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HIGHLIGHTS OF THE MARY RIVER PROJECT

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INUIT CERTAINTY AGREEMENT (ICA)

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FOR COMMUNITY MEMBERS



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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Establishment of an Inuit Committee for the Mary River Project

- 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.

Inuit Committee and Inuit Stewardship Program

Nauttiqsuqtiit (Inuit Stewardship Program)

- The Nauttiqsuqtiit 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 Nauttiqsuqtiit will monitor the land, waters and wildlife for any signs of potential impacts from the mine.
- The Nauttiqsuqtiit will also take part in activities that foster Inuit culture and traditions such as bridging programs between Elders and youth.
- The Nauttiqsuqtiit 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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Rail Alignment

- Baffinland will construct "Route 3" and will be responsible for all costs associated with the change in the route.
- The monitoring plans and adaptive monitoring principles will be used to improve crossing locations for wildlife and harvester access.
- Several full-time jobs created for rail construction inspectors and monitors during the construction of the railway.



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Early Childhood Subsidy

- This is a new program under the Inuit Certainty Agreement.
- Inuit employed through the Mary River Project who have children under 14 years old, will receive a fixed subsidy per child per day.
- Baffinland will fund this subsidy.

Early Childcare Infrastructure

- Baffinland will spend up to \$3,000,000 per impacted community to establish daycares.
- Communities will be involved in the location and design of the daycares, and ownership and operation of them.



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Community Direct Benefits

- QIA will be routing more monetary benefits from the IIBA directly to impacted communities.
- There will be several inputs from new negotiated benefits that will contribute to Community Direct Benefits.
- This is intended to give communities opportunities to use benefits from the Mary River Project to suit their specific community needs and wants.



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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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Culture, Resources and Land Use (CRLU) Monitoring Framework

- Baffinland will fund and QIA will administer this independent Inuit monitoring program, which will include many forms of project monitoring focused on Culture, Resources and Land Use.
- The Inuit Committee will oversee the Culture, Resources and Land Use Monitoring Program.
- The Inuit Committee and QIA will ensure that Inuit
 Qaujimajatuqangit is properly respected and integrated into the Project.
- The Culture, Resources and Land Use monitoring will be Inuit-led monitoring, including three types of monitoring – Nauttiqsuqtiit, QIA's on-site monitors, and inputs from the community-led monitoring program

This is a brand-new type of monitoring for the Mary River Project, and greatly increases the role of IQ and Inuit monitors; Inuit will now be the eyes and ears of the Project

Culture, Resource and Land Use Assessment

- Inuit communities and QIA have not found Baffinland's estimation of effects on Culture, Resources and Land Use to be accurate
- As a result, Culture, Resources and Land Use assessment will be conducted before any major construction activities begins.
- The assessment will involve the impacted communities, QIA, and Baffinland
- Baffinland will fund this work, and Inuit will have equal controls over the methods used, data collected, deciding whether impacts from the Project are acceptable to Inuit, and building mitigation, monitoring and compensation rules for the Project.

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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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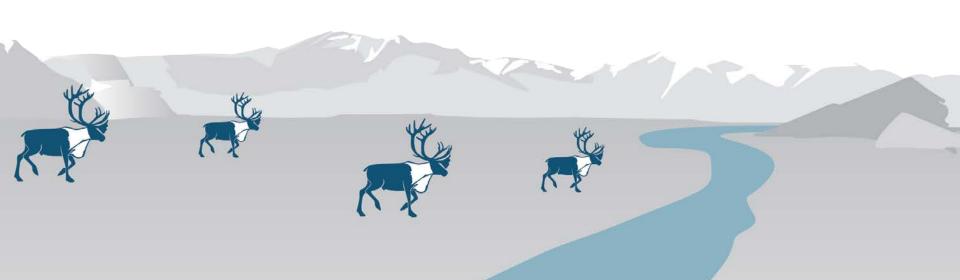
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Country Food Baseline

- 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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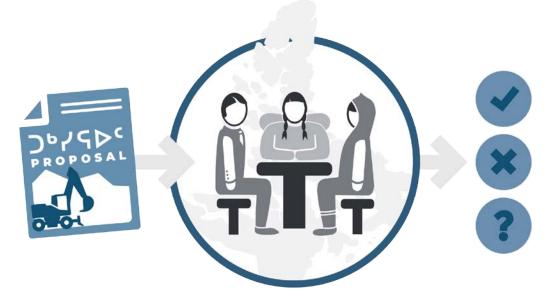
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Revised Project Certificate

 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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Project Bond

- 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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- Lc²>J ΔΔ²Δ° αΔαδ²λ/L°ΠαίσίΙς α³ΓρΠ³υ, βαργς
 ⊃ς³υνς Δαιβ²ρος βαργ³ρ°Δς, α³ΓσγΔ Λαςσαγνηβινς
 ΛΓαίβησιΙ΄Δ βαργΔς, αιμω ίρριβο ΛαμμινασίΙς
 Δαβασίβιλως βργλησιβον
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- Διιή Δυήθηνος σως βαργας τρρωσόδος Δόγο λασφηνος διασταστος Δυήγο σασφος.

Mary River Application-Based Programs

- Under the Inuit Certainty Agreement, funding for the Ilagiiktunut 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.

IIBA Implementation Costs

- 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.







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Pond Inlet Facility (Regional Training Centre)

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

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