



Blackwater
Mine



Community Effects Monitoring and Management Plan Report

Jan 1, 2025 – Dec 31, 2025

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Acronyms and Abbreviations

ACP	Advanced Care Paramedic
AED	Automatic External Defibrillator
Artemis Gold	Artemis Gold Inc.
BC	British Columbia
BC EAO	British Columbia Environmental Assessment Office
BC EHS	BC Emergency Health Services
BW Gold	BW Gold LTD.
CDMP	Communicable Disease Management Plan
CEMMP	Community Effects Monitoring and Management Plan
CEMMP-R	Community Effects Monitoring and Management Plan Report
CFM	Community Feedback Mechanism
CIRNAC	Crown-Indigenous Relations and Northern Affairs Canada
CLC	Community Liaison Committee
CNC	College of New Caledonia
CRD	Cariboo Regional District
CSI	Crime Severity Index
CWB Index	Community Well-being Index
EA	Environmental Assessment
EAC	Environmental Assessment Certificate
EAP	Employee Assistance Program
EDP	Employee Development Pathway
EIS	Environmental Impact Statement
EMA	<i>Environmental Management Act</i>
EMCR	Ministry of Emergency Management and Climate Readiness
ER	Emergency room
First Nations	First Nations include: Lhoosk'uz Dené Nation, Ulkatcho First Nation, Nadleh Whut'en First Nation, Stelat'en First Nation, Saik'uz First Nation and Nazko First Nation (as defined in the Project's Environmental Assessment Certificate #M19-01)
FSR	Forest Service Road
HE	Heavy equipment
HSDA	Health Service Delivery Area
HMSP	Health and Medical Services Plan
HR	Human resources
ICBC	Insurance Corporation of British Columbia
JOHSC	Joint Occupational Health and Safety Committee
LDN	Lhoosk'uz Dené Nation
Lahal	Indigenous guessing game of chance

LSA	Local Study Area
LV	Light vehicle
MIHR Council	Mining Industry Human Resources Council
MMCM	Ministry of Mining and Critical Minerals
Mtpa	Million tonnes per annum
NFN	Nazko First Nation
NFPA	National Fire Protection Association
NVMP	Noise and Vibration Effects Monitoring and Mitigation Plan
NWFN	Nadleh Whut'en First Nation
OFA	Occupational First Aid
PAC	Program Advisory Committee
PGNAETA	Prince George Nechako Aboriginal Employment and Training Association
PIPEDA	<i>Personal Information Protection and Electronic Documents Act</i>
PTSD	Post-traumatic stress disorder
RCMP	Royal Canadian Mounted Police
RDBN	Regional District of Bulkley-Nechako
RSA	Regional Study Area
SD	School District
SFN	Saik'uz First Nation
STI	Sexually transmitted infection
StFN	Stellat'en First Nation
UFN	Ulkatcho First Nation
UNBC	University of Northern British Columbia
UTI	Urinary tract infection

Executive Summary

Blackwater Gold Ltd. (BW Gold), a wholly owned subsidiary of Artemis Gold Inc. (Artemis Gold), has developed the Blackwater Mine (the Mine), an open pit gold and silver mining project. This Community Effects Monitoring and Management Plan Report (Report) presents socio-economic monitoring results for the Mine for the first year of operations (January 1, 2025 to December 31, 2025). The Report is prepared in compliance with Condition 37 of the British Columbia (BC) Environmental Assessment Certificate (BC EAO 2019b) and aligns with the monitoring process outlined in the updated Community Effects Monitoring and Mitigation Plan (CEMMP; Artemis Gold, 2026). This Report is the third monitoring report produced in accordance with the CEMMP and provides an analysis of results of the socio-economic monitoring indicators described in the CEMMP.

The purpose of this Report is to identify and track community-specific effects of the Mine, to understand the effectiveness of mitigation strategies, and evaluate whether additional mitigation measures are needed. To inform the Report, information was gathered from BW Gold and communities identified as potentially affected by the Mine (Primary Communities).

Throughout 2025, BW Gold engaged with First Nations, the public, and stakeholders through a variety of in-person and virtual activities. Common themes of engagement during the first year of operation included interest in employment, training, and procurement opportunities as well as emergency preparedness at the Mine and traffic-related complaints.

Monitoring of community effects focuses on four general categories based on predicted effects of the Environmental Assessment: population and demographics, traffic and motor-vehicle incidents, regional and community services, and family and community well-being. A summary of monitoring results for these predicted effects is provided below.

Change in Community Population and Mine Employment

The CEMMP predicted that Mine workers would move to Primary Communities. The resulting increase in community populations can be a positive effect, providing economic benefits to communities. However, a large and sudden increase in a community population can also be a negative effect, if the increased demand for community services and infrastructure outpaces local capacity.

The populations of many Primary Communities continued to decrease from 2021-2025, due to job losses in other industries and other socio-economic factors. First Nation Primary Community populations remained stable in 2025.

The total number of direct BW Gold employees (represented by a month-month average over the year) increased from approximately 400 in 2024 to approximately 490 in 2025. Mine employment peaked at approximately 566 in December 2025, as BW Gold continued hiring for the transition from Phase 1 construction to Mine production. At the request of the Community Liaison Committee, BW Gold continued to focus recruitment efforts in Primary Communities. These efforts have been effective: the numbers of workers from Primary Communities increased in 2025.

Approximately (~)148 BW Gold employees lived in Primary Communities in 2025, representing

an increase from ~133 Primary Community employees in 2024. The total number of employees reported as identifying with a First Nation Primary Community was ~47 in 2025, representing an increase from ~43 in 2024.

Mine employment has not yet contributed to population growth in Primary Communities. The total (average) number of direct BW Gold employees increased from 2024 to 2025.

Mine-Related Traffic and Motor Vehicle Incidents

It was anticipated that as Mine workforce expands during operation, traffic along the Kluskus FSR and other roads accessing the Mine may experience higher traffic volumes. Increased traffic volumes may be associated with an increase in motor vehicle incidents, leading to additional demand for community health care and protective services.

In 2025, approximately 30,000 one-way trips were made to or from the Mine. A total of 7 off-site vehicle incidents occurred that required vehicle repair or medical attention in 2025, with the majority (4) occurring on the Kluskus Forest Service Road (FSR). No incidents required protective services (fire or ambulance) or referrals to community health care services.

A total of 10 traffic-related complaints were received from the public through the Community Feedback Mechanism (CFM), representing an increase from the 6 traffic-related complaints received from the public in 2024. Half (5) of the 2025 CFM complaints were related to traffic through the Saik'uz First Nation (SFN) community. Where complaints were found to be related to the Mine, BW Gold reinforced approved routes with contractors, addressed road protocol non-compliance, and followed up directly with SFN. A road monitor was also used on an ad hoc basis to help identify and manage traffic issues.

In 2025, a low number (7) of off-site motor vehicle incidents involving Mine workers were reported that involved repairs or medical attention. None of the incidents required protective services or referrals to community health care facilities.

Change in Demand for Health Services

The CEMMP predicted that safety incidents at the Mine would increase as Mine activities expand, leading to increased demand for health care services in Primary Communities.

Health services across Primary Communities continue to operate at capacity, although Northern Health's (NH) ongoing efforts to stabilize staffing needs (focusing on emergency room needs) have had some success.

The majority (93%) of health and safety incidents continue to be addressed by on-site medical services, the same as during Construction. This finding demonstrates the ongoing effectiveness of mitigation measures. In 2025, a total of 49 on-site incidents (7% of all incidents) were referred to NH healthcare facilities in Vanderhoof. Most (81%) referrals to community health care services were non-urgent, of which the majority were for diagnostic services.

Mine-related demand for community health care services remained low in 2025, with most safety incidents successfully addressed by BW Gold's on-site medical services.

Change in Demand for Protective Services

The CEMMP predicted an increase during operation in incidents involving Mine workers engaging in illegal or antisocial behaviours or requiring mental health interventions in camp or in communities. This could lead to an increased demand for community protective services such as ambulance, police or fire protection.

In 2025, the need for protective services related to the Mine was isolated to one on-site incident that resulted in a request for RCMP presence related to a worker displaying behaviour consistent with mental health concerns. Once RCMP officers were on-site, direct police contact with the employee was not required. No other on-site incidents involving a Mine worker resulted in a response from community protective services. This year (2025) was the first year that this information was collected. No links between community crime rates and Mine workers were identified.

BW Gold's on-site security team effectively responded to on-site incidents. The presence of the Mine workforce did not result in increased demand for protective services. No links between community crime rates and Mine workers were identified.

Change in Demand for Social Services

The CEMMP predicted that Mine workers and their families moving to Primary Communities would result in an increase in demand for social services; however, in 2025 an increase in Primary Community populations did not occur as a result of the Mine.

BW Gold provides counselling sessions through the Employee Assistance Program (EAP), which were accessed 28 times in 2025 and resulted in low referrals to regional social services. Out of the 665 Mine workers that accessed the on-site medical services, one worker was referred to the Vanderhoof hospital for non-urgent mental health reasons.

The presence of Mine workers did not result in increased demand for social services in Primary Communities.

Change in Demand for Education Services

The CEMMP predicted that Mine workers and their families moving to Primary Communities could lead to increase demand for educational services, such as enrollment in local schools. Mine hiring during operation was expected to result in increased demand for training programs.

School district (SD) class sizes and enrollment numbers in Primary Communities have remained generally stable, with SD57 (Prince George) reporting a slight decrease. Student headcounts at post-secondary institutions (College of New Caledonia (CNC) and University of Northern British Columbia (UNBC) have decreased overall, although headcounts in trades programs at CNC increased in 2024-25 for Trades Foundation programs.

BW Gold continued to collaborate with CNC to support mining-related training and workforce development. Additionally, BW Gold continued to promote awareness of careers associated with the Mine in communities through active participation in career fairs and events at local school districts and post-secondary institutions.

On site, BW Gold supported training needs of Mine workers transitioning from education, with

Mine workers participating in approximately 65,904 hours of on-the-job training in 2025, an increase of over 4,000 hours compared to 2024.

No link between Mine activities and demand for Mine-related training and programs at post-secondary institutions has yet been identified.

Mine-related demand for education services and training programs remained low in 2025, with BW Gold providing on-site training to Mine workers.

Changes to Economic Hardship and Inequality

The CEMMP predicted that Mine employment may have both positive and negative effects on socio-economic conditions in Primary Communities. Positive effects predicted included the reduction of economic hardship for families as a result of increased employment and income. Predicted negative effects included increased inequity of employment and income distribution among demographic groups and communities.

Mine employment in Primary Communities increased from 2024 to 2025, as did the number of Indigenous employees identifying with First Nation Primary Communities. The average income paid to BW Gold employees was higher in 2025 compared to the Construction period, which may be due to the Mine workforce transitioning from contract-based construction jobs to long-term operation jobs with more specialized roles. Males continued to make up the majority of the workforce. Female and Indigenous Mine workers experienced lower average employment income than male workers. Discrepancies in salaries among different employee demographics may be due to many factors including the type of positions, certifications, education, training, tenure, or experience. These trends are reflective of national and provincial trends in employment and income inequities in the mining industry. The income gap between all female employees and Indigenous female employees was smaller in 2025 compared to during the Construction reporting period. These changes may be influenced by changes in employee representation across different areas of the workforce, along with normal fluctuations in hiring and turnover.

Mine activities in 2025 contributed to positive economic outcomes in Primary Communities, reflected in increased Mine employment and income. BW Gold continues to implement programs to support recruitment, retention, and career development for all its employees, including those in underrepresented groups.

Change to Sense of Security

As identified in the CEMMP, Mine workers may engage in socially disruptive or illegal behaviours while off shift, which can negatively affect public safety and security in communities.

None of the Primary Communities reported experiencing an increase in crime associated with the Mine in 2025. BW Gold provided a self-contained camp 112km away from the nearest community and bus transportation to and from the camp to reduce opportunities for off-shift worker interactions in communities. BW Gold conducted on-site drug tests in 2025 and continued implementation and enforcement of company policies on drug and alcohol use.

Based on available information, Mine workers did not engage in illegal activities in Primary Communities while off-shift. No links between community members' sense of security and Mine

workers were identified.

Change to Family Relationships due to Work Rotation

It was predicted that work rotation (typically two weeks on and two weeks off) at the Mine could cause a strain on family relationships, potentially resulting in adverse effects to employee's health and wellbeing.

BW Gold provided EAP services and ensured employees had the means to contact their families while on shift. A total of 154 employees resigned or otherwise ceased work in 2025. Only four employees resigned in 2025 for family reasons, all of whom were male. Female employees had notably higher turnover rates compared to male employees. Based on available information, reasons for female turnover included temporary and seasonal employment ending, employees returning to school or pursuing other career opportunities, and general workforce movement during the reporting period.

No explicit link was identified between work schedules and an increased strain on family relationships. BW Gold proactively offers resources to support employees and their families, and measures are in place to mitigate female employee turnover, including improvements to the camp and respectful workplace policies.

Conclusions and Recommendations

Adaptive management triggers were defined in the CEMMP to help evaluate whether observed effects of the Mine would be classified as low, medium or high-level effects and would require additional mitigation. The monitoring results from 2025 indicated that all socio-economic effects were low-level effects with no additional mitigation required, with the exception of one effect. Traffic and motor vehicle incidents, specifically traffic through SFN, was identified as a medium-level effect due to the number of complaints received. BW Gold's management response included informing the Community Liaison Committee (CLC) through engagement at the September 2025 CLC meeting, the continuation of the monitoring program, and implementing new mitigation measures. BW Gold discussed these measures with the CLC and SFN, and no further complaints of traffic through SFN were received in 2025.

BW Gold will continue to monitor all socio-economic effects identified in the CEMMP, and the effectiveness of mitigation measures, as well as any new identified effects in communities identified through monitoring that may be associated with activities at the Mine.

In accordance with the approaches described in the CEMMP, BW Gold has effectively managed and mitigated impacts to Primary Communities in 2025.

1 Introduction

This Community Effects Monitoring and Management Plan (CEMMP) Report (Report) for the Blackwater Mine (the Mine) has been prepared in compliance with Blackwater Gold Inc.'s (BW Gold) Condition 37 which requires the Holder of the Environmental Assessment Certificate (EAC) to report on the monitored effects, indicators, and mitigation measures as documented in the CEMMP, annually throughout all phases of the Mine. While the CEMMP was updated in 2026 and filed with the BC EAO on March 10, 2026, this Report followed the previous version of the CEMMP (published July 29, 2022), which was in effect for the 2025 reporting period. Future annual reports will align with the updated 2026 CEMMP.

This Report applies to the first year of Mine operation, defined as January 1, 2025, to December 31, 2025. The purpose of this Report is to understand how Mine activities may be affecting socio-economic conditions in communities. Current socio-economic information on communities was gathered to monitor any observed changes in communities compared to pre-operation conditions, including during the reporting period for previous CEMMP reporting. The effectiveness of mitigation measures for observed effects is evaluated and additional mitigation recommended where applicable.

This Report focuses on results that are most aligned with observed effects of the Mine, such as changes to traffic conditions and community effects related to the operation workforce.

1.1 The Blackwater Mine

The Mine is an open pit gold and silver mine developed and operated by BW Gold Ltd. a wholly owned subsidiary of Artemis Gold Inc. (Artemis Gold). The first gold and silver pour at the Mine was achieved in January 2025. Commercial production was declared on May 1, 2025.

The Mine is located in central British Columbia (BC), is approximately 112 kilometres (km) southwest of Vanderhoof, 160 km southwest of Prince George, and 446 km northeast of Vancouver, BC. Access is via the Kluskus Forest Service Road (FSR), the Kluskus-Ootsa FSR, and an exploration access road, which connects to the Kluskus-Ootsa FSR at km 142. The Kluskus FSR joins Highway 16 approximately 10 km west of Vanderhoof.

Major Mine components include a tailings storage facility, ore processing facilities, waste rock, overburden and soil stockpiles, borrow areas and quarries, water management infrastructure, water treatment plants, accommodation camps, and ancillary facilities. The Mine uses a gravity circuit and whole ore leach, as well as conventional drill and blast methods. The gold and silver are recovered into a gold-silver doré product and transported from the Mine.

Electrical power is supplied by an approximately 135 km, 230 kilovolt overland transmission line that connects to the BC Hydro grid at the Glenannan substation located near the Endako mine, 65 km west of Vanderhoof, BC.

The Mine is located within the traditional territories of Lhoosk'uz Dené Nation (LDN), and Ulkatcho First Nation (UFN). The Kluskus and Kluskus-Ootsa FSRs and Mine transmission line

cross parts of the traditional territories of Nadleh Whut'en First Nation (NWFN), Saik'uz First Nation (SFN), and Stelat'en First Nation (StFN) (collectively, the Nechako First Nations), as well as the traditional territories of the Nazko First Nation (NFN), Nee Tahi Buhn Band, Cheslatta Carrier Nation, and Yekooche First Nation (BC EAO 2019a, 2019c).

1.2 Permits and Mineral Tenures

The Mine received an EAC (M19-01) on June 21, 2019, under the BC *Environmental Assessment Act* (2002), and an Environmental Assessment Decision Statement on April 15, 2019, under the *Canadian Environmental Assessment Act* (2012), approving the Mine with conditions for then-owner New Gold Inc. In August 2020, Artemis Gold acquired the mineral tenures, assets, and rights to the Blackwater Mine. On August 7, 2020, the EAC was transferred to BW Gold under the new BC *Environmental Assessment Act* (2018), and on March 8, 2023, BW Gold received the Joint Application for *Mines Act* / *Environmental Management Act* Permits for the Mine.

On June 22, 2021, the Mine received *Mines Act* Permit M-246, and on June 24, 2021, the Mine received *Environmental Management Act* (EMA) Effluent Discharge Permit 110602, authorizing early construction works. Later, on March 8, 2023, *Mines Act* Permit M-246 was amended for the approval of a Mine Plan and Reclamation Program. On May 2, 2023, BW Gold received EMA Air Discharge Permit 110650 authorizing discharge of air contaminants to the atmosphere and Effluent Discharge Permit 110652 authorizing discharge of effluent to surface and groundwater from the Mine. Permits are updated as needed, based on changing regulations, conditions, and requirements.

EAC Condition 37 (b) requires the Holder to develop a CEMMP in consultation with the CLC and specifies that the CEMMP must include a monitoring program for potential adverse effects from the Project (now the Mine). The monitoring program must evaluate community effects related to impacts on population and demographics, community services, crime and socially disruptive behaviour, and community and family well-being.

1.3 Purpose and Scope

The CEMMP was developed in 2022 in consultation with the Community Liaison Committee (CLC) and has since been updated in 2026 based on feedback received from the CLC. The CEMMP provides a plan to monitor and mitigate the Mine's potential socio-economic effects on First Nations, communities and stakeholders during construction, operation, active closure, and temporary care and maintenance. Annual reporting is required as part of the Condition. The CEMMP Report must:

- Present the predicted and observed community effects of the Mine, including related data and interpretation;
- Assess the accuracy of socio-economic predictions and identify any unanticipated effects associated with the Mine;

- Assess effectiveness of mitigation measures, and propose adaptive measures as needed;
- Summarize qualitative information from CLC members and feedback received through the Mine feedback mechanism to provide further context to BW Gold's understanding, management, and mitigation of social or economic effects of the Mine; and
- Section 13 of the CEMMP requires annual review of the CEMMP following the submission of reporting, or in response to adaptive management triggers.

Monitoring socio-economic conditions in the region and Primary Communities as required by the CEMMP is intended to be flexible, to adapt and respond to changing community priorities and focus on observed effects that may be associated with the Mine. This Report has been reorganized and streamlined to emphasize information that is most relevant to Mine activities, while contextual information has been moved to Appendix B.

1.3.1 Community Liaison Committee

The purpose of the CLC is to provide information on the socio-economic effects of the Mine in CLC members' communities, to provide advice on mitigation measures to address socio-economic effects, and to review and comment on the CEMMP and its implementation (BC EAO 2019b). The CLC includes membership of the previous community advisory committee that was established in 2012 to provide input on the Project/the Mine. The committee included representatives from local governments, educational institutions, and not-for-profit organizations in the region¹.

Currently, the CLC includes members from the UFN, LDN, NWFN, StFN, SFN, NFN, Vanderhoof, Fraser Lake, Burns Lake, Fort St. James, Quesnel, Regional District of Bulkley-Nechako (RDBN), Cariboo Regional District (CRD), Northern Health, School District #91, College of New Caledonia (CNC), and Connexus Community Resources. Additional communities, agencies and organizations may be invited to participate as guests if their mandates align with the topics and objectives of the CLC.

CLC members annually review the effectiveness of the committee in supporting monitoring of community effects, and provide input related to the effectiveness of the monitoring program in the CEMMP and any other concerns. Feedback from the 2025 CLC survey is provided in Section 2.3.

1.4 Primary Communities

Primary Communities include those communities that are expected to be the most affected by Mine activities. These communities were selected from the Local Study Area (LSA) and Regional Study Area (RSA) in the Application/Environmental Impact Statement (EIS). Primary

¹ Original committee members included representatives from Vanderhoof, Fraser Lake, Village of Burns Lake, Fort St. James, Quesnel, RDBN, CRD, Northern Health Authority (now named Northern Health), School District #91, CNC, Connexus Community Resources and NEWSS.

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Communities are the focus of socio-economic effects monitoring in this Report, and include two cities, two district municipalities, and two villages (as defined by Statistics Canada) (Table 1-1). First Nation Primary Communities shown in Table 1-1 include the most populated First Nation communities in the LSA and RSA. Anahim Lake is outside the RSA but was added to the list of communities upon request from UFN. Primary Communities are shown in Figure 1-1.

Table 1-1: Primary Communities²

Primary Communities	First Nation Primary Communities
District Municipality of Vanderhoof	LDN (Kluskus 1)
Village of Fraser Lake	UFN (Ulkatcho 14a and Squinas 2), Village of Anahim Lake
City of Prince George	StFN (Stellaquo [Stella] 1)
Village of Burns Lake	NWFN (Nautley [Fort Fraser] 1)
District Municipality of Fort St James	SFN (Stony Creek 1)
City of Quesnel	NFN (Nazco 20)

Table 1-1 does not include all communities in the RSA, since regional Mine employees may live in communities that are not listed. The term “regional communities” is used in this Report to refer to all communities in the RSA.

The CEMMP includes the flexibility to focus monitoring on specific communities where adverse effects are observed, and to focus less on communities where fewer effects are observed, as part of an adaptive management process. Primary Communities are the focus of the CEMMP and related monitoring in this Report. Additional communities may be identified for monitoring and included in the Report should Mine-related effects be observed.

² First Nation Primary Communities in Table 1-1 include the most populated communities for each First Nation listed in brackets

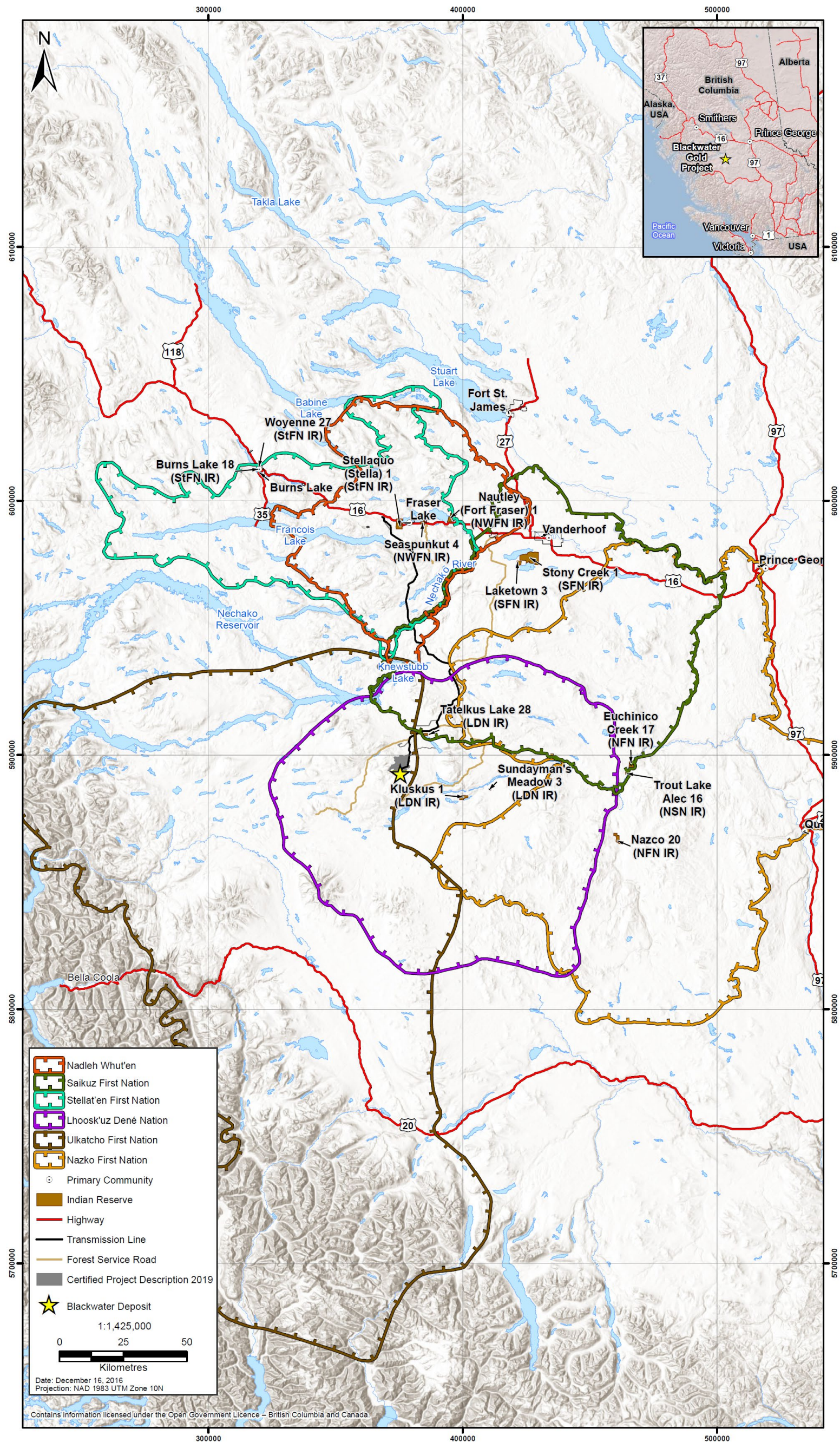


Figure 1-1: CEMMP Primary Communities

1.5 Operations Highlights

Operation and corporate achievements and highlights from January 1, 2025 to December 31, 2025 included:

- January 2025 – Blackwater Mine commenced processing of ore and completed first pour of gold and silver.
- May 1, 2025 –Artemis Gold announced commercial production of Blackwater Mine and provided 2025 guidance. Crushing and milling circuits were operating at or near design capacity with both the 400 and 500 tonne production excavators fully deployed in the open pit.
- May 30, 2025 – Blackwater Mine Opening Ceremony took place at the mine site.
- June 2025 – Artemis Gold announced management changes. Dale Andres was appointed CEO and Director of the Company, Steven Dean continued with the Company as Executive Chair and Director, and Jeremy Langford continued as President.
- July 14, 2025 – Artemis Gold reported post-commercial production in-line with guidance issued on May 2, producing 34,824 ounces of gold in May and June and a total of 63,343 ounces year-to-date. The Mine celebrated a safety achievement of over 5 million hours worked without a lost time incident.
- September 15, 2025 – Artemis Gold announced Phase 1A including an upgrade of the current processing plant, increasing nameplate capacity (maximum output) by 33% at a capital cost of \$100-\$110 million. Long-lead equipment for Phase 2 expansion was also ordered.
- December 15, 2025 – Artemis Gold announced Expanded Phase 2 at a cost of \$1.44 billion. The expansion of processing capacity to 21 Mtpa is expected to be funded from operating cash flow and is expected to transform Blackwater into one of the three largest single gold mines in Canada.

2 Engagement Activities

BW Gold's engagement activities during 2025 are summarized to provide context for the interests, issues and concerns heard from communities and to inform ongoing monitoring as part of an adaptive management approach. BW Gold has engaged with First Nations, the public and stakeholders in 2025. The following engagement activities have been undertaken during the reporting period:

- Facilitated CLC Meetings (February 2, 2025; June 18, 2025; September 18, 2025; December 17, 2025)

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- Published Community Newsletters on Mine status, employment, news, and community outreach. Newsletters from October 2022 on are available on the BW Gold website (BW Gold 2025).
- Provided 5 notification letters to tenure holders regarding Mine activities and requests to access lands and field work occurring in and around tenure holder certificate areas.
- Provided Mine updates to Community Leaders.
- Attended 8 career fairs, and several community events and open houses (e.g., Vanderhoof CNC Open House, Vanderhoof Economic Development and Diversification Summit, Prince George CNC Lunch & Conversation on the Future of Forestry).
- Responded to inquiries, comments, and questions, received through office visits (Vanderhoof office), community events, phone calls, and emails.
- Engaged frequently with First Nation Primary Communities, including community office hours, leadership meetings, and attendance at Annual General Meetings, Chief and Council orientations, and community-hosted events.
- Attended monthly community coffee house visits with Nechako Nations.
- Attended monthly community visits in Anahim Lake (UFN) and Quesnel (LDN).
- Facilitated quarterly meetings with Nazko First Nation.
- Held three Kluskus Road Safety Meetings with Kluskus Road Users
- Engaged with regional school districts and post-secondary institutions (e.g., Career fairs, school visits, and presentations).
- Engaged with emergency service providers (Northern Health, BC Wildlife Service, Ministry of Emergency Management and Climate Readiness (EMCR), Prince George Emergency Operations Centre, Royal Canadian Mountain Police (RCMP), Cariboo Regional District Emergency Operations Centre and Regional District of Bulkley Nechako Emergency Operations Centre).

In addition to regular CLC meetings, BW Gold met with Northern Health in 2025 to discuss the CEMMP, health communications, and data, meeting scheduling and health statistics as shown in Table 2-1.

Table 2-1: Northern Health Key Engagements

Date	Engagement	Details
2025-08-20	Establishment of health communications distribution list	BW Gold created BlackwaterMineHealth@artemisgoldinc.com as the dedicated contact for Northern Health notifications and information requests. Northern Health updated internal lists and confirmed after-hours communication expectations

Date	Engagement	Details
2025-09-19	CEMMP health indicator clarification	Northern Health outlined data limitations and recommended BW Gold track internal health metrics, including clinic visits, transfers, communicable disease trends, and on-site medical usage. Both parties agreed to refine health indicators, reduce overlap, and resume regular qualitative coordination meetings.
2025-10-10	Scheduling of quarterly H&S coordination meetings	Northern Health initiated scheduling for quarterly BW Gold – Northern Health coordination meetings aligned with the HMSP. Meeting invitations were issued, new Northern Health attendees introduced, and BW Gold provided updated contact information for internal Health & Hygiene roles.
2025-12-15	Submission of Q4 operational health statistics	BW Gold submitted year-to-date clinic visit and transfer statistics to Northern Health, including occupational/non-occupational counts and transfers by facility type, supporting Northern Health's monitoring of health service impacts.
2025-12-16	Q4 NH–BW Gold coordination meeting (health services and emergency transfers)	Reviewed medical services arrangements, emergency transfer data, ER staffing stability, Northern Health's efforts to avoid ER diversions, immunization reporting, and communicable disease planning. Northern Health requested quarterly written reporting and discussed alignment of BW Gold's Communicable Disease Management Plan (CDMP) and Health and Medical Services Plan (HMSP) with Northern Health standards.

Source: (BW Gold 2026b)

2.1 Community Feedback Mechanism

The Community Feedback Mechanism (CFM) provides a process for BW Gold to understand issues that are, or are likely to be, risks or opportunities for BW Gold or the Mine. The CFM can be used by community members, employees, and contractors. Feedback can provide insights into the understanding of monitored effects and can inform the adaptation of existing mitigations or development of new measures to reduce socio-economic impacts and resolve issues before they escalate. BW Gold continues to promote use of the CFM to First Nations, the public and stakeholders. The CFM was promoted throughout 2025 as described in Table 2-2.

Table 2-2: Promotion of the Community Feedback Mechanism in 2025

Mechanism	Details (Date)
Newspapers	Anahim Lake Messenger – October 2025 UFN Newsletter - Fall, 2025
CLC Meetings	Presented results at the Sep 18, 2025 Meeting.

Mechanism	Details (Date)
Newsletter	CFM highlighted in newsletters (January 2025, July 2025, and October 2025).
Presented to Staff	Presented to all employees as a part of their orientation training.
Posters	Displayed and handed out at the Vanderhoof office as well as displayed and handed out at community events BW Gold attended.
Slides/Presentations	Re-occurring overview slide used in multiple community presentations.
Email Notification	Mass stakeholder notifications typically conclude with advertising the Community Feedback Mechanism as a means of response.
Website	The Community Feedback Mechanism has been advertised on the Artemis Gold corporate website since the fall of 2022.

2.2 Community Feedback Mechanism Issues and Concerns

The 2025 CFM dataset reflects feedback received from members of the public. All traffic-related issues raised by the Mine workforce (employees and contractors) are now tracked separately through BW Gold's Health and Safety incident system in Isometrix (Section 4.3). Traffic issues raised by the Mine workforce in 2024 have been excluded in this Report to allow for comparison with 2025 data.

The CFM received 18 submissions from the public in 2025 (Table 2-3). These included 15 complaints, one compliment, one question, and one request for information. Most submissions in 2025 were related to traffic issues, including traffic through Saik'uz, traffic safety, and road maintenance, representing 10 of the 18 total submissions. Other categories included Transmission Line (3), Environment (1), Landowner Access (1), Helicopter Use (1), and Sponsorship (1).

Compared to 2024, the overall volume of public CFM submissions increased modestly (from 13 in 2024 to 18 in 2025)³. The distribution of categories also shifted slightly, with an increase in traffic-related concerns and transmission line inquiries. Specific complaints about traffic through Saik'uz increased from 3 in 2024 to 5 in 2025. BW Gold investigated all Saik'uz-related traffic complaints by requesting additional details where needed and conducting internal reviews, which confirmed that not all incidents were Mine-related. Where complaints were applicable, BW Gold reinforced approved routes with contractors and addressed non-compliance. In addition, BW Gold deployed road monitors on an ad hoc basis, advertised the importance of connecting with the Community Office when travelling to site in community newsletters and stated that traffic is not permitted through Saik'uz, and followed up directly with SFN leadership about trends and corrective actions. BW Gold also offered to support Saik'uz-led signage to redirect BW Gold traffic, though the community did not accept the offer. No further similar complaints were received in 2025, indicating the internal measures were effective (BW Gold

³ Since traffic-related complaints received by the Mine workforce have transitioned to being tracked through BW Gold's Health and Safety department in 2025, traffic issues raised by the Mine workforce in 2024 have been excluded from this data for comparison purposes.

2026b).

A summary of the type of feedback and the number of times it was received in 2024 and 2025 is provided in Table 2-3.

Table 2-3: Summary of Issues and Concerns Raised Through the Community Feedback Mechanism

Topic	Type of Feedback	Year	
		2024	2025
Traffic through Saik'uz	Complaint	3	5
Traffic (Safety)	Complaint	2	3
Traffic (Road Maintenance)	Complaint, Suggestion*	1	3
Transmission Line	Complaint	1	3
Environment	Compliment, Question*	1	1
EA-related requests/inquiries	Request for information	4	0
Helicopter Use	Complaint	1	1
Landowner Access	Complaint	0	1
Sponsorship	Compliment	0	1
Total		13	18

Source: (BW Gold 2026b)

Notes: Road maintenance feedback in 2025 included 2 complaints and 1 suggestion. Feedback on environment included 1 compliment in 2024 and 1 question in 2025. Not all complaints were found to be related to Blackwater Mine. The helicopter complaint was found to be related to a different company.

For both traffic and non-traffic related complaints, BW Gold's management response included investigating the complaint, notifying the responsible site personnel, BW Gold employees, and contractors, as applicable, and communicating appropriate corrective actions. All complaints received have been addressed and resolved by BW Gold.

2.3 Community Liaison Feedback

As required by the CLC Terms of Reference, members of the CLC are asked for annual input on the effectiveness of the CLC and the monitoring program.

The 2025 CLC survey was distributed to 30 CLC members on August 26, 2025, and eight members provided responses to BW Gold. Respondents provided opportunities for improvement in future reporting, including:

- Raising awareness with community leaders;
- Providing a more detailed executive summary in the annual report, and;
- Focusing on closer and higher-at-risk communities for some of the indicators.

This information helped to inform the revisions made to the CEMMP and to ongoing reporting.

3 Methods

The following sections describe the overall approach to community monitoring and management of socio-economic effects, including monitored effects, selected indicators for measurement, information sources, and data limitations.

To understand Mine-specific impacts on Primary Communities, this report focuses on communities closest to the Mine where community effects are most likely to occur, including positive effects from employment. As such, while all Primary Communities are considered, focus is placed on Fraser Lake and Vanderhoof, where changes to demand on services (health, education, protective, and social services) are most likely to occur based on proximity to the Mine. Prince George is also highlighted throughout this report, being the community with the majority of BW Gold employees from Primary Communities.

To understand how the Mine may be affecting socio-economic conditions, the CEMMP describes monitoring for socio-economic effects as predicted in the EAC Application. Indicators were selected with the CLC for monitoring to evaluate changes in communities (Table A-7-1 in Appendix A). First, a desktop review of publicly available information was conducted to update information from previous reporting and identify information gaps. Both qualitative and quantitative information was reviewed to gain understanding of the context for changes to socio-economic conditions in the region, and the possible contribution of the Mine to these changes. Issues and concerns heard through the CFM and other engagement activities were used in this Report to direct the analysis and help determine the effect of the Mine on communities.

To verify the desktop information and fill gaps, information requests were sent to CLC members, local government, community organizations, and service providers, including Primary Communities (Vanderhoof, Fraser Lake, Quesnel, Fort St. James, Burns Lake, and Prince George), University of Northern British Columbia (UNBC), College of New Caledonia (CNC), Northern Health, BC Emergency Health Services (BC EHS), and seven community organizations. Information requests included a series of questions about existing conditions in communities and community concerns, as well as data requests. Data collection through the information requests followed appropriate measures to protect the privacy of residents and businesses in Primary Communities and included provisions for collection of disaggregated data on vulnerable groups.

Information requests to internal BW Gold departments and contractors were sent to gather information on mine employment and to understand the possible effects of Mine workers on the monitoring indicators. Information gathered included employment numbers, diversity of the Mine workforce, the proportion of Mine employment from Primary Communities, worksite incidents and referrals to healthcare services in Primary Communities, off-site traffic incidents involving Mine workers, average employee income, employee turnover rates, and other information.

The information received was used to evaluate the effectiveness of the mitigation measures currently in place, to determine whether adaptive measures may be needed for any observed effects, and to identify any new issues and concerns for ongoing monitoring.

3.1 Community Effects and Indicators

The EAC Application predicted potential socio-economic effects in communities during Mine operation, including change to community populations and demographics, change in demand for regional and community services (health services, protective services, social services, and educational services), change in traffic and work incidents, and changes to family and community well-being associated with Mine employment. Based on consultation with the CLC, socio-economic indicators were selected to measure changes and monitor these predicted effects. The predicted effects, selected indicators and information sources are provided in Table A-7-1 in Appendix A. Indicators were updated for the previous CEMMP report (Construction) to reduce redundancy and focus attention on Mine-related interactions with Primary Communities.

The indicators that are assessed in this Report have been identified and confirmed by the CLC. Through regular and ongoing CLC meetings, BW Gold worked with members to understand the extent of anticipated social or economic effects through the tracked indicators, the effectiveness of mitigation measures, as well as emerging or unanticipated effects that have occurred during the construction phase. In addition to ongoing advice, the CLC was engaged in the annual data collection, analysis, and review of findings for this Report. CLC members have identified socio-economic data related to the monitored indicators and effects through ongoing CLC meetings and the annual CLC survey.

3.2 Information Sources

BW Gold has collected current socio-economic data that aligns with the indicators described in Table A-7-1 in Appendix A of this Report. This provided a baseline of data that can be used to track changes in socio-economic conditions and to understand any Mine-related effects in communities. The scope of data collection focused on the Primary Communities or other locations (e.g., key roadways accessed by Mine workers) where potential effects have been identified based on engagement with the CLC and results from the Application/EIS.

Where possible, several data sources are identified to amplify, improve and refine the data. It may not always be possible to directly attribute a socio-economic change to the Mine based on quantitative data alone. As such, monitoring included qualitative data collection through meetings and emails with CLC members and review of input received through the feedback mechanism (Section 2.2). In accordance with the adaptive management framework, new indicators may be identified iteratively to support monitoring efforts. In the case of unforeseen impacts identified through the CFM, feedback from the CLC and other stakeholders, and at the discretion of the Qualified Professional based on professional experience, BW Gold will identify new indicators to be monitored.

3.3 Data Limitations and Challenges

The following data limitations and challenges are relevant to this report:

- Census data from Statistics Canada is on a 5-year cycle with the next Census scheduled for 2026. Updated population statistics up to 2025 have been drawn from BC Stats for communities. Disaggregated information (such as by gender, Indigeneity, age, and other identity factors) is therefore limited for the reporting period. Confidentiality concerns for small communities also limit the availability of disaggregated information. Where Census data have been suppressed, this is noted.
- Information from previous reporting (i.e., the CEMMP Baseline Report, Early Works Report and the Construction Report) has been reviewed and may be included in this Report to provide context and identify general trends, where possible. However, data collection and/or analysis methods may vary, and this information is intended to be for illustrative purposes only. Data collection methods may be iteratively refined to allow for easier comparison in subsequent years.
- This Report includes information from Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC)'s First Nation Profile Census to report on the registered population of First Nation communities in 2025. Note that the statistical information reported by CIRNAC may differ from that reported by Statistics Canada. CIRNAC reports statistical information for the entire registered population, while Statistics Canada reports data for on reserve population and may include both registered and non-registered First Nation residents.
- Observed changes in communities and Mine activities may not represent a causal relationship; many other socio-economic factors may be contributing to socio-economic conditions. Information which is specifically attributable to construction activities for the Mine is identified, where applicable.
- Information not collected during the 2025 reporting period due to confidentiality purposes or limitations in data availability included: gender-disaggregated data from contractor employers, the number of times Mine workers were referred to community healthcare facilities outside of their home community, information on the type of community social services accessed by Mine employees, and the number of family members that moved with BW Gold employees to a Primary Community. BW Gold is currently working to improve and standardize how these data are collected so that future CEMMP Reports can consistently include this information.
- Most data and information from public sources are available on annual basis; however, data from public sources are often lagging. While an effort was made to report the most recent data, this was not possible for all monitored effects. For example, some publicly available data sources (e.g., crime rates and crash data) do not have updated information for 2025. Additionally, some data is not available at the community level due to collection challenges or privacy considerations. These limitations can affect the

determination of correlation and causality between Mine activities and changes to the monitored indicators.

- Where information was not available or incomplete, this is noted under the relevant category and is considered in interpretation where applicable.

4 Socio-Economic Monitoring Results

This section summarizes the key socio-economic monitoring results from Project operation in 2025, including changes in populations, changes in demand for regional and community services, and changes to family and community well-being. The focus of these results is on indicators where a measurable change in conditions has been observed that can reasonably be associated with Mine construction. Subsections 4.2 to 4.10 correspond to the indicators for each of the monitored effects as described in Table A-7-1 in Appendix A.

4.1 Regional Context

Communities located in proximity to the Mine provide the closest and most accessible sources of labour, goods, and services for Mine construction and operations. These communities are listed in Section 1.4 (Table 1-1).

Key economic drivers in Primary Communities and in the region have been the forestry sector (logging, wood products and by-product manufacturing), the public sector (health care, social services, education and public administration), and to a lesser degree, agriculture and ranching, mining, and the service sector (New Gold 2013; Statistics Canada 2017). As of 2019-2021, the forestry sector contributed about two percent to the provincial gross domestic product (Ministry of Forests 2019; Statistics Canada 2021). However, communities in central BC continue to be heavily affected by mill closures and reduced operations in 2023, 2024, and 2025, following a long-term trend of forestry job losses in BC which continue to have significant detrimental impacts on the communities and the region. The mining and oil and gas sectors have historically not been large employers in the region, providing approximately three percent of the jobs in the RDBN and one percent of the jobs in Prince George in 2021 (Statistics Canada 2022d, 2022b).

While the regional population has been declining over the past decade, the population of some communities in the region has remained stable or increased, with Prince George experiencing the largest growth in population. Housing in the region is considered to be affordable and house prices are below the provincial average. Regional and community infrastructure is in good condition and of suitable capacity to meet future growth. Local and regional services, including health care, social and emergency services operate at or near capacity and experience difficulty in meeting the current demand (Artemis Gold 2025). Some municipalities, such as Vanderhoof, highlighted challenges due to mill closures and anticipated that the resulting loss in taxation could lead to future issues related to maintaining infrastructure (CKPG Today 2026). The Primary Communities typically have lower income levels, higher crime, more at-risk youth, and lower overall well-being compared to the provincial averages (Indigenous Services Canada

2021b; Statistics Canada 2022b). The minimum number of people experiencing absolute homelessness in Prince George increased to 206 in 2025, a notable increase from 133 in 2018 and 163 in 2021. Approximately 75% of respondents that took the Point in Time Homeless Count survey identified as Indigenous (Pawlil 2025).

Community organizations in Primary Communities contributed qualitative observations on community conditions to this report, including observations and data related to the capacity of emergency services and social services in Primary Communities (Section 4.4.1 and Section 4.6.1, respectively).

4.2 Change in Community Populations and Mine Employment

Anticipated Effect: *Increase in community populations due to Mine workforce and their families which can be a positive effect, providing economic benefits to communities. However, a large and sudden increase in a community population can also be a negative effect, if the increased demand for community services and infrastructure outpaces local capacity.*

Results: *The populations of many Primary Communities continued to decrease from 2021-2025, which is associated with a long-term regional trend rather than the presence of the Mine workforce. Mine employment has so far not contributed to population growth in Primary Communities.*

The number of BW Gold employees increased from approximately 400 in 2024 to approximately 490 in 2025. The average total number of Primary Community employees increased from 2024 to 2025, and the number of Indigenous employees identifying with First Nation Primary Communities also increased.

BW Gold Actions: *To encourage regional employment, at the request of CLC representatives, BW Gold continued to focus recruitment efforts in Primary Communities. In 2025, BW Gold launched a “Living and Working Near the Blackwater Mine” webpage highlighting the benefits of living and working in the Mine region and profiling each Primary Community and provided a relocation assistance program to prospective employees from non-Primary Communities.*

Mitigation Effectiveness: *High. The decrease in Primary Community populations is not likely associated with the Mine workforce and CLC representatives have indicated a desire to maintain and grow their populations. Regional recruitment measures were effective.*

4.2.1 Population Estimates in Primary Communities

Most Primary Communities have shown an overall decrease in population from 2021 to 2025 (Government of British Columbia 2025b). Prince George is the only Primary Community to have an increase in population growth overall from 2021 to 2025 (4.9%). Table A-8-1 in Appendix B provides population estimates and percentage change from 2021 to 2025, by Primary Community.

Table A-8-2 in Appendix B provides estimates of on-reserve and off-reserve registered populations and percent change from 2025 to 2026, by First Nation community. All First Nation communities have been generally stable in their total registered populations and registered population living on reserve since 2022 (Government of Canada 2026).

4.2.2 Mine Employment

BW Gold employment (direct employees) numbers are provided in this section, and contractor employment numbers are provided in Section 4.2.3.

Total BW Gold employment during 2025 is compared to previous reporting periods in Table 4-1. The total average number of BW Gold employees increased from ~400 in 2024 to ~490 in 2025, as BW Gold continued hiring for the transition from Phase 1 construction to Mine production⁴. The total number of employees was calculated by averaging month-over-month employment over 12 months in 2025, which peaked at ~566 in December. Previous employment estimates for construction and early works are not directly comparable to 2025 estimates due to changes in methodology.

The relative numbers of male and female employees and Indigenous employees have remained generally stable since 2023 (Table 4-1). Overall numbers of female and Indigenous employees did not increase although the overall workforce grew in 2025. Approximately 24% of BW Gold employees identified as Indigenous in 2025 (see Table 4-1), which is higher than the national average of 9.8% within the mining industry (MIHR Council 2024).

The demographics of the BW Gold workforce may be due to several factors including the transition into operation. During construction, significantly more entry-level and short-term roles (e.g., labour, camp support, and contractor-based work) were available, which had higher female, Indigenous and regional participation. As the Mine shifted into operation, the workforce composition has also shifted toward more permanent, specialized, and trade- or certification-based roles that are typically male dominated and therefore can impact overall representation. Hiring for specialized roles requires accessing a larger labour pool, including from outside the region.

Systemic factors may limit women's desire and opportunities to be employed in the mining industry. For example, negative perceptions about the industry may influence whether qualified female candidates seek to work at the Mine. Additionally, jobs with rotation schedules such as two weeks on, two weeks off may also be less attractive for female candidates with children or those caring for elderly relatives (MIHR Council 2024). BW Gold is continuing efforts to support female and Indigenous employees in moving into long-term, career-oriented roles during operation, as detailed in Section 4.8.5.

⁴ Early works and construction employment numbers are estimates and are provided for illustrative purposes only. BW Gold's data collection methods have been refined from employment snapshots to total month-over-month employment, averaged over the year.

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Table 4-1: Approximate Total BW Gold Mine Employees by Gender and Indigeneity

Phase	All BW Gold Employees			Indigenous BW Gold Employees
	Total	Male	Female	Total
Operation (2025)	~490	~412	~78	~119
Construction (2024)	~400+	~320	~80	~120
Construction (March 2023 – December 2023)	~320	~256	~64	~120
Early Works (2022-2023)	~72	N/A	N/A	~16

Sources: (Artemis Gold 2023, 2024b, 2024a; BW Gold 2023; Blackwater Gold 2024; BW Gold 2024a, 2024b, 2025b; Community Liaison Committee 2024, 11; BW Gold 2026d; Artemis Gold 2025)

Note(s):

~ = All data is approximate.

Total employees by identity factor for 2025 represents the average employment calculated from 12 monthly headcount datasets. Monthly values were averaged to provide a representative annual estimate. Construction and Early Works employee counts were employment snapshots and are provided only for general comparison. Gender information was not available for Early Works.

The total number of employees from Primary Communities (Section 1.4) increased in 2025. Based on information received from BW Gold's Human Resources team, a total of 148 BW Gold employees resided in Primary Communities in 2025 as shown in Table 4-2. The total number of employees reported as identifying with a First Nation Primary Community was 47, as shown in Table 4-3 (BW Gold 2026d). Notably, the number of BW Gold employees from Fraser Lake more than doubled in 2025 (Table 4-2). Construction employment numbers (2023-24) are shown in brackets in Table 4-2 and Table 4-3. Although these numbers are not directly comparable due to the difference in reporting periods and data collection methods, they do indicate a general increasing trend of Mine employment in Primary Communities.

Table 4-2: Average Total BW Gold Employees Residing in Primary Communities

Identity Factor	Primary Community						TOTAL
	Vanderhoof	Fraser Lake	Quesnel	Prince George	Burns Lake	Fort St. James	
TOTAL	19 (18)	17 (8)	25 (26)	70 (68)	9 (11)	8 (2)	148 (133)
Male	18 (16)	14 (6)	21 (23)	59 (55)	7 (8)	5 (2)	124 (110)
Female	1 (2)	3 (2)	4 (3)	11 (13)	2 (3)	3 (0)	24 (23)

Source: (BW Gold 2026d)

Notes: 2024 numbers are shown in brackets. Previous reporting (CEMMP R2, Construction) also included the total BW Gold employees by gender from First Nation Primary Communities, which was not reported for 2025.

Of the ~119 Indigenous employees working at the Mine in 2025 (see Table 4-1), 47 identified as members of a First Nation Primary Community as shown in Table 4-3. The total number of employees from these First Nations increased in 2025, with similar proportions of male and female workers compared to 2024.

Table 4-3: Total BW Gold Indigenous Employees Identifying with First Nation Primary Community

Identity Factor	Employees Identifying with a First Nation Primary Community						TOTAL
	LDN	NWFN	NFN	SFN	StFN	UFN	
TOTAL	7 (8)	7 (4)	5 (6)	6 (2)	10 (8)	12 (15)	47 (43)
Male	7 (8)	5 (3)	4 (5)	6 (2)	9 (7)	8 (9)	39 (34)
Female	0 (0)	2 (1)	1 (1)	0 (0)	1 (1)	4 (6)	8 (9)

Source: (BW Gold 2026d)

Note: 2024 numbers shown in brackets. Table shows Indigenous employees who identify with a First Nation Primary Community and does not refer to their place of residence.

4.2.3 Contractor Employment

Information on contractor employment is based on contractor response to requests for information in 2025. A total of 120 contractors were sent requests for information, of which 52 (43%) responded. These contractors employed 554 individuals directly at the Mine throughout 2025, representing a subset of the total contractor workforce⁵. A total of 383 (69%) of the reported 554 contractor employees were from Primary Communities, and 134 (24%) were Indigenous.

Of the 52 contractors that provided employment information, 34 provided community-specific employment data, representing a smaller subset of contractor employment. The majority of regional contractor employees reported were based in Prince George (BW Gold 2026a). Reported contractor employees for Primary Communities is shown in Table 4-4. Gender disaggregated information was not available at the time of reporting.

⁵ The contractors that responded to the survey in 2025 were different than the 2024 respondents; therefore, comparisons between 2024 and 2025 contractor data are not included. Contractor employment data for 2025 does not represent a comprehensive picture of all contractor employees working at the Mine during this reporting period.

Table 4-4: Reported Contractor Employees from Primary Communities

Total	Primary Community						
	Vanderhoof	Fraser Lake	Quesnel	Prince George	Burns Lake	Fort St. James	Anahim Lake
383	49	26	13	277	5	10	3

Source: (BW Gold 2026a)

The number of contractor employees identifying as members of a First Nation Primary Community in 2025 is shown in Table 4-5. Based on the available data, 20 contractor employees were members of a First Nation Primary Community.

Table 4-5: Contractor Employees by First Nation Primary Community

Total	Employees Identifying with a First Nation Primary Community					
	LDN	NWFN	NFN	SFN	StFN	UFN
20	1	3	6	2	6	2

Source: (BW Gold 2026a)

4.2.4 Capacity and Use of On-Site Camp

Use of the on-site camp in 2025 reflected both operational and ongoing construction workforce requirements for both employees and contractors on shift. Camp capacity initially decreased from 703 to 547 from January to March as Phase 1 construction camp facilities were removed but then increased to 657 beds in September to support the gradual growth of operational staffing and construction of Phase 1A, which was an expansion of the mine's processing capacity and supporting facilities. Camp occupancy remained relatively high throughout the year, with an average vacancy rate of approximately 9%, indicating that capacity was generally well utilized. Occupancy peaked in October 2025, when up to 626 workers were accommodated on site (BW Gold 2026d).

4.2.5 Change in Community Residency Status of Mine Workers and Families and Community-Specific Migration

One BW Gold employee used the relocation program provided by BW Gold to move to a Primary Community (Prince George) in 2025. This represents a small decrease in the number of employees that relocated to a Primary Community compared to the previous reporting period (April 1, 2023 to December 31, 2024), where five employees had relocated to a Primary Community.

The most recent data on migration to and from Primary Communities is available from the 2021 and 2016 Census of Population. Updated migration data for Primary Communities was not found in public sources. Please see the CEMMP Report for Early Works for previous data on migration, per Primary Community.

4.2.6 Mitigation Measures

Mine workers moving to Primary Communities can provide economic benefits to communities through increased spending and economic activity. However, a large and sudden increase in a community population can also be a negative effect, if there is an increased demand for community services and infrastructure that outpaces local capacity. The CLC has voiced that immigration of employees to Primary Communities is encouraged in a strategic and manageable way; therefore, BW Gold continues to implement enhancement measures to support regional employment and encourage recruitment efforts in Primary Communities, including:

- Offer relocation assistance to prospective employees from non-Primary Communities. This assistance includes financial assistance with moving costs, storage, temporary accommodations, and hiring movers.
- Added a “Living and Working Near the Blackwater Mine” webpage to promote local residency and employment opportunities, featuring profiles and links for each Primary Community developed in consultation with the communities.
- Focusing recruitment efforts on regional communities’ businesses:
 - Participation in community meetings, job fairs, and employment-related events to promote employment, including participation at eight career fairs at school districts, post-secondary institutions, WorkBC, and Primary Communities.
 - In-person and virtual meetings with regional businesses to better understand the capacity within the region, support contractor readiness, and ensure companies have access to the right information about working with the Mine.
 - Engagement with regional vendors through direct meetings, community events and industry conferences (e.g., the BC Natural Resource Forum and CIM North).
- Promotion of weekly job postings, which are shared with the CLC, WorkBC, First Nations, UNBC, and CNC via email and posted on the BW Gold website, along with promotion of the jobs website in the Newsletter.
- The BW Gold Vanderhoof Community Office provides information to job seekers almost daily regarding career opportunities.

To manage the influx of Mine workers to the region, BW Gold continued to provide self-contained camps to accommodate workers. BW Gold’s focus on recruitment in Primary Communities has also been effective in promoting regional hiring.

4.3 Change in Traffic and Motor-Vehicle Incidents

Anticipated Effect: *Changes in traffic incidents or volumes due to Mine operation.*

Result: Over 30,000 one-way trips were made to or from the Mine in 2025. A total of 7 off-site work-related traffic incidents causing damage or requiring medical attention occurred in 2025, with the majority (4) occurring on the Kluskus FSR. No incidents required protective services (fire or ambulance) or referrals to community health care services. A total of 10 traffic-related complaints were received through the CFM, representing a slight increase from the six traffic-related complaints received from the public in 2024. However, only 8 of the traffic-related complaints were associated with the Mine workforce or its contractors.

BW Gold Actions: A total of 685 FSR e-learning courses were completed in 2025. Ongoing crew toolbox discussions were related to road safety and protocols. The shuttle bus transported Mine workers to the Mine. Incidents and near misses were reported and follow-up procedures were conducted. A contractor was hired on an ad hoc basis to monitor roads and report issues or non-compliance.

Mitigation Effectiveness: High. While traffic-related incidents involving mine workers did occur outside of the Mine site, no incidents required protective services or referrals to community health care services. BW Gold investigated all traffic-related complaints and applied corrective actions.

4.3.1 Off-site Traffic Incidents Involving Mine Workers

In 2025, 7 off-site traffic incidents causing damage or requiring medical attention were reported, most of which were on the Kluskus FSR (4). Only 1 incident was reported on Highway 16. The total number of off-site traffic incidents causing damage or requiring medical attention was not available for previous years for comparison (BW Gold 2026c). Traffic incidents were grouped by location for reporting, as shown in Table 4-6.

Table 4-6: Number of off-Site Vehicle Incidents causing damage or requiring medical attention by location

Location	Kluskus	Highway 16	Other	Total
Traffic Incidents - 2025	4	1	2	7

Source: (BW Gold 2026c)

No incidents were reported that required protective services (police, fire, or ambulance) or referral to community health care services. Where minor musculoskeletal injuries occurred, BW Gold provided access to physiotherapy services through a contracted provider, delivered off site via virtual appointments or in person services as appropriate. There were no reported incidents involving crew buses.

Even with the slight increase in traffic-related complaints received in 2025 (10) compared to

2024 (6)⁶ the total number of concerns reported by the public were low in consideration of the large number of vehicles recorded at the Mine’s security gate throughout the year, as shown in the next section (Table 4-7). Additionally, BW Gold’s CFM data indicates that only eight of the 10 traffic-related complaints were associated with the Mine workforce or its contractors.

Traffic complaints were mainly related to traffic through the SFN community and traffic safety on the Kluskus FSR. Other traffic-related complaints raised in 2025 were related to road maintenance concerns. Road maintenance issues were mainly raised during the summer and often related to dust, grading, or soft spots on the Kluskus FSR and Bearhead Road. Reports about vehicles travelling through SFN were higher during spring and summer and then stopped after September. Traffic safety concerns included a near miss, yielding issues on the Kluskus FSR, and concerns about industrial or mine-related vehicles driving too aggressively around recreational users (BW Gold 2026b). BW Gold’s management responses related to traffic complaints, including notifications and efforts to engage with SFN, is described in Section 2.2.

4.3.2 Mine Traffic Volumes

Mine traffic volumes in 2025 were reported via data on the number of vehicles entering and exiting the Mine site at the security gate (Table 4-7). There were over 30,000 one-way trips in 2025 (BW Gold 2026c). Previous year traffic volumes were not available for comparison. The number of FSR e-training courses completed in 2025 indicates the number of “new” drivers accessing the Mine for the first time. In 2024, over 3,000 FSR e-training courses were delivered, decreasing to 685 in 2025, reflecting fewer new drivers accessing the Mine and a higher proportion of return drivers.

Table 4-7: Number of One-Way-Trips to/from the Mine by Vehicle Type in 2025

Phase	# Heavy Vehicles	# Light vehicles	Total One-Way Trips	# FSR E-training courses delivered (courses delivered in 2024)
Operations (2025)	13,688	16,525	30,213	685 (>3,000)

Source: (BW Gold 2026c; Artemis Gold 2025)

Note: The number of heavy vehicles includes one-way trips of heavy (42 ton), medium heavy (25 ton) and medium load (15 ton) to/from the Mine. Light vehicles include personal and passenger vehicles.

⁶ The 2024 CEMMP Report for Construction reported a total of 71 traffic-related complaints which included complaints raised by the Mine workforce. With Mine workforce complaints excluded, a total of 6 traffic-related complaints were received during Construction (2023-24) and 10 were received in 2025.

4.3.3 Shuttle Bus Service

BW Gold operates a shuttle bus service to reduce the effects of increased Mine-related traffic on access roads. The shuttle bus for the Mine transports BW Gold and contractor employees to the Mine site and picks up employees from the Prince George airport, downtown Prince George, Quesnel, Williams Lake, and Vanderhoof (BW Gold 2026b). For 2-week shifts, the shuttle bus operated Monday to Thursday during the first week of travel and Monday to Wednesday during the second week (BW Gold 2026d). From Highway 16, the bus travels south on Bearhead Road onto the Kluskus FSR where it continues south to the Mine site. While some employees and contractors travel to site using company vehicles, they also have access to the shuttle service (BW Gold 2026b).

The corporate website shows the location of the Mine and associated access road. The Mine Traffic Control Plan describes the access route to the site, stating that non-managerial staff will be transported by bus to the Mine.

4.3.4 Motor Vehicle Accident Data

Table A-8-3 in Appendix B shows ICBC-reported crash data on key roadways accessed by the Mine from 2022 to 2025. A total of five accidents were reported by ICBC on the Kluskus FSR in 2025. The number of ICBC-reported accidents on the Kluskus FSR have stayed fairly stable since 2021, ranging from a low of two in 2023 to a high of eight in 2024 (ICBC 2026). Although the data are from different sources and are therefore not directly comparable, four accidents causing damage or requiring medical attention were reported by BW Gold that involved mine workers on the Kluskus FSR (Table 4-6).

On Highway 16, there were 32 ICBC-reported accidents within the municipality of Fraser Lake and 128 within Vanderhoof in 2025 (Table A-8-3). BW Gold reported a single off-site accident involving workers on Highway 16 in 2025 that resulted in property damage or required medical attention (Table 4-6).

Police-reported crash data from BC's Traffic Accident System by Primary Community was not available for 2025 at the time of reporting. Figure A-8-1 in Appendix B shows police-reported crash data from 2022 to 2024 for Fraser Lake and Vanderhoof.

4.3.5 Mitigation Measures

In response to traffic-related complaints received during Early Works and Construction, BW Gold implemented additional mitigation measures to improve traffic safety and awareness to reduce additional demand for health care, emergency, and protective services in Primary Communities due to traffic incidents. These measures include the following:

- All leased vehicles operated by BW Gold had GPS tracking and monitoring for safety-related reasons, such as speeding.
- Following up with SFN on traffic-related complaints, including informing leadership of actions being taken internally to address the issue.

Other mitigation measures which continue to be implemented include:

- Shuttle bus service to transport mine workers to the Mine site.
- Required FSR e-training courses for all BW Gold employees and contractors who drive on the Kluskus FSR. A total of 685 FSR e-learning courses were completed in 2025.
- New road signage promoting the e-training course and reminding road users to have a radio and other requirement materials in their vehicle.
- Occasional use of a contractor as road monitor to oversee traffic on the Kluskus FSR and report any issues of non-compliance, when required. Any incidents of non-compliance with road protocols were reported back to BW Gold's Health & Safety department.
- Required crew toolbox discussions. In 2025, 9 toolbox discussions focused on Kluskus FSR safety, including road use protocols, hazards, and controls.
- Engaged with other road users through the Ministry of Forests Road Users Safety Meeting to share seasonal road plans and safety trends.
- Engagement meetings took place with the CLC and First Nations to discuss updates to road safety measures on the Kluskus FSR.

4.4 Change in Demand for Health Services

Anticipated Effect: *Change in demand for health services due to in-migration of Mine workforce and their families, and increased traffic or worksite incidents.*

Result: *A total of 49 on-site incidents (7% of all incidents) were referred to health care services in the primary communities. On-site medical services addressed 93% of reported health and safety incidents, the same as during Construction. Non-urgent incidents made up the majority of referrals to community health care services (40 incidents or 81%) and most of these non-emergency referrals were for diagnostic services.*

BW Gold Actions: *Provided on-site Advanced Care Paramedics (ACPs) and emergency services to meet most the workforce's urgent and non-urgent health care needs.*

Mitigation Effectiveness: *High. Most incidents were addressed by BW Gold's on-site medical team. Qualitative information from Northern Health provided insights into health services capacity in communities.*

4.4.1 Emergency Service Capacity

BW Gold typically transfers patients to the hospital via light vehicle unless patient care requires an ambulance. When feasible, Injury Management personnel visit employees during their

hospital stay. Upon discharge, BW Gold provides transportation back to the mine site, or assists employees in making appropriate arrangements to return home and follows up to ensure they arrived safely. Referrals involving urgent care transfers to Northern Health facilities are tracked by BW Gold Health and Safety, reported to Northern Health on a regular basis, and summarized in Table 4-11.

BC EHS provides annual data on pre-hospital event call volumes in BC communities to understand annual changes in emergency call volumes in primary communities. Most Primary Communities have seen an increase in call volumes from 2021 to 2025. However, most Primary Communities experienced slight decreases in call volumes from 2024 to 2025 (BCEHS, n.d.). See (BCEHS, n.d.) in Appendix B for further details.

Across Primary Communities, emergency services continue to face capacity and resource challenges related to staffing levels, growing call volumes, and demographic factors such as aging populations. Available data in Primary Communities indicates variability in emergency response demand over an annual period, including increases in fire and emergency response calls in some areas. These trends reflect broader community and regional conditions and have not been linked to the Mine or Mine workforce (City of Quesnel 2026a; District of Vanderhoof 2025; Burns Lake 2025; BCEHS 2024).

4.4.2 Hospital and Health Centre Capacity

Health services across all Northern Health communities continue to be operating at capacity, with ongoing efforts and more recent success directed toward staffing stabilization, including ER recruitment, and reducing emergency department closures (Northern Health, “Northern Health Response to Information Request,” March 13, 2026).

BW Gold receives notice of emergency department diversions from Northern Health. Northern Health employs many measures to avoid diversions, and this indicator does not capture those efforts; therefore, details of emergency department diversions are not included in this report.

4.4.3 Communicable Disease Rates

Information on communicable disease cases at the Mine is an indicator because of the possibility of increased spread of sexually transmitted infections (STI) or blood born infections associated with the presence of a temporary workforce in the region. Available BW Gold data on incidences of communicable diseases is provided in Table 4-8. There was a total of 200 communicable disease cases reported on-site in 2025. Most communicable disease cases reported were for respiratory illnesses (e.g., flu, COVID-19, respiratory tract infections). Five known cases were indicated to have resulted in off-site referrals for further care or assessment. Information on which health care facilities the worker accessed was not available as the Health & Safety Department cannot track whether a patient decided to access off-site health care services after being seen at the on-site health care facility.

Table 4-8: Communicable Disease Cases Reported On-site, 2025

Category	Number of Cases	Examples
Respiratory Illnesses	145	Influenza, COVID-19, Respiratory tract infections
Gastrointestinal Illnesses	32	Diarrhea, nausea, vomiting
Contact-Transmitted Diseases	13	Skin rash/infection
Urogenital Infections	10	Sexually Transmitted Infections (STIs), UTIs, Yeast Infection
Total	200	

Source: (BW Gold 2026c)

Community-level statistics on communicable diseases are not publicly available. STI rates from 2021 to 2025 for the Northern Interior HSDA are shown in Table A-8-5 in Appendix B. The Northern Interior HSDA includes the Burns Lake, Nechako and Prince George LSAs. Rates of syphilis and chlamydia decreased from 2024 – 2025 in the Northern Interior HSDA, while rates of gonorrhea and hepatitis C increased in the same period (Table A-8-5).

Northern Health reported a high number of measles cases in 2025, with 314 confirmed cases including 15 from the Northern Interior HSDA (Provincial Health Services Authority 2025). No cases from camps were reported (BW Gold 2025a). Additional information on respiratory and other communicable disease rates in the HSDA was not available for 2025 at the time of reporting. Based on available information, no link between communicable disease rates in the region and the presence of Mine workers was identified.

4.4.4 Use of Health Care and Emergency Services by Mine Employees

Information on the use of community health care services by all Mine workers (BW Gold employees and contractors) can help understand any increased strain on these services because of the Mine. Table 4-9 and Table 4-10 provides information for all BW Gold employees and contractors that accessed health services.

Table 4-9 presents total health and safety incidents reported for all mine workers in 2025, and incidents by type. A total of 996 incidents were reported in 2025. The highest number of incidents were non-occupational (490 or 49% of the total incidents), followed by property damage incidents (244 or 24%). . Restricted work injuries represented the lowest number of reported incidents (4 or 0.4%) and there were no reported incidents resulting in lost time injury (BW Gold 2026c).

Tracking worker origin helps identify potential external strain on community health care services, informing adjustments to community health service planning. However, for the 2025 reporting period, residential home address for referred patients was not collected by BW Gold. Data

collection methods will change for 2026 to enable the resumption of reporting on this data point.

Table 4-9: Health and Safety Incidents Reported for all Mine Workers, 2025

Total	Lost Time Injury	Restricted Work Injury	First aid	Medically treated	Property damage	Near miss	Non-occupational
996	0	4	159	12	244	87	490

Source: (BW Gold 2026c)

Referrals to Community Health Care Services

This indicator evaluates how often on-site medical incidents require referral to different community health care facilities that would otherwise have been accessed in their home communities, representing additional demand on these services by the Mine. High referral rates may indicate gaps in on-site health care capacity or protocols, while low referral rates suggest on-site health care services and protocols are effective. Most referrals are to health care facilities in Vanderhoof and Prince George. For the purposes of this indicator, referrals represent actual transfer of care from the Mine site to community health care facilities, which does not include advice for a patient to seek follow-up primary care. The categorization of these referrals by service type in the following tables reflects the purpose of the transfer only, as post-referral treatment information is not available due to privacy considerations.

In 2025, a total of 665 on-site incidents occurred that required use of on-site medical facilities⁷, of which 49 (7%) required medical referral to public health care facilities (Table 4-10) (BW Gold 2026c). The remaining 93% of incidents were addressed on-site, which is the same proportion requiring referral as in 2024. A total of 9 of these incidents required urgent referrals to community health care facilities, with the remaining 40 incidents requiring non-urgent referrals for services (BW Gold 2026c).

Worker use of on-site medical facilities without referrals represents an offset to the additional demand for community health care related to the Mine, as these visits would otherwise be sent to public health care facilities. Only 10% of occupational cases and 6% of non-occupational cases were referred to off-site health care services in 2025. The majority of the occupational and non-occupational cases referred were non-urgent (78% and 84%, respectively) (BW Gold 2026c).

Urgent and non-urgent referrals are investigated further in Table 4-11 and Table 4-12.

⁷ Table 4-10 shows the 665 on-site incidents requiring medical services that occurred in 2025. The total includes the incidents listed above in Table 4-9 except for Property Damage and Near Misses (996 – (244 + 87) = 665, as these incidents did not result in any injuries and therefore did not require the use of on-site medical services.

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Table 4-10: Use of On-Site Medical Services and Referrals to Community Health Services by all Mine Workers, 2025

Type of Incident	Occupational	Non-Occupational	Total	# of referrals to different community health authority than where worker resides*
Total # Incidents Presenting to On-Site Health Facilities	175	490	665	N/A
# Urgent Referrals to Community Health Care Services	4	5	9	N/A
# of Non-Urgent Referrals to Community Health Care Services	14	26	40	N/A

Source: (BW Gold 2026c)

Note(s):

Referral: Any patient that is transferred from the Mine site to community health care services.

Urgent Referral: Transport is required by ambulance OR required within a 24-hour period.

Non-urgent Referral: Transport is not required by ambulance and not required within a 24-hour period).

** For the 2025 reporting period, residential home address was not collected for referred patients.*

Referrals to Emergency (Urgent) Health Care Services

This indicator breaks down urgent health care referrals into specific service categories and communities to identify which hospitals and services are most impacted by Mine-related cases. This information helps assess potential strain on local health resources and informs adjustments to mitigation measures, such as on-site emergency services and medical protocols. Cases needing urgent health care services (9 or 1% of total cases) were referred to Vanderhoof Hospital over the 12-month period of reporting (Table 4-11).

Table 4-11: Referrals to Emergency (Urgent) Health Care Services by all Mine Workers, 2025

Service Category	Vanderhoof Hospital	Prince George Hospital	Other	Total
Emergency Assessment & Stabilization	1	0	0	1
Diagnostic Services	1	0	0	1
Imaging	3	0	0	3
Procedures & Interventions (e.g., suturing, fracture reduction)	0	0	0	0
Specialist Care (e.g., cardiology, orthopedics)	2	0	0	2

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Service Category	Vanderhoof Hospital	Prince George Hospital	Other	Total
Observation & Monitoring	0	0	0	0
Labs	2	0	0	2
Mental Health	0	0	0	0
Total	9	0	0	9

Source: (BW Gold 2026c)

Urgent referrals in 2025 were for imaging services, specialist care, lab work, emergency assessment and stabilization, and diagnostic services (BW Gold 2026c).

All workers were referred to the Vanderhoof Hospital in 2025. However, BW Gold does not track if or where medical services were actually performed, as doing so would infringe on the *Personal Information Protection and Electronic Documents Act* (PIPEDA). In addition, once workers are transported off-site, they are in the care of the receiving medical facility, either the hospital in Vanderhoof or Prince George (BW Gold 2026c).

Urgent care referrals are provided by the site ACPs to the Vanderhoof Hospital unless the hospital has indicated otherwise. Initial care is to Vanderhoof Hospital where patients may be transferred to another facility. This information is not tracked by BW Gold (BW Gold 2026c).

Referrals to Non-urgent Health Care Services

The number and type of referrals for non-urgent community healthcare services in 2025 helps identify which community health care services are most impacted by Mine-related cases. This information helps assess potential strain on local health care resources and informs adjustments to mitigation measures, such as on-site emergency services and medical protocols.

In 2025, most (73%) non-urgent referrals were for diagnostic or imaging services at the Vanderhoof Hospital, similar to 2024 (78% of non-urgent referrals) (Table 4-12) (BW Gold 2026c; Artemis Gold 2025).

Table 4-12: Referrals to Non-urgent Health Care Services

Service Category	Vanderhoof Hospital	Prince George Hospital	Other Communities	Total
Emergency Assessment & Stabilization	0	0	0	0
Diagnostic Services	23	0	0	23
Imaging	6	0	0	6
Procedures & Interventions	5	0	0	5
Specialist Care (e.g., cardiology, orthopedics)	4	0	0	4
Observation & Monitoring	0	0	0	0
Labs	1	0	0	1

Service Category	Vanderhoof Hospital	Prince George Hospital	Other Communities	Total
Mental Health	1	0	0	1
Total	40	0	0	40

Source: (BW Gold 2026c)

4.4.5 Mitigation Measures

BW Gold provides health and safety programs, policies, and initiatives to promote the health and safety of BW Gold workforce on-site, reduce demand and build capacity for health care and emergency services in primary communities, including:

- Provided a self-contained camp in compliance with EAC Condition #40 (HMSP). Northern Health confirmed that performance of the site (particularly the medical services) was consistent with the guidance outlined by Northern Health.
- A total of 365 crew toolbox discussions took place in 2025 on a range of health and safety related topics, including general safety (148), critical risk standards (50), hygiene (43), hazardous chemicals (8), emergency response (10), environmental hazards (11), vehicle hazards (36), and Kluskus FSR safety (9). A breakdown of all toolbox topics is provided in Appendix B, Table B-9-1.
- Healthy food options were provided by the Camp and Catering partner in 2025.
- Provided ACPs and emergency services to meet the workforce's health care needs, including two full-time, on-site ACPs available for urgent and non-urgent needs, such as administering medications and developing health and wellness programs at site. For urgent needs, the site also has three qualified Occupational First Aid (OFA) personnel, a Mine Emergency Rescue Team, and 30 employees and contractors with first aid training.
- Quarterly meetings with Northern Health on workforce changes, medical service projections, and addressed issues related to patient transfers and ER diversions (Table 2-1). Northern Health also participated in quarterly CLC meetings in 2025.
- The Ministry of Mining and Critical Minerals (MMCM) conducts on-site inspections and reviews. There is a collaborative effort between BW Gold and MMCM for emergency response and efforts to ensure compliance to regulatory requirements.
- BW Gold has had several meetings and interactions with BC Wildfire Service and regional emergency response services.
- In 2025, BW Gold provided funding through its Community Sponsorship Program, including support for emergency response capacity building (e.g., equipment) (BW Gold 2026b).

4.5 Change in Demand for Protective Services

Anticipated Effect: *The presence of Mine workers and increased emergency or crime-related incidents can affect demand for protective services.*

Result: *One on-site mental health incident resulted in a request for RCMP attendance. RCMP attended the site and followed BW Gold's on-site security team in their vehicle as they escorted the individual off-site. In most Primary Communities, crime rates increased from 2023 to 2024, although crime severity has decreased in Primary Communities, except for Prince George (rural).*

BW Gold Actions: *The Mine Rescue Team, on-site medical services, and on-site security are provided to respond to incidents involving a Mine worker and are trained for emergencies at the Mine.*

Mitigation Effectiveness: *High. The presence of the Mine workforce resulted in only one request for protective services in 2025. No links between community crime rates and Mine workers are identified, based on available information.*

4.5.1 Crime Trends by Community

Crime trends by community were selected as an indicator to understand if Mine activities during the first year of operation and the presence of workers in the region may be associated with increased crime. Statistics on crime rates, trends, and crime severity were only available up to 2024 at the time of reporting.

Crime trends across Primary Communities reflect broader regional conditions rather than Mine-related activity. Crime trends, as measured by the Crime Severity Index (CSI), generally declined from 2023 to 2024 in most communities. Although Prince George (rural), Burns Lake, Vanderhoof, and Quesnel all experienced an increase in crime rates from 2023 to 2024, no link to the Mine was identified based on community and service-provider feedback (Statistics Canada 2025a). Appendix B (Tables A-8-8, A-8-9, and A-8-10) provides more detail on crime statistics for Primary Communities.

Increases in mental health-related calls in Fraser Lake, elevated RCMP workloads and staffing pressures in Quesnel, and the creation of a specialized policing unit in Prince George are attributed to community-wide mental health demands, resource constraints, and organized or property-related crime concerns (Fraser Lake RCMP 2025; City of Prince George 2025a; City of Quesnel 2026b). None of these trends have been associated with Mine workers or Mine operations.

The number of criminal code offences, violent offences, and total crime rate, per primary community, as well as the number of incidents involving a Mine worker that required protective service response, were identified as indicators to measure any change in the demand for protective services, as a result of Mine-related transient workforce. A summary of these results is provided below.

4.5.2 Total Crime Rate

The total crime rate per community represents the number of Criminal Code offences (excluding traffic) per 100,000 population, by RCMP detachment. Total crime rates from 2019 to 2024 in Primary Communities have fluctuated over a five-year period, with no clear trend (Statistics Canada 2025b). See Table A-8-8 in Appendix B for further details.

4.5.3 Criminal Code Offences

Similar to crime rates, the number of criminal code offences have fluctuated over a five-year period for most Primary Communities. Additional information regarding criminal code offenses in primary communities is provided in Table A-8-10 in Appendix B. Criminal Code offences and other crime statistics do not provide a complete understanding of crime in the primary communities during the 2025 reporting period.

4.5.4 Violent Offences

As categorized by Statistics Canada, violent crimes include homicide, attempted murder, various forms of sexual and non-sexual assault, robbery, and abduction. Trends in the number of violent offences across Primary Communities have varied over a five-year period, with some long-term increases observed alongside short-term year-over-year fluctuations (Statistics Canada 2025b). See Table A-8-11 in Appendix B for further details.

4.5.5 Incidents involving a Mine Worker Requiring Protective Services

This indicator tracks Mine incidents requiring protective service response (e.g., community fire, police, and rescue services). Monitoring these events helps evaluate the effectiveness of mitigation measures, including firefighting training and equipment, mine rescue training, and emergency protocols.

No on-site incidents required community fire and rescue service involvement in 2025. One workplace incident occurred that involved a Mine worker displaying behaviour consistent with mental health concerns. This resulted in a request for RCMP presence during a planned employee escort offsite. The escort was completed by BW Gold's onsite security team with the RCMP vehicle following behind (BW Gold 2026c).

4.5.6 Mitigation Measures

BW Gold has implemented policies and initiatives to promote the health and safety of Mine employees and contractors and reduce the number of related incidents on-site and in communities. These measures collectively work to limit Mine-driven demand on protective services (i.e., ambulance, fire departments, and RCMP) and include:

- Focused recruitment and hiring efforts on primary communities and provided self-contained camp to accommodate workers, which was approximately 112 km from the nearest primary community.
- Worked with NH, regional fire departments, RCMP, and BC Ambulance to ensure that the appropriate information on the changes in area transportation volumes, mine operations, and the change to the regional population are considered.
- BW Gold has put in place a mutual aid agreement with the Vanderhoof Fire Department, which specifies that the Vanderhoof Fire Department agrees to conduct vehicle extrication on the Kluskus FSR and areas in conjunction with the BW Gold Emergency Response Team. This agreement specifies that Vanderhoof Fire Rescue Unit R11 will support this agreement. At the time of reporting, the agreement was being reviewed and updated for operations activities.
- A dedicated Mine Rescue Team is maintained and managed by the Emergency Response Coordinators on site which provides emergency responses for medical incidents, fires, rescues, and all other emergency situations. The Mine Rescue Team has access to a firetruck, ambulance, LV 39 (Light vehicle - duty officer truck), snowmobiles, wildland equipment, water trucks, water buffalo, bulldozers and heavy machinery, and a Mobile Treatment Centre.
- Emergency response equipment is available throughout the Mine site to support rapid incident response. This includes firefighting equipment, first aid supplies, spill response kits, and communication devices. First aid kits, spill kits, fire extinguishers and radios are carried in all company and contractor vehicles, ensuring personnel have immediate access to emergency resources. Automated External Defibrillators (AEDs) and fire extinguishers are installed at key locations across the site.
- On-site security is provided 24 hours per day, 7 days a week to ensure controlled access to the Mine site, protect personnel and assets, and support emergency response operations when required.
- Promoted a harassment-free workplace to employees and maintaining a zero-tolerance alcohol and drug policy on-site and in camp, including training (e.g., Respectful Workplace training), policies (e.g., Fitness for Duty Policy), and safety programs.

4.6 Change in Demand for Social Services

Anticipated Effect: *The presence of Mine workers and their families can affect demand for social services in Primary Communities*

Results: *Out of the 28 counselling sessions conducted through the EAP, five resulted in in-person sessions. Additionally, out of the employees that accessed the on-site medical services, one Mine worker was referred to the Vanderhoof hospital for non-urgent mental health reasons.*

BW Gold Actions: *BW Gold provides on-site mental health and wellness programs and services, as well as virtual mental health services through the EAP, to reduce strain on regional social services.*

Mitigation Effectiveness: *High. No link between capacity rates of social services and the presence of Mine workers has been identified. Social services in communities have remained at capacity since prior to Mine operations.*

4.6.1 Use of Social Services in Primary Communities

Social services within the region were engaged to understand any increased demand due to immigration of Mine workers and their families. Overall, Primary Communities continue to experience ongoing pressures related to mental health, substance use, food insecurity, and access to appropriate care, particularly for seniors and families (Autumn Services, “Autumn Services Response to Information Request”; Fraser Lake Senior Housing Society, “Fraser Lake Housing Society Response to Information Request”; Carrier Sekani Family Services 2025). Service providers have reported increased demand for mental health supports and food assistance (Fraser Lake Crisis Centre, “Fraser Lake Crisis Centre Response to Information Request”; Government of BC 2024; City of Prince George 2025b). At the same time, provincial and community-led initiatives have been introduced to expand mental health and addiction supports, while some programs have seen modest fluctuations in service use over time, indicating changing patterns of social service demand rather than uniform increases. No services that provided information indicated a direct relationship between increased usage and the Mine.

Connexus provides family and child/youth mental supports in Primary Communities, specifically Fort St. James, Fraser Lake, Vanderhoof, and surrounding First Nation communities. Referrals to Connexus reflect a strong need for mental health services among children and youth, with Indigenous individuals and women representing a substantial portion of those accessing supports. In 2025, Child and Youth Mental Health services emerged as the most frequently accessed program area, indicating ongoing demand for these supports within the region (Connexus, “Connexus Response to Information Request”). Connexus did not identify any link between referrals and the Mine. However, continued monitoring and reporting over successive years may help build a longer-term understanding of service use patterns and help assess potential changes in social service use over time, including any future relationship to the Mine.

4.6.2 Use of EAP

BW Gold employees have access to Employee Assistance Program (EAP) services through Telus Health. The EAP included a variety of services and programs related to physical and mental health, including the following services: vision and hearing, food and nutrition, medical products and resources, pet health, and mental wellness (BW Gold 2026d).

In 2025, BW Gold employees have contacted the Telus Health EAP, resulting in a total of 31 sessions (BW Gold 2026d). The following services provided by the EAP were accessed during

this period:

- Counselling: 28 sessions
- Financial Services: 1 session
- Legal services: 2 sessions
- Nutrition: no sessions.

Statistics disaggregated by gender and other indicators of diversity are not provided to BW Gold by the EAP provider in order to ensure that employees can be confident that their access to the EAP is anonymous and confidential.

In addition to EAP services, BW Gold's Indigenous Relations/Human Resources team offered one-on-one wellness check-ins to support employees who wanted to connect or discuss personal or workplace wellness. A total of 37 employees participated in these check-ins in 2025 (BW Gold 2026c).

4.6.3 Referrals to Community Social Services

Of the 28 BW Gold employees who accessed counselling services, five attended in-person sessions through services provided by external parties. To preserve anonymity, the EAP provider does not track or report referrals to community social services or provide data by Primary Community. They also do not disaggregate statistics by gender or other diversity indicators. Many Primary Communities have small numbers of direct employees, and reporting referrals at that scale could inadvertently reveal who accessed support.

The Health and Safety Department tracks referrals to urgent and non-urgent health care services, by service category, including mental health. Based on this data, one Mine worker that sought medical care on-site was referred to the Vanderhoof hospital for non-urgent mental health reasons. No Mine workers were referred to emergency mental health services in 2025 (BW Gold 2026c).

4.6.4 Mitigation Measures

BW Gold continued to support site-led social and wellness programs throughout 2025. Programs for Mine employees and contractors support general health and safety at site and prevent overburdening of social services within primary communities. Site-led health and wellness programs focused on social connection, recreation equipment/facilities, mental health, and cultural inclusion. Key health and wellness measures are summarized below:

- Ongoing access to, and promotion of, the EAP. Posters advertising the EAP are posted in prominent locations at the Line to ensure employees are aware of the program.
- Onsite recreation facilities, including: two on-site gyms with cardio rooms, one at the construction camp and one at the operations camp, and a recreation area with pool table, foosball, ping pong, and board games.

- A total of 58 on-site social events were held in 2025, including bingo, crafts, Lahal, and blanket workshops. Three activities were hosted per shift, including one cultural activity and two life-skills sessions, such as budgeting, anger management, building healthy communication, and vision board/goal-setting sessions. Cultural sharing nights occurred, where employees had the opportunity to share traditions, language, and art from their cultures.
- Sacred fire ceremonies and shared meal offerings held periodically. These were well-attended. Smudging ceremonies were also offered upon request by employees and work crews.
- Ongoing support for Indigenous inclusion and cultural awareness, including two onsite Indigenous Relations Coordinators and the establishment of a dedicated cultural room in 2025.
- Promoted a harassment-free workplace and zero-tolerance alcohol and drug policies on-site and in camp. Orientation for employees includes Blackwater's Behavioral Standards, Respectful Workplace Policy, and Respectful Workplace.
- Offered and provided ongoing one-on-one Indigenous Relations wellness check-ins to support employees who wanted to connect and discuss personal or workplace wellness.
- A total of 13 toolbox talks on health and wellness topics were shared with the workforce in 2025, covering topics such as mental health, stress management, PTSD awareness, and fatigue.
- Provided Indigenous Cultural Awareness Training to all new employees.

Additionally, BW Gold provided funding to social services in Primary Communities in 2025, including support for food banks and hamper programs in every Primary Community and each partner First Nation in response to higher demand during the Holiday Season (BW Gold 2026b).

4.7 Change in Demand for Education Services

Anticipated Effect: *Change in demand for educational services and programs associated with Mine construction.*

Results: *School district class sizes and enrollment numbers have remained generally stable, with SD57 experiencing a slight decrease. Student headcounts at CNC and UNBC have decreased, primarily due to a decrease in international students. No clear link between demand for education services and the Mine can be determined based on the available information.*

BW Gold Actions: *BW Gold continued to collaborate with CNC to support mining-related training and workforce development and participate in career fairs and events at local school districts and post-secondary institutions. BW Gold provided approximately 65,904 hours of on-the-job training to employees in 2025, reflecting a commitment to skills development.*

Mitigation Effectiveness: *Undetermined. It is unclear based on the available data if BW Gold's collaboration efforts have resulted in changes to demand for Mine-related training and programs at post-secondary institutions.*

4.7.1 Class Size and Enrollment

Class sizes and enrolment numbers by school district (SD) were selected as an indicator to monitor changes in capacity due to increased Mine workforce, in-migration of Mine workers and their families. Figure A-8-2 in Appendix B provides details on the change in class size by school districts from 2020/2021 to 2024/2025, and Table A-8-7 in Appendix B provides details on the change in enrolment numbers for school districts from 2021/2022 to 2025/2026.

The average class sizes increased from the 2023/2024 to 2024/2025 school year for SD28 (4%), and SD91 (12%). Average class sizes decreased slightly during this period for SD27 and SD57 (Government of British Columbia 2025a). Similarly, enrolment numbers for SD91 increased by 6% from the 2023/2024 to 2025/2026 school year. All other school districts reported a decrease in enrolment numbers, with the largest decrease (5%) for SD28 (Government of British Columbia, n.d.).

4.7.2 Enrollment at Post-Secondary Institutions

Similarly to school districts, enrolment numbers and headcounts for post-secondary institutions can help to understand any increased strain on education services as a result of the Mine workforce.

The 2025 reporting period occurred within the 2024/2025 and 2025/2026 school years for UNBC and CNC. For the 2024/2025 school year, UNBC had a total student headcount of 3,752, a slight decrease from 3,813 students (decrease of 1.6%) for the 2023/2024 school year. Student headcounts for programs in chemistry, civil engineering, engineering, and nursing increased in 2024/2025 compared to 2023/2024 (UNBC, "UNBC Response to Information Request"). Enrollment and student headcounts for the 2025/2026 school year were not available at the time of reporting.

CNC's headcount decreased from 5,071 students in 2023/2024 to 4,311 students in the 2025/2026 school year, representing a 15% decrease (College of New Caledonia, "CNC Response to Information Request", 2026). The Prince George campus continues to have the highest headcount, with 4,804 students in the 2024/2025 academic year, and 4,006 students in 2025/2026. At the time of reporting, the 2025/2026 academic year is incomplete, and therefore the total headcounts may change by the end of the period (July 31, 2026).

Decreases in student headcounts at UNBC and CNC have been attributed primarily to federal caps and policy changes affecting international students (including study-permit limits and post-graduation work-permit eligibility), as well as factors such as increased cost of living and evolving student preferences toward programs aligned with labour market outcomes (Fagan 2025; Clarke 2024).

At CNC, the total headcount for students enrolled in trades apprenticeship programs decreased from 2023-24 to 2025-26 (College of New Caledonia, “CNC Response to Information Request”, 2026). However, CNC noted that connections between instructional activity and employment in the mining industry cannot be determined using the existing administrative data alone (College of New Caledonia, “CNC Response to Information Request”).

4.7.3 Change in Demand for Educational Services

Anecdotal data regarding changes in demand for education services, as experienced by school districts and post-secondary institutions, was not available at the time of reporting.

4.7.4 Mine Apprentices

BW Gold currently does not have an apprenticeship program in place and does not directly employ any apprentices at the time of reporting. The company is exploring opportunities to implement apprenticeship programs in the coming years as part of its workforce development initiatives (BW Gold 2026d).

Contractors reported a total of 44 regional apprentices in 2025. In addition, the contractors reported four Indigenous apprentices working with primary contractors (BW Gold 2026a). Additional details such as gender-disaggregated information, community of origin, or the specific trade roles associated with these apprenticeship positions was not available at the time of reporting.

4.7.5 Scholarships

The scholarship program has not yet been implemented at the time of reporting.

4.7.6 Mitigation Measures

BW Gold has taken measures to reduce additional demand on educational services (i.e., schools) from the mine workforce and their families. Mitigation measures include:

- Focused recruitment and hiring efforts on communities in the region and provided self-contained camp to accommodate workers to reduce or limit in-migration and related demand for school services by families of workers.
- Supported training needs of Mine workers transitioning from education. BW Gold employees and contractors participated in a range of on-site training aligned with Skilled Trades BC and Original Equipment Manufacturers requirements, reflecting a commitment to skills development. Training programs delivered in 2025 included Equipment Training Programs for Mine operations, Driver Training Programs, Shift Boss Certification Preparation Course, Employee Development Pathway, Health, Hygiene & Safety Training Programs, Human Resources Policy Courses, Leadership Training Programs, and Software System Training Programs.

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- BW Gold employees and contractors participated in approximately 65,904 hours of on-the-job training in 2025 (Table 4-13), an increase of over 4,000 hours compared to 2024, reflecting a continued commitment to skills development on-site (BW Gold 2026d).
- Implementation of a comprehensive Training Management Plan that outlines the systems, programs, and practices in place to ensure that all employees and contractors have the skills, knowledge and competencies required to perform their roles. Some key features of the training system include:
 - Progressive Learning Pathways supported by classroom instruction, e-learning, field mentoring, and competency evaluation.
 - Mentorship and Coaching Programs to support hands-on learning and the transfer of practical skills in the field.
 - Annual Training Plans and Departmental Training Needs Analyses that align workforce development with operational priorities.
 - Leadership, Safety, and Job-specific Training Programs designed to support career progression, regulatory compliance, and operational requirements.
 - Recognition of Prior Learning that acknowledges existing skills, experience, and industry certifications.

Table 4-13: Total Hours of Mine-Related Training for BW Gold Employees and Contractors

Phase	Training Hours				
	Health & Safety	Equipment Orientation	Occupational Awareness	Job-Specific Training	Total
Operations (2025)	5,546	11,730	15,071	33,557	65,904
Construction (2024)	2,973	2,989	31,034	24,497	61,493
Early Works (2022-2023)	480	N/A	12,720	1,412	14,612

Sources: (Artemis Gold 2023, 2024b, 2024a; BW Gold 2023; Blackwater Gold 2024; BW Gold 2024a, 2024b, 2025b; Community Liaison Committee 2024, 11; BW Gold 2026d; Artemis Gold 2025)

BW Gold continued to work with training institutions to support or provide training programs in 2025 (BW Gold 2026d). This included:

- Collaborating with CNC to support mine-related training and workforce development, such as presenting to mining course student cohorts, attending campus information

sessions and open houses, responding to program inquiries, and supporting CNC's Mining Potential program through letters of support.

- BW Gold joined the Program Advisory Committee for the Natural Resources and Forest Technology program at CNC to provide a mining-centric voice in shaping future curriculum needs.
- Engaged with the UNBC through participating in a UNBC engineering career panel, offering students insight into engineering pathways and workforce opportunities at the Mine.

Events and outreach activities for 2025 included BW Gold's participation at eight career fairs including UNBC, Vanderhoof & Surrounding communities, WorkBC (two career fairs), Prince George Nechako Aboriginal Employment & Training Association (PGNAETA) and WorkBC Prince George (two career fairs), Fraser Lake Elementary Secondary School Leadership Career Fair, Duchess Park Prince George. Other events included an Opportunity Fair for high school students from SD 57, SD 91, Quesnel High School, DP Todd High School, and other school visits by BW Gold (BW Gold 2026d).

4.8 Effects on Economic Hardship and Inequality

Anticipated Effect: *Mine employment and income can both positively and negatively affect economic conditions, income distribution and equity in communities.*

Results: *The average income paid to BW Gold employees was higher than during Construction, which may be reflective of increased operational activity, workforce stabilization, and progression of employees into higher-paying roles. Male employees continued to make up the majority of the workforce, and female and Indigenous workers experienced lower average employment income, likely reflecting differences in types of employment. These trends are reflective of national and provincial trends in employment and income inequities in the mining industry. Average incomes at the Mine in 2025 were notably higher than the reported 2021 Census average incomes in Primary Communities (+101% for men and +125% for women).*

BW Gold Actions: *BW Gold continued to focus hiring efforts in the region in 2025, resulting in increased employment from Primary Communities. BW Gold worked closely with First Nations and Primary Communities to promote employment opportunities, identify and remove barriers to employment, and strengthen relationships with existing and potential business partners.*

Mitigation Effectiveness: *High.*

4.8.1 Average and Median Income

The most recent data on average and median employment income in communities is available from the 2021 and 2016 Census of Population. The 2021 Census provided the most recent income data for the region and is included to provide comparative context for Mine employment

income. More recent income data for primary communities was not found in public sources. In every Primary Community with data available for the reference year 2020⁸, women's average income was lower than the income of men, with an average income for women across six primary communities of \$39,370 compared to \$65,483 for men. Median income was also lower for women compared to men in all Primary Communities where data were available, with women's median income averaging \$31,433 compared to \$61,100 for men (Statistics Canada 2022a).

4.8.2 Mine Employment per Community

Mine employment by community was identified as an indicator to determine potential reduction of economic hardship in primary communities as a result of employment. Disaggregated BW Gold mine employment data is presented in Section 4.2.2. Disaggregated data for contractor employment for all Primary Communities is described in Section 4.2.3.

4.8.3 Total and Average Income Paid to Mine Employees

Table 4-14 presents total and average income paid to BW Gold employees, disaggregated by gender and Indigenous identity for 2025, compared to the previous reporting period for Construction. Similar data was not available for contractors.

The average income paid to BW Gold employees in 2025 was \$123,683, which was higher than the average income reported during Construction (\$100,105) (Artemis Gold 2025; BW Gold 2026d). This is likely reflective of increased operational activity, workforce stabilization, and progression of employees into higher-paying roles. The average annual income at BW Gold was broadly consistent with earnings in the BC mining sector in 2025, where mining employees earned an average annual salary of approximately \$130,000 (Government of British Columbia 2026). In general, Mine salaries compare favourably to the average salaries in Primary Communities reported by Statistics Canada in 2021. For example, the average income for men at the Mine in 2025 was 101% higher than the 2021 average income in Primary Communities, while the average income for women was 125% higher (Blackwater Gold 2026d, Statistics Canada 2022a).

Table 4-14: Total and Average Income Paid to BW Gold Employees

Indicator	Income (\$, CAD)	
	2025	Construction (April 2023 to December 2024)
Total income paid to BW Gold Employees	86,784,493	51,053,582
Average Income (all BW Gold Employees)	123,683	100,105

⁸ No average employment income data was available for Anahim Lake or any First Nation Primary Communities other than Stoney Creek 1 in accordance with Statistics Canada privacy measures.

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Indicator	Income (\$, CAD)	
	2025	Construction (April 2023 to December 2024)
Average Income: Male	131,053	102,163
Average Income: Female	88,582	89,361
Average Income: Indigenous Male	93,007	82,472
Average Income: Indigenous Female	77,059	72,642
Average Income: Non-Indigenous Male	141,804	N/A
Average Income: Non-Indigenous Female	92,679	N/A

Source: (BW Gold 2026d)

Notes:

- Disaggregated data for non-Indigenous male and female BW Gold employees was not available for the Construction reporting period.
- Average income for 2025 and the previous reporting period (April 2023 to December 2024) was based on Box 14 of the T4 slip and included every Mine worker in the headcount data, including those who only worked part of the year. Total income includes all taxable income, inclusive of all benefits and bonuses.

Male BW Gold employees earned higher wages compared to female employees for all categories in 2025, largely reflecting differences in occupational roles and levels across the workforce. Non-Indigenous male employees earned the highest average income overall (\$131,053), and Indigenous females earned the lowest (\$77,059) (BW Gold 2026d). These trends are reflective of national and provincial trends in employment and income inequities among different demographics in the mining industry.

Employment income among non-Indigenous and Indigenous employees by gender reflected variable changes in salary gaps in 2025 compared to the Construction reporting period:

- Increased salary gap between male and female BW Gold employees in 2025 (\$42,471, compared to \$12,802 salary gap during Construction).
- Increased salary gap between all male and Indigenous male BW Gold employees: \$38,046 in 2025, compared to \$19,691 salary gap during Construction.
- Decreased salary gap between all female and Indigenous female BW Gold employees: \$11,523 in 2025, compared to \$16,719 during Construction (Artemis Gold 2025; BW Gold 2026d).

Demographic differences in salaries are likely related to a higher proportion of male employees occupying operational, technical and leadership roles, while female employees were likely more represented in administrative and support roles, which can affect overall average earnings despite consistent pay within roles. Additionally, workforce composition may have shifted during the first year of operation to more permanent, specialized, and trade positions that are typically male dominated with higher pay.

Increased salary gaps between Indigenous and non-Indigenous employees may reflect normal

year-over-year changes in workforce composition and normal fluctuations in hiring, turnover, role distribution, and employee movement across departments and position levels. Canadian-wide data shows that Indigenous workers within the mining sector tend to be employed in lower paying positions, such as production and trades, compared to occupations requiring more years of education and training, such as human resource and finance (MIHR Council 2024). Ongoing income differences among men, women, and Indigenous employees can also be linked to broader systemic factors, including unequal access to education and training and societal barriers that influence the type of positions, certifications, education, training, and experience available to Indigenous and female workers.

4.8.4 Use of Counselling (EAP) Services

BW Gold offers financial literacy services to BW Gold employees through the EAP, as well through financial literacy courses (or webinars) held at the Mine site. The number of times these financial services were accessed by BW Gold employees can help to understand the effectiveness of measures to mitigate changes to family and community well-being due to poor income spending decisions. As described in Section 4.6.2, the financial services provided through the EAP were accessed a total of two times by BW Gold employees. Additionally, a total of 26 BW Gold employees attended financial literacy courses in 2025 (BW Gold 2026d). To protect confidentiality, data was not disaggregated by gender, Indigenous identity, or by community origin.

4.8.5 Mitigation Measures

BW Gold has a variety of mitigation measures in place to enhance economic benefits through employment opportunities. In addition to the enhancement measures to support regional employment and encourage recruitment efforts in Primary Communities (Section 4.2.6), these measures include:

- Continued employment and recruitment initiatives focused on recruiting a diverse workforce, including Indigenous and female employees throughout 2025. This included monthly employment and training calls with UFN and LDN, attending employment focused community events, maintaining and sharing an Indigenous Applicant Database with managers, sharing weekly job opportunities with First Nation Primary Communities, and participating in community job sessions and career fairs (BW Gold 2026d).
- Continued measures to promote a safe and inclusive workplace for female employees. This includes enhancing camp facilities to better support comfort, safety, and inclusivity (e.g., new accommodations, hygiene products, wellness spaces), and ensuring access to safe, respectful, and inclusive shared spaces; strengthening policies and training on respectful workplace, harassment prevention, and psychological safety; increasing leadership accountability for fostering inclusive crews and teams; and promoting a culture where concerns can be raised without fear or retaliation.

- Increasing female representation in leadership and supervisory roles; establishing a mentorship or buddy program to support retention and career development, and; supporting internal progression pathways.
- Continued to support the Mining Industry HR Council to support the delivery of training programs for First Nations, women, new Canadians, and youth. Community coffee houses, hosted regularly across LDN, UFN, NWFN, SFN, StFN, and NFN, served as key platforms to share information on active job postings and business opportunities, collect resumes and connect candidates with contractors and project teams, and engage directly with Indigenous business owners and economic development staff.
- Working closely with the Mine's First Nations partners to support integration of their business partners and member owned businesses into potential opportunities associated with the Mine through ongoing communication and meetings, and maintaining business registries of each First Nation. (BW Gold 2026a).
- Focused on multi-cultural workforce considerations and provided Indigenous cultural awareness training delivered to all new employees.
- Maintained regular communication with Indigenous governments and communities to respond to inquiries, clarify employment and training pathways, and support business engagement. These ongoing interactions ensured that Indigenous businesses and community members remained informed, supported, and well-positioned to participate in project opportunities (BW Gold 2026e).
- Supported career development through the EDP framework. Through the EDP process, employees work with their supervisors to identify career goals and the training, experience, and competencies required to progress within their current role or into new positions. Each role includes defined skill progression levels (Base, Competent, Productive, and Proficient), supported through a combination of on-the-job training, mentorship, and theoretical learning. Employee progress is evaluated using objective performance criteria such as safety performance, training completion, operational performance, behavioural standards, and attendance to ensure development opportunities are based on demonstrated capability and readiness for advancement (BW Gold 2026d).

4.9 Change to Sense of Security

Anticipated Effect: *Change in community sense of security due to Mine Workforce engaging in socially disruptive or illegal activities.*

Results: *No increases in crime associated with Mine workforce. No public feedback received through the CFM were related to Mine workers engaging in socially disruptive or illegal activities.*

BW Gold Actions: *BW Gold conducted on-site drug tests in 2025 and continued implementation and enforcement of company policies on drug and alcohol use.*

Mitigation Effectiveness: *High. No direct changes to sense of security on-site or in Primary Communities were determined as a result of Mine workers engaging in socially disruptive or illegal activities.*

4.9.1 Community Feedback

No public feedback received through the CFM, or through information requests, were related to Mine workers engaging in socially disruptive or illegal activities in Primary Communities. Additionally, no feedback or comments were received by BW Gold or discussed by CLC members pertaining to mental health changes in primary communities as a result of Mine workers.

4.9.2 Crime Rates and Trends in Communities

Crime rates and trends in communities were assessed to identify any changes that could be related to the presence of Mine workers. As of the time of reporting, the most recent information on crime rates in primary communities is available up to and including 2024. Information is not available as to whether any of these crimes were committed by Mine employees (Section 4.5.5).

The number of offenses in communities associated with illicit drug use, vehicle theft, and property damage were identified as indicators to measure any change to a community's sense of security due to Mine-related transient population engaging in socially disruptive or illegal activities. Based on the available data, it cannot be determined if any Mine workers were involved in illegal activities within Primary Communities during the reporting period. Additional data related to criminal offences are described in Section 4.5. A summary of these results is provided below.

Drug Offences

Primary Communities have reported a steady decrease in the number of drug offences over a five-year period from 2019 to 2024. However, some short-term increases were observed between 2023 to 2024 (Statistics Canada 2025b). See Table A-8-12 in Appendix B for further details.

Vehicle Theft Offences

There are no identifiable trends for the period of 2019 to 2024, with the number of offences fluctuating in trend direction (increases or decreases in number of offences) year to year for all primary communities (Statistics Canada 2025b). See Table A-8-11 in Appendix B for further details.

Property Offences

Generally, trends in the number of property offences for the period of 2019 to 2024 are not distinguishable, with the number of offences fluctuating year to year (Statistics Canada 2025b). However, from 2023 to 2024, the number of property offences increased in most primary communities (Statistics Canada 2025b). See Table A-8-14 in Appendix B for further details.

4.9.3 Community Well-Being Index

Community Well-being (CWB) Index scores were identified as indicators to measure changes to family and community well-being during construction. The most recent CWB data is available for 2021. The CWB Index scores for primary communities, based on data from the 2021⁹ census, were generally consistent for non-First Nation primary communities, with a range of 78 (Fraser Lake and Quesnel) to 82 (Prince George). All non-First Nation primary communities received the highest scores in housing, followed by labour and income, and the lowest scores in education (See Figure A-8-4 in Appendix B for further details).

For First Nation communities with available CWB data, there was a wider range in CWB scores. All First Nation reserves had a lower CWB score compared to the BC First Nations average score of 67, except for NWFN's Nautley reserve which had a score of 70. See Figure A-8-3 in Appendix B for further details.

4.9.4 Mitigation Measures

BW Gold has a variety of programs, initiatives, and policies in place to reduce changes to sense of security within primary communities. These include:

- Provided a self-contained camp to accommodate workers more than 112 km from the nearest Primary Community and bus transportation to and from the camp to reduce opportunities for off-shift worker interactions in communities.
- Implemented measures to facilitate a respectful workplace and safety and security for employees, such as the required Cultural Awareness training for all new employees, and policies such as BW Gold's Behavioural Standards and Respectful Workplace Policy. This includes description of prohibited conduct, such as discrimination, bullying, and harassment, as well as retaliation and the process of incident reporting.
- Maintains a zero-tolerance policy for drugs and alcohol on site. All new employees and contractors are subject to pre-employment drug and alcohol screening as part of the onboarding process to ensure compliance with the company's health and safety standards.
- Random drug and alcohol testing is conducted throughout the year, and canine searches may also be utilized to support enforcement of the policy. The policy is

⁹ More recent data was not available at the time of writing. Updated data will be included in future reports; however, 2021 data can still provide context and help identify trends.

reinforced through site orientation, regular safety meetings, and toolbox talks to ensure employees understand expectations and the importance of maintaining a safe work environment. Drug testing may be conducted based on “reasonable cause” that an employee has violated the Fitness for Duty Policy. If an employee tests positive for drugs or alcohol on site, the matter is addressed in accordance with company policy, which may include removal from site, investigation, and disciplinary action up to and including termination of employment.

- As part of the hiring process, applicants are required to pass a medical fitness test and a drug and alcohol test.
- Site security is provided 24 hours per day, 7 days per week by a third-party security company to ensure controlled access to the mine site, protect personnel and assets, and support emergency response operations when required. Security personnel are stationed at the security gatehouse where they perform access control and monitor all personnel and vehicle entry to the mine site.
- BW Gold provides guidance to employees, supervisors, and managers through the Respectful Workplace Policy, which outlines processes for addressing and resolving workplace concerns. Employees have access to other reporting avenues, including Fair Treatment and BW Gold HR Complaint forms through QR codes. These mechanisms allow employees to raise concerns or complaints, which are reviewed and investigated as appropriate to ensure issues are addressed in a fair and timely manner.

Onboarding and site-based training programs include orientation content focused on cultural awareness, respectful workplaces/harassment-free workplace, and employee well-being. Orientation materials also include information on how employees and community members can raise questions or concerns through established communication channels, including the CFM.

4.10 Change in Family Relationships Due to Work Rotation

Anticipated Effect: Increased deterioration or strain on family relationships associated with camp accommodation and work rotation schedules.

Result: A total of 154 employees resigned or otherwise ceased work in 2025. Female employees had higher turnover rates compared to male employees, with non-Indigenous females having the highest turnover rate of any demographic group (52%), compared to 30% for non-Indigenous males. Based on available information, reasons for female turnover included temporary and seasonal employment ending, employees returning to school or pursuing other career opportunities, and general workforce movement during the reporting period. Only four employees resigned in 2025 for family reasons, all of whom were male. No explicit link was identified between work schedules and an increased strain on family relationships.

BW Gold Actions: BW Gold continued conducting employee exit interviews to gather feedback from departing employees, including any influence the Mine rotation schedule had on workers departing employment at BW Gold. BW Gold provided EAP services and ensured employees

had the means to contact their families while on shift. BW Gold continues to implement Respectful Workplace training, including description of prohibited conduct, such as discrimination, bullying, and harassment, as well as retaliation and the process of incident reporting. Measures are in place to mitigate higher female employee turnover, including improvements to the camp and policies.

Mitigation Effectiveness: *Moderate to High. Additional measures may be needed to help retain female employees at the Mine. No direct changes in family relationships due to work rotation were observed.*

4.10.1 Use of Counselling (EAP) Services

Information on use of counselling services by Mine employees is provided in Section 4.6.2. Additionally, BW Gold data from the Health and Safety department that describes the number of times BW Gold employees accessed the on-site medical service for mental health reasons was not available, due to confidentiality reasons. As such, it is unclear if BW Gold employees experienced increased mental health issues due to work rotations.

4.10.2 Mine Employee Resignations

Four BW Gold employees resigned due to family reasons in 2025, all of whom were male. This represents a small fraction of the 154 employees that resigned, separated, or otherwise ceased working during this reporting period (BW Gold 2026d).

Exit Interviews

Key themes for resigning identified during exit interviews included: personal reasons, switching to other employment, or not feeling like the work was a good fit (BW Gold 2026d). Specific details were not disclosed, due to privacy concerns.

4.10.3 Mine Turnover Rates

Table 4-15 presents the annual turnover rates for BW Gold employees who resigned or otherwise ceased working at the Mine in 2025, by gender and Indigenous identity. Similar data is provided for the Construction reporting period, adjusted to represent a one-year period. Turnover rates only represent BW Gold employee turnover, and do not include contractor employee turnovers. Turnover rates describe all BW Gold employees who ceased work in 2025. Information on the reasons for resignations is limited due to confidentiality concerns.

A total of 154 BW Gold employees resigned or otherwise ceased working at the Mine in 2025, approximately 31% of the total BW Gold employees. Turnover rates generally decreased in 2025, although turnover of female employees increased slightly. Notably, non-Indigenous female employees represented the demographic group with the highest turnover rate of 52% in

2025 (BW Gold 2026d). Similar comparable data is not available for the Construction reporting period.

Based on available information, reasons for female turnover included temporary and seasonal employment ending, employees returning to school or pursuing other career opportunities, and general workforce movement during the reporting period (BW Gold 2026d). Additionally, regional and Canada-wide trends for women in the mining industry may be factors for the high turnover rates for female employees, including the remote nature of the work, systemic factors such as discrimination, and leaving work to start a family (MIHR Council 2024). Turnover rates in 2025 were also influenced by term contracts ending for employees as Mine activities shifted from Construction phase to the Operations phase.

Table 4-15: BW Gold Employee Turnover Rates in 2025

BW Gold Employee Demographic	Approximate Annual Turnover Rate (%)	
	Operation (2025)	Construction*
All Employees	31	41
All Indigenous	31	43
All male	30	42
All female	40	39
Indigenous Male	28	N/A
Indigenous Female	39	N/A
Non-Indigenous Male	30	N/A
Non-Indigenous Female	52	N/A

Source: (BW Gold 2026d)

Note(s):

- Number of employees is averaged out over 12 months.
- Annual Turnover Rate = the total number of separations / (averaged number of employees*years in reporting period)
- *Annual Turnover Rates for the Construction reporting period were calculated using a one-year reporting period for comparison.
- The average number of Indigenous female employees and non-Indigenous male and female employees, and associated average turnover rate for these groups, was not available for the Construction reporting period.
- Information on visible minority employees was not available.

4.10.4 Mitigation Measures

BW Gold has a variety of programs, initiatives, and policies in place to support employees and their families, as well as communities in which they operate. These include:

- Provided an EAP (this included counselling services).
- Financial Budgeting 101 / 102 sessions were held in 2025, to help workers manage money for themselves and their families. The initial group session had 23 participants. Following the session, the program shifted to one-on-one support, helping employees build and monitor personal budgets and stay consistent with their financial goals (BW Gold 2026c).
- Offered reasonably short shift rotations to minimize separation from family (2 weeks on, 2 weeks off) to allow employees to spend time at home with their family, friends, and community.
- Employees staying at camp have access to several communication options that support staying in touch with family and friends. Computers are available for employees whose roles require digital access; others may use shared terminals in the camp office on an as-available basis (BW Gold 2026d).
- Wi-Fi is available in camp accommodations and common areas, allowing employees to use personal devices for email, messaging, and video calls. These resources help workers maintain regular contact with loved ones during rotational schedules (BW Gold 2026d).
- Implemented employee exit interviews to gather feedback from departing employees to help BW Gold identify areas of strength and opportunities for improvement, including any influence the Mine rotation had regarding those departing employment at BW Gold.

BW Gold has implemented specific mitigation measures to help mitigate female turnover, including:

- Enhancing camp facilities to better support comfort, safety, and inclusivity (e.g., new accommodations, hygiene products, wellness spaces), and ensuring access to safe, respectful, and inclusive shared spaces.
- Strengthening policies and training on respectful workplace, harassment prevention, and psychological safety; increasing leadership accountability for fostering inclusive crews and teams; and promoting a culture where concerns can be raised without fear of retaliation.
- Increasing female representation in leadership and supervisory roles by encouraging qualified employees to pursue advancement and maintaining a broad and diverse candidate pool; establishing a mentorship or buddy program to support retention and career development, and; supporting internal progression pathways.
- Conducting exit interviews with a focus on understanding gender-specific drivers of turnover and using engagement surveys to gather feedback from female employees.

5 Summary of Mitigation Measures

Refer to Appendix C for a detailed description of mitigation measures that were summarized in earlier sections of this report.

6 Conclusions and Recommendations

The following conclusions are based on the completion of this CEMMP report for Mine operation in 2025. The effects observed are analysed to determine the level of effect and whether an additional management response may be recommended.

As described in the CEMMP (BW Gold 2022), a low-level effect is determined if a trend has been identified and aligned with predictions of the Application/EIS, and no negative feedback has been received pertaining to Mine activities that may influence the socio-economic condition or be related to the negative effect. Based on this definition, and the monitoring results presented in this Report, the following socio-economic effects are low level effects:

- Community Populations
- Change in Demand for Health Services
- Change in Demand for Protective Services
- Change in Demand for Social Services
- Change in Demand for Education Services
- Effects on Economic Hardship
- Changes to Sense of Security
- Change in Family Relationships Due to Work Rotation

As such, BW Gold's management response will be to continue to inform CLC and First Nations and continue the monitoring program. No new mitigation measures are required.

Medium Level Effects:

Monitored results with medium-level effects are determined if an adverse effect has been identified and aligned with predictions of the Application/EIS, the Mine is perceived to be impacting a segment of the population that is considered to be vulnerable (e.g., youth, women, minorities, members of First Nations), and BW Gold has received up to five complaints (directly or through the CLC) pertaining to Mine activities that may correlate to the negative effect. The following socio-economic monitoring result presented in this Report is a medium-level effect:

- Traffic and Motor-Vehicle Incidents, specifically for traffic through SFN.

Traffic-related complaints through SFN were addressed immediately in the Q3 CLC meeting on September 18, 2025. Interim corrective actions included contractor follow-ups, road monitor deployment, and traffic info bulletins. No complaints related to traffic through SFN were raised in Q4 (see Sections 2.2 and 4.3.1 for further detail).

High Level Effects

Monitored results with high-level effects are determined if an adverse effect is beyond the predictions of the Application/EIS, the Mine is or is perceived to be impacting more than one segment of the population that is considered to be vulnerable (e.g., youth, women, minorities, members of First Nations), and BW Gold has received more than six complaints (directly or through the CLC) pertaining to Mine activities that may correlate to the negative effect. Based on this definition, and the monitoring results presented in this Report, no socio-economic effects are high-level.

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Appendix A Community Indicators and Information Sources

Table A-7-1: Monitored Indicators and Information Sources

Monitored Effect	Monitored Indicators	Source
Population and Demographics		
Change in community populations	Population estimates in communities anticipated to experience Mine effects Mine employment by community (employees/contractors) Changes in community residency status of Mine contractors/employees Capacity and use of on-site camp Community-specific in/out-migration data	BC Stats BW Gold Contractors CLC Statistics Canada
Regional and Community Services and Infrastructure		
Change in traffic and worksite incidents	Off-site traffic incidents involving Mine workers Mine Traffic volumes Motor vehicle accident data and police-reported crash data	ICBC BW Gold
Change in demand for health services	Emergency Service Capacity Hospital / health centre capacity Communicable disease rates Use of on-site medical services Use of public health care / emergency services by Mine employees per community, total and by key service category, urgent and non-urgent.	Northern Health BC Centre for Disease Control Community websites BW Gold Contractors
Change in demand for protective services associated with Mine workforce	Crime trends by community (criminal code offences, crime rates, violent offenses) Incidents involving a Mine worker requiring protective services	BC Ministry of Public Safety and Solicitor General Policing and Security Branch
Change in demand for social services	Use of social services in Primary Communities Use of EAP Referrals to Community Social Services	BW Gold CLC Information Request Form
Change in demand for education services	Class size and enrollment by school district Enrolment at post-secondary institutions and headcount per community Change in demand for education services Mine Apprentices Scholarships	BC Ministry of Education School Districts CNC UNBC BW Gold Contractors CLC
Family and Community Well-being		
Effects on economic hardship due to Mine income	Average and median income by community ¹⁰ Mine employment per community (disaggregated by gender and other indicators of diversity) Total and average income paid to Mine employees/contractors Mine employee use of EAP	BW Gold BC Data Catalogue Statistics Canada
Change to sense of security due to Mine-related transient	Crime rates and trends, per community (drug offences, vehicle theft offences, property offences) Community Well-being (CWB) index Community feedback	BC Ministry of Public Safety and Solicitor General Policing and Security Branch

¹⁰ Average income for communities anticipated to be affected by the Project (i.e., Vanderhoof, Prince George, Fraser Lake, Burns Lake, Fort St. James, and Quesnel, and the Indigenous communities of UFN, LDN, StFN, SFN, NWFN, and NFN).

Monitored Effect	Monitored Indicators	Source
population engaging in socially disruptive or illegal activities		Government of Canada's CWB index BW Gold
Change in family relationships due to work rotation/schedule	Mine employee use of EAP services (disaggregated by gender and other diversity indicators) Number of employees that resign due to family reasons (disaggregated by gender and other diversity indicators) Mine turnover rates (disaggregated by gender and other diversity indicators)	BW Gold
Change in employment and income (Closure Phase only – not further discussed)	Number of jobs and FTEs for Mine employees/contractors (disaggregated by gender, Indigeneity, and other diversity indicators) Total and average income paid to Mine employees/contractors (disaggregated by gender and other indicators of diversity or vulnerability)	BW Gold

Appendix B Data Tables

Table A-8-1: Population and Percent Change by Community from 2021 to 2025

Population	2021	2022	2023	2024	2025	Change from 2024 to 2025 (%)	Overall change from 2021 to 2025 (%)
Prince George	80,256	81,285	83,083	84,907	84,184	-0.8	4.9
Quesnel	10,253	10,060	10,128	10,238	10,051	-1.8	-2.0
Vanderhoof	4,543	4,550	4,564	4,555	4,440	-2.5	-2.3
Fort St. James	1,422	1,459	1,354	1,279	1,208	-5.5	-15.1
Fraser Lake	1,006	1,011	1,034	1,018	982	-3.5	-2.4
Burns Lake	1,999	2,008	2,009	2,011	1,964	-2.3	-1.7
Anahim Lake*	73	-	-	-	-	-	-

Source: (Government of British Columbia 2025b)

Note: Population estimates for Village of Anahim Lake only available for 2021 (Statistics Canada 2022c)

Note: Population projections are only available for 2025, representing a forecast of future population growth.

Table A-8-2: Registered On- and Off-Reserve Population by First Nation (October 2022, March 2025, and January 2026)

First Nation	October 2022		March 2025		January 2026		Change in Total Registered Population, March 2025/Jan 2026 (%)	Change in Registered Population on Own Reserve, March 2025/Jan 2026 (%)
	Total Registered Population	Registered Population on Own Reserve	Total Registered Population	Registered Population on Own Reserve	Total Registered Population	Registered Population on Own Reserve		
LDN	232	28	234	27	233	27	-0.4	0.0
NFN	426	114	435	114	441	114	1.4	0.0
SFN	995	331	996	318	994	317	-0.2	-0.3
NWFN	602	252	622	252	627	250	0.8	-0.8
StFN	609	211	636	210	642	208	0.9	-0.9
UFN	1,061	593	1,087	595	1,080	585	-0.6	-1.7

Source: (Government of Canada 2026)

Note: Recent population estimates for First Nations are available from Crown-Indigenous and Northern Affairs Canada (CIRNAC). CIRNAC reports monthly population estimates and does not provide historical information. Information from March 2025 and October 2022 was obtained through the CEMMP Construction Report and CEMMP Early Works Report.

Table A-8-3: ICBC-Reported Motor Vehicle Accidents, 2022 to 2024

Road	Number of Motor Vehicle Accidents				
	2021	2022	2023	2024	2025
Kluskus FSR	3	4	2	8	5
Highway 16 – Total	154	164	170	162	160
Fraser Lake	36	29	42	31	32
Vanderhoof	118	135	128	131	128

Source: (ICBC 2026)

Note: ICBC-reported accident data for Highway 16 is available by municipality. Numbers in table do not reflect all accidents on Highway 16, only those within Fraser Lake and Vanderhoof municipal boundaries.

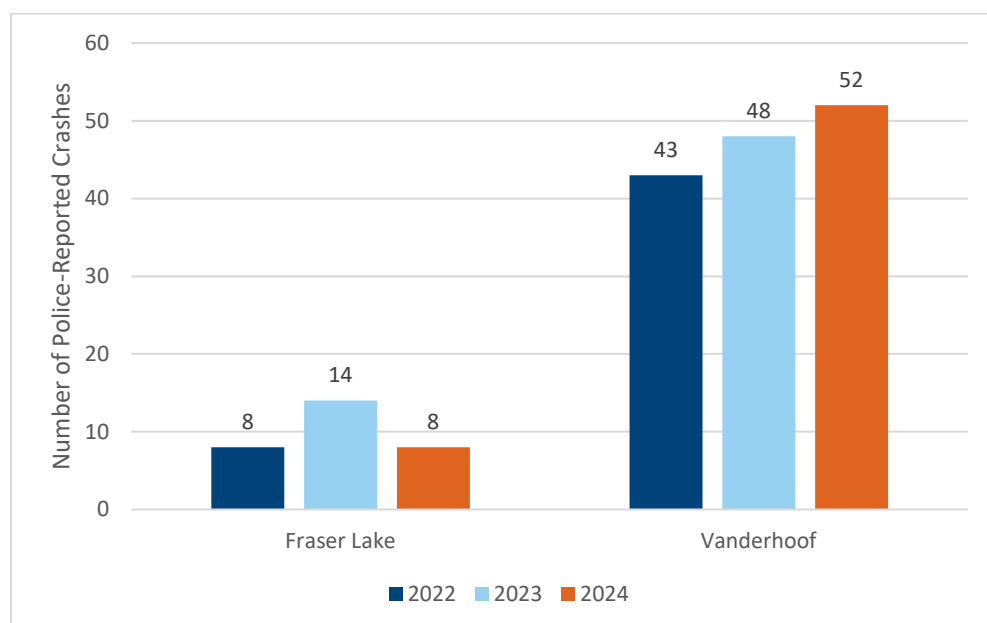


Figure A-8-1: Police-Reported Crash Data, 2022 to 2024

Source: (ICBC 2025)

Table A-8-4: BCEHS Call Volumes, per Primary Community

Primary Community	2021	2022	2023	2024	2025	Change from 2024 to 2025 (%)	Overall change from 2021 to 2025 (%)
Prince George	12,081	12,305	13,525	13,462	13,015	-3.3%	7.7%
Quesnel	2,510	2,350	2,657	2,939	3,036	3.3%	21.0%
Vanderhoof	640	559	565	637	617	-3.1%	-3.6%

Fort St. James	597	645	704	732	700	-4.3%	17.3%
Fraser Lake	202	254	208	199	187	-6.0%	-7.4%
Burns Lake	716	751	717	789	897	13.7%	25.3%

Source: (BCEHS, n.d.)

Note:*Call volumes for Anahim Lake and on-reserve communities were not identified at time of reporting.

Table A-8-5: STI Incidence Rates, Northern Interior HSDA, per 100,000 Population*

STI	2021	2022	2023	2024	2025
Chlamydia (genital)	203.8	268.7	266.0	208.7	181.5
Gonorrhea (genital)	129.6	103.2	80.5	39.8	65.3
Hepatitis C: Acute	2.0	6.0	5.9	3.9	6.6
Syphilis (Infectious)	8.8	64.5	132.7	100.4	60.7

Source: (BC Centre for Disease Control 2026)

Notes:

*Ulkatcho First Nation, Village of Anahim Lake, and Lhoosk'uz Dené Nation are in the Interior Health Region. All other non-reserve Primary Communities are in the Northern Health region, in the Northern Interior Health Services Delivery Area (HSDA), and Local Health Areas (LHA) of Burns Lake (LHA 55), Nechako (LHA 56) or Prince George (LHA 57).

On-reserve health services are managed by the First Nations Health Authority. Health information including communicable disease rates was not identified at the time of reporting.

Table A-8-6: Crew Toolbox Talks by Topic, 2025

Category	Count	Description
Hazardous chemicals	8	Safety data sheets, appropriate PPEs, and how to prevent exposure
LV & HE (Heavy equipment) hazards	36	Hazards associated with operating heavy equipment and light vehicles. For example, winter driving hazards, reversing equipment in congested areas, etc.
Health and wellness	13	Topics such as mental health, stress management, PTSD awareness, and fatigue.
Environmental hazards	11	Hazards such as wind, lightning, snow and ice
General safety	148	Topics such as risk assessment, take 5, incident reporting and inspections.
Emergency response	10	Topics such as Code 1, muster points
hygiene	43	Topics such as flu vaccines, musculoskeletal injury prevention, washing hands
Critical risk standards	50	Topics on critical risks and key controls

Environment	10	Topics such as waste management, not feeding wildlife, etc.
Kluskus FSR safety	9	Road use protocols, hazards, and controls
Other	16	Topics such as national holidays, bus schedules, etc.
JOHSC	11	Joint Occupational Health and Safety topics
Total	365	

Source: (BW Gold 2026c)

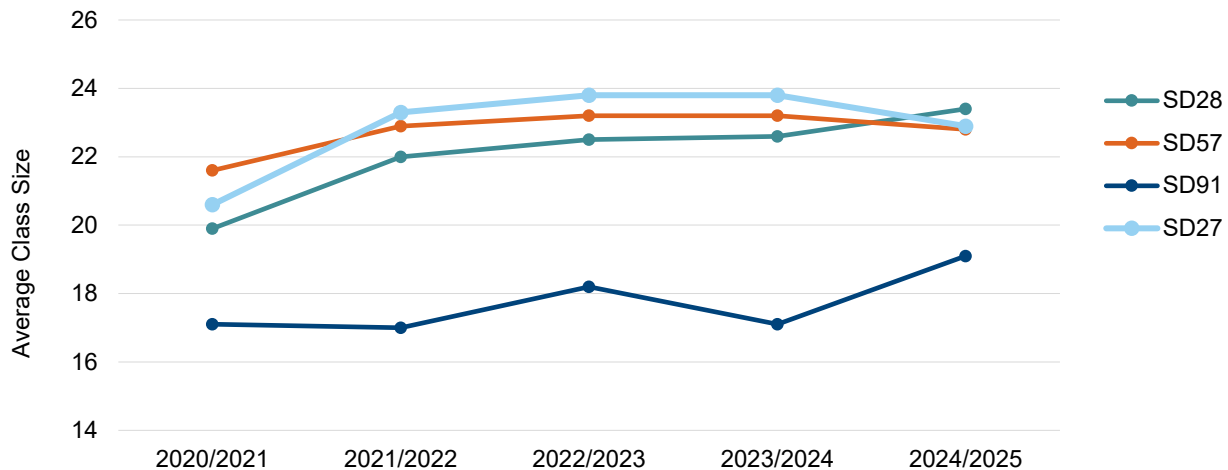


Figure A-8-2: Average Class Size by School District, 2018 to 2025

Source: (Government of British Columbia 2025a)

Table A-8-7 School District Enrolment Numbers (2021 to 2026)

District #	District Name	2021/2022	2022/2023	2023/2024	2024/2025	2025/2026	Change from 2023/2024 to 2025/2026	Change from 2022/2023 to 2024/2025
SD91	Nechako Lakes	4,355	4,105	4,316	4,212	4,575	6.00%	11.45%
SD57	Prince George	13,217	13,461	13,535	13,440	13,061	-3.50%	-2.97%
SD28	Quesnel	2,971	3,019	2,996	2,948	2,843	-5.11%	-5.83%
SD27	Cariboo-Chilcotin	4,683	4,730	4,633	4,576	4,407	-4.88%	-6.83%

Source: (Government of British Columbia, n.d.)

Table A-8-8: Total Crime Rate by RCMP Detachment (2019-2024)

Detachment	2019	2020	2021	2022	2023	2024	Change from 2023 to 2024	Change from 2019 to 2024
Vanderhoof (rural)	11,748.3	11,752.3	12,461.9	10,231.5	10,622.7	12,027.1	13.2%	2.4%

Detachment	2019	2020	2021	2022	2023	2024	Change from 2023 to 2024	Change from 2019 to 2024
Fraser Lake (rural)	5,491.9	5,831.1	6,221.9	6,182.6	8,155.6	8,153.5	-0.02%	48.5%
Burns Lake (rural)	11,388.9	15,107.3	16,109.8	13,813.0	12,794.4	14,896.9	16.4%	30.1%
Fort St. James (rural)	26,429.2	27,788.7	32,696.2	30,300.0	30,838.3	26,557.4	-13.9%	0.5%
Prince George (rural)	4,870.9	4,264.7	3,610.1	3,014.1	3,431.4	4,122.7	20.1%	-15.4%
Prince George (municipal)	23,738.4	22,604.4	20,466.2	18,593.4	18,430.0	18,029.2	-2.2%	-24.1%
Quesnel (rural)	5,599.3	5,772.6	5,071.3	4,562.7	4,522.6	4,698.9	3.2%	-16.1%
Quesnel (municipal)	28,660.8	24,381.8	22,640.0	22,687.2	24,114.2	27,060.8	12.2%	-5.6%%
Anahim Lake (rural)	-	-	-	-	-	-	-	-

Source: (Statistics Canada 2025b)

Table A-8-9: Crime Severity Index for 2023 to 2024 in Primary Communities

Primary Community	Crime Severity Index	
	2023	2024
British Columbia	104.3	93.0
Prince George (Municipal)	232.0	199.8
Prince George (Rural)	60.8	84.0
Quesnel (Municipal)	319.7	255.6
Quesnel (Rural)	63.8	63.2
Vanderhoof (Rural)	143.8	119.1
Fort St. James	318.5	303.9
Fraser Lake	133.2	90.3
Burns Lake	135.9	123.1
Anahim Lake	-	-

Source: (Statistics Canada 2025a)

Table A-8-10: Number of Criminal Code Offences by RCMP Detachment (2019 – 2024)

Detachment	2019	2020	2021	2022	2023	2024	Change from 2023 to 2024 (%)	Change 2019 to 2024 (%)
Vanderhoof (rural)	1,014	1,004	1,063	875	911	1,029	12.9	1.5
Fraser Lake (rural)	163	174	194	195	260	255	-1.9	56.4
Burns Lake (rural)	674	880	945	814	755	880	16.3	-14.7
Fort St. James (rural)	1,128	1,131	1,300	1,212	1,203	1,055	0.1	-19.8
Prince George (rural)	687	602	510	434	504	586	16.6	30.6
Prince George (municipal)	19,037	18,237	16,426	15,090	15,261	15,276	-12.3	-6.5
Quesnel (rural)	753	771	679	615	611	636	4.1	-15.5
Quesnel (municipal)	2,979	2,524	2,324	2,288	2,450	2,776	13.3	-6.8
Anahim Lake (rural)	100	124	90	79	98	86	-12.2	-14.0

Source: (Statistics Canada 2025b)

Table A-8-11: Number of Violent Offences by RCMP Detachment (2019 – 2024)

Detachment	2019	2020	2021	2022	2023	2024	Change from 2023 to 2024 (%)	Change 2019 to 2024 (%)
Vanderhoof (rural)	300	323	305	246	279	298	6.8%	-0.7%
Fraser Lake (rural)	56	54	70	67	95	90	-5.3%	60.7%
Burns Lake (rural)	190	269	238	206	190	262	37.9%	37.9%
Fort St. James (rural)	333	319	320	295	316	322	1.9%	-3.3%
Prince George (rural)	178	153	135	120	174	159	-8.6%	-10.7%
Prince George (municipal)	3,145	3,071	2,768	2,578	2,753	2,820	2.4%	-10.3%
Quesnel (rural)	213	249	201	187	197	194	-1.5%	-8.9%
Quesnel (municipal)	487	472	426	464	539	528	-2.0%	8.4%
Anahim Lake (rural)	35	33	30	31	35	29	-17.1%	-17.1%

Source: (Statistics Canada 2025b)

Table A-8-12: Number of Drug Offences by RCMP Detachment (2019 – 2024)

Detachment	2019	2020	2021	2022	2023	2024	Change from 2023 to 2024 (%)	Change 2019 to 2024 (%)
Vanderhoof (rural)	40	40	42	25	22	15	-31.8%	-62.5%
Fraser Lake (rural)	5	4	3	1	5	2	-60.0%	-60.0%
Burns Lake (rural)	16	16	13	11	15	9	-40.0%	-43.8%
Fort St. James (rural)	46	104	87	60	46	48	4.3%	4.4%
Prince George (rural)	28	9	13	5	5	9	80.0%	-67.9%
Prince George (municipal)	1,106	775	506	374	199	260	30.7%	-76.5%
Quesnel (rural)	20	27	18	8	10	16	60.0%	-20.0%
Quesnel (municipal)	141	175	118	94	42	61	45.2%	-56.7%
Anahim Lake (rural)	2	1	1	2	2	4	100.0%	100.0%

Source: (Statistics Canada 2025b)

Table A-8-13: Number of Vehicle Theft Offences by RCMP Detachment (2019 – 2024)

Detachment	2019	2020	2021	2022	2023	2024	Change from 2023 to 2024 (%)	Change 2019 to 2024 (%)
Vanderhoof (rural)	22	17	15	14	17	13	-23.5%	-40.9%
Fraser Lake (rural)	3	7	2	6	2	7	250.0%	133.3%
Burns Lake (rural)	4	7	10	6	10	6	-40.0%	50.0%
Fort St. James (rural)	19	18	25	30	15	8	-46.7%	-57.9%
Prince George (rural)	39	51	42	32	40	31	-22.5%	-20.5%
Prince George (municipal)	431	321	357	343	310	227	-26.8%	-47.3%
Quesnel (rural)	44	32	32	32	22	26	18.2%	-40.9%
Quesnel (municipal)	52	53	40	56	45	56	24.4%	7.7%
Anahim Lake (rural)	4	3	5	2	2	2	0.0%	-50.0%

Source: (Statistics Canada 2025b)

Table A-8-14: Number of Property Offences by RCMP Detachment (2019 – 2024)

Detachment	2019	2020	2021	2022	2023	2024	Change from 2023 to 2024 (%)	Change 2019 to 2024 (%)
Vanderhoof (rural)	379	402	461	358	394	444	12.7%	17.2%
Fraser Lake (rural)	86	74	71	82	79	109	38.0%	26.7%
Burns Lake (rural)	214	277	300	238	257	272	5.8%	27.1%
Fort St. James (rural)	452	444	578	565	534	432	-19.1%	-4.4%
Prince George (rural)	376	292	309	248	251	339	35.1%	-9.8%
Prince George (municipal)	10,550	10,081	10,025	9,250	9,047	9,072	0.3%	-14.0%
Quesnel (rural)	432	414	373	330	319	346	8.5%	-19.9%
Quesnel (municipal)	1,821	1,424	1,282	1,272	1,269	1,407	10.9%	-22.7%
Anahim Lake (rural)	28	55	30	19	35	39	11.4%	39.3%

Source: (Statistics Canada 2025b)

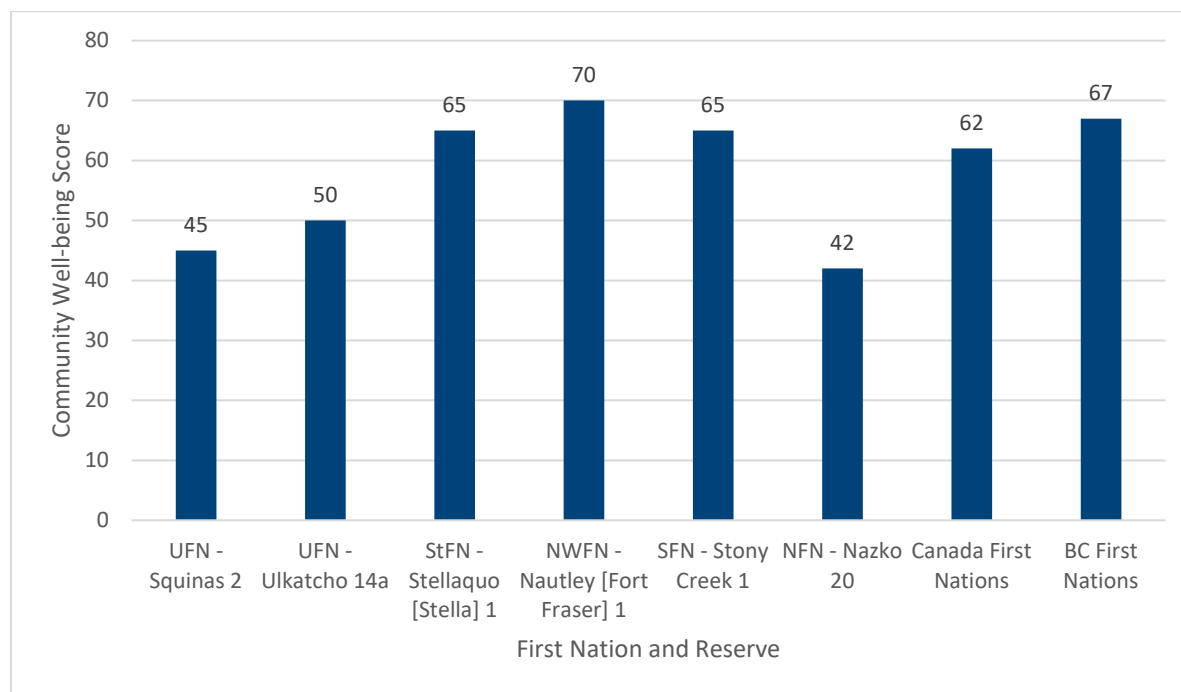


Figure A-8-3: Community Well-being Index by First Nation and Reserve, 2021

Source: (Indigenous Services Canada 2021b)

Notes: No LDN reserves had CWB Index listed. Populations of reserves may not appear in the public 2021 CWB index database due to small population (fewer than 65 residents), data quality issues, or the reserve not being fully enumerated in the 2021 Census.

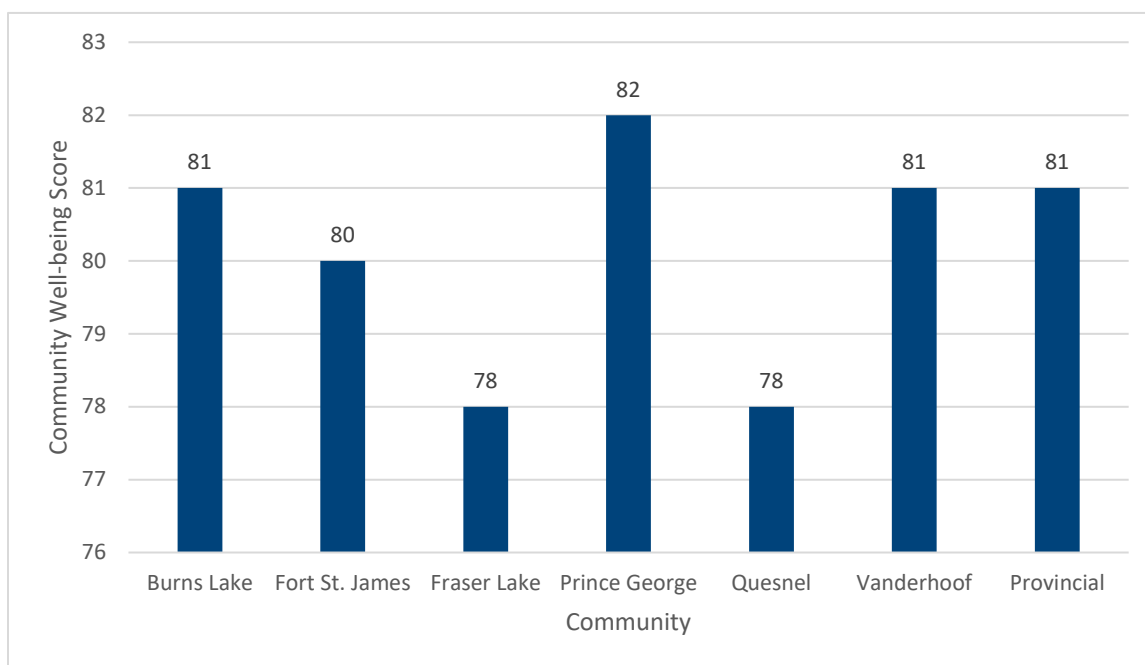


Figure A-8-4: Community Well-being Index by Community, 2021

Source: (Indigenous Services Canada 2021a)

Appendix C Detailed Mitigation Measures

Table B-9-1: Mitigation Measures

Mitigation Measure	Related Categories	2025 Practices
Focus recruitment and hiring efforts on communities in the region	Population and Demographics Regional and Local Services: Social Services Education Services Protective Services	BW Gold has advertised jobs to primary communities via local WorkBC offices, social media platforms, and Indeed, and shared directly with First Nations Employment Coordinators for primary communities. Positions were also posted on the BW Gold website, promoted through a career email distribution list available to the public, and in the BW Gold community newsletter. BW Gold participated in community meetings and events (including job fairs) to promote employment opportunities at the Mine site and connect directly with potential candidates from primary communities. BW Gold also attended monthly Indigenous Community visits and coffee houses to share information about employment opportunities and build relationships. The BW Gold Vanderhoof Community Office provides information regarding career opportunities and has received many inquiries on employment opportunities via phone, email, and in-person visits.
Provide self-contained camp to accommodate workers	Population and Demographics Regional and Local Services: Education Services Health Services Protective Services Family and Community Well-being	BW Gold provides a self-contained camp to accommodate workers. During 2025, camp capacity was incrementally increased to support ongoing construction and the gradual increase in BW Gold employees and contractors required for operational growth. In 2025, BW Gold submitted a revised Health and Medical Services Plan (HMSP). This revised plan was reviewed by NH.
Provide incentives and inducements for employees and management team to reside in an Affected Community	Population and Demographics	BW Gold offers relocation assistance to prospective employees from non-primary communities. This assistance includes financial assistance with moving costs, storage, temporary accommodations, and hiring movers. Between January 1 and December 31, 2025, one employee used the relocation program to move to Prince George.

Mitigation Measure	Related Categories	2025 Practices
Promote harassment-free workplace to its employees and maintain zero-tolerance alcohol and drug policy on-site and in camp at any time; participation in training will be tracked; violations will not be tolerated	Regional and Local Services: Social Services Health Services Protective Services	BW Gold's onboarding and site-based training programs include Respectful Workplace Policy and Respectful Workplace training. Respectful Workplace training includes description of prohibited conduct, such as discrimination, bullying, and harassment, as well as retaliation and the process of incident reporting. BW Gold also maintains a zero-tolerance policy for drugs and alcohol on site and outlines that no individual may "possess or consume any drug(s) or alcohol in any manner while on the Company property or conducting BW Gold business without the prior authorization of the Company" as well as other prohibitions related to "Reporting to work or being at work while impaired or in an unfit condition due to the effects of any drug(s) or alcohol".
Provide an Employee Assistance Program	Regional and Local Services: Social Services Health Services Family and Community Well-being	Blackwater Gold provides an EAP to all employees, which was provided by Telus Health in 2025. The EAP includes a variety of services and programs related to physical and mental health, including the following services: vision and hearing, food and nutrition, medical products and resources, pet health, and mental wellness. Posters advertising the EAP are posted in prominent locations at the Mine to ensure employees are aware of the program. See Section 4.6.2 for levels of use of the EAP during 2025.

Mitigation Measure	Related Categories	2025 Practices
Implement measures to facilitate a respectful workplace and safety and security of employees; focus on multi-cultural workforce considerations and provide Indigenous cultural awareness training delivered to all new employees (e.g., training completed during first week of employment and ongoing through crew talks)	Regional and Local Services: Social Services Family and Community Well-being	Cultural awareness training is provided to all new employees during their first week of employment. Training topics include traditional territories and Mine infrastructure, First Nations Agreements, presentation of a map of overlapping traditional territories, nation groupings, Southern Dakeelh nations and Carrier Sekani First Nations, contemporary and traditional governance, the <i>Indian Act</i> (1876), residential schools, the Sixties Scoop, Truth and Reconciliation Commission, missing and murdered Indigenous women and girls, the Highway of Tears, Moose Hide Campaign, and National Day for Truth and Reconciliation. Onboarding training also outlines expectations for respectful workplace behaviour and working in a diverse environment. Orientation for employees includes Blackwater's Behavioral Standards, Respectful Workplace Policy, and Respectful Workplace. This includes information on prohibited conduct, such as discrimination, bullying, and harassment, as well as retaliation and the process of incident reporting. Employees are also informed of available support resources such as the Employee and Family Assistance Program (EFAP), which provides confidential support related to personal and family well-being. Orientation materials also include information on how employees and community members can raise questions or concerns through established communication channels, including the CFM. Cultural education and awareness activities in 2025 included weekly Indigenous Awareness training sessions, Recognition of National Indigenous Peoples Day, and Truth and Reconciliation Day, as well as cultural sharing nights where employees had the opportunity to share traditions, language, and art from their cultures. Ongoing one-on-one wellness check-ins were offered throughout 2025, supporting employees who wanted to connect or discuss personal or workplace wellness. Toolbox talks were shared with the workforce in 2025, covering topics such as mental health, stress management, PTSD awareness, and fatigue.
Work with local service providers and communities to develop a Mine Closure Plan that identifies strategies and actions to help minimize the potential adverse effects of closing the Mine	Regional and Local Services: Social Services Education Services Health Services Protective Services Family and Community Well-being	No meetings related to closure planning have taken place to date. Meetings to plan for closure will take place in the last few years of Mine operation.

Mitigation Measure	Related Categories	2025 Practices
Work with training institutions to support or provide training programs	Regional and Local Services: Education Services	BW Gold collaborated regularly with CNC to support mining-related training and workforce development. Engagements included guest speaking for mining course student cohorts, attending campus information sessions and open houses, responding to program inquiries, supporting CNC's Mining Potential program through letters of support, and participating in discussions about future curriculum needs. CNC also invited BW Gold to join the Program Advisory Committee (PAC) for the Natural Resources and Forest Technology program to provide a mining-centric voice in shaping future curriculum changes. On February 20, 2025, a BW Gold engineer participated in a UNBC engineering career panel, offering students insight into engineering pathways and workforce opportunities at the Mine.
Support training of students from diverse groups	Regional and Local Services: Education Services	BW Gold has supported the Mining Industry HR Council to support the delivery of training programs for First Nations, women, new Canadians, and youth.
Provide scholarships to encourage high school graduation	Regional and Local Services: Education Services	The scholarship program has not yet been implemented in 2025. Discussions are ongoing regarding future scholarships.
Provide on-site Advanced Care Paramedics and emergency services, and develop and implement a medical protocol to meet the workforce's urgent and non-urgent health care needs	Regional and Local Services: Health Services	BW Gold's medical protocol is outlined in the HMSP, which substantially met the intent of the "Health and Medical Services Plan Best Management Guide for Industrial Camps" and will be revised as per the EAC and NH Authority requirements. Under this plan, medical care available on-site is primarily provided at the on-site medical facility, staffed with Advanced Care Paramedics (ACPs). The on-site medical facility hosts consistent walk-in clinic hours for occupational and non-occupational illness and injuries, as well as mental health assistance. On-site health facilities were regularly inspected by BW Gold's staff as well as external agencies to ensure compliance with the required standards and in accordance with the best industry practices. The site currently has two ACPs on site 24/7 as well as a Mine Rescue response team with First Aid training for medical responses. A full-time ambulance is also available on site to transport patients off site to the nearest advanced care facility. The site also has Advance Life Support capabilities for cardiac incidents.

Mitigation Measure	Related Categories	2025 Practices
Require a medical exam and a drug test for all new employees; random drug testing may also be conducted on site, as required.	Regional and Local Services: Health Services	As part of the hiring process, applicants are required to do a medical fitness test and a drug and alcohol test. These tests are required after first interviews are conducted and a candidate has moved forward to the next step for possible hiring. During interviews, candidates are provided with information on the screening process and timeline for hiring. Drug testing may also be conducted post-incident or based on “reasonable cause” that an employee has violated the Fitness for Duty Policy. If an employee tests positive for drugs or alcohol on site, the matter is addressed in accordance with company policy, which may include removal from site, investigation, and disciplinary action up to and including termination of employment. In some circumstances, if an employee voluntarily discloses a substance dependency, they may be referred for an assessment with a Substance Abuse Professional and may be provided the opportunity to participate in rehabilitation through a Conditions of Continued Employment program.
Provide at the site health and medical equipment and personnel to meet the requirements of the “Health, Safety and Reclamation Code for Mines in British Columbia” and Work Safe BC	Regional and Local Services: Health Services	BW Gold engaged a health and medical services provider, experienced in providing health and medical services at remote industrial camps. The facilities were regularly inspected by BW Gold’s staff as well as external agencies to ensure compliance with the required standards and in accordance with the best industry practice. All reported incidents and hazards were investigated to learn lessons and prevent reoccurrence. In the case of emergencies, the emergency response and preparedness were also reviewed to identify and improve response in the future. These practices and their management by suitably qualified people helped BW Gold in meeting and exceeding the threshold set by the <i>Health, Safety and Reclamation Code for Mines In British Columbia</i> and Work Safe BC.
Work with local service providers to address changes in demand for health services	Regional and Local Services: Health Services	BW Gold has developed a strong and productive partnership with NH, fostering open communication and collaboration to facilitate the development of innovative programs on site. This positive dialogue has paved the way for future cooperation and progress between the two organizations.
Work with NH, local fire departments, RCMP, and BC Ambulance to ensure that the appropriate information on the changes in area transportation volumes, Mine operations, and the change to the regional population are considered	Regional and Local Services: Protective Services	BW Gold has put in place a mutual aid agreement with the Vanderhoof Fire Department, which as of 2025, is being reviewed and updated. This agreement specifies that the Vanderhoof Fire Department agrees to conduct vehicle extrication on the Kluskus FSR and area in conjunction with the BW Gold Emergency Response Team. This agreement specifies that Vanderhoof Fire Rescue Unit R11 will support this agreement. BW Gold has also engaged with both the Vanderhoof and Quesnel RCMP detachments. BW Gold has also engaged with NH on a variety of topics, including transportation.

Mitigation Measure	Related Categories	2025 Practices
Provide firefighting equipment and trained personnel to meet all onsite fire and rescue needs	Regional and Local Services: Protective Services	A firetruck and fire extinguishers were available on site, and a mutual aid agreement with the Vanderhoof Fire Department was in place for rescue on the Kluskus FSR. The Mine rescue team on-site received continuous training for firefighting, vehicle extrication, Mine rescue procedures and protocols, medical assessment, and patient care (Emergency Medical Response, Advanced First Aid, First Aid), and high angle and confined space rescue.
Provide at the Mine site trained Mine rescue personnel and Mine rescue equipment as well as onsite security	Regional and Local Services: Protective Services	A dedicated Mine Rescue Team is maintained and managed by the Emergency Response Coordinators on site which provides emergency responses for medical incidents, fires, rescues, and all other emergency situations. The mine rescue team has 31 members, 20 are certified in Advanced First Aid, and 14 members maintain valid Mine Rescue certification. 8 of the 31 are also fully trained firefighters with National Fire Protection Association (NFPA) 1001 and 1072 and NFPA 1081. Team members are trained in a variety of emergency response disciplines including but not limited to firefighting and fire suppression, Mine rescue procedures and protocols, advanced first aid response, vehicle extrication, high-angle rescue, confined space rescue, and water and ice rescue. Mine rescue equipment includes a firetruck and an ambulance on-site. First aid kits, spill kits, and radios are in all BW Gold and contractor vehicles. AEDs and fire extinguishers are located throughout the site. A medical helicopter is available within a 1.75-hour time frame during daylight hours. During 2025, site security was provided by Securiguard and was in place 24/7.
Deposit workers' salaries in their bank accounts and provide access to financial literacy training (EAP)	Family and Community Well-being	BW Gold deposits workers' salaries directly into their bank accounts. BW Gold provided financial literacy courses (or webinars) to employees, and financial literacy services were also offered through the EAP.
Offer reasonably short shift rotations to minimize separation from family (14 days on and 14 off) and allow flexibility to accommodate hard to fill positions	Family and Community Well-being	BW Gold offers hourly workers a fourteen days-on, fourteen days-off shift rotation to allow employees to spend time at home with their family, friends, and community. Other staff and management positions may vary in schedule pending job requirements.
Ensure phone and Internet services are available to enable employees to communicate with their families	Family and Community Well-being	Employees staying at camp have access to several communication options that support staying in touch with family and friends. Computers are available for employees whose roles require digital access; others may use shared terminals in the camp office on an as-available basis. Free Wi-Fi is available in camp accommodations and common areas, allowing employees to use personal devices for email, messaging, and video calls. These resources help workers maintain regular contact with loved ones during rotational schedules. Employees without their own phone, computer or tablet may reach out to their supervisor or Human Resources for support in contacting family or friends.

Mitigation Measure	Related Categories	2025 Practices
Implement a hiring strategy that will focus on training workers from diverse groups	Family and Community Well-being	BW Gold implements targeted recruitment of diverse groups, including Indigenous people, women, and mature workers. All job postings include the following statement to encourage applications from diverse groups: “We are an equal opportunity employer committed to equal employment opportunity without discrimination or harassment on the basis of race, religion, national origin, status, age, sex, sexual orientation, gender identity or expression, marital or domestic/civil partnership status, or any other basis protected by law. We strongly encourage applications from Indigenous Peoples. Members of Indigenous communities should clearly identify their status on their resume.” Additionally, BW Gold held monthly employment and training meetings with UFN and LDN, maintained an Indigenous Applicant Database, and attended job sessions and career fairs in communities.
Work with First Nations to identify and remove barriers to employment and training	Family and Community Well-being	BW Gold meets regularly with representatives from First Nations’ education, training, and employment departments. These meetings have helped to identify and reduce barriers to employment and training, including but not limited to lack of drivers’ licenses, transportation to training and employment, workplace readiness, and location of training sites (i.e., out-of-community). Throughout 2025, BW Gold’s Indigenous Relations team actively supported Indigenous entrepreneurs and job seekers through job fairs, career fairs, community coffee houses, and meet-and-greet events. Employment-focused job fairs were hosted both by Nations and the BW Gold team, creating accessible venues for Nation members to learn about open positions, hiring processes, and training requirements. Community coffee houses—hosted regularly across LDN, UFN, NWFN, SFN, StFN, and NFN —served as key platforms to share information on active job postings and business opportunities, collect resumes and connect candidates with contractors and project teams, and engage directly with Indigenous business owners and economic development staff. In addition, the project participated in regional community and industry update meetings, where booths were set up to engage Indigenous entrepreneurs, discuss procurement opportunities, and strengthen relationships with existing and potential business partners

Mitigation Measure	Related Categories	2025 Practices
Require BW Gold managers/supervisor to receive cultural awareness training that also teaches them how to address and resolve issues if they arise	Family and Community Well-being	BW Gold provides guidance to employees, supervisors, and managers through the Respectful Workplace Policy, which outlines processes for addressing and resolving workplace concerns. Employees are encouraged to raise issues with their supervisor where appropriate; however, if they are not comfortable doing so, they may contact Human Resources directly for support. Indigenous coordinators are also available on-site as a resource. Employees have access to other reporting avenues, including Fair Treatment and BW Gold HR Complaint forms through QR codes. These mechanisms allow employees to raise concerns or complaints, which are reviewed and investigated as appropriate to ensure issues are addressed in a fair and timely manner.
Provide micro-aggression training to all new employees, and on an as-needed basis to promote harassment-free workplace	Family and Community Well-being	All new employees and contractors are required to complete the Respectful Workplace Policy as part of the mandatory site orientation and annual refresher training. This includes description of prohibited conduct, such as discrimination, bullying, and harassment, as well as retaliation and the process of incident reporting.
Engage with stakeholders to identify community needs and priorities for social investment that focus on respecting community values	Family and Community Well-being	The CLC has been in place since 2012 and engagement regarding social investment has been ongoing since then. The CLC meets throughout the year, with four meetings occurring in 2025. The Community Leaders meet with Artemis at least twice a year and additionally share community values and opportunities for social investments as they arise. Several of the Participation Agreements and Management Plans for the Mine have commitments related to social investments and respecting community values. In 2025, BW Gold continued its Community Sponsorship Program on a quarterly basis to support local initiatives, programs, and events across the region. Funding was provided to every Primary Community and each partner First Nation. Sponsorships supported a range of activities including social services, community events, recreation, youth sports, education, arts and culture, safety training, and seasonal food security initiatives.
Implement feedback mechanism	Family and Community Well-being	The CFM was implemented in September 2022 and has continued to be promoted in 2025 via local newspapers, BW Gold Newsletter, the BW Gold website, posters (displayed and handed out at the Vanderhoof office and community events), community presentations, and email notifications. Results from the CFM were also presented to the CLC on September 18, 2025. Employee orientation materials also include information on how employees and community members can raise questions or concerns through established communication channels, including the CFM.

Mitigation Measure	Related Categories	2025 Practices
Collaborate and partner with stakeholders to mitigate and avoid social impacts	Family and Community Well-being	Collaboration and partnership with stakeholders to mitigate and avoid social impacts is primarily done through the following avenues: • CLC (EAC Condition #37) • Community Leaders Group¹¹ • Environmental Life of Mine Committee (EAC Condition #17) • Participation Agreements • NH
Notification (e.g., by letter, phone call or text message) to registered tenure holders, First Nations, and stakeholders who have registered on the Mine's email-or-SMS system (EAC Condition 42), at least 30 days before the planned activity. Notification will include description of the extent, duration, and anticipated disturbance, as well as BW Gold contact information in case of questions.	Changes to Land User Experience	Notifications to land users occurred on February 28, April 3, June 6, August 29, and September 26, 2025, prior to noise generating activities or field programs. See Section 2.4 for more information.
Provision of a schedule and maps where Mine activities will take place disturbing land or reducing enjoyment of land use on the Mine's website (EAC Condition 42) and will be posted at least 30 days prior to the planned activities.	Changes to Land User Experience	BW Gold sent letters to affected tenure holders to provide notification for upcoming activities (e.g., field surveys and programs, transmission line activities, and exploration drilling) on February 28, April 3, June 6, August 29, and September 26, 2025. Some of these notifications were not regulatory requirements but sent as a means of maintaining open communication and awareness of BW Gold's activities in the area. All notifications included a schedule of when activities were to occur. Maps were included in the February 28 and August 29 notifications.

¹¹ The Community Leaders Group includes elected officials from the Project region, including mayors, regional representatives, etc. There are ten (10) members in total.