

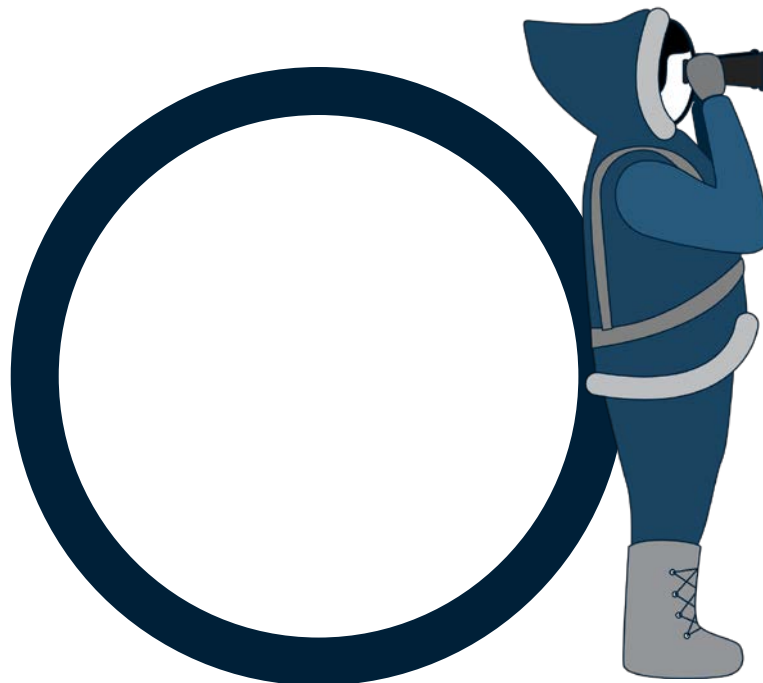
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HIGHLIGHTS OF THE MARY RIVER PROJECT

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INUIT CERTAINTY AGREEMENT (ICA)

FOR HAMLETS



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 the work of hamlets in the five communities impacted by the Mary River Project.



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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.

Δορυφόρος ο **Επικρατής** **Πρόεδρος**

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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.

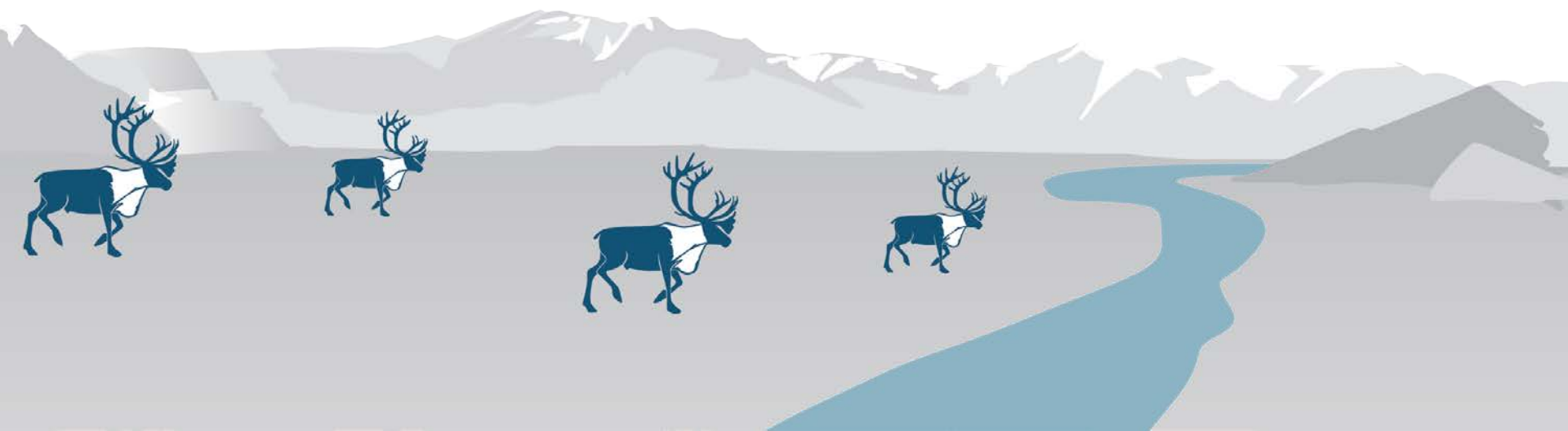


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Country Food Baseline

- **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.

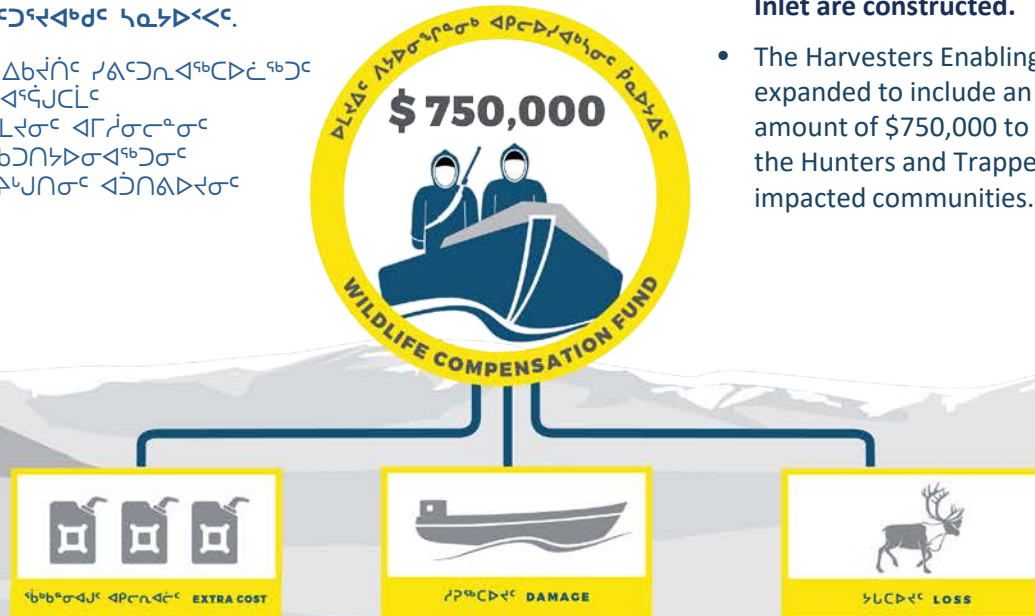


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Wildlife Compensation

- 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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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

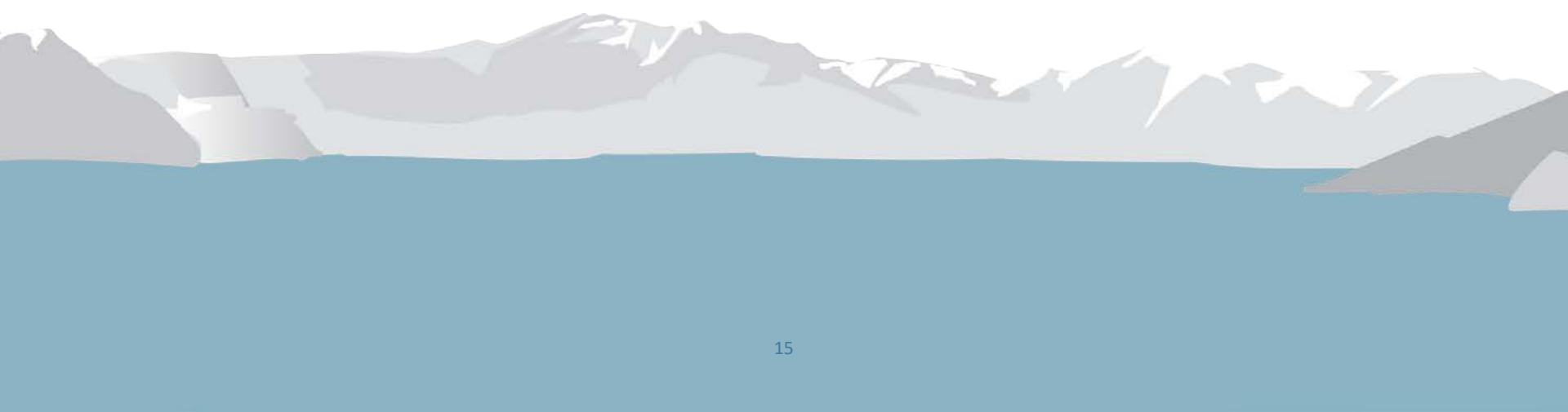
- Under the Inuit Certainty Agreement an **improved schedule and ‘report card’ will be developed** that will **better allow the benefits and opportunities Inuit are receiving to be measured and reported.**
- The measurable objects will help to make sure Inuit receive the benefits they are entitled to.
- 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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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.**



Qikiqtani Inuit Association

