



**Environmental and Social Impact
Assessment for the Troilus Mine Project**

INFORMATION AND CONSULTATION
PROCESS

Environmental and Social Impact Assessment for the Troilus Mine Project

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Acronyms and abbreviations

2SLGBTQIA+	Two-spirited, lesbian, gay, bisexual, transgender, queer and intersex people as well as people in sexual and gender diversity communities who use other terminology
GBA+	Gender-based analysis plus
IAAC	Impact Assessment Agency of Canada
AEMQ	Association exploration minière du Québec
AFEAS	Association féministe d'éducation et d'action sociale Chibougamau
APHCC	Association des personnes handicapées de Chibougamau-Chapais
ARBJ	Administration régionale Baie-James
ASD	Apatisiwin Skills Development
CBHSSJB	Cree Board of Health and Social Services of James Bay
JBNQA	James Bay and Northern Quebec Agreement
FPIC	Free, prior and informed consent
COMEX	Environmental and Social Impact Review Committee
CRSSS	Centre régional de santé et de services sociaux
TRC	Truth and Reconciliation Commission of Canada
UNDRIP	United Nations Declaration on the Rights of Indigenous Peoples
ECCC	Environment and Climate Change Canada
ESIA	Environmental and Social Impact Assessment
CNG	Cree Nation Government
EIJBRG	Eeyou Istchee James Bay Regional Government
CIM	Canadian Institute of Mining, Metallurgy and Petroleum
CEAA	Canadian Environmental Assessment Act
MELCCFP	Ministry of Environment, the Fight Against Climate Change, Wildlife and Parks Ministère de l'Environnement et de la Lutte contre les changements climatiques, de la Faune et des Parcs.
NCEOE	Nishiiyuu Council of the Elders
CNM	Cree Nation of Mistissini
OBCN	Oujé-Bougoumou Cree Nation
TSF	Tailings Storage Facility
EMP	Emergency Management Plan
VC	Valued component

4. Information and consultation process

The Troilus mining project is part of a sustainable development approach that considers the social and economic dimensions of the host community. Social acceptability by the host communities is therefore an essential condition for the project to go ahead.

To explain the project properly and mobilize local communities and stakeholders, Troilus Gold Corp (Troilus) has been conducting information and consultation initiatives since purchasing the mine in 2017. These steps have made it possible to gather the concerns, views and expectations of local communities and stakeholders affected by the gold and copper mine project.

The Troilus mine project site is located on Category III lands under the James Bay and Northern Quebec Agreement (JBNQA), on the territory of the Cree community of Mistissini. The information and consultation process were carried out primarily with the Cree communities of Eeyou Istchee Baie-James and the Jamesian communities (Chibougamau and Chapais), whose territory cover to the proposed project.

The purpose of this chapter is to respond to the requests of the Tailored Impact Statement Guidelines and the Directive of the Ministry of Environment, the Fight Against Climate Change, Wildlife and Parks (MELCCFP). These requests concern the preoccupations, opinions and reactions of local communities, including a presentation of the consultations carried out and the main elements of the Public Participation Plan and the Indigenous Engagement and Partnership Plan (IAAC, 2023a and 2023b).

4.1 Cree communities

In May 2022, the Impact Assessment Agency of Canada (IAAC), Environment and Climate Change Canada (ECCC) and the Cree Nation Government (CNG) signed an agreement to ensure Cree involvement in the impact assessment process for the Troilus mining project.

The IAAC intends to consult with two nations and one Cree organization to understand their concerns and the potential impacts of the project on the exercise of their potential or established Indigenous and treaty rights, and, where appropriate, to accommodate them. The Indigenous on the Crown's consultation list are:

- Cree Nation of Mistissini (CNM);
- Oujé-Bougoumou Cree Nation (OBCN);
- Cree Nation Government.

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Troilus has therefore prepared this chapter of the impact assessment to provide information on Troilus' engagement with Indigenous communities potentially affected by the project, including:

- The engagement plan and integration of traditional knowledge (section 4.1.1);
- Key engagement activities and results to date (section 4.1.2);
- Future engagement activities following the submission of the impact assessment (section 4.1.3).

Troilus recognizes the importance of working in partnership with indigenous communities to establish a mutually beneficial, cooperative and productive relationship based on transparent information sharing, respectful engagement, open dialogue and meaningful partnerships.

Chapter 24 (Rights and Interests of the Cree) presents the indigenous territories closest to the project. These chapters also provide the assessment of project-related effects reflecting the interests of each indigenous community involved in the project. Residual cumulative effects specific to each indigenous community involved in the project are assessed in Chapter 25 (Cumulative Impact Assessment).

4.1.1 Summary of engagement activities

The project's mobilization activities are guided in part by past and current mobilizations and agreements with the Indigenous peoples concerned by the project area (section 4.1.1.1). The regulatory and political context guiding Troilus' mobilization efforts is described in section 4.1.1.2. The compilation and processing of traditional knowledge are described in section 4.1.1.3, the list of stakeholders consulted is presented in section 4.1.1.4, and the engagement methods reflecting the opinions, preferences and protocols of each participating indigenous people are described in section 4.1.1.5.

4.1.1.1 Mobilization and previous agreements

Until its purchase by Troilus in 2017, the mine was owned by Inmet Mining Corporation, which kept it in operation from 1996 to 2010, followed by First Quantum Minerals, which acquired the rights in 2013. Since 2017, Troilus has held several discussions and consultations with the Mistissini Cree community, mainly on obligations related to the site's closure in 2010 and subsequent environmental follow-up. Troilus signed a Pre-Project Agreement in 2018 with the Mistissini Cree community aimed at facilitating ongoing cooperation between the parties, providing a framework for communication and collaboration during the exploration and development phases.

4.1.1.2 Regulatory and policy context

The Crown has a legal duty to consult and, where appropriate, accommodate Indigenous peoples when considering actions that may adversely affect a potential or established Indigenous or treaty right. The Crown has delegated the procedural aspects of this obligation, as it relates to the Project, to Troilus through the directives and requirements set out in the Federal Project Guidelines. Accordingly, Troilus' engagement approach is also guided by relevant regional, national and international declarations, policies, guidance documents and best practices with respect to indigenous rights and interests in Canada:

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- The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) including the principle of Free, Prior and Informed Consent (FPIC) (United Nations General Assembly, 2008);
- The final report and 94 recommendations of the Truth and Reconciliation Commission (TRC, 2012a and b);
- Consultations carried out by the promoter: expectations of the Environmental and Social Impact Review Committee (COMEX);
- Policy Framework on Indigenous Knowledge in the Context of Project Reviews and Regulatory Impact Decisions (IACC, 2022a);
- The Guidance Document: Gender-Based Analysis Plus in Impact Assessment (IACC, 2021);
- The Guidance Document: Collaboration with Indigenous peoples during impact assessments (IACC, 2024a);
- The Guidance Document: Assessing Potential Impacts on the Rights of Indigenous Peoples (IAAC, 2022b);
- Guidance Document: Practices for the Protection of Confidential Indigenous Knowledge under the Impact Assessment Act (CEAA, 2020);
- The Guidance Document: Consideration of Indigenous Knowledge under the Impact Assessment Act (IAAC, 2020);
- Framework and Guide: Indigenous Participation in Impact Assessment (IACC 2024b and 2024c);
- Aboriginal Mental Wellness and Major Project Development: Guidance for Impact Assessment Professionals and Aboriginal Communities (Firelight Research Inc., 2021);
- Technical Guidance for Assessing the Current Use of Lands and Resources for Traditional Purposes under the Canadian Environmental Assessment Act (IAAC) 2012 (IAAC 2015);
- The tool – Assessing the quality of a GBA Plus in the Impact Statement (IAAC).

4.1.1.3 Traditional knowledge

Troilus understands that there is no universally accepted definition of indigenous knowledge, and that it is community- and place-specific, arising from the intimate relationship indigenous peoples have had with their environment and territory for thousands of years (IACC, 2022a). Indigenous knowledge is therefore understood as existing within indigenous legal, political and governance systems, and may include nation-specific direct observations of the biophysical world, as well as ecological indicators, oral histories, community practices, languages, teachings, laws, relationships, rituals, cultural identity, spirituality, worldviews, cultural values and other ways of knowing that have been identified by the nation (IACC, 2022a). Indigenous knowledge is considered to be cumulative and dynamic, developed through the experiences of previous generations, informing the practice of current generations and evolving within the context of contemporary indigenous societies (IACC, 2022a). Indigenous knowledge used in this assessment comes from ongoing engagement, project-specific and nation-led studies, secondary sources and publicly available information identified through engagement with interested indigenous nations. The treatment of Indigenous knowledge in the Environmental and Social Impact Assessment (ESIA) is

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presented with any modifications requested by interested Indigenous communities following opportunities for review and comment.

Troilus recognizes that Western knowledge and worldviews, which have served as the foundation for current Canadian and provincial legislation, policies, regulations and institutions, may limit how indigenous knowledge is integrated into project planning. As such, Troilus believes that Indigenous communities are in the best position to identify their priorities and interests, and to share their views in their own words, and that this information should be taken into account in the same way as any other source of information. Accordingly, Troilus has a responsibility to present and evaluate all views expressed in order to inform project design and planning, and to recognize and strive to reconcile any disparities or points of disagreement between the applicant and potentially affected indigenous communities.

Troilus seeks to work collaboratively with Cree communities to address concerns raised and provide updates based on the results of engagement, including how their input has influenced project planning. Where made available by Indigenous communities through engagement, information gathering and voluntary information sharing, Indigenous knowledge was reviewed and incorporated into project design and the ESIA, where appropriate. In each Valued Component chapter (Chapters 8 to 24), indigenous knowledge is presented in the component description, and a summary of the concerns the project has identified through Troilus' engagement efforts is provided. Consideration of indigenous knowledge and the views of indigenous nations helps to assess whether Troilus' planned mitigation measures would effectively manage the potential interactions identified, or whether additional or refined mitigation measures are warranted.

Information shared with Troilus that is considered confidential will not appear in public records. Confidentiality provisions are included in Troilus agreements to protect confidential information provided by indigenous peoples, in line with the regulatory and policy guidance described in section 4.1.1.2.

4.1.1.4 Stakeholder identification

Project stakeholders include tallymen and their families whose traplines overlap the project site, Cree communities, government agencies and various organizations. The list of stakeholders consulted for the project is presented in Table 4.1.

Table 4.1 List of indigenous project stakeholders

Type of stakeholder	Stakeholder
Government entities	Cree Nation of Mistissini Oujé-Bougoumou Cree Nation Cree Nation Government Regional Government of Eeyou Istchee James Bay Grand Council of the Crees
Traditional activities	Land users Cree Trappers' Association of Mistissini

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Type of stakeholder	Stakeholder
Institutions	Cree Board of Health and Social Services of James Bay Aanischaaukamikw Cree Cultural Institute Apatisiwin Skill Development Cree School Board
Tourism and outfitters	Niibischii Corporation Cree Outfitting and Tourism Association Tourisme Mistissini Mistissini Outfitting Camps inc. Square-Tail Lodge Tourisme Oujé-Bougamau
Social organizations	Cree Women's Association of Eeyou Istchee Cree Nation Youth Council Cree Women Association of Mistissini Mistissini Elders Council Mistissini Youth Council Nishiyuu Council of the Elders Petaapin radio
Companies	Eskan Minopro-Cree Mistissini Drilling Nisk Construction

4.1.1.5 Engagement methods

Since Troilus purchased the mine in 2017, it has implemented a wide range of engagement activities and communication tools based on the state of relations and the specific interests of each indigenous community.

Generally speaking, these activities include

- Dissemination of project information via the website, including seasonal newsletters (<https://troilusgold.com/sustainability/community-newsletters-and-media/>), with an option to receive notifications when new information is released;
- Dissemination of project information via the Facebook and LinkedIn social networks;
- Participation in community events, including open houses and community meetings;
- Exploration authorizations, protocols, agreements and other arrangements in progress, signed or to be signed, where applicable;
- The formation of committees, the recruitment of a community liaison officer and the organization of regular meetings, according to needs, requests and/or agreements;
- Participation in the IAAC-led task force to coordinate revisions and focus on key issues associated with the project. The working group is composed of the Cree Nation Government and selected agencies, with an emphasis on agencies whose mandates directly overlap with the key regulatory concerns likely to be associated with the project;
- The sharing of maps and other documents to help community members, particularly land users, identify potential or important traditional sites;

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- Opportunities for participation in the ESIA and several core curricula, including traditional knowledge and land use, to foster capacity building, information sharing and fruitful collaboration;
- The dissemination of employment opportunities and contracts. Future training programs and opportunities, job offers and business opportunities will also be disseminated, with a focus on Troilus' procurement and hiring programs for indigenous people, indigenous-owned businesses and joint ventures;
- Regular sharing of information via email, including sending, since October 2019, a monthly operation report to land users, the Cree community of Mistissini, the Cree Nation of Mistissini environmental administrator, the Cree Nation Government (CNG), the Cree Health Board, the Oujé-Bougoumou mining coordinator, the Eeyou Istchee Baie-James regional government, the Mistissini Youth Council and the Mistissini Elders Council;
- Troilus-led community meetings, held in the community where appropriate, to present aspects of the ESIA and other project updates, with opportunities for questions and in-depth answers;
- Validation of the interpretation and use of traditional knowledge in assessment documents.

Specific engagement activities are described in the following sections.

Community liaison

The mission of the Community Liaison Officer is to keep the Cree community informed of Troilus activities, consult with impacted families, integrate traditional knowledge into long-term planning, and ensure that Cree social, environmental and economic concerns are shared and addressed by Troilus.

From 2018 to 2022, a Troilus community liaison officer was present in an office in Mistissini. Initially employed directly by Troilus until 2022, this role was transferred to the employment of the Cree Nation of Mistissini to better represent the interests of community members. However, this role could not be maintained due to a lack of funding.

Since February 2025, Troilus has been working with a new liaison officer employed by the mine.

Preliminary consultations (initial project description)

On January 19, 2022, and February 3, 2022, Troilus held preliminary consultations with the Cree Nation of Mistissini as part of the initial project description with the IAAC. The objectives were to provide information on the project, explain the upcoming impact assessment process, gather stakeholder concerns, determine the weight to be given to various aspects of the ESIA, and discuss ways to facilitate the consultative process.

The January 19 consultation took place in virtual mode from 1 to 3:30 p.m. Representatives of the families of the traplines affected by the project (M-34 M-39A and M-40), the Chief and Deputy Chief of the Cree Nation of Mistissini were present.

The February 3, 2022, consultation took place in virtual mode from 9:30 a.m. to 11 a.m. Representatives from the families of traplines M-34 and M-39A took part, as well as a representative from each of the

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following organizations: the Mistissini Youth Council, the Nibiischii Corporation and the Mistissini Native Women's Association. A slide show was used to support the presentation.

Surveys

In October and November 2023, a survey was conducted among representatives of families affected by the project, as well as 23 Indigenous government, municipal and community organizations and businesses. The questionnaire sent out as part of this survey was designed to assess respondents' level of knowledge about the project, as well as to gather their concerns, suggestions and questions. The questionnaire was sent to the following organizations and companies:

- Aanischaaukamikw Cree cultural institute
- Apatisiwin Skills development
- Cree Women of Eeyou Istchee Association
- Cree School Board
- Nibiischii Corporation
- Conseil cri de la santé et des services sociaux de la Baie-James (CCSSSBJ) (*Cree Board of Health and Social Services of James Bay [CBHSSJB]*)
- Cree Nation of Mistissini
- Cree Nation of Mistissini Youth Council
- Cree Nation Youth Council
- Cree Outfitting and Tourism Association
- Elders Council of Mistissini
- Eskan
- Minnopro
- Mistassini Outfitting Camps Inc.
- Mistissini Cree Trappers' Association
- Tourisme Mistissini
- Nishiyuu Council of the Elders (NCEOE)
- Oujé-Bougoumou Cree Nation
- Oujé-Bougoumou First Nation Youth Council
- Oujé-Bougoumou Petaapin Youth Center
- Petaapin radio
- Square-Tail Lodge Outfitter
- Tourisme Oujé-Bougoumou

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Committees

Pre-project committee

On November 14, 2018, a first pre-project meeting was held between Troilus, the Cree Nation of Mistissini and the Cree Nation Government. This meeting was part of the pre-project agreement signed in July 2018 between Troilus, the Cree Nation of Mistissini, the Grand Council of the Crees and the CNG. This agreement serves as a precursor to an Impact and Benefits Agreement, which will be negotiated at a later date. Its purpose is to facilitate ongoing cooperation between the parties, providing a framework for communication and collaboration during the exploration and development phases. Since then, Troilus has held various meetings and presentations with this Committee, provides regular updates to the Cree Nation of Mistissini and the CNG, and meets with representatives of affected families and other community organizations.

Advisory Committee

The Advisory Committee provides a forum for discussion of the project and issues raised by stakeholders. It provides regular updates and information on new project developments, including, but not limited to, the feasibility study, remediation activities, employment opportunities and training, to those selected or delegated to sit on it. In addition to Troilus representatives and the local liaison officer, the committee includes representatives of the M-34, M39A and M-40 families, the Cree Nation of Mistissini, the Oujé-Bougoumou Cree Nation, the CNG, the Cree Nation Youth Council, Apatisiwin Skills Development, the Nibiischii Corporation, Mistissini Drilling, Nisk Construction and Eskan, Eeyou Istchee Baie-James Regional Government (EIJBRG), the Cree Board of Health and Social Services of Baie-James (CBHSSBJ) and the IAAC. The committee's primary aim is to be inclusive, allowing and encouraging the gradual integration of other Cree community members over the course of its meetings.

The first meeting of this committee was held on November 8, 2023, at the Troilus office in Mistissini. The purpose of this meeting was to establish this advisory committee for members of the Mistissini community and to identify other potential stakeholders. The meeting also aimed to gather participants' concerns and comments, and to determine the best means of communication, with e-mail identified as the preferred medium. Since then, the frequency of meetings has been set at three months a year. Meetings can take the form of a visit to the mine site.

Meetings with political authorities

In December 2018, a meeting and presentation were held in the presence of the Grand Chief of the CNG, and the Chief of Mistissini.

Individual meetings with land users

On February 27, 2019, a meeting was held between the Troilus environmental coordinator, the liaison officer and the M-39A trapline representative, concerning in particular the flora and fauna inventory process in connection with the mine reopening and the planned mitigation measures. The meeting also provided an opportunity to learn more about the latter's trapline and to gather his traditional knowledge of wildlife, particularly moose, caribou and bears.

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Between August and October 2019, Troilus met separately on a few occasions with the tallymen of the traplines affected by the project (M-34, M-39A and M-40). Troilus presented its communication plan and agreed with users on the most appropriate frequency and methods of consultation. These meetings focused on the progress of the design and provided an opportunity to gather their comments and concerns. Information on traditional knowledge was also gathered.

In November 2019, Troilus met with users impacted by the project and with the CNM Environment Department to discuss, among other things, issues related to mine operations (drainage, tailings pond, etc.) and upcoming studies (ESIA, environmental baseline studies, etc.).

During the baseline studies between 2019 and 2024, several of the consultants commissioned by Troilus consulted land users to gather their traditional knowledge on the subject of ongoing field inventories (e.g. large wildlife, fish habitats, avifauna, chiropterans). Users of trapline M35 were also interviewed to gather their traditional knowledge of wildlife and traditional activities, particularly hunting.

Stantec also conducted interviews with land users in December 2024 to gather their concerns and comments on the project, and to collect data on traditional knowledge. They were met individually in semi-structured interviews. The themes addressed were grouped into four categories: harvesting activities, housing (camps, seasonal camping, other buildings, etc.), trails and roads, and sites of social and cultural importance. Validation interviews with the people interviewed were conducted in February 2025 to validate the meeting reports.

In addition to formal consultations, Troilus works closely with land users at various levels. Indeed, some land users maintain employment with the Troilus team, while others provide services to Troilus for clearing, transportation, labour and equipment rentals.

Troilus project managers maintain ongoing communication with land users to ensure that project activities are well known to all, and to address their concerns and recommendations. Troilus maintains offices in the Cree community of Mistissini, as well as at the site itself since 2018, where land users can also come and talk to Troilus employees.

Troilus has set up a cultural site on the Troilus site in partnership with territory users. This site is used for Cree cultural events such as "first step" celebrations for young Cree children, and feasts organized following goose, bear and moose hunts. The activities that take place on this site promote the transfer of Cree knowledge and realities between Cree users and Troilus site workers and employees.

Meetings with stakeholders

On June 6, 2022, Troilus welcomed students from the Eeyou Ituun cohort, a training program set up by the Cégep de Saint-Félicien in partnership with the Cree Trappers' Association, for a short presentation on environmental monitoring associated with mining developments, as well as a site visit.

On August 16, 2022, Troilus hosted a site visit with representatives of the families of traplines M34, M39A and M40, as well as representatives of the Cree Board of Health's Public Health Department. The objectives were to answer questions and provide information, review the closure plan and monitoring program objectives, discuss remediation and monitoring activities since 2018, present the new Troilus

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project, and brainstorm communication and discussion tools. In August 2022, Troilus also held a virtual meeting where it made a presentation to the Cree Board of Health.

In March 2023, Troilus held a meeting in Oujé-Bougoumou with the mining coordinator. The objectives of this meeting were to provide basic information on the project, explain the environmental impact assessment process at the provincial and federal levels, gather concerns, questions and comments from stakeholders and rights holders, identify aspects of the project requiring further review, and discuss ways to optimize consultation and information gathering.

On November 9, 2023, Troilus participated in the Oujé Mining Symposium, which took place at the Capissit Lodge in Oujé-Bougoumou. The purpose of the event was to describe consultation processes, policies and guidelines for operating companies, as well as to provide information on the role of tallymen in Eeyou Istchee.

Open House

On October 21 and 24, 2024, open houses were held in the communities of Mistissini and Oujé-Bougoumou respectively. The objectives of these events were to provide the latest information on the project, answer questions, cultivate a bond of trust with the population, and gather questions, concerns and comments that will contribute to the development of the ESIA. At the Mistissini meeting, a few people came to talk. Only one person attended the Oujé-Bougoumou meeting.

Technical workshops

On November 14 and 15, 2022, the Troilus project development team and its engineering consultants held a workshop on water management with representatives of the Cree Nation of Mistissini and land users (representatives of families M-34 and M39A). Several water management options were presented, particularly with regard to the diversion of the Bibou creek. The comments and recommendations received were taken into account in developing the surface water management program for the Troilus mine site. In particular, it was planned to build a dike downstream of Lac Amont (PE2) to raise the water level by 4 m and facilitate the detour of the stream towards the western limit of the watershed. This dike was the subject of concern from users. As a result, the water management design was revised to exclude this dam.

On March 19, 2024, in Montreal, a second workshop on water management was held. In addition to the engineers who prepared the feasibility study (AGP and WSP) and representatives from Blumetric and Stantec, this workshop brought together representatives from the M-34, M39A and M-40 families, the Cree Health Board, the Cree Nation of Mistissini and the Grand Council of the Crees. Slide shows focusing on water management supported presentations by Troilus and WSP respectively. This workshop presented the changes that have taken place since 2022 and, like the first workshop, aimed to gather and integrate comments and recommendations from stakeholders and Cree land users. In particular, users expressed their desire for the new Bibou Creek to remain unchanged during the closure phase. It is anticipated that the watercourse will be partially diverted towards pit 87 during closure, as there are safety issues involved in maintaining this route. Troilus has undertaken to study the possibility of maintaining the watercourse during detailed design.

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On February 17 and 26, 2025, a workshop on the future restoration plan was held with land users (M-34, M39 and M-40) and the Environment Department of the Cree Nation of Mistissini. This workshop enabled Troilus to present the obligations related to the development of the future restoration plan, and to gather comments, concerns and recommendations regarding site restoration for the project. These comments and recommendations were incorporated into the preliminary restoration plan (Appendix D) and are presented in Appendix E.

Sub-group consultation (GBA+)

In order to gain an inclusive view of the Mistissini population, consultation activities were organized with specific groups to discuss the particular issues they face and the potential project impacts that could affect them. Age, gender, gender identity, sexual orientation and other socio-economic factors were considered in this study.

As a result, the following groups were surveyed:

- Youth: Youth Chief of Mistissini, Cree Nation of Mistissini Youth Council, Cree Nation Youth Council;
- Women: Cree Women of Eeyou Istchee Association, Awash Services;
- Elders: Elders Council of Mistissini;
- Group of people from the 2SLGBTQI+ : the non- profit organization Two Spirit of Eeyou Istchee (by Cree Nation of Mistissini Youth Council);
- Job seekers: Apatisiwin Skills Development (ASD).

The various groups were contacted on several occasions by e-mail and telephone. Only the Mistissini Elders Council and ASD expressed an interest in participating in the consultations. A representative of the First Nations and Inuit Advisory Committee was also present at the meeting with ASD. Informal visits were made to the Youth Council and the Women's Association.

The ten main themes addressed during the interviews were: economy and employment, working conditions, household composition, education level, language, housing, community and population services, health and well-being, traffic and transportation, and crime.

The information obtained during these consultations helped to improve these groups' understanding of the Troilus mining project, how it is perceived, opinions about the project, identification of potential impacts on their individual, community, traditional and cultural lives, as well as to develop mitigation measures to address issues, concerns and rights.

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4.1.2 Questions, comments and issues raised

Table 4.2 presents a summary of the main comments received from land users, stakeholders and members of the Cree Nation, as well as how Troilus took these comments into account. Fuller details of how the comments were addressed are available in the corresponding chapters. The table includes the following elements:

- Subject / VC;
- Comment, problem or concern;
- Chapter / section where the comment, problem or concern is addressed in the ESIA.

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Table 4.2 Summary of comments from land users, stakeholders and Cree Nation members

Topic / VC	Comment, issue or concern	Chapter / section where comment, issue or concern is addressed in the ESIA
Atmospheric environment	<p>Change in air quality (dust) Land users have expressed concerns about :</p> <ul style="list-style-type: none"> • Past experiences (former operations) where dust generation was an issue. Particular attention should be paid to certain facilities (tailings facility, crusher, ore stockpile); • Potential presence of silica and cyanide in dust and the dispersion radius; • Nuisance from traffic on the Route du Nord and for camps near the access road. <p>Land users suggested that Troilus install a dome over the tailings piles and pave the access road.</p> <p>Changing light conditions Concerns about light pollution from the Project given the Assinica reserve has been in the process of becoming a Dark Sky Reserve.</p>	Chapter 8 / Section 8.1.2
Acoustic environment	Land users have expressed concern about noise and vibration nuisance for hunting and nearby camps (former mine operations). Identified sources include heavy vehicle noise (back-up alarms, unloading, etc.). During blasting activities, vibrations could be felt at their camps.	Chapter 9 / Section 9.1.2
Hydrological Regime	<p>Land users expressed concerns about :</p> <ul style="list-style-type: none"> • Flooding risks associated with the diversion of Bibou Creek. <p>Land users have made the following recommendations to Troilus:</p> <ul style="list-style-type: none"> • Reproduction of the natural flow of Bibou Creek; • Development of Bibou Creek to promote iron dissolution (landings, oxygenation); • Use of an outside engineering firm to design the Bibou Creek Diversion Channel; • Diversion prior to start of operations and maintain new alignment without modification. 	Chapter 11 / Section 11.1.2
Surface water quality	<p>Land users and community members have expressed concerns about :</p> <ul style="list-style-type: none"> • Preservation of watercourses quality; • Drinking water supply; • Collection and treatment of water that has been in contact with mine tailings; • Spill risks; • Proper retention of tailings water; • Impact of pit dewatering on water quality in other nearby water bodies. <p>Land users have made the following recommendations to Troilus:</p> <ul style="list-style-type: none"> • Extend monitoring of water quality and flow during pit dewatering (beyond Bibou Creek and Lake A); 	Chapter 12 / Section 12.1.4

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Topic / VC	Comment, issue or concern	Chapter / section where comment, issue or concern is addressed in the ESIA
	<ul style="list-style-type: none"> • Avoid the use of cyanides in the process; • Inspection of culverts to prevent rust in water; • Continue water management workshops. 	
Groundwater quality	Land users expressed concern about the need to locate drinking water sources and monitor water quality and quantity.	Chapter 14 / Section 14.1.2
Soils and sediments	Land users expressed concern about the risk of spills and the need to take measures to prevent clandestine dumping by suppliers.	Chapter 15 / Section 15.1.2
Vegetation	<p>Land users have expressed concerns about :</p> <ul style="list-style-type: none"> • Concerns about vegetation that has not returned to normal after the reclamation of the former mine; • Effects of residue (thickened) from the concentrator on vegetation in the tailings storage facility (TSF); • Brushing/trimming required along Troilus access road (45 km) to ensure visibility, especially around curves; <p>Land users have inquired about the possibility of progressive revegetation.</p>	Chapter 16 / Section 16.1.2
Terrestrial and avian fauna	<p>Land users and community members expressed concerns about :</p> <ul style="list-style-type: none"> • Protection of species with special designation ; • Management of animal populations (e.g. proper trapping of beavers); • Excessively steep slopes for infrastructures such as existing stockpiles, which can impede wildlife movement. <p>Land users have made the following recommendations to Troilus:</p> <ul style="list-style-type: none"> • Provide passageways on the site for the movement of large wildlife during closure; • Restore the site with native vegetation attractive to moose and other wildlife. 	Chapter 17 / Section 17.1.2
Fish and Fish Habitat	<p>Land users and community members have expressed concerns about :</p> <ul style="list-style-type: none"> • Protecting aquatic fauna; • Maintaining connectivity between Lac Amont and Lac A; • Risks of species introduction depending on the source of pumped water; • Impacts of pit dewatering on fish (especially walleye); • Impacts of Bibou Creek diversion on fish habitat. <p>Users have expressed a desire for Bibou Creek to be maintained after mine closure.</p>	Chapter 18 / Section 18.1.2
Land use	<p>Land users expressed concerns about :</p> <ul style="list-style-type: none"> • Consideration of relationships between land users; • Promoting access to the land during operations and reclamation; 	Chapter 19 / Section 19.1.2

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Topic / VC	Comment, issue or concern	Chapter / section where comment, issue or concern is addressed in the ESIA
	<ul style="list-style-type: none"> Ensuring the safety of land users (site access, travel on access roads, blasting activities, etc.); Reduce impacts on recreational and tourism activities in Réserve faunique Assinica (e.g. light pollution - vs. future dark-sky reserve status); Develop/restore facilities to allow the resumption of traditional activities. 	
Infrastructure and services	<p>Land users have expressed concerns about :</p> <ul style="list-style-type: none"> Project impact on roads and maintenance costs; Importance of clearing brush and pruning to ensure good visibility on roads; Inspection of culverts considering the anticipated increase in traffic. 	Chapter 20 / Section 20.1.2
Economic conditions	<p>Land users and community members have expressed concerns about :</p> <p>Economic benefits</p> <ul style="list-style-type: none"> Ensuring benefits in surrounding communities, including contracts and local procurement; Not impacting tourism activities in the Assinica wildlife reserve; Awarding contracts to local businesses. <p>Employment</p> <ul style="list-style-type: none"> Prioritize local hiring; Possibility of avoiding income tax for Cree employees; Impact of work schedule on Cree cultural activities; Hiring process, there could be preferential treatment or discrimination against applicants or potential workers based on gender, race or background. 	Chapter 21 / Section 21.1.2
Health	<p>Physical health</p> <p>Land users have expressed concern about the effects of proximity to mining infrastructure on health in indigenous camps.</p> <p>Well-being</p> <p>Land users and community members have expressed concerns about :</p> <ul style="list-style-type: none"> The importance of fair compensation between families impacted by the project, a history of disputes over the boundary of traplines caused by the presence of the mine; Experience of racism during past operations; Difficulty of long work rotations for family life, especially for wives. 	Chapter 22 / Section 22.1.2
Landscape	<p>Land users expressed concerns about :</p> <ul style="list-style-type: none"> Slopes too steep for infrastructures such as existing stockpiles; Height of waste rock pile to be similar to the adjacent hill (landscape landmark). 	Chapter 23 / Section 23.1.2
Technological risks	<p>Land users have expressed concern about the strength of the tailings facility, considering that the infrastructure is over 30 years old. It was suggested that health and safety procedures and an emergency response plan (ERP) should be in place.</p>	Chapter 28
Communication	<p>Land users and community members expressed concerns/comments regarding :</p>	Chapter 30 / Section 30.2.18

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Topic / VC	Comment, issue or concern	Chapter / section where comment, issue or concern is addressed in the ESIA
	<ul style="list-style-type: none"> • Regular periodic consultation and communication with the population of Mistissini and the Cree Nation as a whole; • Use of appropriate media (e.g. local radio); • Communication problems with the former project (e.g. racism); • Be diligent in disseminating information to users; • Present the results of the ESIA to the community prior to project approval; • Better explain the mining process to the community. 	
Environmental management	<p>Land users and community members have expressed concerns about :</p> <p>Authorities, authorizations and permits</p> <ul style="list-style-type: none"> • Need to apply to EIJBRG for permits; • Possibility of including a representative from the Mistissini environment department; • Possibility of having an independent environmental monitoring committee. <p>Procurement, raw materials, minerals</p> <ul style="list-style-type: none"> • Ensure suppliers' environmental performance. 	Chapter 30

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4.1.3 Future engagement activities

Troilus recognizes the positive impact of the former Troilus Mine on relations with the Mistissini Cree community. Stakeholder consultation is an ongoing process that will continue beyond the filing of this ESIA. Troilus is committed to pursuing an inclusive and transparent approach by continuing its consultation efforts, including:

- Continuing the activities of the pre-project and advisory committees;
- Continue to disseminate information via the website, notably through seasonal newsletters (<https://troilusgold.com/sustainability/community-newsletters-and-media/>) with an option to receive notifications when new information is published;
- Continue to disseminate information via the Facebook and LinkedIn social networks;
- Continue to keep tallymen in the Troilus mining project area informed of project progress;
- Continue to organize regular face-to-face and virtual information and mobilization meetings with members of the Mistissini Cree community;
- Organize further visits to the project site with members of the Mistissini Cree community, as required;
- Hold, as needed, other working meetings on specific topics with relevant stakeholders (e.g. closure plan, compensation projects);
- Continue to collaborate with the Cree Nation of Mistissini and Oujé-Bougoumou Cree Nation in organizing information sessions for the general public.

Other mobilization approaches and other stakeholders could be added depending on the needs expressed by the indigenous communities.

4.2 Jamesian communities

Troilus recognizes the importance of consultation as an integral aspect of the Troilus mining project. Consultation with stakeholders (including members of the public, local organizations and businesses) and government agencies is also part of the environmental and social impact assessment process.

4.2.1 Summary of consultation activities

4.2.1.1 Stakeholder identification

Project stakeholders include federal and provincial government agencies, local municipalities, the public and various organizations and businesses. As part of the consultation activities undertaken to date by Troilus in support of the project, and based on the IAAC planning documents (i.e. Public Participation Plan, Cooperation Plan) and the MELCCFP Directive, a list of stakeholders has been established (Table 4.3).

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Table 4.3 List of project stakeholders

Type of stakeholder	Stakeholder
Government entities	IAAC James Bay Regional Health and Social Services Centre Ministère de l'Environnement, de la Lutte contre les changements climatiques, de la Faune et des Parcs Ministère des Ressources naturelles et de Forêts Ministère de la Santé et des Services sociaux Ministère des Transports et de la Mobilité durable Société de développement de la Baie-James Société du Plan Nord
Municipalities	Town of Chapais Town of Chibougamau
Mining industry	Association de l'exploration minière du Québec Mining Association of Canada Quebec Mining Association SOQUEM inc. Table jamésienne de concertation minière
Environment and Natural Environments	Conseil régional de l'environnement et du développement durable du Saguenay-Lac-Saint-Jean Nibiischii corporation Eau Secours FaunENord MiningWatch Canada Nature Québec Canadian Parks and Wilderness Society - Quebec Chapter Société pour vaincre la pollution
Socio-economic development	ARBJ Attraction Nord Chambre de commerce Chibougamau-Chapais Carrefour Jeunesse-Emploi de Chapais Carrefour Jeunesse-Emploi of Chibougamau Centre d'Entrepreneuriat nordique Corporation de développement économique de Chapais Développement économique Chapais Développement économique Chibougamau Evol (formerly Femmessor) Société d'aide au développement des collectivités Chibougamau-Chapais Tourisme Baie-James
Research and education	Cégep de Saint-Félicien Centre de formation professionnelle de la Baie-James Centre d'études collégiales à Chibougamau Centre de services scolaires de la Baie-James
Social organizations	Association des personnes handicapées de Chibougamau-Chapais Carrefour communautaire de Chibougamau Chibougamau Eenu Friendship Centre Centre communautaire juridique de l'Abitibi-Témiscamingue, Chibougamau office Clé d'accès Club de l'âge d'or Les intrépides de Chibougamau Conseil LGBTQ Équijustice Lac-Saint-Jean, Chibougamau-Chapais service point Groupe Neurones Nord-du-Québec La Mine d'or Le Petit Train inc. Les Vaillants de Chapais Le Zéphir Maison d'hébergement l'Aquarelle

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Type of stakeholder	Stakeholder
	Maison La Hutte (formerly Maison Oxygène Raymond-Ross) Mirador des Marmots Office municipal d'habitation de Chibougamau Réseau Hommes Québec (James Bay) Table régionale de concertation des aînés du Nord-du-Québec (Nord-du-Québec regional seniors' roundtable) Table régionale des organismes communautaires du Nord-du-Québec
Social organizations - Status of women	Association féministe d'éducation et d'action sociale Chibougamau Les Elles du Nord Women's Centre Centre de femmes les Essenti-elles Chapais Comité de condition féminine Baie-James
Media	La Sentinelle

4.2.1.2 Information and consultation methods

Since Troilus purchased the mine in 2017, it has implemented a wide range of stakeholder engagement activities and communication tools.

Broadly speaking, these activities include:

- The dissemination of project information via the website, including seasonal newsletters (<https://troilusgold.com/sustainability/community-newsletters-and-media/>), with an option to receive notifications when new information is released;
- Dissemination of project information via the Facebook and LinkedIn social networks;
- Survey stakeholders on their level of knowledge about the project and gather their concerns, suggestions and questions;
- Participation in community events, including open houses and community meetings;
- Participation in the IAAC-led task force to coordinate revisions and focus on key issues associated with the project. The Task Force is composed of the CNG and selected agencies, with an emphasis on agencies whose mandates directly overlap with key regulatory concerns likely to be associated with the project;
- Participation in seminars on social issues, such as labour;
- Opportunities to participate in the ESIA and several core study programs, to foster capacity building, information sharing and fruitful collaboration;
- Dissemination of employment opportunities and contracts. Future training programs and opportunities, job offers and business opportunities will also be disseminated, with an emphasis on Troilus' procurement and hiring programs for members of indigenous peoples, indigenous-owned businesses and joint ventures;
- Regular sharing of information via email, including sending a monthly operations report to the EIJBRG and Corporation Nibiischii since October 2019;
- Troilus-led community meetings, held in the community where appropriate, to present aspects of the ESIA and other project updates, with opportunities to ask questions and get in-depth answers.

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Preliminary consultations (initial project description)

Troilus held two preliminary consultations prior to the preparation and filing of the project notice with the IAAC, to gather concerns, questions and suggestions from the community regarding the mining project and the upcoming consultation process: on December 1st, 2021, in Chibougamau, and on February 7, 2022, in Chapais. The purpose of these consultations was to provide information on the project, explain the upcoming impact assessment process, gather stakeholder concerns, discuss various aspects of the ESIA and explore ways to facilitate the consultative process. Questions raised were answered at these meetings or during subsequent follow-up.

The December 1st, 2021, meeting was held from 9:30 a.m. to noon at Chibougamau Town Hall with the municipalities of Chapais and Chibougamau. In addition to elected officials from both municipalities, the meeting was attended by representatives of their respective¹ economic development corporations, as well as a representative of the Administration régionale Baie-James (ARBJ). A slide show prepared by Troilus was used to support the presentation and the ensuing discussions.

The February 7, 2022, meeting took place in virtual mode from 6:30 pm to 8 pm. It followed an invitation issued during the December 1 consultation by the mayor of Chapais, who had invited Troilus to meet the future Chapais municipal council, whose election was scheduled for December 19. In addition to elected officials from the Town of Chapais, representatives from the Chapais Economic Development Corporation also attended the meeting. The slide show used by Troilus covered the same main points as the previous meeting, with information more focused on the town of Chapais.

Surveys

In October 2023, a survey was conducted among representatives of 46 governmental, municipal and community organizations from a variety of sectors (tourism, economy, environment, education, media, safety and security, health, etc.). The questionnaire sent out as part of this survey was designed to assess respondents' level of knowledge about the project, as well as to gather their concerns, suggestions and questions. It was sent to the following organizations

- ARBJ
- Association féministe d'éducation et d'action sociale (AFEAS) Chibougamau
- Association des personnes handicapées de Chibougamau-Chapais.
- 'Association de exploration minière du Québec' (AEMQ)
- Association Marie-Reine Chibougamau
- Association Marie-Reine de Chapais
- Quebec Mining Association
- Attraction Nord
- Carrefour communautaire - Chibougamau
- Carrefour Jeunesse-emploi de Chapais
- Carrefour Jeunesse-emploi de Chibougamau
- Centre d'amitié Eenou de Chibougamau
- Centre de femmes les Essenti-elles Chapais
- Centre de formation professionnelle de la Baie-James
- Centre de services scolaires de la Baie-James
- Centre d'entrepreneuriat nordique
- Centre d'études collégiales à Chibougamau
- James Bay Regional Health and Social Services Centre (CRSSS)

¹ Développement Chibougamau and Chapais Economic Development Corporation

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- Chambre de Commerce Chibougamau-Chapais
- Clé d'accès
- Club de motoneige de Chapais
- Comité de condition féminine Baie-James
- Conseil régional de l'environnement et du développement durable du Saguenay
- Corporation de développement économique de Chapais
- Développement Chibougamau
- Direction générale de Services Québec du Nord-du-Québec
- Eau secours
- Evol (formerly Femmessor) - Saguenay-Lac-St-Jean
- FaunENord
- Eeyou Istchee James Bay Regional Government (EIJBRG)
- La Mine d'or
- Le Petit Train
- Le Zéphir
- Les Vaillants de Chapais (Golden Age Club)
- Maison d'hébergement l'Aquarelle
- Mirador des Marmots
- Nature Québec
- Office municipal d'habitation de Chibougamau
- Réseau Hommes Québec (James Bay)
- Canadian Parks and Wilderness Society - Quebec Chapter
- Société pour vaincre la pollution
- Soquem inc.
- Table jamésienne de concertation minière
- Table régionale des Organismes communautaires du Nord-du-Québec
- Tourisme Baie-James
- Town of Chapais
- City of Chibougamau

Meetings with political authorities

In August 2024, Troilus organized a meeting to present the feasibility study to the mayor of Chibougamau, the mayoress of Chapais, municipal councillors and ARBJ.

On February 28, 2025, Troilus met with Chibougamau's mayor and a number of elected municipal officials. The meeting included a presentation of the project's next steps, as well as an update on the project schedule. Discussions were also held on accommodation issues and economic spin-offs.

Meetings with stakeholders

On January 11, 2019, Troilus organized a meeting with Développement Chibougamau and a municipal elected official. This meeting focused on activities planned from January 2019 to June 2019, the 2018 and 2019 drilling programs, as well as economic impacts and workforce requirements.

In May 2022, Troilus held a meeting with the CRSSS to learn more about the services offered by the CRSSS and the potential impact the mining project could have on the services provided.

In July 2022, Troilus met with FaunENord and the Centre de formation professionnelle de la Baie-James (CFP Baie-James) to confirm their interest in being consulted as part of the impact assessment process. The purpose of the meeting was also to gather their concerns about the new project, and to explore opportunities for collaboration and contribution to regional projects. FaunENord expressed an interest in participating in the sector studies to define the existing conditions of the biological environment. Troilus

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awarded them several mandates to carry out wildlife inventories (small mammals, chiroptera, herpetofauna, avifauna) that were used as part of the ESIA (section 17.2).

Troilus also held a number of discussions with the Carrefour communautaire de Chibougamau to explore possibilities for collaboration to improve or enhance the services offered in the region to groups and individuals in financial difficulty.

Public presentations

On November 9, 2021, as part of an evening conference organized by the Canadian Institute of Mining, Metallurgy and Petroleum (CIM) Chapais-Chibougamau section, Troilus made a presentation to the general public in the Jamesian communities. The purpose of the presentation was to inform the general public of the project's progress and schedule, and to receive any comments or concerns from the general public.

In August 2022, Troilus and Centraide organized a Golf Tournament that included an auction to raise funds for Centraide's mission. An update on the Troilus project was also given to the general public at this event.

On February 21, 2024, an evening conference on the Troilus project update, organized by the CIM, was held at the Chibougamau Golf Club. Presentations shared information on the history of the project and the new project, its schedule, environmental management, environmental assessment and consultation processes. A number of Chibougamau municipal councillors attended the event.

On March 9, 2024, Troilus welcomed the general public to their Chibougamau office during the Folifrets Festival to offer snacks and hot beverages. Informative posters were displayed on various aspects of the project, such as economic spin-offs, transportation of concentrate, future site development and more. Participants were encouraged to present their concerns and comments about the project. These were addressed in person where possible and noted in the register of concerns where responses were not yet known.

On October 22 and 23, 2024, open houses were held in the towns of Chibougamau and Chapais respectively. The objectives of these events were to provide the latest information on the project, answer questions, cultivate a bond of trust with the population, and gather questions, concerns and comments that will contribute to the development of the ESIA. At the Chibougamau meeting, a dozen people attended the afternoon discussion, and eleven attended the evening presentation. At the Chapais meeting, a few people came in the afternoon, and four attended the evening presentation.

Sub-group consultation (GBA+)

In the fall of 2024, targeted consultations on gender-based analysis plus (GBA+) were conducted with various stakeholders in the Jamesian communities. These activities were carried out in accordance with the requirements of the individualized ESIA guidelines for this mining project issued by the IAAC (2023a). The groups selected for these analyses included women, immigrants, people with disabilities and adults in conflict with the law. In addition to these identity factors, the research considered their intersection with several other factors, such as age, gender, education and income. The topics documented were grouped

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under five themes: access to affordable housing and public services; community well-being and social cohesion; family quality of life; health; and training, employment and working conditions. These stakeholders were consulted using one of three modalities: face-to-face group meetings, individual consultations in person or by videoconference, and consultations via online questionnaire.

4.2.2 Questions, observations and issues raised

Table 4.4 presents a summary of the main comments received from stakeholders and members of the Jamesian communities, and how Troilus took these comments into account. Fuller details of how the comments were addressed are available in the relevant chapters. The table includes the following elements:

- Subject / VC;
- Comment, problem or concern;
- Chapter / section where the comment, problem or concern is addressed in the ESIA.

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Table 4.4 Summary of comments from stakeholders and members of the Jamesian community

Subject / VC	Comment, problem or concern	Chapter / section where the comment, problem or concern is addressed in the ESIA
Atmospheric environment	Stakeholders expressed concern about dust from the mine and the addition of dust by transportation. They suggested using a bypass route to avoid towns and taking measures to reduce emissions, such as road cleaning.	Chapter 8 / Section 8.1.2
Acoustic Environment	Stakeholders expressed concern about noise and vibrations caused by transportation. Cracks in house floors have been caused by vibrations from current traffic.	Chapter 9 / Section 9.1.2
Surface water quality	Stakeholders have expressed concerns about : <ul style="list-style-type: none"> • Preservation of watercourse quality; • Water treatment to return to pre-mining conditions; • Concerns about exceedances of water quality criteria due to the former project and restoration objectives. 	Chapter 12 / Section 12.1.4
Groundwater quality	Stakeholders expressed concern about the risk of drinking water contamination.	Chapter 14 / Section 14.1.2
Fish and Fish Habitat	Stakeholders have expressed concern about the presence of contaminants in fish flesh (e.g. Lake A).	Chapter 18 / Section 18.1.2
Infrastructure and services	Stakeholders have expressed concerns about : <ul style="list-style-type: none"> • Route and scale of road traffic during operation phase; • Whether ore could be transported by rail; • Strict control of maximum weight and speed limits (trucks and shuttles); • Monitoring of road conditions and application of the user/payer principle; • Consider sending residual materials to the technical landfill site in Chibougamau to reduce the costs associated with residual materials management by the City of Chibougamau; • Shelter for abused women, a service currently saturated and exacerbated by lack of access to affordable housing; • Difficulty hiring staff for childcare services: encourage training for employees' spouses in the field; • Discrimination by some building owners against disadvantaged people. <p>Stakeholders have suggested or recommended that Troilus:</p> <ul style="list-style-type: none"> • To use a shuttle service for employees, support and promote the educational community locally and regionally. 	Chapter 20 / Section 20.1.2
Economic conditions	Stakeholders expressed concerns/comments or suggested/recommended the following to Troilus: <p>Economic benefits</p> <ul style="list-style-type: none"> • Ensure benefits in surrounding communities, including contracts and local procurement; • Ensure that the project does not impact tourism activities on the Assinica reserve; • Encourage outside workers to relocate to surrounding communities, and ensure that existing residents have equal access to project incentives. <p>Employment</p>	Chapter 21 / Section 21.1.2

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Subject / VC	Comment, problem or concern	Chapter / section where the comment, problem or concern is addressed in the ESIA
Communication	<ul style="list-style-type: none"> • Impact on availability of workforce for existing companies. <p>Stakeholders expressed concerns/comments regarding:</p> <ul style="list-style-type: none"> • Importance of consulting and communicating regularly with surrounding communities, • Fair consultation with indigenous and non-indigenous communities, • Meetings and follow-up on the needs of indigenous and non-indigenous communities. 	Chapter 30
Health	<p>Physical health Stakeholders have expressed concerns about the quality of drinking water in the region, as well as the presence of contaminants in fish flesh (e.g. Lake A).</p> <p>Community well-being and social cohesion Stakeholders have expressed concerns about :</p> <ul style="list-style-type: none"> • Risk of increased homelessness due to rising housing costs; • Discrimination against newcomers (immigrants) in communities. <p>Stakeholders made the following recommendations to Troilus:</p> <ul style="list-style-type: none"> • Work conditions that accommodate women, seniors, part-time work, health limitations, etc..; • Drug and alcohol prevention; • Vigilance in the face of discrimination; • Avoiding the formation of ghettos in certain urban areas and promoting social integration; • Work conditions that encourage civic engagement and volunteer involvement in communities; • Encourage the acclimatization, involvement and commitment of new arrivals; • Provide an effective system for receiving and handling complaints; • Consider adapted working conditions (e.g. schedules) for sub-groups (GBA+) (retired people wishing to continue working part-time, spouses wishing to return to work following the departure of their children, people with physical or mental health problems); • Set up a monitoring committee to check the suitability of measures for women, non-binary people and other minority groups; • Provide employee housing that fosters personal life and privacy (mining camp); • Prevent the stigmatization of people with mental health problems (awareness program, implementation of the federal Esprit au travail program); • Promote the presence of sentinels or scouts trained to monitor the site and detect staff members with anxiety or depression problems. Mental health sessions should be offered to employees. 	Chapter 22 / Section 22.1.2

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4.2.3 Future engagement activities

Stakeholder consultation is an ongoing process that will continue beyond the tabling of this ESIA. To meet its consultation objectives, Troilus will continue its consultation activities in collaboration with various Jamesian social, economic and environmental organizations, many of which Troilus has already approached (see section 4.2.1.1).

Based on recognized good practice for impact assessments and the points raised during preliminary consultations, the following will be proposed to stakeholders:

- Continue to disseminate information via the website, notably through seasonal newsletters (<https://troilusgold.com/sustainability/community-newsletters-and-media>), with an option to receive notifications when new information is released;
- Continue to disseminate information via the Facebook and LinkedIn social networks;
- Continue to organize regular information and consultation meetings with the communities of Chibougamau and Chapais; set up a project integration committee in the communities of Chibougamau and Chapais to maintain a close link of communication and trust with the communities, detect any changes in their needs and take the necessary action.

The integration committee would meet at least three times a year, under the coordination and guidance of an external professional resource. It would be made up of representatives of citizens, municipal authorities and stakeholders concerned with the environment, community and health aspects, the economy, training and employment, and land use. Representatives of indigenous communities could participate in this committee on a voluntary basis.

Other consultation processes and stakeholders could be added according to the needs expressed by the communities.

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