

**SCHEDULE B**  
**TABLE OF CONDITIONS**  
**FOR THE**  
**CEDAR LNG PROJECT**  
**(PROJECT)**  
**ENVIRONMENTAL ASSESSMENT CERTIFICATE # E23-01**

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## DEFINITIONS

Application	Application from Cedar LNG Partners LP dated February 4, 2022, to the Environmental Assessment Office applying for an Environmental Assessment Certificate, pursuant to Section 16 of the <i>Environmental Assessment Act</i> (2002) accepted for review on February 4, 2022. The Application includes any supplementary information filed by the Holder for the purposes of completing the assessment.
Construction	The phase of the Project during which physical alteration of land, vegetation or any other aspect of the natural environment occurs, including upgrading, repairing, replacing, or removing, any existing work or infrastructure. Construction does not include any activities conducted solely for investigative purposes under a valid permit or authorization.
Decommissioning	The phase of the Project where all production and related activities cease, where Project facility and infrastructure are decommissioned and/or removed from the site, and where reclamation activities are conducted and completed.
Holder	The person to whom this Certificate has been issued, or, if this Certificate has been transferred in accordance with Section 33 of the <i>Environmental Assessment Act</i> (2018), the person to whom this Certificate has been transferred.
Local	Within the local assessment area for infrastructure and services as defined in section 7.11 of the Application
Operations	The phase of the Project commencing on the date on which commercial production of liquefied natural gas begins.
Indigenous Nations	Gitga'at First Nation, Gitxaala Nation Haisla Nation Kitselas First Nation Kitsumkalum First Nation Lax Kw'alaams Band Metlakatla First Nation
Qualified Professional	A person who has the training, experience and expertise in a discipline relevant to the field of practice set out in the condition; who is registered with the appropriate professional organization in British Columbia, is acting under that organization's code of ethics and is subject to disciplinary action by that organization.
Qualified Person	A person who has the training, experience and expertise in a discipline relevant to the field of practice set out in the condition.

Regional                      Within the regional assessment area for infrastructure and services as defined in section 7.11 of the Application

## **ACRONYMS AND ABBREVIATIONS**

B.C.	British Columbia
CCG	Canadian Coast Guard
CEMP	Construction Environmental Management Plan
Certificate	Environmental Assessment Certificate
EAO	Environmental Assessment Office
ECCC	Environment and Climate Change Canada
GHG	Greenhouse Gas
IEM	Independent Environmental Monitor
LAA	Local Assessment Area
LNG	Liquefied Natural Gas
LWRS	Ministry of Land, Water and Resource Stewardship
OGC	B.C. Oil and Gas Commission

# CONDITIONS

## 1. Document Review

- 1.1 The requirements within this condition apply to the reports required under conditions 11 and 12 in this Certificate.
- 1.2 The Environmental Assessment Office (EAO) may, within 45 days (or another period if a condition in this Certificate provides otherwise) of receiving a document required by a condition, notify the Holder that:
  - a) The Holder may implement the actions in the document; or
  - b) A revised document must be provided for approval of the EAO.
- 1.3 If a notification provided by the EAO to the Holder sets out revisions that are required to the document, the Holder must change the document in accordance with the notification.
- 1.4 If the EAO does not provide a notification to the Holder within the period referred to in subsection 1.2, the Holder may implement the actions in the document, unless a condition in this Certificate provides otherwise.

## 2. Document Updates

- 2.1 The requirements within this condition apply to the plans required under conditions 9, 10, 11, 12, 13 and 14 in this Certificate.
- 2.2 The Holder may, or the EAO may require the Holder to, make changes to any document if the EAO determines that the implementation of the document is not:
  - a) Meeting one or more objectives set out in the relevant condition of this Certificate or the purpose and objectives set out in the document, as required by paragraph 3.2(a);
  - b) Having the effects, set out in the document, that are contemplated or intended; or
  - c) Consistent with changes in industry best practices or technology.
- 2.3 The Holder must provide the EAO with the updated version of the document.

## 3. Document Development

- 3.1 The requirements within this condition apply to the plans and reports required under conditions 9, 10, 11, 12, 13 and 14 in this Certificate.
- 3.2 At a minimum, documents must include the following information:
  - a) Purpose and objectives of the document;

- b) Roles and responsibilities of the Holder, project personnel and any contractors employed for the purposes of implementing the plan;
- c) Names, (if applicable) professional certifications and professional stamps of those responsible for the preparation of the document;
- d) Schedule for implementing the actions in the document throughout the relevant project phases;
- e) How the effectiveness of any mitigation measures will be evaluated, including the schedule for evaluating effectiveness;
- f) How the Holder will implement adaptive management to address effects of the Project if the monitoring conducted under subsection 3.3 shows that those effects:
  - i. Are not being mitigated to the extent contemplated in the Application; or
  - ii. Are different than those predicted in the Application;
- g) Schedules and methods for the submission of reporting required under the applicable condition, and the form and content of those reports; and
- h) Process and timing for updating the document, including any consultation with agencies and Indigenous Nations that would occur in connection with such updates.

3.3 Where a document includes monitoring requirements, the document must include:

- a) A description of baseline information that will be used to support monitoring of the effectiveness of mitigation;
- b) Methods, location, frequency, timing and duration of monitoring; and
- c) Scope, content and frequency of reporting of the monitoring results.

## 4. Consultation

4.1 Where a condition of this Certificate requires the Holder to consult a party or parties regarding the content of a document, the Holder must, to the satisfaction of the EAO:

- a) Provide written notice to each such party that:
  - i. Includes a draft of the document;
  - ii. Invites the party to provide its views on the content of the document; and
  - iii. Indicates:
    - A) If a timeframe for providing views to the Holder is specified in the relevant condition of this Certificate, what that timeframe is; or
    - B) If a timeframe for providing views to the Holder is not specified in the relevant condition of this Certificate, a reasonable period during which the party may submit views to the Holder;
- b) Undertake a full and impartial consideration of the views and other information provided by a party;
- c) Provide a written explanation to each such party that provides views as to:
  - i. How the views and information provided by the party have been considered and addressed in a revised version of the document; or
  - ii. Why the views and information have not been addressed in a revised version of the document;

- e) Maintain a record of consultation with each party regarding the document; and
  - d) Provide a copy of the consultation record to the EAO at the same time the associated document is submitted to the EAO.
- 4.2 During Construction and Operations, the Holder will offer to meet regularly with Indigenous Nations to discuss:
- a) The conditions in this Certificate and their implementation, including any updates; and
  - b) Any concerns raised by Indigenous Nations.
- 4.3 The Holder must be available to meet at least quarterly through Construction and the first year of Operations, then semi-annually thereafter, unless otherwise authorized by the EAO.

## **5. Compliance Verification and Reporting**

- 5.1 The Holder must provide to the EAO any document, data or information requested by the EAO for the purposes of compliance inspection and verification. The Holder must provide any document, data or information requested within the timeframe and in the manner specified by the EAO.
- 5.2 The Holder must submit a report to the EAO on the status of compliance with this Certificate at the following times, unless otherwise authorized by the EAO:
- a) At least 30 days prior to the planned commencement of Construction; and
  - b) On or before January 31 in each year after the start of Construction, until five years after the start of Operations.
- 5.3 The report referred to in subsection 5.2 must be in a form satisfactory to the EAO. The EAO may adjust or extend this reporting requirement by providing written notice to the Holder.

## **6. Project Status Notification**

- 6.1 The Holder must notify the EAO in writing within 30 days of the following milestones:
- a) Commencement of Construction;
  - b) Suspension of Construction, if any;
  - c) Commencement of Operations;
  - d) Suspension of Operations, if any;
  - e) Commencement of Decommissioning; and
  - f) Completion of Decommissioning.
- 6.2 The Holder must notify the EAO in writing, within 30 days after the issuance of this Certificate, of the primary contact for the project and provide the physical address, email address and phone number(s) of the primary contact.

- 6.3 Should the primary contact for the Project change, the Holder must notify the EAO in writing within 30 days of the change and provide the physical address, e-mail address and phone number(s) of the new primary contact.

## **7. Compliance Notification**

- 7.1 The Holder must notify the EAO as soon as practicable, and in any event no more than 72 hours, after the Holder determines that the Holder has not, or may not have, fully complied with this Certificate.

## **8. Independent Environmental Monitor**

- 8.1 The Holder must retain an Independent Environmental Monitor (IEM). The IEM must be a Qualified Professional with a minimum of five years' experience in monitoring construction and/or operations, unless otherwise approved by the EAO.
- 8.2 Subject to any exceptions set out in the terms of engagement for the IEM, when providing information or reports to the EAO, the IEM must not provide such information or reports to the Holder in advance of providing such information or reports to the EAO.
- 8.3 The Holder must retain the IEM throughout Construction and the first year of Operations.
- 8.4 The Holder must develop the terms of engagement for the IEM in consultation with Indigenous Nations.
- 8.5 No later than 45 days prior to the planned commencement of Construction, the Holder must:
- a) Provide to the EAO, for approval, the name, organization and qualifications of the proposed IEM and the IEM terms of engagement; and
  - b) Provide notice to Indigenous Nations of the name, organization and qualifications of the proposed IEM.
- 8.6 Prior to a change in the IEM, the Holder must provide the name, organization and qualifications of the proposed new IEM to:
- a) The EAO for approval; and
  - b) Indigenous Nations for information.
- 8.7 The Holder must not start Construction until the selection of the IEM and the terms of engagement have been approved by the EAO.
- 8.8 The terms of engagement must include, at a minimum, the following:
- a) A requirement for the IEM to undertake the following actions as directed by the EAO:



- i. Observe, record for, and report to the EAO with respect to the Holder's compliance with this Certificate; and
    - ii. Provide information on compliance to the EAO and Indigenous Nations;
  - b) The role, responsibilities and qualifications of the IEM;
  - c) The nature and frequency of monitoring;
  - d) The process whereby the IEM will make recommendations to the Holder to take mitigative or corrective actions to address any non-compliance or potential non-compliance with this Certificate and how the recommendations will be communicated to the EAO;
  - e) Information to be provided to Indigenous Nations;
  - f) The situations in which the IEM has authority from the Holder or under other provincial or federal authorizations to stop work on part or all of the Project if the IEM determines that:
    - i. The Holder has not, or may have not, complied fully with the requirements of this Certificate; and
    - ii. Stopping work is necessary to prevent or reduce Project-related adverse effects as determined by the IEM; and
  - g) The process and timing for updating the terms of engagement, including any consultation with agencies and Indigenous Nations that would occur in connection with such updates.
- 8.9 On completion of Construction and on completion of the first year of Operations, the IEM must submit a project phase completion report to the EAO. The reports must be written by the IEM and must include:
- a) A record of all non-compliances with this Certificate;
  - b) A record of the recommendations made by the IEM to the Holder to prevent or address any non-compliance with this Certificate;
  - c) A record of whether any recommendations from the IEM were implemented and the corresponding outcome of implementation;
  - d) A record of all instances where the IEM required work be stopped for the reasons referred to in paragraph 8.7(f);
  - e) Assessment of the effectiveness of the mitigation measures required by the conditions of this Certificate for Construction and the first year of Operations; and (if applicable) recommendations on how to achieve and maintain compliance with the conditions of this Certificate for the next project phase.

## **9. Construction Environmental Management Plan**

- 9.1 The Holder must retain one or more Qualified Professionals to develop a Construction Environmental Management Plan (CEMP). The plan must be developed in consultation with Indigenous Nations, the British Columbia Oil and Gas Commission (OGC), Environment and Climate Change Canada (ECCC), Northern Health, the Canadian Coast Guard (CCG), Transport Canada, the Ministry of Environment and Climate Change Strategy, and the Ministry of Land, Water and Resource Stewardship (LWRS). The Holder must provide no less than 30 days for parties to provide views on the plan, as per clause 4.1(a)iii.A) of this Certificate. Following development of the plan, the

Holder must provide the plan to the EAO for approval a minimum of 60 days prior to the planned commencement of Construction.

9.2 The CEMP must include, at a minimum, the means by which the following will be addressed:

- a) How the mitigation measures defined as part of the CEMP in 'Appendix A – Summary of Mitigation Measures' of the Application will be implemented;
- b) Erosion and sediment control;
- c) Site restoration;
- d) Waste management;
- e) Spill prevention and response related to hydrocarbon storage and leaks or other accidental emissions from machinery or equipment;
- f) Human health effects;
- g) Surface water quality management;
- h) Access management;
- i) Traffic management;
- j) Noise management;
- k) Light management;
- l) Emergency response;
- m) Fire suppression;
- n) Hazardous waste management;
- o) Air quality management;
- p) Chance find protocols (including both archaeological finds and potential paleontological finds); and
- q) Roles and responsibilities of environmental personnel.

9.3 The CEMP must include measures for wildlife monitoring, reporting and mitigation including but not limited to the following:

- a) Measures to avoid or reduce Project-related loss or alteration of wildlife habitat features, impediments to wildlife movement, and injury or mortality of wildlife;
- b) A plan to manage human-wildlife contact to avoid or reduce direct wildlife mortality;
- c) Project-related wildlife deaths, injuries and conflict animals;
- d) Grizzly bear mitigations and reporting;
- e) Pre-clearing surveys for bat habitat features (such as roosts, hibernacula, and maternity roosts) if clearing is required during sensitive timing windows;
- f) Where work is required to be completed during sensitive timing windows (such as due to safety considerations), and if that will affect a candidate bat roost, hibernacula, or maternity roost site, as identified in pre-clearing surveys in paragraph 9.3(f), a Qualified Professional will determine appropriate feature-specific mitigations for effects; and
- g) A bird and wildlife incident monitoring plan, including carcass surveys.

9.4 If a small craft jetty is built, the CEMP must include an Underwater Noise Monitoring and Management Plan including:

- a) Mitigation and monitoring measures for protection of marine mammals and fish during in-water pile driving;

- b) Use of vibratory methods when pile driving, to the extent possible, as determined by a Qualified Professional; and
  - c) Use of bubble curtains if impact pile driving is required.
- 9.5 The CEMP must include measures for mitigating effects on vegetation and wetlands including but not limited to the following:
- a) Invasive species management;
  - b) Natural revegetation or active reclamation on Crown land where these areas are not required for Operations;
  - c) Implementation of windthrow management strategies, such as edge stabilization techniques, in areas of old growth forest on Crown land;
  - d) Design and construction measures to reduce effects on wetlands.
- 9.6 The Holder must not implement the plan or commence Construction until the plan has been approved by the EAO, unless otherwise authorized by the EAO.
- 9.7 The plan, and any updates made pursuant to subsection 2.2 or paragraph 3.2(h), must be implemented throughout Construction under the direction of a Qualified Professional retained by the Holder and to the satisfaction of the EAO.

## **10. Greenhouse Gas Reduction Plan**

- 10.1 The Holder must retain a Qualified Person to develop a Greenhouse Gas Reduction Plan with respect to greenhouse gas (GHG) emissions from the Project during Operations and Decommissioning. The Plan must be prepared in consultation with the Climate Action Secretariat, Indigenous Nations and the Ministry of Energy, Mines and Low Carbon Innovation. The Holder must provide no less than 30 days for parties to provide views on the plan, as per clause 4.1(a)iii.A) of this Certificate. The Plan is subject to approval by the EAO following a technical review of the Plan by the Climate Action Secretariat.
- 10.2 The Plan and subsequent updates to the Plan must include:
- a) An estimation of projected annual GHG emissions, total GHG emissions for Operations and GHG emissions over the Project's lifetime. The estimated Project GHG emissions must be equal to or lower than the estimates provided in the Application;
  - b) A consideration of emission reduction targets and schedules as set out in relevant Provincial statutes and supporting policies;
  - c) An analysis of best available technologies, practices and processes to minimize GHG emissions, including the technical and economic feasibility of GHG reductions and a GHG reduction potential analysis;
  - d) An explanation for the technologies and measures that the Holder intends to implement, as well as technologies and measures not implemented; and
  - e) A summary of how the Holder will achieve net-zero GHG emissions by 2050.
- 10.3 The Plan must be updated in consultation with Indigenous Nations, the Climate Action Secretariat, and the Ministry of Energy, Mines and Low Carbon Innovation at the times specified in subsection 10.4.

10.4 The Plan and subsequent updates must be submitted to the EAO at the following times, unless authorized by the EAO:

- a) 60 days prior to the planned commencement of Operations; and
- b) Every 5 years from the date in paragraph 10.4(a) throughout Operations and Decommissioning.

10.5 The plan, and any updates, must be implemented throughout Operations and Decommissioning to the satisfaction of the EAO.

## **11. Community Feedback Process**

11.1 The Holder must establish communication methods for providing the public with information about the Project and enabling the public to submit comments or concerns about the Project. These methods must include: a dedicated Project website, a telephone line, and newspaper notices; unless there are alternative medias that provide the same or better access to the Project information as these communication methods. The methods must allow the public to access the information required in subsection 11.2 without tracking, or the need for registration, credentials or payment.

11.2 The Holder must make the following information available through one or more of the communication methods:

- a) A copy of the current version of this Certificate and any amendments thereto;
- b) A description of the Project and the current Project status;
- c) Project updates;
- d) Contact information for the Holder;
- e) A description of how to submit questions or concerns about the Project to the Holder, including options for anonymous submissions and self-identification as Indigenous, and a description of how personally identifying information for any person submitting a comment will be kept confidential;
- f) Notice of any community meetings or other engagement opportunities for the public or land users; and
- g) Current versions of all plans and reports required to be provided to the EAO by this Certificate.

11.3 The website and phone line, or alternative media as allowed for in subsection 11.1, must be updated at least monthly during Construction and annually during Operations and Decommissioning, unless otherwise authorized by the EAO. Project updates must be published in newspapers at least annually during Construction.

11.4 The Holder must prepare a report in consultation with Indigenous Nations on the community feedback process and engagement activities, as required in paragraphs 11.4(a) and (b). The report must be to the EAO's satisfaction and provided to the EAO, Northern Health and Indigenous Nations at the following times, unless otherwise authorized by the EAO:

- a) 60 days prior to the planned commencement of Construction; and

- b) Annually from the date in paragraph 11.3(a) through Construction and the first five years of Operations.

11.5 The report specified in subsection 11.3 must include the following information:

- a) A description of how the Holder has engaged and notified property owners within the local assessment area (LAA) for land and resources use, as defined in section 7.9 of the Application of location and timing of project activities;
- b) A description of how the Holder has engaged and notified non-tenured land users within the LAA for land and resources use, as defined in section 7.9 of the Application of location and timing of project activities;
- c) The number and summary of comments and issues submitted through the community feedback process or other engagement activities of the Holder;
- d) Location information, where concerns are location-specific and non-confidential, and identification of trends or locations of concerns; and
- e) A summary of the Holder's response to issues raised, including follow-up actions, mitigations, or resolutions applied.

11.6 The Holder must establish communication methods at least 60 days prior to the planned commencement of Construction.

11.7 The Holder will notify Indigenous Nations, Haida Nation and Northern Health of the establishment of the communication methods.

11.8 The communication methods must be maintained throughout Construction, Operations and Decommissioning, to the satisfaction of the EAO.

## **12. Marine Transportation Communication Report**

12.1 The Holder must develop a report regarding Marine Transportation Communication. The report must be developed in consultation with Indigenous Nations, CCG, and Transport Canada. The Holder must provide no less than 30 days for parties to provide views on the plan, as per clause 4.1(a)iii.A) of this Certificate. Following development, the Holder must provide the report to the EAO for review a minimum of 60 days prior to the planned commencement of Construction-related marine shipping.

12.2 The report must include a description of how the Holder will undertake the following:

- a) Regular communication of project activities that may affect marine use with marine users, including commercial, recreational and Indigenous fisheries, recreationalists, commercial tourism operators, Transport Canada, Fisheries and Oceans Canada, and relevant stakeholders;
- b) Establish liquefied natural gas (LNG) carrier shipping schedule notification processes for Indigenous Nations and Haida Nation;
- c) Reporting mechanisms for Indigenous Nations, Haida Nation and marine users to report on any concerns related to LNG carrier interference with marine use;
- d) Location information, where concerns are location-specific and non-confidential, and identification of trends or locations of concerns; and

- e) Establishment of a grievance process for Indigenous marine users experiencing loss of fishing gear or other marine use effects.
- 12.3 The report, and any updates made pursuant to subsection 2.2 or paragraph 3.2(h), must be implemented during any period of the Project when Project-related marine shipping is ongoing under the direction of a Qualified Person retained by the Holder and to the satisfaction of the EAO.

### **13. Health and Medical Services Plan**

13.1 The Holder must retain a Qualified Person to develop a plan for health and medical services for the Project workforce. The plan must be developed in consultation with Northern Health and Indigenous Nations. The Holder must provide no less than 30 days for parties to provide views on the plan, as per clause 4.1(a)iii.A) of this Certificate. Following development, the Holder must provide the plan to the EAO for approval a minimum of 60 days prior to the planned commencement of Construction.

13.2 The plan must include at least the following:

- a) Identification of how the guidance from “Health and Medical Services Plan Best Management Guide for Industrial Camps” (Northern Health Authority, March 2015, or as updated or replaced), “Communicable Disease Control Plan Best Management Guide for Industrial Camps” (Northern Health Authority, July 2017), and “Health and Safety During the Opioid Overdose Emergency: Northern Health’s Recommendations for Industrial Camps” (Northern Health Authority, August 2018) has been incorporated into the Health and Medical Services Plan and a rationale for any guidance from these documents not incorporated;
- b) Identification of how guidance and relevant reports from Indigenous Nations’ health departments has been considered;
- c) A plan for addressing communicable disease, disease and infection prevention, and outbreak protocols;
- d) Provision of on-site first aid, medical rooms, emergency management at the worksite and on-site medical staff;
- e) The means by which the Holder will minimize impacts to Local non-urgent care services including by encouraging workers to seek medical care in their home communities or in camps, where medical services are provided in camps;
- f) A communication strategy between the Holder and health service providers on matters including patient care and transfer, data collection and reporting;
- g) Health reporting quarterly during Construction and annually for the first five years of Operations, including information pertaining to the following for Project personnel:
  - i. Observational information, where provided from Northern Health, on the management of health and medical services pressures;
  - ii. Number of worker presentations to site-based or camp-based clinic or aid station;
  - iii. Workplace referrals to a doctor or Nurse Practitioner;
  - iv. Number of worker visits to hospital;

- h) A process through which impacts to the health care system will be adaptively managed; and
- i) Measures for monitoring Project impacts on health and medical services in the LAA as defined in Section 7.11.4 of the Application.

13.3 The Holder must not implement the plan or commence Construction until the plan has been approved by the EAO, unless otherwise authorized by the EAO.

13.4 The plan, and any updates made pursuant to subsection 2.2 or paragraph 3.2(h), must be implemented throughout Construction, Operations and Decommissioning under the direction of a Qualified Person retained by the Holder and to the satisfaction of the EAO.

## **14. Socioeconomic Management Plan**

14.1 The Holder must retain a Qualified Person to develop a plan to adaptively manage potential direct socioeconomic effects on services and infrastructure delivered by provincial agencies and local governments and affected Indigenous Nations. The scope of the plan is for effects that are directly attributable to the Project and related to the Project's workforce. The plan must be developed in consultation with Northern Health, the Ministry of Municipal Affairs, the City of Terrace, the District of Kitimat, the Regional District of Kitimat-Stikine and Indigenous Nations. The Holder must provide no less than 30 days for parties to provide views on the plan, as per clause 4.1(a)iii.A) of this Certificate. Following development, the Holder must provide the plan to the EAO for approval a minimum of 60 days prior to the planned commencement of Construction.

14.2 The plan must include at least the following:

- a) Hiring and training measures that:
  - i. Prioritize Regional hiring and procurement;
  - ii. Provide on the job training and apprenticeship;
  - iii. Work with Regional employment agencies and economic development organizations to assist in planning for increased demand for Construction and Operations workers;
  - iv. Identify potential shortages of workers with specific skill requirements and training, and work with Regional agencies to increase opportunities for Indigenous and Regional community members to obtain training required for Project participation; and
  - v. Ensure the Holder and its contractors will adopt and implement policies and practices for providing opportunities to Regional businesses and contractors.
- b) Development and implementation of an accommodation policy that includes:
  - i. Measures to ensure that Local accommodation for contractor personnel during Construction is exclusively within existing work camps or other temporary accommodations and does not include rental of Local housing;
  - ii. Measures to minimize rental of Local housing by direct employees of the Holder during Construction; and
  - iii. Rationale for any employees of the Holder that are permitted to rent Local housing and the expected duration of residence.

- c) Development and implementation of a program to restrict non-Local contractor workforce personnel from engaging in recreational hunting, fishing, ATV or snowmobile use during off-work hours;
- d) The means by which the Holder will engage with potentially affected Indigenous Nations, local governments and provincial government infrastructure and service providers regarding Project activities and actions related to the implementation of mitigation measures;
- e) Annual employment reporting during Construction and the first five years of Operations. These reports will include information pertaining to:
  - i. The labour force, specifically:
    - A) The number of people working (direct and contracted);
    - B) Voluntarily provided identity factors, such as gender and ethnicity;
    - C) The home location of workers; and
    - D) Accommodation of each worker (if non-Local).
  - f) A description of policies and training being implemented pertaining to workplace code of ethics, cultural sensitivity, drug and alcohol use, respectful workplace, and workplace violence (including gender-based violence);
  - g) Gender equity and diversity employment measures and practices to be implemented during Construction and Operations;
  - h) Identification of thresholds (based on the results of annual employment reporting, engagement with Indigenous Nations, local governments and provincial government agencies and feedback received through the Community Feedback Process) for further mitigation on topics, including but not limited to:
    - i. Impacts to health and medical services; and
    - ii. Impacts to Local housing; and
  - i) Measures for monitoring Project impacts to the topics identified by paragraph 14.2(e) in the Regional assessment area as defined in section 7.11.4 of the Application.

14.3 The Holder must not implement the plan or commence Construction until the plan has been approved by the EAO, unless otherwise authorized by the EAO.

14.4 The plan, and any updates made pursuant to subsection 2.2 or paragraph 3.2(h), must be implemented throughout Construction, Operations and Decommissioning under the direction of a Qualified Person retained by the Holder and to the satisfaction of the EAO.

## **15. Baseline Soil Condition Report**

15.1 The Holder must retain a Qualified Professional to conduct soil sampling and prepare a report on results. The Holder must provide the report to the EAO, Indigenous Nations, Northern Health and Health Canada for review a minimum of 60 days prior to the commencement of Construction.

15.2 The report must contain at least the following:

- a) Results of soil sample testing for metals and polycyclic aromatic hydrocarbons;



- b) A comparison of the results of soil sample testing to applicable British Columbia (B.C.) Contaminated Sites Regulations and Canadian Council of Ministers of the Environment soil standards in order to determine whether concentrations present require special management practices to manage environmental or health risks; and
- c) If concentrations exceed applicable soil standards or health-based standards, the Holder must undertake the following actions and describe them in the report:
  - i. Consider the potential pathways for exposure by human receptors and environmental receptors in the terrestrial and marine environment and if there are operable pathways, complete a Human Health and Ecological Risk Assessment, the results of which will then inform additional sampling, mitigation and/or monitoring measures where needed; and
  - ii. Manage disturbed soils in accordance with the B.C. Contaminated Sites Regulations.

## **16. Regional Cumulative Effects Initiatives**

- 16.1 The Holder must participate in a regional social and economic management and monitoring committee, if such a committee (or its equivalent) is created by the provincial or local government, to address regional socioeconomic issues in which industry is invited to participate, unless otherwise authorized by the EAO.
- 16.2 The Holder must participate in the Kitimat Airshed Group, or successor airshed monitoring programs established by the Province, with participation from industry, unless otherwise authorized by the EAO.
- 16.3 The Holder must participate in relevant federal and provincial initiatives related to effects of marine shipping in the region and in which industry is invited to participate, unless otherwise authorized by the EAO.
- 16.4 The Holder must consider information from the cumulative effects initiatives in this condition and review and update, as applicable, the plans and reports under conditions 12, 13 and 14 of this Certificate. These updated plans and reports must be submitted to the EAO, at a minimum, every 5 years from the commencement of Operations, throughout Operations, unless otherwise authorized by the EAO.