



Engagement Plan Snapshot Patterson Lake South Project 2022-2024

A Collaborative Approach to Meaningful Engagement

Fission believes that for engagement to be meaningful, inclusive, and accessible, engagement plans should be developed in collaboration with leadership from Indigenous communities and key stakeholder groups.

Our Goal:

To meet regularly with Indigenous Nations and Communities and key stakeholder groups to keep them informed on the Project including any licensing/permitting plans, timelines, and decisions, and how these may potentially impact them.

Our Promise:

To engage openly, honestly, and respectfully and give careful thought to cultural traditions and practices.

Our Commitment:

To listen to all issues, concerns, and feedback and incorporate into the Project planning phases and design of the project where possible.



Best Practice and Community Expectations

Fission's engagement approach was designed by incorporating best practices from across Canada and internationally and formatting those in a way that exceeds regulatory requirements and aligns with community expectations.

Through early engagement with Indigenous leadership Fission heard that communities are expecting meaningful engagement with a focus on building respectful relationships and seeking consent as part of the environmental assessment (EA) approvals process. They heard that Indigenous leadership wants to take an active role in the planning and delivery of engagement activities. Where community consultation policies are in place, Indigenous leaders expect Fission to comply with those policies. They also heard that Indigenous Nations want to be engaged on Project-environment interactions that have the potential to impact all Indigenous Rights, not just Indigenous Rights related to land and resource use.

Indigenous Rights

The Constitution Act, 1982 does not define Indigenous rights under Section 35, but they vary from group to group depending on the customs, practices and traditions that have formed part of their distinctive cultures and can include:

- Aboriginal title (ownership rights to land)
- rights to occupy and use lands and resources, such as hunting and fishing rights
- self-government rights
- cultural and social rights

Indigenous leadership urged Fission to design engagement with respect for difference between the jurisdiction of Indigenous Nations and municipalities. Most municipalities in the Patterson Lake area are comprised predominantly of members of the Indigenous Nations that Fission is engaging. Fission heard that leaders from Indigenous Nations should be engaged on potential impacts to Indigenous Rights and interests for their Nation and their members, and municipal leaders should be engaged on potential impacts to municipal infrastructure and services.

Fission is working with Indigenous leaders to design engagement agreements to guide engagement activities with each Indigenous Nation in a way that aligns with community expectations and capacity.

Engagement with municipalities and key stakeholder groups will be conducted using best practices from the International Association of Public Participation which focuses on aligning the level of engagement and influence with the level of impact each group may experience. Groups with greater potential to experience impacts as a result of Project activities will be engaged with a higher level of influence on the outcome of the EA.

The engagement program was designed using an outcomes focused approach which applies these broad steps:

- 1 Identify opportunities for engagement input to inform decisions related to each component of the EA and Project plan development.
- 2 Determine what level of influence engagement results may have on decisions related to each component and how/when engagement input will be factored into the decision-making process.
- 3 Identify key stakeholder groups, determine what information to share, what information to collect, and engagement activity format preferences.

Regulatory Setting

The engagement strategy has been designed to inform the Crown's Duty to Consult, and to incorporate the following procedural aspects of the Duty to Consult assigned to Fission by the Saskatchewan Ministry of Environment on December 13, 2021 to inform the EA process:



Inform the First Nation / Métis communities of the nature of the proposed activities, any potential environmental impacts, and short/medium/long-term mitigation plans.



Arrange meetings by mutual agreement with First Nation / Métis Local elected officials or their formally authorized designate to discuss a consultation plan and an appropriate budget.



Consult with the First Nation / Métis Local to understand the community's use of the land and resources in the project area and the specific potential adverse impacts of the proposed project on the communities' ability to exercise their Treaty and Aboriginal rights to hunt, fish, and trap for food, and to carry out traditional uses.



Gather and appropriately document/map information on rights and traditional uses in the project area.



Consider the information provided by the First Nation / Métis Local on how their community is using the Crown land in the proposed project area for the exercise of rights and traditional uses.



Work with the community to determine reasonable accommodations to avoid, minimize or mitigate potential adverse impacts on the First Nation / Métis Local ability to hunt, fish, and trap for food and carry out traditional uses.



Provide a Consultation Report in the Environmental Impact Statement (EIS) documenting:

- efforts to contact the community;
- consultation activities and events;
- what information was provided to the community and how the information was provided;
- Fission's understanding of the community's use of the land and resources in the project area and the potential adverse impacts to Treaty and Aboriginal rights and traditional uses;
- specific community concerns related to potential adverse impacts on their ability to exercise Treaty and Aboriginal rights and carry out traditional uses;
- how the concerns identified were considered by Fission;
- any accommodations proposed by Fission or the community;
- any outstanding concerns Fission was unable to address and the reasons why;
- any agreements developed with the community; and
- other relevant information related to the project.

Fission's engagement approach has also been informed by relevant regulatory guidance, specifically the Government of Saskatchewan's TOR and EIS guidelines (2021), CNSC REGDOC-3.2.2 *Indigenous Engagement* (REGDOC 3.2.2, 2022) and the Government of Saskatchewan's Proponents Guide: *Consultation with First Nations and Métis in Saskatchewan Environmental Impact Assessment* (2014).

Groups Identified for Engagement

Indigenous Nations and Groups:

Indigenous Nations to be engaged were identified in consultation with the Ministry of Environment and CNSC and mirror the groups identified on similar current development projects within the region. For the most part, Indigenous Nations identified are those who may experience impacts to Aboriginal or Treaty rights and traditional uses, are Treaty 8 signatories with reserve lands located in proximity to the development area, or are Indigenous Nations who have documented traditional territories, lands, or land claims that overlap or are near the development area. These include:

Métis Nation – Saskatchewan (MN-S)	Ya' thi Néné Land and Resource Office (YNLR)
Clearwater River Dene Nation (CRDN)	Athabasca Chipewyan First Nation (ACFN)
Birch Narrows First Nation (BNDN)	English River First Nation (ERFN)
Buffalo River Dene Nation (BRDN)	Meadow Lake Tribal Council (MLTC)

Municipalities:

Municipal leaders and residents to be engaged were selected based on their proximity to the Patterson Lake South Project and transportation corridors associated with the Project. These include:

Northern Saskatchewan Administration District (NSAD):	Northern Hamlet of Black Point
<ul style="list-style-type: none">Northern Settlements of Descharme Lake, Bear Creek and Garson Lake	Northern Village of St. Georges Hill
Northern Village of La Loche	Northern Hamlet of Michel Village
Northern Hamlet of Turnor Lake	Northern Village of Buffalo Narrows
	Northern Village of Beauval
	Northern Village of Ile a la Crosse

Local businesses, economic development corporations, and service providers:

Forrest Lake Outfitters	Kisslinger Outfitting
Big Bear Contracting Ltd.	Buffalo Narrows Economic Development Corporation
Methy Construction	La Loche Economic Development Corporation
PR Services	Emergency service providers
Carswell Lake /Lone Wolf Camps	Crisis response providers
Wolverman Wilderness Outfitters Ltd.	Community based organizations
Community-preferred businesses	

Land users:

N–19 Trapping Association
Northern Saskatchewan Trappers Association
Landowners, occupants, or users

Regional Planning, Education and Monitoring:

Northern Saskatchewan Environmental Quality Committee
La Loche Education Advisory Council
Gabriel Dumont College
Northlands College
Northern Career Quest

What We Have Heard

Fission has been engaging and building relationships with community members since 2011. These efforts have increased significantly since 2016, and Fission's presence in the community will continue to grow through out the EA process. A complete list of concerns identified from 2011 to 2021 is identified in Fission's Project Description which served as their Technical Proposal submission. Some key takeaways and priority areas are described below.



We heard that it is important to keep the PLS footprint small, so we chose an underground mine design instead of an open pit mine design.



We heard that local employment opportunities are important to people - so we are working with community leadership and training centers to explore how to maximize employment opportunities for local people and businesses.



We heard that meaningful engagement means sharing information with each other at every step of the process - so we are working closely with community leadership to identify the best ways to engage with community members going forward.

Fission has mechanisms in place to track:

- concerns and interests raised by communities,
- Fission's response to each concern and interest,
- how Fission considered or acted on concerns and interests in the Project design and EA process, and
- how the results of this process were communicated back to the community who shared the concern or interest.

Information Sharing Approach

Fission is in the process of discussing, developing, or honoring Engagement and Capacity Agreements with six Indigenous Nations with Traditional territories overlapping Patterson Lake.

What is an engagement and capacity agreement?

An agreed upon work plan, schedule, and budget designed in collaboration between Fission and community leadership to guide how Indigenous Nations and Communities are engaged throughout the environmental assessment process. The work plan identifies community expectations for meaningful engagement, how communities would like to receive, share, and validate information, preferred engagement activities, opportunities to build capacity in communities, and how funding will be allocated to the Nation to support the engagement activities identified.



Engagement and Capacity Agreements have been signed by CRDN, YNLR, and BRDN.



Work plans and budgets have been co-designed with BNDN and MN-S and are awaiting approvals.



Discussions are currently underway with ACFN regarding how they would like to be engaged.

How will Fission use the information received?

Each community has identified specific community-led studies and reports that they would like to provide to Fission which touch on aspects of land and resource use, traditional food harvesting, impacts to Indigenous Rights, and socio-cultural assessments. Information from these reports will be infused into relevant sections of the environmental impact assessment design and statements in collaboration with, or at least reviewed by, community leadership to ensure that it was applied accurately and appropriately.

" CRDN is pleased to announce the signing of this agreement with Fission for the PLS Project. The agreement affirms the importance of respecting, understanding, and considering CRDN's rights, culture, and traditional land and resource uses when projects are proposed in CRDN's traditional territory. CRDN thanks Fission for its commitment to building on our relationship and CRDN looks forward to working with Fission to give life to the purposes of the agreement."

Chief Teddy Clark, CRDN

" Our Nation is excited to start building a long-term relationship with Fission through meaningful engagement and trust. The community development, training, and employment could support generations."

Chief Norma Catarat, BRDN

" Ya'thi Néné Lands and Resources continues to proactively engage with industry proponents throughout Nuhenéné based on the direction of the seven Athabasca Basin community leaders and our Board of Directors. We welcome respectful relationships with proponents such as Fission that acknowledge the traditional lands and rights of the Athabasca Denesųliné and Athabasca community members and are committed to advancing a mutually beneficial relationship"

Garrett Schmidt, Executive Director of YNLR

Opportunities for Engagement to Influence the EA

Engagement is needed in advance of any decision made with potential to impact a person or group. The purpose of engagement is to seek input on decisions from those with the greatest potential to be impacted by that decision at all stages of the project.

For the purpose of this engagement plan, the overarching decision of whether or not to approve construction of the Patterson Lake South project based on the results of the EA falls to the Ministry of Environment. The decision to licence the project will fall to the CNSC. The decision to give social license for the Project will fall to the communities with the potential to be impacted by Project activities. Each of these decisions have potential to impact the success and advancement of the Project.

While engagement specific to each of those decisions will be conducted by the decision makers themselves, the engagement that Fission conducts to inform the project design and EA process will also be a factor in the decision-making process. Fission understands that opportunities for meaningful engagement and influence should occur at each step of the EA process using a variety of engagement activities. The opportunities and activities identified at each step of the EA process are described below. This list of activities is based on what has been proposed in the engagement agreements and may be expanded or adjusted with input from key stakeholder groups and communities, and the EA team.

Step 1: Confirm Baseline Conditions

The first step in the environmental assessment process is understanding the existing environmental setting in the study area. Specific engagement opportunities related to identifying and confirming baseline conditions will be further identified and confirmed once the EA team is in place, but at a high level, opportunities for input will include:

Technical Reviews: Environmental baseline data collection has been underway since 2013 using western science approaches. Indigenous leaders were provided the opportunity in the fall of 2021 to review and provide feedback on the data collected which was summarized in the Technical Proposal submission. As updated baseline reports are developed, Indigenous Nations will have an opportunity to review and provide feedback to Fission.

Collaboration on Field Studies: Fission is currently conducting a 2022 Environmental Baseline Study program, and have invited knowledge holders from CRDN, BRDN, BNDN, and MN-S to participate in the field surveys to share their perspectives on the condition of the existing environment through a local, Indigenous, and/or generational knowledge lens. Information shared during the studies will be summarized in the Environmental Baseline Study Report.

Meetings and Site Visits: Meetings with leadership and community members have taken place and are planned to occur to inform the EA process where information about baseline conditions has been or may be shared. This information has or will help to inform Fission's understanding of the existing environmental conditions.

Subject Matter Interviews: Interviews with subject matter experts will be conducted to inform Fission's understanding of the existing social, economic, and health conditions, and land and resource uses.

Community-led Studies: Some Indigenous Nations have chosen to conduct separate community-led studies related to existing land use, harvesting, social, cultural, economic and health conditions. These studies will be shared with Fission and information shared will be considered in development of the existing environment sections.

Step 2: Scoping

The second step of the EA process is scoping. The purpose of this step is to identify anticipated Project-environment interactions, how these interactions may change the environment or the way people experience the environment, what aspects of the environment are valued by community members. Information specific to these topics will be collected by asking for feedback about initial areas of interest or concern related to expected Project activities and the changes that may result.

The engagement opportunities described in Step 1: Confirm Baseline Conditions will be designed to also seek information about areas of interest or concern. This information will be used to identify valued components, groups who may be more vulnerable to impacts than others, and potential effect pathways.

Fission will compile and analyse the information received and will develop a list of Project activities, potential Project-environment interactions (and pathways), valued components, and vulnerable groups or receptors. The proposed lists will be shared with Indigenous leadership to confirm that the list is comprehensive, and that Fission understands the priority areas for assessment.

Step 3: Effects Assessment

The third step of the EA process is the effects assessment. During this step, the potential effects identified during the scoping step will be further screened to confirm that a pathway is present for a Project activity to interact with an environmental receptor and for that interaction to result in a change to that receptor. Any potential effects that meet that criterion will then be assessed to determine if mitigation measures can eliminate or minimize the likelihood or significance of the effect. Where effects cannot be mitigated, they will be considered residual effects and will be evaluated further to understand the impact that the predicted changes will create. Cumulative effects will also be assessed in a similar manner. The effects screening process will be informed by engagement inputs including:

Community-led Studies: As part of the engagement workplans, several Indigenous Nations committed to develop community-led studies which will include elements of effects identification and assessment. The topics vary based on community interests but were proposed to include consideration of impacts to land and resource use, Indigenous Rights, cultural, health, and socio-economic indicators. The information detailed in the studies shared with Fission will be used to inform the identification and evaluation of the interactions, pathways, mitigations, and residual effects.

Technical Reviews: Indigenous Nations also committed to conduct Technical Reviews on the results of the effects assessment. The draft Environmental Impact Statement will be provided and presented to Indigenous leadership for Technical Review and discussions. Any comments

received will be integrated where appropriate into a revised draft version and will be submitted to the Ministry of Environment.

Step 4: Mitigations, Offsets, and Accommodations

Once the residual and cumulative effects have been thoroughly evaluated, Fission will identify opportunities to monitor, manage, mitigate, offset, or accommodate for predicted impacts. Identification of appropriate, meaningful, and effective ways to design and implement these elements through commitments, programs, policies, or ESG targets must be done in collaboration with the people with the greatest potential to experience the adverse impacts.

Leadership Meetings: Fission is currently working with Indigenous leadership to identify early opportunities to increase positive effects for the communities and reduce negative effects through Project design. Leadership has expressed interest in taking steps in partnership with Fission to help increase community capacity, so they are in a position to take advantage of Project benefits like economic opportunities when they arise. Fission is meeting regularly with Indigenous leadership on these topics and will enter into more detailed discussions about benefit agreements and arrangements following completion of the Feasibility Study.

Community Meetings: As part of the engagement agreements, Indigenous leadership identified the need to engage with community members to share the results of the effects assessment and to seek feedback on the proposed benefit agreements and arrangements. The community meetings will be led by Indigenous leadership with support from Fission as needed. Community meetings will also be offered to municipalities and key stakeholder groups to share the results of the effects assessment and any public facing plans for monitoring, managing or offsetting adverse impacts.

Engagement Activities and Inputs

Several engagement activities were selected through co-design of the engagement workplans and budgets completed to date with CRDN, YNLR, BRDN, BNDN and MN-S. The approach to each activity for each community is unique, and the feedback or information received through each activity will inform one or several aspects of the environmental assessment process.

Working Groups and Engagement Coordination Meetings/Communication

Within each engagement workplan, an engagement team or engagement working group was appointed by leadership to manage and report back on engagement progress. Generally, each engagement team assigned an engagement lead or local engagement coordinator to manage communication with Fission and to track progress against the activities described in the engagement workplan. Additional members of the engagement team are assigned at the discretion of community leaders.

For consistency, Fission has also created a core engagement team to manage engagement efforts, build and nurture relationships, and track progress on Fission's engagement commitments.

Fission aims to meet with each engagement working group, or at minimum the engagement coordinator on a quarterly basis to review progress on the activities outlined in the engagement workplans, and to confirm that the community has the information, capacity, and resources they need to complete the engagement activities and studies. In between quarterly meetings, engagement team members aim to maintain open lines of communication and encourage regular discussion through emails and phone calls.

Leadership Meetings

While some elected community leaders are assigned to the engagement working group, most communities have chosen to appoint community members or designates who do not hold leadership positions to manage engagement for the community. To ensure that community leadership remains up to date on project activities and has an opportunity to identify concerns and interests as the EA progresses, Fission has committed to attend quarterly or biannual meetings with leadership. Meeting may take place either in person, virtually or as part of site tours.

Environmental Baseline Data Collection Collaboration

During early engagement, Indigenous leadership noted that the absence of Indigenous and local knowledge in the baseline studies is considered a gap. Fission responded to these comments by inviting knowledge holders from CRDN, BRDN, BNDN, and MN-S to join Fission's western science team to complete the environmental baseline studies planned for 2022 using a blend of western science, local knowledge, and Indigenous knowledge. To date, knowledge holders from BRDN and BNDN have participated in the baseline studies.

Indigenous and local knowledge shared by the knowledge holders during the field studies will be compiled, validated by the knowledge holder and Indigenous leadership, and integrated into the environmental baseline report and existing environment section of the environmental impact statement.

Community-led Studies

Through development of the engagement agreements, mechanisms were identified to support community leadership to collect baseline data related to these topics from community members. The information collected will be validated by community leadership and shared with Fission for integration into the environmental impact assessment. The integration of the information shared will be reviewed by community leadership or their designates to ensure it was conducted appropriately and accurately. Community-led Studies that have been approved to proceed include:

CRDN Indigenous Rights and Knowledge Study Report

CRDN will gather information through interviews with CRDN members to identify and discuss Indigenous rights and cultural practices currently exercised in the Project study area and the potential for impacts to those rights and uses as a result of the Project. Cumulative effects will also be discussed in the study. Land use mapping and information about harvesting and socio-economic considerations will be included in the report.

BRDN Traditional Land Use Study Report

BRDN will conduct and provide to Fission a land use study which identifies how the land near Patterson Lake is currently being used for the exercise of Indigenous Rights and traditional land uses by BRDN members. Information collected will focus on land uses, which includes, but is not limited to, the harvesting of traditional foods (including species, locations, and frequency), important areas and resources, and cultural sites. Study will also identify potential impacts to Indigenous Rights and traditional uses.

YNLR Engagement Summary Report

YNLR will provide the Athabasca Communities with notification that engagement on the Project has begun and will share available Project information with community members. YNLR will then complete land user interviews to identify existing land and resource use and initial areas of interest or concern. The results of engagement with the community members will be summarized in the Engagement Summary Report and provided to Fission to inform the EA.

Community Meetings

Meetings in communities with community members will be offered at several phases of the environmental assessment. Following completion of the feasibility study, Fission will host meetings in each community to introduce the Project and identify community members areas of interest or concern. This information will be used to inform the scoping phase of the EA.

Subsequent meetings will take place in mid-2023 to further identify and understand potential Project-environment interactions and the residual effects that may result from those interactions. Information collected through these meetings will be used to inform the effects screening and evaluation of residual effects.

Once the residual effects are understood and evaluated, community meetings will take place to discuss potential benefit agreement details (where applicable), offsets, monitoring plans, and next steps for the Project.

Fission also makes a point to attend any community meetings or events that communities invite them to participate in. Fission has attended Treaty Days events and tradeshow in the past and looks forward to participating in similar relationship building and information sharing events in the future.

Technical Document Reviews

Indigenous leaders from CRDN, MN-S, YNLR, BNDN, BRDN, and AFCN were invited to review the Technical Proposal submission in 2021 and provide feedback to Fission. CRDN and BNDN provided comments to Fission which were summarized in the revised draft Technical Proposal submission to the Ministry of Environment. The communities of BNDN, ACFN, BRDN, and MN-S requested the opportunity to review the Technical Proposal and Terms of Reference submissions and provide comments in advance of the kick-off of the EA process. Fission agreed to accept comments received and integrate feedback and recommendations where possible as they advance the EA process.

Prior to submission of the draft environmental impact statement to the regulators, Indigenous leadership and their designates will be invited to review and provide comments on the report as a whole. Any comments received will be considered and, where appropriate, changes will be reflected in the updated version of the draft EIS.

Indigenous leadership will also be invited to review a clear language community-specific consultation summary and the draft consultation report prior to its submission as an appendix of environmental impact statement to confirm that the interactions, information shared, and outcomes of engagement are represented accurately. A validation process will be developed in collaboration with leadership from each community to formalize acceptance of the consultation report and summary.

Records and Reporting

Meeting minutes, feedback forms, comments, and online survey results will be prepared, validated by participants where possible, and saved as Records of Contact (ROCs). Each ROC will be entered into a Concerns Tracking Log and coded by topic area so that reports can be populated by discipline, topic, community etc. for review in development of the EIS.

At the conclusion of each “Step”, Fission will prepare a clear language “What we Heard” report which summarizes feedback received from all Indigenous Nations and key stakeholder groups. The What we Heard report will be shared with communities for their records and with the EA team to be considered in development of the EIS.

A Comprehensive Engagement Report will be prepared at the conclusion of engagement on the EIS, and will detail who was engaged, when and how, on what topics, information Fission shared with communities, what we heard from communities, and how the feedback shared or concerns raised were addressed and considered in development of the EIS.