

NI HADI XA

Annual Report 2022

MESSAGE FROM THE CHAIR

Tom Unka, NWTMN

Happy New Year to Everyone!



The past year saw Ni Hadi Xa continue to be challenged with the operating changes in the workplace brought about by Covid-19. Even with Covid-19 restrictions and challenges, Ni Hadi Xa managed to maintain and conduct both the traditional knowledge monitoring program and the environmental monitoring program at the Gahcho Kué mine site. In keeping with the operating agreement, we also ensured that our governance committee was kept informed about the ongoing work of Ni Hadi Xa.

This year we saw personnel changes, with some staffers leaving the organization and some new staffers hired to continue the work of Ni Hadi Xa. As Chair, I have to say it is always difficult to say goodbye to good workers. Saniz Catholique started working with Ni Hadi Xa January 2022 and left in September 2022. Thank you Saniz and good luck on your future endeavours!



Long-time employee Garrick Lafferty started with Ni Hadi Xa in January 2020 and left two years later in January 2022. Garrick's writing and comprehension skills, his detailed pictures, and his wonderful approach to work as a true team player will be truly missed. He worked directly with the De Beers Environment staff and managed his work schedule according to the Ni Hadi Xa governance committee and the commitments made by De Beers during the environmental impact review process and the requirements of the licences issued at the end of the regulatory process. Garrick has moved on to a different path

but still in the same environmental field. Good luck in achieving your goals Garrick! On behalf of Ni Hadi Xa, it has been a pleasure working with you.

Losing two employees meant that the hiring sub-committee reviewed resumes and conducted interviews that resulted in NHX making an employment offer to Grace Osted, of Hay River, currently living in Yellowknife. Grace began work at NHX November 28, 2022. In September 2022, Ni Hadi Xa hired Shyla Boucher as the NHX TKMP Administrative Assistant

Welcome to Ni Hadi Xa, Grace and Shyla! It will be awesome working with you both!

The year was very busy and as it ended, we began to get back to the familiar social ways from before Covid-19 that we all missed so much. I'd like to thank Rosy Bjornson, NHX Environment Manager, Shyla Boucher, NHX TKMP Administrative Assistant, Kyle Enzoe, Interim Senior NHX TKMP Monitor, and Dillion Enzoe, interim Junior NHX TKMP monitor. They kept everything in working condition, cleaned and maintained the cabin and camp area at Fletcher Lake and, most of all, kept the families that participated in the On-the-Land Family Travel Program happy and safe.

Marsi Cho!

Tom Unka

NHX Chairperson



OBJECTIVES

Ni Hadi Xa is a contractual agreement between six (6) Indigenous Nations; Deninu K'úé First Nation, Łutsel K'e Dene First Nation, Yellowknives Dene First Nation, North Slave Métis Alliance, Northwest Territory Métis Nation, Tłı̨chǫ Government and De Beers Canada, which is majority owner and operator of the Gahcho Kué Diamond Mine. The Ni Hadi Xa Agreement is a legally binding contract which provides for environmental monitoring and management of the Gahcho Kué Diamond Mine additional to such matters governed by legislation.

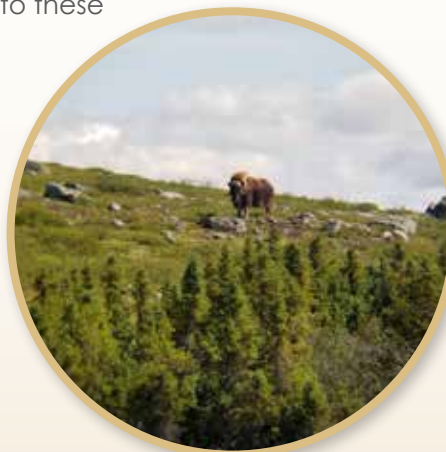
This effort aims to provide ways to avoid or minimize the impacts of Gahcho Kué on the rights of Indigenous Parties, their traditional lands, their relationship to the land, water and resources, their social, cultural, economic, and spiritual values, their way of life and the environment.

Ni Hadi Xa exists to watch over the Gahcho Kué mine. This is not different from the agencies set up to monitor other mines in the NWT, but there is a much greater emphasis on traditional knowledge monitoring.



Some of the objectives of Ni Hadi Xa are to:

- ★ Respect and protect land, water, wildlife, plants and the land-based economy, essential to the way of life and well-being of the Indigenous Parties and present and future generations;
- ★ Ensure ongoing review of Environmental Monitoring and Management Plans, activities, and reports of De Beers and the regulators in relation to the Gahcho Kué Diamond Mine;
- ★ Develop and improve the capacity of the Indigenous Parties to participate in adaptive environmental management;
- ★ Make recommendations to De Beers with respect to these objectives;
- ★ Integrate and promote equal use of traditional knowledge in environmental monitoring and management; and
- ★ Communicate to the Parties and the public on activities and achievements of the above objectives.



STRUCTURE



Ni Hadi Xa was established in December 2014. It is administered by a Governance Committee comprised of six (6) land and environmental specialists appointed by each Party to the Agreement, six (6) Indigenous Party members, and one (1) member representing De Beers Canada. The committee makes decisions by motion and seeks to have consensus.

The Governance Committee oversees Ni Hadi Xa staff who run the day-to-day operations. Staff monitor the impacts of Gahcho Kué in three different ways:

- ★ Technical – reviewing the environmental monitoring and management plans;
- ★ Observation – our staff will be on site, working with the De Beers environment staff to observe the actions that are occurring as part of the mining effort; and
- ★ Traditional knowledge monitoring – our staff and land users are on the land, observing what's occurring in the area around Gahcho Kué.

NHX employs staff for the following roles:

- ★ **Technical Review:** NHX employs a Technical Coordinator who carries out technical reviews of permits, licences and regulatory documents and provides reports and recommendations. Additionally, we have dedicated resources to ensure that outside experts can be bought in to conduct external reviews.
- ★ **On-site Observation:** NHX has an Environmental Monitor who works at the mine with the De Beer's environmental team. The monitor's role is to observe what happens at the minesite, report observations and incidents and provide recommendations to the Ni Hadi Xa Leadership.
- ★ **Traditional Knowledge:** NHX employs two part-time Traditional Knowledge Monitors and one part-time Administrator who are responsible for the implementation of our traditional knowledge monitoring program. Traditional knowledge monitoring is carried out via two avenues:
 - ★ Through observations and data collected by the NHX TKM staff who spend approximately 12 weeks of the year on the land near the mine site; and
 - ★ Through observations and data collected by Indigenous Party beneficiaries who participate in our On-the-Land Travel Program (OTLTP).



NHX GOVERNANCE COMMITTEE

The NHX Governance Committee had a few changes this year. Yellowknives Dene representative Femi Baiyewun was replaced with new appointee Ryan Millar and Tłıchq Government representative Joline Huskey was replaced on the interim with new appointee Jessica Paunayen. NHX welcomes both to the committee.

The committee met four times in 2022. The first quarter meeting was held online on Feb 3-4, 2022. The second quarter meeting was held at the Nova Inn in Yellowknife on April 13-14, 2023. The third quarter meeting took place at the Fletcher Lake cabin on August 15-17, 2023. The fourth quarter meeting took place in Deninu Kų́ę́ , Akaitcho (Fort Resolution, NT) on November 29-30, 2022.

Ni Hadi Xa had some extra work in 2022 as the hiring sub-committee was busy. NHX had to hire two interim TKMP monitors, and one environment monitor in 2022.



ON-THE-LAND FAMILY TRAVEL PROGRAM

In 2022 Ni Hadi Xa had three applicants for the On-the-Land Family Travel Program. The three families were invited to the cabin at Fletcher Lake for a five-night, and six-day stay, all inclusive. Ni Hadi Xa covers the cost of the float plane and groceries for each family.

The first family was Chinta Unka and his three sons along with their uncle Darwin Unka. The second family was Delphine Enzoe and her family. The third family was not able to attend due to unforeseen circumstances.

The families that did attend had an eventful time, picking berries, hiking, fishing, boating and swimming.

Each year Ni Hadi Xa sends a call out for applications in February to the six signatory parties to the Ni Hadi Xa Agreement. Any member from Yellowknives Dene, Łutsel K'e Dene, Deninu K'ųé Dene, Tłıchų Dene, North Slave Métis and Northwest Territory Métis Nation can apply to stay at the Fletcher Lake cabin to experience life on the barren grounds near a mine site and share your cultural ways with your family.



NI HADI XA TRADITIONAL KNOWLEDGE MONITORING PROGRAM (NHX TKMP)



In January 2022, the NHX TKMP monitor attended a fly-over for the Gahcho Kué mine caribou count. It was unfortunate that NHX monitor was injured and was flown back to Yellowknife. That triggered a hiring process for Ni Hadi Xa. Posters were put up in the band office in Łutsel K'e, on the Łutsel K'e bulletin board Facebook page and the LKDFN Facebook page. We were able to recruit Dillion Enzoe who worked with NHX TKMP from March until September 2022.

Also in January 2022, NHX hired Saniz Catholique as the NHX Administrative Assistant who handled purchase orders, invoices, and cheque requisitions. Saniz left NHX in September 2022 and Shyla Boucher was then hired that same month by LKDFN and NHX.

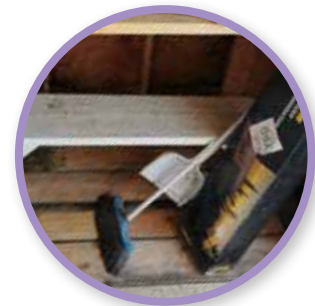
On March 4, 2022, in Dettah, Akaitcho, Ni Hadi Xa held a workshop with Trailmark. Trailmark is a software that NHX uses to upload data sheets, pictures, and interviews from the NHX TKMP and the On-the-Land Family Travel Program. During the workshop the Trailmark team showed what the software was and how to use it. Each monitor can download the Trailmark app, the supervisor assigns a survey and using their smart phone they can answer the questions in the survey. Currently, all pervious data sheets that have been completed by the NHX TKMP are being transferred into digital form in the Trailmark software. Once completed the software will allow NHX to present numbers and graphs of the observations from the NHX TKMP and On-the-Land Family Travel Program. This is a work in progress.

The NHX TKMP monitors completed one trip in March 2022 and five trips to the cabin in the summer months July to September 2022. The first trip included all staff members. The NHX staff flew up to the cabin and spent two days cleaning and preparing the cabin for the family travel program. The second trip was during the annual fish tasting with De Beers. The third trip was with the Unka family, and the fourth trip was with the Enzoë family. The final trip was in September, when staff cleaned up the camp and locked down the cabin. There had been a visible presence of hunters using the cabin for harvesting of caribou without permission of the NHX Governance committee in the winter of 2022 resulting in the cabin being secured. Only a tent frame was left open for safety measures.

NHX TKMP also installed a new bear fence battery and four solar panels. The panels will provide a clean energy source while families are utilizing the family travel program.

Every month, the NHX Manager hosts a staff meeting with the NHX TKMP staff. During these meetings the staff review the workplan, review safety equipment, grocery list and implementation of the field trip. All the logistics are reviewed to ensure safety, adequacy, and effectiveness for a trip to the cabin.

NHX would like to thank the NHX TKMP staff for the hard work and effort that went into the program.



NHX ENVIRONMENT MONITOR AT GAHCHO KUÉ MINE SITE

NHX Environment Monitor Garrick Lafferty resigned on January 9, 2022, resulting in another hiring process. There had been two rounds of interviews. The first round NHX hiring sub-committee selected a monitor under a conditional hiring process, however the process was unsuccessful and NHX was again in the advertising mode. The second round of interviews proceeded and in November, 2022 Grace Osted was hired as the NHX Environment monitor. Grace began working for NHX on November 28, 2022.



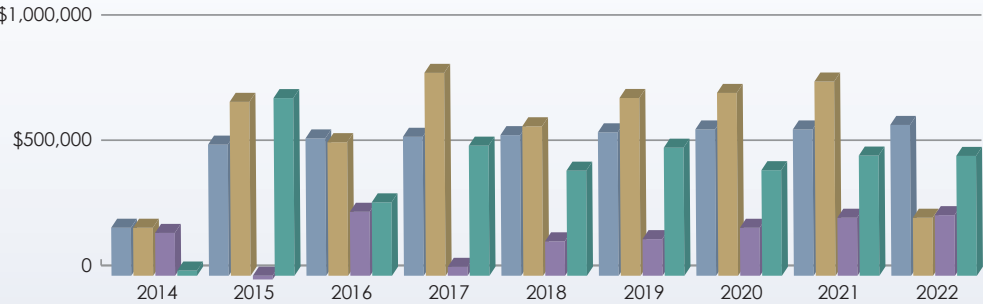


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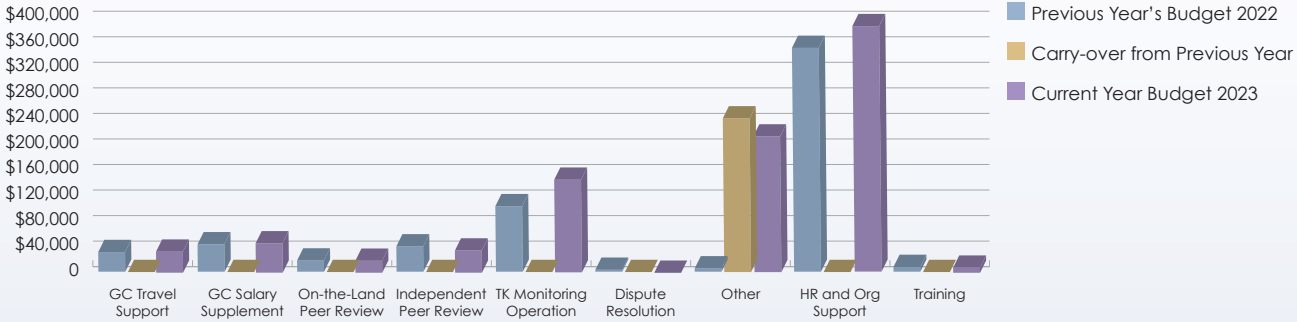


Calendar Year	Original Budget Amount	Budget with Carry-over from Preceding Year	Carry-over into Subsequent Year	Actual Expenditure
2014	\$192,500	\$192,500	\$171,727	\$20,773
2015	\$526,025	\$697,752	\$-14,998	\$712,749
2016	\$550,925	\$535,927	\$256,583	\$294,342
2017	\$557,536	\$814,119	\$35,578	\$521,958
2018	\$564,147	\$599,725	\$137,900	\$421,533
2019	\$575,430	\$713,330	\$146,679	\$513,751
2020	\$586,939	\$733,618	\$192,318	\$423,456
2021	\$586,939	\$192,318	\$232,600	\$482,145
2022	\$605,134	\$232,600	\$242,948	\$480,759

- Original Budget Amount
- Budget with Carry-over from Preceding Year
- Carry-over into Subsequent Year
- Actual Expenditure



Budget Summary		Previous Year's Budget 2022	Carry-over from Previous Year	Current Year Budget 2023
3.1A	GC Travel Support	\$31,013.54	-	\$33,184.49
3.1B	GC Salary Supplement	\$43,292.42	-	\$46,322.89
3.1C	Committee OTL Meeting	\$17,663.55	-	\$18,900.00
3.1D	Independent Peer Review	\$40,000.00	-	\$35,000.00
3.1E	TK Monitoring and Family Travel Program	\$103,512.40	-	\$146,423.00
3.1F	Dispute Resolution	\$3,000.00	-	-
3.1G	Invoicing and Other	\$5,238.88	\$242,947.73	\$214,473.11
3.2A	HR and Organizational Support	\$353,913.06	-	\$388,112.46
3.2B	Training	\$7,500.00	-	\$8,025.00
	Total	\$605,133.85	\$242,947.73	\$ 890,440.95



MESSAGE FROM THE MANAGER

This year, 2022, was an ambitious year for NHX. NHX strives to do the best it can do with the resources it has. Now that Covid is not a challenge anymore, NHX has been able to get up to the cabin to implement the On-the-Land Family Travel Program and NHX TKMP.

It would be great if more members applied from the six Indigenous signatory parties for the On-the-Land Family Travel Program. This is an awesome opportunity for members to go out on the land, all expenses paid. Costs for flight for six family members, groceries for six people and a six-day stay at the cabin on Fletcher Lake are all covered by the Ni Hadi Xa.

Working with the NHX staff has been a learning experience for all of us. Our staff work hard and tirelessly to complete the tasks and activities assigned to them.

Thank you to the current staff Shyla Boucher and Grace Osted, also to former employees, Kyle Enzoe, Saniz Catholique, Dillion Enzoe and Garrick Lafferty! It was a pleasure working with you all.

Rosy,
NHX Manager







NHX would like to send our appreciation of services to the following:

- ★ Weaver and Devour
- ★ Canadian Tire Yellowknife
- ★ Air Tindi
- ★ MSS Hay River
- ★ CTG Enterprises
- ★ Buffalo Airways Express
- ★ Polar Tech
- ★ Discovery Mining Services
- ★ Inkit Limited
- ★ 62 Degrees North
- ★ Trailmark Systems
- ★ Home Hardware Yellowknife
- ★ Co-op, Łutsel K'e
- ★ Łutsel K'e Dene First Nation
- ★ Bassett Petroleum
- ★ Deninu K'ų First Nation
- ★ Hoarfrost Airways

If you have any questions or would like to apply for the On-the-Land Family Travel Program, contact Rosy Bjornson at :

Phone: (867) 445-0538

Email: Rosy.Bjornson@nihadixa.ca.

Address: Nı Hadi Xa

Main office, Deninu K'ų First Nation

Fort Resolution, NT X0E 0M0





NHX GOVERNANCE COMMITTEE

Top, left to right:

Tom Unka, Northwest Territories Métis Nation

Stephanie Poole, Łutsel K'e Dene First Nation

Alan Alex, North Slave Métis Alliance

Robert Sayine, Deninu K'ųé First Nation

Bottom, left to right:

Jessica Pacunayen, Tłı̨chǫ Government

Ryan Miller, Yellowknives Dene First Nation

William Liu, De Beers Canada Inc.