

Potash Pages Community Newsletter



Daniel Longman, Specialist Local Procurement and Apprenticeships

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Training the future of potash, today

As we gear up to deliver the \$7.5 billion Jansen Stage 1 (JS1) project, training and recruitment are top of mind.

In fact, when the project transitions into mine operations around 2027 we will employ 600 personnel, 20% of which will be Indigenous. The planning for this ambitious diversity goal starts now, with focus on industry ready programs to build talent pipelines over the next five years.

Daniel Longman, Specialist Local Procurement and Apprenticeships, in partnership with Carlton Trail College has developed a pathway– a fit-for-purpose Pre-Apprenticeship Training program that provides Indigenous participants with employment readiness skills, an introduction to trades, and prepares individuals for work in mining.

Daniel, who is originally from George Gordon First Nation, was introduced to the mining industry as a Project Liaison for one of BHP's contractors. "When I joined BHP, it was a career move that better aligned my personal values with an organization," said Daniel.

"I believe in a representative workforce where people are comfortable to be themselves."

Through Daniel's experience with the Jansen project in his career,

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he realized there was a lot of opportunity available beyond entry level employment for Indigenous people, but only if individuals are offered the chance to learn more about these roles.

“Apprenticeship training is important for all people, but it is especially important for Indigenous people right now. The mining industry has great work opportunities available. Many of these opportunities are close to Indigenous communities, which allows individuals to live and work close to home,” he continued.

This training plays a key role in helping BHP create a more

inclusive and diverse workforce that is representative of our communities, while addressing a labour shortage in skilled trades. Program participants are paid a wage, provided opportunities to receive safety tickets, and employment readiness training, while being introduced to the trades of electrical, instrumentation and control, industrial mechanics/millwright, and heavy-duty equipment.

The next phases of the apprenticeship and training program will focus on women, Indigenous groups and underrepresented demographics. Individuals interested in future programs are encouraged to visit the Carlton Trail College website at www.carltontrailcollege.com.

Getting Jansen’s potash rolling – the need for a proposed Rail Spur

With new mines comes new logistics opportunities, and Jansen is no exception. Once up and running, Jansen’s 4.35Mtpa of potash will be shipped by rail direct to North America, and further abroad to international markets through the Westshore Terminals at Roberts Bank, British Columbia. Efficient and reliable rail service will be critical with connections to both of Canada’s Class 1 rail carriers, Canadian National (CN) and Canadian Pacific Railway (CP).

The Project includes dual rail access consisting of both onsite rail and a Joint Access Spur (JAS) connecting to the CP Sutherland Subdivision and to CN. CN is proposing to construct and operate a new 47 km long rail spur (shown in red on map below), which would connect the JAS north of the Village of Jansen to the CN Watrous Subdivision east of the Town of Nokomis, Saskatchewan.

BHP has led various early activities since 2017 related to the

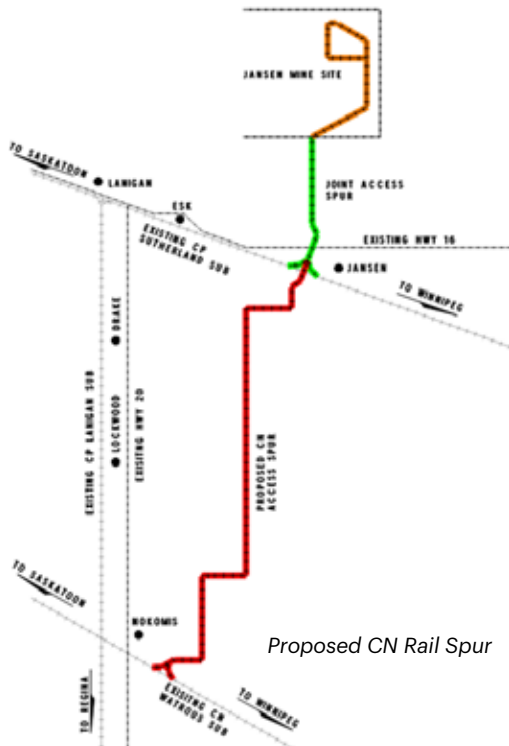


proposed CN Rail Spur including a series of engagements such as public open houses and landowner discussions. The solution needed to meet safety requirements, stakeholder objectives, achieve minimal interference and solve for engineering and environmental constraints. Notably, the route needed to be setback from residential properties, away from environmentally sensitive areas, have minimal crossings with other roadways and avoid splitting land where possible.

The proposed schedule for the CN rail spur construction is scheduled to begin with rail earthworks in April 2023 and both track and signal work in August 2024, subject to regulatory approvals

Following the regulatory submission, CN together with BHP will be back out engaging with local stakeholders. Open houses are being planned for April 2022. Notices of these events will be published in local newspapers and shared with local communities.

If you would like more information about the proposed CN Rail Spur please reach out to Scott Brown, CN Public Affairs Manager at scott.brown@cn.ca; Brent Ballingall, CN Director of Indigenous Affairs at brentballingall@gmail.com; Ann Paton, BHP Principal Corporate Affairs at ann.paton@bhp.com or Courage Bear, BHP Principal Community and Indigenous Engagement at courage.bear@bhp.com.





BHP stock image

Kawacatoose First Nation shines

At Jansen, we have a unique opportunity to set ourselves up for success from the get-go. This includes our commitment to both the environment and the communities we operate in. Therefore, when Kawacatoose First Nation invited us to partner on their journey to create a local sustainable power source to last for generations to come, we were onboard.

Since the commencement of our partnership, the sustainable project has installed solar panels at three of the Nation's community buildings: the school, Band Office and the Water Treatment Plant. Not only did this deliver a sustainable alternative for the environment through natural power generation, but it also created a savings opportunity for the First Nation, injecting economic value as well.

"The Jansen Stage 1 project is going to operate for decades," said Courage Bear, Principal Indigenous Engagement. "These are the types of initiatives BHP really appreciates getting involved in. Kawacatoose is going to benefit from solar energy. Solar energy is sustainable and reduces environmental impacts, this project demonstrates Kawacatoose's commitment to its future generations and the environment."

Jansen begins to thaw after Freeze Plant shut-down

Building a mine in Saskatchewan comes with unique challenges, take lowering a shaft for example – if not done correctly, it can literally sink.

This is due to the large number of water-bearing formations and water zones throughout the Saskatchewan potash beds. Not only do these foundations require unique methods, but they also pose a safety risk if not managed carefully. Over the last 10 years, the Jansen team did what other mines in Saskatchewan have been doing since the 1960s, they chilled.

By freezing the ground to -20 degrees Celsius to a depth of ~700m, it not only prevents water inflow, but it also provides

greater ground stability during excavation.

The existing ground freeze wall at Jansen is an impressive 10m wide around the shafts established by 40 individual pipes with the capacity to freeze 30 hockey rinks, according to Canadian metrics.

With the final Freeze Plant compressor shutdown on 15 February, it marks a significant milestone for the shafts' completion. However, even with spring approaching, the complete thawing process will take 3-4 years!

Many thanks to our contracting partner, CIMCO, for safely operating and maintaining the plant over the last decade alongside our Maintenance Execution team. We truly appreciated their diligence and attention to safety.



Jansen

Creating inclusion with a simple pronoun

Recently our team participated in a virtual supplier forum. As we updated our profiles with our first name, last name, title and company, one of the senior leaders contacted everyone and reminded them to add their pronouns to their profiles.

Such a small act of adding a pronoun fosters an environment of inclusion and embraces diversity, one of our greatest strengths. Society's understanding of gender is changing and we are here to support all individuals. A person's gender is about identity – who the person is, who they know themselves to be and is based on how much they align (or do not align) with what they understand the options for gender to be. Some individuals can feel disrespected, alienated or dysphoric when an incorrect pronoun is used.

This may be a fairly new concept for some people, so don't be afraid to ask when you're unsure. Simply saying "what pronouns do you use?", can mean so much to some individuals. Asking for pronouns can prevent emotional

distress and set an example of respect. Pronouns can also change, so it is not always possible to know, unless you ask.

One of the first steps to inclusion is education and creating awareness. 31 March is the International Transgender Day of Visibility. We invite everyone to look further into the resources online that help identify the various pronouns that can be used along with practices in how to use them. Letting people be their whole selves can make a world of difference to that individual.

At BHP we have a group called Jasper, which is open to all employees whether they are LGBT+ identifying or an ally. Jasper aims to drive a safe and inclusive work environment for everyone by providing advice on ways to reduce bias and ensure LGBT+ people are respected and valued no matter their sexual or gender identity. If you ever have questions about how we support workers of the LGBT+ community, reach out to Potash.CommunityEnquiry@bhp.com.

Global challenges take solutions that start locally - a message from Simon Thomas, Vice President Potash

At BHP, we continue to respond to social challenges in the areas we operate and across the globe. Since this year began, we have faced the deeply distressing discoveries of unmarked graves at several Residential schools, navigated the ongoing COVID-19 pandemic, seen devastating climate crises and now the conflict in Ukraine. We offer our sympathy during this challenging time, and we also seek action.

In the beginning of March, BHP began matching its employee donations 2:1 towards organizations aiding relief for the escalating conflict in Ukraine and for the devastating floods impacting the East coast of Australia. Additionally, the BHP Foundation announced a US\$5 million suite of donations to support the Ukraine humanitarian crisis.

On reconciliation, we stood up our Indigenous Action Committee (IAct) in our workplaces to guide meaningful reconciliation efforts among our workers. We encourage you to join our uptake of the Saskatoon Tribal Council's #ActOnReconciliation trend that encourages everyone to wear orange the last Friday of the month.

Our suppliers are also acting towards reconciliation. We are proud of our Contractor Leadership Group at Jansen, comprised of BHP representatives and contractor

counterparts for donating funds from the site's summer recycling program to two Indigenous non-profit groups focused on truth and reconciliation healing, namely the Regina Indian Industrial School Commemorative Association and Saskatoon Survivors Circle.

Over the past six years, we have invested more than C\$35 million into community projects including our investment in the International Carbon Capture and Storage Knowledge Centre, Indigenous Agreements and local community donations. Nevertheless, we are always looking for additional ways we can support communities.

Reach out to us at potashdonations@bhp.com to receive information on BHP's Social Investment program and a link to our new online application form.

Until next time; keep safe and please join us as we seek out opportunities to lend helping hands during these challenging times.



Potash community enquiries

We are committed to listening to community needs and responding promptly, fairly and with respect. If you have any concerns about how BHP is operating in your community, we would like to hear about it. Please feel free to contact your local Corporate Affairs representative via email at Potash.CommunityEnquiry@bhp.com.

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