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ດົກເຈນຫຼາຍະນຸມ ລັບຄົກທົມ່ງ  
ດີກົມ່ງ



**MARY RIVER  
INUIT IMPACT BENEFIT  
AGREEMENT**



ດົກເຈນຫຼາຍະນຸມ ດົກເຈນ  
Qikiqtani Inuit Association

 **Baffinland**

# ፩፻፲፭፱ ፳፲፲፰ ፩፻፲፭፱ የ፩፻፲፭፱

## QIKIQTANI

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The Qikiqtani Inuit Association (QIA) is a not-for-profit society, which represents approximately 15,500 Inuit in the Qikiqtani region of Nunavut. The Qikiqtani region includes 13 communities from Grise Fiord, in the High Arctic, down to Sanikiluaq, on the Belcher Islands.

QIA was established to protect, promote and advance the rights and benefits of Qikiqtani Inuit. It is a Designated Inuit Organization under the Nunavut Agreement. QIA is one of three Regional Inuit Associations affiliated with Nunavut Tunngavik Inc.; the other associations include the Kitikmeot Inuit Association and the Kivalliq Inuit Association. We work closely with our partners, such as Inuit Tapiriit Kanatami and the Inuit Circumpolar Council Canada, as well as different levels of government, to represent Inuit in the Inuit Nunangat.

Two other organizations operate under the QIA umbrella: Kakivak Association, responsible for community economic development and small businesses; and Qikiqtaaluk Corporation, created to manage economic development on behalf of QIA.



qia.ca

►P►፲፭፱  
WINTER 2020

# INUIT ASSOCIATION



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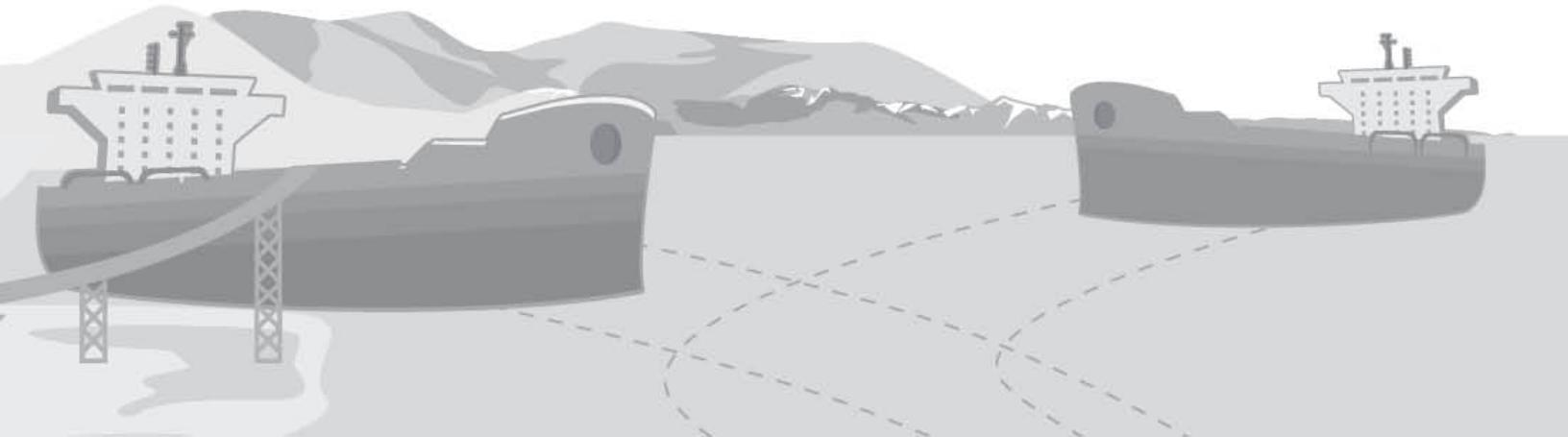
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לְזִמְרָה  
אֶלְעָדָה  
בְּרַכְתָּה  
מֵרַכְבָּה

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መልሱ ሰዕስ ፊርማዎች ማስተካከለሁ ይረዳበኝ

Հեծակ բայլու զըսրաքու և յիշնեցարէ  
Անմարացնեալու օստերէ Հեծօն ձօձ  
Վեցնեցուրաց աքը շըսինու և յիշնեցարէ  
Լեռան, ճճներնեցարէ լեռաց գլւ շնչնեցարէ  
Եթել, ա

# **INTRODUCTION TO THE MARY RIVER IIBA OUTREACH GUIDE**

The Mary River Inuit Impact and Benefit Agreement (IIBA) was negotiated between Qikiqtani Inuit Association (QIA) and Baffinland Iron Mines in accordance with the Nunavut Agreement. The Nunavut Agreement gives the Regional Inuit Associations the power to negotiate IIBAs. QIA negotiates IIBAs on behalf of Qikiqtani Inuit.

The Mary River IIBA was first signed in 2013 and was amended in 2018. The IIBA outlines the benefits that Inuit are entitled to.

The IIBA addresses important considerations such as Inuit employment and training, support for communities, project monitoring and environmental mitigation measures, and contracting opportunities.

The Mary River IIBA Outreach Guide

The Mary River IIBA Outreach Guide is an initiative designed to make the Mary River IIBA more accessible and easier to understand.

The Guide was developed by QIA in consultation with Baffinland. QIA created the outreach material to ensure that Inuit in the Qikiqtani Region had full access to and information about the benefits outlined in the IIBA.

The Mary River IIBA Outreach Guide is divided into three sections to explain the IIBA: white pages, yellow pages and blue pages.



#### **White pages: visual and plain language summaries of articles within the IIBA**

The white pages illustrate the articles within the IIBA. Infographics are used to visually explain the main points within the articles. The infographics are accompanied by plain language summaries, in Inuktitut and English, which provide further details about the articles.

While some articles have multiple infographics, others have only a single infographic. This is because certain articles are more detailed or discuss numerous key benefits for Inuit.

Articles that are not relating directly to Inuit benefits are represented by an icon and a few words. These articles pertain mainly to legal and administrative considerations.

#### **Yellow pages: supplementary information about the IIBA**

The yellow pages provide supplementary information about benefits, programs, jobs and processes related to the IIBA. These pages include a visual of the process of mining iron ore at the Mary River Mine site and how to access funding programs such as the Ilagiiktunut Fund. The yellow pages also provide a list of jobs created through the IIBA.

## **Blue pages: definitions and additional information**

The blue pages explain key terms needed to understand the IIBA. These pages provide information about why IIBAs are created through the Nunavut Agreement. They also define the role of Institutions of Public Government such as the Nunavut Impact Review Board and the Nunavut Water Board.

# ፌዴራል ከፈሰ እንደሸፍ ስልም ተስፋል MINING FOR IRON ORE

# BLAST



የፌበርናበበንናስፌብ  
**CRUSH**



መታወቂ ከፌዴራል ደንብና መግለጫ  
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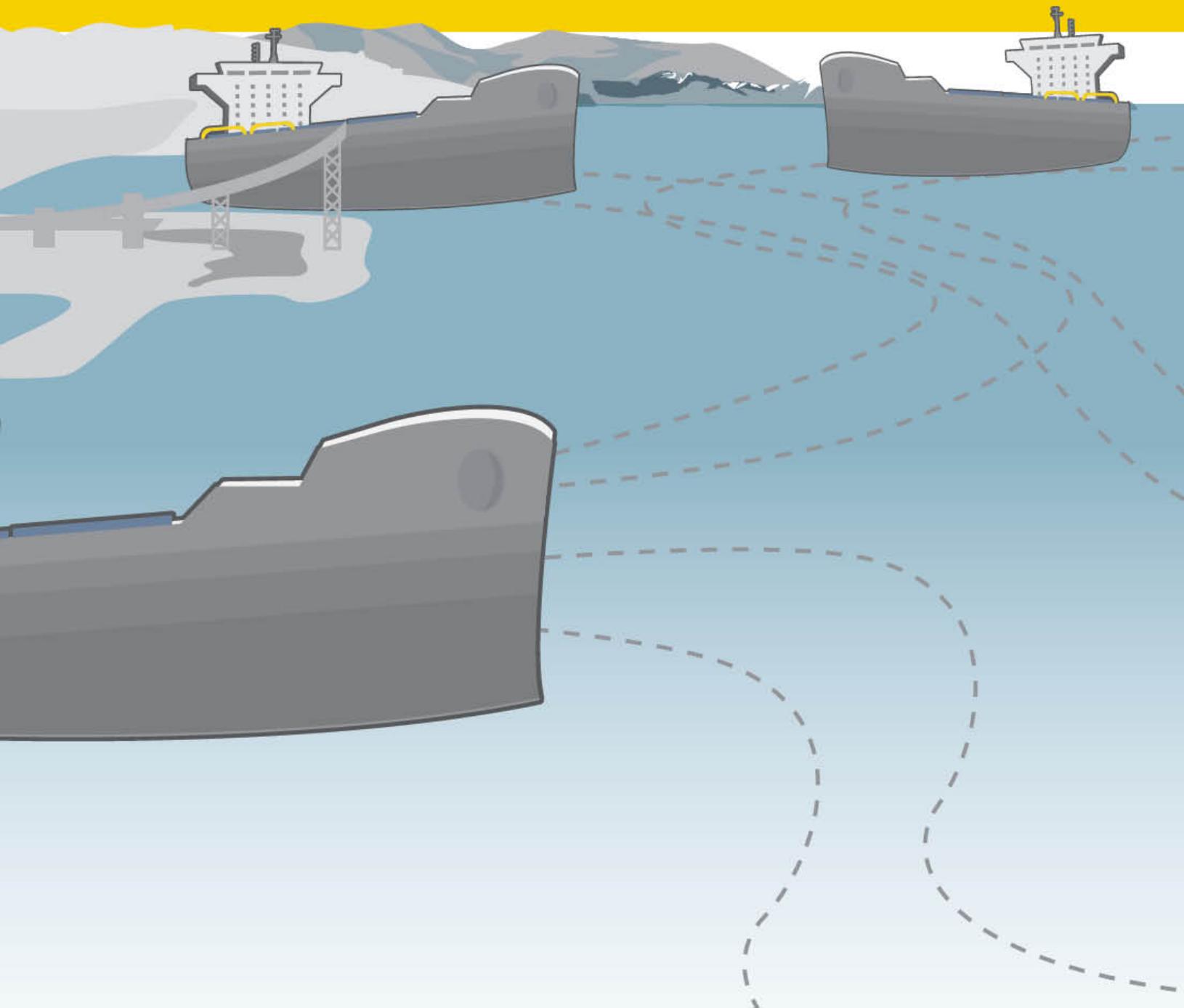
**Baffinland's Mary River mine is in Nunavut's Qikiqtani region.** Mary River has been operating and selling iron ore since 2014.

The Mary River operation includes mining iron ore, crushing and shipping. There is no chemical processing or tailings associated with the mine. The iron ore is shipped to refineries all over the world.

# መ.ቻ ማኅበራለዎስ ለጠላቸውን AT THE MARY RIVER PROJECT

ጥናርክር  
TRANSFER

ጥናርክር  
SHIP



ለተለ novitàና ማቅረብ የጀትርፕሮግራም ለፈጸም የሚያስፈልግ ነው

# HIGHLIGHTS OF THE QIA NEGOTIATED MARY RIVER IIBA

\$10  
MILLION

ርጊዣሮች ከዚህም የሚከተሉት ስራውን  
የመስማሪው በመቀበል የሚያሳይሩ ይገባል

## Towards the cost to design and construct a regional training centre in Pond Inlet

**\$2.25**

£<sup>1</sup>4<sup>0</sup>/4<sup>6</sup> JCL<sup>c</sup>  
MILLION/YEAR

## ΔΔμ°σ° Δc°σΔεύπειάγης የኢትዮጵያ 2018Γ-2021ን

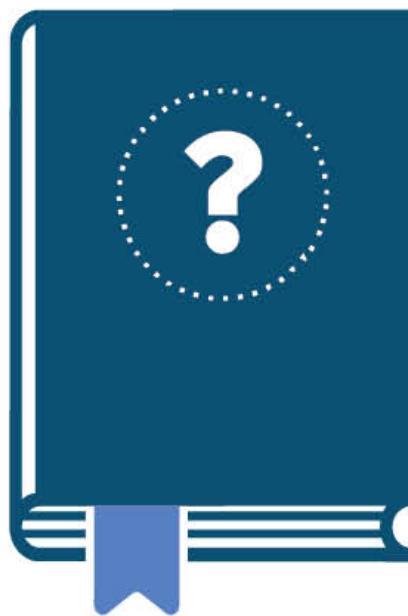
**\$1.5**

£<sup>000</sup>/YEAR





# DEFINITIONS AND INTERPRETATIONS



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## **Article 1 defines terms and expressions used in the Mary River IIBA.**

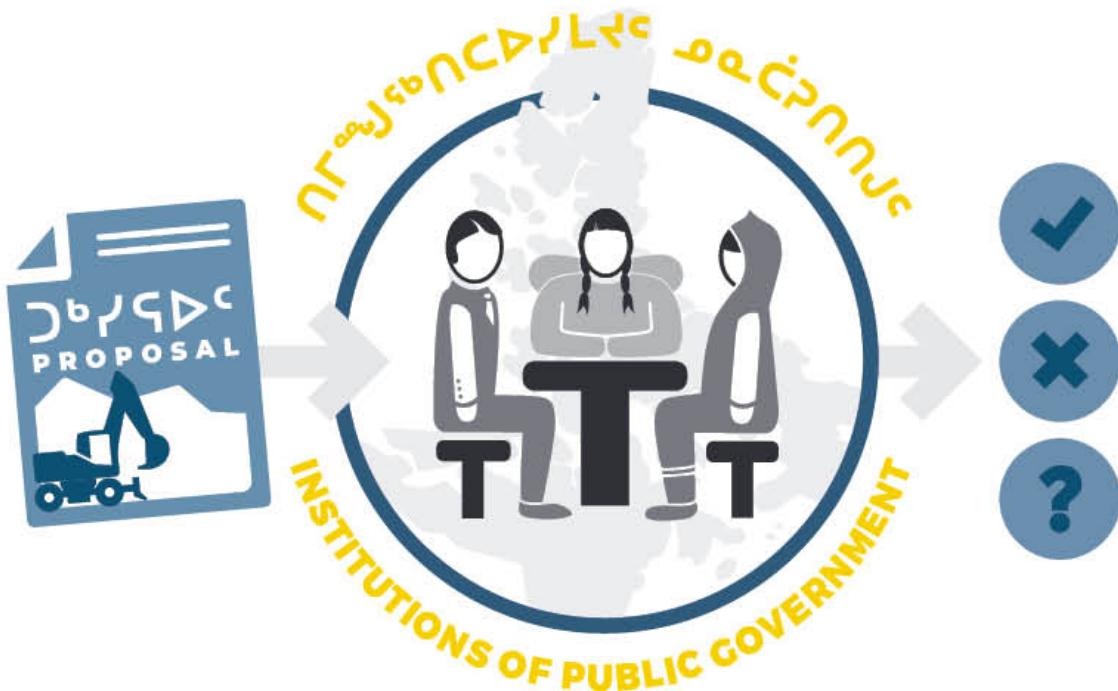
## ЦАСЛАҮҮРС ӨҮРӨҮҮРС PRINCIPLES AND OBJECTIVES



Δčđc 2 ӨҮРӨҮҮРС ӨҮРӨҮҮРС ӨҮРӨҮҮРС  
ДҮҮРӨҮҮРС ӨҮРӨҮҮРС ӨҮРӨҮҮРС.

Article 2 outlines how the IIBA was created to benefit Inuit.

## ለጠናፈፀሚዎች የሚያስተካክል PROJECT DESCRIPTION

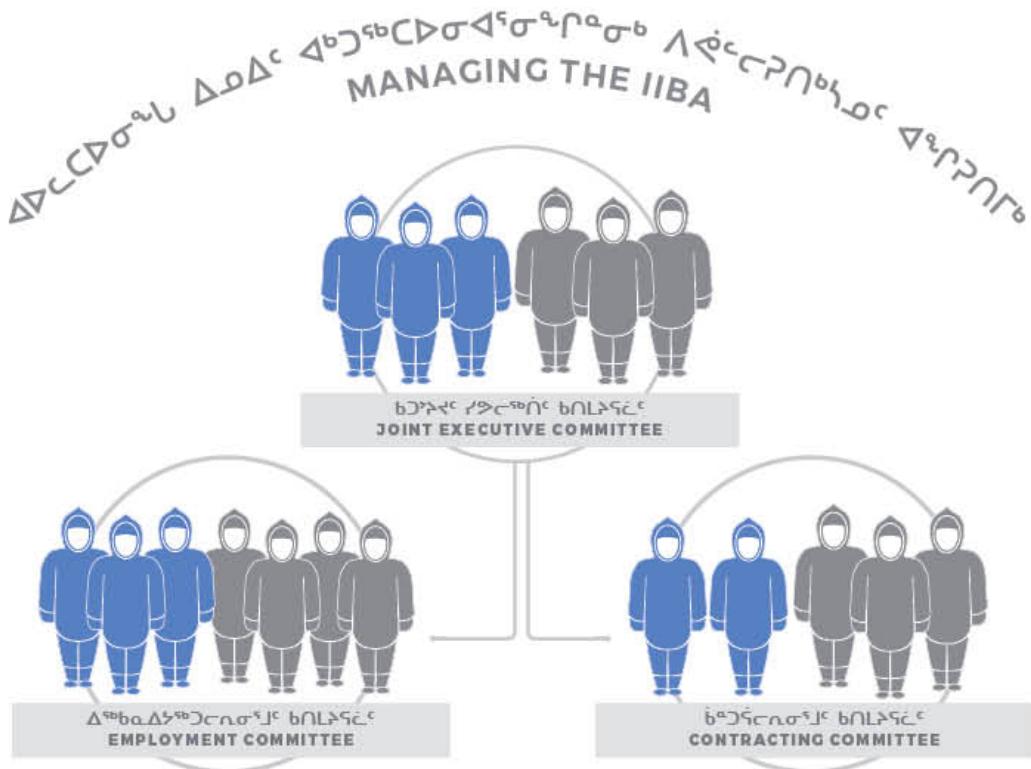


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አንቀጽ ተወቃጥ ፊዴርድሁበትና

**Institutions of Public Government, such as Nunavut Planning Commission, Nunavut Impact Review Board and Nunavut Water Board were created by the Nunavut Agreement.** These Institutions review potential environmental, social, and economic impacts of projects like the Mary River Mine.

For example, the Nunavut Impact Review Board (NIRB) can ask for more information to review a project. It can ask that a project be changed. NIRB can also recommend that a project be rejected. NIRB approved the work and activities at the Mary River mine. Any changes to the mine, such as an expansion, need to be reviewed and approved by NIRB.

# IMPLEMENTATION AND MANAGEMENT



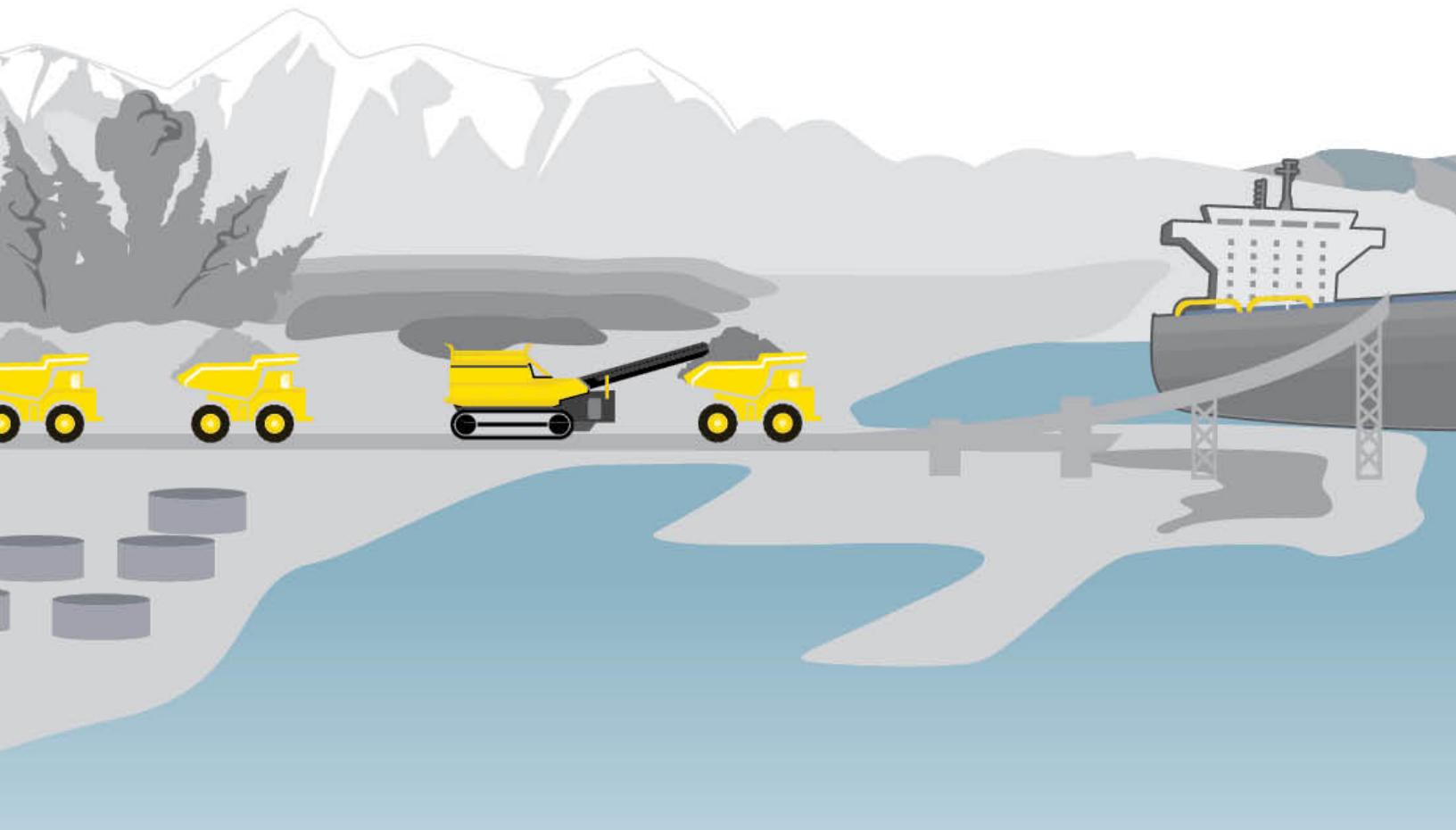
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Հնագա եցաւք քաշունի եղաւցն չեմ  
ուզածնարկանեցնեցն Հնագա Են  
Անդամական ուզածնեցն Ծայլքս  
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**Three committees were created to manage the IIBA.** The Joint Executive Committee, Employment Committee and Contracting Committee.

The Joint Executive Committee ensures all obligations to Inuit and benefits for Inuit are delivered. The Employment Committee is in charge of maximizing Inuit employment and training. The Contracting Committee is in charge of maximizing Inuit business opportunities. Each committee includes QIA and Baffinland staff.

## የኢትዮጵያ ፌዴራል የስራ ትርፍ FINANCIAL PARTICIPATION



ՀԵծա մէջնո՞ւ Ճաճէ ԿՇԵՑՆՐԱԾ  
ԱՎԾՇՐՈՒԿԱԾ ԷԿՐԱՆԻ ՃԵՑԵՑ  
ՔԱՆՆՈՒԼՈՒ ՃԵՐՆՎԵՑՈՒ ՃԱՃէ  
ՏՆՐԱԾՇՌՈՒՅՆ ԷՊՇՌՈՒՄՆ. ԸԼԵԺԱ ԷՊՇՌՈՂԻՆ  
ԵԱԱԼԵԿՆՇՌԾՌՈՎ ՃԱՄԱԾ ՃԵՐՆՎԵՑԵՑ  
ԾՆԵԼԱԾՆՐԱՇՐՈՎՆ ԿԱԿԱՋԱԾ.

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▷γ<sub>n</sub>C<sub>n</sub>▷σ~μ<sub>n</sub>▷ CL<sub>n</sub>▷ μ<sub>n</sub>▷ λ<sub>n</sub>▷ Δ<sub>n</sub>▷σ~μ<sub>n</sub>▷  
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C<sub>n</sub>▷ Δ<sub>n</sub>▷σ~μ<sub>n</sub>▷ σ~γη<sub>n</sub>C<sub>n</sub>▷ λ<sub>n</sub>▷ Δ<sub>n</sub>▷ Δ<sub>n</sub>▷γ<sub>n</sub>▷ μ<sub>n</sub>▷  
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C<sub>n</sub>▷ Δ<sub>n</sub>▷γ<sub>n</sub>▷ μ<sub>n</sub>▷

**The Mary River IIBA includes direct financial benefits for Inuit in the form of royalty payments.** These payments ensure Inuit benefit from every ton of iron ore sold.



## ኩርናሸኑ

# CONTRACTING OPPORTUNITIES



ልዕል ፈዴራል ስጋፍ ምርመራ ለፈጸመንበኩል  
ፈጥረሰ በትክክል እንደሚገኘው ምርመራ  
ወገኖች ማስተካከለ ለማስቀመጥ ምርመራ  
ለማስቀመጥ ምርመራ ለፈጸመንበኩል  
ለመስማሪያ ምርመራ ለፈጸመንበኩል  
በገዢ ምርመራ ለፈጸመንበኩል  
(NTI) ምርመራ ለፈጸመንበኩል ምርመራ  
በገዢ ምርመራ.

ልዕል ምርመራ ለፈጸመንበኩል ምርመራ  
ይሆን ምርመራ ለፈጸመንበኩል ምርመራ  
የመስማሪያ ምርመራ ለፈጸመንበኩል  
ይሆን ምርመራ ለፈጸመንበኩል  
ለመስማሪያ ምርመራ ለፈጸመንበኩል  
ለመስማሪያ ምርመራ ለፈጸመንበኩል  
በገዢ ምርመራ ለፈጸመንበኩል  
በገዢ ምርመራ.

**The IIBA makes sure that Inuit firms are prioritized for goods and services contracts at the Mary River project.** Inuit businesses registered with Nunavut Tunngavik Inc. (NTI) get additional considerations on their bids for contracts.

All firms must pre-qualify for the services they offer. Pre-qualified Inuit firms have the first opportunity to bid on contracts for which they are pre-qualified. A joint Baffinland-QIA Contracting Committee oversees these Inuit benefits.

# **የኢትዮጵያ ለማቅረብ በድንብ ለደመሆኑ የሚችሉ ስራውን አገልግሎት**

## **BUSINESS START-UPS AND CAPACITY BUILDING**



የብርናርቤርኩር <አሉረድኩር> ፊርማ ስጋገር \$275,000 ማር  
ፈናኑርሱር ንብረቱ \$550,000 ቅናኑርሱር ሌሎልር  
ፖ.ግ.ጥር መኖሪያ ለአዲስአበባ የብርናርቤርኩር  
በተክክለኛውም ንብረቱ ተንተናኝነት የገዢኩር.

**The Mary River IIBA created the Business Capacity and Start-Up Fund.** Inuit can use this Fund to improve their business or start a new business.

QIA and Baffinland each contribute \$275,000 per year to the Fund, for a total of \$550,000 per year. Inuit firms can access this money through the QIA non-profit subsidiary, Kakivak Association.



ᐃගុស ដែនស៊ី  
ដំបោលការងារជាមួយ,  
ឡាតាំងក្រោម និង  
ដំរូចជាទំរង

More Inuit recruited  
for mining jobs  
**especially women**  
and youth

## ᐊរុប់បេស៊ីស៊ី ដែនស៊ី ដំបោលការងារ ដំបោលការងារជាមួយ

### HELPING MORE INUIT GET GOOD JOBS



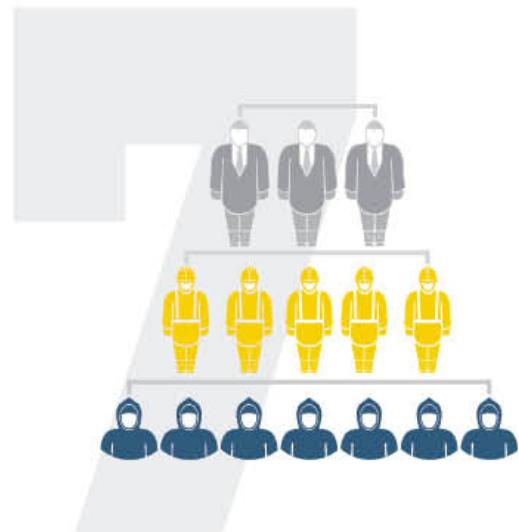
ដំបោលការងារដែលបានបង្កើតឡើង  
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SEASONAL JOBS THAT LEAVE  
TIME FOR INUIT TO HARVEST

ដំណឹង ដៃខែឆ្នាំ ដែលបានបង្កើតឡើង  
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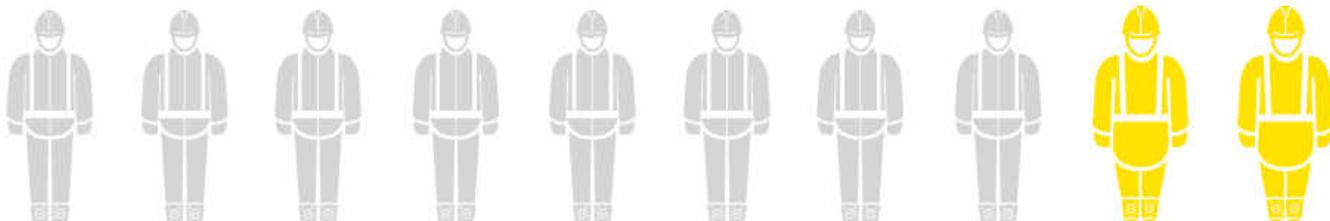
ដែនស៊ី  
ដល់សំណង់

Dedicated Positions  
To Support  
**Inuit**  
At The Mine



ដែនស៊ី  
ដែនស៊ី  
ដល់សំណង់

Promoting Inuktitut  
at the mine site



## Δීබෙඳඳීත් EMPLOYMENT

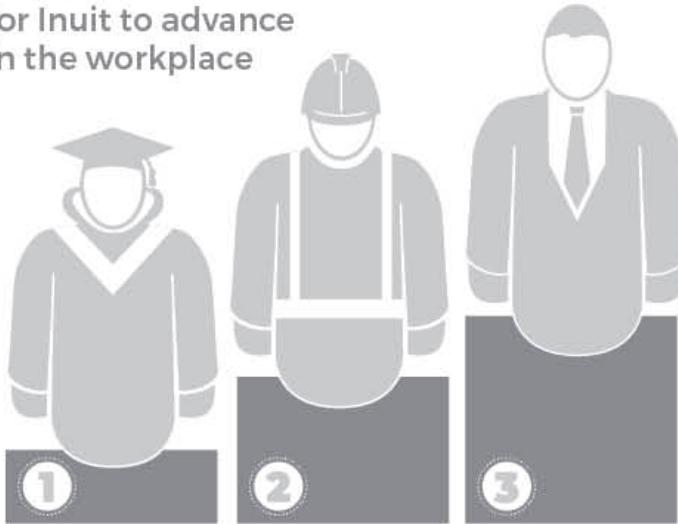


### අලෙනෑස්ඩොන්

Δමාම් දීබෙඳඳීත්  
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දීබෙඳඳීත් මුදුසාරි

### Opportunities

for Inuit to advance  
in the workplace



ශක්තිමත් දීම්  
දීබෙඳඳීත් මුදුසාරි

Target levels for Inuit employment



Δපද්‍ර දීම් මුදුසාරි 13 රුප මුදුසාරි සේවා මුදුසාරි  
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ශක්තිමත් දීම් මුදුසාරි  
දීබෙඳඳීත් මුදුසාරි <ලංචාදා මුදුසාරි

Inuit from all 13 Qikiqtani communities can access jobs at Mary River. **Travel costs from all 13 Qikiqtani communities is paid by Baffinland.**

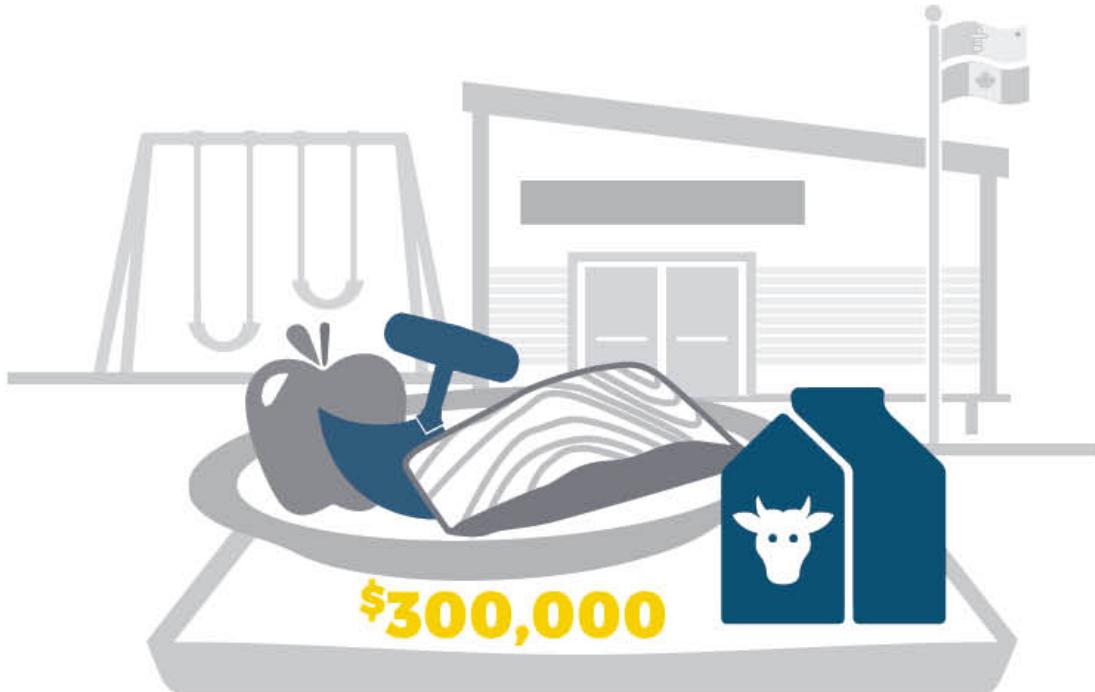
# ΔΑΦΝΙΣΗ ΔΙΕΥΘΥΝΣΗ ΕΠΙΧΕΙΡΗΣΗΣ & ΑΝθρώπων INUIT HUMAN RESOURCES STRATEGY



**The IIBA includes an Inuit human resources strategy designed to maximize Inuit employment at the Mary River project.** This strategy identifies barriers to Inuit employment and proposes solutions.

A joint Baffinland-QIA Employment Committee oversees these Inuit benefits.

# **ΔΕΣΜΩΤΙΚΗ ΣΧΟΛΗ** ΔΙΕΥΘΥΝΣΗ ΤΡΑΠΕΖΑΣ **SCHOOL LUNCH PROGRAMS**



**The Mary River IIBA created a school lunch program for the impacted communities.** There is \$300,000 a year for this program.

# **ΔԱՅԾԵ ԴՐԱՍԿԵՐՎՈԾՈՒՄԸ ՀԵԼԼԵԿԱԾՈՒ**

## **INUIT EDUCATION AND TRAINING**



ՀԱՅՐԵՆԻ ՀԱՅՐԵՆԻ ՀԱՅՐԵՆԻ ՀԱՅՐԵՆԻ ՀԱՅՐԵՆԻ ՀԱՅՐԵՆԻ ՀԱՅՐԵՆԻ ՀԱՅՐԵՆԻ  
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2018Դ-2021ԼԿ ՀԱՅՐԵՆԻ ՀԱՅՐԵՆԻ ՀԱՅՐԵՆԻ ՀԱՅՐԵՆԻ ՀԱՅՐԵՆԻ ՀԱՅՐԵՆԻ ՀԱՅՐԵՆԻ ՀԱՅՐԵՆԻ

Հետո քայլած մերժությունները:



**The Mary River IIBA includes an Inuit training budget of \$2.25 million per year from 2018–2021, and \$1.5 million per year from 2021–2031.**

This money supports:

- Internships, co-op programs and summer positions for Inuit youth and students at the Mary River project (8.3)
- Hiring a QIA Inuit Engagement Specialist and a Baffinland Inuit Employment and Training Specialist who help to connect Inuit with jobs at the Mary River project (8.4)
- Making training available in Inuktitut when possible (8.10)
- Delivering the Work Ready Program in all impacted communities (8.12)

**ਮੱਤ ਵਿਖੇ ਏਗਜ਼ਪਟੀਵ ਅਫੀਸ  
ਅਨੰਨ੍ਹੀਲੀਨੀਂਡੋਰੀਸ਼ਨ ਲੈਨਾਂ  
MARY RIVER INUIT TRAINING PROJECT**



ਮੱਤ ਵਿਖੇ ਏਗਜ਼ਪਟੀਵ ਅਨੰਨ੍ਹੀਲੀਨੀਂਡੋਰੀਸ਼ਨ ਅਨੰਨ੍ਹੀਲੀਨੀਂਡੋਰੀਸ਼ਨ ਪ੍ਰੋਗਰਾਮ ਅਨੰਹੀਨੀਂਡੋਰੀਸ਼ਨ ਮੁੜਾਂਦੇ ਹਨ। ਇਸ ਪ੍ਰੋਗਰਾਮ ਵਿੱਚ ਅਨੰਨ੍ਹੀਲੀਨੀਂਡੋਰੀਸ਼ਨ ਲੈਨਾਂ ਅਤੇ ਅਨੰਨ੍ਹੀਲੀਨੀਂਡੋਰੀਸ਼ਨ ਲੈਨਾਂ ਦੀਆਂ ਸਾਡੀਆਂ ਅਤੇ ਵਿਵਾਹ ਵਿੱਚ ਆਪਣੀ ਭੂਮਿਕਾ ਮੁੜਾਂਦੇ ਹਨ। ਇਸ ਪ੍ਰੋਗਰਾਮ ਵਿੱਚ ਅਨੰਨ੍ਹੀਲੀਨੀਂਡੋਰੀਸ਼ਨ ਲੈਨਾਂ ਅਤੇ ਅਨੰਨ੍ਹੀਲੀਨੀਂਡੋਰੀਸ਼ਨ ਲੈਨਾਂ ਦੀਆਂ ਸਾਡੀਆਂ ਅਤੇ ਵਿਵਾਹ ਵਿੱਚ ਆਪਣੀ ਭੂਮਿਕਾ ਮੁੜਾਂਦੇ ਹਨ।

ਅਨੰਨ੍ਹੀਲੀਨੀਂਡੋਰੀਸ਼ਨ ਅਨੰਨ੍ਹੀਲੀਨੀਂਡੋਰੀਸ਼ਨ ਲੈਨਾਂ ਅਤੇ ਅਨੰਨ੍ਹੀਲੀਨੀਂਡੋਰੀਸ਼ਨ ਲੈਨਾਂ ਦੀਆਂ ਸਾਡੀਆਂ ਅਤੇ ਵਿਵਾਹ ਵਿੱਚ ਆਪਣੀ ਭੂਮਿਕਾ ਮੁੜਾਂਦੇ ਹਨ। ਅਨੰਨ੍ਹੀਲੀਨੀਂਡੋਰੀਸ਼ਨ ਲੈਨਾਂ ਅਤੇ ਅਨੰਨ੍ਹੀਲੀਨੀਂਡੋਰੀਸ਼ਨ ਲੈਨਾਂ ਦੀਆਂ ਸਾਡੀਆਂ ਅਤੇ ਵਿਵਾਹ ਵਿੱਚ ਆਪਣੀ ਭੂਮਿਕਾ ਮੁੜਾਂਦੇ ਹਨ।

ਪ੍ਰੋਗਰਾਮ ਵਿੱਚ ਅਨੰਨ੍ਹੀਲੀਨੀਂਡੋਰੀਸ਼ਨ ਲੈਨਾਂ ਅਤੇ ਅਨੰਨ੍ਹੀਲੀਨੀਂਡੋਰੀਸ਼ਨ ਲੈਨਾਂ ਦੀਆਂ ਸਾਡੀਆਂ ਅਤੇ ਵਿਵਾਹ ਵਿੱਚ ਆਪਣੀ ਭੂਮਿਕਾ ਮੁੜਾਂਦੇ ਹਨ।



The Mary River IIBA created a training fund for Inuit. Some of this money goes to programs such as QIA's Qikiqtani Skills and Training for Employment Partnership program (Q-STEP).

Q-STEP is funded by the Government of Canada, Government of Nunavut, Kakivak Association and Baffinland. Q-STEP helps Qikiqtani Inuit get training and skills for jobs. Inuit women and youth are encouraged to apply to Q-STEP.

Email [tuttarvik@qia.ca](mailto:tuttarvik@qia.ca) or visit your local QIA or Baffinland Community Liaison Office

## Δນ້າມີ ດົກອສດິກ່າບ INUIT TRAINING CENTRE

**\$10 ກົດ້ວ່າ  
MILLION**



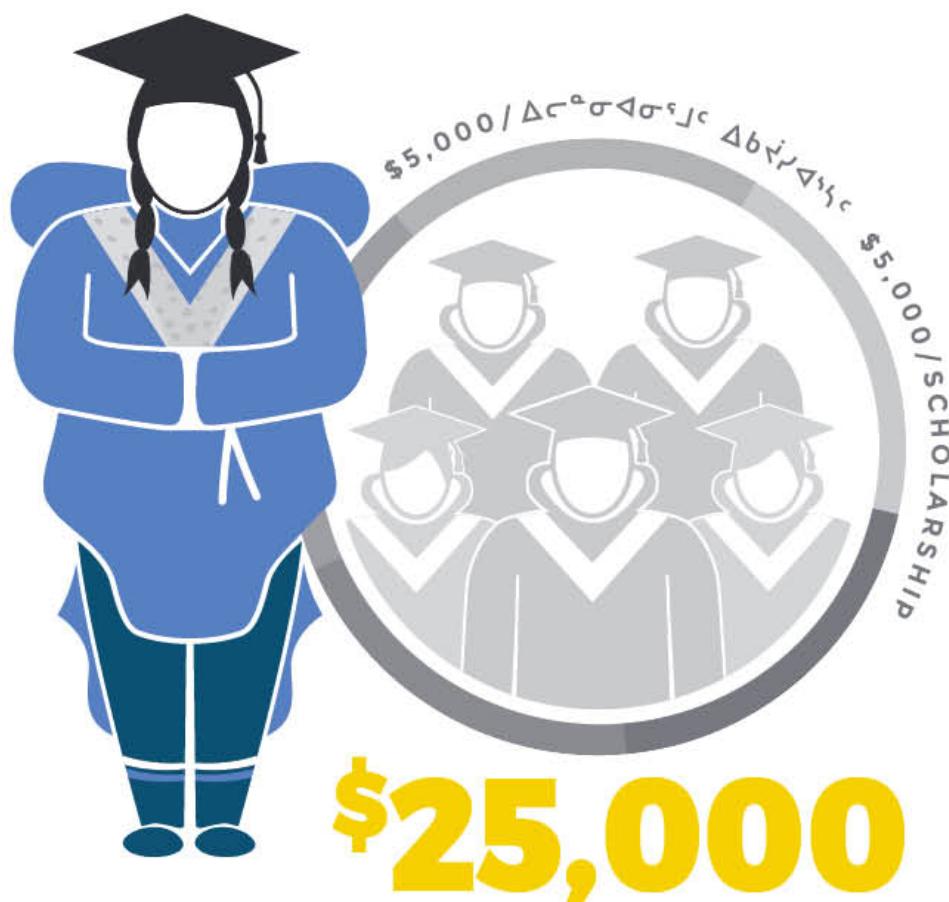
ຝ່າຍື່ນ ດົກອສດິກ່າບ ຕ່າງໆ ດັ່ງນີ້  
\$10 ກົດ້ວ່າ ດົກອສດິກ່າບ ຊົ່ວໂມງ  
ກົມລັກຕະກຳ. ດົກອສດິກ່າບ ດັ່ງນີ້ ດັ່ງນີ້  
ແມ່ນ ດັ່ງນີ້ ຈຳເປັດສົ່ງ.

ກ່ອນໄລ ດົກລົງທຶນ ເຖິງຕົ້ນ ເຊິ່ງກົມ  
ເພື່ອຕັດຕະຫຼອດ ດົກອສດິກ່າບ  
ດົກອສດິກ່າບ ດັ່ງນີ້. ດັ່ງນີ້ ກ່ອນໄລ  
ດົກອສດິກ່າບ ດັ່ງນີ້. ແລ້ວ ດັ່ງນີ້  
ບາດຕຸລູ ດັ່ງນີ້. ແລ້ວ ດັ່ງນີ້. ແລ້ວ  
(CANNOR) ດັ່ງນີ້. ແລ້ວ ດັ່ງນີ້. ແລ້ວ  
ດັ່ງນີ້. ແລ້ວ ດັ່ງນີ້.

The Mary River project will contribute \$10 million towards a new Inuit training centre in Pond Inlet. This centre will be a space where Inuit can train for jobs.

This funding is part of the total cost needed to build the training centre. Additional funds for the training centre were negotiated with Canadian Northern Economic Development Agency (CanNor) thorough the Tallurutiup Imanga and Tuvaijuittuq Agreements.

## ΛĽĽdĽ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ Achievement Awards and Scholarships



**\$25,000**

Ćeđa ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩  
ΛĽĽdĽ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩  
\$25,000 ΔĽĽdĽ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩  
፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩  
\$5,000 ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩.

Ćeđa ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩  
ΔĽĽdĽ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩  
\$5,000 ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩ ፩.

The Mary River IIBA created a \$25,000 scholarship fund. Each scholarship is \$5,000 per year.

Scholarships are for students in the impacted communities.

ම්‍යාරි ප්‍රංග ප්‍රවාහන සේවා ප්‍රතිඵල මාරු යුතු කළ ඇත්තේ:  
බඩා උග්‍ර ප්‍රවාහන සේවා ප්‍රතිඵල මාරු යුතු කළ ඇත්තේ

## MARY RIVER SHIPPING: CHECKS AND BALANCES

ප්‍රවාහන සේවා ප්‍රවාහන සේවා ප්‍රතිඵල මාරු යුතු කළ ඇත්තේ:  
ඳාර්යාද්‍රීස් සේවා ප්‍රතිඵල මාරු යුතු කළ ඇත්තේ:  
උග්‍ර ප්‍රවාහන සේවා ප්‍රතිඵල මාරු යුතු කළ ඇත්තේ:  
උග්‍ර ප්‍රවාහන සේවා ප්‍රතිඵල මාරු යුතු කළ ඇත්තේ (9.1).

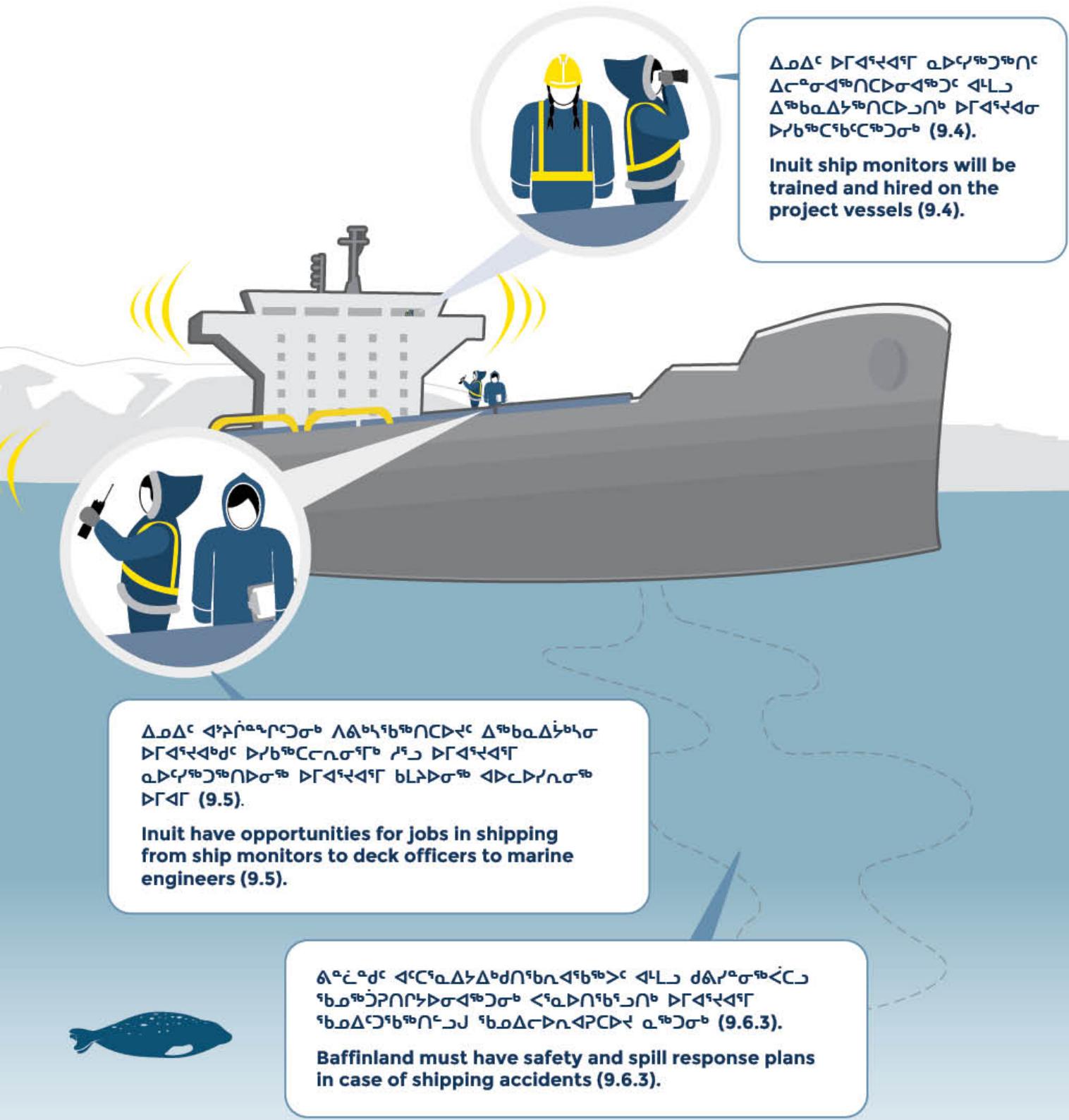
Baffinland must share information such as shipping schedules, routes and types of cargo with QIA and any impacted Nunavut communities (9.1).

ප්‍රවාහන සේවා ප්‍රතිඵල මාරු යුතු කළ ඇත්තේ එක්සත් ප්‍රංග ප්‍රවාහන සේවා ප්‍රතිඵල මාරු යුතු කළ ඇත්තේ:  
ඳාර්යාද්‍රීස් සේවා ප්‍රතිඵල මාරු යුතු කළ ඇත්තේ:  
උග්‍ර ප්‍රවාහන සේවා ප්‍රතිඵල මාරු යුතු කළ ඇත්තේ:  
උග්‍ර ප්‍රවාහන සේවා ප්‍රතිඵල මාරු යුතු කළ ඇත්තේ (9.6).

Shipping for the Mary River project must respect Inuit travel routes and harvesting rights. Marine life and the marine environment must be protected (9.6).

## ΔԼՋԿ ▷ՐԵԿԵԿԵԿԵՄՆԵՐ

### MARITIME SHIPPING



◀▷ ላይ በዚህ አገልግሎት የዚህ መመሪያ ላይ በዚህ አገልግሎት የዚህ መመሪያ

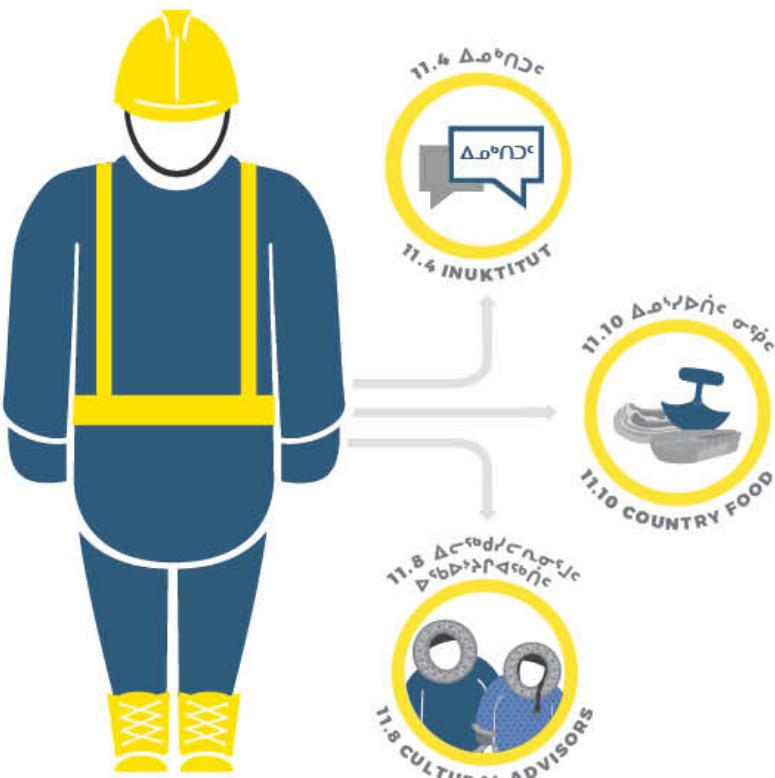
## ENFORCEMENT OF INUIT CONTENT REQUIREMENTS



Δččdč 10 ዘመናዎች ፈቃድ ማስታወሻ  
Δመሰር ልዩ ሰራተኞች እንደሚከተሉ ይችላል  
ለማሳወቅ ማስታወሻ ይችላል.

Article 10 explains that the number of Inuit and Inuit contractors hired at the Mary River Project must be reported.

## ΔὲນບୋΔିଆଲ୍ୟେ କେନ୍ଦ୍ରିୟାଳୁ WORKPLACE CONDITIONS



ଏହିବେଳେ ଆମେ କିମ୍ବା କିମ୍ବା କିମ୍ବା  
ଏହିବେଳେ ଆମେ କିମ୍ବା କିମ୍ବା କିମ୍ବା  
ଏହିବେଳେ ଆମେ କିମ୍ବା କିମ୍ବା କିମ୍ବା

ଏହିବେଳେ ଆମେ କିମ୍ବା କିମ୍ବା କିମ୍ବା  
ଏହିବେଳେ ଆମେ କିମ୍ବା କିମ୍ବା କିମ୍ବା  
ଏହିବେଳେ ଆମେ କିମ୍ବା କିମ୍ବା କିମ୍ବା  
ଏହିବେଳେ ଆମେ କିମ୍ବା କିମ୍ବା କିମ୍ବା  
ଏହିବେଳେ ଆମେ କିମ୍ବା କିମ୍ବା କିମ୍ବା  
ଏହିବେଳେ ଆମେ କିମ୍ବା କିମ୍ବା କିମ୍ବା  
ଏହିବେଳେ ଆମେ କିମ୍ବା କିମ୍ବା କିମ୍ବା  
ଏହିବେଳେ ଆମେ କିମ୍ବା କିମ୍ବା କିମ୍ବା  
ଏହିବେଳେ ଆମେ କିମ୍ବା କିମ୍ବା କିମ୍ବା  
ଏହିବେଳେ ଆମେ କିମ୍ବା କିମ୍ବା କିମ୍ବା

**The IIBA respects Inuit rights and cultural values at the Mary River project.**

The right to speak Inuktitut at work. The right to access Inuit cultural advisors at work. And the right to country food at work. The IIBA also provides for a Community Counsellor Program administered by Baffinland.

## ‘ບົມດັນຕ່າງໆໄປອົບເສີມ ດິຈຸລະກົມ ດັບທຳມະນຸຍາດ

### AFFIRMATIVE STEPS FOR ATTRACTING FEMALE EMPLOYEES



ນີ້ແມ່ນ ດັບທຳມະນຸຍາດ ດັບທຳມະນຸຍາດ  
ຕະຫຼາດ ຕະຫຼາດ ຕະຫຼາດ ຕະຫຼາດ  
ດິຈຸລະກົມ ດັບທຳມະນຸຍາດ ດັບທຳມະນຸຍາດ  
ຄົກລະພາດ ດັບທຳມະນຸຍາດ ດັບທຳມະນຸຍາດ  
ດິຈຸລະກົມ ດັບທຳມະນຸຍາດ ດັບທຳມະນຸຍາດ  
ດິຈຸລະກົມ ດັບທຳມະນຸຍາດ ດັບທຳມະນຸຍາດ  
ດິຈຸລະກົມ ດັບທຳມະນຸຍາດ ດັບທຳມະນຸຍາດ

The Mary River IIBA includes measures to recruit more Inuit woman. These include training programs specifically targeting woman and implementing gender sensitivity training at the Mary River Project.

## ມອຕົ້າສ ດິບ/ຕູ່ອົກຈຳ ລັດລັດ

### COMMUNITY COUNSELLORS PROGRAM



ມອຕົ້າສ ດິບ/ຕູ່ອົກຈຳ ພັດຍຸດທະນາຄານ/ຈຸດ  
ມອຕົ້າສ ດິບ/ຕູ່ອົກຈຳ ລັດລັດ ແກ້ວ  
ເຊັນວິດ/ລົດ ມອຕົ້າມີ \$300,000 ສົ່ງ<sup>1</sup>  
ເຊົ້າຈຸດ ເຊັນວິດບົດສັດໃນຕະຫຼາດ ລັດລັດ  
ເຊົ້າມີສົດສັດໄດ້ມີກົດໆ ແກ້ວມີ ຍົດມີ (10)  
ລັດລັດ ປັບປຸງ 2018 ປັບປຸງ 2028.

ມອຕົ້າສ ດິບ/ຕູ່ອົກຈຳ ມອຕົ້າສ ດິບ/ຕູ່ອົກຈຳ  
ມອຕົ້າສ ດິບ/ຕູ່ອົກຈຳ ລັດລັດ ດິບ/ຕູ່ອົກຈຳ

The Mary River IIBA funds a community counsellors program for each of the impacted communities. There is \$300,000 each year for this program and it will operate for 10 years beginning in 2018.

Ilisaqsivik Society, a community-based Inuit organization in Clyde River, runs the Community Counsellors Program. Ilisaqsivik's counsellors work with families and individuals to find healing and develop their strengths. The Community Counsellors Program delivers much needed services to Inuit by Inuit.

Λርጀ ቁጥር ፪፭ ደንብ ሙሉ የፋይ ማስረጃ  
**የለው ደንብ** ሊያደርግ ይችላል

**CODE OF CONDUCT AND ANTI-HARASSMENT/  
DISCRIMINATION POLICY**



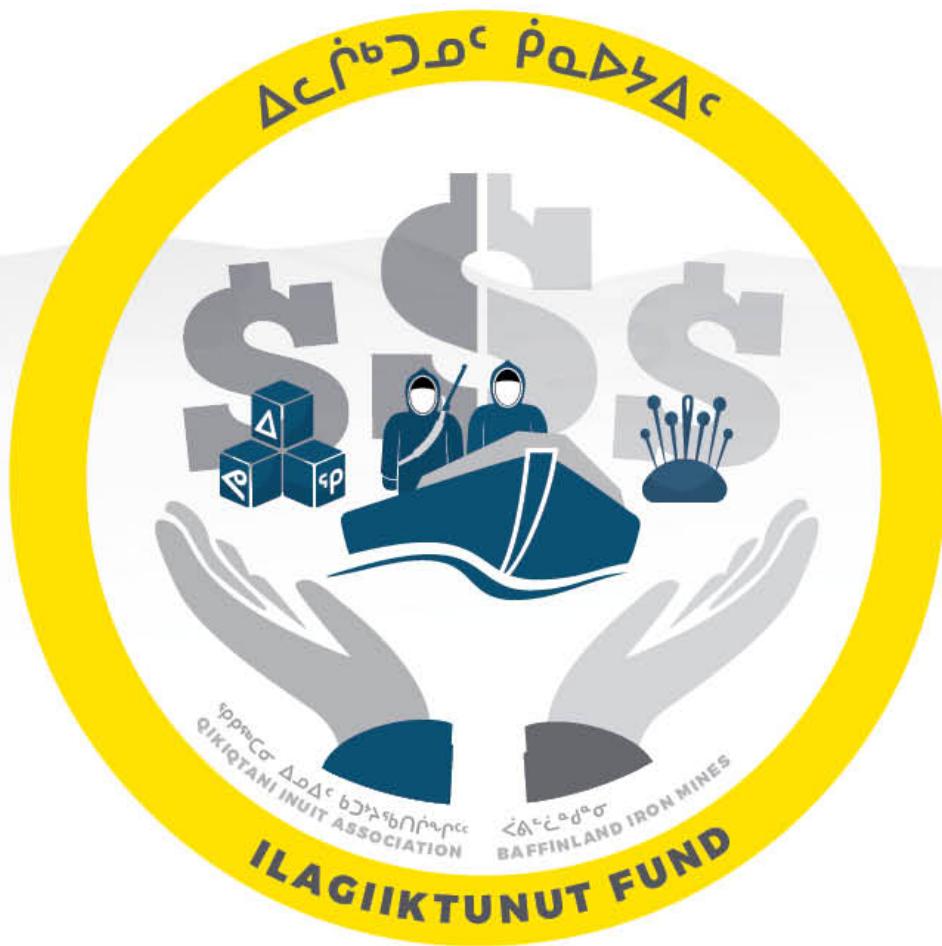
Ҫጀና ለፋይ ማስረጃ ምክንያት ደንብ  
 ካሸልጊዣ ጥና በኋላ ፊርማ  
 ሙሉ ደንብ ለመመዘኛ የፋይ ማስረጃ  
 በኋላ ማቅረብ ድንብ  
 ሙሉ የፋይ ደንብ ለመመዘኛ የፋይ ማስረጃ  
 እንዲሁም የፋይ ደንብ ለመመዘኛ  
 የፋይ ማስረጃ በኋላ የፋይ ማስረጃ  
 ደንብ ምክንያት እንዲሁም የፋይ ማስረጃ  
 ምክንያት እንዲሁም የፋይ ማስረጃ  
 ደንብ ምክንያት እንዲሁም የፋይ ማስረጃ.

አንቀጽ ፪፭ የፋይ ማስረጃ  
 ምክንያት እንዲሁም የፋይ ማስረጃ  
 ምክንያት እንዲሁም የፋይ ማስረጃ  
 ምክንያት እንዲሁም የፋይ ማስረጃ  
 ምክንያት እንዲሁም የፋይ ማስረጃ.

The IIBA helps protect workers from harassment and discrimination at the Mary River project. Inuit workers are protected by their rights under the Nunavut Agreement, the Nunavut Human Rights Act, and the IIBA.

The IIBA includes a zero-tolerance policy for harassment and/or discrimination. If an Inuit employee experiences harassment and/or discrimination they can seek support from the Human Resource Advisors or Inuit Cultural Advisors.

## Δերଗ୍ମ ମର୍ଦାମ୍ SUPPORT FOR COMMUNITIES



ଚେତା ଆମିନ୍ଦମ୍ ମର୍ଦାମ୍ ଲେଖିଏଇବୁଦ୍ଧି  
ପୋଡ଼ିଆ କୋର୍ପ୍ସର୍ ପୋଡ଼ିଆ ଲେଖିଏଇବୁଦ୍ଧି  
ଆମିନ୍ଦମ୍ ସାହିତ୍ୟରେ ଆମିନ୍ଦମ୍ ମର୍ଦାମ୍.  
ଯେତେବେଳେ ଆମିନ୍ଦମ୍ ବେଳେ ଆମିନ୍ଦମ୍ ଏଣ୍ଟିଲ୍  
ଏଇରେ କୋର୍ପ୍ସର୍ ଏଣ୍ଟିଲ୍ \$555,000 ଏଣ୍ଟିଲ୍ ବେଳେ  
\$1.1 ଲକ୍ଷ ଏଣ୍ଟିଲ୍ ଏଣ୍ଟିଲ୍.

ବେଳେ ଆମିନ୍ଦମ୍ ଆମିନ୍ଦମ୍ ଆମିନ୍ଦମ୍,  
ଲେଖିଏଇବୁଦ୍ଧି କାହାରେ ଆମିନ୍ଦମ୍ ଆମିନ୍ଦମ୍  
ମାତ୍ରରେ କୋର୍ପ୍ସର୍ ଏଣ୍ଟିଲ୍ ପୋଡ଼ିଆ.

କୋର୍ପ୍ସର୍ ଉପରେ ଆମିନ୍ଦମ୍ ଲେଖିଏଇବୁଦ୍ଧି  
[www.qia.ca](http://www.qia.ca).

**The Ilagiiktunut Nunalinnullu  
Pivallajutisait Kiinaujat gives money to  
projects that benefit Inuit communities.  
QIA and Baffinland each contribute  
\$555,000 per year to the Fund, for a total of  
\$1.1 million per year.**

Organizations and Inuit based in, or working  
with, the impacted communities can apply  
for this Fund.

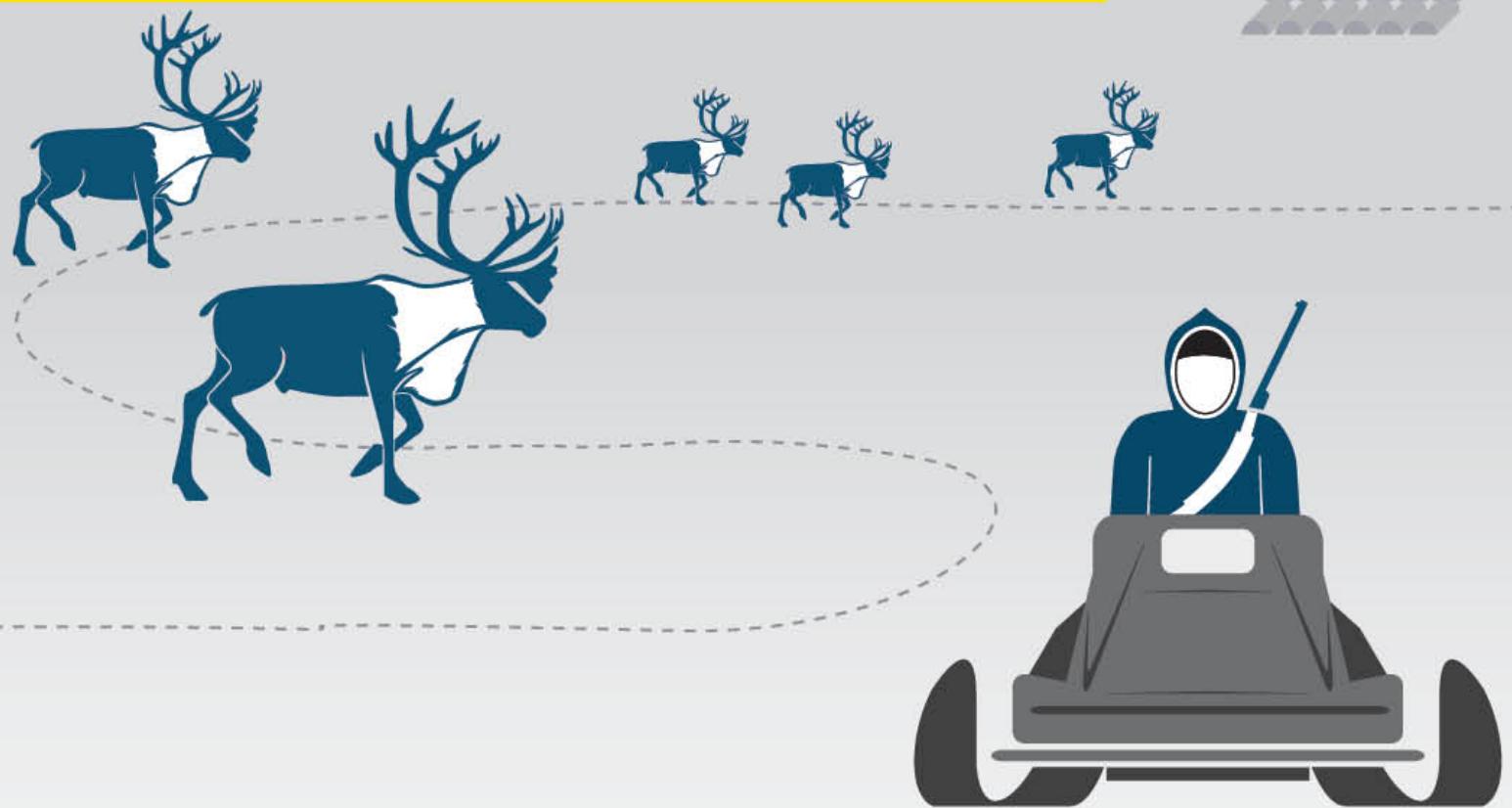
Applications are available at [www.qia.ca](http://www.qia.ca).

## ΔມΔ¢ ഓപ്പെൻബെസ്സേറ്റുറ്റ് ട്രൈബുലിനൽ INUIT TRAVEL AND ACCESS



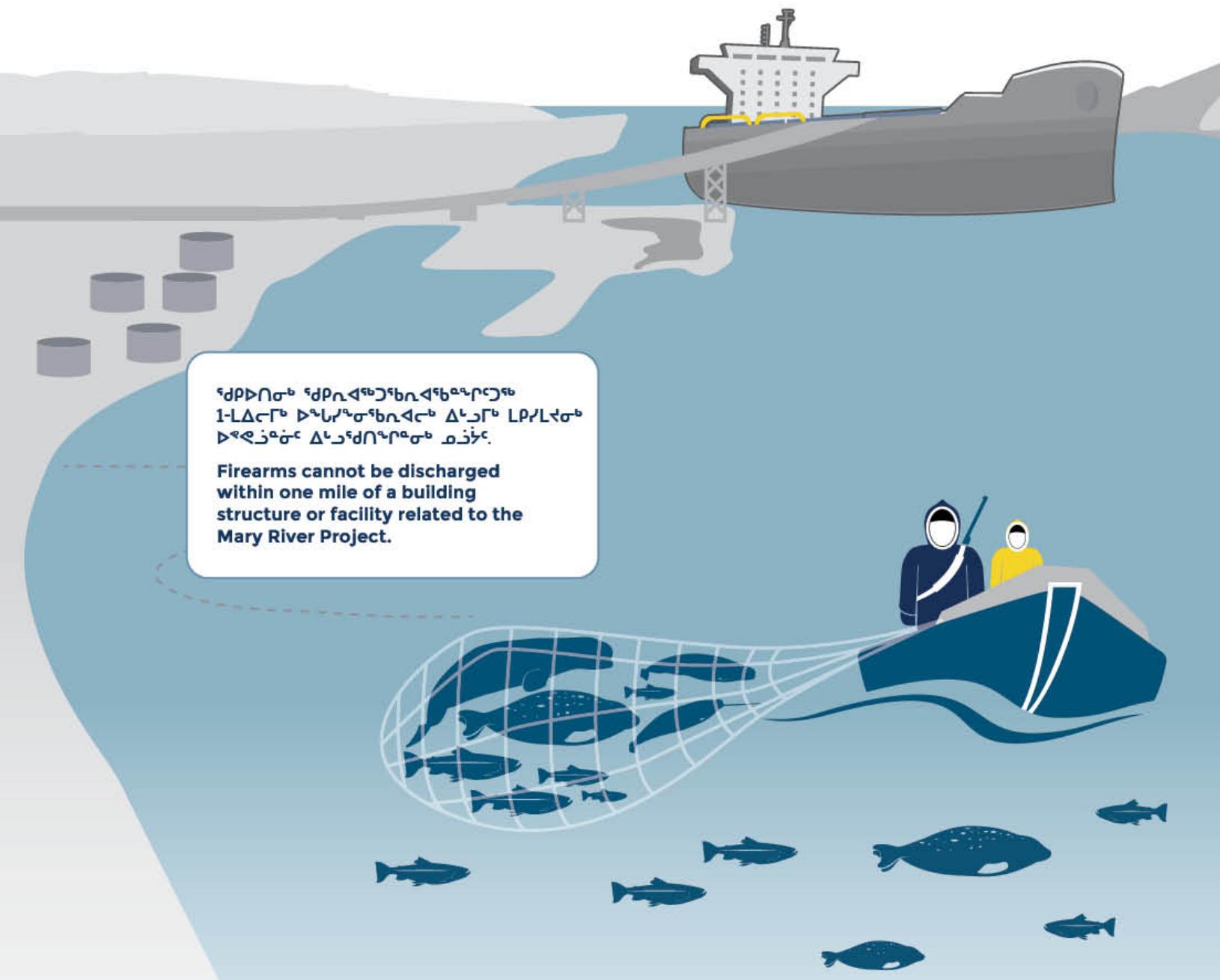
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### PROTECTING HARVESTING RIGHTS



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**The Mary River IIBA protects Inuit rights to harvest and to access land, water and marine areas around the mine.** Inuit identify safe travel routes and Baffinland develops monitoring stations along these routes.

The monitoring stations can be used as emergency shelters. Harvesters can also stop at the mine site for gas, food and shelter.

## Δαδα ምርመራ አስተዳደር ማስረጃ ለመስጠናናኩል

### INUIT ENGAGEMENT IN PROJECT STEWARDSHIP



አዲሽን ለመስጠናና የጥገናዎች ተሸማሪው ይፈጸማል  
ልማድር ለፈጸም እንደሚከተሉ በሁሉ ተከታታለው በሁሉ  
ሻይነት የሚያስቀርብ ይሞላል ሲሆን ለመስጠናና  
በመስጠናና የሚያስቀርብ ይሞላል ሲሆን ለመስጠናና  
ለመስጠናና የሚያስቀርብ ይሞላል ሲሆን ለመስጠናና  
በመስጠናና የሚያስቀርብ ይሞላል ሲሆን ለመስጠናና  
መስጠናና የሚያስቀርብ ይሞላል ሲሆን ለመስጠናና

በዚህ የሚያስቀርብ ይሞላል ሲሆን ለመስጠናና  
ለመስጠናና የሚያስቀርብ ይሞላል ሲሆን ለመስጠናና  
ለመስጠናና የሚያስቀርብ ይሞላል ሲሆን ለመስጠናና  
መስጠናና የሚያስቀርብ ይሞላል ሲሆን ለመስጠናና

The annual project review forum gives Inuit an opportunity to offer feedback to QIA and Baffinland on how the IIBA is working. The forum takes place in an impacted community each year.

At the forum, representatives from the impacted communities discuss the IIBA. Concerns and recommendations are put into a report and shared with the communities.

## ለጀዲኋኑ ፈቃድና ዝርዝርና መንግሥት PROJECT MONITORING AND MITIGATION



ሁኔታው ተደርሱበኝነት የጋብረውው አንቀጽ  
ዕድልዎች ጥንቃና ሂደት የኩርክስና ሂደት ቅርቡ  
ላይ በዚያ ክፍያው በኩርክስና ሂደት ቅርቡ  
እንዲያደርግ ነበርና ቤትና የኩርክስና ሂደት  
አንቀጽ ከመት የኩርክስና ሂደት ቅርቡ  
እንዲያደርግ ነበርና ቤትና የኩርክስና ሂደት  
አንቀጽ የኩርክስና ሂደት ቅርቡ እንደሚከተሉ ይረዳ  
የኩርክስና ሂደት ቅርቡ እንደሚከተሉ ይረዳ

Baffinland must follow the rules and processes approved by the institutions of public government such as the Nunavut Planning Commission, Nunavut Impact Review Board and Nunavut Water Board to protect the environment. Baffinland funds QIA to hire and employ Inuit environmental monitors at the mine site.

የኩርክስና ሂደት ቅርቡ እንደሚከተሉ ይረዳ  
የኩርክስና ሂደት ቅርቡ እንደሚከተሉ ይረዳ

Working groups, funded by Baffinland, can be created to address any monitoring issues that arise. Baffinland also resources QIA for costs associated with QIA's participation in institutions of public government.

## Δ部主任 የኩንጻነት እና ጥርቃኑ INUIT QAUJIMAJATUQANGIT



ዕድል ልዩ መስፈርቶች ሰራተኞች አይነት ቀንታዊ የኩንጻነት እና ጥርቃኑ እንደሆነ የሚያስፈልግ ስምምነት ለመስጠት ይሰጣል ነው፡፡ ለማሳዣ የኩንጻነት እና ጥርቃኑ የሚያስፈልግ ስምምነት ለመስጠት ይሰጣል ነው፡፡ ለማሳዣ የኩንጻነት እና ጥርቃኑ የሚያስፈልግ ስምምነት ለመስጠት ይሰጣል ነው፡፡

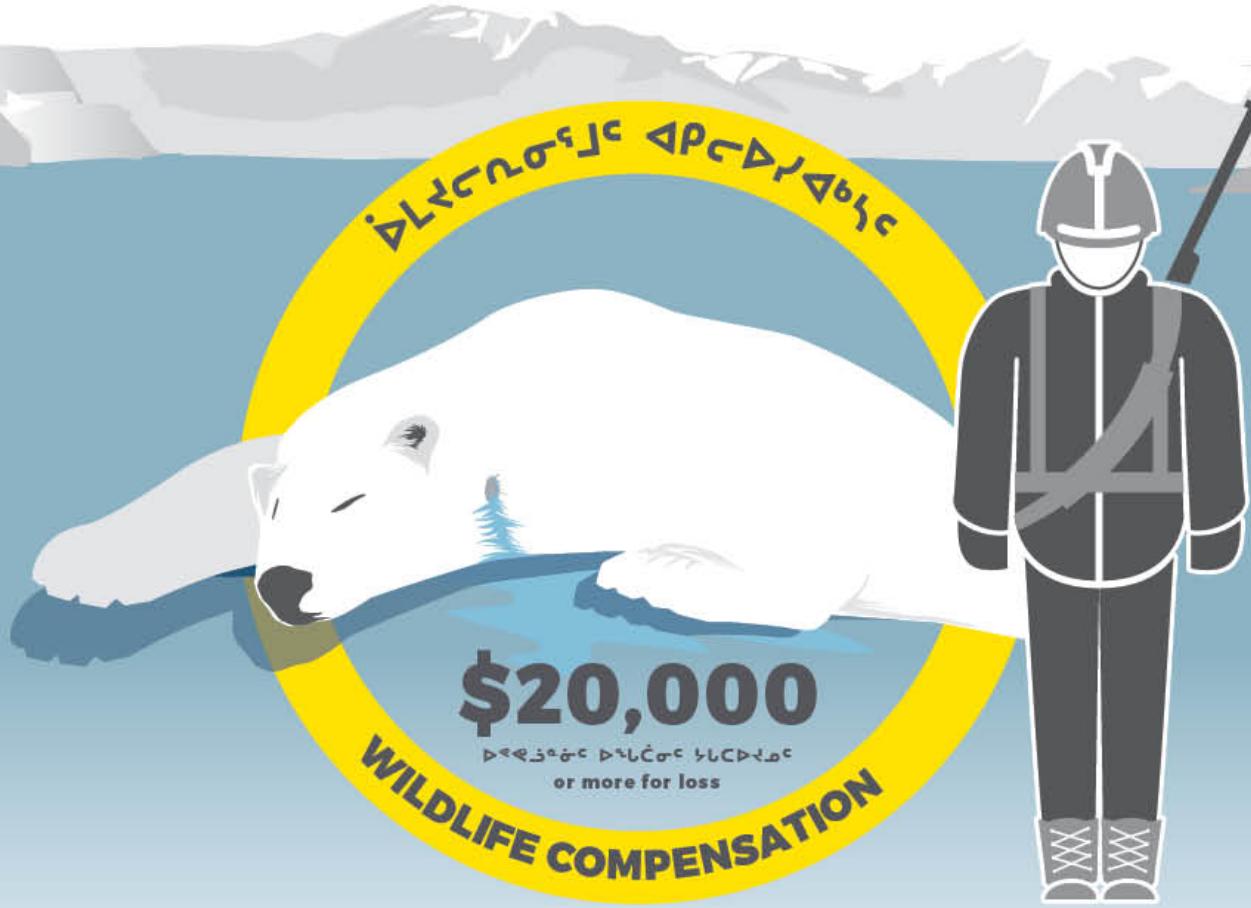
የኩንጻነት እና ጥርቃኑ የሚያስፈልግ ስምምነት ለመስጠት ይሰጣል ነው፡፡ ለማሳዣ የኩንጻነት እና ጥርቃኑ የሚያስፈልግ ስምምነት ለመስጠት ይሰጣል ነው፡፡ ለማሳዣ የኩንጻነት እና ጥርቃኑ የሚያስፈልግ ስምምነት ለመስጠት ይሰጣል ነው፡፡ ለማሳዣ የኩንጻነት እና ጥርቃኑ የሚያስፈልግ ስምምነት ለመስጠት ይሰጣል ነው፡፡

**Baffinland and QIA agree that collection of Inuit Qaujimajatuqangit (IQ) is important.**  
IQ collected will inform decisions related to the Mary River Project.

All IQ collected will remain the sole property of the contributors. Baffinland may use IQ collected for specific purposes related to the project. The Joint Executive Committee will oversee the collection and use of IQ. Baffinland will fund collecting and preparing IQ.

# ▷ĽĽc奴σĽc ॲPc▷r/农bĽc

## WILDLIFE COMPENSATION



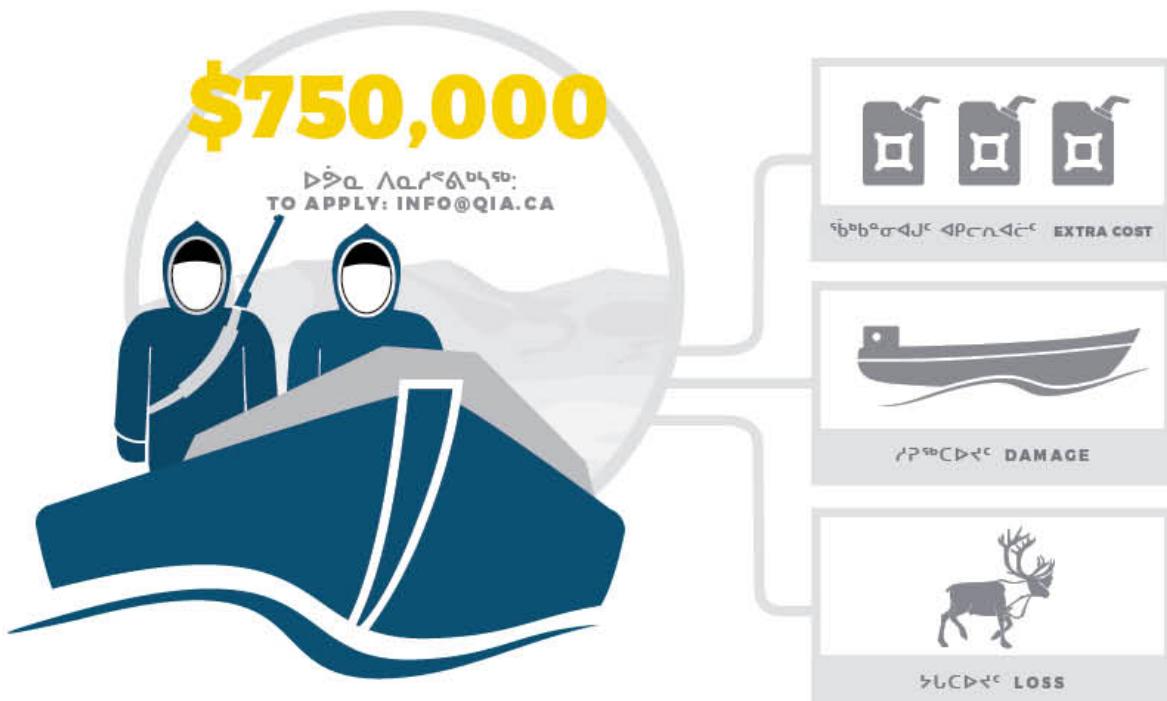
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**Baffinland must report any wildlife kills to QIA and the local Hunters and Trappers Organizations.** If Baffinland kills a polar bear the affected Hunters and Trappers Organization can get a minimum of \$20,000 for the loss.

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**WILDLIFE COMPENSATION THROUGH THE  
WILDLIFE COMPENSATION FUND**

▷Ł<Δć ʌł>σ·ŋ·r·o·σ· ąPc->J<ě<ć ŋ·r·o·σ· ƿ·d>l·σ·  
**WILDLIFE COMPENSATION FUND**



મત્સ્ય અનુકૂળ કાર્યક્રમ વિશે આપણી જીવની પ્રીતિઓ  
 મત્સ્ય અનુકૂળ કાર્યક્રમ વિશે આપણી જીવની પ્રીતિઓ  
 પરિબાળની પ્રીતિ પરિબાળની પ્રીતિ  
 પરિબાળની પ્રીતિ પરિબાળની પ્રીતિ

The Mary River IIBA created a wildlife compensation fund of \$750,000. Inuit can apply to the wildlife compensation fund for loss or damage relating to wildlife suffered as a result, directly or indirectly, of development activity related to the Mary River project.

▷ የፌዴራል ለአብኬርያዊ ለመፈጸመ  
HARVESTERS ENABLING PROGRAM



**\$400,000**

ፋይኑስ ስዕትናርሱ  
PER YEAR FOR FUEL

ልዕ዗ዣርዎች የፌዴራል ለመፈጸመ በ  
አብኬርያዊ ለመፈጸመ ሲሆን አብኬርያዊ  
12 ዓመት ማስተካከለ ጥሩ ተቋሙ ስዕትናርሱ  
300 ስዕትናርሱ የፌዴራል ለመፈጸመ በ

To support harvesting, the Mary River IIBA gives 300 litres of gas per year to Inuit over the age of 12 living in Pond Inlet.

## ▷L<σ<sup>6</sup> ዓ▷C/ኩርኩርኩርኩርኩር ለርሻፈፌሸ

### WILDLIFE MONITORING PROGRAM



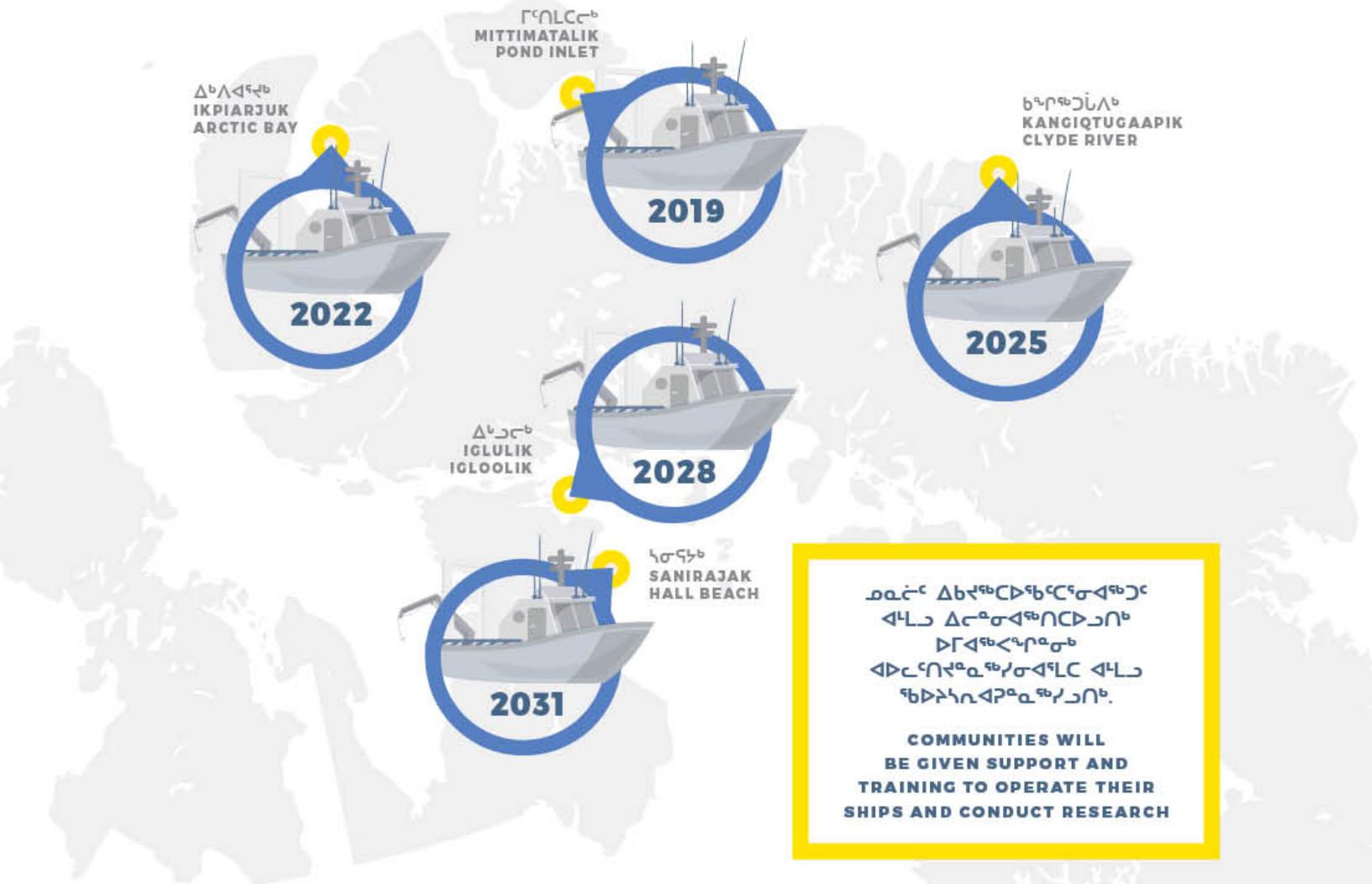
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ለይርቅበኩል ዓይነት ተመክክል ተደርጓል  
Ҫኩል ስትኩል ሲደረግ ፊርማዎች በኩል መስቀል ተደርጓል  
ለርሻፈፌሸ ጥሩበርሱ የሚከተሉ ቅድመ ምርመራ  
\$200,000 ዓይነት ተመክክል ተደርጓል  
ለርሻፈፌሸ

Ҫኩል ስትኩል ሲደረግ ፊርማዎች በኩል መስቀል ተደርጓል  
የሆነውን ማረጋገጫ የሚከተሉ ቅድመ ምርመራ  
የሚከተሉ ቅድመ ምርመራ

**The Mary River IIBA gives money to the Wildlife Monitoring program for Pond Inlet.** Baffinland must pay \$200,000 every year for 10 years for this program.

The Joint Executive Committee is responsible for reviewing proposals, providing in-kind support, and releasing funds for this Program.

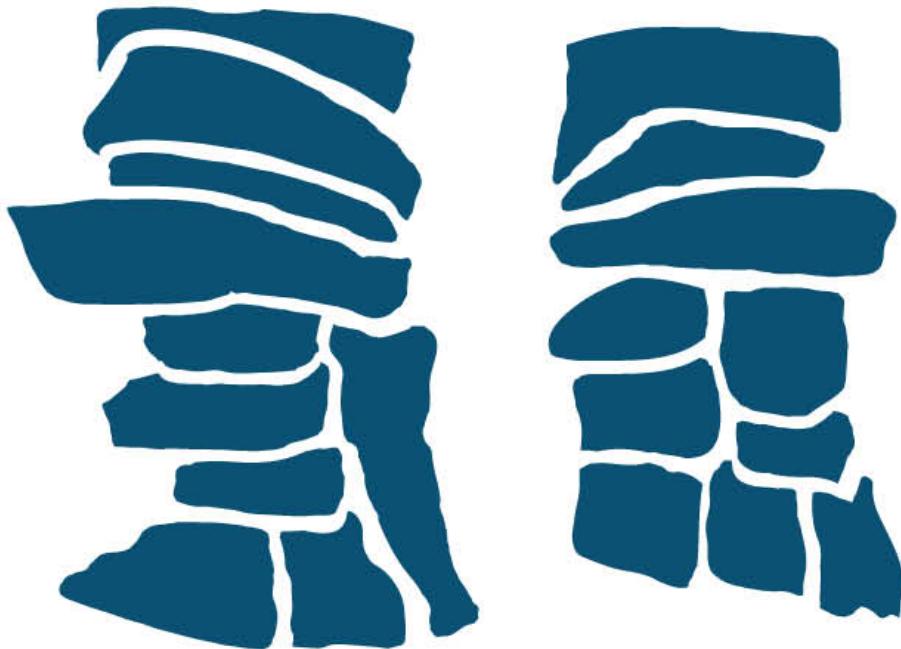
## ΔΛΓ▷Cσ ዓብ▷Zኩናናገና ለድበር MARINE RESEARCH EQUIPMENT



ርዕስ ምትናል ሲሆን ጥወና ልቦታ ደንብ  
ለኩል የዚህ ስራ የሚያሳይ ይችላል  
መስጠት ይችላል እና የጥቅምና መሆኑን  
የጥቅምና መሆኑን የሚያሳይ  
ለማቋረጥ እንደሆነ ለማቋረጥ  
መስጠት ይችላል.

**The Mary River IIBA requires Baffinland to give a marine research vessel to each Pond Inlet, Arctic Bay, Clyde River, Igloolik and Hall Beach.**

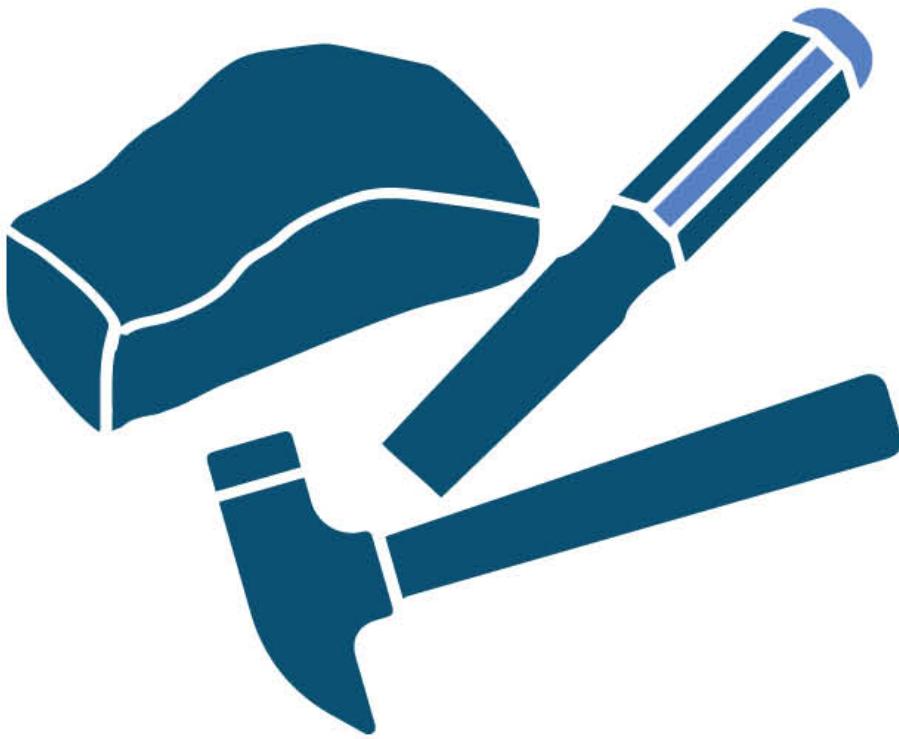
Δὲදር ሚኒስቴር  
ARCHAEOLOGY



Δὲදር 18 Δልደር ማሸጥ ተፈዣድር  
ልፈሰን በዕቅድ የትክክል ሚኒስቴር  
ገናዥ በዕቅድ ጽሑፍ አስተያየት  
ልፈሰን የትክክል የትክክል ሚኒስቴር  
ይኖሩበት በዕቅድ የትክክል ሚኒስቴር.

**Article 18 states that Baffinland must respect the archaeological record of Nunavut and the requirements of the Nunavut Agreement.**

▷ ሁጀጀ ዘጀጀ  
**CARVING STONE**



Δᓄጀጀ 19 ዘጀጀ/ጀጀ ስጀጀ ሰጀጀ  
 ፈጀጀጀጀ ሰጀጀ ሰጀጀ ሰጀጀ ሰጀጀ  
 እጀጀ/ጀጀ ሰጀጀ ሰጀጀ ሰጀጀ  
 እጀጀ ሰጀጀ ሰጀጀ ሰጀጀ  
 ሰጀጀ ሰጀጀ ሰጀጀ ሰጀጀ ሰጀጀ

**Article 19 states that the IIBA protects Inuit rights to carving stone located on Inuit Owned Lands around the mine. The IIBA requires Baffinland to work with QIA to ensure Inuit can gain access to carving stone located within the project area.**

## ᑕାନ୍ତିମିକ୍ରାନ୍ତିକ ରିପୋର୍ଟିଙ୍ ଏବଂ ଫର୍ମାନାମାଦିକ ଫର୍ମାନାମାଦିକ

### REPORTING AND RESULTS



Δὲନ୍ଦର 20 ମାର୍ଚ୍ଚିଆର୍ଥିତିରେ ପରିବହନ କରିବାରେ ଅନୁରୋଧ କରିଛି। ଏହାରେ ଏକ ପରିବହନ କରିବାରେ ଅନୁରୋଧ କରିଛି।

**Article 20 states that regular reporting on the Mary River project and the delivery of benefits in the IIBA is required. The IIBA requires Baffinland to present quarterly and annual reports to QIA. These reports assist QIA in monitoring the implementation of the IIBA.**

ᐊӮӰӮ ደ୍ୱାନୀୟ କାନ୍ତିକୁଳ କାନ୍ତିକୁଳ କାନ୍ତିକୁଳ  
MEDIATION AND ARBITRATION



ΔӮӰӮ 21 ଦେଖିବାରେ ଏହାରେ  
କାନ୍ତିକୁଳ କାନ୍ତିକୁଳ କାନ୍ତିକୁଳ କାନ୍ତିକୁଳ କାନ୍ତିକୁଳ  
କାନ୍ତିକୁଳ କାନ୍ତିକୁଳ କାନ୍ତିକୁଳ କାନ୍ତିକୁଳ କାନ୍ତିକୁଳ କାନ୍ତିକୁଳ

Article 21 describes how disputes about the Mary River IIBA are resolved. Disputes can be resolved through a meeting between QIA and Baffinland Presidents, mediation, or arbitration.

## አዲስ የጥናት አገልግሎት ፈቃድ ተመሪያዎች

### IIBA REVIEW AND RENEGOTIATION



አስተዳደር ለሆነዎች የጥናት አገልግሎት  
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**Every three years specific articles of the IIBA are reviewed to assess whether the objectives of the Agreement are being successfully delivered.** If the IIBA objectives are not being met the IIBA can be renegotiated.

## ԱՐԴԵԾՆԱՆ ՃՐԴԱՆ (ԹԻԵԵԾՆԱՆ) TERM AND TERMINATION



ՃՀԵՑ 23 ՃԼՃԸՆՄԱՆ ԷԿՐԵՑՈՒՅՈՒՆ  
ԹԻԵԵԾՆԱՆ ՄԵՋԼԸՆՈՄՆ ԱԽԸՆՑԾԱՐԱԾՆԱԾ  
ՃՀԵՑ ՌՈՇԳՆԼՎՐՆ ՃԼ ԱՌՇՈՒՐԸ ՀՎԼԸ  
ԱՌՈՎՆ ԱԽԸՆՑԾԱԿԱԾԱԾ ԱՌՈՎՆ ՀՎԼՆ ՆՄ  
ՃԿՆ ՆԵՐԸՆԾՆՎՆԸՆ ՀԼԸ  
ԹԻԵԵԾՆԱՆ ԸՆԾՆՎՆԸՆ ՀԼԸ

**Article 23 states that the IIBA will be in effect until the Mary River Project is finished.** This Article also outlines reasons why the project may finish earlier and what happens should this occur.

# ΔΑΒΕΔΑΙC

# JOBS

## CREATED BY THE IIIBA



QIA IIIBA ADMINISTRATION  
OFFICER



BAFFINLAND HUMAN  
RESOURCES ADVISOR,  
INUIT RELATIONS



QIA INUIT ENGAGEMENT  
SPECIALIST



BAFFINLAND  
IIIBA MANAGER



QIA IIIBA  
MANAGER



BAFFINLAND INUIT  
EMPLOYMENT AND  
TRAINING SPECIALIST



ENVIRONMENTAL  
MONITORS



INUIT CULTURAL  
ADVISORS



SUMMER STUDENT  
EMPLOYMENT



BAFFINLAND INUIT  
RECRUITER



INUIT COUNSELLORS  
(COMMUNITY COUNSELLOR  
PROGRAM)



INUIT  
INSTRUCTORS



ANNUAL INUIT  
INTERNSHIP POSITIONS



SHIP  
MONITORS



WILDLIFE  
MONITORS

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## HOW TO APPLY FOR MARY RIVER IIBA FUNDING



## Δጀጀ ዶጀጀ ማጀጀ

### ILAGIKTUNUT FUND

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- [www.qia.ca](http://www.qia.ca)
- የጀጀ ማጀጀ ዘጀጀ ደጀጀ የጀጀ ማጀጀ

FUNDING IS FOR SOCIAL AND CULTURAL PROJECTS.

APPLICANTS MUST BE:

- Inuit living in the impacted communities
- Organizations in, or working with, the impacted communities

GET MORE INFORMATION:

- [www.qia.ca](http://www.qia.ca)
- Ask your QIA or Baffinland Community Liaison Officer

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## HOW TO APPLY FOR MARY RIVER IIBA FUNDING



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## BUSINESS CAPACITY AND START-UP FUND

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

BUSINESSES MUST BE:

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

GET MORE INFORMATION:

- [www.qia.ca](http://www.qia.ca)
- [www.kakivak.ca](http://www.kakivak.ca)
- Ask your QIA or Baffinland Community Liaison Officer

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- [www.qia.ca](http://www.qia.ca)
- [www.kakivak.ca](http://www.kakivak.ca)
- Ask your QIA or Baffinland Community Liaison Officer

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## HOW TO APPLY FOR MARY RIVER IIBA FUNDING



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## ACHIEVEMENT AWARDS AND SCHOLARSHIPS

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- [www.qia.ca](http://www.qia.ca)
- [www.baffinland.com](http://www.baffinland.com)
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SCHOLARSHIPS ARE AVAILABLE FOR  
POST-SECONDARY EDUCATION.

### APPLICANTS:

- Must have a valid Nunavut Tunngavik Inc. card
- Must be enrolled in a program at a post-secondary institution

### GET MORE INFORMATION:

- [www.qia.ca](http://www.qia.ca)
- [www.baffinland.com](http://www.baffinland.com)
- Ask your QIA or Baffinland Community Liaison Officer

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### HOW TO APPLY FOR MARY RIVER II BA FUNDING



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### WILDLIFE COMPENSATION FUND

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**FUNDING IS FOR ANY LOSS OF  
WILDLIFE, DAMAGE TO EQUIPMENT,  
OR INCONVENIENCE TO HARVESTING  
CAUSED BY THE MARY RIVER PROJECT.**

#### APPLICANTS:

- Must have a valid Nunavut Tunngavik Inc. card
- Must have experienced loss or damage caused by activities related to the Mary River Mine

#### TO APPLY:

- Complete the Mary River Wildlife Compensation Fund claim form available from your QIA Community Liaison Officer.

#### A CLAIM MUST BE FOR:

- **Wildlife Loss:** value will be determined using an Animal Values Chart developed with assistance from Qikiqtaaluk Wildlife Board
- **Damage:** value will be based on the equipment or belongings that were damaged or destroyed
- **Extra costs/Interference:** value will be based on the fuel and food costs for any interference in harvesting activities, such as extra distance travelled

This program is administered in-partnership with Hunters and Trappers Organizations in each of the impacted communities.

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## HOW TO APPLY FOR MARY RIVER IIBA FUNDING



### ᐊጀጀ በጀጀ የጀጀ መጀጀ HARVESTERS ENABLING FUND

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**EVERY INUK RESIDING IN POND INLET  
WILL RECEIVE 300 LITRES OF GAS TO  
SUPPORT HARVESTING ACTIVITIES.**

#### ጀጀ

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#### APPLICANTS:

- Must have a valid Nunavut Tunngavik Inc. card
- Must live in Pond Inlet
- Must be 12 years of age or older

This program is delivered by Baffinland and Mitimataalik hunters and trappers organization.



ମୁଣ୍ଡର ଦେଖିଲା  
ଲୋକଙ୍କରେତ୍ରରେ ମୁଣ୍ଡର.

መወገን ፍሳሽበኩስ ላርጉባርሮችና ለመስራት ደምጽፊ የሚከተሉት ደንብ ይዘው  
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ՃԸՆԾ 26 ԱԾԴՐ ԳԻՐՈՂԱԾԸ ՃԼՃԸՆԾ  
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## **THE NUNAVUT AGREEMENT CREATED NUNAVUT AS A TERRITORY.**

The Nunavut Agreement came into effect in April 1993. The Nunavut Agreement gives Inuit the right to use and benefit from the land and resources in Nunavut.

Article 26 of the Nunavut Agreement requires that no major development projects, like a mine, may begin until an Inuit Impact and Benefit Agreement (IIBA) is finalized. An IIBA guarantees Inuit additional benefits such as access to jobs, resources, and training.

The Nunavut Agreement gives the Regional Inuit Associations the power to negotiate IIBAs. Qikiqtani Inuit Association negotiates IIBAs on behalf of Qikiqtani Inuit.

ՈՐՈՇՈՎԾՈՒԹԵԿ ՀԱՐՔՈՈՋԸ  
INSTITUTIONS OF PUBLIC GOVERNMENT



ՈՐՈՇՈՎԾՈՒԹԵԿ ՀԱՐՔՈՈՋԸ,  
ՀԵԿ ՀԵծա մօց՛՛  
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**INSTITUTIONS OF PUBLIC GOVERNMENT, SUCH AS THE NUNAVUT WILDLIFE MANAGEMENT BOARD, WERE CREATED THROUGH THE NUNAVUT AGREEMENT.**

These Institutions review potential environmental, social, and economic impacts of projects.

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NUNAVUT PLANNING COMMISSION



៥ጀጀ ምጀጀ ደᓘጀ ዘጀጀ ኔጀጀ  
(NPC) እጀጀ የጀጀ ደጀጀ ምጀጀ  
᭟ጀጀ ዩጀጀ.

ጀጀ ደᓘጀ ዘጀጀ ኔጀጀ ፖጀጀ ክጀጀ ቅጀጀ,  
ጀጀ ምጀጀ ድጀጀ ዘጀጀ ደጀጀ ምጀጀ  
ጀጀ ደᓘጀ. ዘጀጀ የጀጀ ደጀጀ ምጀጀ  
ጀጀ የጀጀ ደጀጀ ምጀጀ ዘጀጀ ኔጀጀ  
ጀጀ ዩጀጀ.

**THE NUNAVUT PLANNING  
COMMISSION (NPC) WAS  
CREATED BY THE NUNAVUT  
AGREEMENT.**

NPC develops, implements and monitors land use plans in Nunavut. A project proposal from a mining company must be in conformity with the land use plan in order to be considered for approval.

# මಡුග එදෙනුස්ලේ බුලක් NUNAVUT IMPACT REVIEW BOARD



මයුග එදෙනුස්ලේ බුලක්  
ලංජුන්ස්පරුලුම් දැන්ත 10 මයුග අභ්‍යන්තරී.

මයුග එදෙනුස්ලේ උග්‍රාධිකාරීන් දෙපාර්මේන්තුවේ නිශ්චාරු තුළ ප්‍රාග්‍රැම් මයුග.

මයුග එදෙනුස්ලේ ආර්ථික අභ්‍යන්තරී මයුග.

එදෙනුස්ලේ ආර්ථික ආයෝග දෙපාර්මේන්තුවේ නිශ්චාරු තුළ ප්‍රාග්‍රැම් මයුග  
එදෙනුස්ලේ ආර්ථික ආයෝග දෙපාර්මේන්තුවේ නිශ්චාරු තුළ ප්‍රාග්‍රැම් මයුග.

## THE NUNAVUT IMPACT REVIEW BOARD (NIRB) WAS CREATED UNDER ARTICLE 10 OF THE NUNAVUT AGREEMENT.

NIRB is an institution of public government that protects the well-being of Nunavummiut and the Nunavut environment.

NIRB reviews the potential impacts of proposed projects in the Nunavut Settlement Area.

NIRB uses traditional knowledge and scientific methods to assess project impacts. NIRB makes recommendations and decisions about a project. NIRB also makes sure there are protection processes in place for Nunavummiut and the Nunavut environment.

# ᓇᓱᑦ ማ᜵᜷᜵ ም᜵᜷᜵ ን᜵᜷᜵

## NUNAVUT WATER BOARD



ᓇ᜵᜷᜵ ማ᜵᜷᜵ ም᜵᜷᜵ ን᜵᜷᜵  
ນ᜵᜷᜵ (NWB) ፃ᜵᜷᜵ ም᜵᜷᜵ የ᜵᜷᜵ ም᜵᜷᜵.  
ᓇ᜵᜷᜵ ማ᜵᜷᜵ ም᜵᜷᜵ ን᜵᜷᜵.

ᓇ᜵᜷᜵ ም᜵᜷᜵ ን᜵᜷᜵ የ᜵᜷᜵ ም᜵᜷᜵.  
᜵᜷᜵ ም᜵᜷᜵ የ᜵᜷᜵ ም᜵᜷᜵.  
᜵᜷᜵ ም᜵᜷᜵ የ᜵᜷᜵ ም᜵᜷᜵.  
᜵᜷᜵ ም᜵᜷᜵ የ᜵᜷᜵ ም᜵᜷᜵.  
᜵᜷᜵ ም᜵᜷᜵ የ᜵᜷᜵ ም᜵᜷᜵.

**THE NUNAVUT WATER BOARD  
(NWB) WAS CREATED BY THE  
NUNAVUT AGREEMENT. NWB  
PROTECTS, MANAGES, AND  
REGULATES FRESH WATERS  
IN NUNAVUT.**

NWB can ask for more information to review a project. It can ask that a project be changed. NWB can also recommend that a project be rejected. A mine requires a water licence in order to operate.

මෙග්ග දැලේනුටුරේදී බුලාරු  
**NUNAVUT WILDLIFE MANAGEMENT BOARD**



මෙග්ග දැලේනුටුරේදී  
බුලාරු (දැලේනුටුරේදීඩ්)  
ප්‍රජාප්‍රජාත්‍යාලි මෙග්ග  
දැරූප්‍රජාත්‍යාලිජා.

දැලේනුටුරේදීඩ් එස්ට්‍රොද්‍රෝනිස් නැග්ග්‍රා  
ස්‍රීලංකා පිළි මැද්‍රිස් රුස්ලියාන්ස් මැවුව්‍යාල්ට්‍රා  
ප්‍රජාප්‍රජාත්‍යාලි මෙග්ග මැද්‍රිස් රුස්ලියාන්ස් මැවුව්‍යාල්ට්‍රා  
ස්‍රීලංකා ප්‍රජාප්‍රජාත්‍යාලි මෙග්ග මැද්‍රිස් රුස්ලියාන්ස්  
ඡ්‍යාල්ට්‍රා ස්‍රීලංකා ප්‍රජාප්‍රජාත්‍යාලි මෙග්ග මැද්‍රිස් රුස්ලියාන්ස්.

**THE NUNAVUT WILDLIFE  
MANAGEMENT BOARD  
(NWMB) WAS CREATED  
THROUGH THE NUNAVUT  
AGREEMENT.**

The NWMB's mission is to conserve wildlife and wildlife habitat for the long-term benefit of all Nunavummiut while fully respecting Inuit harvesting rights and priorities.

ᓇ᜵᜷᜵᜶᜸  
TUTTARVIK



ᓇ᜵᜷᜵᜶᜸  
Tuttarvik

ᓇ᜵᜷᜵᜶᜸ ንᜱ᜷᜵᜶᜸ ሲᜱ᜷᜵᜶᜸  
ᜱ᜷᜵᜶᜸ በᜱ᜷᜵᜶᜸ የᜱ᜷᜵᜶᜸ ሁᜱ᜷᜵᜶᜸  
ᜱ᜷᜵᜶᜸ ሂᜱ᜷᜵᜶᜸ ንᜱ᜷᜵᜶᜸ ሲᜱ᜷᜵᜶᜸  
ᜱ᜷᜵᜶᜸ ሂᜱ᜷᜵᜶᜸ ሲᜱ᜷᜵᜶᜸ ሁᜱ᜷᜵᜶᜸,  
ᜱ᜷᜵᜶᜸ ሂᜱ᜷᜵᜶᜸ ሁᜱ᜷᜵᜶᜸ ሁᜱ᜷᜵᜶᜸  
ᜱ᜷᜵᜶᜸ ሂᜱ᜷᜵᜶᜸ ሁᜱ᜷᜵᜶᜸.

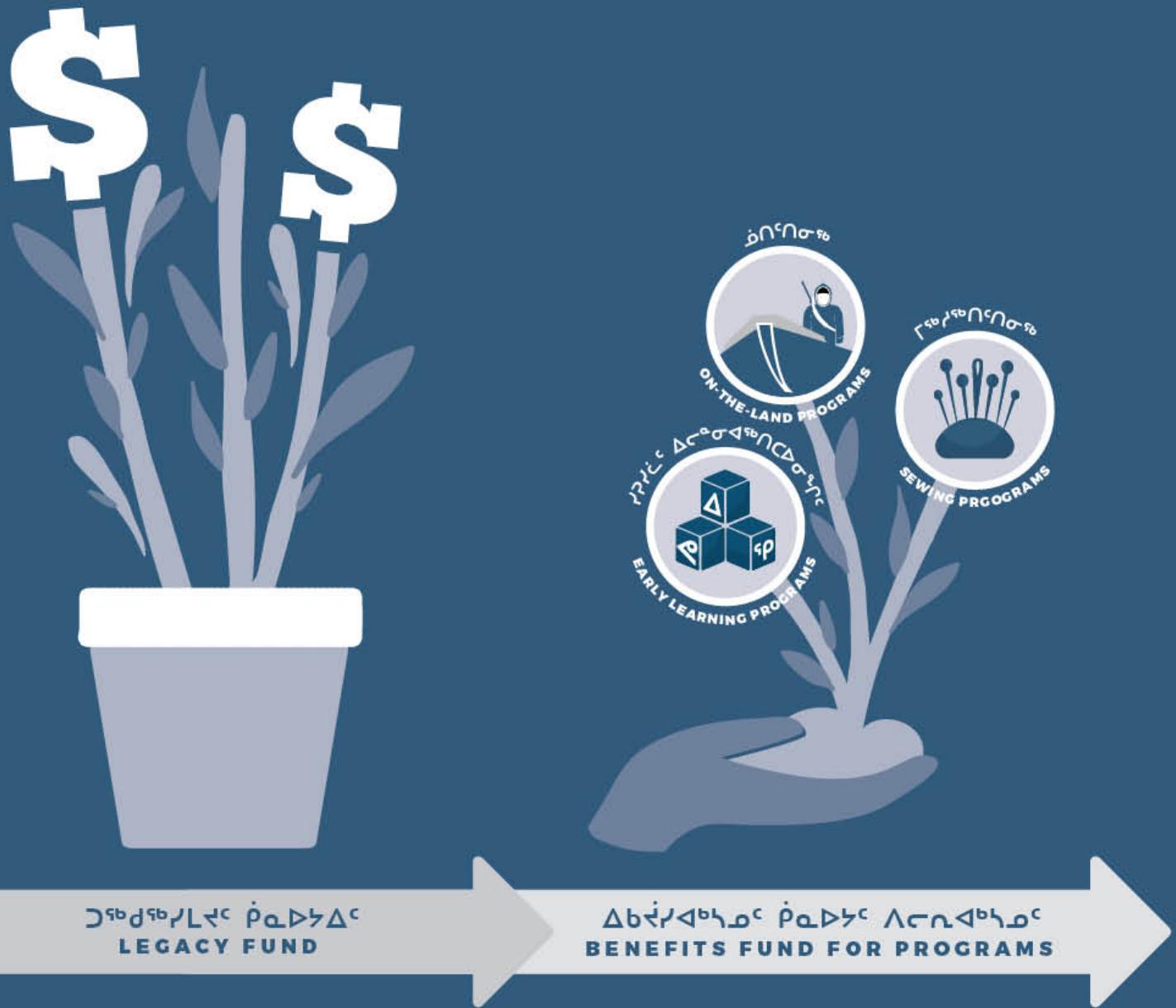
ᜱ᜷᜵᜶᜸ ሂᜱ᜷᜵᜶᜸ ሀᜱ᜷᜵᜶᜸ ሁᜱ᜷᜵᜶᜸  
ᜱ᜷᜵᜶᜸ ሂᜱ᜷᜵᜶᜸ ሀᜱ᜷᜵᜶᜸ ሁᜱ᜷᜵᜶᜸ ሁᜱ᜷᜵᜶᜸  
ᜱ᜷᜵᜶᜸ ሂᜱ᜷᜵᜶᜸ ሀᜱ᜷᜵᜶᜸ ሁᜱ᜷᜵᜶᜸ ሁᜱ᜷᜵᜶᜸  
ᜱ᜷᜵᜶᜸ ሂᜱ᜷᜵᜶᜸ ሀᜱ᜷᜵᜶᜸ ሁᜱ᜷᜵᜶᜸ ሁᜱ᜷᜵᜶᜸.

**TUTTARVIK IS QIA'S ONLINE RESOURCE THAT CONNECTS QIKIQTANI INUIT WITH JOB, CAREER AND TRAINING OPPORTUNITIES.**

The program helps Inuit create resumes and search for job and training opportunities. Tuttarvik also helps employers identify qualified Inuit.



የብኩርናርዳሪ የዕድል ስራው አገልግሎት የሚያስፈልጉ ይችላል  
የዕድል ስራው አገልግሎት የሚያስፈልጉ ይችላል



**QIA'S REVENUE POLICY EXPLAINS HOW ALL REVENUE IS INVESTED. THIS REVENUE POLICY PROVIDES A CLEAR AND TRANSPARENT FINANCIAL PLAN THAT BENEFITS QIKIQTANI INUIT TODAY AND TOMORROW.**

QIA revenues, such as the royalties from the Mary River project, are invested in the Legacy Fund. QIA never uses the Legacy Fund money for daily operations – it is invested for the future. Interest from the Legacy Fund goes to the Benefits Fund. The Benefits Fund is used for social and cultural programs in the Qikiqtani Region.



**Baffinland**

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