

Indigenous Engagement Services in Canada

We believe building positive and respectful relationships with Indigenous Peoples is key to sustainable natural resource development.

ERM recognizes that socioeconomic and political matters are often the largest areas of risk and opportunity for a project. We collaborate with industry, Indigenous Peoples and organizations, government regulators, and co-management boards with the ultimate objective of supporting sustainable and inclusive development outcomes. Our reputation is built upon our ability to foster professional and productive relationships across all stakeholders and rights holders by recognizing that the true measure of sustainability is the creation of shared value.

ERM has extensive experience navigating the intricate cultural complexities surrounding natural resource development projects. We support our clients by designing and implementing engagement and consultation programs that meet regulatory requirements and are executed in a manner that respects the rights and interests of Indigenous communities. We have co-developed processes to understand and incorporate Indigenous expertise that is shared by knowledge holders, and we approach each project with our clients as an opportunity to support reconciliation through actions such as capacity building programs and community-based monitoring.

In Canada, our diverse team comprises over 30 dedicated social performance practitioners with cross-country experience. We collaborate closely with our colleagues with expertise in regulatory affairs, cultural heritage, biology, and water management. In addition to our work in Canada, our team supports projects around the world, where we set leading practices to establish and build relationships throughout their life cycles.

In 2021, sustainability advisory firm Stratos joined the ERM Group Limited. Stratos is known for its expertise in offering guidance on renewable energy, mining, and contaminated sites projects, specifically in the northern regions of Canada. This team plays a vital role in bridging the gap between government, industry, Indigenous communities, and non-government organizations (NGOs). Their collaborative approach helps these stakeholders and rights holders develop innovative ideas, strategies, and tools necessary to tackle intricate, large-scale, and nonlinear problems.

ERM provides a variety of Indigenous engagement services that meets the needs of the present without compromising the future.

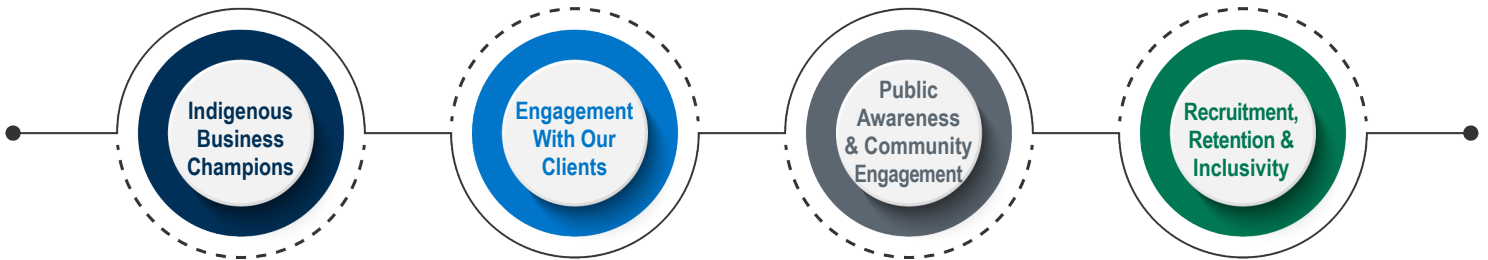




ERM's Commitment to Indigenous Peoples

We commit to collaborating and partnering with our clients, Indigenous Peoples, and businesses to pursue a common vision for environmental stewardship and sustainable prosperity. Our commitment is rooted in the recognition of the importance of the United Nations Declaration on the Rights of Indigenous Peoples and the commitments that governments and the private sector have made to protecting and respecting the rights of Indigenous Peoples.

ERM's commitment is demonstrated through our four pillars.



Partnerships

ERM has a long history of working with Indigenous Peoples throughout Canada and internationally. We actively pursue working partnerships with Inuit, Métis, and First Nations when supporting capital projects in Canada, and we are working towards certification through the Progressive Aboriginal Relations (PAR) program. Our experience has been that this approach provides benefits to local communities, results in co-benefits to the project, and gives communities an opportunity to learn about industrial project planning and development that is occurring on their territories. Examples of our partnerships include the following:



Tahltan ERM Environmental Management (TEEM)

TEEM is a joint venture partnership (51%/49%) between the Tahltan Nation Development Corporation and ERM Consultants Canada Ltd. TEEM was established in 2004 to blend western scientific knowledge and Tahltan knowledge in the provision of environmental and related management services within the Tahltan Territory.



First Peoples Group (FPG)

Stratos, an ERM Group Company has built a formal partnership with FPG, an Indigenous advisory firm dedicated to building a better Canada for all. FPG is a team of senior, respected First Nations, Inuit, and Métis consultants across Canada with its head office in Ottawa. ERM collaborates with FPG to advance reconciliation and sustainability across Canada.



Aglu Consulting and Training Inc.

Stratos, an ERM Group Company is a long-time partner with Aglu Consulting and Training in Nunavut. Aglu is a majority Inuit-owned and Nunavut-based business with its head office in Rankin Inlet. Aglu provides on-the-ground support for community-based interviews, surveys and engagement, translation and design services.



Select Project Experience

Agnico Eagle Mines Limited

Incorporation of Indigenous Knowledge

Agnico Eagle Mines Limited sought to guide their permitting team in engaging communities regarding Inuit Quajimajatuqangit (Inuit traditional knowledge) to inform project permitting processes. With input from Inuit employees and an understanding of the legal requirements for the consideration of Inuit Quajimajatuqangit, ERM developed a protocol outlining the stages of knowledge collection, validation, and consent for use in permitting processes. This approach emphasized Inuit Quajimajatuqangit that is shared through formal engagement processes as well as gathered through informal or incidental settings. In addition to the formal outputs, ERM's inclusive approach also fostered ongoing engagement for to evolve and improve the protocols.

Nunavut, Canada

CIRNAC Northern Contaminated Sites Branch

Giant Mine Remediation Project (GMRP)

Stratos, an ERM Group company supported the GMRP with the engagement process for the Quantitative Risk Assessment (QRA). This process supports the establishment and maintenance of relationships between governments, including the federal government, Government of Northwest Territories (GNWT), City of Yellowknife, Yellowknives Dene First Nation (YKDFN), and North Slave Métis Alliance (NSMA). Specifically, we supported engagement and relationship building to bring these government and community groups together to build an understanding of project risk and co-develop risk acceptability thresholds for the project.

Northwest Territories, Canada

Confidential Mining Client

Participatory Alternatives Assessment

ERM worked with a mining client in Yukon, Canada, to engage four Indigenous groups in a participatory evaluation of tailings storage alternatives. First Nations were consulted on the design of the process, and the level of involvement at each stage. The assessment was structured around the federal government's seven-step framework for Multiple Accounts Analysis. As the facilitator, ERM convened representatives from the client, First Nations, and tailings engineers over an 18-month period;

presented highly technical results in an understandable and accessible manner; and worked to incorporate Indigenous values and perspectives into a quantified decision making process. As a result, innovative ideas were generated through the engagement process, First Nations benefited from improved insight into the project (and were more invested in the outcome), and the client benefited from an improved and more collaborative relationship with First Nations.

Yukon, Canada

Confidential Mining Client

Perception Survey

ERM planned and delivered a perception survey for a longstanding mine operation in Central British Columbia. The survey was intended to support ongoing social management efforts, engagement activities, and implementation of existing legal agreements with First Nations, and to provide quantifiable inputs to the site's monitoring and evaluation program. ERM's survey was based on guidance from the International Council on Mining and Metals (ICMM), and questions were adapted to satisfy the client's unique interests. The scope included development of survey questions and survey instrument; designing the survey approach, methodology, and sample selection; survey implementation, including online survey setup; and quantitative and qualitative analysis of results.

British Columbia, Canada

Confidential Oil-and-Gas Client

Indigenous Land Use Studies to support Spill Remediation Planning

In response to an oil spill affecting the North Saskatchewan River, ERM undertook studies to record land and resource uses by six Indigenous groups. The information was used to support spill remediation planning and funding. As part of a rapid post-spill deployment effort, ERM interviewed Indigenous land users and Elders to elaborate on land and resource uses and values. Resource mapping was used to capture information, and ERM worked with each First Nation to prepare distinct summary reports; these reports were approved by each First Nation prior to being shared with the client.

Saskatchewan, Canada



Fortescue Future Industries (FFI)

Indigenous Workforce Assessment; Indigenous Engagement Planning

ERM worked with FFI, Lheidli T'enneh First Nation (LTFN), and local businesses and stakeholders to understand the LTFN workforce and potential gaps in relation to future employment opportunities. This work resulted in a strategy to support LTFN members' participation in FFI's planned hydrogen facility, including opportunities for employment and capacity development. ERM also developed an engagement plan to guide robust engagement of Indigenous groups (and other interested parties) throughout the lifecycle of project development, including engagement to support key regulatory processes.

Northern British Columbia, Canada

Government of Nunavut, Department of Economic Development and Transportation (ED&T)

Qikiqtani Socio-economic Monitoring Committee

With our partner, Aglu Consulting and Training Ltd., Stratos, an ERM Group Company, supported the 2023 Qikiqtani Socio-economic Monitoring Committee (QSEMC) meeting, which involved engagement with Indigenous organizations and communities. The Government of Nunavut is guided by Inuit societal values, and our team worked alongside ED&T to plan for, facilitate and report on this multi-party forum. The QSEMC was established in the Nunavut Agreement to promote the wellbeing of existing and future residents and communities, and to monitor the socio-economic impacts of major development projects in the region. With a diverse audience, the objectives of the meeting were to share socio-economic monitoring data, gather community perspectives on the impacts and benefits of major projects, and discuss how existing socio-economic monitoring and management efforts could be strengthened. The meeting was attended by nearly 40 participants, including community mayors, the Government of Nunavut, Qikiqtani Inuit Association, industry, youth, and Inuit elders.

Nunavut, Canada

Kitikmeot Corporation

Kitikmeot Inuit Workforce Strategy

Stratos, an ERM Group Company, worked with Kitikmeot Corporation and regional partners to develop a strategy to support the Inuit workforce in the major projects sector in the Kitikmeot Region. This work involved Indigenous engagement and multi-party collaboration, including interviews with employers and employment influencers in the region to gather information on the current state of Inuit employment. Our team facilitated several workshops with regional partners, including government, mining companies, and contractors, to inform coordinated priorities and an action plan that will support Kitikmeot Inuit workforce readiness and success in major projects over a five-year timeline. The team continues to work with regional partners to implement the strategy, including convening partners on a regular basis to track progress against the priorities.

Nunavut, Canada

Mackenzie Valley Regulatory Framework Implementation Multi-Party Engagement

For over 15 years, Stratos, an ERM Group company, has been actively collaborating with various stakeholders and rights holders in the Mackenzie Valley to support the implementation of organizational mandates established under the Mackenzie Valley Resource Management Act (MVRMA). This engagement includes participation from governments, Indigenous parties, industry, and boards, all guided by a multi-party Steering Committee. Our team has undertaken extensive planning, facilitation, and reporting duties for the dialogue, utilizing both in-person and hybrid formats from 2020 to 2023. In addition, our team has supported co-management boards and the GNWT with organizing a series of workshops aimed at engaging a broader audience on the regulatory framework. We have planned, facilitated, and reported on various sessions within the MVRMA Workshop series, including those covering an introduction to the MVRMA (2022), engagement and consultation, closure and reclamation, and climate change.



The team also collaborated with northern partners to conduct a NWT environmental audit. The audit was guided by a multi-party Steering Committee and involved extensive engagement with Indigenous communities, boards, governments, and industry stakeholders. The project team sought input through an online public survey, in-person interviews and community open houses to collect evidence to inform conclusions and recommendations in the audit.

Northwest Territories, Canada

Pretium Resources Inc.

Environmental Assessment

ERM delivered the Environmental Assessment Certificate Application for the Brucejack Mine and supported the client in the associated federal and provincial environmental assessment process. ERM led engagement relating to baseline environmental, socio-economic and land use studies, as well as impact assessment preparation, and was responsible for the integration of Indigenous Knowledge into the effects assessment. ERM also completed an Economic, Social, and Cultural Impact Assessment for the Nisga'a Nation and prepared Indigenous engagement plans and reports for the public and Indigenous groups. The Brucejack Mine received its Environmental Assessment Certificate in 2015, and ERM has continued to support through mine construction and operations.

British Columbia, Canada

Tr'ondëk Hwëch'in First Nation

Selection Process for Clinton Creek Mine Site

Stratos, an ERM Group company, worked closely with the Tr'ondëk Hwëch'in First Nation, Yukon Government and Crown Indigenous Relations and Northern Affairs Canada to develop a framework for the options evaluation and selection process for the Clinton Creek Mine Site. The overall process was developed to follow best practices and include the perspectives of all parties. The process included the development of a structured and transparent methodology enabling each party to articulate and characterize their perspectives on each of the options, the risks associated, and to have their input considered in the options evaluation and selection.

Yukon, Canada

Yukon Energy

Incorporation of Traditional Knowledge for the Whitehorse Rapids Generating Station (WRGS) Relicensing Project

With Yukon Energy, ERM is working closely with Kwanlin Dün First Nation, Ta'an Kwäch'än Council, Carcross/Tagish First Nation, and the Yukon Government (the Project Partners) throughout the planning, assessment, and permitting processes for the WRGS Relicensing Project. The WRGS is one of the Yukon's most important power-generating assets. ERM has been supporting the project by setting up a governance structure, developing a relicensing strategy, risk assessment, and supporting the Project Partners with expert facilitation and event design. In addition, as the lead environmental assessment and permitting consultant, ERM is living the vision of reconciliation with First Nations by reflecting western science and Traditional Knowledge at parity in our assessment methods, information gathering, and study design. In this role, we are working with trusted subconsultants to complete field studies and gather Traditional Knowledge for fish, water quality, erosion, animals, and plants. We have partnered with Indigenous-owned IRP Consulting, a local firm that specializes in supporting reconciliation and Indigenousization across sectors and has a proven track record of offering safe space and targeted advice to clients to inspire reconciliation.

Yukon, Canada

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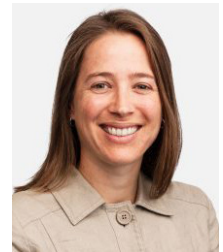
Indigenous Partnerships,
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39

countries &
territories

7,000+

employees

Served **50%**

of Global Fortune
500 in past 3 years

50+

year history

170

offices

22,000

projects
each year