

Appendix 4-R

Summary Report -
Working in SE BC's Coal Mines Survey

Summary Report

Working SE BC's Coal Mines

Survey

FOR INTERNAL USE ONLY

Jun 15, 2022

Executive Summary

In general, NWP Coal Canada Ltd. (NWP) sees the *Working SE BC's Coal Mines* survey as a success. The survey received responses from our target audience - local communities (Elkford BC, Sparwood BC, Fernie BC, and Crowsnest Pass AB). The survey raised NWP's awareness of key areas to focus on to become part of the local community, to help address community and industry issues, and to help us attract employees. Males and females responded differently to some of the survey which gives NWP some insight on how to better attract and retain female employees.

The survey was part of an NWP initiative to raise public awareness of the Project and to learn about the concerns and interests of local stakeholders (including Indigenous Peoples). This survey's specific goals were to: assess views on southeast BC (and the Crowsnest Pass in Alberta), assess views on the coal mining industry, assess views on NWP Coal, and to evaluate how views differ between various groups, especially between men and women. Online tools, including this survey, are part of engaging while face to face meetings were limited due to COVID 19.

The survey was built in Survey Monkey. It was distributed by email to local community user groups, distribution by local Chambers of Commerce and by posting it to Facebook, LinkedIn, and the NWP website on December 21, 2021. The survey was closed to respondents on February 28, 2022. 219 respondents answered topical questions about the respondent's views and then a series of general questions about the respondents themselves. Most of the respondents were from Elkford, BC (31%), followed by Crowsnest Pass, AB (18%), Sparwood, BC (13%), and Fernie, BC (10%). Very few respondents were from outside BC or Canada.

The survey's findings on the topic of interest – living and working in southeast BC's coal mines – reinforce focus areas for NWP to contribute to the local communities, be a part of transforming the metallurgical coal industry, and to stand out amongst our industry peers.

NWP could contribute to local communities through programs to create more housing, more health care, and more programs for youth including day-care. NWP could contribute to the transformation of the metallurgical coal industry by collaborating on past and present environmental impacts and GHG emissions. NWP could stand out as a potential employer through competitive pay and benefits, and through strong efforts to support local communities and to transform industry. NWP will need to build a working culture that promotes:

- Safety
- Equity, diversity, and inclusion
- Transparent, open, ongoing communication
- Respect and support for Indigenous communities
- Doing environmental work right the first time and every time
- Hiring local and encouraging employees to be an active part of the local communities

NWP is pleased that the survey's gender findings provided some specific areas for NWP to work on to encourage and support female employment. For example, NWP will need to consider creating shifts that fit with a normal work week. NWP will also need to support and encourage allyship for diverse groups.

NWP acknowledges that there is opposition to the Crown Mountain Coking Coal Project. NWP is heartened that out of the 219 respondents to the survey only 5 chose to express opposition in their response to our summary question asking for general comments (2%). NWP believes that we can develop a project that goes beyond business as usual for environment, safety, and culture and through that win over some of those that oppose the Project. However, we know that we won't be able to win over everyone.

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1 Background

In late 2020, NWP decided to raise the public profile of the company and to increase engagement in support of the regulatory process for the Project. A Manager Environment and Engagement was appointed in December 2020 to dedicate time and resources to this effort.

Engagement in 2020 through 2022 was challenging due to the global COVID 19 pandemic. Face to face meetings and large public gatherings such as open houses were often not possible due to Public Health Orders. Instead, stakeholders needed to be engaged online or through virtual meetings. NWP decided to publish online surveys.

The survey program was intended to start general, but then, as time passed, set up to focused surveys on specific topics. NWP would publish at least one survey every 6 months and make the survey results available to the public.

NWP's first survey was titled 'Getting to know about each other'. It ran for the first few months of 2020 and a report on it is available on the NWP website (<https://nwpcoal.com/wp-content/uploads/2021/04/20210409-Survey-1-Report.pdf>). The survey results, along with other feedback, identified two key issues of concern related to the Project: land-use and access.

NWP's second survey was intended to improve our understanding of how the public uses our Project area and their concerns. It was titled: 'Getting to know about Land-Use and Access'. It ran from March 4, 2021 to August 6, 2021 with an amendment to the questions on March 11, 2021. A report on it is available on the NWP website (<https://nwpcoal.com/wp-content/uploads/2022/02/20211001-Survey-2-Report-External.pdf>). The survey results, along with other feedback, identified concerns related to jobs and employment opportunities and options.

NWP's third survey was intended to improve our understanding of how the public views life in southeast BC, jobs there, and coal mining. We also wanted to know how these views differ between various groups, especially between men and women. It was titled 'Working in SE BC's Coal Mines'.

2 Methodology

The 'Working in SE BC's Coal Mines' survey had several objectives:

- Assess views on southeast BC (and the Crowsnest Pass in Alberta).
- Assess views on the coal mining industry.
- Assess views on NWP Coal.
- Evaluate how views differ between various groups, especially between men and women.

The target audience for the survey was residents of southeast BC and the Crowsnest Pass area in Alberta. While the survey did not actively target people beyond this region, if sufficient respondents were from outside the area, we could assess how proximity changed views.

The survey was distributed in six ways:

- Post to LinkedIn.
- Post to Facebook – with posts to community bulletin boards in the Elk Valley of southeast BC and the Crowsnest Pass.
- Direct email to outdoor and community groups in Elk Valley of southeast BC and the Crowsnest Pass.
- Request to local Chambers of Commerce to share information about the survey to their membership.
- An article in our quarterly newsletter.
- Post to NWP’s website.

The survey distribution process allowed NWP to track how survey respondents received the survey. This was done to allow NWP to understand if we were reaching our target audience and what process was best to reach them.

The survey was built in Survey Monkey. It was initially distributed December 21, 2021. An effort was made to draw attention to the survey early in 2022. The survey was closed to respondents on February 28, 2022.

The survey was set up in two sections: an opening section with topical questions about the respondent’s views and then a series of general questions about the respondents themselves. This survey design was reverse of prior surveys which asked the personal questions first and the details second. Prior surveys were not always completed, and the new approach hoped to get key information on views even if respondents didn’t finish the survey. The survey was also simpler than Survey 2, again in a hope to improve survey completion.

The survey started with some basic information about the survey’s intent and provided a map of the coal producing region of southeast BC.

NWP reached out to several local Chambers of Commerce, Fernie Pride Society, Canadian Women in Energy, and Dillon Consulting to help design the survey. Early survey results helped inform Dillon’s work on gender analysis for the Crown Mountain Coking Coal Project Environmental Assessment.

2.1 Rationale for Topical Questions

The following discussion provides information on the rationale of each of the general questions.

Question 1 “*How do you feel about southeast BC?*” was provided to find out if respondents felt very negative, somewhat negative, neutral, somewhat positive or very positive about:

- Housing (rental or purchase)
- Daycare, Childcare, youth activities, education facilities
- Local history, cultures, art, music, festivals, events
- Business services – retail, groceries, hospitality, food and beverage
- Senior housing
- Employment opportunities

- Equity, diversity, and inclusion for everyone
- Access to outdoors
- Mobility – pedestrians, bicycles, taxis, transit

Question 2 *“What other factors do you see as a positive to working and living in southeast BC?”* was provided to give respondents a chance to provide a long answer for positives beyond the categories in Question 1.

Question 3 *“What other factors do you see as a negative to working and living in southeast BC?”* was provided to give respondents a chance to provide a long answer for negatives beyond the categories in Question 1.

Question 4 *“What could be done to help you feel more positive about southeast BC as a place to live or work?”* was provided to give respondents a chance to pose solutions in support of their response to Question 3.

Question 5 *“Do the following aspects of coal mining make you feel positive or negative about working for the metallurgical coal mining industry?”* was provided to find out if respondents felt very negative, somewhat negative, neutral, somewhat positive or very positive about:

- Historic environmental impacts from the coal industry.
- The difference between metallurgical coal and thermal coal.
- Efforts by the coal industry to reduce environmental impacts.
- Current environmental impacts from the coal industry.
- Helping support the steel industry and the modern economy.
- Pay and benefits.
- Equity, diversity, and inclusion for everyone.
- Climate change and carbon reduction efforts.

Question 6 *“What could be done to help you feel more positive about the metallurgical coal industry?”* was provided to give respondents a chance to provide a long answer for positives beyond the categories in Question 5.

Question 7 *“What would be the most important factor for you when considering a potential job with NWP?”* was provided to give respondents to rank a number of different factors about NWP that would affect how they would view working for NWP including:

- Support for daycare/childcare.
- Support for housing.
- NWP relationship with Indigenous communities.
- NWP community involvement.
- Equity, diversity, and inclusion for everyone.
- Employment opportunity for spouse or other family members with other business in the area.
- NWP efforts to minimize environmental impacts and to not add to regional cumulative effects.
- NWP culture of listening, learning, and growing.
- Pay and benefits.

Question 8 *“What mine shift/working hours do you think works best for the type of work you do?”* was provided to allow respondents to choose their preferred work shift:

- 4 days on and 4 days off
- 7 days on and 7 days off
- 14 days on and 14 days off
- A rotation that aligns with the normal work week

Question 9 *“Have you ever thought of working for NWP?”* was provided to give respondents a chance to let NWP know if they have thought about working for us.

Question 10 *“If you are not interested in working for NWP, what could NWP do to improve how you feel about them as a potential employer?”* was provided to give respondents a chance to let NWP know what to do to be more attractive as an employer.

2.2 Rationale for Personal Questions

The following discussion provides information on the rationale of each of the personal questions.

Question 11 *“Do you, or have you ever, worked for a coal mine or a company that provides goods or services to a coal mine?”* was provided to find out respondents’ relationship to coal mining.

Question 12 *“Are you the spouse, partner, child, parent or other close relation of someone that works for, or has worked for, a coal mine or a company that provides goods or services to a coal mine?”* was provided to find out respondents’ relationship to coal mining.

Question 13 *“Which of the following is the best description of where you live?”* was provided to find out if respondents were from:

- Elkford, British Columbia
- Sparwood, British Columbia
- Fernie, British Columbia
- Rural area near Elkford, Sparwood, or Fernie British Columbia
- Elsewhere in British Columbia
- Crowsnest Pass, Alberta
- Rural area near Crowsnest Pass, Alberta
- Elsewhere in Alberta
- Elsewhere in Canada (i.e., not BC or Alberta)
- Not from Canada

Question 14 *“What is your relationship with Indigenous people?”* was provided to find out if respondents identify as:

- Indigenous.
- Family member of friend of an Indigenous person.
- Ally or Accomplice of Indigenous people.
- Colleague or acquaintance of an Indigenous person.
- Someone with no relationship with Indigenous people.

Question 15 *“What is your relationship with the 2SLGBTQ+ community?”* was provided to find out if respondents identify as:

- 2SLGBTQ+.
- Family member of friend of an 2SLGBTQ+ person.
- Ally or Accomplice of 2SLGBTQ+ people.
- Colleague or acquaintance of an 2SLGBTQ+ person.
- Someone with no relationship with 2SLGBTQ+ people.

Question 16 *“What is your relationship with the disabled community?”* was provided to find out if respondents identify as:

- Disabled.
- Family member of friend of a disabled person.
- Ally or Accomplice of disabled people.
- Colleague or acquaintance of a disabled person.
- Someone with no relationship with disabled people.

Question 17 *“What is your gender identity?”* was provided to find out if respondents identify as male, non-binary, female, self-described, or other.

Question 18 *“What is your parenting status?”* was provided to find out if respondents were not a parent, a single parent, or a parent with a partner.

Question 19 *“What is your working status?”* was provided to find out if respondents were employed, not employed and looking for employment, too young to worry about working yet, retired, or not working and not looking for employment.

2.3 Rationale for Follow-up Questions

The following discussion provides information on the rationale of each of the summary questions.

Question 20 *“Do you have any other comments or questions?”* was provided to allow for open public feedback.

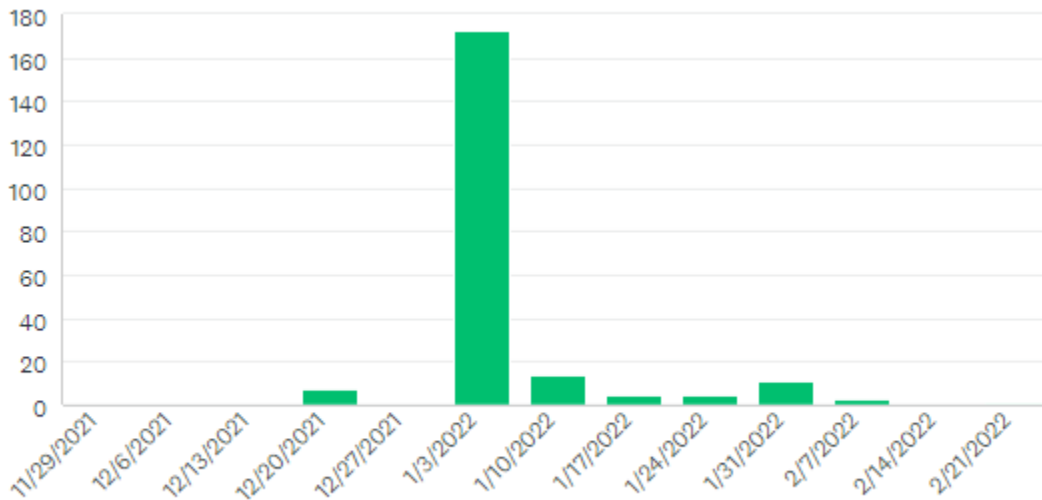
Question 21 *“Would you like us to contact you directly about your survey responses?”* was provided to open a dialogue with anyone that wanted direct communication.

3 Findings

3.1 General Findings

The survey had very few respondents in the first and second week after it was published, most likely due to the timing in relation to Christmas holidays. Responses spiked once an extra effort was made early in 2022 to draw attention to the survey. Response levels tapered off very quickly afterwards (Figure 1). The total number of respondents was 219, with 74% of the respondents completing the entire survey. The average time spent on the survey was 8m:6s.

Figure 1 Survey Responses by Week



NWP was pleased with the response level to this survey and the completion rate. Enough information was collected to help us understand community thoughts on working in southeast BC's coal mines. The completion rate indicates that most people completed the first part of the survey (topical questions), but that some dropped off prior to completing the second part of the survey (personal questions). The reduced rate of response to personal questions reduced how deeply we could divide the data set to look at different views between groups, but we did have enough data on gender (Question 17) to look at different views between males and females.

Responses were collected using six distinct collectors. The highest response was to a collector posted to Facebook (192 responses). The posting on LinkedIn received 9 responses, the direct emails, website, and newsletter each received 6 responses, while the chamber of commerce request did not receive any responses.

The high response rate to the Facebook link likely has to do with getting the survey posted onto many different town bulletin boards in Elkford, Sparwood, Fernie, and the Crowsnest Pass.

3.2 Topical Questions

3.2.1 Thinking about Southeast BC

Question 1 asked respondents to categorize factors about life and work in southeast BC. To simplify discussion of Question 1, the positive responses (very positive and somewhat positive) were combined to compare with the negative (very negative and somewhat negative) responses (Figure 2).

Access to outdoors was the most positive factor for respondents (95% positive and 2% negative). Three other factors scored more than 60% positive:

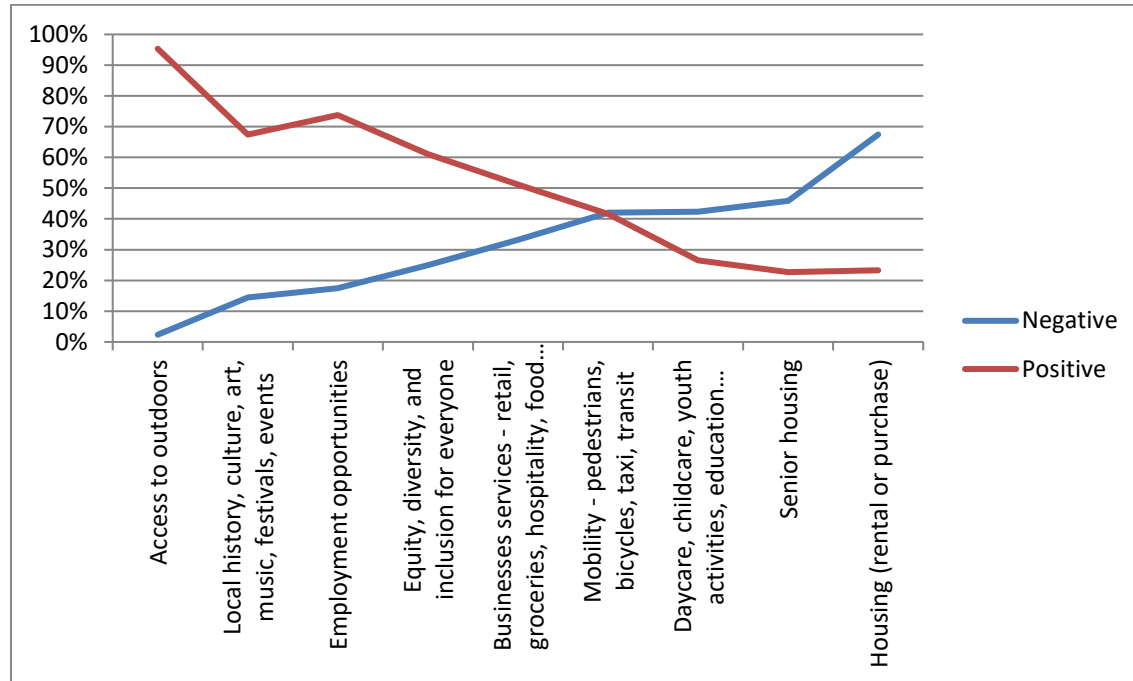
- Local history, culture, art, music, festivals, events.
- Employment opportunities.

- Equity, diversity, and inclusion for everyone.

Housing was the most negative factor for respondents (67% negative and 23% positive). Three other factors scored more than 40% negative:

- Senior’s housing.
- Day-care, childcare, youth activities, education facilities.
- Mobility - pedestrians, bicycles, taxi, transit

Figure 2 Positive and Negative Responses When Thinking About SE BC



3.2.2 Positives about SE BC

Question 2 asked respondents about what they saw as positive about living and working in southeast BC. The responses included several themes including:

- Sense of community.
- Beautiful surroundings.
- Great people.
- Small town lifestyle.
- Outdoor activities.
- Mountains.
- Jobs.

Some example responses as positive about living and working in southeast BC include:

- “Access to the outdoors, living in the mountains is beautiful. Small towns are generally helpful and have good communities, what is lacking in amenities is often made up by small local groups, enterprising individuals, and people willing to help out.”

- “Great recreation and great paying jobs”
- “So much access to the outdoors! Skiing, snowmobiling, snowshoeing, hiking, fishing, camping, biking -motorized and non. Both Elkford and Sparwood have great schools, grocery stores, arenas, libraries and pools. Also both have so many activities for children and youth”
- “Coal mining is not this dirty image that it is being portrayed, it is a very satisfying industry to work in. Also the close knit communities friendly people are a positive. Out door activities in this area are second to none.”

3.2.3 Negatives about SE BC

Question 3 asked respondents about what they saw as negative about living and working in southeast BC. The responses included several themes including:

- Lack of available and affordable housing
- Negative opinions from those that oppose coal mines
- Limited health care availability
- Limited shopping availability
- Poor roads (maintenance and winter driving)
- Impacts from mining

Some example responses as negative about living and working in southeast BC include:

- “No hospital at all in elkford, sparwood closes early. No shopping or place to shop local business’.”
- “Limited shopping travel for a lot of needed items Housing for people boom and bust cycle of coal”
- “Sparwood has a hard time keeping family small businesses which is very unfortunate as it's typically rental space affordability issue. Commercial real estate there is a bit of a monopoly. Coal dust on personal property is not fantastic. Real estate in Fernie is insane and rental market as a whole throughout the valley is very sparse.

3.2.4 Paths to Positive for SE BC

Question 4 asked respondents about what they thought could be done to make them feel more positive about living and working in southeast BC. The responses included several themes including:

- More housing
- More healthcare
- Economic diversification
- Better roads
- More shopping
- Public education on the positives of coal

Some example responses about how to make things more positive in southeast BC include:

- “More houseing, rental and permanent homes. Better health care and emergency care. Widen the roads, they are hazardous with all the industrial traffic we get.”
- “Just more availability of shops, clinics, etc. more for kids to do other than party in the bush.”
- “Educate people better on the coal mines and what kind of coal they are mining there. The coal is used to make steel. And a lot of people don’t understand how steel is made.”

3.2.5 Thinking about the Metallurgical Coal Industry

Question 5 asked respondents to categorize factors about working in the metallurgical coal industry. To simplify discussion of Question 5, the positive responses (very positive and somewhat positive) were combined to compare with the negative (very negative and somewhat negative) responses (Figure 3).

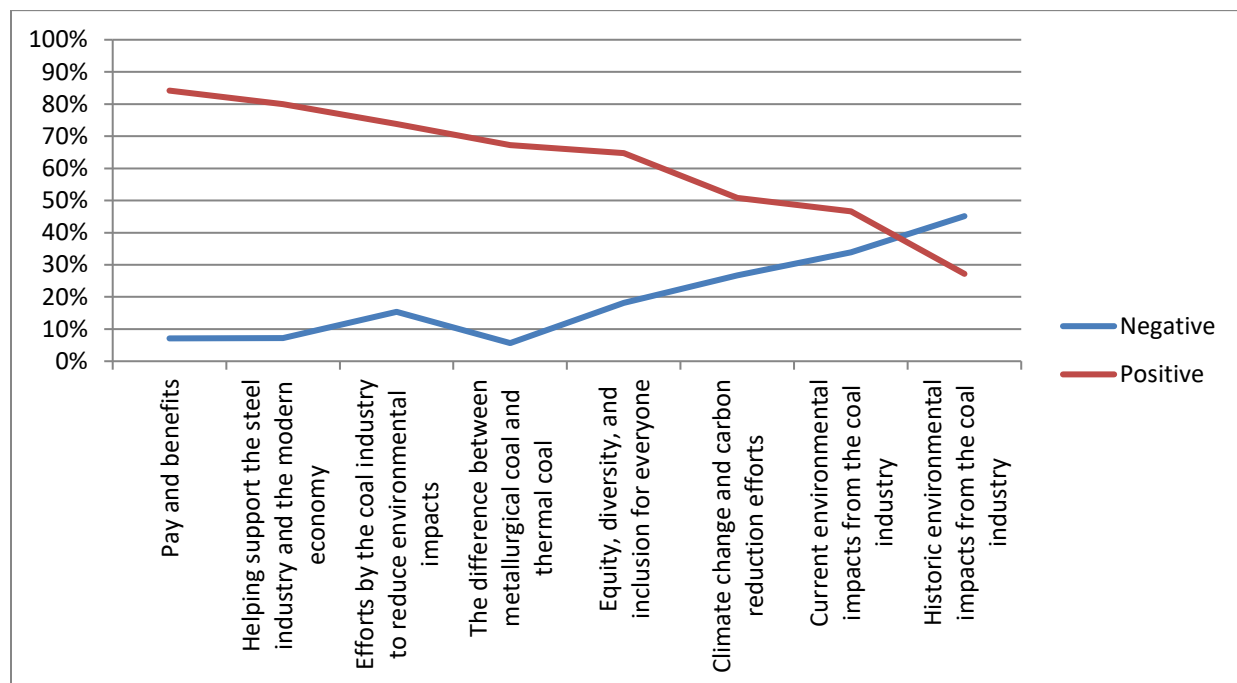
Pay and benefits was the most positive factor for respondents (84% positive and 7%negative). Two other factors scored more than 70% positive:

- Helping support the steel industry and the modern economy.
- Efforts by the coal industry to reduce environmental impacts.

Historic environmental impacts from the coal industry was the most negative factor for respondents (45% negative and 27% positive). Two other factors scored more than 20% negative:

- Current environmental impacts from the coal industry.
- Climate change and carbon reduction efforts.

Figure 3 Positive and Negative Responses When Thinking About the Metallurgical Coal Industry



3.2.6 Paths to Positive for the Metallurgical Coal Industry

Question 6 asked respondents about what they thought could be done to make them feel more positive about the metallurgical coal industry. The responses included several themes including:

- Happy with coal industry and no changes needed
- Need for more public education about metallurgical coal industry
- Improved transparency and communication
- Improved environmental efforts

Some example responses about how to make things more positive in the metallurgical coal industry include:

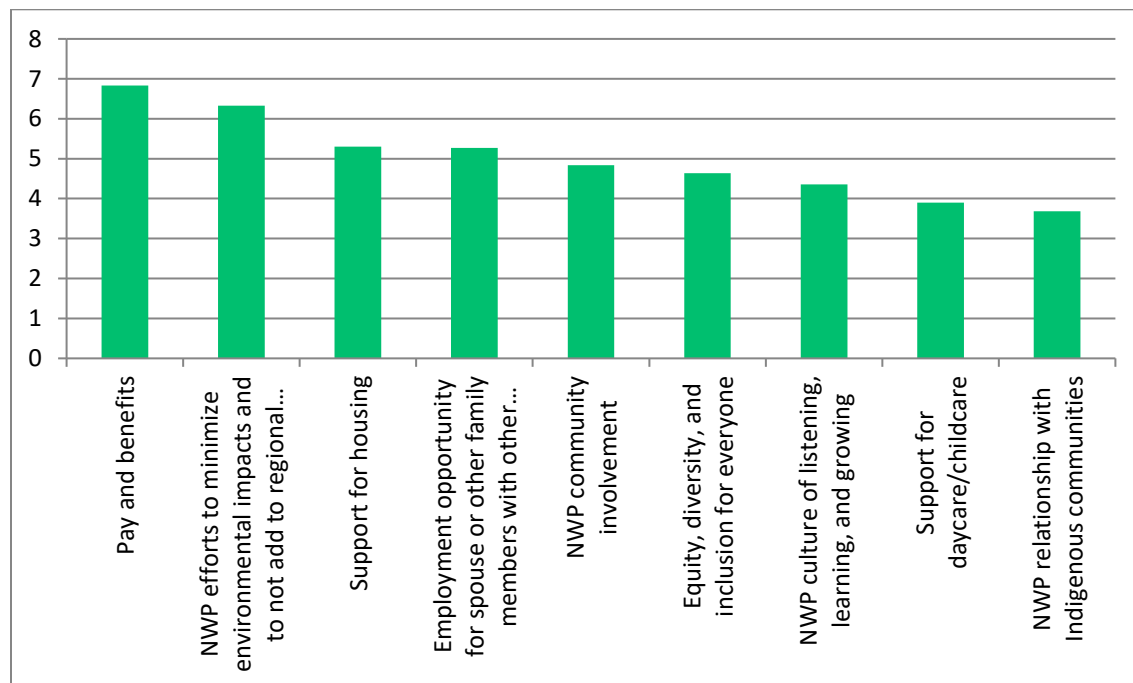
- “Have a campaign that shows how directly met coal produces renewables. People are misled. Be loud & proud. Draw them pictures. Put it on TV.”
- “I know how hard a lot of people work to improve the environmental impacts. And I know it takes a while to see results but if there were measurable results we could see and share that would make me feel more positive.”
- “Opportunity kept local before outsourcing employment. More investment into reclamation and local environmental impact.”
- “Working quicker to reduce the impact on the environment”

3.2.7 Factors for Considering NWP Employment

Question 7 asked respondents to rank various factors when considering possible employment with NWP. The top three factors were (Figure 4):

- Pay and benefits
- NWP efforts to minimize environment impacts and to not add to regional cumulative effects
- Support for housing

Figure 4 Ranking of Factors for considering NWP Employment



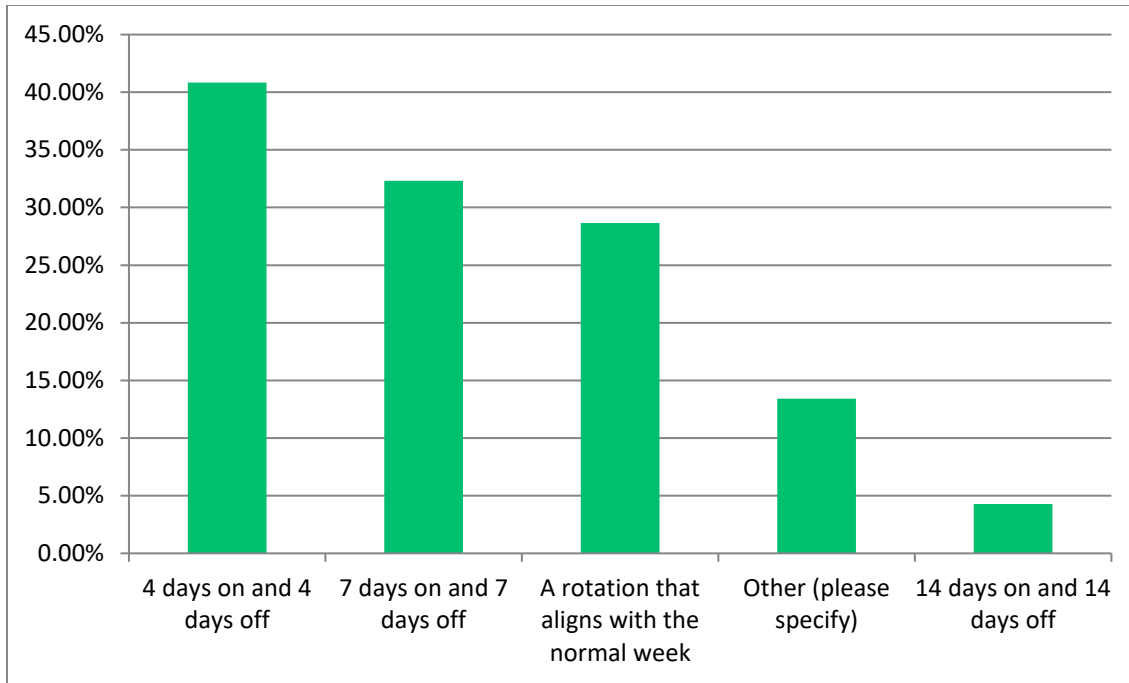
3.2.8 Preferred Shift

Question 8 asked respondents what work shift they preferred. Most respondents preferred a 4-days on and 4-days off shift rotation (Figure 5).

Some of the responses provided under the ‘other’ category focused on the challenges of the 4-days on and 4-days off shift rotation that includes 2-days on and 2-nights on rather than 4 shifts all the same.

They also discussed how the 4-days on and 4-days off rotation is linked to people living outside of local towns creating impacts to community cohesion and economy.

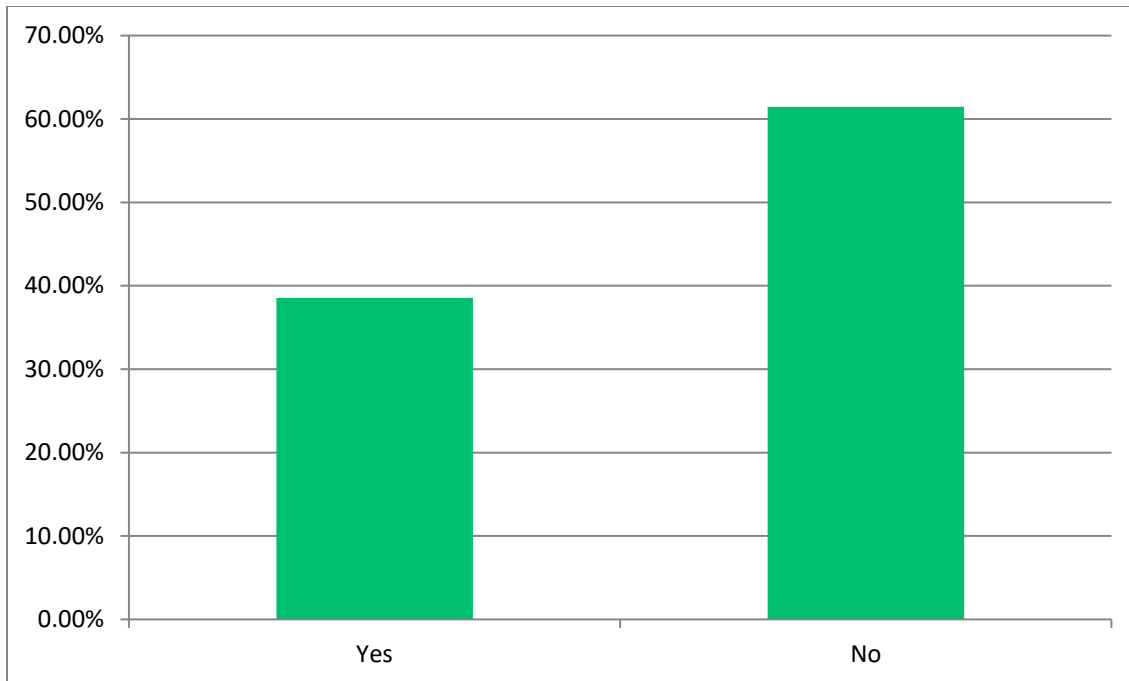
Figure 5 Shift Rotation Preference



3.2.9 Prior Interest in NWP Employment

Question 9 asked respondents if they have every thought about working for NWP. Almost 40% of respondents responded that they had considered working for NWP (Figure 6).

Figure 6 Prior Interest in NWP Employment



3.2.10 Path to Positive for NWP Employment

Question 10 asked respondents what NWP could do to improve how they feel about possible employment with NWP.

The responses included several themes including:

- Provide more information about NWP to the public.
- Competitive pay and benefits
- Safety
- Environmental performance
- Workplace culture
- Encouraging/supporting workers living locally

Some example responses about how to make things more positive for employment with NWP include:

- “More information is needed. Get your name out there in community. More a possible during weekly markets, trade shows, etc.”
- “Encourage everyone to live and support our communities and to not work here and live elsewhere.”
- “proof of protecting nature in all aspects”
- “Large benefit package, good wages, good pension, and accountability for ALL when it comes to safety.”
- “Safety first. It wasn’t even on your top 9 list. Very disappointing if you ask me.”

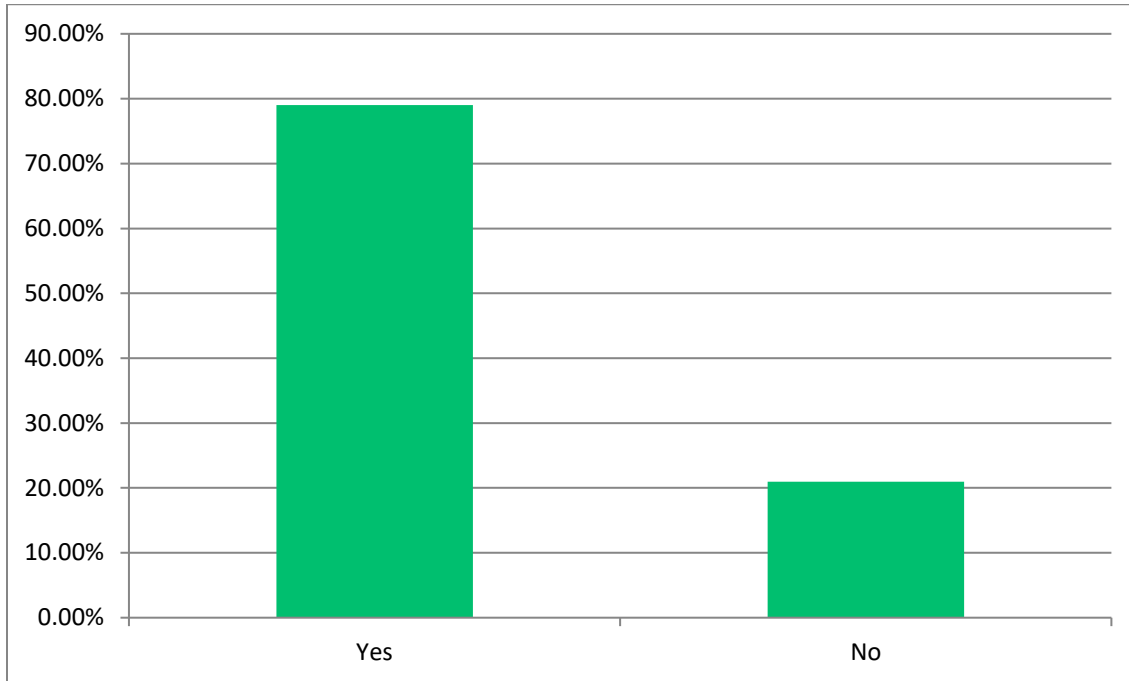
3.3 Personal Questions

3.3.1 Personal Coal Related Employment

Question 11 asked respondents if they work, or have worked, in coal mining or supporting businesses. Almost 80% responded 'yes' (Figure 7).

This level of coal related employment is likely auto-correlated with the respondent's location (Section 3.3.3) since most residents in the local area are part of the coal industry.

Figure 7 Prior or Current Employment in or related to Coal Mining

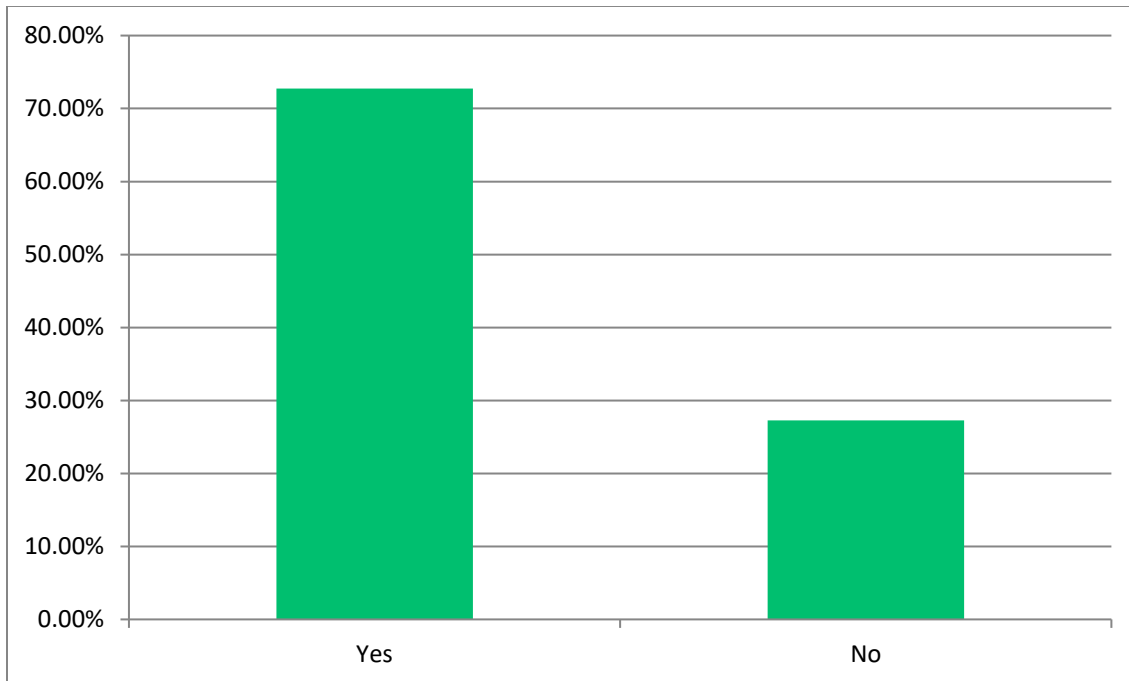


3.3.2 Relation with Coal Related Employment

Question 12 asked respondents if someone they were close to works, or has worked, in coal mining or supporting businesses. More than 70% responded 'yes' (Figure 8).

This level of relations with coal related employment is likely auto-correlated with the respondent's location (Section 3.3.3) since most residents in the local area are part of the coal industry.

Figure 8 Relation with Prior or Current Employment in or related to Coal Mining



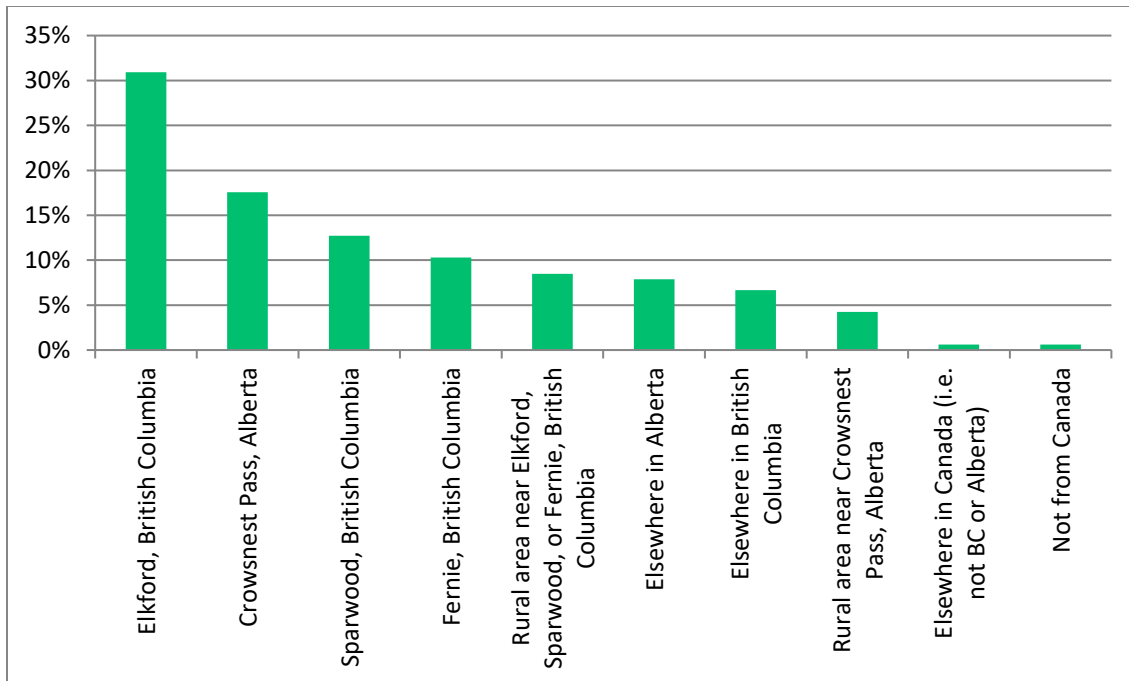
3.3.3 Respondent Location

Question 13 asked respondents for their location. Most of the respondents (Figure 9) were from Elkford, BC (31%), followed by Crowsnest Pass, AB (18%), Sparwood, BC (13%), and Fernie, BC (10%). Very few respondents were from outside BC or Canada.

The use of local Facebook groups to distribute the survey appears to have reached the local target audience with very little leakage to outside BC or Canada.

Employment in the local area is predominantly related to coal mining. As such the high level of local response shows auto-correlation with the respondent's coal related employment (Section 3.3.1) and residents with close relations with coal related employment (Section 3.3.2).

Figure 9 Survey Respondent's Location



3.3.4 Relationships with Specific Groups

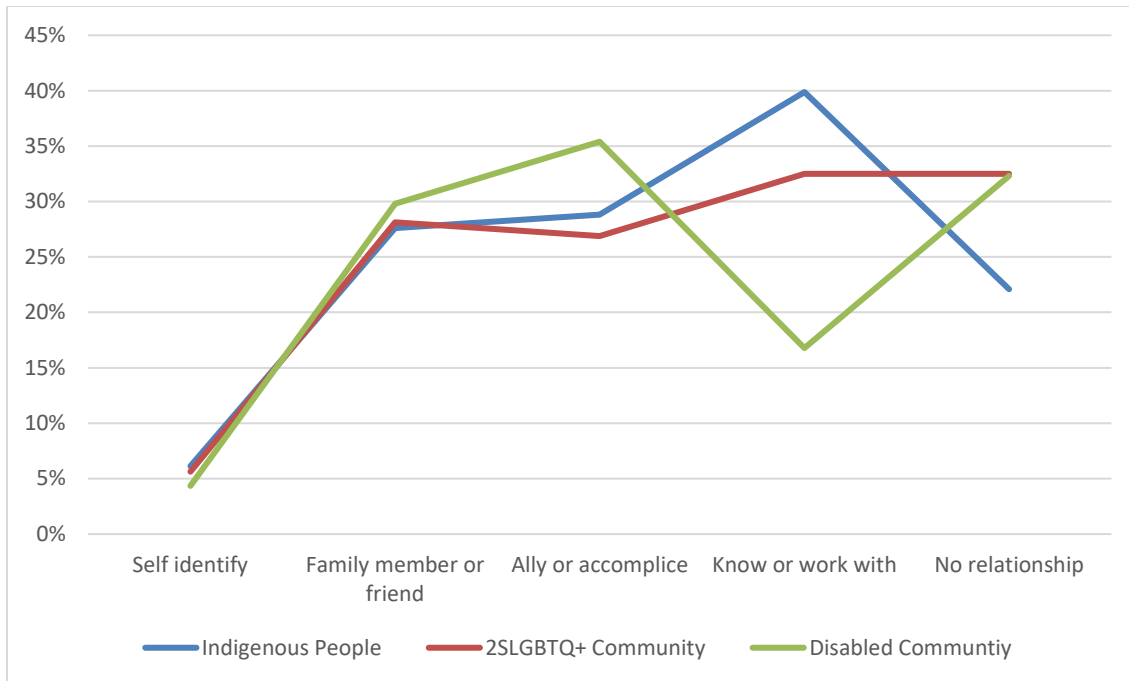
Questions 14, 15, and 16 asked respondents about their relationship with Indigenous people, the 2SLGBTQ+ community, and the disabled community (Figure 10). Survey respondents included 10 people that self-identified as Indigenous, 9 people that self-identified as 2SLGBTQ+, and 7 people that self-identified as a member of the disabled community.

There was a difference between groups for how people self-identified for working with or knowing someone from the group (response choice “Colleague or acquaintance of an Indigenous person”):

- 40% for an Indigenous person.
- 33% for a member of the 2SLGBTQ+ community.
- 17% for a member of the disabled community.

This might indicate the lack of visibility of the disabled community in southeast BC or that the jobs in the coal mining industry do not accommodate people with disabilities.

Figure 10 Survey Respondent's Relationship with Specific Groups

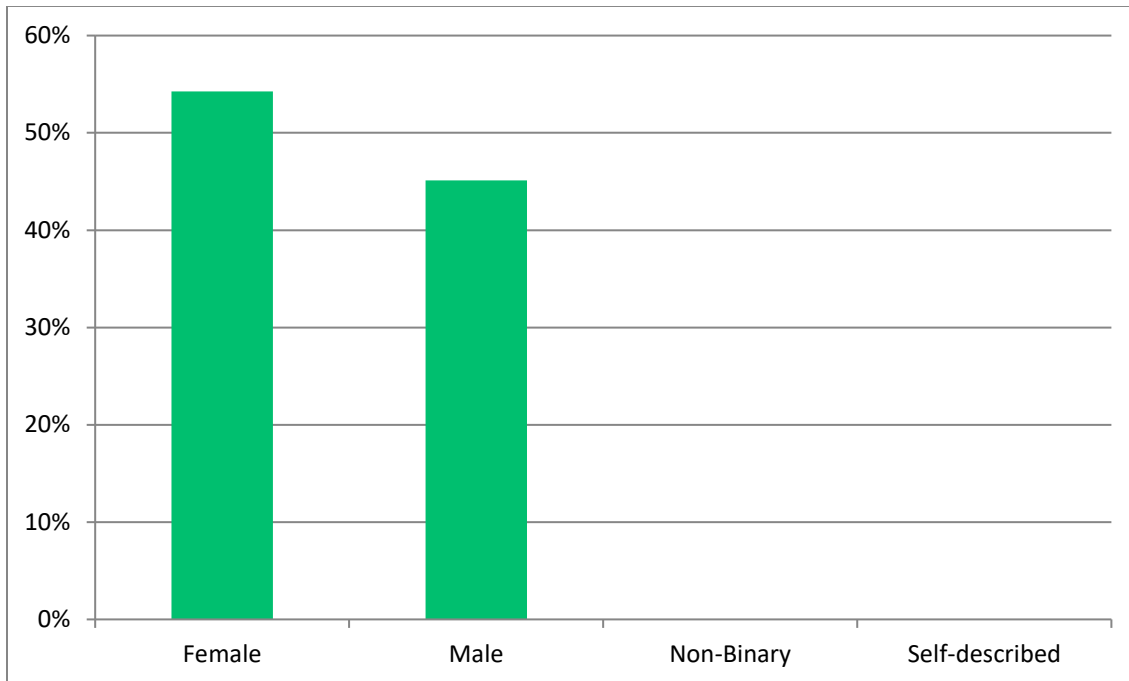


3.3.5 Respondent Gender Identity

Question 17 asked respondents to share their gender identity (Figure 11). No respondents responded as non-binary or chose to self-describe. This left the self-identified genders of the respondents as 54% female and 45% male.

The relatively even split between female and male allowed for additional analysis to assess differences of views on other questions based on binary gender. The additional analysis is provided in Section 3.5.

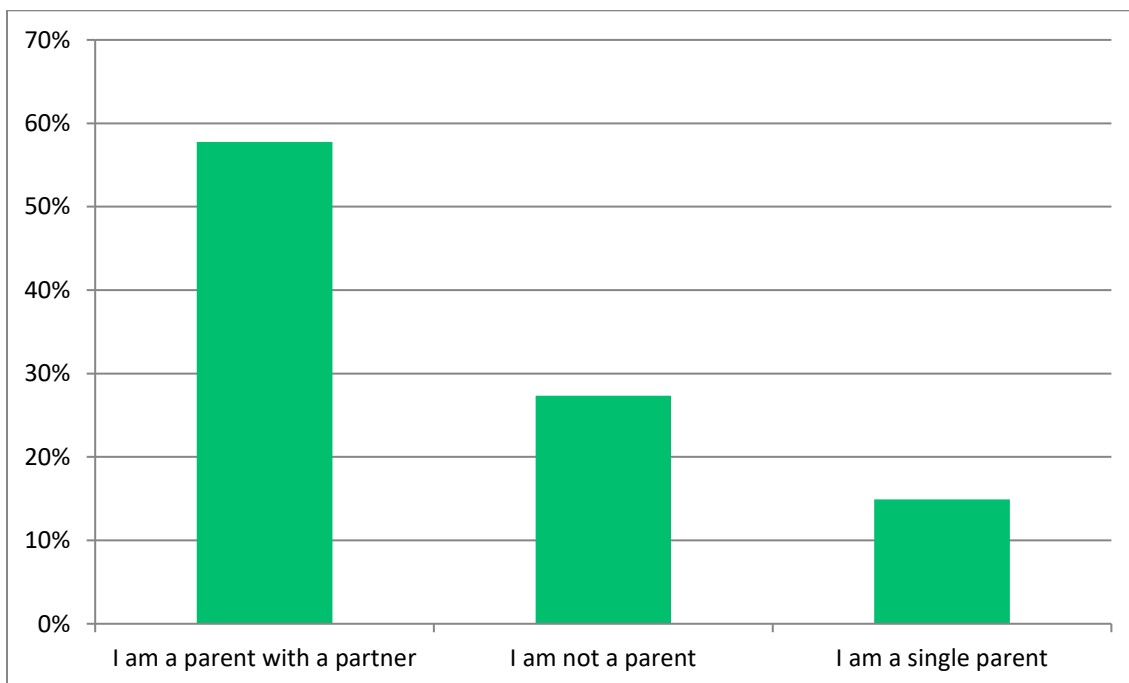
Figure 11 Survey Respondent's Gender



3.3.6 Respondent Parenting Status

Question 17 asked respondents to share their parenting status (Figure 12). Most respondents (58%) identified as a parent with a partner. The low response by single parents precluded additional analysis to assess differences of views on other questions based on parenting status.

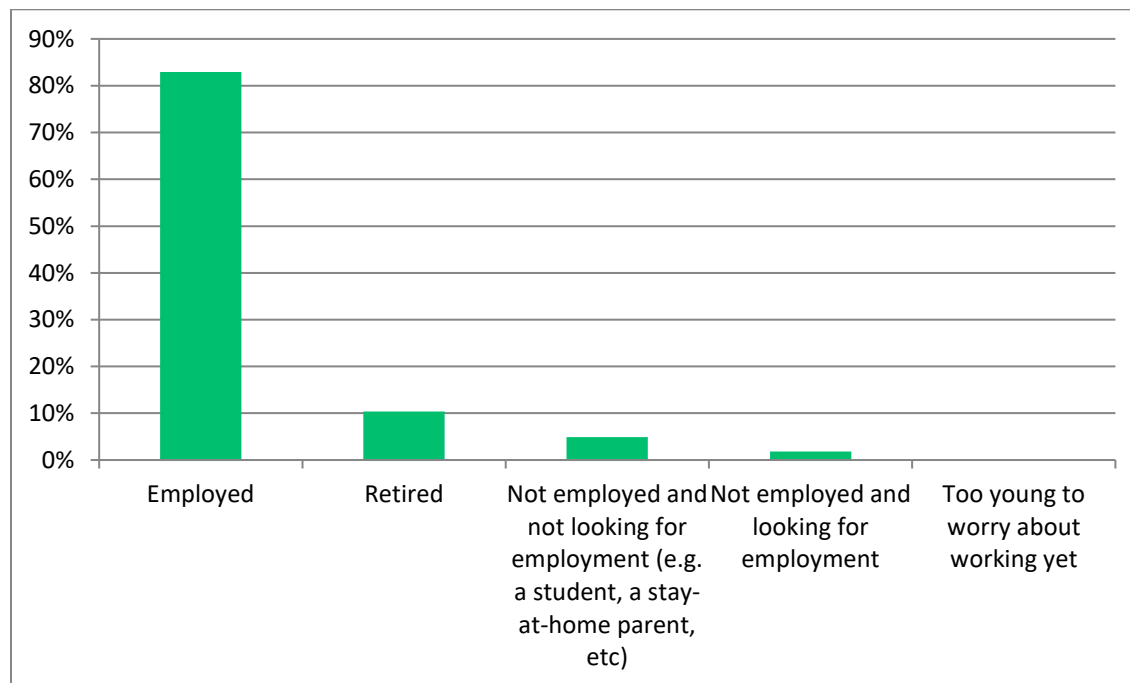
Figure 12 Survey Respondent's Parenting Status



3.3.7 Respondent Employment Status

Question 17 asked respondents to share their employment status (Figure 13). Most respondents (83%) identified as employed. The low response by unemployed respondents precluded additional analysis to assess differences of views on other questions based on employment status.

Figure 13 Survey Respondent's Employment Status



3.4 Summary Questions

3.4.1 Other Comments or Questions

41 respondents provided a specific comment or question, with 28 detailed comments that NWP could assess. Many of the detailed comments (39% or 11 out of 28) indicated support for the Project. A few detailed comments oppose the Project (18%). In general, the comments repeated responses provided to other questions in the survey including:

- Things that could improve the communities (e.g., housing, medical services)
- Things that could improve the coal industry (e.g., education, environmental performance)
- Things NWP could do to differentiate itself (e.g., corporate culture, pay and benefits, safety)

NWP acknowledges the opposition to the Project. NWP is heartened that out of the 219 respondents to the survey only 5 voiced direct opposition in their comments to this question (2%). NWP believes that we can develop a project that goes beyond business as usual for environment, safety, and culture and through that win over some of those that oppose the Project. However, we know that we won't be able to win over everyone.

3.4.2 Contact Request

32 respondents requested that NWP contact them. NWP has done so.

3.5 Analysis of Different View by Gender

As noted in 3.3.5, the response to Question 17 included a relatively even split between female and male which allows for additional analysis based on binary gender. For simplicity, the analysis of Topical Questions will only look at ranking questions that can be easily charted rather than reviewing long response questions. The analysis also looks at a summary of the responses to personal questions.

3.5.1 Thinking about Southeast BC by Gender

Question 1 asked respondents to categorize factors about life and work in southeast BC. Overall people that identified as female were more positive (often more than 30% different) than males about southeast BC but the general trend for positive was very similar between genders (Figure 14). The negative views were slightly higher for males except for housing where females were almost 70% negative as compared to males at under 50% negative (Figure 15).

The difference between females and males in their views of southeast BC are minor and hard to draw conclusions about. Perhaps the more positive views by females about the area

Figure 14 Comparing Female and Male Positive Responses When Thinking About SE BC

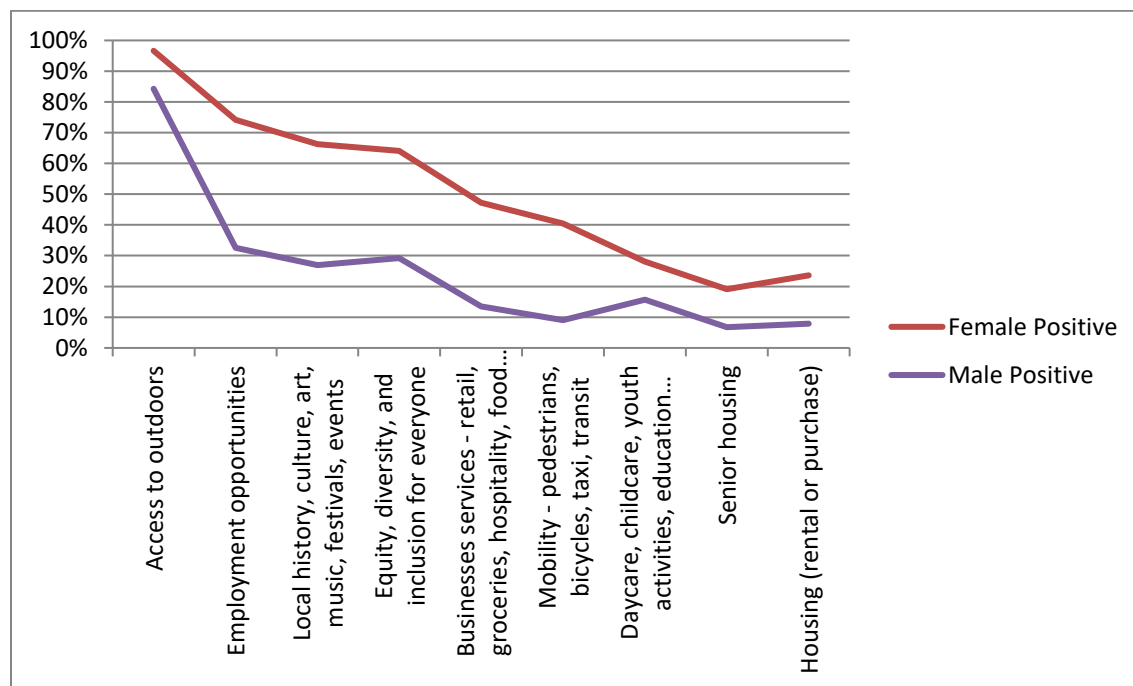
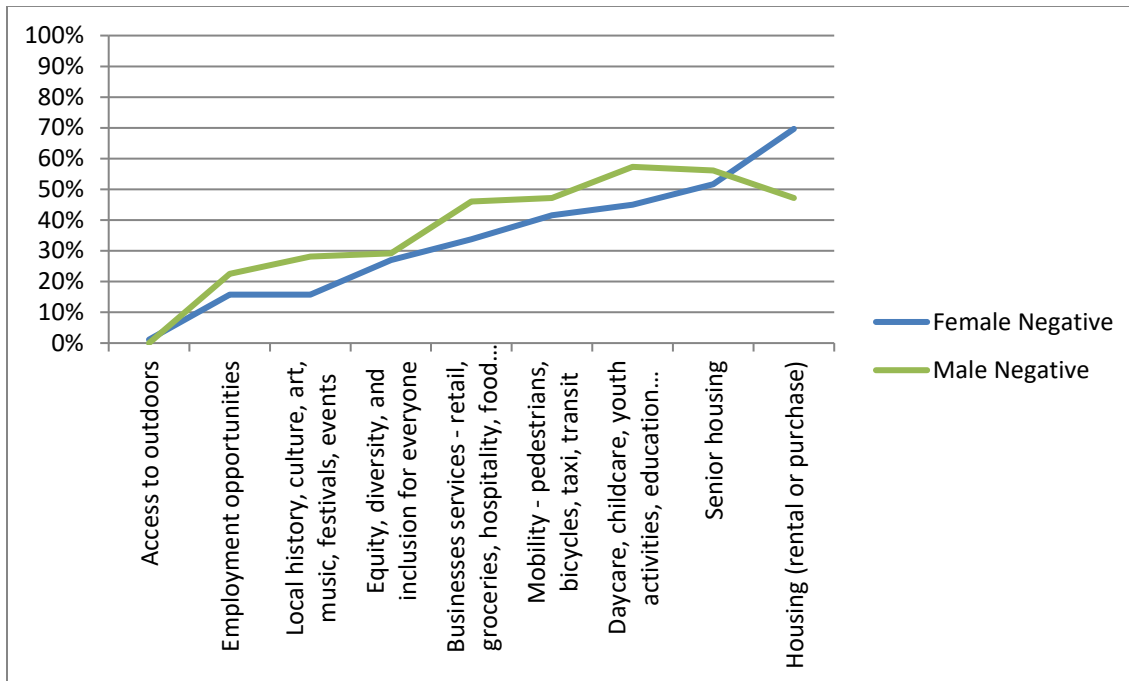


Figure 15 Comparing Female and Male Negative Responses When Thinking About SE BC



3.5.2 Thinking about the Metallurgical Coal Industry by Gender

Question 5 asked respondents to categorize factors about working in the metallurgical coal industry. Overall people that identified as male were slightly more positive (less than 10% different) than females about the metallurgical coal industry (Figure 16). The general trend for positive was very similar between genders. The negative views were slightly higher for females but very similar (often within a few percent)(Figure 17).

Figure 16 Comparing Female and Male Positive Responses When Thinking About the Metallurgical Coal Industry

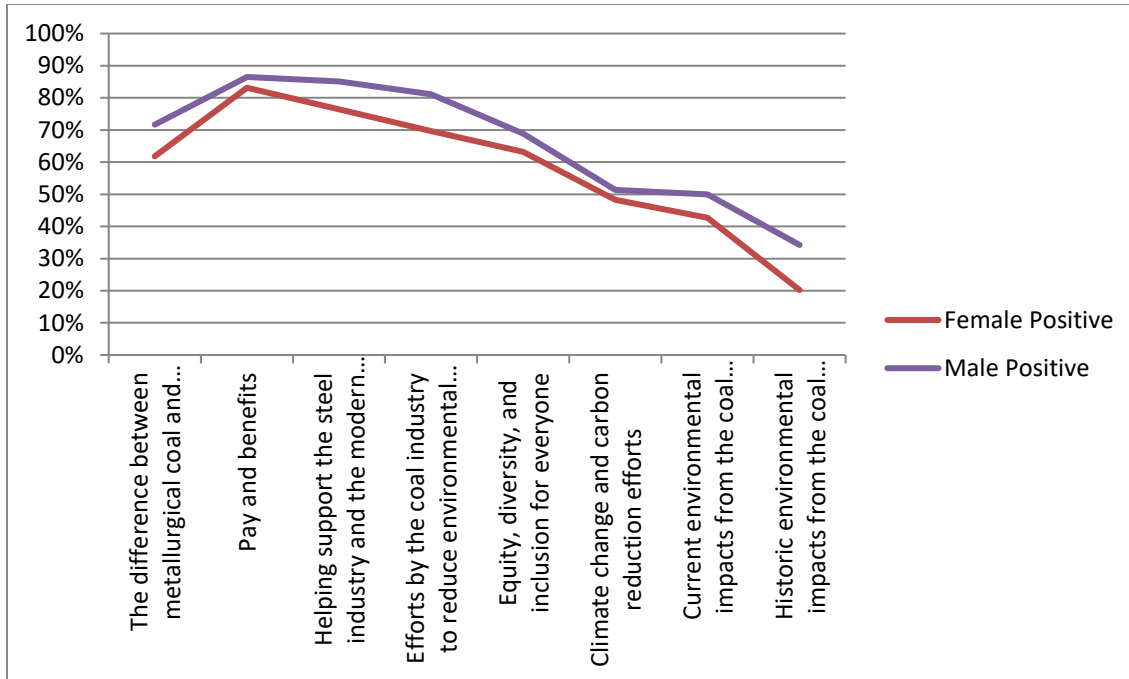
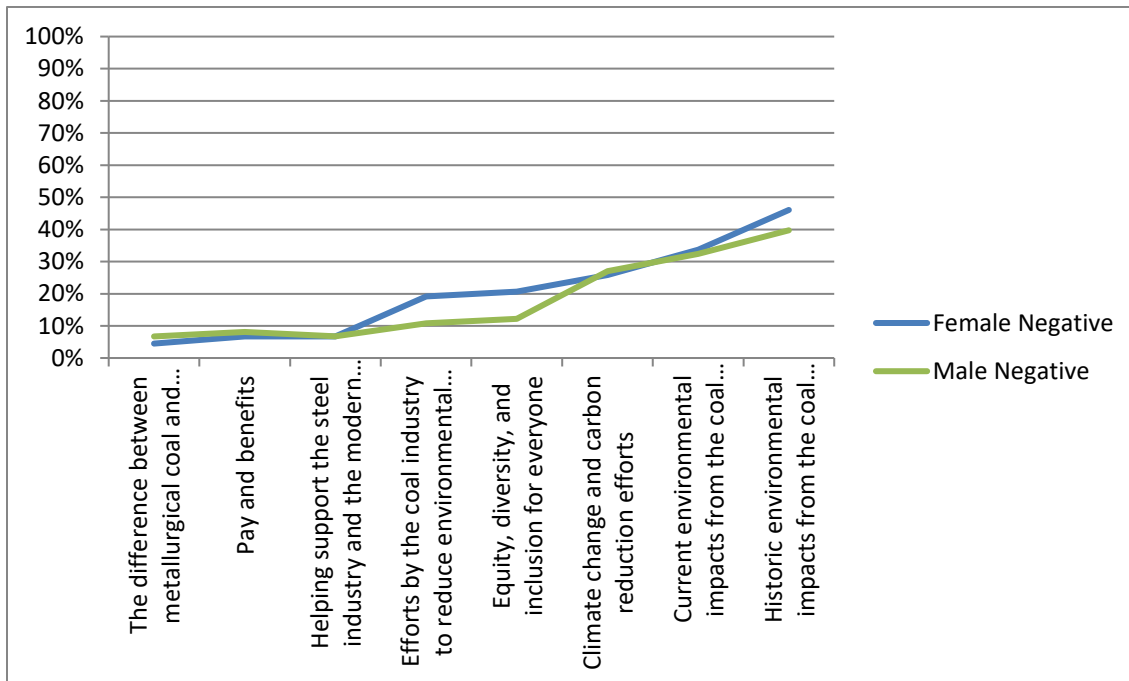


Figure 17 Comparing Female and Male Negative Responses When Thinking About the Metallurgical Coal Industry

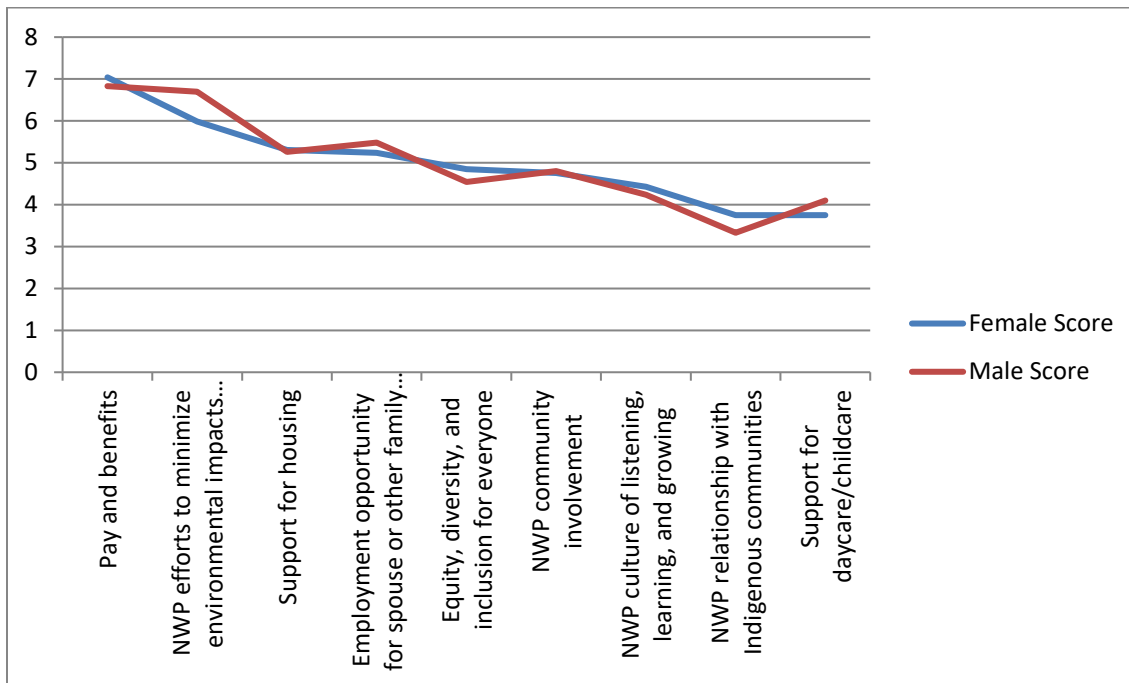


3.5.3 Factors for Considering NWP Employment by Gender

Question 7 asked respondents to rank various factors when considering possible employment with NWP. Overall the ranking was very similar between genders (Figure 18). Notable differences include:

- Males ranked “NWP efforts to minimize environmental impacts and to not add to regional cumulative effects” higher than females (6.70 vs 5.99)
- Females ranked “NWP relationship with Indigenous communities” higher than males (3.75 vs 3.33)
- Males ranked “Support for daycare/childcare” higher than females (4.10 vs 3.75)

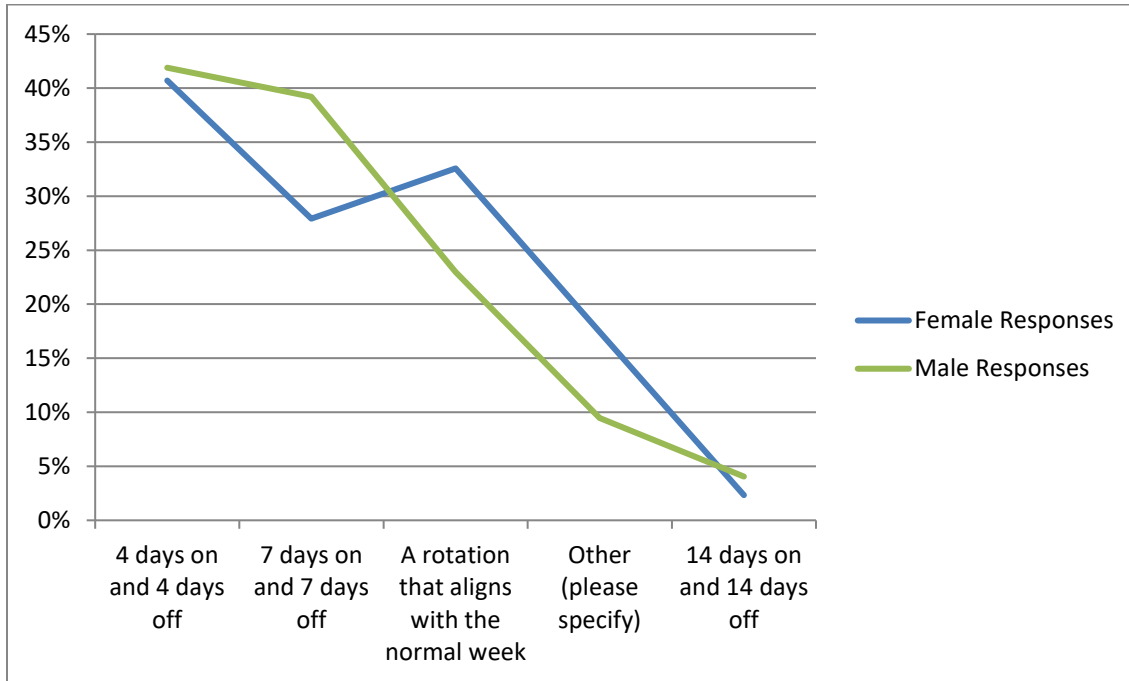
Figure 18 Comparing Female and Male Ranking of Factors for considering NWP Employment



3.5.4 Preferred Shift by Gender

Question 8 asked respondents what work shift they preferred. Males and females both ranked a 4 days on and 4 days off rotation as their top choice (Figure 19). For second choice Males preferred 7 days on and 7 days off whereas females preferred a rotation that aligns with the normal work week. For third choice they chose the other gender's second choice.

Figure 19 Comparison between Female and Male Shift Rotation Preference



3.5.5 Personal Questions by Gender

While many responses to the personal questions were very similar by Gender a few differences are notable (Table 1). More male respondents held coal related employment whereas more females have a close relation with coal related employment. Females were more likely to consider themselves allies of specific communities whereas males saw themselves as more likely to have no relationship with specific communities. More females identified as single parents or as unemployed but not looking for work.

Table 1 Comparison of Female and Male Responses to Personal Questions

Factor	Male Response	Female Response
Coal related employment	85%	73%
Relation with coal related employment	68%	79%
Ally or accomplice of Indigenous peoples	18%	38%
Ally or accomplice of 2SLGBTQ+ community	18%	35%
Ally or accomplice of disabled community	26%	43%
No relationship with Indigenous people	30%	16%
No relationship with 2SLGBTQ+ community	36%	29%
No relationship with disabled community	40%	26%
Single parent	11%	18%
Not employed but not looking for work	1%	8%

Note – the higher response was shaded green to ease review.

4 Discussion

4.1 General Findings

The survey’s response and completion rate show where efforts to improve NWP’s surveys are working and where further work is required.

The survey design and distribution approach improved upon prior surveys. By putting the topical questions first, respondents that dropped out before completing the survey still provided useful information. By posting the survey to Facebook, in particular on multiple bulletin boards in the target communities, the survey reached the target audience. NWP will ensure on future surveys to continue this design where the most important questions are early in the survey. NWP will also try to keep broadening our response and improving how we distribute the surveys.

Notably, prior surveys have had a good response from LinkedIn while this survey did not. The targeted nature of this survey may have not been of interest to the audience we reach on LinkedIn. NWP will make efforts to improve our LinkedIn presence so that Project communications and surveys are seen by interested parties.

The link provided to local Chambers of Commerce did not receive any responses. NWP will need to consider how information is rolled out to Chambers and what we can do to use that communication channel to share information and distribute surveys.

4.2 Topical Findings

The survey's findings on the topic of interest – living and working in southeast BC's coal mines – reinforce focus areas for NWP to contribute to the local communities, be a part of transforming the metallurgical coal industry, and to stand out amongst our industry peers.

Survey respondents value southeast BC for the outdoors, the sense of community, and jobs in the region but feel the area would benefit from more housing, more health care, and more programs for youth including day-care.

Survey respondents value the metallurgical coal industry for employment and economic opportunity, the difference between metallurgical coal and thermal coal, and the efforts made by the industry to address environmental impacts. They feel the industry needs to address past environmental impacts, current environmental impacts, and GHG emissions (climate change).

Survey respondents feel that NWP could stand out as a potential employer through:

- Pay and benefits
- NWP efforts to minimize environment impacts and to not add to regional cumulative effects
- Support for housing
- Providing more information about NWP to the public.
- Safety
- Encouraging/supporting workers living locally

NWP will work with community organizations and all levels of government to support:

- Access to the outdoors
- Sense of community
- Housing
- Health care
- Youth programs (including day-care)

NWP will, on its own and in collaboration with industry groups and peers, work on public education programs related to:

- metallurgical coal vs thermal coal
- need for metallurgical coal
- Industry efforts at GHG reduction
- Industry environmental successes

NWP will build a working culture that promotes:

- Safety
- Equity, diversity, and inclusion
- Transparent, open, ongoing communication
- Respect and support for Indigenous communities
- Doing environmental work right the first time and every time
- Hiring local and encouraging employees to be an active part of the local communities

4.3 Gender Findings

The survey's gender findings point out specific areas for NWP to work on to encourage and support female employment.

Responses by males and females were similar for all topical questions with only a few notable differences. Females second choice for a shift rotation was for a shift that fit a normal work week whereas males second choice was a 7 days on and 7 days off shift.

Responses by males and females showed some differences to the personal questions, in particular where it came to relations with specific groups (Indigenous peoples, 2SLGBTQ+ community, and disabled community). Females were more likely to identify as an ally and males were more likely to see themselves as having no relationship with the groups.

For NWP to work towards a diverse workforce that is inviting and rewarding for female employees, NWP will need to consider creating shifts that fit with a normal work week. NWP will also need to support and encourage allyship for diverse groups.

5 Summary

In general, NWP sees the *Working SE BC's Coal Mines* survey as a success. The survey received responses from our target audience - local communities (Elkford BC, Sparwood BC, Fernie BC, and Crowsnest Pass AB). The survey raised NWP's awareness of key areas to focus on to become part of the local community, to help address community and industry issues, and to help us attract employees. Males and females responded differently to some of the survey which gives NWP some insight on how to better attract and retain female employees.

The survey's response and completion rate show where efforts to improve NWP's surveys are working and where further work is required. The survey design and distribution approach improved upon prior surveys. By putting the topical questions first, respondents that dropped out before completing the survey still provided useful information. Distribution to Facebook community bulletin boards worked very well, whereas the response from posting the survey to LinkedIn was low and there was no response to the survey being broadcast through local Chambers of Commerce.

The survey's findings on the topic of interest – living and working in southeast BC's coal mines – reinforce focus areas for NWP to contribute to the local communities, be a part of transforming the metallurgical coal industry, and to stand out amongst our industry peers.

NWP could contribute to local communities through programs to create more housing, more health care, and more programs for youth including day-care. NWP could contribute to the transformation of the metallurgical coal industry by collaborating on past and present environmental impacts and GHG emissions. NWP could stand out as a potential employer through competitive pay and benefits, and through strong efforts to support local communities and to transform industry. NWP will need to build a working culture that promotes:

- Safety
- Equity, diversity, and inclusion
- Transparent, open, ongoing communication
- Respect and support for Indigenous communities
- Doing environmental work right the first time and every time
- Hiring local and encouraging employees to be an active part of the local communities

NWP is pleased that the survey's gender findings provided some specific areas for NWP to work on to encourage and support female employment. For example, NWP will need to consider creating shifts that fit with a normal work week. NWP will also need to support and encourage allyship for diverse groups.

NWP acknowledges that there is opposition to the Crown Mountain Coking Coal Project. NWP is heartened that out of the 219 respondents to the survey only 5 chose to express opposition in their response to our summary question asking for general comments (2%). NWP believes that we can develop a project that goes beyond business as usual for environment, safety, and culture and through that win over some of those that oppose the Project. However, we know that we won't be able to win over everyone.