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Geovic Cameroon PLC Nkamouna Project Environmental and Social Assessment The Baka Indigenous Peoples Plan

April 27, 2011

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KP Project No. DV302.00009.13
KP Doc. No.: DV-11-0246

Rev. No.	Date	Description	Knight Piésold	Client
0	April 27, 2011	Issued in Final	Jaye Pickarts	Roger Kouokam

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Geovic Cameroon PLC Nkamouna Project The Baka Indigenous Peoples Plan

Section 1.0 - Introduction

1.1 General Information

This The Baka Indigenous Peoples Plan (IPP) has been prepared for Geovic Cameroon PLC's (GeoCam) Nkamouna Project in southeastern Cameroon, Africa, to ensure the development and growth of sustainable community initiatives. The Nkamouna Project (the Project) is a proposed cobalt-nickel-manganese mine, hydrometallurgical plant, and related infrastructure located in the Haut-Nyong Division of the East Province of Cameroon (Figure 1.1). The Project is located about 400 road kilometers (km) from the capitol city of Yaoundé, and 640 km from the port city of Douala. Lomié, the nearest sizeable town and the administrative headquarters of the district, is located about 26 km south-southwest of the Project.

The Project sponsor is GeoCam. GeoCam is a Cameroon corporation with its shareholding represented 60.5 percent by Geovic Ltd. and 39.5 percent by the National Investment Corporation of Cameroon (SNI). Geovic Ltd. is incorporated under the laws of the Cayman Islands and is wholly-owned by Geovic Mining Corp. Geovic Mining Corp. is a Delaware USA corporation with its headquarters in Denver, Colorado, and is publicly traded in Canada on the Toronto Stock Exchange (TSX: GMC) and in the United States on the Over the Counter Bulletin Board (OTCBB: GVCN). SNI is a State-owned corporation established to mobilize and channel national savings and other financial resources toward the financing of economic and social investment operations in the industrial, agricultural, commercial, and financial sectors. SNI holds 20 percent of the GeoCam shareholding and represents four individual Cameroonian shareholders who hold the remaining 19.5 percent. The Shareholder Agreement between Geovic Ltd. and SNI was concluded on April 9, 2007.

GeoCam recognizes the importance of contributing to the sustainable self-development of local populations including the Indigenous Peoples in the Project zone. This IPP provides guidance to the GeoCam Management Team and its international and local partners to support development initiatives undertaken by the Indigenous Peoples, namely the Baka, living in the vicinity of the mining permit. This plan presents the summary of the main concerns relating to the Project and the development needs of Indigenous Peoples; outlines the strategy put in place by GeoCam to implement its social programs vis-à-vis the Baka Indigenous Peoples; and gives the scope of the programs for each thematic area chosen during consultations with the Baka.

1.2 Purpose and Need

Two primary indigenous populations inhabit the Project area: The Baka and the Bantu (primarily Nzimé). The lifestyles, traditions, and cultures of these groups are inherently different. Recent logging has caused considerable disturbance in multiple use areas, particularly among the Baka groups. More specifically, the Baka people represent a minority indigenous population that could be potentially disadvantaged in concurrence with the development of the Project. It is therefore the responsibility of GeoCam to prepare and implement a Development Plan for these Indigenous Peoples throughout the life of the Project.

Previously, the IPP was a component of the Community and Indigenous Peoples Development Plan (CIPDP) published in March 2007 as part of the Environmental and Social Action Plan (ESAP) also published in 2007. It was decided to address the sustainable development of the Baka community in a

separate plan to address needs and issues specific to this group. In addition, this IPP is updated as part of an overall compilation of data and reporting of Project improvements with respect to the Project ESA.

The IPP is a living document that requires regular update. Updates will be prepared when necessary to reflect major developments in the Project or in the Baka community.

1.3 Policy and Objectives

GeoCam is committed to sustainable development and social responsibility. GeoCam's long-term welfare is directly related to the welfare of the people and communities, including the Baka people, in the areas where it operates. GeoCam expects to leave behind a better future for the local populations. This commitment encompasses the following values:

- Treating all parties with equality and respect.
- Promoting transparent business relationships.
- Building trust through partnerships with stakeholders.
- Understanding and respecting the rights of Indigenous Peoples to retain their culture, identity, customs, and traditions.
- Developing self-reliability through compassionate education and training.
- Demonstrating creativity, integrity, and excellence in all endeavors.

GeoCam is aware of the social circumstances of the Baka indigenous peoples. The Baka people constitute a minority marginalized indigenous group living in the Project area. Their economic, social, and legal status is a concern for the government and civil society organizations operating in the social area. Their rights, interests, culture, and social position are increasingly threatened by the globalization of the world.

GeoCam recognizes that contributing and assisting in the development of the Baka people is not only part of a company's social responsibility, but can also provide benefits to the company. GeoCam's mission is to contribute to responsible and sustainable development initiatives for the Baka people.

GeoCam intends to establish partnerships with the affected Baka community and other organizations in developing social programs. GeoCam is aware that only independent programs supported by the Baka people will deliver sustainable development in the long term, beyond the life of the mine.

Development programs for the Baka community will be selected and designed to address two main objectives within the context of poverty reduction and sustainable development while respecting their right, identity, culture, and traditions:

- Ensure the mitigation measures implemented to address potential social and economic impacts of mine operations are in line with the Baka people's needs.
- Achieve long-term and sustainable development of the Baka people.

These two objectives are not mutually exclusive. There will be considerable overlap with many projects that help to address potential impacts also contributing to the sustainable development of the Baka people.

Section 2.0 - Background

2.1 Project Description

The primary objective of the Project is to design, construct, and operate the cobalt, nickel, and manganese production facilities with due consideration for the economic, social, and environmental risks of the Project and with a strong commitment to the sustainable development of the communities affected by the Project. All activities will be confined within the Mine Permit boundary, where GeoCam has sole right to develop up to 1,250 hectares (ha) of land within the 1,645 ha permit boundary. GeoCam expects to confine its activities and conduct concurrent reclamation to where the area affected by Project within the permit boundary will not exceed approximately 720 ha at any given time.

Two products will be produced for commercial sale: cobalt-nickel sulfide precipitate (MSP) and manganese carbonate products. GeoCam envisages production rates during the mining years (Years 1 to 11) ramping up to about 15,000 metric tonnes per year (tpy) of MSP and 65,000 tpy of manganese carbonate. Cobalt and nickel derived from the MSP will be about 6,100 tpy and 3,200 tpy, respectively. These production rates will gradually drop off during the processing-only phase from years 12 to 24 after the mining phase is completed if additional resources are not identified during that time to supplement the existing resource base. Over the life of the Project as it is currently defined, some 105,000 metric tonnes (t) of cobalt, 75,000 t of nickel, and 535,000 t of manganese will be produced over the 24-year project life.

The main components of the Project include:

- **Mine.** Mining is accomplished using a shallow strip-mining method where bulldozers, excavators, and articulated dump trucks mine panels about 30 meters (m) wide and generally from 200 m to 1,000 m long within the ore reserve outlines. Ore is recovered and overburden and waste are side-cast and concurrently backfilled into the mined out panels.
- **Ore Stockpiles.** Ore that is excavated from the mine will be placed into one of several stockpiles based on contained metal grade. Ore is then selectively recovered from the stockpiles and blended to provide a consistent feed grade to the physical upgrading (PUG) plant.
- **Physical Upgrading Plant.** The ore is crushed, mixed with water, and size-classified to allow the fine-grained materials to be separated from the coarser metal-bearing mineral. The coarse material containing the valuable metals is stockpiled and comprises the feed (concentrate) to the Hydrometallurgical Plant. The barren fine material is placed into the PUG tailings storage facility (TSF). No chemicals are added in the PUG plant.
- **Hydrometallurgical Plant.** Concentrate from the PUG Plant is milled and leached in sulfuric acid and pyrite to dissolve the contained metals. Impurities are precipitated as solids by pH adjustment and the metal-bearing leach solution is recovered through counter-current decantation (CCD). Cobalt (Co) and nickel (Ni) are then precipitated from the leach solution as a Co-Ni sulfide solid by the addition of sodium hydrosulfide and soda ash. The resulting solution contains the manganese, which is precipitated as manganese carbonate with further addition of soda ash. The barren, acidic slurry from the Hydrometallurgical Plant reports to the CCD TSF.
- **Acid Plant.** Sulfuric acid is required to leach PUG concentrate in the Hydrometallurgical Plant. Sulfuric acid is manufactured onsite by a sulfur burner followed by a double absorption contact sulfuric acid plant. The nominal plant production capacity will be 440 tonnes per day (tpd) of sulfuric acid.
- **PUG Tailings Facility.** The PUG TSF is an engineered, earthen slurry and water containment facility designed as a water retention structure. Engineering consideration has been given to the characteristics of the very soft and wet tailing to be stored, the volume of water required to be available in the facility to operate the PUG and Hydrometallurgical Plants, and the physical stability of the structure. No chemicals are introduced into the PUG TSF.

- **CCD Tailings Facility.** Like the PUG TSF, the CCD TSF is an engineered slurry and solution containment facility. Because CCD tailing is acidic and contains certain metals, this facility is lined with geocomposite liners along the inside embankment slopes and basin bottoms to contain all solids and liquids introduced into the facility. The basin bottoms are also covered with an underdrainage collection system and protective retardant layer to further limit the potential for solutions to escape the containment system.
- **Glauber Salt Plant and Storage Area.** The Glauber Salt recovery circuit treats solution recovered from the CCD TSF to remove sodium sulfate as Glauber Salt (sodium sulfate decahydrate). The Glauber Salt is bagged and temporarily stored in a geocomposite-lined storage area until it is exported from the site for offsite sale. Glauber Salt recovery is required to reduce the sodium sulfate concentration in the water from the CCD TSF so that it can either be used as make-up water in the leach and recovery process circuit or discharged offsite.
- **Power Supply.** Due to the remoteness of the site, electricity is supplied by diesel generators. The configuration enables generator sets to be dispatched in response to load changes and includes back-up capacity to limit the potential for service interruption. In addition, the sulfuric acid plant generates an excess of steam over currently predicted plant steam demands, and uses a steam turbine/alternator to generate electrical power, which is fed into the plant network.
- **Water Supply.** Water will be abstracted from the Edjé River and pumped into the fresh water dam located in the plant area. This water is pumped from the dam, filtered, and treated in a number of stages to produce filtered, demineralized, and potable water supplies for the plant. The water management system maximizes the use of recycled water from the TSFs and process plant area thereby limiting the consumption of fresh water from the Edjé River to the maximum practical extent.
- **Employee Housing.** Due to the remoteness of the Project, on-site housing is provided. Some temporary housing is available at Kongo camp. A construction camp will be built in the vicinity of the permanent mine village to take advantage of common services. The permanent village accommodates senior and junior staff, shift foreman, skilled workers, the security workforce, camp catering, and janitorial workers. Semi-skilled and unskilled workers will be bussed to the site from Lomié and nearby villages.
- **Infrastructure Improvements.** The Project requires the upgrading of the road between Abong Mbang and the Project site. This requires extensive upgrading of the existing dirt roads, culverts, and re-decking of all bridges to provide year round access.
- **Port Facility.** The import of materials, supplies, and reagents and the export of MSP and manganese carbonate produced by the Project will be through the Port of Douala where GeoCam will have a warehousing facility and logistics center to support the transport of products and supplies between the port and Project site.

The commodities to be produced by the Project are Co, Ni, and manganese; each of which have a variety of uses, but all of which are used in making batteries. The battery market has grown considerably in recent years and is expected to continue to expand due primarily to increasing global demand for portable electronic devices as well as hybrid and electric vehicles.

Section 3.0 - Legal and Institutional Framework

GeoCam is committed to national and international regulations relating to the development of Indigenous Peoples in the vicinity of the Project. The Project is located in Cameroon and is subject to the regulations and norms as described below. Additionally, GeoCam has committed to comply with international best practices for the extractive industries.

3.1 National Regulations

At the national level, there is a judicial vacuum concerning Indigenous Peoples. There is no specific Cameroonian regulation that governs the issue of Indigenous Peoples. The Ministry of Social Affairs (MINAS) is in charge of issues relating to this group and has classified Indigenous Peoples as a marginal population. The approach of MINAS is the donation of equipment and goods without a clear intervention strategy for this group. Currently, MINAS is working on a proposition of regulatory framework. The state generally refers to international conventions relating to the rights of Indigenous Peoples.

3.2 International Conventions and Declarations

The Nkamouna Project will be planned and developed in a manner consistent with world best practices, including practices, procedures, and technical innovation for ensuring that issues related to sustainable development, environmental and socioeconomic risks, and “good governance” including social inclusion within the host country is properly addressed to meet defined objectives.

The Project will be guided by international standards, principles, and guidelines including the Equator Principles, World Bank Group Policies and Standards, and other International Organization Guidelines.

International Conventions

There are numerous international conventions and declarations relating to the rights of Indigenous Peoples. The following are the most relevant to the Project:

- The Human Rights Declaration, adopted in December 1948, promotes the dignity and rights of all human beings.
- The United Nations Declaration on the Rights of Indigenous People, adopted in the General Assembly of September 2007, defines and specifies rights of Indigenous Peoples throughout the world.
- The Convention No. 169 of the International Labor Organization (OIT) relating to rights of Indigenous Peoples, adopted in 1989, provides measures for promoting and protecting the rights and dignity of Indigenous Peoples.
- The Equator Principles, updated in 2006, based on the International Finance Corporation (IFC) Performance Standards on social and environmental sustainability including development of Indigenous Peoples.
- The African Charter on Human and People’s Rights (aka, the Banjul Charter), adopted in Nairobi in 1981, emphasizes and promotes the protection of human rights and basic freedoms in the African continent.

These texts, with the passing of time, have converged to the following common criteria used to identify Indigenous Peoples:

- A vital attachment to ancestral territories and natural resources of these territories
- The self-definition of a group with distinct cultural identity and recognition of this distinct identity by the surrounding populations

- A language that differs from the official language or the one of the surrounding population
- The existence of social institutions and customary policies
- The existence of a production system, mainly subsistence-oriented

Equator Principles

Common elements of a world best practice framework for international mining projects generally draw from the international lending community. The Equator Principles (Principles) were established in 2003 as a set of guidelines developed by a group of international lenders for managing social and environmental issues related to the financing of development projects in the extractive industries sector. The Equator Principles incorporate IFC Performance Standards by direct reference, and were updated and revised in 2006 to incorporate IFC's Performance Standards. Both the Equator Principles and IFC Performance Standards are evolving to continually improve the environmental and social expectations and performance of its participants.

World Bank Group Policies, Guidelines, and Performance Standards

The World Bank Group member IFC is the largest multilateral source of loan and equity financing for private sector projects in developing countries. IFC's Performance Standards and procedural requirements are designed to ensure that the projects in which it invests are implemented in an environmentally and socially responsible manner that promote sustainable development.

This IPP has been prepared as part of an overall Environmental and Social Assessment (ESA) of the Project that has been prepared in accordance with the IFC's *Policy on Social & Environmental Sustainability* (2006) and *Environmental and Social Review Procedures Manual* (2010). Additional policies and guidance documents that have been referred to in the preparation of this IPP include:

- The IFC's *Investing in People: Sustaining Communities through Improved Business Practice, A Community Development Resource Guide for Companies* (2006)
- The IFC's Performance Standards (2006)
 - IFC Performance Standard 1 focuses on Social and Environment Assessment and Management Systems. It establishes the importance of integrated assessment to identify the social and environmental impacts, risks, and opportunities of projects, effective community engagement, and projects' management of social and environmental performance throughout the life of the project.
 - IFC Performance Standard 7 recognizes that Indigenous Peoples, as social groups with identities that are distinct from dominant groups in national societies, are often among the most marginalized and vulnerable segments of the population. It emphasizes the need to develop a specific plan to address issues faced by minority and marginalized indigenous groups.
- The Equator Principles 2, 4, 9, and 10 specifically address Community Development.
 - Equator Principle 2 requires a Social and Environmental Assessment accompanied by mitigation and management measures.
 - Equator Principle 4 requires an Action Plan and Management System, which addresses the impacts of the project. It emphasizes the necessity to build and maintain a Social and Environmental Management System that addresses the management of the impacts, risks, and corrective actions associated with a project.
 - Equator Principles 9 and 10 focus on reporting. They require the independent monitoring and reporting about its Equator Principles implementation processes, monitoring, and experience.

Section 4.0 - Methodology

The methodology used to prepare this plan is summarized as follows:

- Twelve Baka communities in the vicinity of the Project were consulted in developing this Plan. Consultation mainly consisted of small, informal meetings between the investigation team and Baka peoples in the Baka communities. In addition, support non-governmental organizations (NGOs) and local authorities were consulted. During this process, the Baka were informed of the Project activities, the policy of community development stated by GeoCam in its ESAP 2007, and the willingness of GeoCam to comply with international and national regulations. In addition, baseline data were collected on the socioeconomic status of the Baka, the relationship between the Baka and other ethnic groups, and the development agencies.
- A workshop was organized in Lomié on March 22 and 23, 2010 with male and female representatives from the Baka villages in Lomié, Messok, and Ngoyla subdivisions. Representatives of local NGOs and Ministries also participated in order to validate the development of priorities identified by the Baka communities.
- The existing regulatory framework relevant to Indigenous Peoples was reviewed in order to guide development of the IPP. Previous documentation for the Project, e.g., the ESIA and ESAP reports published in 2007 were also reviewed and are in the process of being updated.

Section 5.0 - Stakeholders

Local NGOs

The Baka people receive technical and financial support from the following NGOs: AJDUR (access to land for agricultural activities), ASBAK (Land tenure and commercialization of agricultural products), ASEDEF (education of the Baka children in basic education centers), ASTRAHDE (community forest management for the Baka people, acquisition of birth certificates and National Identity Cards), CADEFE (commercialization of non-timber forest products [NTFP]), and PERAD (Environmental Education). However, activities undertaken with local NGOs are not well monitored and their strategies for the Baka are often not clear. In addition, their approaches often do not involve significant numbers of Baka women, who generally have a large role in Baka community decisions. There is an overlapping of activities carried out by these NGOs in the same area, and they often do not collaborate to allow for more synergistic effects of efforts/programs. In addition, these NGOs often suffer from poorly functioning management structures (Board of Directors [BoD], General Assembly, etc.). NGOs have demonstrated strong competencies in areas of natural resources management, knowledge of the location of Baka villages, and understanding of issues relating to the Baka.

The Bantu

The Bantu ethnic group settled in the area after the Baka, but they have developed strategies to employ the Baka at little cost for their production activities in agriculture and forestry. In addition, Bantu traders buy at very low prices NTFP produced by the Baka. They then sell these products in town at much higher prices. The Baka are aware of this situation but require support for increased direct access to markets.

State Institutions including Local Authorities and Ministries

Ministries are rarely involved in activities carried out by the Baka. They do not have sufficient personnel or materials to enact meaningful and significant engagement or development with this group.

A small portion of forest logging royalties are distributed to development needs of the Baka community through the construction of classrooms, recruitment, and payment of teachers in the Baka schools, providing small quantities agricultural equipment, and acquisition of official documents.

Efforts have been made to involve the Baka in the process of local governance. Although the Baka are represented in a number of institutions, their opinions are rarely taken into consideration.

National Programs and Projects

A number of programs designed at the national level have integrated consideration for Indigenous Peoples. The major programs are the following:

- IPDP/PDPP: Development Plan of the Pygmy Peoples
- PSFE: Forests and Environment Sector Program
- PRECESSE: Environmental and Social Capacity Building Project for the Sector of Energy
- PACA : Support program to the agricultural competitiveness

In general, the actions undertaken by these projects and programs in the Lomié zone lack a strategy for a long-term development. Support for these programs is often limited to donations of equipment to the recipients with minimal improvement of the living conditions of the beneficiaries.

Section 6.0 - Socioeconomic and Cultural Background

6.1 Population

The Baka were the first people to populate the forest zone of Cameroon, including the Nkamouna area. Several groups of Indigenous Peoples exist in Cameroon: the Baka, Bakola, Baguieli, and Bedzang. The Baka ethnic group has settled in the East and South regions of Cameroon.

The Baka people in the Project area came from the Central African Republic and settled well before the arrival of the Bantu population. The establishment of the Baka villages occurred most recently in the 1970s when the government of Cameroon established a policy of settling the Baka and integrating them into Cameroonian society. However, Baka villages currently exist in a judicial vacuum since neither their Bantu neighbors nor the state formally recognizes them.

In the vicinity of the GeoCam Land Lease, in the Project area and along the Pohempoum-Pan Kobera Corridor, there are 12 Baka villages and 13 Bantu villages, for a total of 25 villages along. The number of inhabitants in each of these villages range from 45 to 650 persons and the total population was estimated at 4,266 inhabitants in 2004. In 2011, this number is estimated at 5,850 inhabitants when applying the growth rate of 2.7 percent in this region. A recent estimation made by INADES and GeoCam in 2011 has shown that there is approximately 2,500 inhabitants in the 12 Baka villages or 43 percent of all inhabitants living along the Pan Kobera Corridor.

6.1.1 Social Organization

A member of a community belongs to a family group called a “yé,” but social relationships depend on good terms and friendship with other members of the community. Consequently, an individual is free to choose the group/community in which he/she will live in harmony.

The Baka recognize the personal autonomy of each member of the community. An individual's capacities and competencies are seen as values that should be used for the interest of the community without regard to hierarchical position. Each member of the community has to respect social rules created and decisions taken by the community or risk exclusion. The process of decision-making is consensual with a strong complement between men and women. The chief, called a “Kobo,” is not authoritarian but rather is a coordinator of the group. Final decisions are taken by elders including elder women. Few things can be decided without the agreement of women.

6.1.2 Culture

The Baka people attach great value to the forest and believe in one God, “Komba,” the creator and protector of the forest and its resources. They also believe that God teaches how to live in harmony with the forest, and the Baka people are the guardian of this heritage. Based on this belief, the Baka people have developed an initiation period called “Molongo” for their children. Each year, they spend two or three months in the forest to teach their children sustainable techniques of hunting, gathering, and fishing.

The Baka people believe in the development of the community as a whole and also to the practice of community goods. Products gathered from the forest are shared with other people in the village. If an individual this individual ignores this practice will have no social standing in the village.

6.1.3 Relationship with Other Ethnic Groups and Development Stakeholders

In general, the Baka are suspicious of outside actors and do not open themselves easily when building relationships. They observe and analyze the context of a situation before reaching decisions. The Baka rarely say no to outside actors but they do what they want to depending on their interests. In addition to their attachment to forest resources, the Baka people also depend on their Bantu neighbors and

development agencies for part of their food, basic commodities, and basic services including health, water, and formal education.

Outside stakeholders typically treat the Baka as marginalized and uneducated people. Consequently, there is a strong tendency to think and act for the Baka. The Baka are absent or not well represented in the process of decision making for the governance/development of the Project area. Their Bantu neighbors often employ them as laborers in their farms and household activities in return for cigarettes, alcohol, and small quantities of food. It is estimated that the Baka comprise 70 percent of the total workforce of the Bantu.

6.1.4 Economy

The Baka people are known as hunters and semi-nomadic groups living in the forest. The forest is at the center of their economy because products sold or consumed are gathered from the forest. They consume approximately 75 percent of the products gathered in the forest. Forest products include:

- Bush meats
- Non-timber forest products
- Medicinal products
- Construction materials

The Baka collect only the useful quantity of products from the forest and these resources are shared in the community as their collective guarantee for survival. They are not used to accumulating goods because it is considered an impediment to their mobility and capacity to share.

Their economy also relies on the work they do for their Bantu neighbors. The Bantu employ the Baka to perform hard labor on their farms, and they give very low compensation to the Baka: alcohol, food, old clothes, soap, etc. The Baka comprise 70 percent of the total workforce in the Bantu farms.

Recently, due to the deforestation deriving from logging activities, the Baka started the practice of agriculture as a subsistence activity. However, they do not invest enough time for their own agricultural activities because they are working on Bantu farms.

6.1.5 Access to Basic Services

In general, Baka access to education, water supply systems, and health care is poor because of the lack of infrastructure for these services.

Health

The majority of the Baka people use medicinal plants to treat diseases. They rarely go to hospitals because they are far from villages (from 2 km to 20 km), and the cost of medication and treatment is high. In addition, healthcare infrastructure and staff are generally insufficient. Only two poorly equipped health centers (Moangué and Zoulabot) exist in the Nkamouna zone.

Education

There are two components in the education system used by the Baka:

1. The customary education based on the initiation to the knowledge of forest resources
2. The state education that could lead to a diploma

The customary education emphasizes the importance of observing and analyzing the environment and people. It is a non-authoritarian system that stresses responsibility and free will from childhood. Key

elements of this education are oral and gestural languages, creativity in expression, and the practice of humor.

With regards to the state education system, the first two years of schooling happen in basic education centers. Recently, the Catholic Church in cooperation with a local NGO has put in place a project to support the education of the Baka children. Currently, four basic education centers exist in the Baka villages and are attended by Baka children.

After a successful course in the basic education center, it is possible to attend the primary school. In the Project zone, seven primary schools are currently functioning and attended by the Baka and Bantu children. However, the Baka children are marginalized at these primary schools. They are also obliged to leave school for months to accompany their parents in the forest during the customary “Molongo” education period. Consequently, the success rate for Baka children in state school is low.

Section 7.0 - Potential Project Impacts

7.1 General

Mining projects have the potential to affect environmental and social resource values. The potential impacts associated with the proposed development are described in the updated ESA (April 2011). This IPP is specifically meant to address potential impacts to the Baka people and provide support for long-term sustainable development of the Baka community.

Potential impacts to the Baka people were identified in the 2007 ESA, the original CIPDP, and work to prepare the 2011 ESA update. In addition, consultation with the Baka people settled in the vicinity of the GeoCam land lease was conducted during the preparation of this IPP. This recent consultation was led by the INADES Formation, an international NGO that has developed suitable tools for working with the Baka people. INADES teamed with Ms. Maryvonne Bretin, a well-known expert with over 30 years of experience working in the Baka communities of Cameroon and of Central Africa.

7.2 Impacts Identified by the Baka

Major potential impacts identified by the Baka are associated with deforestation. The forest is the source of life of the Baka people. Deforestation has a number of consequences summarized as follows:

- Food security and health
 - Decrease/loss of forest products including honey, bush meat, wild yams, fruits, leaves, mushrooms, etc.
 - Decrease/loss of medicinal plants used for treatment of many diseases; “the forest is the health center for the Baka people”
 - Decrease/loss of building materials gathered from the forest
- Social aspects
 - Loss of forest area used for the “Molongo”, a cultural activity aimed at initiating children to the knowledge of the forest
 - Loss of graves of their relatives buried in the forest
 - Extinction of a rare wood species called “Bubinga” used for initiation rites
- Environmental quality
 - Pollution of the soil, water, and air due to greenhouse gases and other chemical products
 - Extinction of fish species in the surface water
 - Decrease in the abundance of bush meat
 - Decrease in the biodiversity of the existing ecosystem
- Land conflicts
 - Increase in land conflicts due to the competition for land around the mining area
 - Claiming of fertile lands by the Bantu for agricultural purposes

In summary, the Nkamouna zone is rich in forest resources exploited by the Baka. The loss of forest resources in the Project area is viewed as a major impact by the Baka people.

7.3 Other Potential Impacts

A description of the potential impacts from the Project, including social impacts, and proposed mitigation measures is presented in the ESA (April 2011). Potential impacts presented in the ESA can be categorized as follows:

- Employment/Income sources
- In-migration
- Public health and safety

Community development needs have been identified in these areas and are presented in the following section.

Section 8.0 - Identification of Development Needs

8.1 General

Design of an effective and sustainable community development program must fundamentally be based on the development needs and concerns of the target communities. Concerns and development needs described below have been developed based on the following:

- Review of records and available minutes from past public consultation (1997) to identify key issues of concern to the local population with regard to past operations.
- Consultation specifically for the Project development, carried out as part of a socio-economic study of the Project area, conducted by Dr. Thérèse Fouda of the Faculty of Agronomics and Agricultural Sciences, Dschang University. Consultation included public meetings in all villages along the Pohempoum I - Mpane Kobera corridor, and detailed household interviews in the villages of Kongo, Ngoyla I, and Ngoyla Baka as well as additional interviews with key informants and stakeholders (ESIA, Volume 1).
- Feedback and comments obtained at public consultation and disclosure meetings held in Lomié in April 2001, November 2002, and September 2004 to present project information to local residents, NGOs, government, and other interested parties.
- Minutes of the Public Liaison Committee meetings held in Lomié and Messok in 2010. Additional information was provided as a result of these meetings and the local population established their priorities for community development initiatives.
- Consultation of the Indigenous Peoples from 12 Baka villages settled around the GeoCam Land Lease.

8.2 Community Identified Issues and Development Needs

Geovic is known as a mining enterprise with the potential to adversely impact the life of the Baka people. The consultation described in the previous section has led to the development of the following identified community issues and development needs.

Needs associated with the preservation of the socio-economic and cultural identity of the Baka people:

- Guarantee of access to the forest for hunting and gathering, and for initiating their children
- Recognition of the Baka villages with administrative boundaries and a chief confirmed by the Divisional Officer
- Support to their subsistence agricultural and rearing production systems
- Fair commercialization of non-timber forest products gathered from the forest
- Access to mining jobs offered by GeoCam

Needs associated with improving the well-being of the population:

- Guaranteed quality of the habitats in the Baka villages
- Access to basic services such as safe drinking water, health care services, and education
- Access to basic equipment used by women in the household

Needs associated with youth:

- Access to sport activities
- Be well informed through television and other technologies

Section 9.0 - Program Overview

Based on GeoCam's assessment of socio-economic needs, a number of potential programs and projects have been identified and presented below. The potential programs discussed in this section are derived from the consultations and meetings organized with the Baka people in the Project area.

The development programs represent areas where investment will be considered in the next five years, from 2011 to 2015. The relevant thematic areas are access to forest, economic activities, land tenure, and basic services (health, water supply and sanitation, education) as presented in the previous section.

The development program is presented in Table 9.1. For each thematic area, the program presents the objective and indicators, the main actions to be undertaken and target for 2015, the responsible parties of the program, and partners.

Section 10.0 - Implementation Strategies

The Baka people will be at the center of each initiative. They have expressed during consultation the willingness to take over the responsibility of their own development. Other development agencies will therefore play a facilitation role. The consensual decision made by the Baka groups is the key departure point, and will be respected by other stakeholders. The latest will then coach the Baka groups and assist them in carrying out relevant development activities.

The cooperation between local NGOs will be promoted and developed. They will receive technical support from the Project during the implementation of projects selected by and for the Baka people. The capacities of local NGOs will be strengthened with relationship to project management and monitoring and evaluation of field activities carried out by the Baka. In this respect, key tools such as project templates, report templates, etc. will be shared with NGOs in order to facilitate the monitoring of the Projects funded by GeoCam.

GeoCam will play the coordination role for all initiatives funded by the Project. Local and national NGOs or enterprises with a good knowledge of the Baka issues are invited to participate in the implementation of this The Baka IPP.

10.1 Management

The Indigenous Peoples development program is managed by GeoCam in cooperation with a number of relevant structures and organizations existing in the Lomié region. Recently, GeoCam established a Public Liaison Committee (PLC) presented in detail in the Stakeholder Engagement Plan (April 2011). This PLC consists of members from different stakeholder groups in the area, including one representative from the Baka community of a total of 23 committee members. The PLC plays an advisory role, selects projects for funding consideration by GeoCam, and monitors the Projects to be implemented. The PLC also deals with conflict resolution.

Local NGOs also contribute to the management of the IPP since they will be directly involved in the implementation of projects derived from this IPP.

10.2 Preparation and Selection of Projects

Local NGOs work with the Baka groups in order to prepare projects to be submitted for funding. Projects are submitted to the PLC for review and the PLC provides a recommendation for implementation to GeoCam. However, GeoCam retains overall responsibility for the socio-humanitarian and socio-economic programs relating to its mining project. GeoCam therefore reviews the technical aspects of proposals from individuals, groups, NGOs, or community leaders recommended to it by the PLC and approaches other Baka experts or relevant programs for their technical support as necessary. Criteria for the funding of proposals are the following:

- Built-in sustainability
- Strong impact on poverty alleviation
- Does not adversely affect the environment or the Baka culture

Before proposals are approved, they are analyzed on the basis of a number of selection criteria including the following:

- Consistency with the needs of concerned populations
- Falls within the sectors identified during consultation with the Baka people; e.g., health, education, agriculture and/or socio-economics
- Embrace the relationships between biodiversity, livelihoods, and human health
- Project does not force the populations to observe or accept a radically different lifestyle or create new dependencies
- Safety dimension of activities planned
- Appropriateness within the culture
- Correspond to the Baka capacities and realities
- Be in partnership with local individuals, groups, institutions, or NGOs
- Be environmentally sound
- Be consistent with Cameroonian law
- Exhibit a worthwhile value in the overall mission to reduce poverty

10.3 Resources and Responsibilities

The IPP is a part of the Environmental and Social program of Geovic Cameroon. The IPP is implemented by GeoCam under the responsibility of the Health, Safety, Social, and Environmental (HSSE) Department of GeoCam. The HSSE Manager and the Community Liaison Officer (CLO) plan and monitor activities derived from the IPP.

The HSSE manager and CLO will coordinate the involvement of NGOs and collaborate with local authorities involved in the implementation of the IPP. They will carry out training, coaching, and monitoring sessions with local NGOs in order to strengthen their capacities. An external consultant will be hired as necessary to evaluate the IPP and conduct audit reporting according to IFC-PS requirements.

The HSSE Department prepares a summary of the implementation strategy of the IPP in order to inform the GeoCam Management Team, the BoD, and the PLC. Once a year, the draft report of activities carried out in the framework of the IPP is prepared by the CLO and finalized with the HSSE Manager before sending to GeoCam's Management Team. A summary of main results and concerns is shared with the PLC.

The HSSE Manager is also involved in the preparation of agreements and contracts with contractors or local NGOs for implementing projects approved in the framework of the IPP. Meetings are organized periodically between the contractor, GeoCam, and the Baka groups in order to monitor the evolution of activities and overcome obstacles.

10.4 Partnerships

The development of partnerships for the implementation of this IPP provides several advantages:

- Partners can provide valuable technical and financial contributions
- Partnerships help to create cooperative advantages and ensure the outreach of the program

The main partners identified for implementing programs in different sectors are:

- The Ministry of Public Health through the health district of the Lomié region is implementing several health programs funded by the State
- The Ministry of Territorial Administration and Decentralization (MINATD) coordinates development initiatives in the region. Its support is essential in the demarcation of Baka villages
- The Ministries of Agriculture and Animal Husbandry (MINADER and MINEPIA), through their competencies in production techniques can support agricultural and farming activities funded by the IPP
- The Ministry of Basic Education (MINEDUB) is responsible for initiatives undertaken to improve the access to basic education for the Baka children
- Local NGOs have developed expertise and competencies in several fields including commercialization of NTFP, education of Baka children, agriculture, health, community forest management, and rights of the Baka People. Key organizations include:
 - GeoAid
 - AJDUR
 - ASBAK
 - ASEDEF
 - ASTRAHDE
 - PERAD
- The local councils of Messok and Lomié can collaborate in a co-funding mechanism for a number of projects for the Baka people.
- National programs put in place by the state will be requested to contribute. Relevant programs include:
 - National Plan for Participatory Development. This program focuses on the construction of schools, health centers, and water supply systems in order to improve access to basic services.
 - Indigenous Peoples Development Plan. This program is implemented by the Ministry of Social Affairs and aims at improving agricultural and forestry activities of the Indigenous Peoples of Cameroon, their access to basic services, and the legal framework that promotes and protects their right.
 - The PACA (support project of agricultural competitiveness). This program focuses on the development of infrastructures and value chains of local products and supports the improvement of the legal framework that governs the access of Indigenous Peoples to land tenure.

Section 11.0 - Financial Arrangements

GeoCam has a social obligation to the sustainable development of the local indigenous community for the life of the Project. Self-sustainable programs will be what contribute to the overall benefit to the area in the long term. Before the production phase, GeoCam will make available a provisional budget estimated at 128,000,000 Fcfa (US\$ 256,000) for 4 years in order to finance activities planned with respect to the IPP. During the production phase, the amount allocated to the implementation of the IPP will be developed each year for the following year in conjunction with the PLC and the GeoCam Management Team and will depend on the profits of the company.

Projects to be funded include:

- Community infrastructures and services (water supply system, health centers, schools, health care, health education programs, medical equipment, education programs)
- Income generating activities (commercialization of NTFP, food crop production)
- Rights of the Baka people (demarcation of villages and confirmation of the chief, access to official documents, etc.)

Wherever feasible, the allocated budget will be leveraged for maximum return value through partnerships and fund matching with various organizations in both the private and public sector. It is not expected that the GeoCam budget alone will be sufficient to meet all of the Baka needs or requests, and in fact, GeoCam should not be held solely responsible for meeting these needs. Partnerships with government and NGOs and fund matching will therefore be an important means to maximize the benefit of the GeoCam investment to the local region.

Section 12.0 - Monitoring, Evaluation and Reporting

12.1 Monitoring

The implementation of the IPP includes monitoring on a yearly basis by the HSSE Department within GeoCam. The HSSE Department prepares a report describing the actions and activities performed during the previous year and recommendations for improvements to programs and/or the IPP. This annual report is delivered to the GeoCam Management and BoD, which in turn analyze and provide direction for improving the implementation of the IPP. Stakeholder groups receive a summary of the annual report.

The PLC is involved in the monitoring program through its bi-annual meeting organized in the Project zone. They receive information on past or current activities and the plan for the following six months. This meeting will be the occasion to evaluate impacts derived from the implementation of projects in the Project zone.

Every three months, a follow-up meeting is held by GeoCam and local NGOs to discuss the progress of development projects implemented within the Baka villages.

12.2 Internal and External Evaluation

An internal periodic visit carried out by the General Manager of GeoCam and members of the BoD will help to make a self-evaluation of the IPP. This may be completed by an external audit requested by the Senior Lender or by the Government. The audit will be carried out by an Indigenous Peoples Expert with a good knowledge of the Baka people, commissioned to monitor and evaluate the Projects implemented in the framework of the IPP. The report prepared by this expert will complete information published at international level. In any case, his recommendations will help to improve the implementation of the program.

12.3 Reporting on Projects Funded Under Indigenous Peoples Plan

For all projects, reporting and evaluation are required at least annually. At each agreed reporting date, the recipient of the funds prepares a simple yet precise report whether it is a community, an organization, or an individual. This report is provided to GeoCam and includes:

- A brief description of the Project's goals and activities
- A financial account of how funds were spent
- An assessment of whether the Project achieved its goals
- An assessment of the sustainability of the Project
- An assessment of the capacities acquired by the Baka

A reporting template provided by GeoCam is used for all projects to facilitate the reporting process.

12.4 Key Indicators for Monitoring Projects

Depending on the nature of the funded projects, a number of key indicators may be selected and monitored during the execution the Project. These indicators are selected during the Project planning stage and agreed with partnering organizations or the funding recipients as appropriate. Key indicators are listed below for various development areas.

Maintaining the Access to the Forest and its Resources

- Number of demarcated forest zones containing a rich biodiversity and allocated for cultural purposes
- Number of villages moving to the forest each year for cultural (“Molongo”) activities

Strengthening the Economic Position of the Baka

- Number of Baka groups involved in the commercialization of NTFP
- Quantity of NTFP sold by the Baka group at fair price
- Percentage increase in household revenues
- Surface of the Baka’s land under cultivation
- Percentage of time spent for their own production activities
- Number of people employed by local enterprises including GeoCam

Improving the Social Position of the Baka in Various Sectors

- Education
 - Number of schools operating for Baka children
 - Ratio of students to teachers
 - Number of students per classroom
 - Percentage of student relative to school age children
 - Percentage of children that have completed primary school
- Health
 - Number of health centers operating in Baka villages
 - Number of people treated in these health centers
 - Vaccination coverage
 - Child birth weight and/or growth
 - Medication usage
- Habitat
 - Number of improved houses
 - Percentage of households with latrines
- Social Rights
 - Number of Baka villages demarcated with boundaries and chiefs officially recognized by the Ministry of Territorial Administration and Decentralization
 - Number of Baka representatives in local institutions, notably the GeoCam, Municipal council, etc.
 - Water and sanitation
 - Percentage of Baka villages with safe drinking water supply system
 - Number of people per water point equivalent
 - Percentage of households with sanitation systems

Section 13.0 - Communication

The Baka people are very much marginalized in Cameroonian society although their population is significant. In the Nkamouna area, there are as many Baka people as Bantu. However, the Baka are not well represented in the local governance process because they are not well educated and traditionally, they do not want to merge with Bantu affairs. Consequently, the Bantu decide for the Baka even if the interests of the Baka are not preserved, a situation that leads to apathy and disengagement on the part of the Baka. The main issue is to develop a level of communication that gives the opportunity to the Baka to voice their views and development needs.

13.1 Proposed Communication System

The transmission of information from GeoCam to the Baka: GeoCam will always use oral communication to inform or discuss issues with the Baka. Message content and decisions will be summarized in short sentences illustrated with images. A clear and concise message will be delivered in one or two big villages and the Baka are responsible for circulating and sharing the information with other villages. The message could also be disseminated in the Baka language through the community radio based in Lomié.

Transmission of messages from the Baka communities to GeoCam: Oral communication will again be used as described for communication from GeoCam to the Baka. Regular face-to-face meetings will be held in two or three big villages chosen by the Baka. During these meetings, men, women, and youth will be provided the opportunity to express their worries, complaints, requests, and development needs.

Representation and participation in the PLC: This committee is an advisory board for the selection of projects and conflict management. Currently, one Baka representative is present on this committee. However, GeoCam plans to increase this number. The Baka representatives will be coached in order to improve the quality of their participation on the committee.

Section 14.0 - Acronyms and Abbreviations

BoD	Board of Directors
CCD	counter-current decantation
CIPDP	Community and Indigenous Peoples Development Plan
CLO	Community Liaison Officer
Co	Cobalt
ESA	Environmental and Social Assessment
ESAP	Environmental and Social Action Plan
GeoCam	Geovic Cameroon PLC
ha	hectares
HSSE	Health, Safety, Social, and Environmental
IFC	International Finance Corporation
IPP	Indigenous Peoples Plan
km	kilometer
m	meters
MINADER and MINEPIA	Ministries of Agriculture and Animal Husbandry
MINAS	Ministry of Social Affairs
MINATD	Ministry of Territorial Administration and Decentralization
MINEDUB	Ministry of Basic Education
MSP	cobalt-nickel sulfide precipitate
NGO	non-governmental organization
Ni	nickel
NTFP	Non-Timber Forest Products
OIT	International Labor Organization
OTCBB	Over the Counter Bulletin Board
PLC	Public Liaison Committee
PUG	physical upgrading
SNI	National Investment Corporation of Cameroon
t	tonnes
tpd	tonnes per day
tpy	tonnes per year
TSF	tailings storage facility
TSX	Toronto Stock Exchange

Tables

Table 9.1
Geovic Cameroon PLC
Nkamouna Project
Environmental and Social Assessment
The Baka Indigenous Peoples Plan

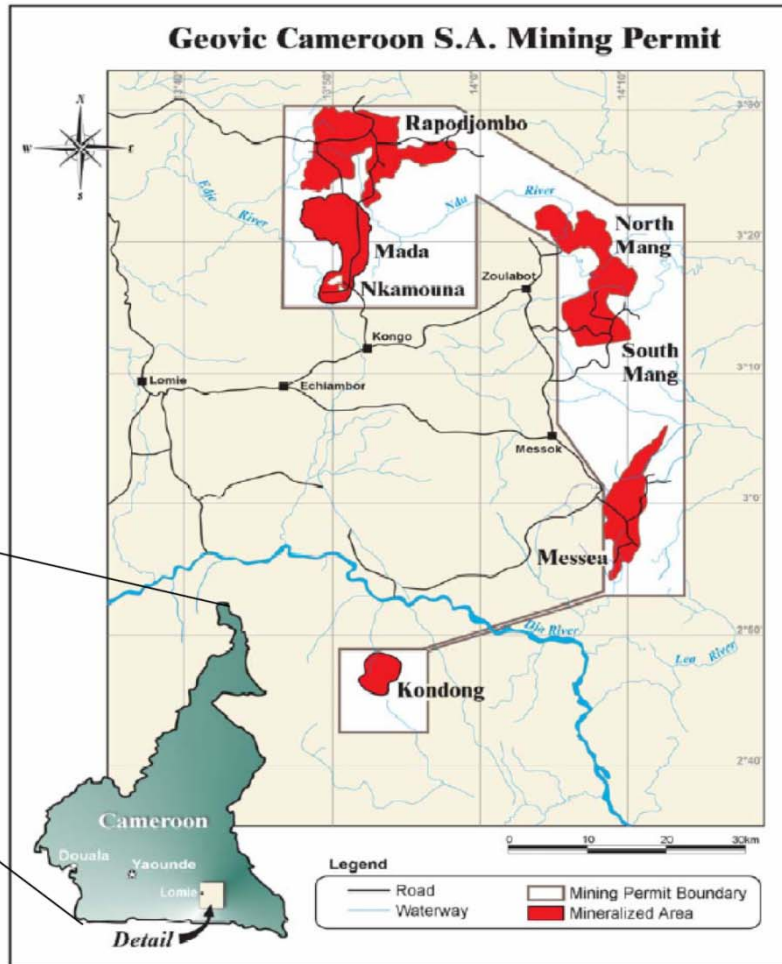
Summary of Development Programs

Specific Objectives	Outcomes	Indicators	Main Actions	Estimated Costs (2012-2015)	Partners	
Maintain the access of the Baka to the forest and its resources	The Baka practice their activities on the forest areas delimited and officially recognized	Number of demarcated forest zones containing a rich biodiversity and allocated for cultural purposes	Demarcate forest areas containing rich biodiversity	2,000,000 Fcfa	MINFOF, MINAS, Senior Divisional Officer, Local NGOs	
		Number of villages moving to the forest each year for cultural "Molongo" activities	Maintain (through monitoring activities) free access to the Baka to the demarcated zones in order to practice traditional activities	1,000,000 Fcfa/year x 3 years = 3,000,000 Fcfa		
			Define and make operational measures put in place for the preservation of the resource			
Strengthen the economic autonomy of the Baka	The Baka increase their incomes through the sale of NTFP and their job in GeoCam	Number of the Baka groups involved in the commercialization of NTFP	Organize the Baka groups for the commercialization of the NTFP	2,000,000 Fcfa per year x 2 years = 4,000,000 Fcfa	Local NGOs, SNV, MINAGRI	
		Quantity of NTFP sold by the Baka group at fair price				
		Percentage of increase in household revenues				
		Percentage of time spent for their own production activities				
	The food crops production of the Baka reduce their dependence vis-à-vis Bantu villagers	Number of people employed by local enterprises including GeoCam	Develop a strategy in order to employ more Baka in the Nkamouna Mining Project			
		Wild species or varieties domesticated	Support the domestication of wild species	2,000,000 Fcfa x 3 years = 6,000,000 Fcfa	MINAGRI, Local NGOs, MINAS	
Improve the living conditions of the Baka	The Baka have access to basic services	Education	Develop and make operational infrastructures of basic services (health center, school, water and sanitation)	20,000,000 Fcfa/year x 4 years = 80,000,000 Fcfa	MNEDUB, Local NGOs, GEOFOR, GeoAid	
		Number of schools built for the Baka children				
		Ratio/students teachers				
		Number of students per classroom				
		Percentage of student compared with school age children				
		Percentage of children that have completed the primary school				
		Health				
		Number of health centers built in the Baka villages				
		Number of people treated in these health centers				
		Vaccination coverage				
		Child birth weight and/or growth				
		Medication usage				
		Water and sanitation				
		Percentage of Baka villages with safe drinking water supply system				
	Number of people per water point equivalent					
Percentage of household with sanitation system						
The Baka improve their habitat	Number of improved houses	Support the construction of improved houses	2,000,000 Fcfa/year x 4 years = 8,000,000 Fcfa			
Improvement of the social position of the Baka	The Baka own land tenure and farms/fields officially recognized	Social right and factors	Promote and support the process of official and customary recognition of the Baka territory/land tenure	2,500,000 Fcfa x 4 years = 10,000,000 Fcfa		
		Number of Baka villages well demarcated with boundaries and chiefs officially recognized by the Ministry of Territorial Administration and Decentralization				
	The decision-making structures integrate strategic interests of the Baka	Number of Baka representatives in local institutions notably Public Liaison Committee of GeoCam, Municipal council, etc.	Support the process of the equitable representation of the Baka in the structure of official decision-making	1,000,000 Fcfa/year * 3 years = 3,000,000 Fcfa		
4-year Total				128,000,000 Fcfa (US\$256,000)		

Figures



Ref: <http://www.cia.gov/cia/publications/factbook>



CLIENT					
GEOVIC CAMEROON PLC					
PROJECT					
NKAMOUNA PROJECT THE BAKA INDIGENOUS PEOPLES PLAN					
TITLE					
General Location Map					
<i>Knight Piésold</i> CONSULTING					
DESIGNED BY		LOCATION	PROJECT NUMBER	FIGURE NUMBER	REVISION
DRAWN BY		DV302	009-13	1.1	0
ACTIVITY CODE	N/A	XREF NUMBER	N/A		