community Development, Health and Safety	
Bob Quinn Airport Society	
Bulkley Valley Fair Auction	Bulkley Valley
Bulkley Valley Hospital Foundation	Bulkley Valley
Dr. REM Lee Hospital Foundation - Festival of Trees	Terrace
Hazelton Salvation Army	Hazelton
Houston Community Services Association	Houston
Houston Salvation Army	Houston
Kispiox COVID response	Kispiox
Kitimat Food Bank	Kitimat
Kitwanga Ambulance Station	Kitwanga
Ksan House	Terrace
Northern Society for Domestic Peace	Several
Prince Rupert Salvation Army	Prince Rupert
Smithers Festival of Trees	Smithers
Stewart Christmas Hamper Program	Stewart
Stewart Community Connections Society Development Action Plan	Stewart
Stikine Airport Society	Dease Lake

Organization	Community
Telegraph Creek Transportation support	Telegraph Creek
Terrace Salvation Army	Terrace
Vancouver Food Bank	Vancouver
Culture, Art, and Recreation	
Bulkley Valley Cross Country Ski Club	Bulkley Valley
Hazelton Cross Country Ski Society	Hazelton
Hazelton Hockey U9	Hazelton
Hazelton Secondary School Senior Boys Volleyball Team	Hazelton
Hazelton Wolverines	Hazelton
Houston Figure Skating Club	Houston
Smithers Art Gallery	Smithers
Smithers Public Skate Sponsorship	Smithers
Spring GoByBike	Smithers
Education and Career Development	
Dease Lake School graduation	Dease Lake
Gitanyow Employment Position	Gitanyow
Gitanyow Safe Graduation Celebration	Gitanyow
Hazelton Secondary School Cultural Exchange Trip	Hazelton
Houston Secondary School Safe graduation	Houston
Smithers Secondary School graduation	Smithers
University of Northern BC Awards Program	University Students
Walnut Park Elementary School Drum making Workshop	Smithers
Indigenous Culture and Community Events	
Gingolx Christmas donation	Gingolx
Gitanmaax Soup Bowl	Gitanmaax
Gitanyow Christmas Committee/ Santa Day	Gitanyow
Gitlaxt'aamiks Christmas donation	Gitlaxt'aamiks
Gitwinksihlkw Christmas donation	Gitwinksihlkw
Laxgalts'ap Christmas donation	Laxgalts'ap
Healthy Active Tahltans	Tahltan
Nation2Nation	several
Nisga'a Hobiye	Nisga'a
Tahltan Band Christmas donation	Tahltan
Tahltan Central Government	Tahltan
Tahltan literacy and culture camp	Tahltan

Organization	Community
Industry Events	
BC Natural Resources Forum – Student sponsorships	Industry
BCITSA Mining Engineering Club	Industry
Canadian Mining Games	Industry
Canadian Mineral Industry Education Fund	University Students
MABC Mining Month	Industry
Mining Matters	Industry
Smithers Mining Month	Industry
University of New Brunswick Scholarship	University Students
Other	
Indian Residential School Survivor Society (IRSSS)	
Rotary Club of Smithers BC	

2021 Donations and Sponsorship Highlights

The following outlines some of the highlights of Pretivm’s 2021 sponsorship and donations initiatives.

Stewart Community Development

In 2021, Pretivm continued its support of the Stewart Community Connections Society to create opportunities through a variety of development initiatives defined in their 3-year Community Action Plan. The Golden Triangle Gym opened its doors in 2021 and already welcomed its 100th member a couple of months later. Other initiatives include services for seniors, a community garden, the construction of a gazebo to encourage outdoor gatherings, and support of the local food bank.

New Vehicle for the Northern Society for Domestic Peace

In 2021, Pretivm purchased and donated a van to the Northern Society for Domestic Peace to replace their outdated vehicle. For more than 30 years, the NSDP has been providing shelter, counselling and support services to women, children and families in the region that are fleeing domestic violence. Nowhere is the need for safe transportation for women more apparent than in the communities surrounding Northern BC’s Highway 16. For decades the road has been known as the Highway of Tears for its sad legacy of missing and murdered women and girls. Often, these disappearances can be linked to women with limited resources being unable to access safe transportation between communities. There are plenty of reasons why women living in rural communities hitchhike. Women who are fleeing domestic violence or experiencing immediate crisis may not have access to a vehicle and can be unable to get someone else to drive them. NSDP provides an array of outreach supports services that often include help shuttling individuals between communities.

NSDP was very appreciative of the donation and stated in a card to Pretium Resources “On behalf of the Northern Society for Domestic Peace, and the women and children in our communities, we thank you from the bottom of our hearts”.

Bulkley Valley Steer Auction

The Bulkley Valley Fair, one of the largest in BC, is an annual 4-day event featuring live entertainment and agricultural exhibits. Our Supply Chain Manager participated in the 2021 Livestock Auction and

successfully bid on a steer and a pig. The meat from the animals was donated to the Northern Society for Domestic Peace to support the Passage Transitions House that provides 24-hour service to women and children fleeing domestic violence, abuse, and/or crisis in their lives. Some of the meat was distributed to families in need through NSDP's shelter and assistance programs.

University of Northern BC Awards Program

Since the fall semester of 2021, Pretivm offers three awards through the University of Northern British Columbia to encourage residents of Northern BC to seek further education, in particular Indigenous students and women who are underrepresented in the mining industry. UNBC has campuses in Terrace, Prince George, Quesnel and Fort St. John and offers a variety of courses in Natural Resources, Environmental Studies, Human Resources, Engineering and other relevant fields for a career in the mining industry. Preference for all awards is given to a resident from Northern BC to strengthen the local workforce.

Hazelton Secondary School Virtual Exchange Trip

The Hazelton Secondary School offers an annual cultural exchange trip to its student in collaboration with other schools across Canada to give their students a chance to travel and learn from other cultures. The trip had to be cancelled in 2020 due to COVID, so teacher Joshua Boldt came up with a creative solution for the next year: with the support of Pretivm, the school purchased new video equipment, so the students were able to produce videos highlighting their culture and their region and experience videos from students in other regions.

Kitwanga Ambulance Station

For the past couple of years, the Kitwanga Humpy Run Committee has been tirelessly organizing fundraisers and writing funding requests to work towards the construction of a new Ambulance and Fire Protection Station in Kitwanga. From this new station, they will be able to serve the entire northwest region due to its easily accessible location on the Highway 16 and 37 intersection. Pretivm was happy to commit to a large payment towards the construction effort as well as contribute to the annual online auction.

5.6 Engagement Feedback

Pretivm has built a strong foundation for engagement and collaboration through its commitment to transparency and open dialogue. The company continues to receive positive feedback from its Indigenous and LSA community partners in terms of information sharing, availability, and proactive discussions around recruitment, employment, apprenticeship programs, community support and other topics and or issues as they arise. Particularly, Pretivm's commitment to employee safety, enforcement of compliance to health measures, ongoing communication on COVID-19 as well as leadership and collaborative approach towards pandemic prevention in the LSA were acknowledged by several partners.

Indigenous communities expressed their gratitude for the COVID-19 community support and various sponsorships and donations. Other community-based partners also thanked Pretivm for its ongoing funding.

2021 Initiatives

Pretivm was an active supporter of the Orange Shirt Day / Every Child Matters program and produced T-shirts for distribution to Indigenous community contacts as well as all Pretivm staff. The company commissioned an Indigenous artist to design the T-shirts and received very positive feedback: "This thoughtful initiative did not go unnoticed".

Each year Pretivm holds a Collaboration Session with various Indigenous communities and employment partners to discuss opportunities and challenges regarding employment and training among other topics.

The 2021 session, although virtual, was very well received and Pretivm received positive feedback: “The session was great and I learnt a ton which I really appreciate” and “Rest assured that I tell everyone that Pretivm is an example of an excellent employer, with community engagement and Indigenous consultation as cornerstones of how they do business. You guys are great”.

Pretivm continued to work with Thomas Robinson Consulting Ltd in the “House in a Box” program which provides boxes of common household items required when youth move from Ministry of Children and Family Development care into their own places. In support of the program Pretivm stores these boxes in its Smithers warehouse for safekeeping. “Pretivm’s support was key to making this project successful” was some of the feedback received.

Pretivm continues to welcome feedback from members of the public in regard to the company’s engagement and outreach activities. Feedback can be provided in-person at the regional office in Smithers, or during local meetings and events. Comments can also be provided by phone, email, or online via Pretivm’s website.

5.7 Challenges

In 2021, sustaining Pretivm’s desired engagement programs despite the COVID-19 pandemic, social distancing and other prevention measures was a continuing challenge, requiring increased adaptation, communication, and collaboration. An additional challenge was the decrease in support personnel in the various communities making it a challenge for those residing in the communities as well as communication between such communities and Pretivm.

5.8 Considerations for 2022

Engagement activities for 2022 are difficult to foresee as the COVID-19 pandemic continues to evolve. Pretivm expects, however, that a return to in-person events will occur more regularly than over the past two years. At the time of writing, in-person gatherings such as career fairs, events and conferences are restricted. As in 2021, presentations in high schools and higher educational institutions will most likely continue to be limited as long as social distancing measures are maintained by public health authorities. Pretivm will stay in touch with communities and Indigenous groups to determine the best ways to engage as the situation develops over 2022.

Pretivm plans to continue supporting Indigenous communities and collaborate with them as required to ensure that all measures are taken to prevent the spread of COVID-19 in the LSA and among Pretivm employees. Pretivm will also continue working with Indigenous groups on topics of employment readiness, education, and training. Pretivm plans to contribute to the expansion of the new NEST Essential Skills Program to an increased number of Nisga’a students in 2022. The Community Relations Manager will work closely with NEST to implement the program and provide learning / apprenticeship opportunities for students of the program at the Mine.

Pretivm is also working closely with these Indigenous groups on unique initiatives related to employment and skills development, including:

- The development of new partnerships between the Nisga’a, the Tahltan Nation and the Industry Training Authority BC to develop new apprenticeship programs through the signing of two Memorandum of Understanding (MOU);
- The successful implementation of On Track-Tahltan recruitment process;
- Continued support for an Employment and Education coordinator position with the Gitanyow Hereditary Chiefs, including both financial support and professional mentorship.

6. TRANSPORTATION

6.1 Transportation Strategy

The Transportation Strategy was designed to plan Project-related workforce transportation (employees and contractors) to and from the mine site to reduce time spent in local communities by workers in transit. It was also intended to share travel plans with emergency response providers and other services in the region for potential effects to be proactively identified and managed.

6.2 2021 Transportation Highlights

As for previous years, workers from outside of the region flew into the Terrace-Kitimat Regional Airport and travelled the rest of the route by bus. Contracted workers employed by Procon also utilized the staff busses for travel between Terrace and the mine site. In 2020, Pretivm moved to private charter for almost all provincial travel to and from the mine site as many commercial flights were cancelled or delayed due to COVID-19.

Workers were transported to the Brucejack Mine by bus from the Terrace-Kitimat Regional Airport and surrounding communities. Buses departed from Terrace and Smithers, with pick-up points along the route including Kitwanga and Meziadin Junction. As in 2020, the number of bus trips had to be significantly increased to respect social distancing measures because of the COVID-19 pandemic. Individuals were tested for COVID-19 prior to boarding any company plane or bus charter with testing locations established to support travel hubs in Vancouver, Terrace, Smithers, New Hazelton and Kitwanga. Strict sanitation measures were also implemented to sanitize all buses and offices after each trip.

6.3 Transportation to Site

6.3.1 Bus Service

Pretivm’s workforce, including many on-site contractors, travel to and from the Mine by bus. In 2021, the number of bus trips remained approximately 75% higher than pre-pandemic levels to respect public health measures on social distancing, as buses could only be filled at half of their capacity. A third bus driver hired towards the end of 2020 remained on staff to accommodate additional transportation needs in 2021.

As usual, workers were responsible for getting to the appointed “pick-up points” for onward transportation to the site by bus. The primary pick-up points, in south-north orientation, are summarized in Table 6-1 along with the average number of people picked up/dropped off at each location.

Table 6-1: Worker Transportation Routes, 2021

Community	Average # people	Additional Notes
Western Route (chartered bus)		
	Daily Average	
Kitimat	0.5	
Terrace-Kitimat Regional Airport	31	Timed to meet inbound flights
Terrace	12	
Kitwanga	2	Passengers transfer to chartered bus
Eastern Route (shuttle bus)		
	Daily Average	
Smithers	5	
Highway 16	2.5	Pick-ups along Highway 16 between Smithers and Kitwanga / Hazelton

Community	Average # people	Additional Notes
Highway 37 north of Kitwanga (chartered bus)	Weekly Average	
Meziadin Junction	0.5	Pick-up workers from Stewart and area
Wildfire Camp	0.5	Limited number of workers self-driving to Wildfire

From the Wildfire Camp (at Kilometer 1 of the Brucejack access road, near the junction with Highway 37), workers are transported by bus to the site via the access road. The same points, in reverse, are used as drop-off points for buses transporting workers home from the site.

Workers residing outside of the Highway 16 and Highway 37 routes described above are responsible for their own travel to the nearest pick-up point. Workers from the Nisga'a villages typically meet the bus in Terrace, and workers from Stewart travel to Meziadin Junction.

6.3.2 Use of Personal Vehicles

Workers living north of Wildfire Camp (e.g., in Dease Lake and Iskut) generally make their way to Wildfire Camp for transport to the site, and Pretivm allows these workers to park vehicles at Wildfire Camp. Other workers are not permitted to travel in personal vehicles and park at Wildfire Camp, unless otherwise approved for exceptional circumstances.

6.3.3 Flight Connections

Employees from outside of northwest BC typically travel by air from Vancouver or Prince George, to Terrace, using commercial flights. Commercial flight times are subject to change but typically arrive in Terrace in mid-morning. Personnel are met at the Terrace Airport by the chartered bus for transportation to the mine site. When incoming or outgoing workers require flights, connections are generally made the same day. For a small number of workers coming from eastern Canada, same-day connections are not always available, and overnight stays may be required. If overnight stays are required, workers are expected to continue to abide by the Mine's code of conduct, as expected when they are on-duty at the site.

The COVID-19 pandemic led to the change and cancellation of numerous commercial flights. As such, charter flights became the primary means to transport provincial residents outside of northwest BC to the ground shuttle originating in Terrace. In 2021, as in the previous year, two charter routes were established to transport workers to the mine site: one direct charter doing round-trips between Vancouver and Terrace and another one doing round-trips between Vancouver – Kelowna – Kamloops – Prince George – Terrace, stopping over in cities where passengers would be picked-up or dropped-off. During the year, Pretivm chartered a total of 520 airplane.

6.3.4 Overnights in Hotels

Overnight stays in hotels may be required because of flight schedules (for workers travelling to/from eastern Canada), to accommodate flight delays or cancellations due to weather. Pretivm has a travel agent responsible for hotel bookings in all cases. Where possible, overnight stays are booked in Vancouver rather than Terrace. In 2021, Pretivm booked 276 person-nights of accommodation in Terrace, and 55 person-nights in Smithers, because of cancelled or delayed flights, meetings, medical reasons or rotation requirements.

6.3.5 Flights to Site

Pretivm does not regularly transport workers to the mine site by plane as the chartered bus service is more reliable in times of poor visibility or inclement weather. As such, charter flights directly to the mine site generally accommodate short visits and site tours by Pretivm's off-site staff and approved visitors.

6.4 Transportation Feedback

Pretivm's expectations of worker behavior during transport to and from Brucejack Mine are the same expectations that apply to all workers when on-site at the Mine. No negative feedback has been received in relation to workers' use of hotels and/or overnight stays in communities.

6.5 Challenges

As in 2020, the COVID-19 pandemic complexified worker transportation and represented a significant logistical challenge for Pretivm in 2021. Chartered flights between Vancouver and Terrace had to be used more widely as commercial flights were cancelled or delayed. Additional buses to transport workers from Terrace and other towns to the mine site were also required because of social distancing constraints. Otherwise, irregular transportation delays are typically due to weather, road conditions, or mechanical issues.

6.6 Considerations for 2022

In 2022, Pretivm will continue to manage travel to prioritize worker safety as social distancing restrictions related to COVID-19 evolve, including the use of charter flights and buses to ensure that workers are able to safely travel to and from the Mine.

7. CONTACT

For more information about the content of this report, the Brucejack Mine, or related employment, training, procurement, or other opportunities, please contact Pretium at the coordinates provided below.

Aldea Lavallie

Community Relations Manager
2965 Tatlow Road
Smithers, BC V0J 2N5
Phone: 866-214-9772

Jason Pope

Senior Advisor, Community Relations
2965 Tatlow Road
Smithers, BC V0J 2N5
Phone: 250-277-1927 ext 527

Regional Office: Smithers

2965 Tatlow Road
Smithers, BC V0J 2N5
Phone: 866-214-9772

Smithers Mailing Address:

PO Box 10
Smithers, BC V0J 2N0

ERM has over 160 offices across the following countries and territories worldwide

Argentina	The Netherlands
Australia	New Zealand
Belgium	Norway
Brazil	Panama
Canada	Peru
Chile	Poland
China	Portugal
Colombia	Puerto Rico
France	Romania
Germany	Russia
Ghana	Senegal
Guyana	Singapore
Hong Kong	South Africa
India	South Korea
Indonesia	Spain
Ireland	Sweden
Italy	Switzerland
Japan	Taiwan
Kazakhstan	Tanzania
Kenya	Thailand
Malaysia	UAE
Mexico	UK
Mozambique	US
Myanmar	Vietnam

ERM's Vancouver Office
#1000 - 1100 Melville Street
Vancouver, BC
Canada V6E 4A6

T: +1 604 689 9460
F: +1 604 687 4277

www.erm.com