



OUR RED LAKE

Welcome By Kirsty Liddicoat, General Manager RLO

Welcome to the new *Our Red Lake* newsletter!

What a spring it's been. From towering snowdrifts and snowstorms of the decade, Emergency Alerts and Flood Warnings, road closures and critical supply access, we've had our fair share of challenges these past couple months.

Yet, throughout it all, I've been inspired by the dedication and resilience of our people to pull together during these recent challenges, and it has really highlighted our values-driven culture and our One Team, One Vision approach to everything we do here at Red Lake Operations (RLO).

The last month or two have again proved busy on site with Balanced Business Planning, visits from the Board, auditors and investors as well as many of our people engaging with industry and community events.

Our aim is for Evolution to be a highlight of your career. I hope moving forward, this newsletter will be one more way to deepen our connections across our operation and within the community, and we look forward to getting your input for future editions. Please contact RLO Communications (marissa.campbell@evolutionmining.com) for story ideas, feedback or to share some of the amazing work we're doing.

Thanks for your hard work, your ideas and for being an important part of our team.

Have a safe and productive month.
Kirsty Liddicoat

MAY VOLUME 1
2022



Evolution
MINING

Newsletter Highlights

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May

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Evolution
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Red Lake

OUR RED LAKE

SHARING OUR STORIES

CIM Convention and Expo 2022

From May 1-4, RLO took part in the Canadian Institute of Mining, Metallurgy and Petroleum (CIM) Convention and Expo 2022 in Vancouver, BC. The event focused on Mining for Future Generations and staff from RLO were on hand to showcase Evolution Mining's commitment to excellence, innovation and sustainable practices.

The expo provided a fantastic chance for the RLO team to connect through networking and team-building opportunities, take workshops exploring innovation and sustainability in all things mining and create face-to-face relationships with vendors and other industry professionals.



“It was a great feeling having some of the youngest professionals at the conference,” says CIM Convention and Expo 2022, Evolution Mining participant Scott White. “During networking, many people commented how impressive it was that we had such a bright young team. It was a terrific learning experience to network with professionals outside of the conference, as well as, with team members within different departments of our RLO. I have expanded my knowledge of the different pieces of our operation and have gained valuable contacts that I will continue to reach out to.”

Mine Rescue Competition 2022

Evolution Mining RLO took part in Workplace Safety North's 2022 District Mine Rescue competition in Thunder Bay, squaring off against the Musselwhite Mine.

The challenge? Each team is presented with a simulated mock underground emergency and given three hours to complete the scenario.

While we didn't take home the team overall award this year, the team put forth a tremendous effort in training and preparing for competition, and we are extremely proud to have a successful Mine Rescue program that can handle any situation in an underground emergency.

(Story continues on next page...)

OUR RED LAKE

SHARING OUR STORIES

Congratulations to Darren Bullied on winning the 2022 District Technician Competition! Darren will be advancing to Sudbury to compete in the Provincial Competition from June 6-10.

Darren Bullied and Pierre Peloquin were recognized for the 20-year service award for Mine Rescue, and Geoff Taylor, Dale Kustermans and Dave Zapora achieved their 10-year Mine Rescue service award! Thanks to their dedication to the program, passion and expertise, we will continue to grow a top tier Mine Rescue program.

Next year, we're looking to take the Red Lake District Trophy home to Red Lake!



Back—Luc Gignac, Jordan Tilley, Carl Grondin, Danielle Nadeau, Jason St. Onge, Darren Bullied; Front—James Dobbyn, Dave Zapora, Rob Nylund

Happy Mother's Day

We'd like to take a moment to wish a Happy Mother's Day to all the loving, nurturing moms, mothers, mamas, mums and mother figures who have made an impact on our lives.



Happy Victoria Day (affectionately known as May Two-Four)



*May the snow finally stop falling
The blackflies and mosquitoes be ever at bay
May your BBQ be greased and ready
And may you enjoy time spent with loved ones today*

OUR RED LAKE

LIVING OUR VALUES

Living our values

SAFETY * EXCELLENCE * ACCOUNTABILITY * RESPECT

What are values? Values:

- Help us determine what is important for us
- Guide or motivate attitudes or actions
- Shape the sort of person we want to be and the way we treat ourselves and others
- Basic and fundamental beliefs
- Provide the general guidelines for conduct

[Read More](#)

What does it mean to ‘Live Our Values’?

RESPECT: We trust each other, act honestly and consider each other’s opinion

SAFETY: Think before we act, every job, every day

EXCELLENCE: We take pride in our work, deliver our best and always strive to improve

ACCOUNTABILITY: If it is my responsibility, I own it—good or bad

Living our values: SAFETY

Evolution Mining RLO is committed to a physically and psychologically safe, healthy and well workplace. Risk is continuously managed and we work hard to eliminate hazards and improve our reporting and closure rates.

Thanks to a strong hazard reporting culture, this past quarter has seen an inspiring effort by all to increase reporting and close out safety interactions and hazards raised.

Our Total Recordable Injury Frequency (TRIF) three month moving average is on the decline, and this accomplishment is driven by a One Team, One Vision. approach that embodies our values driven culture—we take pride in applying safety principles and look out for each other.



OUR RED LAKE

SUSTAINABILITY: SAFETY

STAY VISIBLE. STAY SAFE.

It's been snowing all day. It's late. It's dark. You're tired. You head to your car and stop suddenly, realizing you didn't notice the truck backing out of a parking spot directly in front of you.

Fortunately, thanks to your Personal Protective Equipment (PPE), the driver noticed you.

PPE's job is to protect you. If you don't wear it or use it, it can't do its job. One day, that bright orange colour and reflective striping could save your life.

Evolution Mining Red Lake Operation (RLO) is an operational site: 24 hours a day, 7 days a week, 365 days a year. The RLO Personal Protective Equipment (PPE) Procedure is there to keep you safe, but it's everyone's responsibility to put our core values of Safety, Accountability, Excellence and Respect into action.

PPE improves visibility, communication, engagement and collaboration, and a standard uniform fosters an inclusive culture—a big part of our One Vision, One Team approach.

In compliance with RLO PPE Procedure the minimum standard for all offices and administrative buildings at RLO is Class 3 High Visibility Safety Apparel, consisting of an orange long-sleeved, button-up shirt with retroreflective striping, orange long pants with retroreflective striping and minimum 6"

waterproof, CSA Class 1 approved (either steel-toed, steel-plated or composite-protection) boot. **This uniform is the baseline standard for all employees.**

(Additional work areas will apply higher requirements, which are explained in detail in the RLO Personal Protective Equipment (PPE) Procedure.)

The Procedure applies to all work areas and activities regardless of employer or employment status and ensures all employees are field ready and fit for work.

Procedures are there to protect you from harm. **Stay visible. Stay safe.**

If you have any questions or concerns, please refer to the RLO Personal Protective Equipment (PPE) Procedure or speak to your supervisor for more information.



OUR RED LAKE

SUSTAINABILITY: ENVIRONMENT

Canadian Environment Week

May 29 – June 5 is Canadian Environment Week

June 2 is Clean Air Day

June 5 is World Environment Day

Established in 1971, Canadian Environment Week celebrates Canada's environmental accomplishments and encourages Canadians to contribute to conserving and protecting their environment.

From our guiding Sustainability Principles to our 2050 Net Zero greenhouse gas emissions commitment to our Climate Risk mitigation and beyond, environmental stewardship is fundamental to everything we do at Evolution Mining Red Lake Operations (RLO).

- In 2011, RLO constructed a 5.5-hectare wetland treatment area within the Tailing Storage Facility to aid in natural degradation of ammonia in the contact water. In early 2022, RLO began a wetland expansion project to increase the wetland size to 14 hectares, which will further improve effluent water quality discharged from site.
- Historically, Balmer Lake served as the common repository for mine-related discharges from two mining operations: Campbell and Red Lake. Adding to restoration projects already started, RLO implemented a Balmer Lake Recovery Plan. The project has seen tremendous success, and in 2022, the environmental team will be implementing a fishery enhancement project that will increase the amount of shoreline habitat for fish in Balmer Lake.
- Last fiscal, over 70% of our energy consumption at RLO came from renewable sources.

This World Environment Day, RLO will be hosting a school tour of the wetlands.



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SUSTAINABILITY: ENVIRONMENT

Bike Share Program

Looking for a way to reduce your carbon footprint, get active and increase your mental health?

Evolution has brought back its popular Bike Share program!



PARTICIPATE IN THE

BIKE SHARE

PROGRAM

Evolution employees and contractors are eligible to participate in this free bike share program, available at Campbell and Balmer gatehouses

SIGN OUT A BIKE FOR A MAXIMUM OF 2 HOURS



This is done by filling out a "Bike Share User Agreement Form" available at Balmer or Campbell Security

ENSURE YOU HAVE THE PROPER PPE

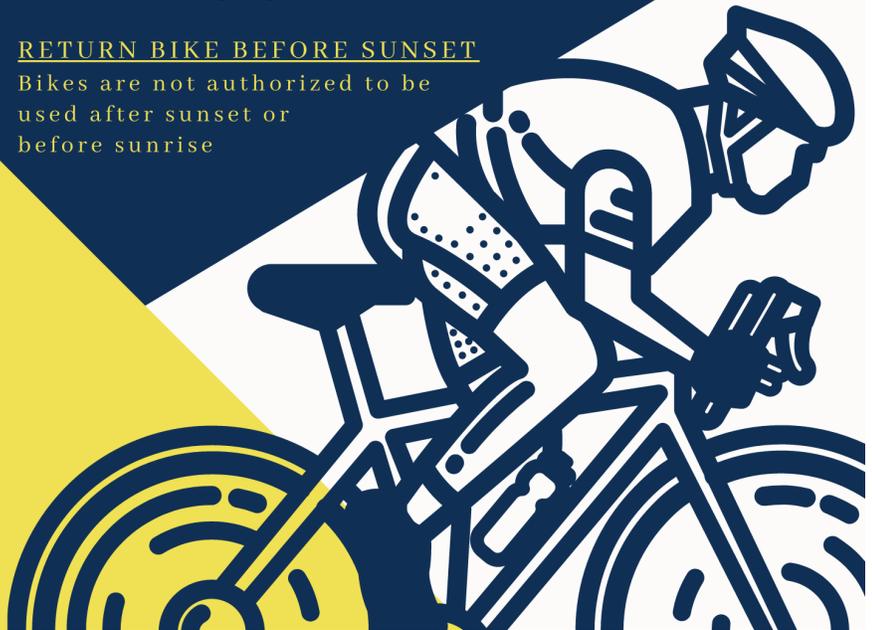


The use of helmets, reflective vests and locks are required to be used and provided by security during sign out



RETURN BIKE BEFORE SUNSET

Bikes are not authorized to be used after sunset or before sunrise



OUR RED LAKE

COMMUNITY

Mental Health Week 2022

For Mental Health Week, May 2-8, Evolution Mining RLO partnered with the Northwestern Ontario School Mental Health Team (NWO) on the [Be Well Passport](#) Initiative.

NWO Students, the Red Lake community and Evolution Mining employees were tasked with completing 'stops' on their journey to well-being by taking part in the numerous activities offered in the Be Well Passport, promoting a healthy mind, body and spirit and healthy emotions.



At RLO, the initiative encouraged employees to spend 30 minutes each day focusing on a Be Well activity by offering informative, inclusive and fun sessions on a variety of activities in the passport. Sessions included a guided 'fireside' meditation, a workshop highlighting emotional well-being and how to BE THERE for each other, a fun craft activity making a sunshine box and an outdoor walk.

While Mental Health Week is over, there's always time to practice a little self-care. Use the [Be Well](#) activities to engage in healthy habits throughout the year and keep your journey to well-being going.

We all know we need to take care of our physical health, but we often neglect our mental health and well-being. Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel and act. It also helps determine how we handle stress, relate to others and make healthy choices. With the effects of COVID-19, many of us are struggling with mental health related challenges. Don't be afraid to reach out for help.



National Day of Awareness of Missing and Murdered Indigenous Women and Girls

On May 5, employees from Evolution Mining RLO took part in the 2022 Red Lake Red Dress Campaign to raise awareness of Missing and Murdered Indigenous Women and Girls. Hosted by Red Lake Indian Friendship Centre, participants were encouraged to walk from the OPP Station to Centennial Park to honour the memory of Indigenous women, girls, and 2SLGBTQIA+ people who have been lost to violence.

The event included a tobacco gift to spirit, drumming and song by the local women's drumming circle and moving poetry written by those who have lost someone dear. A list of names was also read aloud of women, girls and two spirited people who have been murdered or gone missing.

The National Day of Awareness of Missing and Murdered Indigenous Women and Girls (MMIWG), also known as Red Dress Day, is observed across Canada and the United States.

Indigenous women are disproportionately affected by all forms of violence. It is estimated that, between 1980 and 2012, about [1,200 Indigenous women and girls were missing or murdered](#) and [Indigenous women are 12 times more likely to be murdered or missing than any other women in Canada](#) and 16 times more likely than Caucasian women.



Evolution is committed to respecting and enhancing the rights, interests, concerns, traditional land and cultural activities of our First Nations Partners and Indigenous communities in which we operate. We stand with families, friends and communities who have lost a loved one and continue our commitment to work for change.



OUR RED LAKE

PROCESS AND OPERATIONS

Control Room Game Changer

The new Evolution Mining Red Lake Operations (RLO) Mine Control Room is changing the way we operate at RLO.

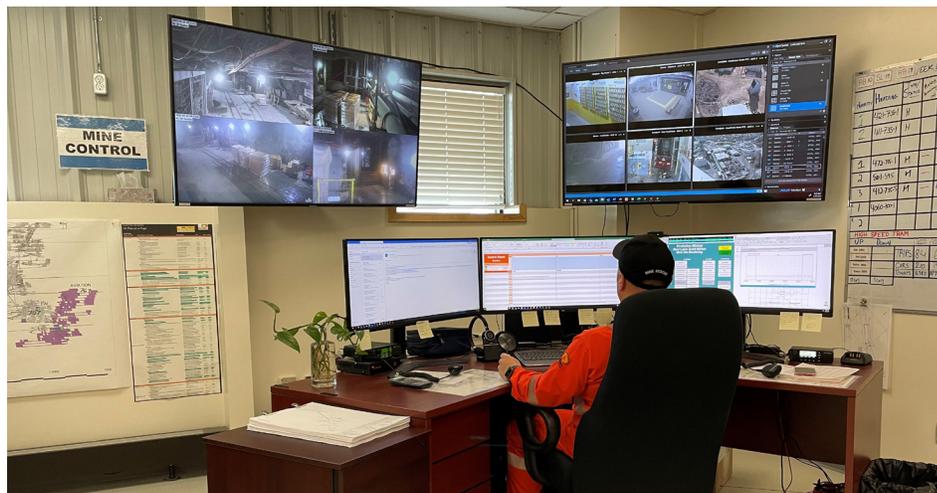
The RLO team had a vision. What if there was a central information-gathering source where one part of the mine knew what the other part was doing; where we could concentrate efforts better if we knew where expertise was needed; where all parts of the operation were in contact with the others; where no shift was siloed alone without any feedback or input until the end of shift.

The team knew that if they could get every part of the mine coordinated into a cohesive whole, there would be increased communication, safety and efficiencies.

The Mine Control Room has only been operating 24/7 since the beginning of May and already Ray Wilkins, Supervisor—Control Room, is proud of the results, “We had a piece of machinery go down and thanks to knowing where the priority areas were, we were able to redirect equipment from one area to the other with no loss of production.”

With an incredible network of cameras and communication access points able to see a bird’s-eye view of the entire operation, high-level decisions can be made swiftly and help delivered to the source immediately.

What an amazing initiative!



Rob Nylund, Control Room Operator, managing the data.

OUR RED LAKE

INCLUSION AND DIVERSITY

Diversity refers to the mix of people in an organization—that is, all the differences between people in how they identify in relation to their:

- **SOCIAL IDENTITY** eg Indigenous Person, background, age, gender, caring responsibilities, LGBTQI+, culture or faith, and
- **PROFESSIONAL IDENTITY** eg profession, education, organizational level, location.

Inclusion refers to getting the mix of people in an organization to work together to improve performance and well-being.

May Cultural Awareness Days

During the month of May, take some time to learn more about the various heritage celebrations happening, offering everyone an opportunity to explore a specific culture's impact on life in Ontario:

[Dutch Heritage Month](#)

[Jewish Heritage Month](#)

[Asian Heritage Month](#)

Inclusion in a workplace is achieved when a diversity of people (eg ages, cultural backgrounds, genders, perspectives) feel that they are:

RESPECTED for who they are and able to be themselves;

CONNECTED to their colleagues and feel they belong;

CONTRIBUTING their perspectives and talents to the workplace; and

PROGRESSING in their career at work (ie have equal access to opportunities and resources)

Diversity Council Australia, Diversity & Inclusion Definition, Sydney, Diversity Council Australia, 2017.



OUR RED LAKE

NEW STARTERS APRIL - MAY



Shayne Mills
Technician: Environmental



Kayla Franceschetti
Officer–Shared Services



Francisco Rodriguez
Senior Mining
Technical Specialist



Payton Gravelle
Vacation Student–
Health & Safety



Beverley Williamson
Security Guard



Olivia Doran
Vacation Student–
People and Culture



Natalie Gauthier
Security Guard



Mackenzie Burfoot
HD Mechanic



Marissa Campbell
Communications Coordinator



Richard Murphy
Mill Operator



Ana Neri
Graduate–Environmental



Cameron Green
Senior Exploration Geologist



Lorrie Rolland
Executive Assistant



Brendan Campbell
Vacation Student–IT



Teanna Bacon
Security Guard



Molly Munro
Vacation Student–Environmental



Ronald Shore
Technician–Metallurgical

Transfers and Promotions



Kynan Hynes–IT Administrator–Systems Support to Technician Maintenance

Jennefer Jackpine–Analyst–Level 2 Support to Technician Maintenance

Jayme Okell–Supervisor–Shaft to Supervisor–Hoist and Stationary Equipment

Erin James–Specialist–Contracts and Procurement to Superintendent–Supply and Contracts

Gwenyth Carlson–Supervisor–Rec Centre to Advisor–Corporate Social Responsibility

Mark Taylor–HD Mechanic to Supervisor–Maintenance

Tilen Milojkovic–Project Geologist to Senior Geologist–Resource Definition

Ed Goulet–Heavy Equipment Operator to Lead Hand–Tailings

Kevin Saikkonen–Millwright to Lead Hand–Maintenance

Kiana Day–Geologist–Mine to Lead Geologist–Mine

Ryan Desjarlais–Lead Geologist–Mine to Senior Geologist–Mine (secondment)

Allan Beiber–Geologist–Exploration to Lead Geologist–Exploration

Ken Ilodibe–Geologist–Exploration to Lead Geologist–Exploration

Logan Kucherhan–Lead Geologist–Exploration to Senior Geologist–Exploration

Lee Anne Gillis–Hoist and Stationary Equipment–Supervisor to Operator–Control Room

Are you a local organization with great news or exciting upcoming events?

We'd love to hear from you!

Send us your news and events (at least one month in advance), and we'll endeavour to add it to our community classifieds in Our Red Lake newsletter!

Distribute in your organization, pass along to friends and share widely!

Contact RLO Communications at marissa.campbell@evolutionmining.com for more details.



How are we doing?

We are deeply connected to our local communities. We recognize our impacts as a major community employer and partner and believe that conducting business honestly and respectfully requires open communication.

Anyone who believes our business practices or operations are having a positive or negative impact on the community, the environment or on their quality of life is invited to voice their views.

You can submit community feedback, praise, complaints or grievances to RLOcommunity@evolutionmining.com or by phone: 807-735-8032

You can also submit by mail:

Community Relations
Evolution Mining RLO
Bag 2000
Balmertown, ON P0V 1C0

Stay tuned for the next volume of **OUR RED LAKE**
Please provide feedback and story ideas to [RLO Communications](#)

