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HIGHLIGHTS OF THE
MARY RIVER PROJECT

INUIT CERTAINTY AGREEMENT (ICA)

FOR COMMUNITY MEMBERS



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The Mary River Project Inuit Certainty Agreement provides Inuit additional benefits related to the expansion of the Mary River Project. Many of these benefits relate directly to communities in the five hamlets impacted by the Mary River Project.



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- Made up of knowledge holders from impacted communities to oversee many forms of project monitoring, through the new Baffinland-funded but independent Inuit-led Culture, Resources and Land Use Monitoring Program.
- This committee will allow Inuit to have greater involvement in monitoring and ensuring the Mary River Project operates in a way that is respectful to Inuit and the environment, for the life of the Project.

Nauttigsuqtiit (Inuit Stewardship Program)

- The Nauttiguqtiit Inuit Steward Program created for Tallurutiup Imanga National Marine Conservation Area will be expanded to all Mary River impacted communities.
- The expanded program will be funded by Baffinland, and run by QIA.
- The Nauttiguqtiit will monitor the land, waters and wildlife for any signs of potential impacts from the mine.
- The Nauttiguqtiit will also take part in activities that foster Inuit culture and traditions such as bridging programs between Elders and youth.
- The Nauttiguqtiit will harvest to help feed the community and monitor wildlife.

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Adaptive Management Plan and Inuit Approval of Management Plans

- The Adaptive Management Plan will contain **key triggers, or observations, that will force Baffinland to take preventative measures to protect the environment.**
- QIA will work with the impacted communities to establish Inuit objectives, indicators (things to measure), triggers for action, and appropriate responses.
- The Adaptive Management Plan will work alongside the Inuit Culture, Resources and Land Use Monitoring Program; meaning dedicated **monitoring by Inuit that will help identify any negative effects from the Mary River project.** The Nauttiqsuqtiit are the primary monitors for the triggers.
- **QIA has the right to approve the Adaptive Management Plan to ensure Inuit values are continually protected.**
- QIA can change these triggers as needed through recommendations from review of annual reports and other studies to ensure that the Mary River Project is operating in an environmentally and socially responsible.



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Social Monitoring Framework

- The current monitoring of socio-economic and social effects is not accurately capturing the effects of the Mary River Project in communities.
- Under the Inuit Certainty Agreement, the Social Monitoring Framework will be more in-depth. Examples of monitoring include things like:
 - **language preservation,**
 - **access to country food,**
 - **supporting youth and elders,**
 - **quality of life,**
 - **housing,**
 - **income and cost of living,**
 - **education and training, and**
 - **mental health.**
- Information gathered from this monitoring will help inform QIA and Inuit about the impacts of the Project on communities.
- This monitoring will help QIA understand what the legacy of the Mary River Project could be.
- Community members will have oversight of this program through the Inuit Social Oversight Committee for the Project.
- Community members will be hired to be on a Community Action Research Team, overseen by the Inuit Social Oversight Committee. This program will gather information about social issues, identify potential solutions, and may be asked to help implement these solutions.

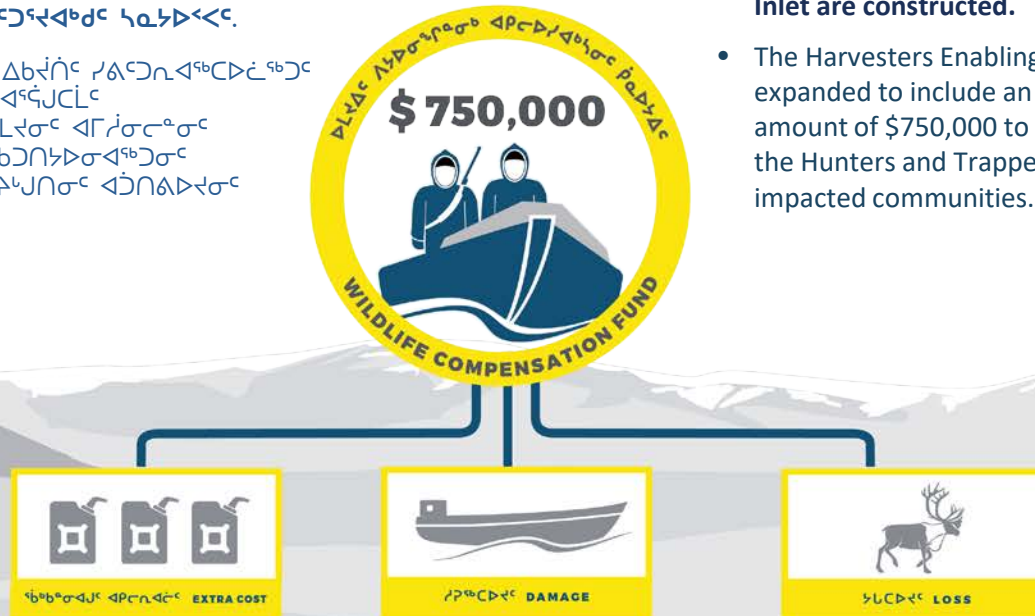


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Wildlife Compensation

- The existing Wildlife Compensation Fund of \$750,000 will remain in place to address individual events. QIA will hire a full-time coordinator to administer wildlife compensation fund claims and activities.
- Mittimatalik Hunters and Trappers Organization will receive a **one-time payment of \$1.3 million** to help offset additional harvesting efforts required in the past,
- The Harvesters Enabling Program required Baffinland to provide \$400,000 in fuel to Inuit of Pond Inlet each year.
 - Under the Inuit Certainty Agreement, the Harvesters Enabling Program will continue for the life of the Project and will be **expanded to Igloolik when southern rail and Steensby Inlet are constructed.**
 - The Harvesters Enabling Program will be expanded to include an annual guaranteed amount of \$750,000 to be shared amongst the Hunters and Trappers Organizations in impacted communities.

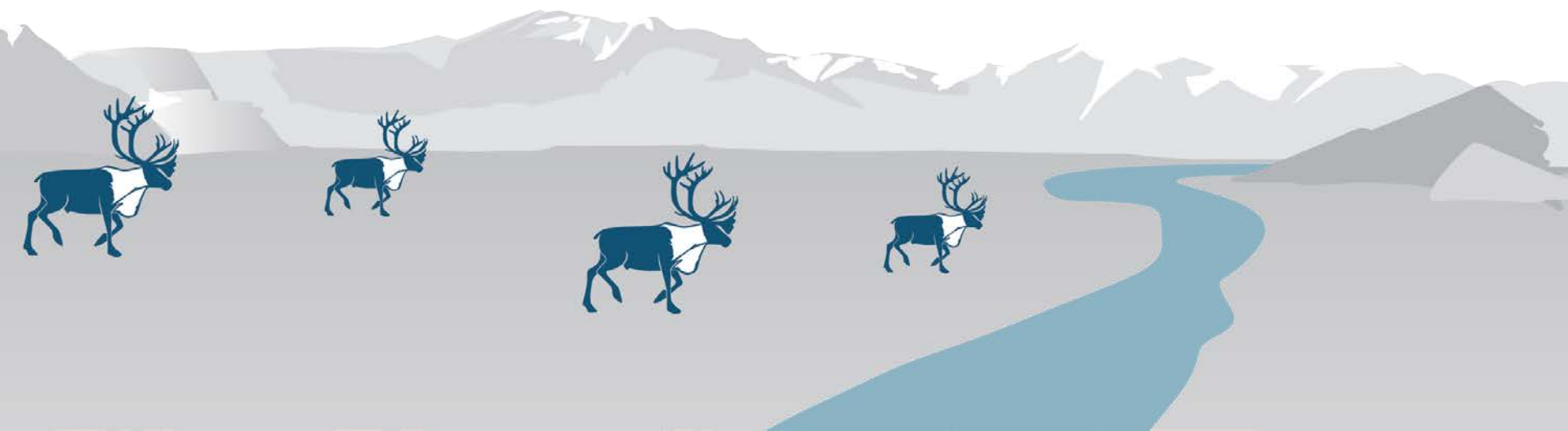


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Country Food Baseline

- **An Inuit-led country food baseline study** will be completed in Pond Inlet, and the results integrated into both the CRLU Assessment and Project monitoring, management and compensation programs.
- This information will be used for project-related decisions, such as Adaptive Management.
- Baffinland will fund this work that Pond Inlet called for.



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Revised Project Certificate

- The Inuit Certainty Agreement schedule clarifies how **Baffinland and QIA will work together to resolve outstanding environmental concerns** that were brought in front of the Nunavut Impact Review Board.

Project Scope and Project Certificate Amendments

- QIA has better defined what a ‘change to the project’ means and what will trigger a new assessment. If a change to the project is triggered, such as a Project expansion, Baffinland will undertake:
 - a new Culture, Resources and Land Use assessment.
 - an updated Cumulative Effects Assessment.



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Multi-Year Minimum Inuit Employment Goals

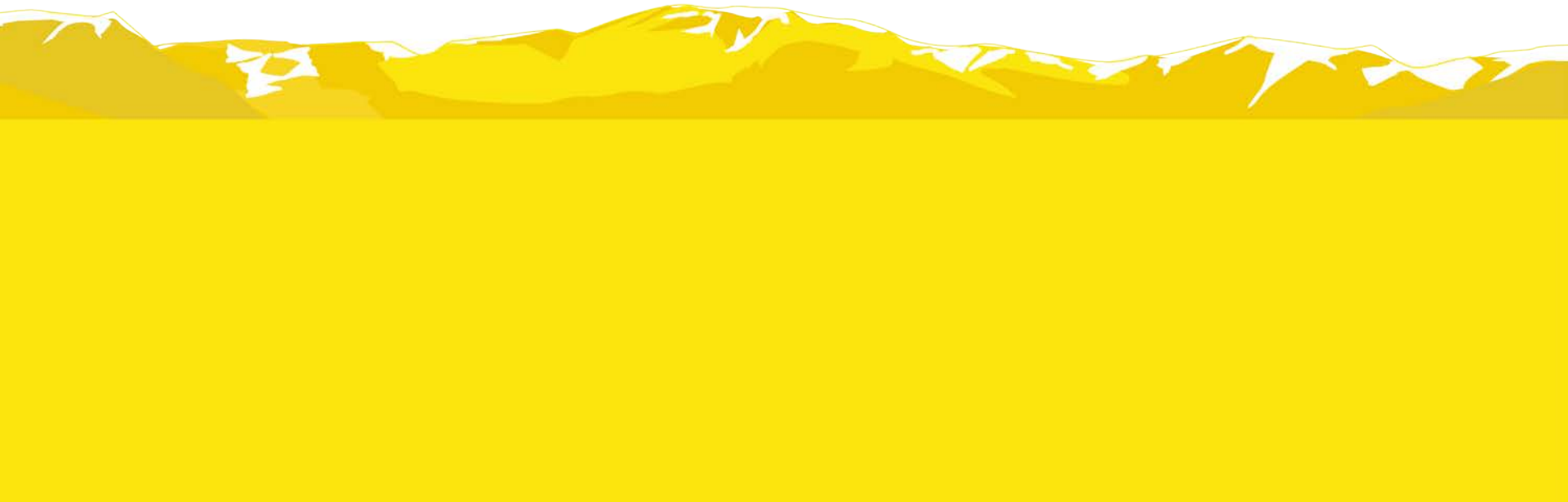
- Minimum Inuit Employment Goals are currently set every year, but this makes long-term planning and evaluation difficult.
- Setting goals every year takes staff time away from focus on other important aspects of the IIBA implementation.
- Under the Inuit Certainty Agreement, **Minimum Inuit Employment Goals will be set every three years.**
- This longer-term goal will help to better figure out where things need to change to ensure Inuit employment is maximized.

Measurable Objectives

- Under the Inuit Certainty Agreement an **improved schedule and 'report card' will be developed** that will **better allow the benefits and opportunities Inuit are receiving to be measured and reported.**
- The measurable objects will help to make sure Inuit receive the benefits they are entitled to.
- If Baffinland does not meet the minimum goals, there will be a **set amount of compensation given to the impacted communities.**

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- Baffinland will provide a **bond, or upfront money, to guarantee that QIA will receive compensation if Baffinland does not meet objectives** of the IIBA.
- Money taken from the Bond will go toward QIA performing work to correct the issue, or to Community Direct Benefits, depending on what happened.

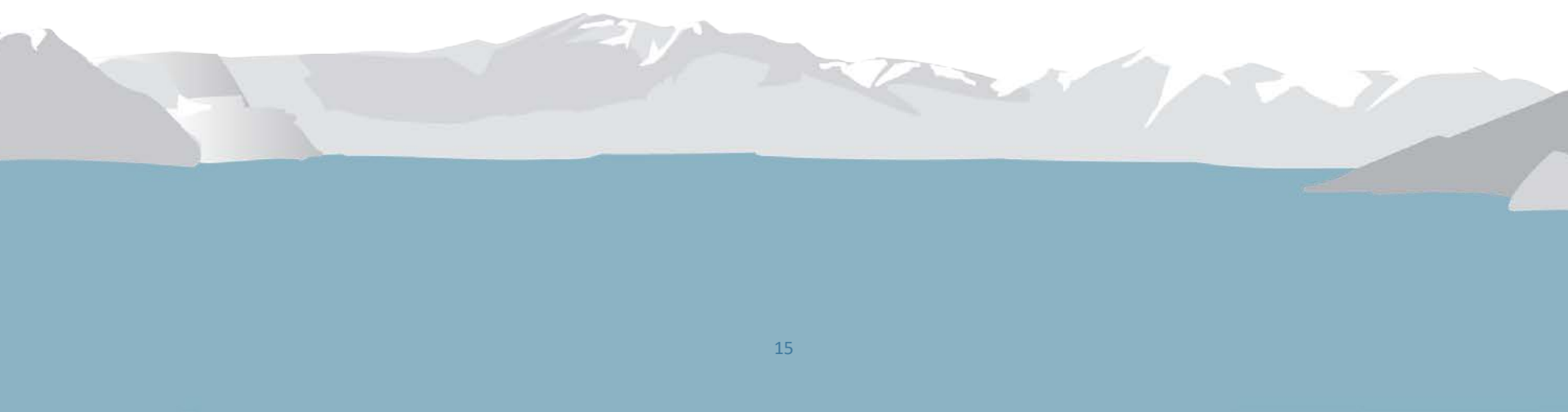


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Water Compensation Agreement

- Baffinland currently has a Water Compensation Agreement with QIA for the freshwater bodies affected by the Mary River Project.
- Under the Inuit Certainty Agreement, QIA **will improve compensation by identifying significant waterbodies** in the area that are affected by Project operations and determine a compensation amount.
- Inuit research will be conducted on waterbodies in the Mary River Project area to identify those which are of greatest concern and value to Inuit.



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Improved contracting measures

Capacity Development for Preferred Inuit Firms

- A new classification for Inuit-Owned Firms will be created.
- A firm will be a **Preferred Inuit Firm** if they are registered with Nunavut Tunngavik Inc. (NTI), located and operating primarily in the Qikiqtani Region, and wholly-owned and operated by Inuit.
- This is to ensure that Inuit firms based in the impacted communities receive more opportunities to benefit from the Project.



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Contractor Inuit Content Plans (CICP) Template and Negotiation Process

- The current IIBA requires contracts for the **Project over \$500,000** have a plan on how the **contractor will meet the Inuit Content Requirements**.
- Templates of what is required of contractors will clarify requirements and help to **ensure that Inuit benefit from larger contracts** from the Mary River Project.

Contractor Participation in Employment and Training Information Sessions

- It will be **mandatory** for contractors who do not meet their Inuit Content Requirements or meet other requirements to **participate in Employment and Training Information Sessions**.

Contract Failures

- New language in contracts will allow QIA and Baffinland to determine if the contractor is following contracting requirements.



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- Under the Inuit Certainty Agreement, funding for the Ilagijiktunut Fund, Business Capacity and Startup Fund, and the Qikiqtani Skills and Training for Employment Partnership (Q-STEP) will be extended for the life of the Mary River Project.
- The Business Capacity and Startup Fund will be modified to focus more closely on supporting Preferred Inuit Firms.
- Baffinland will be required to **pay \$500,000 per year for Q-STEP for three years and fund an additional two full-time staff positions if annual training objectives are not met.**
 - If the objectives are not met for two years in a row, **the penalty will be \$750,000 for five years.**

- Baffinland will now pay to cover **QIA's costs to implement the IIBA.**
- This may support **more funds to go towards QIA social programs** and delivery of benefits to communities.
- QIA does not use Royalty money for operations.





- ### Pond Inlet Facility (Regional Training Centre)

- A **payment schedule for the \$10 million** will be detailed to enable proper project planning and construction.

Qikiqtani Inuit Association

