

Potash Pages Community Newsletter

June 2022



From left to right: Simon Thomas, President Potash, BHP; Minister Bibeau; Minister Champagne; Mike Henry, CEO, BHP; Rag Udd, President Minerals Americas, BHP; Caroline Cox, Chief Legal Governance and External Affairs Officer, BHP

Inside this issue

- P.1 [Government of Canada support BHP's work to build the world's most sustainable potash mine](#)**
- P.2 [People Profile: Taniesha Brass-Windigo](#)**
- P.3 [BHP's PRIDE runs all year long!](#)**
- P.3 [Family and traditional culture to bring healing at Muskowekan Wellness Centre](#)**
- P.4 [Revitalizing Indigenous language for current and future generations](#)**
- P.4 [Celebrating our differences brings us together - Simon Thomas, President Potash](#)**

Government of Canada support BHP's work to build the world's most sustainable potash mine

On June 13, the Government of Canada announced its intent to support and advance the development of BHP's Jansen potash mine with up to a C\$100M investment. The investment is through the government's Strategic Innovation Fund (SIF), which supports large-scale, transformative, and collaborative projects that will help position Canada to prosper in the global knowledge-based economy.

BHP applied to the SIF because we are building a mine that is fundamentally different – the first of its kind in the underground mining sector in Canada. After more than a year of work and engagement, BHP's successful application supports the implementation of state-of-the-art integrated mining systems at Jansen, in partnership with Sandvik, which have never been used in Canada or in potash mining. These new innovative systems allow us to:

- Produce at rates greater than 2.5 times conventional potash mining systems,
- Use 60% less equipment,
- Improve the safety of our workforce, and
- Reduce environmental impact.

Additionally, we are pursuing the purchase of underground battery

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electric vehicles, wherever commercially available, which lowers workforce exposure to diesel exhaust and support our objective of eliminating diesel use entirely within the Jansen Stage 1 underground operation.

BHP President Minerals Americas Rag Udd said, "BHP is honoured and excited to partner with the government, Indigenous peoples and the people of Saskatchewan to create a mine that will use the latest technology to deliver a productive, efficient and sustainable operation that will have benefits for our employees and communities, and value for BHP and Canada for decades to come."

People Profile: Taniesha Brass-Windigo, Athabasca Basin Security at BHP Jansen

This June we caught up with Taniesha Brass-Windigo, a proud member of Muskowekwan First Nation, who works as a security guard for Athabasca Basin Security (ABS) at BHP Jansen. Since first learning about BHP in 2013 as a high school student, she has really taken an incredible journey and is now looking to start a new one: helping individuals with Mental Health needs. She was able to share some of her story with us.

Q: When was the first time you heard about BHP?

A: I first heard about BHP in high school, when I was in grade 10. I had seen a booth set up for BHP at our local career fair. However, it wasn't until 2014 when I was in grade 11 that BHP invited a group of students from LeRoy as well as Punnichy to tour BHP Jansen.

We started the day in the theatre where Ann Paton welcomed us. 200 youth from different communities were broken up into groups and toured the dorms, gym, dining hall, the Java Hut (now called the Broncos Lounge), and the production side of the mine.

Back then, the only head frame was the Service Shaft, I don't remember if the Dalla Valle Shaft was started yet. But since joining ABS in 2019, a lot has changed from when I was in high school. There's now the Batch Plant, PM Complex, the CM Complex, and JS1 with more office trailers going up.

Q: What made you pursue a career with Athabasca Basin Security at BHP Jansen?

A: I had someone reach out to me that was already working for ABS before I applied. This is my first camp job and it was relatively close to home. I found it easier to go home in case of a family emergency or if something came up. That's one thing I like about ABS is that they really do prioritize family. A lot of my co-workers are all amazing in their own way and I'm grateful to have met them.

Q: What does the future hold for you?

A: BHP Jansen is a fast paced and always changing environment. I've enjoyed my time experiencing and seeing the growth on site as new companies and faces come onto the project.

While working at the Jansen mine, I've seen the effects the COVID-19 lockdown has had on my co-workers, as well as my friends in camp. In August 2021, I decided to go back to school. I've successfully completed my first year of Mental Health and Wellness through Saskatchewan Indian Institute of Technologies (SIIT).



Taniesha Brass-Windigo

ABS has been amazing and accommodating in every way. They have allowed me to continue working part-time during the weekends, while I attended my first year. I'm back to full time for the summer and plan to continue working part-time during my second year while obtaining my diploma. My goal is to bring more awareness towards mental health and its effects on the job.

Mental Health is a priority at BHP and a big focus of our strategy is to acknowledge, destigmatize and support those experiencing mental ill health. We are committed to creating a work environment which creates a greater sense of wellbeing and where people feel energized and valued. Reach out to potashcorporateaffairs@bhp.com to learn more.



BHP's PRIDE runs all year long!

At BHP, employees are encouraged to bring their whole selves to work. We know that diverse and inclusive teams are safer, more productive and have a better culture. We want to be the workplace of choice for people of all backgrounds and experiences.

This past month, employees got involved in Pride festivities with our sponsorships at Saskatoon Pride and the Humboldt and Area Pride Network. We proudly marched in the Saskatoon Pride parade, flew our flags and handed out BHP items at the Pride Marketplace. Inside our workplaces, we enjoyed learning webinars, trivia sessions and comradery as we came together to support LGBT+ individuals.

Many LGBT+ individuals face discrimination and the pressure to conceal their orientation or gender identity. This pressure can have a major impact on mental health for an individual. That's why it's so important for us to celebrate Pride not just during Pride Week but all year long at BHP. Jasper is BHP's program to drive a safe and inclusive work environment by providing advice, reducing bias and ensuring LGBT+ people are respected and valued regardless of their sexual or gender identity. Contact potashcorporateaffairs.com for further details on BHP Jasper.

Family and traditional culture to bring healing at Muskowekan Wellness Centre

There is systemic and long-term historical trauma for Indigenous Peoples as a result of the residential schooling system in Canada. This trauma does not just impact individuals but families as well. BHP is pleased to partner with the future Muskowekan Wellness Centre to help them bring to fruition their vision of family inclusive healing in a traditional setting.

When the Centre is completed, it will support First Nations families locally and beyond in addressing systemic and long-term effects of residential system and Sixties Scoop trauma. The Centre's unique environment will steer clear from an institutional feel by ensuring its space is comfortable and culturally responsive. The therapy approach is also unique and uses a supplement of traditional and land-based healing in its program. Families stay and heal together for approximately three months as part of the program's design.

The initial phase of the project starts this year and includes the construction of four log buildings. These buildings will allow for program delivery and provide accommodation for three families. The Wellness Centre will provide a sense of peace and hope for people in the community, as a space where families can take the time and energy to heal together instead of being institutionalized.

The mission of the organization is to "regain and use traditional culture to heal generations together" and we wish them all the best in achieving their goal.



Revitalizing Indigenous language for current and future generations

Language is the fundamental way Indigenous peoples share their knowledge, communicate their understanding of the world and connect with their spirituality. Evidence suggests that language plays a critical role in Indigenous peoples' well-being, including their mental health and sense of community belonging.

A project, Supporting Indigenous Language Revitalization (SILR), at the University of Alberta (U of A) is a community-led, participatory five-year project, enabled by the BHP Foundation, that will provide support to Indigenous nations and communities to successfully carry out their own language revitalization efforts through the coming generations.

The vision for SILR is to actively work towards contributing to a future where Indigenous languages are healthy and vibrant, and are spoken in homes, schools, workplaces and on the land. The path moving forward is grounded in the advice of Elders and Indigenous language keepers, and in respect and collaboration with Indigenous communities and organizations leading the way forward through language activities.

The project will also contribute to developing capacity

within the University of Alberta by supporting research by Indigenous graduate students; a language club for students; and expanding the community-engaged work with the Canadian Indigenous Languages and Literacy Development Institute (CILLDI) and in the Faculty of Education. Additionally, the project also hopes to develop capacity within K - 12 school systems to embrace Indigenous community-led language revitalization activities. Most significantly, the project will take the lead from Advisory Council members from diverse language groups, including Cree (Y Dialect and Bushland Cree), Anishinaabe, Michif, Blackfoot, Dene (Denesųřin  and Dene Tha), Inuktitut (Inuinnaqtun Dialect) and Stoney to share information and direct resources to Indigenous communities and organizations engaging in language revitalization activities.

The Truth and Reconciliation Commission of Canada's Calls to Actions have suggested that universities have a role to play in respecting Indigenous language sovereignty and supporting Indigenous language revitalization. The project recognizes and reaffirms Indigenous language rights as inherent in Section 35 of the Constitution Act 1982 and the Indigenous Languages Act respecting Indigenous languages and international human rights, as outlined in the United Nations Declaration on the Rights of Indigenous Peoples.

Celebrating our differences brings us together Simon Thomas, President Potash

June is a terrific month to celebrate inclusion and diversity. National Indigenous History Month, National Indigenous Peoples Day and Pride celebrations are key events for our workplaces as we continue to create a work environment that everyone can feel free to bring their whole selves to work.

I have the privilege of being Executive Sponsor of our internal Indigenous Action (IAct) team in Saskatoon, which supports our reconciliation efforts, including initiatives through June for Indigenous History Month. We aim to recognize and respect the unique heritage, diverse cultures and outstanding contributions of First Nations, Inuit and M tis peoples. We strive for opportunities to listen and to learn, and then to take action.

BHP has an Indigenous Peoples Policy Statement, strategy, and regional plans that govern how we partner

with Indigenous peoples to respect their rights, enhance their interests, and ensure they derive significant and sustainable benefit from our operations. We have ambitious commitments to our Indigenous partners, through local employment, business opportunities, and community partnerships.

I encourage everyone to talk with your colleagues, families and friends about Truth and Reconciliation and how we can take words and put them into tangible actions all year round. We can always do more. Working together, we can help build a better future and leave a positive legacy for generations to come.



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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Get involved in Jansen Stage 1

Visit bhp.com/potashwork to find contract, procurement and project information.

Set up a job alert or look for current employment opportunities at bhp.com/careers.