2019 Annual Project Review Forum Report



Abbreviations

QIA Qikiqtani Inuit Association

Baffinland Baffinland Iron Mines Corporation

IIBA Inuit Impact and Benefit Agreement

The Forum IIBA Annual Project Review Forum

The Project The Mary River Project

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1. Introduction

On September 6, 2013, the Qikiqtani Inuit Association (QIA) and Baffinland Iron Mines Corporation (Baffinland) entered into an Inuit Impact and Benefit Agreement (IIBA) for the Mary River Project (the Project). Article 14 of the IIBA, Inuit Engagement in Project Stewardship, requires that QIA and Baffinland organize an Annual Project Review Forum (the Forum). At the Forum, QIA and Baffinland present their updates on the Project and activities related to IIBA implementation. The Forum is also an opportunity for communities to discuss concerns about the Project and to provide recommendations for the consideration of the Joint Executive Committee.

The Forum rotates through the five impacted communities with previous Forums being hosted in Pond Inlet, Igloolik and Arctic Bay. This year, the Forum was hosted in Clyde River on May 29, 30 and 31, 2019. The 2020 Forum is currently scheduled to be hosted in Pond Inlet.

1.1. Agenda

The IIBA Committees developed the Forum agenda collaboratively prior to the event. All reports and content included in the agenda were presented. A copy of the agenda can be found in **Appendix A**.

1.2. Forum Record of Proceedings

Baffinland hired a court reporter from Dicta Court Reporting Inc. to document discussion, comments and recommendations. The full meeting transcripts are available upon request from Baffinland or QIA.

Interpreters were present to provide simultaneous translation between Inuktitut and English and whisper sets were used by participants and attendees.

2. Attendees

Attendees included members of Baffinland and QIA's Executive staff and residents of Clyde River. As well, Elder and youth community representatives were flown into Clyde River from Arctic Bay, Hall Beach, Pond Inlet and Igloolik. A list of Baffinland and QIA attendees and participants are included in **Table 1**, community representatives are included in **Table 2**, and additional participants and facilitators included in **Table 3**, directly below.

Table 1 - Forum Attendees and Participants

Attendees & Participants				
Baffinland	QIA	QIA Board Members		
Grant Goddard, Executive Vice-	Levi Barnabas, QIA Community	Abraham Qammaniq,		
President, Forum Co-Chair	Director (Arctic Bay), Forum Co- Chair	Community Director, Hall Beach		
Joe Tigullaraq, Head of Northern	Jared Ottenhof, Senior Manager	Johnny Malaiya Kublu,		
Affairs		Community Director, Igloolik		
Qauyisaq Etitiq, IIBA	Robert Bourassa, IIBA Manager	Mike Jaypoody, Community		
Coordination Manager		Director, Clyde River		
Song Yang, Project Commercial	Eva Onalik, Inuit Engagement	Charlie Inuarak, Community		
Lead	Specialist	Director, Pond Inlet		
Annu Sira, Director Corporate	Sima Sahar Zerehi, Director of			
Human Resources	Communications			
William Bowden, Environmental	David Qamaniq, Community			
Superintendent	Coordinator			
Carly Orser, IIBA Reporting	Kate Kublu, IIBA Administrative			
Specialist	Officer			
Lou Kamermans, Director,	Nick Jewitt, QIA Technical			
Sustainable Development	Support			
George Iqalukjuak, Baffinland				
Community Liaison Officer				

Table 2 - Community Representatives

Community Representatives				
Kigutikakjuk Shappa, Elder from	Crystal Natanine, Youth from	Ootoovah Audlakiak, Elder from		
Arctic Bay	Arctic Bay	Clyde River		
Crystal Engoogoo, Youth from Laimiki Ulluapak, Elder from Hall		Elizabeth Arnadjuak, Youth from		
Clyde River	Beach	Hall Beach		
Caleb Sangoya, Elder from Pond	Lindsey Qanguq, Youth from	Laimiki Ulluapak, Elder from Hall		
Inlet	Pond Inlet`	Beach		
Tina Qanatsiaq, Youth from	Natalino Piugattuk, Elder from			
Igloolik	Igloolik			

Table 3 - Additional Participants and Facilitators

Additional Participants and Facilitators	
Interpreters	Rhoda Kayakjuak
	Jerry Natanine
Court Reporter	Tran Huynh

3. Presentations

3.1. Baffinland Materials Presented

The Forum began with staff from Baffinland presenting a Project overview and update of site activities. This included Health and Safety, Environmental Effects and Monitoring programs, a shipping overview, and a summary of the previous year's Inuit participation in employment; including training and development, and the use of Inuit Firms in Project contracts. After each Baffinland presentation, Forum participants and members of the public had an opportunity to provide comments and ask questions directly to Baffinland representatives.

Baffinland presented reports via a PowerPoint presentation, with printed versions provided to the public and participants in English; an Inuktitut translation was not provided due to time constraints. Baffinland also provided printed copies of the following documents in both English and Inuktitut:

- 1. A brochure entitled "Camp Life"
- 2. A brochure entitled "Jobs at Baffinland"
- 3. A brochure entitled "People and Careers"
- 4. A fact sheet entitled "Baffinland and the Mary River Project"
- 5. A Q4 IIBA Report One-Pager
- 6. A fact sheet entitled "Baffinland Recruitment Process"
- 7. A fact sheet entitled "Working with Baffinland"
- 8. The 2017 Qikiqtani Inuit Association and Nunavut Water Board Annual Report for Exploration and Geotechnical Drilling Activities
- 9. The 2017 Qikiqtani Inuit Association and Nunavut Water Board Annual Report for Operations
- 10. 2017 NIRB Annual Report Popular Summary

A Copy of Baffinland's PowerPoint presentation can be found in Appendix C.

3.2. QIA Materials Presented

Day two of the Forum commenced with a presentation by staff from the QIA Department of Major Projects and the QIA Board Member responsible for the IIBA. The presentation included an update of IIBA implementation related activities from the Department of Major Projects such as; the Business Capacity and Start Up Fund, the Ilagiiktunut Fund, the Wildlife Compensation Fund, and IIBA position staffing. After QIA's presentation, Forum participants and members of the public had an opportunity to provide comments and ask questions directly to QIA representatives.

QIA presented reports via a PowerPoint presentation, with printed versions in English and Inuktitut made available. QIA also provided printed copies of the following documents:

- 1. Complaints and Grievances Process Community Bulletin
- 2. Ilagiiktunut Nunalinnullu Pivalliajutisait Fund
 - a. Proposal Submission Guidelines
 - b. Application Package
- 3. Business Capacity and Start-Up Fund
 - a. Program Guidelines
 - b. Application for Business Funding
- 4. Wildlife Compensation Fund
 - a. Guidelines for Applicants
 - b. Claim Form

A copy of QIA's PowerPoint presentation can be found in **Appendix B**.

4. Community Comments, Recommendations and Next Steps

Community member comments and feedback were collected during the Forum and provided to both Baffinland and QIA. For the purposes of this report, comments were reviewed and have been grouped according to the IIBA Committee responsible for the Actions and Next Steps:

- 1. **Employment Committee** Oversight for enactment of IIBA provisions relating to workplace culture, and recruitment, hiring, education and training, retention and advancement of Inuit employees at the Mary River Project.
- 2. **Contracting Committee** Oversight for enactment of IIBA provisions relating to maximizing Inuit firm participation at the Mary River Project.
- 3. **Joint Executive Committee** Higher committee which provides oversight of the EC and CC, approvals and higher decision making, IIBA budgeting, etc.

As the purpose of this report is to allow for a record of recommendations and Actions and Next Steps to address them, comments regarding topics that were discussed but did not result in a recommendation or Action and Next Steps are not recorded here. The complete meeting record should be consulted for items not captured in this report, and if attendees and participants feel this report does accurately or completely address a comment or recommendation made during the Forum. The full meeting transcripts are available upon request to Baffinland or QIA.

4.1. Employment Committee

Maximizing Inuit participation continues to be a focus for both Baffinland and QIA. The IIBA outlines the mechanism for governing Human Resources, and specifically Inuit Human Resources through the Inuit Human Resources Strategy. The Inuit Human Resources Strategy was developed and approved by both Baffinland and QIA in January 2018 and helps to describe the underlying values, goals and high-level initiatives that Baffinland, in cooperation with QIA and other stakeholders as appropriate, will undertake to implement specific provisions of the IIBA relating to employment, education and training in respect of Inuit. Moreover, an IIBA Implementation Guide was developed following the ratification of the amended IIBA. This guide provides specific procedures and initiatives required by the Parties with regards to recruitment, employment, education and training, advancement and retention of Inuit employees at the Mary River Project.

To address comments made by community members, the following recommendations were made during the Forum and the following Actions and Next Steps were determined to address the recommendation, as outlined in **Table 4**.

Table 4- Recommendations to the Employment Committee

ID	Recommendations	Responsible	Actions & Next Steps
1.	Investigate opportunity to provide communities with soapstone discovered at the Project development.	Joint	To provide communities with soapstone, QIA and Baffinland have begun to investigate providing soapstone to the impacted communities. There are discussions in place to provide soapstone before the next APRF.
2.	Investigate providing training for captaining and boat maintenance prior to communities receiving vessels.	Joint	Baffinland and QIA have been investigating options that include facilities that can provide training, current Qikiqtaaluk captains with experienced crew and the training required to be certified for maintenance of ships. Baffinland and QIA will present its findings at the 2020 APRF.
3.	More communication to employees for flights	Baffinland	Baffinland has begun to roll out preflight communications through its BCLO's, such as contacting employees before flydays, similar to what is being done in Clyde River.

ID	Recommendations	Responsible	Actions & Next Steps
4.	Increase student attendance on site tours – representation from each community	Baffinland	Baffinland will visit high school students in the five impacted communities, beginning with the fall Employment and Training Information Session the week of October 6, 2019. Baffinland is coordinating site visits for students prior to the 2020 APRF.
5.	Consider creation of a Mary River Review committee		2020 APRF delegates will be selected in 2019 and form the Mary River Review committee. The Mary River Review committee will be provided quarterly updates by email and informed of Employment and Training Information and Contracting Information tours.
6.	Accessibility to medical doctors		Baffinland has started to engage with medical practitioners as it relates to preemployment medical services. A pilot of this was conducted in Pond Inlet in July 2019. An update will be provided at the 2020 APRF.
7.	More public information concerning discovery of minerals on-site.	Baffinland	Mineral exploration is detailed in Baffinland's Annual Report on Operations and informed by the Nunavut Water Board for exploratory drilling.
8.	Better public communication of success stories of employment	Baffinland	New to 2019, Baffinland is releasing a semi-annual newsletter that will include success stories of employment.
9.	Review rehire policy and improve its communication to employees and public.	Baffinland	The rehire policy is currently under review and to be formalized and circulated to employees. An update will be provided at the 2020 APRF.
10.	Review of corrective action policy — particularly regarding intoxication — awareness of employee assistance program and community counsellor program (alcohol and addictions)		Baffinland has a zero-tolerance policy for attending work, not fit for work. Baffinland's EAP program provides support through telephone counselling which is already in place. Baffinland is investigating through the medical practitioner for support related to substance abuse/alcohol and addictions.
11.	Investigation of policy/procedure to ensure employment	Baffinland	New to 2019, the Baffinland Inuit Recruitment Specialist, based out of Iqaluit ensures that proper follow up for

ID	Recommendations	Responsible	Actions & Next Steps
	applications are received by Baffinland		applicants from each community. This also includes, the Inuit recruitment specialist making frequent visits to the five impacted communities and Iqaluit.
12.	More cultural programming specifically women's sewing programs and working on the land.	Baffinland	In 2019, Baffinland has brought sewing machines where sealskins and other materials will be provided by the end of the year. Baffinland has also completed a on the land walking path behind the Sailivik Camp for Inuit to use on their time off.
13.	More discussions around barriers to employment.	Joint	The Parties are currently undertaking an Inuit Labourforce Barriers Analysis to understand barriers to employment at the Mary River Project and the Arnait roundtable looking at barriers to Inuit women. Outcomes of both will be reported at the next Forum.
14.	Addressing the need for staff, temporary employee, and student housing in communities.	Joint	Baffinland and QIA continue to consider how to best address this APRF Recommendation noting that per IIBA Subsection 12.1.7: "The Company and QIA agree that these provisions shall not impose any responsibility on the Company to assume the role of government or responsibility for social services and infrastructure."
15.	Improve communication for employees on medical leave. If needed, establish support for Baffinland employees that fail annual hearing tests to facilitate the assessment to get hearing aids.	Baffinland	Baffinland has started to engage with medical practitioners as it relates to preemployment medical services. Annual hearing tests to be incorporated in 2020.
16.	Baffinland to hire 6 BCLO's to ensure all 5 impacted communities have a BCLO.	Baffinland	Baffinland currently has BCLO's in each of the five impacted communities. Baffinland continues to grow the team under the Community and Strategic Development team in addition to the BCLO's role.
17.	Administer the Wildlife Compensation Fund (WCF) through QIA's Iqaluit office.	QIA	Internal conversation at QIA required. QIA JEC members to confirm.

ID	Recommendations	Responsible	Actions & Next Steps
18.	Improve communication of	Baffinland	New to 2019 and going forward, the
	employment opportunities after		Employment and Training Information
	training.		Sessions held every three months in the
			impacted communities will have a
			dedicated booth to discuss employment
			opportunities following completion of
			different training offered.
19.	Baffinland and QIA provide printed	Joint	Paper copies of translated presentations
	copies of the translated		will be provided at the 2020 APRF.
	PowerPoint presentations to		
	delegates.		

4.2. Contracting Committee

Baffinland and QIA continue to work together to achieve the goals set out in the IIBA regarding maximizing Inuit Firm participation at the Project. IIBA Implementation Guide Procedures were developed and approved in March 2019, detailing how the parties are supposed to implement the procurement and contracting provisions of the amended IIBA. This includes a more transparent process supporting Inuit firm success and providing feedback on unsuccessful bidding to improve future outcomes.

To address comments made by community members, the following recommendations were made during the Forum and the following Actions and Next Steps were determined to address the recommendation, as outlined in **Table 5**.

Table 5- Recommendations to the Contracting Committee

ID	Recommendations	Responsible	Actions & Next Steps
20.	Investigate the possibility of a lack of wage parity for employees performing the same task.	Baffinland	Baffinland is in the process of seeking management approval to ensure Horizon North's Inuit employees are paid the Northern Allowance. Baffinland has also initiated a study on community ground transportation contracts and the rates therein.
21.	Contractors attend future APRFs	Joint	In comparison to contractors attending APRFs in the future, , Baffinland now requires major contractors to attend at least one Employment and Training Information Tour of the five impacted communities per year. Baffinland believes this is a more effective way to involve contractors in community events.
22.	Report on non-Inuit firm spend.	Baffinland	Baffinland will begin reporting non- Inuit Firm Spend in its IIBA Annual Reports.
23.	Report publicly on turnover and gender distribution for contractors.	Baffinland	Baffinland will continue to report turnover and gender distribution at the APRF which is included as a public record in the APRF Report.
24.	Report on distribution of financial benefits from Inuit Firms to communities.	Baffinland	While Baffinland cannot report on financial benefits to communities from individually or privately-owned Inuit Firms, Baffinland is currently

ID	Recommendations	Responsible	Actions & Next Steps
			working with Arctic Co-Operatives
			Ltd. to jointly report on financial
			benefits to communities as a result of
			Baffinland's contracts with entities
			wholly or partially owned by one or
			more co-operative associations. This
			includes the following contracts:
			Arctic Co-Operatives (for charter
			services), Eclipse Camp Solutions (for
			camp services), and Nuna East (for
			earthworks).

4.3. Joint Executive Committee

The Joint Executive Committee consists of senior level management officials from both QIA and Baffinland and is the decision-making body ultimately accountable for IIBA implementation. Certain recommendations made by community members during the forum require higher level decision-making and have been deferred to the Joint Executive Committee for direction to the lower IIBA committees. As such, these recommendations will require additional time to consider and enact appropriately. The following Actions and Next Steps were determined to address the recommendations made, as outlined in **Table 5**.

Table 5 – Recommendations to the JEC

ID	Recommendations	Responsible	Actions & Next Steps
			Baffinland employs extensive
			monitoring programs at the
			Project. In addition, Baffinland
			regularly meets with the HTO in
			each community on regional
			monitoring programs and results.
			Baffinland has provided additional
			monitoring programs for Pond
			Inlet and if additional monitoring
25.	Establish independent wildlife monitor	Joint	programs are required, Baffinland
25.	in each impacted community.		will employ these programs if the
			Project scope changes over time.
			Baffinland will also be providing
			marine research vessels in each of
			the North Baffin Communities.
			An update on the monitoring of
			wildlife in each of the Five
			Impacted Communities will occur
			at the 2020 APRF.
	Continued discussions with MHTO on	Baffinland	Baffinland continues discussion
26.	the KM 13 crossing.		with the HTO to address the KM 13
			crossing, noting that the area of
			discussion is outside of the
			Baffinland lease boundary line and
			is on Inuit owned lands.
	David Qamaniq does more proactive	QIA	The QIA Inuit Engagement
27.	community outreach and engagement		Specialist and the Community
	to inform the 5 impacted communities.		Liaison Officers will meet to
			discuss community engagement
			strategies in addition to the
			engagement initiatives required
			under the amended IIBA and
			included in the 2019-20 AWP.
	Include stop signs on the Tote Road		Stop signs will be erected along
28.	crossings.	Baffinland	the Tote Road at crossings by the
	_		end of 2019.
29.	Investigate possibility of community	Baffinland	Baffinland and QIA will write a joint
	security for onsite employees while at		letter addressing the security
	project.		concerns regarding the
			employee's dwellings while they
			are away working at the mine site.
			This letter will be sent to the
			RCMP, the GN Minister of Justice
			and the Hamlet Council. We will
			try to enlist the help of the various
			entities to create both awareness,

ID	Recommendations	Responsible	Actions & Next Steps
			and workshop solutions to the
			concerns of the community.
	Article 12 he revisited and increased		QIA will consider revisiting Article
30.	Article 12 be revisited and increased	QIA	12 during the next renegotiation
	reflective of the ore shipped.		of the IIBA.

5. Implementation of Forum Recommendations

At the end of the Forum, the representatives from QIA and Baffinland met to review the recommendations that had been collected. All the recommendations from that meeting have been included in this report and will be appropriately addressed in the 2019-20 IIBA Year. Updates to the recommendations will be discussed at the 2020 Forum, to be hosted in Pond Inlet.

Many of the Actions and Next Steps will involve discussion at the Joint Executive Committee. The Joint Executive Committee, with the support of Employment Committee and Contracting Committee, will attempt to address any unresolved issues arising from the recommendations of the Forum. If the Joint Executive Committee does not implement the recommendations of the Forum, a written reason will be prepared and provided to the Forum's participants at the 2020 Forum.

Appendix A: 2019 Forum Agenda

2019 IIBA Annual Project Review Forum

Baffinland Iron Mines and Qikiqtani Inuit Association Public Meeting

Meeting Location: Clyde River, NU

Date: May 28th to May 31st, 2019

Time: 8:30AM to 5:30PM (Day 1)

8:30AMto 4:30PM (Day 2)

AGENDA:

DAY 1 – May 29, 2019

Start Time	End Time	Item	Concordance with IIBA	Presenter(s)		
8:30	9:00	Lighting of the Qulliq & Opening Prayer by Elder, Akitiq Sanguya Opening Remarks from Clyde River Mayor, Sandy Kautaq				
9:00	9:30	IIBA Executive Committee Co-Chair Welcome and Opening Remarks, Summary of Day 1		Qikiqtani Inuit Association + Baffinland		
9:30	9: 45	Baffinland: Project Update & Site Activities	14.6	Baffinland		
9:45	10:00	Health Break				
10:00	10:30	Review of 2018 Forum Recommendations		Qikiqtani Inuit Association + Baffinland		
10:30	10:40	Baffinland: Health and Safety	14.6 (a,b,c,d,h) 14.9 (a-e)	Baffinland		
10:40	11:10	Baffinland: Environmental Monitoring	14.6 (a,b,c,d,h) 14.9 (a-e)	Baffinland		
11:10	11:20	Baffinland: Community Engagement	14.6 (a,b,c,d,h) 14.9 (a-e)	Baffinland		
11:20	11:30	Baffinland: Management Plans and Emergency Preparation	14.6 (a,b,c,d,h) 14.9 (a-e)	Baffinland		
11:30	12:00	Questions & Comments from participants (break out session)				
12:00	1:15	Lunch Break				
1:15	2:45	Baffinland: Employment & Training	14.6 (a)	Baffinland		
2:45	3:00	Integration of Inuit Culture	14.6 (a)	Baffinland		
3:00	3:20	Baffinland: Contracting	14.6 (a)	Baffinland		
3:20	3:30	Baffinland: What's next?	14.6 (d)	Baffinland		
3:30	3:45	Health Break				
3:45	4:15	Baffinland: Impact on Communities	14.6.(i)	Baffinland		
4:15	5:15	Questions & Comments from participants				
5:15	5:30	Closing remarks from Baffinland and QIA		Qikiqtani Inuit Association + Baffinland		

AGENDA:

DAY 2 – May 30, 2019

Start	End	ltem	Concordance	Presenter(s)		
Time	Time		with IIBA			
8:30	9:00	Lighting of the Qulliq & Opening Prayer by Elder, Akitiq Sanguya IIBA Executive Committee Co-Chair Welcome and Opening Remarks, Executive & Management Committee	14.4 (a-h), 14.8 (a-b)	Qikiqtani Inuit Association + Baffinland		
9:00	9:15	Purpose of the Annual Project Review Forum		Qikiqtani Inuit Association		
9:15	9:30	The Role of the QIA in Inuit Impact and Benefit Agreement Implementation		Qikiqtani Inuit Association		
9:30	9:45	QIA Department of Major Projects – Department Activities		Qikiqtani Inuit Association		
9:45	10:00	Health Break				
10:00	11:00	 Fund Administration Ilagiiktunut Fund Business Capacity and Start-up fund Wildlife Compensation 		Qikiqtani Inuit Association		
11:00	11:30	Review of 2018 Forum Recommendations		Qikiqtani Inuit Association + Baffinland		
11:30	12:00	Questions & Comments from participants (break out session)				
12:00	1:15	Lunch Break				
1:15 1:35 1:55 2:15 2:35	1:35 1:55 2:15 2:35 2:55	Communities Recommendations		Community Representatives		
3:00	3:15	Health Break				
3:15	3:45	Day 1 Review of Recommendations		Qikiqtani Inuit Association		
3:45	4:15	Names drawn for Door Prizes Forum Photo				
4:15	4:30	Baffinland & QIA: Concluding Remarks	Qikiqtani Inuit Association + Baffinland			

Appendix B: QIA Materials Presented







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HIGHLIGHTS OF QIA'S WORK IN 2018-2019

- Q-STEP/Tuttarvik promotion
- IQ gathering
- Promotion of QIA programs
- Started a new IIBA





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MEET OUR NEW TEAM MEMBERS

 Jared Ottenhof - Senior Manager, Department of Major Projects

 Chantelle Masson - Program Manager, Q-STEP



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WHAT IS QIA'S ROLE IN THE IIBA?



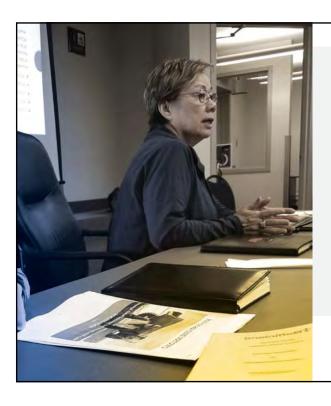
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WHAT IS QIA' SROLE IN THE IIBA?

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EVALUATE IF THE IIBA IS WORKING FOR INUIT AND RENEGOTIATE THE IIBA EVERYTHREE YEARS





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RENEGOTIATION OF MARY RIVERIIBA

The renegotiation focused on areas such as:

- Increasing local contracting opportunities
- Increasing Inuit employment rate
- Increasing Inuit education and training
- More support for employees to travel to the mine





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HIGHLIGHTS OF THE RENEGOTIATED MARY RIVER IIBA

- \$10 million toward the design and construction of a regional training centre in Pond Inlet
- \$400,000/year Harvesters Enabling Fund
- \$300,000/vessel Marine Equipment Program
- \$200,000/year Pond Inlet Monitoring Fund
- Expanded Inuit training budget
 - \$2.25 million per year from 2018-2021
 - \$1.5 million per year from 2021-2031



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WHAT IS QIA' SROLE IN THE IIBA?

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HELP INUIT ACCESS THE BENEFITS IN THE IIBA LIKE JOBS, TRAINING, AND CONTRACTS WITH THE MARY RIVER PROJECT





Δωρστρος: Οράδοσφος: Οράδοσφος: Οράσοσφος: Ορασοσφος: Ορασοσφος:

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EMPLOYMENT RESOURCES: TUTTARVIK

An online resource that connects Qikiqtani Inuit with job, career and training opportunities.

For more in Formation ContaCt us: tuttarvik@qia. Ca





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EMPLOYMENT RESOURCES: TUTTARVIK

- QIA travelled to all Qikiqtani communities to set up enrollment stations and to promote Tuttarvik.
- More than 700 Inuit have already registered with the program.
- Enrollment has more than doubled this year compared to last year





Q-STEP

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QIKIQ TANI SKILLS AND TRAINING FOR EMP LOYMENT PARTNERSHIP (Q-STEP)

- Aims to boost skills development and increase Inuit employability across the Qikiqtani Region
- Delivers training to Inuit seeking employment with a focus on Inuit women and youth





Q-STEP

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TRAINING STREAMS

The program has four streams:

- Work Readiness
- Skilled Trades Apprenticeship
- Heavy Equipment Operation
- General Skills





Q-STEP

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WORK READINESS STREAM

Pre-employment, work readiness and essential mining skills





Q-STEP

SKILLED TRADES APPRENTICESHIP STREAM

- Training combines both on the job work-based training and technical training in a classroom
- Apprenticeships may include welders, plumbers, electricians, carpenters, mechanics and housing maintainers





Q-STEP

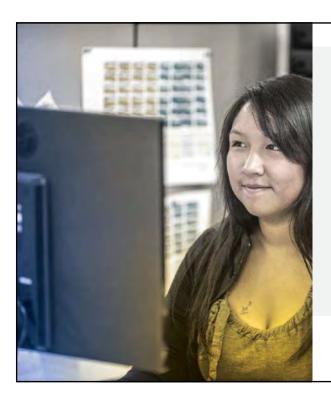
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HEAVY EQUIPMENT OPERATION STREAM

- Participants attend the Operating Engineers Training Institute of Ontario (OETIO) in Morrisburg Ontario
- Training in loader, excavator, dozer and grader operations may be offered





Q-STEP

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GENERAL SKILLS STREAM

- training to essential skills that provide the foundation for learning
- training may include academic upgrading, literacy, numeracy, communications skills, computer skills or vocational learning





Q-STEP

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PROGRESS TODATE

- 71 completed the Work

 Roadiness stream
- 60 graduated from the Heavy Equipment Operators stream
- 8 from the first round

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- 21 enrolled in the Trades Apprenticeship stream
- 13 started in February
- 5 completed the General Skills stream







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2017 14.15% 2018 13.88%

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PASTINUITEMPLOYMENTAT MARY RIVER

2017 - 14.15% 2018 - 13.88%

2018 Details

April 1 – June 30: 297 Inuit out of 1,845 employees

July 1 – September 30: 357 Inuit out of 2,445 employees

October 1 – December 31: 357 Inuit out of 2,027 employees

January 1 – March 31: 365 Inuit out of 1875 employees





2019Γ ቴ⁰ᡥᠲ᠘᠌ᢦᢐᡃᡬᡳᢞ᠘ᡥᢗᡥᡥᠲᢐ

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- 人によられるさで 23%
- Δ=σσσς/Lτς 10%

2019 MINIMUM INUIT EMPLOYMENT GOALS

QIA negotiated a new approach and targets for the Minimum Inuit Employment Goals for the 2019-2020 year based on job category:

- Semi-Skilled 23%
- Skilled 10%
- Management 2%

targets are expected to increase as employed Inuit advance through promotion





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DESIGNATED INUIT FIRM LIST

Two advanced contract notifications were sent to firms registered on the Designated Inuit Firm List last year



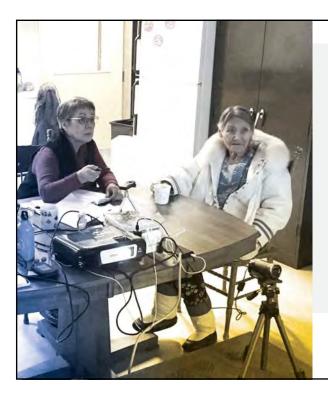
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WHAT IS QIA' SROLE IN THE IIBA?

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GATHER IQ TOINFORM DECISION-MAKING AND PROMOTE ITS USE





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IQ GATHERING

- 2019: Eva Aariak conducted interviews in Pond Inlet
- Over 25 interviews conducted with knowledge-holders
- IQ informs QIA decision-making





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PROMOTION OF QIA PROGRAMS

QIA promoted Tuttarvik and Q-STEP to attract new applicants as well as new employers

- Nunavut Tradeshow, September 2018
- Nunavut Mining Symposium, April 2019



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ADMINISTER IIBA PROGRAMS





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IIBA PROGRAMS

- Ilagiiktunut fund
- Business capacity and startup fund
- Wildlife compensation fund





ILAGIIKTUNUT FUND

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ILAGIIKTUNUTFUND

Funding is for social and cultural projects for:

- Inuit living in the five impacted communities
- Organizations in, or working with, the five impacted communities
- Projects that run for a maximum of two-years





ILAGIIKTUNUT FUND

2018-2019Γ Δείοορι βαργΔι

\$864,962 - 19 ለሮሴላነነና

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2018-2019 ILAGIIKTUNUTFUND

\$864,962 - 19 projeCts

- 3 Arctic Bay
- 3 Clyde River
- 2 Hall Beach
- 5 Igloolik
- 2 multi-community





ILAGIIKTUNUT FUND

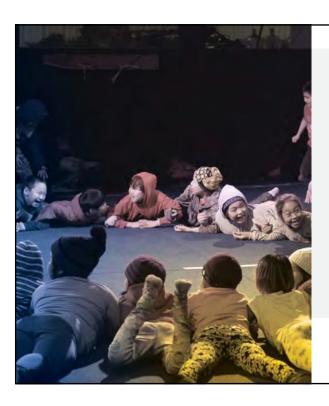
2018-2019 בכפיסט פיסי ארתפי

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- 2018-2019 ILAGIIKTUNUTFUND PROGRAMS

• community feasts

- pre-school programs
- sewing programs
- on-the-land programs
- youth programs





ILAGIIKTUNUT FUN

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- \$550,000 ԳΡΡԿ-Cσ-bd-σ-c
- \$550,000 <a^c^c^c

FUND INCREASES

llagiiktunut fund was renegotiated and increased by \$350,000/year.

Now \$1.1 million per year

- \$550,000 from QIA
- \$550,000 from Baffinland







BUSINESS CAPACITY AND STARTUP FUND

FUNDING IS FOR BUSINESS TRAINING , BUSINESS PLANNING , AND BUSINESS START-UP AND EXPANSION COSTS.





BUSINESS CAPACITY AND STARTUP FUND

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BUSINESSES MUST BE:

- Registered on the Nunavut Tunngavik Inc. Inuit Firm Registry
- Operating in the Qikiqtani Region
 - Priority is given to businesses in the five impacted communities
- At least 51 per cent Inuit owned and controlled





BUSINESS CAPACITY AND STARTUP FUND

\$130.196

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2018-2019 BUSINESS CAPACITY AND STARTUP FUND

\$130,196

- 6 business development projects
- 1 regional capacity development project





BUSINESS CAPACITY AND STARTUP FUND

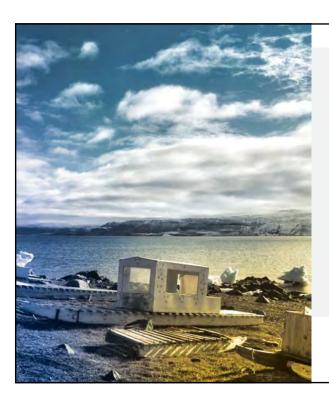
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BUSINESS CAPACITY WORKSHOPS

- Held February to June 2019
- 6 communities: Arctic Bay, Clyde River, Hall Beach Igloolik, Pangnirtung and Pond Inlet





WILDLIFE COMPENSATION FUND

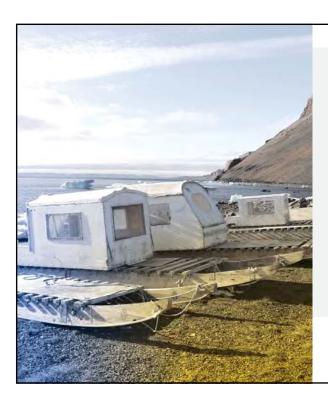
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FUNDING IS FOR LOSS, DAMAGE OR EXTRA COST CAUSED BYTHE MARY RIVER PROJECT:

- Wildlife loss
- Damage to equipment
- Extra costs/Interference





WILDLIFE COMPENSATION FUND

2018-2019 בולכת פין מף כפל אין פו פין

\$59,385

- \$14,675: ◁∜៤८℃
- \$19,600: F'OLCCLF 4%a7'Oca26d'
- \$13,435: ◁ੴഫ്८९೧
- \$11,675: ◁∜ੂ᠘╯∩

2018-2019 WILDLIFE COMPENSATION FUND

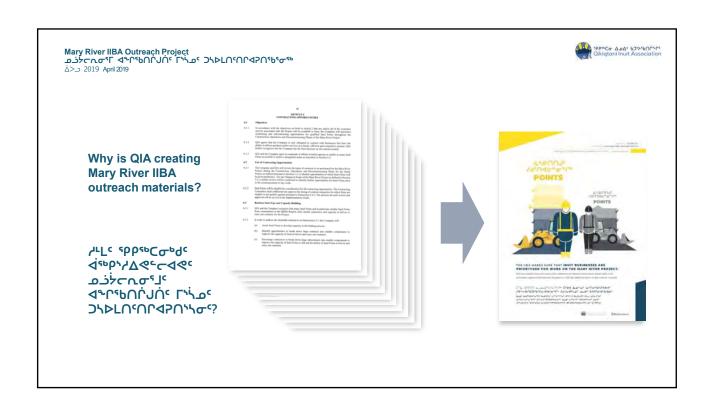
\$59,385

- \$14,675: Hunter
- \$19,600: Mittimatalik HTO
- \$13,435: Hunter
- \$11,675: Hunter





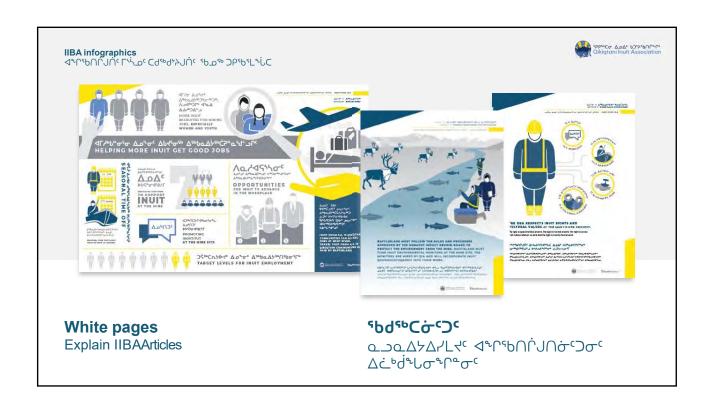


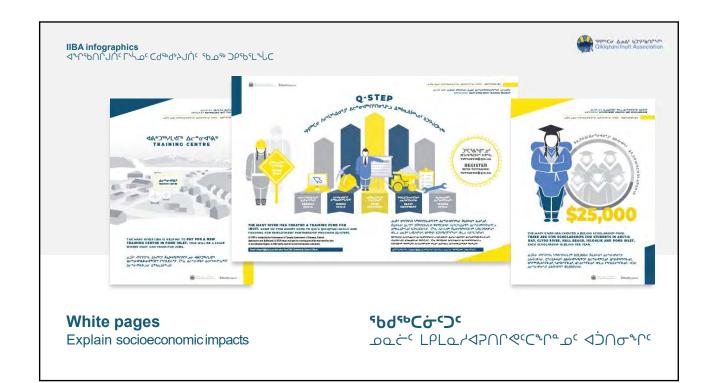


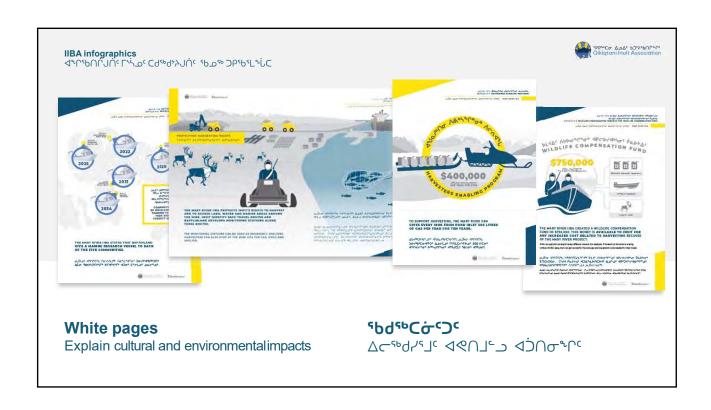




Explain Mary River ProjectInformation











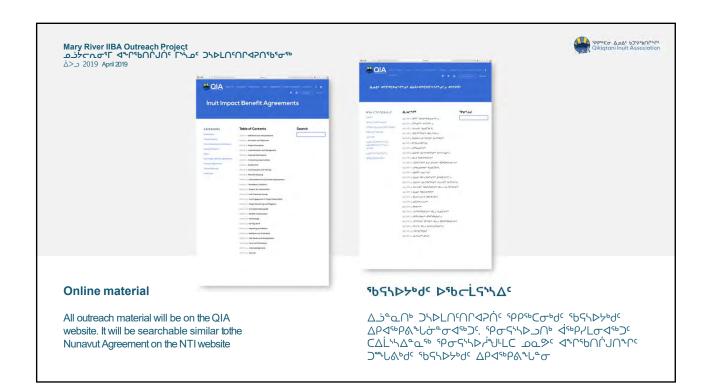


Printed package includes

- All infographics
- Original legal text
 Package will be distributed to all five communities

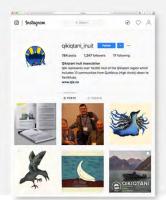
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Social media campaign

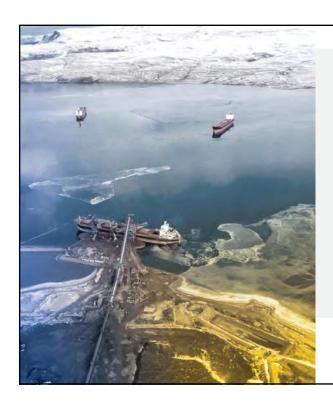
Outreach material will be shared through:

- Facebook
- Instagram
- Twitter

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BAFFINLAND PROPOSED APHASE 2 PROJECT

QIA submitted comments to NIRB on Baffinland's proposed project

- •102 information requests areas of focus were
- The gathering and use of IQ
- Socio-economic benefits to Inuit
- 51 technical comments Key
 - Effects on marine mammals





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QIA'S RESPONSE TO THE PHASE 2 PROPOSED PROJECT

- June 17 to19 is the second NIRB technical meeting on Phase 2
- · QIA will present to NIRB on IQ and cumulative effects





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QIA'S RESPONSE TO THE PHASE 2 PROPOSED PROJECT

QIA's key concerns:

- The impact of increased shipping on The cumulative impacts of the marine wildlife and habitat
- The impact of the north rail line on water, traditional land use, and wildlife
- north and south rail line
- Ensuring that benefits are associated with phase 2, and that these benefits meet the needs of Inuit



Appendix C: Baffinland Materials Presented



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Purpose of the Forum

- Share updated status of the project with communities
- Provide communities with opportunity to ask questions
- Discuss items raised by community participants that relate to the IIBA
- Develop recommendations to the Joint Executive Committee



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Baffinland

Agenda

Day 1

- Housekeeping and Safety Share
- Introduction of Executive & Management Committees
- · Project update and site activities
- IIBA priorities
 - o Safety and environment
 - o Employment
 - o Training and capacity building
 - o Contracting
- Question and comment sessions will be held throughout the day

Day 2

- Summary of Day 1
- · Presentation from the QIA
- Question and comment sessions will be held throughout the day

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Forum Participation and Introductions

- The Forum is held annually in one of the five North Baffin Communities listed under the IIBA
- The event is open to the public in the hosting community
- Event includes senior representatives from both Baffinland and QIA, as well as community representatives from all five North Baffin Communities



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Record of Proceedings

- All forum proceedings will be transcribed and made available to community members
- A joint record of proceedings and report, including recommendations, will be developed and issued to the Joint Executive Committee



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Renegotiation of the IIBA

- Over the course of 2018, Baffinland and QIA began and completed renegotiation of the IIBA in accordance with Article 22.
- The amended IIBA was signed by the President of QIA and President and CEO of Baffinland in Iqaluit during the QIA Annual General Meeting on October 3rd.
- Baffinland and QIA have jointly committed to increasing the benefits of the Mary River Mine to Nunavummiut by enhancing the focus on Inuit training and employment.

This will be done through:

- Increased skills and training opportunities to provide Nunavummiut with the skills they need to gain meaningful employment at the Mary River Mine including:
- Programs designed to specifically increase Inuit employment in all aspects of Baffinland's organization
- Improved support for all residents of the Qikiqtani communities



Signing of the Amended Mary River Project Inuit Impact Benefit Agreement ላበር ኮሲኖ ላቸየ ላበታ ይጋት እና ኦንና ታላጎልት ልቃልና ላትጋትር ኦታላጎ ታሪት ላይላትላት ርጉ ፈኦበት የታጋጎ ላት የጋስና



Baffinland Iron Mines Corporation President and CEO Brian Penney (center left) is pictured with P.J. Akeeagok, President of the Qikiqtani Inuit Association, following the signing of the Amended Mary River Project Inuit Impact Benefit Agreement.

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IIBA Committees

Article 4 of the IIBA addresses the structure for oversight of implementation of IIBA commitments. Oversight is provided by three committees:

- Joint Executive Committee (JEC)
- Employment Committee
- Contracting Committee.



2018 IIBA Committee Structure

1.2.1 Joint Executive Committee (JEC) - IIBA Article 4.2

At the end of 2018, the identified JEC members were as follows: **Baffinland Representatives:**

Grant Goddard, Vice President Sustainable Development and Human Resources (Co-Chair)

Mark Scherer, Chief Procurement Officer

Qauyisaq Etitiq, IIBA Coordination Manager

OIA Representatives:

Levi Barnabas, Executive Member at Large, Community Director, Arctic Bay (Co-Chair)

Robert Bourassa, IIBA Manager Jared Ottenhof, Senior Manager, Major Projects QIA technical support

1.2.3 Contracting Committee

At the end of 2018, the identified Contracting Committee Members were as follow:

Baffinland Representatives:

David Vendramin, Procurement Lead Services and Processes Song Yang, Senior Contracts Specialist Qauyisag Etitig, IIBA Coordination Manager

QIA Representatives:

Robert Bourassa, IIBA Manager Eva Onalik, IIBA Employment and Training Specialist QIA Technical Support

1.2.2 Employment Committee

At the end of 2018, the identified Employment Committee Members were as follows:

Baffinland Representatives:

Annu Sira, Corporate Human Resources Manager Marsha Chetty, Director, Organizational Effectiveness

Robert Tookoome, IIBA Employment and Training Specialist Qauyisaq Etitiq, IIBA Coordination Manager

QIA Representatives:

Robert Bourassa, IIBA Manager

Chantelle Masson, Program Manager, Q-Step

Eva Onalik, IIBA Employment and Training Specialist

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Role of the Joint Executive Committee

- Assess expected project workforce requirements and projected availability of Inuit seeking employment
- · Review education and training opportunities on an annual basis
- Maintain a list of designated Baffin Inuit
- Review annually the list of contracts awarded
- · Make recommendations to enhance the results of Inuit participation and other objectives of the IIBA



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Role of the Contracting Committee and Employment Committee

- Asses expected Project workforce requirements and projected availability of Inuit seeking employment on the Project
- Share information regarding the process of training initiatives, employment targets and contract awards
- Regularly update data to be supplied to the Joint Executive Committee for reporting purposes as set forth in Section 20.1
- New Contracts and associated advanced contract notifications to benefit Inuit Firms
- Communicate any operational concerns of the Company and QIA as they relate to implementation of this Agreement Bring forward items of concern from either Party to the Joint
- Executive Committee to review and to attempt to resolve the concern
- Make recommendations to the Joint Executive Committee on appropriate actions to enhance results of Inuit participation and other objectives of this Agreement
- Participate in annual planning, including development of the Annual IIBA Work Plan



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Summary of Meetings

- Employment Committee:
 - · May 30, 2018 Oakville, Ontario
 - July 10, 2018 Teleconference
 - August 22, 2018 Teleconference
 - October 25, 2018 Mary River
 - · December 4, 2018 Igaluit, Nunavut
- · Contracting Committee:
 - May 29, 2018 Oakville, Ontario
 - July 9, 2018 Teleconference
 - August 2, 2018 Oakville, Ontario
 - December 13 Oakville, Ontario
- Joint Executive Committee
 - January 11, 2018 Iqaluit, Nunavut
 - March 14. 2018 Teleconference
 - July 4, 2018 Teleconference
 - August 24, 2018 Iqaluit, Nunavut
 - December 7, 2018 Ottawa, Ontario



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Summary of Activities: Employment Committee

- Review of Education and Training Fund proposals.
- Development of Engagement Walls at Mary River and Milne Port
- 2018 Workplace Conditions Review Survey.
 - This survey indicated areas of improvement such as adding cultural programming and access to traditional activities such as hunting and fishing.
- Complaints and Grievances Mechanisms
- Career and Information Tour
- Finalized the 2018 Annual Project Review Forum Report
- Inuit Human Resource Strategy Rollout
- IIBA Implementation Guide Development



مکنیاللا کمپود ለলሲ₫^ናሲታ▷ፈĽፈው⁶: ᡩ᠑ᡩ᠑᠆ᠬᢣ᠈ᠳ᠉᠂ᡋ᠒ᢣᠺᡄ^᠘

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Summary of Activities: **Contracting Committee**

- Inuit Procurement and Contracting Strategy (IPCS) Implementation Procedures
- Procurement and Contracting Community Tour
- Planning for provision of Country Food at Site
- IPCS Rollout and Implementation Guide
- Legacy Contracts
- New Contracts and associated advanced contract notifications



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Summary of Activities: Joint **Executive Committee**

- Reviewed and Approved the 2018 Work Plan, which included setting the MIEG for 2018
- Reviewed and Approved the following IHRS Procedures:
 - o Posting

 - Skills and Experience Equivalencies
 - Management and Advanced Skills Training 0
 - Identifying Inuit Trainers
- Reviewed the 2018-2019 Work Plan- with discussion on the 2019 MIEG
- Reviewed the 2019 MIEG Process Submission
- Reviewed and Approved the IIBA Orientation Program
- Undertook work to review and provide direction on the development of the IIBA Implementation Guide





۳۶۲۰ ۵۰ کخر ۵۰ کاخره The Mary River Project

- ዾዾ▷< Δጋ⊲σና ΔΡϤʹᡫσና ▷ንናጐσϤኈጋና ປͰጋ ኣልናንነ\ΓσናЈና ኣጋ፧L'ኣΔል፧Γ° ለርቴሲ⊲ቴъ՞Րናጋኈ, <ልኈ፟≟৽ና ⊲▷፦ሬ፨በቴ▷በՐናርናσ⊲ኈጋታ⁰ ▷Γ⊲ናጚፈነሪና ኣልናንነኣኈ (DSP) ኣፌነቴዮσሲብቴъ՞Րናጋσ
- · Baffinland is amongst the highest ore quality and quantity worldwide
- Deposit No. 1 is currently the largest known deposit of high grade iron ore in the Mary River area. The deposit has a total strike length of ~4 km. Reserve estimates to date, in proven and probable categories, total more than 390 million tonnes at an average grade of 65%
- Underground mining and tailings ponds are not required, Baffinland produces a Direct Ship Product (DSP) which does not require processing

Year ▶ P ▶%	TonnageC°\	%Fe \ል ፍታ ^ኑ
2015	916,433 wmt	68.2%
2016	2,720,636 wmt	67.7%
2017	4,064,397 wmt	67.8%
2018	5,094,477 wmt	67.4%



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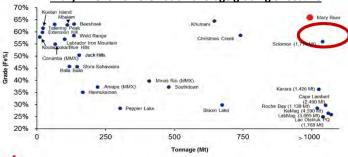
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Mary River Iron Ore

The typical grade of iron which is mined for profit is roughly 25% iron (Fe). The crude ore that is mined in Canada typically grades between 30% and 40% Fe

- Ore grading more than 54% Fe is high-grade and does NOT require processing
- Ore grading less than 54% Fe is low-grade and requires processing





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- How Do We Mine?
- With an iron ore grade this high, it's actually a pretty simple, six-step process.
 The process does not create any tailings

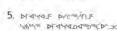
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- Trucks haul the blasted ore to the crusher
- Blasted ore is crushed into lump and fines







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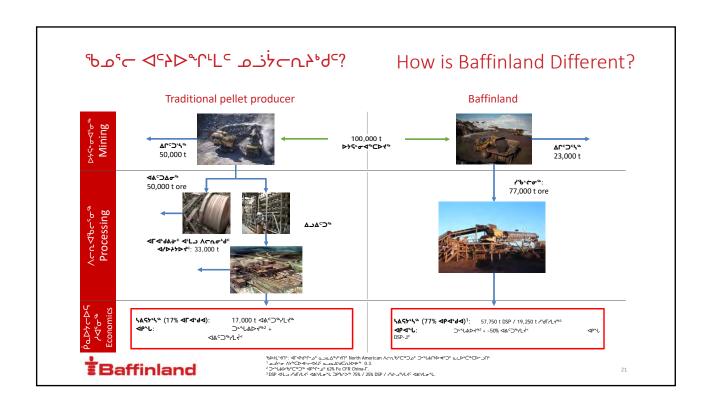


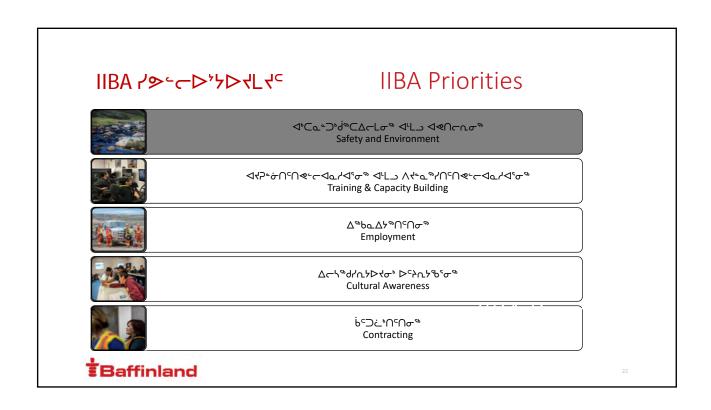


- A ship loader is used to load iron ore on ships
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 - 6. Ore is shipped to our customers worldwide









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We are committed to conducting business in accordance with principles of sustainable corporate responsibility

ለ⊏ሴ⊲`\ሴንቃ° Our responsibilities

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- Operate safely, with fiscal responsibility
- · Protect the environment
- · Create authentic relationships



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IIBA Environment and Health and Safety Requirements

Baffinland provides QIA with the following information as outlined in Article 14.6 of the IIBA:

- A summary of the previous year's operation & current operations of environmental performance and safety (Article 14.6 [a])
- A summary of monitoring reports of Governmental Authorities, including NIRB, for the previous year (Article 14.6 [b])
- The following year's plan of environmental and safety targets (Article 14.6 [d])
- Identification of proposed amendments to key management & monitoring plans (Article 14.6 [e])
- Wildlife observations and incident reports, including all reports and information regarding wildlife compensation (Article 14.6 [h])





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Health and Safety

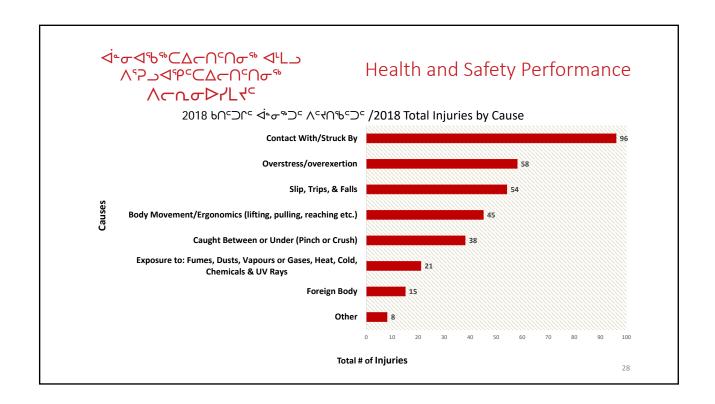
- Baffinland is committed to the health, safety, and wellness of all employees, contractors and subcontractors working for the company
- Safety First, Always is a core value at Baffinland
- In 2018 we revised and implemented our new Field Level Risk Assessment (FLRA), the most important Risk Management tool for the workforce



2018 Health and Safety Statistics

ዔ⊿∆ናσልσ∿ Incident Type	<ልጎ≟^ና ኣልናታነጓረ>%ልነ ժ⊲>ሊነ÷ Baffinland Iron Mines Corporation		Þ^&Þ-୮ ⊲-८-\&^し Oakville Office	۴°∿J⊲ دےا ک کخرم Mary River and Milne Inlet
пісіаені туре	2018	PTD	2018	2018
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Fatality	1	2	0	1
∆°bฉ∆ኦ'σና⅃ና "ው°b⊂ሥbЈСሥታሲ⊲'b°/Ľጚና (LTI) Lost Time Incident (LTI)	7	18	0	7
∆°ba∆ኦ°σ°⅃՟ "ºbb∆rฉ구⊂▷rL代° ზي∩ՈՐ (LTI Fr*) Lost time incident Frequency (LTI Fr*)	0.46	0.32	0.0	0.46
Δ°bo.Δ/ኦ°&ነΓ ზ.ρΔ/L代 (RWC) Restricted Work Case (RWC)	0	28	0	0
d የተያጋትር ግባር (MAI) Medical Aid Incident (MAI)	13	66	0	13
d፦ጐ°ጋ%ናበሩጋJ (FAI) First Aid Incident (FAI)	182	866	0	182
ዔና∩⊲∩°≀L≪	1.3	2.33	0.0	1.3
ላት∆°⊃ና ለናጋ⊃ላዋσናЈና ላነ∟ఎ ለ'ዕጠና ለናናጋና Near Miss (NM) & Property Damage	371	1,578	1	370
ዄ⊳ት\ናጐና/ቴ⊳ት\ሲ⊲°ረLơና Audits/Inspections:	549	1,831	2	547
ΔϧʹϚ͵ϲ·ͺϹϲ Person Hours	3,481,432	12,353,821	153,621	3,327,810

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^{*}ቴና//ቴኖፕና ጋድኒልቴና>ና Δቴናማ 1 ୮፫ ላቴም Δውነ ጋና ላር Drijs/*Frequencies are calculated to 200,000 person hours

Health and Safety Systems Field Level Risk Assessments (FLRA) ▷<ʰ/L♭Ր∿Ժ ℆ՃՈՐ≪ Orientation and Employee Training Job Hazard Analysis (JHA) ᡏᢗᡶᠺᢂ) ᡃᠲᠵ᠘ᢗᡴ᠋ᢦᡎ᠘ᠿᡑᢆᠸᡎᢆᢛᠳᢂᡶᠴ ᠘ᡎᡗ᠘ᡩ᠘ᡙ᠘ᢢᢗ᠘ᢤ᠘ ᠘ᢛᡏ᠋᠘ᠳ᠘ᡎ᠘ % (JHA) [%] δ ለᢣᡙᢈ᠉ᢣᠬᠸᢦ᠘ᠾ Incident Investigation and Root Safety first, Always. Worksite Inspections This is how we work! Analysis%_\delta d*\O-\J Δ[®]bαϧʹል^c Δσ[®]Γ^c ⅆℴℂⅆℯⅅÅℯℂ⅋<mark>℮</mark>ℾ℠ ᢓ᠘᠘ᠳ᠘᠘᠘᠘᠘᠘᠘᠘᠘᠘ $C\Delta L^{\iota}U \subset \dot{L}^{\iota}U$. $C\Delta L^{\iota}U$ $C\nabla\Gamma_{\sigma}\nabla_{\lambda}4U_{\rho}$ ᠘ᢛᠹᠳ᠋᠋᠘ᢣᠺ_ᡎᡗᢌᡗᡄ᠋ ᡉ᠘ᠸ᠊ᡟᢐᡩᡃᢆᡫ^ᢏ ᢀᡝᢞᡀ᠒᠒᠉ᢞᠰ᠌ ᢐᢂ᠘ᢣ᠘᠘᠆ᠰᢈ᠘ᡰ᠘ Λ 2 \rightarrow 4 $^{\circ}$ C Δ c \cap 1 $^{\circ}$ C \rightarrow 1 $^{\circ}$ C \rightarrow 2 $^{\circ}$ C \rightarrow C \rightarrow 2 $^{\circ}$ ᠰᠸᠬ᠘ᠳ᠘ᢏ᠙ᡯ᠘ᡧ᠘᠙᠘ᡧ᠘᠘ᡧ᠘᠘ᡧ Occupational Health and Safety Committee Safe Workplace Procedures and Standards Δ ba Δ s a constant of the second section Δ based on Δ based $\Lambda C^{*}D \cap \Upsilon^{*}D^{*}C^{*}D$ Δ° ba Δ° 8 $^{\circ}$ 6'- $^{\circ}$ C L $^{\circ}$ C $^{\circ}$ L $^{\circ}$ ᠕᠌᠌᠘ᠰ᠘᠘᠙᠘᠘᠘᠘᠘᠘᠘᠘ **Layered Audits** ᡃᢐᡄᡎ_ᢗ ᠘ᡄᠮ᠕ᡘ᠘ᡊ

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 △ዾゃ³ጋ 2018 ጳ'℄ͿϹႾჼ/ኦႶჼႱ Þነና\ჾჃ'ል\Γ Λ'ア」ጳ'ዮ状ჽና>ჼ< パႷჽჁႶል\Ⴑ \citacon 1000 / 1000

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Response Preparedness

- Baffinland's Mine Rescue Team trained throughout the year and participated in the 2018 Annual Mine Rescue Competition placing 2nd overall. The following training also took place throughout the year:
 - o Five-day basic training: 1380 Hours
 - o OPEP/SVOP: 504 Hours
 - o AMFR: 600
 - o First Aid with CPR: 1216 Hours
- Emergency Response Plan revised and updated



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Commitment to Sustainable Development

Corporate social responsibility

- Commitment to operate the Project in an environmentally and socially responsible way
- Commitment to minimize potential negative effects of the Project on the environment
- Commitment to enhance social benefits of the Projects to stakeholders and Inuit communities

Regulatory Permits and Approvals

- Project Certificate No. 005, Commercial Lease, Water License, IIBA
- · Annual reports to ensure regulatory compliance

Monitoring Programs

- Marine Mammal
- Marine Habitat
- Freshwater and Fish Habitat
- Dust and Air Quality
- · Birds, Caribou and Vegetation
- Water Quality and Quantity



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Marine Environment

Marine Environment and Mammal Monitoring

Marine Mammals, Seabirds, Marine Habitat, Invasive Species

How Are Inuit Involved?

- 11 Inuit participated in marine environment and mammal monitoring programs in 2018
- Inuit provided local and traditional knowledge and expertise into design and analysis of monitoring
- Receive training and employment to participate in the monitoring programs

What Have We Learned?

No major effects of the Project on the marine environment or marine mammals have been detected.

How Long Will Monitoring Continue?

- · As long as the mine is operating
- Baffinland continues to seek additional opportunities for community-based monitoring

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Marine Environment **Working Group**

Engages with Baffinland on plans and results of Marine Environment monitoring programs.

Participants from:

- Baffinland
- Environment and Climate Change Canada
- · Qikiqtani Inuit Association
- · Government of Nunavut
- · The Mittimatalik Hunters and Trappers Organization
- · Department of Fisheries and Oceans
- · Parks Canada

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Freshwater Environment

Aquatic Effects Monitoring Program

- Focuses on several lakes, rivers and streams near the Mary River Mine Site and Project infrastructure
- Annual monitoring includes:
 - o Hydrology (flow)
 - Water quality Ω
 - Sediment quality and sedimentation rates 0
 - Fish (Arctic char)
 - Benthic invertebrates

Surveillance Network Program

Monitors the water quality and flow of surface water runoff and treated wastewater discharges from Project infrastructure at established locations under Baffinland's Type "A" Water Licence and the Federal Metal and Diamond Mining Effluent Regulation (MDMER)

Tote Road Fisheries and Water Quality Monitoring

- Focuses on monitoring fish passage and presence/absence at several Tote Road crossings (culverts, bridges)
- Also involves water quality monitoring at select representative Tote Road crossings (culverts, bridges)

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Atmospheric and Terrestrial Environment

Caribou

- In 2018 Baffinland provided support to the Government of Nunavut for a regional caribou monitoring program
- · Height-of-Land based surveys
- Snow Track Surveys on the Tote Road
- · All caribou and wildlife sightings are recorded on site

What have we learned about caribou?

Inuit knowledge has told us that North Baffin caribou are in a low point in their natural population cycle

Dust is managed by:

- · Road maintenance
- · Road watering
- Crusher dust controls
- · We measure metals in soil and vegetation to look for changes over time

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Terrestrial Environment Working Group

Engages with Baffinland on plans and results of Terrestrial Environment monitoring programs.

Participants from:

- Baffinland
- Environment and Climate Change Canada
- · Qikiqtani Inuit Association
- Government of Nunavut
- The Mittimatalik Hunters and Trappers Organization



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Wildlife Interactions

Wildlife Interactions are defined as any human interaction with wildlife that has potential adverse affects on the wellbeing of the human/wildlife.

Summary of 2018 Wildlife Interactions:

- Most wildlife interactions involved foxes
- Most wildlife fatalities were caused by vehicles
- There were no incidents where a fox was put down due to injuries and no confirmed case of rabies. This is a reduction from 2017 as there were three incidents of rabies recorded in 2017.
- In total 11 wildlife mortalities occurred in 2018. In 2017 there were 13 wildlife mortalities that occurred.
- No polar bear or caribou wildlife interactions or mortalities occurred in 2018.

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Socio-Economic Monitoring

- Work closely with the Governments of Canada and Nunavut, QIA, and community representatives to discuss Socio-Economic Monitoring of the Project
- Participation on the Mary River Socio-Economic Monitoring Working Group (2 meetings annually) and the Qikiqtaaluk Socio-Economic Monitoring Committee (1 meeting annually)
- Monitoring of the potential impacts of Project on education and training, livelihood and employment, human health and well-being
- QSEMC produces annual report which is publically available
- Baffinland also produces an annual Socio-Economic report as part of its NIRB annual report





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Objectives of Stakeholder Engagement

- Fundamental principle of Baffinland's engagement strategy is the establishment of meaningful community relationships
- Commitment to timely, meaningful, and culturally appropriate engagement with all stakeholders potentially affected by the Mary River Project, including
 - o Five North Baffin communities
 - o Qikiqtani Inuit Association (QIA)
 - o Governments and Regulatory Agencies
 - o Hunter and Trapper Organizations (HTO)
- Stakeholder Engagement Plan (SEP) developed in 2014, revised in 2016. Further revisions expected in 2019.
- Amended IIBA contains provisions for increased engagement.



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What Have We Heard? Increased Shipping

- In 2019 Baffinland will have 82-86 vessels call on Milne Port, under Phase 2 there could be up to 176
- Based on extensive engagement, communities have identified these issues with increased Project shipping:
 - Potential effects upon marine environment including marine mammals as a result of shipping
 - Potential interference with travel routes and land use activities as a result of shipping

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How Have We Addressed Concerns

- To reduce potential effects of shipping on land use and marine mammals Baffinland has:
 - · Reduced ship speeds to 9 knots along the Shipping Corridor
 - Establish fixed shipping route to avoid key areas such as Koluktoo Bay and the western shoreline near Bruce Head
 - Establish drifting zone near Ragged Island to avoid vessel drifting near Pond Inlet and other parts of the corridor
 - Improved QA/QC for ballast water sampling
 - Hired Ship-Board Inuit Observers from Pond Inlet
- · To promote compliance Baffinland has:
 - · Installed AIS monitoring system at MHTO office
 - Established communications protocol and designated contact information to respond to community concerns
- Before shipping season commences Baffinland confirms floe edge ice is no longer being used with MHTO



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What's Next

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- Continued implementation of all 2018 adaptive management measures and mitigations
- Limit the number of ships waiting at Ragged Island to a maximum of 3 Project-related vessels, other vessels to wait in Baffin Bay near Western coast of Greenland
- Hire 2 shipping monitors to work in Pond Inlet and conduct live monitoring of vessels throughout the shipping season
- Increase response time in the event of non-compliance with vessel management protocols





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Communities identified the following concerns related to rail development:

- Potential loss of trucking employment opportunities for Inuit
- Potential for disruption of caribou migration paths and traditional travel routes for land users
- Impact on air quality (dust)





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How Have We Addressed Concerns

- Through the review of the Phase 2 Project Baffinland has identified several relevant mitigation measures, including:
 - Baffinland has committed that no Inuit will lose their jobs at Mary River as a result of modifications to the project under Phase 2
 - Shift from Tote Road to transport by rail is likely to reduce the possibilities of wildlife injuries/fatalities
 - Baffinland is proposing to construct crossings along the railway to maintain known migration paths and travel routes and is planning a crossing selection exercise with representatives of the MHTO at the mine site for Summer 2019
 - Shift from Tote Road to transport by rail will reduce dust generation and greenhouse gas emissions along the Northern Transportation



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Phase 2 Review Milestones To Date

- March: Positive Recommendation from the Nunavut Planning Commission to amend the North Baffin Regional Land Use Plan to allow for rail in the Northern Transportation Corridor
- Summer: Baffinland finalizes the Phase 2 Final Environmental Assessment Addendum (Phase 2 FEIS Addendum)
- September: Baffinland submits the Phase 2 FEIS Addendum to the Nunavut Impact Review Board for conformity with the FEIS Guidelines
- October: Nunavut Impact Review Board initiates a public review of the Phase 2 FEIS Addendum
- December: Interveners submit Information Requests to the NIRB and Baffinland provides responses
- March: Interveners submit Technical Comments to the NIRB and Baffinland provides responses
- April: Technical Meeting with NIRB and Interveners in Iqaluit



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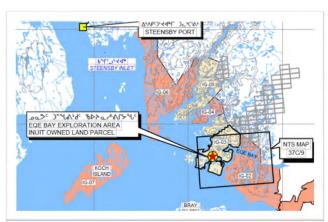
Phase 2 Engagement Highlights To Date

- June: Phase 2 Impact and Mitigation Workshops with Hamlets and HTO's in the 5 North Baffin Communities
- June: Phase 2 FEIS Addendum Overview Session with QIA
- · August: MHTO Mine Site Visit
- November: Phase 2 Meetings with Hamlets and HTO's and Arctic Bay and Pond Inlet
- December: Community Feasts in Hall Beach, Igloolik and Arctic Bay (Pond Inlet and Clyde River cancelled due to weather)
- January: Phase 2 Information Tour in the 5 North Baffin Communities
- January-May: Community Risk Assessment Workshops with participants from 5 North Baffin Communities at Mine Site and Troise Rivieres, Quebec
- January-May: Ongoing presence in Pond Inlet by Head of Northern Affairs and Manager of Inuit and Government Stakeholder Relations



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- Planning ongoing to expand mineral exploration program at Eqe Bay
- Exploration agreement with Nunavut Tunngavik Incorporated to explore the Inuit Owned Land Parcel IG-03
- November 2018: Baffinland met with Hamlet Council and HTO in Igloolik to give a program update; Hall Beach was cancelled due to a funeral in the community
- Ongoing community engagement to ensure concerns, comments and questions are considered in planning





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IIBA Y&CCD'5DYLYC

IIBA Priorities



ರ್^∟ಎ d%C∆cLσ% ರ⁴Lಎ ರ≪∩c∩σ% Safety and Environment



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∆⊂\®d≀ሲነ⊳ረԺ ▷^cትሲካኄናፊ[®] Cultural Awareness



ნ^c⊃ლი^c∩σ[®] Contracting



E2



Inuit training programs at Baffinland are designed to build skills to allow Inuit to obtain and retain careers.

Training programs support career development, as it allows progression from unskilled to skilled positions across the operation.

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Qikiqtani Skills and Training for Employment Partnership (Q-STEP) Project

- The Qikiqtani Skills and Training for Employment Partnership (QSTEP), is a partnership with Governments of Canada and Nunavut, QIA, Kakivak Association, and Baffinland and supports funding our key Inuit training programs.
- This is a \$19 million, 4 year funding partnership, focusing on equipping Inuit with the skills for a career at the Mary River Mine.
- The programs principally funded by Baffinland with the support of Q-STEP
 - Work Readiness Program 59 graduates
 - Heavy Equipment Operator Training 53 graduates and 47 employed by the Project
 - Apprenticeship Program 9 active apprentices

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Work Ready Program

- The Work Readiness Program (WRP) is a five-day training program held in the 5 point of hire communities (Pond Inlet, Igloolik, Clyde River, Arctic Bay, Hall Beach) and Iqaluit.
- The Work Readiness Program helps prepare Inuit work by providing skills to adapt to the challenges Fly-in, Fly out work rotations, Self Awareness, An Introduction to Mining, Essential Skills for the Workplace and Money Management.



Heavy Equipment Operator Training

- Baffinland, along with the Operating Engineers Training Institute of Ontario (OETIO) continued to run the Heavy Equipment Operator Program in Morrisburg, ON.
- The Heavy Equipment Operator (HEO) program provides the essentials of safety, equipment characteristics, operating techniques, transportation and pre-operational inspections that apply to heavy equipment. Additional safety training includes WHMIS, Working at Heights and First Aid and CPR.
- Those who graduate from the training are offered employment as trainees in the various departments on site.



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Apprenticeship Program

- The Apprenticeship program is designed to support Inuit candidates interested in pursuing a career in the skilled trades with Baffinland.
- The Apprenticeship program has participants join Baffinland as trades assistants for six months and participate in job shadowing activities to learn about the trade and Baffinland's operation.
- Upon successful completion of the six-month term, candidates will write their Trades Entrance Exam.
- Upon successful completion of the exam, candidates will be offered full time, permanent apprenticeship positions with Baffinland.
- Baffinland had a new intake of Apprentices during Q1 2019 with 11 students enrolled in the following trades; Welding, Millwright, Electrician, Heavy Equipment Technician and Automotive Technician.
- Baffinland will have a second intake of 14 Apprentices in Fall 2019 making a total of 25 Apprentices in the 2019 intake.
- An apprenticeship is completed after an apprentice:
 - obtains and records all workplace skills in the logbook;
 - completes all in-school training;
 - successfully completes all block examinations (if applicable);
 - accumulates all hours for the trade; and
 - successfully completes the certification examination

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Educational Initiatives

- Baffinland successfully launched an Inuit summer student program in the North Baffin Communities and Iqaluit from June-September 2018, hiring four Inuit students in the communities of Arctic Bay, Hall Beach, Igloolik and Iqaluit to assist the Northern Affairs Team and gain valuable office work experience.
- Baffinland provided financial literacy training at both Site locations in March of 2018. There were 18 total who attended and the majority of those who attended were Inuit.
- Baffinland continued to support several school-based initiatives through the IIBA and its donations program in 2018
- Since 2007 Baffinland has provided laptops to high school graduates in the North Baffin communities as an incentive to motivate local youth to complete their high school education and pursue post-secondary education. Baffinland provided 38 laptops to grade 12 graduates in 2018.
- In 2018 Baffinland awarded five scholarships to North Baffin residents, totaling \$25,000

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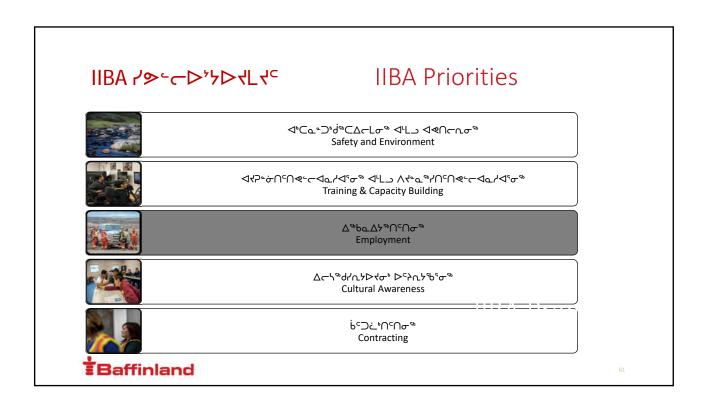
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Inuit Training

- In 2018, a total of 72,041 hours of training were completed at the Project site. Inuit received 34,629 (48.1%) of all training hours completed.
- Training programs with the highest amount of Inuit participation in 2018 included:
 - o Heavy Equipment Operator (17,091 hours)
 - o Apprenticeship (11, 862 hours)

Hours of Training Completed.			Ь'Ϛ° ለ ታሲ⊳ %५ ϯ ° .		
Employee Ethnicity/Δ°'bዹΔ ታ°'በ' ለÞረ'ጋ'ቴሪበሶ'	2014	2015	2016	2017	2018
م∡ک Inuit/∆	3,596	4,530	2,434	4,024	34,629
Non- اnuit/∆°°دے	20,271	17,352	25,532	39,373	37,412
Total/bハーン Cc	23,867	21,882	27,966	43,397	72,041
Source: Baffinland records					



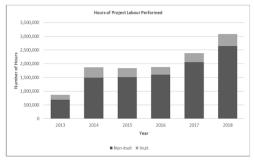


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Inuit Employment

- In 2018, the total hours of Project labor performed within Nunavut was 3,081,740, of which 435,908 hours were worked by Inuit. This amounted to an annual average of 1,529 individuals, with 216 being Inuit.
- In 2018, a total of 379,956 hours were worked by employees and contractors from the North Baffin communities and Iqaluit (both Inuit and non-Inuit), representing 12% of the total number of hours worked on the Project.
- Of these, 287,040 hours were worked by North Baffin residents (representing 9.3% of total), which is an increase of 57,382 hours from 2017 and 92,916 hours were worked by Iqaluit residents (representing 3% of the total).



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Inuit Employee Payroll

- Baffinland's employee payroll in the North Baffin communities and Iqaluit totalled \$7,682,976.21, which is also an increase of \$629,781.21 from 2017.
- Since 2014, Baffinland has provided \$45,201,902.99 in payroll to Inuit.
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Baffinland Employee Payroll, by Community

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Arctic Bay/∆⁵∧⊲⁵⊀⁵	\$2,441,711.46	
Clyde River/6~~~うしん。	\$1,963,520.51	
Hall Beach/ \ σ ና ታ	\$1,157,572.75	
Igloolik/۵٬۵۲۰	\$981,667.30	
الإعدا√∆4 Iqaluit/∆	\$1,759,491.67	
Pond Inlet/<∿சு⊃்	\$1,820,723.98	

Source: Baffinland Records

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Measures for Increasing Inuit Content

Baffinland has developed an Inuit Human Resources Strategy (IHRS) with the objective to maximize Inuit participation in all phases of the project.

Baffinland plans to accomplish this by:

- Continuing to improve the practices applicable to talent acquisition, recruitment, selection, retention and advancement of Inuit employees
- Ensuring that all divisions within Baffinland and its contractors are committed to and work toward maximizing Inuit employment
- Continuing to invest in the training, education and development of all current and prospective Inuit employees



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- Baffinland is committed to recruiting and developing Inuit talent from the five North Baffin Communities and acknowledges that this is a priority of IIBA implementation.
- Baffinland currently utilizes an online recruitment database, where applicants can upload their resume for review by the recruitment team.
- In 2018, additional laptops were installed in the BCLO offices to allow community members to apply for employment at the Project, with the assistance of the BCLO as required.
- Additionally, the online job portal allows for Inuit to apply in both English and Inuktitut.

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Retention and Advancement of Inuit

- In 2018, there were 45 Inuit employees whose employment with Baffinland ended for various reasons (e.g. resignation, layoff, termination, end of contract, retirement). This equates to a 20.8 % Inuit employee turnover rate, which is a decrease in 8% from 2017.
- Baffinland is taking initiatives to collect data on employee turnover
 - o Mandatory exit interviews
 - o Employee concern reporting
 - o Mid-probation check-in

Table 2-7: Number of Baffinland Inuit employee departures (2014 to 2018)

Number of Baffinland Inuit Employee Departures				
2014	2015	2016	2017	2018
45	41	44	42	45

ource: Baffinland records. 2014 numbers are for indeterminate employees only.

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Δ°ασ° Δ°bαΔγ°Π'b°σ° Employment of Women

In 2018, approximately 7.3% of hours worked on the Project were worked by women. The percentage of hours worked by Inuit and non-Inuit women in 2018 were similar (i.e. 3.9% and 3.4% respectively).

Employee Ethnicity & Gender/ム〜〜ムケ〜∩〜∧ トイン もし ウ・〜 へっこっ くし ユーノー・マーム・ムーム・ムーム・ムーム・ムーム・ムーム・ムーム・ムーム・ムーム・ムー		2018		
		Hours Worked/Δ Δb ^s ς ^c	% of total (3,081,7 40)	
Inuit/ ΔοΔ ^c	Male ⊲∜∩°	314,530	10.20%	
	Female ⊲¹⊶∆ ^c	121,378	3.90%	
Non-Inuit/	Male ଐଠା⁻	2,541,130	82.50%	
℃℃℃ و	Female ⊲¹⊶Δ°	104,702	3.40%	
TOTAL/トローーンに		3,081,740	_	

Δ"៤σ" Δ"b៤Δλ"በኄ'σ" Employment of Women

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- The hours worked by Inuit women and Non-Inuit women are comparable (3.9% and 3.4%)
- Baffinland is looking at how to best address barriers to the employment of Inuit women
- Baffinland is working to increase both gender parity and the diversity of its workforce as key pillars of the Inuit Human Resource Strategy (IHRS)
- The IHRS outlines initiatives Baffinland will undertake to increase women in the workforce



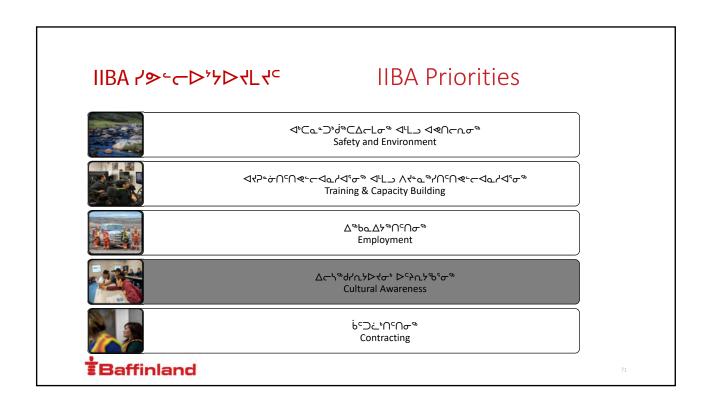
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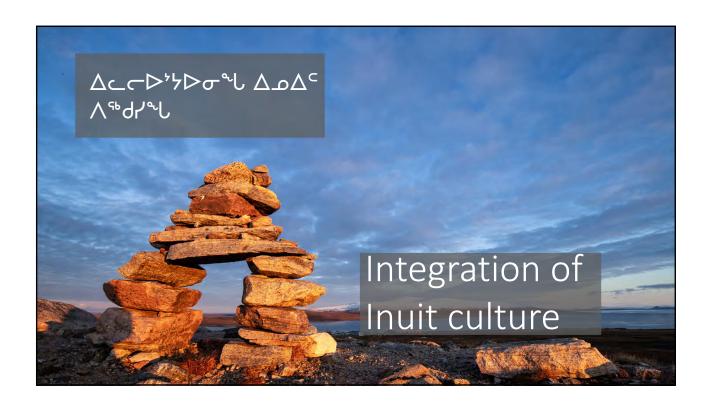
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Student Employment

- Baffinland is working with educational institutions such as Nunavut Arctic College to:
 - o Identify potential summer intern positions
 - o Plan field trips to the mine site
 - Promote post secondary programs with future career options in mining
 - Work with community high schools to encourage students to stay in school
- \$25,000 annual scholarship program for Nunavut Inuit
- Baffinland provided 38 laptops to grade 12 graduates in 2018.
- In 2018, \$ 109,177.00 was contributed to lunch programs.
- Baffinland hired four Inuit students in the communities of Arctic Bay, Hall Beach, Igloolik and Iqaluit for the Inuit summer student program
- Baffinland visited high schools in the communities to give a presentation to students on Mine Operation s and to promote potential career opportunities during the Career and information tour in September, 2018.





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Cultural Awareness

In 2018, Baffinland continued to provide cultural programs:

- Programming related to the promotion of Inuktitut in the workplace
- On-site Cultural Advisors to support Inuit employees
- Nunavut Day celebrations at the Project
- On-Site demonstrations on traditional ways of cleaning animal hides
- In Q3 of 2018, Baffinland hired its first Human Resource Advisor, Inuit Relations.

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Inuktitut in the Workplace

- English is the working language of the project
- Lack of proficiency in English is not a barrier to employment at Baffinland, subject to considerations of Health and Safety
- Baffinland has developed a policy on Inuktitut in the Workplace
- Baffinland's online job portal allows Inuit to apply to positions in both English and Inuktitut



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Counselling and Support Services

- Pursuant to IIBA Article 11.6, Baffinland provides employees with access to professional career counselling and professional counselling for personal problems on an as needed basis
- · Services are available in English and Inuktitut
- There are three forms of counselling and support services available:
 - o Employee and Family Assistance Program (EFAP) through Homewood Health Solutions
 - Site Flders
 - o Site Medical Team

2018 EFAP cases by province

Province/Territory	Q1	Q2	Q3	Q4	Cases	Percentage
British Columbia	0	0	1	0	1	2.4%
Newfoundland & Labrador	0	0	0	1	1	2.4%
Nova Scotia	0	1	2	0	3	7.3%
Nunavut	5	3	3	4	15	36.6%
Ontario	7	3	3	6	19	46.3%
Quebec	0	0	2	0	2	4.9%
Total	12	7	11	11	41	100.0%



Source: Baffinland records

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Cultural Awareness: Country Food

- Baffinland has country kitchens at main camps where country foods can be prepared and shared
- All country food served in the main dining hall must meet federal regulations and pass federal testing
- Inuit employees are allowed to bring their own country food to store and eat in the country kitchen
- Equipment is provided for workers to prepare traditional meals on site
- Baffinland has supported the Country Food Exchange between the North Baffin communities for many years. Through this initiative Baffinland provides use of its aircraft to transport country food between the North Baffin Communities.



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Cultural Awareness: Supporting Hunters

Wildlife Compensation Fund

- The IIBA establishes a Wildlife Compensation Fund (Article 17), which has been funded by Baffinland in the amount of \$750,000,00
- QIA is responsible for the administration of the Fund which compensates Inuit harvesters for loss or damage caused by the project

Hunter Access Policy

- Baffinland respects and supports the right of Inuit to hunt as outlined in the Nunavut Agreement
- Baffinland's policies comply with all regulatory authorizations and respect Inuit harvesting rights under the Nunavut Agreement
- Baffinland's Weapons on Site Policy provides employees and contractors with the proper level of safety and security to ensure their safety while at site

Hunter and Visitor Site Access Protocol

- · Outlines safe access routes
- · Access to HTO cabins, food, fuel and medical supplies



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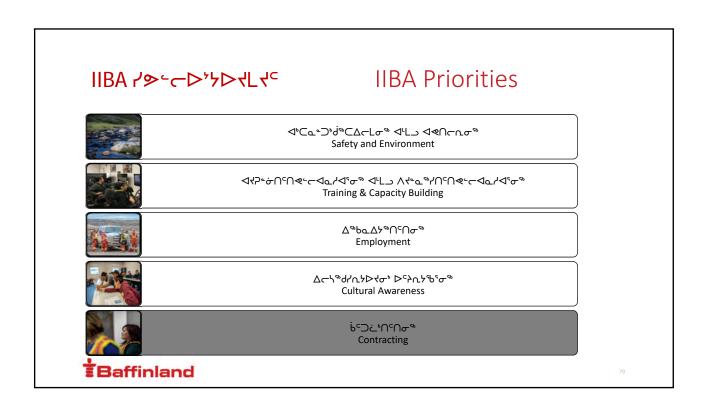
Cultural Awareness: Supporting Communities

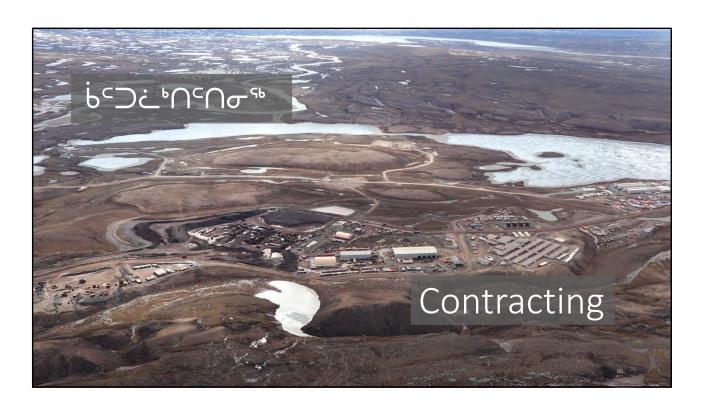
Baffinland is committed to assisting the North Baffin Communities with sponsorship requests when possible.

A few initiatives that were supported in 2018 include:

- Donation of food hampers in each of the North Baffin communities to support families over the holiday season
- Community Christmas Feasts
- · School lunch programs
- Supporting Food Banks
- · Numerous recreational activities
- Nunavut Quest Dog Team Race







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Contracts Overview

- Baffinland is committed to maximizing Inuit contracting and subcontracting opportunities, as well as Inuit employment and training in all contracts
- In 2018, Baffinland awarded 141M dollars in contracts to Inuit Firms, which represents 34% of Baffinland's total spend in 2018.
- The Amended IIBA contains new provisions which enhance engagement with Inuit-owned businesses and increase opportunities for Inuit Firms to bid successfully on contracts
- Baffinland and QIA have jointly developed an Implementation Guide which further details how Baffinland will carry out its obligations in the Amended IIBA



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Contracting Provisions in the Amended IIBA

Objective	New Provisions
Increased engagement with Inuit entrepreneurs and Inuit-owned businesses	Annual information sessions in Iqaluit and the five impacted communities, in which Baffinland Procurement staff will meet with Inuit business owners directly
Data collection to better understand needs of Inuit Firms to enable Baffinland to provide relevant support	Survey of all Inuit Firms to identify areas of support; Creation of Inuit Firm database to track progression of Inuit Firms from pre-qualification to contract award
Increased opportunities for Inuit Firms to bid successfully on contracts	New bid evaluation model in which Inuit Firm ownership and Inuit employment directly result in additional evaluation points
Maximize local hiring by all contractors	Minimum Inuit Employment Goals established by skill level, all contractors required to utilize best efforts to achieve MIEGs

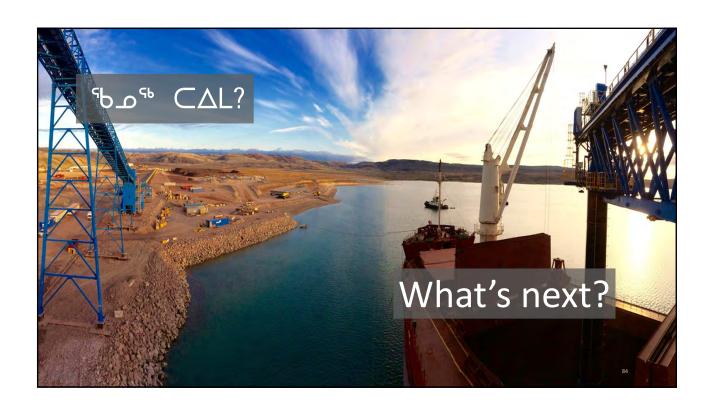


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Local Jet Services	Summit Air Baffin
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CAT Equipment Services Agreement	Toromont Arctic
Camp and Catering Services	Qikiqtani Industry Ltd.
Camp Security Services	QC Scarlet
Sealift and Fuel Delivery	Nunavut Sealink & Supply
Maintenance Shop Construction	Nahanni Nunavut Construction Ltd.
Camp Construction	Almiq Construction
Road Maintenance and Earthworks	Nuna East
Aggregate Crushing Services	Qikiqtaaluk Sana





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2019 IIBA Implementation Priorities

- Development and provision of cultural programming at the Project
- Inuit Internship Program will train 4
 Inuit each year in the areas of Human Resources, Procurement, IT and Finance. This program is budgeted for \$400,000 per year
- Planning for conduct of traditional activities
- Community counsellor support in the 5 North Baffin communities



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2019 Community Engagement

- April: Employment and Training Information Sessions
- June: Phase 2 Community tour
- September: Employment and Training Information Sessions
- October: Procurement and Contracting Community Information tour
- Throughout 2019 engagement related to environmental assessment, shipping activities, exploration, and Mine production levels







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Responding to Community Needs

- Baffinland is committed to assisting the North Baffin Communities with sponsorship requests. Baffinland aims to support initiatives, events, and programs that fall within one or more of these areas.
 - o Health and Safety
 - o Education
 - o Arts, Sports and Culture
 - o Community Engagement
 - o Mining Events/Mining Education
- In 2018, Baffinland provided over \$260,000 in sponsorship/donations that benefitted the North Baffin communities.



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Ground Transportation

- At the end of 2018, Baffinland had finalized four contracts for the provision of Ground Transportation Services in the communities of Arctic Bay, Hall Beach, Igloolik and Pond Inlet.
- To date, reports from Baffinland Community Liaison Officers and Human Resource team staff indicate that Inuit employees of Baffinland and its contractors are happy with this new service.
- Baffinland continues to search for providers in Clyde River.



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Christmas Hamper and Holiday Feast 2018

- \$5,000 was provided to support the donation of food hampers in each North Baffin Community to support families over the holiday season.
- Baffinland hosted a holiday feast in three North Baffin communities which consisted of catered holiday favorites and country food, prizes and more
- Further financial support to each North Baffin community for holiday activities.



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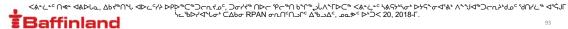
Other Sponsorships in 2018

- Baffinland sponsored the Recreation and Parks Association of Nunavut "Baffinland Iron Mines Recreation Leader of the Year" award, that went to Terry Killiktee from Clyde River.
- Baffinland sponsored the 20th anniversary Nunavut Quest Annual Dog Sled Race and the 20th anniversary Qamutik Cup





Baffinland's Devin Aviugana, assistant manager of Northern Affairs, presents Terry Killiktee of Clyde River with the Baffinland Iron Mines Recreation Leader of the Year award at the RPAN gala in Iqaluit, Nunavut on October 20, 2018.



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Impact on Communities

- Baffinland is the largest private sector employer in the Qikiqtani Region.
- Baffinland's total wages paid (contractors and Baffinland payroll) to Inuit in the North Baffin communities and Iqaluit totaled \$13,625,651.46
- 48.1% of all training hours were completed by Inuit. This is a 38.9% increase from 2017.
- In 2018 Baffinland awarded \$141,000,000 in contracts to Inuit Firms, which represents 34% of Baffinland's total spend in 2018.







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Clyde River

- Total wages paid (Baffinland and Contractors) in 2018 is \$2,828,135.31
- In 2018 the average number of Project Employees and Contractors from Clyde River was 48 people.
- 12 Inuit attended the August 2018 Work Readiness Session held in Clyde River.
- In 2018 Inuit in Clyde River completed 1,856 Morrisburg Heavy Equipment Operator training hours
- Inuit from Clyde River completed 6,516 training hours for the Apprenticeship program in 2018
- Baffinland supported the Qukuaq School Basketball Program







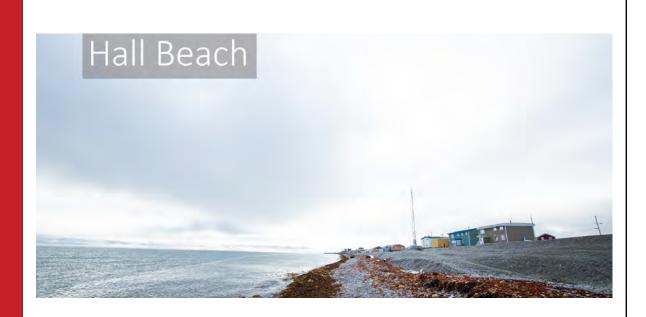
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Pond Inlet

- Total wages paid (Baffinland and Contractors) in 2018 is \$2,526,859.64
- In 2018 the average number of Project Employees and Contractors from Pond Inlet was 40 people.
- A total of 29 Inuit attended the September and October 2018 Work Readiness Sessions held in Pond Inlet.
- In 2018 Inuit in Pond Inlet completed 1,680 Morrisburg Heavy Equipment Operator training hours
- Baffinland in partnership with Summit Air Baffin, supported the Qamutik Cup Hockey Tournament in Pond Inlet during April 2018.





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Hall Beach

- Total wages paid (Baffinland and Contractors) in 2018 is \$2,512,868.11
- In 2018 the average number of Project Employees and Contractors from Hall Beach was 50 people.
- 11 Inuit attended the November 2018 Work Readiness Session held in Hall Beach.
- In 2018 Inuit in Hall Beach completed 1,888 Morrisburg Heavy Equipment Operator training hours
- Inuit from Hall Beach completed 420 training hours for the Apprenticeship program in 2018
- Baffinland supported the Hamlet of Hall Beach Fishing Derby







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Arctic Bay

- Total wages paid (Baffinland and Contractors) in 2018 is \$2,985,187.73
- In 2018 the average number of Project Employees and Contractors from Arctic Bay was 49 people.
- In 2018 Inuit in Arctic Bay completed 2,608 Morrisburg Heavy Equipment Operator training hours
- Inuit from Arctic Bay completed 5,724 training hours for the Apprenticeship program in 2018.







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Igloolik

- Total wages paid (Baffinland and Contractors) in 2018 is \$1,498,835.49
- In 2018 the average number of Project Employees and Contractors from Igloolik was 29 people.
- 16 Inuit attended the October 2018 Work Readiness Session held in Igloolik.
- In 2018 Inuit in Igloolik completed 1,680 Morrisburg Heavy Equipment Operator training hours
- Inuit from Igloolik completed 1,932 training hours for the Apprenticeship program in 2018.
- Baffinland supported the Ataguttaaluk High School Cultural Exchange program in the fall of 2018.



