

# HVC Agreements: A Better Future

## LNIB HVC Agreements



*I am so proud of our community for achieving two historically significant agreements regarding the Highland Valley Copper (HVC) mine in our territory!*

These two agreements, one with HVC and one with the Province of BC, will strengthen our community,

provide revenue, contracting and employment for LNIB members and environmental oversight for generations to come!

The Highland Valley Copper mine has been operating in our territory for decades without our consent. This mine has impacted our traditional way of life and it was imperative for LNIB leadership to address this concern on behalf of our membership.

We could not have negotiated such strong agreements without so much input from members and are amazing progress for LNIB. Our community will see real benefits through the lifespan of the mine — expected to continue production until 2026. These agreements are an integral part of building a strong future for the Lower Nicola Indian Band, designed to protect our Aboriginal rights while giving us a greater say in the mine from now on.

This booklet outlines the benefits to our community, our implementation timeline and strategy and invites members to a celebration with dinner and dancing, special guests and door prizes!

Sincerely,

Chief Aaron Sam

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### CELEBRATION

Celebrating a stronger future together!





# LNIB HVC COMMUNITY ENGAGEMENT



Thank you to ALL LNIB members — we couldn't have achieved this without you! The signing of the Agreements is thanks to all of the amazing feedback we heard from members. Below is a summary of the engagement and member feedback that guided leadership.

### MEETINGS:



**1x** { OPEN HOUSE MEETING  
END LAND USE MEETING  
AND MINE TOUR  
MEETING WITH AROUND 12  
MEMBER-OWNED BUSINESSES

**3x** COMMUNITY MEETINGS

**2x** MEETINGS ALSO STREAMED ONLINE

### LEGAL AGREEMENTS:

WERE MADE AVAILABLE IN **3x** LOCATIONS AHEAD OF THE DECISION AND SIGNING

### PHONE AND EMAIL MESSAGES:



**761** PEOPLE HAVE BEEN CONTACTED BY PHONE ABOUT THE COMMUNITY MEETINGS

**2839** EMAILS SENT  
**915+** EMAILS OPENED

### FACEBOOK:



**37** FACEBOOK POSTS

**15,824** TOTAL ENGAGEMENTS

### OPINION SURVEY:



DO YOU HAVE CONCERNS ABOUT THE MINE?

**74% Y**  
**16% N**

DO YOU SUPPORT ENTERING AN AGREEMENT?

**68% Y**  
**26% N**

WHAT ELEMENTS OF AN AGREEMENT ARE IMPORTANT TO YOU?

**53%** EMPLOYMENT AND SKILLS TRAINING

**42%** ENVIRONMENTAL PROTECTION

**37%** ECONOMIC DEVELOPMENT OPPORTUNITIES

**16%** MINE MANAGEMENT

### VIDEO:



**2x** VIDEOS ON MINE END LAND USE PLAN (ELUP)

**2x** VIDEOS ABOUT THE AGREEMENTS





## QUICK FACTS ABOUT THE AGREEMENTS



### THERE ARE ACTUALLY TWO AGREEMENTS THAT HAVE BEEN SIGNED:

1. **RELATIONSHIP AGREEMENT WITH HIGHLAND VALLEY COPPER (HVC)**
2. **REVENUE SHARING AGREEMENT WITH THE PROVINCE OF BRITISH COLUMBIA**

- Nothing in these Agreements in any way defines, amends, recognizes, affirms, or denies the existence of, or in any way prejudices, limits or derogates from LNIB Aboriginal title and rights.
- We can walk away from either Agreement if it is not working for our Nation.
- The Agreements are forward looking — compensation for past issues is still an outstanding matter.
- LNIB does not provide any release or consent to the mine.
- The Agreements do not provide full accommodation for the mine’s impacts and should be seen as part of a package of Agreements.
- Information about the Agreements is available the LNIB website at [lnib.net/highland-valley-copper-news](http://lnib.net/highland-valley-copper-news), on the [LNIB Facebook page](#) and at the [Band office](#).

	EMPLOYMENT & CONTRACTING	IMPLEMENTATION	FINANCIAL	ENVIRONMENTAL & CULTURAL HERITAGE	LEGAL
HVC RELATIONSHIP AGREEMENT	✓	✓	✓	✓	✓
PROVINCE REVENUE SHARING AGREEMENT			✓		





## JOBS AND CONTRACTING



*HVC will facilitate real, informed and productive involvement of LNIB members in the mine. This includes employment, education, training, barrier-reduction, and promotion of a discrimination-free workplace.*

### CREATING EMPLOYMENT WORK PLANS

- Annual and Long Term work-plans will be prepared by the Contracting and Employment Working Group to develop targets and initiatives aimed at continually advancing the employment related interests of LNIB members in relation to the mine

### HVC EMPLOYMENT LIAISON & LNIB EMPLOYMENT COORDINATOR

- Will work together to facilitate greater access to employment and training opportunities for members
- LNIB employment coordinator will also make HVC aware of and help address any concerns regarding employment and participate in the cross-cultural training of HVC employees

### TRAINING FUND

- Payments into a separate account administered by LNIB to support employment and training initiatives for LNIB members

### PREFERENTIAL HIRING PROCESS

- Preferential hiring opportunities for LNIB members, which includes a guaranteed interview for qualified LNIB members and favourable treatment in hiring decisions.

### WORKPLACE POLICY CHANGES

#### 1. CULTURAL AWARENESS TRAINING

- » Cross-cultural training for all HVC employees, including employees engaged in or responsible for recruiting

#### 2. WHISTLEBLOWER POLICY

- » An anonymous reporting hotline (and other means of communication) that allow HVC employees to

report violations of environmental laws and workplace policies regarding cultural awareness

- » Protection of employees who report such violations from reprisals, intimidations or retaliatory consequences

#### 3. EMPLOYMENT ENTRY REQUIREMENTS

- » Amending the grade 12 completion entry requirement to allow exceptions for members who have obtained some form of band high school equivalency or obtained five years of relevant work experience or obtained some other post-secondary training comparable to high school equivalency
- » Amending the drivers license entry requirements to allow exceptions for members who hold a class 7N license or members that can demonstrate the ability to obtain a drivers license within a reasonable period of time

### CONTRACTING RELATIONSHIP

HVC often needs to hire contractors and that means potential work opportunities for LNIB businesses. HVC has committed to continually work towards greater participation of LNIB businesses at the mine in terms of size, volume, and diversity of contracts — including:

- Meaningful engagement and participation by LNIB businesses
- Reducing barriers to promote greater LNIB participation at the mine
- Increasing the diversity of contracts in which LNIB businesses can participate
- Promoting LNIB members and businesses for contracts with other businesses



**CREATING AN ANNUAL CONTRACTING WORK PLAN** that will outline how contracting opportunities will be increased for LNIB businesses.

#### **HVC WILL GIVE CONTRACTING INFORMATION TO LNIB**

including contracting guidelines, numbers and types of contracts available now and in the future, and other relevant information.

#### **EMPLOY AN HVC CONTRACT LIAISON AND LNIB CONTRACT**

**MANAGER.** These will be HVC and LNIB employees that help increase LNIB access to business opportunities at the mine.

**PREFERRED CONTRACTING PROCESSES** will be followed when LNIB companies apply for opportunities.

**NLAKA'PAMUX INCLUSION STRATEGY** in all contractor bids (LNIB businesses and otherwise) will be asked for by HVC to maximize opportunities for LNIB members and businesses.

#### **CONTRACTING REPOSITORY**

A database of LNIB businesses available to provide goods and services to HVC and are interested in contracting opportunities.

## FINANCIAL COMPENSATION



### **REVENUE SHARING AGREEMENT**

The Revenue Sharing Agreement with the Province of BC means that LNIB will receive a percentage of the Incremental Tax Revenue collected by British Columbia from the Highland Valley Copper mine. The Province of BC will give LNIB Annual written statements each year showing:

- The amount of copper mined at HVC that year
- The Net Mineral Tax revenue received by BC or refunded or paid to the Operator by BC
- Overpayment or underpayment amounts resulting from adjustments
- The amount of the revenue sharing payment

#### **LNIB HAS NEGOTIATED AN RSA AGREEMENT THAT:**

- Provides LNIB with **ECONOMIC RETURNS** based on the mine's tax revenue
- Includes a **'ME-TOO' CLAUSE** that would come into effect if additional tax revenue from the mine was shared with other communities
- Creates a **NEW ENGAGEMENT PROCESS** that will be used for future government actions. This makes sure we are involved in decision-making
- **MAJOR CHANGES** at the mine will require a separate engagement process with our community



## RELATIONSHIP AGREEMENT

HVC will financially compensate LNIB through financial benefits sharing as well as implementation funding to make sure that the Agreement is implemented properly. A summary is laid out below — **for access to the exact financial compensation in this Agreement please contact the LNIB Band Office.**

### FINANCIAL BENEFITS SHARING



#### 1. UPFRONT PAYMENTS:

- » HVC will make four one time payments to LNIB over the first three years after signing

#### 2. COMMUNITY DEVELOPMENT PAYMENT:

- » HVC will make yearly payments for 25 years

#### 3. MINE PROFITS PAYMENT:

- » HVC will make an annual payment of a % of the mine's profits



### IMPLEMENTATION FUNDING

- HVC will make separate yearly payment to fund LNIB's costs of meaningfully implementing this Agreement



### SPECIAL FUNDS

- HVC will make payments to be used at the complete discretion of the Environmental and Culture Heritage Coordinator to address acute environmental, safety or other concerns relating to the mine



### TRAINING FUNDS

- HVC will make annual payments into a separate account administered by LNIB to support employment and training initiatives for LNIB members





## CULTURAL AND ENVIRONMENTAL RELATIONSHIP



*This part of the Relationship Agreement states how LNIB and HVC will work together with respect to environmental protection and management as well as cultural heritage.*

- Real and informed involvement of LNIB in environmental planning, including when HVC makes applications to the government
- Sharing of environmental information
- Providing opportunities for LNIB knowledge and traditions to inform environmental protection and emergency response planning

### ENVIRONMENTAL AND CULTURAL HERITAGE WORKING GROUP

- Made of an equal number of members from LNIB and HVC who will meet quarterly
- Will provide a forum for LNIB to have a say in the environmental management of the mine and for LNIB's concerns to be heard and addressed
- Will annually update Environmental, Cultural and Heritage Work Plans focused on environmental management and protection

### LNIB ENVIRONMENTAL AND CULTURAL HERITAGE COORDINATOR

- Responsible for helping LNIB understand, monitor and provide input on environmental matters at HVC
- Will communicate environmental and regulatory matters to LNIB leadership and convey environmental related concerns identified by LNIB to HVC

### INFORMATION SHARING

- Between HVC and LNIB so that the Environmental and Cultural Heritage Working Group and Coordinator can do their jobs properly

### LNIB INVOLVEMENT IN REGULATORY APPLICATIONS

- Advance notice to LNIB regarding proposed regulatory applications to the government
- LNIB then has the right to review the application and provide feedback
- Both parties will work collaboratively to agree on the contents of regulatory applications
- If LNIB still has concerns, it maintains the right to share these concerns with the regulators

### ENVIRONMENTAL AND CULTURAL HERITAGE INITIATIVES

- Designed and implemented by the Environment and Cultural Heritage Working Group

### TAILINGS REVIEW BOARD

- Monitors tailings pond to assess safety (managed by HVC)
- LNIB may provide feedback on the selection of the board's members
- LNIB will have access to information from, and provide feedback to, the board

# WHAT HAPPENS NEXT?



*This is the projected timeline for implementing the agreements to have the benefits available to LNIB as soon as possible.*



PROUD TO BE  
**LNIB**

If you have any questions or for the most up-to-date information: