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HIGHLIGHTS OF THE
MARY RIVER PROJECT

INUIT CERTAINTY AGREEMENT (ICA)

FOR INUIT FIRMS



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



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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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- ### Failure to Establish and Enforce Inuit Content

- QIA will receive a **one-time payment of \$400,000 for past Inuit content requirement issues.**
 - This money will be **distributed through Community Direct Benefits.**
- QIA and Baffinland will evaluate contracts related to the Mary River Project to ensure that Inuit owned companies are benefitting.
- If Inuit owned companies are not benefitting as they are supposed to under the IIBA Baffinland **will pay penalties to communities.**



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- More frequent reporting on IIBA activities will be required using standardized templates.

- The improved reporting under the Inuit Certainty Agreement will **better support QIA to determine if Inuit are receiving the proper benefits** from contracting opportunities with the Mary River Project.
- Improved reporting will also make it **simpler to determine remedial measures or compensation**.



- All Inuit workers at the mine site will have paths or plans developed to receive **on-the-job training and experience to allow workers to move into the job that is the best fit for them.**

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Mary River Application-Based Programs

- 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.**



