



JAMES BAY LITHIUM MINE ENVIRONMENTAL IMPACT ASSESSMENT

CHAPTER 5: PUBLIC HEARINGS

JULY 2021 (VERSION 2)





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5 PUBLIC HEARINGS

5.1 CONTEXT

To adequately explain the project and to engage local communities and stakeholders, GLCI established a stakeholder consultation and engagement process. This initiative made it possible to gather the concerns, views and expectations of local communities concerned by the James Bay Lithium Mine project.

The consultation process was primarily conducted among the James Bay and Eastmain Cree communities, whose territory hosts the proposed project.

The first round of consultation activities was conducted in 2011–2012. This chapter covers both the results obtained during this first series of meetings and the outcomes of the 2017–2018 consultations **prior to submitting the first version of the impact assessment**, in addition to presenting the:

- consultation process objectives and means used;
- stakeholders consulted;
- summary of activities and consultations conducted by the promoter and the key items in their information program and public consultation program;
- compilation of concerns, expectations and recommendations toward the project;
- GLCI’s response to concerns and continuation of the consultation process.

Since the first version of the impact assessment, the consultation and engagement process was maintained with the same orientation goals and methods (sections 5.2 and 5.3). Stakeholder consultation activities that took place following the submission of the first version of the impact assessment were added to section 5.4, and their results to sections 5.5 and 5.6. Since the project design was optimized from an economical and an environmental standpoint, consultations took place at the beginning of 2021 to inform the stakeholders about the changes brought to the project. The continuation of GLCI’s consultation and engagement process in the coming years is presented in section 5.7.

5.2 PROCESS OBJECTIVES

The consultation and stakeholder engagement process established by GLCI is intended to be transparent and respectful. Its engagement advocates open communication and sustainable business practices in view of sharing values and benefits with the local communities, significantly investing themselves among the latter and building productive relationships with the representatives at all levels of government. GLCI aims to be an exemplary and outstanding corporate citizen with local communities, in Québec and at the federal level.

More specifically, the stakeholder consultation and engagement approach favoured by GLCI has several objectives, namely to:

- complete the description of the social environment using information stemming from the populations on the territory concerned by the James Bay Lithium Mine project (gathering of information from primary sources);
- **complete the description of the biophysical environment, using stakeholder traditional knowledge, especially from the Cree population;**
- identify the concerns and expectations of the James Bay and Cree communities toward the project and on mining development in general on the territory;
- limit potential environmental impacts;
- ensure the health and safety of employees and contractors;

- gather mitigation measure suggestions from the concerned populations or organizations;
 - ensure follow-up of GLCI’s engagements toward the stakeholders;
 - maximize the socioeconomic spin-offs and limit the project’s impacts on the local communities;
 - maximize employment opportunities and prioritize the hiring of local workers;
 - develop training initiatives and contribute to improving the skills of the local workers;
 - assess and support community development initiatives;
 - provide local communities and stakeholders with consistent, timely and accurate information.
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5.3 METHODS USED

As part of the consultation process held by GLCI, several communication methods and tools were put in place and used to inform, consult and ensure proper follow-up of engagements with communities and concerned stakeholders. The list of the methods used is presented in this section.

5.3.1 STAKEHOLDER REGISTER

A register of stakeholders and consultation activities has been established so that GLCI can track and follow up on communications, concerns, past activities and future actions with those organizations or communities. The section of the register concerning stakeholder engagement includes the following information: name and contact details of the person, type of stakeholder, agency they represent, consultation activities they have participated in, archiving of e-mails concerning said person and follow-up of actions required by GLCI toward the person. With regard to the data compiled on the consultation activities, the items considered were the following: type of activity held, stakeholder consulted, date of the event, names of the participants, material used, aim of the activity, activity report, actions required by GLCI following the activity and date of completion of said actions.

The register is also considered a tool for archiving e-mails exchanged with the stakeholders, reports of meetings held and material used during consultations (presentations, posters, maps, announcements, etc.).

5.3.2 PUBLIC PRESENTATIONS

To inform and consult the Cree Nation of Eastmain community, two public consultation presentations were offered. The first of such events was held on February 22, 2018. Through this initiative, GLCI sought to present the James Bay Lithium Mine project to the public and to initiate an open and respectful dialogue with the Eastmain Cree community. The second public presentation took place on July 16, 2018, in the form of an open house, thus encouraging members of the community to meet GLCI representatives and learn more about the project. The mining company initiated the meeting largely to present the environmental impact assessment results to members of the community. Each of these activities was highlighted by a PowerPoint presentation and posters presenting the salient features of the project or the key aspects of the EIA. The second public presentation provided information on the project’s impact and the proposed mitigation measures.

5.3.3 INTERVIEWS

One-on-one interviews were also scheduled with socioeconomic stakeholders from the James Bay and Eastmain community. These meetings, either by telephone or in presence of the person concerned, were conducted in the manner of a structured interview aimed at surveying their knowledge of the project, obtaining information on their organization, learning the known effects of other mining projects on the EIJB territory, taking into account the potential positive and negative impacts from the proposed mining development, determining whether any cumulative impacts need to be considered and collecting all of the mitigation measures, expectations or concerns recommended by the stakeholders.

5.3.4 GROUP INTERVIEWS

Group interviews with the trapline tallymen and their families were organized during consultations for the EIA. The goal was to know how trapline (RE2) users in the study area use the territory and to know the practices of users on nearby traplines (VC33 and VC35), who also felt concerned. Maps of the traplines were provided to participants so that they could mark up their activities and camps, the drinking water supplies, transportation links and enhancement and preservation sectors. The following information was also gathered: their knowledge of the project, known effects of mining projects on the Cree territory, positive or negative impacts apprehended, impact on the traditional use of the territory, recommended mitigation measures and concerns or expectations voiced by users.

A group interview was also conducted during the consultation of the Cree Board of Health and Social Services of James Bay (CBHSSJB) and of the James Bay Cree School Board (JBCSB). All the stakeholders from these two bodies were invited to the meeting. This approach made it possible to canvass the views of each area of intervention within these organizations.

Two meetings also took place with the Cree Women of Eeyou Itschee Association (CWEIA) to discuss issues affecting women.

5.3.5 FOCUS GROUPS

During the consultation activities held as part of the ESIA, certain members of the Eastmain community were asked to participate in focus group discussions, formed based on the age or gender of participants. At GLCI's request, these meetings were publicized by the municipal administration and the agencies concerned. **Four** focus groups were formed, in total, for the following population categories: youths (7 participants), women (**twice: 2 and 5** participants) and seniors (7 participants). These groups were targeted due to their low turnout to other consultation activities, hence providing a more accurate picture of the concerns and expectations of the Eastmain community. These meetings addressed the participants' knowledge of the James Bay Lithium Mine project; their views on the proposed project; its potential positive and negative impacts; its potential cumulative impacts; the mitigation measures to consider; and any other expectations, concerns or queries members of the community wished to voice.

5.3.6 CONSENT AND VALIDATION OF MINUTES

At the beginning of the consultation activities with land users, a consent form was presented to the participants. The purpose of this form was to give the opportunity to the participants to specify if certain informations was to be kept confidential, such as species or valued sites locations and that they would have the opportunity to validate the summary of the interview.

Reports were drafted following each of the meetings, interviews, presentations or other consultation activities to report on the themes covered and on the discussions between GLCI and respective stakeholders. Summaries of the one-on-one interviews and focus groups were sent for approval to the concerned stakeholders (**including the land users**). **Some of the land users also had the opportunity to comment and validate the summaries produced, during a second round of consultation.**

5.4 INFORMATION AND CONSULTATION ACTIVITIES OF THE STAKEHOLDERS

In its stakeholder consultation process, GLCI focused on two groups in particular:

- the Cree stakeholders, more specifically, those from the Eastmain Cree community;
- the James Bay stakeholders.

5.4.1 CREE STAKEHOLDERS

5.4.1.1 2011–2012 PERIOD

In 2011, the first James Bay Lithium Mine project presentation and information session was held in Eastmain. It should be noted that the Eastmain Band Council had been notified of the project. Following this meeting, GLCI met with the Grand Council of the Crees (GCC) and the Cree Regional Authority (CRA) to initiate the discussion process under the Cree National Mining Policy (GCC et ARC, 2010). This policy requires negotiations with the mining companies to allow for a Cree-integrated approach to mining. At this meeting, the Cree representatives for mining development were identified. In addition, GLCI advised then-chief Edward Gilpin that the proposed environmental baseline sampling program activities would take place on the project site in 2011–2012.

In 2012, a meeting was held between the GCC-ARC representatives and GLCI. Although a Pre-Development Agreement (PDA) was prepared and negotiated and was ready for signature, the project was put on hold due to a collapse in the market price of lithium.

In parallel with the activities undertaken at government and administrative levels, interviews were held as part of the ESIA process with the tallymen of the potentially impacted traplines in Eastmain to document the traditional use of the territory:

- RE2 trapline: Most activities are located along the Billy-Diamond highway. They include moose and goose hunting, beaver trapping, fishing, wood cutting and blueberry picking. Drinking water supplies, snowmobile trails and goose ponds established by the tallyman were identified in this area.
- VC33 trapline: Along the Eastmain River, **this trapline** has valued wildlife areas used for moose hunting, beaver trapping and fishing.
- VC35 trapline: The tallyman needs to pass by km 381 to access his trapline and does not want blasting to block off road traffic on the Billy-Diamond highway. He is also worried about cumulative environmental impacts and the use of the trapline by **mine workers**.
- RE1 trapline: This project area is not used by the tallyman.

Moreover, from February to April 2012, several interviews were conducted in Eastmain with stakeholders from various sectors relating to the economy, the sociocultural world, health, hunting, fishing, trapping, the environment and from focus groups (Table 5-1).

Table 5-1 Calendar of information and consultation activities held with the Cree - 2011–2012

Date	Activity	Stakeholder(s)*	
February 2011	Public presentation	Cree Nation of Eastmain	
August 2011	Meeting to initiate the discussion process under the Cree Nation Mining Policy	GCC-CRA	
November 2011	Meeting for a general presentation of the project	Council of the Cree Nation of Eastmain	
February 22, 2012	Group interviews with users of the territory	RE1 – Trapline tallyman, his family and other users of the territory	
		RE2 – Trapline tallyman, his family and other users of the territory	
		VC33 – Trapline tallyman, his family and other users of the territory	
February 22, 2012	Discussion group	Cree Nation of Eastmain – Youth	
February 23, 2012	Group interview with users of the territory	VC35 – Trapline tallyman, his family and other users of the territory	
February 23, 2012	Discussion groups	Cree Nation of Eastmain – Men	
February 24, 2012		Cree Nation of Eastmain – Women	
February 27, 2012	Interviews with Eastmain socioeconomic stakeholders	Wabannutao Eeyou Development Corporation (WEDC), Eastmain	
February 28, 2012		Economic development services Eastmain	
February 28, 2012		Eastmain Nation Youth Council	
February 28, 2012		Eastmain Human Resources Development	
February 28, 2012		Eastmain housing services	
February 29, 2012		Eastmain elders council	
February 29, 2012		Eastmain special projects services	
March 1, 2012		Eastmain public health services	
March 2, 2012		Eastmain police services	
April 3, 2012		Cree Board of Health and Social Services of James Bay (CBHSSJB) – national program on alcohol and drug abuse among Indigenous peoples	
April 3, 2012		Group interview to validate the meeting minutes on February 22	RE2 – Trapline tallyman, his family and other users of the territory
April 4, 2012		Group interview to validate the meeting minutes on February 23	VC35 – Trapline tallyman, his family and other users of the territory
April 4, 2012		Interviews with Eastmain socioeconomic stakeholders	Eastmain Environmental Health Department
May 8, 2012	Group interview to validate the meeting minutes on February 22	VC33 – Trapline tallyman, his family and other users of the territory	
* A calendar of information and consultation activities with the names of the stakeholders met during each activity is provided in Appendix F.			

5.4.1.2 2017–2018 PERIOD

In 2017, GLCI’s James Bay Lithium Mine project was relaunched. A second series of meetings were organized with the Eastmain Cree community to inform and consult the stakeholders involved in this mining development. It is primarily aimed at socioeconomic stakeholders, RE2, VC33 and VC35 tallymen¹, the users of the territory of these traplines and members of the Eastmain community. The meetings held are summarized below in Table 5-2a.

Table 5-2a Calendar of information and consultation activities with the Cree - 2017–2018

Date	Activity	Stakeholder(s)*
May 23, 2017	Introductory meeting	Council of the Cree Nation of Eastmain
November 15, 2017	Description or project and overview of environmental assessment	Council of the Cree Nation of Eastmain
February 19, 2018	Introductory meeting and key project updates	CSB and CHRD
February 22, 2018	Public presentation	Cree Nation of Eastmain
April 3, 2018	Meeting	Council of the Cree Nation of Eastmain
April 16, 2018	Group interviews with users of the territory	RE2 – Trapline tallyman, his family and other users of the territory
June 11, 2018		RE2 – Trapline tallyman, his family and other users of the territory
June 12, 2018		VC33 – Trapline tallyman, his family and other users of the territory
June 12, 2018		VC35 – Trapline tallyman, his family and other users of the territory
June 13, 2018	Focus groups with young people and women of the Cree Nation of Eastmain	Cree Nation of Eastmain – young people
June 13, 2018		Cree Nation of Eastmain – women
June 13, 2018	Interviews with Eastmain socioeconomic stakeholders	WEDC
June 13, 2018		CHRD
June 14, 2018		CBHSSJB and CSB
June 14, 2018	Focus groups with elders of the Cree Nation of Eastmain	Cree Nation of Eastmain – elders
July 3, 2018	Interview with regional authority representatives	CBHSSJB
July 16, 2018	Public presentation	Cree Nation of Eastmain
* A calendar of information and consultation activities with the names of stakeholders met for each is provided in Appendix F.		

COUNCIL OF THE CREE NATION OF EASTMAIN

The Council of the Cree Nation of Eastmain met several times during the consultation process. An introductory meeting, at which GLCI representatives presented the company and the James Bay Lithium Mine project, was held on May 23, 2017. Following this presentation, a discussion was held between the **Nation's** council members and mining delegates about the environmental impacts, project schedule, the hiring priority for Cree workers in Eastmain, communication measures put in place by GLCI to inform the community and the possibility of a possible partnership. GLCI suggested setting up a meeting schedule and scheduling four meetings per year between the nation's council and the mining company.

1 It was determined during the exchanges held in 2011–2012 with the RE1 trapline tallyman that he did not feel concerned about the Galaxy project.

A new meeting was organized on November 15, 2017. Its purpose was to present the entire project to the members of the nation's council in more depth using PowerPoint. Concerns were raised during this meeting, including the presence of tributaries near the planned mining site, the project's impact on groundwater and the importance of training Cree workers.

On April 3, 2018, GLCI had a third meeting with the Eastmain nation's council to discuss the Cree community's expectations with regard to the mining project and to pass on the latest updates using PowerPoint. During the discussion period, the members of the nation's council mentioned their lack of knowledge about the mining industry. GLCI offered to arrange a visit to a mining site of a similar size so they could get have better understanding of what this entails, as well offering to facilitate a Mining 101 course in the community.

Members of the nation's council are interested in learning and working with GLCI, but before that, they feel the need to develop a relationship of trust. They also feel some pressure with the established schedule.

They also address the concern that the community will not receive due benefits if the mine is developed. GLCI tries to reassure them by stating that it is important for the mining industry to offer the community most of the job opportunities and possible benefits and that, to do so, it will put a lot of effort into training.

CREE SCHOOL BOARD, CREE HUMAN RESOURCES DEPARTMENT AND CREE BOARD OF HEALTH AND SOCIAL SERVICES OF JAMES BAY

On February 19, 2018, GLCI met with the adult vocational training coordinator for the JBCSB and a representative from the Cree Human Resources Department (CHRD) to present the project and its updates. The meeting ends with a commitment from GLCI. The mining company will work with these stakeholders to organize training and professional development workshops **when there will be more project certainty.**

A second meeting with the Cree Human Resources Department took place on June 13, 2018. The mining project is perceived by CHRD as being positive for the community. Topics discussed at the time of this discussion were training, employment, and the quality of life for workers.

A meeting was held on June 14, 2018, with CSB staff during consultations for the EIA. The CBHSSJB represented by stakeholders from the Community Miyupimaatisiun Centre (CMC) was also present. Maps of the study area as well as the project's general arrangement were presented. Some JBCSB members felt that the proposed mining project by GLCI was an opportunity for them to demonstrate to their students that there is the prospect of a future after graduation; that there are jobs waiting for them. However, most of the stakeholders met also feel that there may be significant adverse effects on the environment as well as on traditional Cree activities and that it is important to ensure that solutions are provided to all the problems before the project moves forward. Questions were also raised about the influence of the market on mining operations, the on-site rehabilitation process, the use of traplines by non-Indigenous workers and the effect of the project at the km 381 truck stop. A major point raised during discussions was the importance of continuing the consultation process. People in the community need to be more informed to be able to understand the scope of the project and understand the impacts that it could have.

An introductory meeting held on July 3, 2018, with the CBHSSJB Assistant Director of Public Health aimed at clarifying the issues associated with health and mining development in Cree territory. Discussions on the mitigation measures that GLCI wanted to put forward were initiated to verify their validity, confirm that they will be relevant and add more as needed.

The concerns put forward by the CBHSSJB revolve mainly around topics related to health, social problems, services offered by their institution and environment. Concerns were felt about the pressure that the mine project could place on community services if GLCI would require their use and the social and health problems that would be created or intensified by this project (alcoholism, drug addiction, removal of children from their family, elderly people left to fend for themselves, etc.). The CMC is also concerned with the potential increase in cancer rates in the community due to the presence of contaminants in the food chain.

MEMBERS OF THE CREE NATION OF EASTMAIN

The Eastmain Cree community was consulted both through public presentations and group discussions organized by age and gender.

To date, two public presentations have taken place. On February 22, 2018, GLCI publicly presented its project to the Eastmain Cree community and began a first honest and respectful dialogue with its population. Other than the presentation of the planned project, information was passed on about the mining company and its ongoing projects, about the latest updates regarding the engineering progress and impact studies on the environment and about the benefits and potential impacts if the project is approved. A list of job and training opportunities was also presented. During the discussion period, GLCI discussed its schedule, the number of estimated jobs for the construction and operation phases, the priority given to the Eastmain community for job opportunities and the use of lithium on the market. The 18 participants at this meeting expressed concern about the presence of watercourses near the project, the impact of pollution (noise, light, dust), the air quality, the effect of the project on road traffic as well as the km 381 truck stop. Users of the RE2 trapline also expressed their concerns about the proximity of the waste rock stockpile to the creek CE5 used. Following this meeting, GLCI took into account the concerns encountered by users and modified the design of its project to minimize the impacts on the creek CE5 by moving the waste rock stockpile to a less frequented area.

Another public presentation was held on July 16, 2018, to present the results of an EIA to the Eastmain Cree community. For the occasion, a series of twelve posters and a PowerPoint presentation were prepared by GLCI. The event was as an open house where community members were invited to learn more about the mining project and its impacts. It was also possible for participants to discuss their concerns, their expectations for GLCI representatives and make their recommendations. In total, 44 people attended this day of information and consultation. The main concerns addressed by the participants were related to the following topics: the quality of drinking water in the study area, more specifically to the km 381 truck stop; wastewater treatment; impact of the project on fauna and flora; potential relocation of the km 381 truck stop; mining development in the James Bay region (especially with respect to lithium); increased traffic on the road network and effects of the project on traffic; employment opportunities; training; waste management; organization of emergency services; lifetime of the mine; operations and processes at the mine site; facilities at the mine site; work camp; work schedules; risks of contamination; taxes on Cree workers at the mine; site rehabilitation plan; effects of the project on fishing and hunting; agreement regarding repercussions and benefits; peat management; and commuting.

As for the discussion groups, three meetings were held on **June 13 and 14, 2018**, each focusing on a category of the Eastmain population based on the gender or age of the participants. The main concerns mentioned by community members during these interviews were the environment; GLCI's schedule; job opportunities; training; cultural and professional issues for Cree workers; sexual harassment; traditional use of the territory; health; benefits for community members; impact follow-up and rehabilitation process.

CREE USERS OF THE TERRITORY

In summary, three tallymen were consulted in 2018 as part of the James Bay Lithium Mine project. These are the RE2, VC33 and VC35 tallymen. Their families and other users of the territory concerned were also present. **VC33 tallyman is historically from the same family as RE2 tallyman. Therefore, VC33 tallyman sometimes uses RE2 trapline for some traditional activities. VC35 tallymen, who is currently affected by Eleonore mine, is concerned about a new project near this trapline.**

The James Bay Lithium Mine project is located on the RE2 trapline. The tallyman of this sector and their family were formally met on two occasions **in 2018**. A meeting took place on April 16, 2018, to update the data collected in 2012, learn about the new use of territory areas for traditional purposes as well as gather user concerns, recommendations and expectations. They are worried about the environmental impacts on fauna and flora. They have the impression that the projected effects of the mine are being minimized. They are concerned about various issues such as the rehabilitation process, the risks of water contamination, the impact of the project on the sturgeon and the extraction process.

A second meeting was organized on June 11, 2018, to validate the information collected during the session that took place in April. New data, recommendations and uses were noted. Other concerns were also raised such as the location of the waste rock stockpile near watercourses, the risk of contamination by the dust generated by blasting activities, the footprint of the mine on the RE2 trapline, the wastewater treatment process and the presence of other types of minerals that could be harmful to the environment.

It should be noted that several other informal meetings were held between GLCI and the Cree users of the RE2 trapline to keep them informed of the project's progress and activities held on their territory.

With respect to the VC33 and VC35 tallymen and their families, they were met on two separate meetings on June 12, 2018. The objectives of these interviews were the same as the meetings held with RE2, in other words, to update the data collected in 2012, learn about new areas of use for traditional purposes on the trapline as well as gather the concerns, recommendations and expectations of the users of the territory. Their concerns echo those stated by users of trapline RE2. Other concerns have been added including the impact of the proposed mining operations on regenerating vegetation due to the 2013 fire, the effects on hunting and fishing areas, the challenges associated with the location of the mine on a peatland, the impact of lithium on the environment, the road conditions, territory safety, the priority of indigenous people for job opportunities and the air quality.

Even though the RE1 and RE3 traplines are outside the limits of the study area, both tallymen were invited to the July 24 and 26 meetings, to inform them about the project updates. GLCI keeps all tallymen informed of the activities and progress regarding the project.

WABANNUTAO EYYOU DEVELOPMENT CORPORATION

The Wabannutao Eeyou Development Corporation (WEDC) is an organization owned by the Eastmain community that promotes and improves the economic development of the Eastmain community. The WEDC Executive Director was consulted as part of the environmental impact assessment during an interview held on June 13, 2018. The topics covered by the organization include training and professional development, job and contract opportunities, the Billy-Diamond highway, the environment and traditional use of the territory and the local economy. It is important for WEDC that training be developed within the community, that a partnership be established between Eastmain, the other Cree communities and GLCI to meet the needs of the mining company and that fair trade respects their values and culture be established. From a cultural perspective, WEDC believes it is necessary to train workers on Indigenous cultures, include a cultural village within worker camps and schedule breaks for goose hunting and autumn hunting, two traditional Cree activities.

5.4.1.3 2018-2021 PERIOD

Since the first version of the impact assessment in October 2018, consultations with local communities continued to take place. Meetings were held in 2019 with Cree stakeholders. Although the 2020 Covid-19 sanitary crisis have limited the consultations activities, some were held by using videoconferencing platforms in 2020 and 2021. The meetings held are summarized below in Table 5-2b.

Table 5-1b Calendar of information and consultation activities with the Cree - 2018–2021

Date	Activity	Stakeholders
November 2018	Meeting with the Council of the Cree Nation of Eastmain, to present a general update of the project, and the ESIA submission process initiated.	Council of the Cree Nation of Eastmain
December 17, 2018	Presentation of the project	COMEX
December 19, 2018	Introductory meeting	Council of the Cree Nation of Waskaganish
February 28, 2019	Meeting with Cree users of Waswanipi to present project and its influence on traffic increase	Members of the Cree nation of Waswanipi
March 15, 2019	Signature of the PDA	Council of the Cree Nation of Eastmain
June 3, 2019	IBA discussions	Council of the Cree Nation of Eastmain
July 24, 2019	Project update	RE1 – Tallyman
July 25, 2019	Project update	RE3 – Tallyman
July 26, 2019	Inform both tallymen of site works conducted between July 31-Aug 2	RE1 et RE3 – Tallymen
August 27, 2019	Discussion about monitoring committee participation	VC35 – Tallyman
September 18, 2019	First telephone conversation	Cree Women of Eeyou Itschee Association
October 17, 2019	Introduction meeting and discussion about sexual exploitation risks at 381 truck stop.	Cree Women of Eeyou Itschee Association
October 26, 2019	Discussion about project impact and mitigation measures	Cree Women of Eeyou Itschee Association
December 16, 2019	Sharing informations received for tallymen VC33 and VC35 about caribou presence and traditional uses of Eastmain River.	Impact Assessment Agency of Canada, and Cree Nation Government
July 29, 2020	Presentation of the project, updates, dicussion about the role of women in mining projects	Cree Nation of Eastmain – women
February 4, 2021	Presentation of project updates and changes	RE2 et VC33 – Tallymen and family
February 8, 2021	Presentation of project updates and changes	VC35 – Tallyman and family
February 9, 2021	Presentation of project updates and changes	Waswanipi community
April 14, 2021	Presentation of project updates and changes – Community consultation	About twenty members and stakeholders of the Cree communities

COUNCIL OF THE CREE NATION OF EASTMAIN

Following the submission of the first version of the impact assessment in October 2018, a meeting was scheduled with the Council of the Cree Nation of Eastmain to present a general update of the project and the submission process initiated for the ESIA.

On March 15, 2019 a meeting took place to sign a Pre-Development Agreement (PDA). Discussions also took place on June 3, 2019 regarding the Impact and Benefit Agreement (IBA).

COUNCIL OF THE CREE NATION OF WASKAGANISH

GLCI met with the Council of the Cree Nation of Waskaganish on December 19, 2018. The project was presented and concerns on the project from the three representatives of the community sent by the Chief were discussed. The representatives mentioned speaking on behalf of the community and the R08 tallyman.

CREE USERS OF THE TERRITORY

Consultations with Cree users of the territory were maintained since 2018.

A meeting was scheduled on February 28, 2019 with tallymen of Waswanipi, holders of the traplines W01, W03, W07, W13, W52, W53 et W54 to present the project and to receive their concerns.

Tallymen from traplines RE1 and RE2 (Eastmain) were invited on July 24, 25 and 26, to hear about the project updates, and activities planned on site during summer 2019.

A conference call between GLCI, the Impact Assessment Agency of Canada and the Cree Nation Government took place on December 16, 2019 to share information collected by GLCI from VC33 and VC35 tallymen (Eastmain), concerning caribou occurrences and the traditional uses of the Eastmain River.

RE2, VC33 and VC35 tallymen were also kept informed of the most recent updates of the project. They were met by videoconference on February 4 and 8 2021, to present the project update and collect their comments and concerns.

CREE WOMEN OF EYYOU ITSCHÉE ASSOCIATION (CWEIA)

Special efforts were made since 2018 to involve the Cree Women of Eeyou Itsche Association, and to bring forward specific women issues related to the James Bay Lithium Mine project. These efforts resulted in the organization of two meetings, on October 17 and 26, 2019. These meetings, held only between women, aimed at presenting the project and discussing various issues surrounding women, such as sexual harassment, prostitution, rape and others. The Association seemed to be glad to have the opportunity of discussing these issues, especially without the presence of men. It was decided, after the meeting, that discussions should remain open between GLCI and the Association, and that group meetings with women from the communities should be scheduled, in order to discuss non-traditional jobs for women.

MEMBERS OF THE CREE NATION OF EASTMAIN, WASKAGANISH AND WASWANIPÉ

Following the meetings with the CWEIA on October 17 and 26, 2019, it had been mentioned that women discussion groups could be formed to discuss the issue of women employment for untraditional jobs (truck drivers, electricians, carpenters etc.) and other issues surrounding women. A first discussion group took place on July 29, 2020 by videoconference. It was first planned in March 2020 but was cancelled due to Covid-19 restrictions. It was then decided that such meetings should be held again in the future.

Members of the community of Waswanipi were also kept informed of the most recent updates on the project. They were met by videoconference on February 9, 2021, to present modifications on the project, and collect their comments and concerns.

On April 14, 2021, the project updates were also presented during community consultations via videoconference. About twenty Cree community members, stakeholders and community organization representatives were present. It was suggested by participants to repeat this form of activity at a later date.

5.4.2 JAMES BAY STAKEHOLDERS

5.4.2.1 2012 PERIOD

In James Bay communities, interviews were conducted in Matagami in May 2012 with stakeholders from a number of sectors of the municipal government, economic development, territorial management and planning and natural resources (Table 5-3). These meetings identified the concerns and expectations of James Bay stakeholders regarding the project and on mining development in the territory. The stakeholders expressed their support for mining development in their region, but all underscored the importance of establishing conditions to ensure and maximize socioeconomic spin-offs for the region.

Table 5-3 Calendar of information and consultation activities with James Bay stakeholders – 2012

Date	Activity	Stakeholder(s)*
May 14, 2012	Interviews with socioeconomic stakeholders	James Bay regional conference of elected officers (CRÉ), James Bay Local Development Centre (CLDBJ), Regional Commission on Natural Resources and the James Bay Territory (CRRNTBJ)
May 14, 2012		Committee to maximize economic spin-off (COMAX Nord)
May 15, 2012		Municipality of Baie-James
May 15, 2012		James Bay Development Corporation
* A calendar of information and consultation activities (with the names of stakeholders met for each activity) is provided in Appendix F.		

5.4.2.2 2017–2018 PERIOD

Consultations have been conducted since December 2017 with stakeholders from the James Bay community (Table 5-4). The objectives of these ongoing consultations were to meet with the regional organizations concerned to present the project to them and receive the concerns, expectations and recommendations of these stakeholders as well as information useful to the development of the EIA. Details of the meetings and discussions are summarized below.

Table 5-4 Calendar of information and consultation activities held with James Bay stakeholders - 2017–2018

Date	Activity	Stakeholder(s)*
December 19, 2017	Meetings to unveil the project to the various stakeholders	EIJBRG
December 19, 2017		City of Matagami
December 19, 2017		SDBJ
February 5, 2018	Interviews with socioeconomic stakeholders from James Bay	Direction régionale de Services Québec du Nord-du-Québec
February 12, 2018		CFPBJ
February 22, 2018		SDBJ
February 23, 2018		City of Matagami
April 3, 2018		ARBJ
May 23, 2018	Meeting	SDBJ
May 30, 2018	Interview with socioeconomic stakeholders from James Bay	TJCM
July 23, 2018	Meeting	SDBJ
July 23, 2018	Information session	EIJBRG
July 24, 2018	Meeting	City of Matagami
* A calendar of information and consultation activities with the names of the stakeholders met during each activity is provided in Appendix F.		

EEYOU ISTCHEE JAMES BAY REGIONAL GOVERNMENT

GLCI representatives met with the Eeyou Istchee James Bay Regional Government (EIJBRG) on December 19, 2017, to present both the mining company and the James Bay Lithium Mine project. During the discussion period, members of the EIJBRG asked for information about the criteria for determining the profitability of a mine as well as about the state of exploration work and of the proposed mining project. The EIJBRG was also interested in learning GLCI’s intentions regarding processing, in finding out if the business planned to process the economic material within the territory and whether the process will be as polluting as that seen in China. The EIJBRG wanted assurance at this meeting that the new regulation to protect peatland, in force since June 2017, would be respected. The regional government also asked questions about the community’s receptiveness to the lithium mine project, about use of the Matagami transshipment yard and about the estimated number of jobs during the construction and operation phases.

From January to September **2018**, numerous exchanges (23) and concrete actions were carried out in order to present the project to the members of the EIJBRG Board and, at the same time, to collect and respond to their comments, concerns, and recommendations. GLCI is currently awaiting confirmation; therefore, at the time this report was published, this meeting had not been held. It should be noted that all requested documentation has been sent to the EIJBRG.

CITY OF MATAGAMI

The city of Matagami has had ongoing consultation many times about the James Bay Lithium Mine project. A meeting was held on December 19, 2017, with the mayor, councillors and director of economic development. The meeting was held to present the mining company and the project. Topics addressed following the presentation were processing, infrastructure present on the mining site, the amount of concentrate to be transshipped, the lifespan of the mine, the project schedule, the economic spin-offs and the environmental impacts. The city of Matagami presented the social and economic benefits the municipality offers for a mining project of GLCI's scale. These included the transshipment yard, the various services the city could offer the company (lodging, workers, administration, training for non-Indigenous and Indigenous people, etc.), the advantages of the Billy-Diamond highway and airport service.

A telephone interview also took place with the municipality on **March 19, 2018**; it was represented this time by the mayor of Matagami and its director of economic development. The city of Matagami reiterated that it possessed several socioeconomic features attractive for mining development and said that it wished to participate in the James Bay mining project as a partner. The municipality addressed problems associated with development of the Nord-du-Québec and the mining sector, such as the province-wide scarcity of labour, problems with transportation and logistics and land-use issues. Regarding this last matter, the main concern is that, for logistical reasons, GLCI will establish its administrative headquarters in an urban centre outside the Nord-du-Québec region, such as Val-d'Or or Rouyn Noranda, and that the organization of transportation for its employees would entice residents of Matagami to move south to one of these two cities in order to go work further north for the mine. Commuting is very present in the concerns of the municipality, which indicated that this phenomenon would minimize economic spin-offs for the region, limit job opportunities for the people of James Bay and would not encourage the retention of residents in the territory. The distance of the mining project from the city of Matagami could also have an impact on the community, since workers would have to remain on the mine site during their shift. Furthermore, the city of Matagami would like GLCI to take a firm position prioritizing local labour and service businesses.

An information meeting was also held on July 24, 2018. The city of Matagami took the opportunity to discuss the municipality's transshipment yard and its benefits; the advantages of the Billy-Diamond highway were also put forward. Documents were submitted to GLCI representatives concerning the laboratory project, the transshipment yard and the recent mining symposium. A tour of the transshipment yard took place after the meeting.

JAMES BAY DEVELOPMENT CORPORATION

The SDBJ was also met on December 19, 2017. At this meeting, GLCI representatives presented the mining company and the James Bay Lithium Mine project, which is located near the Km 381 truck stop, an infrastructure owned by the SDBJ. During the discussion period, the matter of the remote landfill used by the SDBJ near the projected mine site was raised. Several concerns were also expressed about the km 381 truck stop, which was recently renovated at a cost of \$3 million, especially the impact of noise and dust on the operation of this business. The SDBJ also reminded the mining company of the suggestion made in 2010 regarding a partnership to relocate the km 381 truck stop if the project were approved. Concerning the Billy-Diamond highway, maintenance of which is part of the SDBJ's mandate, the corporation underscored that it receives financial contributions from the Ministère des Transports, de la Mobilité durable et de l'Électrification des transports (MTMDET) and from Hydro-Québec and that, given GLCI's activities and needs which could increase expenses, the SDBJ might ask the mining company for compensation.

A few months later, on February 22, 2018, a telephone interview was conducted with the SDBJ. The corporation presented its various mandates as well as work and projects underway or planned. It underscored that the development of multiple projects at the same time could greatly drain contractors in the region, resulting in increased costs to maintain the Billy-Diamond highway and other outlying infrastructure. It added that establishment of a mine near the km 381 truck stop could lead to problems for the SDBJ concerning the remote landfill, employee recruitment, potable water (risk of contamination) and reconstruction of the Billy-Diamond highway. The SDBJ also mentioned that the traffic created by this mine, if the project is approved, could encourage the development of a cellular network if demand were significant.

GLCI met with the corporation again on May 23, 2018. At this meeting, the SDBJ presented the main features of the km 381 truck stop in terms of lodging capacity as well as the various services available. The attractions of the Billy-Diamond highway were also mentioned. Topics covered at this meeting were GLCI's proposed agreement to share nursing services, the procedure for temporary GLCI workers staying at the km 381 truck stop, measures that would be put forward for the remote landfill and the possibility of an agreement for organization of the worker camp.

An information meeting was held on July 23, 2018. GLCI representatives presented a recent map of the project to the SDBJ as well as the results of an EIA, supported by posters prepared for the open house held in Eastmain on July 16, 2018. During this meeting, the SDBJ was informed of the potential impact that dewatering of the pit could have on the level and quality of potable water in the wells of the km 381 truck stop. For their part, GLCI members asked the corporation about the depth of these wells, about reconstruction work on the Billy-Diamond highway and about hunting and fishing activities in the area. Regarding this last question, the SDBJ invited the mining company to consult the EIJBRG, which has information on the topic. Sharing of emergency services and procurement were also discussed at this meeting. The SDBJ also mentioned the existence of a GCC budget to develop entrepreneurship among the Cree.

DIRECTION RÉGIONALE DE SERVICES QUÉBEC DU NORD-DU-QUÉBEC

A discussion took place by telephone with the Direction régionale de Services Québec du Nord-du-Québec on February 5, 2018. Two main concerns were voiced by the organization. One was regarding land use. For the Direction régionale de Services Québec, it is important that people who work in the region also live there. There is concern about the impact that commuting could have on municipalities and communities in the Nord-du-Québec, namely the absence of economic spin-offs and the loss of job opportunities. The second concern raised was the prioritization of local labour, which, according to the representative consulted, is an essential measure.

JAMES BAY VOCATIONAL TRAINING CENTRE

The James Bay Vocational Training Centre (CFPBJ) was consulted via telephone interview on February 12. During this meeting, information was obtained about specific mining-sector or applicable training offered by the institution; about partnerships between the CFPBJ and mining companies to provide classes in the mine industry; about the shortage of labour and the difficulty of recruiting both instructors and students; about the impact of the sector on other types of industries; and about vocational training for Indigenous people. For the CFPBJ, it is important that mining companies in the territory and entrepreneurs can contact them if they need training, so the institution can meet these requirements without the workers having to go to Montréal, Québec City or Saguenay for training. The main concern voiced by the CFPBJ was land use. According to the institution, the people of James Bay must be able to remain in the territory and see their numbers grow. The CFPBJ mentioned that Cree labour should not be overlooked and that it is important to consider workers from Indigenous communities. It also suggested that GLCI design its schedules so that workers would move to the region with their family.

JAMES BAY REGIONAL AUTHORITY (ARBJ)

The James Bay Regional Authority was consulted via telephone interview on April 3, 2018. In particular, information was obtained about the state of the construction and mining sectors in James Bay, about mining development initiatives undertaken by the ARBJ and about the concerns of the Authority. In terms of problems for the mining sector, the ARBJ identified a current labour shortage. For the region, it underscored that there are not always spin-offs from mining development and that, despite their contribution to the regional economy, these projects do not encourage residence in the territory due to the work schedules set, which entice commuting. Besides the beneficial economic spin-offs such a project could have on the region and its municipalities, the ARBJ highlighted that the increased road traffic and the impact of the mine on the environment and the integrity of the territory were factors to take into consideration. The ARBJ invited GLCI to participate in a committee to maximize economic benefits (COMAX), an initiative it had implemented and for which it already coordinates many projects in the territory. The Authority also encouraged GLCI to contact the James Bay Mining Roundtable for its EIA, which was done in May 2018.

JAMES BAY MINING ROUNDTABLE

On May 30, 2018, the Table Jamésienne de concertation minière (TJCM) was consulted. Several issues associated with mining development in James Bay were addressed by the organization. The TJCM discussed transportation issues as well as the importance of social acceptability of the project – not only within the territory of the EIJB, but across Québec as well. Concerning labour within the administrative region of Nord-du-Québec, the main issue cited by the TJCM was turnover: the organization said that prioritizing the hiring of local workers is the solution to reducing this phenomenon and that this initiative would make it possible to retain more workers. During the meeting, the TJCM also shared that current elected officials and James Bay residents would like to encourage processing of metals in the James Bay territory and that a project is underway to economically measure and quantify the competitive benefits that James Bay could offer so as to entice projects such as GLCI's to process their concentrate into finished products within the territory. The organization also clearly expressed its expectations of GLCI. The TJCM would like the mining company to collaborate in the northern development process, for it to assume its leadership role, take the time to meet with elected officials of the city of Matagami to evaluate the competitive benefits of the municipality and for its project to contribute to the development of the James Bay territory.

5.4.2.3 2018-2021 PERIOD

No meetings were held between GLCI and the James Bay stakeholders since the submission of the first version of the impact assessment in October 2018. However, meetings are scheduled in the coming year, to present the modifications regarding the optimization of the project.

5.5 CONCERNS, EXPECTATIONS AND RECOMMENDATIONS REGARDING THE PROJECT

Stakeholders' concerns, expectations and recommendations with regard to the James Bay Lithium Mine project were recorded throughout the consultation process. This section summarizes the information gathered during the consultations held in 2011, 2012, 2017 **and from 2018 to 2021**.

5.5.1 CREE STAKEHOLDERS

5.5.1.1 2011-2012 PERIOD

As mentioned, information and consultation activities with representatives of various administrative or public service organizations were held in Eastmain in 2012. In addition, three discussion groups were organized with participants chosen on the basis of age and gender. The main concerns and expectations expressed by the Cree community revolved around the sharing of revenue from mining activities, the project's impacts on water quality and territory resources, training, the effectiveness of the information and consultation process, the effect of mining activities on traditional use of the territory, the rehabilitation and rehabilitation of the mining site and the alcohol problem at the worker camp (Table G-1 in Appendix G).

5.5.1.2 2017-2018 PERIOD

During the second series of consultation meetings held in 2017–2018, stakeholders again expressed their concerns regarding the planned project, along with their expectations and recommendations. This information is summarized in the following paragraphs as well as in Table G-2 (in Appendix G).

In terms of the environment, several stakeholders asked questions regarding the impact of disruptive elements (dust, noise, vibrations, odours, etc.) on wildlife, plant life and water and air quality. Of these disturbances, dust from mining activities appears to be the primary concern. The people met with enquired as to the area within the territory that would be affected or contaminated by this nuisance. The mining project's location near watercourses and peatland led certain Eastmain community members to doubt GLCI's ability to control the risk of contamination. Various other mining processes or activities raised concerns, notably wastewater treatment and drilling and blasting activities. The mining site's rehabilitation and rehabilitation was also a topic that elicited numerous issues. Certain stakeholders also voiced their hope that the mining company would consider the cumulative effects of hydroelectric and mining projects on the Eastmain territory.

A significant number of the concerns that were raised addressed training and employment; granting priority to Cree workers is a major issue in agreements of this type. Some of the stakeholders met with expressed a concern that the mining project might, by hiring numerous workers from the community, bring about the closure of other businesses due to a lack of manpower. Regarding vocational training, members of the Eastmain community asked the mining company to notify them of available jobs and to cooperate with the Cree School Board and HRDC to develop and offer training sessions designed to prepare the community for future employment opportunities in the mining sector. This fear that Cree labour would not be adequately prepared at the time of the project's implementation was repeatedly voiced. In addition, stakeholders noted that some obstacles might prove detrimental to Cree workers, among them requirements regarding the French language, tensions with other Indigenous and non-Indigenous workers and GLCI's expectations concerning professionalism and ethical standards.

As for economic development, the stakeholders brought up the possibility of a partnership with GLCI, questioning the type of business model most likely to favour fair trade and support community development while respecting the region's culture and values. Concerns over economic spin-offs were also expressed. During the consultations with community members, participants shared their worries that the region would not enjoy any of the promised benefits and that none of GLCI's profits would be reinvested in the community. **Stakeholders located outside the Eastmain community also raised concerns regarding the economic spin-offs and compensations they could receive.**

The stakeholders also had issues regarding the mining project's impacts on the community's health and social environment. People from the health sector who were consulted expressed a fear that certain problems might be exacerbated, among them the prevalence of emergency cases, the alcohol and drug addiction rate and the number of cancer cases due to environmental contaminants. The majority of them were particularly interested in learning how GLCI planned to manage problems linked to alcohol and drugs. Adequate budgeting in the event of an increase in disposable income was also a key concern, as participants spoke of how certain community members found it difficult to spend their earnings wisely. This specific issue could also trigger other social problems. Stakeholders also expressed a fear that Eastmain health services would be affected by increased demand due to GLCI's activities in the region. In addition, the people consulted were concerned by the effects of Cree employees' work schedules on their families and on community values. Worries were voiced regarding a possible rise in the number of children placed in foster or other care and seniors left to their own devices due to their loved ones being absent.

As for traditional activities, concerns over the impact of mining activities on hunting, fishing and gathering were shared. **Some concerns were raised regarding the possibility for mine workers to hunt or fish without authorization in the vicinity of the mine. There were also some concerns regarding the security for these workers, considering the potential presence traps in the area.** Concerns as to the effects of mining operations on traditional Cree activities and the resources thus obtained were also voiced during the community consultations. Stakeholders were also curious as to whether GLCI planned to give Cree workers time off so they could hunt geese and moose. The people consulted also wondered how GLCI would deal with any cultural problems at the mine itself.

Most users fear that the project will aggravate impacts caused by other sources. For instance, some people raised concerns about the project adversely affecting the regeneration of vegetation in the area which is only beginning to recover after the forest fires of 2013 or the project contributing to the reduction of resources across the territory initiated by hydropower projects. Another user mentioned that moose are just beginning to come back following the Eastmain 1-A project work, completed in 2013. Users of the VC35 trapline, who have seen a significant portion of their land submerged after the development of the Opinaca Reservoir in the 1980s and were affected by the Eastmain 1 and Eastmain 1-A projects, and by the diversion of the Opinaca and Eastmain Rivers, now fear that the quantity and quality of resources across the land they have left be further affected, more so because a mine is already in operation and another is projected close to their land. One RE2 trapline user mentioned that the taste of beavers has changed since the construction of Billy-Diamond highway due to the associated pollution and fears that the situation will worsen.

RE2, VC33 and VC35 land users also fear the risks of contamination of resources (e.g. sturgeon, beaver or moose) and hydrological network, as well as an increase in cancer rate caused by the presence of contaminants in the food chain. They also worry about the contamination of vegetation, notably because of dust. One user (VC35) is concerned by the impact of increased traffic on health in relation to dust (two users of a camp located close to the road suffer from asthma).

They also apprehended the possible effects of increased traffic on the road's condition and highway safety (mainly Billy-Diamond highway). Questions as to monitoring truck transport of chemicals and the impact of a future spill due to a highway accident were also raised. Some concerns were also raised regarding rubble that could fall from un-covered trucks and cause damage to vehicles on the road. Vehicules parked along the Billy-Diamond highway could also be damaged by the mining trucks. The impact of the increase of trucking on the road during the hunting seasons was also expressed, notably for the security of children who could be more likely to play around the road at that time of the year, and on the state of the road and its maintenance in winter.

Lastly, commuting is another issue that raises concerns among the elected officials of Eastmain's Cree community. Members of the Eastmain Cree First Nation are also talking about leaving the community to go live in an urban centre such as Ottawa or Montréal. Increased income (due to the mining project) would provide more people with just this type of an opportunity.

5.5.1.3 2018-2021 PERIOD

Since the first version of the impact assessment in October 2018, consultations with cree stakeholders continued to take place. The various meetings, described in section 5.4.1.3, allowed to reaffirm some concerns generated by the project.

The issue of road traffic was raised at many occasions. Cree stakeholders wanted to know the efforts made to limit trucking during goose and moose hunting season, and the measures planned to ensure adequate maintenance of the road, considering the traffic increase related to the project. The issue of the security for the vehicules parked along the road was also expressed, especially for winter, when the road is narrower.

The potential use of the land by mine workers, vandalism, or a future growth of the project that would increase the encroachment of the mine on the ancestral land were issues raised by the users of the territory. The proximity of the camps with the road, and the traffic increase associated to the project was also discussed during these meetings, as well as interference with traditional activities.

Concerning socio-economical issues, concerns were raised by the cree stakeholders regarding employment for individuals with lower education levels. The possibility and the means to receive training was brought-up, to ensure that members of the community could be adequately involved in the project. Apprehensions were expressed that most mine workers would come from outside the communities. It was suggested by some members of the Nation that the capacity and resources of Cree businesses should be assessed and used, rather than favoring a large company with outside workers. Access to employment for single mothers were also questioned, as well issues on sexual harrassments, or any violence agains women on site. Furthermore, a strong issue related to the prostitution of girls and women was also discussed, given the presence of the workers' camp. The issue of racism was also raised, and it was suggested by members of the Nation to provide training on Cree culture for workers arriving from outside.

On the environmental level, the main issue was reiterated regarding the project impacts on water quality **on the land, related to the runoff, the mine discharge and the wastewater, and on the ecosystem around the mine**. Also, questions were raised about the visual aspect of the mine once constructed, the rehabilitation of the site **and the waste management**.

5.5.2 JAMES BAY STAKEHOLDERS

5.5.2.1 2012

During the first series of information and consultation activities held in 2012, the main concerns of James Bay stakeholders revolved around several elements: the environment, employment and services, use of the territory, communications, economic spin-offs, training and air transport. Table G-4 (Appendix G) presents a summary of the concerns recorded.

5.5.2.2 2017-2018 PERIOD

During the meetings and exchanges held as part of the 2017 and 2018 consultation of James Bay stakeholders, a number of the concerns raised in 2012 were reiterated, along with new issues and problems regarding lithium processing and road infrastructure.

The stakeholders specifically shared worries regarding the environment and the integrity of the territory. Compliance with the new regulation to protect peatland, the impact of the disturbances due to mining activities and the risk of drinking water contamination during the construction and operations phases were all brought up.

As for the job sector, the stakeholders consulted brought up employee retention problems in the administrative region of Nord-du-Québec. Priority being given to the region's workers, enterprises and services is thus a key issue for James Bay stakeholders. Giving due consideration to Cree workers and their importance was also discussed. Furthermore, worries were voiced that in the event of a mining project, small entrepreneurs or service providers from the region might be unable to retain their employees, who would seek out work with the mining companies.

Numerous other concerns involved issues regarding land or territory use. Commuting and the associated impacts (fewer economic spin-offs, loss of job opportunities for James Bay residents, possible increase in the number of residents remaining in the Nord-du-Québec region, etc.) are one of the regional stakeholders' greatest fears. The site of the mine's administrative and operating hub, along with the logistics of worker transportation, will be critical issues with a potentially major impact.

Worries were also voiced regarding the lack of economic spin-offs for the region. The urban centres of Val-d'Or and Rouyn-Noranda are two hubs often preferred due to their year-round air service. Obtaining such year-round air service is thus a preoccupation for James Bay stakeholders, as well as a priority to ensure the region's ongoing development.

With regards to workforce training, regional stakeholders are calling for GLCI to reveal whether or not it plans to rely on regional vocational training centres/establishments. They would also like to know more about the organization's interest in eventually partnering with the CFPBJ.

On another note, the processing of metals was also discussed, with the people met asking whether the method used would have an impact on the nearby environment and whether any thought had been given to the EIBJ as the site of a future processing plant.

Lastly, concerns were raised regarding the Billy-Diamond highway, its weight-bearing capacity and other capacities as well as the potential impact of the GLCI mining project and the associated increase in traffic on the road's integrity.

Table G-5 (Appendix G) summarizes the concerns of the James Bay stakeholders for the period from 2017 to 2018.

5.5.2.3 2018-2021 PERIOD

No concerns, expectations or recommendations were expressed by James Bay stakeholders for the 2018-2021 period. Meetings scheduled to present the project optimization in the current year will be opportunities to discuss and collect any new concerns, expectations or recommendations for the project.

5.6 GLCI'S RESPONSE TO CONCERNS, EXPECTATIONS AND RECOMMENDATIONS ABOUT THE PROJECT

GLCI has already responded to many concerns, expectations and recommendations voiced by James Bay and Cree stakeholders.

Many steps have been taken to address some of the issues raised by the Eastmain Cree population following regional consultations. Table 5-5 presents the initiatives implemented thus far regarding Cree stakeholders.

Table 5-5 Steps taken to address the Eastmain Cree's concerns

Concerns	Steps taken by GLCI
Lack of stakeholder knowledge of the various aspects of mining operations. Difficulty taking a stance vis-à-vis the project.	<ul style="list-style-type: none"> GLCI invited the Eastmain Cree community members and the local tallyman to an organized visit of the Stormoway diamond mine. The visit had to be cancelled on two occasions, due to cancellations by the Cree participants. An introductory course about lithium and mining operations was offered in Eastmain on July 11, 12 and 13, 2018 (18 participants).
Waste rock stockpile located near a watercourse used by the trapline RE2 (creek CE5) tallyman.	<ul style="list-style-type: none"> Following consultations and after several options were considered, the waste rock stockpile was relocated north of Asini Kasachipet Lake and south of creek CE2 (Map 3-1). This new site not only addresses the issue raised regarding creek CE5 (watercourse used by inhabitants of the region), namely by moving the waste rock stockpile further away from this watercourse to a watershed not as favoured by users of trapline RE2, but it also moved this mining infrastructure further from the km 381 truck stop. Following the modifications to the project design in 2021, waste rock will now be stored in four smaller stockpiles instead of a large one. The quantity of waste rock will remain the same as planned in the 2018 project. The four stockpiles will be located East of Asini Kaschipe Lake and south of CE2 Creek. They are positioned to have no impact on CE5 Creek.
Presence of GLCI consultants or workers in trapline RE2 without the tallyman's permission.	<ul style="list-style-type: none"> GLCI agreed and has given the trapline RE2 tallyman advance notice of activities planned on the land.
Training support for Cree workers.	<ul style="list-style-type: none"> The mining company agreed to work in conjunction with the Cree School Board and HRDC to develop community training designed to prepare the Cree workforce for future job opportunities at the mine.
Impact on the quality of life of Cree workers and their families (problems due to being far from their community).	<ul style="list-style-type: none"> Work schedules for Cree employees will be tailored to their particular reality. One option would be 7 work days followed by 7 days off.
Impact on traditional activities.	<ul style="list-style-type: none"> The noise level of certain activities, such as upkeep of the industrial facility, will be diminished during the goose-hunting season, so as to limit impacts on hunting activities. Lower truck speed during hunting season and raise the workers awareness. Cree workers will also receive days off during the goose-hunting season. Royalties to Cree Nation Government, that could be redistributed to relocate camps if necessary.

Table 5-6 Steps taken to address the Eastmain Cree’s concerns (continued)

Concerns	Steps taken by GLCI
Exacerbation of alcohol and gambling problems among workers.	<ul style="list-style-type: none"> • The worker camp will be alcohol-free (“dry”) during the construction and operations phases. • Video poker machines, regardless of type, will be strictly forbidden at the mining site.
Issue regarding prostitution of girls and women related to the presence of working camp	<ul style="list-style-type: none"> • GLCI plans to work with the Cree Women of Eeyou Itschee Association to develop ways to protect Cree girls and women on the workers’ camp. • A Cree woman will be hired in the mine’s Human Resources office to facilitate interaction with the women. • During the operation phase of the mine, workers will be picked up at the airport, controlled at the camp and allowed to leave only with permission. There will be no personal vehicles on site during this period.

The main steps taken regarding the James Bay communities involve the SDBJ and the km 381 truck stop. GLCI agreed to erect a fence around the remote landfill of the SDBJ as well as along the northern side of the road to get there, so that the site will not be impacted by mining activities. On another note, agreements for worker housing and shared emergency medical services are presently being discussed. These potential collaborative efforts constitute actions that would help increase economic spin-offs and better meet the SDBJ’s expectations.

GLCI also responded to the ARBJ’s suggestion that it consult the TJCM as part of the EIA.

5.7 ONGOING CONSULTATION INITIATIVE AND COMMITMENT TO STAKEHOLDERS

GLCI has agreed to develop and maintain sustainable relationships with stakeholders, to maximize the social and economic benefits of the project while minimizing its environmental impacts. The mining company also is sharing information on the project, specifically by holding open houses, committing to having GLCI’s community relations manager spend one week per month in the community, organizing sessions with stakeholders, posting updates on the website, and maintaining direct links with employees. With these commitments, GLCI aims to offer timely and relevant responses to all the comments and concerns voiced with regard to the James Bay Lithium Mine project.

The relationship and exchanges between GLCI and stakeholders will be maintained throughout the life of the project.

5.7.1 IMPACT BENEFIT AGREEMENT

Discussions have been initiated with Cree and Eastmain stakeholders to reach sign an impact benefit agreement. No agreement has been reached thus far, as exchanges are still underway. **However, a Pre-Development Agreement was signed with the Council of Cree Nation of Eastmain on March 15, 2019.**

Furthermore, GLCI has agreed to abide by certain principles, namely to:

- implement sustainable infrastructure projects;
- provide education and training opportunities;
- promote the importance of proper money management to the population;
- favour projects focused education, health and infrastructure;
- make business opportunities available to local entrepreneurs.

5.7.2 MONITORING COMMITTEE

As required under *An Act to amend the Mining Act* (section 101.0.3), **GLCI will establish several committees, including** monitoring committee to foster the participation of the communities involved in the project's execution. This committee will be created prior to the mine's construction and will remain active throughout its life, until the works provided for in the mining site rehabilitation and rehabilitation plan are fully completed.

The committee's membership will be determined as per the regulations established under the Act, and it will comprise at least one representative from the Eastmain **Band Council, the Waswanipi Band Council and Waskaganish Band Council or a deisgned member from their communities**, one from the business community, one from the city of Eastmain and one from the EIJBRG. GLCI would also like to **include the tallymen from RE1, RE2, RE3, VC33, VC35 and R08 or one of their family members** to the monitoring committee.