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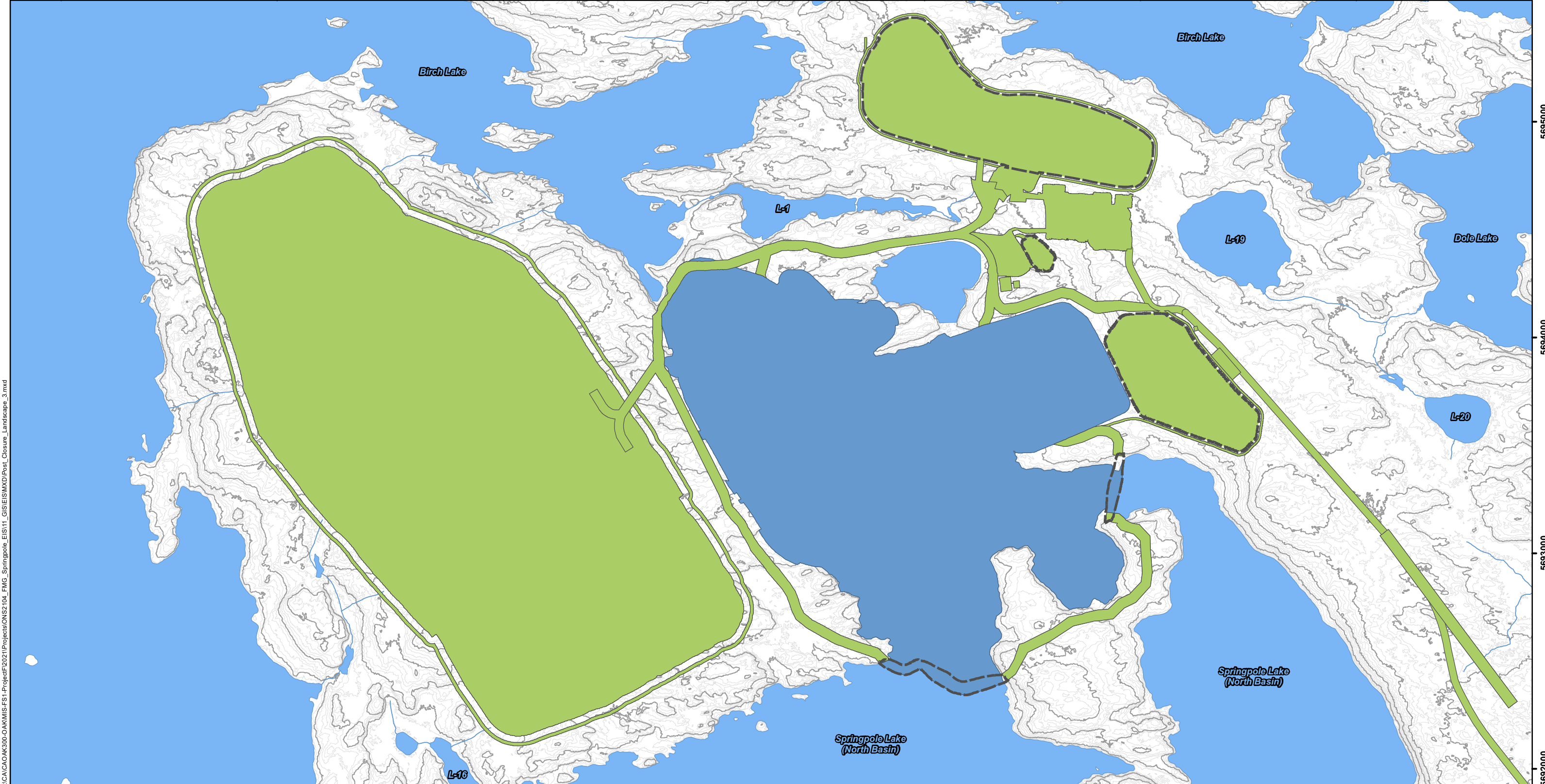
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- LEGEND**
- Watercourse
 - Waterbody
 - Major Contours (5 m interval)
 - Minor Contours (1 m interval)

- Preliminary Post-Closure Landscape**
- Restored / Filled Open Pit Area
 - Revegetated (Active and Passive)
 - Removed / Flattened Mine Feature

NOTES:
 - Contours extracted from 2020 LiDAR survey.
 - Proposed site plan provided by Ausenco, drawing number 104496-GX-03000-31344-003, Rev 1: 26 June 2023 and modified by WSP July 2023.



SPRINGPOLE GOLD PROJECT

Preliminary Post-Closure Landscape

Datum: NAD83
 Projection: UTM Zone 15N



PROJECT N°: ONS2104

FIGURE: 5.19-1

SCALE: 1:17,000

DATE: October 2024



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5.20 Economic Benefits

5.20.1 Economic Model

The economic benefits resulting from employment related to the Project are significant and have been estimated by means of a model detailed in Appendix Q-2. During the approximately 18 years from construction through active closure, the Project will increase the provincial gross domestic product (GDP) by \$7.6 billion through direct, indirect and induced effects. This is equivalent to an average of about \$430 million per year. The Project will create 43,880 person-years of employment (including direct, indirect and induced effects) in Canada during construction, operations and active closure.

Annual direct employment generated during the construction phase is 1,690 person-years of employment, with total annual labour compensation of \$111 million. Ontario GDP is directly increased by \$155 million during each construction year (2.5 years in total). The annual direct, indirect and induced effects generated during the construction include 3,240 persons-years of employment, \$190 million in labour compensation and up to \$309 million in additional Ontario GDP. Of that, the annual total economic effects expected to be in the local area are up to 2,280 person-years of employment and up to \$134 million in labour compensation.

Annual direct employment generated during the operations phase includes 450 person-years of employment, with total annual labour compensation of \$57 million. Ontario GDP is directly increased by \$342 million annually during the operations phase (10 years in total). The annual direct, indirect and induced effects generated during the operations includes 3,540 person-years of employment, \$255 million in labour compensation and up to \$675 million in additional Ontario GDP. Of that, the total annual economic effects expected to be the local area include up to 3,050 person-years of employment and up to \$255 million in labour compensation.

Annual direct employment generated during the closure phase is 40 person-years of employment, with total annual labour compensation of \$2 million. Ontario GDP is directly increased by \$3 million during the closure phase (assumed five years in model). The annual direct, indirect and induced effects generated during the closure include 70 persons-years of employment, \$4 million in labour compensation and up to \$7 million in additional Ontario GDP. Of that, the annual total economic effects expected to be in the local area include up to 50 person-years of employment and up to \$3 million in labour compensation.

5.20.2 Construction Labour Force

Mine construction and development will occur over an approximately three-year (2.5 years modelled) period. During the construction period, the majority of direct employment opportunities are expected to be filled directly by contractors as is typical of mine developments. Regional and local businesses and hiring local labour, with a focus on Indigenous peoples and others in the local area, will be encouraged.

Employment opportunities with contractors are expected to include equipment operators, truck drivers, labourers, electricians, mechanics and other tradespeople. Actual positions will vary according to the work being conducted.

5.20.3 Operations Labour Force

FMG provided a detailed estimate of the direct workforce required during the operations phase totalling 450 people. Four general types of jobs are anticipated to be required during operations: entry level (technical and trades), trades, middle management and supervisory. Table 5.20-1 presents a list of potential operations phase positions based on a benchmarking of other mining operations. Further information



regarding these anticipated positions is provided in the economic model for the Project presented in Appendix Q-2.

At this time, all positions are expected to be based at site, assuming two weeks on site followed by two weeks off site. Schedules for senior supervisory staff may vary because of difficulty in duplicating some positions at this level. Employees will work 12-hour shifts.



Table 5.20-1: Preliminary Project Development and Production Schedule

Year of Development	Project Phase	Activities
Year -3, -2 and -1	Construction	<ul style="list-style-type: none"> • Construction phase of Project, including the installation of infrastructure and preparation for open pit mining • Ore is stockpiled for future processing
Years 1 to 10	Operation	<ul style="list-style-type: none"> • Ore is extracted from the open pit for processing • Ore stockpiles are managed • Process plant is commissioned and operated to produce gold and silver bars for sale • Water, emissions and wastes will be managed to comply with regulatory requirements
Years 10 to 15	Decommissioning and Closure	<ul style="list-style-type: none"> • Pit water management ceases and pit filling is initiated • Primary period of decommissioning, reclamation and closure • Pit filling is completed
Years 16+		<ul style="list-style-type: none"> • Post-closure environmental monitoring

Table 5.20-2: Summary of Potential Operations Phase Positions

Job Title	Number of Employees
Maintenance Superintendent	1
Maintenance General Foreman	1
Maintenance Shift Foremen	4
Maintenance Planner / Contract Admin	2
Clerk / Secretary	1
Light Duty Mechanic	3
Tire Man	4
Lube Truck Driver	4
Apprentice	7
Heavy Duty Mechanic	40
Welder	23
Electrician	2
Mine Ops/Technical Superintendent	1
Mine General Foreman	1
Mine Shift Foreman	4
Junior Shift Foreman	4
Road Crew/Services Foreman	1
Clerk / Secretary	1
General Equipment Operator	8
Road Pump Crew	8
General Mine Labourer	8
Trainee	4
Drill Operator	24
Blasters	2
Blaster Helper	4
Production Loader Operator	8
Shovel Operator	8



Table 5.20-2: Summary of Potential Operations Phase Positions

Job Title	Number of Employees
Haul Truck Driver	92
Dozer Operator	12
Grader Operator	6
Transfer Loader	3
Snow Plow/Water Truck	7
Chief Engineer	1
Senior Engineer	1
Open Pit Planning Engineer	2
Geotech Engineer	1
Blasting Engineer	1
Blasting / Geotech Technician	2
Dispatch Technician	1
Surveyor / Mining Technician	2
Surveyor / Mine Tech Helper	2
Clerk / Security	1
Chief Geologist	1
Senior Geologist	1
Grade Control Geologist/Modeller	2
Sampling / Geology Technician	4
Clerk / Secretary	1
Mill Operations Manager	1
Chief Metallurgist	1
Operations Shift Foreman	4
Control Room Operator	4
ROM / Crushing Operator	4
Mill / Gravity Operator	4
Flotation / Leach Operator	4
Acid Wash/Elution/Electro Winning Operator	4
Reagents Operator	4
Gold Room Operator	2
Tails Filtration Operator	4
Reagents Operator	4
Labours / helper	8
Maintenance Superintendent	1
Mechanical Planner	1
Mechanic	16
Electrician	4
Apprentice	8
Metallurgical Engineers	2
Controls Engineer	2
Assay Lab Tech	4
Chief Assayer	1
Sample Preparation	8



Table 5.20-2: Summary of Potential Operations Phase Positions

Job Title	Number of Employees
Assayer	4
Mine General manager	1
Receptionist	1
Accountant	1
Account Payables & Receivables	2
Payroll specialist	2
IT Superintendent	1
IT Specialist	4
Supply Chain / Warehouse Manager	1
Warehouse Technician	4
Security Personnel	4
HR Manager	1
HR Coordinator	2
Health, Safety & Training Manager	1
Environmental Manager	1
Environmental Specialist	2
Bus Drivers	1

Note:

This list should be considered preliminary and is subject to change as additional information becomes available.

5.21 Summary of Changes since Originally Proposed

Extensive study, analysis and consultation has been carried out over the six years since the submission of the Project Description to the federal agencies (February 2018). Over that period of time, FMG has:

- Aligned the federal and provincial EA processes to facilitate coordination;
- Continued consultation and engagement activities with Indigenous communities, government agencies and other interested parties, with a particular focus during 2020 through 2024;
- Conducted engineering work to further define the Project;
- Completed a pre-feasibility-level engineering study;
- Engaged additional engineering and environmental consulting support;
- Collected baseline environmental and geotechnical data to support the preparation of the EIS/EA;
- Evaluated alternatives for carrying out the Project;
- Prepared and provided a draft EIS/EA in support of consultation activities; and
- Prepared a final EIS/EA.

In May 2021, FMG submitted a Project Description Addendum to update the Canadian Impact Assessment Agency on the Project design, consistent with the information provided in the provincial Terms of Reference (ToR; Appendix B-3). The agency posted an Amendment to the EIS Guidelines to the Canadian Impact Assessment Registry in March 2022.

The continuing maturing of the Project design has resulted in the potential refinements and improvements to the preliminary Project design. The refinements and optimizations that have occurred during the intervening period between the Project Description and the draft EIS/EA, and the draft EIA/EA and the final EIS/EA are typical of mining projects as design concepts progress.

The bullets that follow provide an overview of the primary Project design elements that have been refined or optimized since the submission of the Project Description (2021), the draft EIS/EA (2023), and that are included in the final EIA/EA.

- **Tailings and Mine Rock Management:** Optimized management concept for mine rock and tailings to promote a smaller carbon footprint and more effective encapsulation of PAG mine rock by producing thickened NAG tailings that will be hydraulically transported via pipeline to the north cell of the CDF and reduce trucking activity.
- **CDF:** Based on a better understanding of geochemistry of the site materials, a two-celled CDF for both tailings and mine rock storage is now proposed to provide improved management and mitigation for PAG mine rock and tailings (separate facilities are no longer preferred, thus reducing overall footprint). The foundation liner has been removed, while retaining the dam liners at the south cell of the CDF to reflect increased certainty in the foundation conditions, which demonstrate the liner is not necessary.
- **Dikes:** With additional engineering the location and length of the dikes has been refined and are at similar locations.
- **Ore stockpiles:** The area has been expanded to allow better continuity with the process plant and to provide the opportunity to cease mining earlier while processing continues, to potentially refill the open pit with water sooner.



- **Water Management:** Optimized the management of water through the use of BATEA for water treatment, enhanced contact water management approach through development of an integrated water management plan, and optimized location for the treated effluent discharge.
- **Lake bed sediments repository:** A dedicated facility is no longer proposed and lake bed sediments will be retained in the open pit basin, reducing the overall Project footprint.
- **Solid waste management:** To reduce the Project footprint and potential environmental effects, non-hazardous solid waste will be transported off site for disposal rather than landfilled on site (hazardous solid waste continues to be proposed to be transported off site).
- **Quarry:** Development of a quarry within the CDF to maintain small and highly efficient Project footprint and reduce CDF dam heights from additional tailings capacity of the quarried volume.
- **Transmission Line:** Co-located the transmission line routing with the mine access road to reduce Project footprint and linear corridors, and revised transmission line routing to reduce potential disruptions to traditional use areas and minimize creation of new linear corridors.
- **Airstrip:** Inclusion of the co-located airstrip (i.e., with the mine access road).
- **Wenasaga Road:** Dryden Fibre (formerly Domtar) received approval to construct a Primary / Class 1 Right-of-Way under the Forest Management Plan from kilometre 105 to 130 which minimizes the length of new mine access road required for the Project.

5.22 References

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- Wood Environment & Infrastructure Americas (Wood). 2021. Springpole Gold Project, Hydrology Baseline Report.