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**MARY RIVER
INUIT CERTAINTY
AGREEMENT**

ΔΕΔΕ ΕΚΤΕΛΟΥΣΑ

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INUIT ASSOCIATION

Two other organizations operate under the QIA umbrella: Kakivak Association, responsible for community economic development and small businesses; and Qikiqtaaluk Corporation, created to manage economic development on behalf of QIA.


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 (boundaries to be determined)


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 TALLURUTIUP IMANGA


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 QIKIQTANI REGION

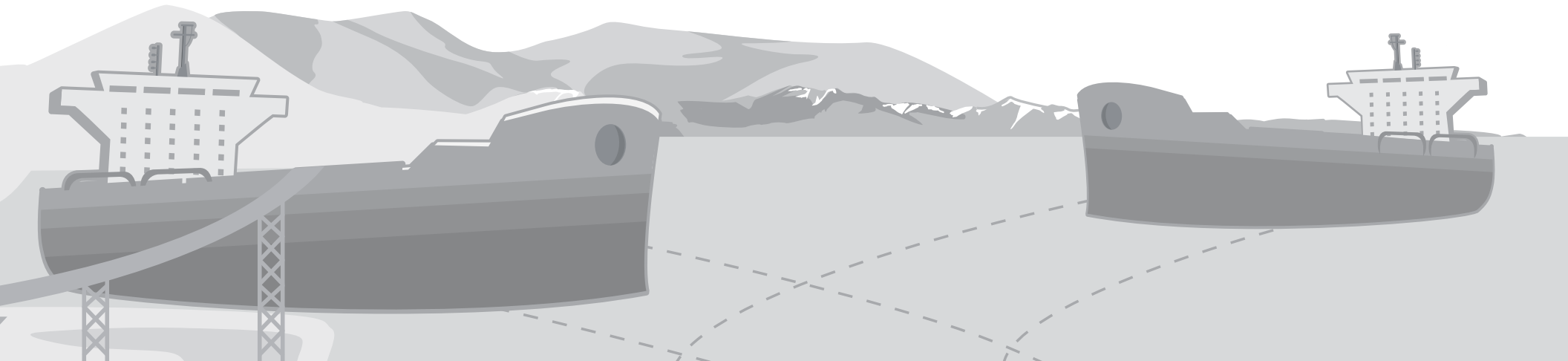


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 Outreach guide created in 2020

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ՀԱՆՈՒՆՈՒՄԻ ՆԱԽԱՐԱՐՈՒՄ Early Childhood Care Infrastructure ԴՐՈՒՄ ԿՈՄՓԵՆՍԱԿՈՒՄ ԿՈՒՆԱԿԱՐԳՈՒՄ Water Compensation Agreement ԼՐԼԻԿԱԿԱՆՈՒՄԻ ԿՈՒՆԱԿԱՐԳՈՒՄ ԿՈՒՆԱԿԱՐԳՈՒՄ ԿՈՒՆԱԿԱՐԳՈՒՄ ԿՈՒՆԱԿԱՐԳՈՒՄ Capacity Development for Preferred Inuit Firms and Regional Contracting Benefits ԴՐՈՒՄ ԿՈՒՆԱԿԱՐԳՈՒՄ ԿՈՒՆԱԿԱՐԳՈՒՄ ԿՈՒՆԱԿԱՐԳՈՒՄ ԿՈՒՆԱԿԱՐԳՈՒՄ Inuit and Non-Inuit Firm Spend..... ԿՈՒՆԱԿԱՐԳՈՒՄ ԿՈՒՆԱԿԱՐԳՈՒՄ ԿՈՒՆԱԿԱՐԳՈՒՄ ԿՈՒՆԱԿԱՐԳՈՒՄ Contractor Inuit Content Plans Template and Negotiation Process..... ԿՈՒՆԱԿԱՐԳՈՒՄ ԿՈՒՆԱԿԱՐԳՈՒՄ ԿՈՒՆԱԿԱՐԳՈՒՄ ԿՈՒՆԱԿԱՐԳՈՒՄ Reporting on Progress of Achieving Inuit Content Requirements in Contractor Inuit Content Plans..... ԿՈՒՆԱԿԱՐԳՈՒՄ ԿՈՒՆԱԿԱՐԳՈՒՄ ԿՈՒՆԱԿԱՐԳՈՒՄ ԿՈՒՆԱԿԱՐԳՈՒՄ Requirement for Contractor Participation in Employment and Training Information Sessions.....	27 28 29 30 31 32 33
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The Mary River IIBA was negotiated between the Qikiqtani Inuit Association and Baffinland Iron Mines in accordance with the Nunavut Agreement. The Mary River IIBA was first signed in 2013 and was amended in 2018.



[illegible][illegible]

- [illegible]

[illegible]

The Inuit Certainty Agreement sets a new benchmark for Inuit benefit agreements. The ICA provides greater Inuit control and oversight, direct community benefits and new and expanded programs for Inuit in communities impacted by the Mary River Project.

There are five key themes to the Inuit Certainty Agreement:

- Environmental protection, Inuit-led independent monitoring, and comprehensive adaptive management plans jointly approved by QIA;
- Improved and expanded wildlife compensation;
- Changes to employment, training and contracting with measurable and enforceable goals with clear procedures regarding remedial measures;
- Community direct benefits; and
- Significant royalty improvements

The Mary River Project ICA Outreach Guide is an initiative designed to make the ICA more accessible and easier to understand. QIA created the outreach material to ensure that Inuit in the Qikiqtani Region had full access to and information about the benefits outlined in the ICA.



כרטיס כרטיס

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Inuit Stewardship Plan for the Mary River Project

The Inuit Stewardship Plan is a framework for Inuit-led monitoring of impacts within communities and on the land, waters and ice as a result of the Mary River Project.

Nauttiqsuqtiit (Inuit stewards) will be hired to monitor and report on social, environmental, and cultural impacts.

The Inuit Stewardship Plan will be run by QIA and funded by Baffinland.



ԱԾԱՆԴԱՆՈՒՄԻ ՆԱԽԱՐԱՐՈՒՄԸ

ADAPTIVE MANAGEMENT PLANS APPROVAL

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Adaptive management means monitoring the impacts from the Mary River Project, identifying negative impacts, and acting to prevent any further or more serious effects.

QIA and Baffinland will jointly approve the Adaptive Management Plan and the adaptive management components of other project management plans.

The Adaptive Management Plan will have a set of key observations that can force Baffinland to take preventative measures. QIA and Inuit will play a key role in determining indicators and actions to ensure that the Mary River Project operations are environmentally and socially responsible.

The Inuit Stewards from the Stewardship Program will be a significant resource of information gathering for setting indicators and actions for the Adaptive Management Plan.

Baffinland will fund QIA's participation in the development of the Adaptive Management Plans.

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SOCIAL MONITORING FRAMEWORK

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The social monitoring framework will focus on community wellbeing. This program will monitor community impacts related to the mine.

Some things that will be monitored are 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.

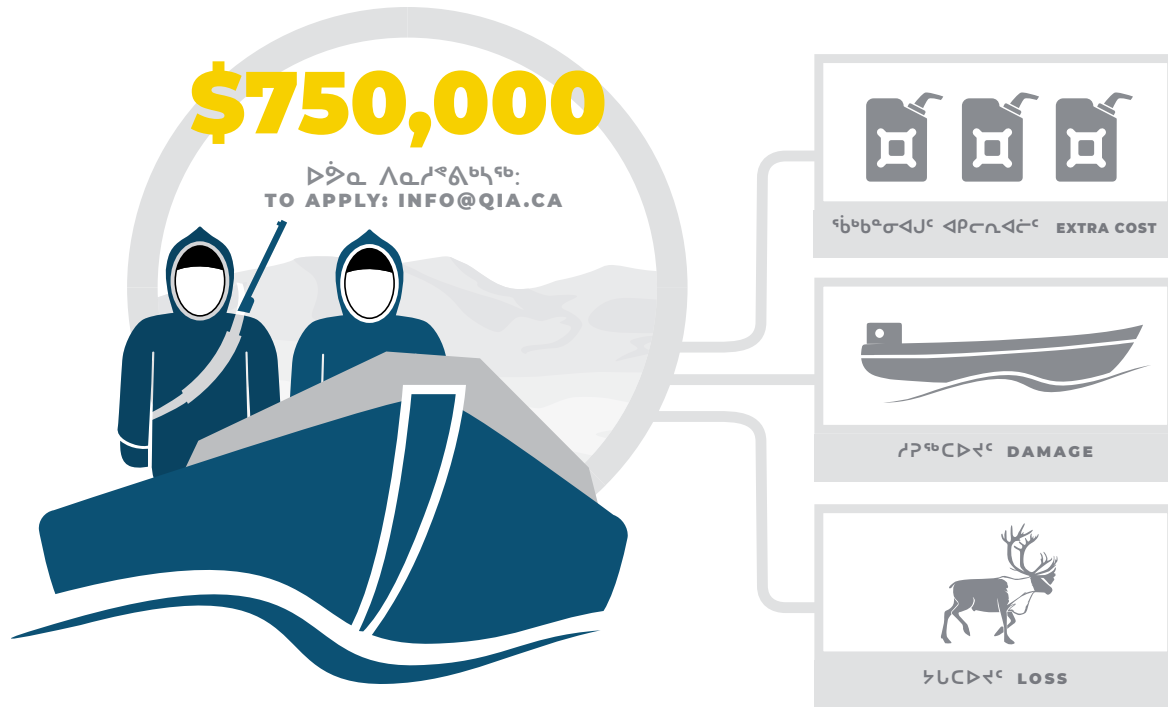
The Inuit Social Oversight Committee will provide oversight and direction for this social monitoring.

QIA will hire staff to support the social monitoring stream and for administrative support for the Inuit Social Oversight Committee.

Baffinland will fund social monitoring development and operations.

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WILDLIFE COMPENSATION

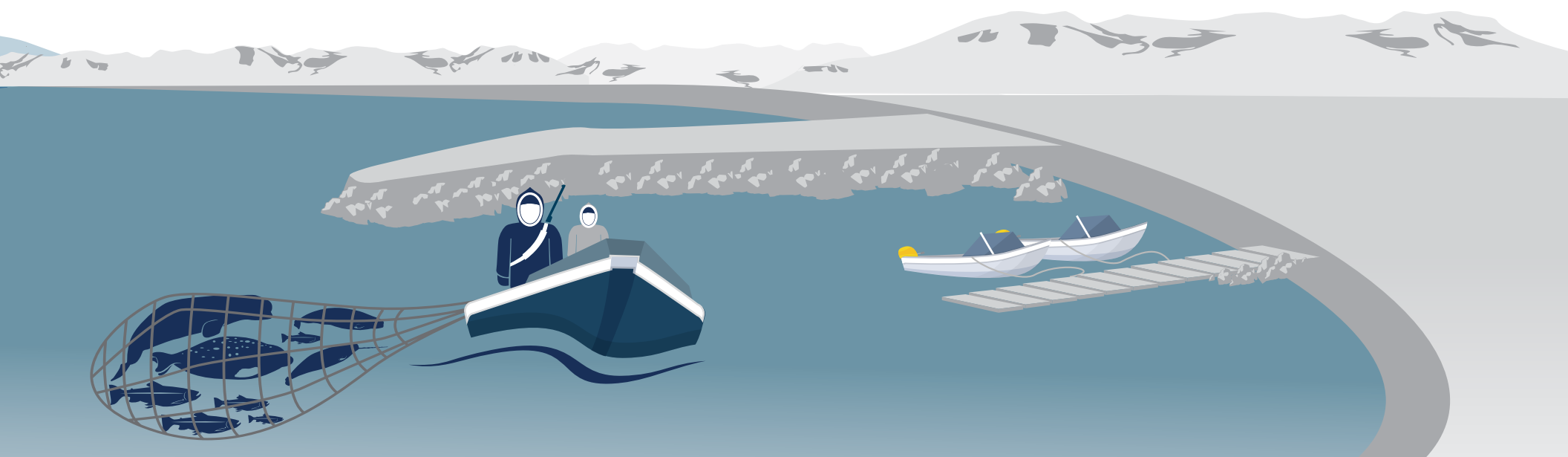
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The existing Wildlife Compensation Fund will be enhanced to better support delivery of wildlife compensation benefits to the impacted communities. Baffinland will fund a full-time QIA coordinator to administer wildlife compensation fund claims and activities.

The goal of this new full-time position will be to improve delivery of wildlife compensation.

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to the Mittimatalik
Hunters and Trappers
Organization



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Baffinland will make a one-time payment of \$1.3 million to the Mittimatalik Hunters and Trappers Organization (MHTO) for changes in hunting experience that Inuit from Pond Inlet have described and to address difficulties in accessing the Wildlife Compensation Fund.

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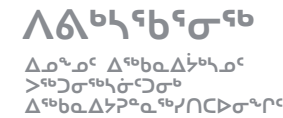


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Before any new major construction related to the rail alignment occurring,
 a new Culture Resources and Land Use Assessment will be conducted. This
 will involve QIA, the impacted communities and Baffinland. The findings
 may require modifications and additions to mitigation, monitoring, adaptive
 management, and compensation measures.

Baffinland is responsible for funding the planning and completion of the
 Culture Resources and Land Use Assessment and all future Assessments.



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Target levels for Inuit employment

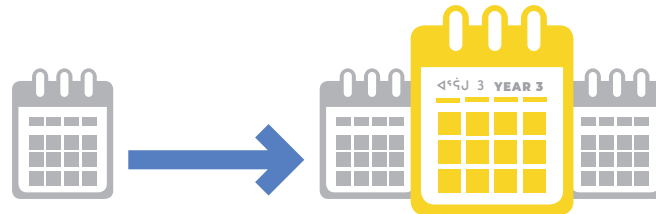
Measurable Objectives will be defined for some Inuit benefits of the IIBA.

Each Measurable Objective will have specific goals and outcomes. If these goals and outcomes are not achieved, Baffinland will have to compensate the impacted communities.

For example, a Measurable Objective could be hours of Inuit employment worked. A goal would be set for the minimum number of hours. The outcome would be the actual number of hours worked by Inuit. If the total hours worked are less than the goal than Baffinland would be required to compensate for that lost benefit.

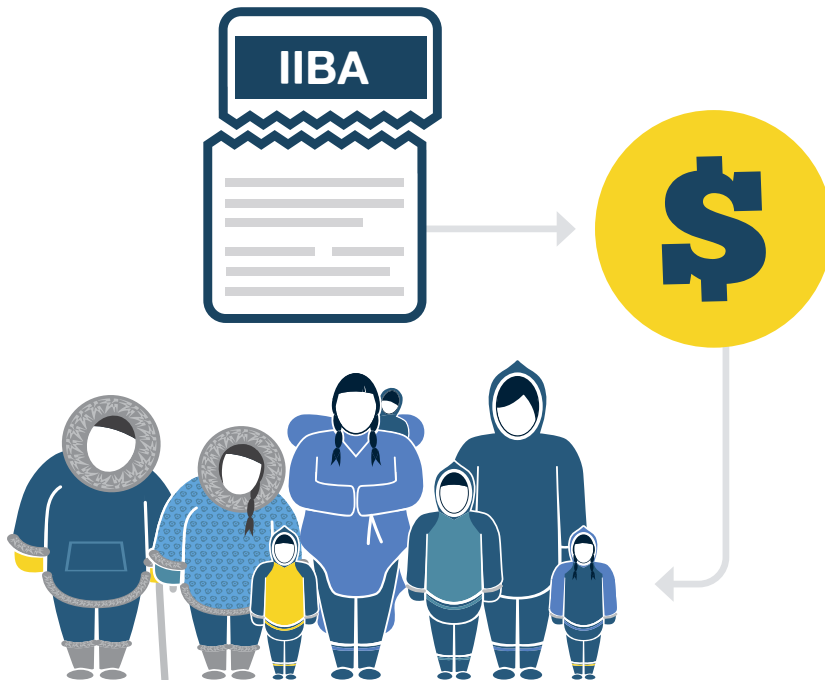
Baffinland will fund all costs associated with developing and implementing Measurable Objectives.

MULTI-YEAR INUIT EMPLOYMENT GOALS

[illegible]

Each year the Minimum Inuit Employment Goals will be compared to the actual employment. If Baffinland fails to achieve the goal, compensation will be triggered for the lost benefit.

PROJECT BOND

[illegible][illegible]

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Baffinland will be required to provide a bond, or upfront money. This bond provides a guaranteed and accessible source for compensation if Baffinland does not meet its objectives in the IIBA.

For example, the bond can be used as compensation for failure to achieve the Minimum Inuit Employment Goals.

Money taken from the Bond will go towards QIA performing work to correct an issue, or will go to Community Direct Benefits.

FAILURE TO ESTABLISH AND ENFORCE INUIT CONTENT REQUIREMENTS

[illegible][illegible]

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Inuit Content Requirements will be mandatory for all Mary River contracts.

QIA will receive a one-time payment of \$400,000 for past issues with establishment and enforcement of Inuit Content in Mary River Project contracts. This money will be distributed as Community Direct Benefits.

Inuit Content currently includes Inuit employment requirements. Inuit Content will now also include things such as purchasing from community-owned businesses, subcontracting Inuit-owned firms, and providing training opportunities for Inuit.

QIA and Baffinland will evaluate the Inuit Content Requirements of existing Mary River Project contracts. Any contract that does not contain adequate Inuit Content will be required to be revised and have the Inuit Content Requirements approved by QIA.

MONTHLY REPORTING

[illegible][illegible]

The Mary River Project reporting frequency will increase from quarterly to monthly. This increase in reporting will provide QIA with additional data to better evaluate the delivery of benefits to Inuit.

Standardized reporting templates will be implemented. These will support a more efficient means of sharing information, allowing QIA to focus more time on the implementation of the IIBA and delivery of benefits.

ΔΕΛΤΙΟ ΤΥΠΟΥ
EARLY CHILDHOOD CARE SUBSIDY

[illegible]

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[illegible]

Inuit employed through the Mary River Project who have children under 14 years old and live in Nunavut, will receive a fixed subsidy per child, per day.

This subsidy will be at least \$19 per child, per day.

This subsidy is intended to reduce the barrier of affordable childcare that many Inuit workers face, especially women.

\$3.4^m
MILLION
PER COMMUNITY

[illegible]

Additionally, the Project will contribute \$3 million towards a daycare in Kimmirut and \$3 million towards a daycare in Kinngait if and when construction begins for the Steensby Port and southern railway.

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Baffinland will fund QIA and Inuit participation in the implementation of the Water Compensation Agreement.

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**REPORTING ON PROGRESS OF ACHIEVING INUIT CONTENT
REQUIREMENTS IN CONTRACTOR INUIT CONTENT PLANS**



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A template will be established for reporting on Inuit Content Requirements in Contractor Inuit Content Plans.

This will ensure simplified and consistent reporting, and will allow QIA to more clearly determine if Inuit are receiving benefits from contracting opportunities with the Mary River Project.

An illustration of a family of seven people, including two adults and five children, dressed in winter clothing like parkas and snow pants. They are standing in front of a large yellow circle that contains a blue dollar sign. Behind the dollar sign is a faint, light blue map of the world, and above it is a stylized white tree. The entire scene is set against a white background.

ROYALTY AMENDMENT

The graphic features a group of Indigenous people in traditional dress standing in front of a large yellow dollar sign. Above the dollar sign is a circular banner with the text 'ROYALTIES' and 'R&D'. In the background, there are mountains, a body of water, and a large ship. To the left, there are yellow mining vehicles and a pile of rocks.

MARY RIVER INUIT CERTAINTY AGREEMENT

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EXISTING PROJECT FUNDS



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[illegible][illegible]

Business Capacity Startup Fund

The Business Capacity and Start-Up Fund has been expanded and will now continue for the life of the Mary River Project. This Fund will now focus more closely on supporting Preferred Inuit Firms.

QIA and Baffinland each contribute \$275,000 per year to the Fund, for a total of \$550,000 per year. Currently, Inuit firms can access this money through the QIA non-profit subsidiary, Kakivak Association.

EXISTING PROJECT FUNDS



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ኢትዮጵያ

[illegible][illegible][illegible][illegible][illegible]

Mary River Inuit Training Project

The Mary River Project Inuit Training Project, which includes the Qikiqtani Skills and Training for Employment Program (QSTEP), has been expanded and will now continue for the life of the Mary River Project.

Training and employment are key direct benefits of the Mary River Project. If Baffinland does not meet their training and employment goals they will have to make payments to QIA. This is in addition to any compensation determined through the Measurable Objectives.

If Baffinland does not meet the training goals for one year they must provide QIA \$1.5 million dollars over 3 years (\$500,000/year) and fund an additional two QIA full-time staff positions.

If Baffinland does not meet the training goals for two years in a row, Baffinland must provide QIA \$3.75 million over 5 years (\$750,000/year).

QIA will use this money and staffing to expand and improve the delivery of training for Inuit, with the goal of increasing Inuit employment at the Mary River Project.

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EXISTING PROJECT FUNDS



◀ ဖုလှောင်ကန် အစီအစဉ်

[illegible][illegible]

Harvesters Enabling Program

To support harvesting, the Mary River IIBA gives 300 litres of gas per year to Inuit over the age of 12 living in Pond Inlet. This Program has been expanded and will now continue for the life of the Mary River Project.

If Steensby Inlet is developed as part of the Mary River Project, this Program will be expanded to include the communities of Igloodik, Sanirajak, Kimmirut, and Kinngait.

IIBA IMPLEMENTATION COSTS

[illegible][illegible][illegible]

QIA spends considerable time and resources to ensure Inuit are receiving their entitled benefits under the Mary River Project IIBA.

Baffinland will now pay to cover QIA's costs for IIBA implementation through fixed, stable payments.

This will allow QIA to ensure there are the necessary staff to implement the IIBA, its programs, and maximize benefits to communities.

ANNUAL RECLAMATION SECURITY REVIEW



EVENTS OF DEFAULT

\$ 1. _____
2. _____

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The list of Events of Default will be expanded to better protect QIA and Inuit.



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f Qikiqtani Inuit Assoc.



 @Qikiqtani_Inuit



 @Qikiqtani_Inuit



 **Qikiqtani Inuit Association**