



Blackwater Mine

Health and Medical Services Plan

June 2026

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COMMUNICATION AND CONTACT LISTS

Communications at the BW Gold Mine are available by VHF Radio, voice overinternet phones, and internet. Table 1 below provides internal and external contacts as well as other useful communications related references.

Table 1: Medical Emergency Contacts

Service	Party	Contact Number
Ambulance	BC Road	1-800-461-9911 Cellphone/SAT Phone/Outside BC:250-374-5937
Air Ambulance Service	BCEHS OR Yellowhead Helicopters	911 250-963-9884
Emergency Events (environmental emergencies, mass casualties, etc.)	Health Emergency Management BC	1-855-554-3622
Communicable Diseases Reporting Line (business hours)		1-855-565-2990 After Hours MHO on Call Number 1-833-214-3274
Medical Director	Auscan Medical Inc.	1-778-821-1521
University Hospital of Northern BC (Prince George)		250 565 2000
St John Hospital (Vanderhoof)		250-567-2211

ACKNOWLEDGEMENTS AND LIMITATIONS

The Health and Medical Services Plan has been compiled by BW Gold Ltd. from various public and private sources, including *the Health and Medical Services Plan Best Management Guide for Industrial Camps, Northern Health, March 2015*. Mine Information and Camp infrastructure sections were written by BW Gold Mine staff using existing information, camp permits and plans. The onsite programs and services portion was written by Dr. Ife Obuekwe, Qualified Professional (QP”).

1.0 Purpose

BW Gold Ltd. (“BW Gold”) owns and operates the Blackwater gold and silver mine located in central British Columbia (the “Mine”). The objectives of the Health and Medical Services Plan (HMSP) are to outline the on-site medical services and programs to be delivered for the Mine workforce and describe the measures to coordinate health service delivery with Northern Health.

Given the remote location of the Mine, distance to public health care, and limited health care resources in the surrounding communities, BW Gold recognizes the need to move beyond the minimum legislative WorkSafe BC requirements and develop a comprehensive HMSP for the Mine. The overall goal is to not only minimize the impact on local resources but also provide a better work environment for those employed by the company and work in partnership with Northern Health. The HMSP is a requirement and forms part of the Mine Emergency Response Plan (MERP) and addresses Condition 40 of the Environmental Assessment Certificate #M19-01.

The plan was developed in consultation with Northern Health, Aboriginal Groups, the District of Vanderhoof, and the Village of Fraser Lake. The plan was then submitted to the Environmental Assessment Office (EAO), and also to the aforementioned parties, for review more than 60 days prior to the commencement of Construction. The current version has been revised after the completion of Phase I construction and commencement of mining operations.

2.0 Acronyms and Abbreviations

ACP	Advanced Care Paramedic
BCAS	British Columbia Ambulance Service
BW Gold	BW Gold LTD.
CEMMP	Community Effects Monitoring and Mitigation Plan
CDMP	Communicable Disease Management Plan
D&A	Drug and Alcohol
EAO	Environmental Assessment Office
EAP	Employee Assistance Program
FSR	Forest Service Road
HMSP	Health and Medical Services Plan
Indigenous Groups or Aboriginal People	Lhoosk’uz Dené Nation, Ulkatcho First Nation, Nadleh Whut’en First Nation, Saik’uz First Nation, Stelat’en First Nation, Nazko First Nation
MAR	Mine Access Road

MHO	Medical Health Officer
PPE	Personal Protective Equipment
Mine	Blackwater Mine
QP	Qualified Person: A person who has training, experience, and expertise in a discipline relevant to the field of practice set out in the condition (as defined in Environmental Assessment Certificate #M19-01)
SOP	Standard Operating Procedure
STI	Sexually Transmitted Infection
UHNBC	The University Hospital of Northern British Columbia

3.0 Compliance

Table 2: Table of HMSP Compliance

HMSP Best Management Guide for Industrial Camps	BW Gold Ltd HMSP
Project Information	
1. Project name, type and scope	1. Section 4.0
2. Company name, prime contractor and contractor(s) responsible for delivering health care services	2. Section 4.0
3. Location and access to the project and direction from the nearest NH services	3. Section 4.0
4. Number of employees working at the site and housed at the site, as well as turnover patterns and work shifts	4. Section 4.0 Table 3
5. Project timing and timeline of the associated camp	5. Section 4.0
Infrastructure	
1. Accommodations	1. Section 5.1
2. Sanitary Facilities	2. Section 5.2
3. Laundry Services	3. Section 5.3
4. Drinking Water Systems	4. Section 5.4
5. Food Services	5. Section 5.5
6. Liquid Waste (Sewage) Disposal System	Additional information is contained within the ATCO Frontec Facility Services & Catering Food Safety Manual
7. Solid Waste (Garbage) Disposal System	6. Section 5.6

8. Other Facilities	7. Section 5.6 8. Section 5.7
Health Services 1. Urgent care demands 2. Non-urgent care demands 3. Mental Health and Addictions 4. Sexual Health 5. Diagnostics 6. Bridging with providers 7. Discretion, Privacy and Confidentiality 8. On-site management of company policy requirements	All health services topics are outlined under section 6.1
Disease and Infection Prevention and Outbreak Protocols	Section 6.2
Health Promotion, Disease Prevention and On-Site Wellness Programs 1. Population Health Approach 2. Opportunities for prevention 3. Company policies 4. Collective messaging	All Health Promotion, Disease Prevention and On-Site Wellness Programs topics are outlined under section 6.3
Collaboration, Communication and Problem Solving 1. Identification of Communication Pathways 2. Patient Flow Information, Trauma Care and Emergency Response 3. Quality Improvement	1. Section 7.1 2. Section 7.2 3. Section 7.3

4.0 Mine Information

Project Name, type and scope: Blackwater Mine is a gold and silver open pit mine and associated/ancillary supporting facilities and infrastructure. The Mine will be carried out in multiple phases. The Construction phase of the Mine has been completed, and operations have officially commenced as of May 1st, 2025. Phase 1 operations expected average annual gold production of 321,000 oz. Phase 2 expansion expected average annual gold production of 530,000 oz. Total M&I

resources of 11.7 million gold oz and 122.4 million silver oz.

During the different operations phases, there will be incremental increases in production that result in corresponding changes to camp occupancy. A summary of the general timing and estimated camp occupancy is provided below. Work shifts for a majority of mine site employees is a 2 on 2 off rotation, with specific cross shift timing being defined per department to include contractors and medical support services.

Table 3: BW Gold Mine Phases and Work Force Numbers

Phase	Timing in Relation to Mine Operations	Workforce Numbers*	Medical Support Staffing (Current)	Medical Support Staffing (Proposed for Operations)
Operations – Phase 1	Years 1-5	550-600	2 X ACP Per Shift	1 X NP/PA Per Shift
Operations – Phase 2	Years 6-10	650	1 X ERT Coordinator	1 X ACP Per Shift
Operations – Phase 3	Years 11-23	650	1 X ERT Captain	1 X ERT Coordinator
Closure – Decommissioning Phase	Year 23-25	325	1 X Med Director (On Call)	1 X ERT Captain
Closure – Care and Maintenance Phase	Years 25+	>50		1 X Med Director (On Call)

*As of May 1, 2025, Blackwater Mine achieved commercial production and officially entered operations. Construction activities remain ongoing and overlapped with the commencement of operations. Operations workforce accounts for 500 workers which are housed in the Operations Camp, and construction workforce accounts for an additional 1,000 workers which are housed in the Construction Camp. Examples of ongoing construction activities are the P1A expansion, which includes an addition of a 3.5 MW vertical mill to the current ball mill grinding circuit, expanded leach circuit with the addition of an aeration tank and pre-leach tank, additional storage ponds for fresh water and recycled process water, and more.

Company Name: BW GOLD LTD, a company organized pursuant to the laws of British Columbia.

Prime health care services contractor: Auscan Medical Services Ltd. is the prime health care services contractor.

Camp services contractor: As of September 2025, ATCO Frontec is the camp, catering & janitorial contractor.

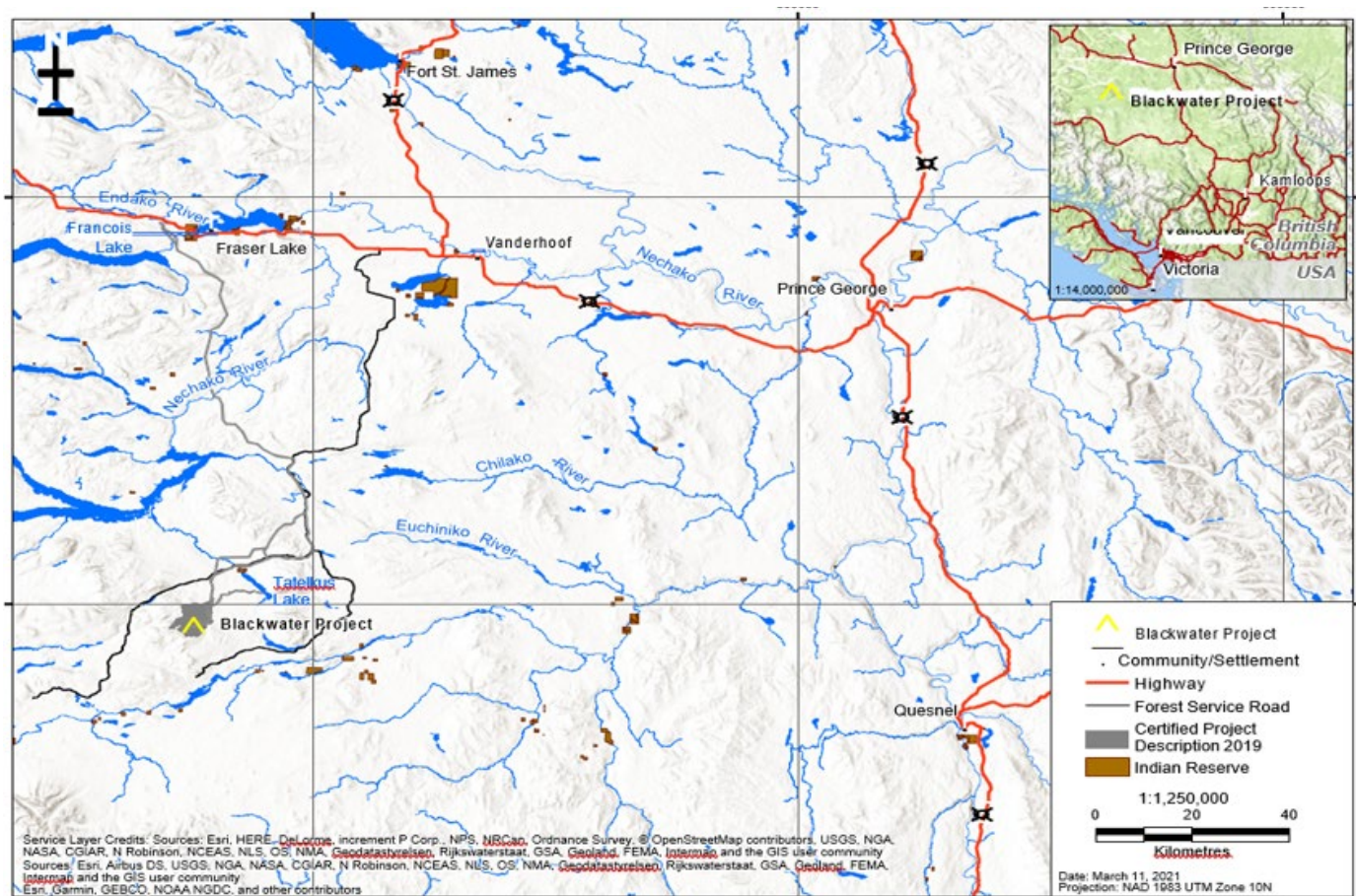
Location and Access: The Blackwater gold and silver mine site is centered at latitude 53°11'22.872" N and longitude 124°52'0.437" W within the province of British Columbia and is located approximately 112 km southwest of Vanderhoof and 160 km southwest of Prince George, both communities providing Northern Health services.

Vehicle access to the mine site 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. The existing exploration access road to the mine site will be replaced by a new 13.8 km Mine Access Road (MAR). The new planned access road is at km 124.5.

The mine site is located on provincial Crown land in the Cariboo Regional District (UTM coordinates: Easting 375400 and Northing 6326428, NAD83), and the traditional territories of Lhoosk'uz Dené Nation and Ulkatcho First Nation (Figure 1). Other Mine components, including the existing Kluskus and Kluskus-Ootsa FSRs and transmission line, cross the traditional territories of Nadleh Whut'en First Nation, Saik'uz First Nation, and Stellat'en First Nation (collectively, the Nechako First Nations) and Nazko First Nation.

An airstrip is planned just north of the operations camp. An airstrip access road (5.7 km) will be constructed off the MAR. The airstrip and access road are located on BW Gold mineral tenure. There is a helicopter landing pad at Kode Hill and adjacent to the Operations Camp. The flight duration to Prince George from the mine site is approximately 1 hour by helicopter and will be approximately 45 minutes by fixed wing aircraft. There is also a temporary helipad located at the Operations Camp directly which can be utilized for emergencies.

Figure 1: Blackwater Mine Location



5.0 Infrastructure

The following section provides information on the built environment of the Mine that can impact health outcomes and the potential spread of disease. There are two camps on the Mine, being the Operations Camp and the Construction Camp. For each section below, descriptions have been included separately for each camp.

5.1 Accommodations

5.1.1 Construction Camp

The construction camp will continue to be used during the Operations phase to accommodate up to 1,000 personnel participating in the continued construction of the Mine (such as the phase 1a and expanded phase 2 expansions). The construction camp consists of 7 dormitories, a conjoined kitchen and dining area, administration building, 2 boot rooms, and a standalone office building. Each building is heated by a forced air furnace system. Each room is heated by a forced air furnace system as well as supplemental electric base board heat. Within the dormitories are exits at both ends, as well as one exit in the middle. Dormitories have skirting on the outside for weatherproofing, sufficient insulation (R-19), and domed roofs for reduction of snow buildup during the winter.

There are a total of 235 rooms and can accommodate one resident each. Of the 235 rooms, 228 rooms contain the following:

- 72sqft
- Single bed on a box spring with a coil mattress
- Two pillows, one sheet, and a comforter
- Return air vent in the bedroom with a heating vent at floor level
- Exhaust fan in the washroom, and a sliding window for additional ventilation
- Overhead light in bedroom area, a reading light attached to the bed, and a bathroom light
- A desk and rolling chair
- A cabinet for storage
- A sink / wash basin
- A shared bathroom with a toilet and shower for every 2 rooms (jack & jill)

The remaining 7 rooms are at the end of each dormitory, and contain all the above amenities, however, have a private bathroom with a toilet, sink and shower.

5.1.2 Operations Camp

The operations camp consists of 11 dormitories for a total of 418 rooms, a conjoined kitchen and dining area, 3 boot rooms, and a recreation area. Each building is heated by a forced air furnace system. Each room is heated by a forced air furnace system as well as supplemental Packaged Terminal Air Conditioner (PTAC). Within the dormitories are exits at both ends, as well as one exit in the middle. Dormitories have skirting on the outside for weatherproofing and sufficient insulation (R-19).

There are 328 rooms combined from 9 of the 11 dorms. These can accommodate one resident each. Each room contains the following:

- 72sqft
- Single bed on a box spring with a coil mattress
- Two pillows, one sheet, and a comforter
- Return air vent in the bedroom with a heating vent at floor level

- Exhaust fan in the washroom, and a sliding window for additional ventilation
- Overhead light in bedroom area, a reading light attached to the bed, and a bathroom light
- A desk and rolling chair
- A cabinet for storage
- A private bathroom with a toilet, sink, and shower.

There are 90 rooms combined in the remaining 2 dorms. These can accommodate one resident each. These 90 rooms are “jack & jill” style. These contain all of the above amenities, however, have a shared bathroom with a toilet and shower for every 2 rooms instead of private facilities per room.

5.1.3 Both Camps

For both camps, bedding, pillow and mattress maintenance is completed by a 3rd party contractor as follows:

- Every 3 days, light cleaning such as making bed, dusting all surfaces, emptying rubbish bins, replenishing toilet paper
- Every 7 days OR change of occupant, change linen (sheets, pillowcases), mattress protector, towels and duvet cover
- Every 7 days OR change of occupant, clean shower, change shower curtain, clean toilet bowl & surrounds, sinks, mirrors, bathroom air vent, sweep and mop floors, dust all surfaces, vacuum carpet, clean refrigerator and air conditioner filters, vacuum soft furnishings, empty rubbish bins, make bed and replenish washing soap, TP and cleaning products
- On change of occupant, deep cleaning and sanitizations, including all listed above as well as – intensive and thorough cleaning of all walls, closet, drawers, headboard, floors and furniture, mats, vacuum under mattress and under bed frame. Intensive and thorough cleaning of all wall and floors in corridors and hallways, where applicable. Intensive and thorough cleaning of all walls, floors, and surfaces of all private bathrooms and toilets.
- Monthly, clean windows, walls, light fittings and window treatments.

5.2 Sanitary Facilities

5.2.1 Construction Camp

Within 228 of the 235 dorm rooms, there is a toilet and shower for every 2 rooms, or 114 toilets and 114 showers. The remaining 7 rooms have a private toilet and shower for a total of 121 toilets and 121 showers for all dorm rooms. All 235 rooms have access to their own sink/wash basin.

In common areas, there are 2 toilets in the gym area, and 1 toilet in the kitchen. There are 2 sinks/wash basins leading into the dining room, 1 sink in the laundry area, and 3 sinks in the kitchen.

5.2.2 Operations Camp

Within 9 of the dorms for a combined total of 328 rooms, each room contains its own toilet and shower. The remaining 2 dorms for a combined total of 90 rooms contain a toilet and shower for every 2 rooms, or

45 toilets and 45 showers. All 384 rooms have access to their own sink/wash basin.

In common areas, there is 1 toilet in the main lobby, 1 toilet by the Human Resources office, 1 toilet by the dining area, and 1 toilet in the kitchen. There are 2 sinks/wash basins leading into the dining room, 1 sink in each of the laundry rooms (there are 10 laundry rooms total – 1 for each dorm, addressed further in 5.3), and 3 sinks in the kitchen.

5.2.3 Pest Control

A 3rd party is contracted to conduct inspections and rodent control services across the site facilities and camps. Methods used include: soft bait, flight flight glueboard, mouse bait stations, snap traps, and tin cats.

5.3 Laundry Services

5.3.1 Construction Camp

Laundry facilities, including washers and dryers, are provided. There is 1 laundry room available for use by residents in the construction camp which houses a single washer and a single dryer. Laundry soap is provided within each dorm room for every resident to use and additional soap can be requested. Bedding is cleaned and maintained by a 3rd party contractor as described in 5.1.3.

5.3.2 Operations Camp

Laundry facilities, including washers and dryers, are provided. There is a laundry room available for use by residents located within each of the 10 dorms which houses 3 washers and 3 dryers. In each of the laundry rooms, 2 sets of the washers and dryers are for use with “street clothes”, and 1 set of the washer and dryer are for use with “work clothes”. Laundry soap is provided within each dorm room for every resident to use and additional soap can be requested. Bedding is cleaned and maintained by a 3rd party contractor as described in 5.1.3.

5.4 Drinking Water Systems

Both BW Gold construction and operations camp’s source for potable water consist of two deep water wells located approximately 3km from the camp area. Both wells are located at approximately the halfway point between the operations camp and construction camp, with water treatment being completed separately at both camps prior to being distributed into their respective storage tanks. These wells provide 30 GPM and are currently classified as “low risk” using the BC Ministry of Environment Toolkit for Groundwater. Notwithstanding the low risk of contamination of the source water, a chlorine dosing system is in place to provide secondary disinfection to limit potential of bacterial regrowth in the water storage and distribution network. The chlorine dosing system is injecting a dose of bleach (sodium hypochlorite) into the potable water supply at a concentration of 0.5 mg/L.

Both camps each have 4 tanks with a capacity of 60 cubes each (240 cubes / 240,000 liters total) per camp. The residents also use mineral water from jugs for drinking water, which are provided in the kitchen, common areas, dorms and arctic corridor.

On-going potable water quality testing is in place. A free chlorine test is conducted every second day with results recorded. If the levels are high or low, the chlorine dosing system is adjusted to meet water quality standards.

Drinking water sampling is completed per BC Ministry of Environment and Climate Change Strategy, Health Canada, Environment and Climate Change Canada standards for a suite of parameters including fecal coliform, E. Coli, metals, hardness, pH, and turbidity. Analysis is completed by Northern Health Lab in Vanderhoof.

Northern Health Post the test results on their public website. A Monitoring schedule for drinking water testing can be found in Appendix A.

If the monitoring results indicate exceedances of current BC Drinking Quality Guidelines in one of the water wells, the following measures are set in place if an anomalous reading occurs, both the construction and operations camp have bottled water on site for drinking and advisory signs shall be posted at all water outlets; potable water can be hauled into site until the camp remedies the situation.

5.5 Food Services

5.5.1 Construction Camp

The construction camp houses 2 kitchens and 2 dining rooms which are conjoined and connected to the rest of the camp via the closed Arctic corridor. The dining halls are separated from the kitchen area by a wall with several entrance points. The dining halls each seat up to 200 people, or 400 total. The construction camp will continue to be used to support operations.

The current 3rd party camp, catering and janitorial contractor ATCO Frontec, has approved Food Safety and Food Sanitation Plans and a current Health Operating Permit. 100% of kitchen staff are FOODSAFE-certified. Food safety and sanitation procedures are carried out through well-established policies, plans and schedules and checked regularly by supervisors. Temperature monitoring and logging procedures for food transport, storage, service, and cooling are established and well maintained.

The kitchen and dining areas measure 128' x 60' including the prep area, storage area and walk-ins, and each dining/ seating area. The building also includes:

- Hot food services line;
- Refrigerated cabinets for condiments;
- Refrigerated beverage coolers;
- Refrigerated coolers for sack lunches;
- Coffee and tea station;
- Drinking water dispenser;
- Toaster and microwave; and
- Personal bagged lunch cooler

5.5.2 Operations Camp

The operations camp houses 1 kitchen and 1 dining room which are conjoined and connected to the rest of the camp via the closed Arctic corridor. The dining hall is separated from the kitchen area by a wall with 3 entrance points. The dining hall seats up to 270 people.

The current 3rd party camp, catering and janitorial contractor ATCO Frontec, has approved Food Safety and Food Sanitation Plans and a current Health Operating Permit. 100% of kitchen staff are FOODSAFE-certified. Food safety and sanitation procedures are carried out through well-established policies, plans and schedules and checked regularly by supervisors. Temperature monitoring and logging procedures for food transport, storage, service, and cooling are established and well maintained.

The kitchen and dining areas measures 171' x 60' including the prep areas, storage area and walk-ins, and the dining / seating area. The building also includes:

- Hot food services line;
- Refrigerated cabinets for condiments;
- Refrigerated beverage coolers;
- Refrigerated coolers for sack lunches;
- Coffee and tea station;
- Drinking water dispenser;
- Toaster and microwave; and
- Personal Bagged Lunch Cooler

5.5.3 Maintenance, storage, sanitation

Pest Management and Control

Pests are kept from kitchen area using screens on all windows and rodent-proof sweepers on all outer doors. All food is kept in secure pest-proof storage containers. Garbage is removed daily and disposed of in a dumpster with a pest-proof lid which is always closed. Regular sanitation of kitchen, dining room, waste receptacles and dumpster prevent attracting pests. Pest management and control is done by a 3rd party contractor on a monthly basis. As mentioned in 5.2.3, methods used include: soft bait, flight light glue board, mouse bait stations, snap traps, and tin cats.

Kitchenware and Utensil Storage

Kitchenware and utensils are stored on plastic coated wire rack shelving, or in stainless steel inserts on such shelves, all inserts and shelving to be cleaned and sanitized regularly. Other kitchenware and utensils will be hanging above work areas from purpose-built stainless-steel racks, and such racks will be cleaned and sanitized regularly as part of our sanitation plan. All stored utensils will be cleaned and sanitized regularly as part of our 3rd party contractors Cleaning and Sanitation Standard Operating Procedures (SOP).

Food Equipment Maintenance and Cleaning

Specific cleaning schedules, records and procedures are outlined for the following, contained within the 3rd party contractors Food Safety Manual:

- Bakery & pastry areas
- Walk-in freezer
- Walk-in coolers
- Dining room and services lines
- Dish and pot washing area
- Receiving area
- Dry food storage
- Entrances
- Sandwich, salad and vegetable preparation area
- Kitchen cooking/serving area
- Meat cutting area
- Restrooms
- Indoor garbage/wash bay area
- and more

Food Storage

When food is initially received, temperatures are recorded in a receiving log. Items being received must be:

- Stored in the appropriate, well-organized storage coolers, freezers and/or dry storage rooms on approved shelving. Items are never stored on floors.
- Similar items are stored near each other so they are easy to find
- Package labels must be easy to read and visible when items are stored
- If items are removed from original packaged and placed into a facility-owned container, container must be clearly labeled
- Chemical items must never be stored in storage rooms/coolers/freezers containing food products, and must be stored in their designated chemical storage area

After receipt, food is stored based on the following SOP:

- Avoid crowding and allow air to circulate in freezers and refrigerators
- Rotate stock, using the FIFO method
- Store frozen food at -18°C or lower
- Refrigerate food at 4°C or lower

Contamination, Cleaning and Sanitization

Several SOPs are followed to protect from contamination and cross-contamination, as well as outlining cleaning and sanitization procedures within the 3rd party contractors Food Safety Manual as referenced.

A cleaning and sanitation SOP is followed which includes (but is not limited to):

- Sweeping food prep area
- Dismantle removable parts from equipment, scrape &/or pre-rinse all parts and equipment
- Sort, scrape and pre-rinse small tools & wares
- Using 45°C+ water with detergent and a mop or scrub brush, wash walls, ceilings, doors, windows, floors
- Using 45°C+ water with detergent and a mop or scrub brush, clean equipment and small tools & wares
- Using 45°C+ sanitizing solution (1 part vinegar, 4 parts water) and a mop or scrub brush, clean equipment and small tools & wares
- Allow cleaned and sanitized items to air dry, or if cloth-dried utilizing single-use disposable towels only
- Wash hands and wear a clean apron and disposable vinyl or plastic gloves to load clean items onto a clean and sanitized trolley, and move items to their storage areas
- Cutlery, dishes and cookware are washed in a dishwasher to be sanitized properly at the correct temperatures, or are hand washed and sanitized in a 3 compartment sink filled with warm (>45°C) soapy water using a scrub brush, then immersed in a sink with the sterile solution mixed at 200ppm, checked for correctness with dip strips supplied by the chemical vendor. They are then rinsed in a sink filled with warm (>45°C) water and finally air dried.

A Flow of Food SOP is followed which includes (but is not limited to):

- Potentially hazardous food is kept at 4°C or lower, or at 60°C or higher
- Frozen foods are thawed in refrigerators or under cold running water for no more than 2 hours
- Heat foods to the appropriate internal temperature for the given food item
- Reheat leftover foods to at least 74°C
- Maintain hot food holding temperatures at 60°C or higher
- Maintain cold food holding temperatures at 4°C or lower
- Do not mix new product with old product
- Discard food if it has been held at room temperature for more than 2 hours
- Leftover food is to be spread into clean shallow metal containers, cooled to 20°C within

2 hours and to 4°C or lower within 4 hours, covered and refrigerated

A Food Service SOP is followed which includes (but is not limited to):

- All service line holding tables are preheated or precooled to maintain internal food temperatures above or below the temperature danger zone
- Employees all wear required PPE for handling food
- Food cannot touch any surface that may be contaminated and avoid contaminating surfaces by touching only the surfaces of the wares, tools and consumable supplies that will not come into contact with food
- Food products are kept covered when not being accessed for services
- Internal food temperatures of all products on the service line are monitored for acceptable temperature ranges

5.6 Liquid Waste (Sewage) and Solid Waste (Garbage) Disposal System

5.6.1 Liquid Waste (Sewage) Disposal

The camp sewer system is registered with the Ministry of Environment and Climate Change Strategy under the Municipal Wastewater Regulation (MWR) (registration number 105882 is for the Mine exploration camp) as a to Class C (45 BOD / 45 TSS). The wastewater system capacity is 138m³/day and will extract 2.2m³/day (to be hauled offsite) of sludge from the effluent, with the remaining effluent being discharged to the septic field. Permitted sewage holding tanks are hauled offsite by a 3rd party contractor.

A permit, authorized under Number 110731, issued on Aug 29, 2023, to BW Gold Ltd for monitoring municipal effluent flow and quality of Class C effluent. Monitoring frequency will adhere to MWR section 86 Table 7, as seen below

Table 7 – Monitoring Requirements
If Maximum Daily Flow ≥ 50 m³/day and < 500 m³/day

	Class A	Class B	Class C
Flow frequency	Twice/week	Twice/week	Twice/week
BOD ₅ , TSS frequency and type	Twice/month grab samples	Twice/month grab samples	Monthly grab samples
Fecal coliform frequency and type	Weekly grab samples	Weekly grab samples	None
Turbidity frequency and type	Weekly grab samples	None	None
Nitrogen total, and NO ₃ (as N) frequency and type	Twice/month grab samples	none	none

Raw wastewater is collected from Construction Camp using buried sanitary pipes and pumped via a series of lift station pumps before being collected in five 9,080 L concrete septic tanks located in series.

Effluent from the septic tanks flows by gravity to the equalizer tank, where duplex pumps convey sent to the Wastewater Treatment Plant (WTP). Duplex effluent pumps at the end of the treatment process convey the treated wastewater out to a septic field.

The septic discharge from Operations Camp is transported offsite by a 3rd party contractor to Fraser Lake for disposal.

Effluent from the WTP flows to a dosing valve which controls flow distribution to the 8 zone sewage in ground disposal field approximately 0.8 km away. Monitoring recommendations in the camp wastewater system Environmental Impact Study includes installing two groundwater monitoring wells: one up gradient, and one down gradient of the septic field. The locations of the wells are in accordance with the site plan appended to the MWR authorization in Appendix B.

5.6.2 Groundwater Monitoring

The current septic field includes 4 groundwater monitoring wells with an additional 2 proposed for future expansion, as shown in Appendix B. The test pits shown in the same figure do not exist at the septic field site.

3 of the wells, MW-01, MW-02, and MW-03 are located downgradient of the septic field and are used primarily to track groundwater levels and flow direction. When there is enough recharge and water present, samples will also be taken from these wells to assess any potential impact on the surrounding environment.

MW-04 is located upgradient of the field and is used to provide background groundwater quality data. Each well is constructed from a 1-inch steel pipe driven into the ground. Seasonal changes may affect the water volume in each well.

MW-05 and MW-06 have not been installed at this stage.

Monitoring is conducted quarterly. When monitoring is occurring, groundwater levels are measured in all wells. If sufficient water is available, the following field parameters will be recorded:

- pH
- Temperature
- Oxidation-Reduction Potential (ORP)
- Electrical Conductivity

Groundwater samples will also be collected when monitoring is conducted quarterly and sent for laboratory analysis of the same Surface Water parameters listed in Table 4.

5.6.3 Surface Water Monitoring

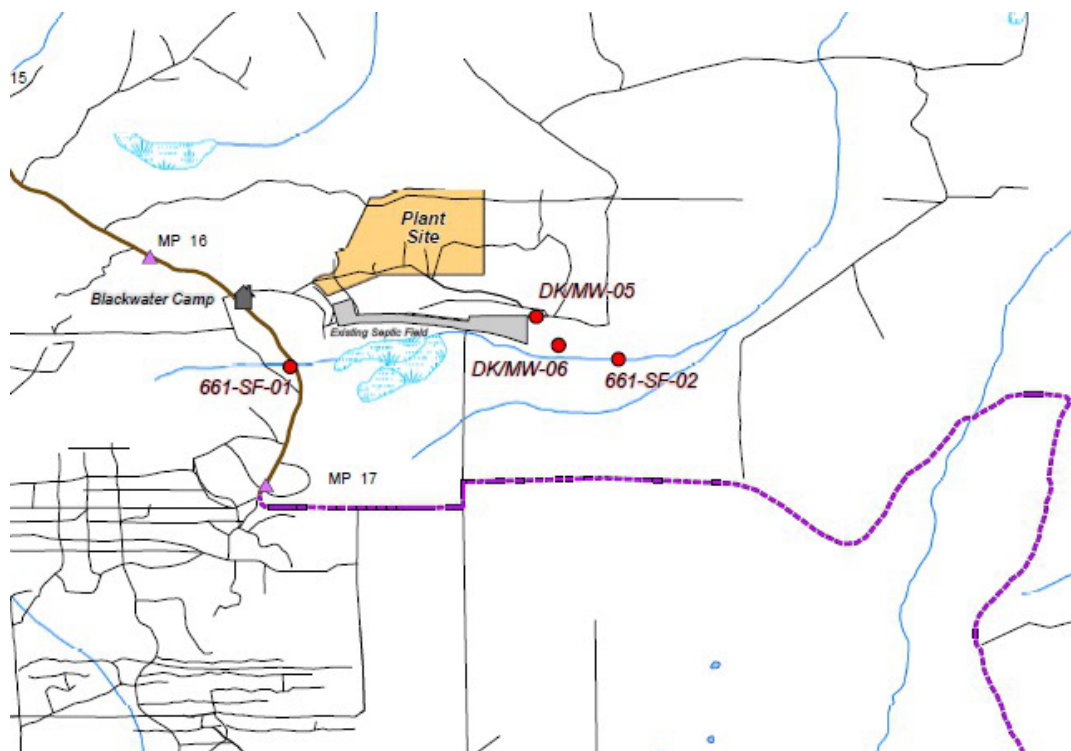
The monitoring program includes 2 sampling locations within the unnamed creek (designated as Creek 146920), a tributary of Creek 661, located to the south of the drainage field. 1 sampling site is located upstream near the road crossing, above both the drainage field and the discharge to the ground. The 2nd site is situated downstream of the septic field, where interaction between the groundwater plume and surface water is anticipated. The geographic coordinates for these sites are provided in Table 3. Water samples will be collected twice annually—once during the spring freshet (May or June) and again during the fall low-flow period (September or October)—and analyzed for the parameters listed

in Table 4.

Table 4: Surface water quality monitoring locations and parameters

Station ID	Coordinates		Monitoring Frequency	Parameters
	Easting	Northing		
Upstream Station UC-US	376375	5894000	Spring and fall	Field measured parameters: pH Temperature Oxidation reduction potential (ORP) Conductivity Laboratory analysis of: BOD ₅ Total suspended solids Turbidity Alkalinity Nitrate (as N) Nitrite (as N) Ammonia (as N) Total and dissolved phosphorus Orthophosphate Chloride Dissolved Metals Total coliform
Downstream Station UC-DS	377030	5893920	Spring and fall	

Figure 2: Surface water quality monitoring locations



5.6.4 Solid Waste (Garbage) Disposal

Solid waste is separated into recyclables, land fill waste, burnable, and regulated wastes. Offsite transportation of solid waste is handled by a 3rd party contractor.

- Cardboard boxes are broken down stored with other recyclable paper and along with paper recycling are shipped offsite for recycling at a regional facility.
- General refuse is stored in large, covered dumpsters which are transported to Vanderhoof for disposal in the landfill.

Future consideration is being given to an on-site diesel fuel fired putrescible refuse incinerator, pending appropriate permits.

5.7 Other Facilities that support Positive Health Outcomes

BW Gold recognizes the relationship between a healthy living space and positive health outcomes. To support positive health outcomes, amenities in both camps include:

- Exercise room with weights, racks, benches, cable machines
- Exercise room with cardio equipment including bikes and treadmills
- Recreation area with pool table, TV lounge, social seating for cards and board games, foosball table, and ping pong table
- Quiet area for reading / study
- Free Wi-Fi internet access throughout the camps
- 24/7 dining room access
- Cultural room

6.0 On-site Programs and Services

6.1 Health Services

6.1.1 Urgent Care Demands

BW Gold recognizes that urgent and critical medical conditions may arise that require immediate on-site assessment, stabilization, and intervention. Given the remote location of the Mine and limited access to external health care resources, on-site medical services are designed to provide a high level of emergency care capability to meet the workforce's urgent health care needs.

On-site urgent care services are delivered through a dedicated medical clinic staffed with two experienced advanced care paramedics (ACP), supported by the Medical Director, to ensure, whenever possible, urgent care demands can be managed at the Mine site. Proposed staffing for Operations will be a minimum of one ACP and one NP/PA.

The on-site medical clinic is equipped to provide immediate assessment and stabilization of a range of urgent and critical conditions, including traumatic injuries, cardiac and respiratory events, environmental exposures, and acute medical illnesses. Available capabilities include:

- Advanced first aid and pre-hospital emergency care;
- Cardiac monitoring and electrocardiography (ECG);
- Airway management and oxygen therapy;
- Administration of emergency medications within scope of practice;
- Basic diagnostic testing (e.g., point-of-care testing for common acute conditions);
- Initial management of communicable diseases and acute infections.

The on-site medical team maintains continuous emergency response coverage, with personnel available either on shift or on call to respond to incidents at all times. The medical team works in close coordination with the Emergency Response Team (ERT) to ensure rapid response to incidents across the Mine site, including field response, patient extrication, and transport to the medical clinic.

In the event of an urgent medical situation, patients are triaged and managed on site in accordance with established clinical protocols and the BW Gold MERP. For critical cases, the priority is rapid stabilization and preparation for transport. The Medical Director is consulted for complex or high-risk cases to support clinical decision-making.

Where a patient's condition exceeds the capabilities of the on-site medical services, patients will be stabilized and transferred to the appropriate Northern Health facility. Transport methods—including ground ambulance, air ambulance, or chartered helicopter—are determined based on patient acuity, environmental conditions, and availability of services, in coordination with BC Emergency Health Services (BCEHS) and Health Emergency Management BC (HEMBC).

BW Gold maintains the necessary infrastructure to support urgent medical transport, including access to helicopter landing areas and planned airstrip facilities, enabling timely transfer to higher levels of care when required.

6.1.2 Non-Urgent Care Demands

BW Gold recognizes that in addition to responding to and treating occupational injuries or illnesses, some employees have medical issues that require on-site monitoring and continuing care by the medical team. The BW Gold medical services provider (MSP) will coordinate and provide care in accordance with the patient's established care plan. The MSP will contact the patient's home health care provider to best coordinate care when there are changes in the patient's condition that require modification to the established care plan, or follow-up care must be coordinated.

BW Gold acknowledges that the Vanderhoof / Prince George area does not have the local health care capacity to manage non-urgent care demands of workers at the Mine. The current on-site medical team is staffed with two experienced ACPs, supported by the Medical Director, to ensure, whenever possible, non-urgent care demands can be managed at the Mine site. Proposed staffing for Operations will be a minimum of one ACP and one NP/PA.

The on-site medical team is supported remotely by a Medical Director on call 24/7 with extensive experience of managing illnesses and injuries in an industrial camp setting.

The two ACPs currently work a split shift to provide coverage to the Operations team during peak hours and are currently on call for the night shift to ensure ready access to health services seven days

a week. The ACPs when not on shift are housed in permanent single rooms in the operations camp. When on duty they are in the site clinic currently at Udorm. To achieve a high level of compliance with this level of care, BW Gold has a well-established Outbreak Control Team (OCT), who manage communicable disease outbreaks.

Any patients requiring tests beyond onsite capabilities are evaluated to determine the most efficient timing and location for the testing with the goal of minimizing the utilization and impact on Northern Health facilities.

The type of basic medicines and prescription medications that are stored and issued onsite include select non-prescription medications to manage the common non-occupational illnesses such as flu, coughs, colds, local skin infections, skin rashes and antibiotic, gastrointestinal, cardiac, respiratory type medications as well as dermatologic medications that can be dispensed under a physician's orders. The Clinic has a capability to conduct tetanus shots and seasonal influenza vaccines.

Medical Clinic tracks the numbers and types of visits to the clinic to adapt the medication supply should additional medical conditions commonly present which could be treated on-site.

6.1.3 Mental Health and Addictions

BW Gold strives to provide a safe and healthy working and living environment but recognizes that both employees and family members may require assistance in managing mental health and substance use issues that may arise.

The BW Gold MSP team is well versed in mental health promotion and in specific mental health and substance use issues relevant to camp life. The medical staff continue to maintain a high level of competency in this key area of health through ongoing medical education and programming, using materials and programs promoted by Northern Health, the Mental Health Commission of Canada, and the Crisis Centre of BC.

BW Gold also provides support through the reputable Employee Assistance Program (EAP) provider Telus Health, with multiple free seminars extended to all employees as well as programs such as Employee & Family Assistance, Cognitive Behavioural Therapy, and several discounts and special offers through the TELUS Health One platform.

The following resources are reviewed and incorporated into the on-site mental health promotion programming:

- Mental Health First Aid – <https://mentalhealthcommission.ca/training/mhfa/>
- Safe Talk – [Safe Talk Suicide Prevention Course | Living Works](#)
- Applied Suicide Skills Intervention Training (ASIST) – [ASIST - Centre for Suicide Prevention\(suicideinfo.ca\)](#)
- The Working Mind courses – <https://mentalhealthcommission.ca/training/twm/>
- A Path Forward: BC First Nations and Aboriginal People's Mental Wellness and Substance Use Ten Year Plan (2013) – https://www.fnha.ca/Documents/FNHA_MWSU.pdf
- Health and Safety During the Opioid Overdose Emergency: Northern Health's Recommendations for Industrial Camps - https://www.northernhealth.ca/sites/northern_health/files/services/office-health-resource-development/documents/overdose-prevention-camps.pdf

The Mine site is a “dry camp,” and no alcohol or illicit drugs are allowed anywhere on the property; however, it is still important for the BW Gold MSP team to have a significant understanding of substance use issues. Camp is equipped with multiple naloxone kits and on-site health providers have

training in overdose response and provide naloxone training on site.

BW Gold has implemented a program of pre-employment medicals, audiograms, and drug and alcohol testing for potential employees, and require contractors to complete the same for their potential employees. The on-site medical staff have the ability to test for drugs or alcohol where it is warranted.

Additional programs focused on substance use awareness have been made available should the need arise for staff employed at the Mine site. The following resources have been reviewed and incorporated into the on-site awareness program:

- Northern Health Overdose prevention – <https://www.northernhealth.ca/health-topics/overdose-prevention>
- Government of BC overdose prevention and response - <https://www2.gov.bc.ca/gov/content/overdose>
- Toward the Heart – <https://towardtheheart.com/>
- Canadian Centre on Substance Use and Addiction - <https://www.ccsa.ca/en>
- Prevention Hub - <https://www.preventionhub.ca/>

BW Gold works collaboratively with Northern Health and our employee assistance partners to distribute awareness and educational materials to support the areas of both mental health and addictions. To help reduce stigma, mental health and substance use awareness health awareness promotional materials are posted in high traffic areas at the Mine site. Supervisors and Managers receive training on the company's policies and procedures as they relate substance use, thereby promoting consistent and equitable treatment for all employees. Site drug and alcohol policy allows for financial support for rehabilitation programs, and upon medical clearance and successful completion of the program, a return to work.

On-site contractors are strongly encouraged to have their own EAP programs for their employees. On-site contractors and their employees will have access to on-site facilities: telephone and internet to contact their service providers and a private location will be made available upon request for this purpose.

In a Crisis Management situation BW Gold will ensure all camp residents will have access to the necessary counselling resources through on-site services and/or the EAP.

All new employees are provided with EAP information upon hiring. Posters and pamphlets promoting the EAP, with contact information, are displayed in high traffic areas of camp.

Other programs that are available to staff through the EAP provider include,

- Career counselling
- Pre-Retirement planning
- Short-Term Counselling
- Self-Guide programs
- Resiliency coaching
- Smoking cessation programs
- Childcare & eldercare services
- Family support services

- Financial guidance
- Legal assistance
- Nutrition & health coaching
- Healthy living services

Each of these services has been developed to allow employees and family members to take a proactive approach to manage everyday challenges and life transitions, and to receive the information and support that suits each unique situation. This program is completely confidential.

6.1.4 Sexual Health

BW Gold is acutely aware that the camp environment and lifestyle can lead to poor sexual health choices. To address this important issue BW Gold ensures that the BW Gold MSP team has the necessary training and qualifications to raise awareness on sexual health issues, that education and safe sex counseling may be required as well as coordination of testing and treatment in collaboration with Northern Health.

Our EAP provider offers “safe sex” counseling when needed, and provides on-site awareness programs including posters, brochures, and pamphlets to reduce the risk of sexually transmitted infections (STIs) and unplanned pregnancies. Additionally, we ensure that the on-site medical team, as well as camp workers, are aware of the following resources:

- Health Link BC:
 - <https://www.healthlinkbc.ca/health-topics/stdis>
 - <https://www.healthlinkbc.ca/healthlinkbc-files/preventing-sti>
 - <https://www.healthlinkbc.ca/services-and-resources/healthlinkbc-files/series#STD>
 - <https://www.healthlinkbc.ca/health-topics/stdis>
 - <https://www.healthlinkbc.ca/healthlinkbc-files/preventing-sti>
 - <https://www.healthlinkbc.ca/services-and-resources/healthlinkbc-files/series#STD>
- BCCDC:
 - <https://smartsexresource.com/about-stis/got-symptoms>

Should a patient have a potential STI or sexual health issue, the on-site BW Gold MSP team will initiate a treatment plan in collaboration with the person’s home healthcare provider to develop and implement a patient specific follow-up treatment plan.

On-site interventions include coordination of STI screening and treatment, birth control options, “safe sex” counselling, referral, and other supports for sexual health. Free sexual harm reduction supplies are made available in discreet locations onsite near accommodations and offices.

6.1.5 Diagnostics

The current medical facility meets WorkSafe regulations. Equipment in the medical Center includes cardiac monitors, a 12 lead ECG & a 14 lead ECG, peak flow measurement, glucometers, tests for pregnancy, COVID-19, influenza, rapid strep and urine for drug & alcohol testing purposes.

6.1.6 Bridging with Providers in Home Communities and Northern Health Services

BW Gold recognizes the fact that Northern Health is not funded by the BC Government to fully support temporary resident populations such as those in industrial camps. For this reason, BW Gold will ensure

patients requiring care for non-urgent illnesses or injury are able return to their home communities for treatment once it is determined that their condition is stable, and they are fit to travel to their home community. Examples are patients requiring follow-up of injuries requiring a plastic or orthopedic surgeon assessment or conditions requiring internal medicine or medical specialist assessment. BW Gold's Injury Management Lead tracks and initially follows all patients who are referred to any Northern Health facilities and ensures they are aware of the option to be transported home should they choose this option.

6.1.7 Discretion, Privacy and Confidentiality

BW Gold recognizes workers' concern regarding discretion, privacy, and confidentiality can hinder whether they choose to use an on-site medical clinic. We continually strive to have all necessary measures in place to ensure patients can access care without any concern for repercussions related to their employment and continually seek to promote a high level of trust between employees and the on-site medical clinic staff.

BW Gold and the various site contractors can only access first aid records as permitted by WorkSafe BC for occupational related illness or injury. BW Gold understands the company is not legally permitted to access any patient's medical record unless they have the express written consent of the patient. BW Gold recognizes that any Electronic Medical Records are strictly confidential and are securely stored requiring electronic passwords. Any paper records are kept in a secure storage area. All injury management files are stored offsite in PG in a locked cabinet. Injury Data will be compiled, analysed and managed by the BWG Injury Management Lead. Employee medical records (Patient Intake Report and Patient Care Reports) are managed by the medical services provider, and are available on request by the community physicians.

The discretion, privacy, and confidential process outlined above has been posted in the medical clinic, included in the worker orientation package, and communicated to workers through periodic site-wide communications such as toolbox talks or notices.

6.1.8 On-site Management of Company Policy Requirements

BW Gold will implement applicable company policies to be utilized by the on-site medical team. Thus, sick notes, insurance forms or other forms (such as return to work) which require completion on behalf of employees, contractors, or WorkSafe shall be completed using on-site resources where the required information is available and within the scope of on-site services.

BW Gold recognizes that some occupational illnesses and injuries (e.g., those requiring x-rays for example) are beyond the capabilities of the site medical staff and require referral to Northern Health facilities. Any worker that is sent off site for further medical assessment will be provided with referral documentation, including diagnosis and relevant medical information available at the time of transfer, to assist the receiving physician or medical professional in their assessment of the patient and their ability to return to work, return with modified duties or be deemed not fit for work. Follow-up will be coordinated by BW Gold in a manner that prioritizes continuity of care and seeks to minimize use of local healthcare resources.

Modified duty programs are a requirement of WorkSafe BC as they have been proven to show that the quicker the person returns to work, the quicker the person will recuperate and become a productive employee again. Where reasonably practicable BW Gold will reassign the worker to modified work tasks until they are fully functional and healthy to return to work. BW Gold will rely on the on-site medical staff and with the support of our tele-physiotherapy provider to determine when a worker may

safely return to work, and to what degree of graduated return to work program they can undertake.

As noted previously BW Gold has a zero-tolerance policy to drugs and alcohol in the workplace and is a “dry camp”. To meet this objective, BW Gold also has a comprehensive Drug & Alcohol Policy (D&A), which includes pre-employment D&A screening and on-site “reasonable cause” testing if warranted. It should be noted that any drug and alcohol substance use problems that are brought forward by employees will be supported by the company with guidance from our EAP provider and community resources.

6.2 Disease and Infection Prevention and Outbreak Protocol

The remote setting of the Mine poses unique challenges, and the camp has the potential to be a high-risk area for the transmission of communicable diseases and infections, as the inhabitants are often near each other in a confined living and working environment.

BW Gold is committed to the proper management of communicable disease, infection, and outbreak occurrences and this will be achieved through prevention, rapid response and the collaboration of personnel and resources. The Communicable Disease Management Plan (CDMP) for industrial camps shall be followed by BW Gold.

The intent of having a CDMP include the following*

- To avoid workers becoming unnecessarily infected and exposed to communicable diseases and at risk of adverse health outcomes as a result;
- To create an internal system that public health systems can readily and efficiently support to quickly contain the spread of infection;
- To mitigate potential lost productivity and unnecessary expenses incurred by prolonged infectious disease outbreaks; and
- To minimize potential impacts to neighboring communities and the local health care system.

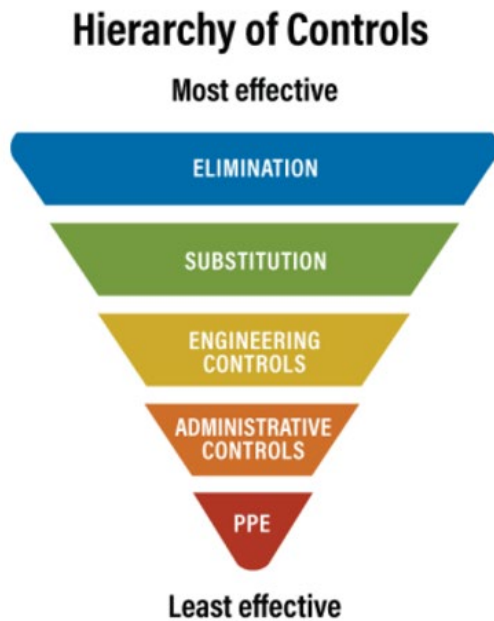
*ref : Health and Medical Services Plan Best Management Guide for Industrial camps

<https://www.northernhealth.ca/services/programs/office-health-and-resource-development#guidance-documents>

Prevention

The ideal approach to the prevention and containment of an infectious outbreak is to implement a series of controls as referenced in the BC Provincial Infection Control Network resources:

- [PHAC Routine Practices and Additional Precautions 2013.pdf \(picnet.ca\)](#)



6.2.1 Elimination Controls

6.2.1.1 Isolation

As described in section 15.0 of the BW Gold CDMP, BW Gold ensures the assignment of dedicated isolation rooms in consultation with Northern Health. This will be done by considering spikes in isolation cases and camp occupancy. Infection control and isolation measure requirements includes, but is not limited to:

- Patients should be isolated in a single patient room (containing a private bathroom) with the door closed, food and water. BW Gold has assigned 10 isolation rooms for isolation purposes and will scale the number of isolation rooms as needed.
- Dorm S1 (4 rooms) and Dorm J (6 rooms) accommodations are designated isolation. S1 will be used first followed by Dorm J.
- If Blackwater Gold camp has reached capacity for isolation on site, then the ACP will conduct a triage in consultation with the Medical Director.
- The triage will be based on following:
 - Onset of symptoms
 - Severity
 - Distance of the destination from the Mine.
- Diligent environmental cleaning and disinfection and safe handling of potentially contaminated materials is of paramount importance, as coughing and sneezing secretions, respiratory tract droplets, contaminated hand, contaminated surfaces represent potentially infectious materials should be done following infection control and prevention protocols.
- Patient-care surfaces (including stretchers, railings, medical equipment control panels, and adjacent flooring, walls, and work surfaces) to be cleaned and disinfected after transport.
- Offer symptomatic workers a choice to isolate on-site unless the worker request to offsite isolation.
- Provide Infection Control Procedure for Workers Sent Off-Site.
- BW Gold will be scaling up medical treatment, cleaning and sanitation, infection control, and Health and Safety to address any increased workload.

When personnel are isolating off-site, they should continue to adhere to strict isolation protocols and are required to minimize their time in public areas, including airports. They are advised to consult with their family doctor or proceed to the nearest Emergency Room if symptoms worsen or urgent medical assessment is required

ACP will follow up with all isolated personnel according to the instructions below:

- Check on the person in the camp and ensure that they are doing well and assess current conditions.
- If the person is isolating off-site, ACP will make a phone call to ensure that they reached safely to their destination and document the conversation.

6.2.1.2 Immunization

BW Gold respects the personal decisions of employees who may be advised by their physician to receive specific type of vaccination and others who may not be comfortable with obtaining the vaccination. BWG offers seasonal onsite immunization clinics to all employees.

6.2.1.3 Sick Policy

BW Gold has an employee sick policy that is available with remuneration that all employees are encouraged to use and stay away from site until the illness is resolved.

6.2.2 Substitution Controls

6.2.2.1 Food Distribution

Meals and hot food distribution at the operations and construction camps are full serve by trained food handlers.

6.2.2.2 Cleaning and Disinfecting

BW Gold will continue to maintain a clean environment by increasing routine cleaning and disinfecting processes that are appropriate for the workplace and the industry. BW Gold will ensure use of high-level disinfection products, which can kill vegetative bacteria, mycobacteria (including *Mycobacterium tuberculosis*), fungi, enveloped (lipid) viruses, non-enveloped (nonlipid) viruses. To maintain and promote enhanced cleaning and disinfection, additional cleaning supplies will be available for employees to utilize in shared spaces and high utilization areas.

6.2.3 Engineering Controls

6.2.3.1 Hand Hygiene

Hand washing and hand hygiene dispensers are throughout the camps with posters promoting proper handwashing techniques available at the entrance to the dining hall and all eating areas. Hand hygiene dispensers are installed near building entrances and other key areas including the medical clinic, recreational and social areas, plumbed and or portable maintained washroom facilities are available throughout the site Toolbox talks emphasizing the importance of hand hygiene are distributed site wide on a frequent basis.

6.2.3.2 Ventilation

Appropriate ventilation has been implemented across the camps and process areas with regular scheduled maintenance of filters; portable air scrubbers are also available for deployment when required. Windows screens are in place as a mechanical control of disease vectors and to allow for natural ventilation of facilities to include sleeping quarters.

6.2.3.3 Accommodations

Accommodations are designed to support infection prevention, with primarily single-occupancy rooms, access to private or semi-private washroom facilities, and building systems that support hygiene, ventilation, as well physical separation with at least two doors separating each room from another.

6.2.3.4 Sharps and Laundry Facilities

Secure Sharps containers are available for use in all washroom facilities, sharps containers are collected when full and replaced with empty receptacles, full sharp containers are stored until removed off site at scheduled intervals. Laundry facilities are available to employees in every dorm wing throughout the camps and also in the mine dry's for their use. Laundry detergent is provided to the employees.

6.2.4 Administrative Controls

6.2.4.1 Communication Plan

BW Gold has numerous tools to provide timely communication both internal and external to provide notifications of alerts / outbreaks, updates and mitigation / prevention guidelines as required.

Communication and prevention tools available but not limited to are as follows;

- Site Wide Information notices
- Daily Toolbox talks
- Electronic Bulletin Boards
- All site emails
- Wildlife SIDO procedure
- Fatigue Management Plan / Fatigue Intervention Plan
- Camp health & hygiene Inspections
- Sanitizers are available in public areas and sleeping quarters.
- Rodent control program.
- Confidential mental health / addiction services are available through TELUS.
- Confidential and easy access to on site primary care providers.
- Sick policy with remuneration for all employees.
- On-site immunization clinics

6.2.4.2 Personal Protective Equipment (PPE)

PPE is available for the protection of our on-site medical staff and housekeeping, or other team members involved in an outbreak to minimize the risk of contact with an infectious disease. These barriers include gloves, gowns, masks, facial protection, eye protection (including face shields, or masks with visor attachments) and respirators as required. Simple face masks will be made available to patients with a cough and symptoms of a respiratory infection to help reduce their chances of disease spread.

Employees with respiratory illnesses, such as, Influenza or Influenza like Illness (ILI) are advised by medical service providers to wear a mask and maintain safe distance from others. This will prevent virus/ pathogens from spreading to other individuals. Some people may choose to continue to wear a mask - this is a personal choice.

6.2.5 Outbreak Management

BW Gold ensures that on-site medical staff are qualified in all aspects of outbreak management and follow the BW Gold CDM. An Outbreak Control Team (OCT) will be mobilized in accordance with the triggers and outbreak levels defined in the CDM. This team will link directly with external partners such as Northern Health for their input, expertise, and guidance. Necessary protocols have been developed outlining the following key areas to manage influenza like illnesses (ILI), and gastro-

intestinal (GI) outbreaks and other Communicable disease as outlined in BW Gold CDMP

The CDMP includes the following steps:

- The onsite OCT will oversee outbreak prevention and management practices; the Communicable Disease Control Lead (BWG Lead, Health & Hygiene) will be a single point of contact with Northern Health.
- The Communicable Disease Control Lead is supported by the Medical Director.
- An OCT is in place to provide the necessary support and help oversee communicable disease control. It includes:
 - General Manager (Chair) or appointed delegate
 - Human Resource Manager (Co-Chair)
 - Health, Safety and Emergency Preparedness Director/Manager (Co-Chair)
 - Communication Disease Control Lead (Health and Hygiene Lead)
 - Site Occupational Nurse / ACP
 - Camp and Travel Superintendent

6.2.5.1 Detection, Assessment, and Screening

In consultation with the BW Gold Medical Director, the OCT will assess the level of the outbreak, and notify the Northern Health Medical Health Officer (MHO) who has the sole authority to declare an outbreak and determine its level and impacts local to BW Gold Mine site or any regional impact. On declaration of an outbreak an urgent meeting an action plan will be identified.

After consultation between the MHO and Medical Director recommendations to the OCT will be communicated for actions specific to screening, travel restrictions, enhanced sanitation, and assessments to allow workers to return to work.

If the OCT observes or suspects influenza-like illness, gastrointestinal illness, or any other reportable communicable disease occurring above the normally expected incidence level (specifically, the 3-in-3 criteria for ILI and GI), BWG shall report the situation to Northern Health and may escalate it to the entire mine site.

Additionally, for certain illnesses such as measles, even a single suspected case warrants immediate reporting due to its public health significance.

6.2.5.2 Declaration

The formal declaration of an outbreak is only authorized by the Northern Health MHO.

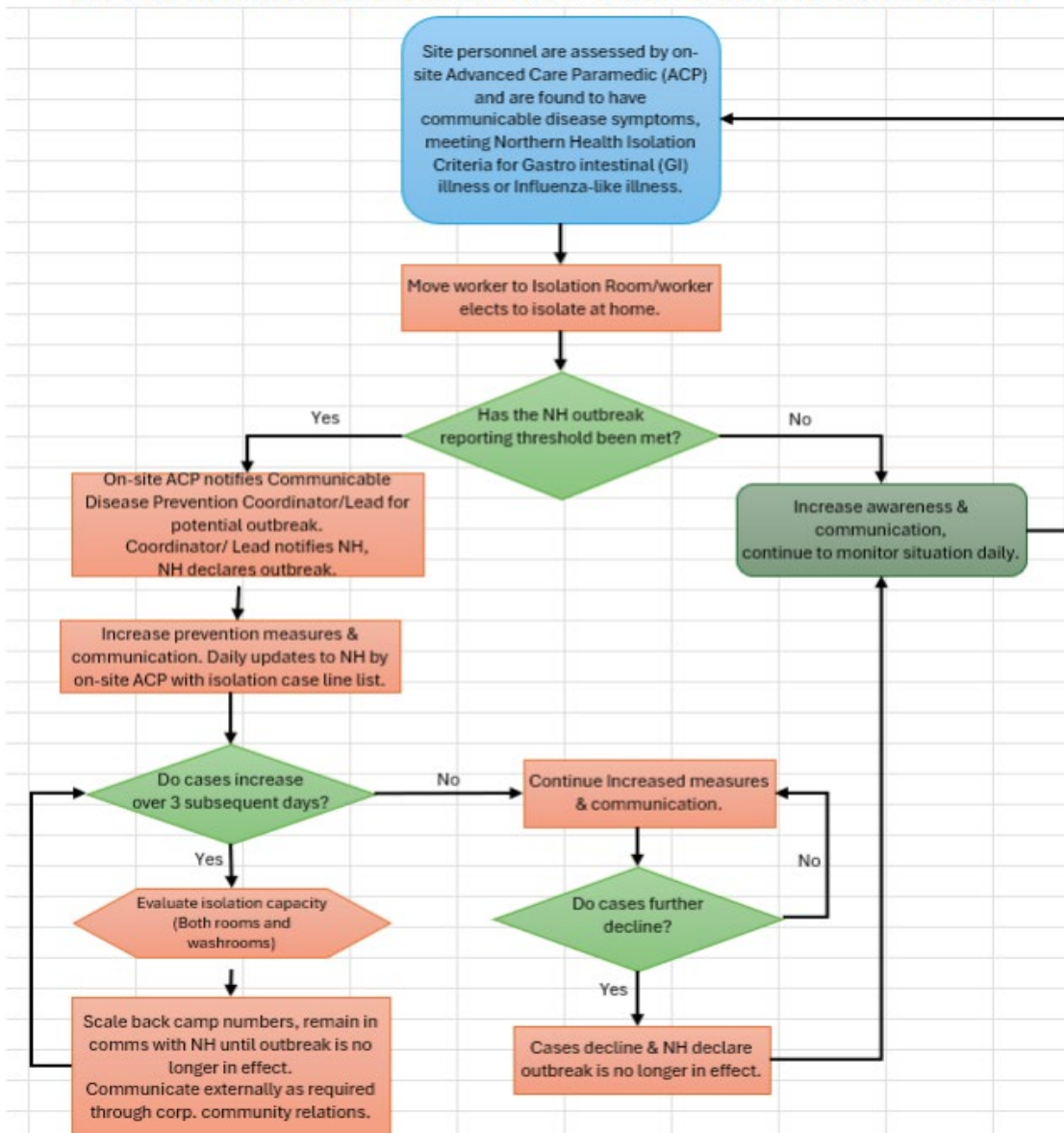
The on-site medical staff will maintain vigilance for all reportable illnesses listed in the BC Public Health Act, Reporting Information Affecting Public Health Regulation 167/2018, O.C. 427/2018

6.2.5.3 Communication

It is essential that effective communication is established between all members of the OCT and maintained throughout the outbreak. Detailed information on the outbreak communication chain is contained in the BW Gold CDMP.

Figure 4: BWG Communicable Diseases Flow Chart & Communication Plan

BWG COMMUNICABLE DISEASES FLOW CHART & COMMUNICATION PLAN



6.2.5.4 Five Levels of Outbreak and Contingencies

BW Gold has identified 5 levels in the CDMP, each level outlining trigger points to activate that level and specific actions that must be undertaken at that stage. The 5 levels are as follows:

1. Pre-Contingency
2. Site Wide Alert
3. Significant Outbreak
4. Significant, with confirmed cases
5. Restoration and Recovery

Detailed information on the trigger points and actions within each level are contained within the CDMP.

Symptom Reporting

Northern Health will be notified as per the guidelines in the BW Gold CDMP.

Employees will still be responsible for reporting any symptoms that are associated with communicable

diseases and have the responsibility to notify BW Gold's supervision and are advised not to report to work if they are experiencing symptoms. Employees are also advised to call Site Medics at Hotline **250.570.1323** to report their concern and wait for instructions from onsite medical personnel.

6.3 Health Promotion, Disease Prevention and On-Site Wellness Programs

BW Gold supports a population-based approach to health promotion, disease prevention, and on-site wellness. The HMSP also supports Condition 37b, the requirement of the Community Effects Monitoring and Mitigation Plan (CEMMP) to address the following:

- Implement a monitoring program for the following potential adverse effects from Mine on the communities identified in the Environmental Assessment related to:
 - impacts on community services;
 - impacts on population and demographics;
 - impacts on community and family well-being;
 - provision of housing for all Employees at camps at the Mine Site during Construction and Operations while on shift;
 - measures to support Employees maintaining regular contact with their social networks while residing at the camps; and
 - measures to support Employees in managing personal finances and mental and physical health;

BW Gold recognizes that promoting a healthy lifestyle will not only reduce the potential for injury or illness for workers in camp, but it also is proven to reduce fatigue and enhance camp morale. Addressing risk factors that can lead to injury, illness, and chronic disease is a key goal at the Blackwater Mine.

BW Gold circulated draft copies of the Health & Medical Services Plan to Indigenous Groups, Northern Health, The Village of Fraser Lake, and the District of Vanderhoof for their review and comment prior to official submission. All the listed stakeholders are members of the Community Liaison Committee.

Northern Health has developed some excellent web-based and printed resource materials in workplace wellness, and BW Gold has made these resources available to camp workers. BW Gold looks forward to ongoing collaboration with Northern Health to support and implement future programs at the site as they are developed.

The overall goal of the on-site wellness programs, including daily toolboxes, posters, e-mails, EFAP promotion, and orientation is to address a spectrum of topics in wellness and be consistent with the position papers developed by Northern Health to address the areas of health communities and prevent injury. These topics include:

- Sedentary Behavior and Physical Inactivity;
- Healthy Eating;
- Tobacco Reduction/smoking cessation;
- Prevention of Problematic Substance Use;
- Environment as a Context for Health; and
- Health, Weight and Obesity.
- Specific disease prevention and on-site wellness initiatives continue to be implemented for the site and be based on the following resources:
 - <https://www.healthlinkbc.ca/services-and-resources/healthlinkbc-files/>;
 - <http://www.bchealthyiving.ca/what-we-do/working-on-wellness/wellness-topics/>;

- <http://www.powerplayatwork.com/>;
- <https://www.cdc.gov/workplace-health-promotion/php/about/index.html>
- Canadian Centre for Occupational Health and Safety – Workplace Health and Wellness;
- Collaborating and supporting current Northern Health wellness initiatives;
- Embedding wellness programs into camp policies;
- Incorporating wellness as a standing item on the joint health and safety committee;
- Introducing a “health tip” of the week at any regular health and safety meetings;
- Providing a healthy selection of food choices in the dining area;
- Offering a recreation facility that includes pool tables, dart boards, card tables, social areas, TV lounge;
- Forming a recreation committee to encourage social activity and comradery; and
- Other facilities that support positive health outcomes

As described in section 5.7, both Camps on the Blackwater Mine have gym/fitness facilities and a recreation area that support positive health outcomes.

6.3.1 Company Policies

BW Gold recognizes that company policies can play a significant role in determining the health of the camp. The following are policies BW Gold currently has in place that promote a healthy camp environment.

- | | |
|--|--|
| • Drug & Alcohol Policy | • Hours of Work |
| • Fitness for Duty Policy | • Leave Policy |
| • Respectful Workplace Policy | • Diversity Policy |
| • Fair Treatment Procedure | • Corporate Disclosure Policy |
| • Camp Rules Policy | • Advance Notice Policy |
| • Whistle Blower Policy | • Foreign Corrupt Practice Compliance Policy |
| • Employee Privacy Policy | • Insider Trading Policy |
| • Code of Conduct | • Travel Policy |
| • Performance Management and Discipline Policy | • Expense Policy |

7.0 Collaboration, Communication and Problem Solving

BW Gold recognizes that clear and effective communication forms the basis for developing an effective partnership with Northern Health and is essential for the management of patient flow and trauma care, responding to emergencies and problem solving. To this end, BW Gold has established a clear process for coordination of medical and health program delivery with Northern Health.

7.1 Identification of Communication Pathways

In collaboration with BW Gold medical staff, BW Gold has established a clear line of communication

with key Northern Health stakeholders including the St John Hospital in Vanderhoof, University Hospital of Northern BC, the local Health Services Administrator, BC Ambulance Service, local physicians, Office of Health and Resource Development, Medical Health Officers, and all other identified stakeholders. The following are key elements of the communication plan:

- The BWG Lead, Health & Hygiene is the single point of contact for all healthcare issues related to the Blackwater Mine and contact information to the various Northern Health key contacts has been provided.
- A regular meeting schedule will be coordinated and include representatives of BW Gold, HSAs, and the Office of Health and Resource Development to review current medical service delivery and review any recent challenges.
- BW Gold has created a Communicable Disease Communication Plan and shared with Northern Health.
- Complete periodic on-site tours for key members of Northern Health. The goal of these visits is to provide an orientation and background to the site and seek any additional input from the Northern Health team.
- Connect regularly with Northern Health's Office of Health and Resource Development to ensure that BW Gold is linked with the necessary Northern Health Stakeholders and is up to date on best practice recommendations for industrial camps.

7.2 Patient Flow Information, Trauma Care and Emergency Response

7.2.1 Patient Flow Information

A patient transfer protocol will be implemented by the on-site MSP team to address all facets of the transport including mode of transport, notification of receiving hospital, BC Ambulance Service (BCAS), personal items (including wallet and ID), patient care records, first aid records, and plan for accommodation and return travel if they are discharged.

7.2.2 Trauma Care and Emergency Response

In cases where the patient requires a higher level of care, each patient will be triaged by the medical team, with the Medical Director consulted based on the outcome of the triage to ensure proper procedures are followed so Northern Health resources are accessed in the most efficient manner.

The University Hospital of Northern BC has been identified as the most appropriate receiving hospital for all patients requiring high acuity care beyond the capability of St John Hospital in Vanderhoof. BW Gold also maintains an on-call contract with a 3rd party helicopter provider to facilitate the rapid transport of employees to a higher level of care when BC Air Ambulance is unable to accommodate. BW Gold is committed to continuing to work with BC Ambulance to reduce the impact of patient transfers on the local community resources.

The current patient transfer approach coordinated with BCEHS is proposed to include the following:

- Before initiating any air transport to PG Airport, BWG must contact HEMBC to coordinate with BCEHS and confirm that UHNBC can accept the patient.

- Whenever possible, patients requiring care beyond the scope of St. John Hospital will be transported by air (helicopter) to Prince George Airport accompanied by our onsite care service provider as the preferred approach. BCAS will be contacted to arrange transport from Prince George Airport to UHNBC.
- For stable patients not requiring stretcher transfer they will be transported by private vehicle, Mobile Treatment Center or Ambulance accompanied by an onsite care service provider from the site to the most appropriate health care facility. This could include the University Hospital of Northern BC, St. John Hospital or family practice clinic as required.
- When transport by air is not available patients will be transported by road via BW Gold approved motor vehicle transport accompanied by the onsite medical support person. Contact should be made directly with HEMBC for the optimal patient destination.
- As further information becomes available the transport process will be modified and shared with key stakeholders. BW Gold Mine will consult with NH to determine their role in the Blackwater MERP.

St John Hospital and University Hospital of Northern BC have been identified as the most appropriate medical facilities for any mass casualty incident events at the Mine. Health Emergency Management BC will be notified immediately should an event or potential event occur and will confirm that NH facilities will be notified. We recognize this notice is essential to activate NH's emergency response management disaster plan(s).

BW Gold is committed to working with Northern Health and BCAS on ways that the company may contribute to the community ERP and possibly aid, including the provision of emergency response in the vicinity of the Blackwater Mine.

It is understood that the Medical Health Officer's mandate is to protect public health under the Public Health Act, and Part 5 of the Public Health Act provides the ability to act in emergency situations to reduce immediate and significant public health risk.

7.3 Quality Improvement

BW Gold medical staff is engaged in a quality improvement framework to continually seek ways to improve the health care delivery for camp workers, minimize the impact on local resources, and respond to unforeseen issues and changing conditions.

The following are components of the quality improvement framework:

- BW Gold regularly reviews the effectiveness of site health services, at minimum annually. The HMSP will be updated following that review where gaps in performance, material operational or workforce changes, changes in regulatory requirements, monitoring, audits that indicate revisions are required, or where any other material change or new information is identified that affects health service delivery or outcomes.
- Regular review of the HMSP with Northern Health to ensure our commitments are being met and adaptive to changes to the Northern Health medical service delivery capacities
- Regular meetings with Northern Health to maintain an open line of communication
- Regular reporting of the onsite clinic and Northern Health utilization stats divided by occupational and non-occupational cases and measures taken to mitigate when areas of high impact are noted

- An ongoing review of each patient transferred to ensure it was appropriate and minimized local impact.
- An immediate review will be undertaken should Northern Health identify a patient transfer concern.

The plan, and any amendments thereto, must be implemented throughout Construction and Operations to the satisfaction of a Qualified Person and to the satisfaction of the EAO.

7.4 Health Service Utilization Information and Reporting

BW Gold will track, on an ongoing basis, specific utilization information from several areas including the number of times on shift employees or contractors utilize the services of Northern Health. Reporting can take place in a variety of formats including but not limited to report summaries, newsletter articles, annual community meetings or inclusion in annual reports. Specific data collected includes:

- Monthly clinic visits (on site);
- Nature of the visit (work related vs. non-work related);
- Types of illnesses and injuries;
- Number of transports to NH facilities by private vehicle, road, and air.
- Employee hometowns (local / non-local)
- Nature of referrals to NH facilities (Lab, X-ray, ER)

8.0 Evaluation, Adaptive Management, and Plan Revisions

8.1 Evaluation, Indicators and Adaptive Management

BW Gold recognizes the importance of the HMSP effectiveness evaluation to meet the Mine goals and objectives. Therefore, the monitoring framework is set in place, and the monitoring indicators were identified for each of the Mine objectives. The indicators do meet the S.M.A.R.T. (specific, measurable, achievable, relevant, timely) criteria of the best practice evaluation.

The following table shows the monitoring framework related to the BW Gold Mine objectives.

Table 5: BW Gold HMSP Monitoring Framework

Mine Objective	Activity	Effectiveness Monitoring Indicators	Verification
Minimize the impact on local resources	5.6.2 Groundwater and	Groundwater levels measured in all wells	Quarterly Monitoring program
	5.6.3 surface water monitoring		
	5.6.3 Liquid Waste (sewage)	Water samples collected twice annually	Table 4 Surface water quality monitoring locations and parameters
	5.6.4 Solid waste system		

		Separation of waste by type for recycling / general waste	Inspections and regular scheduled shipment off site by 3 rd party contractor to regional facilities
Improved work environment for the employees of the BW Gold Mine	6.0 On-site Programs and Services Data analysis	Employee participation and recommendations for improvement Trending identification illness/injury	HMSP annual revision incorporating improvements to onsite programs Identification and implementation of additional controls
Improve the healthcare of the community at large in partnership with Northern Health	Regular communication and scheduled meetings / review of data with Northern Health	Follow up on measures/recommendations from Northern Health	Effectiveness reviews of recommendations and action implemented. CEMMP revisions as required

On-Site Health Services Monitoring

The utilization of the on-site health services will be continually evaluated by the on-site team and the supporting Medical Director. This information forms a key component of the adaptive management plan. On an annual basis the HMSP will be formally reviewed by the communicable disease control lead, onsite medical team and the Medical Director to identify any trends or patterns of illness or injury. Based on this information targeted health action plans will be developed to mitigate any identified illnesses or injury through employee awareness, enhanced safety practices or modified treatment protocols.

8.2 Community Effects Monitoring and Management Plan Relationship

This HMSP is developed in parallel with the BW Gold Mine CEMMP. It is well known that there is a direct link between health and the social environment. By providing access to a high-quality on-site health service in both medical treatment and health promotion, BW Gold will seek to maintain a healthy workforce which will positively impact the social environment in the surrounding communities. The goal is to embed positive health choices and practices within the workforce and have them shared back in the home communities. BW Gold will continue to assess opportunities to share information and opportunities to positively impact thought in the regional area and beyond.

8.3 Health and Medical Services Plan Revision

The HMSP is a living document and will require updates and revisions to meet the intended purpose at the mine site. It provides the framework for health and medical services administration for all site employees. As advances in technology and understanding or because of investigations or audits, this plan will require updates and changes. The plan will be reviewed annually.

8.4 Consultation and Notification Required upon Plan Revision

Changes to the HMSP will be developed in consultation with Northern Health, Aboriginal Groups, the District of Vanderhoof and the Village of Fraser Lake. Resources, internal or external, needed to evaluate and develop changes will be made available. Changes will occur under the direction of the onsite medical team and site management. Updates to the plan will be provided to the EAO prior to implementation.

8.5 Qualified Professional

Dr. Ife Obuekwe is Blackwater's qualified professional, and is the Medical Director for Auscan Medical Inc. His role is to review, refine, and update the HMSP as needed based on conditions outlined in section 7.3. Dr. Obuekwe, is an active ER Physician licensed in both Alberta and British Columbia with considerable experience working with industrial workforces, with a minimum of 5 years' experience planning and delivering health care services in remote communities. Dr. Obuekwe is also the Assistant Clinical Professor in the Department of Family Medicine at the University of Alberta, Faculty of Medicine & Dentistry.

Auscan Medical is a leading provider of specialized emergency services tailored for industrial Mines. With expertise in occupational health and safety, emergency medical and fire/rescue, Auscan ensures the well-being of workers in various industrial settings.

Our dedicated teams of highly trained medical professionals and emergency personnel are equipped to handle a wide range of emergencies, from minor injuries to critical incidents. We prioritize prompt and effective response to safeguard the health and safety of employees in the workplace.

BW Gold has consulted with Indigenous Groups, NH, the District of Vanderhoof and the Village of Fraser Lake on the initial copy of the HMSP. BW Gold plans to continue to consult with required stakeholders' groups and the Community Liaison Committee on the HMSP prior to the start of construction and throughout all stages of the Mine development.

Revised and reviewed by:

Dr. Ife Obuekwe

References:

1. ATCO Frontec Facility Services & Catering Food Safety Manual, AFFSCCLN000, Rev.2, 2019.
2. BWG Communicable Disease Management Plan, BWG-0000-HSE-PRO-0010, Rev.A2, 2025.

Appendix A: Blackwater Camp Monitoring Schedule for Wastewater and Effluent Sampling

Well ID	Location	Purpose	Monitoring Frequency	Field Parameters	Lab Sampling Condition
MW-01	Downgradient	Monitor groundwater level and flow	Quarterly	pH, Temp, ORP, Conductivity	If sufficient water is present
MW-02	Downgradient	Monitor groundwater level and flow	Quarterly	pH, Temp, ORP, Conductivity	If sufficient water is present
MW-03	Downgradient	Monitor groundwater level and flow	Quarterly	pH, Temp, ORP, Conductivity	If sufficient water is present
MW-04	Upgradient	Background groundwater quality	Quarterly	pH, Temp, ORP, Conductivity	If sufficient water is present
MW-05	Not specified	Not specified	Quarterly when installed	pH, Temp, ORP, Conductivity	If sufficient water is present
MW-06	Not specified	Not specified	Quarterly when installed	pH, Temp, ORP, Conductivity	If sufficient water is present

Appendix B: Blackwater Camp Testing Well Location

