

A photograph of mining equipment, including a large metal drum and a wooden handle, positioned behind a yellow banner.

Hope Bay Community Relations

2011 Nunavut Mining Symposium

Alex Buchan, Manager of Community and External Relations, Hope Bay

Hope Bay CE Evolution

Doris North Community Relations Management Program (CRMP) now Hope Bay CRMP

Change Agents include:

- Scope of Project
- Newmont Social Responsibility Standards
- Mining Association of Canada – Towards Sustainable Mining Guidelines
- GN Community Engagement Guidelines

Feet on the Ground in Nunavut

All Inuit Staff located in Cambridge Bay

- Alex Buchan – Community Relations
- Ikey Evalik – IIBA Coordinator
- John Kaiyogana – HR Representative



7 April 2011

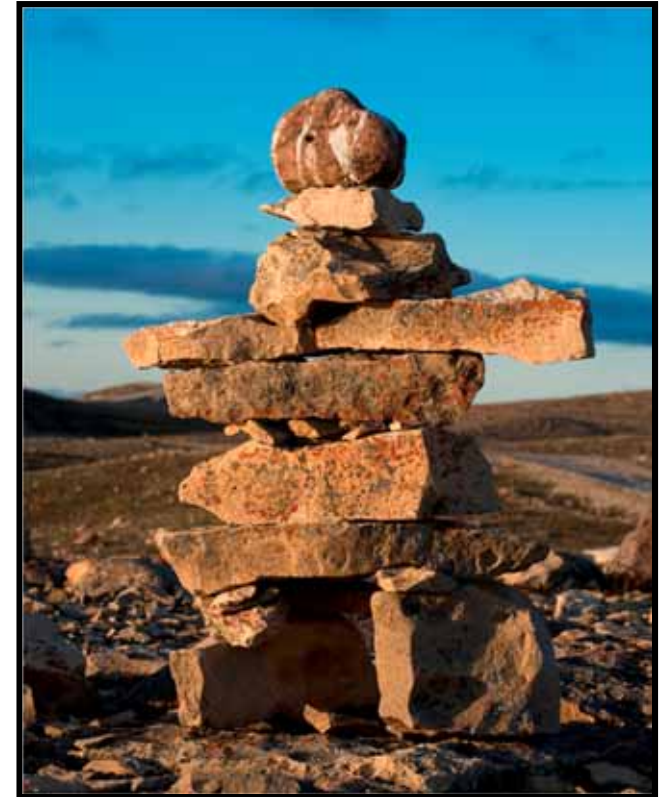
Community Engagement Rationale

“The development of the Hope Bay Project shall, to the greatest extent possible, contribute to the social, cultural and economic development of the Kitikmeot Region of Nunavut, Nunavut and Canada while avoiding and mitigating any adverse environmental or social impacts created by project activities. “



Newmont Engagement Standards

- Social Baseline Studies
- Social Impact Assessment
- Stakeholder Mapping
- Stakeholder Engagement
- Expectation and Commitment Management
- Complaints and Grievance Management
- Monitoring and Evaluation
- Local Community Investment



Social Baseline Studies

Community Engagement requires an understanding of local community cultures, norms, behaviors, decision-making and development processes. Documenting social conditions provides the basis for communicating effectively with communities and understanding their issues and concerns.

Study areas include:

- **Anthropological (including Archeology)**
- **Socio-economic**
- **Government**
- **Health**
- **Land Use and Ownership**



Social Impact Assessment

SIA allows Hope Bay to accurately identify potentially negative effects and mitigate them in a timely and cost-effective manner. SIA can also allow us to identify opportunities for sustainable contributions to support local development and prepare for public environmental assessment processes.



Stakeholder Mapping

Accurate identification of stakeholders allows us to engage them knowing their expectations, responsibilities, interests and roles in the project.

Mapping is accomplished by:

- Contacting potential stakeholders
- Consulting with relevant and credible sources
- Analysis of roles of stakeholders
- Development of engagement methods and strategies



Stakeholder Engagement

Effective stakeholder engagement is the basis for developing and maintaining constructive, long-term relationships. A proactive approach to stakeholder engagement has provided HBML with the opportunity to gauge interests, concerns and perceptions about our project activities.

Engagement must be:

- Appropriate to each stakeholder
- Conducted by trained individuals
- Subject to Annual Workplans



Engagement Work-planning

1. Baseline Studies if required
2. Community Consultation Tour scheduling
3. Traditional Knowledge studies if required
4. Inuit relations elements (IIBA, Capacity Agreement, Inuit Environmental Advisory Committee)
5. Social Impact Assessment work including Project Description development
6. Commitment Management work
7. Communications Innovation (social media)
8. Security and Human Rights tracking
9. Grievance Management work
10. Community involvement in anthropological studies
11. Government Relations
12. Newsletters
13. Site Tours, Student Trips
14. Human Resource support work

Engagement Work-planning

15. Email distributions
16. Focused presentation delivery (Mayors, Hamlets, Training Organizations)
17. Conflict risk assessments
18. Socio-Economic Monitoring
19. Documentation of engagements
20. Charitable Contributions Administration



Expectation and Commitment Management

Managing expectations and meeting the commitments made by HBML is essential for building trust, maintaining positive and effective relationships and demonstrating our credibility.

This activity is accomplished by:

- Deciding who can make commitments for the company
- Documenting communications where expectations are raised, and commitments made
- Registering all expectations and commitments
- Dedicate resources or implement changes to meet our commitments
- Communicate our efforts back to our stakeholders

Complaints and Grievance Management

Stakeholders need a clear, easily accessible and accountable process in order to work with HBML to resolve any complaints or grievances they feel exist. These processes must be available to stakeholders throughout all phases of the mine life cycle.

Complaints and Grievances are managed by:

- Provide avenues for internal and external stakeholders to voice concerns – public meetings, private disclosures, Online Ethics Management Tool submissions
- Track complaints to ensure that appropriate staff can respond and take action
- Conduct a resolution process
- Communicate back to the stakeholder the results

Monitoring and Evaluation

HBML needs to have an understanding of how communities and stakeholders are being impacted, both positively and negatively, and whether programs or initiatives are meeting their objectives. Monitoring and evaluation guides continuous improvement of the CRMP.

Monitoring and evaluation are primarily achieved through participation in the Kitikmeot Socio-Economic Monitoring Committee.

Doris North Project monitoring is conducted in compliance with our NIRB Project Certificate.

Local Community Investment

Three avenues exist for local community investment –

- Inuit Impact and Benefit Agreement provisions
- Government of Nunavut Development Partnership Agreement
- Charitable Donations Committee



Discussion and Questions

