


2024

SOCIO-ECONOMIC MONITORING REPORT

FOR THE MARY RIVER PROJECT

PREPARED FOR

Baffinland

Baffinland Iron Mines Corporation

2275 Upper Middle Road East, Suite 300 Oakville, Ontario

L6H 0C3

AGLU

ERM

A Message from our Senior Director of Sustainable Development

Baffinland is pleased to submit the Mary River Socio-Economic Monitoring Report for the 2024 calendar year to the Nunavut Impact Review Board (NIRB), in conformance with our Project Certificate requirements.

2024 marks 10 full years of operations at the Mary River Project. This milestone has seen Baffinland continue its phased development of the Mary River Project with proposed future positive socio-economic growth on the horizon.

As of 2024, the Project has:

- Provided over $180 million in wages to Inuit Project Employees and Contractors;
- Reached over $1.95 billion in contracts signed and awarded to Inuit Firms;
- Provided over $3.8 million through our Sponsorship and Donation Program since 2016;
- Seen over 600 graduates of pre-employment training programs; and
- Have delivered over 265,000 hours of training to Inuit Project employees since Project development.

In 2023 the Company launched Aulatijiit, our Inuit Leadership and Development Program (ILDP) at the Mary River Project. 2024 saw three graduates of the first cohort successfully complete the program.

2024 marked the 11-year anniversary of the signing of the Mary River Project Inuit Impact Benefit Agreement. The Agreement is the result of several years of negotiations and spells out how Inuit benefit from the Mary River Project. It includes commitments to maximize Inuit participation through employment and contracting, environmental monitoring, and socio-economic program funding like the Ilagiiktunut Community Wellness fund. The Agreement also commits millions of dollars in spending for Inuit education and training, a scholarship fund, wildlife compensation, royalty payments, and much more.

The Agreement is currently under review and future amendments will ensure compliance, improve benefits, and strengthen the Company's commitment to improve the lives of all Nunavummiut.

Baffinland operated under the Sustaining Operations Proposal in 2024, shipping just over 6 million tonnes of ore. Additionally, we were posed to submit a new amendment seeking approval to continue shipping 6 million tonnes per annum until the Steensby Component was fully operational called Sustaining Operations Proposal 2 (SOP2). However, we asked the NIRB to suspend the submission in order to focus exclusively on the Steensby Component. Therefore, Baffinland is returning to the early revenue production of 4.2 million tonnes.

With this decision, Baffinland readjusted its operations to right-size for a 4.2 million tonne output, resulting in changes to our workforce. No Baffinland Inuit personnel were impacted by these changes but consequently, it was decided that instead of running the Inuit Employee Survey, we would focus on supporting staff through the transition to a 4.2 million tonne operation. This is a distinct change in the 2024 Socio-economic monitoring report.

Looking ahead, we are planning on resuming the survey in 2025 and look forward to exploring continued integration of Inuit Qaujimajatuqangit in subsequent reports.

Lou Kamermans
Senior Director of Sustainable Development
April 30, 2025

ᑐᓴᒐᒃᓴᖅ ᑐᑭᒧᐊᒃᑎᑦᑎᔨᓪᓚᕆᖕᒥᖕᓛᖅᑐᑦ ᑲᔪᓰᓐᓇᕈᓐᓇᖅᑐᒃᑯᑦ ᐱᕙᓪᓕᐊᑎᑦᑎᓂᕐᒧᑦ

ᐹᕙᓐᓛᓐ ᖁᕕᐊᓱᒃᑐᑦ ᑐᓂᓯᔭᕆᐊᒃᓴᖅ ᓄᓘᔮᖕᓂᑦ ᐃᓅᓯᑦ-ᒪᑭᒪᔾᔪᑎᓄᓪᓗ ᖃᐃᔨᓴᖅᐸᓪᓕᐊᖕᒋᓐᓇᕐᓂᕐᒧᑦ ᐅᓂᒃᑳᓂᒃ 2024 ᐅᓪᓗᖅᓯᐅᑎᖓᓂ ᓄᓇᕗᒻᒥ ᐊᕙᑎᓕᕆᔨᒃᑯᑦ ᑲᑎᒪᔨᖏᓐᓄ (NIRB), ᑎᑭᐅᒪᖁᓪᓗᒋᑦ ᐅᔭᖅᓂᐊᕈᓐᓇᐅᑎᑦᑎᓐᓂ ᐊᑐᓇᐊᖃᑦᑎᓐᓄᑦ.

2024 ᓇᓗᓇᐃᖅᓯᔪᖅ ᖁᓕᓂᒃ ᐊᕐᕌᒍᓂᒃ ᐊᐅᓚᓂᖃᓕᕐᓂᖓᓂᒃ ᓄᓘᔮᖕᓂ ᐱᓕᕆᐊᖅ. ᑖᓐᓇ ᐃᖅᑲᐅᒪᐃᓐᓇᐅᔭᕐᓂᐊᓕᖅᑕᕗᑦ ᐹᕙᓐᓛᓐᑯᑦ ᑲᔪᓯᕙᓪᓕᐊᑎᓪᓗᒋᑦ ᐋᖅᑭᒃᐸᓪᓕᐊᓪᓗᑎᒃ ᐱᕙᓪᓕᐊᓂᑦ ᓄᓘᔮᖕᓂ ᐱᓕᕆᐊᒥ ᑐᒃᓯᕋᖅᑕᐅᔪᑦ ᓯᕗᓂᒃᓴᒥ ᐱᐅᔪᒥᒃ ᐃᓅᓯᑦ-ᒪᑭᒪᔾᔪᑎᓄᑦ ᐱᕈᖅᐸᓪᓕᐊᓂᑦ ᓴᖅᑭᔮᖅᓕᖅᑎᓪᓗᒋᑦ.

2024-ᖑᓕᖅᑎᓪᓗᒍ, ᐱᓕᕆᐊᖅ ᐃᒪᐃᓯᒪᓕᖅᑐᖅ:
- ᑐᓂᓯᓯᒪᔪᑦ ᐅᖓᑖᓄᑦ $180 ᒥᓕᐊᓐ ᕿᓇᐅᔾᔭᒃᓴᓃᒃ ᐃᓄᖕᓄᑦ ᐱᓕᕆᐊᕐᒥ ᐃᖅᑲᓇᐃᔭᖅᑎᓄᑦ ᐊᒻᒪᓗ ᑲᓐᑐᕌᒃᑎᓄᑦ;
- ᑎᑭᐅᑎᓯᒪᔪᑦ ᐅᖓᑖᓄᑦ $1.95 ᐱᓕᐊᓐ ᑳᓐᑐᕌᑦ ᐊᑎᓕᐅᖅᑕᐅᔪᑦ ᑐᓂᔭᐅᓪᓗᑎᒡᓗ ᐃᓄᖕᓄᑦ ᓇᖕᒥᓂᖅᑐᓄᑦ;
- ᑐᓂᓯᓯᒪᔪᑦ ᐅᖓᑖᓂ $3.8 ᒥᓕᐊᓐ ᐊᑐᖅᓱᒋᑦ ᕿᓇᐅᔭᖅᑎᑦᑎᓂᕐᒧᑦ ᐊᒻᒪᓗ ᑐᓐᓂᖅᑯᓯᐊᓄᑦ ᐱᓕᕆᐊᑦ 2016-ᒥᓂᑦ;
- ᑕᑯᓯᒪᓪᓗᑎ ᐅᖓᑖᓂ 600 ᐃᓯᓕᑎᔪᓂᒃ ᐃᖅᑲᓇᐃᔭᑎᒋᐊᖅᑳᖅᑎᓇᒋᑦ ᐃᓕᓐᓂᐊᕕᒃᓴᓂᒃ ; ᐊᒻᒪᓗ,
- ᐃᓕᓐᓂᐊᖅᑎᑦᑎᓯᒪᔪᑦ ᐅᖓᑖᓄᑦ 265,000 ᐃᑲᕐᕋᕐᓂᒃ ᐃᓄᖕᓂᑦ ᐱᓕᕆᐊᕐᒥ ᐃᖅᑲᓇᐃᔭᖅᑐᓂᒃ ᑕᐃᒪᖓ ᐱᓕᕆᐊᖅ ᐱᕙᓪᓕᐊᓕᓚᐅᖅᑎᓪᓗᒍ.

2023-ᒥ ᑲᒻᐸᓂᐅᔪᑦ ᓴᖅᑭᓚᐅᖅᑐᖅ ᐊᐅᓚᑦᑎᔩᑦ, ᓄᑖ ᐃᓄᐃᑦ ᓯᕗᓕᖅᑎᙳᖅᐸᓪᓕᐊᓂᕐᒧᑦ ᐊᒻᒪᓗ ᐱᕙᓪᓕᐊᑎᑦᑎᓂᕐᒧᑦ ᐃᓕᓐᓂᐊᕕᒃᓴᖅ ᓄᓘᔮᖕᓂ ᐱᓕᕆᐊᒥ. 2024-ᒥ ᑕᑯᓚᐅᖅᑐᑦ ᐱᖓᓱᓂᒃ ᐃᓕᓐᓂᐊᕋᓕᒃᑐᓂᒃ ᐃᓕᓐᓂᐊᖅᑎᒌᑦ ᐃᓕᓐᓂᐊᕋᓂᑦᑎᐊᖅᓱᑎᒃ ᐃᓕᓐᓂᐊᕕᒃᓴᒥ.

2024 ᓇᓗᓇᐃᖅᓯᔪᖅ 11-ᐊᕐᕌᒍᓂᒃ ᓇᓪᓕᐅᓐᓂᖅᓯᐅᕐᓂᖅ ᐊᑎᓕᐅᖅᑕᐅᓚᐅᕐᓂᖓᓂᒃ ᓄᓘᔮᖕᓂ ᐱᓕᕆᐊᖅ ᐃᓄᐃᑦ ᐊᒃᑐᖅᑕᐅᓂᐊᕐᓂᖏᓐᓄᑦ ᐱᕚᓪᓕᕈᑎᒃᓴᓄᓪᓗ ᐊᖏᖃᑎᒌᒍᑦ. ᑖᓐᓇ ᐊᖏᖃᑎᒌᒍᑦ ᓴᖅᑭᓯᒪᔪᖅ ᐊᕐᕌᒍᑕᓚᖓᓂᒃ ᐋᖏᖃᑎᒌᖕᓂᕐᓂᒃ ᐊᒻᒪᓗ ᓇᓗᓇᐃᔭᐃᓯᒪᓪᓗᓂ ᖃᓄᖅ ᐃᓄᐃᑦ ᐱᕚᓪᓕᕈᓐᓇᕐᒪᖔᑕ ᓄᓘᔮᖕᓂ ᐱᓕᕆᐊᒥ. ᐱᖃᓯᐅᔾᔨᓯᒪᔪᖅ ᐱᓂᐊᕐᓂᖃᕈᑎᓂᒃ ᐃᓄᐃᑦ ᐃᓚᐅᓂᖅᐹᖑᖁᓪᓗᒋᑦ ᐊᑐᕐᓗᒋᑦ ᐃᖅᑲᓇᐃᔮᑦ ᑳᓐᑐᕌᒃᓯᖃᑦᑕᕐᓂᓪᓗ, ᐊᕙᑎᒥᒃ ᖃᐅᔨᓴᖅᐸᓪᓕᐊᕆᓐᓇᕐᓂᕐᒥ, ᐊᒻᒪ ᐃᓅᓯᑦ-ᒪᑭᒪᔾᔪᑎᓄᓪᓗ ᐱᓕᕆᐊᓄᑦ ᕿᓇᐅᔭᖅᑕᖅᑎᑦᑎᓂᓐᓂᑦ ᓯᕐᖁᓪᓗ ᐃᓚᒌᒃᑐᓄᑦ ᓄᓇᓕᖕᓂ ᖃᓄᐃᙱᑦᑎᐊᕐᓂᖏᓐᓄᑦ ᕿᓇᐅᔭᖅᑎᑦᑎᔾᔪᑎᑦ. ᐊᖏᖃᑎᒌᒍᑦ ᑐᓂᓯᓂᐊᕐᓂᖅᓯᒪᔾᔪᑕᐅᖕᒥᔪᖅ ᒥᓕᐊᓐᖏᓐᓂ ᕿᓇᐅᔭᓂᒃ ᐊᑐᖅᑕᐅᓂᐊᖅᑐᓂᒃ ᐃᓄᖕᓂᒃ ᐃᓕᓐᓂᐊᖅᑎᑦᑎᓂᕐᒧᑦ ᐱᓕᒻᒪᒃᓴᐃᓂᕐᒧᓪᓗ, ᓯᓚᑦᑐᖅᓴᕐᕕᖕᓂ ᐃᓕᓐᓂᐊᖅᑎᓄᑦ ᐃᑲᔫᓯᐊᒃᓴᓄᑦ ᕿᓇᐅᔭᖅᑎᑦᑎᓃᑦ, ᓂᕐᔪᑎᓄᑦ ᑭᖑᕚᕐᔪᑏᑦ ᕿᓇᐅᔭᖅᑖᖅᑎᑦᑎᓃᑦ, ᓂᖏᖅᑕᖅᑐᓄᑦ ᐊᑭᓕᐅᑏᑦ, ᐊᓯᒃᑲᓂᖏᓐᓄᓪᓗ. ᐊᖏᕈᑎ ᒫᓇ ᖃᒥᕈᔭᐅᓯᒪᔪᖅ ᐊᒻᒪᓗ ᓯᕗᓂᒃᓴᒥ ᐋᖅᑭᒋᐊᓂᐅᔪᑦ ᒪᓕᓪᓚᑦᑖᖁᓪᓗᒋᑦ, ᐱᐅᓯᕆᐊᖅᑕᐅᓗᑎᒃ ᐱᕚᓪᓕᕈᑏᑦ, ᐊᒻᒪ ᓴᙱᒃᑎᕆᐊᖁᓗᒋᑦ ᑲᓇᑕᐅᓂᐅᔫᑉ ᐊᖏᖅᓯᒪᐃᓐᓇᖅᓂᖏᑦ ᐱᐅᓯᕆᐊᕐᓂᖁᑦ ᐃᓅᓯᖏᓐᓂᒃ ᓄᓘᔮᖕᒥᐅᓗᒃᑖᑦ.

ᐹᕙᓐᓛᓐᑯᑦ ᐊᐅᓚᓂᖃᖅᓯᒪᔪᑦ ᐊᑐᖅᓱᒍ ᑲᔪᓰᓐᓇᕈᓐᓇᖅᑐᒥᒃ ᐊᐅᓚᓂᖃᕐᓂᕐᒧᑦ ᐱᔪᒪᓇᓲᑎ (SOP) 2024-ᒥ, ᐊᐅᓪᓚᖅᑎᑦᑎᓪᓗᑎᒃ ᐅᖓᑖᓄᐊᖅᔪᒃ 6 ᒥᓕᐊᓐ ᑕᓐᓯᓂᒃ ᓴᕕᒃᓴᓂᒃ. ᖃᒃᑲᓐᓂᐊᒍᑦ, ᑐᒃᓯᕋᖅᑐᒍᑦ ᑐᓂᓯᓗᑕ ᓄᑖᒥᒃ ᐋᖅᑭᒃᓯᐊᕈᑎᒥᒃ ᐊᖏᖅᑕᐅᔪᒪᓇᓲᑎᒥᒃ ᐊᐅᓪᓚᖅᑎᑦᑎᖃᑦᑕᐃᓐᓇᕐᑯᓪᓗᑕ 6 ᒥᓕᐊᓐ ᑕᓐᓯᓂᒃ ᐊᕐᕌᒍᑕᒫᒧᑦ 2032-ᖑᕋᓱᖕᓂᖓᓂ ᐅᕝᕙᓘᓐᓃᑦ ᐃᒃᐱᒋᑦᑐᕐᔪᐊᓕᓇᓂᖅ ᐊᐅᓚᓂᖃᓪᓚᑦᑖᓕᕈᓂ ᑕᐃᔭᐅᓗᓂ ᑲᔪᓰᓐᓇᕈᓐᓇᖅᑐᒥᒃ ᐊᐅᓚᓂᖃᕐᓂᕐᒧᑦ ᐱᔪᒪᓇᓲᑎ 2 (SOP2). ᑭᓯᐊᓂᓕ, ᐊᐱᕆᓯᒪᔭᕗᑦ ᓄᓇᕗᒻᒥ ᐊᕙᑎᓕᕆᔨᒃᑯᑦ ᑲᑎᒪᔨᖏᑦ ᓄᖅᑲᖅᑎᑦᑎᓯᒪᓚᐅᖅᑲᐅᕐᑯᓪᓗᒋᑦ ᑐᓂᔭᐅᔪᓂᒃ ᑐᕌᖓᕐᑯᓪᓗᑕ ᑖᒃᓯᒥᙵᓪᓚᑦᑖᖅ ᐃᒃᐱᒋᑦᑐᕐᔪᐊᓕᓇᓂᒥ. ᑕᐃᒪᐃᓐᓂᖓᓄᑦ, ᐹᕙᓐᓛᓐᑯᑦ ᐅᑎᓕᖅᑐᑦ ᕿᓇᐅᔾᔭᒃᓴᒃᓵᓕᓇᓯᐊᕐᓂᕐᒧᑦ ᐅᔭᖅᓂᐊᕐᓂᕐᒧᑦ 4.2 ᒥᓕᐊᓐ ᑕᓐᓱᓄᑦ.

ᑕᒪᑐᒧᖓ ᐃᓱᒪᓕᐅᖅᑕᐅᔪᒧᑦ, ᐹᕙᓐᓛᓐᑯᑦ ᐋᖅᑭᖕᒋᐊᓇᓯᒪᔪᑦ ᐊᐅᓚᓂᖕᒋᓂᒃ ᓈᒻᒪᓈᖅᓯᒪᕐᑯᓪᓗᒍ 4.2 ᒥᓕᐊᓐ ᑕᓐᓯᑦ ᐲᔭᐃᓂᕐᒥᒃ, ᓴᖅᑮᓪᓗᑎᒃ ᐊᓯᔾᔨᐅᑎᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑯᑎᑦᑎᓐᓄᑦ. ᐃᓄᖕᓂᒃ ᐃᖅᑲᓇᐃᔭᖅᑎᓂᒃ ᐊᒃᑐᖅᑕᐅᓯᒪᔪᖅᑲᖅᑎᑦᑐᖅ ᑖᒃᑯᓄᖓ ᐊᓯᔾᔨᐅᑎᓄᑦ ᑭᓯᐊᓂᓕ ᑭᖑᓂᐊᒍᑦ, ᐃᓱᒪᓕᐅᖅᑕᐅᓚᖅᑐᖅ ᐊᐅᓚᑦᑎᖅᑳᖕᒋᖕᓚᕐᓗᑎᒃ ᐃᓄᐃᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᐱᖅᓱᑎᖕᒋᓂᒃ, ᑐᓴᕐᖃᕐᔭᖅᑐᒍᑦ ᐃᑲᔪᖅᑐᕐᓗᑎᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᑐᖕᓕᕐᓂᕐᒧᑦ 4.2 ᒥᓕᐊᓐ ᑕᓐᓱᓄᑦ ᐊᐅᓚᓂᕐᒧᑦ. ᑕᓕᓐᓇ ᐊᔾᔨᐅᖏᑦᑐᖅ ᐊᓯᐅᔾᔨᐅᑎ 2024-ᒥ ᐃᓅᓯᑦ-ᒪᑭᒪᔾᔪᑎᓂᓪᓗ ᖃᐅᔨᓴᖅᐸᓪᓕᐊᕆᓐᓇᕐᓂᕐᒧᑦ ᐅᓂᒃᑳᓄᑦ.

ᓯᕗᒻᒧᖔᖅ, ᐸᕐᓇᐃᔪᒍᑦ ᐱᓕᕆᐊᖑᑦᑲᓂᓕᕐᓗᑎᒃ ᐊᐱᕐᓯᐅᑎᑦ 2025-ᒥ ᐊᒻᒪ ᓂᕆᐅᒃᑐᑕ ᖃᐅᔨᒋᐊᓪᓗᑕ ᐃᓚᓕᐅᔾᔨᓇᓂᕐᒥᒃ ᐃᓄᐃᑦ ᖃᐅᔨᒪᔭᑐᖃᖅᑎᓂᒃ ᑭᖑᓕᕐᓂᐊᖅᑐᓂ ᐅᓂᒃᑳᓂ.

ᓘ ᑲᐃᒧᒪᓐᔅ

ᑐᑭᒧᐊᒃᑎᑦᑎᔨᓪᓗᐊᑕᖅ ᑲᔪᓰᓐᓇᕈᓐᓇᖅᑐᒃᑯᑦ
ᐱᕙᓪᓕᐊᑎᑦᑎᓂᕐᒧᑦ

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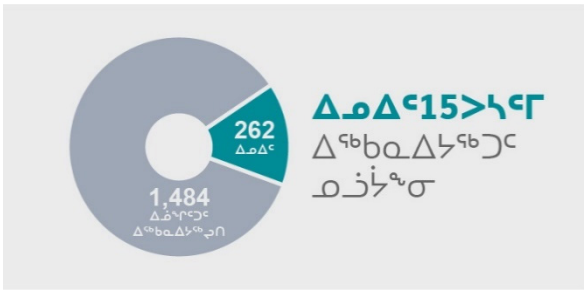
ᐊᐅᓪᓂᐱᓂᓕᕆᓂᖅᑐᑦ ᓇᐃᔨᖅᓯᓪᓚᑦ



ᐃᓄᐃᑦ ᑭᓚᖅᑐᐃᓱᑦ 15>ᓴᑦ ᓄᓗᒋᖅᓯᓂ ᐃᖅᑲᓇᐃᔨᖅᑐᑦ 2024ᒥᑦ, ᒥᓴᐅᓴᖅᓯᓄᑎ 262 ᐃᓄᐃᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ ᐊᓚᒪᓗ 1,484 ᐃᓄᖕᑭᑐᑦ ᐃᖅᑲᓇᐃᔨᖅᓯᓄᑎ (ᐅᓪᓗᓂᒪ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ) 2024ᒥᑦ.

2024ᖓᑎᓪᓗᐊᔪ, ᑲᑎᓗᓪᑕᖅᓯᒋᑦ ᐅᓪᓗᓂᒪ ᐃᖅᑲᓇᐃᔨᖅᑐᑦ 3.8 ᒥᓂᔨᓄ ᐅᖓᓚᑕᓄᑦ ᐃᑲᖏᖅᓯᓄᑎ, ᑕᐃᒪᐃᓄᓂᖓᓄᑦ 6 ᓴᓪᑎᑎᑦ ᐊᖏᓂᖅᓴᖓ ᐊᖅᑭᓂᓂ. ᑕᐃᒪᐃᓪᓗᐊᑕᖅᑐᖅ ᐅᓄᖅᓱᒋᐊᓕᕆᖏᒪᑦ ᕿᓂᓕᓪᓄ ᐃᖅᑲᓇᐃᔨᖅᑎᖓᑦ, ᑲᓪᑐᑦᑕᓭᒪᔪᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᑎᓂᖓᓴᖅᓯᓄᑎᑦ.

28 ᐃᓄᐃᑦ ᖃᐅᔨᖏᓪᓕᐅᕆᖅᑐᑦ ᐃᖅᑲᓇᐃᓕᒥᓂ ᓄᓗᒋᖅᓂ ᐅᓴᕐᓂᓂᐊᖅᓚᖓ 2024ᖓᑎᓪᓗᐊᔪ. ᖃᐅᔨᓴᕿᓪᓕᐊᓂᖅ ᖃᐅᑎᓭᓕᐊᖅᓂᐅᖅᓯᒪᑦ, ᑭᓭᐊᓂ ᐃᓚᓐᓇᐅᖅᓯᒪᓕᐊᓂᖅ ᐊᓭᓕᐊᓂ ᐃᖅᑲᓇᐃᔨᖅᑕᖃᖅᓱᓂ ᓇᓕᒧᑕᖅᓱᓂᑦ ᐅᕐᖏᓪᓂᐅᖅᑎᑦ ᐃᖅᑲᓇᐃᔨᖅᑕᕆᓪᓕᓪᓗᐊᔪ ᐃᖅᑲᓇᐃᔨᓕᐅᑲᓂᐅᖅᑎᑦᑐᑦ.

2024ᒥ ᑕᐃᒪᖓᓄ, ᑲᑎᓗᓪᑕᖅᓯᒋᑦ 127 ᖃᐅᔨᖏᓪᓕᓴᖅᑐᑦ ᐃᓄᐃᑦ ᐃᖅᑲᓇᐃᔨᒥᓂ. ᐊᖅᑭᕈᒪ ᐃᓱᓕᓂᖅᓯᓪᓗᐊᔪ ᐊᓴᖅᓂ, 152 ᐃᓄᐃᑦ ᐃᖅᑲᓇᐃᔨᖅᑐᑦ ᐊᖅᑭᑲᓱᐃᓕᐅᖅᑐᑦ ᓇᓗᒥᓂ ᐃᖅᑲᓇᐃᔨᒥᓂ ᐱᓇᓕᓂᐊᖅᑎᑎᓂᓗᑎᒃ ᐃᑲᔪᖅᑐᑦᑕᐅᓪᓗᓂᑎᒃ ᓇᓗᒥᓂ ᐃᖅᑲᓇᐃᔨᓚᐱᒪᖓᓂᐅᓂᑦ ᐊᖅᑭᓗᒪ ᑲᓱᓚᖓᓂᐅᓂ.

28 ᐃᓄᐃᑦ

ᖃᐅᔨᖏᓪᓕᐊᖅᓱᒪᓕᓪᓗᑎᑦ

ᐃᖅᑲᓇᐃᔨᖅᑕᕐᓂᖓᓂ

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ᐃᑲᖅᓯᑦ ᐃᓄᖖᒧᑦ

ᐃᖅᑲᓇᐃᔨᖅᑎᑎᒪᑦ

2024ᖓᑎᓪᓗᐊᔪ, ᐃᖅᑲᓇᐃᔨᖅᑎᐅᑎᓴᐅᑐᑦ 138ᓂᑦ ᐃᑲᖅᓂᑦ ᐱᓕᒪᓴᕿᐅᓕᐅᖅᑐᑦ. ᐱᓕᒪᓴᕿᓂᐅᖅᑕᑐᖅᑐᖅ ᐃᓄᖖᒧᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᒧᑦ ᐅᓄᖓᓂᖅᓴᕿᐅᓕᐅᖅᑐᑦ ᐊᖅᑭᕐᓂᓂ, ᑲᑎᓗᓪᑕᖅᑐᑦ ᐱᓕᒪᓴᕿᓕᕆᓂᖅ ᐃᓄᖖᒧᑦ ᐅᓄᖓᓂᖅᓴᕿᐅᓕᐅᖅᑐᑦ ᐊᖅᑭᕐᓂᓂ.

ᕿᓂᓂᓪᓂ ᐃᖅᑲᓇᐃᔨᖅᑎᖓᓂᑦ (ᐃᓄᐃᑦ ᐊᓚᒪᓗ ᐃᓄᖖᒧᑦᑐᑦ) ᐱᐊᓂᔪᓕᓕᒫᑦ 110,000 ᐃᑲᖅᓯᓂᑦ ᐱᓕᒪᓴᕿᓂᒥᑦ 2024ᖓᑎᓪᓗᐊᔪ. 33 >ᓴᖅᑎᐸᓗᒃ ᐱᓕᒪᓴᕿᓂᐅᓕᑦ ᐱᐊᓂᔪᑕᐅᓕᐅᖅᑐᑦ

ᖁᑭᖅᑕᓂ ᐊᐃᓴᑐᖅᓕᓕᓂᓪᓕ, ᐃᓕᓴᕐᑎᓕᑦ ᖃᐅᑎᔨᓕᕆᓕᐅᖅᑐᑦ 5 >ᓴᖅᑎᑎᑦ ᐱᓕᓚᐊᖅ ᐱᑎᐊᓕᐅᖅᑎᓪᓗᐊᔪ. ᑭᓕᐊᓂ ᐊᓕᖅᑐᓂ ᐊᐃᓴᑐᖅᓕᓕᓂᓪᓕ ᓄᓇᓕᒧᑦ, ᐃᓕᓴᕐᑎᓕᑦ ᐊᑦᔨᖏᓕᕆᓕᐅᖅᑎᒥᓴᖅᑐᑦ, ᑕᐃᒪᐃᓄᓂᖓᓄᑦ ᐊᓕᖅᑐᓂᓕᐅᖅ ᖃᓄᐃᓕᐅᕆᓂᖅ ᓄᓇᓕᒧᑦᑐᖅᑐᖅ ᐃᓕᓴᕐᑎᓕᑦ ᐃᓕᓴᕐᑎᓕᑦᑐᑦ.

ᑐᓴᐅᒪᔪᓂᑎᑦ ᐃᒪᓐᓇᐅᔪᓂᑦ ᐊᓚᒪᓗ ᖃᐅᔨᓴᓂᓪᓗᑎᑦ ᖃᐅᔨᓴᐅᑭᓕᕆᔨᒪᔪᓂᑎᑦ, ᐊᐅᑐᐃᓄᐅᖅᑭᑐᐃᓐᓇᓕᐅᑕᓕᒃ ᐱᓕᓚᐊᖅ. ᕿᓂᓂᓪᓂ ᑲᔪᓯᖅ ᐃᓕᓴᕐᓂᓯᖅ ᐱᐅᔪᓕᐊᖅᑎᓪᓗᐊᔪ ᐃᑲᔪᖅᑐᑦᑕᓂᑦ ᐃᓕᓴᕐᓂᓯᐊᕐᓂᖅᑐᑦ ᐃᓕᓴᕐᓂᓯᐊᖅᑐᓂ ᐊᓚᒪᓗ ᐃᓕᓴᕐᓂᓯᐊᖅᑐᓂ ᓴᖅᑭᑎᓪᓗᐊᔪ ᓄᓇᑦ ᐊᐃᓴᑐᖅᓕᓕᓂᓪᓕ.

16 ᒥᓂᔨᓄ

ᖁᑭᖅᑕᓪᓗᑦ ᐅᐊᖏᓐᓇᓄ

ᐃᓄᐃᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᖓᓯᒪᑦ

$16 ᒥᓂᔨᓄ ᑭᓇᐅᔨᓴᑦ ᐃᓄᖖᒧᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᓄᓂᐅᖅᑐᖅ ᓄᓇᖏᖅᑐᑦ ᖁᑭᖅᑕᓪᓗᑦ ᐅᐊᖏᓐᓇᓂ 2024ᒥᑦ. $8 ᒥᓂᔨᓄᑦᓗᒃ ᐃᓄᖖᒧᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᓄᒧᑦ ᐃᖏᓪᓖᖅᑎᐅᑕᖅᓄᑦ.

2024ᖓᑎᓪᓗᐊᔪ, ᕿᓂᓂᓪᓂ ᐊᓚᒪᓗ ᑲᑎᓪᓗᓪᑕᓕᐅᕆᓕᐅᖅᑐᑦ ᐊᑭᓕᖅᑕᐅᓕᐅᖅᑐᖅᑐᑦ ᐃᓄᐃᑦ $30 ᒥᓂᔨᓄ ᐅᖓᓚᑕᓄᑦ, ᑭᓚᖅᑕᐃᓕᓪᓗᓂ 13 >ᓴᖅᑎᑎᑦᑕᕆᓪᓗᐊᖅ ᑲᑎᓪᓗᓪᑕᖅᓱᒋᐊᓗᒃ ᑭᓇᐅᔨᓴᑦ. ᒥᓴᐅᓴᖅᑕᐅᓪᓗᓂ ᐅᓪᓗᓂᒪ ᐃᖅᑲᓇᐃᔨᖅᑐᑦ ᐃᓄᐃᑦ ᐃᖅᑲᓇᐃᔨᖅᑎᑦ $116,938 ᖃᓄᖅᓱᓂ, ᖁᑭᖅᑕᓪᓗᑦ $109,138 2023ᒥ.

2024ᒥᑦ, ᐃᓄᐃᑦ ᐊᑎᖅᖃᑕᐅᔪᑦ ᓄᓇᕗᑦ ᑐᖓᕕ ᓵᓚᒃᓴᓚᐅᖅᑐᑦ ᑳᓐᑐᕌᒃᒥᑦ $167 ᒥᓕᔭᓐᖏᓐᓂ ᐊᑭᖃᖅᖢᓂ, 4 ᒥᓕᔭᓐᒥᑦ ᒥᑭᓐᓂᖅᓴᐅᓪᓗᓂ ᐊᕐᕌᓂᓂ. ᑭᓯᐊᓂ, ᐳᓴᓐᑎ ᑳᓐᑐᕌᒃᑕᐅᓯᒪᔪᑦ ᐃᓕᓴᕆᔭᐅᓚᐅᖅᑐᑦ ᓄᓇᖃᕐᓂᖏᓐᓂ ᐃᓄᐃᒃ, (ᒥᓴᐅᓛᖅᖢᖏᑦ ᐊᑎᖅᖃᑕᐅᖏᑦᑐᑦ) ᐊᕐᕌᓂ ᐊᖏᓂᖅᓴᐅᓚᐅᖅᑐᑦ, 44 ᐳᓴᓐᑎᒥᑦ.

ᓈᓴᐅᑏᑦ ᐃᓄᐃᑦ ᐊᑎᖅᖃᑕᐅᔪᑦ ᐅᓄᖅᓯᕙᓪᓕᐊᔪᑦ ᐊᕐᕌᒍᑕᒫ ᑕᐃᒪᖓ 2013ᒥᓂ. 2024ᒥᑦ, 218 ᑕᑕᑎᕆᓯᒪᓚᐅᖅᑐᑦ ᐃᓄᐃᑦ ᑲᒻᐸᓂᖏᓐᓂ ᕿᑭᖅᑖᓗᒃ ᐅᐊᖕᓇᖓᓂ ᐊᒻᒪᓗ ᐃᖃᓗᖕᓂ.

$167 ᒥᓕᐊᓐ
ᑳᓐᑐᕌᑦ ᐊᑭᖏᑦ ᑐᓂᔭᐅᔪᑦ
ᐃᓄᐃᑦ ᑎᒥᖁᑎᖏᓐᓄᑦ

33 ᖑᓚᐅᖅᑐᑦ ᐋᓐᓂᐊᕐᓂᕐᒧᑦ
ᐊᐅᓪᓚᖅᑎᑕᐅᔭᕆᐊᖃᖅᖢᑎᑦ
ᖃᖓᑕᓲᒃᑯᑦ ᐋᓐᓂᐊᕐᕕᖃᖅᑐᒧᑦ

2024ᒥ, 33ᖑᓚᐅᖅᑐᑦ ᐋᓐᓂᐊᕐᓂᕐᒧᑦ ᐊᐅᓪᓚᖅᑎᑕᐅᔭᕆᐊᖃᖅᖢᑎᑦ ᖃᖓᑕᓲᒃᑯᑦ ᐊᓐᓂᐊᕐᕕᖃᖅᑐᒧᑦ. 19 ᑖᒃᑯᐊ ᕿᑭᖅᑕᓂ ᐋᓐᓂᐊᕐᕕᖕᒪᓅᖅᖢᑎ

ᐹᕝᕙᓃᓐᑯᑦᑕᐅᖅ ᐊᑐᖃᑦᑕᖅᑐᑦ ᐊᓯᖏᓐᓂ ᓄᓇᓕᖕᓂ ᒪᑭᒪᔾᔪᑎᒃᓴᓂᑦ, ᓲᕐᓗ ᒥᑦᑕᕐᕕᑦ. ᓲᕐᓗ ᐊᕐᕌᓂ, 1529 ᖃᖓᑕᓲᖑᓚᐅᖅᑐᑦ (ᒥᑦᑐᑦ ᐅᕝᕙᓘᓐᓃᑦ ᐊᐅᓪᓚᖅᑐᑦ) ᕿᑭᖅᑖᓗᒃ ᐅᐊᖕᓇᖓᓂ ᐊᒻᒪᓗ ᐃᖃᓗᖕᓂ ᒥᑦᑕᕐᕕᖕᒪᓂ. ᑕᒪᓐᓇ ᓈᓴᐅᑎ ᐊᖏᓂᖅᓵᕐᔫᔪᖅ ᑭᓯᐊᓂ ᒥᒃᓴᐅᓛᒃᓴᐅᓪᓗᓂ ᐊᕐᕌᒍ ᒪᕐᕿᒃ ᐃᓗᐊᓂ

2024 ᐅᓪᓗᖅᓯᐅᑎᖓᓂ ᐊᕐᕌᒍᓕᒫ, 7ᖑᓚᐅᖅᑐᑦ ᑐᒃᓯᕋᖅᑕᐅᔪᑦ ᕿᑭᖅᑕᓂ ᐃᓄᐃᑦ ᑲᑐᔾᔨᖃᑎᒌᖕᓂᑦ, ᑕᒪᕐᒥᑦᑎᐊᖅ ᐊᖏᖅᑕᐅᓚᐅᖅᑐᑦ, ᑲᑎᓗᒃᑖᖢᒋᑦ $129,467 ᑐᓐᓂᖅᓴᖅᑕᐅᓚᐅᖅᑐᑦ ᑐᒃᓯᕋᖅᑕᐅᓯᒪᔪᑦ. ᑕᒪᓐᓇ ᑭᒡᒐᖅᑐᐃᔪᖅ ᒥᒃᓕᒋᐊᖅᑎᑦᑎᓪᓗᓂ ᑐᒃᓯᕋᐅᑎᐅᔪᓂᒃ ᐊᒻᒪᓗ ᑮᓇᐅᔭᑦ ᐊᑭᓕᐅᑕᐅᔪᑦ ᒥᒃᓴᐅᓴᖅᑕᐅᓪᓗᑎᑦ 2023ᒧᑦ (31 ᑐᒃᓯᕋᖅᑕᐅᔪᑦ ᐊᒻᒪᓗ $187,351), ᑭᓯᐊᓂ ᐊᖏᒡᓕᒋᐊᖅᖢᑎ ᑮᓇᐅᔭᑦ ᒥᒃᓴᐅᓵᖅᖢᒍ 2022 (19 ᑐᒃᓯᕋᖅᑕᐅᓪᓗᑎᑦ ᐊᒻᒪᓗ $99,824 ᐊᑭᓕᐅᑕᐅᔪᑦ).

7
ᑕᑕᑎᖅᑕᐅᓯᒪᔪᑦ ᑐᓂᔭᐅᓯᒪᔪᑦ
ᕿᑭᖅᑕᓂ ᐃᓄᐃᑦ ᑲᑐᔾᔨᖃᑎᒌᓄᑦ
ᐆᒪᔪᓕᕆᓂᕐᒧᑦ ᓇᓪᓕᐅᒃᑯᒫᓄᑦ
ᑮᓇᐅᔭᕐᓄᑦ

37%-ᒥᒃ
ᐱᕙᔭᒥᐊᓪᓚᓕᖅᓯᒪᔪᑦ ᐊᑯᓐᓂᖓᓂ
ᐱᒋᐊᖅᑳᖅᑎᓐᓇᒋᑦ-/ᐱᒋᐊᖅᓯᒪᓕ
ᖅᑎᓪᓗᒋᑦ ᐱᕚᓕᐊᓃᑦ

ᐱᕙᔭᓐᓂᐅᒐᔪᒃᑐᖅ ᐊᕐᕌᒎᑉ ᐃᓗᐊᓂ ᖁᕝᕙᓯᒋᐊᖅᑐᖅ 37 ᐳᓴᓐᑎᒥᑦ ᕿᑭᖅᑖᓗᒃ ᐅᐊᖕᓇᖓᓂ ᑕᐃᒪᖓ ᓄᓘᔾ ᐱᒋᐊᓚᐅᖅᑎᓪᓗᒍ. ᖁᕝᕙᓯᒋᐊᖅᑐᖅ ᑕᑯᔭᐅᓯᒪᖕᒥᔪᖅ ᐊᓯᖏᓐᓂ ᕿᑭᖅᑕᓂ ᓄᓇᓕᖏᓐᓂᑦ ᐊᒻᒪᓗ ᓄᓇᕗᒻᒥ, ᑭᓯᐊᓂ ᐃᖃᓗᖕᓂᐅᖏᑦᑐ.

ᐊᔪᕐᓇᖅᑐᖅ ᐅᖃᐅᓯᕆᓴᕆᐊᒃᓴᖅ ᑕᐃᒪᓐᓇᐅᖕᒪᖔ ᐅᕝᕙᓘᓐᓃᑦ ᑭᓯ ᓇᒧᖕᒋᕈᓘᔭᖅᐸ ᐱᓕᕆᐊᕐᒥ ᐱᓕᕆᓂᖅᑲᖅᑎᑦ ᐱᕙᔭᓐᓂᖅ ᖁᕝᕙᕆᐊᖅᑎᓪᓗᒍ, ᐊᓯᖏᑦ ᐊᒃᑐᐊᔪᑦ ᐊᑐᖅᓯᒪᔪᑦ ᐅᓪᓗᖅ ᑖᔅᓯᒥᖕᒪᓴᐃᓐᓇᖅ, ᓲᕐᓗ ᐊᓯᔾᔨᕐᓂᖓᓄᑦ ᓱᕋᖕᓇᖅᑐᑦ ᐱᕐᑯᔭᖏᑦ, ᖁᕝᕙᕆᐊᕐᓂᖏᑦ ᐃᒥᐊᓗᐃᑦ ᐊᑐᐃᓐᓇᐅᓂᖏᑦ, ᐊᒻᒪᓗ ᓄᕙᖕᓇᕐᔪᐊᖅ 19.

ᖃᐅᔨᓴᖅᑕᐅᓯᒪᔪᑦ ᖃᐅᔨᔭᐅᓯᒪᔪᑦ ᐱᔭᐅᖏᓐᓂᐅᔪᑦ ᐊᑐᐃᓯᒪᔪᑦ ᐃᓅᓯᑦ–ᒪᑭᒪᔾᔪᑎᓄᓪᓗ ᖃᐅᔨᓴᖅᐸᓪᓕᐊᖏᓐᓇᕐᓂᕐᒧᑦ ᐊᕐᕌᒍᑕᒫ, ᐊᒻᒪᓗ 2024 ᓂᕆᐅᕆᔭᐅᓚᐅᖏᓐᖑᓂ. ᖃᐅᔨᔭᐅᓯᒪᔪᓂᑦ ᑎᑎᕋᖅᓯᒪᔪᖃᐅᖅᑐᖅ ᐹᕝᕙᓐᓄᓐᓂ ᐊᑐᐃᓐᓇᐅᑎᑕᖏᑦ ᑭᒃᑯᑐᐃᓐᓇᕐᓄᑦ ᐅᓪᓗᒥᒨᓕᖅᑎᑕᐅᓯᒪᖏᑦᑐᑦ ᐊᕐᕌᒍᓖᓴᖕᓄᑦ. ᐃᓚᐅᑎᑐᒪᔪᓐᓂᓚᐅᕋᑎᒍ ᑕᒪᓐᓇ ᖃᐅᔨᓴᖅᑕᐅᓂᑯ ᖃᐅᔨᔭᐅᓯᒪᔪᖅ ᓲᖃᐃᒪ, ᐃᓚᖏᓐᓂ, ᐊᕐᕌᒍᖅᑲᖓᔭᕐᑐᑦ ᖁᓂᓂᑦ ᐃᓚᓕᐅᑎᑐᒍ, ᐹᕝᕙᓐᓂ ᐊᐱᖅᓱᖅᑐᒥᓂᑦ ᐊᒻᒪᓗ 2024ᒥᑦ ᑐᕋᖓᓂᖅᓴᐅᓪᓗᓂᐅᔾ ᐃᖅᑲᓇᐃᔭᖅᑐᖅ ᖃᓄᐃᓕᐅᕐᓂᖅᓴᓐᖏᓐᓄᑦ.

ᖃᐅᔨᓴᖅᑕᐅᓯᒪᔪᑦ ᖃᐅᔨᔭᐅᓯᒪᔪᑦ ᐃᓚᑰᖅᑕᕐᓂᖏᑦ ᐊᒃᓯᑭᓇᖅᑐᖅᑲᐅᕈᔪᖅᒪᑕ. ᖃᐅᔨᓴᖅᑕᐅᓯᒪᔪᓂᑦ ᖃᐅᔨᔭᐅᓯᒪᔪᓂᑦ ᐱᑕᖅᑲᖅᑯᓂ, ᐊᒃᓯᕈᓇᖅᑐᖅᓯᐅᓴᔪᖅᑐᒧᑦ ᑐᑭᓯᓇᓱᒃᑕᓕ ᑭᓯ, ᐱᑕᖅᑲᖅᑯᓂ, ᐊᑐᐃᓂᖅᑕᖅᑐᖅ ᓄᓘᔾ ᐅᓴᖅᓂᐊᕐᓂᒥᑦ. ᐱᐅᖏᑦᑐᒧᑦ ᐊᑐᑕᐅᔪᖅᑲᕈ, ᐊᔪᓇᖅᑐᖅᓯᐅᑎᑦᑎᔾᔭᖅ ᐸᓚᐅᒪᑎᑦᑎᓇᔭᖅᑐᑦ.

ᖃᐅᔨᓴᕈᑏᑦ ᐃᓚᑰᔪᓄᑦ ᐊᑐᐃᓯᒪᔪᑦ
ᖃᐅᔨᓴᖅᐸᓪᓕᐊᖏᓐᓇᕐᓂᕐᒧᑦ

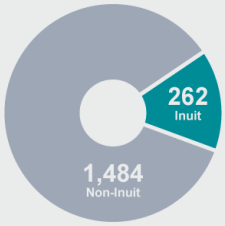
ᐃᓄᐃᑦ ᐃᖅᑲᓇᐃᔭᖅᑏᑦ ᐊᐱᖅᓱᖅᑕᐅᓂᖏᑦ

ᓄᒃᑎᖅᑲᑦᑕᖅᑐᑦ

ᑮᓇᐅᔭᒃᓴᒃᓵᑦ ᐊᒻᒪ ᓂᖅᑲᐃᓲᑎᑦ

ᐋᓐᓂᐊᕐᕕᖕᒥᒃ ᐊᑐᕐᓃᑦ

Executive Summary



Inuit make up
15%
of the Mary River Mine workforce

Inuit represented 15% of the Mary River Mine workforce, with an average of 262 Inuit employees and 1,484 non-Inuit employees (full-time equivalents) in 2024.

In 2024, there were a total of 1,746 full-time workers who worked over 3.8 million hours, which is 6% more than last year. This is mostly due to an increase in Baffinland's direct workforce, as opposed to the contracting workforce.

28 Inuit advanced in their careers at the Mary River Mine in 2024. Advancements can mean promotion, but it can also mean changing to a different job at the same level or getting a permanent job instead of a temporary one.

Since 2014, there have been a total of 127 advancements of Inuit employees. By the end last year, 152 Inuit employees had personalized Career Development Plans to support their personal career aspirations and interests.

28 Inuit
advanced in their career

138
hours per Inuit employee

In 2024, the average Inuit employee received 138 hours of training. While this is less training per Inuit worker than last year, the total hours of training delivered to Inuit was slightly more than last year.

Baffinland workers (Inuit and non-Inuit) completed over 110,000 hours of training in 2024. About 33% of this training was completed by Inuit.

In the Qikiqtani region, graduation rates went up by about 5% after the Project started development. But in other regions of Nunavut, graduation rates follow similar trends, which means other things happening across the whole territory are likely affecting graduation rates the most.

Based on the information we have and the monitoring results, it is not possible to definitively conclude if the Project is having an effect. Baffinland continues to invest in school initiatives to help students succeed and promote education in the region.

$16 M
to North Baffin Inuit employees

Over $16 million in payroll went to Inuit employees residing in the North Baffin LSA in 2024. About $8 million went to Inuit employees living in Iqaluit.

In 2024, Baffinland and contractors paid Inuit employees over $30 M, which represented almost 13% in total payroll. The average salary for full-time Inuit employees was $116,938, up from $109,138 in 2023.

In 2024, Inuit firms registered with NTI won contracts worth over $167 million, which is about $4M less than last year. However, the percentage of contracts awarded to Inuit firms (compared to non-Inuit firms) was higher than last year, at 44%.

The number of Inuit firms has been increasing every year since 2013. In 2024, 218 were registered Inuit companies in North Baffin and Iqaluit.

$167 M
in contract value awarded to Inuit firms

33

health-related evacuations to Nunavut health centres/hospitals

In 2024, there were 33 health-related evacuations by aircraft to Nunavut health facilities. 19 of these evacuations were to the Qikiqtani General Hospital.

Baffinland also uses other community infrastructure, like airports. Last year, there were 1,529 aircraft movements (landings or departures) at North Baffin and Iqaluit airports. This number is slightly more but comparable to the last two years.

Over the 2024 calendar year, there were 7 claims submitted to QIA, all of which were approved, totalling $129,467 disbursed from the Fund. This represents a decrease in both total claims and funds disbursed compared to 2023 (31 claims and $187,351), but an increase in funds compared to 2022 (19 claims and $99,824 disbursed).

7
claims submitted to the QIA Wildlife Compensation Fund

37%
increase in crime between pre-/post-development

Average annual crime rates have gone up about 37% in the North Baffin area since development of Mary River Mine started. Increases have also been seen in other Qikiqtani communities and Nunavut, but not in Iqaluit.

It is hard to tell if or to what extent the Project is playing a role in the rise in crime. Other relevant events that have taken place during the same time, such as changes to drug laws, increased access to alcohol, and COVID-19.

Data gaps impact socio-economic monitoring every year, and 2024 was no exception. There is a lot of data that Baffinland sources from public sources that has not been updated for a number of years. We have decided to omit this data because, in some cases, it is almost 10 years' old. Additionally, Baffinland decided not to conduct their annual Inuit employee survey in 2024 to prioritize focusing on worker morale.

Data gaps present many challenges. Without data, we may have difficulty understanding what, if any, effects are taking place due to the Mary River Mine. If negative effects are taking place, it may make it more difficult to put in place appropriate mitigations.

Data Gaps Influencing Monitoring

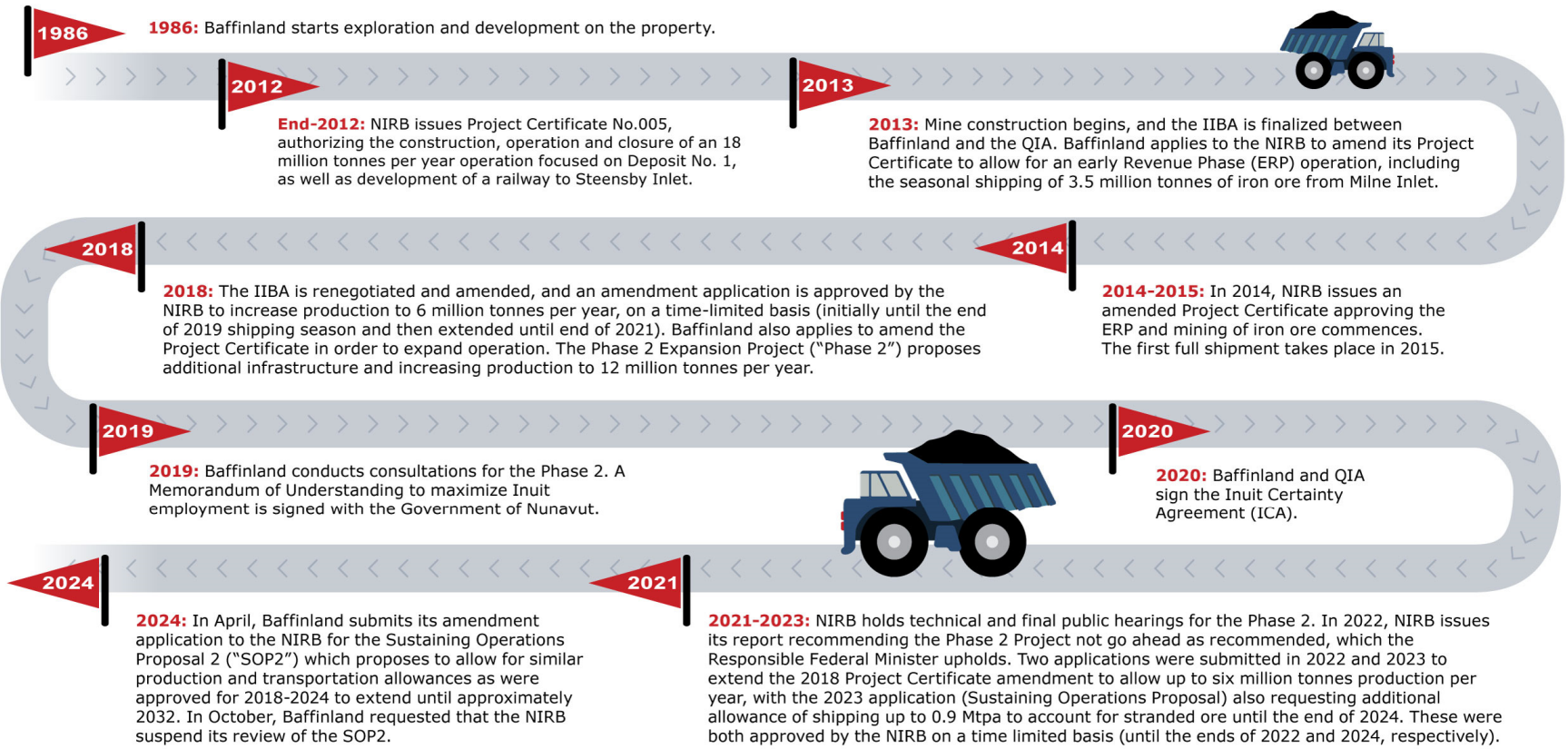
Introduction

Background on Mary River

Baffinland Iron Mines Corporation (Baffinland) is a Canadian mining company with one operating iron ore mine, the Mary River Project (the Project) in the Qikiqtani Region of Nunavut. Baffinland is jointly owned by ArcelorMittal and The Energy and Minerals Group, with a corporate head office located in Oakville, Ontario, a northern head office located in Iqaluit, and offices in five North Baffin communities: Arctic Bay, Clyde River, Sanirajak, Igloolik, and Pond Inlet. The Project consists of two main operating locations: the mine site at Mary River, and Milne Port north of the mine. The two sites are connected by the Tote Road.

Figure 1 below shows the Mary River Project development timeline.

Figure 1. Mary River Project Development Timeline



Additional information on Baffinland's regulatory submissions and approvals can be found on the NIRB Public Registry by referencing File No. 08MN053.

Socio-Economic Monitoring Overview

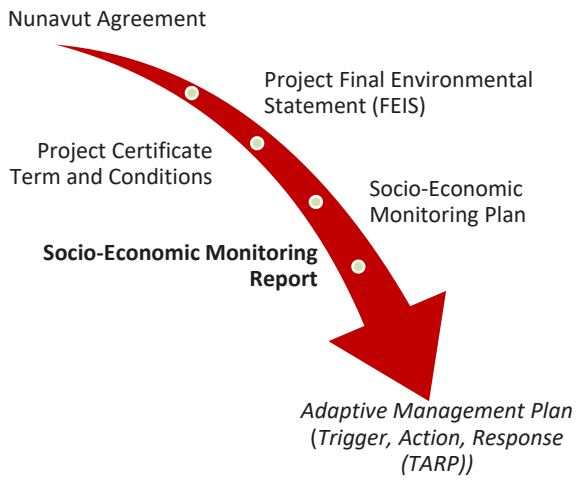
Project-related socio-economic monitoring requirements originate from the Nunavut Agreement and NIRB Project Certificate No. 005. Article 12, Part 7 of the Nunavut Agreement provides details on monitoring programs which may be required under a NIRB project certificate and notes the purpose of these programs shall be:

> - to measure the relevant effects of projects on the ecosystemic and socio-economic environments of the Nunavut Settlement Area;
> - to determine whether and to what extent the land or resource use in question is carried out within the predetermined terms and conditions;
> - to provide the information base necessary for agencies to enforce terms and conditions of land or resource use approvals; and
> - to assess the accuracy of the predictions contained in the project impact statements.

More simply, the purpose of these programs is to monitor effects and compliance. The program should measure how projects affect the environment and communities in Nunavut and assess whether the initial predictions made about the project's impacts were accurate. Additionally, the program should monitor if the land or resource use is following the set rules and conditions in the project's approval and provides the appropriate agencies and parties with the information to enforce those rules.

Baffinland has been undertaking socio-economic monitoring for the Project since 2013. The socio-economic monitoring program has evolved beyond the initial framework described in the FEIS ((Baffinland FEIS, 2012); Volume 4, Section 15), and continues to be refined based on lessons learned and feedback from rightsholders and stakeholders.

Figure 2. Regulations, Requirements and Plans Related to Baffinland Socio-Economic Monitoring



The Socio-Economic Monitoring Plan (Baffinland SEMP, 2019) defines Baffinland's socio-economic monitoring program. It establishes indicators (metrics) that are used to either a) monitor socio-economic monitoring performance against Valued Socio-Economic Components (VSECs), which are aspects of the social and economic environment that are considered to be of vital importance to communities (Nunavut Impact Review Board, 2024), or b) fulfill compliance monitoring requirements under the terms and conditions of the licences, decisions, and certificates issued by authorizing agencies (NIRB, 2013). The Project's Socio-Economic Monitoring Plan forms the basis for this annual Socio-Economic Monitoring Report.

This report is a summary of Baffinland's socio-economic monitoring results. The process of socio-economic monitoring sometimes requires many years of data to effectively discern trends and causality (defining what is causing the change). Even then, some socio-economic effects are caused by a range of project and non-project factors, and these may not be easy to individually measure or confirm. Successful socio-economic monitoring for the Project requires appropriate long-term data, the regular input of Project stakeholders, and a focus on continuous improvement. Baffinland's monitoring program is not intended to determine the causes of every socio-economic change that is reported. Rather, the program is intended to identify potential areas of socio-economic concern; once identified, these areas may benefit from additional examination or a management response.

Baffinland is now focusing on the development of the Steensby component of the Approved Project, including the Steensby Railway. Necessary changes to the Plan (i.e., inclusion of Kinngait and Kimmirut) will be made as the development progresses.

Socio-Economic Monitoring Committee and Working Group

The Qikiqtaaluk Socio-Economic Monitoring Committee (QSEMC) is one of three regional socio-economic monitoring committees in Nunavut. These committees were established in 2007 to address project certificate requirements for project-specific monitoring programs and to create a discussion forum and information sharing hub that supports impacted communities and interested stakeholders to take part in monitoring efforts. In accordance with the terms and conditions in Project Certificate No. 005, Baffinland is actively involved in the QSEMC and regularly participates in its meetings.

In addition to the QSEMC, the Mary River Socio-Economic Monitoring Working Group (SEMWG or MRSEMWG or Working Group) is established to provide Project-specific input and guidance on Baffinland's socio-economic monitoring program. Baffinland, the Government of Nunavut, Government of Canada, and the QIA, are members of the SEMWG. The SEMWG supports the QSEMC's regional monitoring initiatives through Project-specific socio-economic monitoring. The SEMWG also supports the fulfillment of Terms and Conditions set out in Project Certificate No. 005 that relate to socio-economic monitoring. The SEMWG TOR, which are included in Baffinland's Socio-Economic Monitoring Plan (Baffinland SEMP, 2019)[1], describe the Working Group's purpose, membership and member roles, objectives, as well as reporting, communication, and meeting requirements. Section 5.1 of the TOR notes that Baffinland:

> … will prepare an annual socio-economic report for the Project (the "Program Report"), which will be attached to its Annual Report submission to the NIRB. Annual Program Reports … contain data with respect to the previous calendar year (January to December) and may be presented at the Project, community, and/or regional scale of operations. The Program Report will further describe Baffinland's participation on the QSEMC, other collaborative socio-economic monitoring processes, and other relevant activities related to understanding socio-economic processes.

As stated in the TOR, collaboration is required to effectively monitor the socio-economic performance of the Project given the general mandates and roles of each member organization. Specifically, it states that:

- Baffinland is best able to collect and provide data concerning employment and training in relation to the Project;
- the Government of Nunavut and the Government of Canada are best able to report public statistics on general health and well-being, food security, demographics, and other socio-economic indicators at the community and territorial level; and,
- the QIA is best able to provide information and data related to Inuit land use and culture at the community and regional level.

Baffinland administers the Mary River SEMWG and holds one annual meeting. In 2024, Baffinland engaged with the SEMWG on 2023 socio-economic monitoring results and QSEMC planning in November 2024. Additionally, the TOR was reviewed by the group in 2023/24 and was finalized at the November meeting with minor updates suggested by members.

[1] Baffinland worked with SEMWG members to revise the TOR in 2018 and 2019. The previous TOR was somewhat dated (December 2012) and did not fully reflect the current scope of Working Group activities. Revisions to the TOR were completed in March 2019.

Report Overview

Report Objectives and Structure

This is the twelfth annual Socio-Economic Monitoring Report prepared by Baffinland for the Project, which supersedes all previous reports. The content of this report is guided by the Project's Socio-Economic Monitoring Plan and includes the socio-economic indicators required for compliance under the Project Certificate No. 005.

This report supports achievement of the monitoring program objectives identified in the Socio-Economic Monitoring Plan:

1. Evaluate the accuracy of selected socio-economic effect predictions presented in the Mary River Project FEIS and identify any unanticipated effects[2].
2. Identify areas where Baffinland's existing socio-economic mitigation and management programs may not be functioning as anticipated.
3. Assist regulatory and other agencies in evaluating Baffinland's compliance with socio-economic monitoring requirements for the Project.
4. Support adaptive management, by identifying potential areas for improvement in socio-economic monitoring and performance, where appropriate.

This report is structured as follows:

Introduction *(previous section)*	Introduces the report and the scope of its contents.
Methods	Describes the methods used in this report and how they support findings.
Results	Assesses the socio-economic performance based on established socio-economic indicators.
VSECs 1-12	For each valued socio-economic component, the section is structured as follows: • *Rationale for Monitoring:* a summary of the scope of monitoring based on related predictions made in the FEIS or because of requirements set out in Project Certificate terms and conditions. A fuller list of FEIS predictions is provided in Appendix E. • *Key Findings:* monitoring outcomes and highlights, often linked to the rationale for monitoring. • *Data gaps:* a summary table of any data that is not updated and therefore not included in the section. • *Topics:* a way to further organize the VSEC. Each topic will have one or more indicators to measure and report on the condition and trend of a Valued Socio-Economic Component and help understand the interactions between a project and a VSEC (BCEAO, 2013). Indicators will be provided using charts, tables and text. Where available, trends will be used to demonstrate change over time. • Analysis and interpretation of the indicator data is presented, against the prediction (if applicable) or according to the term and condition. Residual effects can be assessed against some of the relevant FEIS predictions, including direction (e.g., positive, negative) and, where appropriate, magnitude[3]. • *Management and Mitigation Measures:* a description current and applicable management measures, with the complete list provided in Appendix E.
Report Summary	Provides a summary of regional and cumulative economic effects, and comments on adaptive management for the Project.

[2] References to the Mary River Project FEIS in this report include any subsequent addendums to the FEIS that have been approved (i.e., have had a Project Certificate issued) by the NIRB.
[3] Effect magnitude is only assessed in this report where quantitative metrics were provided in the FEIS.

Appendix A	Summary Table.
Appendix B	Compliance Assessment against the Project's terms and conditions.
Appendix C	Socio-Economic Monitoring Plan Indicators, which forms the basis for the Results sections.
Appendix D	Headcount data.
Appendix E	Monitoring Results for FEIS Predictions which summarizes the full list of VSECs, FEIS predictions.

Please note that the status of other socio-economic Terms and Conditions unrelated to monitoring is discussed in Baffinland's Annual Report to the NIRB.

Methods

Study Areas

This report generally focuses on one of four spatial scales: The Local Study Area (LSA), The North Baffin Local Study Area (North Baffin LSA), Regional Study Area (RSA), and Project scale.

Local Study Area (LSA)	The LSA includes the North Baffin point-of-hire communities of Arctic Bay, Clyde River, Sanirajak, Igloolik, and Pond Inlet, in addition to Iqaluit (which is also a point-of-hire)
North Baffin LSA	The North Baffin LSA includes the North Baffin point-of-hire communities of Arctic Bay, Clyde River, Sanirajak, Igloolik, and Pond Inlet
Regional Study Area (RSA)	The RSA includes the entire territory of Nunavut. For clarity, references to the RSA throughout the report are simply noted as Nunavut or the Territory

Temporal Boundaries

This report generally focuses on distinct temporal scales (windows of time) to support describing how an indicator has exhibited change over time, and the direction of that change.

A 'pre-development' trend in this report refers to the five-year period preceding Project construction (2008 to 2012) which is often compared to a 'post-development' trend which refers to the period after Project construction commenced (2013 onwards).

A trend 'since previous year' refers to the two most recent years for which indicator data is available. Available data and trends may then be assessed in the context of potential Project influences on the indicator(s) in question.

Data Availability

Baffinland's monitoring program relies on the availability of data to develop indicator trends and assess residual effects. There are two broad categories of data used in this report:

1. *Company data*, which refers to data collected and provided by Baffinland for the purpose of socio-economic monitoring.
2. *Public data*, which refers to data collected and published by parties other than Baffinland. This report mainly uses public data from the Nunavut Bureau of Statistics and Statistics Canada, but there are other public data sources available. To support data provision and analysis, most owners of public data used in this report have representatives on the QSEMC.

Baffinland's socio-economic monitoring program relies on the availability and accuracy of both company and public data. Baffinland continuously strives to collect, maintain, and improve company data. In some cases, due to processes outside of Baffinland's control, public data may 'lag' company data by 1-2 years. In these cases, the analysis in this report takes care to reflect this offset.

In some cases, public data may be further outdated (e.g., data that has not been updated in more than 2 years). Data that have not been updated for over two years can make it difficult to discern trends in a timely manner. For this reason, this report includes data gaps tables in each section to summarize data that would normally be included but has been left out to avoid misinterpretation.

Community Engagement

Baffinland's monitoring program includes topics raised through the many QSEMC sessions that have been held over the years, as well as community engagement conducted specifically for the Project (see

Appendix C. Socio-economic Monitoring for the topics and indicators). This allows for monitoring of topics where quantitative data may not be collected, consistently collected, readily available, updated, or defined to monitor the topic. Community engagement results also support a more fulsome understanding of the effects of people's experience with the project and socio-economic performance, and the accuracy of predictions outlined for the Project beyond those indicators identified in the SEMP.

The QSEMC, which generally meets once a year to discuss monitoring results, provides one such opportunity for community-level feedback on the monitoring report. The QSEMC met most recently in May 2023.

Feedback on the SEMR at the 2023 QSEMC meeting included suggestion of the following topics for inclusion in the future SEMRs, among other comments (including those which fall under the responsibility of other parties):

- Breakdown of Inuit Firms by independent vs. development corporations to better understand how much business growth is organic. This suggestion is still being evaluated.
- Contracting activity by location, specifically ownership of NTI-registered firms by Inuit living in Nunavut vs. out-of-territory. This has been included in Section 3.3, Registered Inuit Firms.

Inuit Employee Survey

The Inuit Employee Survey has been undertaken by Baffinland since 2017, as part of Term and Condition 133 & 140 of Project Certificate No. 005 issued by Nunavut Impact Review Board (NIRB). Under these conditions, Baffinland has committed to implement an annual voluntary survey to collect employee and contractor changes of address, housing status, and migration intention, as well as information related to education and employment, from Project employees, to better understand the possible impacts on communities during the Project's operations.

In 2024, Baffinland chose not to conduct an Inuit Employee Survey for its Inuit employees and contractors. With a pause on SOP2 and a return to Early Revenue Production levels of 4.2 Mt , reductions to the workforce resulted in order to right-size resources for the operation. Although Inuit workers were not directly impacted by job losses, the decision to not administer the survey was made in order to put focus on prioritizing worker morale.

1 · Employment and Livelihood

The local labour market and employment opportunities for North Baffin LSA residents

Rationale for Monitoring

The FEIS predicted that the Project would positively affect the labour force through creating new job opportunities and helping local residents get these jobs. It was predicted that the Project would also help local residents advance in their careers by introducing new career paths to the region, starting from entry-level positions and moving up to higher-level jobs. *(Baffinland Iron Mines Corporation, 2012, p. 81)*

The Project Certificate also encourages Baffinland to monitor barriers to employment for women, specifically those related to childcare availability and cost. This is to ensure that the benefits of employment predicted in the FEIS are experienced by women as well as men. (TC 145)

Key Findings

Monitoring shows that the Project has created new job opportunities that local residents are accessing. In 2024, the Mary River Project employed 1,746 workers (FTEs), who worked 3,813,736 hours in 2024. The Project had 262 Inuit in 2024, representing 15% of the total workforce. 142 Inuit were from the North Baffin LSA, with another 62 in Iqaluit and 58 in other locations. The 2024 turnover rates for Inuit and non-Inuit were 28% and 18%, respectively, which represents a slight decrease for Inuit and a slight increase for non-Inuit from 2023 rates.

The proportion of female employees increased slightly in 2024, but the overall percentage is similar to previous years.

Key Data Gaps

There are no identified data gaps for this VSEC.

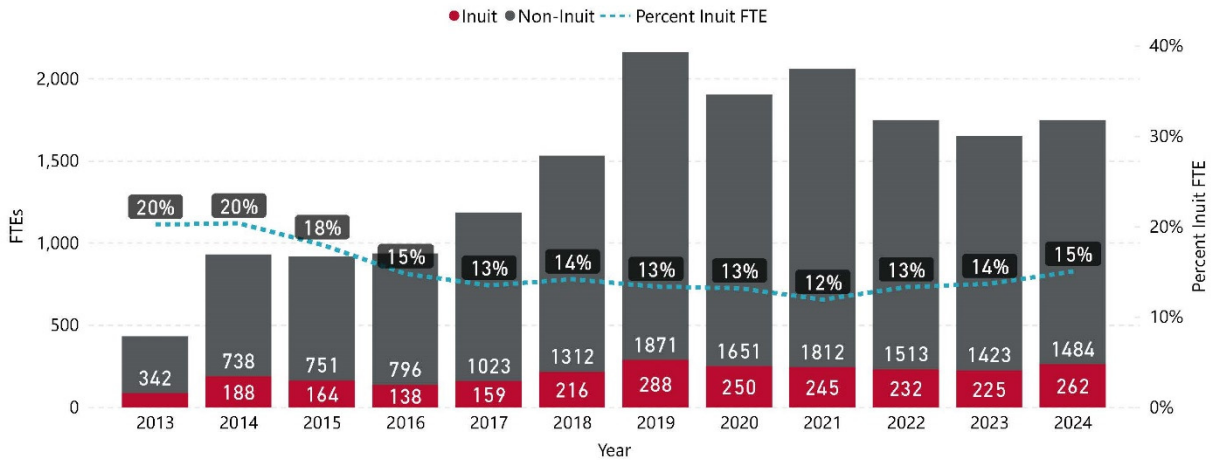
1.1 Mary River Inuit and LSA Employment

Total Workforce

Figure 3 below presents the number of Inuit and non-Inuit full time equivalent positions (FTEs[4]) at Mary River since 2013. This data includes all workers – Baffinland and contractor employees.

[4] There are two indicators used to measure employment at Mary River: 'full time equivalent positions' (FTE), and 'headcount'. FTE is based on 2,184 hours per year. Please see Baffinland's 2023 Socio-economic Monitoring Report for the Mary River Project for more details.

Figure 3. Baffinland and Contractor Employment (FTEs) by Inuit Status



Source: (Baffinland, 2025)

Table 1 breaks down the total number of FTEs and hours worked by Inuit and non-Inuit and employee origin from 2022 to 2024.

Table 1. Baffinland and Contractor Employment (FTEs and Hours Worked) by Ethnicity and Origin from 2022 to 2024

Employee Ethnicity and Origin	2022			2023			2024		
	FTEs	Hours Worked	% of Total	FTEs	Hours Worked	% of Total	FTEs	Hours Worked	% of Total
Inuit									
North Baffin LSA	143	313,170	8%	138	300,616	8%	142	309,075	8%
Iqaluit	39	85,218	2%	47	102,751	3%	62	136,012	4%
Other	49	107,217	3%	40	87,963	2%	58	127,002	3%
Inuit total	**232**	**505,605**	**13%**	**225**	**491,329**	**14%**	**262**	**572,088**	**15%**
Non-Inuit									
North Baffin LSA	1	3,058	<1%	1	2,939	<1%	1	1,519	<1%
Iqaluit	1	2,264	<1%	1	3,175	<1%	2	4,727	<1%
Other	1,510	3,298,860	87%	1,420	3,101,522	86%	1,481	3,235,402	85%
Non-Inuit total	**1,513**	**3,304,182**	**87%**	**1,423**	**3,107,635**	**86%**	**1,484**	**3,241,648**	**85%**
Grand Total	**1,744**	**3,809,787**	**100%**	**1,648**	**3,598,964**	**100%**	**1,746**	**3,813,736**	**100%**

Source: (Baffinland, 2025) | Note: values may not add up due to rounding

Table 2 provides a detailed breakdown of FTEs by employer (Baffinland or contractor), location and ethnicity in 2024 - note that values may not add up due to rounding.

Table 2. Detailed Baffinland and Contractor Employment (FTEs) 2024[5]

Location	Baffinland			Contractor			All Workers		
	Inuit	Non-Inuit	Total	Inuit	Non-Inuit	Total	Inuit	Non-Inuit	Total
LSA Communities									
Arctic Bay	19	-	20	8	-	8	28	-	28
Clyde River	18	-	18	6	-	6	24	-	24
Pond Inlet	31	-	31	7	-	7	39	-	39
Igloolik	14	-	14	12	-	12	26	-	26
Iqaluit	26	1	27	36	2	37	62	3	64
Sanirajak	19	-	19	7	-	7	25	-	26
LSA Total	**128**	**1**	**129**	**76**	2	**78**	**204**	**3**	**207**
Other Qikiqtani Communities									
Kimmirut	2	-	2		-		2	-	2
Pangnirtung	4	-	3		-		4	-	4
Kinngait	3	-	3		-		3	-	3
Resolute Bay	2	-	1		-		2	-	2
Other Qikiqtani Total	**11**	**-**	**11**		**-**		**11**	**-**	**11**
Other Nunavut									
Arviat	1	-	1	-	-	-	1	-	1
Chesterfield Inlet	1	-	1	-	-	-	1	-	1
Naujaat	-	-	-	-	-	-	-	-	-
Rankin Inlet	1	-	1	-	-	-	1	-	1
Coral Harbour	1	-	1	-	-	-	1	-	1
Unknown	-	-	-	2	1	3	2	1	3
Other Nunavut Total	**4**	-	**4**	**2**	**1**	**3**	**6**	**1**	**7**
Other Provinces and Territories									
Alberta	3	86	89	-	66	66	3	152	155
British Columbia	1	36	37	-	19	19	1	56	56
Manitoba	1	22	24	-	8	8	1	30	31
New Brunswick	2	94	96	-	30	30	2	124	125
Newfoundland & Labrador	2	250	252	-	58	59	2	308	311
Northwest Territories	2	-	2	-	4	4	2	4	6
Nova Scotia	1	190	191	-	35	36	1	226	227
Ontario	18	310	329	5	105	110	24	415	439
Prince Edward Island	-	7	7	-	1	1	-	8	8
Quebec	3	58	61	1	67	68	4	125	129
Saskatchewan	-	21	21	-	7	7	-	28	28
Yukon	1	1	1	-	-	-	1	1	1
Other Provinces and Territories Total	**33**	**1,076**	**1,109**	**8**	**400**	**408**	**41**	**1,476**	**1,517**
Other									
International	-	-	-	-	3	3	-	3	3
Unknown	-	-	-	-	-	-	-	-	-
Other total	**-**	**-**	**-**	**-**	**3**	**3**	**-**	**3**	**3**
Totals	**176**	**1,077**	**1,253**	**86**	**407**	**489**	**262**	**1,484**	**1,746**

Source: (Baffinland, 2025) | Note: values may not add up due to rounding

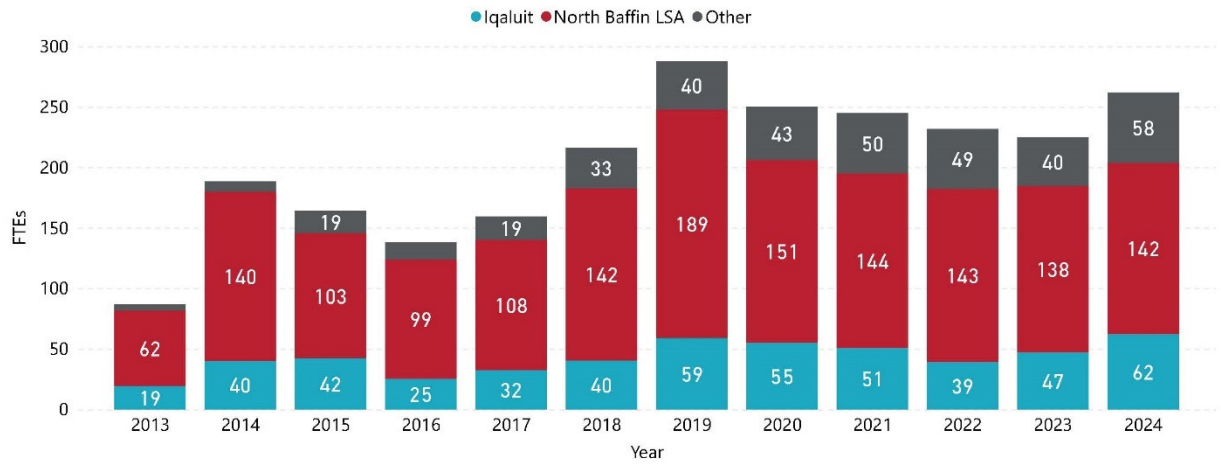
[5] For headcount figures for Inuit communities, see Appendix D. Headcount Data

In 2024, there were a total of 1,746 FTEs working at Mary River. This represents a 6% increase in total workforce compared to 2023. The increase in workforce is mainly attributable to a large increase in Baffinland direct employment, which increased by 98 FTEs from 2023 to 2024. Contractor employment stayed relatively stable from 2023 to 2024, decreasing slightly to 28% of total hours worked in 2024 from 30% in 2023.

Inuit Employment

Figure 4 provides an overview of Inuit employment by location of origin from 2013 to 2024.

Figure 4. Baffinland and Contractor Inuit Employment (FTEs) by Location



Source: (Baffinland, 2025) | Note: values may not add up due to rounding

Figure 5 and Figure 6 more details on Baffinland and contractor Inuit employment (FTEs) by location of origin in 2024.

Figure 5. Baffinland and Contractor Inuit FTEs by Community (2024)

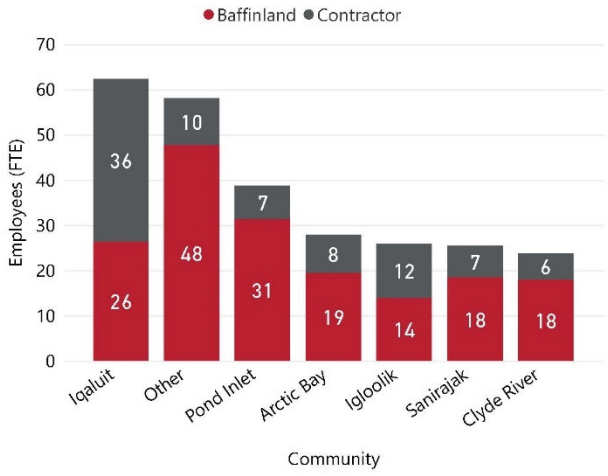
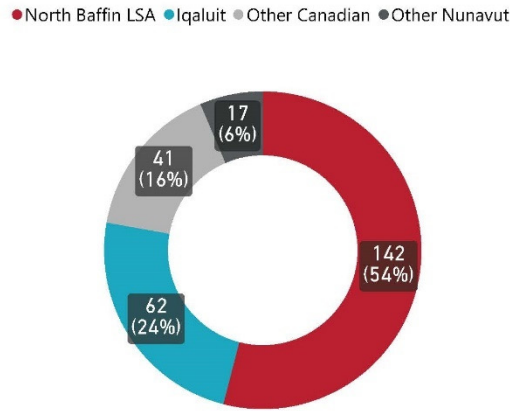


Figure 6. Baffinland and Contractor Inuit FTEs by Area (2024)



Source: (Baffinland, 2025) | Note: values may not add up due to rounding

In 2024, 262 Inuit FTEs worked at the Project, either directly or with contractors, with over half (54%) residing in the North Baffin LSA. Within the North Baffin LSA, most Inuit employees originate from the community of Pond Inlet (38 FTEs) in 2024. More information on Inuit employment location can be found in Table 2 in the previous section.

Following a slightly declining, but relatively stable trend in Inuit employment from 2020 to 2023, Inuit employment increased in 2024. This increase can be largely attributed to efforts from Baffinland's HR and Inuit recruiters to execute a targeted plan, utilizing the Inuit recruiters, to increase Inuit employment. The previously declining trend was likely influenced by the challenges of COVID-19 as well as the effects of operational uncertainty experienced in 2022. Baffinland consistently applies several measures to support Inuit employment, including corporate commitments and requirements of the 2018 IIBA; tailored recruitment and retention strategies, such as the Baffinland Community Liaison Officers; strategies to engage and support contractors to hire Inuit; various pre-training and on-the-job training initiatives specific to preparing and supporting Inuit for Project roles; regular flight access from LSA communities; and, strong wages and benefits.

The large number of Baffinland and contractor employees from outside of Nunavut can be partly attributed to a skills and education gap within the territory. The 2021 Qikiqtani Labour Market Analysis identified that there is a skills mismatch between what is available in the labour force and what is in demand at Mary River. For example, there is a high demand for *Production Occupations*, that exceeds adjusted supply; in contrast, labour supply in *Human Resources, Administrative, Supply Chain Logistics* and *Financial Occupations* exceed Baffinland's demand (Mining Industry Human Resources Council, 2020). There are other contributing factors experienced by other mining projects in Nunavut and Northern Canada, such as difficulties with rotation shifts and challenges balancing traditional and wage economies (Impact Economics, 2018; MIHR, 2016; Mining Industry Human Resources Council (MiHR), 2021) (The Conference Board of Canada, 2022).
An analysis of labour force barriers found that the main draws to working full time for Qikiqtani Inuit were financial and personal motivations, such as being able to support family, however earnings-based rent frameworks and rotational work may detract from those draws (Mining Industry Human Resources Council, 2020).

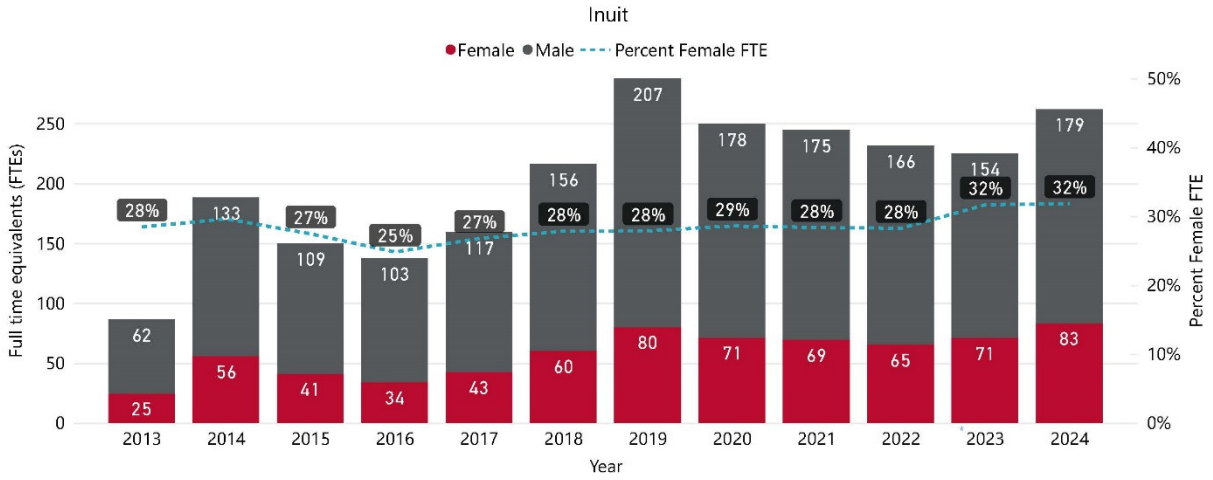
1.2 Mary River Employment by Gender

Female participation in the Canadian mining industry is generally low compared to overall labour force participation, with women representing only approximately 17% of the mining workforce in Canada in 2023, despite making up approximately 47% of the total labour force (MiHR, 2024).

Inuit women are less likely than non-Indigenous women to be employed in Canada (Statistics Canada, 2022). The 2021 census reported that Inuit women in Nunavut had an employment rate of 43% and non-Indigenous women in Nunavut had an employment rate of 84% (Statistics Canada, 2022).

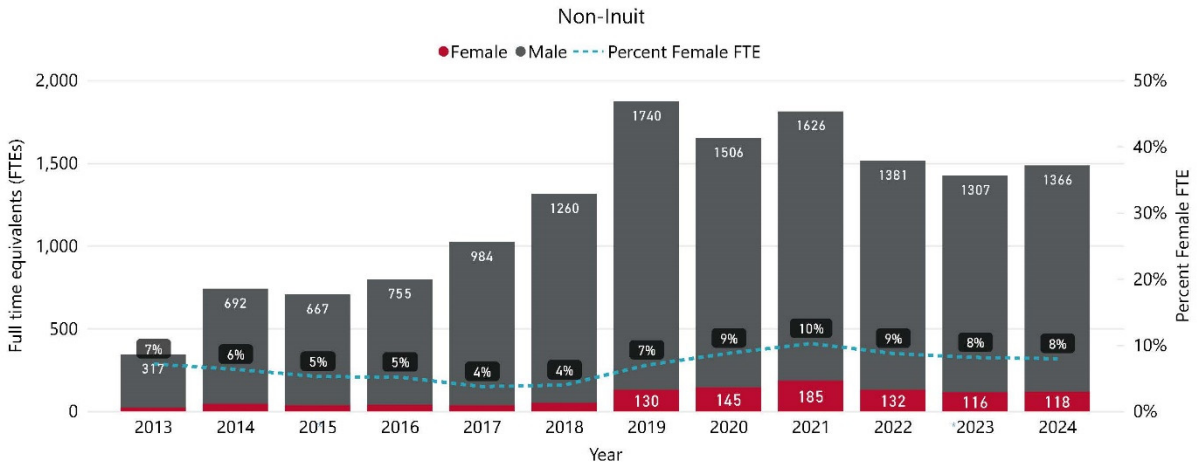
Figure 7 and Figure 8 outline the number of Inuit and non-Inuit FTEs by gender from 2013 to 2024.

Figure 7. Baffinland and Contractor Inuit FTEs by Gender



Source: (Baffinland, 2025) | Note: values may not add up due to rounding

Figure 8. Baffinland and Contractor Non-Inuit FTEs by Gender



Source: (Baffinland, 2025) | Note: values may not add up due to rounding

Table 3 provides additional detail on FTEs and hours worked by gender and ethnicity from 2022 to 2024.

Table 3. Baffinland and Contractor FTEs and Hours Worked by Gender and Ethnicity (2022 – 2024)

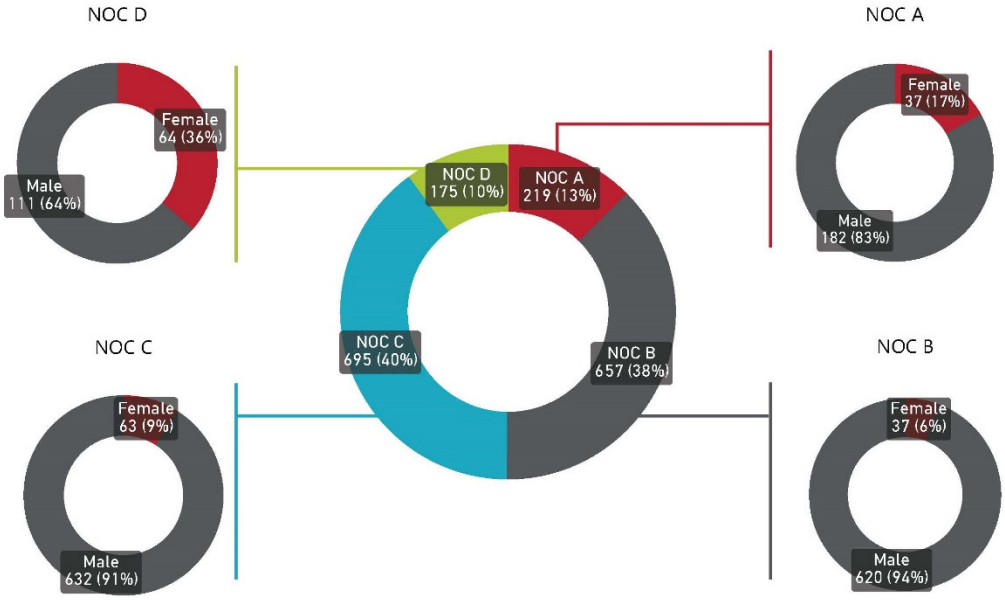
	2022			2023			2024		
	Hours Worked	**FTE**	**% of 2022 Total**	**Hours Worked**	**FTE**	**% of 2023 Total**	**Hours Worked**	**FTE**	**% of 2024 Total**
Inuit									
Male	362,729	166	9.5%	335,687	154	9.3%	389,897	179	10.2%
Female	142,876	65	3.8%	155,642	71	4.3%	182,191	83	4.8%
Non-Inuit									
Male	3,015,868	1,381	79.2%	2,854,835	1,307	79.3%	2,984,337	1,366	78.3%
Female	288,314	132	7.6%	252,345	116	7.0%	257,311	118	6.7%
All Ethnicities									
Male	3,378,597	1,547	88.7%	3,190,978	1,461	88.7%	3,374,234	1,545	88.5%
Female	431,190	197	11.3%	407,987	187	11.3%	439,502	201	11.5%
Total	**3,809,787**	**1,744**	**100%**	**3,598,965**	**1,648**	**100%**	**3,813,736**	1,746	**100%**

Source: (Baffinland, 2025) | Note: values may not add up due to rounding

The number and proportion of total female FTEs working at the Project has stayed relatively steady over time, as has the proportion of Inuit and non-Inuit female FTEs within this total. In 2024, Baffinland's female workforce totalled 201 FTEs, representing 11.5% of the total workforce. This is an increase of 14 FTEs compared to 2023. However, the male workforce also increased by 84 workers over this time. As such, the proportion of female workers compared to the total workforce is only slightly higher than 2023 levels (11.5% compared to 11.3%, respectively). Within the population of female workers, the proportion of Inuit women FTEs also increased slightly compared to 2023 (4.8% compared to 4.3%, respectively), while the proportion of non-Inuit women decreased slightly.

Figure 9 shows the breakdown of Baffinland employee and contractor FTEs in 2024, by skill level and gender. Skill levels are categorized by the 2016 National Occupation Classification (NOC) system[6]. Please see previous SEMRs, such as Baffinland's 2023 Socio-Economic Monitoring Report, for more details.

Figure 9. Baffinland and Contractor Employment (FTEs) by Skill Level and Gender (2024)



Source: (Baffinland, 2025)

In 2024, most female workers occupied NOC Skill Level D positions (64 FTEs) and NOC Skill Level C positions (63 FTEs). NOC Skill Levels A and B had the same number of female workers, at 37 FTEs. NOC Skill Level B has consistently had the lowest proportion of female workers, although it increased one percentage point from 2023 (at 6% in 2024, compared to 5% in 2023).

Table 4 shows the skill level breakdown of female Baffinland and contractor female FTEs.

Table 4. Female Inuit FTEs and Percentage by Skill Level (2024)

NOC Classification	2022		2023		2024	
	Female Inuit FTEs	% of Total	Female Inuit FTEs	% of Total	Female Inuit FTEs	% of Total
NOC A (professional or management jobs)	11	20%	0	0%	11	13%
NOC B (technical jobs or skilled trades)	7	13%	4	12%	10	13%
NOC C (intermediate jobs)	24	45%	5	15%	28	34%
NOC D (labour jobs)	11	22%	23	73%	34	41%
Total	**52**	**100%**	**31**	**100%**	**83**	**100%**

Source: (Baffinland, 2025) | Note: values may not add up due to rounding

As shown in Table 4 above, in 2024 most female Inuit workers (75%) work in jobs that are classified as NOC D and NOC C. Though Baffinland Inuit female employees make up a similar proportion of both Baffinland and contractor workforce (3% and 2%, respectively), Baffinland Inuit employees are more likely to be in higher skill levels than contractors.

[6] Baffinland will continue to use the 2016 system until the Steensby Project is built into the workforce.

Recent studies focused on Inuit women in mining show there are common barriers to participation. A 2023 study on Inuit women's participation in mining in Nunavik described positive aspects of mining employment, including increased income and economic independence, opportunities to learn new skills, ability to support family members financially, and some opportunities to connect to Inuit culture (through country foods kitchens, etc.). Negative aspects included gender-based harassment, overrepresentation at low skill level positions (and difficulty advancing), and conflicts between mine work and the IQ principle of inuuqatigiitsiarniq (Caring for People) when pregnant or parenting (Mills, Simmons, & Williamson, 2022). Agnico Eagle's 2023 *Inuit Workforce Barriers Study* identified several strategies to address barriers to participation, including enhancing equity policies, improving access to childcare, addressing gender bias in hiring, and providing mentorship and career development opportunities for Inuit women. The report also emphasized the importance of continued engagement with Inuit women to understand their experiences and tailor solutions to their needs. A partnership between government, communities and employers is needed to effectively address these barriers (Aglu Consulting; ERM, 2023).

In 2024, Baffinland's Inuit turnover exit interviews (for direct employees and contractors), **Inuit women interviewed were more likely to indicate family reasons or being closer to family or home as a reason for voluntary termination compared to Inuit men.** One Inuk woman resigned due to lack of childcare. Other common reasons for resigning cited by Inuit women include health reasons (primarily as leaves of absence) and accepting new positions. However, motivations for voluntary termination are likely influenced by multiple factors for most employees and exit interviews likely do not capture all reasons an employee may choose to leave a position.

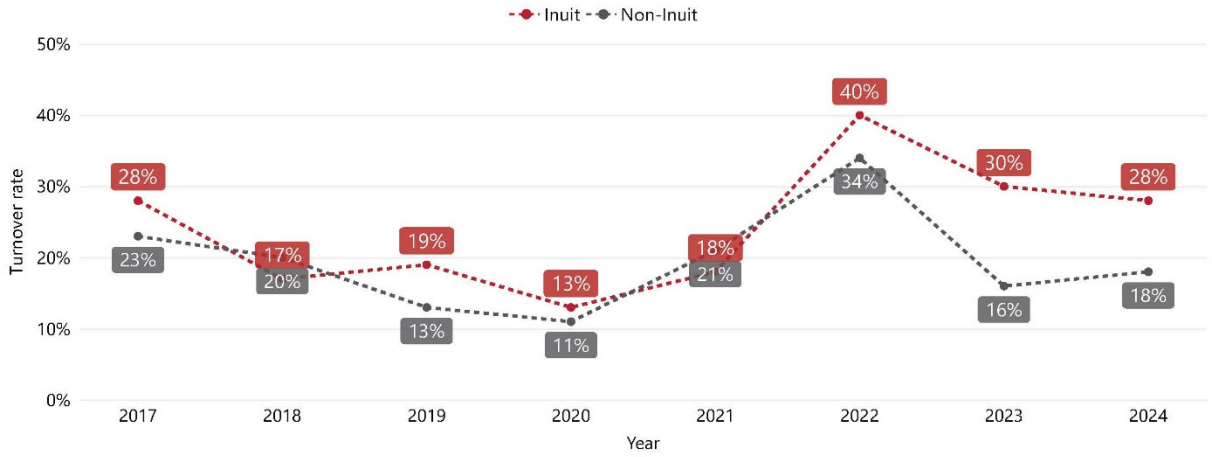
1.3 Employee Turnover

Employee turnover and departure data provides an indication of employment stability. Employment stability is valuable to the individual, the LSA and Baffinland. According to the Mining Industry Human Rights Council, the average turnover rate for the mining industry in Canada is 8% (MIHR, 2023). However, remote mining operations such as the Mary River Project are known to experience higher turnover. This is not unique to Baffinland and is experienced by other Nunavut-based organizations (Government of Nunavut, 2022).

Figure 10 and Figure 11 present Baffinland employee turnover rate and departures since 2017. Turnover rate is calculated by dividing the total number of departures in a calendar year by the average headcount over the same period.

In 2024, 27 Inuit were rehired by Baffinland, compared to 23 Inuit rehires in 2023. The majority of these rehires occurred in Q2, aligned with hiring timelines for seasonal employees such as shipping monitors.

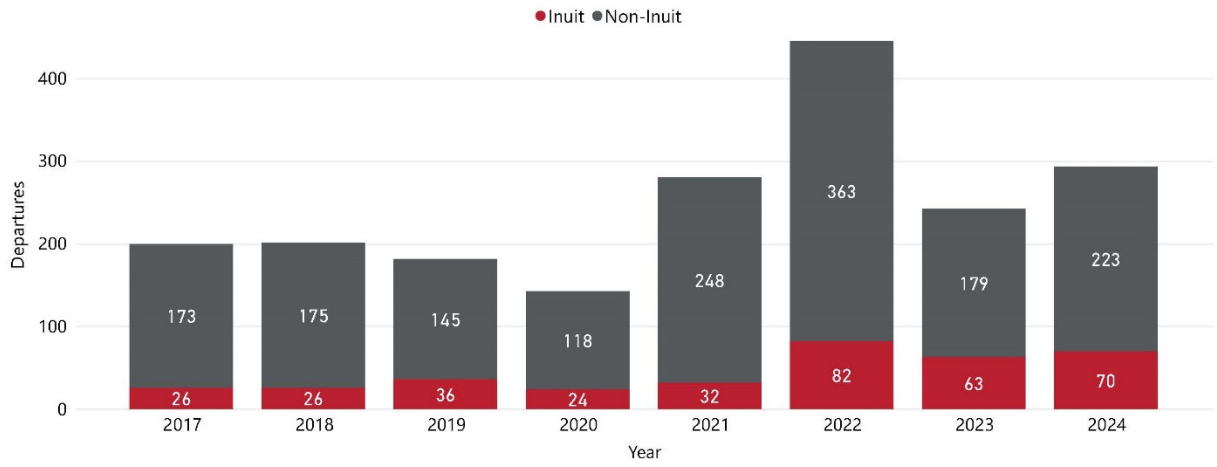
Figure 10. Baffinland Employee Turnover Rate (Inuit and Non-Inuit)



Source: (Baffinland, 2025)

Note: Values do not include contractor turnover.

Figure 11. Baffinland Employee Departures (Inuit and Non-Inuit, Headcount)



Source: (Baffinland, 2025)

1.4 Management and Mitigation Measures

Baffinland follows its Inuit Human Resources Strategy, which provides direction on how to operationalize several employment- and training-related Articles as defined in the 2018 IIBA. The 2018 IIBA requires Baffinland to adhere to many commitments to prioritize Inuit and North Baffin Inuit for Project employment, including priority hiring. To support increased hiring of Inuit, Baffinland made concerted efforts throughout 2024 to work with Inuit recruiters, resulting in increased Inuit employment in 2024.

Through the IIBA, Baffinland is also required to implement human resource policies that ensure equal access to employment for Inuit men and women and outlines affirmative steps to take for attracting female employees.

Baffinland developed the Arnait Action Plan which aims to improve the recruitment, retention, and advancement of Inuit women in the workforce. The Plan applies to all Baffinland employees as well as all contractor employees that work at the Mary River Project. The plan focuses on an actions-driven approach towards identified barriers for women in the workforce and contributions the Baffinland team can make in removing these barriers.

Baffinland continues to conduct exit interviews for Inuit employees to monitor potential barriers to employment and develop appropriate mitigative measures.

For more information on management and mitigation measures, see Appendix E.

2 · Education and Training

Education and skills attainment among youth and adults through investments and employment

Rationale for Monitoring

The FEIS predicted that overall, the Project would have a large positive effect on education, work skills, and life skills. This would happen through pre-employment and on-the-job training and employment. While it was predicted that some youth may drop out of school early to work at the Project, it was also considered that potential jobs at the Project would incentivize education. (Baffinland Iron Mines Corporation, 2012, p. 43)

Baffinland's Project Certificate encourages Baffinland to survey Nunavummiut employees as they are hired to understand their education level, and whether they left an educational program or another job to work at the Project. This is to help understand if education levels in local communities are changing because of the Project, and if individuals are resigning from local organizations to work at the Project. (TC 140)

Key Findings

The findings indicate that training and other supports for employment and advancement are having a positive effect through hiring, training, and promotion of Inuit. In 2024, Baffinland and contractor workers completed over 110,000 hours of training, with approximately 33% of the training hours being completed by Inuit. There have been 127 advancements of Inuit employees since 2014 and during the past 2 years, the advancement rate increased significantly. By end of 2024, there were 152 Career Development Plans completed for active Inuit employees. However, Inuit are still most represented at lower skill levels.

Based on available data, it is not possible to draw conclusions on the impact of the Project on secondary school success. Baffinland continues to offer incentives and supports for students to further their education through contributions to food programs, scholarships, and educational tools. Higher educational attainment generally increases opportunities to obtain jobs at higher skill levels (i.e., skilled, professional, management).

The 2023 Inuit Employee Survey suggests that Project employment is attracting some workers from Nunavut and government organizations. However, the number of Inuit leaving Baffinland to work at local organizations is unknown. Only two employees hired in 2024 were enrolled in educational programs at the time they were hired.

Key Data Gaps

As mentioned in the Report Overview, many elements of the report reply on annual data from public institutions. For many years, Baffinland has identified the constraints with outdated data or data gaps. This year, we have provided a summary table in relevant sections outlining where the limitations are. Without new data to refresh the report, we have elected to streamline the report in 2024.

Table 5. Key Data Gaps for Education and Training

Topic	Sub-topic	2024 SEMR Data Gaps
Secondary School Success	Attendance Rate[7] ●	Updated data for individual communities within the Qikiqtani was not available for 2024. See last year's SEMR for attendance rate data for the North Baffin LSA, Iqaluit, and the rest of the Qikiqtani (excluding the LSA) from 2010 to 2020.
	Graduation Rate ●	Updated data was not available for 2024. See last year's SEMR for secondary school graduation rates by region from 1999 to 2018.
Workforce Training	Suggested Additional Trainings ●	Updated data was not available for 2024 as this was previously supported by the Inuit Employee Survey data. See last year's SEMR for a list of suggested additional trainings from the 2023 Inuit Employee Survey.
Employee Education and Pre-Mary River Employment Status	Education Level of Inuit Employees ●	The following updated data was not available for 2024. See last year's SEMR for presentation and analysis of the following data: • Inuit employee survey results on the highest level of education obtained by Baffinland and contractor Inuit employee survey respondents • 2021 Census results on the highest level of education obtained by Nunavut and North Baffin LSA residents
	Pre-Employment Activities of Inuit Employees ●	Updated data from the Inuit Employee Survey was not available for 2024. See last year's SEMR for presentation and analysis of Inuit employee survey results relating to the employment and academic status of Baffinland and contractor Inuit respondents prior to their employment at Mary River.
Inuit Employment by Skill Level	Labour Market Analysis ●	The most recent Qikiqtani Labour Market Analysis (QLMA) was released in 2021. See last year's SEMR for a discussion of the 2021 QLMA's key findings.

Note: colour of circle denotes who is responsible for collecting/providing data on sub-topic (● = Baffinland, ● = GN, ● = Other)

Topics and indicators with updated data are presented in subsequent sections.

2.1 Investments in School-based Initiatives

Table 6 provides an overview of school-based initiatives supported by Baffinland from 2022 to 2024. For investments prior to 2022, please see prior years' reporting that can be accessed at https://baffinland.com/document-portal/.

[7] Attendance rate is not an indicator included in the current Socio-Economic Monitoring Program, however, has been included in previous years' report.

Table 6. Investments in School-based Initiatives (2022 – 2024)

Program	Description	2022	2023	2024	Total (2017-2024)
Laptop donations	Laptops donated to secondary school graduates in the North Baffin LSA communities (number of laptops)	50	60	45	**385**
Annual scholarship fund	Per Article 8.8 of the IIBA, Baffinland continues to contribute to an annual scholarship fund ($5,000 per recipient)	$25,000 (5 recipients)	$20,000 (4 recipients)	$25,000 (5 recipients)	**$290,000 (58 recipients)**
School Lunch Program	Per Article 7.21 of the IIBA, School Lunch program in the North Baffin LSA	$63,601	$160,330 (3 communities)	$262,297 (4 communities)	**$649,243**
Nunavut Arctic College donations	Donations to Nunavut Arctic College Programs and graduations	-	-	-	**$30,000**

Source: (Baffinland, 2025) | For investments prior to 2022, please see prior years' reporting.

Secondary school graduates in the North Baffin LSA communities have received donated laptops from Baffinland since 2017. In 2024, a total of 45 laptops were provided to graduates in the five North Baffin LSA communities.

Baffinland continued contributing to an annual scholarship fund for Nunavut Inuit with priority given to applicants from the North Baffin LSA communities. Five scholarships totalling $25,000 ($5,000/each) were awarded to LSA residents in 2024.

$300,000 is made available for the North Baffin LSA School Lunch Program annually, as per Article 7.21 of the 2018 IIBA. **In 2024, $262,297 was distributed as part of this program to schools in Arctic Bay, Clyde River, Igloolik, and Pond Inlet.** Local capacity within schools and communities is a cited common challenge in administering school lunch programs.

2.2 Secondary School Success

Graduating from high school has a large impact on an individual's future employment prospects. The 2021 Qikiqtani Labour Market Analysis reported that adults with at least a high school diploma had a significantly higher labour force participation rate (73%) than those without (50%) (Mining Industry Human Resources Council (MiHR), 2021).

Table 7 shows the number of secondary school graduates for the North Baffin LSA and Iqaluit for three periods of time.

Table 7. Number of Secondary School Graduates (Averages for Selected Periods)

Period	North Baffin LSA		Iqaluit	
	Average Graduates	Change from Previous Period	Average Graduates	Change from Previous Period
2003 – 2007	34	-	32	-
Pre-Development Period (2008 – 2012)	45	+11	42	+10
Post-Development Period (2013 – 2023)	42	-3	47	+5

Source: (Nunavut Bureau of Statistics, 2018b), GN Dept of Education Annual Reports 2013-14, 2014-15, 2015-16, 2016-17, 2017-18, 2018-19, 2019-2020, 2020-21, 2021-22, 2022-2023

The average number of graduates increased slightly in Iqaluit during the post-development period, while the average number of graduates in the North Baffin LSA has decreased slightly over this period. In 2023, North Baffin LSA had 44 graduates and Iqaluit had 46 graduates, with averages of 42 and 47 graduates for the post-development period, respectively.

There are a number of confounding variables that may influence graduation rates, many of which have been described in previous Socio-Economic Monitoring Reports, including last year's report. Previous monitoring shows that graduation rate trends in different regions tend to follow similar paths, indicating that territory-wide factors are having the greatest effect; however, there is a lack of recent data on which to continue to draw that conclusion. **Based on available data, it is difficult to determine the impact of the Project on secondary school success.**

2.3 Recruitment and Career Support

To support recruitment, Baffinland implements a number of initiatives, several which are outlined in Table 8. For further details on recruitment and career support initiatives, please refer to 2.8 Management and Mitigation Measures.

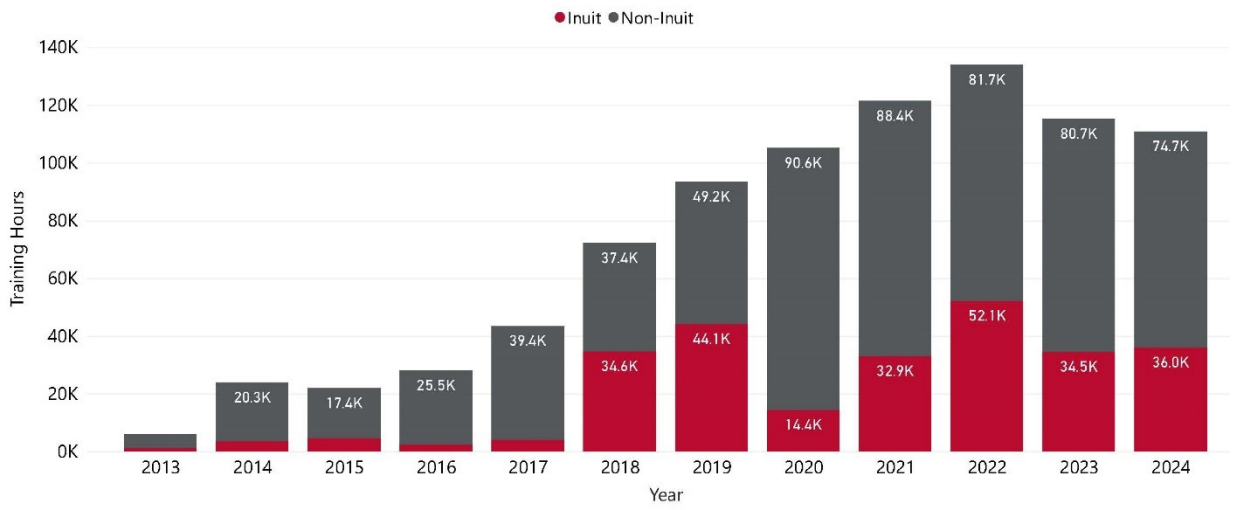
Table 8. List of Additional Recruitment and Career Support Initiatives and Resources

Initiative	Description	2024 Update
Employment and Training Information Sessions	Employment and Training Information Sessions allow community members to meet Baffinland and Contractor staff, learn about the mine site, camp life, and Baffinland's core values. They also introduce various roles available at the mine, training programs, and the recruitment process. These sessions help develop basic employment skills relevant to Baffinland and other industries, as required by Article 8.12 of the IIBA. Employment and Training Information Sessions can take different forms, including wider community events similar to career fairs, or more targeted sessions with a limited number of participants to allow for interviews and skills assessments.	In 2024, three (3) ETIS tours were conducted in all five (5) surrounding communities and in Iqaluit. The sessions took place in March (April for Iqaluit Session), May (targeted), October (September for Iqaluit Session) (full). The planned December session did not take place but is planned for early 2025.).
Inuit Recruitment Specialist	Based in Iqaluit, the specialist communicates with applicants to support recruitment efforts.	In 2024, Baffinland employed three Inuit recruiters, based in Iqaluit, Clyde River, and Pond Inlet.
Baffinland Community Liaison Officer (BCLO)	There is one BCLO in every LSA community. BCLOs assist with recruitment initiatives and often are a source for community members to access computers and technology when required.	The BCLOs remained in place during 2024, with some turnover in one community.
Inuit Success Team and Career Development Plans	Inuit Success Team delivers Work Ready training on-site and in the North Baffin communities and works with operations leaders and Inuit employees to enhance career success, retention, and advancement. Activities include on-on-one contact and discussions and follow-up with all Inuit employees; contractor engagement to replicate Baffinland's approach to Inuit employee engagement and career progression; career guidance and mentorship with students and interns who are exploring career possibilities; and most recently, the development of Career Development Plans (CDPs) for permanent Inuit employees.	Baffinland continued to implement Career Development Plans for all Inuit employees in 2024. By the end of December 2024, there were 152 CDPs completed for active employees, out of a total of 157 active employees who required CDPs. The remaining 5 plans are in progress.

2.4 Workforce Training

Figure 12 below shows the total number of training hours completed by Baffinland and contractor workers, broken down by Inuit and non-Inuit.

Figure 12. Baffinland and Contractor Training Hours by Inuit Status (2013-2024)

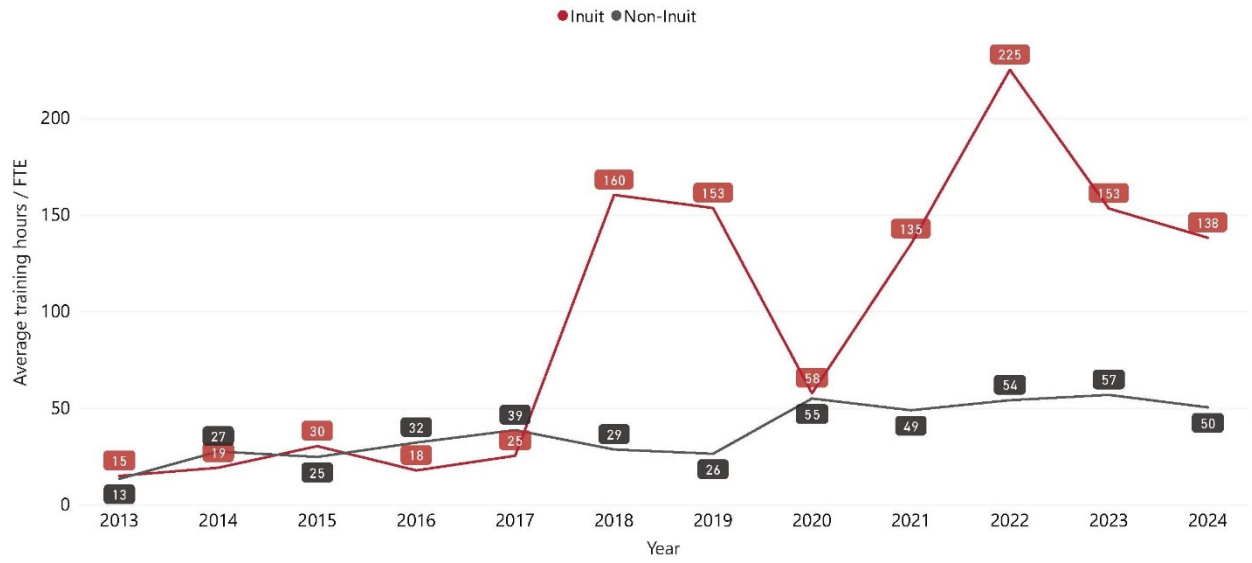


Source: (Baffinland, 2025)

In 2024, Baffinland and contractor workers completed over 110,000 hours of training, with approximately 33% of the training hours being completed by Inuit. Inuit training hours were slightly higher in 2024 compared to 2023. Total training hours peaked in 2022 after a consistent upwards trend; Inuit training hours has been variable since 2017.

Figure 13 shows the average number of training hours per FTE.

Figure 13. Baffinland and Contractor Average Training Hours / FTE by Inuit Training (2013-2024)

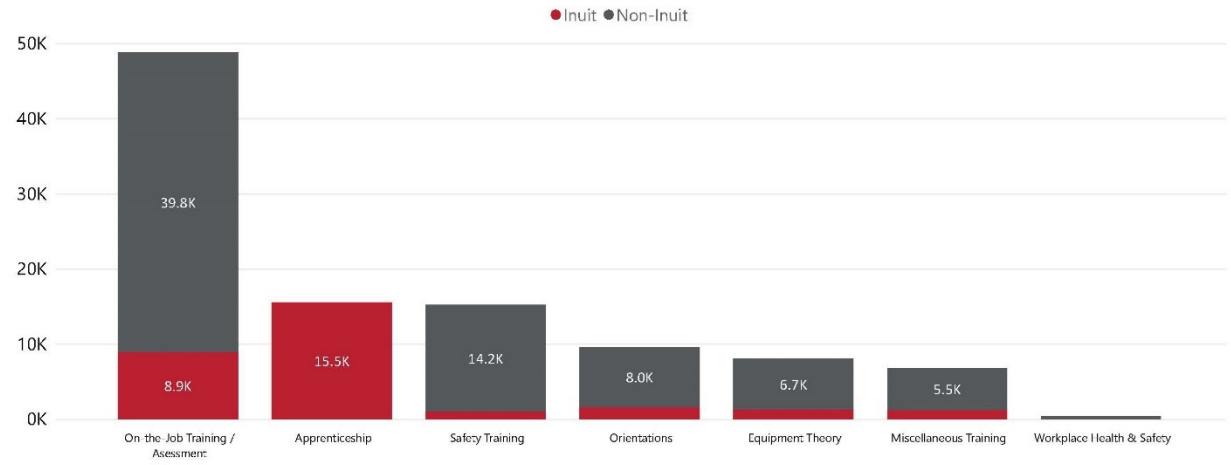


Source: (Baffinland, 2025)

The average hours of training per Inuit FTE in 2024 was 138 hours, a 10% decrease from 2023. Average training hours for Inuit has been variable since 2017, with the peak in 2022 largely attributable to COVID-19 impacts (please see prior years' reports for more details).

Figure 14 shows the types and hours of on-site training provided to Inuit and non-Inuit employees and contractors, which includes pre-employment, mandatory and job-specific training.

Figure 14. Types and Hours of On-site Training Provided (2024)



Source: (Baffinland, 2025) | note: 1k signifies 1,000 hours

Table 9 presents the number of Inuit participants over time in six programs offered by Baffinland. For participants prior to 2022, please see prior years' reporting.

Table 9. Inuit Involvement in Advancement Programs (2015 – 2024)

Program	2022	2023	2024	Total (2015 – 2024)
Community-based Work Ready Program Participants	81	55	124	**534**
On-Site Work Ready Program Participants	29	15	6	**76**
Active apprenticeships (average)	13	10	10	-
Summer students hired	-	5	2	**20**
Inuit internship program participants	2	2	2	**26**

Source: (Baffinland, 2025) | Note: as apprentices are often active for multiple years, a total is not provided. Please refer to previous years' reporting for numbers prior to 2022.

Table 10 below lists the main groupings of training programs offered by Baffinland to support training and skilling for workers. Depending on the program, eligible participants may include prospective employees (Nunavut community members who are not yet employed by Baffinland or one of its contractors), Baffinland employees, and/or contractor employees. Some training programs are only offered to Inuit community members or workers.

Table 10. List of Training Initiatives

Name of Initiative	Description	2024 Results
In-Community Work Ready Program	Five-day training program in LSA communities, with the following areas of focus: Self Awareness, Introduction to Mining, Essential Skills for the Workplace, Money Management, and Preparing for Fly-In, Fly-Out. Program includes a focus on essential job application skills (e.g., resume writing and interview skills), as well as traditional knowledge and skills.	In 2024, 18 community sessions of the Work Ready Program were conducted. 124 Inuit participated in the sessions.
On-site Work Ready Program	The Work Readiness Program (WRP) offers interested applicants a 3-week site rotation. Participants undergo site orientation and job shadowing in 3 departments, spending 5 days in each to learn about various roles and departmental activities. The program aims to match participants with the right department.	In 2024, there were two (2) cohorts for on-site Work Ready Program for a total of 6 participants in two cohorts done in May and November.

Name of Initiative	Description	2024 Results
Apprenticeship	Participants of the Apprenticeship Program join Baffinland as trades assistants and participate in job shadowing activities and on-the-job coaching to learn about the trade and Baffinland's operations.	There was an average of 10 active apprenticeships in 2024.
Summer students	Baffinland makes summer employment opportunities available to Inuit students as per IIBA Article 7.19.	Two summer students were hired in 2024.
Internships	Per IIBA Article 7.20, Baffinland developed and operated an Inuit Internship Program related to the disciplines of: Finance, Information Technology, Procurement, Organizational Effectiveness, Sustainable Development, and Human Resources. This program will operate for a minimum of ten years and will offer a minimum of four internship positions per year.	Despite best efforts from Baffinland and personal circumstances among participants, only two interns participated in the program in 2024.

Source: (Baffinland, 2025)

Other standard training programs include:

- Orientation;
- Equipment operation knowledge;
- On the job training;
- Safety training;
- Cultural awareness training;
- Worker's Safety and Compensation Commission (WSCC) certification; and
- Leadership training and coaching for success.

It is likely that the training initiatives delivered by Baffinland, both pre-employment and during employment, have resulted in a greater amount of formal training received by the broader LSA labour force. Baffinland and contractor Inuit employees also receive 'informal' training and skills development opportunities through working with co-workers, job shadowing, and the process of everyday work experience.

2.5 Employee Education and Pre-Mary River Employment Status

In 2022, Baffinland's Human Resources team began tracking the highest level of education reported by new applicants at the time of their application. Of the 85 Inuit who applied and were hired in 2024, 63 reported their highest level of education. The majority of these applicants reported high school (38%) or some completion of high school (37%) as their highest level of education. Only one employee reported having a university education (2%), and four employees reported a college education (6%). The remaining applicants reported "other" as their highest level of education (18%), which may indicate certificate programs or trainings or some level of participation of post-secondary education less than full completion.

Based on the 2023 Inuit Employee Survey, there is some evidence that Project employment is pulling from Nunavut and government organizations. However, these results would need to be balanced with the number of Inuit who leave jobs at Baffinland to rejoin other Nunavut organizations, and this information is not currently available.

In 2022, Baffinland's Human Resources team began tracking whether new applicants were employed and/or enrolled in an education program at the time of their application[8]. In 2024, 39 Inuit employees hired by Baffinland indicated they were currently employed at the time they applied to work with the company. This represents a slight increase in Inuit

[8] There may be discrepancies between the two methods of monitoring pre-employment activities of Inuit employees. Baffinland's Human Resources team tracks pre-employment activities of applicants to Baffinland only. The Inuit employee survey is open to all workers at Mary River project, which includes Baffinland employees as well as contractors. Additionally, the Inuit employee survey does not specify when the individual resigned.

employees hired while they were employed at the time of application from 2023, where 37 Inuit employees in these circumstances were hired. In 2024, two Inuit employees hired by Baffinland indicated they were currently enrolled in an education program. One had completed some high school, and the other was continuing college studies while working.

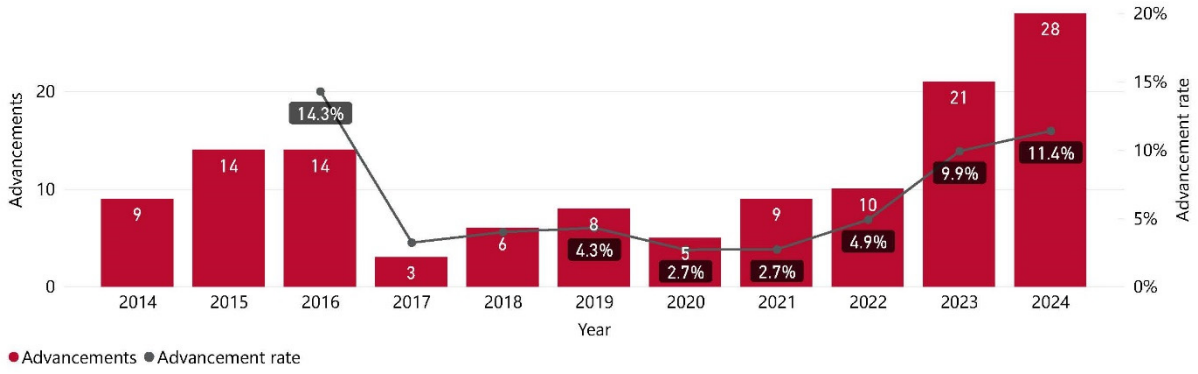
Long term trends are difficult to discern as 2022 was the first year Baffinland collected Inuit applicant information related to current employment and educational program status. Applicants can submit a general application to Baffinland or apply to a specific role. Therefore, trends in the level of education of applicants as well as the employment status prior to being hired by Baffinland can also be influenced by Baffinland's labour skill level demands, as well as the other labour market factors.

2.6 Employee Advancement

The Project was predicted to have a positive effect on the ability of local residents to progress in their jobs and career choices. Career advancement requires an actively supportive environment, career planning and skills development. Advancements or promotions also depend on available openings.

Figure 15 presents Baffinland Inuit employee promotions by year, including the number of advancements and advancement rate (% of total number of Inuit employees).

Figure 15. Baffinland Inuit Employee Advancements: Number and Rate (% of Baffinland Inuit Employees Advancing)



Source: (Baffinland, 2025) | Note: advancement rate is calculated using headcount

There have been 127 advancements of Inuit employees since 2014. An advancement is defined as a position reclassification (e.g., operator level), lateral transfer, temporary to permanent position, and a promotion.

In 2023 and 2024, the advancement rate increased significantly from 2020-2021 levels. In 2024, the advancement rate was over 11% at 28 advancements. Of those advancements, 15 employees transitioned from temporary to permanent employment status and 13 employees' positions were reclassified (moving up a defined career path to the next step). The number and rates of promotions has increased nearly every year between 2017 and 2024, except for 2020 and 2021, when Nunavummiut were demobilized for much of both years due to COVID-19.

Example of Inuit employee advancements in 2024 include the transition of a general labour trainee to a warehouse technician, an Inuit Knowledge Holder moving from a temporary to permanent position, and an Apprentice Level 2 reclassified to Apprentice Level 3.

Career Development Plans are established between an Inuk employee and their department, focusing on the individual's career aspirations and interest, whether it's skills development, career advancement, change in career, etc. Baffinland began to implement Career Development Plans (CDPs) for all Inuit employees in 2023. **By the end of 2024, there were 152 CDPs completed for active Inuit employees, representing 97% of eligible employees.**

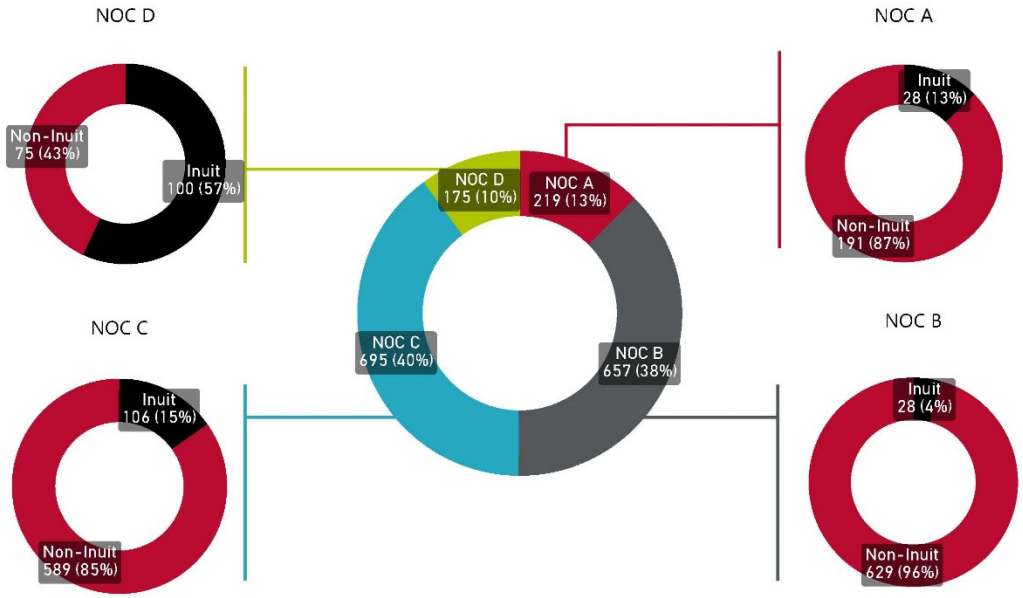
2.7 Inuit Employment by Skill Level

Monitoring skill level of positions held by Inuit employees over time provides insight into the success of Baffinland's efforts to build the capacity and advance Inuit through the workforce.

Figure 16 below shows the overall distribution in 2024 of Baffinland and contractor FTEs across the four skill levels (central circle figure) as well as the proportion of Inuit and non-Inuit within each skill level (surrounding circle figures). Skill levels are categorized by the 2016 National Occupation Classification (NOC) system[9]. Baffinland typically refers to occupations by their Skill Level, according to the following system:

- Skill Level D / NOC D: labour jobs, usually requiring on-the-job training.
- Skill Level C / NOC C: intermediate jobs, usually requiring high school and/or job-specific training.
- Skill Level B / NOC B: technical jobs or skilled trades, usually requiring a college diploma or apprenticeship training.
- Skill Level A / NOC A: professional or management jobs, usually requiring a degree from a university and/or a high level of responsibility.

Figure 16. Baffinland and Contractor Inuit Employment (FTEs) by Skill Level (2024)



Source: (Baffinland, 2025) | Note: values may not add up due to rounding

Inuit are most represented at NOC D (labour jobs) and NOC C (intermediate jobs), with 206 FTEs combined or 79% of the Inuit workforce. In 2024, Inuit represented 57% of FTEs at the NOC D, with 100 Inuit FTEs. At the NOC C level, Inuit represented 15% of the workforce, with 106 FTEs. Conversely, Inuit represent a smaller proportion of the overall workforce at NOC A (professional or management) and B (technical job or skilled trades). Inuit represent just 4% of the workforce at the NOC C level, and 13% of the workforce at the NOC A level.

[9] Baffinland will continue to use the 2016 system until the Steensby Project is built into the workforce.

2.8 Management and Mitigation Measures

Baffinland and QIA finalized the Inuit Human Resources Strategy in 2017, required through provisions under the IIBA (Article 7.12, 2018). The IHRS includes goals and initiatives to increase Inuit employment at the Project over time. It encompasses eight strategic directions to assist Baffinland in achieving its Inuit employment objectives: strengthening stakeholder collaboration, engaging and developing Inuit employees (both current and potential), ensuring workforce readiness, enhancing Inuit recruitment and hiring, promoting gender balance, focusing on students and youth, improving Inuit employee retention and advancement, and fostering continuous improvement.

To support recruitment efforts, Baffinland has implemented various initiatives, including posting job opportunities in communities and online in both Inuktitut and English. The company holds employment and training information sessions in North Baffin communities to communicate and promote available opportunities and has maintained community-based positions dedicated to support recruitment efforts. Baffinland's Inuit Success Team supports recruitment efforts through delivery of the Work Ready training on-site and in communities, as well as through working with current and prospective Inuit employees, students and interns on career progression, and engaging with contractors to improve Inuit employment. Baffinland and its contractors collaborate on Inuit recruitment and employment initiatives, such as resume-sharing.

Baffinland's IHRS includes commitments to provide ongoing incentives for youth to complete high school. This includes scholarships and laptop donation programs, reviewing scholarship award criteria to encourage participation in programs with high employment opportunities in the mining sector, collaborating with secondary and post-secondary educational institutions through school fairs and youth forums, and conducting site visits to inspire interest in mining careers. Additionally, Baffinland aims to provide career information to guidance counselors in the secondary school system, review and develop policies for summer internships and cooperative education programs, and work with educational institutions to address barriers to youth involvement. Baffinland continues to socialize the Inuit internship program with post-secondary institutions and other organizations. In 2024, Baffinland's recruitment team participated in Nunavut Sivuniksavut career fair, and invited students to explore opportunities at Baffinland.

Baffinland offers an array of formal and in-formal pre-employment and on-the-job training to Inuit employees. QIA and Baffinland are continuing to support Mary River IIBA implementation with the Qikiqtani Skills and Training for Employment Partnership (Q-STEP) Inuit Training and Development Program. Funded by the Government of Canada, and with financial and in-kind supports from Baffinland, this initiative focuses on pre-trades instruction and related training and employment initiatives for apprenticeships at the Mary River mine site. The funding is providing supports for expenses relate to training, such as wages, accommodations, and travel. This program began in February 2022, and it is scheduled to continue to March 31, 2028. The target is to hire and maintain 16 Inuit apprentices in various trades, with the end goal that apprentices complete training and advancing in their careers in mining industry trades. Baffinland also supports employees to develop in their careers while working at the Project. As an example, Baffinland works with the QIA to support career development for Inuit Project employees. In 2019, Baffinland struck the Career Path Working Group with QIA, tasked with creating career path plans for each Inuit employee. By end of 2024, 97% of eligible Inuit employees had Career Development Plans and career discussions were ongoing to develop CDPs for employees without CDPs. Once the actions and plans are mutually agreed, including realistic expectations, the employee will be supported so that they can undertake training and development as required to grow their career.

For more information on management and mitigation measures, see Appendix E.

3 · Contracting and Business Opportunities

The contribution of the Project to the economy of Nunavut and its communities through payroll and contract expenditures

Rationale for Monitoring

The FEIS predicted that, with local workers making more money through the Project, the market for local goods and services would grow in response, and this would be a positive effect. (Baffinland Iron Mines Corporation, 2012, p. 168)

The FEIS also predicted that the Project would create many opportunities for local businesses through contracting with the Project, and that these opportunities, would support local businesses to grow and benefit from Baffinland as a consistent customer (Baffinland Iron Mines Corporation, 2012, p. 168).

Key Findings

Based on available data, it is difficult to know if the local market is expanding due Project employment and associated income. The number of NTI-registered firms in North Baffin and Iqaluit has been consistently increasing since 2013. However, it is known that many goods and services are still purchased from outside the territory. At the same time, the Project's payroll expenditures to workers in the North Baffin and Iqaluit indicates that there is likely more capacity for local spending. In 2024, over $16 million in payroll went to Inuit employees based in the North Baffin LSA, and the average pay for Project Inuit workers was $116,938, an increase from $109,138 in 2023.

Monitoring shows that the Project is creating opportunities for local businesses contracting. As mentioned above, the number of NTI-registered firms has consistently increased in the post-development period. In 2024, the total value of contracts awarded to Inuit firms was $167.3M. Many of Baffinland's core services are currently provided by Inuit Firms.

Key Data Gaps

Table 11. Key Data Gaps for Contracting and Business Opportunities

Topic	Sub-topic	2024 SEMR
Inuit Employee Payroll	Adequacy of Total Household Income ●	Updated data was not available for 2024. See last year's SEMR for results of the 2023 Inuit Employee Survey pertaining to perceptions on adequacy of total household income to meet employees' families' needs since obtaining Project employment.

Note: colour of circle denotes who is responsible for collecting/providing data on sub-topic (● = Baffinland, ● = GN, ● = Other)

Topics and indicators with updated data are presented in subsequent sections.

3.1 Inuit Employee Payroll

Payroll expenditures for LSA employees are an indicator of positive impacts on the local economy. The figures below provide an overview of payroll expenditures for Baffinland and contractor employees:

- Figure 17 shows Baffinland and contractor Inuit payroll by year.
- Figure 18 shows 2024 Baffinland Inuit and non-Inuit payroll; and

- Figure 19 breaks down 2024 Inuit payroll by LSA community. Payroll differences between communities depend on employee numbers and individual earnings.

Figure 17. Baffinland and Contractor Inuit Payroll (2017 - 2024)*

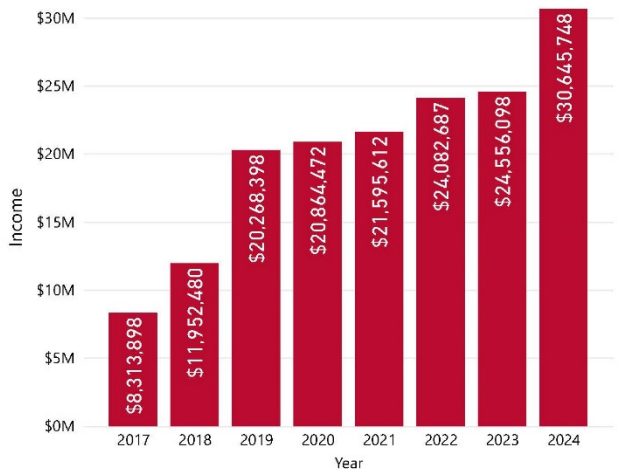
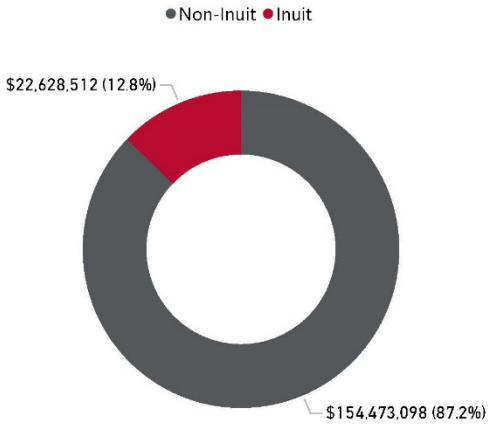
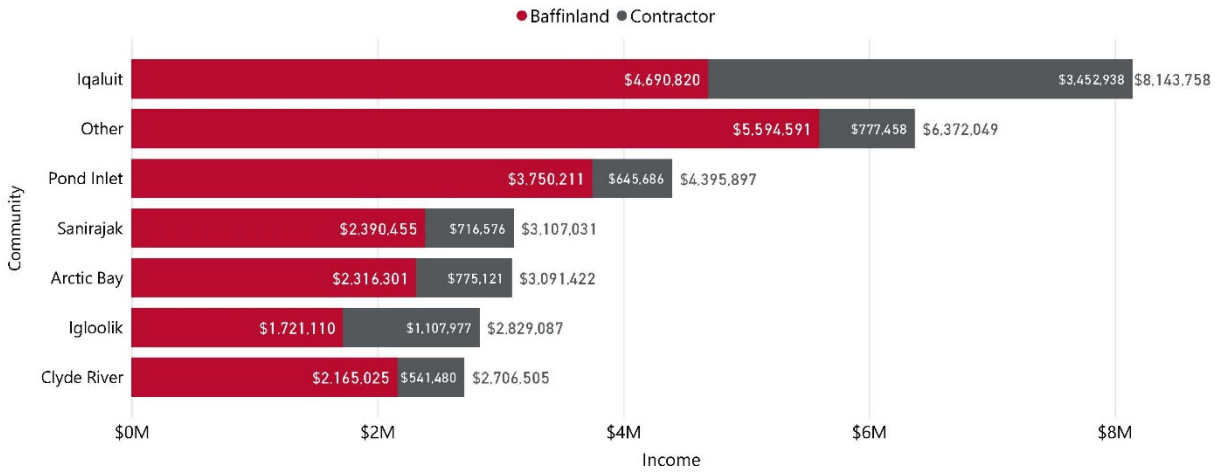


Figure 18. Baffinland Payroll, Inuit and Non-Inuit (2024)*



Source: (Baffinland, 2025) | *Note that the 2019 increase is in part due to the inclusion of contractor income, which was not included in previous years

Figure 19. Baffinland and Contractor Inuit Payroll by Community (2024)



Source: (Baffinland, 2025)

Figure 20 shows that Baffinland and contractor Inuit employee income amounted to $30,645,748 in 2024, which is an increase of $6,089,749 from 2023. This accounts for 12.8% of the total payroll, up from 11.5% in 2023. Over $16 million went to Inuit employees based in the North Baffin LSA and approximately $8 million to Inuit based in Iqaluit.

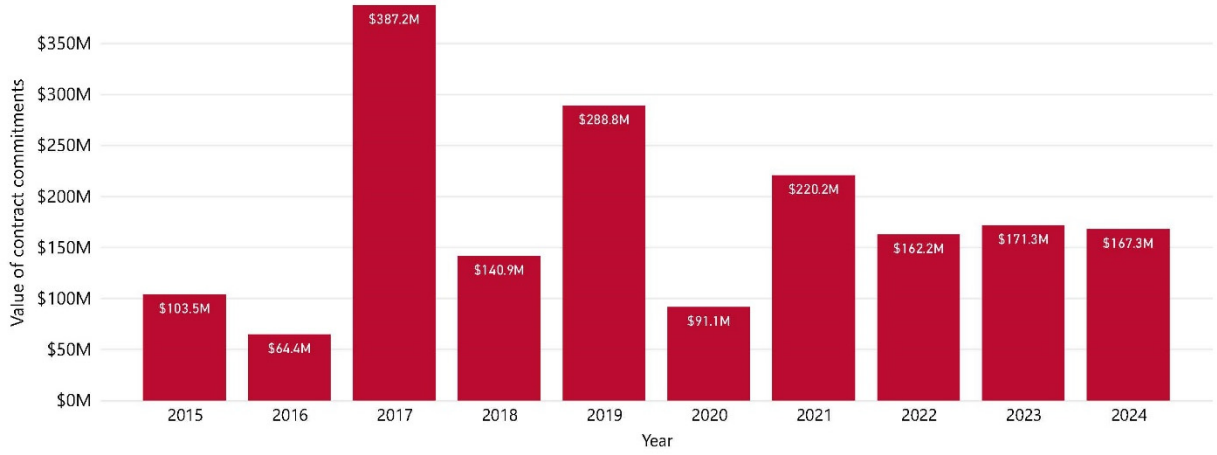
The average pay for Baffinland and contractor Inuit FTEs in 2024 was $116,938, an increase from $109,138 in 2023. This increase in payroll per FTE as well as overall can be attributed to wage and employee incentive program adjustments made by Baffinland in 2024and an increase in Inuit employees.

It is reasonable to expect increased participation in the local wage economy has potential to enhance community well-being and the economic prosperity of Inuit communities. Wage growth is a significant driver of increased household disposable income (Statistics Canada, 2023a), which in turn promotes higher consumption levels. However, it is recognized that many goods and services are purchased from businesses outside of the LSA and the territory, and that it may take time for local businesses to be created, and to respond and grow.

3.2 Value of Contracting with Inuit Firms

Figure 20 shows the value of contracts awarded to Inuit firms[10] since 2015. Since Project development, a total of $2.06 billion worth of contracts has been awarded to Inuit firms.

Figure 20. Value of Contracts Awarded to Inuit Firms



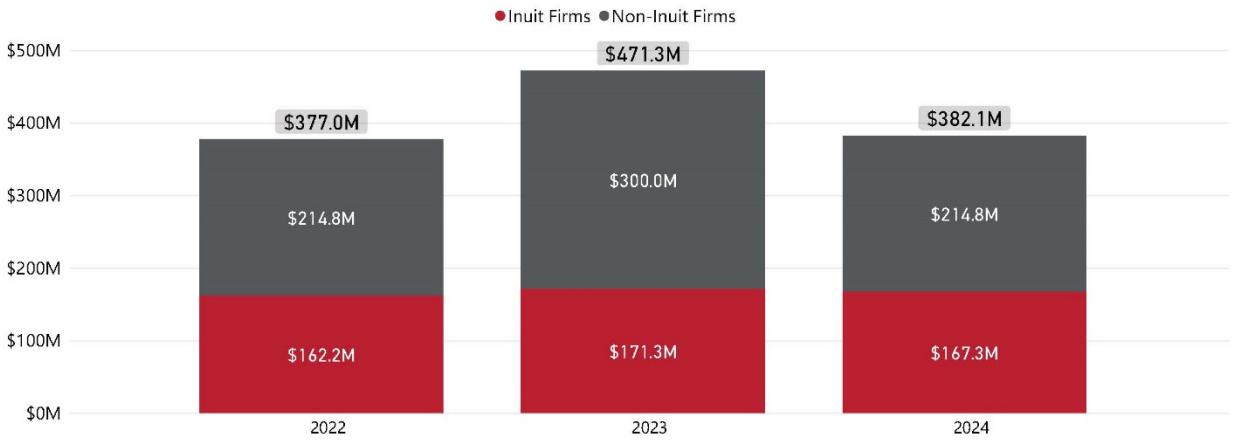
Source: (Baffinland, 2025)

In 2024, the total value of contracts awarded to Inuit firms was $167.3M. Comparatively, actual contract expenditure with Inuit firms in 2024 was $150.0M, approximately 15% less than Inuit firm expenditure in 2023.

Figure 21 shows the proportion of 2024 contracting with both Inuit and non-Inuit firms. Total value of contracts awarded in 2024 was $382.1M, a decrease from 2023 at $471.3M.

[10] As noted by (NTI, 2025), 'Inuit firm' means an entity which complies with the legal requirements to carry on business in the Nunavut Settlement Area, and which is a limited company with at least 51% of the company's voting shares beneficially owned by Inuit, or a cooperative controlled by Inuit, or an Inuk sole proprietorship or partnership.

Figure 21. Value of Contracts Awarded to Inuit and Non-Inuit Firms in 2022, 2023 and 2024



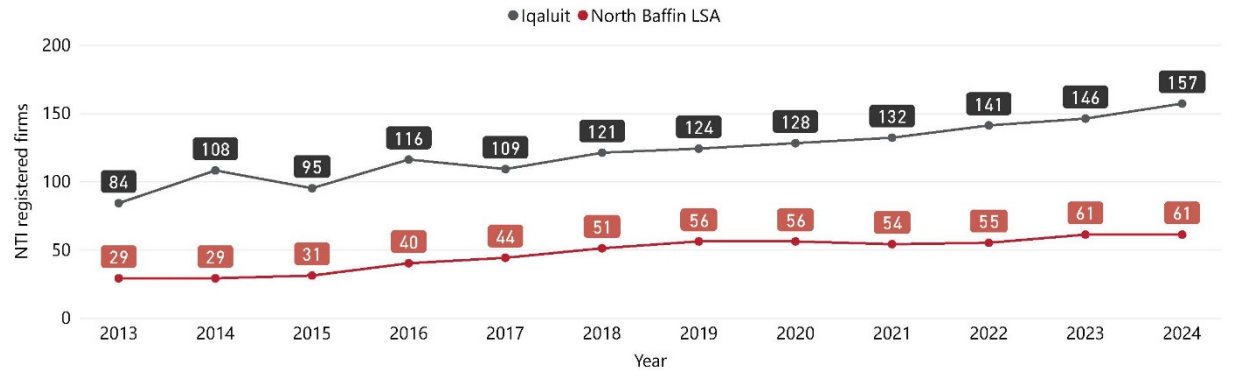
Source: (Baffinland, 2025)

In 2024, the percentage of contract value awarded to Inuit firms was 44%, compared to 36% in 2023. The percentage of actual contract expenditure with Inuit firms for both years was 37%. In 2024, Baffinland had 37 contracts with Inuit firms. Variance in percentage of contract value awarded to Inuit firms over the last five years is mostly due to the suspension and subsequent re-implementation of non-essential contracts, which were held largely by non-Inuit firms, during the COVID-19 pandemic. Many of Baffinland's core services are currently provided by Inuit firms, including camp services for all camps on site, all fixed-wing and rotary-wing chartered aviation services, mining equipment maintenance services, and sealift.

3.3 Registered Inuit Firms

The number of NTI-registered Inuit firms in the LSA since 2013 is presented in Figure 22.

Figure 22. Registered Inuit Firms in Iqaluit and the North Baffin LSA



Source: (NTI, 2025) | Note: data as of January 29, 2025.

In 2024, a total of 218 active Inuit firms were registered in the LSA, an increase of 11 Inuit firms from 2023, all of which were registered in Iqaluit. An increase in the number of firms typically signifies positive development, reflecting greater business diversity, more Inuit entrepreneurs, and enhanced capacity to respond to contract opportunities targeted at Inuit businesses. The growth in both Iqaluit and the North Baffin LSA over the past 12 years is consistent with the Project's ongoing and significant contract commitments with Inuit firms and initiatives that create opportunities for Inuit firms. However, growth in the number of firms is driven by a range of factors, including opportunities created by other sectors

(e.g., government). Additionally, growth in number of firms in Iqaluit, as the territory's capital, may be linked to opportunities created in other regions or sectors, in addition to the Qikiqtani region. Growth in the number of NTI-registered firms also does not reflect total Inuit business growth, as some local businesses and entrepreneurs may choose not to register with NTI.

The QSEMC has expressed interest in understanding contracting activity by location. **As of the end of 2024, the majority of the 21 NTI-registered firms contracted by Baffinland were based in Nunavut, with only one firm located outside of the territory.** Three (14%) firms are located in the North Baffin LSA in Arctic Bay (1), Igloolik (1), Pond Inlet (1), and twelve (57%) firms are located in Iqaluit.

3.4 Management and Mitigation Measures

Baffinland actively promotes the participation of Inuit firms through IIBA procurement and contracting policies, which are designed to maximize contracting and subcontracting opportunities for qualified Inuit firms involved in the Mary River Project. For example, Baffinland issues Advanced Contract Notifications (ACNs) to Inuit firms to prequalify to bid on procurement opportunities, which enables a broader understanding of the type of goods and services that Baffinland procures.

Baffinland conducts various targeted initiatives, such as Contractor Information Sessions. Baffinland is also identifying opportunities for establishing Master Service Agreements with Inuit firms in various construction areas, including civil earthworks and mechanical, electrical, instrumentation, and piping (MEIP) projects. Furthermore, Baffinland seeks to contract with Inuit firms for professional services as well as the supply of essential goods and products, such as both perishable and non-perishable food items, as well as other camp supplies, which means Inuit firms provide goods and services even when there are changes in the external or internal operating environment.

For more information on management and mitigation measures, see Appendix E.

4 · Population and Migration

The makeup and movement of people to, from, and within Nunavut and its communities

Rationale for Monitoring

The FEIS predicted that the Project would cause changes to the makeup of local populations because of people moving in and/or out of the affected communities. However, it was predicted that these changes would not be large, so this effect was considered to be not significant. (Baffinland Iron Mines Corporation, 2012, p. 22)

Despite this, Baffinland's Project Certificate encourages monitoring of changes in the regional population, including keeping track of where workers live, move, and intend to move while working at the Project. This is meant to help understand if the FEIS prediction is accurate. (TC 131, TC 133, TC 134)

Key Findings

Monitoring shows that in-migration due to the Project is not significant. No migrations, in or out, were reported for Baffinland or Contractor employees in 2024, and since monitoring began, more people have moved out of the North Baffin than moved into the North Baffin. Population growth trends in the North Baffin are similar to what they were before the Project began.

The proportion of Baffinland and Contractor employees residing outside Nunavut slightly increased from 2023 to 2024 but remains relatively stable.

There are many reasons why people choose to move which may be unrelated to the Project.

Key Data Gaps

Table 12. Key Data Gaps for Population and Migration

Topic	Sub-topic	2024 SEMR
Population and Migration	Inuit Population ●	Updated data was not available for 2024. See last year's SEMR for data on average Inuit and non-Inuit population in LSA communities pre- and post-development (up to 2016) and the average Inuit percentage of the population for these periods.
Project-induced Migration	Migration Intentions ●	Updated data was not available for 2024. See last year's SEMR for results of the 2023 Inuit Employee Survey pertaining to Inuit employee migration intentions.
	Nunavut Net Migration ●	Updated data was not available for 2024. See last year's SEMR for presentation and analysis of data on annual net migration in Nunavut from 2004 to 2019.

Note: colour of circle denotes who is responsible for collecting/providing data on sub-topic (● = Baffinland, ● = GN, ● = Other)

Topics and indicators with updated data are presented in subsequent sections.

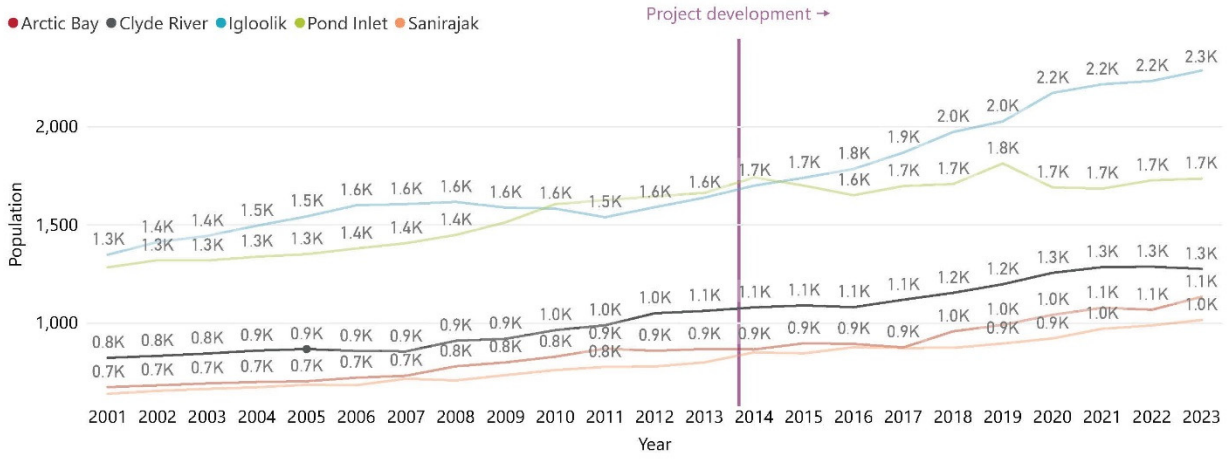
4.1 Population and Migration

The North Baffin LSA communities, Iqaluit, and Nunavut have all grown in population since Project development.

The latest data available is from 2023. From 2013 to 2023, the North Baffin LSA communities grew from a population of 6,022 to 7,438 (21.1% increase). Over the same time, Iqaluit's population increased from a population of 7,409 to 8,273 (11.7% increase). Nunavut's overall population increased 35,337 to 40,700 (14.5% increase).

The average annual growth rates over the post-development period were 2.4% for the North Baffin LSA communities[11], 1.2% for Iqaluit, and 1.5% for Nunavut. Rates for Iqlauit and Nunavut are comparable to the Canadian average growth rate of 1.4% over the 2013-2023 period. **Figure 23 shows that population growth trends in LSA community populations for the pre-development and post-development periods are similar.** The population was growing throughout Nunavut prior to Project development and continues at high rates across the territory. It is unlikely the Project has been a major influence on these trends.

Figure 23. North Baffin Community Population Estimates, Pre- and Post-development



Source: (Nunavut Bureau of Statistics, 2024) | 2001 to 2020 NBS; 2021 Statistics Canada

Updated data on the average Inuit and non-Inuit population in LSA communities pre- and post-development has not been available since 2017.

4.2 Project-induced Migration

Both in-migration and out-migration can have potential negative demographic impacts, such as pressure on infrastructure and services (in the case of in-migration) or loss of trained workers and their families (in the case of out-migration). In combination with the population data in section 4.1, migration data for Baffinland and contractor employees provides insight into migration trends in the North Baffin LSA.

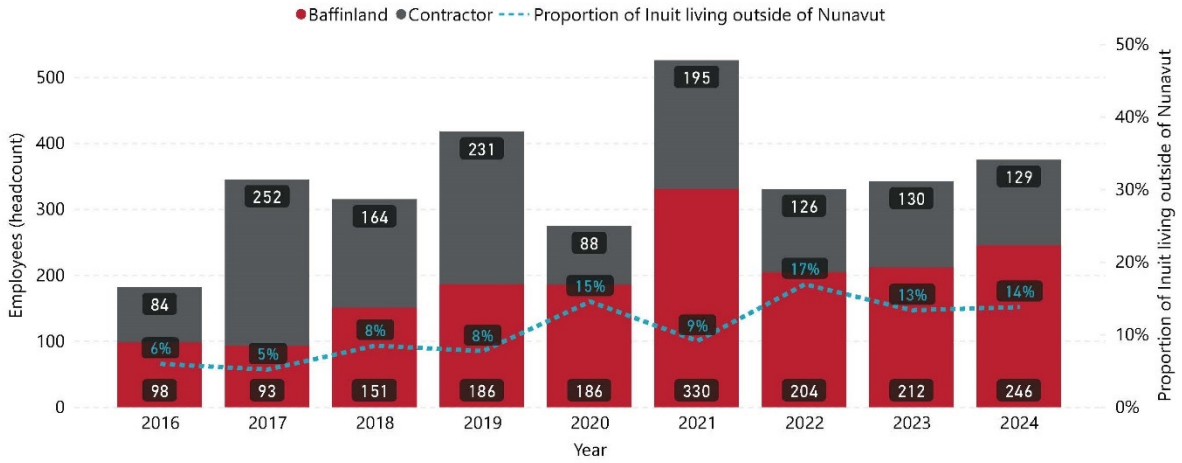
In this report, migration considers movement in and out of the North Baffin LSA. Baffinland monitors migration of Baffinland employees through change-of-address requests, while contractor migrations are monitored and reported by Baffinland Community Liaison Officers (BCLOs).

While only a small number of Project workers move in or out of the North Baffin LSA every year, 48 workers (cumulatively) have out-migrated since 2015, with several having moved to Iqaluit. Comparatively, 17 workers have in-migrated during the same time frame**. This amounts to a net out-migration of 31 workers from the North Baffin LSA since 2015.** No migrations were reported for Baffinland or Contractor employees in 2024.

Figure 24, below, shows the percentage of Inuit Baffinland and contractor employees living outside Nunavut.

[11] Note that this is calculated by summing the average growth rate of each North Baffin LSA community over the post-development period and taking the average of these numbers.

Figure 24. Baffinland and Contractor Inuit Employees (Headcount) and Proportion Residing Outside of Nunavut



Source: (Baffinland, 2025) | Note: Based on average headcount

In 2024, the percentage of Inuit workers living outside of Nunavut has increased slightly compared to 2023 and is still higher than the levels recorded from 2016 to 2019. This trend may be influenced by the lingering effects of COVID-19 travel restrictions, which have now been lifted. The 2023 Baffinland Inuit Employee survey reported common migration reasons are better housing, cost of living and better access to services (e.g., healthcare, education), with one respondent noting they "would like to live in Nunavut but too expensive (housing, travel, cost of living)" (Baffinland Iron Mines; Aglu and ERM, 2024).

4.3 Management and Mitigation Measures

Baffinland has policies in place to mitigate in-migration of employees from the south into North Baffin or Nunavut communities. These policies include designating Iqaluit as a "point of hire" community and an additional southern location as a transportation hub, with no-cost transportation provided to Project employees from these locations to the mine site.

For more information on management and mitigation measures, see Appendix E.

5 · Human Health and Well-being

The well-being and health of communities and individuals within the North Baffin LSA

Rationale for Monitoring

The FEIS predicted an overall significant positive effect of the Project on human health and well-being for both workers and their families, acknowledging there may be uncommon instances where well-being is worse for some children because of the Project.

The rotational work schedule of the Project is expected to have some negative effects on families and communities, but these are not expected to be large enough (or to occur for long enough) to significantly impact community stability.

The FEIS also acknowledges that substance use may increase at the beginning of the Project, but that this increase is not expected to last for a long time, and that the Project may help reduce levels of substance use in the long run. (Baffinland Iron Mines Corporation, 2012, p. 148)

Baffinland was encouraged to monitor other potential indirect effects of the Project on well-being, such as prevalence of gambling, family violence, marital problems, transmission of sexually transmitted infections and other communicable diseases, teenage pregnancy, high school completion, and others. Baffinland was also encouraged to provide and monitor use of counselling services for workers and their families. This helps Baffinland understand more complex issues that are hard to obtain data (e.g., marital problems). (TC 153, TC 154, TC 157)

Key Findings

It is acknowledged that health and well-being of North Baffin Inuit working at the Project, their families, and of others in their communities is complex and based on many factors, some of which may not be included in the monitoring program.

In terms of health and well-being of Inuit workers, more visits to the physician's assistant were recorded for Inuit in 2024, however the number of visits per Inuit employee still averaged 3.9 visits. The number of counselling sessions held at site increased 9% in 2024 but sessions administered for Inuit employees remained about the same in number as 2023 with 1,070 sessions or 56% of the total sessions. These visits give some information about the mental and physical health of Inuit employees, but without more detail it's hard to say if the effects are good, bad, or neutral.

For community health and well-being, it is more complex. Generally, where community-level indicators follow territory-wide trends, it indicates that the main factors for those trends might be territory-wide, and not necessarily the Project. Drug violations and youth crimes show similar patterns when comparing North Baffin LSA, Iqaluit and Nunavut. However, impaired driving and average crime rate trends differ for the same three areas, indicating a potential Project effect. Though a Project-related negative effect is difficult to discern from other factors, monitoring of these indicators signals a need for close monitoring and discussion by the QSEMC.

Key Data Gaps

Table 13. Key Data Gaps for Human Health and Well-being

Topic	Sub-topic	2024 SEMR
Employee and Community Health and Well-being	Inuit Employee Perceptions on Health and Well-being ●	Updated data was not available for 2024. See last year's SEMR for results of the 2023 Inuit Employee Survey pertaining to perceived impact of the Project on communities and health and employee (and family) wellbeing.
	Child Care ●	Updated data was not available for 2024. See last year's SEMR for results of the 2023 Inuit Employee Survey pertaining to perceived availability and affordability of childcare in employees' communities.

Topic	Sub-topic	2024 SEMR
	Inuit Employee Housing Status ●	Updated data was not available for 2024. See last year's SEMR for results of the 2023 Inuit Employee Survey pertaining to Inuit employee housing status.
Income and Social Assistance	Employment Income ●	Updated data was not available for 2024. See last year's SEMR for presentation and analysis of data for the following indicators: • the proportion of tax filers with employment income in Iqaluit, the North Baffin LSA and Nunavut (2006-2017); and • median employment income of residents in Iqaluit, the North Baffin LSA and Nunavut (2006-2017).
	Recipients of Social Assistance ●	Updated data was not available for 2024. See last year's SEMR for presentation and analysis of data on the proportion of the population in Iqaluit, the North Baffin LSA, and Nunavut receiving social assistance from 2009 to 2018.
Public Health	Infectious Diseases ●	Updated data was not available for 2024. See last year's SEMR for presentation and analysis of data on the proportion of public health centre visits related to infectious diseases, by community, for 2008 to 2016.

Note: colour of circle denotes who is responsible for collecting/providing data on sub-topic (● = Baffinland, ● = GN, ● = Other)

Topics and indicators with updated data are presented in subsequent sections.

5.1 Employee and Community Health and Well-being

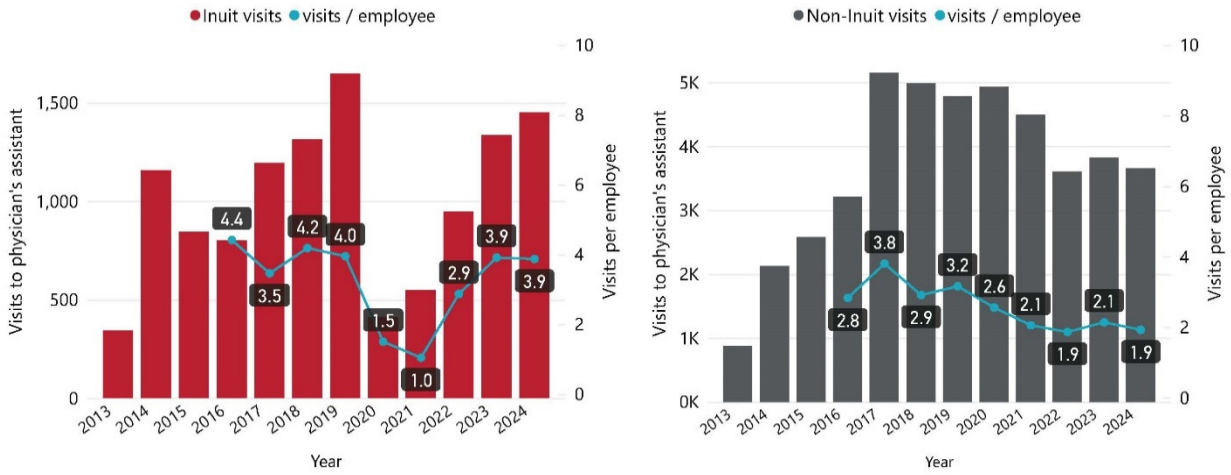
The health and well-being of North Baffin Inuit working at the Project, their families, and of others in their communities is complex and based on many factors. Measuring the impacts of the Project on health and well-being can therefore be challenging. This section presents a variety of indicators for discussion and draws on available community-level data that provide proxy indicators of health and well-being (i.e., indirect indicators of health and well-being).

Inuit Employee Mental and Physical Health

Visits to the Project site physician's assistant provide some insight into Inuit employee mental and physical health, though the direction of effects (positive, negative, or neutral) can be difficult to determine.

Figure 25 displays the number of recorded visits to the Project site physician's assistant since 2013, for both Inuit and non-Inuit employees (Baffinland and contractors).

Figure 25. Visits to Project Site Physician's Assistants by Inuit Status



Source: (Baffinland, 2025) | Note: visits per employee is calculated using headcounts.

Figure 25 shows that while the total number of visits by Inuit to the physician's assistant increased in 2024, the average number of visits per Inuit employee has remained stable, at 3.9 visits. For non-Inuit, total visits decreased from 2023 to 2024; average number of visits per non-Inuit employee has remained relatively stable since 2021.

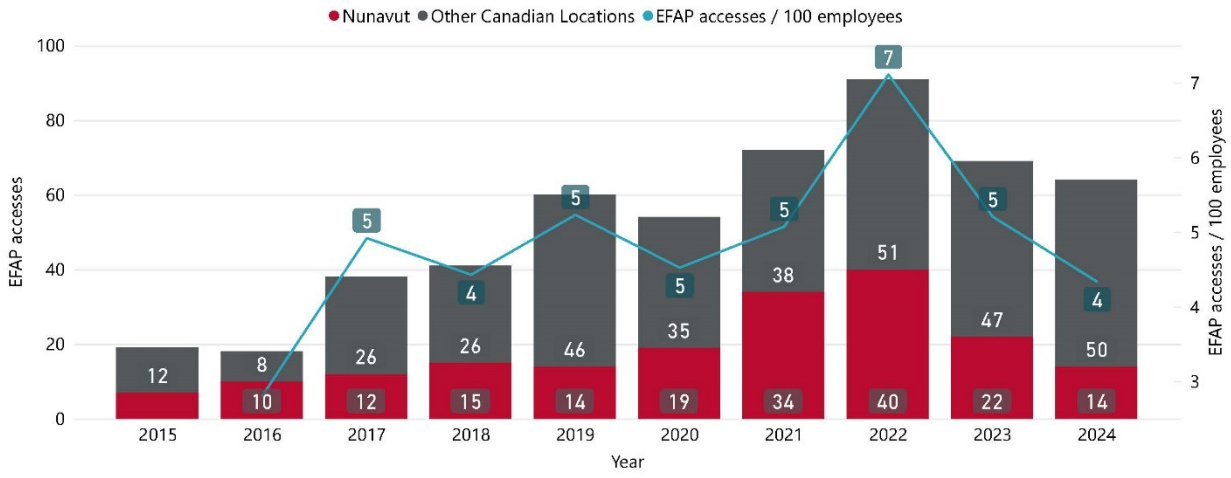
Without specific and relevant data on indicators related to Inuit health status, and information on changes over time compared to the general comparable population, it is not possible to draw quantitative conclusions on Project effects on Inuit worker health.

Baffinland's Employee and Family Assistance Plan

Baffinland's EFAP program, administered by Homewood Health Solutions, provides its direct employees and their families with access to a network of certified professionals who deliver personal, mental, and financial wellness programs. EFAP usage information is included in this report at the request of the MRSEMWG. Like the number of visits to the site's physician assistant, increased or decreased EFAP usage does not necessarily indicate negative effects.

Figure 26 shows the number of times EFAP was accessed since its implementation in 2015.

Figure 26. Number of Times Baffinland's Employee and Family Assistance Plan (EFAP) Was Accessed



Source: (Baffinland, 2025)

In 2024, EFAP usage remains relatively consistent to past years (except for 2022) at 4 to 5 accesses per 100 employees. EFAP access by Nunavut-based employees continued to decrease in 2024, with 14 EFAP accesses. For non-Nunavut based employees, EFAP access increased slightly from 47 to 50 accesses. The majority of EFAP counselling service usage is conducted over the phone or through video.

On-site Cultural Advisors and on-site mental health counsellors are available for all Project Inuit employees. From January to December 2024, 1,925 counselling sessions were administered to Baffinland employees and contractors, compared to 1,752 sessions in 2023. **There were 1,070 sessions with Inuit employees in 2024, which is similar to the number of sessions in 2023 (1,095).** On-site mental health counsellors provide both mental health and social support services.

In the North Baffin communities, a Community Counsellor Program has been established by Baffinland in partnership with the Ilisaqsivik Society. Inuit counsellors have been hired in Clyde River with Igloolik, Pond Inlet, Sanirajak and Arctic Bay having remote support.

Child Care

The availability of affordable and quality childcare in communities creates barriers for the labour market. The capacity to provide licensed childcare services is affected by availability of space, the high cost of operating childcare centres, and a lack of childhood educators. (Government of Nunavut / Territorial Corporations, 2024).

Accessible and affordable daycare services can significantly enhance employment opportunities for women. For example, in Ontario, a report suggests that the implementation of $10/day childcare along with sufficient daycare spaces could potentially bring nearly 100,000 more women into the labour market. This can have broader societal benefits, such as increased household incomes, reduced poverty rates, and greater economic growth. (The Canadian Press, 2023). Nunavut was the first jurisdiction in Canada to implement a $10/day childcare policy, beginning on December 1, 2022 (Government of Canada, 2022). While the program has had positive impacts on affordability and accessibility, there are ongoing challenges related to funding and capacity (Sarkisian, 2024).

In 2024, Baffinland's Inuit turnover exit interviews (for both direct employees and contractors) included employees resigning due to the need to care for children. Employees also indicated desire to be closer to home, and cited family reasons as a motivation for voluntary termination. This indicates that available childcare in communities continues to be a barrier for Inuit employees to maintain employment at the Project.

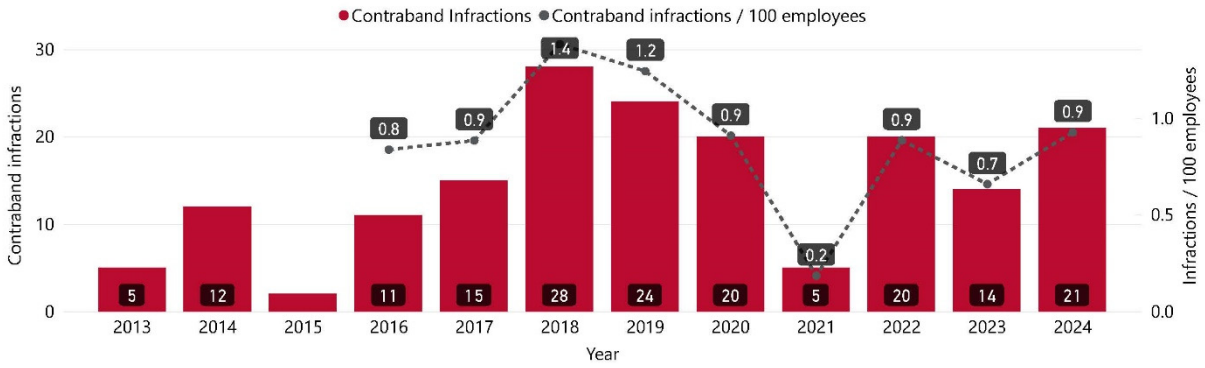
5.2 Infractions and Criminal Violations

Drug and Alcohol Contraband Infractions

The incidence of drug and alcohol-related contraband infractions at the Project serves as an indicator of the presence of illicit substances. All such infractions are treated with utmost seriousness and concern. Any individual found in violation of Baffinland's no drugs/no alcohol policy is promptly removed from the site, and disciplinary measures, including potential termination, are initiated. This management response aligns with Baffinland's commitment to 'Safety First, Always,' while simultaneously mitigating the transport of contraband substances through Project sites.

Figure 27 depicts the number of drug and alcohol related contraband infractions at Project sites, including confiscated drugs, alcohol, or related paraphernalia.

Figure 27. Drug and Alcohol-related Contraband Infractions at Project Sites



Source: (Baffinland, 2025)

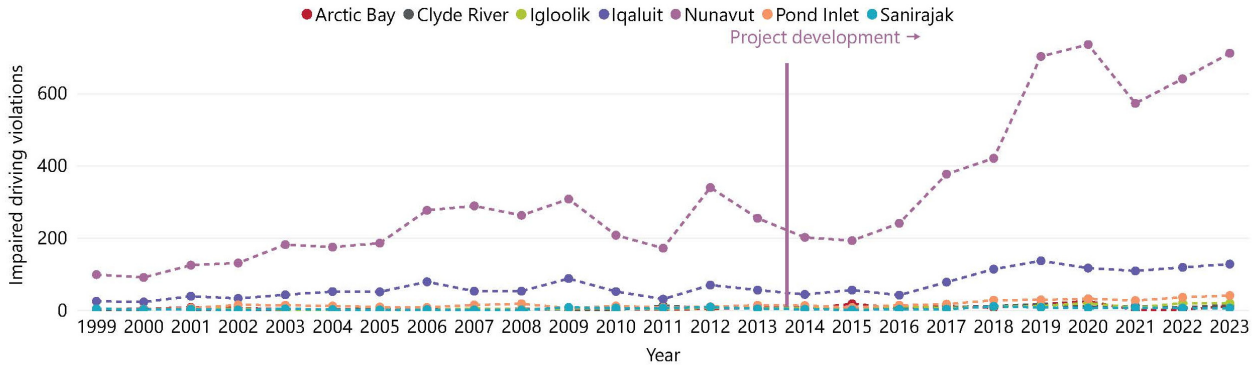
In 2024, 21 drug and alcohol-related contraband infractions occurred at Project sites among Baffinland and contractor employees. This represents a rise of 7 infractions from 2023, which had the second lowest total infractions (14) since 2017.

In the absence of detailed data, it is not possible to quantify the Project's impact on the availability of alcohol and illegal drugs in the North Baffin LSA. However, Baffinland will maintain ongoing monitoring efforts.

Impaired Driving Violations

The number of impaired driving violations, defined as impaired operations with alcohol or drug use, in Iqaluit and the North Baffin LSA may provide insight into whether rates of alcohol abuse are changing. Impaired driving violations within Nunavut and communities are shown in Figure 28 (total numbers) and Table 14 (number per 1,000 people).

Figure 28. Impaired Driving Violations Within Nunavut and Communities



Source: (Statistics Canada, 2024a; Nunavut Bureau of Statistics, 2019) | Note: Nunavut Bureau of Statistics 1999-2018, Statistics Canada 2019-2022

The number of impaired driving violations within Nunavut communities has generally increased over most of the post-development period for Nunavut, Iqaluit and the North Baffin LSA. Nunavut-wide data shows an increase from 2015 to 2023 (Statistics Canada, 2024a). The rise in impairment violations could be caused by several reasons. These include new laws that make it easier to investigate and charge people for drug-impaired driving, increased training for law enforcement to help them recognize and handle these cases, and stricter penalties like fines or temporary bans from driving for those caught impaired (Public Safety Canada, 2022). An increase in such violations may also be due to increased access. The opening of beer and wine stores in Iqaluit and Rankin Inlet in the early 2020's has significantly increased access to alcohol across Nunavut (McKay, 2022).

Table 14. Average Annual Impaired Driving Violations per 1,000 People

	North Baffin LSA	Iqaluit	Nunavut
2001-2007	3	8	6
Pre-development (2008-2012)	4	8	8
Post-development (2013-2023)	8	11	12

Source: (Statistics Canada, 2024a; Nunavut Bureau of Statistics, 2019) | Note: numbers have been rounded.

Several public officials across Nunavut indicated concerns regarding increases in impaired driving, particularly in Iqaluit. In December of 2024, the City of Iqaluit's Municipal Enforcement department, in partnership with the RCMP, kicked off a month-long campaign to combat impaired driving (Nunatsiaq News, 2024).

The average annual driving violations per 1,000 people in the North Baffin LSA, Iqaluit and Nunavut have all increased from pre- to post-development, however **average annual impaired driving violations in North Baffin increased by 100%, compared to a 38% increase for both Iqaluit and Nunavut.** Over the post-development period, national rates of impaired driving have fluctuated, but decreased overall, from approximately 2.2 violations per 1,000 people in 2013 to 1.8 in 2023, after peaking at 2.3 in 2019 (Statistics Canada, 2024). Given that national rates are decreasing, there are likely territory-specific factors driving the increase in impaired driving rates seen in the North Baffin LSA, Iqaluit, and Nunavut.

In the North Baffin LSA, communities have experienced increases in rates of impaired driving violations between pre-development and post-development periods, ranging from 84% to 248%, apart from Sanirajak which experienced a decrease

between the same periods. When comparing community-specific trends with employment data by community, it is not possible to draw a conclusion that increased employment is directly linked to increased rates of impaired driving violations.

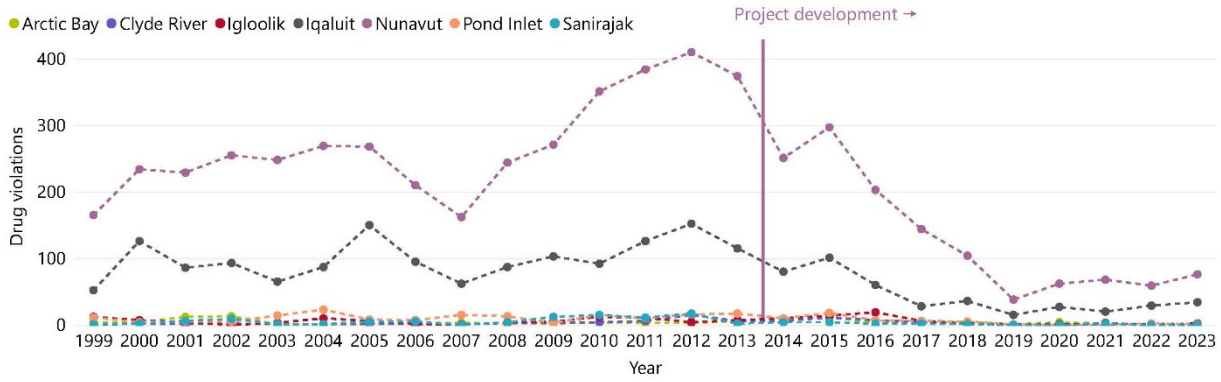
While the rate of impaired driving violations in the North Baffin LSA remains lower than the Iqaluit and Nunavut averages, due to significant increase in the post-development period, this topic will be closely monitored by Baffinland and the QSEMC, including the RCMP. As this trend continues across the territory, further engagement and research are needed to conclusively determine a possible relationship between the Project mine and impaired driving violations.

Drug Violations

The number of drug violations in the LSA may provide insight into whether rates of substance use are changing. Similar to driving violations, drug violation rates also reflect the level of enforcement. 2022 was the most recent year for which data on the number of drug violations was available (Statistics Canada, 2024a). The drug violations discussed in this report include those related to possession, trafficking, production and/or distribution of cannabis until 2018 when the Nunavut *Cannabis Act* came into force.

Figure 29 (total drug violations) and Table 15 (average annual drug violations per 1,000 people) show the number of drug violations processed by local RCMP detachments within Nunavut and the communities.

Figure 29. Drug Violations Processed by Local RCMP Within Nunavut and Communities



Source: (Nunavut Bureau of Statistics, 2019; Statistics Canada, 2024a) | Note: Nunavut Bureau of Statistics 1999-2018, Statistics Canada 2019-2023; Drug violations in above figure include those related to possession, trafficking, production and/or distribution of cannabis until the Nunavut *Cannabis Act* was passed on June 13, 2018.

All three areas (North Baffin LSA, Iqaluit, Nunavut) follow a similar pattern – an increase in violations from 2001-2007 to the pre-development period, and then a rapid decrease during the post-development period. However, over the past several years, data suggests drug violations are slightly increasing in the territory. Nevertheless, the number of violations remains significantly lower than those recorded at the onset of the post-development period.

Table 15. Average Annual Drug Violations per 1,000 People

	North Baffin LSA	Iqaluit	Nunavut
2001-2007	5	15	8
Pre-development (2008-2012)	7	16	10
Post-development (2013-2023)	3	6	4

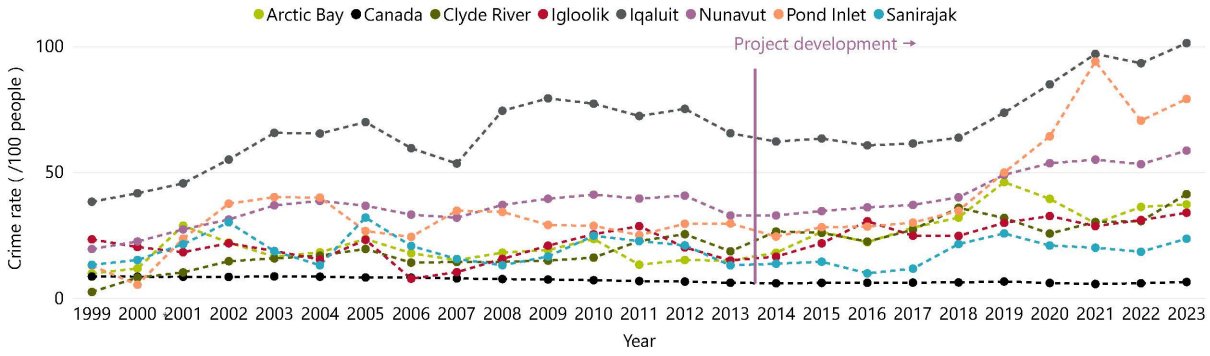
Source: (Nunavut Bureau of Statistics, 2019; Statistics Canada, 2024a) | Note: Numbers are rounded.

Table 15 above shows the average number of drug violations and annual drug violations per 1,000 people has declined in the LSA and across Nunavut since Project development. The legalization of cannabis in 2018 has likely contributed to this decrease.

Crime Rate

The crime rate within Nunavut and the North Baffin communities is represented in Figure 30 and Table 16 (violations per 1,000 people)[12].

Figure 30. Crime Rate Within Nunavut and Communities



Source: (Statistics Canada, 2024a; Nunavut Bureau of Statistics, 2018a; Statistics Canada, 2023b) | *Data for crime was not available in June 2000 for Clyde River, or in June or December 2000 for Pond Inlet. Data from 1999 was copied over for these months and, as such, 2000 should not be compared to other years. | 1999 to 2018 crime rate is directly from Nunavut Bureau of Statistics 1999-2018; 2019-2022 crime rate is calculated using violations and population data from Statistics Canada|

Pre- and post-development trends show that, generally, North Baffin LSA crime rates are lower than Iqaluit's rate and the Nunavut average. However, Pond Inlet crime rates met and have since exceeded the Nunavut crime rate starting in 2019.

Table 16 shows average annual crime rates for pre- and post-development.

Table 16. Average Annual Crime Rate (Violations per 1,000 People)

	North Baffin LSA	Iqaluit	Nunavut
2001-2007	213	592	336
Pre-development (2008-2012)	213	759	395
Post-development (2013-2023)	291	750	440

Source: (Statistics Canada, 2024a; Nunavut Bureau of Statistics, 2018a) | Note: Numbers are rounded. Average annual crime rate has been corrected for 2001-2007 and pre-development periods for North Baffin LSA from what was reported in the 2022 Socio-Economic Monitoring Report.

Average annual crime rates have increased by approximately 37% in the North Baffin LSA between the pre-development and post-development periods. Nunavut also experienced an increase (11%) between the same periods, whereas Iqaluit's average annual crime rate decreased during this time.

Arctic Bay saw a 66% rise in average crime rates from pre-development to post-development periods. Other North Baffin communities also saw increases between 17% and 55%. Sanirajak was the only community to experience a decrease of 14%.

While there appears to be a relationship between the Project and the increase in the available crime rate metrics in the North Baffin LSA post-development, a similar trend can be seen throughout the Qikiqtani Region. A similar increase in crime rates can be seen between the pre- and post-development periods for both North Baffin LSA communities and non-North

[12] Project Certificate Term and Condition No. 154 states other indicators should be monitored "as deemed appropriate". Members of the SEMWG previously requested that community crime rate data be included in Baffinland's socio-economic monitoring program.

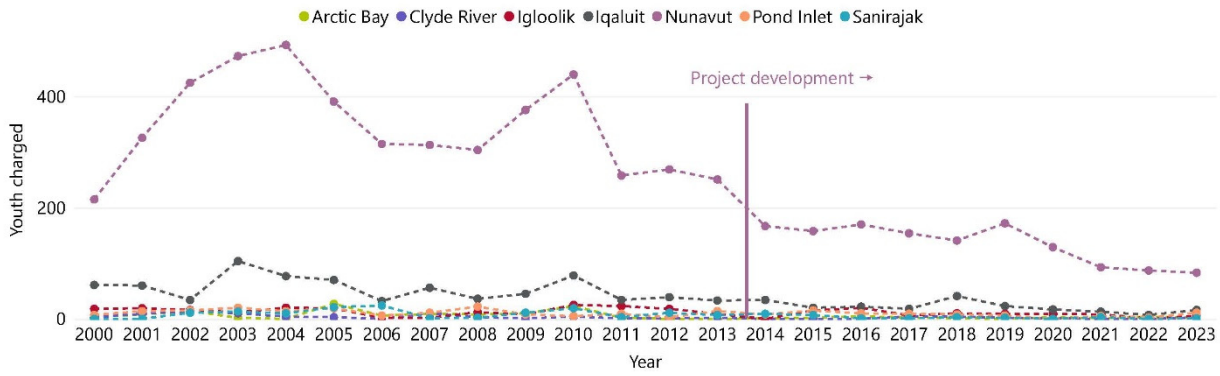
Baffin Qikiqtani[13] communities (37% and 39% increases, respectively). A Project-related negative effect is difficult to discern from other factors, including effects of increased access to alcohol, effects of COVID-19, changes in law enforcement, and number of other regional and community-specific direct and indirect factors, like changes in food security and cost of living.

Youth Arrests

The number and rate of youths charged may be an indirect indicator of youth well-being and parenting in the LSA communities. This indicator can also be influenced by changes in the level of enforcement.

Figure 31 shows the number of youths charged by local law enforcement within Nunavut and the LSA.

Figure 31. Youth Charged by Local Law Enforcement Within Nunavut and Communities



Source: (Statistics Canada, 2024a)

There has been a drop in youth charged over the past two decades, with this trend particularly noticeable at the territory level. Decreasing trends in the LSA were evident in the pre-development period as well as the post-development period and comparable trends are observed across Nunavut. This suggests longer-term and/or broad-scale factors may be driving these trends, rather than the Project. Factors affecting youth arrests include social, economic, and environmental conditions, such as poverty, substance abuse, food insecurity and family instability (Government of Nunavut, 2017).

5.3 Management and Mitigation Measures

As mentioned above, Baffinland implements a variety of mitigation and management measures aimed at supporting employee and community health and well-being. Baffinland has a zero-tolerance policy for alcohol and drugs on site and conducts baggage searches for all Baffinland and contractor employees arriving at site. Additionally, Baffinland implemented increased screening and security procedures on site in 2019.

To support physical health and well-being, Baffinland employees a physician's assistant on-site. To support mental health, Baffinland provides counselling and support resources through multiple avenues, including the EFAP for permanent employees and their dependents, on-site Cultural Advisors, on-site mental health counsellors, and the Community Counsellor Program in the North Baffin. Baffinland also makes annual contributions to the INPK Fund, which provides up to $1.1 million/year for community wellness-focused projects in the North Baffin LSA. On-site cultural programming is also a key avenue for Baffinland to support employee well-being, which is further detailed in Section 9.

For more information on management and mitigation measures, see Appendix E.

[13] Excluding Iqaluit

6 · Community Infrastructure and Public Services

The use of community and Project site infrastructure and impacts on community development

Rationale for Monitoring

The Project Certificate encourages Baffinland to monitor pressures on health services, social services, and other community infrastructure (including airports) to understand if Project activities and employees from outside local communities are adding pressure to these services. (TC 158, TC 159)

The FEIS also predicted that by hiring local workers, the Project may make it harder for hamlets to hire and retain local workers at the beginning of the Project. However, it was also predicted that later on, hamlets will be able to hire workers who have more relevant skills because of training provided by the Project. (Baffinland Iron Mines Corporation, 2012, p. 167)

Key Findings

Baffinland's utilization of community infrastructure in 2024 has remained relatively steady from 2022 to 2024, remaining lower than most pre-pandemic years. Baffinland's use of LSA community airports increased slightly in 2024. Baffinland also continues to rent five office spaces in North Baffin LSA communities for BCLOs, one office space in Iqaluit, and occasionally uses local meeting rooms and accommodations for short-term purposes.

No indicators have been developed to monitor impacts on Hamlet capacity.

Key Data Gaps

Table 17. Key Data Gaps for Community Infrastructure and Public Services

Topic	Sub-topic	2024 SEMR
Use of Community Health Centres	Health Centre Visits ●	Updated data was not available for 2024. See last year's SEMR for data on the following indicators: • Per capita health centre visits by community (2003-2016) • Health centre visits per capita in the North Baffin LSA and Iqaluit averaged over select time periods (2003-2007, 2008-2012, and 2013-2016) • Number of visits to community health centres by community (2003-2016) • Average number of visits to community health centres in the North Baffin LSA and Iqaluit for select time periods (2003-2007, 2008-2012, and 2013-2016)

Note: colour of circle denotes who is responsible for collecting/providing data on sub-topic (● = Baffinland, ● = GN, ● = Other)

Topics and indicators with updated data are presented in subsequent sections.

6.1 Use of Community Health Centres

Health-related evacuations from the Project sites can result in admissions to Nunavut health facilities (health centers or Iqaluit hospital). Table 18 outlines 2024 health-related evacuations, including the number, type, and location of the evacuation. An air evacuation is a 'medevac' (air ambulance) service, whereas a charter is organized directly through Baffinland.

Table 18. Health-related Evacuations and Charters from Baffinland Project Sites (2024)

Site	Evacuation Type	Number
Milne Port	Air evacuation to the Qikiqtani General Hospital	2
	Charter to the Qikiqtani General Hospital	5
	Charter to other Nunavut health centre	10
Mary River	Air evacuation to the Qikiqtani General Hospital	10
	Charter to the Qikiqtani General Hospital	2
	Charter to other Nunavut health centre	4

Source: (Baffinland, 2025)

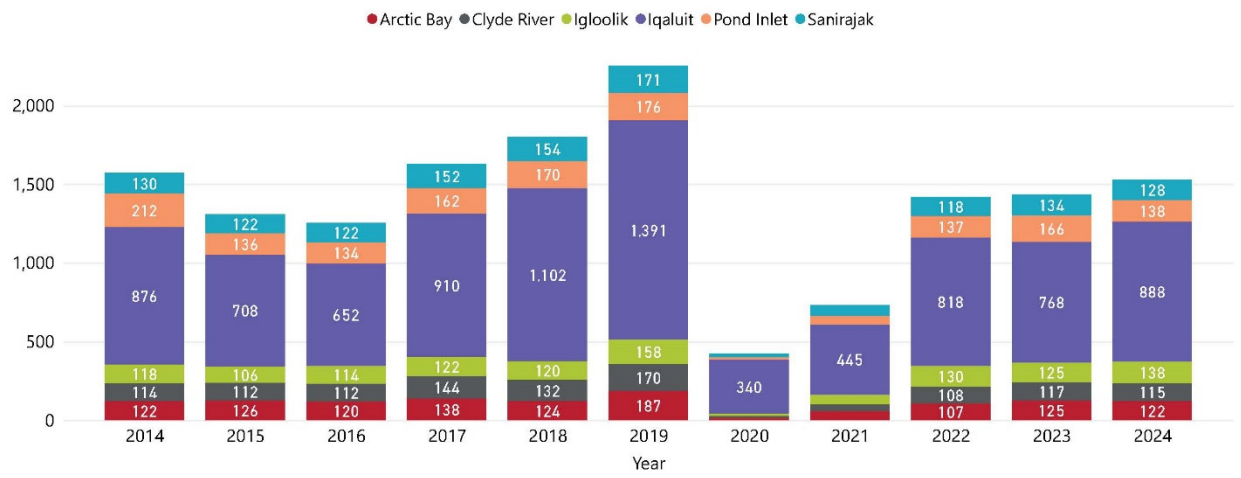
In 2024, there were 33 health-related evacuations by aircraft, 19 of which were to Qikiqtani General Hospital and 14 to other Nunavut health centres. Most of these evacuations involved aircraft chartered by Baffinland, and the remainder involved medevac aircraft (air ambulance) coordinated through the Government of Nunavut.

6.2 Baffinland Use of LSA Community Infrastructure

Project use of community infrastructure can add some incremental pressure and "wear and tear" on facilities.

To support the movement of workers, freight, and other materials to and from the Project, Baffinland uses community airport infrastructure in the LSA. This is due to the remote location of the Project and lack of viable alternative transportation methods (aside from seasonal marine re-supply). Figure 32 shows the total number of Project aircraft movements, including both fixed-wing aircraft (e.g., passenger, cargo, and 'combi' type) and rotary-wing aircraft (e.g., helicopters used for site activities), at LSA community airports each year since 2014.

Figure 32. Project Aircraft Movements at Iqaluit and North Baffin LSA Community Airports



Source: (Baffinland, 2025) |Note: The flights for health-related evacuations (see section 6.1) are included in the aircraft movements shown. The method of calculating this data has been updated to align with the method used prior to 2022. Values for 2022 and 2023 have been corrected and updated compared to reported values in previous SEMRs.

In 2024, there were a total of 1,529 Project aircraft movements at LSA community airports, up from 1,435 in 2023. Since 2020 and 2021, when COVID-19 impacts led to flight scheduling changes and decreased use of facilities, aircraft movements at LSA community airports have been relatively stable.

Public data on all aircraft movements at North Baffin LSA community airports has not available for a full year since 2018. However, in 2024, project-related aircraft movements only accounted for a small portion (4.8%) of all aircraft movements at the Iqaluit airport[14] (Statistics Canada, 2025a).

Like in previous years, Baffinland has continued to use some LSA community infrastructure to support ongoing Project development. Baffinland's rental of office spaces in the LSA is generally limited to small facilities (i.e., to support individual BCLOs and Northern Affairs staff), and the use of local meeting rooms and accommodations is often intermittent and short-term in nature. In 2025, this included full-time rental of five offices for BCLOs in the North Baffin communities of Arctic Bay, Clyde River, Sanirajak, Igloolik, and Pond Inlet, and one office for Baffinland's Community Strategic Development and Northern Affairs team in Iqaluit. This also included short-term use of meeting rooms and other local services for meetings and events held in various LSA communities. The use of these spaces can contribute to local economies (e.g., through payments of rental fees, catering, and purchase of related goods and services). Additional details on stakeholder and community meetings and events Baffinland has participated in may be found in the Company's Annual Reports to the NIRB.

6.3 Management and Mitigation Measures

Baffinland manages and mitigates impacts on ability of Hamlets to maintain their staff through providing ongoing skills training to local residents in order to increase the pool of skilled workers in the local labour force in the medium- to long-term and negate any short-term, negative Project effects. Baffinland discussed potential opportunities to collect information on this effect with the SEMWG in 2024 and will include this information in future SEMRs if it becomes available. However, there is no data collected currently on whether and how Hamlets are benefitting from any labour force capacity created by the Project.

As the use of LSA community infrastructure is largely assumed to be a positive contribution to local economies, Baffinland does not have any specific mitigation measures in place. However, Baffinland continues to engage the QSEMC and SEMWG on any potential effects experienced by communities and will consider any feedback on this topic.

For more information on management and mitigation measures, see Appendix E.

[14] In 2018 (the most recent year for which data is available for the North Baffin LSA), there were a total of 7,540 aircraft movements at North Baffin LSA airports (Statistics Canada, 2020). In 2024, there were 18,450 aircraft movements at the Iqaluit airport, compared to 19,159 movements in 2018 (Statistics Canada, 2019) (Statistics Canada, 2025a).

7 · Cultural Resources

The preservation of archeological sites and other cultural resources within the North Baffin LSA

Rationale for Monitoring

The FEIS did not predict any significant negative effects to archaeological sites/cultural resources. However, monitoring for this VSEC is conducted because of its cultural significance. *(Baffinland Iron Mines Corporation, 2012, p. 244).*

Key Findings

Monitoring related to this VSEC has been conducted through the Archaeology Status Update Report.

Monitoring related to this VSEC has been conducted through the Archaeology Status Update Report. The Archeology Status Update Report is submitted to the Government of Nunavut annually. This report outlines archeological work completed in the previous year, any work proposed in the coming year, and any changes to the status of identified archeological sites.

Archaeological surveys for the Steensby Component of the Project were conducted in 2024, focusing on the planned Steensby Railway alignment and potential winter road routes. The work involved aerial surveys over planned development areas, during which archaeologists landed and recorded 60 new archaeological sites. While artifacts were found, no sites were excavated, and no mitigation measures were enacted. Four Inuit field assistants participated in the 2024 archaeological program.

7.1 Management and Mitigation Measures

No mitigation measures were identified for this VSEC in the FEIS. Baffinland manages archaeological sites through various protocols and policies associated with Baffinland's Archaeology Program.

8 · Resource and Land Use

Land use and harvesting activities at Project sites, including issues resulting in wildlife compensation claims

Rationale for Monitoring

The FEIS predicted that while there is potential for wildlife to avoid certain Project sites, there would not be a large change in how difficult it would be to harvest in the areas around the Project, or how much country food could be harvested. (Baffinland Iron Mines Corporation, 2012, p. 244)

The FEIS also predicted that aside from a few specific Project sites (Eclipse Sound, Pond Inlet, Milne Port, Milne Inlet Tote Rote, and others), the Project would not significantly affect individuals' ability to safely travel and camp throughout the region. Within the specific sites, some negative effects on Inuit travel and camping due to changes in safety risk and sensory disturbances were predicted. (Baffinland Iron Mines Corporation, 2012, p. 244)

Baffinland monitors land use in the areas around Project sites to understand any changes to harvesting, travelling, or camping in these areas.

Key Findings

Potential effects to wildlife continue to be tracked through Baffinland's environmental monitoring programs. Monitoring data suggest Inuit land use activities coexist to some degree with the Project. In 2024, a total of 405 land use visitor person-days were recorded at Project sites, a 41.6% increase from 2023 levels.

In 2024, there were 7 claims submitted to QIA, all of which were approved, totalling $129,467 disbursed from the Fund. This represents a decrease in both total claims and funds disbursed compared to 2023 (31 claims and $187,351).

Key Data Gaps

Table 19. Key Data Gaps for Resource and Land Use

Topic	Sub-topic	2024 SEMR
Recorded Land Use Visitor Person-days at Project Sites	Inuit Employee Perceptions on Harvesting Ability ●	Updated data was not available for 2024. See last year's SEMR for results of the 2023 Inuit Employee Survey pertaining to perceptions of employees' and their family's ability to participate in harvesting or other land-based activities since obtaining Project employment.

Note: colour of circle denotes who is responsible for collecting/providing data on sub-topic (● = Baffinland, ● = GN, ● = Other)

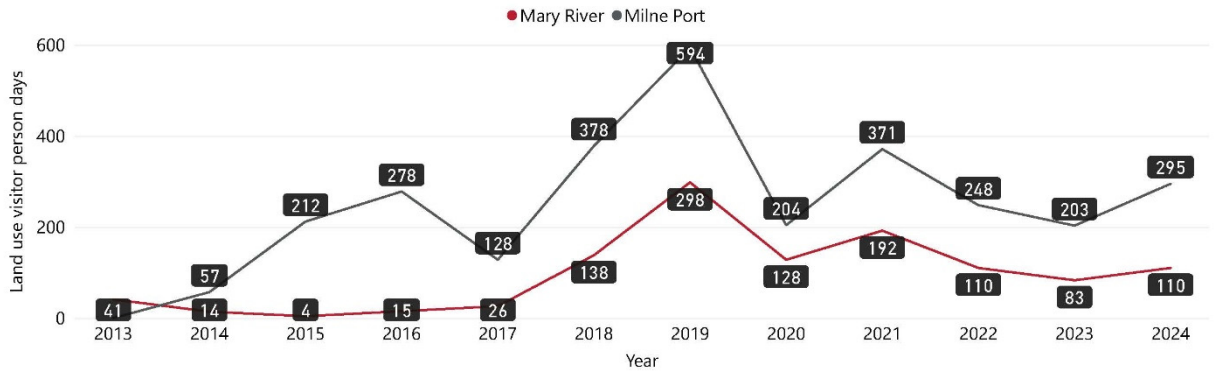
Topics and indicators with updated data are presented in subsequent sections.

8.1 Recorded Land Use Visitor Person-days at Project Sites

The number of recorded land use visitor 'person-days' at Project sites provides some indication of how often the Project area continues to be accessed for land use activities. Person-days are used to capture the extent of site visits in a year because groups of individuals may travel together and/or use Project sites over multiple days (i.e., one person-day is equal to one person visiting a site during one day, while ten person-days could equal one person visiting a site during ten days or five people visiting a site during two days).

Figure 33 below displays the number of recorded land use visitor person-days at Project sites since 2013. Baffinland maintains a Hunter and Visitor Access Log to track land use parties that pass through or use Project areas, which requires hunters to check in with security. Activities are only logged if a person(s) calls and checks in with Baffinland security. For this reason, there is chance that visitor-person days reported on are not a true representation of actual visitor person-days at project sites.

Figure 33. Recorded Land Use Visitor Person-days at Project Sites



Source: (Baffinland, 2025)

In 2024, a total of 405 land use visitor person-days were recorded at Project sites, a 41.6% increase from 2023 levels. No single factor appears to account for this increase, however, one 49-person land user group passing through Milne Port in May 2024 represented one of the largest groups recorded. In 2024, Baffinland continued providing support to land users upon request and when possible, such as providing food and drink, vehicle maintenance and supplies (e.g., gas, oil, tools), and other supplies (e.g., gloves).

Common reasons for visits identified in the hunter and visitor log include hunting (including narwhal hunting), fishing, passing through the area, patrolling, collecting fuel, having a meal, and requesting supplies. All land users recorded travelled in groups, and the most common time of visits were in the months of September (30 groups), April (19 groups), August (13 groups), May (11 groups) and January (10 groups).

8.2 Wildlife Compensation Fund Claims

Inuit hunters and harvesters impacted by the Mary River Project can apply for compensation through the Wildlife Compensation Fund (WCF) for loss or damage relating to wildlife suffered by such claimant or claimants as a result, directly or indirectly, of development activity related to the Project. Established under Article 17.6 of the IIBA, the WCF is administered by the QIA.

The number of annual WCF claims provides insight into land use and harvesting issues which may be arising because of the Project**. Over the 2024 calendar year, there were 7 claims submitted to QIA, all of which were approved, totalling $129,467 disbursed from the Fund.** This represents a decrease in both total claims and funds disbursed compared to 2023 (31 claims and $187,351), but an increase in funds compared to 2022 (19 claims and $99,824 disbursed). Discussion with the QIA at the 2024 MRSEMWG meeting highlighted that the rise in claims from 2022 to 2023 was largely due to increased awareness of the WCF, particularly after the QIA hired a representative in Pond Inlet to promote the program. As of December 2024, the QIA was reviewing and updating the WCF framework and guidelines, which may include additional requirements for claimants.

8.3 Management and Mitigation Measures

Baffinland promotes safe access to the Project area for travel and traditional use through specific policies. The Hunter and Visitor Site Access Procedure outlines how land users can access Milne Port and the Mine Site safely. Additionally, safety measures such as signage, access barriers, and restrictions on entering industrial sites are in place to protect land users.

As described above, the WCF is an important management measure to ensure compensation for Project-related wildlife-related impacts. The Harvesters Enabling Program in Pond Inlet through the amended IIBA also provides financial support for harvesting.

For more information on management and mitigation measures, see Appendix E.

9 · Cultural Well-being

The influence of the Project on Inuit culture and cultural development through its interactions with Inuit cultural values

Rationale for Monitoring

The FEIS predicted that there would be no large positive or negative impacts of the Project on cultural well-being. However, Baffinland acknowledges that cultural well-being is complicated and different for every person, and that different aspects of the Project (e.g., the rotational schedule) may positively or negatively affect cultural well-being for different people. Because of this, Baffinland monitors cultural well-being to understand if there are larger effects on cultural well-being than predicted. (Baffinland Iron Mines Corporation, 2012, p. 228)

Key Findings

While the FEIS predicted that no significant impact is assessed, and there are no indicators related to the VSEC in the current socio-economic monitoring program, Baffinland has programs and initiatives to support cultural well-being, such as Inuit Cultural Engagement Workshops. In 2024, 9 workshops were conducted, reaching a total of 236 workers.

Given the FEIS prediction of "no significant impact is assessed", **there are no dedicated indicators related to cultural well-being in the current SEMP.** In the absence of formal indicators, this section typically summarizes observations related to cultural well-being from recent engagement activities and studies related to the Project. The Management and Mitigation Measures section outlines some of Baffinland's initiatives, events, and programming aimed at supporting and celebrating Inuit culture and promoting cross cultural awareness.

9.1 Management and Mitigation Measures

Baffinland conducts Inuit Cultural Engagement (ICE) Workshops for all Baffinland and contractor employees working at the Mary River site, run by the Inuit Success Team. The purpose of the program is to create awareness and understanding of Inuit customs, history and traditions. **There were nine (9) ICE workshops held in 2024, delivered to a total of 236 workers.** This is a smaller number of employees than 2023 (301 workers) but still higher than 2022 levels (195 workers).

Baffinland continues to run cultural events and programming to support cross-cultural awareness amongst all workers and to provide opportunities for Inuit workers to participate in Inuit cultural activities while at work. The following cultural events and programming were held at site/in-communities in 2024:

- International Inuit Day;
- Bannock making;
- Elders' visit to Ikpikitturjuaq;
- Inuktitut classes;
- Doll-making classes;
- Country food cooking classes and country food tasting;
- Other traditional skills and art workshops, including caribou antler earrings and sealskin wristbands, headbands, and decorative flowers;
- National Indigenous Peoples Day celebrations, including Inuit games and country foods;
- Nunavut Day celebrations, including a Qulliq Lighting Ceremony; and
- National Day for Truth and Reconciliation.

Since 2022, Baffinland has employed Inuit Knowledge Holders and Community Relation Guides in each of the five North Baffin communities: Arctic Bay, Clyde River, Igloolik, Pond Inlet and Sanirajak. These positions were created to deepen understanding of community perspectives and priorities for the North Baffin communities. They share knowledge with Baffinland to inform tailored, relevant and culturally appropriate services by the Company in their communities, contribute to the review and development Inuit Qaujimajatuqangit (IQ) documentation, and support continuous integration of IQ in the operation of Mary River Mine.

In 2024, Baffinland hired an Igloolik elder in the role of Inuit Quajimajanginnik Integration Manager. In this role, the elder supports the community-based Inuit Knowledge Holders. Baffinland's objective of directly employing an elder is to support the development and implementation of culturally appropriate business practices that are informed by local and traditional knowledge and rooted in Inuit values. The Inuit Qaujimajanginnik Integration Manager and the Baffinland Inuit Knowledge Holders have established connections with North Baffin communities to facilitate ongoing integration of Inuit knowledge, language and ideas into Baffinland's activities.

Baffinland continues to provide country food on-site and maintain country food kitchens at the main camps where country food can be prepared and shared. Inuit employees can bring their own country food to store and eat in the country kitchen, where equipment required to prepare traditional meals is provided. In addition to country food on site, Baffinland has a country food exchange program that allows country food to be shared between the five North Baffin LSA communities.

Baffinland continues to provide opportunities for Inuit workers to participate in Inuit cultural activities while at work, as well as opportunities for cross-cultural awareness among all employees through cultural events and programming.
No mitigations were identified for this VSEC in the FEIS.

10 · Economic Development and Self-reliance

The combined effects of the project on economic development, Inuit autonomy and general well-being

Rationale for Monitoring

The FEIS predicted an overall positive effect of the Project on economic development and self-reliance, considering other effects predicted for employment, contracting, harvesting, and others. (Baffinland Iron Mines Corporation, 2012, p. 240)

The Project Certificate also encouraged Baffinland to monitor food security and harvesting to understand if and how the Project is changing harvesting activities in the area, and how this might relate to food security. (TC 148)

Key Findings

Baffinland continued to contribute to a variety of social, recreational, educational, and cultural initiatives throughout the LSA in 2024.

Updated data on food security and harvesting at the territorial level indicates a continued decline in hunting, fishing, and trapping activities. Qualitative sources indicate that environmental factors, high costs of equipment, and impacts on the exchange of knowledge have contributed to this decline across the territory (Carter, et al., 2025) (Jamal, 2023) (Baraniuk, 2021).

Note to Readers

This VSEC relates to a number of other VSECs and indicators within this report. As such, an assessment of economic development and self-reliance would need to consider data and information from the following sections:

1. Employment and Livelihood;
2. Education and Training;
3. Contracting and Business Opportunities;
5. Human Health and Well-being; and
8. Resource and Land Use.

As noted in the FEIS, following an integrated assessment of these other VECs/VSECs, no new residual effects specific to this VSEC were identified. Building on the results for the VSECs listed above, this section reports on additional indicators relevant to economic development and self-reliance, including: investments in community and wellness initiatives, and harvesting activities and food security.

Key Data Gaps

Table 20. Key Data Gaps for Economic Development and Self-reliance

Topic	Sub-topic	2024 SEMR
Food Insecurity	Inuit Employee Food Security ●	Updated data was not available for 2024. See last year's SEMR for results of the 2023 Inuit Employee Survey pertaining to Inuit employees' and their families' experiences with food insecurity since obtaining Project employment, as well as a description of the QIA's 2021 Tusaqtavut report findings on Project interactions with food security.
	Indigenous Peoples' Survey ●	Disaggregated data on food security for the North Baffin LSA and Iqaluit from the Indigenous Peoples Survey was not available for 2024. Territorial-level data is presented below. See last year's SEMR for results of the 2012 and 2017 Aboriginal Peoples Survey pertaining to food security status in the North Baffin LSA and Iqaluit.

Topic	Sub-topic	2024 SEMR
Harvesting	Inuit Employee Harvesting Ability ●	Updated data was not available for 2024. See last year's SEMR for results of the 2023 Inuit Employee Survey pertaining to Inuit employees' and their families' experiences with harvesting since obtaining Project employment.
	Indigenous Peoples' Survey ●	Disaggregated data on harvesting for the North Baffin LSA and Iqaluit from the Indigenous Peoples Survey was not available for 2024. Territorial-level data is presented below. See last year's SEMR for results of the 2012 and 2017 Aboriginal Peoples Survey pertaining to harvesting in the North Baffin LSA and Iqaluit.

Note: colour of circle denotes who is responsible for collecting/providing data on sub-topic (● = Baffinland, ● = GN, ● = Other)

Topics and indicators with updated data are presented in subsequent sections.

10.1 Investments in Community and Wellness Initiatives

Baffinland contributes to a variety of LSA-based community and wellness initiatives, in addition to other contributions to education and school-based initiatives outlined in Section 2. The following list outlines a selection of Baffinland's donations, sponsorships, and IIBA commitments provided in 2024:

- 45 laptops to high school graduates in the North Baffin Communities.
- $25,000 ($5,000/each) to five (5) recipients as part of the 2024 annual scholarship fund.
- $300,000, adjusted annually for inflation based on 2018 dollars, is made available for the North Baffin LSA School Lunch Program annually, as per the IIBA. In 2024, $262,297 was distributed as part of this program to schools in Arctic Bay, Clyde River, Igloolik, and Pond Inlet.
- $2,500 donation to Nunavut Mining Week.
- $6,000 to support Nunavut Sivuniksavut students raise money for their year end trips through the 2024 Nunavut Sivuniksavut Benefit Concert.
- Provided an $8,000 sponsorship for the 2024 Qamutik Cup.
- Contributed $35,000 to the Arctic Fresh Food Hamper program.
- In-kind logistical and/or monetary support for specific events, initiatives, and infrastructure, such as:
  - The facilitation of delivery for donated hockey gear, clothes, and toys from multiple sources to Clyde River and Pond Inlet through sealift and airlift transportation.
  - 45 totes of DUST/BLOKR® to Pond Inlet, equivalent to approximately one year's supply and valued at around $81,000.

In 2024, Baffinland contributed to a variety of social, recreational, educational and cultural initiatives throughout North Baffin Communities and Iqaluit, further enhancing Baffinland's commitment to creating a positive benefit to Nunavummiut communities.

10.2 Project Harvesting Interactions and Food Security

Harvesting and consumption of country foods is central to Inuit culture and well-being, but community-level data on these topics are limited (QIA, 2019). This section relies primarily on public data, including the Aboriginal Peoples Survey (APS) and Indigenous Peoples Survey (IPS). However, the interpretation of this data is limited by a lack of recent complementary qualitative data and Inuit Qaujimajatuqangit.

Food Insecurity and Food Sovereignty

Improving food security and food sovereignty[15] remains a pressing issue in Nunavut (QIA, 2019) (Slack, 2024). Food insecurity and sovereignty in Nunavut is influenced by a wide variety of individual and systemic factors, including government subsidies and programs, inflation and disproportionate rise cost of living compared to the rest of the country, impacts of climate change on country foods, wages and participation in the wage economy, family and community relations, connection to Inuit culture, and others (QIA, 2019) (Slack, 2024) (Ravichakaravarthy, 2025) (Sinha, Wheatley, Penney, & Li, 2025).

Updated data on food security for Inuit in Nunavut was published in 2024, from the results of the 2022 IPS. The 2022 IPS contained some questions from the 2017 APS (the most recent year), as well as additional questions, including on food security. The additional questions capture more detailed results for different types of households, including food security of the whole household, the respondent, and children in the respondent's household.

Though some questions remained consistent from the 2017 APS to the 2022 IPS, the data across all questions was reported differently. This means the results from the 2017 APS and the 2022 IPS cannot be directly compared.

The levels of food security are defined by the IPS as follows:

- **Food secure:** No indication of difficulty with income-related food access;
- **Marginally food insecure:** Exactly one indication of difficulty with income-related food access;
- **Moderately food insecure:** Indication of compromise in quality and/or quantity of food consumed;
- **Severely food insecure:** Indication of reduced food intake and disrupted eating patterns.

Table 21 below summarizes the food security status of Inuit from the 2022 IPS.

Table 21. Food Security Status of Inuit in Nunavut from the 2022 Indigenous Peoples Survey

Survey Question	Inuit in Nunavut (aged 1 year and over, 2022)
Food secure	**19.7%**
Food insecure	**76.0%**
• Marginally food insecure	5.4%
• Moderately food insecure	29.5%
• Severely food insecure	41.1%

Source: (Statistics Canada, 2024b)

Overall, the majority of Inuit in Nunavut (76.0%) indicated some level of food insecurity. Most food insecure Inuit respondents were severely food insecure (41.1% of all respondents) or moderately food insecure (29.5%), with very few reporting marginal food insecurity (5.4%).

While the results of the 2012 and 2017 APS and the 2022 IPS cannot be directly compared, the following factors from these previous surveys may be considered when analyzing data from the 2022 IPS:

- The percentage of Inuit who indicated some level of food insecurity increased from the 2012 to 2017 APS in Nunavut, Iqaluit, and the North Baffin LSA. The North Baffin LSA had the highest levels of respondents indicating some level of food security compared to Iqaluit and Nunavut in both survey years, with Iqaluit having the lowest levels.
- In the 2017 APS, at least 42.5% of surveyed Inuit in Nunavut reported at least one indication of food insecurity. By the definitions of the 2022 IPS, this means that at a minimum 42.5% of this surveyed population was food insecure (at least at a marginal level defined by the 2022 IPS). By the same standard in the North Baffin LSA, at least 56.4% of the surveyed population was food insecure in 2017. However, it is likely that levels of food insecurity were higher than these rates.

[15] Per the QIA, the term "food sovereignty" allows for a "culturally and community-minded approach to food management" and "incorporates Inuit knowledge, language, culture continuity and community self-sufficiency" (QIA, 2019, p. 7).

While it is difficult to quantitatively say whether levels of food insecurity are increasing or decreasing compared to 2017, it is reasonable to conclude that food security continues to be a significant issue for the majority of Inuit in Nunavut.

Harvesting

Updated data on Inuit hunting, fishing, trapping, and wild plant harvesting activity was published in 2024 in the results of the 2022 IPS (Table 22 and Table 23). While updated data for the LSA was not available, **Nunavut-wide data indicates an overall decrease in hunting, fishing, and trapping, and a slight increase in gathering wild plants since 2017**.
The proportion of respondents hunting, fishing, trapping, and gathering wild plants for pleasure or leisure decreased from 2017 to 2024. Engaging in these activities for individual or family's use stayed relatively stable for all activities from 2017 to 2022, while the proportion of respondents gathering wild plants to share with others in the community increased by 12.8 percentage points from 2017 to 2022.

This decline in traditional harvesting activities across the territory may be influenced by a variety of factors. Environmental factors such as climate change are increasingly influencing abundance and distribution of harvested resources, as well as travel routes used to access these resources (Carter, et al., 2025) (Jamal, 2023) (Baraniuk, 2021). In addition to directly impacting harvesting, these shifts impact transmission of Inuit Qaujimajatuqangit, which can further impact harvesting frequency. Human activity, such as marine shipping traffic, have also been found to affect abundance and distribution of harvested resources (Carter, et al., 2025).

A 2024 study on country foods, health, and well-being in Nunavut interviewed several Inuit women who are knowledge holders in the Qikiqtani, and identified the following trends that have occurred in recent years:

- Hunting restrictions, such as those placed on caribou in the Qikiqtani in recent years, have also impacted the level of harvesting that Inuit can participate in.
- Financial assistance was provided during the first two years of the COVID-19 pandemic to support country food access, which enabled purchase of equipment and greater access to harvesting. However, this financial support is no longer in place, which study participants noted has resulted in a reduction in harvesting activities.
- Youth are "losing the skills to go out on the land", and there is a need for increased programming to support youth to be engaged in country food harvesting and preparation (Caughey, et al., 2024).

These findings are supported by other research, which note that high costs of harvesting equipment, commitments to wage employment and/or education, and other factors have influenced decreased harvesting activities in recent years (Carter, et al., 2025).

Table 22. Inuit Hunting, Fishing, and Trapping Activity Results from the 2012 and 2017 Aboriginal Peoples Survey and the 2022 Indigenous Peoples Survey

Survey Question	Nunavut				
	2012	Δ	2017	Δ	2022
In the last year, did you hunt, fish or trap? If so, did you do this…	**65.5%**	↓	**64.6%**	↓	**55.6%**
• For pleasure or leisure?	52.8%	↑	64.5%	↓	46.4%
• For your own use or your family's use?	76.0%	↑	91.5%	↓	90.6%
• To share with others in the community?	44.8%	↑	64.5%	↓	61.8%

Sources: (Statistics Canada, 2015) (Statistics Canada, 2017) (Statistics Canada, 2024c)

Table 23. Inuit Wild Plant Harvesting Activity Results from the 2012 and 2017 Aboriginal Peoples Survey and the 2022 Indigenous Peoples Survey

Survey Question	Nunavut				
	2012	Δ	2017	Δ	2022
In the last year, did you gather wild plants, for example, berries, rice or sweet grass?	42.6%	↓	36.5%	↑	36.8%
• Did you do this... ? For pleasure or leisure	59.1%	↑	71.2%	↓	46.4%
• Did you do this... ? For your own use or your family's use	72.0%	↑	89.5%	↑	90.6%
• Did you do this... ? To share with others in the community	28.4%	↑	49.0%	↑	61.8%

Sources: (Statistics Canada, 2015) (Statistics Canada, 2017) (Statistics Canada, 2024c)

As described in Section 8.1, the number of land use visitor person-days recorded at both Mary River and Milne Port increased in 2024. While Baffinland maintains a log to track land use parties in the Project areas, the purpose of land use is not recorded or provided in all cases. However, hunting is commonly identified as a reason for land use in the log.

Harvesting and food security are complex issues that can be influenced by several factors and this topic will continue to be monitored for emerging trends. No residual effects specific to the Economic Development and Self-Reliance VSEC were assessed in the FEIS. Rather, an integrated assessment of other VECs/VSECs was conducted for this VSEC. Monitoring of residual effects continues to also be conducted through other VECs/VSECs.

10.3 Management and Mitigation Measures

The Nunavut Food Security Coalition (2014) has outlined four components of food security (i.e., availability, accessibility, quality, and use) and factors affecting each component (Table 24). Baffinland has acknowledged it can play a role in each of these food security components. However, the Coalition notes that food security components "are influenced by many complex factors" and notes "this critical and complex issue is larger than the mandate of any one organization. A collaborative approach is essential" (Nunavut Food Security Coalition, 2014).

Table 24. Food Security Components and Baffinland's Role

Components of Food Security	Factors Affecting Each Component	Baffinland's Role
Availability	• Family size • Human population size • Grocery supplies • Wildlife stocks • Distribution of wildlife • Environmental conditions	• Providing employees with ample and healthy food choices while on site.
Accessibility	• Cost of food • Income levels • Gambling and substance abuse • Transportation effectiveness • Strength of sharing networks • Access to hunting grounds • Climate change	• Providing LSA residents with meaningful incomes through employment that enables the purchase of food and support the participation in harvesting activities. • Direct and indirect contributions to community well-being and food security initiatives (e.g., school lunch program). • Employee support through the EFAP, on-site Cultural Advisors and mental health counsellors, and the Community Counsellors Program. • Permitting Inuit employee harvesting during leisure hours (subject to certain restrictions). • Permitting Inuit non-employees to access Project sites and participate in harvesting activities (subject to certain restrictions). • Establishment of a Wildlife Compensation Fund to address potential impacts ($750,000 in compensation has been set aside for Inuit harvesters for incidents of loss or damage relating to wildlife due to the Project).

Components of Food Security	Factors Affecting Each Component	Baffinland's Role
		• Establishment of the Harvesters Enabling Program in Pond Inlet ($400,000/year for 10 years, to provide gas to support local travel and harvesting activities). In 2024, $501,600 was provided to Pond Inlet to account for inflation in 2018 dollars, and an additional $60,000 in administrative fees. • Ad-hoc accommodation of local requests to transport country food between communities via aircraft.
Quality	• Nutritional knowledge • Health of store-bought food • Wildlife health • Food spoilage • Environmental contaminants	• Providing employees with ample and healthy food choices while on site. • Establishment of country food kitchens at the Mary River and Milne Port sites. • Conducting and reporting on *Country Foods Human Health Risk Assessment &* sharing results with the Dust Audit Committee • Conducting environmental monitoring
Use	• Food preparation skills • Budgeting skills • Literacy rates • Language barriers • Traditional knowledge (Inuit Qaujimajatuqangit)	• Completion of a comprehensive Inuit Qaujimajatuqangit (IQ) study (on several topics, including harvesting), the results of which are publicly available. • Establishment of country food kitchens at the Mary River and Milne Port sites. • Organizing events on site that support country food as an important element of Inuit culture, such as Country Food Nights and country food cooking classes. • Commitment to offer financial management training and support to employees. • 2024 workplace literacy assessment to evaluate literacy and numeracy of skills with recommendations forthcoming in 2025. . • Support for the use of Inuktitut at Project sites and in recruitment. • Employing IQ Advisors in communities

Note: Food security components and factors affecting each component were sourced from the Nunavut Food Security Coalition (2014).

Baffinland's overall management approach is to avoid/minimize adverse effects on the biophysical/socio-economic environment and on terrestrial/freshwater/marine resources utilized by LSA residents, which is monitored and verified through annual monitoring. In addition, Baffinland continues to make contributions to the components of food security including harvesting, as outlined in Table 24 above.

Baffinland has also developed mitigation and monitoring programs that aim to avoid or minimize adverse effects on terrestrial, freshwater, and marine resources important to LSA residents. Baffinland's Annual Report to the NIRB provides monitoring results and information specific to these topics.

For more information on management and mitigation measures, see Appendix E.

11 · Benefits, Royalty, and Taxation

The value of Project revenues accrued by the territorial government through taxation

Rationale for Monitoring

The FEIS predicted that the taxes paid by Baffinland to the Government of Nunavut would be a significant source of revenue for the government. (Baffinland Iron Mines Corporation, 2012, p. 245)

Key Findings

Monitoring is in line with the FEIS prediction. While the total value of tax payments made by Baffinland to the Government of Nunavut is slightly less in 2024 compared to 2023 at $16.3 million, overall total taxes have increased slightly since 2019. Baffinland paid $11.1 million in employee payroll and income tax and $5.1 million in fuel tax to the Government of Nunavut.

In 2024, Baffinland paid a total IIBA royalty to QIA in the amount of $4,656,190. Additional payments were also made to the QIA for land leases and fees.

Key Data Gaps

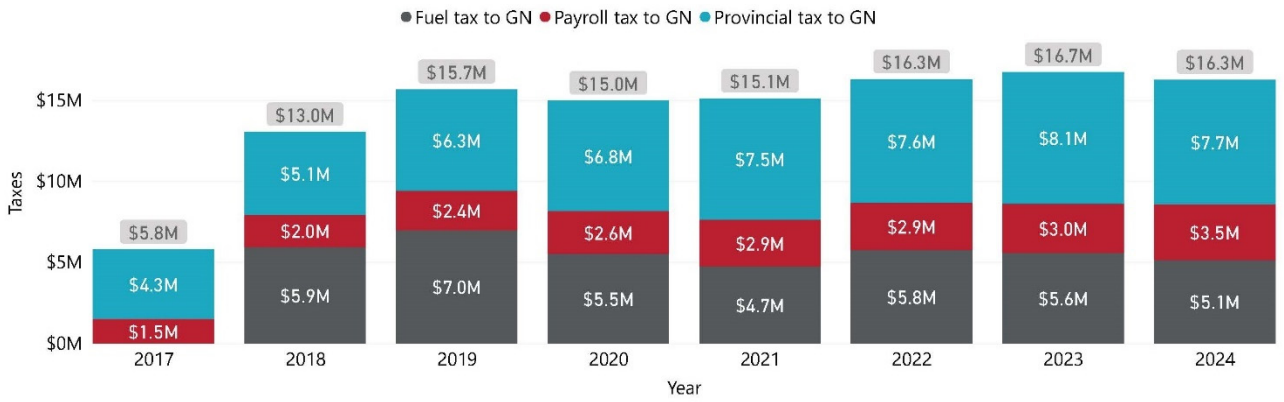
There are no identified data gaps for this VSEC.

11.1 Payroll and Corporate Taxes Paid by Baffinland to the Territorial Government

The Project's effect on revenues flowing to the territorial government is largely established by the value of its payroll as well as the assessment of corporate tax payments by Baffinland.

Figure 34 below provides an overview of taxes paid to the Government of Nunavut since 2017, including payroll tax and fuel tax.

Figure 34. Baffinland Taxes Paid to the Government of Nunavut



(Baffinland, 2025)

In 2024, Baffinland paid a total of approximately $14.8 million in taxes to the Government of Nunavut: $11.1 million in employee payroll tax and $3.7 million in fuel tax. This represents a decrease from 2023 and marks the lowest annual tax payments to the Government of Nunavut by Baffinland since 2018. This decrease is attributed to the lower fuel tax paid in 2024 ($5.1M, compared to $5.6M in 2023) as well as the lower provincial tax paid in 2024 ($7.7M, compared to 8.1M in 2023). The Canada Revenue Agency (CRA) administers and collects Nunavut's income taxes on behalf of the GN, accounting for approximately $7.7 million of the $11.1 million categorized as payroll tax to the GN.

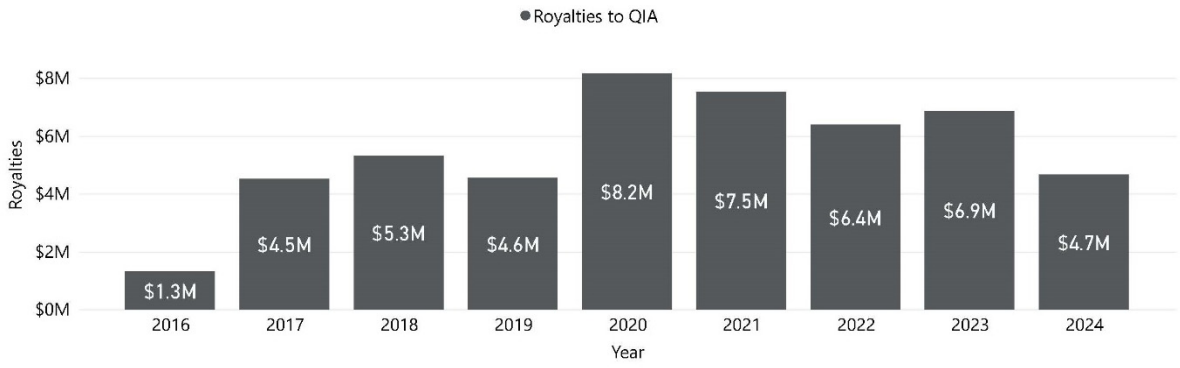
In addition to taxes paid to the Government of Nunavut, in 2024 Baffinland paid a total of $43,226,603 in federal and provincial/territorial income tax (i.e., Nunavut employee federal income tax of nearly $35 million and more than $8.4 million in Ontario employee federal and provincial income tax), a fuel Excise Tax of more than $2.3 million, and a carbon tax of approximately $4.6 million to the federal government.

11.2 Royalty Payments to QIA

In 2024, Baffinland paid a total IIBA royalty to QIA of $4,656,190.

Figure 35 provides an overview of total royalties paid by Baffinland to QIA from 2016 to 2024.

Figure 35. Royalty Payments to QIA



(Baffinland, 2025)

Additional payments Baffinland made to the QIA in 2024 include $4,692,386 for land leases and fees payments, and a $29,393 Water Compensation Agreement payment for a total of $9,377,969.08.

11.3 Management and Mitigation Measures

Baffinland's management measures to support local economic benefits stemming from the Project, such as policies that prioritize Inuit employment and Inuit firm procurement, support direct and indirect revenue-generating opportunities for the Government of Nunavut.

Additionally, Baffinland's IIBA requires Baffinland to pay royalties to the QIA. Baffinland provides QIA with an annual forecast to support QIA's financial planning.

12 · Governance and Leadership

Alignment with regional and communities' priorities through local involvement, leadership, and agreements

Rationale for Monitoring

The FEIS predicted that the Project would have a positive impact on governance and leadership in local communities through local partnerships and general socio-economic monitoring of the region. (Baffinland Iron Mines Corporation, 2012, p. 245)

Key Findings

Data indicators for monitoring the Governance and Leadership VSEC have not been developed, so it is challenging to assess accuracy of the FEIS prediction.

Key Data Gaps

Data indicators for monitoring the Governance and Leadership VSEC have not been developed. However, the Project continues to provide socio-economic monitoring data of importance to the region's leadership, including through the provision of 2024 data included herein on demographic change, direct and indirect economic contributions, barriers to employment for women, Project harvesting interactions and food security, and potential indirect Project effects such as substance abuse, gambling, rates of domestic violence, and education rates, among others. Baffinland also continues to engage the QSEMC and SEMWG on its socio-economic monitoring program.

The FEIS did not identify residual effects for the Governance and Leadership VSEC.

12.1 Management and Mitigation Measures

No mitigation measures were identified for this VSEC in the FEIS. Baffinland continues to provide the data described above and engages the QSEMC and SEMWG on its socio-economic monitoring program.

Concluding Remarks

Summary

Report Summary

This report helps to accomplish the objectives of the monitoring program (outlined in Appendix B and C) in several ways.

- This report has provided an assessment of selected socio-economic effects that were predicted to occur in the Project's FEIS.
- This assessment has also provided insight into the functioning of Baffinland's socio-economic management and mitigation measures.
- This report has provided information (see Appendix B) that may assist regulatory and other agencies in evaluating Baffinland's compliance with socio- economic monitoring requirements for the Project.
- Finally, this report supports adaptive management for the Project, as issues identified in this report will continue to be monitored and opportunities for potential performance improvements may be assessed. The Adaptive Management Section contains additional information on adaptive management measures.

Cumulative Economic Effects Summary

The Project continues to make positive contributions to Nunavut's economy. There were 262 Inuit FTEs were employed by the Project in 2024, earning $30,645,748. $167.3 million was awarded to Inuit Firms in 2024. A total of $2.06 billion has been awarded to Inuit Firms since Project development.

Mining remains an important contributor to the Nunavut economy. Nunavut's real gross domestic product (GDP) for all industries in 2024 was $4,117.3 million, an increase of 7.5% from 2023. Of this amount, 'iron ore mining' was responsible for contributing $377.2 million (or 9.16%). Iron ore mining may also make economic contributions to supporting industries such as 'construction' ($403.6million contribution to the Nunavut economy in 2024), 'transportation and warehousing' ($81.1million contribution to the Nunavut economy in 2024), and 'accommodation and food services' ($95.0million contribution to the Nunavut economy in 2024), among others (Statistics Canada, 2025b).

No negative regional or cumulative socio-economic effects directly associated with the Project were identified in 2024, although several indicators will continue to be closely monitored and discussed with the QSEMC, including crime rates and impaired driving violations. Lack of updated data remains a significant challenge to accurately identifying any negative regional or cumulative socio-economic effects directly associated with the Project. As such, no additional socio-economic mitigation measures have been proposed to manage negative effects.

Adaptive Management

This report has identified various positive effects of the Project and presents information that is consistent with several FEIS predictions. However, some monitoring data has revealed unclear, inconsistent, or otherwise negative trends. Trends of note identified for adaptive management are discussed below. Long-term monitoring will be necessary to track Project outcomes more fully over time and may contribute to an improved understanding of observed trends and causality. It is also likely some Project benefits will take time to be fully realized.

Human Health and Well-being

Monitoring of the Project-related effects on human health and well-being is always complex due to the many contributing factors involved with health and well-being generally, and the difficulty of understanding proportional contribution of those factors. These challenges are further exacerbated by a lack of data for monitoring indicators that have been selected as appropriate to understand the Project-related effects. Baffinland is committed to working with the QSEMC

and MRSEMWG to address data availability, both from the Nunavut Bureau of Statistics as well as from Baffinland through the Inuit Employee Survey. Additionally, Baffinland will continue to discuss the consistent challenges on data availability in some of the selected indicators for this VSEC.

Additionally, monitoring of available crime rate metrics shows that there may be a relationship between the Project and the increase in the crime rate in the North Baffin LSA during the post-development period. However, it is difficult to attribute the negative effect to the Project as there are a number of other factors, including effects of increased access to alcohol, effects of COVID-19, changes in law enforcement, and number of other regional and community-specific direct and indirect factors, like changes in food security and cost of living. Baffinland will collaborate with the QSEMC and MRSEMWG to understand what additional information may be considered to understand Project-related effects on crime in the North Baffin LSA.

Inuit Employee Survey

In 2024, Baffinland chose not to conduct an Inuit Employee Survey for its Inuit employees and contractors. During 2024, there were staff reductions due to low iron ore prices and regulatory challenges. Although Inuit workers were not directly impacted by job losses, the decision to not administer the survey was made in order to put focus on prioritizing worker morale.

Baffinland intends on administering the Inuit Employee Survey in 2025 with continued efforts to increase response rates.

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Appendix A. Summary Tables

Table 25 on the following page summarizes the monitoring results, including findings and trends in 2023 compared to previous years.

How to read Table 1

Column	Description
Indicator	This column will identify the SEMP indicator
Latest data available	This column will provide the year of most recent data available for the indicator
Scale	This column will present the scale of the data presented in the sub-row, including the North Baffin LSA (NB LSA), Iqaluit, Nunavut, Region or Project.
Pre-development average	This column will present the average value for the 5 years before the mine started operating (2008 –13), including both a unit and value (e.g., 12 graduates). This is provided for public data only (as there is no pre-development project data)
3-year average	This column will present the average value for the 3 most recent years, including both a unit and value (e.g., 12 graduates).
Change in 3-year average	This column will present the change (in percent, percentage points (pp), or direct units, depending on the indicator) since the previous years 3-year average. The direction of the change will be represented by arrows, showing whether the movement was an increase, decrease or whether there was no movement. Arrow colors will indicate whether the direction represents a **positive** or **negative,** change. Arrows remain uncolored if the value is mixed, neutral or unclear.
Latest year	This column will present the value of the most recent single year of data, including both a unit and value (e.g., 230 Inuit FTEs).
Change from last year	This column will illustrate the change from the two most recent years data. This will be presented similarly to the change in the 3-year average column.
Summary	This column will provide a qualitative overview of performance, trends, and interpretation.

Table 25. 2024 Socio-economic Monitoring Reporting Summary

Indicator	Latest Data Available	Scale	Pre-dev Average	3-year Average	Change in 3-year Average	Latest Year	Change from Last Year	Summary
Employment and Livelihood								
Project total employment (FTEs)	2024	Project	-	1,713 FTEs	⇩ 6%	1,746 FTEs	⇧ 6%	The Mary River Project employed 1,746 full-time equivalents (FTEs), who worked 3,813,736 hours in 2024. This is 98 more FTEs than in 2023.
Project LSA employment (FTEs)	2024	Project	-	193 FTEs	⇧ 2%	207 FTEs	⇧ 11%	In 2024, there were a total of 207 LSA-based FTEs, representing 12% of the total workforce. This is 20 more FTEs than in 2023. 204 LSA-based FTEs were Inuit.
Project female employment (FTEs)	2024	Project	-	195 FTEs	⇩ 8%	201 FTEs	⇧ 7%	In 2023, there were a total of 201 female FTEs, representing 11.5% of the total workforce. This is a increase of 14 FTEs compared to 2023, however the proportion of female workers compared to the total workforce is similar to 2021, 2022, and 2023 levels.
Inuit employee turnover	2024	Project	-	33% turnover	⇧ 3pp	28% turnover	⇩ 2pp	The turnover rate for Inuit decreased in 2023 to 28%, representing a 2% percentage point decrease compared to 2023. Reasons Inuit employees cited for resigning in 2024 included obtaining employment closer to home, personal considerations, health issues, and challenges securing childcare.
Childcare availability and costs	-	-	-	-	-	-	-	2024 Inuit turnover exit interviews included reasons related to family and working closer to home, as well as one specific rationales related to childcare. This topic continues to be tracked through the QSEMC process and community engagement conducted for the Project.
Education and Training								
Investments in school-based initiatives (Laptops)	2024	NB LSA	-	52 laptops	⇩9%	45 laptops	⇩ 25%	The Project supported school-based initiatives in 2024 through its ongoing donations including laptop donations (45 in 2024). Investments included the annual scholarship fund (IIBA commitment – 5 recipients in 2024), and contributions to school lunch programs.
Investments in school-based initiatives (dollars)	2024	NB LSA	-	$175,300	⇧ 8%	$256,969	⇧ 42%	
Secondary school graduates	2023	NB LSA	45 grads	37 grads	⇩ 19%	26 grads	⇩ 4%	For the 2022/2023 school year, the number of graduates in the North Baffin LSA was 26, this represents a decrease of one graduate from previous reported year. In Iqaluit, the number of graduates was 58, a decrease of 7 graduates from previous reported year.
	2023	Iqaluit	42 grads	59 grads	⇧ 12%	58 grads	⇩ 11%	
Outdated data! Secondary school graduation rate	2018	Region	37.5%	42%	⇧ 3pp	40%	⇩ 9pp	The latest high school graduation rates available are from 2018. Since 2014, the Qikiqtani graduation rate rose rapidly, up to nearly 50% in 2017. However, the Qikitani graduation rate subsequently fell to a rate of 40% in 2018, slightly higher than the region's graduation rate of 37% in 2016. Reasons for this decrease are not clear, though a similar decrease was seen in the Kitikmeot and Kivalliq regions during the same time.
	2018	Nunavut	34%	43%	⇧ 2pp	39%	⇩ 9pp	
Participation in pre-employment training (# participants)	2024	Project	-	103 grads	⇧ 19%	130 grads	⇧ 86%	In 2024, there were 130 Work Ready Program participants (124 in community, and 6 on-site). This is as increase compared to 2023, with 70 Work Ready Program participants (55 in community, 15 on-site).
Hours of training completed by Baffinland and contractor Inuit employees	2024	Project	-	41,026 hours	⇧ 3%	36,032 hours	⇧ 5%	The total number of training hours for Inuit increased in 2024, while the average training hours per FTE decreased. This is mainly attributed to an overall increase in Inuit FTEs.
Types of training provided Baffinland and contractor Inuit employees	2024	Project	-	-	-	-	-	Various training programs are provided in communities and on site in 2024, including the in-community and on-site Work Ready Program, and the Inuit internship program, among others.
Apprenticeships and other opportunities (# employees)	2024	Project	-	11 apprentices	⇩ 6%	10 apprentices	⇨ 0%	In 2024, there was an average of 10 active apprentices in the Apprenticeship Program, the same as in 2023.
Employee education and pre-employment status	2024	Project	-	-	-	-	-	32% of 2023 Inuit survey respondents left previous employment to work at the Project, with most of these leaving full-time jobs (70% of these respondents). 9% of respondents reported being enrolled in an academic or vocational program at the time of hiring. Baffinland's Human Resources team tracks whether new applicants were employed and/or enrolled in an education program at the time of their application. In 2024, 39 Inuit employees were hired who indicated they were currently employed at the time they applied to work for Baffinland, and 2 Inuit employees were hired who indicated they were currently enrolled in an education program.
Inuit employee promotions	2024	Project	-	20 advancements	⇧ 48%	28 advancements	⇧ 33%	Twenty-eight (28) Inuit advanced in 2024, an increase from twenty-one (21) advancements in 2023.
Contracting and Business Opportunities								
Inuit employee payroll amounts (dollars)	2024	Project	-	$26,428,145	⇧ 13%	$30,645,748	⇧ 25%	$30,645,748 in wages were paid to Baffinland and contractor Inuit employees in 2025, a significant increase of 25% compared to 2023. The average pay for Baffinland and contractor Inuit FTEs in 2024 was $116,938. This represents an increase of approximately 7% from 2023, where the average pay was $109,138. This is slightly higher, but relatively consistent compared to previous years, with the exception of 2022. An abnormally high increase in 2022 is an outlier which is mainly attributed to the remobilization of Nunavummiut employees, who had been on standby pay for much of 2021, as well as an overall market adjustment in salary for all employees in 2022 impacting overall Inuit employee payroll.

Indicator	Latest Data Available	Scale	Pre-dev Average	3-year Average	Change in 3-year Average	Latest Year	Change from Last Year	Summary
Value of contracting with Inuit Firms (dollars)	2024	Project	-	$167M	⇩ 9%	$167M	⇩ 2%	The total value of Inuit firm contract commitments decreased to $ 167.3M, compared to $171.3M in 2023. However, the percentage of total contracting that was committed to Inuit firms increased in 2024, to 44% compared to 36% in 2023.
Number of registered Inuit Firms in the LSA	2024	NB LSA	-	59 firms	⇧ 4%	61 firms	⇨ 0%	In 2024, a total of 218 active Inuit Firms were registered in the LSA, an increase of 17 Inuit Firms from 2023. Of the 218, 28% (61) of these firms were based in the North Baffin LSA communities and 72% (157) were based in Iqaluit. Since 2013, the number of active Inuit Firms registered in the North Baffin LSA communities has increased by 32, while the number of active Inuit Firms registered in Iqaluit has increased by 73.
	2024	Iqaluit	-	148 firms	⇧ 5%	157 firms	⇧ 8%	
Population Demographics								
Population estimates	2023	NB LSA	5,694 people	7,319 people	⇧ 2%	7,438 people	⇧ 2%	The average annual population growth rates over the post-development period were 2.4% for North Baffin LSA communities, 1.2% for Iqaluit, and 1.5% for Nunavut – all higher than the Canadian average growth rate of 1.4%. The rate of growth does not appear to have been affected by the Project.
	2023	Iqaluit	7,048 people	8,203 people	⇧ 1%	8,273 people	⇧ 1%	
	2023	Nunavut	33,694 people	40,414 people	⇧ 1%	40,700 people	⇧ 1%	
Known in-migrations of non-Inuit Baffinland and contractor employees	2024	NB LSA	-	0 people	-	0 people	⇨ 0%	No non-Inuit employees migrated into or out of the LSA in 2024. Since 2015 a net of one non-Inuk employee/contractor is known to have in-migrated to the North.
In-migration of non-Inuit to the LSA	N/A	NB LSA	-	-	-	-	-	While LSA-level migration data is not available, the proportion of Inuit to non-Inuit in LSA communities as of 2016, the latest year data is available, has remained relatively similar to pre-development levels.
Known out-migrations of Inuit Baffinland and contractor employees	2024	NB LSA	-	3 people	⇩ 47%	0 people	⇩ 100%	No Inuit Project employees were known to have moved out of the North Baffin LSA in 2024.
Out-migration of Inuit from the LSA	N/A	NB LSA	-	-	-	-	-	While LSA-level migration data is not available, the proportion of Inuit to non-Inuit in LSA communities as of 2016, the latest year data is available, has remained relatively similar to pre-development levels.
Outdated data! Nunavut net migration	2019	Nunavut	-38 people	-75 people	⇧ 26%	-88 people	⇩ 6%	Nunavut net migration was -88 people in 2019, continuing a negative trend over the past 3 years.
Employee and contractor changes of address, housing status, and migration intentions	2023	Project	-	-	-	-	-	Based on 2023 Inuit Employee Survey results, declared migration intentions for 2024 align with the past several years of movement, with 5 respondents expressing an intention to move from one community to another in the next year. Reasons for declared migration intentions included better housing, being closer to friends and family, cost of living, being closer to work, to find a job, and better access to services.
Employee and contractor origin (LSA headcount)	2024	LSA	-	288 employees	⇧ 9%	303 employees	⇧ 4%	In 2024, 303 Baffinland and contractor employees were based in LSA communities, representing an increase of 4% compared to 2023.
Human Health and Well-being								
Outdated data! Proportion of tax filers with employment income	2017	NB LSA	82%	79%	⇨ 0 pp	79%	⇨ 0 pp	The portion of tax filers with employment income in the North Baffin LSA has largely stayed the same during the post-development period.
	2017	Iqaluit	89%	88%	⇨ 0 pp	88%	⇨ 0 pp	
	2017	Nunavut	85%	82%	⇨ 0 pp	83%	⇧ 1 pp	
Outdated data! Median employment income	2017	NB LSA	$15,195	$16,740	⇧ 2%	$17,432	⇧ 4%	There continues to be a gradual but steady growth in median employment income, to which the Project likely contributes.
	2017	Iqaluit	$64,485	$74,100	⇧ 2%	$76,720	⇧ 5%	
	2017	Nunavut	$26,327	$30,443	⇧ 2%	$31,390	⇧ 2%	
Outdated data! Percentage of population receiving social assistance	2018	NB LSA	56%	58%	⇧ 1 pp	59%	⇧ 1 pp	The portion of the population receiving social assistance in the North Baffin LSA has largely stayed the same during the post-development period.
	2018	Iqaluit	18%	14%	⇩ 1 pp	13%	⇩ 2 pp	
	2018	Nunavut	41%	43%	⇧ 4 pp	50%	⇧ 11 pp	
Number of drug and alcohol related contraband infractions at Project sites	2023	Project	-	18 infractions	⇧ 41%	21 infractions	⇧ 50%	Twenty-one (21) drug and alcohol-related contraband infractions occurred at Project sites among Baffinland and contractor employees in 2024, an increase of 7 compared to 2023.
Number of impaired driving violations	2023	NB LSA (total)	25 violations	68 violations	⇨ 0%	88 violations	⇧ 31%	North Baffin LSA, Iqaluit, and Nunavut have seen significant increases in impaired driving violations over the post-development period. However, these increases have been observed across Nunavut.
	2023	Iqaluit	58 violations	118 violations	⇧ 4%	127 violations	⇧ 7%	
	2023	Nunavut	257 violations	642violations	⇩ 1%	711 violations	⇧ 11%	
Number of drug violations	2023	NB LSA total)	172 violations	5 violations	⇩ 6%	4 violations	⇨ 0%	North Baffin LSA, Iqaluit, and Nunavut have seen rapid decreases in drug violations during the post-development period. From 2022 to 2023, there was no change in the number of violations for the North Baffin LSA, while violations increased in Iqaluit and Nunavut.
	2023	Iqaluit	112 violations	28 violations	⇧ 9%	34 violations	⇧ 10%	
	2023	Nunavut	332 violations	68 violations	⇧ 7%	76 violations	⇧ 25%	
Number of youths charged	2023	NB LSA	44 youths	15 youths	⇧ 22%	21 youths	⇧ 200%	Despite an increase from 2022 to 2023, the average number of youths charged has declined in the LSA since Project development. However, decreasing trends in the LSA were also evident in the pre-development period, and a comparable trend has been observed across Nunavut.
	2023	Iqaluit	44 youths	12 youths	⇩ 3%	16 youths	⇧ 129%	
	2023	Nunavut	316 youths	88 youths	⇩ 15%	83 youths	⇩ 5%	

Indicator	Latest Data Available	Scale	Pre-dev Average	3-year Average	Change in 3-year Average	Latest Year	Change from Last Year	Summary
Crime rate (violations per thousand)	2023	NB LSA	223 violations	394 violations	⇧ 4%	407 violations	⇧ 10%	Crime rates have increased in the North Baffin LSA, Iqaluit and Nunavut during the post-development period. North Baffin LSA crime rates are much lower than Iqaluit and somewhat lower than Nunavut. Average crime rates have increased by approximately 37% in the North Baffin LSA between the pre-development and post-development periods, with a similar trend observed across the Qikiqtani.
	2023	Iqaluit	741 violations	971 violations	⇧ 6%	1,012 violations	⇧ 9%	
	2023	Nunavut	395 violations	555 violations	⇧ 3%	585 violations	⇧ 10%	
Number of times Baffinland's Employee and Family Assistance Program (EFAP) is accessed	2024	Project	-	75 times	⇩ 3%	64 times	⇩ 7%	EFAP usage has been relatively consistent since 2017 at approximately 4 to 5 accesses per 100 employees, except for 2022, when usage peaked at approximately 7 accesses per 100 employees.
Outdated data! Percent of health centre visits related to infectious diseases	2016	NB LSA	3%	3%	⇧ 1 pp	4%	⇧ 2 pp	Compared to pre-development period averages, there has been a slight increasing trend in health centre visits related to infectious diseases in the North Baffin LSA (from 2.6% to 2.7%) and decreasing trends in Iqaluit (from 2.0% to 1.0%) and Nunavut (from 4.8% to 3.1%) in the post-development period.
	2016	Iqaluit	2%	1%	⇨ 0 pp	2%	⇧ 2 pp	
	2016	Nunavut	5%	3%	⇨ 0 pp	5%	⇧ 3 pp	
Absence from the community during work rotation / Prevalence of gambling issues / Prevalence of family violence / Prevalence of marital problems / Rates of teenage pregnancy	-	-	-	-	-	-	-	Topics will continue to be tracked through the QSEMC process and community engagement conducted for the Project.
Community Infrastructure & Public Services								
Outdated data! Number of health centre visits (total)	2016	NB LSA	9,722 visits	11,819 visits	⇩ 3%	10,872 visits	⇩ 8%	Per capita visits in 2016 in the North Baffin LSA communities, except Arctic Bay, were similar to historical levels (2009 and earlier). Given the lack of more recent data, the project is not considered to have a significant effect on use of public health services.
	2016	Iqaluit	13,438 visits	17,184 visits	⇩ 15%	7,953 visits	⇩ 51%	
	2016	Nunavut	200,647 visits	244,215 visits	⇩ 3%	217,168 visits	⇩ 10%	
Outdated data! Number of health centre visits (per capita)	2016	NB LSA	9 visits / capita	10 visits / capita	⇩ 4%	9 visits / capita	⇩ 5%	
	2016	Iqaluit	2 visits / capita	2 visits / capita	⇩ 16%	1 visits / capita	⇩ 52%	
	2016	Nunavut	6 visits / capita	6 visits / capita	⇩ 4%	6 visits / capita	⇩ 11%	
Number of visits to Project physician assistant	2024	Project	-	5,100 visits	⇨ 0%	5,158 visits	⇩ 1%	The Project continues to provide all workers with regular access to a physician's assistant, with whom they can confidentially address health-related issues (including those unrelated to the workplace).
Number of Project aircraft movements at LSA community airports	2024	NB LSA	-	628 movements	⇧ 23%	641 movements	⇨ 0%	Baffinland's utilization of community infrastructure, particularly airports, remained similar in LSA communities in 2024 compared to 2023. Airport use has relatively stabilized since a dip in usage during 2020 and 2021, largely due to COVID-19.
	2024	Iqaluit	-	825 movements	⇧ 28%	888 movements	⇧ 16%	
Cultural Resources								
Monitoring is conducted through the Archaeology Status Update Report								
Resource and Land Use								
Number of recorded land use visitor person-days at Project sites	2024	Project	41 person-days	350 person-days	⇧ 24%	405 person-days	⇧ 42%	In 2024, a total of 405 land use visitor person-days were recorded at Project sites, a 42% increase from 2023.
Wildlife compensation fund claims	2024	Project	-	$138,881 paid	⇧ 41%	$129,467 paid	⇩31%	In 2024, there were 7 claims submitted to QIA, all of which were approved, totalling $129,467 disbursed from the Fund during the 2024 calendar year. This represents a decrease in both total claims and funds disbursed compared to 2023 (31 claims and $187,351), but an increase in funds compared to 2022 (19 claims and $99,824 disbursed).
Cultural Well-Being								
Monitoring is conducted through the Archaeology Status Update Report								
Economic Development and Self-Reliance								
Project harvesting interactions and food security	-	-	-	-	-	-	-	Topic will continue to be tracked through the QSEMC process, community engagement conducted for the Project, and related information.
Benefits, Royalty, and Taxation								
Payroll and corporate taxes paid by Baffinland to the territorial government	2024	Nunavut	-	$16M taxes paid	⇧ 3%	$16.3M taxes paid	⇩ 2%	The value of tax payments made by Baffinland to the Government of Nunavut decreased in 2024 to $16.3 million, from $16.7 million in 2023.
Governance and Leadership								
Data indicators for monitoring the Governance and Leadership VSEC have not been developed.								

Appendix B. Compliance Assessment

Table 26. Compliance Assessment Table

TC#	Description	Status	Concordance	Summary
129	The Proponent is strongly encouraged to engage in the work of the QSEMC along with other agencies and affected communities, and it should endeavour to identify areas of mutual interest and priorities for inclusion into a collaborative monitoring framework that includes socio- economic monitoring priorities related to the Project, communities, and the North Baffin region as a whole.	In-Compliance	Introduction – Socio-Economic Monitoring Introduction - Regulations and Governance	Baffinland continues to engage with the QSEMC and participates in the MRSEMWG, whose members include Baffinland, the GN, the Government of Canada, and QIA.
130	The Proponent should consider establishing and coordinating with smaller socio-economic working groups to meet Project specific monitoring requirements throughout the life of the Project.	In-Compliance	Introduction – Regulations and Governance	Baffinland continues to engage with the QSEMC and MRSEMWG on socio-economic monitoring for the Project. In addition, Baffinland regularly engages other committees which operate under provisions of the IIBA on various socio-economic topics.
131	The QSEMC is encouraged to engage in the monitoring of demographic changes including the movement of people into and out of the North Baffin communities and the territory as a whole. This information may be used in conjunction with monitoring data obtained by the Proponent from recent hires and/or out-going employees in order to assess the potential effect the Project has on migration.	In-Compliance	Section 4	Baffinland has provided demographic change information in the Socio-Economic Monitoring Report.
133	The Proponent is encouraged to work with the QSEMC and in collaboration with the GN's Department of Health and Social Services, the NHC and other relevant stakeholders, design and implement a voluntary survey to be completed by its employees on an annual basis in order to identify changes of address, housing status (i.e., public/social, privately owned/rented, government, etc.), and migration intentions while respecting confidentiality of all persons involved. The survey should be designed in collaboration with the GN's Department of Health and Social Services, the NHC and other relevant stakeholders. Non-confidential results of the survey are to be reported to the GN and the NIRB.	Non-compliant	N/A	Baffinland did not administer an Inuit Employee Survey in 2024 but will reinstate the survey in 2025. 2023 survey results are presented in last year's report.

TC#	Description	Status	Concordance	Summary
134	The Proponent shall include with its annual reporting to the NIRB a summation of employee origin information as follows: a. The number of Inuit and non-Inuit employees hired from each of the North Baffin communities, specifying the number from each, b. The number of Inuit and non-Inuit employees hired from each of the Kitikmeot and Kivalliq Regions, specifying the number from each, c. The number of Inuit and non-Inuit employees hired from a southern location or other province/territory outside of Nunavut, specifying the locations and the number from each, and d. The number of non-Canadian foreign employees hired, specifying the locations and number from each foreign point of hire.	In-Compliance	Section 1.1 Appendix D	Baffinland has presented employee and contractor origin information in the Socio-Economic Monitoring Report.
140	The Proponent is encouraged to survey Nunavummiut employees as they are hired and specifically note the level of education obtained and whether the incoming employee resigned from a previous job placement or educational institution in order to take up employment with the Project.	Non-compliant	N/A	Baffinland's Inuit Employee Survey collects information related to current education levels of employees, and their employment and education status prior to taking up employment with the Project. Baffinland did not administer the Inuit Employee Survey in 2024. In 2024, 30 employees were employed at the time of applying to work for Baffinland, and two employees were enrolled in an educational program a the time of application.
145	The Proponent is encouraged to work with the GN and the QSEMC to monitor the barriers to employment for women, specifically with respect to childcare availability and costs.	In-compliance	Section 1.2 Section 5.1	Baffinland has presented information on hours worked by female Baffinland and contractor employees on the Project in the Socio-Economic Monitoring Report. Monitoring on barriers to women include information on childcare costs/availability and exit interview responses.
148	The Proponent is encouraged to undertake collaborative monitoring in conjunction with the Qikiqtaaluk Socio-Economic Monitoring Committee's monitoring program which addresses Project harvesting interactions and food security, and which includes broad indicators of dietary habits.	In-compliance	Section 8 Section 10	Baffinland has presented some information on Project harvesting interactions and food security in the Socio-Economic Monitoring Report. Baffinland has also presented related information on household income and food security, and on land user-Project interactions in this report.

TC#	Description	Status	Concordance	Summary
154	The Proponent shall work with the GN and the QSEMC to monitor potential indirect effects of the Project, including indicators such as the prevalence of substance abuse, gambling issues, family violence, marital problems, rates of sexually transmitted infections and other communicable diseases, rates of teenage pregnancy, high school completion rates, and others as deemed appropriate.	In-compliance	Section 5	Baffinland has presented information (where available) relating to this requirement in this report.
158	The Proponent is encouraged to work with the GN and other parties as deemed relevant in order to develop a Human Health Working Group which addresses and establishes monitoring functions relating to pressures upon existing services and costs to the health and social services provided by the GN as such may be impacted by Project-related in-migration of employees, to both the North Baffin region in general, and to the City of Iqaluit in particular.	In-compliance	Introduction - Regulations and Governance Section 4 Section 5 Section 6	Baffinland continues to engage the QSEMC and SEMWG on its socio-economic monitoring program; the GN actively participates in both these groups. Information to support these discussions, such as pressures to existing services, costs to services provided by the GN, and impacts of Project-related in-migration, is presented in relevant sections of the report.
159	The Proponent is encouraged to work with the GN to develop an effects monitoring program that captures increased Project-related pressures to community infrastructure in the Local Study Area communities, and to airport infrastructure in all point-of-hire communities and in Iqaluit.	In-compliance	Introduction - Regulations and Governance Section 6	Baffinland continues to engage the QSEMC and SEMWG on its socio-economic monitoring program; the GN actively participates in both these groups. The Socio-Economic Monitoring Program reports on information related to Project-related pressures on community and airport infrastructure.
168	The specific socioeconomic variables as set out in Section 8 of the Board's Report, including data regarding population movement into and out of the North Baffin communities and Nunavut as a whole, barriers to employment for women, Project harvesting interactions and food security, and indirect Project effects such as substance abuse, gambling, rates of domestic violence, and education rates that are relevant to the Project, be included in the monitoring program adopted by the QSEMC.	In-compliance	Section 1.2 Section 2 Section 4 Section 5 Section 8 Section 10	Baffinland has presented information (where available) on demographic change, barriers to employment for women, Project harvesting interactions and food security, and potential indirect Project effects such as substance abuse, gambling, rates of domestic violence, and education rates in the Socio-Economic Monitoring Report.
169	The Proponent provide an annual monitoring summary to the NIRB on the monitoring data related to the regional and cumulative economic effects (positive and negative) associated with the Project and any proposed mitigation measures being considered necessary to mitigate the negative effects identified.	In-compliance	Concluding Remarks	Baffinland has provided a summary of regional and cumulative economic effects in the Concluding Remarks section. Analysis on potential cumulative effects is included throughout the report.

Appendix C. Socio-economic Monitoring Plan Indicators

The left-hand column of Table 27 denotes whether topics and indicators are in relation to residual effects (**RE**) or Project Certificate Terms and Conditions (**T&C**). The table also includes linked concordance (**Concord.**) to where data and discussion on the appropriate indicators is included throughout the report. Currently the organization of the SEMP and SEMR are not in perfect alignment. This table is intended to allow readers to easily find the relevant information based on the currently approved SEMP.

Table 27. Socio-economic Monitoring Plan

	Topic	Indicators	Concord.	Source
	1 ·Population Demographics			
RE	In-migration of non-Inuit Baffinland employees into the North Baffin LSA	• Known in-migrations of non-Inuit Baffinland and contractor employees	4.2 (p. 33)	BIMC
		• In-migration of non-Inuit to the North Baffin LSA		Limited
RE	Out-migration of Inuit residents from the North Baffin LSA	• Known out-migrations of Inuit Baffinland and contractor employees	4.2 (p. 33)	BIMC
		• Out-migration of Inuit from the North Baffin LSA		Limited
T&C	Demographic Change	• Population estimates	4.1 (p. 32)	NBS StatsCan
		• Nunavut net migration	4 (p. 32)	NBS
T&C	Employee changes of address, housing status, and migration intentions	• Employee and contractor changes of address, housing status, and migration intentions	5 (p. 36)	BIMC Survey
T&C	Employee origin	• Employee and contractor origin	Appendix D (p. 83)	BIMC
	2 Education and Training			
RE	Improved life skills among young adults	• Participation in pre-employment training	2.4 (p. 20) 1.1 (p. 7)	BIMC
		• LSA employment and on-the-job training		
RE	Incentives related to school attendance and success	• Number of secondary school graduates	2.2 (p. 19) 2.1 (p. 18)	NBS**
		• Secondary school graduation rate		NBS
		• Investments in school-based initiatives		BIMC
RE	Opportunities to gain skills	• Hours of training completed by Baffinland and contractor Inuit employees	2.4 (p. 20)	BIMC
		• Types of training provided to Baffinland and contractor Inuit employees		BIMC
		• Apprenticeships and other opportunities		BIMC
T&C	Employee education and pre-employment status	• Employee education and pre-employment status	2.5 (p. 23)	BIMC

	Topic	Indicators	Concord.	Source
	3 ·Employment and Livelihood			
RE	Creation of jobs in the LSA	• Hours of Project labour performed	1.1 (p. 8)	BIMC
RE	Employment of LSA residents	• Project hours worked by LSA Baffinland and contractor employees	1.1 (p. 8)	BIMC
RE	New career paths	• LSA employment	1.1 (p. 7)	BIMC
		• Inuit employee promotions	2.6 (p. 24) 1.3 (p.14)	BIMC
		• Inuit employee turnover		BIMC
T&C	Barriers to employment for women, specifically relating to childcare availability and costs	• Hours worked by Baffinland and contractor female employees	1.2 (p. 12)	BIMC
		Topic will continue to be tracked through the QSEMC process and community engagement conducted for the Project.		
	4 ·Contracting and Business Opportunities			
RE	Expanded market for business services to the Project	• Value of contracting with Inuit Firms	5.2 (p. 42)	BIMC
RE	Expanded market for consumer goods and services	• LSA Inuit employee payroll amounts	3.1 (p. 27)	BIMC
		• Number of registered Inuit Firms in the LSA	3.3 (p. 30)	NTI
	5 ·Human Health and Well-being			
RE	Changes in parenting	• Number of youth charged	5.2 (p. 42)	StatsCan
RE	Household income and food security	• Proportion of tax filers with employment income and median employment income	5 (p. 36)	NBS
		• Percentage of population receiving social assistance	5 (p. 36)	NBS
RE	Transport of substances through Project site	• Number of drug and alcohol related contraband infractions at Project sites	5.2 (p. 38)	BIMC
RE	Affordability of substances	• Number of impaired driving violations	5.2 (p. 39)	NBS* StatsCan
	Attitudes toward substances and addictions	• Number of drug violations	5.2 (p. 40)	NBS* StatsCan
RE	Absence from the community during work rotation	*Topic will continue to be tracked through the QSEMC process and community engagement conducted for the Project.*		
T&C	Prevalence of substance abuse	*Monitoring already conducted through other 'human health and well-being' indicators.*		
T&C	Prevalence of gambling issues Prevalence of family violence Prevalence of marital problems Rates of teenage pregnancy	*Topics will continue to be tracked through the QSEMC process and community engagement conducted for the Project.*		

	Topic	Indicators	Concord.	Source
T&C	Rates of sexually transmitted infections and other communicable diseases	• Percent of health centre visits related to infectious diseases	5 (p. 36)	NBS
	High school completion rates	• Monitoring already conducted through other 'education and training' indicators.		
	Other	• Crime rate	5.2 (p. 41)	NBS* StatsCan
		• Number of times Baffinland's EFAP is accessed	5.1 (p. 37)	BIMC
	6 Community Infrastructure and Public Services			
RE	Competition for skilled workers	• Number of Baffinland and contractor employees who left positions in their community	2.4 (p. 20) 2.5 (p. 23)	BIMC Survey
	Labour force capacity	• Training and experience generated by the Project	1.3 (p. 14)	BIMC
		• Inuit employee turnover		
T&C	Pressures on existing health and social services provided by the GN that may be impacted by Project-related in-migration of employees	• Number of health centre visits (total and per capita)	6 (p. 43)	NBS
		• Number of visits to Project physician assistant	5.1 (p. 36)	BIMC
	Project-related pressures on community infrastructure	• Baffinland use of LSA and Iqaluit community infrastructure	6.1 (p. 43) 6.2 (p. 44)	BIMC
		• Number of Project aircraft movements at LSA and Iqaluit community airports	6.2 (p. 44)	BIMC
	7 ·Cultural Resources			
N/A	N/A	*Monitoring already conducted through Archaeology Status Update Reports.*		
	8 ·Resource and Land Use			
RE	Caribou harvesting Marine mammal harvesting Fish harvesting	*Potential effects will continue to be tracked through Baffinland's environmental monitoring programs. Terrestrial and marine monitoring are reviewed bi-annually by the Terrestrial Environment Working Group (TEWG) and Marine Environment Working Group (MEWG). While not all these effects were considered residual effects in Project EIS documents, they are included here for completeness.*		
RE	Safe travel around Eclipse Sound and Pond Inlet Safe travel through Milne Port Emissions and noise disruption at camps Sensory disturbances and safety along Milne Inlet Tote Road Detour around mine site for safety and travel Difficulty and safety relating to railway crossing Detour around Steensby Port HTO cabin closures Restriction of camping locations around Steensby Port	• Number of recorded land use visitor person-days at Project sites • Number of wildlife compensation fund claims	8.1 (p. 47)	BIMC QIA

	Topic	Indicators	Concord.	Source
	9 Cultural Well-being			
N/A	N/A	No monitoring required. No residual effects identified in the EIS.		
	10 ·Economic Development and Self-reliance			
RE	N/A	As noted in the FEIS, an integrated assessment of other VECs/VSECs was conducted for the Economic Development and Self-Reliance VSEC. No new residual effects specific to this VSEC were identified. Relevant monitoring of residual effects is conducted through other VECs/VSECs.		
T&C	Project harvesting interactions and food security, which includes broad indicators of dietary habits	Topic will continue to be tracked through the QSEMC process, community engagement conducted for the Project, and related information		
	11 Benefits, Royalty, and Taxation			
RE	Project revenues flowing to the territorial government	Payroll and corporate taxes paid by Baffinland to the territorial government	11.1 (p. 58)	BIMC
	12 ·Governance and Leadership			
N/A	N/A	No monitoring required. No residual effects identified in the FEIS.		

Note: where data is significantly outdated, other data sources may be used (*StatsCan, **Government of Nunavut Dept of Education)

Appendix D. Headcount Data

The detailed composition of Mary River's workforce (headcount) 2024 is presented below.

Table 28. Baffinland and Contractor Employment (Headcount) by Origin and Ethnicity (2024)

	Baffinland		Contractor		Total	
	Inuit	**Non-Inuit**	**Inuit**	**Non-Inuit**	**Inuit**	**Non-Inuit**
Arctic Bay	28	1	12	-	40	1
Clyde River	25	-	10	-	35	-
Sanirajak	25	-	11	1	36	1
Igloolik	18	-	19	-	37	-
Iqaluit	35	1	52	2	87	3
Pond Inlet	49	-	14	-	63	-
Other Qikiqtani communities	18	-	-	-	18	-
Kivalliq communities	6	-	-	-	6	-
Other Nunavut communities (region unspecified)	-	-	-	3	-	3
Unknown	-	-	-	4	-	4
Other Canadian	42	1,229	13	651	55	1,880
International	-	-	-	4	-	4
2024 Total	**246**	**1,231**	**130**	**664**	**375**	**1,895**

Source: (Baffinland, 2025)

Appendix E. Monitoring Results for FEIS Predictions

VSEC	Residual Effect	Effect Summary	Existing Mitigations	Monitoring Results	Location of Effect/ Monitoring Results in SEMR
Employment and Livelihood	Creation of Jobs in the LSA	"The Project will have a positive effect on wage employment in North Baffin by introducing new job opportunities and actively assisting local residents to access these jobs." (Baffinland Iron Mines Corporation, 2012, p. 81) During the Early Revenue Phase (ERP) operations, the Project was predicted to generate a total labour demand of approximately 0.9 million hours per year.	• Management commitments and Company policies related to Inuit employment and retention, including commitments made in the IIBA • Designation of all LSA communities as points of-hire • Employment and Training sessions held in communities • A team dedicated to Inuit recruitment, including Inuit Recruitment specialists and a Baffinland Community Liaison Officer (BCLO) in every LSA community to assist with recruitment initiatives • Creation of a supportive work environment (e.g., Employee Family Assistance Program (EFAP), Cultural Advisors, Human Resource Advisors – Inuit Relations, introduction of Inuit Success team, on-site cultural initiatives)	Monitoring is aligned with FEIS predictions. The Project generated 3,813,736 hours of labour in 2024, significantly higher than the 900,000 hours per year predicted for the ERP (Baffinland Iron Mines Corporation, 2013, p. 11). Note: the demand predicted for the ERP is based on a 4.2 million tonne per year operation, while the Mary River Project has been operating at 6 million tonnes per year since 2018.	Section 1.1, Mary River Inuit and LSA Employment
	Employment of LSA Residents	"The Project will have a positive effect on the ability of local residents to progress in their jobs and career choices. This effect will arise as a result of the new career paths that will be introduced to the region, from entry-level through step-by-step advancement to higher level jobs." (Baffinland Iron Mines Corporation, 2012, p. 81) More specifically, Baffinland predicted the Project would have a high magnitude effect (i.e., 5%+ change in baseline labour) on local employment. The Project was predicted to result in the employment of an estimated 300 LSA residents each year. LSA residents would supply approximately 342,000 hours of labour to the Project, of which 230,000 hours would be provided by North Baffin LSA residents (Baffinland Iron Mines Corporation, 2012, p. 66).	In addition to mitigations outlined above in *Creation of Jobs in the LSA*: • Training-to-employment programs such as Baffinland's Apprenticeship Program, Internship Program, and Work Ready Program • Investment in the Qikiqtani Skills and Training for Employment Partnership (Q-STEP) Inuit Training and Development Program • Contractor employment initiatives (e.g., Contractor Inuit Content Plans (CICP)) • Career Path Development Plans (CDPs)	Monitoring is aligned with FEIS predictions. In 2024, the Project continued to generate substantial wage employment for LSA residents. The generation of 309,075 employment hours for North Baffin LSA Inuit is greater than the FEIS prediction of 230,000 hours (Baffinland Iron Mines Corporation, 2012, p. 66). The 136,012 hours in Iqaluit is also greater than the 112,000 hours predicted in the FEIS. Combined, the 421,075 hours for the LSA is greater than the predicted 342,000 hours.	Section 1.1, Mary River Inuit and LSA Employment
Education and Training	Incentives Related to School Attendance and Success	"The Project will have significant beneficial residual effects on education and skills across the LSA. Some potential that individuals may drop out of school or forego further education in order to pursue work at the Project is recognized. However, the overall effect of the Project will be to increase the value of education and thereby the "opportunity cost" of dropping out of school." (Baffinland Iron Mines Corporation, 2012, p. 43)	• The establishment of a minimum age (i.e., 18) for Baffinland employment • Investments in school-based initiatives (e.g., laptop donations, scholarships, school lunch programs) • Inuit Internship Program and summer student employment • Measures included in the IIBA to enhance Inuit employment, training, and skills development at the Project • Engagement with education institutions	Based on available data, the effect of the Project on school success is unclear. Baffinland continues to offer incentives and supports for students to further their education through contributions to food programs, scholarships, and educational tools (laptops). Higher educational attainment generally increases opportunities to obtain jobs at higher skill levels (i.e., skilled, professional, management). However, Baffinland does provides extensive training and upskilling opportunities for certain jobs/careers. The average number of graduates increased slightly in Iqaluit during the post-development period, while the average number of graduates in the North Baffin LSA has decreased slightly over this period. Graduation rates, a more appropriate data set to understand potential effects, have not been published since 2018.	Section 2.2, Secondary School Success

VSEC	Residual Effect	Effect Summary	Existing Mitigations	Monitoring Results	Location of Effect/ Monitoring Results in SEMR
Education and Training	Improved Life Skills Among Young Adults	"Positive residual effects on life skills amongst youth and adults are anticipated to arise from the Project through access to industrial work in a context that is supported through pre-employment preparation and on-the-job training." (Baffinland Iron Mines Corporation, 2012, p. 43)	Improved Life Skills Among Young Adults: • Training-to-employment programs such as Baffinland's Apprenticeship Program, Internship Program • Pre-employment training (community-based Work Ready Program, on-site Work Ready Program), which includes a focus on life skills (e.g., financial management, work life balance) • No drugs/no alcohol policy on site Cross-cutting Management and Mitigation Measures: • Pre-employment training (community-based Work Ready Program, on-site Work Ready Program) • Investment in the Qikiqtani Skills and Training for Employment Partnership (Q-STEP) Inuit Training and Development Program • On-the-job formal and informal training (e.g., Apprenticeship program, job shadowing) • Career Development Plans (CDPs) • Aulatijiit – the new Inuit Leadership Development Program, which is an innovative, culturally-based program that will give Inuit employees the opportunity to advance to leadership roles within the company • Creation of a supportive work environment (e.g., EFAP, Cultural Advisors, Human Resource Advisors – Inuit Relations, introduction of Inuit Success team, on-site cultural initiatives) • Other measures included in the IIBA to enhance Inuit employment, training, and skills development at the Project	Data indicates that training and other supports for employment and advancement are having a positive effect through hiring, training, and promotion of Inuit, in line with the FEIS prediction. Young adults are among those who have participated and benefited from training, but an age-based breakdown is not currently available. This would be beneficial to reach a more definitive conclusion about the predicted residual effect. Life skills are developed through training and employment, both of which have been made more accessible since the development of the mine. Work Ready and Pre-employment training programs both include content on general life skills (basic financial literacy, personal and career reflection, and planning) and have been delivered to adults, including young adults, in the LSA. 2024 data include 134 Inuit participants in the Work Ready Program (124 in-community, 6 on-site), 262 Inuit FTEs, and over 35,543 hours of training completed by Inuit employees. Since Project development, there have been more than 600 participants in Baffinland pre-employment training programs, 3,585,770 hours have been worked by LSA residents, and 265,487 hours of training have been provided to Inuit employees. Beyond the training participation and employment numbers, there is some evidence that life skills are being developed through training programs and employment. Various training initiatives include content on financial literacy, leadership skills, cultural awareness, and safety skills. There has been a total of 127 advancements of Inuit employees since 2014, some due to employees gaining the skills required for advanced roles through training programs.	Section 2.4, Workforce Training
	Opportunities to Gain Skills	The FEIS predicted the Project would have a positive effect on education and skills development by providing opportunities for training and skills acquisition among LSA residents (Baffinland Iron Mines Corporation, 2012, p. 38).		Monitoring indicates likely alignment with FEIS prediction. The extensive training initiatives delivered by Baffinland have likely resulted in a greater amount of training received by the broader LSA workforce compared to what they might have undertaken in its absence. The tangible results of this training are evident through the increasing number of LSA Inuit employed with the mine and the promotions of Inuit employees. In 2024, Baffinland continued providing training and skills development opportunities to Inuit. This included 36,032 hours of training for Inuit in a wide variety of training programs. 10 Inuit apprentices were also employed by Baffinland, and 2 participants in the Inuit internship program. Three participants in the Aulatijiit program graduated in 2024. A total of 265,487 hours of training have been provided to Inuit since Project development.	Section 2.4, Workforce Training
	New Career Paths	The FEIS predicted the Project would have a positive effect on the ability of LSA residents to progress in their jobs and careers. This effect would occur because of new career paths introduced to the region, from entry-level through step-by-step advancement to higher-level jobs (Baffinland Iron Mines Corporation, 2012, p. 81).		Monitoring indicates likely alignment with FEIS prediction. In general, the Project introduces new jobs and associated career paths to the region and current Inuit employees occupy positions in all four skill level categories, though fewer proportionally in higher skill categories (i.e., Skill Levels A and B). The 127 advancements of Inuit workers since 2014 (including 28 in 2024) represent a positive effect of the Project with respect to career progress. Considering the expansion of the overall North Baffin LSA workforce as a result of the Project and the limited number of other career opportunities in the Region, it is assumed this extent of career advancement would not have occurred in the absence of the Project. 70 Inuit workers departed the Project in 2024 for multiple reasons. The specific impacts on their career paths (e.g., employment elsewhere building on Baffinland experience, unemployment) are unknown and would need to be compared to alternatives in the region.	Section 2.6, Employee Advancement

VSEC	Residual Effect	Effect Summary	Existing Mitigations	Monitoring Results	Location of Effect/ Monitoring Results in SEMR
Contracting and Business Opportunities	Expanded Markets for Consumer Goods and Services	The FEIS predicted the Project would expand the market for consumer (i.e., non-Project related) goods and services across the LSA. This would result in a positive effect (Baffinland Iron Mines Corporation, 2012, p. 166).	• Management commitments and Company policies related to Inuit employment and retention, including commitments made in the IIBA • Investment in the Business Capacity and Start-Up Fund	Based on available data, it is not possible to make a definitive conclusion that the Project is expanding the market for consumer goods and services is unclear, though it is reasonable to conclude that increased participation in the local wage economy by LSA residents will lead to greater capacity to purchase local goods and services. In 2024, Inuit Baffinland and contractor employee payrolls in 2024 totaled $30.6 million; over $16 million went to Inuit employees based in the North Baffin LSA and approximately $8 million to Inuit based in Iqaluit. the $167.3 million in contracts awarded to Inuit Firms would likely have created demand in business-to-business goods and services. In 2024, a total of 218 active Inuit firms were registered in the LSA, an increase of 11 Inuit firms from 2023, all of which were registered in Iqaluit. An increase in the number of firms typically signifies positive development, reflecting greater business diversity, more Inuit entrepreneurs, and enhanced capacity to respond to contract opportunities targeted at Inuit businesses. The growth in both Iqaluit and the North Baffin LSA over the past 12 years is consistent with the Project's ongoing and significant contract commitments with Inuit firms and initiatives that create opportunities for Inuit firms. It is recognized that many goods and services are purchased from businesses outside of the LSA and the territory, and that there are other factors will influence the creation of local businesses to be created, and their ability to respond and grow.	Section 3.1, Inuit Employee Payroll
	Expanded Markets for Business Services to the Project	"The Project will have a significant positive effect on the level of opportunities available for local businesses to pursue. These opportunities will be available over the relatively long-time horizon of the Project, and many will be available on a continuous basis. These are considered to be important attributes of the Project's impact on business opportunities as they should support the developmental context seen in the LSA." (Baffinland Iron Mines Corporation, 2012, p. 168)	• Management commitments and Company policies related to Inuit firm procurement and contracting, including commitments made in the IIBA • Support and information provided to Inuit firms in the procurement process by Procurement team • Investment in the Business Capacity and Start-Up Fund	Monitoring is in line with the FEIS prediction. Since Project development, a total of $2.06 billion worth of contracts have been awarded to Inuit Firms. $167.3 million in contracts were awarded to Inuit Firms in 2024. Many of Baffinland's core services are currently provided by Inuit Firms, including camp services for all camps on site, all fixed-wing and rotary-wing chartered aviation services, mining equipment maintenance services, and sealift.	Section 3.3, Registered Inuit Firms
Population and Migration	In-Migration of Non-Inuit Baffinland Employees to the North Baffin LSA	The FEIS predicted some in-migration of non-Inuit employees hired to work at the Project in the North Baffin LSA (i.e., <5% change in the non- Inuit baseline population) (Baffinland Iron Mines Corporation, 2012, p. 16). In 2012 (the year before Project construction commenced), 5% of the North Baffin non-Inuit population would have equaled approximately 28 individuals.	• Rotational work • Designation of Iqaluit as a "point of hire" community and an additional southern location as a transportation hub • No-cost transportation provided to Project employees from these locations to the mine site	Monitoring data indicates that the FEIS prediction over-estimated the magnitude of in-migration, noting that updated data on the average Inuit and non-Inuit population in LSA communities pre- and post-development has not been available since 2017. However, population growth trends in LSA community populations for the pre-development and post-development periods are similar. Baffinland data, including Human Resources data and Baffinland Community Liaison Officer (BCLO) survey, indicates a net of one non-Inuit employee/contractor having in-migrated to the North Baffin LSA since 2015. No migrations of Baffinland or Contractor employees, in or out of the North Bfafin LSA, were reported in 2024.	4.2 Project-induced Migration
	Out-Migration of Inuit Residents from the North Baffin LSA	The FEIS predicted some out-migration of Inuit residents from the North Baffin LSA could occur (i.e., 1% to <5% of the total population) (Baffinland Iron Mines Corporation, 2012, p. 16). In 2012 (the year before Project construction commenced), 5% of the total North Baffin LSA population would have equaled approximately 306 individuals.		Monitoring data indicates that the FEIS prediction over-estimated the magnitude of out-migration, noting that updated data on the average Inuit and non-Inuit population in LSA communities pre- and post-development has not been available since 2017. However, population growth trends in LSA community populations for the pre-development and post-development periods are similar. Baffinland data, including Human Resources data and BCLO survey, indicates a net negative migration (i.e., out-migration) of 31 Inuit workers from the North Baffin LSA since 2015, accounting for 0.7% of 2012 North Baffin LSA population. No migrations, in or out of the North Baffin LSA, were reported for Baffinland or Contractor employees in 2024.	Section 4.2, Project-induced Migration

VSEC	Residual Effect	Effect Summary	Existing Mitigations	Monitoring Results	Location of Effect/ Monitoring Results in SEMR
Human Health and Well-being	Absence from the Community During Work Rotations	The FEIS predicted the absence of workers from communities during their work rotations may lead to some negative effects on community processes (e.g., local coaching, politics, and social organizations) in the LSA. However, it was also predicted that organizations and activities would be able to adapt and carry on their functions in light of these effects (Baffinland Iron Mines Corporation, 2012, p. 141).	• Balanced rotations (3 weeks in/3 weeks out) to allows employees to spend considerable time in their home communities. • Consideration of alternative rotation schedules that are better aligned with familial and community activities. • Contributions to the INPK Fund which provides up to $1.1 million/year for community wellness-focused projects in the North Baffin LSA. • Pre-employment training that reviews strategies for successful rotational work with prospective employees, so they can come better prepared to deal with challenges that may arise. • The program (administered by Homewood Health Solutions) is free, confidential, and covers a broad range of wellness subjects including, but not limited to, depression, addiction, family, and work-life balance. The program offers counselling as well as lifestyle and specialty coaching. The program can be accessed both over the phone and online, with the phone service being offered in both English and Inuktitut.	The potential for some negative effects on community processes to arise as a result of workers being absent during their work rotations is acknowledged. However, the Project's overall effect remains unclear. This is because appropriate community-level indicator data are currently unavailable for this topic. Relevant mitigation is in place and there is no direct evidence to suggest mitigation measures need to be modified at this time. This topic will continue to be monitored for emerging trends through the QSEMC process and community engagement conducted for the Project.	Section 5, Human Health and Well-being
	Household Income and Food Security	The FEIS predicted the Project would have a positive effect on increased household income and food security (particularly as they apply to well-being of children) in the LSA (Baffinland Iron Mines Corporation, 2012, p. 130).	• Meaningful employment and incomes • Work-Ready training, which includes a financial literacy component • Assistance provided to hunters accessing the Project Area • Contributions to the INPK Fund which provides up to $1.1 million/year for community wellness-focused projects in the North Baffin LSA • School Lunch Programs • Baffinland Sponsorship and Donation Fund • Other contributions and initiatives related to food security in the LSA (as described in Section 10.2)	Monitoring data indicates some alignment with the FEIS prediction. In the 2023 Inuit Employee Survey, 42% of respondents reported that their total household income was enough for their family's needs since obtaining employment at the Project, however 29% of respondents said it was not enough. 42% of respondents said their health and well-being has improved since obtaining employment, with 51% indicating it has had no effect. Over $16 million was paid to 142 Inuit FTEs in the North Baffin LSA in 2024 by Baffinland and contractors, with an average salary of nearly $116,938 in 2024.	Section 5, Human Health and Well-being
	Transport of Substances Through Project Site	The FEIS predicted the Project could increase availability of substances such as alcohol and illegal drugs in the North Baffin LSA due to their possible transportation through Project sites, resulting in a negative effect (Baffinland Iron Mines Corporation, 2012, p. 134).	• Zero tolerance policy for alcohol/ drugs on site • Baggage searches for all Baffinland and contractor employees arriving at site • Increased screening and security procedures implemented in 2019	It is it is not possible to make a definitive conclusion on the FEIS prediction based on the indicators and available data. Baffinland monitors the number of drug and alcohol-related contraband infractions at Projects sites, however the data is not detailed enough to assess the Project's role in facilitating transportation. Relevant mitigation measures continue to be in place. There was an increase of 7 contraband infractions in 2024, accompanied by a slight increase in the rate of infractions (0.9) per 100 employees compared to 2023.	Section 5.2, Infractions and Criminal Violations
	Affordability of Substances Attitudes Toward Substances and Addictions	The FEIS predicted increased income from employment at the Project could increase the ability of LSA residents to afford substances such as alcohol and illegal drugs. However, the FEIS also predicted the Project could improve attitudes toward substances and addictions in the LSA (i.e., by providing positive incentives for individuals to reduce substance abuse) (Baffinland Iron Mines Corporation, 2012, p. 135). The overall effect of the Project on substance abuse was expected to be determined by the balance between these two effects. The FEIS predicted a negative outcome may be noticeable during a transitional period of adaptation. Over the medium-term and extending beyond Project termination, an overall positive effect was anticipated (Baffinland Iron Mines Corporation, 2012, p. 138).	• Zero tolerance policy for alcohol/ drugs on site • Baggage searches for all Baffinland and contractor employees arriving at site • Counselling and support resources (e.g., EFAP for permanent employees and their dependents, on-site Cultural Advisors, on-site mental health counsellors, Community Counsellor Program in the North Baffin LSA) • Contributions to the INPK Fund which provides up to $1.1 million/year for community wellness-focused projects in the North Baffin LSA • Increased screening and security procedures implemented in 2019	Based on available data, it is not possible to make a definitive conclusion that the Project is contributing to an increase in purchasing of alcohol and illegal drugs, though it is reasonable to conclude that increased participation in the local wage economy by LSA residents will lead to greater capacity to purchase goods and services at personal discretion. While the average number of impaired driving violations has slowly increased in the North Baffin LSA (even after controlling for population growth) through the pre-development and post-development period, it is still lower than Iqaluit's and Nunavut's and similar growth has been seen throughout the Qikiqtani. While it is possible the Project may be a contributing factor, current trends could also be a continuation of pre-development trends or the result of other factors. Data on drug violations shows a sharp downward turn during the post-development period in the North Baffin LSA. However, these trends mirror Iqaluit and Nunavut-wide trends. Due to the rise during the pre-development period and the alignment with territory-wide trends, it is difficult to say if the Project is having a significant impact on drug use, though a negative effect is currently not apparent.	Section 5.2, Infractions and Criminal Violations

VSEC	Residual Effect	Effect Summary	Existing Mitigations	Monitoring Results	Location of Effect/ Monitoring Results in SEMR
Human Health and Well-being	Changes in Parenting	The FEIS predicted the Project would have a positive effect on parenting (particularly as it applies to well-being of children) in the LSA communities (e.g., due to increased parental confidence and financial independence gained through employment and improved mental well-being from having a job and income) (Baffinland Iron Mines Corporation, 2012, p. 131). The FEIS also predicted the Project could have some negative effects on parenting (Baffinland Iron Mines Corporation, 2012, p. 132).	• A predictable rotational schedule • Meaningful employment and incomes • Work readiness training • Counselling and support resources (e.g., EFAP for permanent employees and their dependents, on-site Cultural Advisors, on-site mental health counsellors, Community Counsellor Program in the North Baffin) • Contributions to the INPK Fund which provides up to $1.1 million/year for community wellness-focused projects in the North Baffin LSA • Baffinland Sponsorship and Donation Fund	There are several indicators that can be used as proxies for improved parenting, including school attendance and graduation rates, and youth charges (or arrests). As discussed in Section 2.2, there does not appear to have been significant Project influence on graduation. Youth charges have declined in the post-development period. However, similar to graduation rates, these trends are consistent with a Nunavut-wide trend, so it is difficult to determine a distinct Project-related impact.	Section 5.2, Infractions and Criminal Violations
Community Infrastructure and Public Services	Competition for Skilled Workers	The FEIS predicted the Project could negatively affect the ability of Hamlets to maintain their staff in the short-term, due to increased competition for skilled workers created because of the Project (Baffinland Iron Mines Corporation, 2012, p. 152).	• Provision of ongoing skills training to local residents, combined with work experience generated by the Project. These measures are expected to increase the pool of skilled workers in the local labour force in the medium- to long-term and negate any short- term, negative Project effects.	Based on available data, it is not possible to make a definitive conclusion on the accuracy of the FEIS prediction. Survey results from 2023 to indicate the Project may be having some negative effect by increasing the competition for workers in local communities, with 10 Inuit survey respondents indicating that they left a previous job to join Baffinland or one of its contractors. None of these respondents specified that a Hamlet was their previous employer, although, several respondents specified working for governmental or local employers. This effect will continue to be monitored to determine if the project has a sustained negative effect on Hamlet staff retention. Direct engagement with Hamlet government and/or QSEMC members could support monitoring of this effect.	Section 6.2, Baffinland Use of LSA Community Infrastructure
	Labour Force Capacity	The FEIS predicted the Project could positively affect the ability of Hamlets to maintain their staff in the medium- to long-term, due to increased labour force capacity created because of the Project (Baffinland Iron Mines Corporation, 2012, p. 152).	• Provision of ongoing skills training to local residents, combined with work experience generated by the Project. Together, these are expected to increase the overall pool of skilled workers in the local labour force from which hamlets (and other local and regional organizations) can draw.	Based on available data, it is not possible to make a definitive conclusion on the accuracy of the FEIS prediction. As stated above, currently no data is collected on whether and how Hamlets are benefitting from any labour force capacity created by the Project. Reasons Inuit employees cited for resigning in 2024 included accepting positions closer to home. Therefore, it is anticipated that community-based employers, such as Hamlet governments, will continue to have opportunities to hire former Project employees. Direct engagement with Hamlet government and/or QSEMC members could support monitoring of this effect.	Section 6.2, Baffinland Use of LSA Community Infrastructure
Resource and Land Use	Caribou Harvesting | Marine Mammal Harvesting | Fish Harvesting	The FEIS predicted the Project could have a negative effect on caribou harvesting. Negligible effects on marine mammal and fish harvesting were also predicted (Baffinland Iron Mines Corporation, 2012, p. 211). *While not all these effects were considered residual effects in Project FEIS documents, they are included here for completeness.	• No mitigation measures were identified for this residual effect in the FEIS, however several mitigation measures are in place (e.g., Wildlife Compensation Fund, Harvesters Enabling Program) and Baffinland continues to make contributions to components of food security through initiatives commensurate with its role as a regional mineral developer (see Table 26). This includes providing LSA residents with income for the purchase of food, support for participation in harvesting activities, and other related initiatives. Inuit employee harvesting is also permitted at the Project (subject to certain restrictions).	Potential effects continue to be tracked through Baffinland's environmental monitoring programs. Terrestrial and marine monitoring are reviewed bi-annually by the Terrestrial Environment Working Group (TEWG) and Marine Environment Working Group (MEWG). Please see Baffinland's Annual Reports to the NIRB for detailed monitoring information and coverage on these topics. Additional discussion relevant to Project harvesting interactions and food security is provided in Section 9.1 of the Socio-Economic Monitoring Report.	Section 8.2, Wildlife Compensation Fund Claims

VSEC	Residual Effect	Effect Summary	Existing Mitigations	Monitoring Results	Location of Effect/ Monitoring Results in SEMR
Resource and Land Use	Safe travel Around Eclipse Sound and Pond Inlet | Safe Travel Through Milne Port | Emissions and Noise Disruption at Camps | Sensory Disturbances and Safety Along Milne Inlet Tote Road |Detour Around Mine Site for Safety and Travel | Difficulty and Safety Relating to Railway Crossing | Detour Around Steensby Port | HTO Cabin Closures | Restriction of Camping Locations Around Steensby Port	The FEIS predicted the Project could have some negative effects on Inuit travel and camping. These include effects on safe travel around Eclipse Sound and Pond Inlet, safe travel through Milne Port, emissions and noise disruption at camps, sensory disturbances and safety along the Milne Inlet Tote Road, detouring around the Mine Site for safety and travel, difficulty and safety relating to railway crossing, detour around Steensby Port, HTO cabin closures, and restriction of camping locations around Steensby Port (Baffinland Iron Mines Corporation, 2012, p. 219).	Shipping-related mitigation developed and/or proposed by Baffinland includes: • Hiring Shipping Monitors based in Pond Inlet during shipping season • Provision of community communications protocol • Establishing a detour around Steensby Port, and providing food, shelter, and fuel to detouring travellers • Establishing "no-go zones" that have been identified as culturally and ecologically significant • Not breaking land fast ice and confirming that hunters are off the floe edge before shipping begins Road and rail-related mitigation developed and/or proposed by Baffinland includes: • Development of a Roads Management Plan • Public education • The addition of railway crossing locations • Trail improvements identified by the MHTO Mine site-related mitigation developed by Baffinland includes: • Various public safety mechanisms (e.g., establishing signage and access barriers, restrictions on entering industrial sites) • A Hunter and Visitor Site Access Procedure, which describes how land users can safely access Milne Port and the Mine Site. Community compensation and support: • $750,000 to a Wildlife Compensation Fund administered by the QIA • Harvesters Enabling Program in Pond Inlet through the amended IIBA,	Monitoring data suggest Inuit land use activities coexist to some degree with the Project, as local land users have continued to access Project sites since construction began. There has been a net increase in visitor person-days since 2014. In 2024, a total of 405 land use person-days were recorded at Project sites, a 41.6% increase from 2023 levels. Additional monitoring beyond Project land access is required to fully assess effects. Various mitigation measures have been established by Baffinland to address effects on Inuit travel, camps, and harvesting.	Section 8.2, Wildlife Compensation Fund Claims
Benefits, Royalty, and Taxation	Project Revenues Flowing to the Territorial Government	The FEIS predicted the Project would have a beneficial effect on revenues (e.g., through taxes) flowing to the territorial government (Baffinland Iron Mines Corporation, 2012, p. 232).	• No mitigation measures were identified for this residual effect in the FEIS.	Monitoring is in line with the FEIS prediction. The Project paid $16.3 million in taxes to the Government of Nunavut in 2024. This represents a decrease from 2023, but a return to 2022 levels. This is attributed to the lower fuel tax paid in 2024 ($5.1M, compared to $5.6M in 2023) as well as the lower provincial tax paid in 2024 ($7.7M, compared to 8.1M in 2023).	Section 11.1, Payroll and Corporate Taxes Paid by Baffinland to the Territorial Government