



 **Baffinland**

Inuit Involvement at the Mary River Mine: *Now and for the Future*

The Mary River Mine

- Baffinland is the largest private employer in the Qikiqtani region
- One of the largest and best iron ore deposits not only in Canada, but in the entire world
- High grade iron ore (around 64%), the operation does not include any processing or produce tailings

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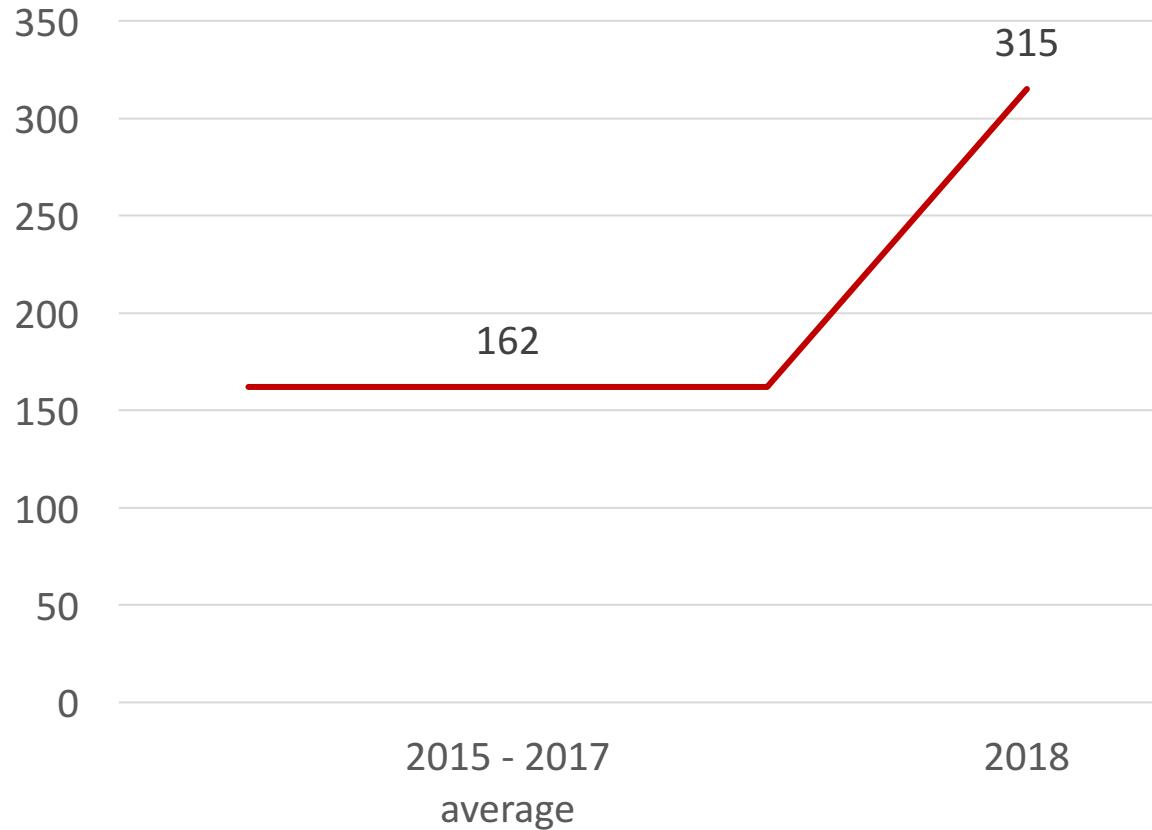
- සෑර්වර් මැන්සුරුව පෙන්වනු ලබයි මාර්ටින් රුවලු මැන්සුරුව නිවේදිත කළ මැන්සුරුවයි
- මාර්ටින් රුවලු මැන්සුරුව පෙන්වනු ලබයි මාර්ටින් රුවලු මැන්සුරුව නිවේදිත කළ මැන්සුරුවයි
- මාර්ටින් රුවලු මැන්සුරුව පෙන්වනු ලබයි (උග්‍රීත්‍යා මාර්ටින් රුවලු මැන්සුරුව නිවේදිත කළ මැන්සුරුවයි) මාර්ටින් රුවලු මැන්සුරුව නිවේදිත කළ මැන්සුරුවයි



ΔοΔ^č Δ^ńබoΔ^čł^ńř^č Inuit Employment

- የፌሃፍፃር ልቦር ንፃፃናውንና, ΔοΔ^č Δ^ńብዕስኗልኩ ማኅና በኋላ ተስፋል
- ይጋግሩ ልቦር ንፃፃናውንና
በርካታውን ለመስራት ለመስራት ለመስራት የፌሃፍፃር ልቦር ንፃፃናውንና
- Following start of operation, Inuit employment became static
- Baffinland and QIA work collaboratively through the IIBA to find solutions

Total Inuit employees (average)
የገንዘብና ልቦር ንፃፃናውንና (ምስክር)



Source: Baffinland

Notes: This table includes employees and contractors

ᐃᓄᒃᑹᑲ᜵ ማ᜵᜶ ዘ᜶᜷᜴ ዘ᜶᜷᜴᜵ በᜱ᜷᜴᜵ ማ᜵᜶᜷᜴

Amended Inuit Impact Benefit Agreement

- ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ ማ᜵᜶ ዘ᜶᜷᜴ ዘ᜶᜷᜴᜵ ማ᜵᜶᜷᜴᜵ (IIBA) ዘ᜶᜷᜴᜵ 2018
- ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ ማ᜵᜶ ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ ማ᜵᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵:
 - \$1,500,000 ዘ᜶᜷᜴᜵ ማ᜵᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ ማ᜵᜶᜷᜴᜵
 - ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ Q-STEP, ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵
 - ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵
 - ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵ ዘ᜶᜷᜴᜵
- Baffinland and QIA signed the amended Inuit Impact Benefit Agreement (IIBA) in 2018
- Focus on increased skills/training opportunities to provide Nunavummiut with the tools they need to gain meaningful employment:
 - \$1.5 million a year committed to training opportunities
 - Commitment to Q-STEP, involvement in seasonal programs
 - Ongoing scholarships
 - Summer programs

ᐊᓂᖅᑭᐅᑲᒻᒪᖅ ሀጀ ᐱጀᓇጀ ሁጀ ሊጀ የጀጀ

Amended Inuit Impact Benefit Agreement

- ᓄጀጀ ሀጀ ᐱጀጀ ሁጀ የጀጀ \$10
Γጀጀ ሀጀ በ የጀጀ ሁጀ ሊጀ የጀጀ
አጀጀ ሁጀ ሊጀ የጀጀ ሁጀ ሊጀ የጀጀ
- የጀጀ ሀጀ ሊጀ የጀጀ ሁጀ ሊጀ የጀጀ
▷ ሀጀ ሊጀ የጀጀ ሁጀ ሊጀ የጀጀ
- ለጀጀ ሁጀ ሊጀ የጀጀ ሁጀ ሊጀ የጀጀ
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▷ ሀጀ ሊጀ የጀጀ



- Baffinland committed \$10 million in seed funding for training centre
- North Baffin Region Community counsellor program
- Programs designed to specifically increase Inuit employment
 - Internships across all departments, involvement in shipping programs

Q-STEP results so far

	Program to date actual	Target for 2019
HEO program	54	36
Apprenticeship	8	25
Work Ready	64	75

- 47 of 54 graduates HEO graduates hired directly by Baffinland

Meet our family – Isaac from Hall Beach



ᐃᓄᒃᑎᑐᑦ ላይ ስ້າງ ማጀት ከጀት ለጀት

Enhancing our culture and work environment

- ለጀት ስ້າງ ማጀት ለጀት ምາຍ, ዘመን ለጀት ምາຍ የጀት ምາຍ ለጀት ምາຍ
• CLD^os^b ከጀት ለጀት ምາຍ
- Along with training, emphasis on building an environment at the mine where Inuit can excel
 - Both professionally and personally
- ከጀት ምາຍ ላይ ለጀት ምາຍ ላይ
• ለጀት ምາຍ ላይ ለጀት ምາຍ
- Emphasis on building a family atmosphere and improving camp conditions
 - Opening of new Sailivik Camp





ᐃᓄᒃᑎᑐᑲ ላጀጀ ቅጀጀ

- ሁጀጀ ለጀጀ
 - አጀጀ ለጀጀ ለጀጀ ለጀጀ ለጀጀ ለጀጀ
 ጀጀ ለጀጀ 554/ጀጀ
 - ለጀጀ አጀጀ ለጀጀ 1010/ጀጀ
- ምጀጀ ለጀጀ
 - \$195.5 ለጀጀ/ጀጀ ምጀጀ
 - \$825.8 ለጀጀ/ጀጀ ምጀጀ
- ማጀጀ ለጀጀ (ጀጀ ለጀጀ)
 - \$680 ለጀጀ ምጀጀ
 - \$1.68 ለጀጀ ምጀጀ
 - \$1.98 ለጀጀ ምጀጀ



Projected Phase 2 Benefit Highlights

- Employment
 - Construction activities requires workforce of 554/year
 - Operations requires workforce of 1010/year
- Expenditures
 - \$195.5 million/year spent in Nunavut
 - \$825.8 million/year spent in Canada
- Royalties and Taxes (Life of Mine)
 - \$680 million to Government of Nunavut
 - \$1.68 billion to Government of Canada
 - \$1.98 billion to Inuit Associations (NTI and QIA)

