



Towards Sustainable Mining  
Vers le développement minier durable

## TSM Verification Summary Report

### Facility Information

|  |  |
|--|--|
| Name of company                            | Vale                                     |
| Name of facility                           | Manitoba Operations                      |
| Address                                    | 1 Vale Road<br>Thompson, MB<br>R8N 1P3   |
| Country of operation                       | Canada                                   |
| Products/metals produced on site           | Nickel concentrate, Copper Pond material |
| Types of operations included in scope:     |  |
| Mining                                     | <input checked="" type="checkbox"/>      |
| Milling                                    | <input checked="" type="checkbox"/>      |
| Smelting                                   | <input type="checkbox"/>                 |
| Refining                                   | <input type="checkbox"/>                 |
| Other ( <i>please explain</i> )            |  |
| Types of infrastructure included in scope: |  |
| Roads                                      | <input checked="" type="checkbox"/>      |
| Rails                                      | <input checked="" type="checkbox"/>      |
| Ports                                      | <input type="checkbox"/>                 |
| Other ( <i>please explain</i> )            |  |

### Verifier and Verification Information

|   |   |
|---|---|
| Verification firm   | Rubinoff Environmental Inc.                   |
| Confirmation that all verifiers involved in the verification are accredited TSM verifiers | Yes   |
| Date(s) of verification activities<br>(dd/mm/yyyy – dd/mm/yyyy)                           | 30/06/2022-18/10/2022                         |
| Verification period   | Year prior to Verification end date           |
| Summary of the verification methodology   | All Protocols were verified for this facility |



|  |  |
|--|--|
| Summary of the verification activities | Planning: Site Visit: Opening meeting, virtual tour, interviews with corporate and site personnel, document review, interviews with COI, closing meeting; Follow-up; Reporting |
|--|--|

## Summary of Findings

| Criterion   | Rating<br><i>C, B, A, AA or AAA (unless otherwise indicated)</i> | Comments  |
|---|--|---|
| <b>Biodiversity Conservation Management</b>   |  |   |
| 1. Corporate biodiversity conservation commitment, accountability, and communications | AAA  | The Vale Sustainability policy includes a commitment to biodiversity. The policy is supported by the Guidelines and Processes for Biodiversity Management and its appendix Biodiversity Management Manual. The commitments in these documents are consistent with MAC Biodiversity Framework. Commitment has been communicated to employees and COI. The commitment was subject to an independent internal verification. Vale's commitment includes a stated ambition of no net loss. Vale actively partners with other organizations (e.g., Boreal Discovery Centre) and Vale personnel sit on these boards. Facility meets the requirements of Level AAA. |
| 2. Biodiversity conservation planning and implementation                              | AAA  | Baseline data is available with significant biodiversity aspects identified. The facility monitors biodiversity. Global and site-specific biodiversity objectives exist related to reduction of impacted land. The status is reported monthly. Biodiversity is integrated with business process and budgeting. The biodiversity conservation management system implementation was subject to an independent internal verification. The facility has made investments in research, specifically the Boreal Discovery Centre and is contributing to greater scientific understanding regarding wolves.  |



| Criterion   | Rating<br>C, B, A, AA<br>or AAA<br>(unless<br>otherwise<br>indicated) | Comments  |
|---|---|---|
|   |   | Facility meets the requirements of Level AAA.   |
| 3. Biodiversity conservation reporting                                    | AAA   | <p>The facility reports on its biodiversity KPI monthly to management and to Vale corporate. Biodiversity information is included the Report to the Community (e.g., nest protection). The facility reports on biodiversity conservation to corporate, which is reported on an aggregate basis in the Vale Sustainability Report. The GRI data is externally verified.</p> <p><a href="https://www.vale.com/sustainability-reports">Sustainability Reports (vale.com)</a><br/>Facility meets the requirements of Level AAA.</p> |
| <b>Crisis Management and Communications Planning (Indicate YES or NO)</b> |   |   |
| 1. Crisis Management and Communications Preparedness                      | YES   | <p>The Hazard Identification Risk Assessment (HIRA) identifies Material Unwanted Events (MUE) as credible threats. Emergency Teams exist to respond. EMQnet is used to manage the crisis plan including roles and responsibilities. The contact list includes key stakeholders and media. Facility meets regularly with local emergency response authorities.</p> <p>Facility meets all criteria for this indicator.</p>  |
| 2. Review   | NO  | <p>EMQnet acts as a document control system for crisis documents. The notification system was tested (during drills and actual events). Records indicate not all crisis team members are familiarized with the plan within two months of joining the team.</p> <p>Facility does not meet all criteria for this indicator.</p>   |
| 3. Training   | YES   | <p>Table top drills were conducted in May 2022 (T3 Fire) and December 2021 (T3 Gas Leak) Actual events occurred in</p>  |



| Criterion  | Rating<br>C, B, A, AA<br>or AAA<br>(unless<br>otherwise<br>indicated) | Comments   |
|--|---|--|
|  |   | December 2019 Mill Fire, March 2020 Covid and February 2020 Non-work related death at workplace), Facility meets all criteria for this indicator.  |
| <b>Energy Use and GHG Emissions Management</b>     |   |  |
| 1. Energy Use and GHG Emissions Management Systems | A   | The Sustainability Policy and Climate Change Policy demonstrates senior management commitment. The Chief Power Engineer has responsibilities and accountability for electricity energy and reagent budgets is assigned to operational managers. Energy data is disaggregated by operation. Standard factors are used for conversions and are described in a GHG Manual. General awareness training is provided. Facility moved from truck to rail shipment of concentrate with a reduction in GHG. Vale has made a corporate investment in Battery Energy Storage System Project in Sudbury and has conducted research required for wind power at Voisey's Bay and is considering a pilot program to generate hydrogen and inject into the generators. Facility meets the requirements of Level A. |
| 2. Energy Use and GHG Emissions reporting systems  | AAA   | Energy use and GHG are reported regularly to site management and corporate and publicly as part of Federal and Provincial GHG Reporting programs. The energy use and GHG emissions reporting system is internally verified by Vale personnel. Aggregate Vale performance against targets and Vale's corporate strategy are included in the Sustainability Report. GHG emissions are externally verified and some scope 3 emissions are included in corporate reporting.  |



| Criterion   | Rating<br>C, B, A, AA<br>or AAA<br>(unless<br>otherwise<br>indicated) | Comments   |
|---|---|--|
|   |   | Facility meets the requirements of Level AAA<br><br><a href="#">Sustainability Reports (vale.com)</a><br><i>include link to public disclosure or reference the form of public reporting if no web link available</i>   |
| 3. Energy Use and GHG Emissions performance targets | A   | Vale has set corporate targets for GHG reductions (33% by 2030) and for zero-net GHG emissions by 2050. The facility met its GHG target in 2021. Energy use and GHG emissions performance has been externally verified. Vale has some performance strategies that meet an additionality test including the wind project, potential for grid connection and the hydrogen pilot program.<br>Facility meets the requirements of Level A.                                  |
| <b>Indigenous and Community Relationships</b>       |   |  |
| 1. Community of Interest (COI) Identification       | AAA   | Communities of Interest are identified and documented on the Stakeholder List. There is a documented process in place for COI identification and is described in corporate documents. The Community Liaison Committee (CLC) Terms of Reference provides guidance and the CLC provides input into how the facility identifies COI. The Terms of Reference and Committee membership are annually reviewed with the CLC.<br>Facility meets the requirements of Level AAA. |
| 2. Effective COI Engagement and Dialogue            | AAA   | The facility provides assistance to ensure COI are able to participate including sponsoring attendance at PDAC. Reporting on engagement and dialogue takes place at monthly leadership performance meetings. The CLC Terms of Reference documents the  |



| Criterion  | Rating<br><i>C, B, A, AA<br/>or AAA<br/>(unless<br/>otherwise<br/>indicated)</i> | Comments  |
|--|--|---|
|  |  | <p>engagement process. The Nisichawayasihk Cree Nation Resource Management Board (NCN RMB) documents the permit consultation process. English is the language of dialogue; however, parts of the Community Report are provided in Cree. Engagement, dialogue and culture awareness training is provided to key personnel including site leadership. Facility meets the requirements of Level AAA.</p>   |
| <p>3. Effective Indigenous Engagement and Dialogue</p> | <p>AAA</p>   | <p>There is demonstrated senior management commitment to Indigenous engagement consistent with the TSM Frameworks as evidenced by the site engagement with the Indigenous community through a variety of groups (e.g., CLC, Thompson Aboriginal Accord TAA, Thompson Urban Aboriginal Strategy TAUS, NCN RMB). The Terms of Reference of the CLC outline the engagement process. The facility works with these groups to identify opportunities for collaboration including on mutually identified objectives (e.g., repatriation and reburial of ancestors, treaty land entitlement selection). Personnel facilitate on-site and community events. Traditional practices are integrated into business practices. Facility meets the requirements of Level AAA.</p> |



| Criterion   | Rating<br>C, B, A, AA<br>or AAA<br>(unless<br>otherwise<br>indicated) | Comments   |
|---|---|--|
| 4. Community Impact and Benefit Management                        | AA  | <p>Social impacts are identified through the Social/Political Risk assessment. Environmental impacts are identified through the HIRA process. Controls are in place to mitigate these impacts. Vale contributes to a number of organizations to benefit a broad spectrum of the community. Contributions are discussed in the CLC, TUAS and NCN RMB meetings and include consideration of procurement and employment. These contributions are noted in the Report to the Community. Some decisions on how to direct contributions (e.g., scholarships) are made by the COI. Facility meets the requirements of Level AA.</p> |
| 5. COI Response Mechanism   | A   | <p>A Community Concerns Hotline is in place with a Response Protocol. Concerns from the hotline or from CLC are documented and followed-up and tracked. Vale proactively informs COI about the Hotline. Facility meets the requirements of Level A.</p>  |
| <b>Preventing of Child and Forced Labour (Indicate YES or NO)</b> |   |  |
| 1. Preventing Forced Labour                                       | YES   | <p>Vale's Human Rights Policy states "We prohibit the use of any types of employment practice that may be construed as equivalent to forced or mandatory labor."</p> <p>Vale's Supplier Code of Conducts requires "All suppliers must prohibit and renounce the use of child labour, forced labour and slave-like labour."</p> <p>Vale meets the requirements of a Yes.</p>  |
| 2. Preventing Child Labour  | YES   | <p>Federal regulation prohibits children under the age of 17 from working in an underground mine. Various Provincial</p>   |



| Criterion                          | Rating<br>C, B, A, AA<br>or AAA<br>(unless<br>otherwise<br>indicated) | Comments  |
|------------------------------------|---|---|
|                                    |   | <p>regulations (including Ontario, Manitoba and Newfoundland &amp; Labrador) prohibit children under the age of 18 from working in an underground mine.</p> <p>Vale's Human Rights Policy states "We prohibit the use of child labor..."</p> <p>Vale's Supplier Code of Conducts requires "All suppliers must prohibit and renounce the use of child labour, forced labour and slave-like labour."</p> <p>Vale meets the requirements of a Yes.</p>                               |
| <b>Safety and Health</b>           |   |   |
| 1. Commitments and Accountability  | AA  | <p>The Sustainability Policy defines the policy commitments. The Policy has been communicated to employees and contractors. A senior management representative is accountable for safety and health. An internal VPS audit was conducted by Vale in 2021.</p> <p>Facility meets the requirements of Level AA.</p>   |
| 2. Planning and Implementation     | AA  | <p>A formal Safety and Health Management System is in place including objectives, risk assessments, critical control verification, workplace inspections, defined roles and responsibilities, maintenance of records. The industrial hygiene program is overseen by a qualified hygienist. An internal Vale Performance System (VPS) audit was conducted by in 2021. Critical controls have been identified and verified.</p> <p>Facility meets the requirements of Level AA.</p> |
| 3. Training, Behaviour and Culture | AA  | <p>A documented and functional training system is in place. Senior leadership demonstrates a commitment and a safety-based culture is encouraged.</p> <p>Trainees are assessed for competency</p>   |





| Criterion                                    | Rating<br>C, B, A, AA<br>or AAA<br>(unless<br>otherwise<br>indicated) | Comments  |
|--|---|---|
|  |   | <p>and trainers are qualified. Trainers are not evaluated for effectiveness. The facility promotes health and wellness with programs to support work mental health. The commitment to safety and health is visibly embedded and management demonstrated the commitment through one-on-one interactions. Facility meets the requirements of Level AA</p>   |
| 4. Monitoring and Reporting                  | AA  | <p>Safety &amp; health metrics are monitored and reported including leading and lagging indicators. Leadership regularly reviews performance. Safety information is communicated through the weekly Trending Injury and Prevention Report. Safety &amp; health data is publicly reported in the Vale Sustainability Report. An internal VPS IMS audit was conducted in 2021.</p> <p>Facility meets requirements of Level AA.</p> <p><a href="#">Sustainability Reports (vale.com)</a><br/><i>include link to public disclosure or reference the form of public reporting if no web link available</i></p> |
| 5. Performance                               | AA  | <p>Targets are set for leading and lagging indicators and performance is regularly reviewed and communicated. Facility benchmarks its performance against its peers. Facility meets the requirements of Level AA.</p>   |
| <b>Tailings Management</b>                   |   |   |
| 1. Tailings management policy and commitment | A   | <p>The Dam Safety Group conducted an internal audit using the MAC TSM requirements as its criteria. The internal audit confirmed MAC requirements were met.</p>   |



| Criterion   | Rating<br>C, B, A, AA<br>or AAA<br>(unless<br>otherwise<br>indicated) | Comments   |
|---|---|--|
|   |   | <p>The commitment (i.e., Policy for Dam Safety and Geotechnical Mining Structures) is communicated to all Canadian employees, with employees, contractors and consultants understanding the policy to a degree appropriate to their roles and there is budget allocation.</p> <p>Facility meets the requirements of Level A.</p>   |
| 2. Tailings management system and emergency preparedness              | A   | <p>The Dam Safety Group conducted an internal audit using the MAC TSM requirements as its criteria.</p> <p>The internal audit determined the tailings management system has been developed and implemented and conforms with the MAC Guide. The Emergency Response Plan has been developed and is in conformance with the MAC Guide. The ERP is tested.</p> <p>Facility meets the requirements of Level A.</p> |
| 3. Assigned accountability and responsibility for tailings management | A   | <p>The Dam Safety Group conducted an internal audit using the MAC TSM requirements as f its criteria. The internal audit determined the MAC requirements were met.</p> <p>Facility meets the requirements of Level A.</p>  |
| 4. Annual tailings management review                                  | A   | <p>The Dam Safety Group conducted an internal audit using the MAC TSM requirements its criteria. The internal audit determined the MAC requirements were met.</p> <p>Facility meets the requirements of Level A.</p>   |
| 5. Operation, maintenance, and surveillance                           | A   | <p>The Dam Safety Group conducted an internal audit using the MAC TSM</p>  |



| Criterion                | Rating<br>C, B, A, AA<br>or AAA<br>(unless<br>otherwise<br>indicated) | Comments  |
|--------------------------|---|---|
|                          |   | requirements as its criteria. The internal audit determined an OMS Manual has been developed and is in conformance with the MAC Guideline. Facility meets the requirements of Level A.  |
| <b>Water Stewardship</b> |   |   |
| 1. Water Governance      | A   | There is demonstrated senior management through the Sustainability Policy and the Water and Water Resources Policy, consistent with the MAC Water Stewardship Framework. The commitment is communicated through the Environmental Awareness presentation and presentations to the Community Liaison Committee. Roles and responsibilities are defined in the Management of Water and Water Resources document and the Environmental Advisor's job description. Risks are identified through the HIRA process and integrated into business planning and budgeting. Facility meets requirements of Level A. |



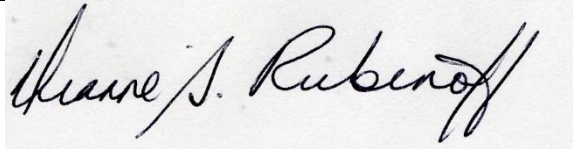
| <b>Criterion</b>                | <b>Rating</b><br><i>C, B, A, AA or AAA (unless otherwise indicated)</i> | <b>Comments</b>  |
|---------------------------------|---|--|
| 2. Operational Water Management | A   | <p>The site has identified facility-level risks related to surface water and ground water and critical controls identified. Processes are established to monitor water performance for both surface water and groundwater. Records of water quality and quantity are maintained.</p> <p>The facility has a site wide water balance that is reviewed regularly. Response and contingency plans have been established for water related risks and incidents (Thompson MDMER ERP). Relevant employees and contractors have been provided with appropriate training (peer-to-peer training). Vale has identified climate change risks. Water use reduction opportunities were identified and implemented resulting in a significant decrease in consumption. Control measures are being verified.</p> <p>Facility meets the requirements of Level A.</p> |
| 3. Watershed-scale Planning     | B   | <p>Vale has identified watershed specifically the Burntwood River Watershed. The province has identified a larger watershed region, the Hudson Bay Draining Sub-Basin as part of its Water Management Strategy. The Watershed Strategy Framework was released for review in July 2022. The next step is for each region to develop Water Boards and collaborate with watershed users. Vale will participate in these watershed governance fora once they are established. Relevant COI have been identified. Responsibility of water-shed planning is documented in the Water and Water Resources Policy.</p> <p>Facility meets the requirements of Level B.</p>   |



| <b>Criterion</b>                   | <b>Rating</b><br><i>C, B, A, AA or AAA (unless otherwise indicated)</i> | <b>Comments</b>   |
|------------------------------------|---|---|
| 4. Water Reporting and Performance | AAA   | <p>Vale's water performance target is documented on the Vale website. Progress is reported on the Water Conservation Action List to management. Public reporting of performance against target is included in the Vale Sustainability report. The data in the Sustainability report was independently verified. The Thompson water reduction target was met in the reporting year. COI feedback on reporting is sought from the CLC. Site level MDMER results are published.</p> <p>Sustainability Reports (vale.com)<br/>Facility meets the requirements of Level AAA.</p> |



## Statement of Verification

| Statement of Verification   |  |
|---|--|
| The external verification was conducted in accordance with the <i>Terms of Reference for Verifiers</i> and, accordingly, consisted primarily of interviews, data analysis, and examination (on a sample basis) of other evidence relevant to management's assertion of conformance to the requirements of the TSM performance indicators. | <input checked="" type="checkbox"/> The external verification was conducted in accordance with the <i>TSM Verifier Terms of Reference</i> .  |
| The scores indicated in this report are verified as being accurate based on the evidence reviewed during the external verification of this facility.  | <input checked="" type="checkbox"/> The scores in this report are considered accurate based on this verification.  |
| Limitations   | Even though the information provided by the company was thoroughly reviewed, Rubinoff Environmental Inc. was required to rely on this information without being able to independently verify its accuracy. |
| Additional comments   |  |
| Name of lead verifier   | Dianne Rubinoff, P.Eng.  |
| Date of statement of verification   | 14/12/2022   |
| Signature of lead verifier  |    |



# 1. Verification Evidence

This section presents a summary of the key evidence used to verify the self-assessed levels.

## 1.1 Biodiversity Conservation Management

Key Personnel Interviewed:

- Vale Thompson Environmental Superintendent
- Vale Sustainability and Government Relations Specialist

Documents Reviewed:

- POL-0019-G Sustainability Policy (with healthy, safe work environment and to zero harm)
- PRN-0029 Guidelines and Processes for Biodiversity Management
- Various copies of the Sustainability Policy posted throughout site
- New Employee Orientation Environment
- EMS Training Module
- Environmental Superintendent Job Description
- Environmental Advisor Job Description
- Internal Audit of Biodiversity by Quentin Smith (Vale Sudbury Ops) Aug 2022
- Community Liaison Committee (CLC) Terms of Reference
- CLC presentation 2020 Environmental Activities Summary
- CLC presentation 2021 Environmental Update
- Boreal Discovery Centre February 2022 minutes
- Boreal Discovery Centre March 2022 minutes
- Boreal Discover Centre – presentation to MKO Council 2021
- Closure Plan 2018
- EMS Management Review 2022 Presentation
- EEM Studies
- SPI 35-6 Working around Fish Habitat
- SPI 35-8 Management of Migratory Birds and Habitat
- 350 RAR Surface Site Development – Breeding Bird Survey – July 2021
- 350 RAR Surface Site – Migratory Bird Survey Technique
- SPI 35-9 Management of Wildlife and Nuisance Animals
- Completed SHE Form for Jan 2021 T3 Dewatering Pipeline
- Channel Habitat Study – Area 5 Weir Low Flow Assessment Jan 2020 by KCB
- 5 Year Strategic Plan
- 2021 Manitoba Enviro Budget
- MRA Coordination Routine meetings- 2022-06 MRA presentation
- MRA July presentation on EEM results
- Vale Report on Sustainability 2020-2021
- ESG Databook
- Report to the Community
- Presentations to CLC
- Presentations to NCN



## 1.2 Crisis Management and Communications Planning

### Key Personnel Interviewed:

- Vale Thompson Senior Coordinator Safety, Surface Plants
- Vale Thompson Operational Risk Lead
- Vale Thompson Senior Coordinator Safety, T3 Mine
- Vale Sustainability and Government Relations Specialist

### Documents Reviewed:

- Bowties for Thompson Mine, Thompson Services, Thompson General
- Severity Matrix
- EMQnet Profile Packs
- EMQnet Contact List including stakeholders and media
- Media Training Session Jan 2020 for T. Ritchie
- Main Conference Room – Crisis Management briefcase and supplies
- Meeting invite for Community Wellness and Public Safety Advisory Committee (Stacy Kennedy email July 11, 2022)
- Mike McDonald (Vale Fire and Rescue) notes on collaborative firefighting with the City of Thompson
- Team Status Report
- EMQnet T3 Mine Fire Drill – May 2022
- EMQnet T3 Gas Leak Drill – December 2021
- EMQnet COVID – Actual event – March 2020
- EMQnet Death in Workplace (not work-related) – Feb 2020
- EMQnet Mill Fire – Actual event – December 2019

## 1.3 Energy Use and GHG Emissions Management

### Key Personnel Interviewed:

- Vale Thompson Tailings Coordinator (formerly Environmental Coordinator)
- Vale Energy Management Lead North Atlantic
- Vale Sustainability and Government Relations Specialist

### Documents Reviewed:

- POL-0019-G Sustainability Policy (with healthy, safe work environment and to zero harm)
- POL-0012-G Climate Change Policy
- PSG-003284 Climate Change Mitigations and Removals
- Contributor Report 2022
- Fuel Report – 2021 Vale Fuel Consumption
- Waste disposal and burn record 2021
- 2021 OBP Annual Report
- Manitoba Division GHG Emissions Quantification Procedures Manual
- Wattdog screen (disaggregated data monitored by operator)
- NA GHG KPI Dashboard (Variation by Location)





- Vale Report on Sustainability 2020-2021
- ESG Databook
- Vale website – Vale Days
- Vale Days – New York Stock Exchange Presentation
- International Performance Spreadsheet 2021
- OBPS GHG Verification Report for 2021 by RWDI
- 2021 LOM / Budget Capital Expenditures – North Atlantic GHG reductions

## 1.4 Indigenous and Community Relationships

### Key Personnel Interviewed:

- Vale Indigenous Relationships and Corporate Affairs
- Vale Sustainability and Government Relations Specialist
- COI Representative Executive Director Lands, Environment and Resource Department Nisichawayasik Cree Nation (NCN)
- COI Representative Chair, Thompson Urban Aboriginal Strategy

### Documents Reviewed:

- PNR 79 Vale's Social Performance
- PNR 65 Listening and Response Mechanism
- PNR 70 Health, Safety, Environment, Community and Operational Event Management
- Vale SDI (Stakeholders Demands and Issues) System
- SDI Implementation presentation
- 2021 Executive Steering Committee Review – Indigenous Engagement for Manitoba Operations
- SDI Manitoba Stakeholder List
- SDI Matrix (level of support, level of interest, level of influence)
- Stakeholder Map
- Manitoba Resource Management Areas map
- Community Liaison Committee (CLC) Terms of Reference – Sept 2019
- Manitoba Government Policy for Consultation
- Thompson Urban Aboriginal Strategy (TUAS) Overview
- CLC Minutes & presentation showing discussion reviewing Terms of Reference, Identification of COI, Community reporting – March 18, 2021
- CLC Minutes & presentation showing discussion reviewing Terms of Reference, Identification of COI, Community reporting – March 18, 2021 and June 18, 2020
- CLC Action List
- Weekly Status Review – July 29/22 including Indigenous Relationships & Community
- Manitoba Stakeholder Engagement Plan 2021
- Stakeholder Engagement Plan 2022
- 2018-2019 Report to the Community (Mission, Vision, Values in Cree)
- 2017-2018 Report to the Community (sections in Cree)
- 2021-2022 Report to the Community
- Feedback card sent with Report to the Community
- Vale Report on Sustainability 2020-2021
- TUAS Overview
- Thompson Aboriginal Accord (TAA) Overview



- VPS E-book Element 5 Health, Safety, Environmental and Community
- Vale Global ESG Commitments
- Job Description Manager Corporate and Indigenous Affairs
- Job Description Specialist Corporate and Indigenous Affairs
- Vale Executive Training - Indigenous Relations (presentation by Mercer, Ray & Co.) including Duty to Consult, UNDRIP, Historical Context, Engagement
- VES Indigenous Foundations – preview
- Cultural Proficiency and Indigenous Perspectives training – Sept 2020 email
- Vale Executive Training Relationships presentation
- Nisichawayasihk Cree Nation (NCN) Procedure for Mineral Land Use Application
- NCN Land Use Code
- Email from NCN April 2022 Approval of Land Use request
- NCN Resource Management Board (RMB) Agenda March 2022 (Moak Lake Treaty Land Entitlement Selection, Repatriation and Reburial of Ancestors)
- News Release (Manitoba Government)- New Northern Workforce Development Center at University College of North Thompson Campus) 2018
- Community Wellness and Public Safety Advisory Committee – Thompson Community Safety Plan presentation
- SDI Grievance mechanism
- Monitoring Dashboard 2022
- Community Concerns Line Response Protocol
- National Indigenous Peoples Day 2022 event poster showing Vale as sponsor
- Poster with invitation to attend Memorial Honouring the 215 Indigenous Children of the Kamloops Residential School event 2021
- Poster re: Youth Jigging contest 2022
- Other Posters promoting local events
- Residential School monument pictures
- Land Acknowledgement at start of presentations and in Community Report
- Thompson Community Safety and Wellbeing Plan 2021-2024
- PNR-0012 Vale Indicators Manual
- Social/Political Risk Assessment Thompson
- SEI Annex
- SDI Summary Report – Base Metals Canada
- VPS Manual
- B Wise – Community Conflict – Critical Controls
- Social-Environmental Investment Annex 2022 Budget
- Growing our Own Relations, Respect and Reconciliation in Vale's Manitoba Operations presentation
- Pictures of Northern Trades Young Women's Conference
- NCN RMB Meeting Agenda and Minutes Aug 2021, Nov 2021 and May 2022
- Follow-up email 4/22/2022 re: Vale meeting with NCN Chief and Council
- 2021-2022 Community Report
- 2018-2019 Community Report (info on # calls to Hotline and topics)
- 2021-05-28 South Beach Dusting One-Pager
- Non-conformity Track
- 2022-08 Environmental Activities
- 2019 Q2 Divisional HSE presentation – community noise survey
- SAP IM incident – Environmental Spill March 3, 2022



## 1.5 Preventing Child and Forced Labour

### Key Personnel Interviewed:

- Vale HR Manager NA
- Vale PMO Analyst for HR Team
- Vale Analyst Talent Acquisition
- Vale Procurement Manager
- Vale Sustainability and Government Relations Specialist

### Documents Reviewed:

- Human Rights Policy
- Human Rights Guide
- Supplier Code of Ethics and Conduct
- General Service Agreement (Section 15)
- Terms and Conditions
- Vendor Registration requiring Vendors to accept Supplier Code of Ethics

## 1.6 Safety and Health

### Key Personnel Interviewed:

- Vale Thompson Staff Advisor – Learning and Development
- Vale Thompson Manager Heath, Safety and Risk – Manitoba Operations
- Vale Thompson, Operational Risk Lead
- Vale Thompson Senior Coordinator Safety, T3 Mine
- Vale Thompson Industrial Hygiene Coordinator
- Vale Thompson Industrial Hygiene Coordinator
- Vale Sustainability and Government Relations Specialist

### Documents Reviewed:

- POL-0019-G Sustainability Policy (with healthy, safe work environment and to zero harm)
- VES Annual Review of Sustainability Policy
- Various copies of the Sustainability Policy posted throughout site
- Job Posting HSR Manager
- Operational Risk Lead Job Description
- Safety Advisor Job Description
- VPS Audit
- VPS Manual
- VPS E-Book
- SPI (Standard Procedure Instruction) (e.g., SPI-34-49 Working Alone)
- Forwood Critical Risk Management Portal (e.g., Risk: Confined Space, Risk Control: Gas meter calibration, Risk: Catastrophic Failure of Hoist, Risk Control: 222 Obstruction in Shaft)
- Bowties for Thompson Mine, Thompson Services, Thompson General
- BWISE Critical Control Verification – Risk Control 222 Obstruction in Shaft, verified July 29, 2022



- 2022 Thompson Mine Risk Critical Control Verification calendar/status
- SLAM – Fuel Bay 3600 Delivering Fuel and Water
- SLAM – Loading/Unloading with Boom
- SLAM – Drive Gear Truck
- Manitoba Traffic Plan
- AIP for CRM and N2s
- T3 Unsafe Condition Recognition awards
- Leadership in the Field statistics
- Trending Injury Weekly Report and Prevention July 18-24, 2022
- North Atlantic HSER Slides and Dashboard
- Rolling Ankles – Stopping the Trend Spotlight and Topics 19/9/2021
- Vale 2021 Sustainability Report
- Vale 2021 ESG Data Book
- AIP North Atlantic Update May 2022
- NA Weekly Performance Meeting May 30, 2022 with review of KPIs
- PGS-003523 Corporate Guidelines for Occupational Health Management
- PSG-003286 Corporate Guidelines for Occupational Hygiene Management
- PRO-0266394 Occupational Exposure Assessment for Environmental Risk Agents
- Thompson SEG Inventory and Exposure Assessment
- IH Risk Assessment for 3600 Retram Operator
- 2022 Sampling Plan T3 Mine – Chemical Agents
- 2022 T1 Mine Annual Plan – Chemical Agents
- October 2022 Sampling Plan
- August 2022 Sampling Plan – Repeats
- Concentrator OEMP Monthly Report – June/July 2022
- Employee Letter – Personal Noise – Exposure Above Acceptable
- Employee Letter – Personal Noise – Exposure Acceptable
- Ana Gabriella Lopes Ramos Maia ABHO (Brazilian Association of Industrial Hygienists) Certificate
- Onboarding Logical Progression Sheet including SLAMS, Hearing Conservation, WHMIS, Ladder Safety, Restricted Entry, Thermal Exposure, Ergonomics, Golden Rules
- Mine Beginner Logical Progression sheet for T.H. November 2021
- Contractor Orientation in Vale Learning
- Contractor Training record for K.H. of La Furlane Construction
- Contractor Training Request Form for R.M. OETIM
- Services Manitoba Fall Protection Train the Trainer Certificates
- Services Manitoba Confined Space Train the Trainer Certificates

## 1.7 Tailings Management

Key Personnel Interviewed:

- Vale Thompson Tailings Coordinator
- Vale Manager Dams – Vale Base Metals
- Vale Senior Specialist, Geotechnical Governance
- Vale Sustainability and Government Relations Specialist



#### Documents Reviewed:

- POL-0037-G Policy for Dam Safety and Geotechnical Mining Structures
- PNR-0096 Tailings and Dams Management System
- Internal Audit Report by F. Siliva and completed Tables of Conformance – August 2022
- Sustainability Communication (July 26, 2022) re: Policy for Dam Safety and Geotechnical Mining Structures
- 5 Year Expenditure Plant
- North Atlantic Operating Costs

### 1.8 Water Stewardship

#### Key Personnel Interviewed:

- Vale Thompson Environmental Superintendent
- Vale Thompson Environmental Advisor
- Vale Thompson Tailings Coordinator
- Vale Sustainability and Government Relations Specialist

#### Documents Reviewed:

- POL-0019-G Sustainability Policy (with healthy, safe work environment and to zero harm)
- POL-0032-G Water and Water Resources Policy
- PNR-0035 Management of Water Resources and Effluents
- Environmental Advisor Job Description
- Environmental Superintendent Job Description
- A3 (water stewardship goals) for L. Kelly, Head of Environmental Affairs
- A3 (water stewardship goals) for P. James, Head Health, Safety, Environment and Risk
- HSE Committee Q4 2021 Divisional Effluent Quality
- Near Internal Limit pH occurrence Q1 2020 and actions taken
- Notice of Alteration (NOA) Detailed Report – Ecometrix 15 March 2021
- 2021 Water Consumption spreadsheet
- CLC presentation – 2020 Environmental Activities Summary
- Environmental Awareness presentation
- 2022 MB Environment Budget
- Water Overview Flowsheet in PDivision
- Tailings Water Balance – Goldsim
- Perimeter Study – Drilling Site Map
- Effluent Tracking for Reporting
- SPI 35-1 Potable Water Quality Management
- Draft Effluent Sampling SOP
- Snowpack procedure
- Lime System procedures (Quicklime Slaking System Control Overview, Spill Prevention and Response, Lime Filling and Dumping, Analysis of Lime Slurry,
- Lime Strategy KPI 2022 and Lime Strength Target 2022
- Fresh Water Usage Study – SRK 202
- 2020 Groundwater monitoring results
- 2022 Sampling Regulator Reporting Schedule



- Thompson WWTP MUE 01 Lime Management Bowtie
- Thompson WWTP MUE 01 Lime Management Critical Control one-pagers
- Thompson Mine MDMER Emergency Response Plan
- Annual Test MDMER ERP – Dec 8, 2021
- Water Conservation Action List
- Letter to MB Environment 2021 Annual Report
- Weir Low Flow Study
- AMEC South Beach FEL-2 Update
- Manitoba Government Water Management Strategy
- Channel Habitat Study
- CLC Q3 202 Environmental presentation
- 2021 Water Intensity Summary
- Licence 2020-040 2020 Water Use Report Daily and 2021 Report
- Environmental Regulatory Compliance Tracker
- Nonconformity Tracker