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HIGHLIGHTS OF THE MARY RIVER PROJECT

INUIT CERTAINTY AGREEMENT (ICA)

FOR INUIT FIRMS



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 benefiting as they are supposed to under the IIBA Baffinland will pay penalties to communities.



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Monthly Reporting

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

Reporting on Progress of achieving Inuit Content Requirements (ICRs) in Contractor Inuit Content Plans (CICPs)

- 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.



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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.

Inuit and Non-Inuit Firm Spend

 The IIBA will be changed to make sure Baffinland provides detailed information on money spent on contracts with Inuit-Owned firms for the Mary River 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

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

Inuit Career Mobility

 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 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.



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