

## APPENDIX B      2024 SOCIO-ECONOMIC MONITORING REPORT

# 2024 Socio-Economic Monitoring Report for the Back River Project

March 31, 2025

Prepared For:



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## Letter from B2Gold Nunavut's Director, Indigenous & Northern Affairs

2024 was B2Gold Corp.'s (B2Gold Nunavut's parent company) first full year of ownership and operation of the Back River Project (Project), and we are immensely proud of the many remarkable outcomes achieved. In 2024, the number of Inuit employees at the Project continued to grow, new community and Inuit employee support initiatives were announced or expanded, growth in work by Kitikmeot Qualified Businesses at the Project occurred, and we expanded our collaboration and cooperation with the Kitikmeot Inuit Association (KIA) to enhance benefits for Kitikmeot Inuit as a result of the Project.

B2Gold Back River Corp. (B2Gold Nunavut or the Company) also continued to refine and enhance its approach to community investment in the Kitikmeot Region in 2024. For example, the Company announced its intention to develop a new *Kitikmeot Social Investment Program* that will support community-driven initiatives that improve the overall well-being of Kitikmeot communities, support women, Elders, and youth, and increase Inuit training and employment opportunities. It is expected that external engagement to help identify program priorities will begin in the first half of 2025.

In September, the B2Gold Nunavut team headed out on its annual Kitikmeot Community Tour. The team visited Gjoa Haven, Kugaaruk, Taloyoak, and Kugluktuk to provide an update on activities at Back River, share information about career opportunities, provide resume writing support, and answer Project questions from Kitikmeot residents. While our planned stop in Cambridge Bay was unfortunately cancelled due to poor weather, a total of ~280 Kitikmeot residents ultimately attended the sessions. I would like to extend a sincere thank you to everyone that warmly welcomed the B2Gold Nunavut team into their communities and shared their views on the Back River Project.

Collaboration with local organizations was also a big theme for us in 2024, with two notable partnerships being expanded throughout the year:

- Our *Inuit Workplace Experience Program* that provides opportunities for students enrolled at the Redfish Arts Society Inc. in Cambridge Bay to visit the Goose Mine site was extended for three years, resulting in B2Gold Nunavut investing close to \$350,000 in the Society from 2024-2026.
- Our *Inuit Employee Assistance Program* (IEAP) pilot with the Kitikmeot Friendship Society was reviewed and also extended for a three-year period to ensure important mental health and other Inuit employee supports continue to be provided to B2Gold Nunavut's Inuit workforce.

The Back River Project continues to make many positive contributions to Nunavut's economy. More than 5 million hours of Project labour have been performed to-date, of which 647,000+ hours have been performed by Inuit. \$241.0 million in payroll has been provided to Project personnel and \$1.7 billion in Project business expenditures have been made, with \$431.7 million spent on Kitikmeot Qualified Businesses alone. \$95.7 million in taxes have also been paid to the federal and territorial governments.

None of these achievements would have been possible without the amazing contributions of our partners at KIA, community stakeholders, and the broader B2Gold Nunavut and B2Gold Corp. teams. We look forward to a very busy and successful year as we continue advancing toward our first gold pour at the Project in the second quarter of 2025.



Andrew Moore  
Director, Indigenous & Northern Affairs  
B2Gold Back River Corp.





## EXECUTIVE SUMMARY

This is the 7<sup>th</sup> annual Socio-Economic Monitoring Report prepared for the Back River Project (Project). The content of this report is guided by the Project's *Socio-Economic Monitoring Plan*, which includes 52 monitoring indicators and outlines procedures for monitoring both quantitative (e.g. Company and government sourced statistics) and qualitative data (e.g. shared through community engagement) on various topics. More specifically, these reports assess the annual socio-economic performance of the Project as it progresses from construction through operations and eventual closure.

Full construction activities commenced at the Project in late 2023 and continued in 2024. Key activities have included site infrastructure development, increasing readiness for operations, employment of a construction workforce, and provision of various business and contracting opportunities. Project operations are anticipated to commence in Q2 2025.

A 2024 Project monitoring summary is provided in the table below. It includes trends and information on subjects including population demographics, employment, business opportunities, economic development, education and training, health and community well-being, non-traditional land and resource use, and the subsistence economy and land use.

For example, a total of 3,221 individuals worked on the Project in 2024, completing 2,625,472 hours of work. 233 Inuit worked on the Project, completing 319,847 hours of work (12.2% of total hours worked). 40,368 hours of training were also completed, including 21,274 hours by Inuit (52.7% of total). A further \$770.5 million in expenditures were made to 761 businesses in 2024. Of this, \$204.6 million (26.5%) in expenditures were made to 17 Kitikmeot Qualified Businesses. B2Gold Nunavut also continues to track community perspectives on the Project through its stakeholder engagement program. Summaries of community feedback received and B2Gold Nunavut's responses to issues raised are presented in this report.

Following review of the information included in this report, no need has been identified to update any Final Environmental Impact Statement (FEIS) predictions or to substantially modify B2Gold Nunavut's existing management or monitoring approach at this time. However, improvements and adjustments to B2Gold Nunavut's management and monitoring program continue to be made, and the Company has committed to using adaptive management to continually improve the Project's socio-economic performance over time.

2024 Socio-Economic Monitoring Summary for B2Gold Nunavut’s Back River Project

VSEC	Indicator	Pre-Development Trend	Post-Development Trend	Trend Since Previous Year	Scale	Summary
Population Demographics	Population estimates	↑	↑	↑	Region	The Kitikmeot Region’s population was 7,090 in 2023.
	Number of Project personnel (total)	N/A	↑	↑	Project	3,221 individuals worked on the Project in 2024. The majority of Inuit workers were based in Kitikmeot communities. All non-Inuit were based in locations outside of Nunavut.
	Number of female Project personnel	N/A	↑	↑	Project	413 females worked on the Project in 2024 (12.8% of total).
	Number of Inuit Project personnel	N/A	↑	↑	Project	233 Inuit worked on the Project in 2024 (7.2% of total).
	Employee relocations	N/A	↑	↑	Project	In 2024, two employees (both Inuit) relocated from Nunavut to an outside location.
Employment	Hours worked by Project personnel (total)	N/A	↑	↑	Project	2,625,472 hours of labour were performed in 2024. 5,038,207 hours of labour have been performed since 2018.
	Hours worked by female Project personnel	N/A	↑	↑	Project	353,513 hours of labour were performed by females in 2024 (13.5% of total). 655,860 hours have been performed by females since 2018.
	Hours worked by Inuit Project personnel	N/A	↑	↑	Project	319,841 hours of labour were performed by Inuit in 2024 (12.2% of total). 647,897 hours of labour have been performed by Inuit since 2018.
	Number and percentage of Inuit in each job category	N/A	↓	↓	Project	In 2024, 63% of Inuit employees held semi-skilled positions, or higher.
	Median total income of taxfilers with income	↑	TBD	↑	Region	Median total income of taxfilers with income in the Kitikmeot Region was \$29,070 in 2017.
	Percentage of population receiving social assistance	↑	TBD	↓	Region	54% of the Kitikmeot Region’s population was receiving social assistance in 2018.
	Inuit personnel who left employment positions in their communities	N/A	↑	↑	Project	41% of 2024 <i>Inuit Personnel Survey (IPS)</i> respondents reported having resigned from a previous job in order to take up employment with the Project.
	Turnover rate (total)	N/A	↑	↑	Project	There were 252 total employee departures in 2024, representing a turnover rate of 22%.
	Female employee turnover	N/A	↓	↓	Project	Women represented 13% of all employee turnovers that occurred in 2024.
	Turnover rate for Inuit employees	N/A	↑	↑	Project	There were 59 Inuit employee departures in 2024, representing a turnover rate of 40%.
	Reasons for Inuit turnover	N/A	N/A	N/A	Project	The top three reasons for Inuit employee turnover in 2024 were dismissal for cause, rejection following probation, and resignations.
	Promotions of female employees	N/A	↑	↑	Project	There were 7 promotions of female employees at the Project in 2024.
	Promotions of Inuit employees	N/A	↑	↑	Project	There were 14 promotions of Inuit employees at the Project in 2024.
Business Opportunities	Project business expenditures (total)	N/A	↑	↑	Project	\$770.5 million in Project business expenditures were made in 2024; a total of \$1.7 billion has been spent since 2018.
	Project business expenditures with Kitikmeot Qualified Businesses (KQBs)	N/A	↑	↑	Project	\$204.6 million in Project business expenditures with KQBs were made in 2024; a total of \$431.7 million has been spent since 2018.
	Number of registered Inuit Firms	↑	↑	↑	Region	There were 103 NTI-registered Inuit Firms in the Kitikmeot Region in 2024.
	Number of KQBs (total)	N/A	↓	↑	Region	In 2024, 32 KQBs were registered with KIA.
	Number of KQB contract categories represented	N/A	↑	↓	Region	In 2024, 92 contract categories were represented by registered KQBs.
Economic Development	Personnel payroll amounts (total)	N/A	↑	↑	Project	\$171.4 million in payroll was provided to Project personnel in 2024; a total of \$241.0 million has been provided since 2018.

VSEC	Indicator	Pre-Development Trend	Post-Development Trend	Trend Since Previous Year	Scale	Summary
	Inuit payroll amounts	N/A	↑	↑	Project	\$9.6 million in payroll was provided to Inuit Project personnel in 2024; a total of \$17.9 million has been provided since 2018.
	Taxes paid to government	N/A	↑	↑	Project	\$46.7 million in taxes were paid to the federal and territorial governments in 2024; a total of \$95.7 million has been paid since 2020.
	Community donations	N/A	↑	↑	Project	\$210,000 in community donations were made in 2024; a total of \$656,000 has been donated since 2011.
Education and Training	Hours of training completed (total)	N/A	↑	↑	Project	Project personnel received 40,368 hours of training in 2024; a total of 70,852 hours of training have been provided since 2018.
	Hours of training completed by Inuit	N/A	↑	↑	Project	Inuit personnel received 21,274 hours of training in 2024; a total of 30,519 hours of training have been provided to Inuit since 2018.
	Number of Inuit apprenticeships	N/A	No change	No change	Project	There were zero Inuit apprentices at the Project in 2024.
	Secondary school graduation rate	↑	TBD	↓	Region	The Kitikmeot Region’s secondary school graduation rate was 23.0 in 2018.
	Post-secondary educational attainment	↑	↓	↓	Region	23.9% of the Kitikmeot Region’s population aged 15 years and older had a post-secondary certificate, diploma, or degree in 2021.
	Inuit personnel education	N/A	↑	↑	Project	44% of 2024 IPS respondents completed a high school diploma or equivalent, while 0% completed a university certificate or diploma. Inuit personnel have accessed educational opportunities both inside and outside the Kitikmeot Region.
Health and Community Well-Being	Utilization rate of Employee and Family Assistance Program (EFAP)	N/A	↑	↑	Project	The EFAP was accessed 6 times in Nunavut and 28 times in other locations in 2024.
	Number of impaired driving violations	↑	↑	↓	Region	There were 1.6 impaired driving violations per 100 people in the Kitikmeot Region in 2023.
	Number of drug violations	↓	↓	↑	Region	There were 0.2 drug violations per 100 people in the Kitikmeot Region in 2023.
	Crime rate	↑	↑	↑	Region	There were 48.9 criminal violations per 100 people in the Kitikmeot Region in 2023.
	Marital status of individuals 15 years and over	↓	↓	↓	Region	51% of individuals were married or living with a common-law partner in the Kitikmeot Region in 2021.
	Inuit personnel changes of address	N/A	↑	↑	Project	21% of 2024 IPS respondents had changed their residence in the past 24 months. 14% had moved to a new community; of these, 3 individuals moved from inside the Kitikmeot Region to communities outside, and 2 moved from outside the Kitikmeot Region to communities inside.
	Inuit personnel housing status	N/A	No change	No change	Project	66% of 2024 IPS respondents reported living in public housing.
	Number of health centre visits per capita	↑	TBD	↑	Region	There were 6.4 health centre visits per capita in the Kitikmeot Region in 2016.
	Number of times GN emergency health services required	N/A	↑	↑	Project	GN emergency health services were accessed by the Project six times in 2024.
	Lost time incidents	N/A	↑	No change	Project	Three lost time incidents occurred at Project sites in 2024, resulting in 6 lost time days and a Lost Time Injury Frequency of 0.1.
	Number of grievances filed (total)	N/A	↑	↑	Project	Four grievances were filed at the Project in 2024.
	Number of resolved grievances	N/A	↑	↑	Project	Four grievances were resolved at the Project in 2024.
	Number of outstanding or unresolved grievances	N/A	No change	No change	Project	There were zero outstanding or unresolved grievances at the Project in 2024.
	Average grievance resolution time	N/A	↑	↓	Project	The average grievance resolution time in 2024 was 11.75 days.

VSEC	Indicator	Pre-Development Trend	Post-Development Trend	Trend Since Previous Year	Scale	Summary
Non-Traditional Land and Resource Use	Number of grievances filed pertaining to non-traditional land and resource use	N/A	No change	No change	Project	There were zero grievances filed pertaining to non-traditional land and resource use at the Project in 2024.
Subsistence Economy and Land Use	Number of land use visitor person-days at Project sites	N/A	↓	↓	Project	24 land use visitor person-days were recorded at Project sites in 2024.
	Number of wildlife compensation payments made	N/A	↑	↓	Project	One wildlife compensation payment was made in 2024.
	Number of grievances filed pertaining to the subsistence economy and land use	N/A	No change	No change	Project	There were zero grievances filed pertaining to the subsistence economy and land use at the Project in 2024.
	Number of times public use of the Project’s Winter Ice Road reported	N/A	↑	No change	Project	Zero instances of public use of the Winter Ice Road were recorded in 2024 and only one non-Inuit use has been recorded since 2019.

**Guide to Using the Table:**

*VSEC:* Refers to ‘Valued Socio-Economic Component’ and includes a selection of VSECs assessed in the Back River Project FEIS.

*Indicator:* Metric used to measure and report on the condition and trend of a VSEC.

*Trend:* Refers to whether an indicator has exhibited change and describes the direction of that change. Arrows (↑↓) indicate the direction of change that has occurred. Changes considered to be positive are identified **in green**, changes considered to be negative are identified **in red**, and changes of a neutral or multi-directional nature are identified **in black**. Where there is no discernable or significant change, ‘No change’ is used. Where there are insufficient data or other issues preventing a trend analysis, ‘N/A’ (Not Applicable) or ‘TBD’ (To Be Determined) are used. ‘Pre-development trend’ refers to the five-year period preceding Project construction (2015-2019, where data are available). In some cases, averaged data from this period may be compared against averaged data from previous years to determine a trend. ‘Post-development trend’ refers to the period after Project construction was determined by NIRB to have commenced (2020 onwards). Averaged data from this period may also be compared against averaged data from the pre-development period to determine a trend. ‘Trend since previous year’ refers to the two most recent years in which indicator data are available.

*Scale:* ‘Region’ refers to data that are available for the Kitikmeot Region and may include averaged data for the communities of Cambridge Bay, Gjoa Haven, Kugaaruk, Kugluktuk, and Taloyoak. ‘Project’ refers to data that are available for the Back River Project.

*Summary:* A brief description of the trend and/or related data.

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**APPENDIX F: LISTING OF FORMAL CERTIFICATES / LICENCES THAT MAY BE ACQUIRED VIA ON-SITE TRAINING**

**APPENDIX G: IEAC INFORMATION**



## ABBREVIATIONS

<b>B2Gold Nunavut</b>	B2Gold Back River Corp.
<b>CEP</b>	Community Engagement Plan
<b>CIRNAC</b>	Crown-Indigenous Relations and Northern Affairs Canada
<b>Company</b>	B2Gold Back River Corp.
<b>EA</b>	Environmental Assessment
<b>EFAP</b>	Employee and Family Assistance Program
<b>ERT</b>	Emergency Response Team
<b>FEIS</b>	Final Environmental Impact Statement
<b>FTE</b>	Full-Time Equivalent
<b>GDP</b>	Gross Domestic Product
<b>GN</b>	Government of Nunavut
<b>HR</b>	Human Resources
<b>HTO</b>	Hunters and Trappers Organization
<b>IBDP</b>	Inuit Business Development Plan
<b>IEAC</b>	Inuit Environmental Advisory Committee
<b>IEAP</b>	Inuit Employee Assistance Program
<b>IHRP</b>	Inuit Human Resources Plan
<b>IIBA</b>	Inuit Impact and Benefit Agreement
<b>IPS</b>	Inuit Personnel Survey
<b>IQ</b>	Inuit Qaujimajatuqangit
<b>ITK</b>	Inuit Tapiriit Kanatami
<b>KFS</b>	Kitikmeot Friendship Society
<b>KIA</b>	Kitikmeot Inuit Association
<b>KQB</b>	Kitikmeot Qualified Business
<b>KSEMC</b>	Kitikmeot Socio-Economic Monitoring Committee
<b>LSA</b>	Local Study Area
<b>LTIF</b>	Lost Time Injury Frequency
<b>MLA</b>	Marine Laydown Area
<b>NAC</b>	Nunavut Arctic College
<b>NBS</b>	Nunavut Bureau of Statistics
<b>NEOP</b>	Northern Employee Onboarding Program
<b>NHC</b>	Nunavut Housing Corporation
<b>NIRB</b>	Nunavut Impact Review Board
<b>NNI</b>	Nunavummi Nangminiaqtunik Ikajuuti
<b>NTI</b>	Nunavut Tunngavik Incorporated
<b>NWB</b>	Nunavut Water Board
<b>PRI</b>	Public Registry Identification
<b>Project</b>	Back River Project
<b>Redfish</b>	Redfish Arts Society Inc.
<b>RSA</b>	Regional Study Area
<b>SEMP</b>	Socio-Economic Monitoring Plan
<b>SEMR</b>	Socio-Economic Monitoring Report
<b>SEMWG</b>	Back River Socio-Economic Monitoring Working Group
<b>SGM</b>	Stakeholder Grievance Mechanism
<b>TK</b>	Traditional Knowledge
<b>TOR</b>	Terms of Reference

<b>T&amp;C</b>	Term and Condition
<b>VEC</b>	Valued Ecosystem Component
<b>VSEC</b>	Valued Socio-Economic Component
<b>WIR</b>	Winter Ice Road
<b>WSCC</b>	Workers' Safety and Compensation Commission

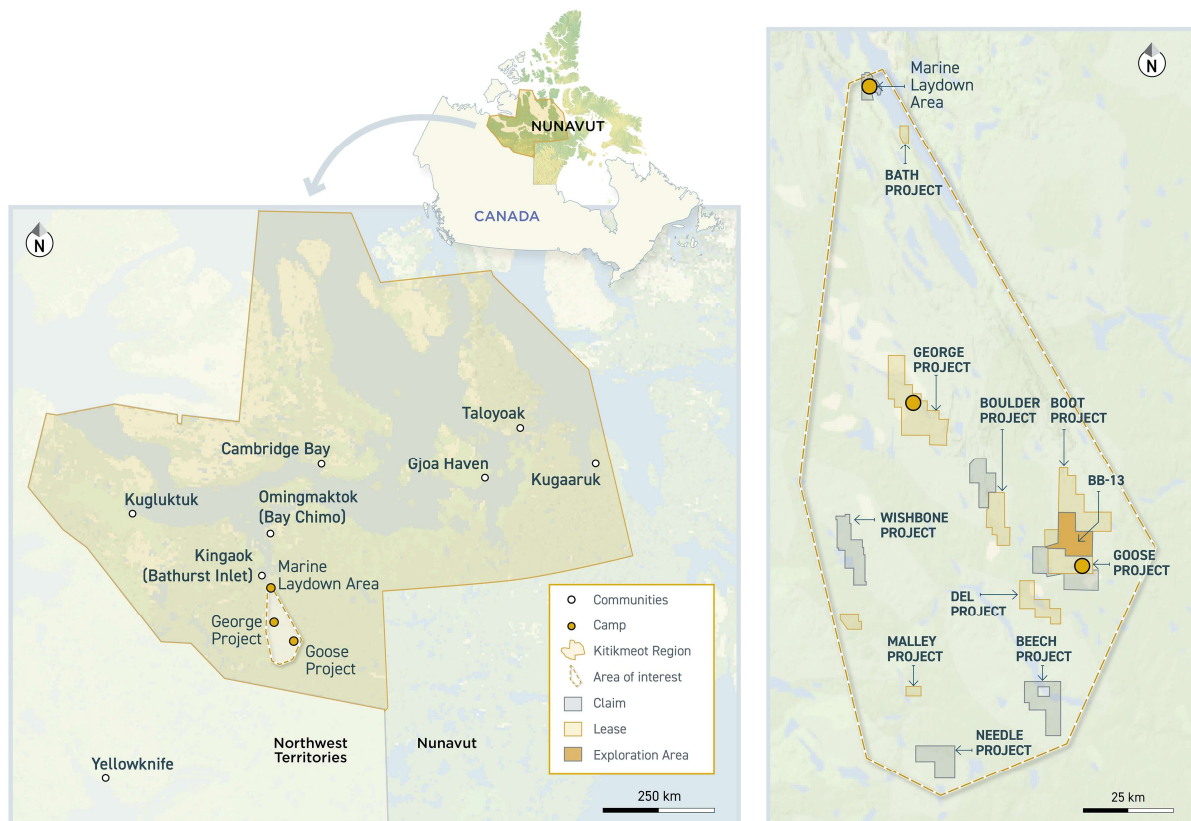
## 1. INTRODUCTION

### 1.1 BACK RIVER PROJECT OVERVIEW

The Back River Project (Project) is an approved gold mine owned by B2Gold Back River Corp. (B2Gold Nunavut or the Company) located in the western Kitikmeot Region of Nunavut. B2Gold Nunavut's parent company, B2Gold Corp., is an international senior gold producer headquartered in Vancouver, British Columbia. Founded in 2007, it currently has operating gold mines in Mali, Namibia, and the Philippines, and numerous exploration and development projects in various countries including Canada, Mali, Colombia, and Finland.

The Project is comprised of two main areas with an interconnecting Winter Ice Road (WIR): The Goose Property and Marine Laydown Area (MLA) situated approximately 130 km away along the western shore of southern Bathurst Inlet (Figure 1-1). Open pit and underground mining at the Goose Property will feed a 4,000 tonne per day process plant. Open pit mining began two years prior to mill commissioning to generate a stockpile of mill feed. The Company also operates an exploration camp at the George Property.

Full construction activities at the Project continued in 2024. This involved additional infrastructure development activities, increasing readiness for operations, continued hiring and employment of a construction workforce, and new business and contracting opportunities. Project operations are anticipated to commence in 2025.



**Figure 1-1: Project Area**

B2Gold Nunavut has stated it intends to build a mine that is safe, environmentally responsible, and beneficial to all parties involved. The Project is anticipated to bring benefits such as employment, training, business development, and other economic opportunities to the people of the Kitikmeot Region and Nunavut as a whole. After a comprehensive five-year environmental assessment (EA) process, a Project Certificate (No. 007) was issued by the Nunavut Impact Review Board (NIRB) in December 2017 and a Type A Water Licence was issued by the Nunavut Water Board (NWB) in November 2018. An Inuit Impact and Benefit Agreement (IIBA) with the Kitikmeot Inuit Association (KIA) was also signed in 2018.

An amendment to Project Certificate No. 007 was subsequently approved in 2020 permitting modification to some Project components including: Extending airstrips at Goose and the MLA; extending the marine shoreline offload pad; sourcing additional freshwater for the process plant and WIR; extending the depth of underground mining; installing additional fuel storage/transfer areas and permanent WIR camps; and upgrading the sub-base of certain WIR segments.

As part of its strategy to advance the Approved Project in a sustainable and financially responsible manner, B2Gold Nunavut identified further modifications that will reduce consumption of non-renewable fuel and create additional optimizations. The Back River Project Energy Centre is a wind generation facility, solar panel array, and Battery Energy Storage System capable of generating approximately 59 megawatts of renewable energy with battery storage capacities of approximately 50 megawatt-hours. An application that is reflective of the above components was approved in 2024 and an amended Project Certificate No. 007 was issued by NIRB later that year. Construction of Energy Centre components has not yet commenced.

A selection of photos from B2Gold Nunavut's Goose, MLA, and WIR sites in 2024 are included below.



**Figure 1-2: Goose Camp – Construction Activities (2024)**



**Figure 1-3: Goose Camp – Accommodations Complex (2024)**



**Figure 1-4: MLA – Port Activities (2024)**





**Figure 1-5: WIR – Trucking Activity (2024)**

## 1.2 MONITORING REQUIREMENTS AND GUIDANCE

Socio-economic monitoring of mining projects in Nunavut is expected to focus on two areas: ‘effects monitoring’ and ‘compliance monitoring’. Effects monitoring tracks the socio-economic effects of a project to determine whether management plans are working and if any unanticipated issues are arising. Compliance monitoring ensures proponents follow the terms and conditions of the licences, decisions, and certificates issued by authorizing agencies (NIRB 2013, NIRB 2018). This focus is aligned with recommended best practices (e.g. Mackay and Taylor 2024, Noble 2021, Vanclay et al. 2015) and can assist companies with achieving their sustainable development goals. Socio-economic monitoring also supports adaptive management, as findings can alert project proponents to the emergence of new or unanticipated issues and help initiate a management response. Furthermore, regular review of monitoring plans helps determine whether existing socio-economic indicators and monitoring methods remain appropriate (Rossouw and van der Merwe 2024, Vanclay et al. 2015).

Project-related socio-economic monitoring requirements originate from the Nunavut Agreement and NIRB Project Certificate No. 007. For example, the Nunavut Agreement created various ‘institutions of public government’, such as NIRB, and established conditions for the review and oversight of resource development projects. Referencing Article 12, Part 7 of the Nunavut Agreement, NIRB (2018) provides details on project-specific monitoring programs which may be required under a NIRB project certificate. Specifically, the purpose of these programs is to:

- (a) measure the ecosystemic and socio-economic environments of a project;*
- (b) assess whether the project is in compliance with the prescribed project terms and conditions;*
- (c) share information with regulatory authorities to support enforcement of land, water or resource use approvals and agreements; and*
- (d) assess the accuracy of the predictions contained in the impact statement.*

As noted previously, NIRB issued Project Certificate No. 007 approving the Project in December 2017, and an amended version in August 2024. NIRB (2024) and later sections of this report should be consulted for additional information on the Terms & Conditions specific to socio-economic monitoring that are included in the Project Certificate.

Some Terms & Conditions relate to B2Gold Nunavut's engagement with the Kitikmeot Socio-Economic Monitoring Committee (KSEMC) and Back River Socio-Economic Monitoring Working Group (SEMWG). The KSEMC is one of three regional socio-economic monitoring committees in Nunavut. These committees were established in 2007 to address project certificate requirements for project-specific monitoring programs. They are organized and led by the Government of Nunavut (GN), and create a discussion forum and information sharing hub that supports impacted communities and interested stakeholders to take part in monitoring efforts (SEMCs 2020). B2Gold Nunavut remains actively involved in the KSEMC and regularly participates in meetings when they are organized. Most recently, B2Gold Nunavut participated in an in-person meeting with the group in Cambridge Bay in March 2024. Notes from this meeting were still in the process of being prepared at the time of report writing.

The SEMWG Terms of Reference (TOR) also provides guidance on B2Gold Nunavut's socio-economic monitoring program. B2Gold Nunavut, in addition to the GN, the Government of Canada, and KIA, is a member of the SEMWG. The SEMWG aims to support Project-specific monitoring in addition to regional monitoring through the KSEMC. The SEMWG is also intended to help satisfy and fulfill parts of the Terms & Conditions set out in Project Certificate No. 007 that relate to socio-economic monitoring. The SEMWG TOR was revised in mid-2024 in consultation with SEMWG members. It has been provided to NIRB (NIRB Public Registry Identification #351113) and is included as an appendix to the *Socio-Economic Monitoring Plan* (SEMP). The TOR describe the SEMWG's purpose; membership and member roles; reporting, communication, and meeting requirements; and other topics. Section 5.1 of the TOR further notes:

*"Following Project Certificate issuance and B2Gold Nunavut's decision to proceed with Project construction, B2Gold Nunavut will prepare an annual socio-economic report for the Project (the 'Program Report'), which will be attached to its Annual Report submission to the NIRB. B2Gold Nunavut shall submit annual Program Reports to NIRB on or before March 31 of each year, containing data with respect to the previous calendar year (January to December) which may be presented at the Project, community, and/or regional scale. The Program Report will further describe B2Gold Nunavut's participation on the KSEMC, other collaborative socio-economic monitoring processes, and other relevant activities related to understanding socio-economic processes."*

As established in the TOR, SEMWG members agreed that collaboration is required to effectively monitor the socio-economic performance of the Project. It was acknowledged the Company is best able to collect and provide data concerning workforce information, employment, training, and procurement in relation to the Project, and the GN and the Government of Canada are best able to collect and provide public statistics on general health and well-being, food security, demographics, and other socio-economic indicators at the community and territorial level. The KIA was noted to be best able to provide information and data relating to Inuit land use and culture at the community and regional level, if available and appropriate.

B2Gold Nunavut is actively involved in the SEMWG and regularly participates in its meetings. Most recently, B2Gold Nunavut hosted a videoconference meeting with the group in May 2024. Notes from

this meeting are included in Appendix A. The SEMWG also reviewed and provided comments on a draft version of B2Gold Nunavut’s *Inuit Personnel Survey* (IPS) in 2024. Other opportunities for SEMWG members to review and comment on B2Gold Nunavut’s socio-economic submissions are provided through the NIRB annual reporting process.

The Project’s SEMP helps address the requirements and guidance described above. Submission of annual Socio-Economic Monitoring Reports (SEMRs) assists with implementation of the SEMP. B2Gold Nunavut has committed to continue addressing socio-economic monitoring considerations as the Project advances.

### 1.3 MANAGEMENT PLANS AND DOCUMENTS

Several management plans and documents are associated with B2Gold Nunavut’s socio-economic monitoring program and are referenced throughout this report. To aid the reader with versioning history and references for these, commonly cited plans/documents are summarized in Table 1-1. Notably, a number of plans were revised by B2Gold Nunavut and issued to NIRB in March 2025.

**Table 1-1: Socio-Economic Management Plans and Documents**

Management Plan/Document	Current Version	NIRB PRI Number
Socio-Economic Monitoring Plan (SEMP)	March 2025	TBD, most recent version submitted to NIRB on March 3, 2025
Community Engagement Plan (CEP)	March 2025	TBD, most recent version submitted to NIRB on March 3, 2025
Inuit Human Resources Plan (IHRP)	March 2025	TBD, most recent version submitted to NIRB on March 3, 2025
Inuit Business Development Plan (IBDP)	March 2025	TBD, most recent version submitted to NIRB on March 3, 2025
Stakeholder Grievance Mechanism (SGM)	March 2024	349370
Inuit Impact and Benefit Agreement (IIBA)	June 2018	Not applicable

### 1.4 COMMUNITY PERSPECTIVES AND TRADITIONAL KNOWLEDGE

Community perspectives and Traditional Knowledge (TK) are considered throughout the Project’s socio-economic monitoring program, through a process that reflects recommended guidance in this area (e.g. Morrison-Saunders and Arts 2023). B2Gold Nunavut has developed the document *Guidance for Incorporating Community Perspectives and Traditional Knowledge in the Back River Project’s Monitoring Programs* to assist in addressing this topic and when preparing its annual monitoring reports.<sup>1</sup>

Community perspectives and TK were first considered in the identification of Valued Socio-Economic Components (VSECs) and the assessment of Project effects in the Final Environmental Impact Statement (FEIS) (Sabina 2015, 2017); these effects subsequently became a focus of B2Gold Nunavut’s SEMP. FEIS Volume 3 (Public Consultation and Traditional Knowledge) and Volume 8 (Human Environment) provide additional details on how community perspectives and TK were incorporated into Project baseline information, selection of VSECs, effects assessments, and mitigation and monitoring plans. Sources of information included community consultation records for the Project, TK studies completed by KIA

<sup>1</sup> A copy of this document is included as an appendix in B2Gold Nunavut’s SEMP.



(2012, 2014), and other land use and socio-economic research that was conducted. B2Gold Nunavut also presented early versions of the SEMP for stakeholder review and comment.

B2Gold Nunavut has committed to presenting socio-economic monitoring results to the KSEMC and SEMWG at least annually. The Company's *Community Engagement Plan* (CEP) further outlines how Kitikmeot Region communities and local Hunters and Trappers Organizations (HTOs) will be kept informed about the Project, including results of its monitoring programs. The Project's Inuit Environmental Advisory Committee (IEAC), established in 2023, also continues to be engaged by B2Gold Nunavut. Feedback received from these parties is considered and addressed by B2Gold Nunavut, as appropriate.

Recent community perspectives on the socio-economic monitoring program are included throughout this report (see 'Community Perspectives' sections) and have informed its conclusions. Note that the format of these comments includes both verbatim quotes from public hearings and/or community meetings, as well as some comment/question summaries provided by note-takers in attendance at community engagement sessions. In addition, a summary of recent community feedback received on the Project, including B2Gold Nunavut's responses to it, is included in Appendix B. The role community perspectives and TK have played in B2Gold Nunavut's adaptive management of the Project is summarized in Section 11.2.

B2Gold Nunavut participated in dozens of community engagements in 2024, including a Kitikmeot Community Information and Human Resources Tour, a public environmental monitoring meeting in Kugluktuk, and various other meetings and site visits with stakeholders. Other forms of outreach, including the launch of a new IIBA Project newsletter, also occurred. A selection of photos from B2Gold Nunavut's community engagement activities in 2024 are included below.



**Figure 1-6: Kugluktuk, Nunavut (October 2024)**



**Figure 1-7: Cambridge Bay, Nunavut (July 2024)**

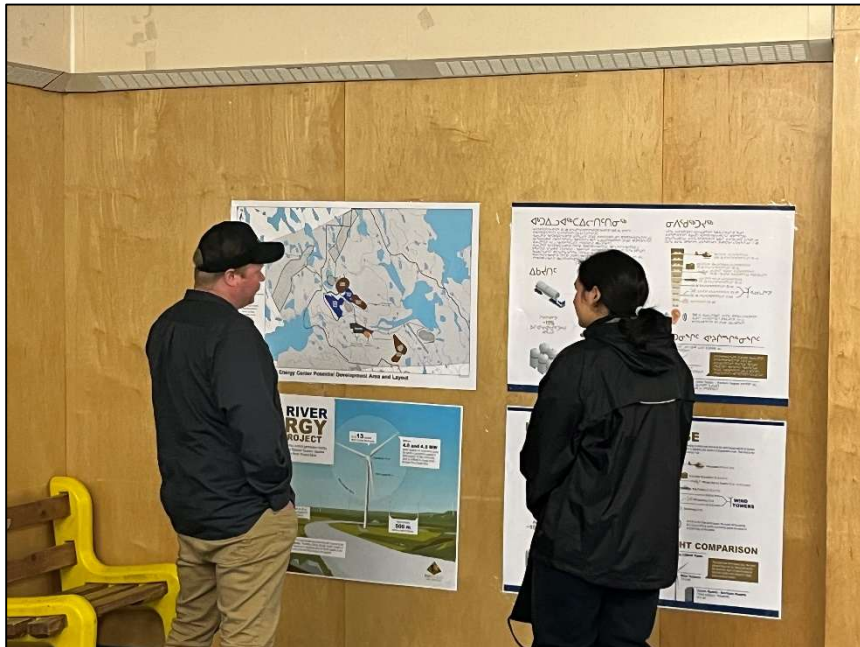


**Figure 1-8: Bathurst Inlet and Bay Chimo Site Visit (April 2024)**





**Figure 1-9: Gjoa Haven, Nunavut (September 2024)**



**Figure 1-10: Taloyoak, Nunavut (September 2024)**



**Figure 1-11: Kugaaruk, Nunavut (September 2024)**



**Figure 1-12: IIBA Project Newsletters (June and November 2024)**

## 1.5 REPORT OBJECTIVES AND ORGANIZATION

This is the 7<sup>th</sup> annual SEMR prepared for the Project. The content of this report is guided by the Project's SEMP. More specifically, B2Gold Nunavut's SEMRs are intended to assess the socio-economic performance of the Project as it progresses from construction through operations and eventual closure. These reports help accomplish the following objectives of the monitoring program, as identified in the SEMP:

1. Verify the accuracy of key predictions made in the FEIS with respect to the direction and magnitude of socio-economic effects, gauge the efficacy of mitigation measures, and facilitate early identification of any unanticipated effects.

2. Contribute to and support adaptive management through evaluation of planned mitigation measures. Monitoring results will be used to provide a basis from which to develop additional or alternative mitigation plans in cases where initial mitigation measures are insufficient or ineffective.
3. Meaningfully consider and incorporate community perspectives and TK into the monitoring program, when and as appropriate.

This report is organized in the following manner:

- Section 1 introduces the report and the scope of its contents.
- Section 2 describes the methods used in the report and how they support its conclusions.
- Sections 3 to 10 assess the performance of selected VSECs from the FEIS.
- Section 11 provides a summary of the report and relevant adaptive management measures.
- Section 12 includes the references cited in this report.
- Appendices A through G contain documents including: 2024 SEMWG meeting records; a summary of community feedback received on the Project in 2024; the 2024 IPS report; a staff schedule for the Project's 2025 construction period; information on current trades occupations, journeypersons, and apprentices working at the Project; a listing of formal certificates/licences that may be acquired via on-site training; and information on the Project's IEAC.

## 2. METHODS

### 2.1 OVERVIEW

This report assesses the annual socio-economic performance of the Project. To help focus this assessment, monitoring indicators and supporting data sources have been identified for selected VSECs in the FEIS. The information presented in this report typically focuses on one of three spatial scales: Local Study Area (LSA), Regional Study Area (RSA), or Project level. The LSA includes the Kitikmeot Region communities of Cambridge Bay, Gjoa Haven, Kugaaruk, Kugluktuk, and Taloyoak (Figure 1-1).<sup>2</sup> In some cases, data for the LSA communities may be aggregated to facilitate analysis. The RSA includes the entire territory of Nunavut.

Indicator trends are included to describe whether an indicator has exhibited change and, if so, the direction/magnitude of that change. This may include trends for ‘pre-development’, ‘post-development’, and ‘since previous year’ periods.<sup>3</sup> Available data are then assessed in the context of potential Project influences on them. Following the presentation of indicator data, recent community perspectives on each VSEC are reviewed. Relevant management and mitigation measures are then discussed and an assessment of this information against effects predicted in the FEIS is conducted. Structuring the report in this manner allows past predictions to be evaluated against current monitoring data and provides insight into the effectiveness of existing mitigation measures. A compliance assessment of relevant Project Certificate Terms & Conditions is also presented.

The process of socio-economic monitoring may require many years of data to effectively discern some trends and their causes. Even then, various factors can influence trend causality, and these may not be easy to individually measure or confirm. Successful socio-economic monitoring for the Project will require appropriate long-term data, the regular input of Project stakeholders, and a focus on continuous improvement.

### 2.2 MONITORING INDICATORS

‘Indicators’ are an important aspect of socio-economic monitoring. They are metrics used to measure and report on the condition and trend of a VSEC, and help facilitate the analysis of interactions between a project and a selected VSEC (BCEAO 2013). Indicators can also provide an early warning of potential adverse effects and are considered the most basic tools for analyzing change (Noble 2021).

Socio-economic monitoring indicators are identified in the Project’s SEMP and are summarized in Table 2-1. This table includes VSEC indicators and data sources for: i) FEIS residual effects; ii) topics identified in the Project Certificate; and iii) other topics deemed relevant to the monitoring program. B2Gold Nunavut acknowledges these indicators and data sources may benefit from refinement in the future. Any significant changes to the socio-economic monitoring program will be reviewed with the SEMWG.

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<sup>2</sup> Kingaok (Bathurst Inlet) and Omingmaktok (Bay Chimo) are also located near the Project. However, inhabitants of these locations are typically seasonal and reside in other communities (e.g. Cambridge Bay or Kugluktuk) for the remainder of the year. The GN has further deemed these to be ‘outpost camps’ and not communities.

<sup>3</sup> ‘Pre-development trend’ refers to the five-year period preceding Project construction (2015-2019, where data are available). In some cases, averaged data from this period may be compared against averaged data from previous years to determine a trend. ‘Post-development trend’ refers to the period after Project construction was determined by NIRB to have commenced (2020 onwards). Averaged data from this period may also be compared against averaged data from the pre-development period to determine a trend. ‘Trend since previous year’ refers to the two most recent years indicator data are available.

## 2.3 DATA SOURCES

Data for this report have been obtained from Company, government, and other sources. Data are presented in textual, graphical, or tabular formats, with a source identified for each. Both quantitative and qualitative data are used, derived from mixed methods per recommended best practice (e.g. Rossouw and van der Merwe 2024).

Company data sources include employment, training, and contracting records; and information obtained from other Project-related records and sources (e.g. community engagement records). Employment data (i.e. data on personnel origin/headcount, hours worked) include Project personnel who performed Nunavut-based Project work (primarily site-based, but may include community-based or other positions).<sup>4</sup> Otherwise, these data do not include individuals who worked on the Project outside of Nunavut, B2Gold Nunavut corporate office staff, or off-site contractors. In addition, results from B2Gold Nunavut's 2024 IPS are included in this report. This survey was conducted in October-November 2024 at Project sites and includes responses from 73 individuals (see Appendix C for full results).

Government data have been obtained primarily from Statistics Canada and the Nunavut Bureau of Statistics (NBS). Some data and information have also been obtained from other sources where appropriate (e.g. Nunavut Tunngavik Incorporated, KIA, other sources). KSEMC annual meeting reports are additionally reviewed for relevant information.

## 2.4 DATA LIMITATIONS

Data in this report are presented for the most recent year that is available. Lag times in data availability exist for some government sources and data for the current year were not available in all cases. Some government sourced statistics will thus continue to serve as baseline information until relevant construction phase data (i.e. for the year 2020 onwards) become available. Furthermore, some data are only available for multi-year periods (e.g. national Census data, produced every five years), or only at the regional or territorial scale (rather than the community scale).

Significant issues associated with data availability from NBS, in particular, have been identified (e.g. gaps of 5+ years in some information). There is also uncertainty whether these data will be made available again or if they will be regularly issued (i.e. annually). As such, B2Gold Nunavut has begun evaluating potential alternative data sources for future monitoring (e.g. Census data from the Government of Canada).

B2Gold Nunavut will continue to refine its socio-economic monitoring and reporting systems as the Project advances. Where data limitations may exist, efforts will be made to identify these in the SEMR and/or present data and analyses in an appropriately conservative manner.

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<sup>4</sup> References to 'Project personnel' in this report include both B2Gold Nunavut employees and contractors. In other cases, individual references to only B2Gold Nunavut 'employees' or 'contractors' may be made.

Table 2-1: Socio-Economic Monitoring Indicators for the Back River Project

VSEC	Residual Effect or Project Certificate Term & Condition	Topic	Indicator(s)	Data Source
Population Demographics	Residual Effect	N/A	N/A	N/A
	Project Certificate Term & Condition	Demographic change (T&C No. 77)	Population estimates	NBS and Statistics Canada
			Number of Project personnel (by total, origin, gender, and ethnicity)	B2Gold Nunavut
			Employee relocations	B2Gold Nunavut
Employment	Residual Effect	Changes to employment and income levels	Number of Project personnel (by total, origin, gender, and ethnicity)	B2Gold Nunavut
			Hours worked by Project personnel (by total, origin, gender, and ethnicity)	B2Gold Nunavut
			Number and percentage of Inuit in each job category	B2Gold Nunavut
			Median total income of taxfilers with income	NBS
			Percentage of population receiving social assistance	NBS
		Changes to the capacity of the labour force	Number of Project personnel (by total, origin, gender, and ethnicity)	B2Gold Nunavut
			Hours worked by Project personnel (by total, origin, gender, and ethnicity)	B2Gold Nunavut
			Number and percentage of Inuit in each job category	B2Gold Nunavut
			Employee promotions (by gender and ethnicity)	B2Gold Nunavut
		Changes to competition for local labour	Inuit personnel who left employment positions in their community	B2Gold Nunavut (survey data)
			Turnover rate (by gender and ethnicity)	B2Gold Nunavut
			Reasons for Inuit turnover	B2Gold Nunavut
	Project Certificate Term & Condition	N/A	N/A	N/A
Business Opportunities	Residual Effect	Changes to the growth and diversity of Inuit and northern businesses	Project business expenditures (total and by business type)	B2Gold Nunavut
			Number of registered Inuit Firms	NTI
			Number of Kitikmeot Qualified Businesses (total and by business type)	KIA
	Project Certificate Term & Condition	N/A	N/A	N/A
Economic Development	Residual Effect	Changes to economic growth, diversity, and performance	Personnel payroll amounts (by origin and ethnicity)	B2Gold Nunavut
			Taxes paid to government	B2Gold Nunavut
			Community donations	B2Gold Nunavut
			Project business expenditures (total and by business type)	B2Gold Nunavut
			Number of registered Inuit Firms	NTI
			Number of Kitikmeot Qualified Businesses (total and by business type)	KIA
	Project Certificate Term & Condition	N/A	N/A	N/A
Education and Training	Residual Effect	Changes to the demand for education and training	Hours of training completed (by total, type, and ethnicity)	B2Gold Nunavut
			Number of Inuit apprenticeships	B2Gold Nunavut
			Secondary school graduation rate	NBS



VSEC	Residual Effect or Project Certificate Term & Condition	Topic	Indicator(s)	Data Source
		Changes to youth attitudes and behaviours toward education and training	Post-secondary educational attainment	Statistics Canada
			Number of Inuit apprenticeships	B2Gold Nunavut
			Secondary school graduation rate	NBS
			Post-secondary educational attainment	Statistics Canada
	Project Certificate Term & Condition	Employee education trends (T&C No. 75)	Inuit personnel education	B2Gold Nunavut (survey data)
Health and Community Well-Being	Residual Effect	Changes to life skills of individuals	Hours worked by Project personnel (by total, origin, gender, and ethnicity)	B2Gold Nunavut
			Hours of training completed (by total, type, and ethnicity)	B2Gold Nunavut
			Utilization rate of Employee and Family Assistance Program (EFAP)	B2Gold Nunavut
		Changes to individual and family spending	Number of impaired driving violations	Statistics Canada
			Number of drug violations	Statistics Canada
			Crime rate	Statistics Canada
		Changes to family/household structure	Marital status	Statistics Canada
	Project Certificate Term & Condition	Access to housing (T&C No. 84)	Inuit personnel housing status and changes of address	B2Gold Nunavut (survey data)
	Other	Health centre utilization	Number of health centre visits per capita	NBS
		GN emergency health service utilization	Number of times GN emergency health services required	B2Gold Nunavut
		Lost time incidents	Lost time incidents	B2Gold Nunavut
		Stakeholder grievance resolution	Number of grievances filed, by category	B2Gold Nunavut
			Number of resolved grievances	B2Gold Nunavut
			Number of outstanding or unresolved grievances	B2Gold Nunavut
			Average grievance resolution time	B2Gold Nunavut
Non-Traditional Land and Resource Use	Residual Effect	Changes to the experience of the natural environment	Number of grievances filed pertaining to non-traditional land and resource use	B2Gold Nunavut
	Project Certificate Term & Condition	N/A	N/A	N/A
Subsistence Economy and Land Use	Residual Effect	Changes in access to land and resources	Number of land use visitor person-days at Project sites	B2Gold Nunavut
			Number of wildlife compensation payments made	B2Gold Nunavut
			Number of grievances filed pertaining to the subsistence economy and land use	B2Gold Nunavut
		Changes to the experience of the natural environment	Number of land use visitor person-days at Project sites	B2Gold Nunavut
			Number of wildlife compensation payments made	B2Gold Nunavut
			Number of grievances filed pertaining to the subsistence economy and land use	B2Gold Nunavut
		Changes to the abundance and distribution of resources	Potential effects are tracked through B2Gold Nunavut's terrestrial, freshwater, and marine environment monitoring programs	
	Project Certificate Term & Condition	Public use of Winter Ice Road (T&C No. 80)	Number of times public use of the Project's Winter Ice Road reported	B2Gold Nunavut

## 2.5 UPDATES TO PREVIOUS YEAR'S REPORT

A small number of updates and changes have been made to this report since the previous year (Table 2-2). This section will continue to be updated in future reports to reflect key monitoring report and/or program improvements identified by B2Gold Nunavut.

**Table 2-2: Updates to Previous Year's Report**

Description of Change	Reason for Change	Report Reference
Management and mitigation measures for the Project have been updated.	Ongoing adjustments and/or improvements to Project management and mitigation measures continue to be made where appropriate.	Various
Terms and Conditions for the Project have been updated where appropriate.	NIRB issued Amendment 1 to Project Certificate No. 007 in August 2024, to reflect the change to ownership and corporate name of the Proponent, and modifications to the Project associated with the Back River Energy Centre Project.	Various
SEMWG TOR has been updated.	The SEMWG TOR was revised in mid-2024 in consultation with SEMWG members. The revised TOR has been provided to NIRB (NIRB PRI #351113) and is included in the SEMP.	Section 1.2
The indicator 'NAC (Nunavut Arctic College) full-time enrollment' has been replaced with data from Statistics Canada on 'Post-secondary educational attainment'.	Statistics Canada provides consistent data and regular reporting on this topic.	Sections 2.2 and 7.1.4
The source for indicator data on 'number of impaired driving violations', 'number of drug violations', and 'crime rate' has been switched from NBS to Statistics Canada.	Statistics Canada is the original source of these data and provides reliable annual data updates.	Sections 2.2, 8.1.2, 8.1.3, and 8.1.4
The indicator 'Inuit personnel changes of address, housing status, and migration intentions' has been renamed to 'Inuit personnel housing status and changes of address'.	Migration intentions are speculative, of limited value to the monitoring program, and cannot be readily verified through future surveys.	Sections 2.2 and 8.1.6

### 3. POPULATION DEMOGRAPHICS

#### 3.1 INDICATOR DATA AND ANALYSIS

##### 3.1.1 Population Estimates

Population data are fundamental to many socio-economic monitoring programs. Population estimates for the Kitikmeot Region and Nunavut are provided by NBS (2024a) and presented in Table 3-1.<sup>5</sup> 2023 was the most recent year these data were available from NBS. In 2023, the Kitikmeot Region had a population of 7,090 while Nunavut had a population of 40,653. In the same year, females accounted for 49.4% of the population in Nunavut, while in Canada, they accounted for 50.1% (Statistics Canada 2024a).

Between 2010 and 2023, average annual growth rates for the Kitikmeot Region (1.1%) and Nunavut (1.5%) were lower and higher, respectively, than the Canadian average (1.3%) (NBS 2024a, Statistics Canada 2024a). Overall population growth in Nunavut remains high due to the territory having the highest birth rate in Canada and a young population profile (Statistics Canada 2024a, b).<sup>6</sup> Figure 3-1 displays population data for the Kitikmeot Region and Nunavut since 2010.

**Table 3-1: 2023 Population Estimates**

Community/Region	Total Population
<b>Kitikmeot Region</b>	<b>7,090</b>
• Cambridge Bay	1,952
• Gjoa Haven	1,435
• Kugaaruk	1,178
• Kugluktuk	1,501
• Taloyoak	1,024
<b>Nunavut</b>	<b>40,653</b>

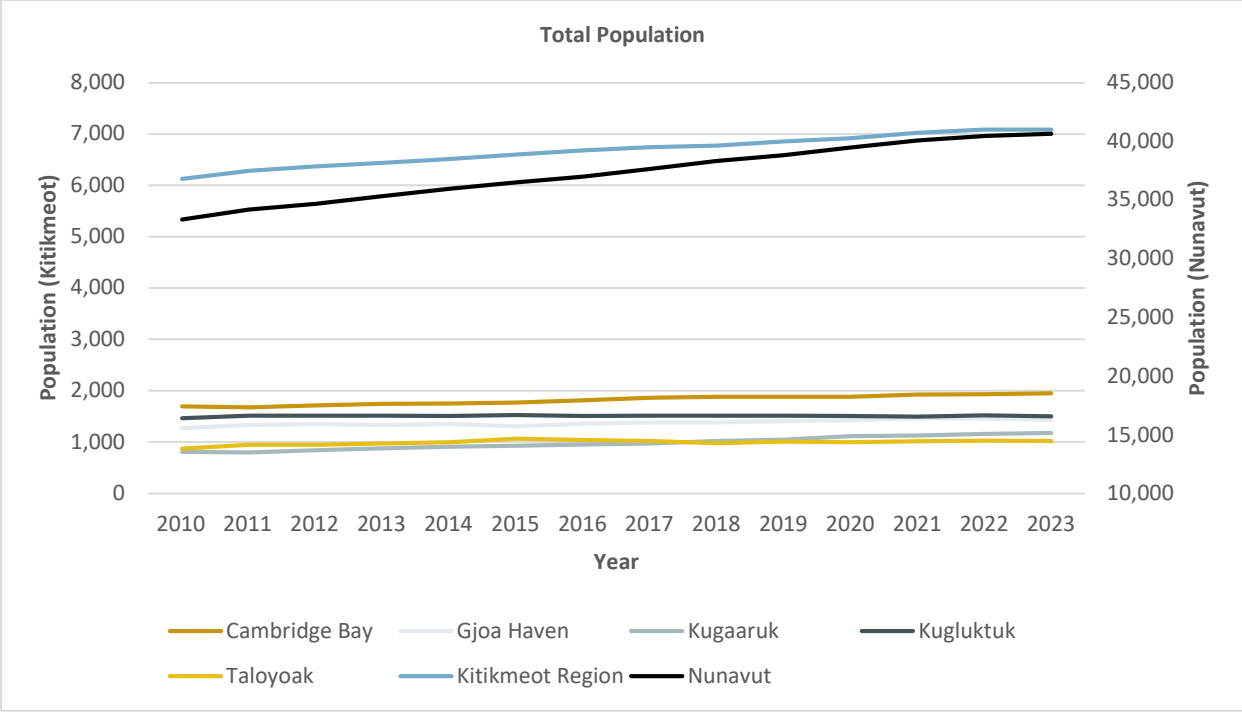
Source: NBS (2024a)

The percentage of Inuit versus non-Inuit residents in the Kitikmeot Region remains high, at 88.6% in 2021. Figure 3-2 displays the percentage of Inuit versus non-Inuit residents in the Kitikmeot Region from 2006 to 2021 (Statistics Canada 2007a, 2012, 2013, 2017a, 2022a).

There is no current evidence to suggest the Project has had a meaningful effect on these population trends in the Kitikmeot Region.

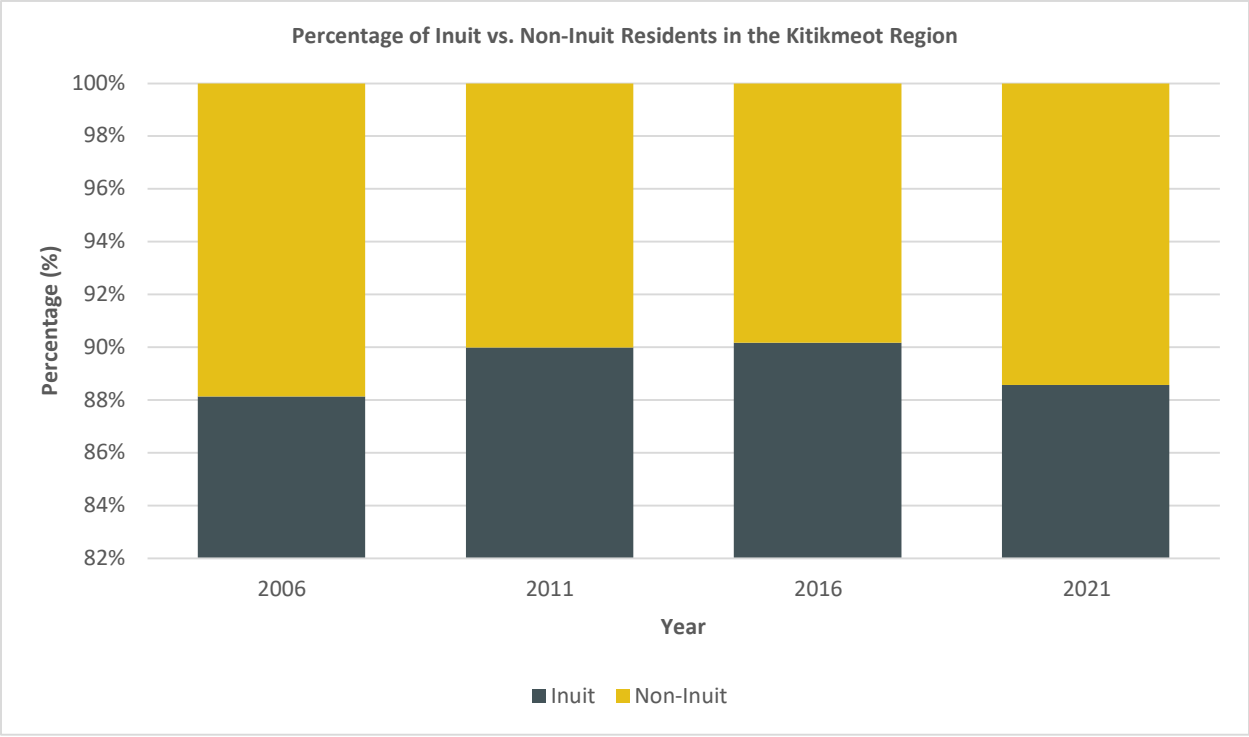
<sup>5</sup> NBS (2024a) notes “community population estimates are ‘non-official’ since they are not based on components of population growth (births, deaths and migration). They should be used with caution”.

<sup>6</sup> In 2023, the crude birth rate (live births per 1,000 population) in Nunavut was 19.5 compared to 8.8 for Canada. In 2023, the average age in Nunavut was 26.6 years, while in Canada it was 40.6 years.



Source: NBS (2024a)

**Figure 3-1: Total Population (2010 to 2023)**



Source: Statistics Canada (2007a, 2012, 2013, 2017a, 2022a)

**Figure 3-2: Percentage of Inuit Versus Non-Inuit Residents in the Kitikmeot Region (2006 to 2021)**

### 3.1.2 Number of Project Personnel

Data on the number of Project personnel (i.e. employees and contractors) by origin, ethnicity, and gender help reveal the composition of the Project's current labour force. In 2024, the following was documented (see Table 3-2 for additional information):

- 3,221 personnel worked on the Project.
- 233 personnel were Inuit.
- 211 Inuit personnel originated from within the Kitikmeot Region, while 22 originated from outside of Nunavut.
- All non-Inuit personnel originated from outside of Nunavut (2,988), with the largest number originating from Alberta (1,105).
- 81 Inuit women and 332 non-Inuit women worked on the Project.
- 1,171 (36.4%) individuals were employees and 2,050 (63.6%) were contractors.

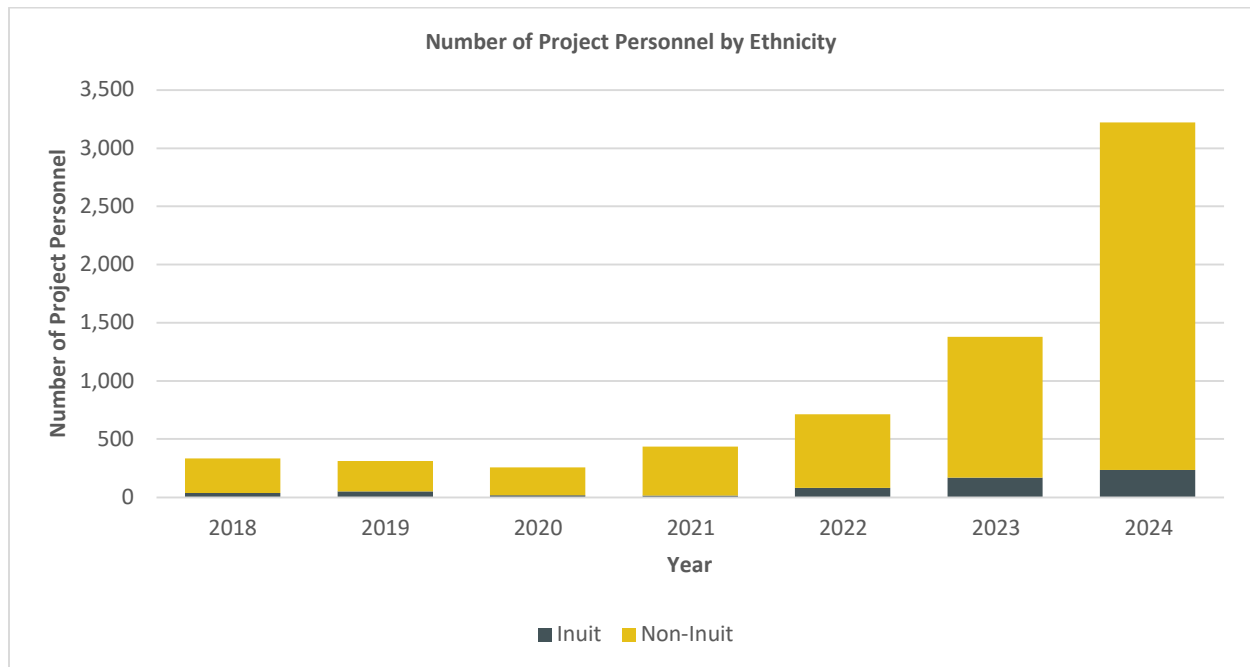
Table 3-2 presents the total number of individuals who worked on the Project in 2024 rather than being a point-in-time count. As noted above, all non-Inuit personnel originated from outside of Nunavut. Mining projects typically require many workers with diverse skill sets. Individuals with advanced mining and/or technical skills are in limited supply in Nunavut and the territory has increasingly relied on out-of-territory workers to fill labour demands (e.g. Government of Nunavut 2023; Thompson and Moroz 2024). The large number of Project workers from outside of Nunavut is considered to reflect this skills gap.

Figure 3-3 presents the number of Project personnel between 2018 and 2024. Personnel numbers declined between 2018 and 2020, but increased by 2,964 individuals from 2020 to 2024 to reach a high of 3,221 individuals. The number of Inuit personnel declined from 49 in 2019 to 13 in 2021, but rose to a high of 233 individuals in 2024. Inuit employment opportunities at the Project reflect the hiring commitments B2Gold Nunavut has made to Kitikmeot Inuit through the IIBA and elsewhere.

**Table 3-2: Number of Project Personnel by Origin and Ethnicity (2024)**

Origin		Inuit	Non-Inuit	Total
Nunavut	Cambridge Bay	67	0	67
	Gjoa Haven	36	0	36
	Kugaaruk	22	0	22
	Kugluktuk	61	0	61
	Taloyoak	25	0	25
	Other	0	0	0
Other Canadian Provinces and Territories	Alberta	6	1,105	1,111
	British Columbia	1	567	568
	Manitoba	0	95	95
	New Brunswick	0	134	134
	Nfld. and Labrador	0	244	244
	Northwest Territories	14	149	163
	Nova Scotia	1	99	100
	Ontario	0	238	238
	Prince Edward Island	0	6	6
	Quebec	0	128	128
	Saskatchewan	0	102	102
	Yukon	0	16	16
International	International	0	37	37
Unknown	Unknown	0	68	68
Total		233	2,988	3,221

Source: B2Gold Nunavut



Source: B2Gold Nunavut

**Figure 3-3: Number of Project Personnel by Ethnicity (2018 to 2024)**

### 3.1.3 Employee Relocations

Data on employee relocations may provide insight into potential demographic changes that are occurring due to the Project. In 2024, two employees (both Inuit) relocated out of Nunavut and zero relocated into Nunavut. The two relocations included a move from Kugluktuk to Edmonton, and a move from Gjoa Haven to Yellowknife. Given the small number of employee relocations to-date, it does not appear meaningful changes are currently occurring. Data on employee relocations will continue to be tracked in future reports.

In general, out-migration remains high in the territory (Thompson and Moroz 2024). Reasons for this include limited employment prospects, an affordable housing crisis, the high cost of goods, and limited access to services in the territory, in addition to greater educational opportunities and better health services offered in southern Canada (Thompson 2022).

**Table 3-3: B2Gold Nunavut Employee Relocations (2022 to 2024)**

Year	Nunavut to Outside			Outside to Nunavut		
	Inuit	Non-Inuit	Total	Inuit	Non-Inuit	Total
2022	1	0	1	1	0	1
2023	0	0	0	0	0	0
2024	2	0	2	0	0	0

Source: B2Gold Nunavut

## 3.2 COMMUNITY PERSPECTIVES

Community members have often commented on the Kitikmeot Region's young and rapidly growing population, and the need for residents to secure meaningful employment, education, and training opportunities in the future. Many believe mineral development is an important source of these opportunities. Questions and comments have also been received on where Project employees will be sourced from (both within and outside of Nunavut), how transportation to/from site will occur, length of work rotations, and whether families will be able to relocate or visit with their employed spouses. In addition, concerns have been raised about whether smaller communities are being adequately included in employment recruitment efforts. Recent examples of comments received on this VSEC include:

*"We understand how difficult it is to reach people in smaller communities, if B2Gold needs any assistance with employment and connecting people the hamlet can provide the assistance."*  
[Cambridge Bay Public Meeting – January 2024]

*"We've always been left out in Kitikmeot Region. Like the guy from B2Gold said, there's less workers at the mine in eastern Kitikmeot compared with western Kitikmeot. That's why we always said east and west Kitikmeot, but they don't want to hear east and west. But in the east, we've always been left out from Kitikmeot Inuit Association job-wise. I think with this devolution, somebody is going to have to start doing projects and do more of training on the job, and just like western Kitikmeot, we're looking forward to the future as well in east Kitikmeot... We're being left out, and it's a fact, and nobody wants to hear about it. We want upgrading to do training on the job 'cause there's too many of our young people that are willing to work but can't find jobs. So, I think we should get back to training on the job with the local businesses and mines in Kitikmeot."*  
[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]

*"I know in my hometown there's hardly any people working at the B2Gold mine, although we have a few that go to work there. I wonder if the mining company could do more for my community, Taloyoak, to hire more people who are willing to work. We're not getting much support in my hometown at all. They're not sure where to go to apply for a job at the mine. There's always these questions about, 'Where do I go? Where do I apply?' I think that information should be more available to our communities."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"I want to hear more about jobs being opened to our youth. We want our economy to grow in our community. There's money to be made, so I am very pleased to see that the youth in our community are being encouraged to apply for jobs. So that's a very good opportunity for them."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"For those of us that are on the hamlet councils, we need to see more jobs available to our communities, more job opportunities, more career opportunities."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"During the upcoming Community Tour, are you able to meet with students in Kugaaruk to talk about career opportunities in mining?"*

*[KIA Annual Board Meeting, Kugaaruk – September 2024]*

The 2024 IPS provides additional insights. Ten respondents had moved to a new community in the prior 24 months (compared to zero in 2022)<sup>7</sup>, with three of those individuals moving from communities inside to communities outside the Kitikmeot Region, and two individuals moving from communities outside to communities inside the Kitikmeot Region. Reasons cited for moving to another community in 2024 included housing challenges, desires to be closer to and support families, and desires for employment (see also Section 8.1.6)<sup>8</sup>. In 2022 by comparison, five respondents had moved during the prior 12 months, but all five had moved to a new residence within their existing communities. Community perspectives on this VSEC will continue to be tracked in future monitoring reports.

### **3.3 EFFECTS AND COMPLIANCE ASSESSMENT**

#### **3.3.1 Management and Mitigation Measures**

The IIBA and IHRP contain management and mitigation commitments related to the Population Demographics VSEC. These include priority hiring of Kitikmeot Inuit and other Nunavut Inuit residents in the Kitikmeot Region, and the provision of employee transportation to and from communities of the Kitikmeot Region to the Project. Southern pick-up points have also been established (i.e. Edmonton, AB and Yellowknife, NWT). These measures are anticipated to reduce the potential for significant demographic change in the Kitikmeot Region.

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<sup>7</sup> The 2022 IPS asked respondents whether they had changed residences in the past 12 months, whereas in 2024, this was expanded to 24 months.

<sup>8</sup> Change of address data from the 2024 IPS may not fully align with the employee relocation data presented in Section 3.1.3 for reasons that may include: a) the IPS surveyed both employees and contractors, while the relocation data pertains only to employees; b) IPS data pertained to the previous 24 months, while employee relocation data pertained only to the previous year; and/or c) other reasons (e.g. IPS data were collected from a sample and not from the entire workforce across the calendar year).



### 3.3.2 Effects Assessment

There were no residual effects identified in the FEIS for the Population Demographics VSEC. There is also no evidence to suggest any additional effects of note are currently occurring.

### 3.3.3 Compliance Assessment

There is one Term & Condition in the Project Certificate pertaining to the Population Demographics VSEC. The status of this is summarized in Table 3-4.

**Table 3-4: Terms & Conditions for the Population Demographics VSEC**

Term & Condition No.	Description	Status
77	Provided the collection and sharing of such information is consistent with and not limited by any IIBA with the KIA, the Proponent should provide Project-specific data concerning employee community of residence and number of employees that relocated from the year prior (where available, to and from, for Cambridge Bay, Kugluktuk, Taloyoak, Gjoa Haven, and Kugaaruk). The details of this process will be captured in the terms of reference for the SEMWG.	This topic is addressed in <b>Section 3.1.2 (Number of Project Personnel)</b> and <b>Section 3.1.3 (Employee Relocations)</b> of this report.

## 4. EMPLOYMENT

### 4.1 INDICATOR DATA AND ANALYSIS

#### 4.1.1 Hours Worked by Project Personnel

Total hours of Project labour performed each year is an indicator of the Project's overall labour demand. When disaggregated, data on hours worked can also provide insight into the varying labour contributions of the Project's workforce (e.g. by ethnicity, origin, and gender). In 2024, the following was documented (see Table 4-1 for additional information):

- A total of 2,625,472 hours of labour were performed by Project personnel, equal to approximately 1,262 Full Time Equivalent (FTE) positions.<sup>9</sup>
- 319,841 hours of labour (12.2%) were performed by Inuit and 2,305,631 hours (87.8%) were performed by non-Inuit.
- 1,392,806 hours of labour (53.0%) were performed by employees and 1,232,666 hours (47.0%) were performed by contractors.<sup>10</sup>

Inuit employment opportunities at the Project reflect commitments B2Gold Nunavut has made to Kitikmeot Inuit through the IIBA and elsewhere, while also reflecting the current early stage of development the Project is in (i.e. construction).

Figure 4-1 presents the number of hours worked by Inuit and non-Inuit Project personnel between 2018 and 2024. Hours worked declined for both Inuit and non-Inuit between 2018 and 2020, but since 2020, have increased significantly (i.e. from 130,318 to 2,625,472 hours).

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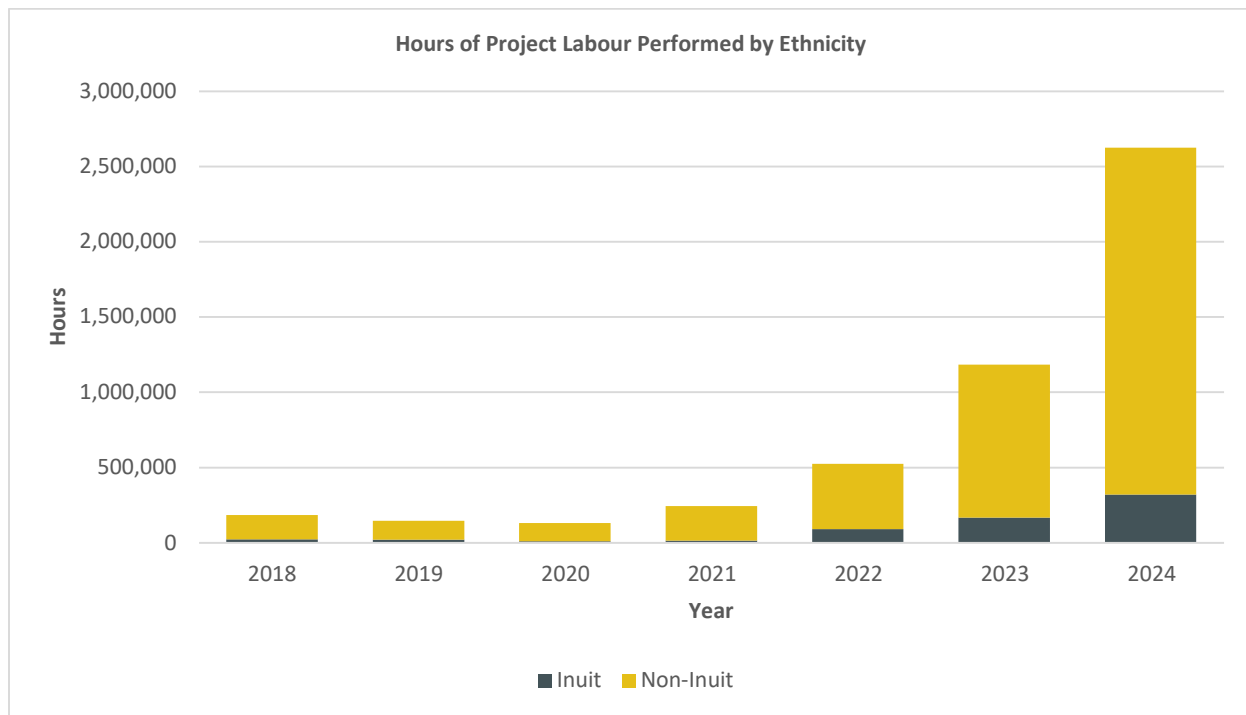
<sup>9</sup> FTEs are calculated assuming 2,080 hours of employment per person annually.

<sup>10</sup> Minor discrepancies in reported totals are due to rounding of labour hours.

**Table 4-1: Hours of Labour Performed by Project Personnel (2024)**

Project Personnel Ethnicity & Origin		Hours Worked	% of Total (2,625,472)
Inuit	Kitikmeot Inuit	277,781	10.6%
	Nunavut Inuit Residing in the Kitikmeot Region	0	0
	Kitikmeot Inuit Residing Elsewhere	42,060	1.6%
	Nunavut Inuit Residing Elsewhere	0	0
	<b>Inuit (Total)</b>	<b>319,841</b>	<b>12.2%</b>
Non-Inuit	Kitikmeot Resident	0	0
	Nunavut Resident (but not in Kitikmeot Region)	0	0
	Non-Resident	2,305,631	87.8%
	<b>Non-Inuit (Total)</b>	<b>2,305,631</b>	<b>87.8%</b>
<b>TOTAL</b>		<b>2,625,472</b>	<b>100.0%</b>

Source: B2Gold Nunavut



Source: B2Gold Nunavut

**Figure 4-1: Hours of Project Labour Performed by Ethnicity (2018 to 2024)**

Table 4-2 displays the hours (and percentage of hours) worked by women and men on the Project in 2024. To summarize:

- 353,513 hours (13.5% of total hours worked on the Project) were worked by women.
- The percentage of hours worked by Inuit women (2.0%) was lower than non-Inuit women (11.5%).
- The percentage of hours worked by Inuit women compared to Inuit men on the Project (16.2% of the total hours performed by Inuit) was higher than non-Inuit women compared to non-Inuit men (13.1% of the total hours performed by non-Inuit).

**Table 4-2: Hours of Project Labour Performed by Ethnicity and Gender (2024)**

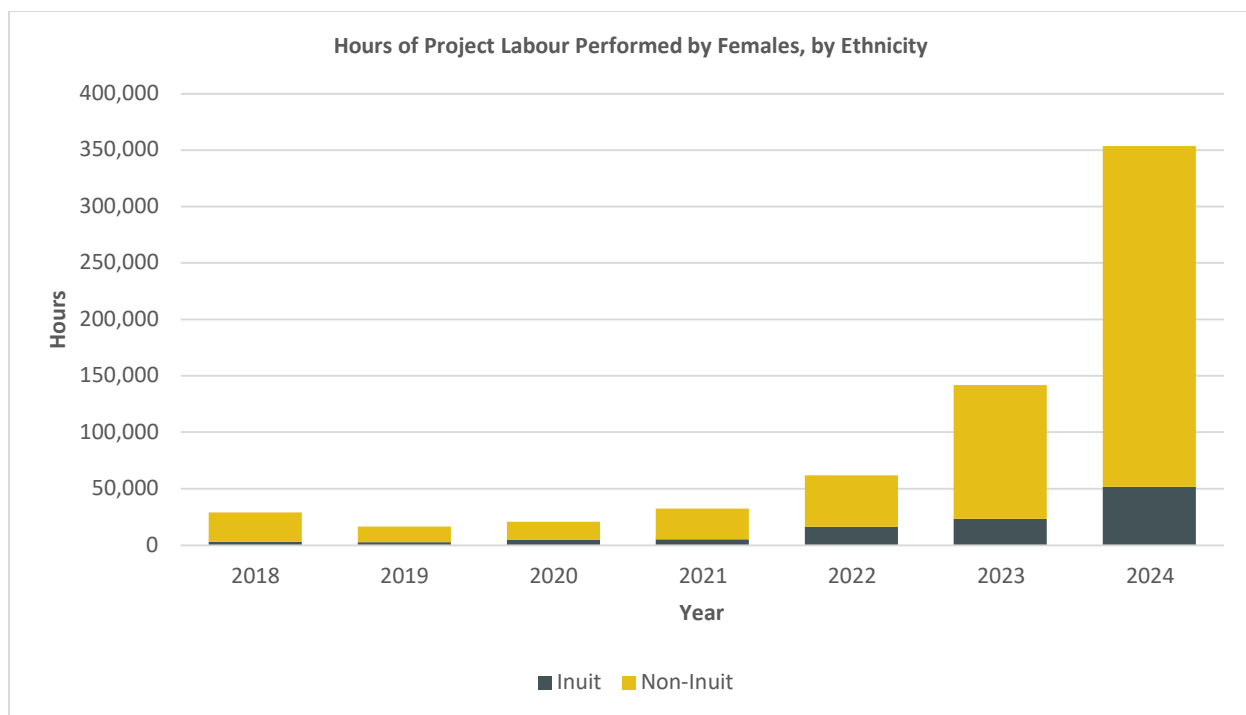
Project Personnel Ethnicity & Gender		Hours Worked	% of Total (2,625,472)
Inuit	Male	268,080	10.2%
	Female	51,761	2.0%
Non-Inuit	Male	2,003,879	76.3%
	Female	301,752	11.5%
Total		2,625,472	100.0%

Source: B2Gold Nunavut  
 Note: Minor discrepancies in reported totals are due to rounding of labour hours.

Women remain under-represented in the Canadian mining industry as a whole. The Mining Industry Human Resources Council (MIHR 2024) notes that from 2007 to 2023, on average, women comprised 13.6% of the total Canadian mining and quarrying workforce.<sup>11</sup> This is significantly lower than the percentage of women in the general Canadian labour force, at 47.3% in 2023 (Statistics Canada 2024c). Female employment disparities are believed to exist in the mining industry for several reasons, including familial responsibilities, and sexism and discrimination that can exist in the industry’s male-dominated workplaces (Czyzewski et al. 2014 and 2016, Pauktuutit 2021, Stratos Inc. 2021). Indigenous women are also less likely than non-Indigenous women to be employed in Canada (Arriagada 2016, Drolet 2022). Thompson and Moroz (2024) note that an important employment barrier for Inuit women, specifically, is childcare responsibilities.

Figure 4-2 presents the hours of labour performed by female Inuit and non-Inuit Project personnel between 2018 and 2024. After an initial decline between 2018 and 2019, hours worked by both Inuit and non-Inuit females have steadily increased since 2019.

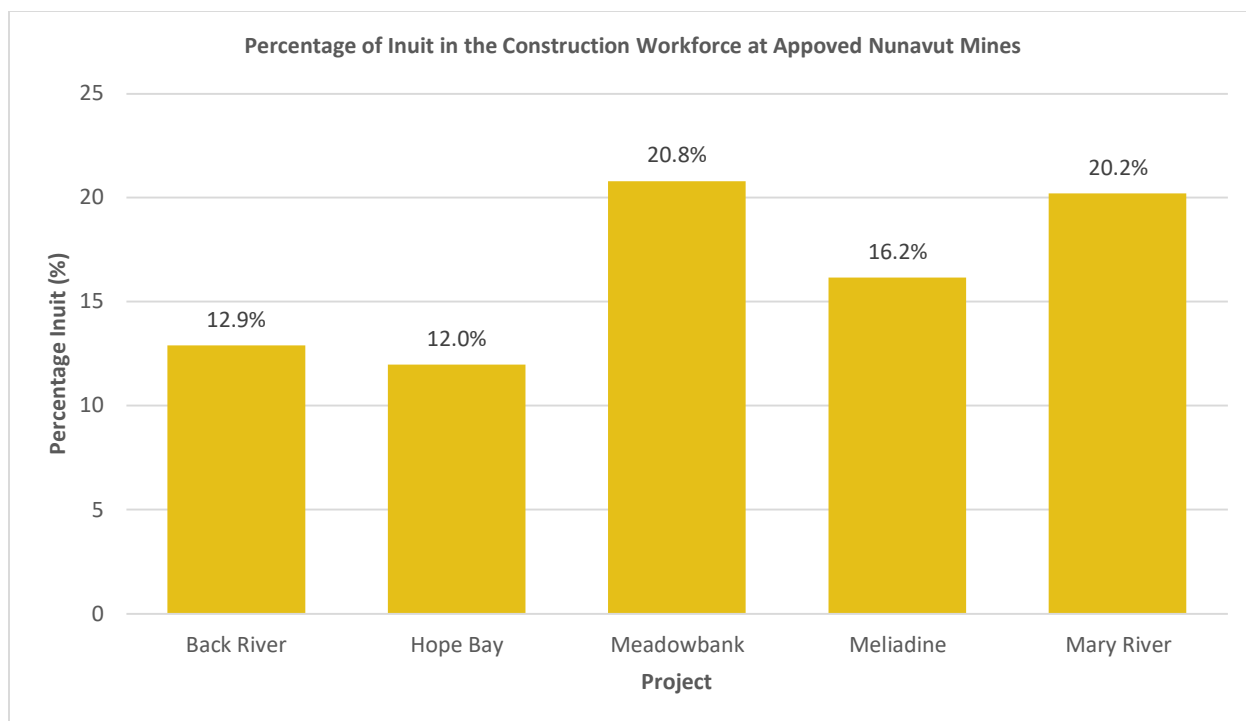
<sup>11</sup> In 2023, the average was somewhat higher at 16.8%.



Source: B2Gold Nunavut

**Figure 4-2: Hours of Project Labour Performed by Females, by Ethnicity (2018 to 2024)**

Comparing the performance of the Back River Project against other approved Nunavut mines during their construction phases provides additional insight into Inuit employment initiatives at the Project. Figure 4-3 presents data on the average percentage of Inuit employed in the construction workforce for the Back River, Hope Bay, Meadowbank, Meliadine, and Mary River mines. Of the projects shown, Meadowbank had the highest percentage of Inuit personnel (20.6%), while Hope Bay had the lowest (12.0%). Back River has had an average Inuit construction workforce of 12.9%.



Source: Socio-economic monitoring reports for the Back River, Hope Bay, Meadowbank/Meliadine, and Mary River mines.  
 Notes: Data are presented for years determined to represent the construction phase of these projects. This includes for Back River (2022 pre-construction period and 2023/2024 construction period average), Hope Bay (2015-2016 average), Meadowbank (2010 only; 2007-2009 data unavailable), Meliadine (2017-2018 average), and Mary River (2013).

**Figure 4-3: Percentage of Inuit in the Construction Workforce at Approved Nunavut Mines**

Unfortunately, many barriers to Inuit employment continue to exist in Nunavut. Thompson and Moroz (2024) note these can pertain to readiness for work, access to education and affordable daycare, and challenges associated with balancing participation in the wage and traditional economies. Thompson and Moroz (2024: 23) also highlight “the legacy of colonial policies and residential school systems along with gaps in wealth, food, and housing security have contributed to health disparities in the Inuit population, all of which impact the ability to work.” B2Gold Nunavut has developed several measures to help address Inuit employment barriers (see for example Section 4.3.1) and will continue to monitor outcomes in this area.

#### 4.1.2 Number and Percentage of Inuit in Each Job Category

Data on the number and percentage of Inuit in each job category provide insight into the varying labour contributions of the Project’s Inuit workforce. B2Gold Nunavut has adopted the following job categories, which are used for B2Gold Nunavut’s corporate reporting metrics:

Job Category	Description
<b>Executive Directors</b>	Members appointed to the Board of Directors, but who are also working as employees for B2Gold
<b>Senior / Executive Managers</b>	Top leaders in the Company, such as the CEO/Country Manager and heads of department who report to the Managing Director/CEO
<b>Middle Management / Superintendents</b>	Section heads/superintendents who report to the senior management
<b>Specialized Professionals</b>	Professionally qualified specialists, like engineers and chartered accountants
<b>Supervisory</b>	Team leaders, supervisors, and foremen of teams
<b>Skilled</b>	Employees with diplomas, certificates, etc. to fill a certain position, like artisans and accounting officers
<b>Semi-skilled</b>	Employees who can fill a position with a minimum schooling qualification and on-the-job training, like clerks, receptionists, etc.
<b>Unskilled</b>	General labour for which no formal schooling is required

Table 4-3 reveals 37.2% of Inuit employees occupied ‘Unskilled’ positions at the Project in 2024 and 56.4% of Inuit employees filled ‘Semi-skilled’ positions. Two ‘Skilled’ and three ‘Supervisory’ positions were also held by Inuit employees in 2024. High concentrations of Inuit employees in unskilled/semi-skilled categories are believed to reflect the overall low levels of Inuit educational attainment in Nunavut (see Sections 7.1.3 and 7.1.4) and the lack of individuals with advanced mining and/or technical skills in the territory (see Section 3.1.2). Other approved Nunavut mining projects show similar trends (e.g. Aglu and ERM 2024a, 2024b; ERM 2024).

Through B2Gold Nunavut’s Career Development Plans process, opportunities for advancement and growth of Inuit employees are being identified. Formal apprenticeship programs are also being researched and developed for introduction at the Project in the future. Section 7 provides additional details on these and other education and training initiatives being pursued by the Company.

**Table 4-3: Number and Percentage of Inuit in Each Job Category (2023 to 2024)**

Job Category	Number		% of Total	
	2023	2024	2023	2024
Executive Directors	0	0	0.0%	0.0%
Senior / Executive Managers	0	0	0.0%	0.0%
Middle Management / Superintendents	0	0	0.0%	0.0%
Specialized Professionals	0	0	0.0%	0.0%
Supervisory	1	3	1.6%	3.8%
Skilled	4	2	6.3%	2.6%
Semi-Skilled	43	44	67.2%	56.4%
Unskilled	16	29	25.0%	37.2%
<b>Total</b>	<b>64</b>	<b>78</b>	<b>100.0%</b>	<b>100.0%</b>

Source: B2Gold Nunavut

Notes:

1. Inuit employee numbers are derived from a point-in-time headcount each year (e.g. December 31).
2. Total percentages may not equal 100.0% due to rounding.

#### 4.1.3 Median Total Income of Taxfilers with Income

Median income is a well-established indicator of material well-being and may provide insight into employment and income level changes introduced by the Project. Data are available from NBS (2020a) and Figure 4-4 displays median total income of taxfilers with income from 2010 to 2017. In summary:

- The Kitikmeot Region average during this period was \$24,661, while in 2017 it was \$29,070.
- The Nunavut average during this period was \$29,636, while in 2017 it was \$33,410.
- Cambridge Bay had the highest average (\$31,780) in the Kitikmeot Region during this period, while Kugluktuk had the lowest (\$22,153).

Median income levels in Nunavut are lower than the rest of Canada, while unemployment rates are higher.<sup>12</sup> Unemployment rates and the wages earned by employed individuals are important influences on taxfiler income levels. Additional factors relevant to this indicator are described in the following section on social assistance recipients.

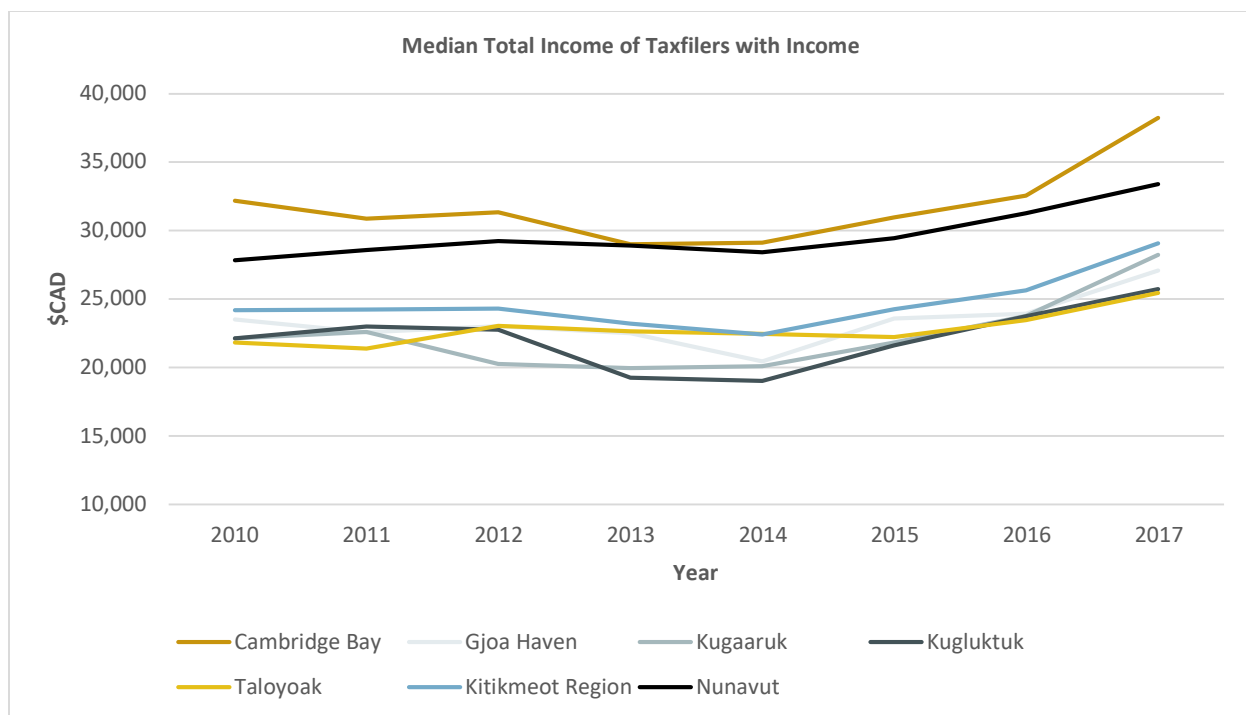
While the available data do not include community income levels by gender or ethnicity, Indigenous Services Canada (2020) provides insights at broader scales. For example, the median income for non-Indigenous men in Canada in 2015 was higher than non-Indigenous women by approximately \$13,500. This pattern was different for Inuit, however, where men and women had similar median incomes in (Inuit women earned \$874 more). Strikingly, median income for non-Indigenous residents of Nunavut was \$76,379 higher than Inuit residents of Nunavut. In 2020, the median income for Inuit (both men and women) was \$42,800, which was still \$7,600 lower than that of the non-Indigenous population of Canada (Indigenous Services Canada 2023).

The above will continue to serve as baseline information until relevant construction phase data become available. Additional analysis will be completed in future years.

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<sup>12</sup> Statistics Canada (2023a) notes the median income of individuals in Canada in 2017 was \$38,100 (in 2021 constant dollars). Canada's unemployment rate in September 2024 was 6.8%, compared to 9.7% in Nunavut and 13.1% among Nunavut Inuit (NBS 2024b).





Source: NBS (2020a)

**Figure 4-4: Median Total Income of Taxfilers with Income (2010 to 2017)**

#### 4.1.4 Percentage of Population Receiving Social Assistance

Social assistance trends may provide insight into employment and income level changes introduced by the Project. Data are available from NBS (2019) and Figure 4-5 displays the percentage of the population receiving social assistance from 2010 to 2018 (2014 data are unavailable). In summary:

- The Kitikmeot Region average during this period was 54.5%, while in 2018 it was 54.0%.
- The Nunavut average during this period was 41.0%, while in 2018 it was 49.7%.
- Taloyoak had the highest average (69.4%) in the Kitikmeot Region during this period, while Cambridge Bay had the lowest (25.0%).

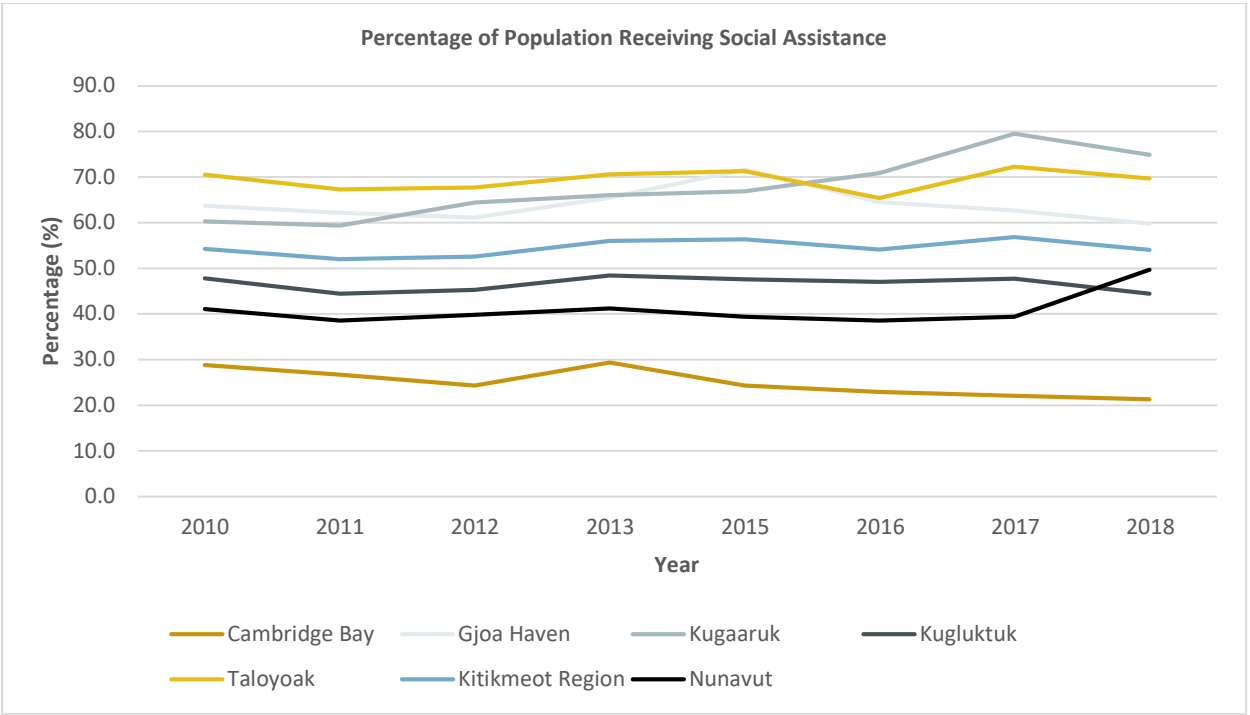
Social assistance use remains high in Nunavut.<sup>13</sup> While social assistance rates can be influenced by many factors, it is typically provided as a service of last resort to those who have been unable to financially provide for themselves or their families through other economic means. High poverty rates, barriers to employment, employment instability, low incomes, and low educational attainment experienced by Indigenous Canadians all lead to greater reliance on social services and income assistance (Hillel 2020, NCCIH 2017).

<sup>13</sup> Comparative data are available through sources other than NBS (i.e. Maytree 2024, Statistics Canada 2024a). These indicate the percentage of Canada's population receiving social assistance in 2023 was 4.7%, whereas for Nunavut this percentage was 28.4%. Social assistance percentages were calculated using the number of social assistance recipients identified in Maytree (2024) and 2023 population estimates presented by Statistics Canada (2024a). Comparative data should be used with caution, however, as each province/territory has unique social assistance programs and may report numbers of recipients differently.

In addition to having an unemployment rate higher than the national average (NBS 2024b), Nunavut also has a higher cost of living. According to the federal government’s Nutrition North subsidy program, for example, the estimated 2021 cost of a basket of food to feed a family of four in Nunavut was \$22,591 per year (Government of Canada 2021). Conversely, the average Canadian household outside the territories spent \$8,065 on food from stores in 2021 (Statistics Canada 2023b). Furthermore, the rate of food insecurity among Inuit (74.7%) was significantly higher than the rest of Canada (21.8%) in 2022 (Statistics Canada 2024d, e).

52.3% of social assistance recipients in Canada were female in 2022-2023, whereas in Nunavut, 46.6% of recipients were female. In addition, results of the 2017 Aboriginal Peoples Survey indicate the unemployment rate among Inuit men (26%) was higher than for Inuit women (18%) (Statistics Canada 2018). This may be due to the greater number of perceived barriers to employment reported by unemployed Inuit men compared to unemployed Inuit women. These barriers included job shortages, insufficient education and training, and lack of necessary work experience (Statistics Canada 2018). However, it is well known that Inuit women face their own unique barriers to employment in certain economic sectors, such as mining (MIHR 2023, Pauktuutit 2016, Women in Mining Canada 2010).

The above will continue to serve as baseline information until relevant construction phase data become available. Additional analysis will be completed in future years.



Source: NBS (2019)  
Notes: No data available for 2014

**Figure 4-5: Percentage of Population Receiving Social Assistance (2010 to 2018)**

#### 4.1.5 Inuit Personnel who Left Employment Positions in their Community

Data on Inuit personnel who left employment positions in their community may provide insight into competition for local labour introduced by the Project. These data have been sourced from the 2024 IPS (Table 4-4).

41% of Inuit personnel reported having resigned from a previous job in order to take up employment with the Project (compared to 28% in 2022). Of these, 60% left full-time positions (compared to 62% in 2022), 20% left casual employment (compared to 31% in 2022), and 13% left part-time positions (compared to 8% in 2022) to work on the Project.

Survey results continue to indicate some individuals are resigning from positions in their community to take on Project employment; however, no recent concerns have been raised by local stakeholders on the topic of competition for local labour. Unemployment also remains persistently high throughout the territory and some individuals may have switched employment for an improved quality of life (e.g. through greater pay, job security, or career advancement opportunities at the Project) – A beneficial outcome (see for example Figure 4-13). Future versions of the IPS will aim to investigate this topic further.

**Table 4-4: Employment Status Prior to Project Employment (2024 IPS Results)**

Pre-Project Employment Status	Number of Respondents	Percentage of Respondents
<i>Did you resign from a previous job in order to take up employment with the Back River Project? (n=73)</i>		
Yes	30	41.1%
No	41	56.2%
Unknown	2	2.7%
<b>Total</b>	<b>73</b>	<b>100.0%</b>
<i>If yes, what was your previous employment status? (n=30)</i>		
Casual	6	20.0%
Part-time	4	13.3%
Full-time	18	60.0%
Unknown	1	3.3%
Other	1	3.3%
<b>Total</b>	<b>30</b>	<b>100.0%</b>

Source: B2Gold Nunavut

Notes: Total percentages may not equal 100.0% due to rounding.

#### 4.1.6 Turnover Rate

The term ‘turnover’ is inclusive of certain voluntary (i.e. resignation) and involuntary departures (i.e. terminations with cause, without cause, and within the probationary period), but does not include the conclusion of contracts. It is calculated by dividing the number of departures in a year by the total number of employees who were employed by B2Gold Nunavut that year. Table 4-5 displays information on B2Gold Nunavut employee departures by ethnicity and gender in 2024.

In 2024, there were 252 total employee departures at the Project, representing an average turnover rate of 21.5%. Women represented 12.7% of all turnovers that occurred. The Inuit employee turnover rate was higher (40.4%) than the non-Inuit employee turnover rate (18.8%) during this period. Compared to 2023, the Inuit employee turnover rate was 8.3% higher in 2024 (Figure 4-6).

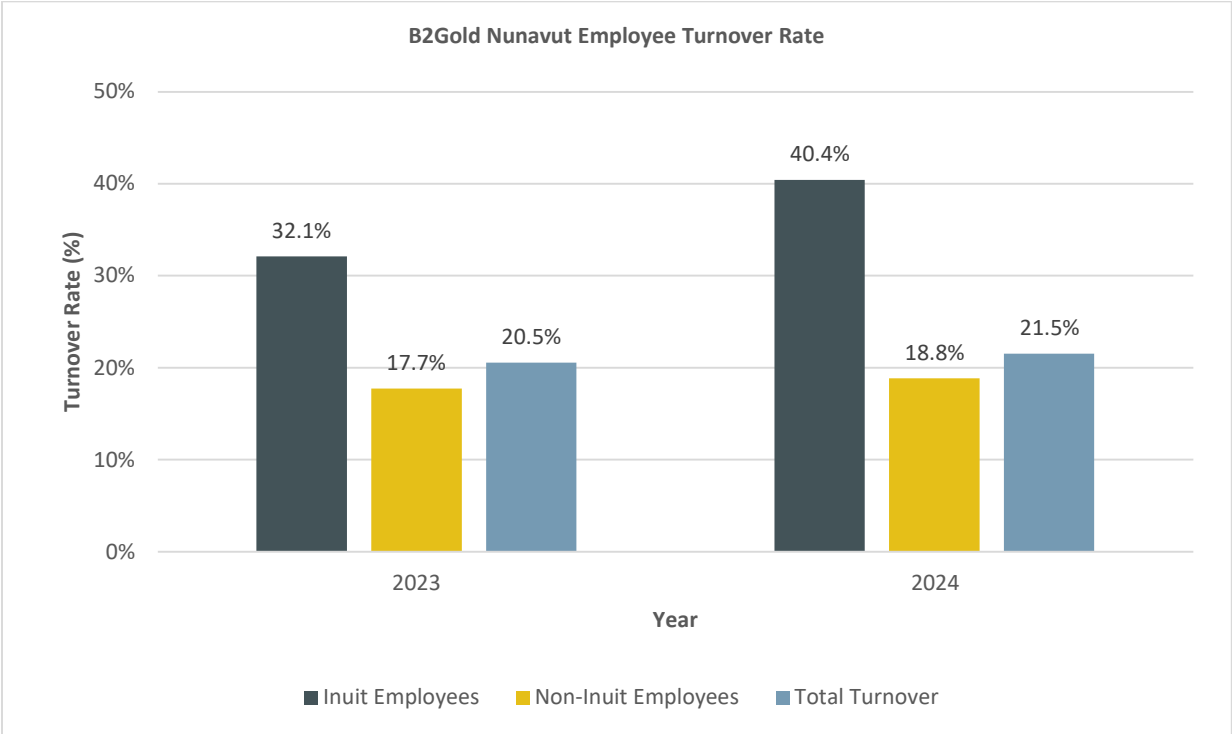
High rates of Indigenous employee turnover have been experienced by northern mining operations through the construction and early operations phases, including Mary River (Aglu and ERM 2024a), Meadowbank/Meliadine (Aglu and ERM 2024b), Hope Bay (ERM 2024), and diamond mining operations in the Northwest Territories (Impact Economics 2018). One possible contributor to high Indigenous employee turnover rates in Nunavut is the challenge of integrating participation in the wage economy with traditional land-based activities (Thompson and Moroz 2024).

**Table 4-5: B2Gold Nunavut Employee Departures (2024)**

Inuit (Workforce = 146)				Non-Inuit (Workforce = 1,025)				Total (Workforce = 1,171)			
Number of Departures			Turnover Rate	Number of Departures			Turnover Rate	Number of Departures			Turnover Rate
Male	Fem.	Tot.		Male	Fem.	Tot.		Male	Fem.	Tot.	
51	8	59	40.4%	169	24	193	18.8%	220	32	252	21.5%

Source: B2Gold Nunavut

B2Gold Nunavut continues to monitor employee turnover causes and outcomes and has committed to reducing turnover and increasing Inuit employment as the Project advances. As has been experienced by other northern mining operations, B2Gold Nunavut anticipates Inuit turnover will decrease as the Project moves from construction into ongoing operations, and as identified reasons for turnover continue to be addressed (see Section 4.1.7).



Source: B2Gold Nunavut

**Figure 4-6: B2Gold Nunavut Employee Departures (2024)**

#### 4.1.7 Reasons for Inuit Turnover

Documented reasons for Inuit employee turnover can provide insight into issues affecting Inuit employment stability and career progression at the Project. The top three reasons for Inuit employee turnover in 2024 were dismissal for cause, rejection following probation, and resignation. The top three reasons for Inuit voluntary departures in 2024 included employment elsewhere, family responsibilities, and ‘no reason provided’.

Throughout 2024, exit interviews continued to be offered to Inuit personnel upon departure. Further, through the *Inuit Employee Assistance Program*, the Kitikmeot Friendship Society also attempts to conduct voluntary exit interviews and provide feedback to the Company. Additionally, Inuit members of the Indigenous & Northern Affairs team now participate in exit interviews with Inuit employees as and when they are scheduled.

Reasons for Inuit turnover will continue to be tracked in future years to identify potential trends and, where necessary, to develop strategies that reduce turnover at the Project. In 2024, for example, an *Inuit Employment Working Group* was established between B2Gold Nunavut and KIA to determine actions B2Gold Nunavut might undertake to better attract and retain Inuit employees. The Company is also actively developing a new *Northern Employee Onboarding Program* (NEOP) to help set Inuit employees up for greater career success. B2Gold Nunavut is also in the process of developing a new *Inuit Employment Policy* that formalizes the steps, respective responsibilities, and implementation plans necessary for the successful completion of Inuit Career Development Plans.

#### 4.1.8 Employee Promotions

Employee promotion data can provide insight into Inuit career progression at the Project. Higher numbers of promotions indicate a greater number of individuals are maintaining stable employment and taking advantage of career advancement opportunities. It may also indicate successful implementation of Inuit Career Development Plans has occurred. Ninety-three employee promotions were recorded at the Project in 2024, including 14 Inuit promotions (Table 4-6). Further analysis will be completed as additional data become available in future years.

**Table 4-6: B2Gold Nunavut Employee Promotions (2022 to 2024)**

Year	Inuit			Non-Inuit		
	Male	Female	Total	Male	Female	Total
2022	0	0	0	0	0	0
2023	5	0	5	20	3	23
2024	13	1	14	73	6	79

Source: B2Gold Nunavut

#### 4.1.9 Other Information

##### *Kitikmeot Community Information and Human Resources Tour*

From September 23-27, 2024, B2Gold Nunavut hosted its annual Kitikmeot Community Information and Human Resources Tour. Members of B2Gold Nunavut’s Indigenous & Northern Affairs and Human Resources (HR) teams were present to provide Project updates, share information on employment

opportunities, and receive resumés from the public. Assistance with resume preparation was also provided. Engagement sessions were held in each of Kugluktuk, Gjoa Haven, Taloyoak, and Kugaaruk; unfortunately, Cambridge Bay was unable to be visited due to weather.

A total of 281 Kitikmeot residents attended at least one of the engagement sessions conducted. Additionally, 61 resumes were collected or updated by the HR team and 19 individuals were hired on-the-spot. Those applicants not immediately offered positions will continue to be evaluated by B2Gold Nunavut for potential roles with the Project as and when they become available.

#### *On-Site Cultural Activities and Recreation*

B2Gold Nunavut's Inuit Support Coordinators and Supervisor, Community Relations endeavour to run on-site cultural activities, such as country food and Inuit game nights, at least once a rotation. In addition, Goose Camp's recreation room is well-appointed with video games and other electronic entertainment, and a new large gym facility is planned for construction in 2025. A Social Committee has also been established to run formal events and activities for Project personnel.



**Figure 4-7: Inuit Games Night – Goose Camp (August 2024)**

B2Gold Nunavut also honoured the National Day for Truth and Reconciliation on September 30, 2024 by sharing information with Company staff and providing all employees in Canada an orange T-shirt with a commissioned design by Nunavut Inuit artist, April Pigalak. The design featured an illustration of a pair of children's shoes, an image which has become a symbol of mourning for children and youth who died in residential schools and for the Indigenous people, families, and communities otherwise impacted by them.



**Figure 4-8: National Day for Truth and Reconciliation – MLA Camp (September 2024)**

#### *2024 Workplace Practice Review*

In 2024, B2Gold Nunavut initiated a Workplace Practice Review ('Environmental Scan') at the Project. This was done to ensure the Project functions in a way that complies with all applicable workplace laws and obligations, including occupational health and safety, human rights legislation, and labour standards.

The Environmental Scan was conducted by an external consultant who looked at the team and the organization with an objective view. The scan assessed the organization's health with respect to its people and practices and was an opportunity to provide honest feedback with a view to improve the employment experience as well as to foster a well-functioning work environment. The purpose of the scan was to identify what was working well and any opportunities for improvement, to ensure that B2Gold Nunavut's culture is one of respect to support the Company in the important goal of maintaining a safe and inclusive workplace. While the results of the scan will remain internal to B2Gold Nunavut, opportunities for improved practice at the Project will continue to be assessed using this and other tools.

#### **4.2 COMMUNITY PERSPECTIVES**

Community members have consistently said the Kitikmeot Region should receive maximum benefit from the Project, including priority employment opportunities for Inuit. Appreciation for existing Project employment opportunities has also been noted. Likewise, community members have said training and apprenticeship programs should be established to help those without mining skills and experience become meaningfully employed, and that youth and women should be two areas of focus for employment initiatives developed by B2Gold Nunavut. Various challenges and constraints to maximizing Inuit employment have also been described, and suggestions have been provided describing how some of these may be addressed. As well, questions have been raised about the types of available

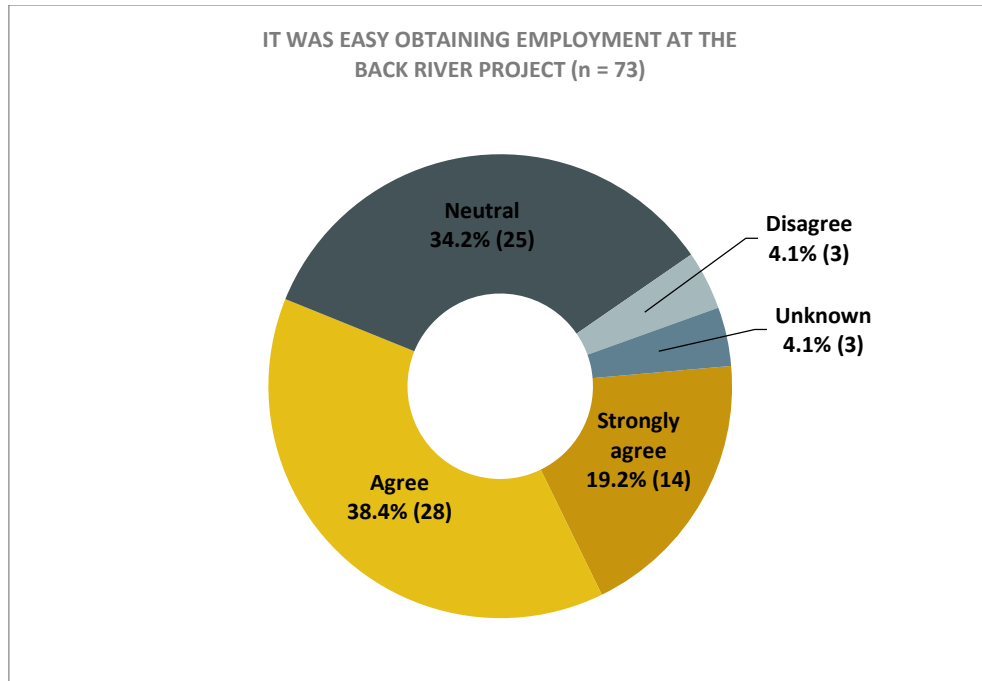
jobs, the process by which to access employment opportunities, and the employee benefits and income Inuit can expect from employment at the Project.

Results from the 2024 IPS revealed 58% of respondents 'agreed' or 'strongly agreed' it was easy to obtain employment at the Project (compared to 66% in 2022), while 34% were 'neutral' on the issue. 86% of respondents said they had not experienced any difficulty obtaining employment at the Project, and of those who had encountered difficulties, the most frequently cited were: a) lack of education or training; b) unsuccessful prior job application; c) difficulty preparing job application materials; d) difficulty contacting people or having questions answered; and e) personal issues.

When asked about their workplace experiences, 85% of survey respondents 'agreed' or 'strongly agreed' that they felt safe working at the Project (compared to 96% in 2022), 58% 'agreed' or 'strongly agreed' that respect is shown for Inuit and Inuit culture at the Project (compared to 72% in 2022), and 75% 'agreed' or 'strongly agreed' that they were satisfied with their job and career advancement opportunities at the Project (compared to 87% in 2022). More generally, 81% of respondents said their ability to provide for themselves and their family was 'better' or 'much better' since obtaining Project employment (compared to 96% in 2022) (Figures 4-9 to 4-13).

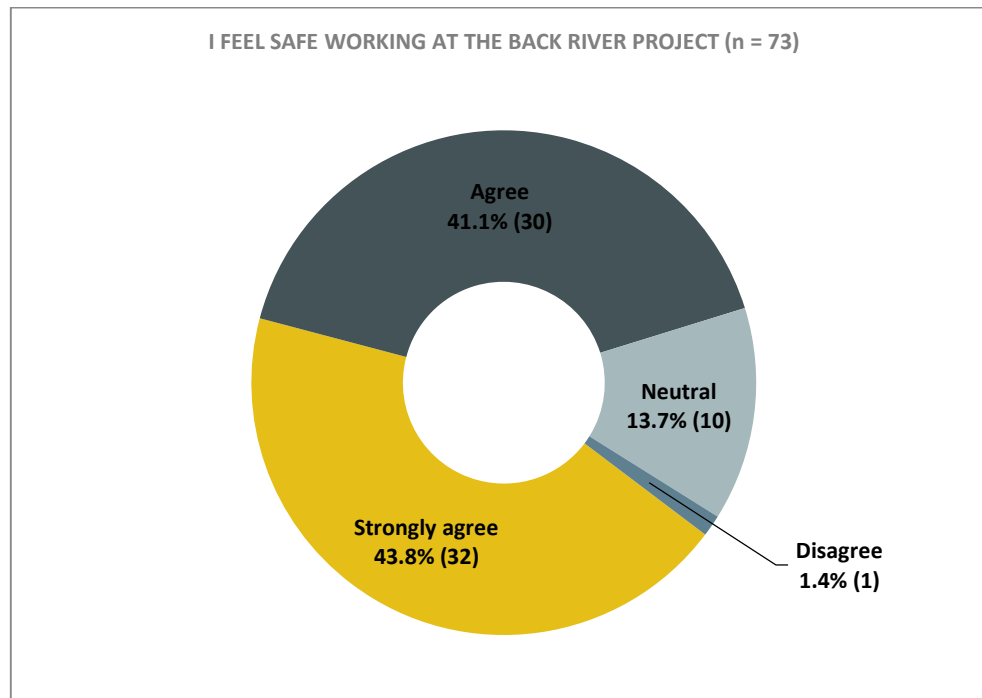
The decrease in rates between surveys described above has been noted by B2Gold Nunavut and will continue to be monitored. While reasons for the decrease are currently unknown, the Company continues to address this matter through various initiatives. This includes ongoing employment outreach and resume preparation support (e.g. during annual Kitikmeot Community Information and Human Resources Tours), a 2024 Workplace Practice Review, updates to the Project's cultural awareness training program, and career development support for Inuit (e.g. Career Development Plans). Additional analysis will be completed in future years as data become available.





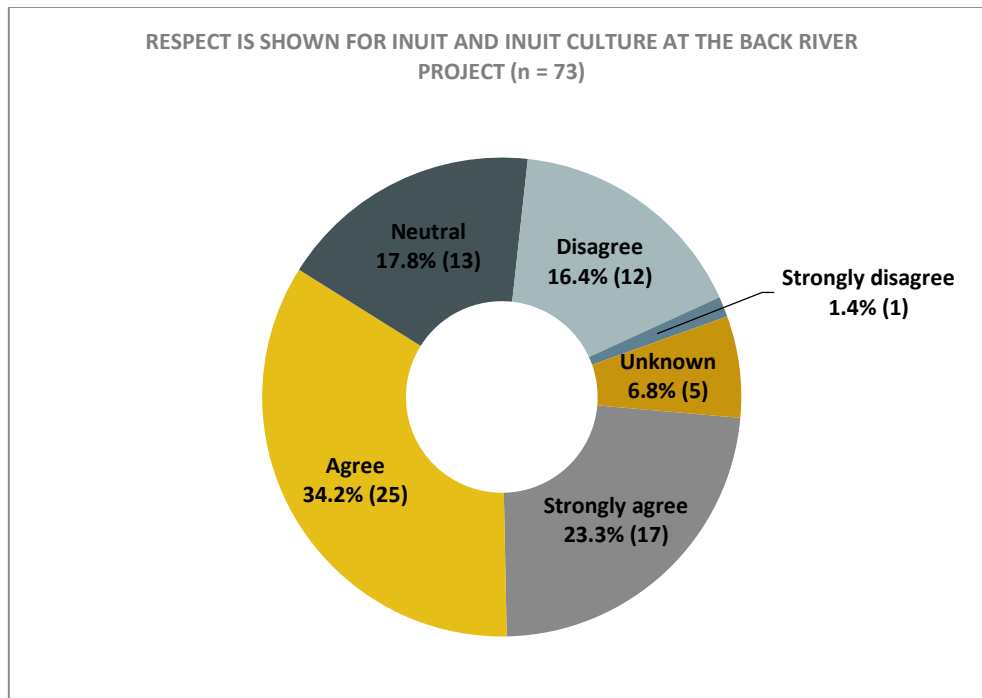
Source: B2Gold Nunavut

**Figure 4-9: Ease of Obtaining Project Employment (2024 IPS Results)**



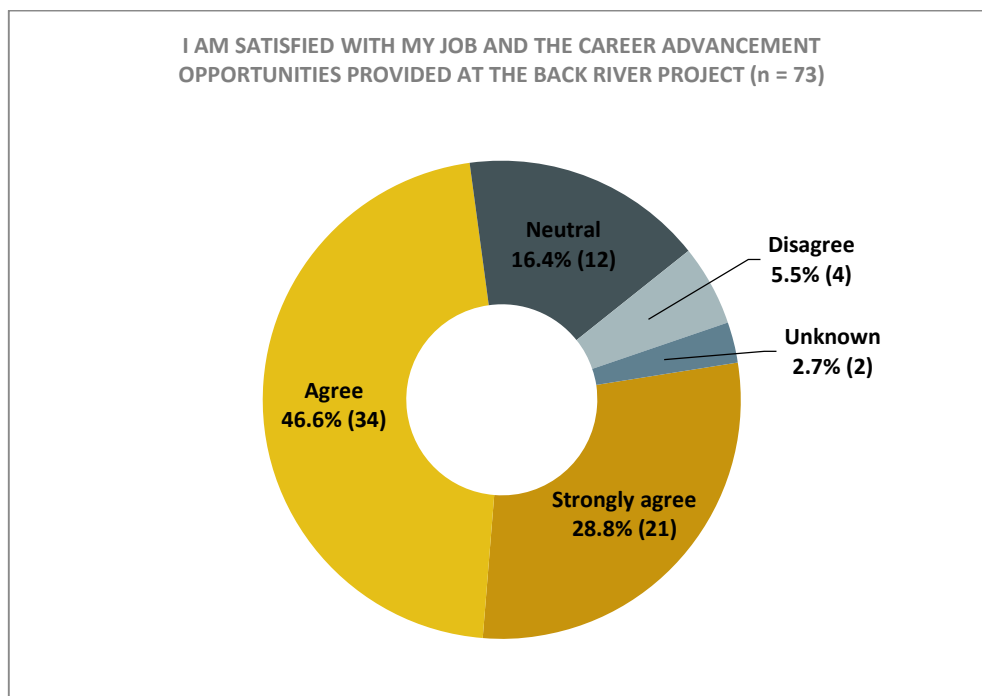
Source: B2Gold Nunavut

**Figure 4-10: Perceptions of Safety at the Project (2024 IPS Results)**



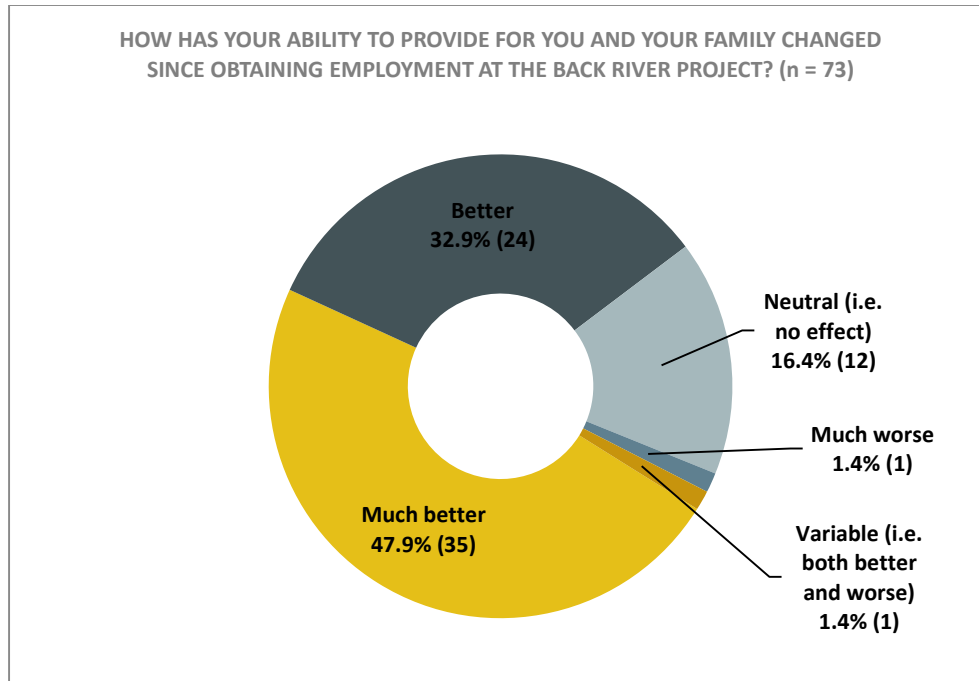
Source: B2Gold Nunavut

**Figure 4-11: Respect for Inuit and Inuit Culture at the Project (2024 IPS Results)**



Source: B2Gold Nunavut

**Figure 4-12: Satisfaction with Job and Career Advancement Opportunities at the Project (2024 IPS Results)**



Source: B2Gold Nunavut

**Figure 4-13: Ability to Provide for Self and Family (2024 IPS Results)**

Recent examples of comments provided on this VSEC include:

- "I would like to see that the labourer positions held by all natives and no people from the south."*
- "Try to have more Indigenous/cultural things involved and more live interviews with nearby communities. Try to have more flights into nearby community."*
- "Everyone I worked with at Goose Lake are awesome. I love my job."*
- "Highly suggest to work with B2Gold."*
- "Interview was great, a lot of information shared during interview."*
- "Work in progress."*
- "I really like my work crew and love it here."*
- "This is a safe workplace. Great job with orientation, training WHMIS."*
- "Sometimes [I feel safe at work]. Take harassment and bullying more seriously from beneficiaries."*
- "Safety is all good to me."*
- "[Respect is shown] from most. But not all."*
- "Try to teach people more about our culture (videos, tools, skins, food, and respect in our own way)."*
- "Respect needs to be recognized more from the southern hires and vice versa."*
- "Every time I talk about Inuit culture, the guys are always interested and amazed about how Inuit ways of life."*
- "Inuit are not treated the same as people from the south."*
- "Respect for each other here is good."*
- "I love my job, helps me putting food on table and get things for my kids and my wife."*
- "My certificates should be taken into consideration, for rates of pay (experience)."*

*"Get more Inuit into the top jobs like production operator, supervisor."*

*"Before I started with B2Gold I had no heavy equipment experience. I can now operate UD haul truck, telehandler, and boom truck."*

*"Enjoy working with the crew I am on."*

*"This job has made it easier to provide for my family and I."*

*"Thanks for the opportunity."*

*"I can provide food for my kids. It's great."*

*[2024 IPS Report – December 2024]*

*"It's been going for six years now, this project, and from the time the project started, there are three Inuit who are working full-time now, and that's a good... even one young person who is being supported is very good."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"We don't have too many mechanics in our communities as well, and we don't have Class 4 engineers or drivers. There's Class 4 and 5 jobs available, but we also have to abide by licences. So that's almost like a discouragement for people to apply for those type jobs like heavy equipment jobs."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"How are you working to increase Inuit employment at Project sites?"*

*"What is the breakdown of Inuit vs. not Inuit employees?"*

*[Bathurst Inlet and Bay Chimo HTO Site Visit – April 2024]*

*"Who do we contact if interested in applying for a job, as for the Elders who cannot read or write, which jobs are available?"*

*"I would like to see Inuit employees get a pay raise automatically when they are a long-term employee."*

*[Taloyoak Public Meeting – September 2024]*

*"What is re-hire policy?"*

*[KIA Board Site Visit – October 2024]*

#### 4.3 EFFECTS AND COMPLIANCE ASSESSMENT

##### 4.3.1 Management and Mitigation Measures

Several management and mitigation measures have been developed in relation to the Employment VSEC. These are described in the IIBA, IHRP, IBDP, and SEMP and include:

- Employee Relations Strategy
  - Skills and entrance requirements
  - Employee benefits (including access to an EFAP and IEAP)
  - Employee communication
  - Work rotation schedules
  - Orientation programs
  - Employee Engagement Committee
  - Joint B2Gold Nunavut-KIA Inuit Employment Working Group

- Priority Recruitment Strategy
  - Priority employment opportunities for Inuit
  - Establishment of Inuit employment targets
  - Promotion of employment opportunities in Kitikmeot Region communities
  - Provision of employee transportation to and from Kitikmeot Region communities to the Project
  - Contractors required to develop and apply their own relevant Inuit employment, hiring, retention, and advancement practices
- Inuit Training Opportunities
  - Training and career development opportunities for Inuit (see also Section 7.3.1)
- Workforce Retention Strategy
  - Inuit Support Coordinators & B2Gold Nunavut community offices
  - Inuit Personnel Survey
  - Measures directed at Inuit women
  - Exit interviews
  - Re-hiring
  - Monitoring and addressing turnover
- Workforce Transition Strategy
- Regional Wealth Creation Initiative
- Preferential contracting opportunities for Inuit businesses
- Socio-economic monitoring of employment indicators

#### 4.3.2 Effects Assessment

There were three residual effects for the Employment VSEC assessed in the FEIS. Monitoring results applicable to these are summarized in Table 4-7.

**Table 4-7: Effects Assessment for the Employment VSEC**

Residual Effect	FEIS Conclusion	Monitoring Results
Changes to Employment and Income Levels	The Project is anticipated to increase employment and income levels within the Kitikmeot Region and Nunavut, as well as elsewhere in Canada. The provision of employment opportunities has the potential to result in substantial positive benefits for the Kitikmeot. Increased income and employment levels are anticipated to have a positive residual effect on the Employment VSEC (FEIS Volume 8, Section 3.5.5.3).	Existing Project employment and income generation opportunities are notable, but also reflect the current early stage of development the Project is in (i.e. construction). Until construction is complete and operations are underway, it remains too early to assess whether beneficial long-term changes to employment and income levels have been realized and if mitigation measures are functioning as anticipated. However, 647,000+ hours have now been worked by Inuit at the Project, in addition to \$17.9 million in Inuit payroll being earned. While initial indications for this effect are positive, additional conclusions will be drawn in future monitoring reports.
Changes to the Capacity of the Labour Force	The Project is anticipated to increase the capacity of the labour force in the Kitikmeot Region. At present, Kitikmeot residents face a number of barriers to employment including lack of experience and opportunity. The Project has the potential to alter outcomes for those who become	Existing Project employment, skill development, and training opportunities are notable, but also reflect the current early stage of development the Project is in (i.e. construction). Until construction is complete and operations are underway, it remains too early to assess whether beneficial long-term changes to the

Residual Effect	FEIS Conclusion	Monitoring Results
	employed directly or indirectly, increasing the ability of individuals and communities to engage in the wage economy. The increased capacity of the labour force is anticipated to have a positive residual effect on regional levels of employment generally, and on the Employment VSEC (FEIS Volume 8, Section 3.5.5.3).	capacity of the labour force have been realized and if mitigation measures are functioning as anticipated. However, 647,000+ hours have now been worked by Inuit at the Project, in addition to 30,000+ hours of training being provided. While initial indications for this effect are positive, additional conclusions will be drawn in future monitoring reports.
Changes to Competition for Local Labour	The provision of Project employment is expected to produce substantial benefits in the Kitikmeot Region. These employment opportunities may result in competition for labour locally as a result of the demand for skilled labour and the higher-than-average incomes often associated with mine employment. This effect is expected to be negative in direction and low in magnitude. The magnitude is assessed as low because the expected competition for labour is anticipated to be minimal and to affect a small number of operations/businesses. This effect is determined to be Not Significant based on the low magnitude, limited geographic extent, and reversible nature of the effect (FEIS Volume 8, Sections 3.5.5.3 and 3.5.6.1).	Until construction is complete and operations are underway, it remains too early to assess whether long-term changes to competition for local labour have occurred and if mitigation measures are functioning as anticipated. There is currently no evidence to suggest predicted effects have been exceeded. In fact, the Project contributes positively to the local labour market by creating new opportunities, and increasing the skills and experience of personnel within it; individuals who move on from Project employment may be available for other employers to hire. However, additional conclusions will be drawn in future monitoring reports.

#### 4.3.3 Compliance Assessment

There are three Terms & Conditions in the Project Certificate pertaining to the Employment VSEC. The status of these is summarized in Table 4-8.

**Table 4-8: Terms & Conditions for the Employment VSEC**

Term & Condition No.	Description	Status
71	To the extent the sharing of such information is consistent with and not limited by any IIBA with the KIA, and in consultation with the GN during preparation, the Proponent should submit detailed staff schedule information, consisting of at least the following items: a. Title of positions required by department and division; b. Quantity of positions available by Project phase and year; c. Transferable skills, both certified and uncertified which may be required for, or gained during, employment within each position; and d. The National Occupational Classification code for each individual position.	Staff schedule information continues to be provided to NIRB. An updated staff schedule has been included in <b>Appendix D</b> .  B2Gold Nunavut anticipates providing similar staff schedule updates for the operations phase at the appropriate time.
72	The Proponent is encouraged to identify and register all trades occupations, journeypersons, and apprentices working with the Project, as well as to provide the GN with information regarding the number of registered apprentices and journeypersons from other jurisdictions employed at the Project.	Information on trades occupations, journeypersons, and apprentices working at the Project continues to be provided to NIRB. Updated information has been included in <b>Appendix E</b> . This information was also provided directly to the GN via email in February 2025.

Term & Condition No.	Description	Status
97	At least 6 months prior to the reduction in the number of trips to transport fuel, the Proponent shall prepare and provide to NIRB an Employment/Contractor Transition Plan that outlines strategies the Proponent plans to take to ensure that Inuit and local employees and/or contractors involved in the transportation of fuel are given alternative opportunities to maintain their employment/contracts with the Project, despite the reduced fuel transport.	Construction of the Back River Energy Centre has not yet commenced. B2Gold Nunavut anticipates developing its Fuel Transport Employee/Contractor Transition Plan in the near future. Once finalized, it will be submitted to NIRB.

## 5. BUSINESS OPPORTUNITIES

### 5.1 INDICATOR DATA AND ANALYSIS

#### 5.1.1 Project Business Expenditures

The value of Project business expenditures is a useful indicator of the business opportunities created by the Project. When disaggregated, these data also provide insight into the opportunities created for different business types. In 2024, a total of \$770.5 million in expenditures were made to 761 businesses. Of this, \$319.1 million (41.4%) in expenditures were made to 118 northern businesses (including Kitikmeot Qualified Businesses (KQB), Nunavut Tunngavik Inc. (NTI) Registered Inuit Firms, Nunavut Businesses, and other Northern Businesses). \$204.6 million (26.5%) in expenditures were made to 17 Kitikmeot Qualified Businesses (Table 5-1). This indicator includes any amounts spent by B2Gold Nunavut on Project-related business expenditures and is not limited to amounts spent only in Nunavut or through formally negotiated contracts.

**Table 5-1: Project Business Expenditures by Business Type (2024)**

Business Type	Number of Businesses Expenditures Made To	Value of Business Expenditures (\$CAD millions)
Kitikmeot Qualified Businesses (KQB)	17	\$204.6
NTI Registered Inuit Firms	13	\$52.6
Nunavut Businesses (NNI)	1	\$0.5
Other Northern Businesses	87	\$61.4
Other Businesses	643	\$451.4
<b>Total</b>	<b>761</b>	<b>\$770.5</b>

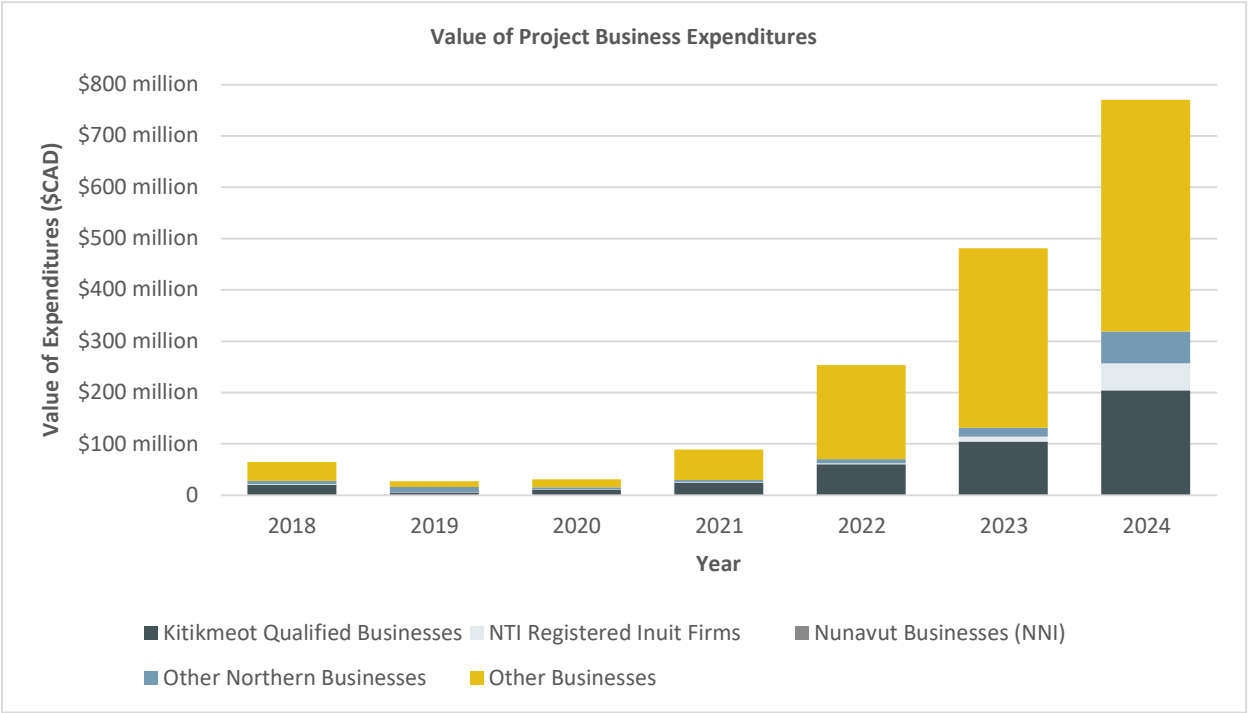
Source: B2Gold Nunavut

Notes: KQB are those included on KIA's Kitikmeot Qualified Business Registry. NTI Registered Inuit Firms are those included on NTI's Inuit Firm Registry (see <http://inuitfirm.tunngavik.com>); for the purposes of this table, KQB are not included under this category. Nunavut Businesses are those included on the Nunavummi Nangminiaqtunik Ikajuuti (NNI) Registry (see <http://nni.gov.nu.ca/business/search>); for the purposes of this table, KQB and NTI Registered Inuit Firms are not included under this category. Other Northern Businesses refers to other businesses operating in Northwest Territories, Yukon, or Nunavut; for the purposes of this table, KQB, NTI Registered Inuit Firms, and Nunavut Businesses (NNI) are not included under this category. Other Businesses refers to all other businesses B2Gold Nunavut had Project expenditures with.

The three largest Project business expenditures in 2024 included those with Toromont Arctic Ltd. (\$55.2 million), Bradley Air Services Ltd. (\$54.5 million), and Matrix Kitikmeot Logistics Ltd. (\$41.3 million). The three largest Project expenditures with KQB in 2024 included those with Toromont Arctic Ltd. (\$55.2 million), Matrix Kitikmeot Logistics Inc. (\$41.3 million), and Kitikmeot Camp Solutions (\$21.4 million). Inuit business expenditures and opportunities at the Project are reflective of the commitments B2Gold Nunavut has made through the IIBA and elsewhere.



Figure 5-1 displays the value of Project business expenditures from 2018 to 2024. After an initial decline between 2018 and 2019, the total value of Project business expenditures has increased from \$27.1 million in 2019 to \$770.5 million in 2024. During the same period, Project expenditures with Kitikmeot Qualified Businesses increased from \$5.6 million to \$204.6 million.



Source: B2Gold Nunavut

**Figure 5-1: Value of Project Business Expenditures (2018 to 2024)**

### 5.1.2 Number of Registered Inuit Firms

The number of registered Inuit Firms in the Kitikmeot Region is another potential indicator of business opportunities and economic growth that may have been created by the Project. This is because Project contracting expenditures and new Project-generated consumer discretionary income are expected to result in increased demand for (and spending on) local goods and services. Subsequently, the number and offerings of local businesses may increase to meet this demand.

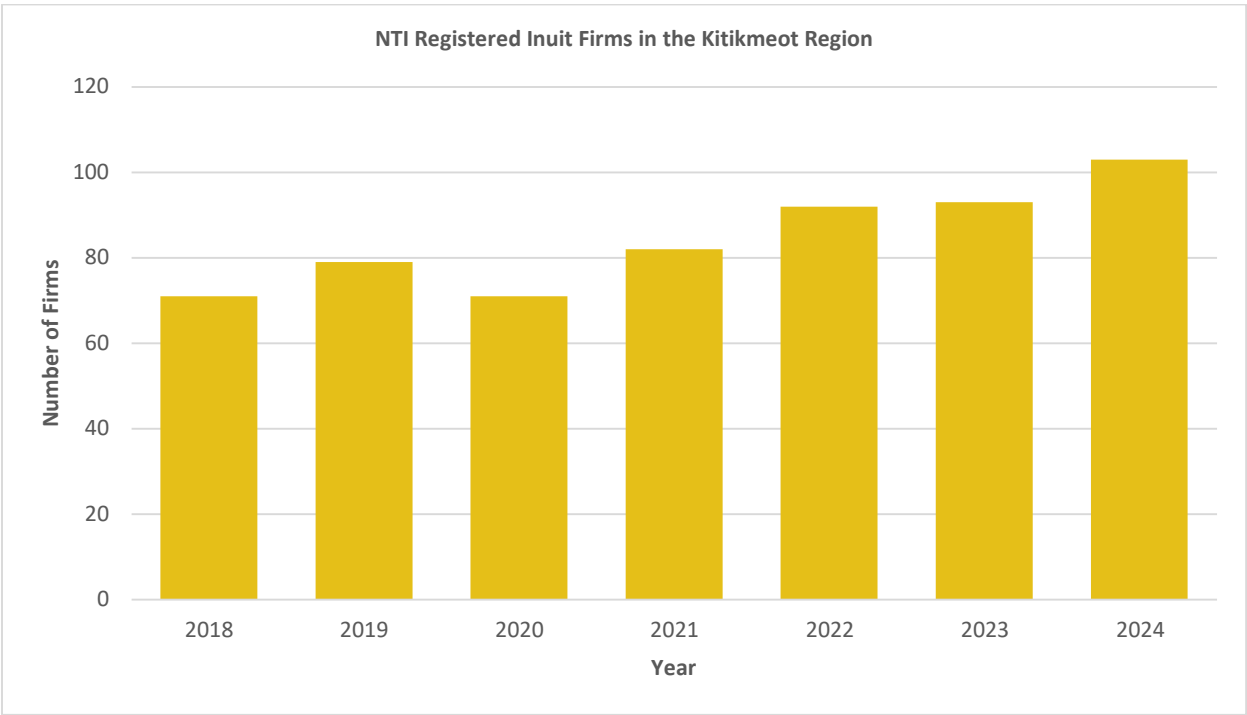
NTI maintains an Inuit Firm Registry database for Nunavut.<sup>14</sup> This database (i.e. NTI 2024) provides the name of each registered Inuit Firm, describes each firm’s area of business operations, and the location where the firm is based. The number of registered Inuit Firms in the Kitikmeot Region since 2018 are presented in Figure 5-2.

In 2024, a total of 103 active Inuit Firms were registered in the Kitikmeot Region. Cambridge Bay had the highest number of firms (64), while Kugaaruk had the lowest (1). The number of Inuit Firms

<sup>14</sup> NTI defines an ‘Inuit Firm’ as an entity which complies with the legal requirements to carry on business in the Nunavut Settlement Area, and which is a limited company with at least 51% of the company’s voting shares beneficially owned by Inuit, or a cooperative controlled by Inuit, or an Inuk sole proprietorship or partnership.

registered in the Kitikmeot Region has increased by 32 since 2018, to which new Project expenditures may have contributed. This indicator will continue to be tracked as the Project advances into operations.

In general, while some data suggest entrepreneurship in Nunavut is on the rise, it remains less prevalent than in the rest of Canada (Statistics Canada 2017b, 2022a; Thompson and Moroz 2024). Entrepreneurs operating in Nunavut can face several challenges, including difficulty in securing funding, not having adequate business and financial skills to start and operate a business, and limited access to business planning supports. In addition, there is a higher cost of securing goods and providing services in Nunavut and limited infrastructure to distribute goods, along with difficulties securing qualified support staff (Gresch and Shaw 2020, Thompson and Moroz 2024). Gresch and Shaw (2020) also note that people living in subsidized housing in Nunavut are restricted from operating a small business within their units.



Source: NTI (2024)

**Figure 5-2: Number of Registered Inuit Firms (2018 to 2024)**

5.1.3 Number of Kitikmeot Qualified Businesses

KQB registered with KIA are another potential indicator of business opportunities and economic growth that may have been created by the Project. Per its IIBA with KIA, B2Gold Nunavut is required to provide preferential contracting opportunities to KQB in several Project areas. For this reason, tracking changes in both the number of KQB and the goods/services they provide may reveal business development trends over time. KIA provides B2Gold Nunavut with an updated list of KQB annually; this list includes contact information for individual businesses and a description of the goods/services they provide.

The number of KQB registered with KIA since 2015 is presented in Figure 5-3. In 2024, 32 KQB were registered, representing 92 total goods/services categories. A list of applicable ‘contract categories’ for goods/services provided by KQB in 2024 is presented in Table 5-2.<sup>15</sup>

In 2024, the number of KQB was the highest it has been since 2018. Growth in the number of goods/services offered by KQB has also occurred. New contracting opportunities and expenditures from the Project may have contributed to this growth. This indicator will continue to be tracked as the Project advances into operations.



Source: KIA  
Notes: No data available for 2022 as KIA was revising its KBQ policy that year.

**Figure 5-3:      Number of KQB and Contract Categories Represented (2015 to 2024)**

<sup>15</sup> While there are a total of 15 unique KQB goods/services categories (in addition to an ‘Other’ category), the number of contract categories represented by each KQB have been added together to help demonstrate the diversity of goods/services offered by KQB as a whole.

**Table 5.2: Number of KQB's in Each Contract Category (2024)**

Contract Category	Number of KQB's
1. Air Regional and Site-Specific Services (All Types)	8
2. Expediting	7
3. Freight Shipping (All Types)	8
4. Infrastructure Planning, Financing, and Related Advisory (Other than Engineering, Procurement and Construction Management Services)	5
5. Catering and Housekeeping	5
6. Drilling (Surface and Subsurface)	7
7. Blasting Services	6
8. Earthworks and Earthworks Construction	6
9. Surface Mining	5
10. Underground Mining	6
11. Environment Services	7
12. Tire Services (Not Including Supply of Tires)	5
13. Medical/First Aid	6
14. Translation and Cultural Services	3
15. Heavy Equipment Maintenance	7
16. Other	1
<b>Total</b>	<b>92</b>

## 5.2 COMMUNITY PERSPECTIVES

Communities have expressed interest in the business opportunities offered by the Project and preferential consideration for Inuit firms has been requested. Comments and suggestions have also been received on the specific measures B2Gold Nunavut will employ to maximize uptake of these opportunities in the Kitikmeot Region. While several comments on this VSEC have historically been provided, more recent examples include:

*“Are there contracting opportunities, and if so, what are they?”*

*“What are your procurement opportunities?”*

*[Kitikmeot Tradeshow, Cambridge Bay – February 2023]*

*“What was your spend with KQBR firms?”*

*[Gjoa Haven Public Meeting – June 2023]*

## 5.3 EFFECTS AND COMPLIANCE ASSESSMENT

### 5.3.1 Management and Mitigation Measures

Several management and mitigation measures have been developed in relation to the Business Opportunities VSEC. These are described further in the IIBA, IBDP, and SEMP and include:

- Preferential contracting opportunities for Inuit businesses
  - Preferential contracting opportunities for KQB's
  - Preparation of annual contracting forecasts
  - Advance notice of contracts to KQB's

- Consideration of Inuit factors in contract bid evaluation, use of Inuit business pricing discounts in specified circumstances, and unbundling of contracts where appropriate
- Offering debriefing sessions with KQB's who were unsuccessful in their bids
- Local business and entrepreneur capacity building
  - Possible tailoring of schedules to meet business capabilities (e.g. packaging contracts or the restructuring of large contracts into smaller pieces that smaller companies are better able to accommodate)
  - Provision of information to potential suppliers that strengthens the ability of businesses to tender effectively for contracts (e.g. sources of training and certification)
  - Cooperation with local economic development agencies, educational institutions, and/or relevant working groups to encourage local business development (e.g. sponsor courses and workshops on business development and contract tendering) and develop supplier networks
- Community-based investments for business development (e.g. Business Development Fund)
- Kitikmeot Social Investment Plan
- Socio-economic monitoring of business opportunities indicators

### 5.3.2 Effects Assessment

There was one residual effect for the Business Opportunities VSEC assessed in the FEIS. Monitoring results applicable to this are summarized in Table 5-2.

**Table 5-2: Effects Assessment for the Business Opportunities VSEC**

Residual Effect	FEIS Conclusion	Monitoring Results
Changes to the Growth and Diversity of Inuit and Northern Businesses	The Project is anticipated to result in the growth and diversity of Inuit and northern business as linked to Project-related expenditure, contract, and sub-contract work. Changes to the growth and diversity of Inuit and northern business are anticipated to have a positive residual effect on the Business Opportunities VSEC (FEIS Volume 8, Section 3.5.5.2).	Existing Project business opportunities are notable, but also reflect the current early stage of development the Project is in (i.e. construction). Until construction is complete and operations are underway, it remains too early to assess whether beneficial long-term changes to the growth and diversity of Inuit and northern businesses have been realized and if mitigation measures are functioning as anticipated. However, \$431.7 million has now been spent with KQB's at the Project and positive growth in the number of registered Inuit Firms and goods/services offered by KQB's has been documented. While initial indications for this effect are positive, additional conclusions will be drawn in future monitoring reports.

### 5.3.3 Compliance Assessment

There are no Terms & Conditions in the Project Certificate pertaining to the Business Opportunities VSEC.

## 6. ECONOMIC DEVELOPMENT

### 6.1 INDICATOR DATA AND ANALYSIS<sup>16</sup>

#### 6.1.1 Personnel Payroll Amounts

Payroll expenditures are one useful indicator of economic benefits provided by the Project. In 2024, approximately \$171.4 million was spent on Project payroll, \$9.6 million of which was earned by Inuit personnel (Table 6-1). Inuit income generation opportunities at the Project reflect the commitments B2Gold Nunavut has made to Kitikmeot Inuit through the IIBA and elsewhere, while also reflecting the current early stage of development the Project is in (i.e. construction). Starting in 2022, this indicator began including payroll provided by some Project contractors to their employees in addition to that provided directly by B2Gold Nunavut to its staff; improved contractor reporting continues to be a focus for B2Gold Nunavut as the Project advances.

Figure 6-1 displays personnel payroll amounts between 2018 and 2024. Total payroll expenditures from 2018 to 2020 ranged between \$1.3 million to \$2.3 million annually, but increased to \$171.4 million in 2024. B2Gold Nunavut has noted that wages for positions at the Project are based on industry averages and adjusted to reflect realities of living and working in Nunavut. Individual employee wages are paid based on the position held and not ethnicity or any other metric.

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<sup>16</sup> Additional indicator data relevant to this VSEC (i.e. Project business expenditures, number of registered Inuit Firms, number of Kitikmeot Qualified Businesses) are provided in Section 5 (Business Opportunities).

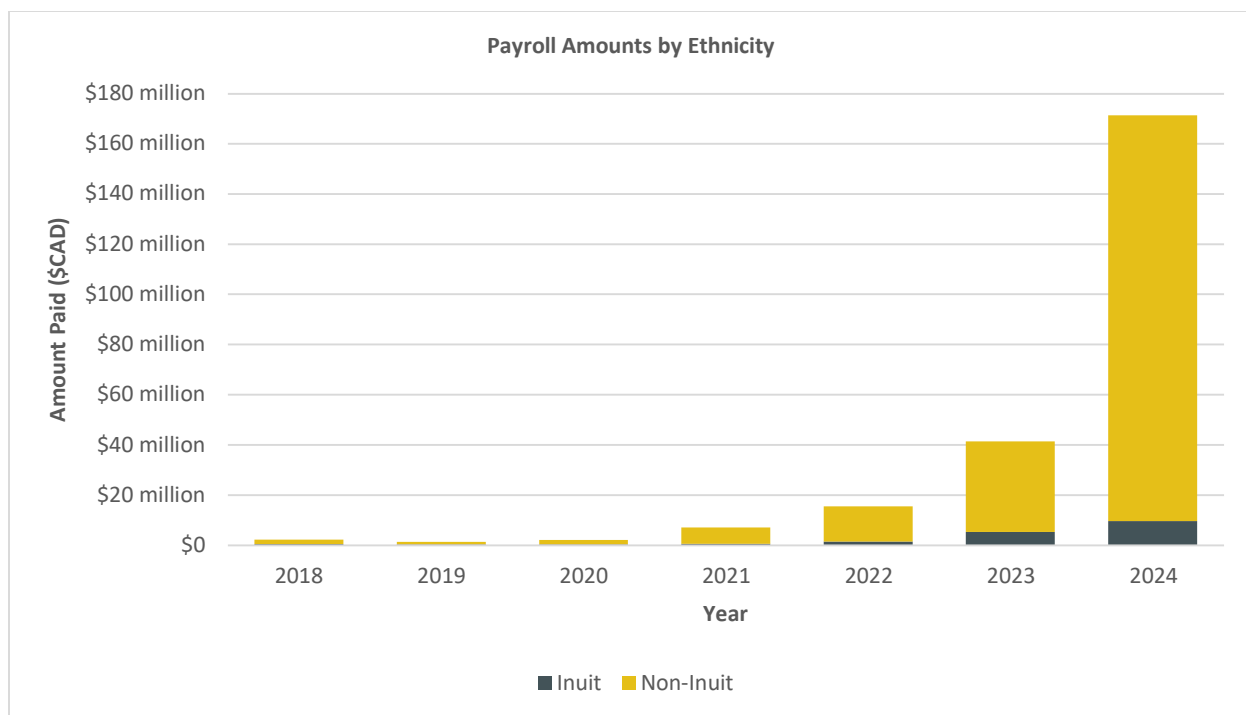
**Table 6-1: Personnel Payroll Amounts (2024)**

Personnel Ethnicity & Origin <sup>1</sup>		Payroll Value (Gross \$CAD)	% of Total (\$171,409,457.63)
Inuit	Kitikmeot Inuit	\$8,304,326.81	4.8%
	Nunavut Inuit Residing in the Kitikmeot Region	—	—
	Kitikmeot Inuit Residing Elsewhere	\$1,134,118.34	0.7%
	Nunavut Inuit Residing Elsewhere	—	—
	<b>Inuit (Total) <sup>2</sup></b>	<b>\$9,592,472.37</b>	<b>5.6%</b>
Non-Inuit	Kitikmeot Resident	—	—
	Nunavut Resident (but not in Kitikmeot Region)	—	—
	Non-Resident <sup>3</sup>	\$161,816,985.26	94.4%
	<b>Non-Inuit (Total)</b>	<b>\$161,816,985.26</b>	<b>94.4%</b>
<b>TOTAL</b>		<b>\$171,409,457.63</b>	<b>100.0%</b>

Source: B2Gold Nunavut and Project contractor reports

Notes:

1. This table includes payroll amounts for B2Gold Nunavut employees and several Project contractors. B2Gold Nunavut employees include individuals on direct contract with B2Gold Nunavut (primarily site-based, but may include B2Gold Nunavut community-based or other positions), but only for Project work performed in Nunavut. Unless they met the above criteria, this doesn't include amounts paid to B2Gold Nunavut corporate office staff.
2. Due to limited Inuit payroll expenditures in categories other than 'Kitikmeot Inuit' and 'Kitikmeot Inuit Residing Elsewhere' in 2024, these amounts have instead been included in the total payroll amount for Inuit in order to protect the confidentiality of payroll recipients.
3. This category also includes First Nation, Métis, and non-Nunavut Inuit personnel.



Source: B2Gold Nunavut and Project contractor reports

**Figure 6-1: Payroll Amounts by Ethnicity (2018 to 2024)**

#### 6.1.2 Taxes Paid to Government

Tax amounts paid to government are another useful indicator of economic benefits provided by the Project. In 2024, B2Gold Nunavut paid approximately \$46.7 million in taxes to government, which included \$43.9 million to the Government of Canada and \$2.8 million to the Government of Nunavut (Table 6-2). Figure 6-2 displays tax amounts B2Gold Nunavut has paid to the federal and territorial governments since 2020, which total \$95.7 million.

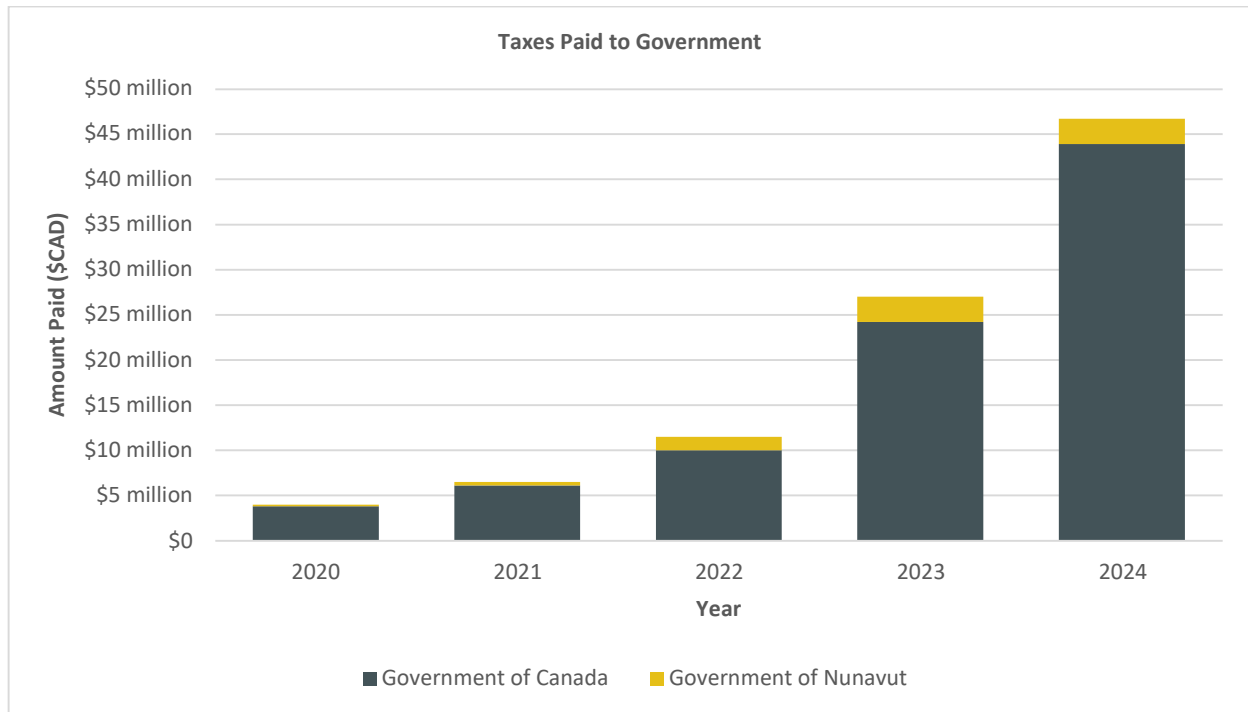


**Table 6-2: Taxes Paid to Government (2024)**

Tax Type		Payment Amount (\$CAD Millions)
Government of Canada	Payroll Tax	\$43.8
	Corporate Tax	\$0.06
	Carbon Tax	\$nil
	Other	\$nil
	<b>Government of Canada (Total)</b>	<b>\$43.9</b>
Government of Nunavut	Payroll Tax	\$2.4
	Corporate Tax	\$nil
	Fuel Tax	\$0.3
	Other	\$nil
	<b>Government of Nunavut (Total)</b>	<b>\$2.8</b>
<b>TOTAL</b>		<b>\$46.7</b>

Source: B2Gold Nunavut

Note: Minor discrepancies in reported totals are due to rounding of payment amounts.

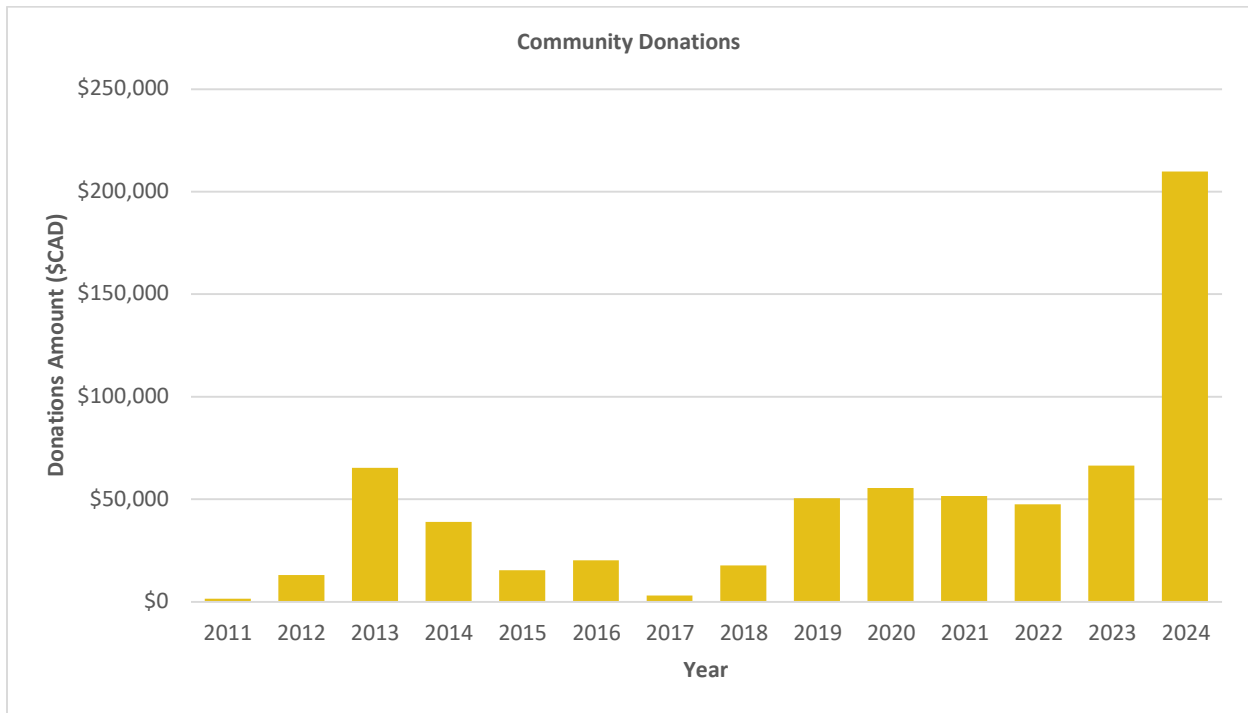


Source: B2Gold Nunavut

**Figure 6-2: Taxes Paid to Government (2020 to 2024)**

### 6.1.3 Community Donations

Donations made to community groups and organizations are another indicator of the economic benefits provided by the Project. In 2024, B2Gold Nunavut donated \$210,000 to various local causes and events, including sporting teams and events, educational initiatives and activities, and community feasts and events (Figure 6-2). Since 2011, B2Gold Nunavut has donated \$656,000 to community groups and organizations.



Source: B2Gold Nunavut

**Figure 6-2: Community Donations (2011 to 2024)**

In addition to these contributions, B2Gold Nunavut organized a *Kitikmeot Toy Drive* in 2024. ~\$72,000 was raised in support of this initiative, through B2Gold Nunavut employee donations and dollar-matching by the Company. This allowed for the purchase of over 3,100 toys for children across the Kitikmeot Region, ensuring that every child under 10 could receive a gift. In further support of this initiative, Buffalo Airways provided free-of-charge air freight from Edmonton to Kitikmeot Region communities, and Mastermind Toys in Edmonton provided a \$20,000 discount on purchased toys which allowed B2Gold Nunavut to increase the scope of goods purchased. Selected photos from this event are included in Figure 6-3.



**Figure 6-3: 2024 Kitikmeot Toy Drive**

#### 6.1.4 Other Information

##### *Kitikmeot Social Investment Plan*

B2Gold Nunavut is committed to responsible mining practices that prioritize sustainable investments in Kitikmeot communities with positive multi-year impacts as a result of the Project. To help achieve this commitment, the Company began developing its *Kitikmeot Social Investment Plan* in 2024. Programs under this plan will be designed to target strategic focus areas aimed at contributing to the positive socio-economic development of Kitikmeot communities and in part mitigating negative socio-economic impacts generated by the Project.

Community investment initiatives will focus on supporting education and training, community wellness, climate change resiliency, Inuit small business development, and traditional lifestyles, with an emphasis on supporting Elders, women, and youth. B2Gold Nunavut will prioritize contributions that enhance existing community programs or form partnerships with Project and community stakeholders.

##### *Education and Training*

- Enhancing learning opportunities through training programs or training partnerships that empower individuals, particularly women and youth, with essential skills for personal and professional development. This may include funding training programs planned by B2Gold

Nunavut or a third party, supporting educational institution programming, partnering to deliver training infrastructure (i.e. training facilities), or other initiatives.

#### *Community Wellness*

- Promoting community wellness by supporting community-based programs and initiatives focused on mental and emotional health, as well as promoting healthy lifestyles and an individual's or group's overall well-being. This may include the funding of wellness programs planned by B2Gold Nunavut or a third party, supporting local and regional health authorities, partnering to deliver community wellness infrastructure (i.e. health facilities), or other initiatives.

#### *Climate Change Resiliency*

- Supporting Kitikmeot communities' adaptation to a changing climate by working with them on projects related to renewable energy, biodiversity, and climate change adaptation. This may include the funding of studies or projects to construct renewable energy infrastructure, enhance wildlife and biodiversity research programming, or other initiatives.

#### *Inuit Small Business Development*

- Supporting the development and growth of Inuit small businesses in the Kitikmeot Region. It is the Company's belief that supporting the development of Inuit small businesses will enhance the availability of local and Indigenous services available to the Project and regional supply chain. This may include funding for Inuit small business development, expansion, and growth; training for small business leadership; or other initiatives.

#### *Traditional Lifestyles*

- Supporting the preservation and promotion of Inuit traditional lifestyles in Kitikmeot communities. The Company is committed to actively supporting programs that promote, protect, and preserve cultural heritage and traditional activities. This may include the funding of traditional activity programming planned by B2Gold Nunavut or a third party, supporting community-based or regional organizations with a mandate to preserve and promote Inuit traditional lifestyles, partnering to deliver community wellness infrastructure (i.e. cultural infrastructure), or other initiatives.

#### *Elders, Women, and Youth Support*

- B2Gold Nunavut shall ensure that applications submitted are reviewed with special attention given to ensuring supports for Elders, women, and youth.

Details on contributions made by B2Gold Nunavut through its *Kitikmeot Social Investment Plan* are anticipated to be provided in future reports.

## **6.2 COMMUNITY PERSPECTIVES**

Increased economic development is a priority for many individuals in the Kitikmeot Region and local residents have expressed a desire to maximize benefits from the Project (e.g. employment and business opportunities), particularly in smaller communities where economic opportunities are more limited. Numerous questions on Project development timelines and operations have also been received. At the same time, communities have said sustainable development will require their subsistence economy and land use priorities to also be protected. As well, support has been expressed for partnerships between

B2Gold Nunavut and community groups that may advance local projects and priorities, including potential solutions to housing challenges.

Some residents previously conveyed concerns the Project may not be built (e.g. due to economic factors) and/or operate for long enough to provide significant benefits. Fears have also been expressed the Project will prematurely shut down, promised benefits won't be realized, and negative socio-economic effects could result. While several comments on this VSEC have historically been provided, more recent examples include:

*"... through partnership and with the help of traditional knowledge coming from our Elders, we need to see more economic growth appear."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"I would like to see the Nunavut Impact Review Board approve this project proposal... more and more development happening up north, but we have to accept that as Elders as well."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"On the west side of Kitikmeot, they get fundings in their communities, and over on the east side, we don't see nothing, like, between Kugaaruk, Taloyoak, and Gjoa Haven. Are you guys providing fundings or planning to provide fundings... for Inuit projects or anything else?"*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"As for Gjoa Haven, you have employees at site. What can you do for the community? Such as smooth out the roads as the Elders would like to go out for a visit or fresh air, and also an opportunity for the young generation to experience to what type of equipment is used in the mines."*

*[Gjoa Haven Public Meeting – September 2024]*

*"Would the company be able to help build small sheds for the homeless, for the ones that aren't allowed back to the shelter?"*

*[Kugluktuk Public Meeting – September 2024]*

*"Benefits from the Back River Project should be split 50/50 with the community. Will you be doing this?"*

*[Kugluktuk HTO Meeting – October 2024]*

*"Would be nice if they build housing units for generation to come."*

*[Kugluktuk Public Meeting – October 2024]*

## 6.4 EFFECTS AND COMPLIANCE ASSESSMENT

### 6.4.1 Management and Mitigation Measures

Several management and mitigation measures have been developed in relation to the Economic Development VSEC. These are described in the IIBA, IBDP, IHRP, and SEMP and include:

- Preferential contracting opportunities for Inuit businesses
- Local business and entrepreneur capacity building
- Community-based investments for business development (e.g. Business Development Fund)
- Priority employment opportunities for Inuit
- Training and career development opportunities for Inuit
- Regional Wealth Creation Initiative
- Kitikmeot Social Investment Plan
- Donations program
- Other financial commitments and benefits
- Socio-economic monitoring of economic development indicators

### 6.4.2 Effects Assessment

There was one residual effect for the Economic Development VSEC assessed in the FEIS. Monitoring results applicable to this are summarized in Table 6-3.

**Table 6-3: Effects Assessment for the Economic Development VSEC**

Residual Effect	FEIS Conclusion	Monitoring Results
Changes to Economic Growth, Diversity, and Performance	The Project is expected to increase economic growth, diversity, and performance. Contributions to GDP and tax revenues would be substantial. The Project has the potential to reshape the economy of the Kitikmeot, as one that is increasingly experienced and diverse, and able to support various types of development. Increased economic growth, diversity, and performance are expected to have a positive residual effect on the Economic Development VSEC (FEIS Volume 8, Section 3.5.5.1).	Existing Project employment, contracting, and tax revenue opportunities are notable, but also reflect the current early stage of development the Project is in (i.e. construction). Until construction is complete and operations are underway, it remains too early to assess whether beneficial long-term changes to economic growth, diversity, and performance have been realized and if mitigation measures are functioning as anticipated. However, \$431.7 million has now been spent with Kitikmeot Qualified Businesses at the Project, in addition to \$17.9 million in Inuit payroll earned, and \$95.7 million in taxes paid to government. While initial indications for this effect are positive, additional conclusions will be drawn in future monitoring reports.

### 6.4.3 Compliance Assessment

There are five Terms & Conditions in the Project Certificate pertaining to the Economic Development VSEC. The status of these is summarized in Table 6-4.

**Table 6-4: Terms & Conditions for the Economic Development VSEC**

Term & Condition No.	Description	Status
66	The Proponent is strongly encouraged to participate in the work of the KSEMC along with other agencies and the communities of the Kitikmeot Region, and to identify areas of mutual interest and priority for inclusion into a collaborative monitoring framework that includes socio-economic priorities related to the Project, communities, and the Kitikmeot Region as a whole.	A Project monitoring framework is described in the SEMP and in <b>Section 1 (Introduction)</b> and <b>Section 2 (Methods)</b> of this report. B2Gold Nunavut's participation in the KSEMC and SEMWG is summarized in <b>Section 1.2 (Socio-Economic Monitoring Requirements and Guidance)</b> . B2Gold Nunavut's use of community perspectives and TK in the monitoring program is described in <b>Section 1.4 (Community Perspectives and TK)</b> . B2Gold Nunavut will continue to engage the KSEMC, SEMWG, and community stakeholders on the Project's monitoring program.
67	The Proponent should work with other socio-economic stakeholders including the KIA, the GN, CIRNAC, and communities of the Kitikmeot Region, to establish a SEMWG for the Project to develop and oversee the Back River Socio-Economic Monitoring Program. The SEMWG should develop Terms of Reference outlining each member's roles and responsibilities for Project-specific socio-economic monitoring throughout the life of the Project.	B2Gold Nunavut's participation in the SEMWG is described in <b>Section 1.2 (Socio-Economic Monitoring Requirements and Guidance)</b> of this report. An initial TOR for the SEMWG was developed and submitted to NIRB in December 2018. The TOR was revised in mid-2024 in consultation with SEMWG members. The revised TOR has been provided to NIRB (NIRB PRI #351113) and is included as an appendix to the SEMP. Any further updates to the TOR will be provided to NIRB in the future. B2Gold Nunavut will continue to engage the SEMWG on the Project's monitoring program.
68	The Proponent should develop a Project-specific Back River Socio-Economic Monitoring Program designed to: <ul style="list-style-type: none"> <li>• Monitor for Project-induced effects, including the impacts predicted in the FEIS through indicators presented in the Back River SEMP;</li> <li>• Reflect regional socio-economic concerns identified by the KSEMC;</li> <li>• Work in collaboration with all other socio-economic stakeholders such as the KIA, the GN, and CIRNAC, and the communities of the Kitikmeot Region to develop the program; and</li> <li>• Include a process for adaptive management and mitigation to respond if unanticipated impacts are identified.</li> </ul>	A Project monitoring framework is described in the SEMP and in <b>Section 1 (Introduction)</b> and <b>Section 2 (Methods)</b> of this report. B2Gold Nunavut's participation in the KSEMC and SEMWG is summarized in <b>Section 1.2 (Socio-Economic Monitoring Requirements and Guidance)</b> , while B2Gold Nunavut's use of community perspectives and TK in Project monitoring is described in <b>Section 1.4 (Community Perspectives and TK)</b> . B2Gold Nunavut's process for adaptive management and mitigation is described in the SEMP and <b>Section 11.2 (Adaptive Management)</b> of this report. Monitoring program results will continue to be presented in B2Gold Nunavut's annual SEMRs. B2Gold Nunavut will also continue to engage the KSEMC, SEMWG, and community stakeholders on the Project's monitoring program.
69	The Proponent should undertake an analysis of the risk of temporary mine closure, giving particular consideration to how communities in the Kitikmeot Region may be affected by temporary closure of the mine, including economic, social, and cultural effects. This analysis is required to be updated as necessary to reflect significant changes to the Project or the socio-economic conditions in the region that may increase the risks and potential effects of temporary mine closures.	B2Gold Nunavut provided the report <i>Temporary Mine Closure in the Kitikmeot Region: Risks and Potential Socio-Economic Effects</i> (i.e. JPCSL 2018, NIRB PRI #320331) to NIRB in September 2018. B2Gold Nunavut anticipates updating this report in the near future.
70	The Proponent is required to update its Socio-Economic Management Plan to include defined	Mitigation and management measures applicable to temporary closure, including those identified in

Term & Condition No.	Description	Status
	measures to address the risks and mitigate the potential effects of temporary closure.	JPCSL (2018), are included in B2Gold Nunavut's IBDP, CEP, IHRP, and SEMP. The most recent versions of these management plans were provided to NIRB in March 2025 (see Section 1.3). No further updates are considered necessary at this time.



## 7. EDUCATION AND TRAINING

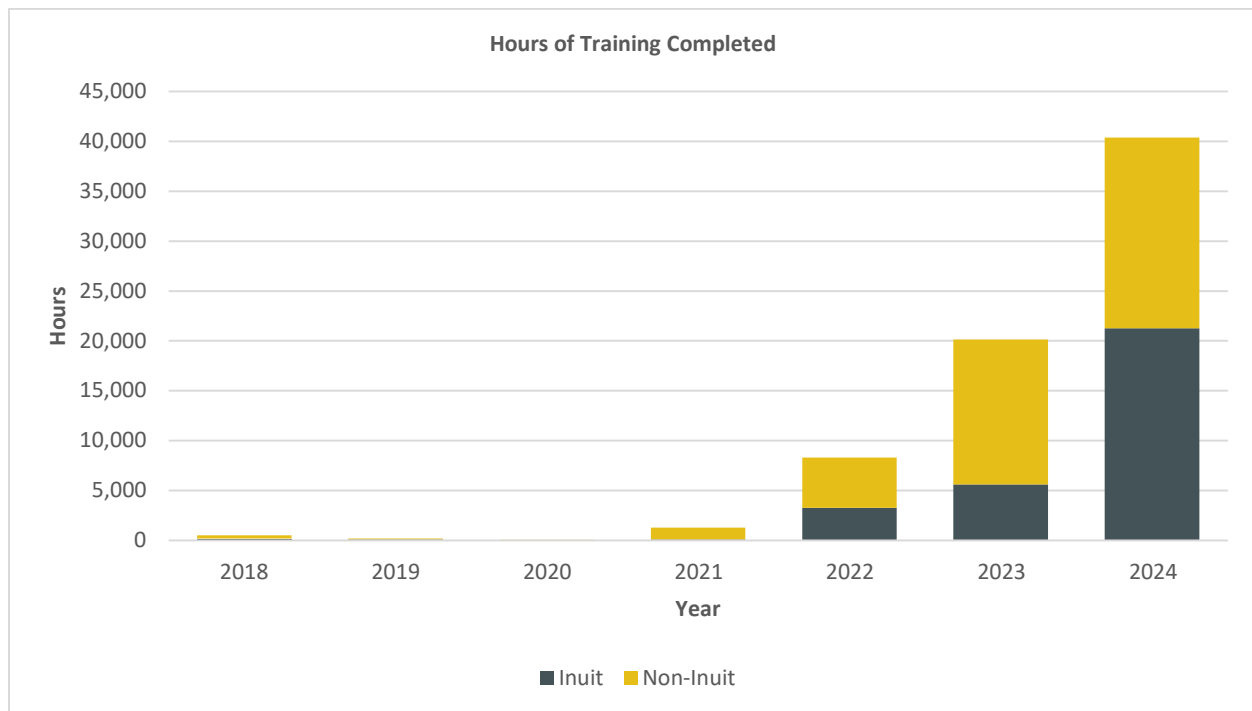
### 7.1 INDICATOR DATA AND ANALYSIS

#### 7.1.1 Hours of Training Completed

Training hours completed by Project personnel are a useful indicator of the magnitude of B2Gold Nunavut’s annual training efforts. This indicator includes training offered by B2Gold Nunavut to employees and contractors at Project sites; starting in 2022, it also includes some of the training offered directly by Project contractors to their own employees. Improved contractor reporting continues to be a focus for B2Gold Nunavut as the Project advances.

A total of 40,368 hours of training were completed in 2024, including 21,274 hours by Inuit (Figure 7-1). While Inuit represented 12.2% of the workforce by hours worked in 2024, they received 52.7% of all training hours provided. This is reflective of the growth of the Inuit workforce at Project sites and B2Gold Nunavut’s commitments to Inuit training in the IIBA and elsewhere. Inuit training opportunities at the Project also reflect the current early stage of development the Project is in (i.e. construction). B2Gold Nunavut has acknowledged that additional effort is required in this area and has committed to the development of Inuit-specific training programs as the Project advances.

Hours of training completed by Inuit and non-Inuit personnel between 2018 and 2024 are presented in Figure 7-1. Training hours declined for both Inuit and non-Inuit between 2018 and 2020 but have increased significantly since then (i.e. from 50 to 40,368 hours). The considerable increase in training hours between 2021 and 2024 reflects the Project’s transition into construction and towards operations.



Source: B2Gold Nunavut and Project contractor reports

**Figure 7-1: Hours of Training Completed (2018 to 2024)**

The types of training provided in 2024 further reveal the scope of learning opportunities available at the Project. Importantly, offering on-the-job training with accreditation and/or certification has been found to increase employment accessibility for Inuit (Skudra et al. 2020, Stratos Inc. 2021). Several types of training were offered at the Project in 2024 including certificate/licence-based and job-related programs (Table 7-1). The top five training programs in 2024 (by number of training hours completed) include:

- Drill and blasting training, offered by Project contractor *Ikuutak* (i.e. 16,463 hours, of which 15,900 were completed by Inuit);
- WHMIS training (i.e. 6,102 hours, of which 662 were completed by Inuit);
- B2Gold Nunavut site orientation (i.e. 6,056 hours, of which 656 were completed by Inuit);
- Peer-to-peer mentorship, offered by Project contractor *Kitikmeot Camp Solutions* (i.e. 4,031 hours, of which 3,255 were completed by Inuit); and
- B2Gold Nunavut Emergency Response Training (i.e. 1,824 hours, of which 96 were completed by Inuit).

**Table 7-1: Hours of Training (by Type) Completed (2024)**

Training Type	Certificate/ Licence-Based?	Inuit	Non-Inuit	Total
ASME	YES	0	50	50
B2Gold Nunavut Emergency Response Training	NO	96	1,728	1,824
Bear Aware	YES	10	29	39
Combination of MyNuna & TDG	YES	60	581	641
Combination of MyNuna, WSCC & SFA	YES	0	240	240
Communications Training	NO	24	296	320
Confined Space	YES	2	20	22
Controlling the Spread of Infections and Viruses	NO	5	12	17
Cyanide Awareness Training	NO	14	100	114
Diversity and Inclusion	YES	10	33	43
Drill and Blasting Training	NO	15,900	563	16,463
ERM Internal Training	NO	0	100	100
Fall Arrest	YES	1	11	12
Fall Protection Training	YES	0	40	40
Fire Extinguisher Training	NO	11	24	35
Fire Warden Training	NO	11	24	35
H2S Aware	YES	8	30	38
HSEQ Employee Orientation	YES	6	27	33
Ice Road Construction Training	YES	4	27	31
Incident Command Training I-100	YES	16	80	96
Inuit Cultural Awareness	NO	34	602	636
Irizar Jacking System Training	YES	0	20	20
JHSC Roles and Responsibilities Training	NO	4	37	41
LOTO Training	NO	12	92	104
Matrix Orientation	NO	11	116	127
Mental Health First Aid	YES	27	171	198
Minor Spill Response	YES	8	21	29
OHS Joint Health and Safety Committee Training	YES	8	74	82
Online Transportation of Dangerous Goods and WHMIS Courses	YES	88	162	250
Peer-to-Peer Mentorship (aka. Peer-to-Peer Training)	NO	3,255	776	4,031
Respect in the Workplace	NO	5	10	15
Safe Operating Procedure/Safe Work Instruction Reviews	NO	30	72	102
Sandvik's Leoparddi650 Simulator and Tooling Training	YES	216	264	480

Training Type	Certificate/ Licence-Based?	Inuit	Non-Inuit	Total
Site Orientation (B2Gold Nunavut)	NO	656	5,400	<b>6,056</b>
Site Orientation (Matrix)	NO	8	24	<b>32</b>
Slings and Rigging	YES	0	13	<b>13</b>
Standard First Aid	YES	16	662	<b>678</b>
Transportation Endorsement	YES	0	16	<b>16</b>
Underground Orientation	NO	32	174	<b>206</b>
WHMIS	YES	662	5,440	<b>6,102</b>
Winter Ice Road Orientation	NO	10	100	<b>110</b>
WIR Alert Metre Administrator Training	NO	0	8	<b>8</b>
Working at Heights Training	YES	0	111	<b>111</b>
Workplace Violence and Harassment	YES	8	32	<b>41</b>
WSCC Supervisor ERT Training Tickets	YES	0	160	<b>160</b>
WSCC and Zoomboom Training	YES	0	30	<b>30</b>
WSCC Supervision Training	YES	4	443	<b>447</b>
Other Training (<5 hours each) (46 programs total)	YES = 14 / NO = 32	2	50	<b>52</b>
<b>Total:</b>	<b>YES = 41 / NO = 52</b>	<b>21,274</b>	<b>19,094</b>	<b>40,368</b>

Source: B2Gold Nunavut and Project contractor reports

### 7.1.2 Number of Inuit Apprenticeships

Inuit apprenticeships at the Project are an indicator of advanced education and training opportunities being made available. However, there were no Inuit apprenticeships undertaken in 2024 (Table 7-2).

Through B2Gold Nunavut's Career Development Plans process, opportunities for advancement and growth of Inuit employees are being identified. Formal apprenticeship programs are also being researched and developed for introduction at the Project in the future. Additionally, B2Gold Nunavut recently began a partnership with the Redfish Arts Society Inc. in Cambridge Bay and in 2024 introduced an *Inuit Workplace Experience Program* with students enrolled in programming with the Society. This program will see students work alongside the B2Gold Nunavut maintenance team at the Project. The Company anticipates apprenticeship opportunities will also be identified through this program.

**Table 7-2: Inuit Apprenticeships (2022 to 2024)**

Year	Number of Inuit Apprentices
2022	0
2023	0
2024	0

Source: B2Gold Nunavut

### 7.1.3 Secondary School Graduation Rate

Secondary school graduation rates are a useful indicator of school attendance and success, and may provide insight into potential Project influences in this area. Graduation rate data are available from NBS (2020b).<sup>17</sup> Figure 7-2 displays data from 2010 to 2018 for the Kitikmeot, Kivalliq, and Qikiqtaaluk

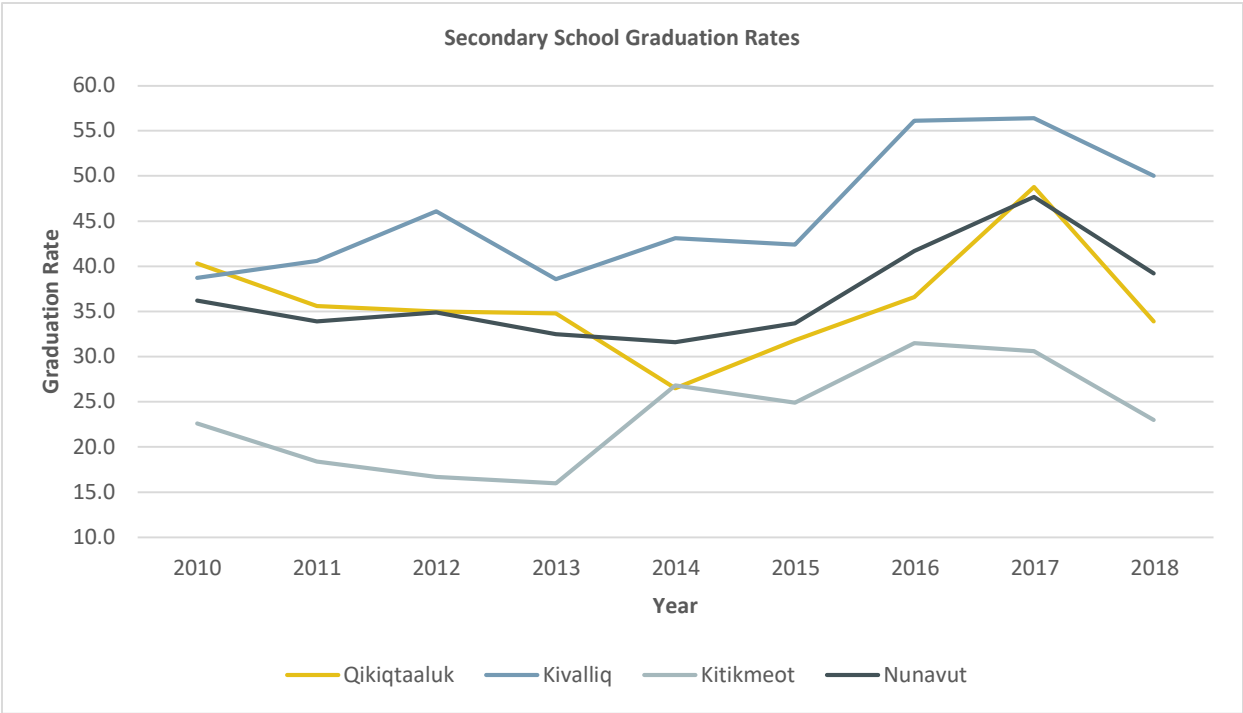
<sup>17</sup> NBS (2020b) notes the annual 'graduation rate' is calculated by dividing the number of graduates by the average of estimated 17- and 18-year-old populations (the typical ages of graduation). 'Graduates' include students who completed secondary school but excludes those who completed equivalency or upgrading programs. Due to the small population of Nunavut, however, NBS notes the graduation rate changes from year-to-year and must be interpreted with caution.

Regions and Nunavut. The Kitikmeot Region average graduation rate during this period was 23.4, which was lower than the Nunavut average of 36.8.

Between 2010 and 2018, a higher average percentage of females in Nunavut than males completed secondary school (53.1% vs. 46.9%) (NBS 2020b). Throughout Canada, women without a high school diploma are less likely to be employed than men, and those who are employed tend to earn a lower income than men (Uppal 2017).

The percentage of individuals in 2023 who completed secondary school in Nunavut (59.0%) remains well below the Canadian average (93.0%) (Statistics Canada 2024f). O’Gorman and Pandey (2015) have identified barriers to high school completion in Nunavut, with drug and alcohol consumption and having friends who dropped out being primary drivers causing individuals to quit high school. Other barriers include childcare responsibilities, lack of parental encouragement to attend school and graduate, as well as parents who have not completed high school themselves. Additional factors contributing to low high school completion rates among Inuit students identified by Inuit Tapiriit Kanatami (ITK 2018) include having to learn in a second language, insufficient numbers of Inuit teachers, and curricula that do not include Inuit culture and history.

The above will continue to serve as baseline information until relevant construction phase data become available. Additional analysis will be completed in future years.



Source: NBS (2020b)

**Figure 7-2: Secondary School Graduation Rates (2010 to 2018)**

#### 7.1.4 Post-Secondary Educational Attainment

Rates of post-secondary education in Nunavut provide additional insight on this topic. Community-level post-secondary educational attainment data for the Kitikmeot Region are available from Statistics Canada (2007b, 2013, 2017a, and 2022a) and are presented in Figure 7-3. In summary, with respect to percentages of the population aged 15 years and older with a post-secondary certificate, diploma, or degree:

- The Kitikmeot Region's pre-development period (i.e. 2015-2019) average was 32.5%, while in the post-development period (i.e. 2020-onwards) it was 23.9%.
- Nunavut's pre-development period average was 34.2%, while in the post-development period it was 29.6%.
- Cambridge Bay had the highest average (38.1%) in the Kitikmeot Region during the post-development period, while Kugaaruk had the lowest (9.4%).

Post-secondary education rates have decreased throughout Nunavut over the monitoring period. This decrease has also been higher in the Kitikmeot Region, which does not currently suggest a positive Project influence. Additional monitoring will be required to verify trends over time.

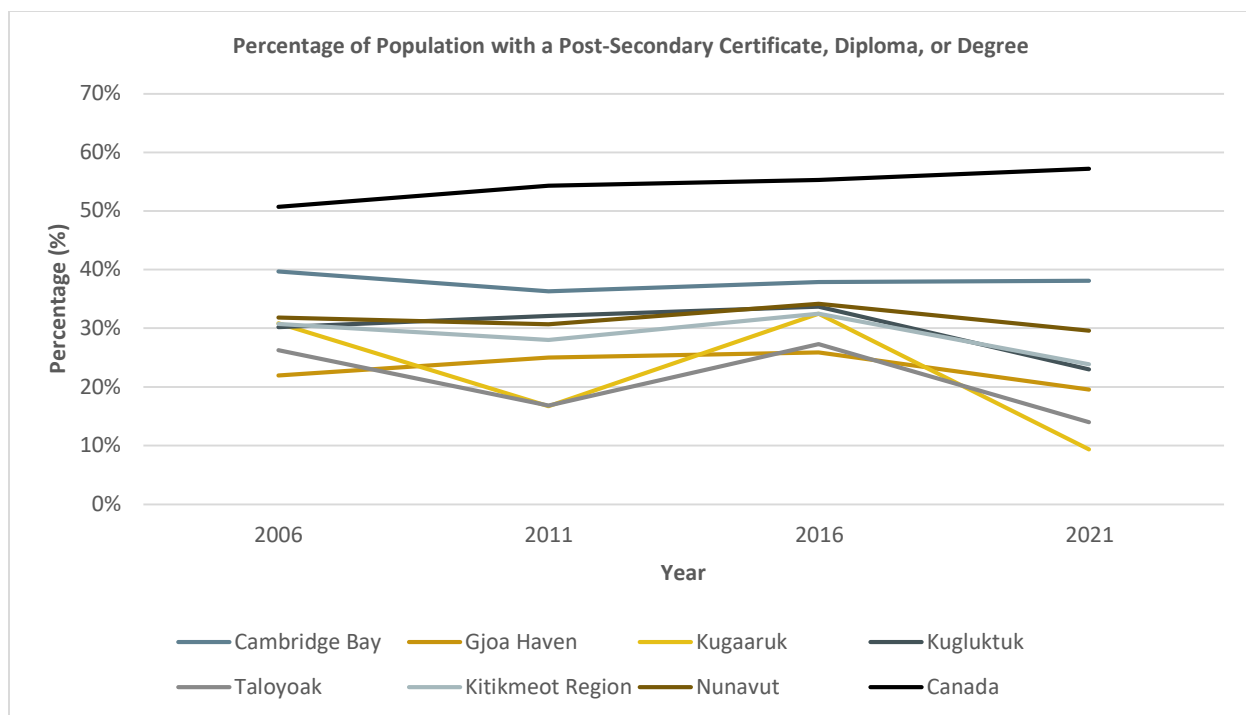
Nevertheless, the percentage of individuals with more than a secondary school education in Nunavut in 2023 (42.0%) remains well below the Canadian average (73.0%)<sup>18</sup> (Statistics Canada 2024f). While post-secondary educational outcomes can be influenced by many factors, including secondary school graduation rates, a report by the Office of the Auditor General of Canada (2019) highlighted the GN Department of Education's failure to adequately prepare high school students academically for post-secondary education, as well as insufficient outreach from Nunavut Arctic College (NAC) to promote their programs to prospective students.

Furthermore, research published by ITK (2020) and the Task Force on Northern Post-Secondary Education (2022) described additional educational barriers facing students in northern regions, including lack of access to funds and financial support; lack of affordable and reliable internet, thus limiting access to remote and virtual education options; insufficient affordable housing for students; and cultural barriers that disregard TK, land-based education, and other Indigenous ways of living and learning. Likewise, Sallaffie et al. (2021) note that Nunavut's relatively low post-secondary educational attainment levels are closely linked to Eurocentric standards within the Canadian education system that are incompatible with Inuit cultural norms and perspectives. In addition, COVID-19 may have prevented or delayed Inuit students from completing their post-secondary education programs. According to the 2022 Indigenous Peoples Survey, 16.5% of Inuit students in Nunavut were unable to complete their degree, diploma, or certificate as planned due to disruptions caused by the pandemic (Statistics Canada 2024g).

Across Canada, more Indigenous women than men had attained a bachelor's degree or higher in 2021 (36.1% vs. 29.5%). Inuit women also had higher attainment rates for post-secondary qualifications than Inuit men (35.8% vs. 31.2%), and more Inuit women attained college and university degrees, certificates, and diplomas (31.1% vs. 17.9%). Inuit men tended to complete more trades and apprenticeship certifications than Inuit women (13.2% vs. 4.8%) (Statistics Canada 2024h).

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<sup>18</sup> Statistics Canada (2024f) data were calculated by adding together rates of post-secondary non-tertiary and tertiary educational attainment.



Source: Statistics Canada (2007b, 2013, 2017a, 2022a)

**Figure 7-3: Post-Secondary Educational Attainment (2006 to 2021)**

#### 7.1.5 Inuit Personnel Education

Project Certificate Term & Condition No. 75 requests that B2Gold Nunavut monitor education trends among Project personnel. These data have been sourced from the 2024 IPS conducted at Project sites (Table 7-3).

Overall, these data reveal several insights, including low educational attainment rates by some Inuit personnel. For example, only 43.8% of respondents completed a high school diploma or equivalent in the 2024 IPS and no respondents had completed a university certificate or diploma (38.3% had completed a high school diploma in the 2022 IPS).

A strong majority of respondents in the 2024 IPS completed their highest level of education in the Kitikmeot Region, while a notable number of remaining respondents had completed their education in the Northwest Territories. Several respondents did not provide the location of their highest level of education (although one mentioned 'Morrisburg', presumably at the Operating Engineers Training Institute of Ontario). A small number of respondents also mentioned schools or school programs by name, including the Fort Smith Surface Mining Program, the Northern Alberta Institute of Technology, and Nunavut Arctic College. This indicator will continue to be tracked for potential trends through future surveys.

**Table 7-3: Inuit Personnel Educational Attainment (2024 IPS Results)**

Educational Program	Number of Respondents	Percentage of Respondents
<i>I completed a high school diploma or equivalent (n=73)</i>		
Yes	32	43.8%
No	40	54.8%
Unknown	1	1.4%
<i>I completed an apprenticeship or trades certificate or diploma (n=73)</i>		
Yes	21	28.8%
No	50	68.5%
Unknown	2	2.7%
<i>I completed a college or other non-university certificate or diploma (n=73)</i>		
Yes	13	17.8%
No	54	74.0%
Unknown	6	8.2%
<i>I completed a university certificate or diploma (n=73)</i>		
Yes	0	0.0%
No	65	89.0%
Unknown	8	11.0%

Source: B2Gold Nunavut

Notes:

1. Eight respondents who indicated 'No' they had not completed a high school diploma or equivalent, and six others who left that question blank, then went on to indicate 'Yes' they had trades and/or college certificates or diplomas. Given that a high school diploma is typically a prerequisite for higher education programs, these 14 responses were changed to 'Yes'.

#### 7.1.6 Other Information

##### *B2Gold Nunavut's Work with Training Organizations and/or Government Departments*

Term & Condition No. 73 requests that B2Gold Nunavut provide details on its work with training organizations and/or government departments offering mine-related or other training. B2Gold Nunavut has participated in recent training-related discussions through various forums, including:

- Meetings to discuss the Kitikmeot Inuit Workforce Strategy with the Kitikmeot Corporation (July, October, and November 2024)
- Meeting with the GN's Department of Family Services to discuss the B2Gold Nunavut – Redfish Arts Society Inc. partnership at the Project (April 2024).
- Meeting with the GN's Department of Family Services to discuss apprenticeship programing at the Project (October 2024).
- Meetings with the Hamlet of Kugluktuk to discuss training initiatives, including a potential community training partnership (June and July 2024).
- Information on trades occupations, journeypersons, and apprentices working at the Project was provided to the GN via email in February 2024 (per Term & Condition No. 72).

Additional training-related discussions and updates also continue to occur with stakeholders through other elements of B2Gold Nunavut's community engagement program.

##### *Second Language Training*

Term & Condition No. 76 requests that B2Gold Nunavut provide information on second language courses offered on-site. Per B2Gold Nunavut's *Second Language Training Program*, the Company offers training courses based on demand/upon request. Currently, second language training opportunities are

communicated to employees via ongoing discussions with the Indigenous & Northern Affairs team, specifically the Supervisor, Community Relations and Inuit Support Coordinators. Moving forward, second language training opportunities will be communicated to employees via cultural awareness training sessions, and other onsite opportunities held by the Indigenous & Northern Affairs team.

B2Gold Nunavut has not yet seen a demand for these course offerings, and none have been requested by employees. The Company has taken other measures to reduce the potential for language barriers to Inuit employment on site (i.e. the objective of Term & Condition No. 76), should they exist. For example, Inuit Support Coordinators are employed on site and are available to coordinate interpretation and/or translation support that may be required. Other members of B2Gold Nunavut's Indigenous & Northern Affairs team also conduct Project site visits and can provide similar support.

In addition, B2Gold Nunavut has developed an internal translated 'Glossary of Terms' that has been circulated at the Project to ensure appropriate site signage is posted in English, Inuinnaqtun, and Inuktitut to further reduce language barriers, should they exist. Project staff have also been made aware that if translation of a document or interpretation is required it will be provided by B2Gold Nunavut.

#### *Housing Initiatives*

Term & Condition No. 83 asks that B2Gold Nunavut communicate and collaborate with the GN and the Nunavut Housing Corporation (NHC) on potential housing initiatives with a view to enhancing employee access to a range of housing options, including homeownership. B2Gold Nunavut met with NHC representatives in July 2024 to discuss potential partnership opportunities on housing initiatives.

As described in the IHRP, B2Gold Nunavut will also provide financial management orientation to employees who request it (based on demand). An *Inuit Employee Assistance Program* (IEAP) was launched by B2Gold Nunavut in 2023 that includes a financial literacy training component. While no related training programs have been requested by staff to-date, B2Gold Nunavut anticipates training in this area may be provided in the future. B2Gold Nunavut's *Employee and Family Assistance Program* (EFAP) also offers free and confidential financial guidance on several topics (e.g. debt management, bankruptcy, retirement) which staff may continue to access.

The Company, GN, and KIA began discussions about the signing of a tripartite Memorandum of Understanding (MoU) in 2024. B2Gold Nunavut expects that once finalized and signed in early 2025, this MoU will likely further cooperation between the signatories in areas such as housing-related initiatives.

#### *Cultural Awareness Training*

Term & Condition No. 85 requests that B2Gold Nunavut work with KIA to establish cross-cultural training initiatives at the Project. As described in the IHRP, B2Gold Nunavut conducts mandatory cultural awareness training for all long-term employees and contractors. The goal of this program is to promote respect and consideration for the importance of Inuit Qaujimajatuqangit (IQ) to the Inuit identity. It is primarily intended to provide non-Inuit employees with opportunities to better understand Inuit culture and communities, and is aimed at enhancing positive interaction between Inuit and non-Inuit in the workplace. The training is currently provided in five main sections: Overview, Nunavut and the Kitikmeot Region, Inuit culture, B2Gold Nunavut's community engagement program, and intercultural effectiveness. The Company is also developing a new management-focused cultural awareness training presentation, and a cultural awareness training video to supplement existing training that is offered.



In 2024, cultural awareness training sessions were provided on 38 different dates by the Indigenous & Northern Affairs team. This training was conducted at Project sites in English and had 318 participants, 17 of whom were Inuit. The training program was previously shared with KIA and their feedback was incorporated into revised training materials. A draft outline of a new training video (mentioned above) was also shared with KIA for comment. B2Gold Nunavut will continue to engage KIA on cultural awareness training initiatives at the Project.

#### *Student Achievement Awards & Scholarships*

To support Kitikmeot Region students, B2Gold Nunavut sponsors annual achievement awards at junior high and high schools in fields relevant or related to careers in the mining industry through its *Kitikmeot Junior High and High School Achievement and Awards Program*. The purpose of this program is to support Kitikmeot Region students in completing high school and advancing to post-secondary education. This program prioritizes providing awards to Kitikmeot Inuit students, though it is not limited to Inuit students only. The annual program budget is \$5,000 to be equally split between the Kitikmeot communities. While no achievement awards were issued in 2024, B2Gold Nunavut will be meeting with the Executive Director of Kitikmeot School Operations in February 2025 to discuss how to best advertise and operationalize this commitment.

B2Gold Corp. (B2Gold Nunavut's parent company) also supported young Canadian mining talent with two scholarship awards in 2024:

- Indigenous: A \$5,000 scholarship to an Indigenous student enrolled in a mining or exploration field nationally.
- Women in Exploration: A \$5,000 scholarship to a female student enrolled in a geology program in the Vancouver area who successfully completed their first year of studies.

#### *Post-Secondary Education Application Fee Program*

To further support Inuit participation in advanced education, B2Gold Nunavut provides funding (with the administrative support of KIA) towards Inuit post-secondary education applications through its *Kitikmeot Inuit Post-Secondary Education Application Fee Program*. As this has been identified as a financial barrier hindering some Inuit from applying to post-secondary institutions, the program's purpose is to provide current resident Kitikmeot Inuit enrolled under the Nunavut Agreement with greater opportunities to access post-secondary institutions by paying their application fees. This program continued in 2024 and supported four individuals.

#### *Redfish Arts Society Inc. Partnership*

Since 2023, B2Gold Nunavut has worked with Redfish Arts Society Inc. (Redfish) in Cambridge Bay to support it in teaching Inuit youth welding skills, through artwork. During the first year of this partnership, 10 Inuit employment opportunities were created (i.e. 8 student employees, 1 assistant instructor, 1 administrative staff) with 1,120 employment hours generated. ~Four students also went on to employment opportunities at the Back River Project. In 2024, 15 Inuit employment opportunities were created (i.e. 14 student employees, 1 assistant instructor) with 15,340 employment hours generated (including paid student hours and Inuit/non-Inuit trainers and staff). A total of 16,460 employment hours have been generated under this initiative since 2023.

In 2024, the Company and Redfish further partnered to develop the *Inuit Workplace Experience Program* in Cambridge Bay, whereby local youth visit the Project to obtain on-site experience. As part of this

partnership, two Inuit individuals from Cambridge Bay joined their instructor at the Goose site for a week in October 2024. Together, they worked alongside members of the B2Gold Nunavut team to participate in daily site operations and obtain insight into potential careers their training at Redfish could lead to. B2Gold Nunavut provided Redfish with a \$115,000 financial contribution in 2024, to support the first year of a three-year funding partnership. Educational pipeline programs between industry and educational institutions, such as this, can support specific training and support programs to ensure Inuit success (Thompson and Moroz 2024).



**Figure 7-4: Inuit Workplace Experience Program (October 2024)**

#### *Emergency Response Team Preparation School*

In November 2024, B2Gold Nunavut launched its *Emergency Response Team Preparation School* (ERT Prep School) at the Project. The ERT Prep School will provide a venue for Inuit employees who are interested in becoming ERT members to learn skills and prepare for the Workers' Safety and Compensation Commission (WSCC) Mines Rescue Course in a self-paced environment supported by existing Inuit ERT members with the support of existing ERT coordinators.

Upon completing ERT Prep School, employees will have a choice to participate in full ERT certification training or remain as 'associate members'. Associate members are not mine rescue certified but will be provided training similar to what ERT members receive so they may utilize emergency response knowledge, skills, and abilities back in their respective communities.



**Figure 7-5: ERT Prep School – First Class**

#### *Taloyoak Youth Care Club*

B2Gold Nunavut and Taloyoak's Netsilik School recently partnered to deliver a *Youth Care Club*. The Club offers childcare training to Inuit youth, and provides childcare services to school volunteers and adult students allowing for increased after-school programming and a pathway for adult students to complete school activities.

As of February 2025, the Club has seen a total of 10 youth caregivers complete their certification, while also providing childcare services for 8-12 children at a time, 4 afternoons per week. The provision of these childcare services teaches youth caregivers valuable skills but also allows for the running of an afterschool welding program, print-making course, and Girl Guides, while enabling adult students to complete necessary schoolwork. Funding for this program is provided by B2Gold Nunavut and KIA through their 'Stay-In-School' initiative.

#### *Inuit Summer Student Program*

B2Gold Nunavut will be launching a new *Inuit Summer Student Program* in 2025. The program will run from May to August 2025, with three opportunities offered:

- One student placement with the Exploration team at Goose Camp
- One student placement with the Environment team at Goose Camp
- One student placement with the Indigenous & Northern Affairs team based in Cambridge Bay or Kugluktuk.

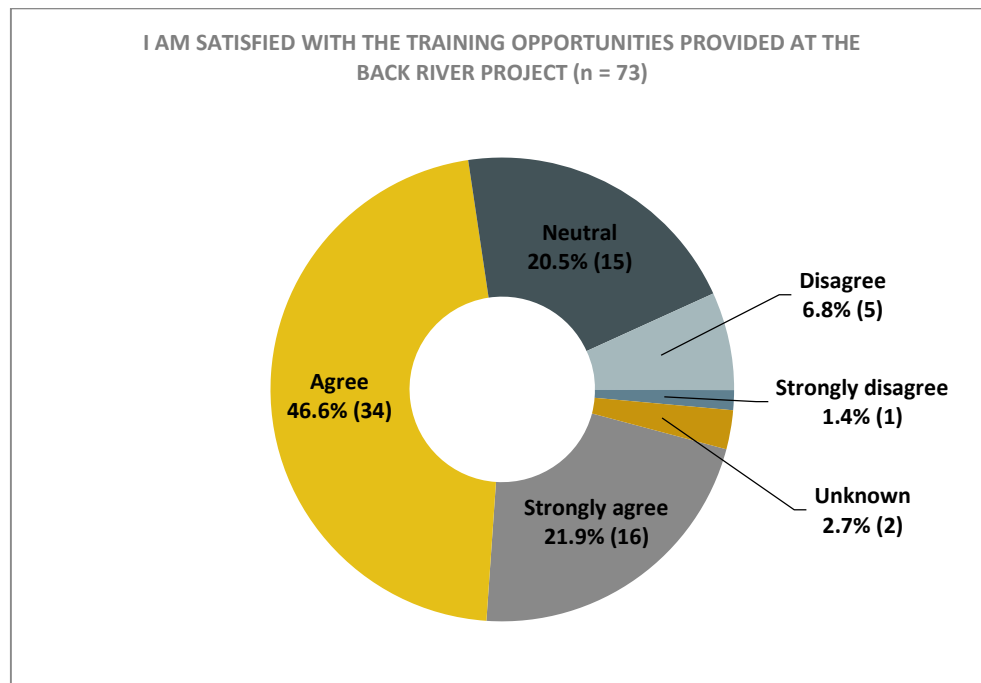
Following completion of the 2025 program, B2Gold Nunavut will evaluate outcomes and assess future steps. At this time, the Company intends to expand the program in 2026 by adding two new placements with the Open Pit and Mill teams at Goose Camp.

## 7.2 COMMUNITY PERSPECTIVES

Community members have noted that education and training opportunities are important for maximizing Inuit employment at the Project. Likewise, community members have said training and apprenticeship programs should be established to help those without mining skills and experience become meaningfully employed, and that youth should be a focus of the employment initiatives developed by B2Gold Nunavut. Suggestions for enhancing education, training, and career progression opportunities have been provided to B2Gold Nunavut, and many questions have been raised about the types of training that will be offered.

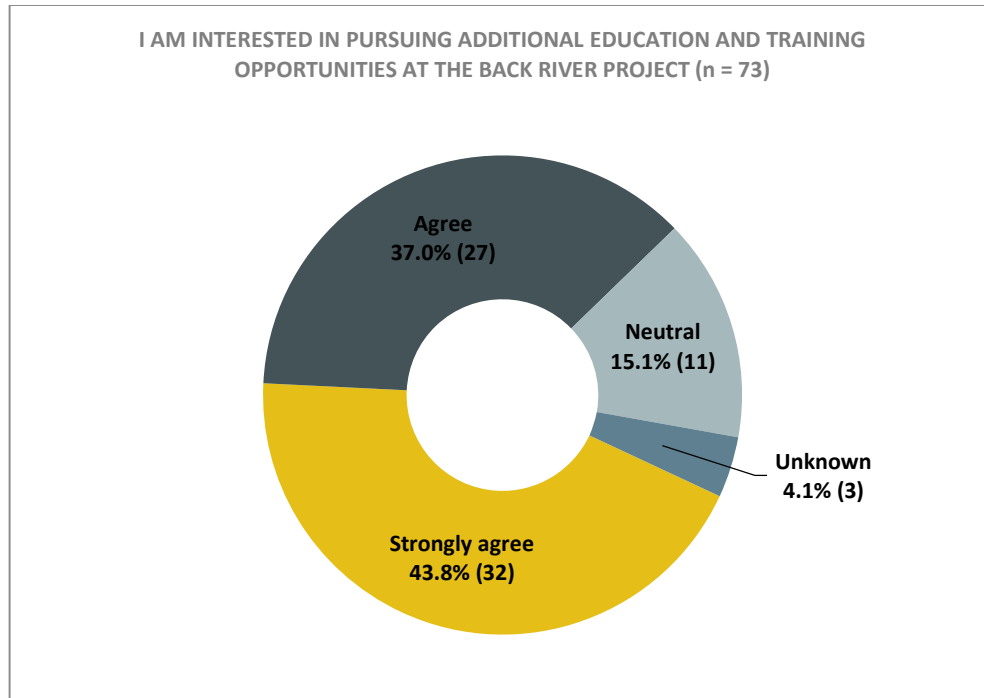
Insightfully, 69% of 2024 IPS respondents ‘agreed’ or ‘strongly agreed’ they were satisfied with the training opportunities provided at the Project to-date (compared to 79% in 2022), and 75% ‘agreed’ or ‘strongly agreed’ they were satisfied with their job and career advancement opportunities at the Project (compared to 87% in 2022) (Figures 7-6, 7-7, and 4-13). However, results also indicate there remains a desire among Project personnel for additional training and career advancement opportunities. 81% of respondents ‘agreed’ or ‘strongly agreed’ they were interested in pursuing additional education and training opportunities at the Project, including training in heavy equipment operation, haul truck driving, administrative work, drilling and blasting, and mine rescue.

The decrease in personnel satisfaction rates between surveys has been noted by B2Gold Nunavut and will continue to be monitored. While reasons for the decrease are currently unknown, the Company continues to address this matter through implementation of Career Development Plans and the advancement of a comprehensive Inuit training program at the Project. Additional analysis will be completed in future years as data become available.



Source: B2Gold Nunavut

**Figure 7-6: Satisfaction with Training Opportunities at the Project (2024 IPS Results)**



**Figure 7-7: Interest in Pursuing Additional Education and Training Opportunities at the Project (2024 IPS Results)**

Recent examples of comments provided on this VSEC include:

*"The guys are more than awesome. They want me trained up on as much equipment as possible."*

*"Training is very understanding and helpful."*

*"Management was patient and was quick to give training opportunities."*

*"Am sure more will arise once construction is complete."*

*"There should be a list we can see for available positions."*

*"Needs to be advertised more."*

[2024 IPS Report – December 2024]

*"Can our Ekalututiak HTO be observers in one of B2Gold's spill response training sessions?"*

*All eastern ships pass Cambridge Bay, we would like the ability to help out if any spills were near Cambridge Bay."*

[Cambridge Bay HTO Meeting – January 2024]

*"How many people are we looking at for the training from both communities? Is there an age limit? Please send any information on the limit of participants for the spill response and we can arrange the people participating."*

[Bathurst Inlet and Bay Chimo HTO Meeting – January 2024]

*"What plans are being put in place to see students being trained for management positions?"*

*"Is B2Gold planning on exposing youth to mining to help them determine if it is for them? Could you conduct site tours for students and youth?"*

[Bathurst Inlet and Bay Chimo HTO Site Visit – April 2024]

*“Can you please explain B2Gold Nunavut programs to encourage and promote Inuit career progression?”*

*[KIA Annual Board Meeting, Kugaaruk – September 2024]*

*“Do you do cultural awareness training?”*

*“Summer student program needs to get in place.”*

*[KIA Board Site Visit – October 2024]*

### 7.3 EFFECTS AND COMPLIANCE ASSESSMENT

#### 7.3.1 Management and Mitigation Measures

Several management and mitigation measures have been developed in relation to the Education and Training VSEC. These are described in the IIBA, IHRP, CEP, IBDP, and SEMP and include:

- Community Programming
  - Kitikmeot Region Junior High and High School Achievement and Awards Program
  - Kitikmeot school outreach
  - Kitikmeot Inuit Post-Secondary Education Application Fee Program
  - Scholarships
  - Community outreach
  - Community donations
  - Other initiatives
- Workforce Orientation
  - Review of relevant Company policies and procedures
  - Work ready program (planned for future)
  - Site orientation program
  - Non-discrimination and harassment orientation
  - Cultural awareness training, which may include additional supervisor/manager focused training
  - Financial management/literacy orientation
- Workforce Training – General Initiatives
  - Strategic partnerships
  - Program and training contributions
  - In-house training
  - Career Development Plans
  - Inuit employment and training staff
  - Community and employee feedback
  - On-demand second language training
  - Project closure considerations
  - Youth employment
  - Inuit training targets
  - Training and Education Fund
- Workforce Training – Technical Initiatives
  - Technical training and skills development
  - Apprenticeship program

- Supervisor/management training
- Priority employment opportunities for Inuit
- Preferential contracting opportunities for Inuit businesses
- Kitikmeot Social Investment Plan
- Socio-economic monitoring of education and training indicators

### 7.3.2 Effects Assessment

There were two residual effects for the Education and Training VSEC assessed in the FEIS. Monitoring results applicable to these are summarized in Table 7-4.

**Table 7-4: Effects Assessment for the Education and Training VSEC**

Residual Effect	FEIS Conclusion	Monitoring Results
Changes to the Demand for Education and Training	The Project may create increased demand for education and training programs as a result of the provision of employment and contracting opportunities. Overall, increases to the demand for education and training are considered to have a positive residual effect on the Education and Training VSEC (FEIS Volume 8, Section 3.5.5.4).	Existing Project employment and training opportunities are notable, but also reflect the current early stage of development the Project is in (i.e. construction). Until construction is complete and operations are underway, it remains too early to assess whether beneficial long-term changes to the demand for education and training have been realized and if mitigation measures are functioning as anticipated. However, 30,000+ hours of training have now been provided to Inuit at the Project and interest in additional opportunities has been noted in the <i>IPS</i> and elsewhere. While initial indications for this effect are positive, additional conclusions will be drawn in future monitoring reports.
Changes to Youth Attitudes and Behaviours Toward Education and Training	The Project has the potential to change youth attitudes toward education and training through the modelling of behavior and changes to the employment status of local residents. Should a notable number of local residents become employed with the Project, youth may experience or witness the connection between education and employment as adults begin to upgrade their skills or participate in training for employment with the Project. The shift in youth attitudes may serve to increase participation in education and interest in school generally. This change in youth attitudes toward education and training is considered a positive residual effect on the Education and Training VSEC (FEIS Volume 8, Section 3.5.5.4).	Existing Project employment and training opportunities are notable, but also reflect the current early stage of development the Project is in (i.e. construction). Until construction is complete and operations are underway, it remains too early to assess whether beneficial long-term changes to youth attitudes and behaviours toward education and training have been realized and if mitigation measures are functioning as anticipated. However, B2Gold Nunavut continues to offer student achievement awards & scholarships, a Post-Secondary Education Application Fee Program, community donations, and other programming in support of youth. Additional conclusions will be drawn in future monitoring reports.

### 7.3.3 Compliance Assessment

There are four Terms & Conditions in the Project Certificate pertaining to the Education and Training VSEC. The status of these is summarized in Table 7-5.

**Table 7-5: Terms & Conditions for the Education and Training VSEC**

Term & Condition No.	Description	Status
73	The Proponent is encouraged to work with training organizations and/or government departments offering mine-related or other training to ensure that Project-specific training programs can yield additional opportunities for residents and employees to gain meaningful and transferable skills and certifications.	B2Gold Nunavut has participated in recent training-related discussions through various forums, as listed in <b>Section 7.1.6 (Other Information)</b> . Specific types of training programs offered by B2Gold Nunavut are discussed in <b>Section 7.1.1 (Hours of Training Completed)</b> and <b>Section 7.1.2 (Inuit Apprenticeships)</b> .
74	The Proponent shall develop and maintain an easily referenced listing of formal certificates and licences that may be acquired via on-site training or training during Project employment. The listing shall indicate which of these certifications and licences would be transferable to a similar job site within Nunavut.	B2Gold Nunavut continues to provide relevant listings to NIRB. An updated listing has been included in <b>Appendix F</b> .
75	The Proponent is encouraged to work with the SEMWG and KSEMC to review and monitor education utilization rate trends for Project employees throughout the Project to identify whether or not the Project's employees are accessing educational opportunities available to them in the Kitikmeot Region and/or any Northwest Territories communities.	Data on this topic have been provided in <b>Section 7.1.5 (Inuit Personnel Education)</b> and have been sourced from the <i>2024 IPS (Appendix C)</i> . The SEMWG and KSEMC will continue to be engaged on this topic as appropriate.
76	The Proponent is encouraged to provide the following information regarding any second language courses offered on-site: a. Description of courses offered (to include general outline); b. Timing and frequency of courses offered; c. The number of individuals (and percentage of workforce), including Inuit and non-Inuit, taking part in each course, including completion rates; and d. Any noted outcomes or lessons learned from the courses offered.	As outlined in B2Gold Nunavut's <i>Second Language Training Program</i> , training courses will be offered based on demand/upon request. To date, B2Gold Nunavut has not seen a demand for these course offerings, and none have been requested by employees. B2Gold Nunavut has taken other measures to reduce the potential for language barriers to Inuit employment on site, should they exist. Additional information on this topic is or will be provided in <b>Section 7.1.1 (Hours of Training Completed)</b> and <b>Section 7.1.6 (Other Information)</b> .



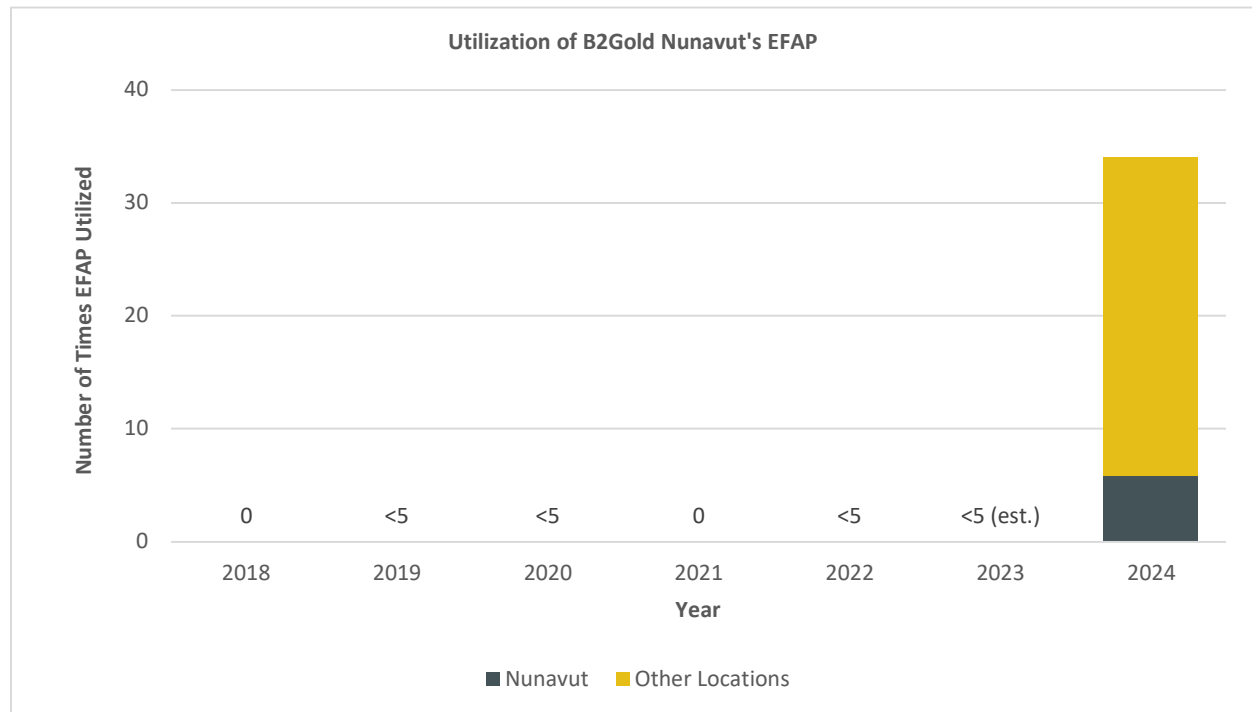
## 8. HEALTH AND COMMUNITY WELL-BEING

### 8.1 INDICATOR DATA AND ANALYSIS<sup>19</sup>

#### 8.1.1 Utilization Rate of Employee and Family Assistance Program

Data from B2Gold Nunavut's Employee and Family Assistance Program (EFAP) provide insight into its usage by Project employees. B2Gold Nunavut's EFAP is available to all B2Gold Nunavut employees and their dependants, and is a free and confidential program. It provides support related to physical and mental health and well-being, relationship and family issues, workplace challenges, addictions, obtaining legal advice, financial guidance, and nutrition.

Figure 8-1 indicates the EFAP was utilized a small number of times between 2018 and 2023. Because of this limited use and concerns around user confidentiality, only generalized case counts are provided during this period. In 2024, usage of the EFAP rose in accordance with the rise in Project employment numbers. The EFAP was used 6 times in Nunavut and 28 times in other locations in 2024.



Source: B2Gold Nunavut

**Figure 8-1: Utilization of B2Gold Nunavut's EFAP (2018 to 2024)**

In addition, an Inuit Employee Assistance Program (IEAP) delivered by the Kitikmeot Friendship Society (KFS) began to be offered in October 2023. The IEAP offers culturally appropriate support services to B2Gold Nunavut's Inuit employees, including support during the onboarding process for new Inuit employees, virtual check-ins between Inuit employees and KFS staff (both at camp and at home), and a

<sup>19</sup> Additional indicator data relevant to this VSEC (i.e. hours worked by Project personnel and hours of training completed) are provided in Section 4 (Employment) and Section 7 (Education and Training).

helpline service available during working hours 7 days a week to support Inuit employee needs and access to additional support services. KFS may also deliver training and workshops (i.e. advanced cultural awareness and financial literacy) on site as determined by the B2Gold Nunavut management team. The IEAP is structured in phases, providing support to employees during pre-deployment, their time on site, and upon their return home.

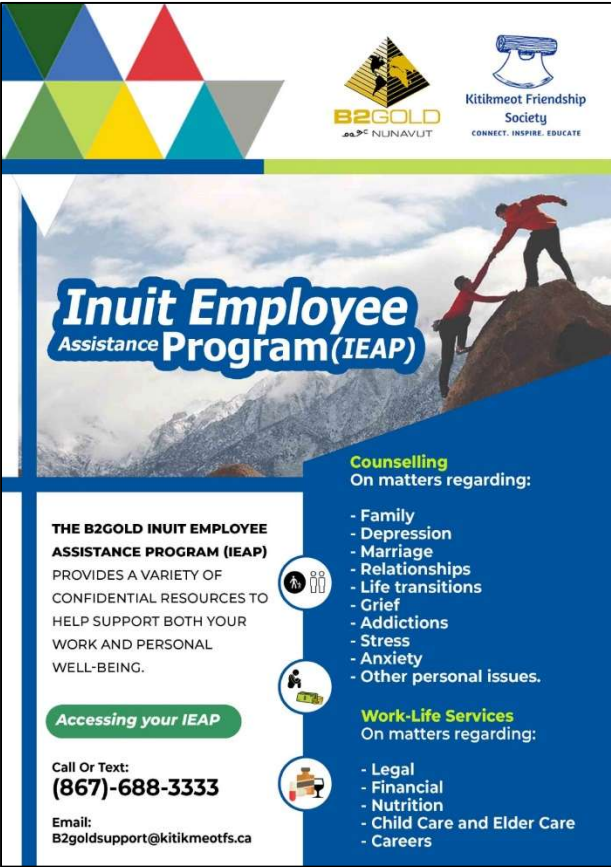


Figure 8-2: IEAP Poster

In 2024, the IEAP delivered 2,197 engagements with Inuit employees, providing a range of supports (Table 8-1).

**Table 8-1: IEAP Engagements (2024)**

Engagement Type	Description	Number of Engagements
<b>Support Engagement</b>	Scheduled call, or appointment following a Helpline call or Phase 1-3 check-in call.	664
<b>Helpline</b>	Call, text, or email submitted to the Helpline by a client requesting support.	382
<b>Phase 1 Check-In</b>	Orientation and onboarding provided to newly hired employees prior to departing for the Project.	274
<b>Phase 2 Check-In</b>	Support provided to newly hired employees after they arrive at the Project.	412
<b>Phase 3 Check-In</b>	Support provided to newly hired employees as they re-integrate back into their communities and families.	396
<b>Exit Interview</b>	Call with an employee who was terminated, or left their employment at the mine site voluntarily.	69
<b>Total</b>		<b>2,197</b>

Source: KFS

#### 8.1.2 Number of Impaired Driving Violations

Impaired driving data from the Kitikmeot Region may provide insight into whether rates of substance abuse are changing due to the Project. Impaired driving violation data are available from Statistics Canada (2024i). Figure 8-3 displays data on violations per 100 people, from 2010 to 2023. In summary:

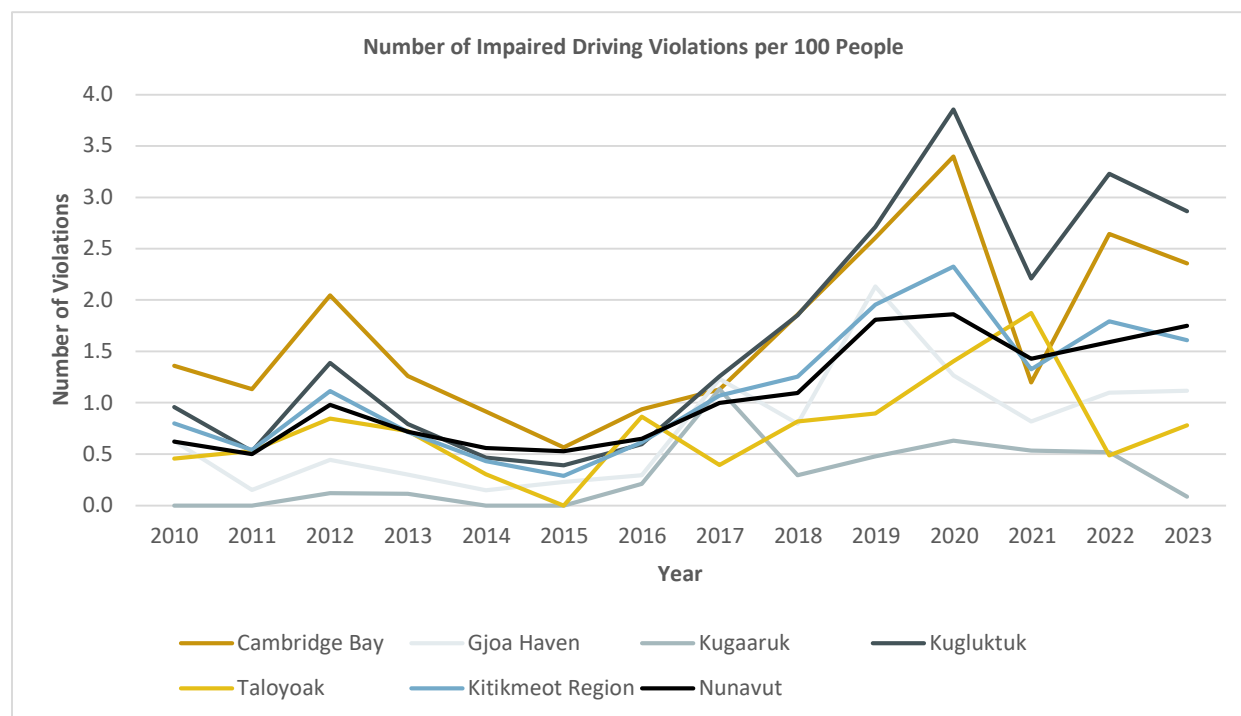
- The Kitikmeot Region’s pre-development period (i.e. 2015-2019) average was 1.0 violations per 100 people, while in the post-development period (i.e. 2020-onwards) it was 1.8 violations per 100 people.
- Nunavut’s pre-development period average was 1.0 violations per 100 people, while in the post-development period it was 1.7 violations per 100 people.
- Kugluktuk had the highest annual average (3.0 violations) in the Kitikmeot Region during the post-development period, while Kugaaruk had the lowest (0.4 violations).

The above data do not suggest a negative Project influence, as impaired driving violations have increased similarly throughout Nunavut over the monitoring period. Additional analysis will be completed in future years as data become available.

Nevertheless, substance abuse remains a significant concern in Nunavut. While this issue can be influenced by many factors, some identified contributors in Nunavut include intergenerational trauma associated with forced relocations, loss of cultural tradition and language, the historical impact of residential schools, poor housing conditions, and the disintegration of family structure (NVision Insight Group Inc. 2018).

Despite a lack of recent data on gender differences pertaining to impaired driving, NBS (2016) published gender-specific data for the Kitikmeot Region indicating that from 2010 to 2015, more men were charged for impaired driving than women (71.9% vs. 28.1%). The reasons for this disparity are likely complex. However, some research has linked substance abuse to poor mental health status and has revealed Indigenous males can experience specific stressors like cultural discontinuity more acutely than

females. Indigenous males are also less likely to seek treatment for emotional distress (Kumar and Tjepkema 2019). More generally, research on the gendered aspects of problematic substance use indicates that men are more likely to take risks, self-medicate for psychological distress, use drugs alone, escalate dosages of pain medications, and die from opioid use (CCSA 2019, CIHR 2016).



Source: Statistics Canada (2024i)

**Figure 8-3: Number of Impaired Driving Violations (2010 to 2023)**

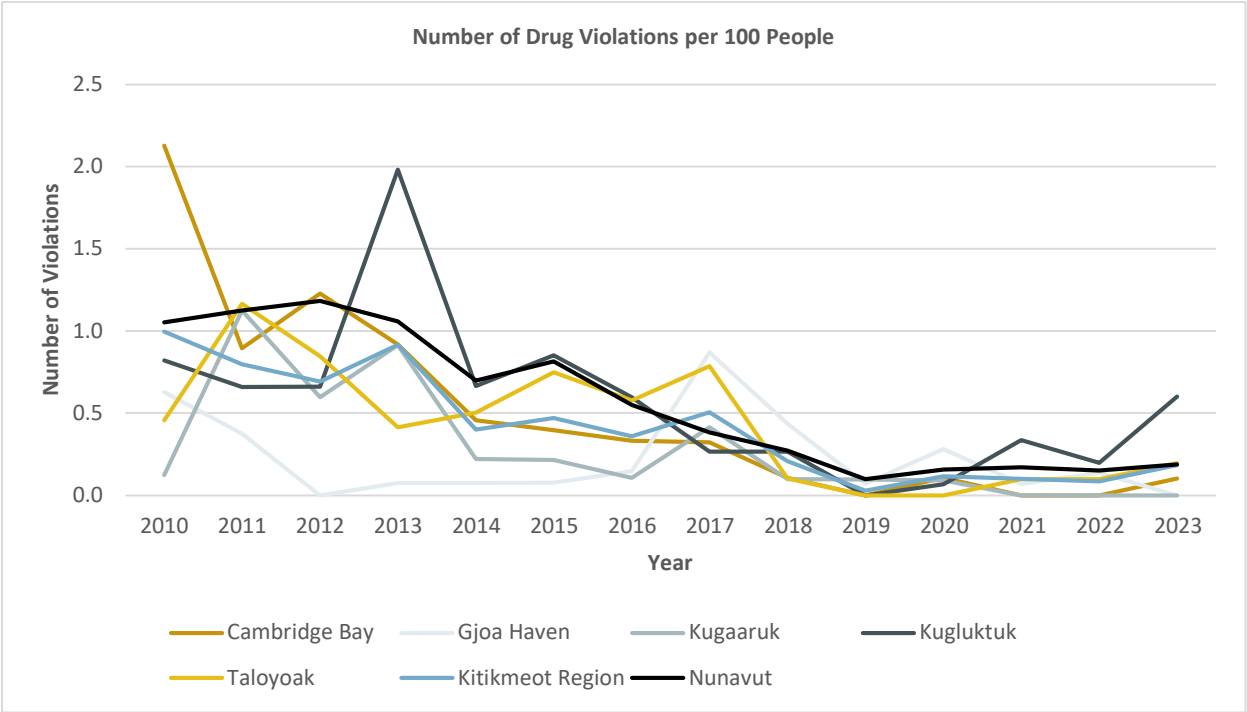
### 8.1.3 Number of Drug Violations

Drug violation data from the Kitikmeot Region may also provide insight into whether rates of substance abuse are changing due to the Project. Drug violation data are available from Statistics Canada (2024i). Figure 8-4 displays data on violations per 100 people from 2010 to 2023. In summary:

- The Kitikmeot Region’s pre-development period (i.e. 2015-2019) average was 0.3 violations per 100 people, while in the post-development period (i.e. 2020-onwards) it was 0.1 violations per 100 people.
- Nunavut’s pre-development period average was 0.4 violations per 100 people, while in the post-development period it was 0.2 violations per 100 people.
- Kugluktuk had the highest annual average (0.3 violations) in the Kitikmeot Region during the post-development period, while Kugaaruk had the lowest (0.0 violations).

The above data do not suggest a negative Project influence, as drug violations have decreased across the Kitikmeot Region over the monitoring period. Additional analysis will be completed in future years as data become available.

As previously noted, substance abuse remains a significant concern in Nunavut and is an issue that can be influenced by many factors. Despite a lack of recent data on gender differences pertaining to substance abuse, NBS (2016) published gender-specific data for the Kitikmeot Region indicating that from 2010 to 2015, more men were charged for drug violations than women (80.3% vs. 19.7%) (NBS 2016). As noted earlier, the reasons for this disparity are likely complex.



Source: Statistics Canada (2024i)

**Figure 8-4: Number of Drug Violations (2010 to 2023)**

### 8.1.4 Crime Rate

Crime rate data from the Kitikmeot Region may indicate whether the incidence of crime is changing due to the Project. Community crime rate data are available from Statistics Canada (2024i). Figure 8-5 displays data on violations per 100 persons from 2010 to 2023.<sup>20</sup> In summary:

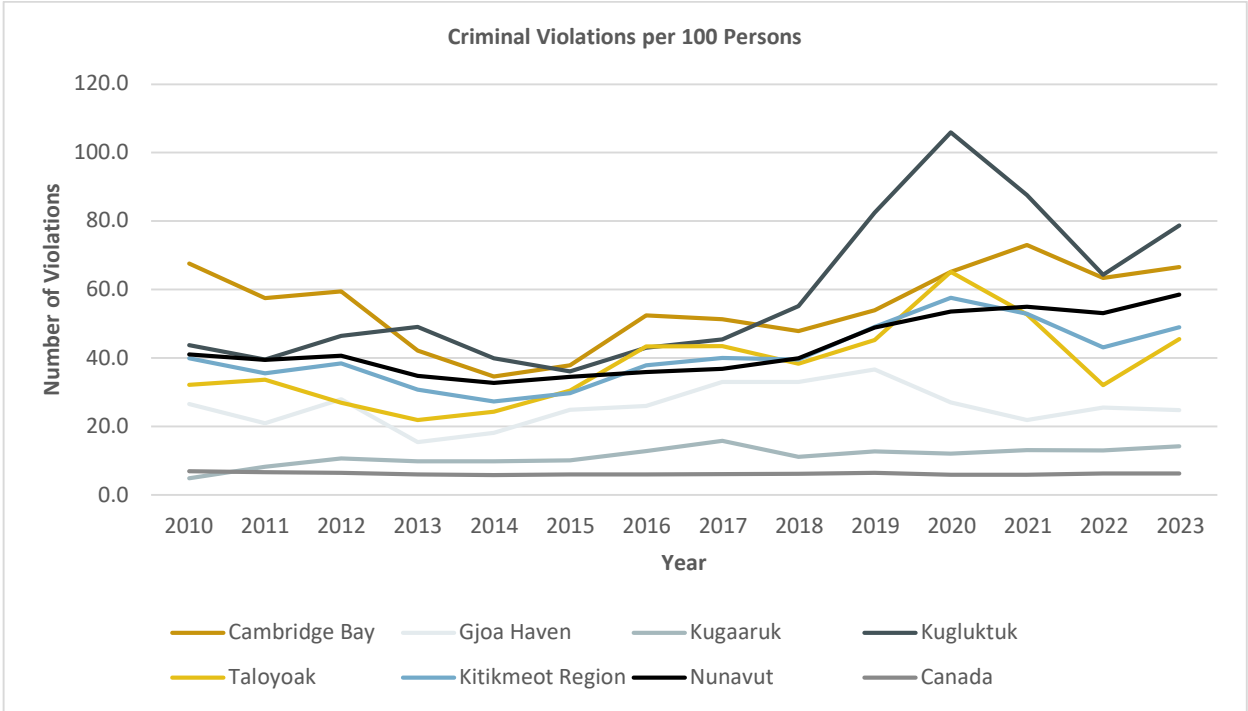
- The Kitikmeot Region’s pre-development period (i.e. 2015-2019) average was 39.2 violations per 100 people, while in the post-development period (i.e. 2020-onwards) it was 50.6 violations per 100 people.
- Nunavut’s pre-development period average was 39.2 violations per 100 people, while in the post-development period it was 55.0 violations per 100 people.
- Kugluktuk had the highest annual average (84.2 violations) in the Kitikmeot Region during the post-development period, while Kugaaruk had the lowest (13.1 violations).

<sup>20</sup> Statistics Canada (2024i) data include ‘actual incidents’ of all criminal code violations (including traffic) and federal statute violations.

The above data do not suggest a negative Project influence, as crime rates have increased throughout Nunavut over the monitoring period. In fact, the increase has been lower in the Kitikmeot Region compared to the rest of the territory. Additional analysis will be completed in future years as data become available.

Nevertheless, crime issues are more prevalent in Nunavut than many other Canadian jurisdictions (Moreau 2019). According to a report on rates and severity of police-reported crime in Canada in 2021, Nunavut had the most severe violent crime and the second highest rate of police-reported crime in Canada that year (Statistics Canada 2022b). While crime can be influenced by many factors, high rates of substance abuse, higher proportions of lone parent households, lack of education, and overcrowded homes have all been linked to increased crime (NVision Insight Group Inc. 2018, Perreault 2019).

From 2010 to 2023, 81.7% of criminal offenses in Nunavut were committed by men (Statistics Canada 2024j). This is broadly consistent with Canadian crime rates, which show men committed 84.0% of criminal offenses in Canada during the same period (Statistics Canada 2024j). Reasons for this disparity are likely complex, but gender differences in the development of various social cognitive skills have been identified as a factor (Bennett et al. 2005).



Source: Statistics Canada (2024i)

**Figure 8-5: Number of Criminal Violations per 100 Persons (2010 to 2023)**

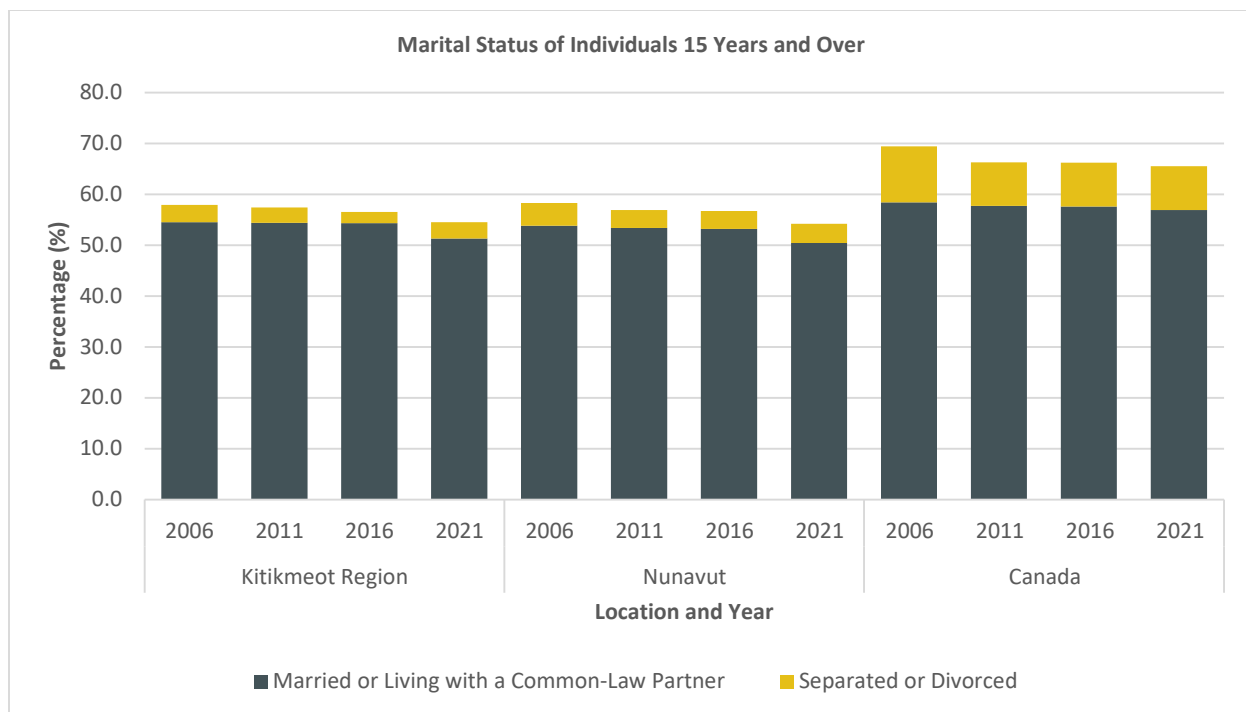
### 8.1.5 Marital Status

Marital status data may provide insight into changes to family/household structure introduced by the Project. Marital status data are available through the federal Census (Figure 8-6) (Statistics Canada 2007b; 2012; 2017a, b; 2022a). In summary:

- In the Kitikmeot Region’s pre-development period (i.e. 2015-2019), 54.3% of individuals were married or living with a common-law partner, while in the post-development period (i.e. 2020-onwards) it was 51.3%. Likewise, 2.2% of individuals were separated or divorced in the pre-development period, while in the post-development period it was 3.2%.
- In Nunavut’s pre-development period, 53.2% of individuals were married or living with a common-law partner, while in the post-development period it was 50.4%. Likewise, 3.5% of individuals were separated or divorced in the pre-development period, while in the post-development period it was 3.8%.

The percentage of individuals married or living with a common-law partner decreased similarly throughout Nunavut over the monitoring period, which does not suggest a negative Project influence. Separation and divorce rates also increased across the territory, although this increase has been somewhat higher in the Kitikmeot Region. Additional monitoring will be required to verify trends over time.

In general, separation and divorce rates in Nunavut remain lower than Canadian averages, which may be because the rate of couples living common-law in Nunavut is more than double the rate in Canada (Statistics Canada 2022a). Many of these couples do not consider themselves legally bound, and therefore do not seek legal proceedings when they wish to end the relationship. Low separation and divorce rates may also be due to the housing shortage that exists in Nunavut, in that a spouse wishing to leave the marriage may have no place else to go (Government of Canada 2015).



Source: Statistics Canada (2007b; 2012; 2017a, b; 2022a)

**Figure 8-6: Marital Status of Individuals 15 Years and Over (2006 to 2021)**

### 8.1.6 Inuit Personnel Housing Status and Changes of Address

Project Certificate Term & Condition No. 84 requests that B2Gold Nunavut design and implement a voluntary housing survey to be offered to its Nunavummiut employees. These data have been sourced from the 2024 *IPS* (Figures 8-7 to 8-9).

Overall, these data reveal several insights, including a high percentage of respondents living in public housing (66%, the same as in 2022) and a much lower percentage living in privately owned residences (14%, compared to 17% in 2022).<sup>21</sup> Since starting work at the Project, 21% of respondents said their interest in purchasing their own home had increased (the same as in 2022).

Some survey respondents had changed their residence in the past 24 months (21%, compared to 11% in 2022).<sup>22</sup> Of these individuals, 7% (5 respondents) had moved within their current community of residence, while 14% (10 respondents) had moved to a different community. Of the respondents who had changed communities, 3 moved from inside the Kitikmeot Region to communities outside, and 2 moved from outside the Kitikmeot Region to communities inside. Reasons cited for having moved to a new community included a desire to be closer to family, the pursuit of employment, and to manage a shortage of housing (in 2022, 0% of respondents had moved to a new community, and 11% had changed residence within their current community).

As a key social determinant of health, housing tenure and conditions can have important effects on well-being. For example, higher life satisfaction and better health have been reported by Indigenous and non-Indigenous Canadians who own their own house. However, Indigenous households are less likely to own their dwelling than non-Indigenous households in Canada. They are also disproportionately affected by inadequate, unaffordable, and unsuitable housing. Over one-third of Inuit have been identified as being in core housing need (Hahmann and Masoud 2023).<sup>23</sup>

B2Gold Nunavut will continue to monitor these topics through its biennial *IPS*. Relevant trends may be discussed in future SEMRs.

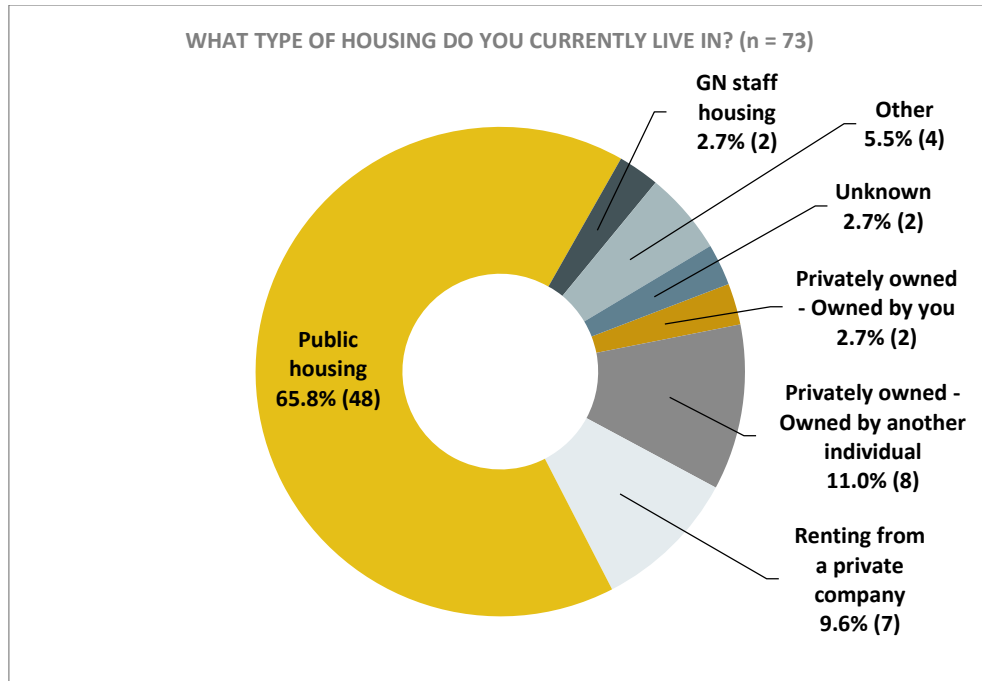
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<sup>21</sup> For comparison, Nunavut Housing Corporation (NHC 2024) notes 61.4% of Nunavut's overall population and 72.4% of the Kitikmeot Region's population lived in public housing in 2021. Only 19.2% of homes in Nunavut were privately owned in 2021, compared to 71.6% for the rest of Canada (Statistics Canada 2022a).

<sup>22</sup> The 2022 *IPS* used a 12-month period instead.

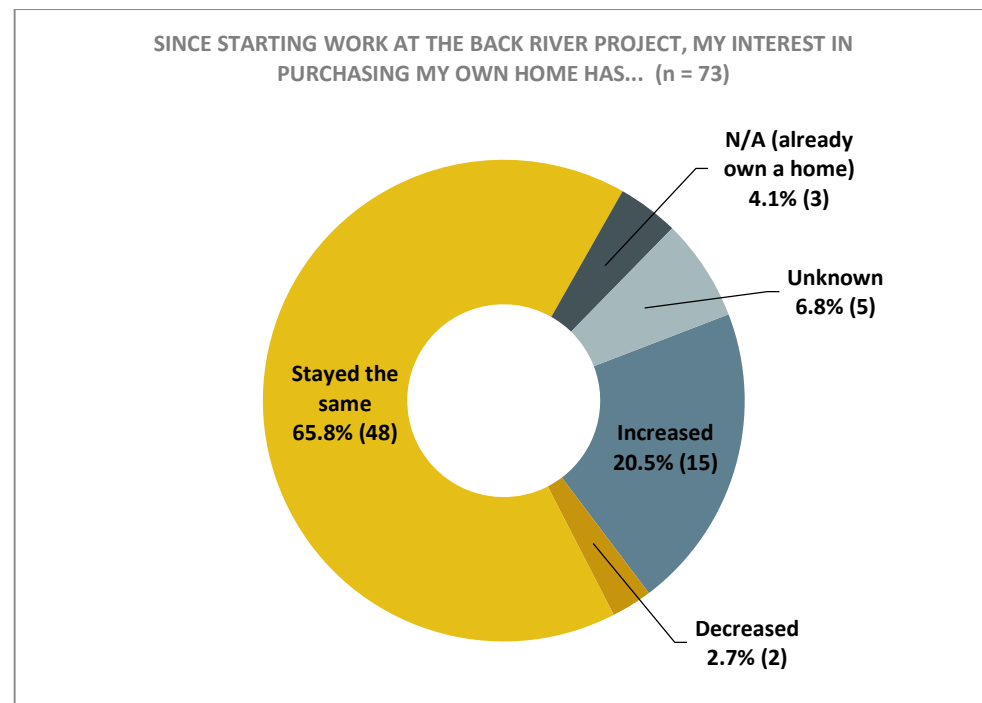
<sup>23</sup> Hahmann and Masoud (2023) describe core housing need as a measure identifying dwellings that are unsuitable (i.e. number of occupants exceeds the number of bedrooms required), inadequate (i.e. dwelling in need of major repairs), and unaffordable (i.e. spending 30% or more of income on shelter cost).





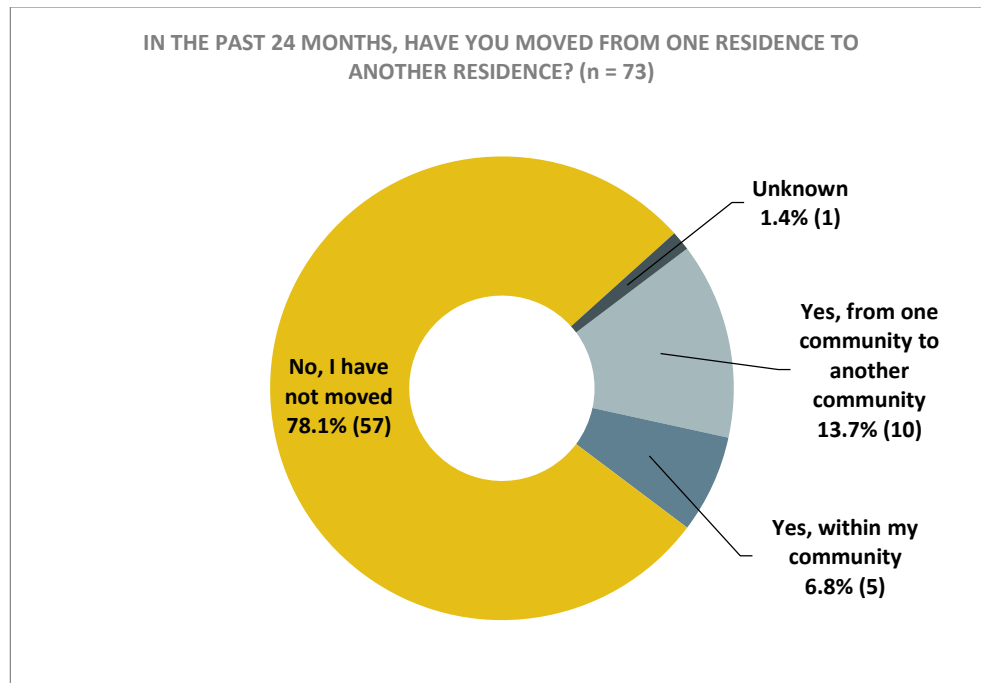
Source: B2Gold Nunavut

**Figure 8-7: Current Housing Status (2024 IPS Results)**



Source: B2Gold Nunavut

**Figure 8-8: Interest in Home Ownership (2024 IPS Results)**



Source: B2Gold Nunavut

**Figure 8-9: Changes in Residence and Community (2024 IPS Results)**

#### 8.1.7 Number of Health Centre Visits Per Capita

Community health centre visit data may provide insight into changing demands placed on local health care providers due to the Project. These data are available from NBS (2018). Figure 8-10 displays per capita health centre visit data from 2010 to 2016. In summary:

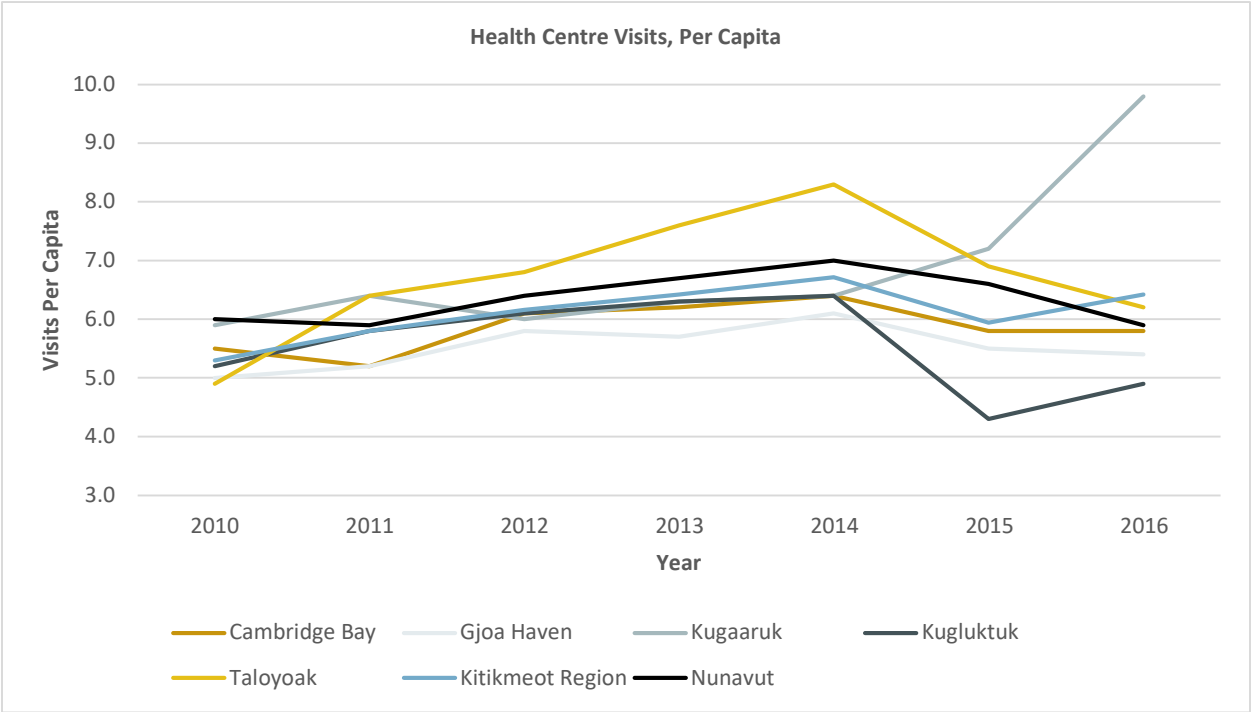
- The Kitikmeot Region annual average during this period was 6.1 visits per capita, while in 2016 it was 6.4 visits per capita.
- The Nunavut annual average during this period was 6.4 visits per capita, while in 2016 it was 5.9 visits per capita.
- Kugaaruk had the highest annual average (6.9) in the Kitikmeot Region during this period, while Gjoa Haven had the lowest (5.5).

According to the 2017 Aboriginal Peoples Survey, more Inuit women had contacted a health professional at least once in the past year than Inuit men (73.0% compared to 54.6%) (Statistics Canada 2021). While the reason for this disparity is not well understood, it may be linked in part to the greater tendency for women to utilize preventative health services and screenings for reproductive health and cancer prevention (Kazanjian et al. 2004).

Compared to the rest of Canada, Inuit face challenges in terms of physical and mental health and well-being, including a shorter life expectancy, higher infant mortality rates, the highest suicide rates, and higher rates of infectious diseases (Government of Canada 2023; ITK 2014; Public Health Agency of Canada 2024; Statistics Canada 2014). While health outcomes can be influenced by many factors, ITK (2014: 7) notes “this health gap in many respects is a symptom of poor socio-economic conditions in

Inuit communities which are characterized by high poverty rates, low levels of education, limited employment opportunities, and inadequate housing conditions.”<sup>24</sup>

The above will continue to serve as baseline information until relevant construction phase data become available. Additional analysis will be completed in future years.



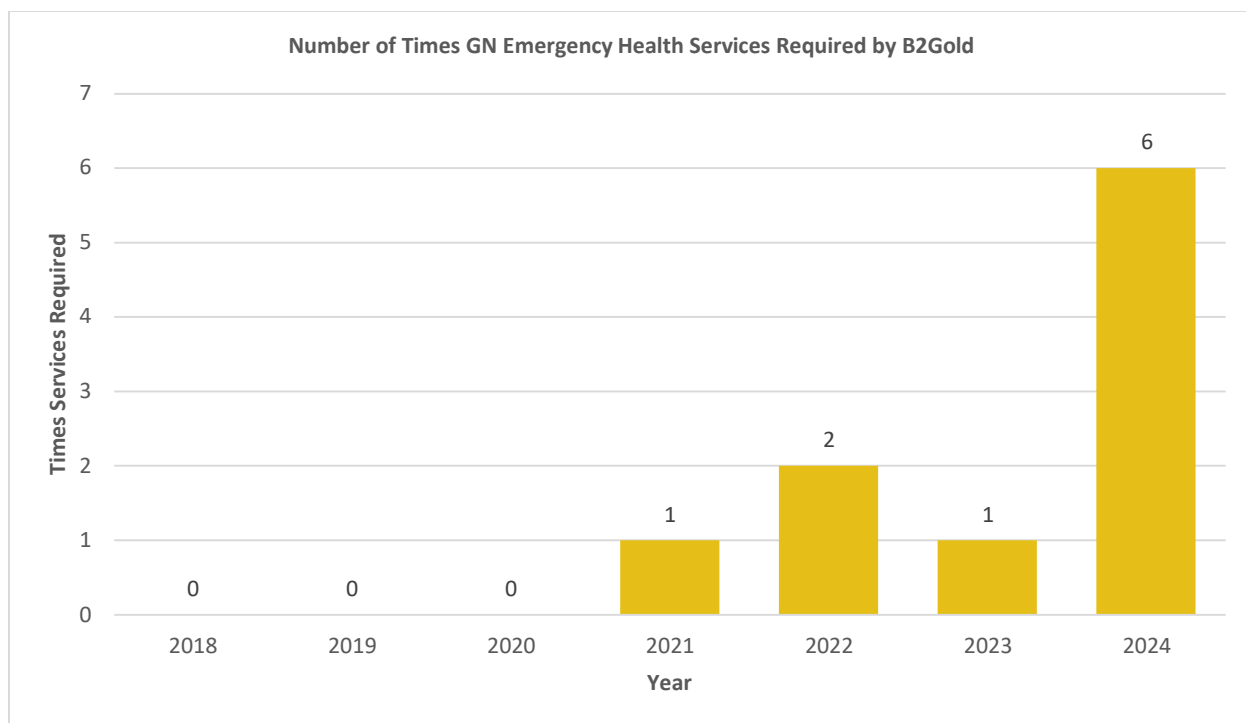
Source: NBS (2018)

**Figure 8-10: Number of Health Centre Visits Per Capita (2010 to 2016)**

### 8.1.8 Number of Times GN Emergency Health Services Required

B2Gold Nunavut’s use of GN emergency health services (e.g. GN medevacs or community emergency health services) provide an indication of Project demands placed on community and territorial health services. This indicator includes GN emergency health services required by any Project personnel at Project sites. Six uses of GN emergency health services were required by B2Gold Nunavut in 2024, all of which were medevac events to Yellowknife, NT. Ninety-one additional emergency health care incidents were resolved in Yellowknife, NT or Edmonton, AB with the assistance of B2Gold Nunavut charter aircraft. B2Gold Nunavut has used GN emergency health services only a small number of times since 2018 (Figure 8-11).

<sup>24</sup> More broadly, ITK (2014) identifies the following eleven factors as key social determinants of Inuit health: Quality of early childhood development, culture and language, livelihoods, income distribution, housing, personal safety and security, education, food security, availability of health services, mental wellness, and the environment.



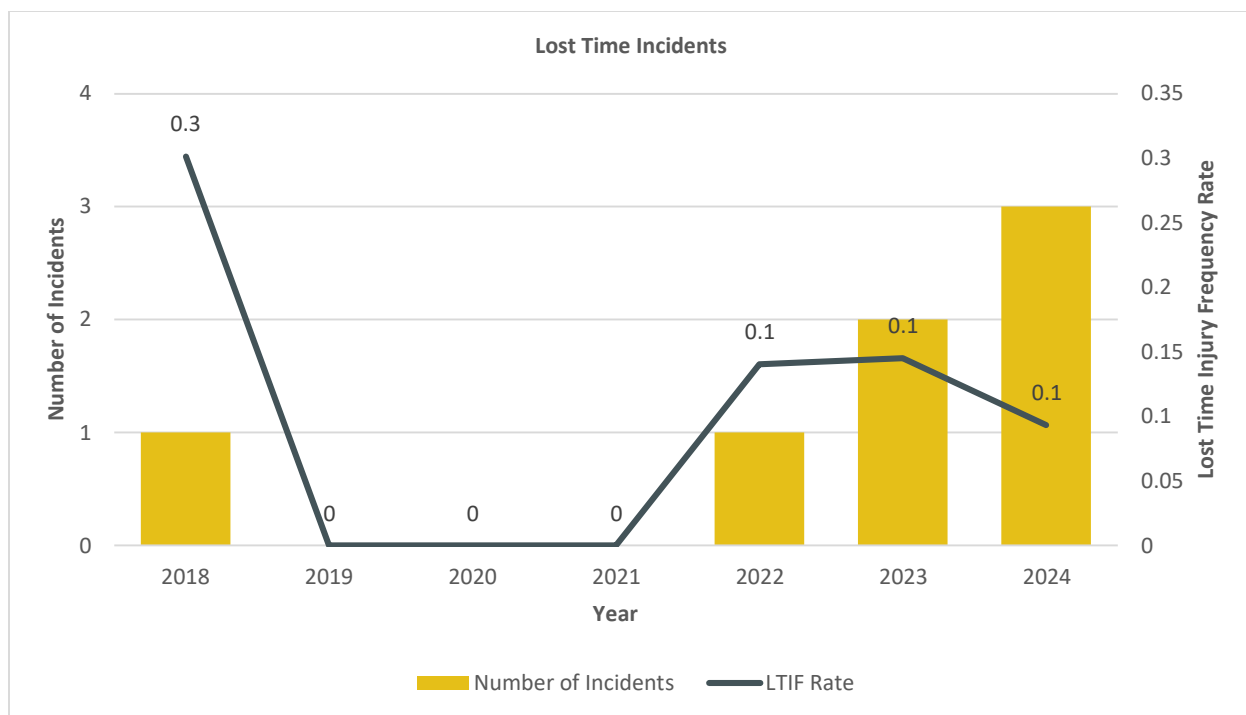
Source: B2Gold Nunavut

**Figure 8-11: Number of Times GN Emergency Health Services Required by B2Gold Nunavut (2018 to 2024)**

#### 8.1.9 Lost Time Incidents

Lost time incidents are a useful indicator of overall health and safety at a work site. This indicator includes lost time incidents for any personnel at Project sites. Three lost time incidents occurred at Project sites in 2024, resulting in 6 lost time days and a Lost Time Injury Frequency (LTIF) of 0.1 (Figure 8-12).<sup>25</sup> For comparison, the LTIF for Canada in 2022 was 2.12 (AWCBC 2024).

<sup>25</sup> LTIF is typically calculated by dividing the number of lost time claims by the number of workers, multiplied by 100. B2Gold Nunavut's LTIF was calculated using site-based lost time incidents and the personnel data described in Section 3.1.2.



Source: B2Gold Nunavut

**Figure 8-12: Lost Time Incidents (2018 to 2024)**

#### 8.1.10 Stakeholder Grievance Resolution

B2Gold Nunavut has developed a *Stakeholder Grievance Mechanism* (SGM) to strengthen stakeholder trust and support for the Project, and to identify actual and potential impacts B2Gold Nunavut needs to address through corrective actions. The SGM applies to a range of Project-related topics including community health and well-being. Monitoring of the indicators in Table 8-2 provides transparency to stakeholders, assists in evaluating the effectiveness of the SGM, and helps track the emergence of potential socio-economic issues.

In 2024, four grievances were filed with the Project, all of which were standard grievances (i.e. grievances that met the grievance ‘test’, in accordance with the SGM). All of these grievances were employment-related and all were resolved. The average grievance resolution time was 11.75 days. Further analysis will be completed as additional data become available in future years.

**Table 8-2: Stakeholder Grievance Resolution (2022 to 2024)**

Year	Number of Grievances Filed	Number of Resolved Grievances	Number of Outstanding or Unresolved Grievances	Average Grievance Resolution Time
2022	15 (2 standard grievances, 13 non-grievances)	2 standard grievances resolved	0	43.5 days
2023	2 (both standard grievances)	2	0	27.5 days
2024	4 (5 initially filed, 1 revoked by complainant, all standard grievances)	4	0	11.75 days

Source: B2Gold Nunavut

#### 8.1.11 Other Information

##### *Inuit Workforce Support Measures*

B2Gold Nunavut employs numerous measures to support the health and well-being of its Inuit workforce, several of which are described elsewhere in this report (e.g. IEAP, EFAP, SGM). In addition, *Inuit Support Coordinators* are available to provide the Inuit workforce with information and/or direction on resolving issues and conflicts encountered through Project employment, career development opportunities, training offerings, relevant policies and programs at the Project, and other matters. Two Inuit individuals working on site-based cross-rotations typically fill the Inuit Support Coordinator role, which work in tandem with site-based HR advisors and the Indigenous & Northern Affairs team. As noted previously, Inuit Support Coordinators also endeavour to run on-site cultural activities, such as country food and Inuit game nights, at least once a rotation.

Other relevant workforce support measures include the following:

- An IPS is conducted at the Project every two years to document Inuit perspectives on topics such as workplace experiences and effects of Project employment on family and community life. Knowledge gained through this process is intended to support continual improvement at the Project, result in greater Inuit personnel satisfaction and retention, and reduce the occurrence of potentially problematic issues on-site
- An *Employee Engagement Committee* has been developed to review employment-related issues and strategies (e.g. health and safety, hiring, retention, training, promotion), and to liaise with Project management on these matters. IQ-related matters may also be considered through this forum, with the assistance of Inuit employees.
- In 2024, B2Gold Nunavut and KIA committed to the creation of a joint *Inuit Employment Working Group*. This new group will create opportunities for both parties to work together in a collaborative manner to address pertinent issues pertaining to Inuit employment at the Project.
- Initiatives related to cultural leave, use of Inuit languages at the Project, cultural awareness training, and others, are included in the IHRS.

Additional workforce support measures are described in the ‘Management and Mitigation Measures’ sections of this report.



**Figure 8-13: Country Food Night – Goose Camp (August 2024)**

#### *Mental Health First Aid Training*

Through B2Gold Nunavut's partnership with the Kitikmeot Friendship Society (KFS), the Company offered two virtual Mental Health First Aid training sessions to select employees in December 2024 (offered to front-line supervisors, managers, and other staff who work directly with the Project's Inuit workforce and/or in the community). This training taught participants how to identify, understand, and respond to signs of mental illnesses and substance use disorders. Course objectives included: 1. Identify signs and symptoms of mental health conditions; 2. Understand the impact of mental health conditions; 3. Provide initial support and guidance; and 4. Connect individuals with professional help. The course was offered over nine hours in seven modules:

- Introduction to Mental Health First Aid
- Signs and Symptoms
- Initial Support and Guidance
- Connecting to Professional Help
- Self-Care and Stress Management
- Special Considerations
- Putting It All Together

Twenty-two individuals completed this training in 2024 and subsequently received certification from the Mental Health Commission of Canada.

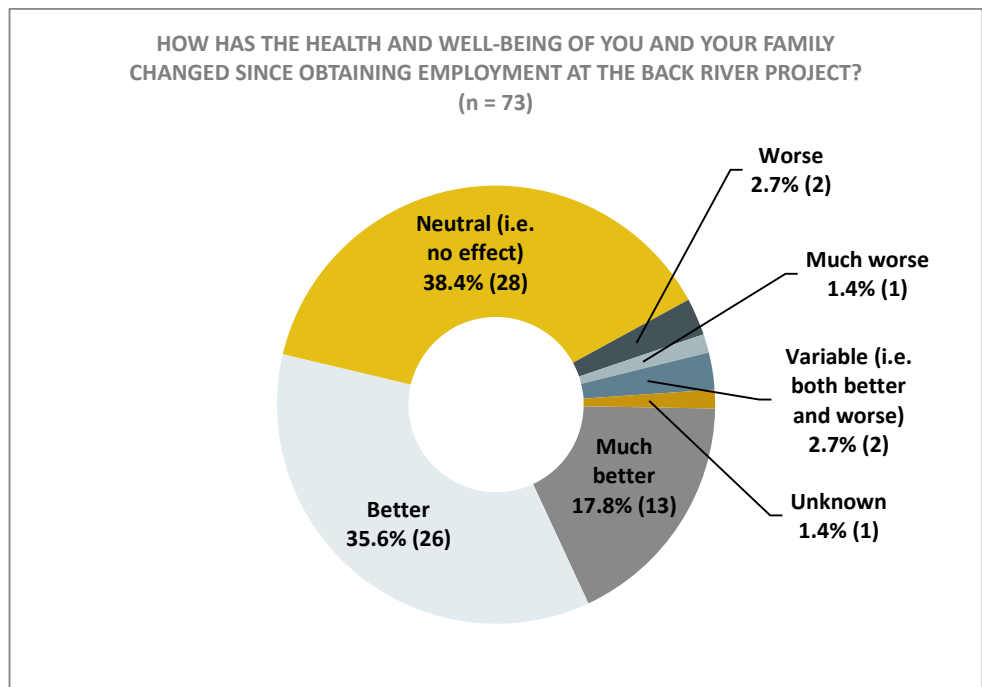
## **8.2 COMMUNITY PERSPECTIVES**

While community members have expressed a strong desire for Project employment opportunities, concerns about potential health and well-being issues associated with fly-in/fly-out work and new spending patterns have been conveyed. Communities have suggested that programs be developed to

support workers and their families dealing with personal, financial, and employment-related issues. They have also suggested B2Gold Nunavut avoid routing Nunavut employees through Yellowknife, as it may lead to issues pertaining to substance abuse, absenteeism, and family instability. Additionally, some individuals have suggested ways B2Gold Nunavut could enhance community well-being, including through Elder supports and alternative energy initiatives.

According to 2024 IPS results, 53% of respondents reported their health and well-being and that of their family was ‘better’ or ‘much better’ since obtaining Project employment (compared to 79% in 2022) while 38% provided a neutral response. Similarly, 52% of respondents reported their community’s well-being was ‘better’ or ‘much better’ as a result of mining in the region (compared to 64% in 2022) while 43% provided a neutral response. In addition, 63% of respondents ‘Agreed’ or ‘Strongly Agreed’ they and their family were coping effectively with their work rotations and schedule (compared to 87% in 2022) (see Figures 8-14 to 8-16).

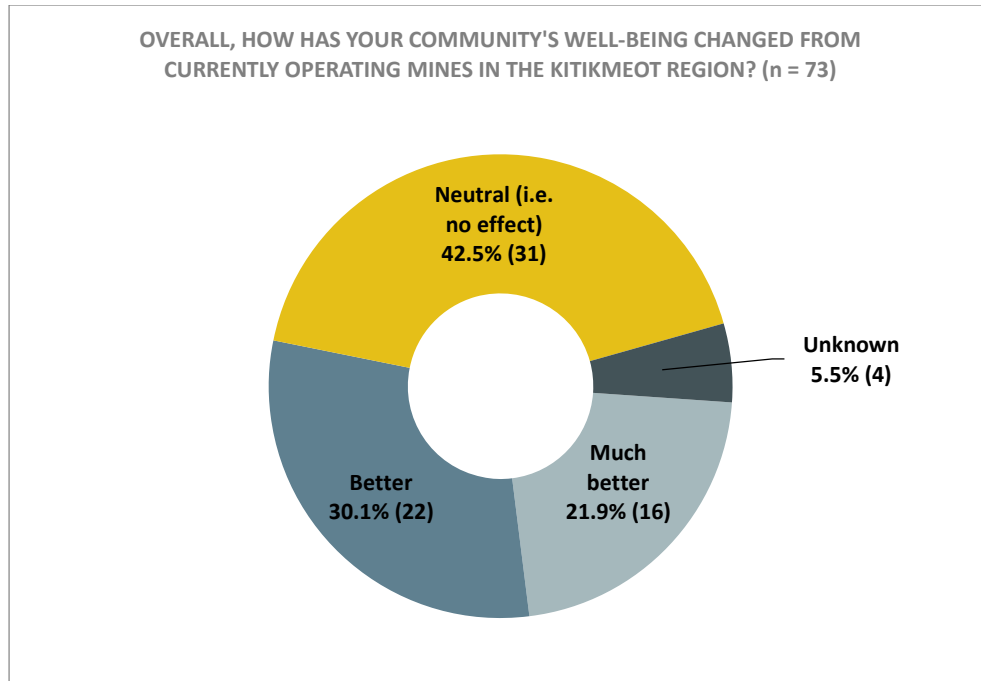
The decrease in rates between surveys described above has been noted by B2Gold Nunavut and will continue to be monitored. While reasons for the decrease are currently unknown, the Company continues to address this matter through various Inuit workforce support measures at the Project. The IEAP, for example, was initially developed as a 12-month pilot project but was recently extended by B2Gold Nunavut for an additional three years. The Company is also in the process of rolling out its *Kitikmeot Social Investment Plan*, which is anticipated to provide additional tangible benefits to local communities. Additional analysis will be completed in future years as data become available.



Source: B2Gold Nunavut

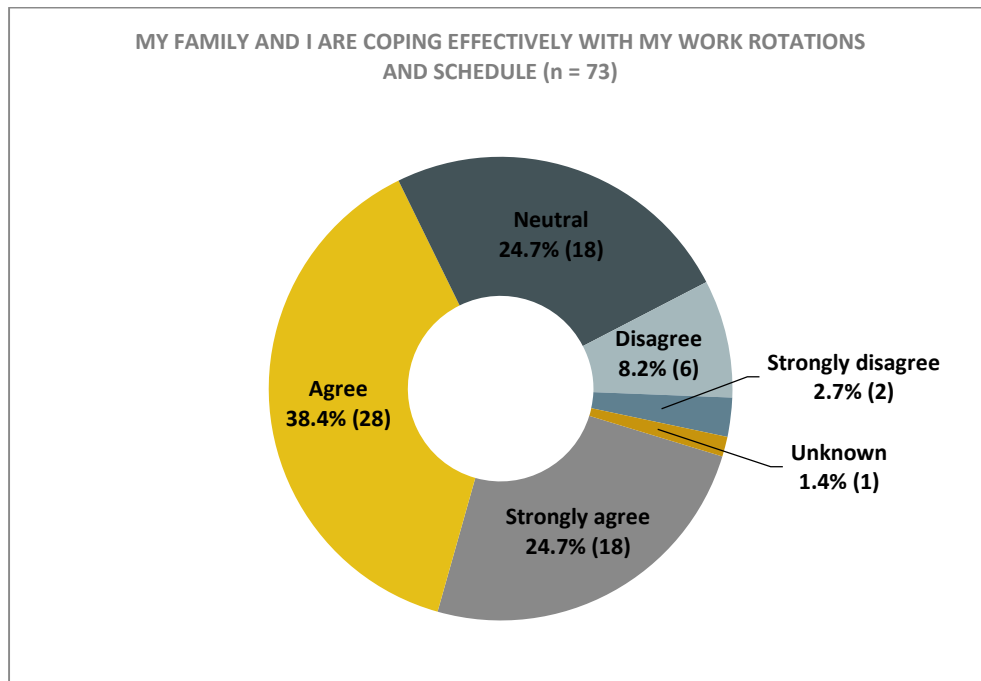
**Figure 8-14: Health and Well-Being of Self and Family (2024 IPS Results)**





Source: B2Gold Nunavut

**Figure 8-15: Community Well-Being and Mining in the Kitikmeot Region (2024 IPS Results)**



Source: B2Gold Nunavut

**Figure 8-16: Coping with Work Rotations and Schedule (2024 IPS Results)**

Recent examples of comments provided on this VSEC include:

*"Thanks for the outreach help with the available resources."*

*"Just time away has its effects at times, and affects our mental well-being."*

*"It's difficult being away from my younger kids and common law right now."*

*"All labourer positions should be filled by Kitikmeot residents only (strongly feel)."*

*"Kitikmeot is well represented here @ B2Gold."*

*"There's a lot more job opportunities for my community and more money being put back into the community."*

*"Could hire more beneficiaries. I find we're more careful on equipment 'cause we know how long it takes to get parts in the north."*

*"I am satisfied."*

*"Times away from home at times becomes a little long, as children need to attend school and leaving partner alone doing everything has its burdens; perhaps every other rotation can be a little shorter."*

*"No comments. 3-3 [rotation] is great. Can enjoy time off for 3 weeks."*

*"My family just recently added a new addition to the family, so it's a bit stressful to be away right now, but it's all for the betterment of my family."*

*[2024 IPS Report – December 2024]*

*"How do you medivac out employees from site in an emergency case?"*

*[Bathurst Inlet and Bay Chimo HTO Meeting – January 2024]*

*"I'm grateful that you guys are close to where we are living because of what happened last summer where we all faced the forest fires... We haven't had any rain in the last few years... and we don't have the equipment to do tundra fires in our areas..."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"When drugs or alcohol got brought to site do you burn it when found? Or how do you go about destroying it?"*

*[Taloyoak Public Meeting – September 2024]*

### 8.3 EFFECTS AND COMPLIANCE ASSESSMENT

#### 8.3.6 Management and Mitigation Measures

Several management and mitigation measures have been developed in relation to the Health and Community Well-Being VSEC. These are described in the IIBA, IHRP, CEP, and SEMP and include:

- Employee and Family Assistance Program (EFAP)
- Inuit Employee Assistance Program (IEAP)
- On-site Inuit Support Coordinators
- Direct flights from Kitikmeot communities to site (not routed through Yellowknife)
- Environmental protection and health and safety orientation
- Cultural awareness training
- Provision of country food, country food kitchens, and cultural activities at the Project
- On-site access to communications facilities

- Site visits by B2Gold Nunavut's Indigenous & Northern Affairs team to support Inuit personnel
- Priority employment opportunities for Inuit
- Training and career development opportunities for Inuit
- Kitikmeot Social Investment Plan
- Donations program
- Stakeholder Grievance Mechanism (SGM)
- Socio-economic monitoring of health and community well-being indicators

### 8.3.7 Effects Assessment

There were three residual effects for the Health and Community Well-Being VSEC assessed in the FEIS. Monitoring results applicable to these are summarized in Table 8-3.

**Table 8-3: Effects Assessment for the Health and Community Well-Being VSEC**

Residual Effect	FEIS Conclusion	Monitoring Results
Changes to Life Skills of Individuals	The Project is anticipated to increase the life skills of individuals who obtain Project-related employment. Engagement in economic productive work, the management of finances, and responsibility associated with employment are expected to assist with or support decision making and increase life skills. Increased life skills are considered positive and are anticipated to have a positive residual effect on the Health and Community Well-Being VSEC (FEIS Volume 8, Section 3.5.5.5).	Existing Project employment, skills development, and training opportunities are notable, but also reflect the current early stage of development the Project is in (i.e. construction). Until construction is complete and operations are underway, it remains too early to assess whether beneficial long-term changes to the life skills of individuals have been realized and if mitigation measures are functioning as anticipated. However, B2Gold Nunavut continues to support its Inuit personnel through Project employment and training (647,000+ hours worked and 30,000+ hours of training completed to-date), an IEAP and EFAP, and other programs. <i>IPS</i> results also suggest the overall health and well-being of many households has improved since obtaining Project employment. While initial indications for this effect are positive, additional conclusions will be drawn in future monitoring reports.
Changes to Individual and Family Spending	The Project is anticipated to cause changes to individual and family spending as a result of employment and increased incomes. This effect may be either positive (e.g. increased spending on equipment for harvesting or groceries, reducing higher than average levels of food insecurity, or increased savings for larger purchases, old age, or children's education) or negative (e.g. spending on drugs and alcohol and engaging in negative social behaviors) and is dependent on choices made by individuals. Both positive and negative changes to individual and family spending have the potential to have a moderate magnitude, that is, to affect a number of households. However, the magnitude of this effect is dependent on the number of Kitikmeot residents who obtain Project employment. Furthermore, the few individuals experiencing a	Existing Project employment and income generation opportunities are notable, but also reflect the current early stage of development the Project is in (i.e. construction). Until construction is complete and operations are underway, it remains too early to assess whether beneficial long-term changes to individual and family spending have been realized and if mitigation measures are functioning as anticipated. However, \$17.9 million in Inuit payroll has now been provided and <i>IPS</i> results suggest Project employment is contributing positively to many households. While initial indications for this effect are positive, additional conclusions will be drawn in future monitoring reports.  It also remains too early to assess whether adverse long-term changes to individual and family

Residual Effect	FEIS Conclusion	Monitoring Results
	negative effect over a longer period results in a low magnitude rating. This effect is determined to be Not Significant based on the reversible nature of the effect, and the short to medium term duration. The social extent of this effect is limited (FEIS Volume 8, Sections 3.5.5.5 and 3.5.6.2).	spending have occurred. There is currently no evidence to suggest predicted effects have been exceeded. Again, <i>IPS</i> results suggest Project employment is contributing positively to many households and B2Gold Nunavut continues to support its personnel through an IEAP, EFAP, and other programs. However, additional conclusions will be drawn in future monitoring reports.
Changes to Family/Household Structure	The Project is anticipated to cause changes to family and household structure as a result of Project employment. Most notably, periods away from the home while on shift and the social stressors this can bring to family relationships due to separation (and periodic re-introduction) can lead to or exacerbate relationship and family issues. The direction of this effect is expected to be negative as a result of the heightened importance of and value on the family unit in Inuit culture. The magnitude of this effect is considered low, as only a small number of households will be engaged in employment opportunities directly with the Project. This effect is determined to be Not Significant because the magnitude is low and the effect is reversible. The determination is further supported as the effect does not extend beyond the life of the Project and is only applicable for individuals who receive the corresponding benefit of employment (FEIS Volume 8, Sections 3.5.5.5 and 3.5.6.2).	Until construction is complete and operations are underway, it remains too early to assess whether adverse long-term changes to family/household structure have occurred and if mitigation measures are functioning as anticipated. There is currently no evidence to suggest predicted effects have been exceeded. In fact, <i>IPS</i> results suggest many households are coping effectively with Project employment. B2Gold Nunavut also continues to support Project personnel through an IEAP, EFAP, and other programs. However, additional conclusions will be drawn in future monitoring reports.

### 8.3.8 Compliance Assessment

There are three Terms & Conditions in the Project Certificate pertaining to the Health and Community Well-Being VSEC. The status of these is summarized in Table 8-4.

**Table 8-4: Terms & Conditions for the Health and Community Well-Being VSEC**

Term & Condition No.	Description	Status
83	The Proponent is strongly encouraged to communicate and collaborate with the GN and the NHC on potential housing initiatives with a view to enhancing employee access to a range of housing options, including homeownership. Initiatives may include, but are not limited to, the provision of financial literacy, financial planning, and personal budgeting training.	As described in the IHRP, B2Gold Nunavut will provide financial management orientation to employees (based on demand). An IEAP was launched in 2023 that includes a financial literacy training component. While no related training programs have been requested by, or offered to, staff to-date, B2Gold Nunavut anticipates training in this area may be provided in the future. B2Gold Nunavut's EFAP also remains available to access. Additional information on this topic is or will be included in <b>Section 7.1.1 (Hours of Training Completed)</b> and <b>Section 7.1.6 (Other Information)</b> .

Term & Condition No.	Description	Status
		Other housing-related initiatives may also be described in future reports.
84	The Proponent is strongly encouraged to work with the KSEMC, the NHC, and the GN to design and implement a voluntary housing survey to be offered to its Nunavummiut employees.	Data on this topic have been provided in <b>Section 8.1.6 (Inuit Personnel Housing Status and Changes of Address)</b> and have been sourced from the <i>2024 IPS (Appendix C)</i> . The KSEMC, NHC, and GN will continue to be engaged on this topic as appropriate.
85	The Proponent is encouraged to work with the KIA to establish cross-cultural training initiatives which promote respect and consideration for the importance of Inuit Qaujimajatuqangit to the Inuit identity and to make this training available to Project employees and on-site sub-contractors. The Proponent should actively monitor the implementation of these initiatives, including the following items: a. Descriptions of the goals of each program offered; b. Language of instruction; c. Schedules and location(s) of when each program was offered; d. Uptake by employees and/or family members where relevant, noting Inuit and non-Inuit participation rates; and e. Completion rates for enrolled participants, noting Inuit and non-Inuit participation rates.	Cultural awareness training continues to be offered at the Project and B2Gold Nunavut continues to engage KIA on this matter. B2Gold Nunavut is also in the process of developing an updated version of this training in video format. Additional information on this topic has been provided in <b>Section 7.1.1 (Hours of Training Completed)</b> and <b>Section 7.1.6 (Other Information)</b> .

## 9. NON-TRADITIONAL LAND AND RESOURCE USE

### 9.1 INDICATOR DATA AND ANALYSIS

#### 9.1.1 Number of Grievances Filed Pertaining to Non-Traditional Land and Resource Use

The number of grievances filed pertaining to non-traditional land and resource use may indicate whether Project-induced changes in this area are occurring. 2022 is the first year B2Gold Nunavut began tracking and reporting on stakeholder grievances. Zero grievances on this topic have been filed to-date (Table 9-1).

**Table 9-1: Number of Grievances Filed Pertaining to Non-Traditional Land and Resource Use**

Year	Number of Grievances Filed Pertaining to Non-Traditional Land and Resource Use
2022	0
2023	0
2024	0

Source: B2Gold Nunavut

#### 9.1.2 Other Information

##### *Consultation with Outfitting and Guiding Businesses*

Project Certificate Term & Condition No. 81 requests that B2Gold Nunavut consult with outfitting and guiding businesses that operate in the regional study area regarding use of the land and marine areas in proximity to Project infrastructure or activities and any noted Project effects, particularly for effects in relation to the experience of the natural environment. B2Gold Nunavut has developed an *Outfitting and Guiding Business Consultation Protocol* to address this issue, which is included in the SEMP.

Consistent with the above, B2Gold Nunavut issued a biennial informational letter in March 2024 (see Appendix D of NIRB PRI #349367) to all companies in possession of a pending, current, or recent GN Outfitter Licence, whose community of operation included either Cambridge Bay or Kugluktuk. HTOs in Cambridge Bay, Kugluktuk, Bathurst Inlet, and Bay Chimo also received copies of this letter. No responses to this letter were received and thus no grievances pertaining to non-traditional land and resource use were identified through this process. Prior to this, B2Gold Nunavut issued a biennial informational letter in April 2022. The Company's next letter will be issued in 2026.

### 9.2 COMMUNITY PERSPECTIVES

Only a limited number of comments on non-traditional land and resource use have been received by B2Gold Nunavut to-date. However, conversations with community members, local hamlets, and HTOs have confirmed the importance of sport hunting and guiding, fishing and wilderness lodges (e.g. Bathurst Inlet Lodge), and other tourist activities (e.g. cruise ship traffic, commercial canoe trips) as components of the regional economy. Maintenance of these non-traditional land and resource uses is a noted priority for some individuals.

A small number of comments on this VSEC were provided by representatives of Bathurst Inlet Lodge during a May 2022 meeting with B2Gold Nunavut. For example, Bathurst Inlet Lodge representatives

confirmed B2Gold Nunavut's effect on the Lodge is exclusive to Fishing Creek, in particular the visual impact of the MLA from Fishing Creek. Lodge representatives also requested logistical support from B2Gold Nunavut in the form of access to the MLA airstrip, which B2Gold Nunavut accommodated throughout 2022. No additional comments on this topic were received in 2023 or 2024; however, community perspectives on this VSEC will continue to be tracked in future monitoring reports.

### 9.3 EFFECTS AND COMPLIANCE ASSESSMENT

#### 9.3.1 Management and Mitigation Measures

Several management and mitigation measures have been developed in relation to the Non-Traditional Land and Resource Use VSEC. These include:

- Grievance process to address issues related to non-traditional land and resource use
- Outfitting and Guiding Business Consultation Protocol
- Wildlife Mitigation and Monitoring Plan
- Other relevant environmental management plans (e.g. Marine Monitoring Plan, Water Management Plan, Aquatic Effects Management Plan, Noise Abatement Mitigation and Monitoring Program, Air Quality Monitoring and Management Plan)
- Socio-economic monitoring of a non-traditional land and resource use indicator

#### 9.3.2 Effects Assessment

There was one residual effect for the Non-Traditional Land and Resource Use VSEC assessed in the FEIS. Monitoring results applicable to this are summarized in Table 9-2.

**Table 9-2: Effects Assessment for the Non-Traditional Land and Resource Use VSEC**

Residual Effect	FEIS Conclusion	Monitoring Results
Changes to the Experience of the Natural Environment	There is potential for Project activities at the MLA to affect the experience of the natural environment for non-traditional land users due to their use of the Fishing Creek area; no residual effects are anticipated at the Goose Property. Non-traditional land users that are expected to experience an effect include those associated with the Bathurst Inlet Lodge. This effect is anticipated to be negative, as the addition of industrial development to a wilderness area generally degrades the wilderness experience. The magnitude of this effect is expected to be moderate as there would be a change from baseline conditions. The effect is considered Not Significant, as the effect is sporadic and reversible (FEIS Volume 8, Sections 4.5.4.1 and 4.5.5.1).	Until construction is complete and operations are underway, it remains too early to assess whether long-term changes to the experience of the natural environment have occurred and if mitigation measures are functioning as anticipated. There is currently no evidence to suggest predicted effects have been exceeded and B2Gold Nunavut continues to offer several ways for non-traditional land and resource users to raise concerns with the Company. Additional conclusions will be drawn in future monitoring reports.

#### 9.3.4 Compliance Assessment

There is one Term & Condition in the Project Certificate pertaining to the Non-Traditional Land and Resource Use VSEC. The status of this is summarized in Table 9-3.

**Table 9-3: Terms & Conditions for the Non-Traditional Land and Resource Use VSEC**

Term & Condition No.	Description	Status
81	The Proponent is encouraged to consult with outfitting and guiding businesses that operate in the regional study area regarding use of the land and marine areas in proximity to Project infrastructure or activities and any noted Project effects, particularly for effects in relation to the experience of the natural environment.	An <i>Outfitting and Guiding Business Consultation Protocol</i> is included in B2Gold Nunavut's SEMP. B2Gold Nunavut issued a biennial informational letter in March 2024 (see Appendix D of NIRB PRI #349367) to all companies in possession of a pending, current, or recent GN Outfitter Licence, whose community of operation included either Cambridge Bay or Kugluktuk. HTOs in Cambridge Bay, Kugluktuk, Bathurst Inlet, and Bay Chimo also received copies of this letter. No responses were received to this letter. <b>Section 9.1.2 (Other Information)</b> contains additional information.



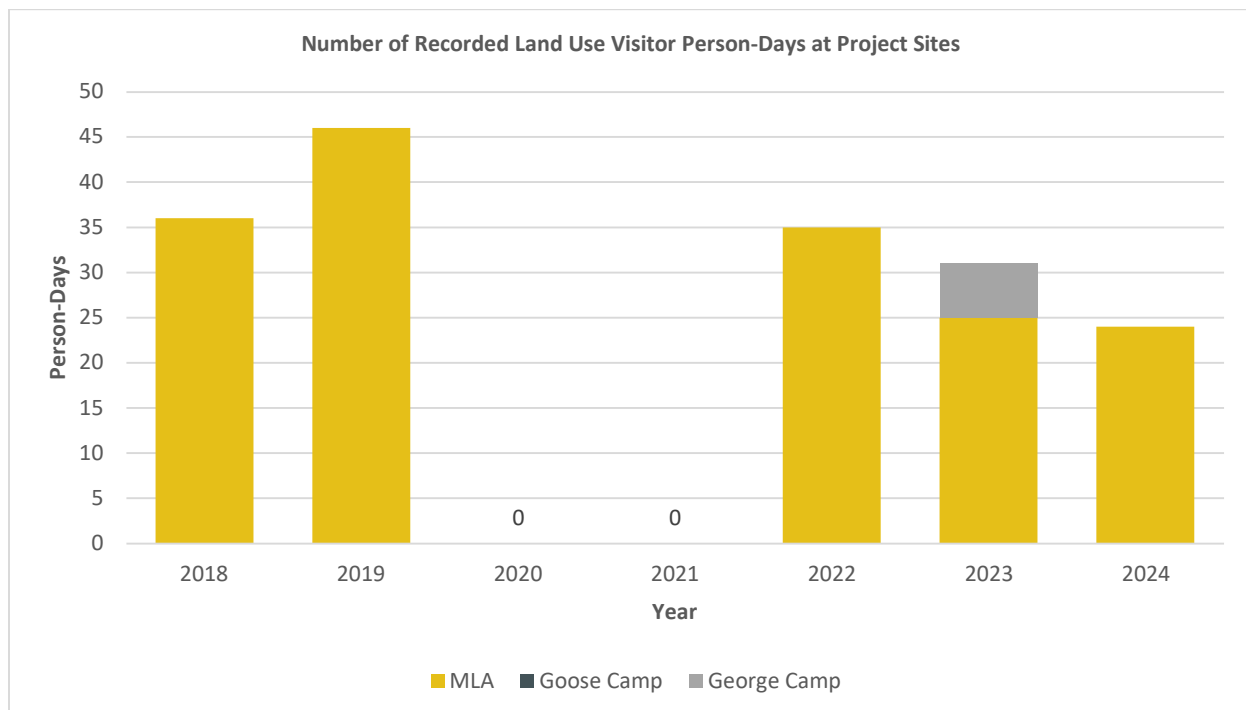
## 10. SUBSISTENCE ECONOMY AND LAND USE

### 10.1 INDICATOR DATA AND ANALYSIS

#### 10.1.1 Number of Land Use Visitor Person-Days at Project Sites

The number of recorded land use visitor ‘person-days’ at Project sites can provide insight into how often the Project area is accessed for land use activities. Because groups of individuals may travel together and/or utilize Project sites over multiple days, person-days are useful for calculating the extent of site visitations in a year (i.e. one person-day is equal to one person visiting a site during one day, while ten person-days could equal one person visiting a site during ten days or five people visiting a site during two days). Individuals must have travelled to or through Project sites on their own accord (e.g. via snowmobile, boat, or ATV) to be counted. B2Gold Nunavut maintains a visitor log to track land use parties that pass through or use Project areas.

Twenty-four land use visitor person-days were recorded at Project sites in 2024 (Figure 10-1). Some of these individuals were hunting or travelling in the Project area, while others were accessing charter flights at the MLA to/from Yellowknife. Food and fuel were provided to visiting land users in some instances. The lack of site visits during 2020 and 2021 likely reflects COVID-19 precautions during those years. While some land use visits previously occurred in 2018 and 2019, harvesting did not appear to be a primary motive for those visits. To date, zero land use visitor person-days have been recorded at Goose Camp.



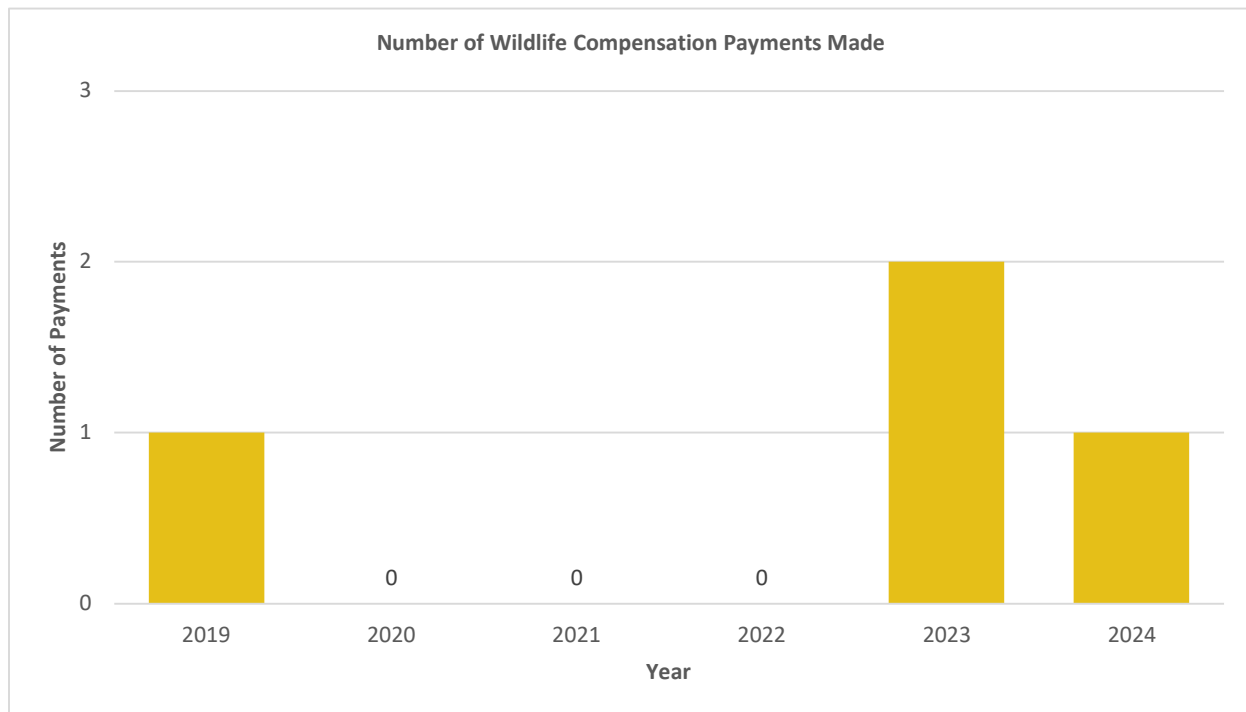
Source: B2Gold Nunavut

Notes: This figure includes recorded land use visitors at selected Project sites and while camps were operational; as such, it may underestimate the total number of land users accessing all Project areas.

**Figure 10-1: Number of Recorded Land Use Visitor Person-Days at Project Sites (2018 to 2024)**

### 10.1.2 Number of Wildlife Compensation Payments Made

Wildlife compensation payments made by B2Gold Nunavut to KIA under the IIBA can provide insight into wildlife, harvesting, and land use issues which may be resulting from the Project.<sup>26</sup> Only a limited number of wildlife compensation events have occurred to-date, with one additional compensation payment made in 2024 (Figure 10-2). This was in relation to an unhealthy wolf that was euthanized at the Project after B2Gold Nunavut consulted with government officials on the matter. The animal's health issues were not believed to be linked to any Project activities.



Source: B2Gold Nunavut

**Figure 10-2: Number of Wildlife Compensation Payments Made (2019 to 2024)**

### 10.1.3 Number of Grievances Filed Pertaining to the Subsistence Economy and Land Use

The number of grievances filed pertaining to the subsistence economy and land use may indicate whether Project-induced changes in this area are occurring. 2022 is the first year B2Gold Nunavut began tracking and reporting on stakeholder grievances. Zero grievances on this topic have been filed to-date (Table 10-1).

<sup>26</sup> A process to address compensation for the disruption of wildlife by the Project has been established under Article 12 of the IIBA.

**Table 10-1: Number of Grievances Filed Pertaining to the Subsistence Economy and Land Use**

Year	Number of Grievances Filed Pertaining to the Subsistence Economy and Land Use
2022	0
2023	0
2024	0

Source: B2Gold Nunavut

#### 10.1.4 Number of Times Public Use of the Project's Winter Ice Road Reported

Project Certificate Term & Condition No. 80 requests that B2Gold Nunavut monitor public use of the Project's WIR. 2019 was the first year the WIR became operational (operating from April to May) and was accessed once by a non-Inuit expeditioner travelling through the area. From 2020 to 2022 the WIR did not operate. In 2023 and 2024, B2Gold Nunavut conducted monitoring of the WIR related to ongoing implementation of the Project's caribou protection measures. Teams dedicated to this purpose travelled the WIR daily and had no observation of any public use of the WIR (Table 10-2). However, snowmobile tracks crossing over the WIR were observed in certain locations during both years.

As a supplement to the above, B2Gold Nunavut discusses monitoring results and provides opportunities for community perspectives on this topic to be shared through its engagement program. While several questions and comments on B2Gold Nunavut's WIR activities have been received, there has been no mention of the WIR being used by the public to-date.<sup>27,28</sup> B2Gold Nunavut has also communicated with the Bathurst Inlet, Bay Chimo, Kugluktuk, and Cambridge Bay HTOs that the WIR is not a public road open for general use.

B2Gold Nunavut is additionally in the process of developing plans for a five-year harvest study in the Project area to address new Term and Condition No. 96. Further details and results from this study, including any recorded public WIR use, will be presented in future annual reports.

**Table 10-2: Number of Times Public Use of the Project's Winter Ice Road Reported**

Year	Number of Times Public Use of the Project's Winter Ice Road Reported
2019	1
2020	N/A – WIR not constructed
2021	N/A – WIR not constructed
2022	N/A – WIR construction began in 2022 but was not completed until 2023
2023	0
2024	0

Source: B2Gold Nunavut

<sup>27</sup> An IEAC member noted the following in a January 1, 2025 email to B2Gold Nunavut: "As for the winter road concern, people wouldn't go that far, too much gas to be used and dangerous."

<sup>28</sup> B2Gold Nunavut received feedback from the Ekaluktutiak HTO about possible public use of the WIR in October 2023. However, further communication confirmed that public use of the WIR had not been observed but the *possibility* of use had been brought up at an Ekaluktutiak HTO board meeting.

### 10.1.5 Other Information

#### *Inuit Environmental Advisory Committee (IEAC)*

B2Gold Nunavut's IIBA with KIA requires an IEAC to be established for the Project. The IIBA's Implementation Committee has appointed seven Kitikmeot Inuit with knowledge about wildlife, fisheries, traditional land use, archaeology, or water of the Project area to be members of the IEAC.

The IEAC is intended to receive and consider Project information that relates to the environment and wildlife, provide advice to B2Gold Nunavut and KIA on potential impacts and mitigation of potential impacts from the Project, and work to resolve concerns from community members related to environmental and wildlife aspects of the Project. Through this process TK and other community perspectives are often brought forward for consideration by IEAC members. The IEAC currently includes diverse membership from the communities of Cambridge Bay, Kugluktuk, Bathurst Inlet, and Bay Chimo. Local communities and HTOs are kept informed of IEAC activities through B2Gold's community engagement program.

The IEAC held its second annual meeting and a Project site visit in June 2024. Appendix G contains additional details on the IEAC's current composition, activities, and feedback provided in 2024.



**Figure 10-3: IEAC Members and Participants (June 2024)**

#### *Support for Bathurst Inlet and Bay Chimo Residents*

Being the nearest neighbours to the Project, B2Gold Nunavut makes extra effort to ensure residents of Bathurst Inlet (Kingaok) and Bay Chimo (Omingmaktok) are engaged and supported. Regular Project update meetings are held with these residents, in addition to them having representation on the IEAC. Furthermore, B2Gold Nunavut's *Donations Procedure* includes a separate process for the transportation by B2Gold Nunavut of goods and passengers for the communities of Bathurst Inlet and Bay Chimo, to

the MLA. The goal of this process is to help support these residents in their desire to pursue traditional livelihoods and spend extended time at Bathurst Inlet and Bay Chimo.

Additionally, annual written notification is provided to residents of Bathurst Inlet and Bay Chimo on anticipated Project shipping schedules to the MLA. Per Project Certificate Term & Condition No. 92, B2Gold Nunavut will also be providing oil spill response training and equipment (e.g. personal protective equipment, various hand tools, containment booms) to Bathurst Inlet and Bay Chimo beginning in 2025.

B2Gold Nunavut also received the Nunavut Mining Symposium's *2024 Corporate Award*, in recognition of the efforts of Project team members who battled a tundra fire near the community of Bathurst Inlet in the summer of 2023. B2Gold Nunavut hosted local families at the MLA who were under a government evacuation order, liaised with GN officials on potential wildfire response strategies, and assisted in wildfire suppression activities. The wildfire was ultimately extinguished with no harm to any individuals or community infrastructure recorded.

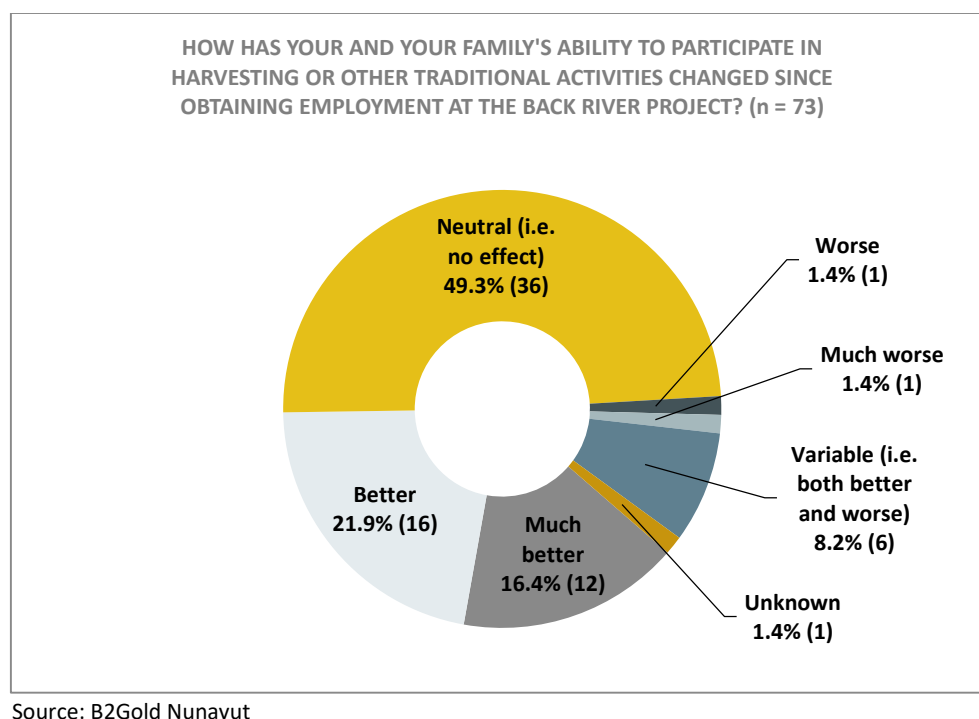
#### *Harvest Study*

Per new Term & Condition No. 96, B2Gold Nunavut will conduct a five-year harvest study in nearby communities of wildlife harvested from areas surrounding the Project, including the Goose Property, WIR, and MLA. As this Term & Condition was only recently issued by NIRB (i.e. in August 2024), the Company is in the process of developing plans for this study; further details will be presented in future annual reports.

### 10.2 COMMUNITY PERSPECTIVES

Maintaining the subsistence economy and traditional land use activities are key priorities for many residents of the Kitikmeot Region, whose food security may be closely tied to harvesting and access to country foods. Community members have documented important wildlife harvesting and land use areas during Project engagement and research programs, including TK studies conducted by KIA (2012, 2014). Likewise, community members have said Inuit culture, harvesting, and livelihoods should not be negatively affected by the Project.

The importance of employment income for participating in harvesting activities has been noted by some. For example, 38% of 2024 IPS respondents reported they and their family had experienced a 'better' or 'much better' ability to participate in harvesting or other traditional activities since obtaining Project employment (as did the same percentage of respondents in 2022), while 49% provided a neutral response. More generally, 81% of respondents said their ability to provide for themselves and their family was 'better' or 'much better' since obtaining Project employment (compared to 96% in 2022) (Figures 10-4 and 4-14).



**Figure 10-4: Ability to Participate in Harvesting or Other Traditional Activities (2024 IPS Results)**

Requests for B2Gold Nunavut to develop comprehensive environmental management and monitoring programs have also been made, focused on key areas including caribou, fish, water quality, mine tailings and contaminants, and other wildlife resources. It has been further noted that Project shipping must be conducted safely and responsibly, and impacts to the marine environment should be monitored. Various questions and comments about the Project's environmental management and monitoring programs have been raised, and concerns about potential changes to wildlife have been expressed. This includes comments on potential impacts of proposed wind turbines on bird and caribou populations, a desire to be kept informed about those impacts, as well as support being offered for the Back River Energy Centre proposal.

This topic often generates more community feedback than other topics. A sample of comments from 2024, divided into key sub-topics, is presented below:

#### Caribou and Other Terrestrial Wildlife

*"On the topic of caribou, we hear that the different herds are declining. It's not only because of overhunting. It's also because there's predators out there that are some of the cause... I think there should be more monitoring of these predators so that there's a population increase on the caribou herds."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"There's always signs of people and wildlife anywhere you go on the land. Like all community representatives, we are concerned for our wildlife, the habitat, the ecosystems. There needs to be a balance. And I know that being a hunters and trappers organization representative can*

*help achieve that at hearings and forums like this. We are always on the land. We are always talking with other people. And it is so amazing to be present at really important things like this, and there needs to be more of it."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"Keeping camp clean, keeping the land clean, we were raised never to disrespect the animals. Harvest enough to maintain the species, only catch what you need."*

*"Caribou migration through mine site, what is the historical trails? Do you have maps of that? That would be helpful to determine crossing locations around the mine site."*

*"You need more monitors (caribou and grizzlies) at Goose and at MLA; monitor at each end during the winter ice road."*

*[IEAC Meeting and Site Visit – June 2024]*

### Freshwater and Marine Environments

*"There was also concerns of wildlife, fish, and marine mammals in areas of mining and stuff that, if it's possible... they've been tested... just to see, like, a before and after... You know, like, before mining, these were the conditions or the way that the animals were, they had no contaminants in them, they were tested. And if they... would be tested later on, I guess. And then that's all wildlife and fish and marine mammals. And I'm sure you've tested, you know, the water and the land in the area and... you're continually testing it. But, I guess, what about the wildlife? You know, have they been tested, to be certain...? They're at this stage at the beginning of the mine; where are the fish at right now? You know, five, ten years later on down."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"I'm glad B2Gold is testing and showing they care for the water; that's important for us to see and understand."*

*[IEAC Meeting and Site Visit – June 2024]*

*"The big rivers (Hood, Ellice, Perry, etc.) – Does B2Gold periodically check and monitor the water in those rivers?"*

*"Thankful you keep the water clean; Inuit use the water. When many of us are on the land we are told to respect the water, we drink the water."*

*"Where do your ships start the monitoring for marine mammals and sea birds?"*

*[IEAC Meeting and Site Visit – June 2024]*

*"Taste of water around the community had changed. Is this from wildfire smoke?"*

*[Gjoa Haven Public Meeting – September 2024]*

*"Do you study fish and fish habitat at the Project?"*

*"Why do fish taste different in Kugluktuk? Is it related to your mine and what testing do you do on fish?"*

*[Kugluktuk Public Meeting – October 2024]*

### Alternative Energy Project's Potential Impact on Caribou and Other Wildlife

*"... as a HTO member from my community, Kugaaruk, we're always concerned about our animals, fish... Like, caribous have no border lines or any animals, so they travel a vast distance. So even the caribou from here are coming our way on the west side that goes up to Taloyoak. We still harvest those caribous every year. And then on the south side that comes in, goes on the east side of our bay, so we've got two migrating caribous... it's our way of life, our food. From the time I was born, my parents harvested, my grandparents harvested, and still today we still join the harvest. So, any change, sudden changes, will do some changes to our migrating animals... I'm not too -- how do you say -- not quite supportive of windmills, but it's something that we have to see in the future. This will be a test to Nunavut territory. So, in a way, like, I want to see how it goes, if it's a go-ahead, and possibly in the near future we will start using it in our communities too as we'll be studying it for a few years."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"We, the Inuit, along with our animals, we grew up with motorized energy. The noise, the smoke that's coming out of the generator, we live with it since we moved into communities. Even the animal are born with it. With the decline of caribou all over Nunavut, although I support renewable energy, we have never used a turbine in Nunavut, so therefore I'm kind of skeptic about turbine energy because it's moving and it's very high, and then there's vibration coming from the turbine. It's going to be interesting how it's going to work out in the long run. I don't know if that's going to help the caribou population in Nunavut. It would probably wipe out the population. And if they're going to come back, we're going to be waiting a long time for the caribou to come back. Although I support renewable energy, I'm skeptic about turbine energy."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"Have you... done studies on the turbines throughout the world that were installed?... Most of them are in an open field, and there's recently one in Diavik mine, you said. And how much study was done there, like, after they were erected? And, like, my main concern is birds that flies... we won't be monitoring every day or night, especially when it's dark. I have heard down south out in the field, there were hundreds and hundreds of birds killed from the blade turbines. So that is why I'm afraid. It's going to be some small birds; it's going to be some also larger birds, right?... So have you guys done any studies on that before?"*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"Now, with regards to the birds, today we don't have any wind turbines situated up here in our region in the Kitikmeot, but... I have seen birds fly throughout the fall, especially eiders, and in the fall time, they start to migrate southward, when it becomes dark. Sometimes we find that some birds run into or fly into the wires, and then they become injured fatally, and some have injuries of their bones because they run into these wires because they're flying during the night in the dark, and some run into buildings... The wind turbines are going to be at a great height. I think for sure that that's going to cause a problem for migratory birds... it won't be good for caribou as well because of the glare from the sun... And from what I understand, the energy that we use from power houses, they are causing emissions, causing a lot of pollution. We have never used or seen... wind-generated energy. It's going to be clean energy, but today caribou is a*



*concern to us. They're... going through a period where it's very critical for caribou populations. If it's not going to hinder caribou or other wildlife, I'm all for seeing this wind power generation, but it's very difficult to know at this point how much it's going to impact."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"... I've seen turbines on your slides that are all white -- and, if your project is approved, will there be other colours that you will be using on your turbines? Because they'll be hazardous to the birds when it's whiteout... everything's camouflaged when it's whiteout."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"Like everybody else's concerns here that are voiced, it's always the concerns regarding the land, the wildlife, and the possibilities of something going wrong. Any time something goes wrong, you can't replace what goes off in the areas that you're working at and put it back to its pristine positions that it was before you touched it."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"We are finally seeing the caribou back in the inlet after 30 years of decline. And our concern is that the windmill farm will impact this return of the tuktu. As Qingaunmiut we are limited to harvest the caribou, so we rely on Ahiak or the Beverly herd when they migrate through Bathurst Inlet throughout the year. Also, we have been hunting the moose these past several years since we cannot hunt the barren-ground caribou due to the tags allocation to other communities. Our concern is that once the wind farm is in place, the decline will happen with the moose as well. In the last five years, we have been seeing... the moose population come up... caribou, they are finally coming back. If the wind farm is approved by this Board, we would like full communication with B2Gold at all times, not through second-hand information we've had for a couple years, but directly with our Burnside HTO chair and the Burnside HTO manager, when possible, with any incidents or concerns, questions or advices you are looking for. Qingaunmiut have lived in and around the inlet for generations before us... And their concerns are always going to be the impact this mine will have for years to come if we are not properly consulted. Although this is the beginning of the planning stages, we can only see what the next steps are and share what we know of this area amongst anyone else in this room because this is our home and has been for generations and generations."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"... it's a big change for something such as this, you know, this new infrastructure coming up. And we've never ever seen it before. We don't know what kind of impacts it's going to have on our wildlife, in our environment... We have to accept that. We adapt to the way that new things happen. The world needs to evolve... as Inuit, we respect and we maintain what we do on the land, but we can't live off the land anymore, and we need those opportunities such as B2Gold... could provide. And I just want to commend... Nunavut Water Board, all the regulators, intervenors that ensure that our land and resources are going to be there for generations to come, and I think B2Gold has shown that they will respect the way of the Inuit life and the Inuit way and... our wildlife, land, resources, water will be maintained for future generations to come."*

*And I thank you. I'd just like to say, you know, from the... Ekaluktutiak Hunters and Trappers Organization that we are in support of this project."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"Are you going to stop the wind turbines for when the caribou are passing?"*

*"Birds appear to be nesting earlier now. Is the birds nesting considered during the monitoring on the turbine?"*

*[IEAC Meeting and Site Visit – June 2024]*

### Food Security

*"It just concerns me a lot about our animals, 'cause we don't grow vegetables or we don't have a farm... up here, our way of life is hunting and fishing for ourself, for our family, our Elders. We depend on our land to hunt our food, country food. So, like, mining is a good source of a job for local people. It will help to get our own equipments and stuff, which is great, but it's a very short term, 10, 15 years, 20 years tops, and after that, it's done. Like, by mining, our land gets damaged a lot. And even 80 years ago DEW lines came up, and they just left their garbage... throughout north... and our government is still cleaning up. I know you guys will do it. You guys clean up, but... when we see something change, it's really strange, especially for animals. They'll have to go elsewhere to migrate... It's our main source of food, so that's what concerns me."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"Just to be clear as one of the only people who hunts moose full-time down in Bathurst Inlet, moose are all over Bathurst Inlet in its entirety, and I do hunt it all over the place, so your one location [identified as being an important area for moose] doesn't cut it."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

*"We have to think about our youth and their future because today we need to ensure that food security is here for us and our future... because we don't have greenhouses here to grow food and vegetables. So as Inuit, we're sitting here... and it's because our parents and our grandparents raised us on country food... All animals... have very good sensory perception... they can smell from great distances, and we know that through traditional knowledge. And as of today... we can see forest fire smoke migrate up north, and we're seeing different birds coming up north as well, as a result of the forest fire smoke, and we are seeing more and more different insects... We have been raised by country food. I want to also say this has been a concern by our Elders because when... our land started to get excavated, there are things that are starting to emerge from the ground... we need to ensure that our land remains pristine as much as possible, and as an Elder, I wanted to raise that -- those concerns about wildlife because that's what we survive on. That's what we eat on a daily basis. And food... insecurity is a big thing up here, and the cost of groceries has gone sky-high. So I think we need to ensure that the wildlife that we live on is protected. And there's always mention about caribou. There's other wildlife besides caribou. There's foxes, wolves. Those are part of our economy and what we have up here."*

*[NIRB Back River Energy Centre Project Proposal Public Hearing, Cambridge Bay – February 2024]*

Comments from the 2024 IPS:

*"Need more country food on the menu, there are 3 meat plants in the north. Miss our diet!"*

*"Hard to get traditional food; having some fly in would be so appreciated. I often crave it when I'm here at work."*

*"Weather is always a factor when on breaks, but employment will definitely help [with] gaining [hunting] equipment."*

*"Need a cultural room to eat and store traditional food."*

*"Keep doing a great job."*

*[2024 IPS Report – December 2024]*

### 10.3 EFFECTS AND COMPLIANCE ASSESSMENT

#### 10.3.1 Management and Mitigation Measures

Several management and mitigation measures have been developed in relation to the Subsistence Economy and Land Use VSEC. These include:

- Site Visitor Access Policy
- Grievance process to address issues related to the subsistence economy and land use
- Wildlife compensation process
- IEAC
- Donations program (including a process for transportation of goods and passengers for the communities of Bathurst Inlet and Bay Chimo to the MLA)
- Project design measures, to reduce potential effects (e.g. open water shipping only, no harvesting policy at Project sites)
- Project design measures, to enhance benefits (e.g. fly-in/fly-out operation coupled with appropriate work rotation schedule allows for continued participation in land use activities; income benefits may enhance the ability to participate in land use activities)
- Wildlife Mitigation and Monitoring Plan
- Other relevant environmental management plans (e.g. Marine Monitoring Plan, Water Management Plan, Aquatic Effects Management Plan, Noise Abatement Mitigation and Monitoring Program, Air Quality Monitoring and Management Plan)
- Kitikmeot Social Investment Plan
- Incorporation of community perspectives and TK into Project monitoring programs
- Socio-economic monitoring of subsistence economy and land use indicators

#### 10.3.2 Effects Assessment

There were three residual effects for the Subsistence Economy and Land Use VSEC assessed in the FEIS. Monitoring results applicable to these are summarized in Table 10-3.

**Table 10-3: Effects Assessment for the Subsistence Economy and Land Use VSEC**

Residual Effect	FEIS Conclusion	Monitoring Results
Changes in Access to Land and Resources	Land within the Goose Property and the MLA, and along all winter roads associated with the Project will no longer be available for use by subsistence harvesters while in use by the Project. This negative effect is predicted to be moderate in magnitude as it represents a change from baseline conditions. This effect is assessed as Not Significant, as the effect will be limited to areas within the land use LSA and affect a relatively small number of hunters (FEIS Volume 8, Sections 4.5.4.2 and 4.5.5.2).	Until construction is complete and operations are underway, it remains too early to assess whether long-term changes in access to land and resources have occurred and if mitigation measures are functioning as anticipated. There is currently no evidence to suggest predicted effects have been exceeded. In fact, income earned through Project employment may make participation in land use activities easier for some. B2Gold Nunavut also continues to offer several ways for traditional land and resource users to raise concerns with the Company, and no substantive issues in this area have been identified to-date. Additional conclusions will be drawn in future monitoring reports.
Changes to the Experience of the Natural Environment	This effect is predicted to be negative, as the addition of industrial development to a wilderness area is expected to alter the wilderness experience for hunters. The magnitude of this effect is predicted to be moderate as there will be a change from baseline conditions within the land use LSA. This effect is considered Not Significant for all Project phases, as the effect will be largely limited to within the land use LSA and affect a relatively small number of hunters (FEIS Volume 8, Sections 4.5.4.2 and 4.5.5.2).	Until construction is complete and operations are underway, it remains too early to assess whether long-term changes to the experience of the natural environment have occurred and if mitigation measures are functioning as anticipated. There is currently no evidence to suggest predicted effects have been exceeded. In fact, income earned through Project employment may make participation in land use activities easier for some. B2Gold Nunavut also continues to offer several ways for traditional land and resource users to raise concerns with the Company, and no substantive issues in this area have been identified to-date. Additional conclusions will be drawn in future monitoring reports.
Changes to the Abundance and Distribution of Resources	This effect is predicted to be negative due to the loss of habitat and likely relocation of resources (e.g. wildlife, birds) to areas outside the land use LSA. The change in wildlife resource distribution and abundance is expected to cause a change in harvesting patterns for subsistence harvesters active within the LSA but is not expected to reduce the overall levels of harvesting that occur in the RSA and the broader region. The magnitude is anticipated to be moderate as there will be a change from baseline conditions. This effect is considered Not Significant for all Project phases, as the effect is expected to be mainly restricted to within the land use LSA and affect a relatively small number of hunters (FEIS Volume 8, Sections 4.5.4.2 and 4.5.5.2).	Potential wildlife effects are tracked through B2Gold Nunavut's terrestrial, freshwater, and marine environment monitoring programs. Current evidence has been reviewed by B2Gold Nunavut and has led the Company to conclude that wildlife effects are currently less than those predicted in the FEIS. B2Gold Nunavut also continues to offer several ways for traditional land and resource users to raise concerns with the Company, and no substantive issues in this area have been identified to-date. Additional conclusions will be drawn in future monitoring reports.

### 10.3.3 Compliance Assessment

There are four Terms & Conditions in the Project Certificate pertaining to the Subsistence Economy and Land Use VSEC. The status of these is summarized in Table 10-4.

**Table 10-4: Terms & Conditions for the Subsistence Economy and Land Use VSEC**

Term & Condition No.	Description	Status
78	The Proponent is strongly encouraged to ensure that the development of all Project monitoring plans and associated reporting and updates are undertaken with active engagement of Kitikmeot communities, land users, and harvesters. The Proponent should work with the KIA and the KSEMC to report on the collection and integration of Inuit Qaujimaningit and Traditional Knowledge through its monitoring programs for the Project.	<b>Section 1.4 (Community Perspectives and Traditional Knowledge)</b> addresses this topic for socio-economic monitoring. Recent community perspectives are included throughout this report (see sections on 'Community Perspectives') and have informed its conclusions. A summary of community feedback received on the Project in 2024, including B2Gold Nunavut's responses to it, is included in <b>Appendix B</b> . A summary of employment-related issues identified by respondents to the 2024 <i>IPS</i> , including B2Gold Nunavut's responses to it, is provided in <b>Appendix C</b> . The role community perspectives and TK have played in B2Gold Nunavut's adaptive management of the Project are summarized in <b>Section 11.2 (Adaptive Management)</b> . Efforts related to the monitoring of other VECs/VSECs are addressed through their respective monitoring programs and/or B2Gold Nunavut's Annual Reports to NIRB. More generally, the document <i>Guidance for Incorporating Community Perspectives and Traditional Knowledge in the Back River Project's Monitoring Programs</i> has been developed by B2Gold Nunavut and is included as an appendix in the SEMP. B2Gold Nunavut continues to welcome feedback on this topic from Project stakeholders.
79	The Proponent shall establish an Inuit Environmental Advisory Committee. To the extent the sharing of such information is consistent with and not limited by any IIBA with the KIA, once established, the Proponent shall provide the NIRB with the following information about the Committee: a. Number of members and home communities; b. Selection process; c. Description of work to be undertaken; and d. Outcome of any work undertaken.	The IEAC has been established in accordance with requirements described in the IIBA. Recent committee information and feedback is provided in <b>Section 10.1.5 (Other Information)</b> and in <b>Appendix G</b> .
80	If the results from monitoring reveal extensive public use of the winter ice road, or a trend of increasing use of the winter ice road for harvesting, the Proponent shall conduct a harvest study in nearby communities of wildlife harvested from the areas surrounding the winter ice road.	<b>Section 10.1.4 (Number of Times Public Use of the Project's Winter Ice Road Reported)</b> includes monitoring data and information on this topic. Results are assessed on an annual basis. No indication of extensive public use of the WIR or trends of increasing use of the WIR for harvesting have been documented to-date.
96	The Proponent shall conduct a five year harvest study in nearby communities of wildlife harvested from the areas surrounding the three Project areas including the Goose Property, WIR, and MLA. The information collected shall include, but not be limited to: species, proximity to the Project areas, number, season, body condition, and if samples were analysed or reported to wildlife officers due to any concerns. If there are any changes to wildlife harvesting patterns or wildlife health, the	B2Gold Nunavut is in the process of developing plans for a five-year harvest study in the Project area to address new Term and Condition No. 96. Further details on this study will be presented in future annual reports. Relevant information will be provided in <b>Section 10.1.5 (Other Information)</b> .

Term & Condition No.	Description	Status
	Proponent shall continue the survey with more targeted surveys as suggested by relevant advisory groups.	

## 11. CONCLUDING REMARKS

### 11.1 SUMMARY

This report has assessed the annual socio-economic performance of the Project in accordance with B2Gold Nunavut's SEMP. Project employment, training, contracting, and other data have been provided, in addition to the results of B2Gold Nunavut's 2024 IPS. Some government-derived statistics continue to serve as baseline information until relevant construction phase data (i.e. from 2020 onwards) become available from those sources. While additional monitoring will be required before any long-term conclusions on the Project can be drawn, no need has been identified to update any FEIS predictions or to substantially modify B2Gold Nunavut's existing management or monitoring approach at this time. Adaptive management (Section 11.2) also continues to be utilized with the objective of improving Project outcomes over time.

Annual reporting helps accomplish the monitoring program objectives identified in Section 1.5. Namely, Sections 3 to 10 of this report include information that helps verify the accuracy of key FEIS predictions over time, gauge the efficacy of mitigation measures, and assist in the identification of unanticipated effects (Objective 1). Information presented in these sections also provides a basis to support adaptive management, discussed further below (Objective 2). Likewise, Section 1.4 describes how community perspectives and TK continue to inform the monitoring program (Objective 3).

#### 11.1.1 Summary of Cumulative Economic Effects

The Project continues to make positive contributions to Nunavut's economy. Over 5.0 million hours of Project labour have been performed to-date, of which 647,000+ hours have been performed by Inuit. In addition, \$241.0 million in payroll has been provided to Project personnel, of which \$17.9 million has been earned by Inuit. Likewise, \$1.7 billion in Project business expenditures have been made, with \$431.7 million spent on Kitikmeot Qualified Businesses. \$95.7 million in taxes have also been paid to the federal and territorial governments. Table 11-1 displays cumulative economic effects of the Project from 2018 to 2024.

When compared to annual economic outputs for Nunavut as a whole, these values are notable. This is especially true when considering the Project's current early stage of development. In 2023, for example, there were approximately 24,000 jobs held in Nunavut and approximately 44,242,000 total hours worked (Statistics Canada 2025a and b). By comparison, hours worked by B2Gold Nunavut's employees and contractors in 2024 (i.e. 2,625,472) would represent 5.9% of the Nunavut total (in 2023 terms).

Mining remains an important overall contributor to Nunavut's economy. Nunavut's real gross domestic product (GDP) for all industries in 2023 was \$3.8 billion (NBS 2024c).<sup>29</sup> Of this amount, '*mining, quarrying, and oil and gas extraction*' was responsible for contributing \$1.3 billion (or 35.3%). Mining can also make economic contributions to supporting industries in Nunavut such as '*construction*' (\$287.1 million in 2023), '*transportation and warehousing*' (\$78.5 million in 2023), and '*accommodation and food services*' (\$54.2 million in 2023), among others (NBS 2024c). The Project has been an important contributor in these areas, as have Baffinland Iron Mines Corporation's Mary River Mine; Agnico Eagle

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<sup>29</sup> The Bank of Canada (2022) notes real GDP is "the most common way to measure the economy... GDP is the total value of everything - goods and services - produced in our economy. The word "real" means that the total has been adjusted to remove the effects of inflation." The real GDP amounts presented by NBS (2024c) are in chained 2012 dollars.

Mines Limited's Meadowbank, Meliadine, and Hope Bay Mines; and other Nunavut-based mining projects that were in various stages of development in 2024. Overall, the Conference Board of Canada projects that Nunavut's GDP will grow by 8% over the next 20 years (Thompson and Moroz 2024).

Mining in Canada, generally, contributed \$149.0 billion to the country's GDP, or 6.0% of total Canadian GDP (in 2022), and directly employs more than 420,000 individuals (Government of Canada 2024). The industry remains the largest proportional private sector employer of Indigenous peoples in the country (Mining Association of Canada 2023).



**Table 11-1: Cumulative Economic Effects of the Project (2018 to 2024)**

Indicator	2018	2019	2020	2021	2022	2023	2024	TOTAL
Number of Personnel - Total	332	310	257	436	713	1,379	3,221	950 (average)
Number of Personnel - Inuit	36	49	17	13	80	167	233	85 (average)
Hours of Labour Performed - Total	184,781	145,171	130,318	243,140	524,934	1,184,391	2,625,472	5,038,207 hrs.
Hours of Labour Performed - Inuit	23,480	21,735	10,083	13,737	91,171	167,850	319,841	647,897 hrs.
Payroll Amounts - Total	\$2.3 million	\$1.3 million	\$1.8 million	\$7.1 million	\$15.5 million	\$41.3 million	\$171.4 million	\$241.0 million
Payroll Amounts - Inuit	\$473,000	\$312,000	\$288,000	\$515,000	\$1.5 million	\$5.3 million	\$9.6 million	\$17.9 million
Hours of Training - Total	507	189	50	1,291	8,303	20,144	40,368	70,852 hrs.
Hours of Training - Inuit	179	84	14	92	3,259	5,617	21,274	30,519 hrs.
Business Expenditures - Total	\$64.6 million	\$27.1 million	\$30.9 million	\$89.1 million	\$253.9 million	\$481.4 million	\$770.5 million	\$1.7 billion
Business Expenditures - KQBs	\$20.8 million	\$5.6 million	\$10.9 million	\$25.0 million	\$60.4 million	\$104.4 million	\$204.6 million	\$431.7 million
Taxes Paid to Government	N/A	N/A	\$4.0 million	\$6.5 million	\$11.5 million	\$27.0 million	\$46.7 million	\$95.7 million

Source: B2Gold Nunavut

## 11.2 ADAPTIVE MANAGEMENT

Adaptive management is a tool used for improving the Project's socio-economic performance over time. Where issues are identified through monitoring or regular operations (e.g. observed results differ from predictions, unanticipated effects are uncovered, mitigation measures are not functioning as anticipated, or where non-compliance and/or indicator threshold issues are identified), an evaluation of existing management measures may be conducted, and appropriate adjustments may be identified.

Adaptive management is also used to improve the methods and indicators used in B2Gold Nunavut's monitoring program. Ongoing engagement with monitoring stakeholders (e.g. SEMWG) occurs so feedback on potential monitoring program improvements can be taken into consideration.

Furthermore, B2Gold Nunavut continues to track community perspectives on the Project through its stakeholder engagement program. Various community issues were identified in 2024, some of which were applicable to socio-economic monitoring. A summary of community feedback received in 2024 and B2Gold Nunavut's responses to the issues raised are included in Appendix B.

While additional monitoring will be required before any long-term conclusions on the Project can be drawn, no need has been identified to update any FEIS predictions or to substantially modify B2Gold Nunavut's existing management or monitoring approach at this time. Likewise, no new or unanticipated Project effects have been identified to-date. However, adaptive management continues to be employed by B2Gold Nunavut in various areas (e.g. Inuit employment, training, and retention); some resulting actions have been informed by community perspectives and/or TK. Examples of adaptive management undertaken in 2024 include:

- New employment, education, and training initiatives were launched at the Project to help create additional opportunities for Inuit to gain knowledge, skills, and experience, as these are important priorities for communities. This included new initiatives targeted at recruiting and retaining Inuit women, new training programs for Inuit, and creation of a new *Employee Re-Hire Policy*.
- A series of *Employee Engagement Sessions* were held and a new *Employee Engagement Committee* has been developed to review employment-related issues and strategies (e.g. health and safety, hiring, retention, training, promotion), and to liaise with Project management on these matters. IQ-related matters may also be considered through this forum, with the assistance of Inuit employees.
- B2Gold Nunavut and KIA committed to the creation of a joint *Inuit Employment Working Group*. This new group will create opportunities for both parties to work together in a collaborative manner to address pertinent issues pertaining to Inuit employment at the Project.
- The Company is actively developing a new *Northern Employee Onboarding Program* (NEOP) to help set Inuit employees up for greater career success. B2Gold Nunavut is also in the process of developing a new *Inuit Employment Policy* that formalizes the steps, respective responsibilities, and implementation plans necessary for the successful completion of Inuit Career Development Plans.
- B2Gold Nunavut adjusted the shift schedule for its construction workforce (i.e. from 6 weeks on/3 weeks off to 4 weeks on/2 weeks off) based on a majority vote within the construction workforce. The Company believes this new schedule will provide better work-life balance and improve overall productivity.

- B2Gold Nunavut received a recommendation from the IEAC in 2023 to study the possibility of freshwater monitoring at ‘Aniarhiurvik’, a freshwater lake near the MLA, as this is an important fishing resource for the people of Bathurst Inlet and Bay Chimo. B2Gold Nunavut’s response to this recommendation was provided at the 2024 IEAC meeting. In short, B2Gold examined the watershed in and around the MLA and determined that it is highly unlikely any Project impacts would be experienced in Aniarhiurvik.
- B2Gold Nunavut received two additional IEAC recommendations in 2024, responses to which are being developed and will be provided by B2Gold Nunavut at the next IEAC meeting:
  1. That B2Gold Nunavut employ a minimum of two wildlife monitors during the WIR season annually. These monitors should be at each end of the road, with one stationed at the MLA and one at the Goose Mine site. By stationing a wildlife monitor at each end of the road it will allow the monitors to work in tandem along each half of the road, increasing the effectiveness of Project wildlife monitoring.
  2. That B2Gold Nunavut add the monitoring of caribou to the guidelines provided to its shippers, so that shippers are aware of caribou that may be in the area of ‘Razortop’ and the associated islands in Bathurst Inlet.
- Updates to the Project’s socio-economic management plans (i.e. SEMP, IHRP, IBDP, CEP, SGM) were made to reflect ongoing adjustments or improvements to management and mitigation measures. For example, the 2024 IPS was revised after taking into account SEMWG reviewer comments.
- Updates were made to the SEMR to reflect reporting and/or program improvements identified by B2Gold Nunavut.

Any additional changes to B2Gold Nunavut’s socio-economic management and monitoring program will be described in future monitoring reports.

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## **APPENDIX A: 2024 SEMWG MEETING RECORDS**

MEETING INFORMATION	
DATE	May 6, 2024 (11:00am – 1:15pm, Eastern Time)
TYPE OF MEETING	Back River Socio-Economic Monitoring Working Group
LOCATION	Virtual meeting via Microsoft Teams
ATTENDEES	Andrew Moore (B2Gold) Carly Ferizovic (B2Gold) Janet Kadlun (B2Gold) Jason Prno (Consultant to B2Gold) John Roesch (KIA) Skye Lacroix (KIA) Wendy Bolt (GN) Annie Cyr-Parent (GN) – First half only Patricia Fuentes (GN) Sean Joseph (GN) David Abernethy (CIRNAC)
COMMENTS	Janet Kadlun and Jason Prno took meeting notes

**MEETING NOTES:**

- 1. Welcome and Introductions**
- 2. Project Update**

David – When are operations planned to start? When will the first gold be poured?

Andrew – First gold will occur in 2025.

- 3. 2023 Socio-Economic Update**

Patricia – Do you know if any of your Inuit employees are graduates from any of the educational or training programs developed for mining in Nunavut? How many are mining veterans from other projects? I’m curious if we can measure how successful the training programs we’ve developed are, and if they are sufficient to prepare people to work and find success in mining.







## **APPENDIX B: 2024 SUMMARY OF COMMUNITY FEEDBACK RECEIVED ON THE PROJECT**



2024 SUMMARY OF COMMUNITY FEEDBACK RECEIVED ON THE PROJECT*		
Issue or Topic	Example Comments	B2Gold Nunavut's Response
Project operations	<ul style="list-style-type: none"> <li>How many open pits will the mine have?</li> <li>How far (metres) does the drilling go before blasting?</li> <li>Is the mine site well taken care of?</li> <li>How much ore do you pull from Echo Pit daily?</li> <li>What is done with the gold once produced?</li> </ul>	<p>B2Gold Nunavut continues to welcome community questions and comments on the Back River Project. Details regarding Project development and technical aspects of the Project are available in several public documents and/or can be discussed in person. This information is available online in our NIRB Annual Reports located on the NIRB Public Registry (<a href="https://www.nirb.ca/project/124149">https://www.nirb.ca/project/124149</a>) and through our Company website (<a href="https://www.b2gold.com/">https://www.b2gold.com/</a>). Discussions about the Project can also be held with our community staff based in Cambridge Bay and Kugluktuk at any time of the year, and through the community engagement sessions we regularly host throughout the Kitikmeot Region. B2Gold Nunavut uses these engagement sessions to provide information and address community questions and concerns about the Project.</p>
Recruitment, training, and career progression	<ul style="list-style-type: none"> <li>Is B2Gold planning on exposing youth to mining to help them determine if it is for them? Could you conduct site tours for students and youth?</li> <li>During the upcoming Community Tour, are you able to meet with students in Kugaaruk to talk about career opportunities in mining?</li> <li>What plans are being put in place to see students being trained for management positions?</li> <li>Can you please explain B2Gold Nunavut programs to encourage and promote Inuit career progression?</li> <li>Do you do cultural awareness training?</li> </ul>	<p>Training opportunities for Inuit are an important benefit offered by the Project. Various types of training (certificate and non-certificate based) are currently offered by the Project and are reported on through our annual Socio-Economic Monitoring Reports to NIRB. As the Project advances into operations, we anticipate additional training opportunities will become available for Inuit, including apprenticeships. Inuit employees also have the option to pursue individual Career Development Plans, which will outline additional training opportunities and resources available to them. We also make efforts to engage Kitikmeot youth about the Project through our community engagement program, and provide support to those wishing to pursue related training via our Post-Secondary Education Application Fee program. Additionally, B2Gold Nunavut recently began a partnership with the Redfish Arts Society Inc. in Cambridge Bay and in 2024 introduced a 'Back River Inuit Workplace Experience Program' with students enrolled in programming with the Society. This program will see students work alongside the B2Gold Nunavut maintenance team.</p>
Employment opportunities and employee benefits	<ul style="list-style-type: none"> <li>I want to hear more about jobs being opened to our youth. We want our economy to grow in our community. There's money to be made, so I am very pleased to see that the youth in our community are being encouraged to apply for jobs.</li> <li>How are you working to increase Inuit employment at Project sites?</li> <li>Who do we contact if interested in applying for a job? As for the Elders who cannot read or write, which jobs are available?</li> <li>Inquiry about transition and changeover of new companies and the effects of benefits to its employees. Particularly relating to pension plans.</li> <li>For those of us that are on the hamlet councils, we need to see more jobs available to our communities, more job opportunities, more career opportunities.</li> </ul>	<p>B2Gold Nunavut is committed to making all reasonable efforts to maximize Inuit employment opportunities through the life of the Project and has achieved significant progress in this area to-date. The Company has various management plans and policies in place to support these commitments, in addition to an IIBA with KIA that contains obligations in this area. Information on current employment opportunities is shared with communities through annual community tours, in-community and online advertising, and through our community staff/offices in Cambridge Bay and Kugluktuk.</p> <p>As the Project advances into operations, we anticipate additional Inuit employment opportunities will become available to build on our existing success in this area. B2Gold Nunavut has several Inuit employment initiatives currently in place, including a priority recruitment strategy, use of Career Development Plans, onsite Inuit Support Coordinators to support Inuit employees, obtaining employee feedback through our Inuit Personnel Survey, and by regularly monitoring and addressing issues pertaining to</p>

\* This summary does not include comments from the 2024 IPS. Those comments are included, in full, in the 2024 IPS Report in addition to a summary of key issues that emerged.

2024 SUMMARY OF COMMUNITY FEEDBACK RECEIVED ON THE PROJECT*		
Issue or Topic	Example Comments	B2Gold Nunavut’s Response
		turnover. Details on these and other Inuit employment initiatives can be found in B2Gold Nunavut’s <i>Inuit Human Resources Plan</i> .
Community benefits from the Project	<ul style="list-style-type: none"><li>• Would be nice if they build housing units for generation to come.</li><li>• As for Gjoa Haven, you have employees at site. What can you do for the community? Such as smooth out the roads as the Elders would like to go out for a visit or fresh air, and also an opportunity for the young generation to experience to what type of equipment is used in the mines.</li><li>• Benefits from the Back River Project should be split 50/50 with the community. Will you be doing this?</li><li>• We don’t see any benefits from the Project, what are you doing about it?</li><li>• Would the company be able to help build small sheds for the homeless, for the ones that aren’t allowed back to the shelter?</li></ul>	The Project offers numerous benefits to Kitikmeot communities including employment and training opportunities, contract and business development opportunities, local donations, taxes paid to government, royalties, a Regional Wealth Creation Initiative designed to create long-term jobs outside of mining in Kitikmeot communities, and other benefits outlined in the IIBA. Additional information on the community benefits and programs offered by B2Gold Nunavut can be obtained by contacting either of our community offices in Cambridge Bay or Kugluktuk.
B2Gold Nunavut’s community engagement process	<ul style="list-style-type: none"><li>• We understand how difficult it is to reach people in smaller communities, if B2Gold needs any assistance with employment and connecting people the hamlet can provide the assistance.</li><li>• ... we're not getting information back [from] meetings like this. And because of that, communication between Kitikmeot Inuit Association, B2Gold, which was Sabina at the time... was very poor... Information is not being relayed back to the community for whatever reason. And because of that, we suffer in Kitikmeot east, 'cause the information is not being passed on. Therefore, I'm telling Kitikmeot Inuit Association, B2Gold, we exist in the east. And you can do better with communication and hire more people to work from Kitikmeot east.</li><li>• And talking about visiting our communities in east Kitikmeot, don't come and visit us in springtime. Everybody is out hunting and fishing. Springtime only comes once a year. June, July, August everybody is out gathering food for winter supplies. So, springtime is not a good time for anybody to visit in the communities in the Kitikmeot Region. And I have to point that out because a lot of times we get people coming into our communities in springtime when everybody is out hunting and fishing, drying fish and meat for winter supplies, and that is not a good time.</li><li>• If the wind farm is approved by this Board, we would like full communication with B2Gold at all times, not through second-hand information we’ve had for a couple years, but directly with our Burnside HTO chair and... manager when possible with any incidents or concerns, questions or advices you are looking for. Qingaunmiut have lived in and around the Inlet for generations before us. The families know the country very well... And their concerns are always going to be the impact this mine will have for years to come if we are not properly consulted.</li><li>• ... I would like to make a comment to the Nunavut Impact Review Board, to the staff, and to all the participants here today. You have shown that collaboration and communication within the Inuit Qaujimajatuqangit system works. It has been so</li></ul>	B2Gold Nunavut continually strives for open and meaningful engagement with Kitikmeot Region residents, communities, and stakeholders to help ensure the Project is built and operated in an environmentally and socially responsible manner. B2Gold Nunavut remains committed to ongoing engagement throughout the life of the Project to ensure stakeholder support for it continues well into the future. Community engagement methods employed by B2Gold Nunavut are numerous and have included (but are not limited to) the following: Presenting Project-related information in public and stakeholder meetings; community newsletters; the establishment of community relations offices staffed by Inuit employees in Cambridge Bay and Kugluktuk; and a Kitikmeot Region focused donation program. B2Gold Nunavut and KIA have also created an Inuit Environmental Advisory Committee, consisting of knowledgeable local community members, to provide advice on a variety of Project-related matters.

2024 SUMMARY OF COMMUNITY FEEDBACK RECEIVED ON THE PROJECT*		
Issue or Topic	Example Comments	B2Gold Nunavut's Response
	<p>impressive to see what's been happening here, and I'm very pleased and proud and thank you enormously for the invitation to participate.</p>	
<b>Inuit role on Project-related advisory groups</b>	<ul style="list-style-type: none"><li>• How is the IEAC committee selected?</li><li>• There was a lot of remarks on caribou technical advisory committee, CTAG, not only from the people that are appointed or involved with CTAG, but also from people on the NIRB board, staff from the NIRB... And mentions from KIA that the [CTAG] work with B2Gold and the Government of Nunavut that they advise. But... they advise other regional organizations like the HTOs and stuff. But when we asked... at the first public hearing, the prehearing, about the [CTAG] that, perhaps maybe members of the HTOs should be part of that advisory group, and it was mentioned that 'No'. It's too technical... or something like that... they're inviting Environment and Climate Change Canada to work on mitigation measures... but they're not inviting the HTOs who see all the wildlife or see that change day-to-day... I feel there's a type of reluctance to have the HTOs involved in such an important step in this process. And, you know, I never only brought it up myself... but I was hearing it from a NIRB board member.</li><li>• I want to go back to the [CTAG]... when it comes to caribou, Kugluktuk has made it a mission to be involved in pretty much every group, every meeting because of the acknowledged decline of most of our herds. I think a lot of our concern regarding this technical group is that we are not getting the information back, and we're not sure what information is being shared from the community information side. We acknowledge that Kitikmeot Inuit Association is the landowner, but there's so much out there that is not part of Inuit-owned lands, and that's why we are at the table today.</li><li>• Is there any other community involved other than Cambridge Bay in the IEAC?</li><li>• We used to be part of the start/beginning committee (CAG), seeing the progress of the footprint over the years is important and we want to continue to see it.</li><li>• On your committee board from this area, do you guys have some in the whole region, or just your local committees are just from here, or where do your committees come from?</li></ul>	<p>B2Gold Nunavut currently facilitates and/or participates in several Project-related advisory groups, all of which have significant Inuit representation. These include the Inuit Environmental Advisory Committee (IEAC; consisting of Kitikmeot Inuit with knowledge about wildlife, fisheries, traditional land use, archaeology, or water of the Project area, in addition to KIA), Kitikmeot Socio-Economic Monitoring Committee (KSEMC; consisting of representatives from all Kitikmeot communities, in addition to KIA, government, and other agencies), and a Caribou Technical Advisory Group (CTAG; consisting of KIA and GN representatives). Furthermore, B2Gold Nunavut and KIA jointly participate in an IIBA Implementation Committee, which oversees matters related to IIBA implementation for the Project, and in late 2024 formed a new Inuit employment focused working group with KIA.</p>
<b>Impact mitigation and monitoring pertaining to caribou and other wildlife</b>	<ul style="list-style-type: none"><li>• You need more monitors (caribou and grizzlies) at Goose and at MLA, monitor at each end during the winter ice road.</li><li>• Caribou migration through mine site, what is the historical trails? Do you have maps of that? That would be helpful to determine crossing locations around the mine site.</li><li>• Just to be clear, as one of the only people who hunts moose full-time down in Bathurst Inlet, moose are all over Bathurst Inlet in its entirety, and I do hunt it all over the place, so your one location [identified as being an important area for moose] doesn't cut it.</li></ul>	<p>B2Gold Nunavut has completed a comprehensive assessment of potential Project impacts on caribou and other wildlife through the NIRB's multi-stakeholder review process. No significant effects on caribou or other wildlife were identified as a result. Supporting this conclusion is the Company's Wildlife Mitigation and Monitoring Program (WMMP), which outlines the many ways B2Gold Nunavut manages and monitors for potential impacts on wildlife. This document can be found on the NIRB Public Registry (<a href="https://www.nirb.ca/project/124149">https://www.nirb.ca/project/124149</a>). Annual monitoring results applicable to caribou and other wildlife can also be found in B2Gold Nunavut's NIRB Annual Reports located on the same registry. Furthermore, B2Gold Nunavut participates in two multi-stakeholder groups with responsibilities related to wildlife monitoring: The Inuit</p>

2024 SUMMARY OF COMMUNITY FEEDBACK RECEIVED ON THE PROJECT*		
Issue or Topic	Example Comments	B2Gold Nunavut's Response
	<ul style="list-style-type: none"><li>... as a HTO member from my community, Kugaaruk, we're always concerned about our animals, fish... Caribous have no border lines or any animals, so they travel a vast distance. So, even the caribou from here are coming our way on the west side that goes up to Taloyoak. We still harvest those caribous every year. And then on the south side that comes in, goes on the east side of our bay, so we've got two migrating caribous... it's our way of life, our food. From the time I was born, my parents harvested, my grandparents harvested, and still today we still join the harvest. So, any sudden changes will do some changes to our migrating animal.</li><li>Like all community representatives, we are concerned for our wildlife, the habitat, the ecosystems. There needs to be a balance. And I know that being a hunters and trappers organization representative can help achieve that at hearings and forums like this. We are always on the land. We are always talking with other people. And it is so amazing to be present at really important things like this, and there needs to be more of it.</li></ul>	<p>Environmental Advisory Committee (IEAC) and Caribou Technical Advisory Group (CTAG).</p> <p>B2Gold Nunavut is also reviewing a 2024 recommendation from the IEAC that suggests the addition of another monitoring team to ensure two monitoring teams along the WIR during the required time as outlined in B2Gold Nunavut's WMMP.</p>
Project-related shipping	<ul style="list-style-type: none"><li>Is shipping for our HTOs a possibility this year?</li><li>We need notice of ships in the inlet and their visibility, considering we may need to respond to spills and it would be hard if the ships are all over the place without our notice. We have overall concerns of no information on where the ships are and will be located.</li><li>Is B2Gold following transport Canada guidelines for shipping?</li><li>Seen a fair amount of ships going by Bay Chimo and going quite a speed and at the time we are hoping they would slow down a bit.</li><li>How much bigger is the fuel ship compared to tankers used previously? How much more deadweight tonnage? How far would the ship be from MLA?</li></ul>	<p>B2Gold Nunavut completed a comprehensive assessment of potential Project impacts on the marine environment through the NIRB's multi-stakeholder review process. This included an extensive review of potential impacts from shipping. No significant effects were identified through this process. The Company also has several management and monitoring plans in place to address potential effects on the marine environment. In addition, annual letters are sent to local Hamlets and HTOs advising them of Project shipping schedules for the upcoming season, and opportunities are provided for feedback to be shared directly with the Company.</p>
Environmental impact mitigation and monitoring	<ul style="list-style-type: none"><li>When I visited the MLA this winter, I saw dust on the snow from the airstrip. Does that affect vegetation and animals in the area?</li><li>Does B2Gold monitor the snow condition year after year? It changes every year. Do you monitor and test the water after the melt from the snow runoff?</li><li>Being good stewards of the land and water, encouraging to protect our land and water. When I first learned about mines being developed, I was extremely worried because the potential for destroying wildlife lands and water. However, after attending meetings and learning about what mines do I feel assured with mining because of all the monitoring.</li><li>Do the wildlife monitors not only monitor the animals but also the berries and plants?</li><li>The only issue and concern that I have are the mess on the land, the cleanup after it's all done. And the rest of the east community's concerns are after 20 years, what do you do with all that equipment?</li></ul>	<p>B2Gold Nunavut has several environmental mitigation and monitoring plans in place for the Project, including those pertaining to the terrestrial, marine, freshwater, and socio-economic environments. Copies of these plans, in addition to annual monitoring reports, can be found on the NIRB Public Registry (<a href="https://www.nirb.ca/project/124149">https://www.nirb.ca/project/124149</a>). B2Gold Nunavut also participates in several multi-stakeholder groups with responsibilities related to monitoring, including: Inuit Environmental Advisory Committee (IEAC); Caribou Technical Advisory Group (CTAG); Kitikmeot Socio-Economic Monitoring Committee (KSEMC); and Back River Socio-Economic Monitoring Working Group (SEMWG).</p>

2024 SUMMARY OF COMMUNITY FEEDBACK RECEIVED ON THE PROJECT*		
Issue or Topic	Example Comments	B2Gold Nunavut's Response
Marine and freshwater impact mitigation and monitoring	<ul style="list-style-type: none"><li>• How do you manage water in the areas you are working in and will be mining in?</li><li>• The big rivers (Hood, Ellice River, Perry River etc.), does B2Gold periodically check and monitor the water in those rivers?</li><li>• I know there's stringent requirements for B2Gold to conduct... sampling of the water table, sampling of soils... if there were spills to occur and stuff like that... That's work being done by B2Gold. Is there an independent assessor to confirm that... B2Gold is meeting the requirements, say, like, for an independent sampling program, for example?</li><li>• Can you provide sample bottles to community members and test samples at MLA if they are collected properly?</li><li>• ... we're an HTO where we don't have a lot of resources that could provide those types of expertise and sampling and testing, and so it's great to know that we're not in it ourselves and B2Gold and government agencies and NIRB and the water board are looking after all the environment and wildlife in our areas. I don't know if it was a requirement of the project certificate initially, but there was also concerns of wildlife, fish, and marine mammals in areas of mining and stuff that, if it's possible... they've been tested... just to see a before and after... You know, like, before mining, these were the conditions or the way that the animals were, they had no contaminants in them, they were tested. And if they... would be tested later on, I guess... And I'm sure you've tested, you know, the water and the land in the area and... you're continually testing it. But what about the wildlife? Have they been tested, to be certain...? They're at this stage at the beginning of the mine; where are the fish at right now? You know, five, ten years later on down.</li></ul>	<p>See above response. In addition, B2Gold Nunavut has a Marine Monitoring Plan and its WMMP Plan contains mitigation and management measures specific to marine birds, marine mammals, and polar bears. The Company also has mitigation and management measures specific to the freshwater environment included in its Water Management Plan and its Aquatic Effects Management Plan.</p>
B2Gold Nunavut's renewable energy project (general comments and questions)	<ul style="list-style-type: none"><li>• As we all know, we are experiencing climate change in terms of extreme heat and extremely high winds... Will the turbines be able to withstand very high winds such as a hundred kilometres an hour, which we are experiencing every summer -- mostly in summer?</li><li>• I would like to see the Nunavut Impact Review Board approve this project proposal... there's more and more development happening up north, but we have to accept that as Elders as well.</li><li>• ... the turbines, battery banks, the solar panels and stuff... I'm sure they are hazardous and could be hazardous if they malfunctioned and stuff broke apart. The turbines, they're mechanical equipment, so I know that they'll probably require lubrication of oils and petroleum products and stuff like that. So, my question is, these areas where infrastructure is to be built, are they going to be lined with berms or rubber mats or stuff that will contain if there were ever... a spill to occur that those harmful stuff... does not get into the environment?</li><li>• Like everybody else's concerns here that are voiced, it's always the concerns regarding the land, the wildlife, and the possibilities of something going wrong. Any</li></ul>	<p>B2Gold Nunavut welcomes community questions and comments on the Back River Energy Center, which has been reviewed by NIRB and was approved in 2024 by the Government of Canada. Details on this project can be found on the NIRB Public Registry (<a href="https://www.nirb.ca/project/125740">https://www.nirb.ca/project/125740</a>) and have also been provided to the public through several community engagements sessions to-date. B2Gold Nunavut uses these engagement sessions to provide information and address community questions and concerns about the renewable energy project.</p> <p>B2Gold Nunavut has conducted a comprehensive assessment of potential Project impacts related to the Back River Project Energy Centre. No significant effects on the environment have been identified by the Company through its analysis. Supporting this conclusion are the Company's many mitigation and management plans, which outline the ways B2Gold Nunavut will manage and monitor for potential impacts on the environment. Additional details on the proposal can be found on the NIRB Public Registry.</p>

2024 SUMMARY OF COMMUNITY FEEDBACK RECEIVED ON THE PROJECT*		
Issue or Topic	Example Comments	B2Gold Nunavut's Response
	<p>time something goes wrong, you can't replace what goes off in the areas that you're working at and put it back to its pristine positions that it was before you touched it.</p> <ul style="list-style-type: none"><li>• How often will you be using the wind turbines when they are turned on?</li></ul>	
<b>Potential impacts of B2Gold Nunavut's renewable energy project on caribou and other wildlife</b>	<ul style="list-style-type: none"><li>• With the plans to build a wind farm, there is going to be concerns around land animals and vibration. It has an effect on the land around the farm. Since the animals are very sensitive to sounds and vibration around them, it will likely move any migration routes they follow.</li><li>• Are you going to stop the wind turbines for when the caribou are passing?</li><li>• ... it's very, very concerning about the caribou populations up here in the north. They're on the decline... Now, the vibration of the turbines and the propellers and the lights... they're going to cause a glare from the sunlight, and as hunters, we all know this. From 2 or 3 miles, the wildlife begin to run off before we get to them... this is going to be visible by caribou and as well as polar bears. The vibration is going to create noise. The glare is... going to impact the polar bears and the caribou because we cannot see what animals see. We don't have that... kind of vision. They see what we don't see. They can see from miles away. They can smell... anything from miles away, and they become timid and run off.</li><li>• We are finally seeing the caribou back in the Inlet after 30 years of decline. And our concern is that the windmill farm will impact this return of the tuktu. As Qingaunmiut we are limited to harvest the caribou, so we rely on Ahiak or the Beverly herd when they migrate through Bathurst Inlet throughout the year. Also, we have been hunting the moose these past several years since we cannot hunt the barren-ground caribou due to the tags allocation to other communities. Our concern is that once the wind farm is in place, the decline will happen with the moose as well. In the last five years, we have been seeing... the moose population come up. Like to caribou, they are finally coming back.</li></ul>	<p>B2Gold Nunavut has conducted a comprehensive assessment of potential Project impacts on caribou and other wildlife related to the Back River Project Energy Centre, using both Traditional Knowledge (TK) from local communities and scientific information. No significant effects on caribou have been identified by the Company through its analysis. Supporting this conclusion is the Company's Wildlife Mitigation and Monitoring Program (WMMP), which outlines the various ways B2Gold will manage and monitor for potential impacts on caribou and other wildlife. Adaptive management is also central to the operation of the WMMP and allows B2Gold Nunavut to adjust its plans and respond to potential issues or unforeseen events that may arise. Additional details on the proposal can be found on the NIRB Public Registry (<a href="https://www.nirb.ca/project/125740">https://www.nirb.ca/project/125740</a>).</p>
<b>Potential impacts of B2Gold Nunavut's renewable energy project on birds</b>	<ul style="list-style-type: none"><li>• Birds appear to be nesting earlier now. Is the birds nesting considered during the monitoring on the turbine?</li><li>• Have you done studies on the turbines throughout the world that were installed? Like, I know there's some in Canada. Most of them are in an open field, and there's recently one in Diavik mine, you said. And how much study was done there after they were erected? And my main concern is birds that flies. We don't have X-ray eyes, so we won't be monitoring every day or night, especially when it's dark. I have heard down south out in the field, there were hundreds and hundreds of birds killed from the blade turbines. So that is why I'm afraid. It's going to be some small birds; it's going to be some also larger birds, right? It concerns me there. So have you guys done any studies on that before?</li><li>• Now, with regards to the birds, today we don't have any wind turbines situated up here in our region in the Kitikmeot, but... I have seen birds fly throughout the fall,</li></ul>	<p>See above response. In addition, B2Gold Nunavut has committed to developing a detailed Migratory Birds Protection Plan that specifies measures designed for the protection of birds from operation of wind turbines, with additional protective measures to be implemented during periods of poor visibility within peak bird migration periods.</p>

2024 SUMMARY OF COMMUNITY FEEDBACK RECEIVED ON THE PROJECT*		
Issue or Topic	Example Comments	B2Gold Nunavut’s Response
	<p>especially eiders, and in the fall time, they start to migrate southward when it becomes dark. Sometimes we find that some birds run into or fly into the wires, and then they become injured fatally, and some have injuries of their bones because – they run into these wires because they're flying during the night in the dark, and some run into buildings... The wind turbines are going to be at a great height. I think for sure that that's going to cause a problem for migratory birds.</p> <ul style="list-style-type: none"><li>• ... I've seen turbines on your slides that are all white -- and, if so, if your project is approved, will there be other colours that you will be using on your turbines? Because they'll be hazardous to the birds when it's whiteout. It's really hard -- everything's camouflaged when it's whiteout. Is there any other colours that you'll be using in your turbines?</li></ul>	

## **APPENDIX C: 2024 IPS REPORT**



# 2024 Inuit Personnel Survey Report for the Back River Project

December 20, 2024

Prepared For:



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## **1. INTRODUCTION**

### **1.1 2024 INUIT PERSONNEL SURVEY OVERVIEW**

The 2024 Inuit Personnel Survey (IPS) was conducted by B2Gold Back River Corp. (B2Gold Nunavut or the Company) at the Back River Project (Project) to:

- Collect employment, education, and housing information from Inuit working at the Project, in accordance with Terms and Conditions of B2Gold Nunavut's Project Certificate issued by the Nunavut Impact Review Board (NIRB 2024); and
- Collect Inuit Project personnel perspectives on other important topics including workplace experiences and the effects of Project employment on family and community life.

This information will be used for socio-economic monitoring and management of the Project, in addition to providing feedback to B2Gold Nunavut on matters affecting the Project's Inuit workforce. The focus of this survey was on B2Gold Nunavut's Inuit employees and Inuit employees of contractors currently working at the Project (i.e. 'Inuit personnel'). Site-based survey administration occurred in October and November 2024 by B2Gold Nunavut representatives. Survey administration occurred at the Goose Camp (Goose), Exploration Camp (Exploration), and Marine Laydown Area (MLA).

### **1.2 REPORT ORGANIZATION**

This report summarizes the results of the 2024 IPS. It is organized as follows:

- Section 1 introduces the survey and the scope of this report's contents.
- Section 2 describes the methods used in the survey.
- Section 3 provides the results of the survey.
- Sections 4 and 5 provide concluding remarks and report references.
- Appendix A includes a copy of the 2024 IPS.

## 2. METHODS

### 2.1 SURVEY PLANNING

Several weeks of planning occurred prior to commencing the 2024 IPS. This included time spent revising the previous (i.e. 2022) version of the survey, updating survey administration protocols, assigning personnel roles, and organizing logistics for on-site survey administration.

Furthermore, a draft version of the survey was made available for stakeholder review beginning in March 2024 (e.g. it was provided in Appendix B of B2Gold Nunavut's *Socio-Economic Monitoring Plan*, NIRB PRI No. 349367). The Back River Socio-Economic Monitoring Working Group (SEMWG) was also engaged about the survey during a May 2024 videoconference and through email correspondence in June 2024. Several survey revisions were made because of suggestions provided by the SEMWG and through B2Gold Nunavut's own internal review of the document.

Examples of revisions made to the 2024 survey included:

- Adjusting some text for clarity;
- Clearer instructions on how to answer conditional questions were added (e.g. "If you answered 'Yes' ..." questions);
- New answer option added for gender identification;
- New answer option added for current community of residence;
- Relocation intentions questions that were included in the 2022 IPS were removed;
- Questions regarding educational attainment were simplified;
- Revised answer option for when respondent was asked whether they resigned from a previous job;
- New question added regarding potential difficulties experienced in obtaining Project employment; and
- Opportunity added for participants to identify additional training opportunities they wished to see at the Project.

Opportunities to participate in the survey were advertised at the Goose, Exploration, and MLA locations. Advertising occurred using posters displayed at these locations, through correspondence with supervisors of Inuit personnel, and during personnel safety meetings and/or bulletins at site during and leading up to the survey administration period. Inuit personnel may have also been approached individually by B2Gold Nunavut staff members to complete a survey.

Members of the site survey administration team participated in one of two videoconference orientation sessions offered by the consultant responsible for the IPS, prior to survey commencement. This orientation provided a survey overview, discussed scheduling matters, reviewed survey team roles, reviewed appropriate survey administration methods (topics included participant recruitment, confidentiality measures, maintaining impartiality, providing assistance, and collecting/filing surveys), and reviewed questions included in the survey, among other matters. A set of written survey administration instructions were also provided. Key survey team members are listed in Table 2-1.

**Table 2-1: 2024 Inuit Personnel Survey team members**

<b>Team Member</b>	<b>Position</b>	<b>Role</b>
<b>Andrew Moore</b>	B2Gold Nunavut – Director, Indigenous & Northern Affairs	Survey oversight, management, and administration
<b>Emma Malcolm-O'Neill</b>	B2Gold Nunavut – Manager, Indigenous & Northern Affairs	Survey oversight, management, and administration
<b>Twyla Miyok</b>	B2Gold Nunavut – Inuit Support Coordinator (Crew A)	Site-based survey administration (Goose and Exploration Camp)
<b>William Aglukkaq</b>	B2Gold Nunavut – Inuit Support Coordinator (Crew B)	Site-based survey administration (Goose and Exploration Camp)
<b>Colin Fraser</b>	B2Gold Nunavut – Superintendent, MLA	Site-based survey administration (MLA)
<b>Jason Prno</b>	JPCSL – Consultant	Survey design, analysis, and reporting; orientation and technical support for on-site survey team (off-site)
<b>Melissa Johnston</b>	JPCSL – Consultant	Survey data entry, results verification, analysis, and reporting (off-site)

## **2.2 RESEARCH ETHICS**

Research ethics protocols were reviewed by B2Gold Nunavut and integrated into its surveying practices. These included:

- Communicating with the Nunavut Research Institute to confirm a Scientific Research Licence is not required for Project personnel surveys;
- Use of informed consent, voluntary participation, and participant confidentiality measures;
- Ensuring the survey could be completed in English, Inuinnaqtun, and Inuktitut;
- Providing assistance to survey participants when requested; and
- Making the survey content and results available for public review through the NIRB annual reporting process and postings at Project locations.

## **2.3 SURVEY DEVELOPMENT**

The 2024 IPS had 25 main questions (see Appendix A). These questions focused on five key topic areas:

- General
- Housing

- Education and Employment History
- Workplace Experiences
- Family and Community Experiences

Two types of questions were included in the survey: 1) closed-ended, and 2) open-ended. Closed-ended questions provided a list of pre-established answer options respondents could choose from. Open-ended questions did not have pre-defined answers. Respondents were asked to provide as many comments as they liked in the answer box for open-ended questions.

## 2.4 SURVEY ADMINISTRATION

Site-based survey administration occurred at Goose, Exploration, and the MLA during two separate periods between October 21 – November 12, 2024. A three-week overall administration period was used in order to accommodate major Inuit personnel shift changes on-site (i.e. Crew A and Crew B). The hours of survey administration were also staggered to accommodate both day and night shift personnel.

The survey administration team had three primary roles:

- 1) To locate and recruit survey respondents;
- 2) To answer questions about the survey and provide assistance to respondents where needed;
- 3) To collect and file completed surveys.

Participation in the survey was completely voluntary and there were no negative consequences for those who decided not to participate. For respondents who participated, they had the option of completing the survey on their own or with the assistance of a survey administrator. Surveys were made available in / could be completed in either English, Inuinnaqtun, or Inuktitut, and respondents were free to skip any questions they did not wish to answer. For the 2024 IPS, all participants completed the survey in English. Participants were informed their responses would remain confidential and their names would not be used publicly. However, it was noted the survey information they provided could be used by B2Gold Nunavut in public reports and/or presentations.

Respondents were instructed to drop off completed surveys with survey administration team members by a specified date. Individuals who returned completed surveys were entered into prize draws to encourage survey participation.<sup>1</sup>

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<sup>1</sup> One entry into a raffle for 1 of 2 \$100.00 gift certificates (e.g. to a local Co-op store or Amazon), per rotation was provided (i.e. 2 gift certificates for Crew A and 2 gift certificates for Crew B).

## 2.3 DATA ANALYSIS

Survey data analysis was completed in stages. The first stage involved assembling all completed hard copy versions of the surveys and scanning digital copies of them into a central folder. Survey data was then manually entered into a digital results database. This database was pre-developed in Microsoft Excel and included a set of data entry instructions that were to be followed. Upon completing data entry, survey results were checked and verified for accuracy. A random sample of five questions, including sub-questions, in 10% of the completed surveys (i.e. seven surveys) were compared against the data recorded in the results database. If more than 10% of the sample selection had errors, all the survey results were to be re-checked for accuracy. This threshold was not surpassed.

Quantitative survey results were then calculated and qualitative survey results were prepared using the completed database. Summary statistics and results were subsequently developed and presented in report format (i.e. this report). In the various figures/charts presented in this report 'n=' refers to the sample size that is being reported on. In most cases this is the total number of surveys that were received. However, survey questions with follow-up components may have a smaller reported sample size representing only respondents who answered affirmatively to precursor questions. Qualitative survey results (e.g. comments, suggestions, or concerns) have been presented as completely as possible, although minor editing may have occurred to correct for spelling, grammar, or other issues.

The 'Key Issues' listed in Section 4.2 were then identified using a multi-step, frequency-based approach:

- a) All comments from the survey were compiled.
- b) All comments indicating potential concerns or issues were retained and the rest were removed.
- c) Retained comments were grouped according to major themes
- d) Grouped lists of comments were counted and tabulated in order of most comments to least comments.
- e) The three key issues identified were presented in order of highest to lowest priority (i.e. most comments to least comments).

In total, 73 surveys were completed in 2024 (compared to 47 surveys completed in 2022). A standard approach to calculating a survey response rate has been used. Namely, the number of completed surveys (73) was divided by the total number of Inuit Project personnel onsite during the survey administration period (123). Using this method, a 59.4% response rate to the 2024 IPS was achieved.

Comparative data from the 2022 IPS are included where appropriate in this report. These have been included to help identify potential trends and/or other insights. However, longer-term trend identification would require additional years of survey data.

## 2.4 PARTICIPANT CONFIDENTIALITY

Survey participant confidentiality was ensured in several ways. Foremost, participants were provided with written assurances (in the introductory section of each survey) that their responses would remain confidential and their names would not be used in any public reports and/or presentations by B2Gold Nunavut. Furthermore, survey respondents were not asked to include their name or personal identifying information on any returned surveys.



The topic of participant confidentiality was also reviewed during the orientation delivered to survey administration team members, and appropriate protocols to manage confidentiality were discussed. Survey administrators were instructed not to discuss the results of individual surveys with anyone outside the survey team, not to associate individual participants with particular survey results, and to ensure completed survey documents were not distributed outside the survey team. Team members were also instructed to store all completed hard copy surveys in a secure and private location. They were required to destroy all survey records in their possession once instructed by the survey manager (i.e. following survey completion and finalization of the survey report).

## 2.5 LIMITATIONS

While a focus was placed on capturing the major rotations of current site-based personnel, individuals on vacation, medical, or other types of leave at the time of the survey would not have been captured in survey recruitment efforts. Furthermore, some returned surveys contained unanswered questions or unclear responses. Where closed-ended survey answers were not provided or were unclear, results were recorded and presented in this report as 'unknown'. Where conflicting answers between precursor and follow-up questions were provided, only responses to precursor questions were typically recorded.

Where open-ended survey answers were not provided, results were left blank in the results database and have not been presented in this report. Where open-ended survey answers were unclear, results were recorded and presented in this report as 'illegible'.

Discrepancies in results or possible misinterpretations of the survey instructions were noted in the following questions:

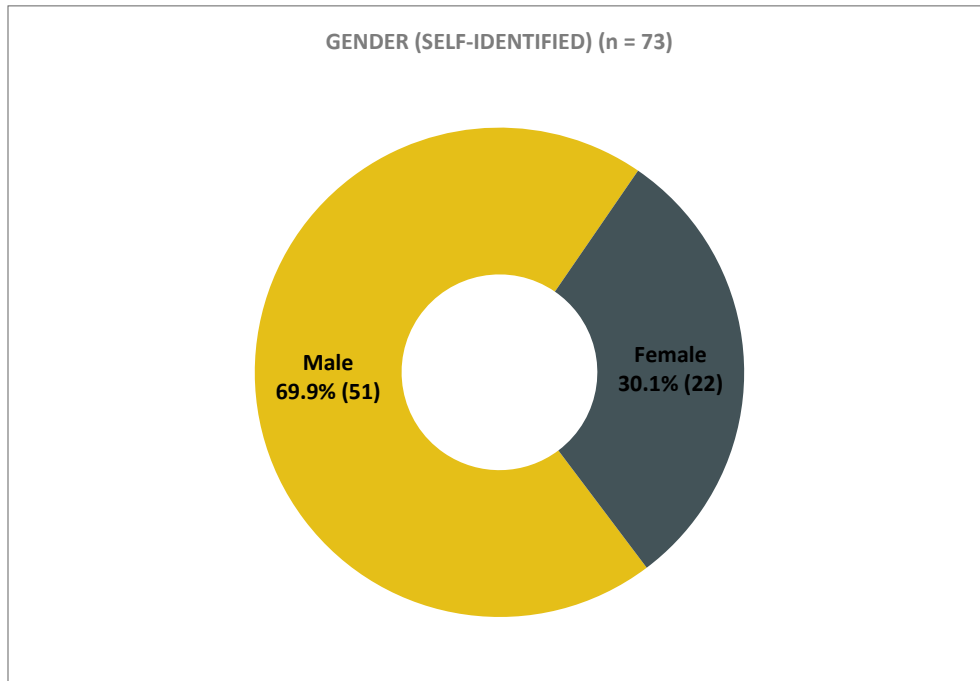
- For Questions 10a, b, c, and d, respondents were asked to indicate whether they had completed various levels of education (by selecting 'Yes' or 'No'). Several respondents left these questions blank, or in some cases selected 'Yes' to indicate only their highest level of education. Two respondents who left all of Question 10 blank provided subsequent comments indicating they had not completed high school. As such, their responses were entered as 'No'. In the remaining cases, parts of Question 10 that were left blank were entered as 'Unknown'. This question may require revision in future iterations of the survey in order to avoid such discrepancies.
- For Question 12a (i.e. *Did you resign from a previous job in order to become employed at the Back River Project?*), nine respondents selected 'No', but then followed-up with descriptions of previous employment. In these cases, the subsequent responses were discarded as it was assumed they were referring to unrelated employment. This question may require revision in future iterations of the survey in order to avoid such discrepancies.
- For Question 13b (i.e. *Did you experience any difficulty obtaining employment at the Back River Project?*), 16 respondents selected 'No', but then answered the 'If yes...' follow-up question, selecting one or more difficulties that were encountered. For this question only, the conflicting follow-up data are presented in a separate table to prevent loss of potentially important recruitment feedback. However, we acknowledge these responses are likely not referring to the Back River Project specifically. This question may also require revision in future iterations of the survey to help avoid such discrepancies from occurring again.

This report presents results from the 2024 IPS and compares them to 2022 IPS results in some instances; it does not provide an analysis of trends or discussion of potential causal factors. In many cases, results were combined in order to show general tendencies (i.e. responses of 'Agreed' and 'Strongly agreed' were added together, as were 'Better' and 'Much better', 'Worse' and 'Much worse', etc.). Where appropriate, potential socio-economic trends related to the Project may be discussed in B2Gold Nunavut's annual Socio-Economic Monitoring Reports, or in future IPS reports once sufficient data and information become available.

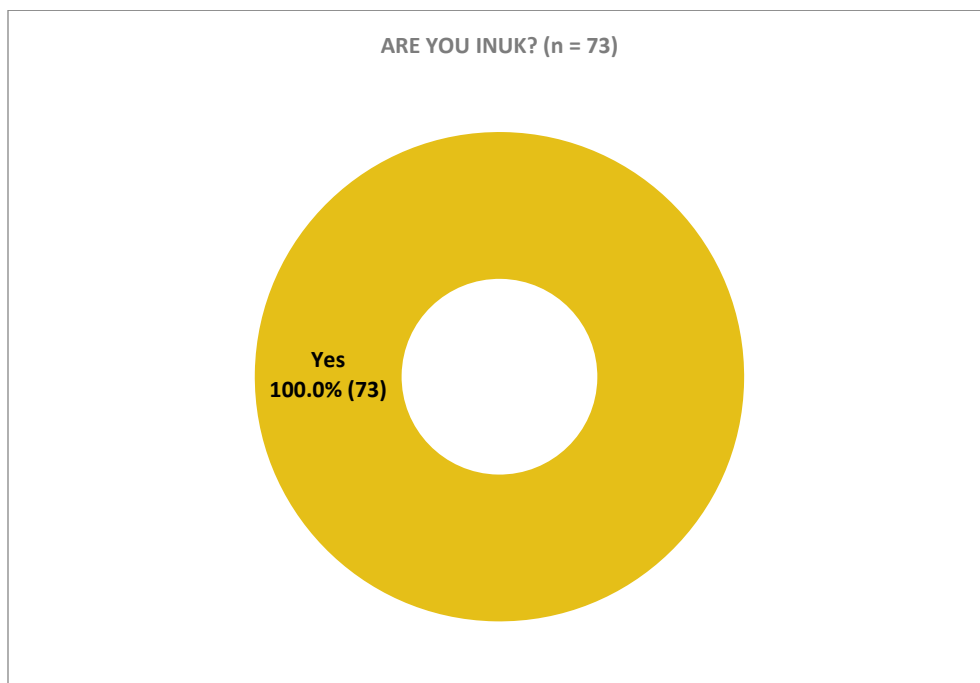
### 3. 2024 INUIT PERSONNEL SURVEY RESULTS

#### 3.1 GENERAL

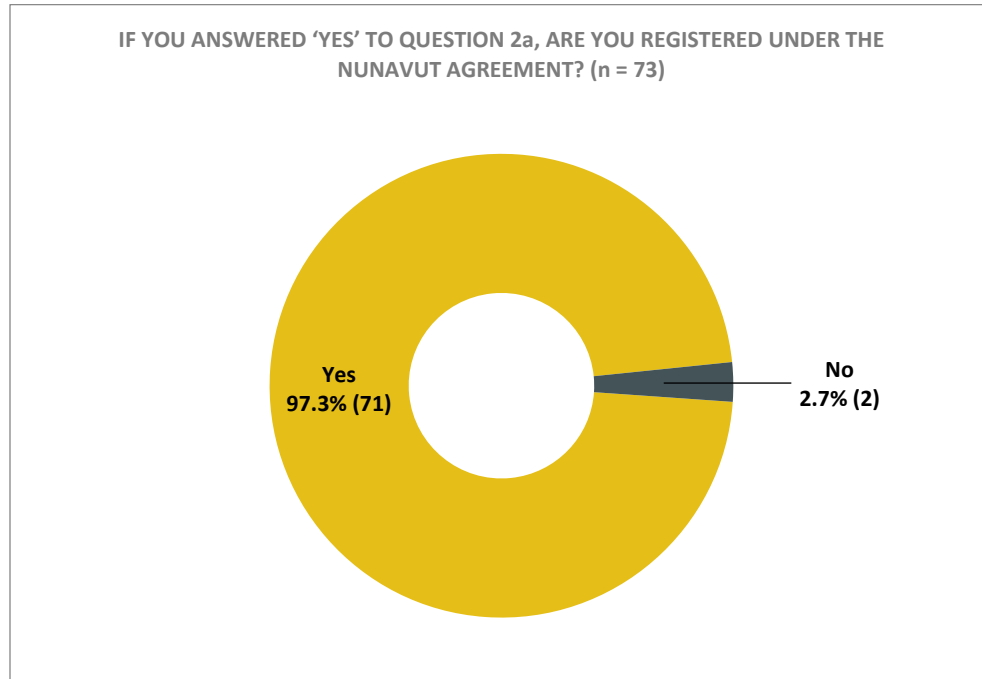
**Question 1:** *Gender (self-identified):*



**Question 2a:** *Are you Inuk?*



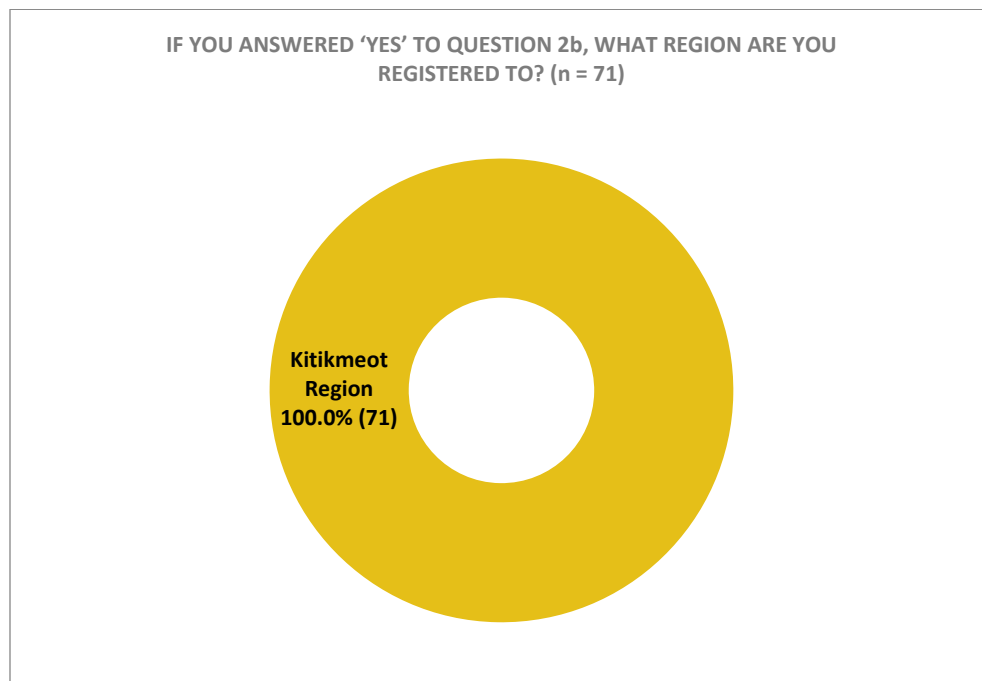
**Question 2b:** *If you answered 'Yes' to Question 2a, are you registered under the Nunavut Agreement?*



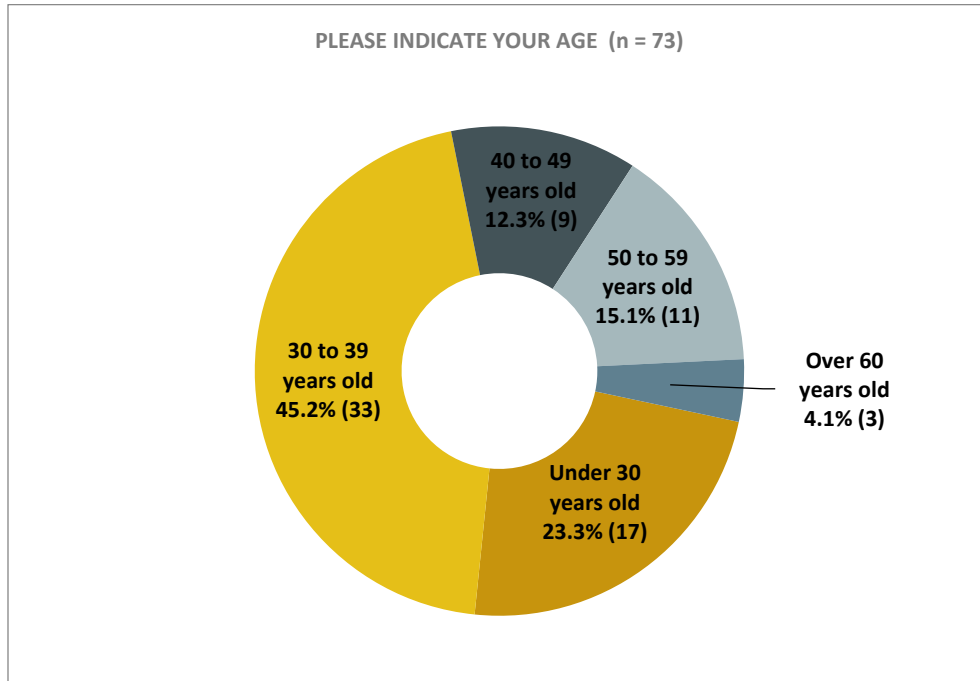
**Notes:**

1. Two respondents left this question blank, but then indicated in Question 2. c) they were registered to the Kitikmeot Region. As such, their responses to Question 2. b) were recorded as "Yes".

**Question 2c:** *If you answered 'Yes' to Question 2b, what region are you registered to?*

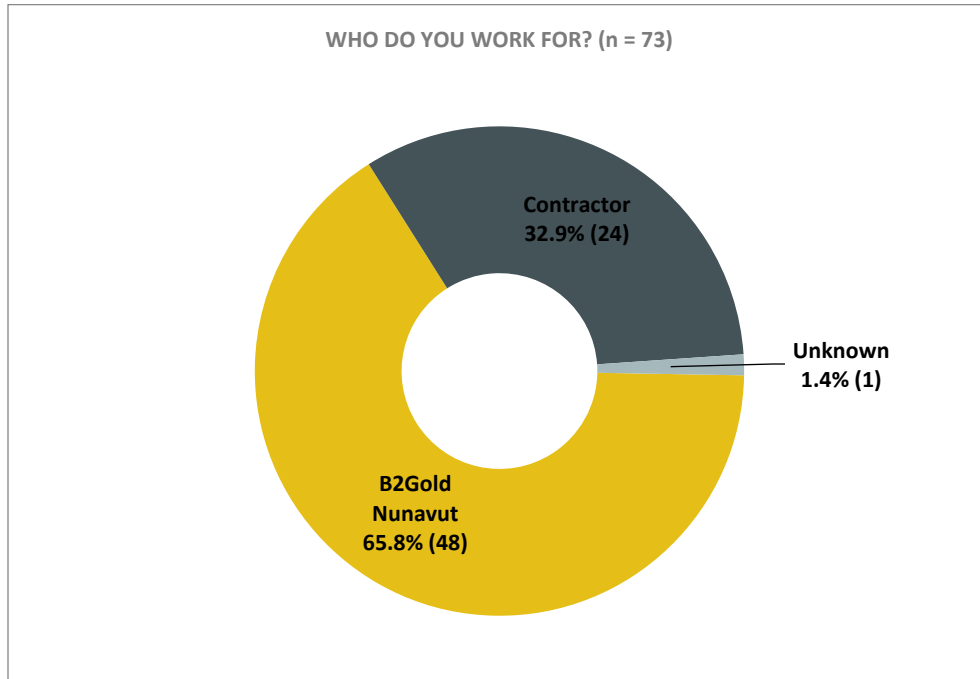


**Question 3:** Please indicate your age.

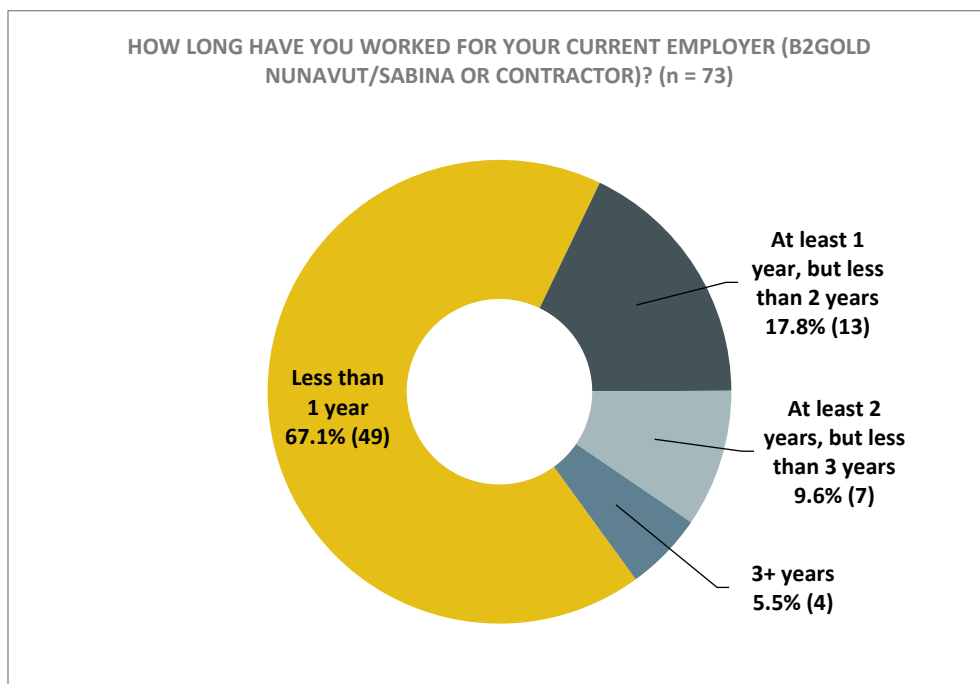


2024 and 2022 IPS Response Comparison – Question 3	
	Respondents who were 39 years old or younger at time of survey
2024	68.5%
2022	57.5%

**Question 4: Who do you work for?**



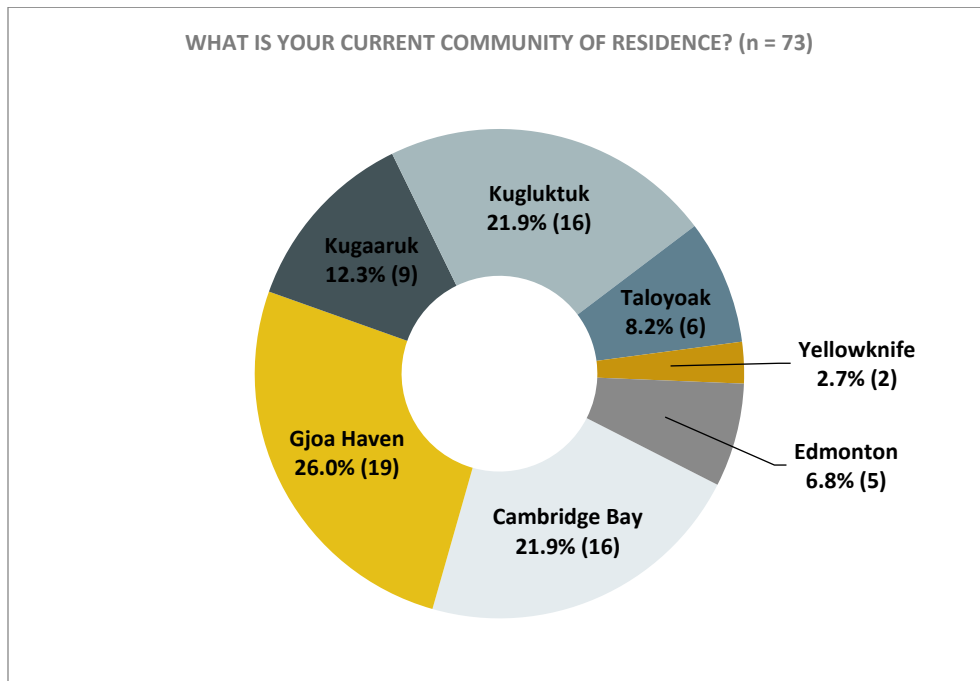
**Question 5: How long have you worked for your current employer (B2Gold Nunavut/Sabina or contractor)?**



2024 and 2022 IPS Response Comparison – Question 5	
	Worked at the Project for less than one year at time of survey
<b>2024</b>	67.1%
<b>2022</b>	85.1%

### 3.2 HOUSING

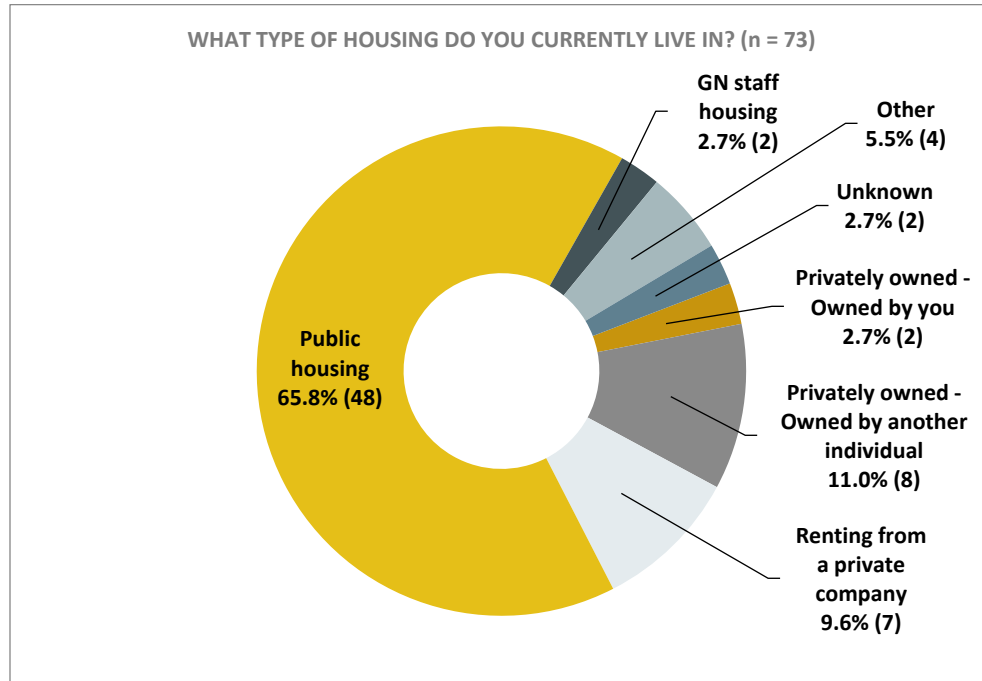
**Question 6:** What is your current community of residence?



2024 and 2022 IPS Response Comparison – Question 6	
	Resided outside the Kitikmeot Region at time of survey
2024	9.5%
2022	8.6%

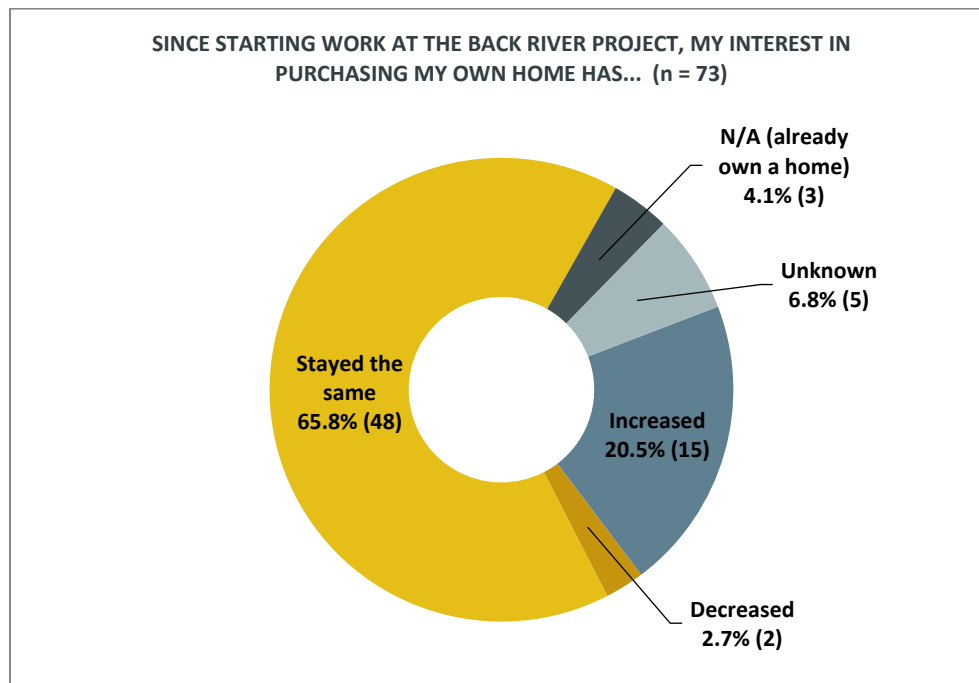


**Question 7: What type of housing do you currently live in?**



2024 and 2022 IPS Response Comparison – Question 7	
	Lived in public housing at time of survey
2024	65.8%
2022	66.0%

**Question 8:** Since starting work at the Back River Project, my interest in purchasing my own home has:

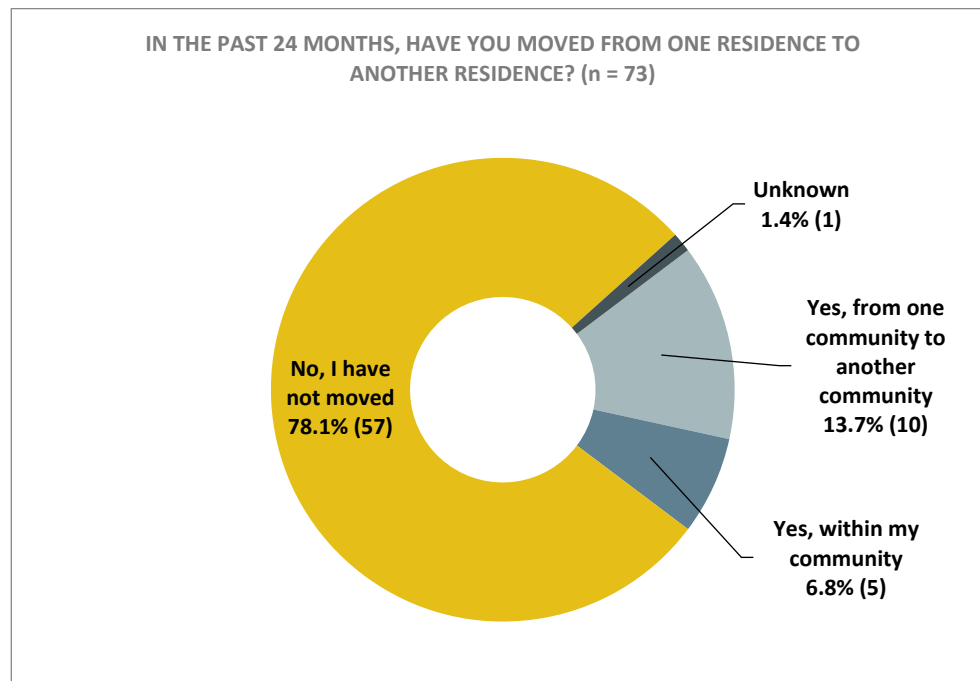


**Notes:**

1. One respondent selected 'N/A (already own a home)', but for Question 7 had previously selected 'Privately owned – owned by another individual'. This discrepancy may suggest the answer options for Question 8 do not include all possible living arrangements and may require revision in future iterations of this survey.

2024 and 2022 IPS Response Comparison – Question 8	
	Interest in purchasing own home had increased since starting work at the Project
2024	20.5%
2022	21.3%

**Question 9a:** *In the past 24 months, have you moved from one residence to another residence?*



**Question 9b:** *If you answered 'Yes, from one community to another community', which community did you move from?*

Responses included:

- From Yellowknife to Gjoa Haven
- From Calgary to Cambridge Bay
- From Yellowknife to Edmonton
- From Cambridge Bay to Gjoa Haven
- From Kugluktuk to Cambridge Bay
- From Cambridge Bay to Kugluktuk
- From Kugaaruk to Edmonton
- From Kugluktuk to Edmonton (2 respondents)
- From Kugaaruk to Gjoa Haven

**Notes:**

1. Two respondents provided additional comments in response to this question. While the first answer may not be entirely relevant to the question asked, it has been included here in the interest of retaining feedback:
  - Need more Inuit support from staff, need coordinator for new first-time residents at camps.
  - In the past 4 years I've been moving from place to place. I've stayed in 14 different places in the past 4 years.

Type of Residence Change	Number of Respondents	Percentage of Respondents
<i>All survey respondents (n=73)</i>		
Residence changed in the past 24 months, moved to new community	10	13.7%
Residence changed in the past 24 months, within current community	5	6.8%
Residence did not change in the past 24 months	57	78.1%
Unknown	1	1.4%
<b>Total</b>	<b>73</b>	<b>100.0%</b>
<i>Residence changed in the past 24 months, moved to new community (n=10)</i>		
Moved from Kitikmeot Region to outside of Kitikmeot Region	3	30.0%
Moved from outside of Kitikmeot Region to Kitikmeot Region	2	20.0%
Moved within the Kitikmeot Region	4	40.0%
Other (includes moves taking place outside the Kitikmeot Region)	1	10.0%
Unknown	0	0.0%
<b>Total</b>	<b>10</b>	<b>100.0%</b>

2024 and 2022 IPS Response Comparison – Question 9b		
	Proportion of all respondents who had moved from inside the Kitikmeot Region to a community outside the Kitikmeot Region in the past 24 months	Proportion of all respondents who had moved from outside the Kitikmeot Region to a community inside the Kitikmeot Region in the past 24 months
<b>2024</b>	4.1%	2.7%
<b>2022</b>	0.0%	0.0%

**Notes:** In the 2022 IPS, participants were asked about changes in residence in the prior 12 months, while in the 2024 IPS, the timeframe was expanded to 24 months.

**Question 9c:** *If you answered ‘Yes, from one community to another community’, why did you move? Did employment at the Back River Project influence your decision to move in any way?*

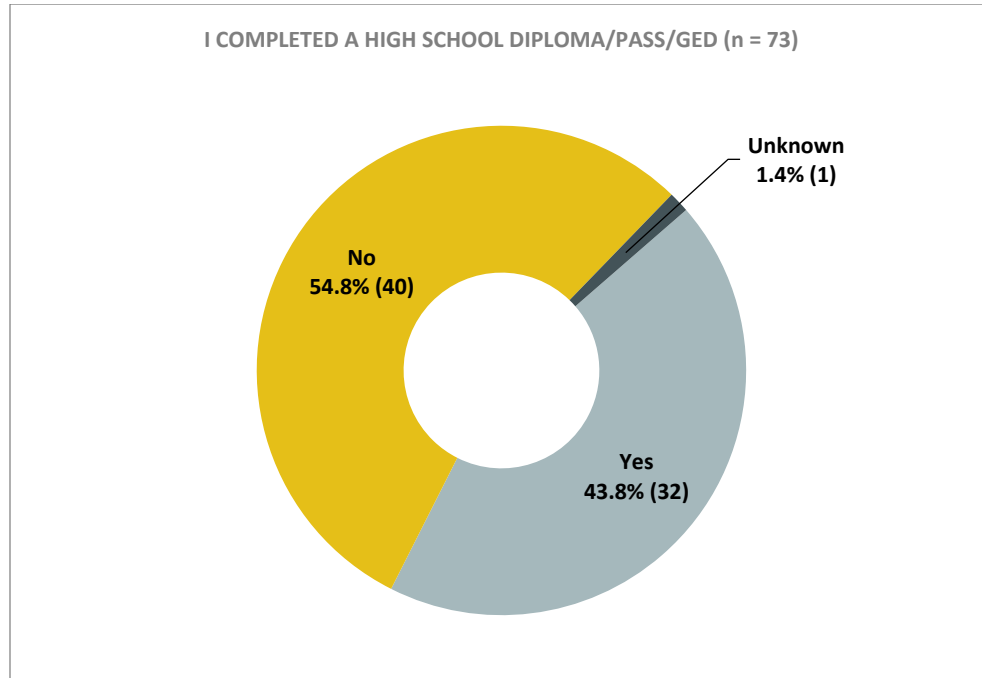
Responses included:

- Just wondering if it is possible to get closer to family in other communities.
- Close to a family member.
- I didn't finish my program in Calgary, so I went back home.
- To better myself (sober up).
- To be closer to my babies.
- I moved back home to find work at home which brought me to apply with B2Gold.
- \*I thought I'd have more things to do. Back River Project did not influence my move at all.
- \*Not enough housing and to help out family in Edmonton with rent and food.
- \*No.
- [One respondent left this question blank]

*\*Responses marked with an asterisk were provided by the three respondents who had moved from the Kitikmeot Region to communities outside the Kitikmeot Region.*

### 3.3 EDUCATION AND EMPLOYMENT HISTORY

**Question 10a:** *I completed a high school diploma / Pathway to Adult Secondary School (PASS) / General Education Development (GED).*

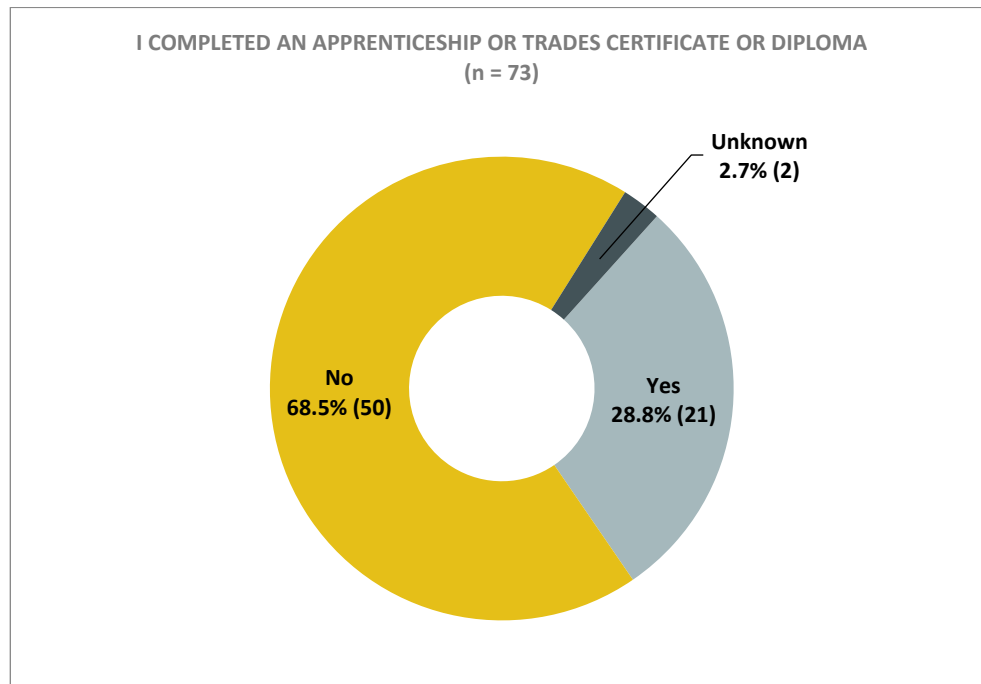


**Notes:**

1. Eight respondents who indicated 'No' they had not completed a high school education, and six others who left this question blank, then went on to indicate 'Yes' they had more advanced educational achievements. Given that a high school education is typically a prerequisite for higher education programs, these 14 responses were changed to 'Yes' in the survey database.
2. In the comparison table below, the above rationale was also applied to 2022 IPS results.

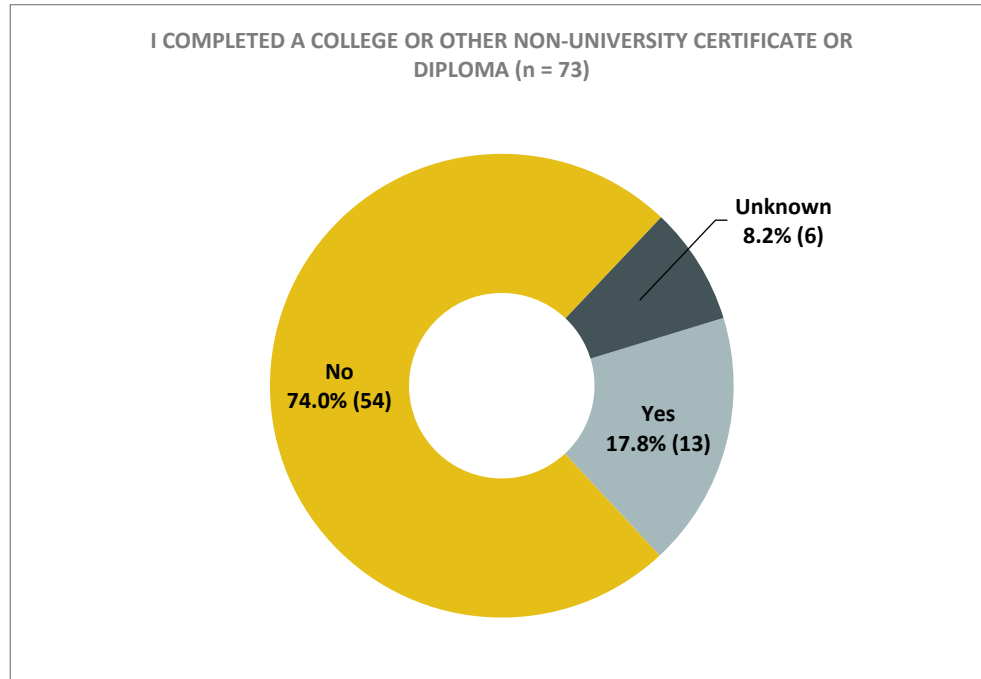
2024 and 2022 IPS Response Comparison – Question 10a	
	Completed a high school diploma or equivalent
2024	43.8%
2022	38.3%

**Question 10b:** I completed an apprenticeship or trades certificate or diploma (e.g. Certificate of Qualification).



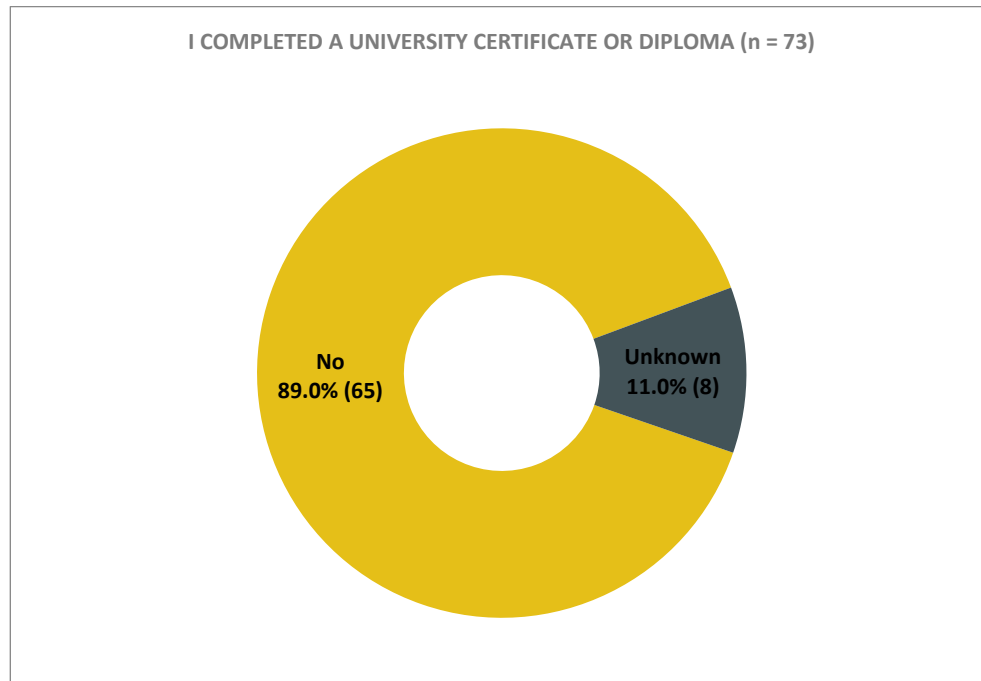
2024 and 2022 IPS Response Comparison – Question 10b	
	Completed an apprenticeship or trades certificate or diploma
2024	28.8%
2022	19.1%

**Question 10c:** *I completed a college or other non-university certificate or diploma.*



2024 and 2022 IPS Response Comparison – Question 10c	
	Completed a college or other non-university certificate or diploma
2024	17.8%
2022	10.6%

**Question 10d: I completed a university certificate or diploma.**



**Notes:**

1. Two respondents left Questions 10a, b, c, and d blank, but then provided comments that indicated they had not finished high school. As such, their responses to 10a, b, c, and d were recorded as 'No'.

2024 and 2022 IPS Response Comparison – Question 10d	
	Completed a university certificate or diploma
2024	0.0%
2022	2.1%

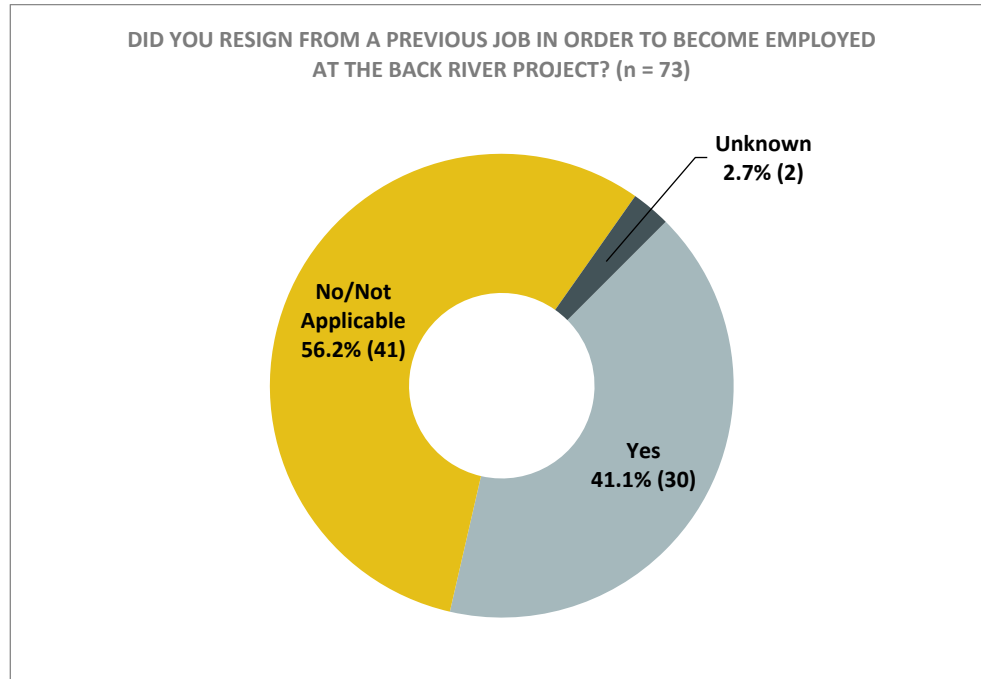


**Question 11:** *In which community and territory/province did you complete your highest level of educational program?*

Responses included:

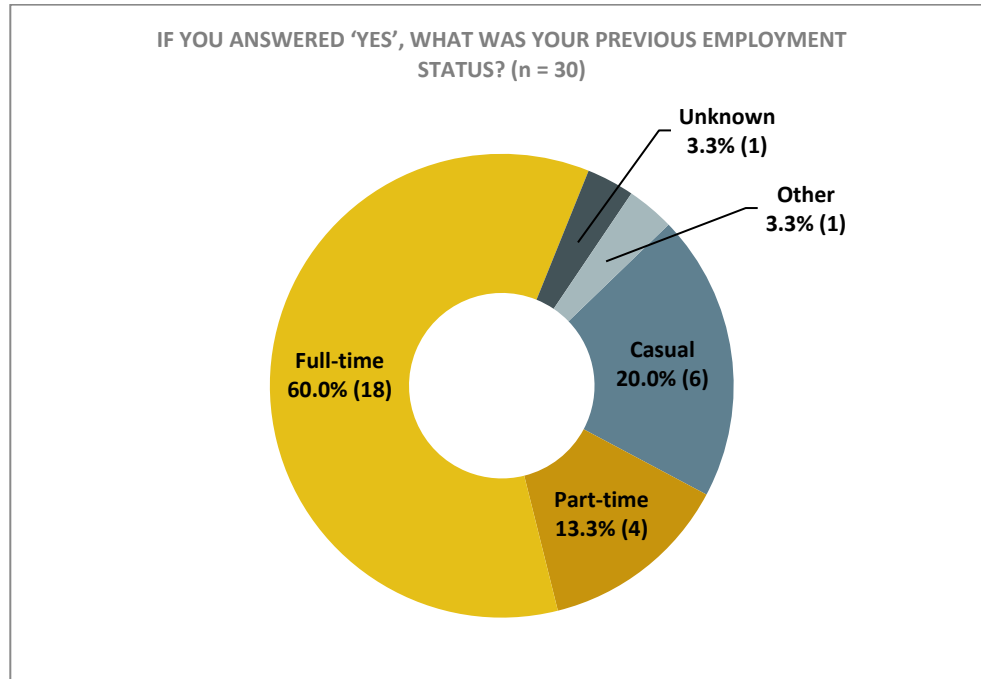
- Gjoa Haven, NU [4 respondents]
- Cambridge Bay, NU [9 respondents]
- Kugluktuk, NU [9 respondents]
- Kugaaruk, NU [4 respondents]
- Taloyoak, NU [2 respondents]
- Yellowknife, NWT [3 respondents]
- Nunavut, NWT [2 respondents]
- Paulatuk, NWT
- Alberta
- Gjoa Haven NU; 11/12 Grade
- Cambridge Bay, NU; Grade 11
- Kugluktuk High School /11
- Kugaaruk School Grade 10
- Gjoa Haven NU; Grade 10
- Kugaaruk Grade 11
- Courses out of my hometown to get training
- Yellowknife, NT - Grade 11; Cambridge Bay, NU - GED
- Kugluktuk High School 10/11
- Fort Smith, NWT (2004-2006); 2 yr management diploma
- Grade 10 (Kugaaruk)
- Grade 11 and 12 had 1/2 year left to finish by dropped out to start work to provide for my family.
- NWT High School
- Northwest Territories Fort Smith Surface Mining Program
- Kugluktuk and Cambridge Bay
- Taloyoak, NU/Prince George B.C.
- Kugluktuk High School 10/11; Kugluktuk Nunavut Arctic College ABE
- Kugaaruk 10 is my highest grade
- Cambridge Bay, Edmonton NAIT
- Ontario Ottawa, Morrisburg Ontario, Nunavut Kugaaruk
- Grade 9
- 10 [2 respondents – this response was interpreted to mean Grade 10]
- 10-11 [this response was interpreted to mean Grades 10 and 11]
- [14 respondents left this question blank]

**Question 12a:** Did you resign from a previous job in order to become employed at the Back River Project?



2024 and 2022 IPS Response Comparison – Question 12a	
	Resigned from a previous job to become employed at the Project
2024	41.1%
2022	27.7%

**Question 12b:** *If you answered 'Yes', what was your previous employment status?*



**Notes:**

1. The respondent who selected "Other" for this question did not elaborate on their previous employment status.

2024 and 2022 IPS Response Comparison – Question 12b	
	Proportion of all respondents who had resigned from a full-time position to become employed at the Project
2024	24.7%
2022	17.0%

**Question 12c:** *If you answered 'Yes', what was your previous job title?*

Responses included:

- Apprentice plumber
- Carpenter [2 respondents]
- Housekeeper [3 respondents]
- Shelter worker
- Finance officer
- Cook
- Drill and blast
- Labourer [2 respondents]
- Gas man
- Retail stock clerk
- Counting care centre
- Oil heat system technician
- Fisherman
- Housing job
- Gjoa Haven hamlet bylaw officer/dog catcher
- Life skilled
- Rodren drilling 518 drilling

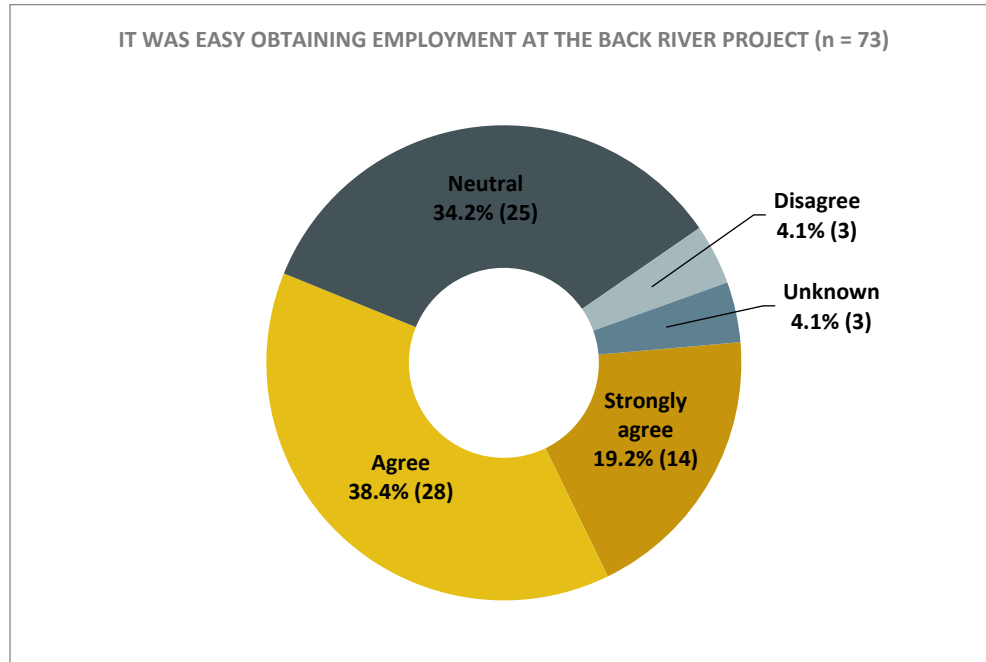
- Relief caretaker
- Transmixer driver underground
- Swamper
- Cashier/office worker, office clerk
- Driller helper
- Bylaw Officer
- Sub teacher
- Skilled labourer
- [1 respondent left this question blank]

**Question 12d:** *If you answered 'Yes', who was your previous employer and where were they located?*

Responses included:

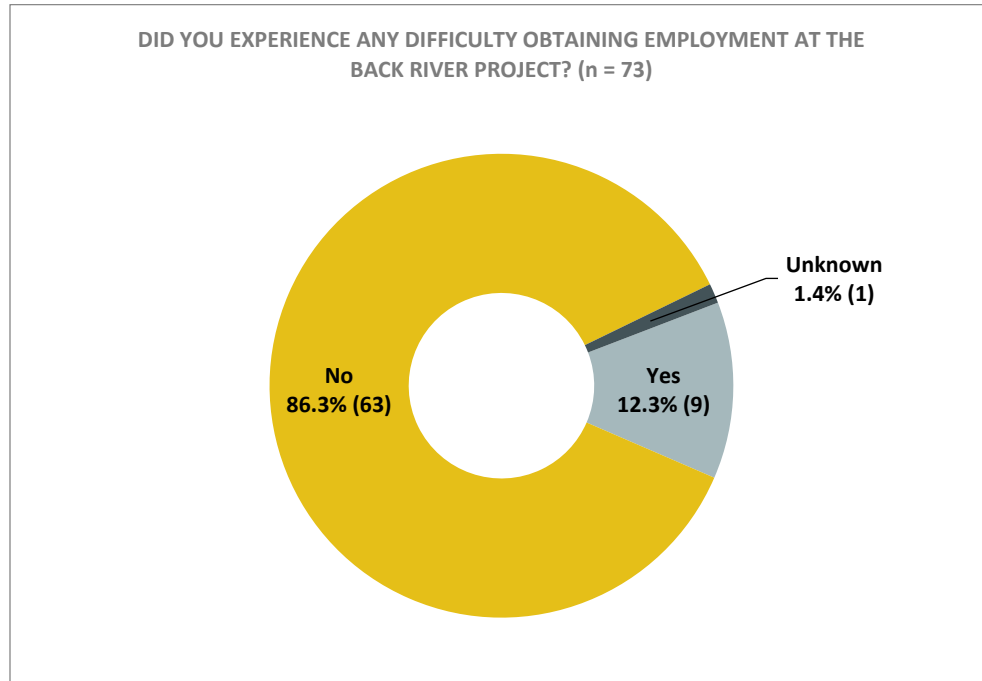
- Hydro Plumbing; Whitecourt, AB
- NCC; Gjoa Haven
- Koomiut Co-op; Kugaaruk
- Kugluktuk
- Natilik Heritage Society; Gjoa Haven
- [Name removed for confidentiality]; Supervisor; I don't know
- Gjoa Haven High School, Gjoa Haven
- [Name removed for confidentiality]; Cambridge Bay
- Gallant Restoration; Yellowknife
- Co-op; Kugluktuk
- Northern Store; Taloyoak
- [Name removed for confidentiality]; CCC; Cambridge Bay
- Copper Ridge and Dancing Bear
- Cambridge Bay Housing Authority; Cambridge Bay
- Great Slave Fishing; Yellowknife
- [Name removed for confidentiality]; Taloyoak
- Nuna Logistics; Eureka Nunavut, Margaret Lake NWT
- Hamlet of Gjoa Haven; Gjoa Haven
- Government of Nunavut; Cambridge Bay
- [Name removed for confidentiality]; Rodren drilling; Baker Lake
- Government of Nunavut; Gjoa Haven
- Cementation Canada; Diavik
- Hamlet of Gjoa Haven; Gjoa Haven
- Co-op, Government of Nunavut; Kugluktuk
- [Name removed for confidentiality]; Geotech Drilling
- Hamlet of Kugluktuk; Kugluktuk, NU
- Cambridge Bay
- [Name removed for confidentiality]; Kugluktuk
- Qillaq Innovations; Cambridge Bay
- [1 respondent left this question blank]

**Question 13a:** *It was easy obtaining employment at the Back River Project.*



2024 and 2022 IPS Response Comparison – Question 13a		
	'Agreed' or 'strongly agreed' it was easy obtaining employment at the Project	'Disagreed' or 'strongly disagreed' it was easy obtaining employment at the Project
2024	57.6%	4.1%
2022	66.0%	4.3%

**Question 13b:** Did you experience any difficulty obtaining employment at the Back River Project?



2024 and 2022 IPS Response Comparison – Question 13b
This question was newly added to the 2024 IPS, so comparative data from 2022 are unavailable. This table has been included as a potential placeholder for future IPS reports.

**Question 13c:** If you experienced difficulty obtaining employment at the Back River Project, what difficulty did you experience? (Check all boxes that apply)

The number of responses received from the nine 'Yes' respondents to Question 13c are tabulated below, with the most frequently cited selections highlighted:

Difficulty Experienced	Number of Responses
Lack of education or training	3
Lack of employment experience	2
I applied for a job previously but was not hired	3
Poor employment history or references	1
Lack of interest in available jobs	1
Lack of interest in remote fly-in/fly-out work	1
Poorly advertised job posting(s)	2
Unclear or hard to understand job posting(s)	2

Difficulty preparing job application materials (e.g. application form, cover letter, resume)	3
Difficulty submitting job application (e.g. with online or in-person submission process)	1
Difficulty contacting people or having questions answered	3
Lack of computer, internet, and/or phone access	1
Lack of interview experience	2
Lack of childcare	1
Lack of physical or mental ability	1
Criminal record	1
Language issues	1
Family/relationship issues or responsibilities	1
Personal issues	3
Addiction	2
Discrimination	1
Transportation to/from my community of residence	2
Other	2

**Notes:**

- Two respondents selected 'Other' and provided the following descriptions:
  - Lack of education or training.
  - Took 8 months to find out.
- Notably, one respondent who answered 'Yes' to Question 13b, selected every available option in Question 13c. The same is true for one individual who responded 'No' to Question 13b (see Note 3 below).
- Sixteen individuals replied 'No' to Question 13b (i.e. Did you experience any difficulty obtaining employment at the Back River Project?), but then went on to select one or more difficulties they had encountered. It is possible these respondents misinterpreted the question and selected difficulties they had experienced unrelated to their employment at the Project. In the interest of retaining their feedback, the data from these 16 respondents are presented below with the most frequently cited selections highlighted:

Difficulty Experienced	Number of Responses
Lack of education or training	5
Lack of employment experience	2
I applied for a job previously but was not hired	5
Poor employment history or references	1
Lack of interest in available jobs	3
Lack of interest in remote fly-in/fly-out work	1
Poorly advertised job posting(s)	2
Unclear or hard to understand job posting(s)	4
Difficulty preparing job application materials (e.g. application form, cover letter, resume)	2
Difficulty submitting job application (e.g. with online or in-person submission process)	3
Difficulty contacting people or having questions answered	4
Lack of computer, internet, and/or phone access	4
Lack of interview experience	2

Lack of childcare	3
Lack of physical or mental ability	3
Criminal record	1
Language issues	2
Family/relationship issues or responsibilities	4
Personal issues	5
Addiction	3
Discrimination	1
Transportation to/from my community of residence	4
Other	2

4. Of the two individuals who selected 'Other' in this sub-group of respondents, only one elaborated further, stating "Inuit should be seniority to work!! Treated better at certain training needed always."

2024 and 2022 IPS Response Comparison – Question 13c	
	Top difficulties encountered in obtaining Project employment
2024	<ul style="list-style-type: none"> <li>• Lack of education or training</li> <li>• I applied for a job previously but was not hired</li> <li>• Difficulty preparing job application materials</li> <li>• Difficulty contacting people or having questions answered</li> <li>• Personal Issues</li> </ul>
2022	<ul style="list-style-type: none"> <li>• Lack of education or training</li> <li>• Lack of computer, internet, and/or phone access</li> <li>• Personal issues</li> </ul>

**Notes:**

1. The bullets listed above represent instances when three or more respondents identified a difficulty.

**Question 13d:** *Do you have any comments, suggestions, or concerns you would like to share about your experience obtaining employment at the Back River Project?*

Responses included:

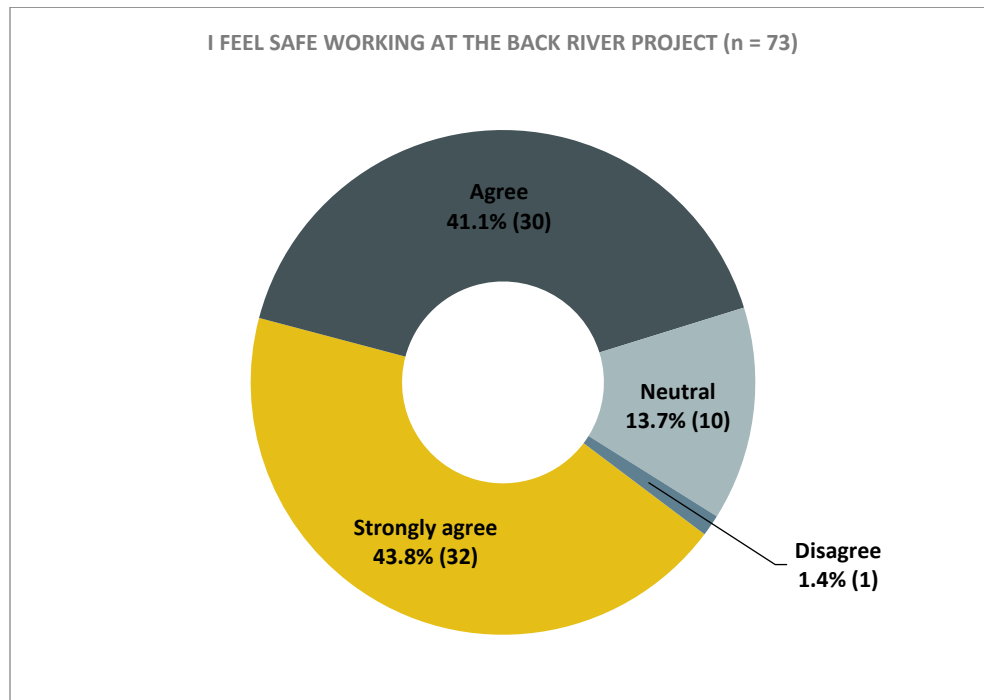
- I enjoy working here with B2Gold. Good food and good people.
- Good, thorough process.
- All people should be treated equally at camp by Accommodations staff, or be prepare worker for site situations.
- [Illegible] drive to each community was awesome & well planned and a great asset to the region.
- New, challenging (pros & cons) dealing with difficult people.
- More information given to community, at schools, and community hall. For future reference, give every information in person to each community.
- I would like to see that the labourer positions held by all natives and no people from the south.
- I had to work very hard to show what I am capable of, though. So it kinda was hard for me I guess.



- Having trouble going back to sleep after walking to washroom facilities in middle of the night at the Annex Tents.
- Try to have more Indigenous/cultural things involved and more live interviews with nearby communities. Try to have more flights into nearby community.
- Go to school or college, get into the trades entrance exam. But for some, it's not easy to finish school or go to college or write the exam. Just need lots of support & programs like GED or trade prep.
- Supervisor watching only Inuit, gives us more work than others, getting a reaction on hands due to cut gloves but nothing being done.
- Favouritism.
- Everyone I worked with at Goose Lake are awesome. I love my job.
- Don't worry or stress, take your time, no rush. You will get there.
- Highly suggest to work with B2Gold.
- Good people.
- Some people have no luck applying for jobs with B2.
- I first applied for a position with Horizon North, and then got a call from B2Gold after completing my WHMIS Training online and was offered a labour position.
- Be patient it will come [this comment is in reference to the wait time between interviewing and being hired].
- Interview was great, a lot of information shared during interview.

### 3.4 WORKPLACE EXPERIENCES

**Question 14a:** *I feel safe working at the Back River Project.*



2024 and 2022 IPS Response Comparison – Question 14a		
	‘Agreed’ or ‘strongly agreed’ they felt safe working at the Project	‘Disagreed’ or ‘strongly disagreed’ they felt safe working at the Project
2024	84.9%	1.4%
2022	95.7%	0.0%

**Question 14b:** *Do you have any comments, suggestions, or concerns you would like to share about workplace safety?*

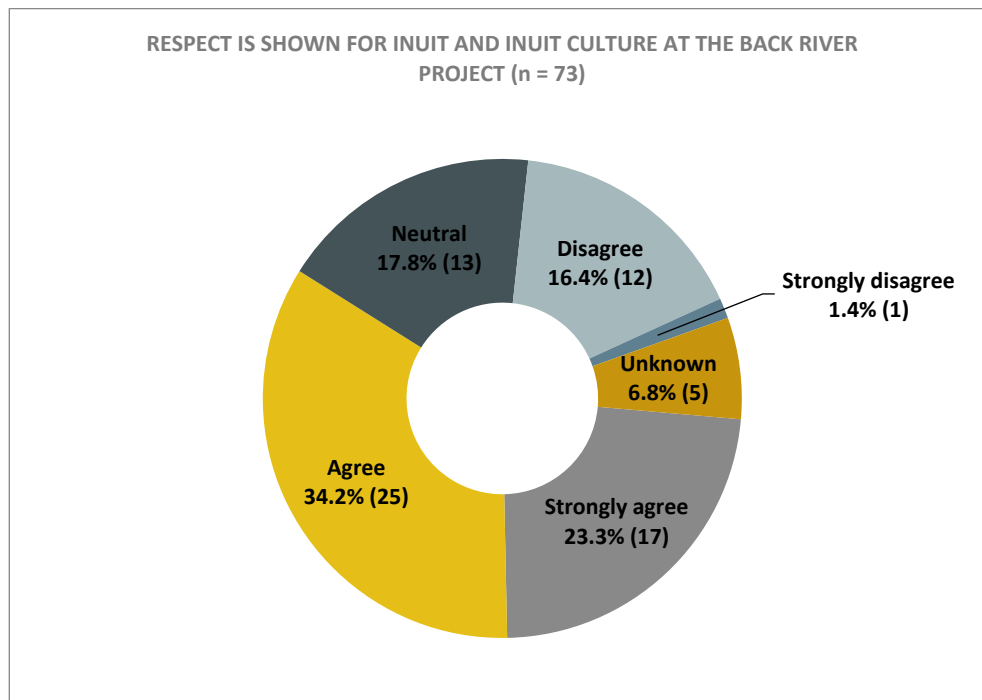
Responses included:

- Work safe to go back to family and friends.
- Safety in readiness for work, mind, body, and soul, explain more about the camp life and what to expect. Was tired from stress.
- Work in progress!
- Washroom in tents.<sup>2</sup>
- I really like my work crew and love it here.

<sup>2</sup> This comment was part of a series of related comments spread across this section of the survey. In full, the respondent wrote: “Washroom in tents. Put in dorms, not tents. The tents are loud, bathrooms are far and the pinks [insulation?] are showing, causing itching”.

- Sometimes we forget and not focus due to lack of rest, noise, etc.
- Sometimes I work alone, slippery surfaces and sometimes I lift heavy stuff alone.
- I wouldn't say that I fully disagree, but I have felt safer with other employers, that's for sure; in the morning meetings our supervisor says that "If it's not safe, we simply won't do it", but out in the field it's very different.
- Wildlife should be concentrated on (safety).
- This is a safe workplace. Great job with orientation, training WHMIS.
- Good workers.
- Inuit need more training.
- Not getting enough help.
- No, everything is discussed before and during work hours.
- Sometimes. Take harassment and bullying more seriously from beneficiaries.
- There is no fire alarm in the kitchen. We can't hear it. Someone has to come tell us the alarm is on. We need one in the kitchen.
- Safety is all good to me.
- Night shift and day shift should be separated dorms.

**Question 15a:** *Respect is shown for Inuit and Inuit culture at the Back River Project.*



2024 and 2022 IPS Response Comparison – Question 15a		
	‘Agreed’ or ‘strongly agreed’ respect is shown for Inuit and Inuit culture at the Project	‘Disagreed’ or ‘strongly disagreed’ respect is shown for Inuit and Inuit culture at the Project
<b>2024</b>	57.5%	17.8%
<b>2022</b>	72.4%	4.2%

**Question 15b:** *Do you have any comments, suggestions, or concerns you would like to share about workplace respect for Inuit and Inuit culture?*

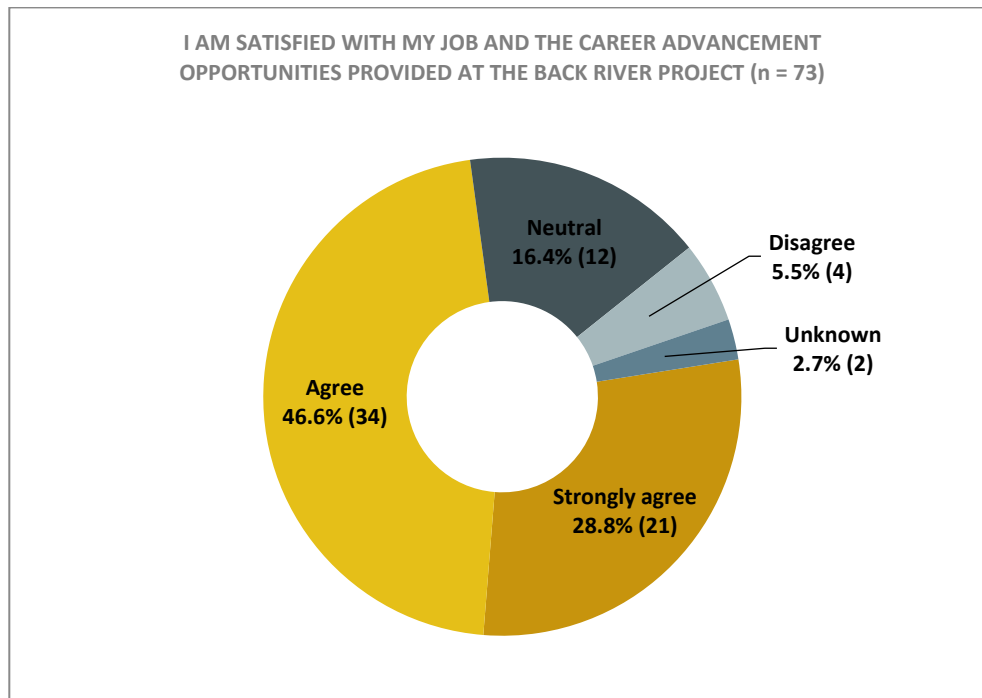
Responses included:

- I would like to see more Inuit on site here.
- Inuit should be properly give (like, camp life and how long they work for other companies and contractors).<sup>3</sup>
- We're likeable people. Why people gotta yell and swear at us and not personally approach us as opposed to the radio. More cultural awareness needs attention.
- It's like they don't want Inuit to succeed, have to be a southerner to operate equipment. I myself as they have me as a sr. equipment operator, they only have me driving haul truck, and I'm sure there are more Inuit in the same situation.
- Put [washrooms] in dorms not tent.

<sup>3</sup> It was unclear what this comment was specifically referring to.

- Some Inuit staff claim they are shown disrespect at job sites and seem to be made to work harder than southern hires; also just some complaints of co-workers.
- Discriminations, racist and fatigue rudeness!
- They always watching Inuit to see if they actually doing their job. Housekeeping staff would seem to be scolded or [unfinished comment].
- Respecting our people and land.
- We get looked down upon from southern people like we are stupid.
- [Respect is shown] from most. But not all.
- Try to teach people more about our culture (videos, tools, skins, food, and respect in our own way).
- Respect needs to be recognized more from the southern hires and vice versa.
- Acknowledge our IQ values. Respect our land. Respect the Inuit. This is our land. Take care of it.
- We need more appreciation.
- Supervisors/manager needs to show more respect or don't get upset when treated the same way they treat us.
- Favouritism for other race.
- We need more Inuit working.
- Every time I talk about Inuit culture, the guys are always interested and amazed about how Inuit ways of life.
- Need more bannock for snacks.
- I think having more than 1 cultural night a rotation would really help with the feeling of being home sick and help to educate non-Inuit by eating the food we do at home, playing games, and just having a reason to be around other Inuit people.
- Try something new.
- Inuit are not treated the same as people from the south.
- See [my response to Question]14b. I've been made fun of, of what I've made or what I wore that's homemade.
- Respect for each other here is good.
- Yes, [unfinished comment].

**Question 16a:** *I am satisfied with my job and the career advancement opportunities provided at the Back River Project.*



2024 and 2022 IPS Response Comparison – Question 16a		
	‘Agreed’ or ‘strongly agreed’ they were satisfied with their job and career advancement opportunities at the Project	‘Disagreed’ or ‘strongly disagreed’ they were satisfied with their job and career advancement opportunities at the Project
2024	75.4%	5.5%
2022	87.3%	6.4%

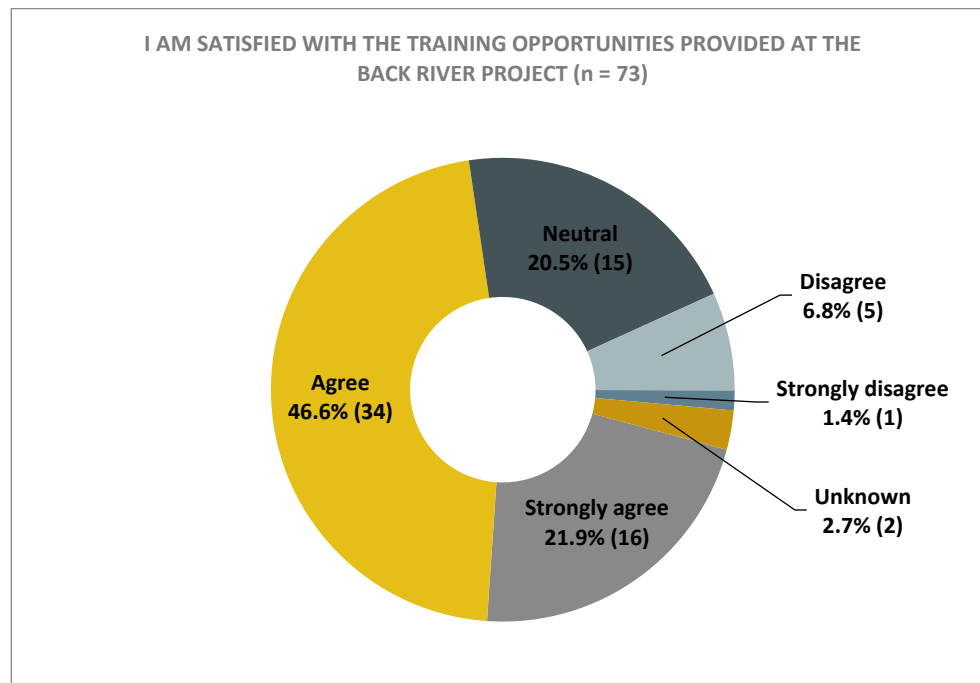
**Question 16b:** *Do you have any comments, suggestions, or concerns you would like to share about your job and career advancement opportunities?*

Responses included:

- I like my job here on B2Gold.
- People should know what to expect, in different situations. Stress relief programs to stay at work, and asked if they understand what to expect at the site.
- I actually quit one day, and happy to say HR [illegible] convinced me to stay. I wish more departments realize the real potential of our Inuit workforce and acknowledge some of our work and experience background. I am happy to be enjoying my new career path with switching department and advancing.
- Get help to advance.
- When enjoying, someone else will give us low self-esteem and uncomfortness.

- We Inuit employees are given more work than others. Heavy lifting, dirty jobs, working alone at times. Would like to see more higher training for better jobs that Inuit are seeking for their career. I want to try haul truck driver.
- I love my job, helps me putting food on table and get things for my kids and my wife.
- Get a chance to move up in the workforce.
- My certificates should be taken into consideration, for rates of pay (experience).
- Get more Inuit into the top jobs like production operator, supervisor.
- I love what I do here.
- Before I started with B2Gold I had no heavy equipment experience. I can now operate UD haul truck, telehandler, and boom truck.
- Fun climbing up the ladder.
- Enjoy working with the crew I am on.
- I was multi operator and lost good wages; they put me as a rock truck driver less pay.
- My job will greatly increase job opportunities in a lot more places I wouldn't have had if not for my job position here.
- Good workers.
- Inuit need more career development plans. Apprenticeship.
- I am happy to be given this amazing opportunity at the Back River Project.
- Took a while to get where I am, but it's getting better. Also use those with qualifications rather someone with no qualifications or experience.
- I love what I do here at Goose as an operator.
- Great management, great meetings.

**Question 17a:** *I am satisfied with the training opportunities provided at the Back River Project.*



2024 and 2022 IPS Response Comparison – Question 17a		
	‘Agreed’ or ‘strongly agreed’ they were satisfied with the training opportunities at the Project	‘Disagreed’ or ‘strongly disagreed’ they were satisfied with the training opportunities at the Project
<b>2024</b>	68.5%	8.2%
<b>2022</b>	78.7%	4.2%

**Question 17b:** *Do you have any comments, suggestions, or concerns you would like to share about training opportunities?*

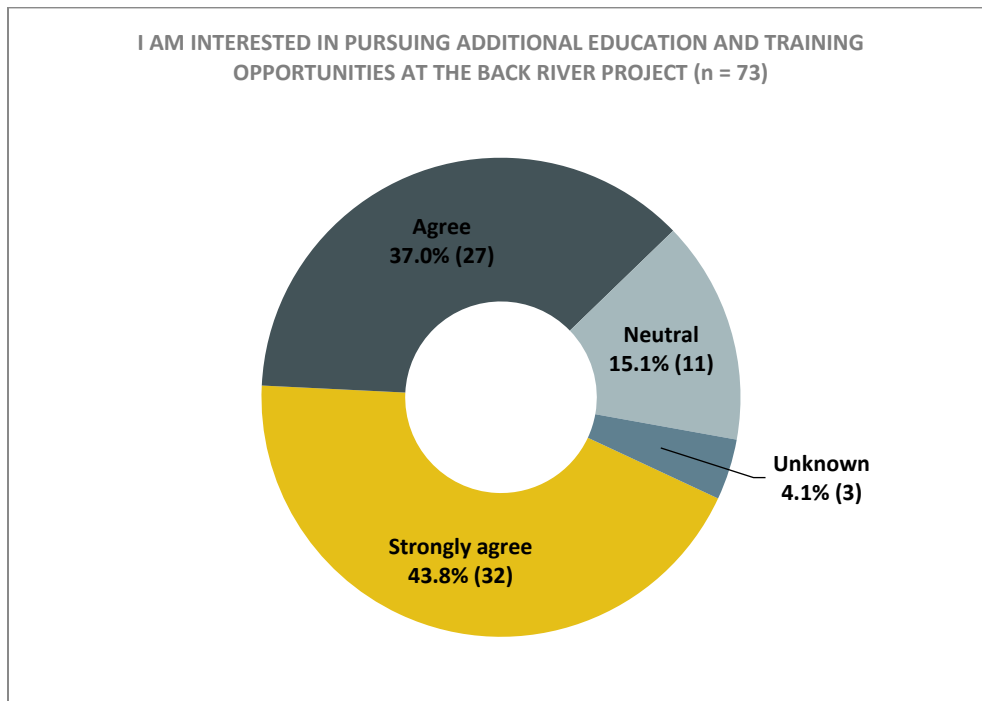
Responses included:

- Am sure more will arise once construction is complete.
- Lack of info/communication from supervisor.
- More training.
- I want to try for a different job position in my workforce.
- Lack of communications and directions.
- For training opportunities, the company can go to community school and explain work opportunity for training, career change, meet new people.
- I understand that this mine is still in its infancy stage, this includes the S.O.P.S (Standard Operating [Procedure] Standard) but I have people tell me one thing and other another thing. That's because the S.O.P.S are outdated and they're just for a paper trail.
- There should be a list we can see for available positions.



- Train more Inuit on other equipment. Give them opportunities. We are smart. We are capable.
- Needs to be advertised more.
- The guys are more than awesome. They want me trained up on as much equipment as possible.
- Keep up the great work.
- Understanding new work areas and equipment.
- Need training opportunities to happen.
- Not enough.
- Most times stuck as labourer even if I've been here [longer] than most other drivers.
- Training is very understanding and helpful.
- Management was patient and was quick to give training opportunities.

**Question 18a:** *I am interested in pursuing additional education and training opportunities at the Back River Project.*



2024 and 2022 IPS Response Comparison – Question 18a
This question was newly added to the 2024 IPS, so comparative data from 2022 are unavailable. This table has been included as a potential placeholder for future IPS reports.

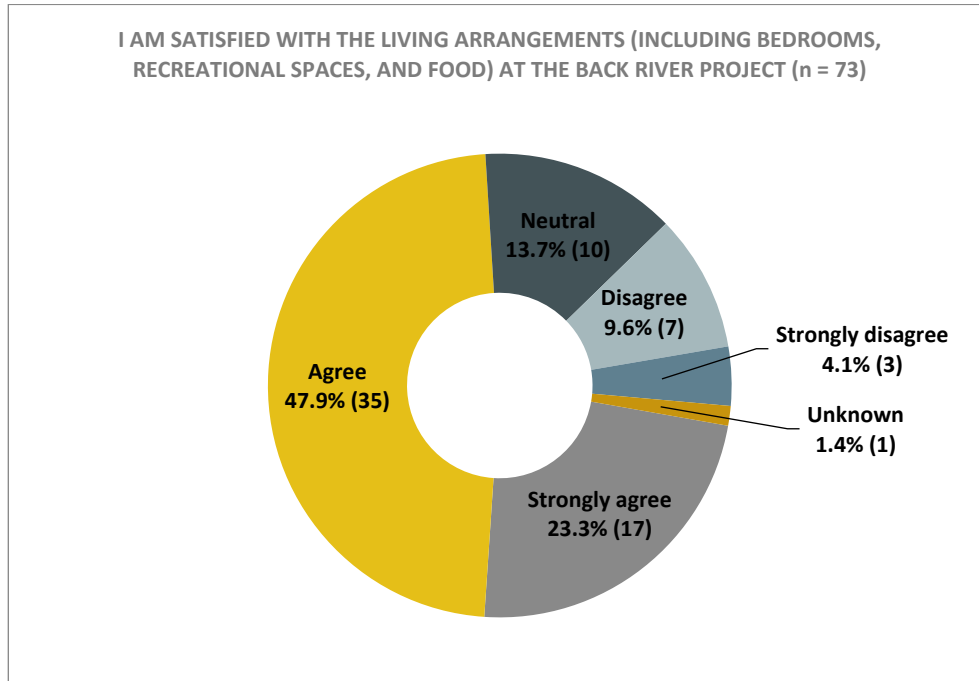
**Question 18b:** *If relevant, what types of education and training opportunities interest you the most?*

Responses included:

- I would like more training on heavy [illegible].
- Bachelor degree.
- Any that will help me get better at my job.
- Apprenticeships; cultural awareness.
- Becoming a baker.
- Not sure.
- Apprenticeship positions – e.g. welder, crane operator, mill wright, auto mechanic, pipe fitter, etc.
- Administration and/or field work.
- Housekeeper.
- My interests are being heavy equipment operator, and heavy equipment mechanic.
- Drilling/blasting training.
- Driller/rock truck.

- More time in equipment.
- Joint OHS committee and ERT.
- Interested in working with scaffolding crew.
- Team lead hand; first aid training.
- Lead laundry & housekeeping, also haul truck driving. Heavy equipment operator.
- Underground training, heavy equipment training.
- Becoming a maintainer for buildings.
- CDP, trade entrance exam, college scholarships.
- Haul truck driving, core cutting.
- First aid and food safety for night shift.
- A lot of training.
- I would like to train on haul trucks.
- Electrician helper.
- Heavy equipment and getting to know more about underground mining.
- Interest in training on heavy equipment.
- Standard class 3 truck time (driving).
- Moving on up in my department to different job title.
- I would like to work underground.
- Pursuing a further education in environmental science or a business degree. Being a heavy equipment operator has also interested me since being here.
- Anything is possible.
- Heavy equipment training; mine rescue training.
- Maybe dozer or grader or both.
- Not sure at the moment.
- Opportunities in more heavy equipment.

**Question 19a:** I am satisfied with the living arrangements (including bedrooms, recreational spaces, and food) at the Back River Project:



2024 and 2022 IPS Response Comparison – Question 19a		
	‘Agreed’ or ‘strongly agreed’ they were satisfied with the living arrangements at the Project	‘Disagreed’ or ‘strongly disagreed’ they were satisfied with the living arrangements at the Project
2024	71.2%	13.7%
2022	70.2%	2.1%

**Question 19b:** Do you have any comments, suggestions, or concerns you would like to share about workplace living arrangements?

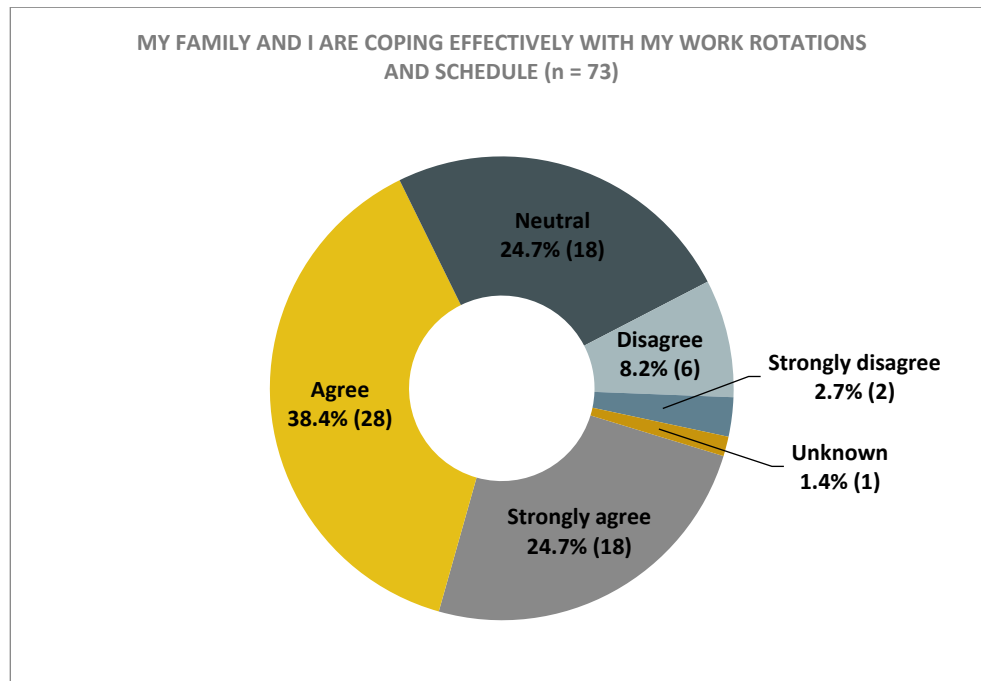
Responses included:

- Stay in a room by myself.
- Would like to have more traditional food options.
- New hire, I was put in a tent in the beginning and got moved around by accommodations staff, which was hard in the beginning, got stressed out.
- Need more plain jane meals, Inuit were not brought up with spices! Where's all the cultural food, [there are] 3 meat plants up north.
- The tents are loud, bathrooms are far & the pinks are showing causing itching.
- Have non-sharing bathrooms.
- Just need a few extra things – Refrigerator and cable... room a little small.
- Too much complaints from outside workers! Got to learn how to be a team.

- Not really concerned, happy about living in my room.
- Yes. Every room needs a TV and an alarm clock.
- Try to have more cultural and food and decoratives.
- Love it. Great camp.
- There is always spiders in my cabin.
- More Inuit food.
- All rooms should have double beds.
- No concerns. I like the camp.
- Need small fridge in rooms.
- All good to me.
- Day shift and night should be separated dorms.

### 3.5 FAMILY AND COMMUNITY EXPERIENCES

**Question 20a:** *My family and I are coping effectively with my work rotations and schedule.*



2024 and 2022 IPS Response Comparison – Question 20a		
	‘Agreed’ or ‘strongly agreed’ they and their family were coping effectively with work rotations and schedules	‘Disagreed’ or ‘strongly disagreed’ they and their family were coping effectively with work rotations and schedules
2024	63.1%	10.9%
2022	87.3%	0.0%

**Notes:** In 2024, a significant proportion of respondents (24.7%) selected ‘Neutral’, which may suggest a degree of indifference or acceptance regarding work rotations and schedules.

**Question 20b:** *Do you have any comments, suggestions, or concerns you would like to share about your work rotations and schedule?*

Responses included:

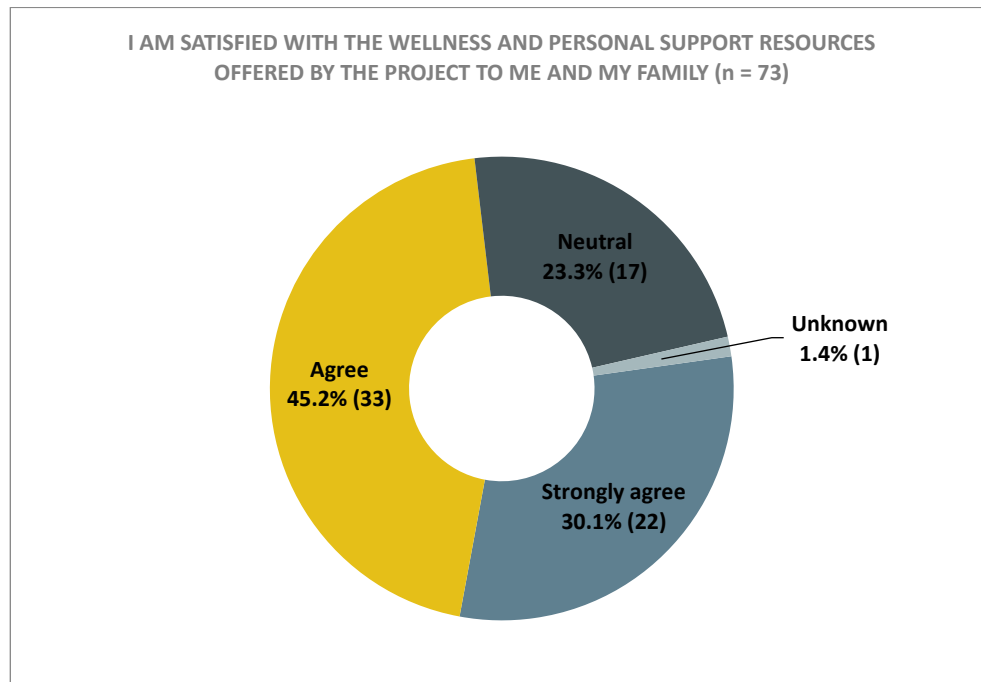
- Just need to adjust to rotations, and need help to organize income, for family situation being single mother and have children at home.

- I am satisfied.<sup>4</sup>
- Would like to do longer rotations.
- I wouldn't mind for a 6 in and 3 out.
- If we ask for another week, will we get denied? If so, why?
- Times away from home at times becomes a little long, as children need to attend school and leaving partner alone doing everything has its burdens; perhaps every other rotation can be a little shorter.
- Stressful as single parents! Kids stressing me while working.
- As long as my family and I are communicating, everything will do fine. 3 weeks in, 3 weeks out is great. I've done 3-5 months work on cargo vessel before.
- Would like 2 weeks on and 2 weeks off.
- It's ok.
- No comments. 3-3 is great. Can enjoy time off for 3 weeks.
- I have a common law, but we are cross-shifting and it's not good for us both.
- No concerns, as long as I make it to work.
- I would like to see two and two rotation.
- 6 weeks too long.
- My family just recently added a new addition to the family, so it's a bit stressful to be away right now, but it's all for the betterment of my family.
- All good.

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<sup>4</sup> The respondent who commented "I am satisfied", also selected 'Strongly disagree' in response to Question 20a (My family and I are coping effectively with my work rotations and schedule). This discrepancy potentially suggests the respondent is satisfied, but perhaps a family member is not.

**Question 21a:** *I am satisfied with the wellness and personal support resources offered by the Project to me and my family.*



2024 and 2022 IPS Response Comparison – Question 21a		
	‘Agreed’ or ‘strongly agreed’ they were satisfied with the wellness and personal support resources offered by the Project	‘Disagreed’ or ‘strongly disagreed’ they were satisfied with the wellness and personal support resources offered by the Project
2024	75.3%	0.0%
2022	82.9%	0.0%

**Notes:** In 2024, a significant proportion of respondents (23.3%) selected ‘Neutral’, which may suggest a degree of indifference or acceptance regarding the wellness and personal support resources.

**Question 21b:** *Do you have any comments, suggestions, or concerns you would like to share about wellness and personal support resources provided by the Project?*

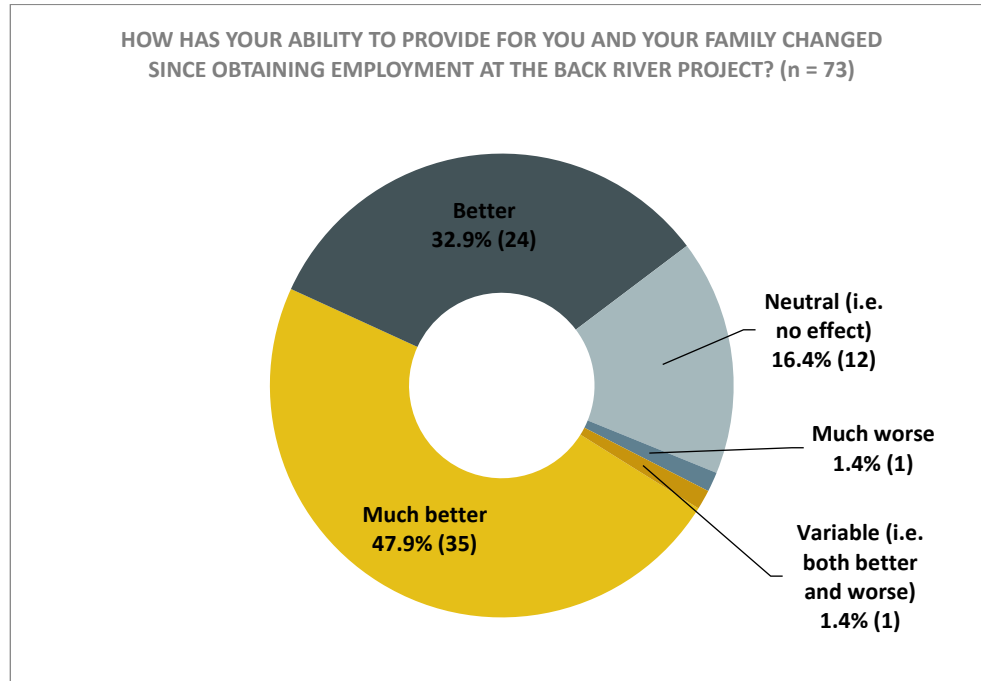
Responses included:

- My start was too much shifting for training and accommodations, should be handled properly for northern workers. Only get information at site. I was put in situations that I didn't like, need more communication for arrival to camp and what to expect.
- I am grateful for the support from our wellness resources and programs.
- Are you able to get smudging kits to cleanse, it will be good when super stressed out.
- IEAP has called a few times.



- No one really have time for us! Hire an Elder counsellor.
- Any muscle reliever can do good for any worker. Some workers don't clean their table after they eat. Sickness can spread very quickly, and others are concerned for their health.
- Great support here at camp.
- The support Inuit get is really good. No concerns.
- That resource calls me too much. I've asked around to Inuit and asked my supervisor why they only call me so much.
- All good.

**Question 22a:** How has your ability to provide for you and your family changed since obtaining employment at the Back River Project?



2024 and 2022 IPS Response Comparison – Question 22a		
	Ability to provide for their family is 'better' or 'much better' since obtaining employment at the Project	Ability to provide for their family is 'worse' or 'much worse' since obtaining employment at the Project
2024	80.8%	1.4%
2022	95.7%	2.1%

**Notes:** In 2024, a significant proportion of respondents (16.4%) selected 'Neutral', which suggests a lack of change in their ability to provide for their families.

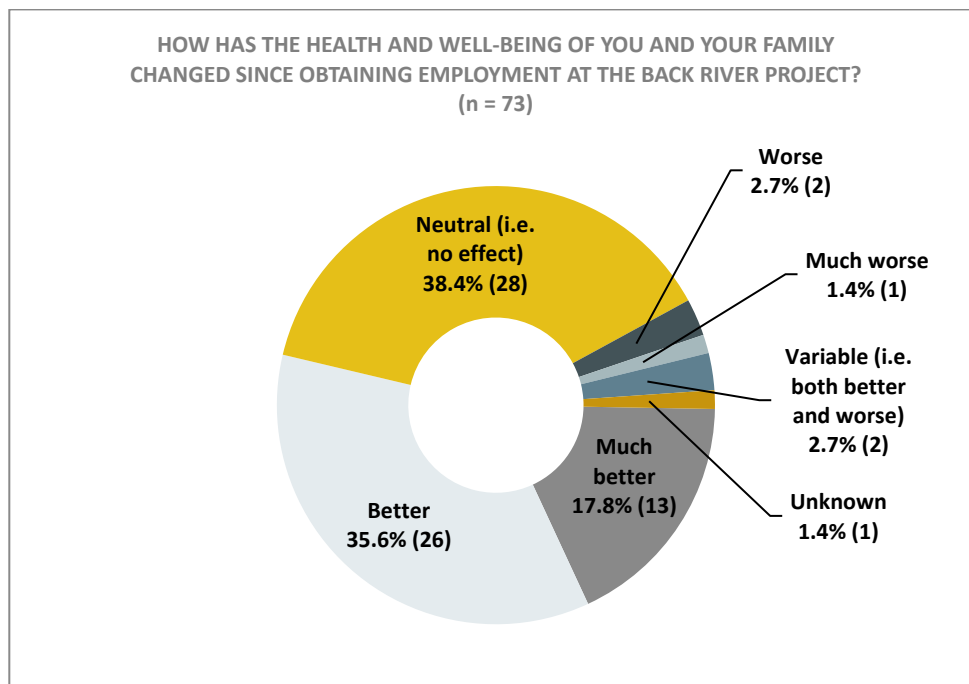
**Question 22b:** Do you have any comments, suggestions, or concerns you would like to share about your ability to provide for you and your family?

Responses included:

- This job has made it easier to provide for my family and I.
- Just the thinking of how to go about my situations, for my family and needed more support from hiring crew about camp life.
- Thanks for the opportunity.
- More time would be nice than 3 weeks.
- More income.
- Ok!

- Oct 23rd was medical travel to Edmonton, but I had no travel to come along. My medical information was left at home. We Inuit are less likely to be treated equally as others. Would be nice to live normally as other culture.
- Supporting my family.
- I wouldn't mind doing longer rotations.
- A raise.
- I can provide food for my kids. It's great.
- No concerns.
- All good.

**Question 23a:** How has the health and well-being of you and your family changed since obtaining employment at the Back River Project?



2024 and 2022 IPS Response Comparison – Question 23a		
	Health and well-being of self and family is 'better' or 'much better' since obtaining employment at the Project	Health and well-being of self and family is 'worse' or 'much worse' since obtaining employment at the Project
2024	53.4%	4.1%
2022	78.7%	0.0%

**Notes:** In 2024, 38.4% of responses were 'Neutral', which suggests a lack of change in health and well-being.

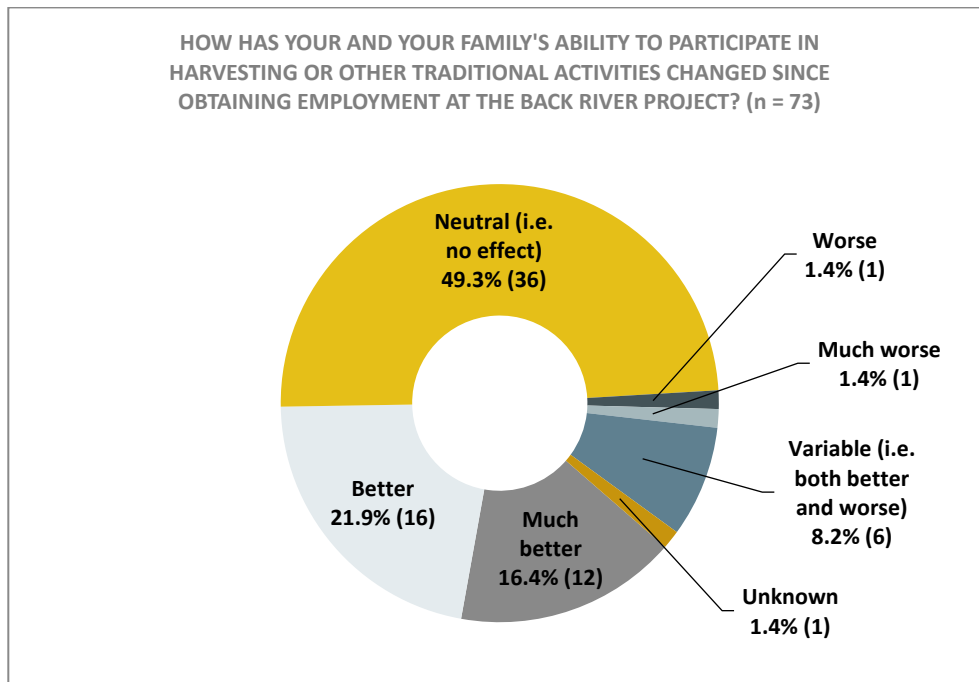
**Question 23b:** Do you have any comments, suggestions, or concerns you would like to share about the health and well-being of you and your family?

Responses included:

- Need to organize my health and situation and be nice to have post or send fly days as it is my first time at the workplace.
- Thanks for the outreach help with the available resources.
- Just time away has its effects at times, and affects our mental well-being.
- Improvement because making ends meet.
- I have a year-old daughter and gets difficult to be away. Can they visit for a couple days?

- When a nurse is unsure or discovers anything unusual, should be seen by doctor from the B2 site.
- No concerns.
- Inuit health care is not the same as the south.
- It's difficult being away from my younger kids and common law right now.

**Question 24a:** How has your and your family's ability to participate in harvesting or other traditional activities changed since obtaining employment at the Back River Project?



2024 and 2022 IPS Response Comparison – Question 24a		
	Ability to participate in harvesting or other traditional activities is 'better' or 'much better' since obtaining employment at the Project	Ability to participate in harvesting or other traditional activities is 'worse' or 'much worse' since obtaining employment at the Project
2024	38.3%	2.8%
2022	38.3%	2.1%

**Notes:** In 2024, 49.3% of responses were 'Neutral', which suggests a lack of change in ability to participate in harvesting or other traditional activities.

**Question 24b:** Do you have any comments, suggestions, or concerns you would like to share about harvesting and traditional activities?

Responses included:

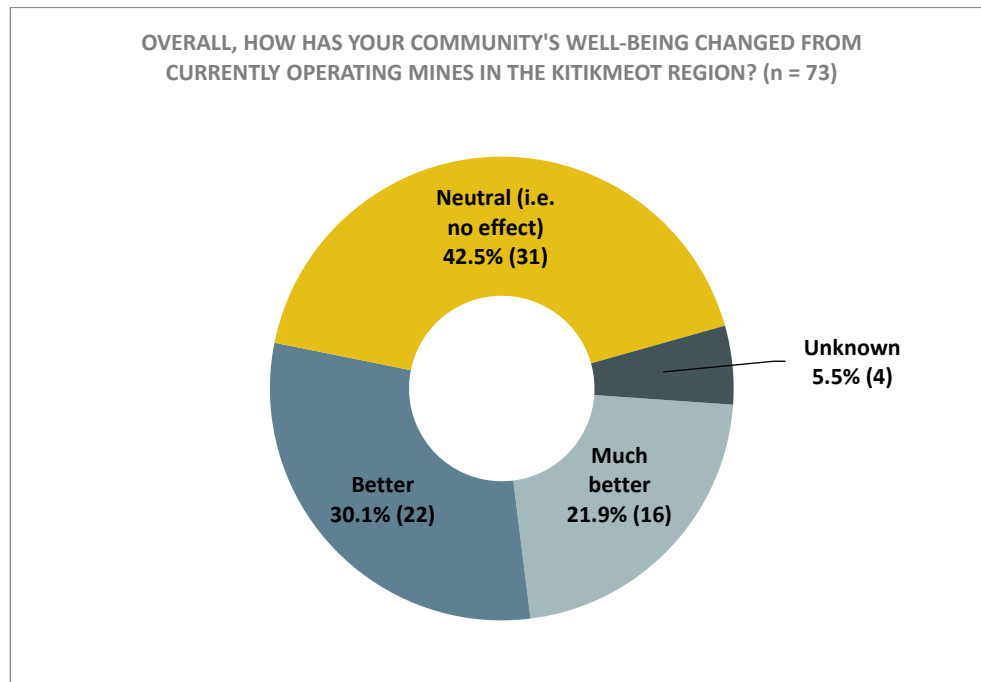
- I love hunting all year round, more in the winter hunt.
- Need more country food on the menu, there are 3 meat plants in the north. Miss our diet!
- Hard to get traditional food; having some fly in would be so appreciated. I often crave it when I'm here at work.
- Weather is always a factor when on breaks, but employment will definitely help [with] gaining equipment.

- Due to regulations, we can't hunt our main source of nutrition.<sup>5</sup>
- Hunters support ATV, snowmobiles, boat, rifles, etc. can go a little lower prices.
- Activities is fun.
- Try to have some traditional toys.
- More Inuit food on site. Give us a safe space to eat our traditional food, gatherings, like a shack or area.
- More Inuit food.
- Need a cultural room to eat and store traditional food.
- Keep doing a great job.

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<sup>5</sup> This comment may be in relation to government restrictions established for caribou hunting in the Kitikmeot Region.

**Question 25a:** Overall, how has your community's well-being changed from currently operating mines in the Kitikmeot Region?



2024 and 2022 IPS Response Comparison – Question 25a		
	Community's well-being is 'better' or 'much better' as a result of currently operating mines in the Kitikmeot Region	Community's well-being is 'worse' or 'much worse' as a result of currently operating mines in the Kitikmeot Region
2024	52.0%	0.0%
2022	63.8%	0.0%

**Notes:** In 2024, 42.5% of responses were 'Neutral', which suggests a lack of change in community well-being.

**Question 25b:** Do you have any comments, suggestions, or concerns you would like to share about your community's well-being?

Responses included:

- Thanks for reaching out to our workforce!
- More advertisement for jobs.
- Thank you all for everything you do for all employees.
- More income for communities and workforce.
- KIA needs to distribute more to the community – e.g. more housing, lower food prices.
- Thank you for hiring me!



- More buildings for training would do great for communities. Better worker for information about work opportunity.
- All labourer positions should be filled by Kitikmeot residents only (strongly feel).
- Kitikmeot is well represented here @ B2Gold.
- All good.
- There's a lot more job opportunities for my community and more money being put back into the community.
- Keep up the great support.
- Could hire more beneficiaries. I find we're more careful on equipment 'cause we know how long it takes to get parts in the north.
- All good to me.

## 4. CONCLUDING REMARKS

### 4.1 SUMMARY AND NEXT STEPS

The 2024 IPS collected employment, education, and housing information, as well as Inuit perspectives on topics such as workplace experiences and the effects of Project employment on family and community life. Survey results will assist with Project monitoring and management, and provide valuable feedback to B2Gold Nunavut on matters relevant to Inuit personnel.

In addition to the presentation of survey results in this report, results may be included in B2Gold Nunavut's Annual Reports to NIRB and in summary format to Project personnel at a later date. Other public reporting of survey results may also occur. Opportunities for stakeholders to comment on this survey are offered through the NIRB Annual Report process.

B2Gold Nunavut anticipates conducting its next IPS in 2026. Following this, surveys will be conducted every 2 years during the operations phase of the Project. Relevant stakeholders will continue to be engaged in the planning and conduct of these surveys.

### 4.2 RESPONSES TO KEY ISSUES RAISED

A number of topics were reviewed in the 2024 IPS. Some key issues identified by participants and B2Gold Nunavut's responses to them are summarized below.

#### **Statement from B2Gold Nunavut:**

*B2Gold Nunavut would like to thank all participants for the time they took to complete this important survey. The issues raised are not unusual for mining projects at similar stages of development and we welcome the feedback on how we can better serve our workforce. Since the 2022 IPS was conducted, the Project has evolved from an exploration focus to full construction in a short amount of time, and is now quickly approaching operations. This type of development can bring growing pains and challenges, but by working together B2Gold Nunavut is confident these can be overcome so the Project can provide successful long-term opportunities for Nunavut.*

- 1. Issue No. 1 identified in the 2024 IPS** – Improvements to some camp accommodations and services are desired, and certain workplace health, wellbeing, and safety matters should be addressed. In addition, more culturally appropriate foods and activities should be made available.

**B2Gold Nunavut's Response:** *B2Gold Nunavut is working to improve all camp facilities/services at the MLA and Goose. These efforts take time but are being addressed as quickly as possible, whilst giving due consideration to other site priorities.*

*Nothing is more important to B2Gold Nunavut than ensuring the workplace is safe; this is our top priority. Throughout 2024 we have expanded the onsite health & safety team, ensured all mine rescue teams are well-trained and equipped, and increased the number of site inspections with a focus on health and safety. While we have made improvements in this area, we also recognize this is a critical function of the Company that will always demand attention.*

*2023-2024 saw the introduction of a number of initiatives to help Project team members better enjoy their free time on-site. For example, a Social Committee was established at the Project to run formal events and activities. B2Gold Nunavut's Inuit Support Coordinators also run cultural activities such as country food and Inuit game nights at least once a rotation. Furthermore, Goose Camp's recreation room is well-appointed with video games and other electronic entertainment, and a new large gym facility is being planned for construction and operation in 2025.*

*An Employee Engagement Committee was also established in late 2024 to help ensure the Company receives feedback directly from employees on these and other areas in an ongoing manner. Further, monthly 'Town Hall' meetings on site began in November 2024 to provide additional opportunities for staff to share questions, concerns, and suggestions with the Company.*

- 2. Issue No. 2 identified in the 2024 IPS** – Increase awareness of Inuit culture and increase efforts to address workplace discrimination.

**B2Gold Nunavut's Response:** *B2Gold Nunavut employs a zero-tolerance policy toward any form of harassment. Any instances of discrimination should be reported by employees to the Human Resources team or through the Stakeholder Grievance Mechanism, which is posted at all camps. All reported incidents are fully investigated and may result in disciplinary action including, but not limited to, termination of employment.*

*B2Gold Nunavut conducts mandatory cultural awareness training for all long-term employees and contractors. The Company is also developing a new management-focused cultural awareness training presentation, and a cultural awareness training video to supplement existing training that is offered. In addition, B2Gold Nunavut and KIA have recently committed to the creation of a joint Inuit Employment Working Group to address these and other concerns at the Project.*

- 3. Issue No. 3 identified in the 2024 IPS** – Additional training and career advancement opportunities are desired, and communication regarding such opportunities needs improvement.

**B2Gold Nunavut's Response:** *B2Gold Nunavut has a Career Development Plan process available for all of its Inuit employees. This can be accessed by speaking to your Supervisor, the Human Resources team, or the Indigenous & Northern Affairs Team. In addition, four Inuit Employee Engagement Sessions were held in 2024 to expand communication of this and other programs. Further sessions will be held in 2025.*

*An Employee Engagement Committee was also established in late 2024 to help ensure the Company receives feedback directly from employees on these and other areas in an ongoing manner. Further, monthly 'Town Hall' meetings on site began in November 2024 to provide additional opportunities for staff to share questions, concerns, and suggestions with the Company. In addition, B2Gold Nunavut and KIA have recently committed to the creation of a joint Inuit Employment Working Group to address these and other concerns at the Project.*

## 5. REFERENCES

Jason Prno Consulting Services Ltd. 2023. *2022 Inuit Personnel Survey Report for the Back River Project*. Report prepared for Sabina Gold & Silver Corp. January 12, 2023.

Nunavut Impact Review Board (NIRB). 2024. *Project Certificate No. 007 for the Back River Project, Amendment No. 01*. Issued by the Nunavut Impact Review Board to B2Gold Back River Corp. on August 7, 2024.

## **APPENDIX A: 2024 INUIT PERSONNEL SURVEY**

# B2Gold Back River Corp. Back River Project 2024 Inuit Personnel Survey

## Overview

*\*\*Please note your participation in this survey is completely voluntary and no negative consequences will result to those who decide not to participate. Responses will remain confidential.\*\**

This survey is being conducted by B2Gold Back River Corp. (B2Gold Nunavut) to collect important information from Inuit employees and contractors at the Back River Project (Project). B2Gold Nunavut has been asked to collect some of this information under the Terms and Conditions of its Project Certificate issued by the Nunavut Impact Review Board (NIRB). This information will be used for socio-economic monitoring and management of the Project, in addition to providing feedback to B2Gold Nunavut on matters affecting the Project's Inuit workforce.

You may choose to complete this survey on your own or with the assistance of B2Gold Nunavut staff and you may skip any questions you do not want to answer. Inuinnaqtun and Inuktitut language support can also be provided upon request. If you choose to complete this survey, your responses will remain confidential and your name will not be used. However, the information you provide may be used by B2Gold Nunavut publicly (e.g. for reporting purposes). If you have any questions you can contact a member of the B2Gold Nunavut survey team.

Please return all completed surveys to the B2Gold Nunavut survey team. Thank you for your participation.

## General

**1. Gender (self-identified):**

- ☐ Male
- ☐ Female
- ☐ Other
- ☐ Prefer not to answer

**2. a) Are you Inuk?**

- ☐ Yes (proceed to Question 2b)
- ☐ No (please return survey to B2Gold Nunavut)

**b) If you answered 'Yes' to Question 2. a), are you registered under the Nunavut Agreement?**

- ☐ Yes (proceed to Question 2c)
- ☐ No (proceed to Question 3)

**c) If you answered 'Yes' to Question 2. b), what region are you registered to?**

- ☐ Kitikmeot Region
- ☐ Kivalliq Region
- ☐ Qikiqtaaluk Region

3. Please indicate your age:

- ☐ Under 30 years old
- ☐ 30 to 39 years old
- ☐ 40 to 49 years old
- ☐ 50 to 59 years old
- ☐ Over 60 years old

4. Who do you work for?

- ☐ B2Gold Nunavut
- ☐ Contractor (Please identify): \_\_\_\_\_

5. How long have you worked for your current employer (B2Gold Nunavut / Sabina or contractor)?

- ☐ Less than 1 year
- ☐ At least 1 year, but less than 2 years
- ☐ At least 2 years, but less than 3 years
- ☐ 3+ years

## Housing

6. What is your current community of residence?

- ☐ Cambridge Bay
- ☐ Gjoa Haven
- ☐ Kugaaruk
- ☐ Kugluktuk
- ☐ Taloyoak
- ☐ Yellowknife
- ☐ Edmonton
- ☐ Other: \_\_\_\_\_

7. What type of housing do you currently live in?

- ☐ Privately owned – Owned by you
- ☐ Privately owned – Owned by another individual
- ☐ Renting from a private company
- ☐ Public housing
- ☐ Government of Nunavut staff housing
- ☐ Other staff housing
- ☐ Other: \_\_\_\_\_





11. In which community and territory/province did you complete your highest level educational program?

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12. a) Did you resign from a previous job in order to become employed at the Back River Project?

- ☐ Yes (proceed to Question 12b, 12c, and 12d)
- ☐ No / Not applicable (proceed to Question 13)

b) If you answered 'Yes', what was your previous employment status? (Check only one box)

- ☐ Casual
- ☐ Part-Time
- ☐ Full-Time
- ☐ Other (Please describe: \_\_\_\_\_)

c) If you answered 'Yes', what was your previous job title?

Job title:

d) If you answered 'Yes', who was your previous employer and where were they located?

<u>Name of previous employer:</u>	<u>Community:</u>

13. a) It was easy obtaining employment at the Back River Project (Check only one box)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

b) Did you experience any difficulty obtaining employment at the Back River Project?

- ☐ Yes (proceed to Question 13c)
- ☐ No (proceed to Question 13d)

c) If you experienced difficulty obtaining employment at the Back River Project, what difficulty did you experience? (Check all boxes that apply)

- |   |   |
|---|---|
| <input type="checkbox"/> Lack of education or training  | <input type="checkbox"/> Lack of interview experience                       |
| <input type="checkbox"/> Lack of employment experience  | <input type="checkbox"/> Lack of childcare                                  |
| <input type="checkbox"/> I applied for a job previously but was not hired   | <input type="checkbox"/> Lack of physical or mental ability                 |
| <input type="checkbox"/> Poor employment history or references  | <input type="checkbox"/> Criminal record                                    |
| <input type="checkbox"/> Lack of interest in available jobs   | <input type="checkbox"/> Language issues                                    |
| <input type="checkbox"/> Lack of interest in remote fly-in / fly-out work   | <input type="checkbox"/> Family / relationship issues or responsibilities   |
| <input type="checkbox"/> Poorly advertised job posting(s)   | <input type="checkbox"/> Personal issues                                    |
| <input type="checkbox"/> Unclear or hard to understand job posting(s)   | <input type="checkbox"/> Addiction  |
| <input type="checkbox"/> Difficulty preparing job application materials (e.g. application form, cover letter, resume) | <input type="checkbox"/> Discrimination                                     |
| <input type="checkbox"/> Difficulty submitting job application (e.g. with online or in-person submission process)     | <input type="checkbox"/> Transportation to / from my community of residence |
| <input type="checkbox"/> Difficulty contacting people or having questions answered                                    | <input type="checkbox"/> Other (Please describe):                           |
| <input type="checkbox"/> Lack of computer, internet, and/or phone access  | -----   |
|   | -----   |
|   | -----   |
|   | -----   |

d) Do you have any comments, suggestions, or concerns you would like to share about your experience obtaining employment at the Back River Project?

## Workplace Experiences

14. a) I feel safe working at the Back River Project (Check only one box)

- ☐ Strongly agree  
☐ Agree  
☐ Neutral  
☐ Disagree  
☐ Strongly disagree

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- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

--

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

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17. a) I am satisfied with the training opportunities provided at the Back River Project (Check only one box)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

b) Do you have any comments, suggestions, or concerns you would like to share about training opportunities?

18. a) I am interested in pursuing additional education and training opportunities at the Back River Project (Check only one box)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

b) If relevant, what types of education and training opportunities interest you the most?

19. a) I am satisfied with the living arrangements (including bedrooms, recreational spaces, and food) at the Back River Project (Check only one box)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

b) Do you have any comments, suggestions, or concerns you would like to share about workplace living arrangements?

## Family and Community Experiences

20. a) My family and I are coping effectively with my work rotations and schedule (Check only one box)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

b) Do you have any comments, suggestions, or concerns you would like to share about your work rotations and schedule?

21. a) I am satisfied with the wellness and personal support resources offered by the Project to me and my family (Check only one box)

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

b) Do you have any comments, suggestions, or concerns you would like to share about wellness and personal support resources provided by the Project?

22. a) How has your ability to provide for you and your family changed since obtaining employment at the Back River Project? (Check only one box)

- ☐ Much better
- ☐ Better
- ☐ Neutral (i.e. no effect)
- ☐ Worse
- ☐ Much worse
- ☐ Variable (i.e. both better and worse)

b) Do you have any comments, suggestions, or concerns you would like to share about your ability to provide for you and your family?

23. a) How has the health and well-being of you and your family changed since obtaining employment at the Back River Project? (Check only one box)

- ☐ Much better
- ☐ Better
- ☐ Neutral (i.e. no effect)
- ☐ Worse
- ☐ Much worse
- ☐ Variable (i.e. both better and worse)

b) Do you have any comments, suggestions, or concerns you would like to share about the health and well-being of you and your family?

24. a) How has your and your family's ability to participate in harvesting or other traditional activities changed since obtaining employment at the Back River Project? (Check only one box)

- ☐ Much better
- ☐ Better
- ☐ Neutral (i.e. no effect)
- ☐ Worse
- ☐ Much worse
- ☐ Variable (i.e. both better and worse)

--

- ☐ Much better
- ☐ Better
- ☐ Neutral (i.e. no effect)
- ☐ Worse
- ☐ Much worse
- ☐ Variable (i.e. both better and worse)

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## **APPENDIX D: STAFF SCHEDULE FOR THE PROJECT'S 2025 CONSTRUCTION PERIOD**

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Accomodations Clerk	Camp & Catering	Operations	13101	Coordinate the implementation of repairs, maintenance and renovations carried out on buildings and monitor progress and cost of work for property owners  Ensure that trouble calls received from clients or tenants are acted upon  Prepare and administer contracts for provision of property services, such as cleaning and maintenance, security services and alarm system	2				
Accomodations Coordinator	Camp & Catering	Operations	13101	Coordinate the implementation of repairs, maintenance and renovations carried out on buildings and monitor progress and cost of work for property owners  Ensure that trouble calls received from clients or tenants are acted upon  Prepare and administer contracts for provision of property services, such as cleaning and maintenance, security services and alarm system	1				
Accounting Clerk	Finance	Operations	14200	Calculate, prepare and issue documents related to accounts such as bills, invoices, inventory reports, account statements and other financial statements using computerized and manual systems  Code, total, batch, enter, verify and reconcile transactions such as accounts payable and receivable, payroll, purchase orders, cheques, invoices, cheque requisitions, and bank statements in a ledger or computer system  Perform related clerical duties, such as word processing, maintaining filing and record systems, faxing and photocopying  Progression to supervisory or skilled financial occupations, such as accounts payable supervisor, bookkeeper or office manager is possible with additional training and experience	1				
Accounts Payable Clerk	Finance	Operations	14200	Calculate, prepare and issue documents related to accounts such as bills, invoices, inventory reports, account statements and other financial statements using computerized and manual systems  Code, total, batch, enter, verify and reconcile transactions such as accounts payable and receivable, payroll, purchase orders, cheques, invoices, cheque requisitions, and bank statements in a ledger or computer system  Perform related clerical duties, such as word processing, maintaining filing and record systems, faxing and photocopying  Progression to supervisory or skilled financial occupations, such as accounts payable supervisor, bookkeeper or office manager is possible with additional training and experience	5				
Accounts Payable Manager	Finance	Operations	10010	Plan, organize, direct, control and evaluate the operation of an accounting, audit or other financial department  Prepare or coordinate the preparation of financial statements, summaries, and other cost-benefit analyses and financial management reports  Evaluate financial reporting systems, accounting procedures and investment activities and make recommendations for changes to procedures, operating systems, budgets and other financial control functions to senior managers and other department or regional managers  Progression to senior management positions, such as vice-president of finance, is possible with experience	1				

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Accounts Payable Supervisor	Finance	Operations	10010	Plan, organize, direct, control and evaluate the operation of an accounting, audit or other financial department  Prepare or coordinate the preparation of financial statements, summaries, and other cost-benefit analyses and financial management reports  Evaluate financial reporting systems, accounting procedures and investment activities and make recommendations for changes to procedures, operating systems, budgets and other financial control functions to senior managers and other department or regional managers  Progression to senior management positions, such as vice-president of finance, is possible with experience.	1				
Adminstrator	Construction	Construction	13100	Coordinate and plan for office services, such as accommodation, relocations, equipment, supplies, forms, disposal of assets, parking, maintenance and security services  Assemble data and prepare periodic and special reports, manuals and correspondence	1				
Advisor, Health & Safety	Health & Safety	Exploration	22232	Review, evaluate and monitor health and safety hazards and develop strategies to prevent, control and eliminate accidents and occupational injuries  Lead and participate in workplace inspections to ensure that equipment, materials and production processes do not present a safety or health hazard to employees  Provide training to employers, employees and the general public on issues of workplace safety  Communicate, engage and influence decision-makers and workers to ensure compliance with health and safety legislation and regulations  Ability to obtain certification with the Board of Canadian Registered Safety Professionals (BCRSP)  Progression to supervisory positions is possible with experience	1				
Advisor, Health & Safety	Health & Safety	Operations	22232	Review, evaluate and monitor health and safety hazards and develop strategies to prevent, control and eliminate accidents and occupational injuries  Lead and participate in workplace inspections to ensure that equipment, materials and production processes do not present a safety or health hazard to employees  Provide training to employers, employees and the general public on issues of workplace safety  Communicate, engage and influence decision-makers and workers to ensure compliance with health and safety legislation and regulations  Ability to obtain certification with the Board of Canadian Registered Safety Professionals (BCRSP)  Progression to supervisory positions is possible with experience	2				
Assay Technician - Sampling, Receiving & Preparation	Mill	Operations	22101	Use of chemistry to determine composition of ore samples and material  Mobility may be possible between geophysical technology and electronic technology  Mobility may be possible between some occupations in this group and related fields of civil engineering technology	2		10		

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Asset Management Data Specialist (SAP)	Finance	Operations	20012	Develop and implement policies and procedures for electronic data processing and computer systems development and operations  Meet with clients to discuss system requirements, specifications, costs and timelines  Assemble and manage teams of information systems personnel to design, develop, implement, operate and administer computer and telecommunications software, networks and information systems	1				
Assistant Batch Plant	Construction	Construction	20010	Assign, co-ordinate and review the technical work of the department or project teams  Mobility to other technical managerial positions, or to research or senior management positions is possible with experience	1				
Assistant Superintendent, Finance	Finance	Operations	10010	Plan, organize, direct, control and evaluate the operation of financial and accounting departments. They develop and implement the financial policies and systems of establishments. Financial managers establish performance standards and prepare various financial reports for senior management  Supervise the development and implementation of financial simulation models  Evaluate financial reporting systems, accounting procedures and investment activities and make recommendations for changes to procedures, operating systems, budgets and other financial control functions to senior managers  Progression to senior management positions, such as vice-president of finance, is possible with experience	1				
Automotive Service Technician	Maintenance	Operations	72410	Mechanical repairs employed in light motor vehicle  The Red Seal endorsement allows for interprovincial mobility  With additional training, mobility is possible between automobile and truck and transport mechanics  With experience, mechanics and technicians in this unit group may progress to supervisory positions  Workers in this unit group may specialize in the following areas: engine and fuel systems, transmission systems, air conditioning, cooling and heating systems, steering, alignment, brakes, drive lines, suspension, electrical and electronic systems, truck-trailer repair or diagnostic services	9				
Blaster	Open Pit Mining	Operations	73402	Drive and operate tracked or truck-mounted rotary drilling, air-track or other drilling machines to bore large blast holes to specified depths at staked positions in open-pit mine or quarry  May measure location and stake out pattern of holes to be drilled, load blast holes with explosives and detonate explosives to dislodge coal, ore or rock  Read instructions or diagrams, lay out drill pattern and determine depth and diameter of blast holes and conduct field tests to determine type and quantity of explosives required  Handle, store and transport explosives and accessories in accordance with regulations and ensure that safety procedures are observed  Progression to supervisory positions is possible with experience	1				
Buyer	Supply Chain	Operations	12102	Purchase general and specialized equipment, materials, business services. Computer use, negotiation and needs assessment skills are required  Procurement and purchasing agents and officers may specialize in the purchase of particular materials or business services such as furniture or access rights  Progression to managerial positions is possible with experience	6				

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Carpenter	Construction	Construction	72310	Read and interpret blueprints, drawings and sketches to determine specifications and calculate requirements  Prepare layouts in conformance to building codes, using measuring tools  Build foundations, install floor beams, lay subflooring and erect walls and roof systems  Maintain, repair and renovate residences and wooden structures in mills, mines, hospitals, industrial plants and other establishments  Progression to supervisory positions is possible with experience	22				
Cement Finisher	Construction	Construction	73100	Check formwork, granular base and steel reinforcement materials and direct placement of concrete into forms or onto surfaces according to grade  Fill hollows and remove high spots to smooth freshly poured concrete  Level top surface of concrete according to grade and depth specifications using straightedge or float  Progression to supervisory positions is possible with experience	6				
Chief Mine Engineer	Technical Services	Operations	21330	Skill development in plan, design, organize and supervise the development of mines, mine facilities, systems and equipment; and prepare and supervise the extraction of metallic or non-metallic minerals and ores from underground or surface mines  Advancement to Senior Site Leadership or Executive is possible with comprehension and exposure to other elements of the operations	1				
Chief Mine Geologist	Technical Services	Operations	21102	Skills include programs of exploration and research to extend knowledge of the structure, composition and processes of the earth, to locate, identify and extract mineral and groundwater resources and to assess and mitigate the effects of development and waste disposal projects on the environment  Advancement to Senior Site Leadership or Executive is possible with comprehension and exposure to other elements of the operations	1				
Chief Surveyor	Technical Services	Operations	21203	Plan, direct and conduct legal surveys to establish the location of real property boundaries, contours and other natural or human-made features; prepare and maintain cross-sectional drawings, official plans, records and documents pertaining to these surveys  Advancement to Senior Site Leadership or Executive is possible with comprehension and exposure to other elements of the operations	1				
Cladder	Construction	Construction	73200	Read blueprints or work order specifications to determine layout and installation procedures  Measure and mark guidelines to be used for installations  Install, repair and service exterior prefabricated products such as siding, shutters, awnings, fencing, decks, septic and irrigation systems, signs and play structures using hand and power tools  There is some mobility among the various types of installers and servicers in this unit group	16				
Cleaner	Camp & Catering	Operations	65310	Clean lobbies, hallways, offices and rooms. Knowledge development of cleaning chemicals and use of light and manual equipment involved in the cleaning process  Progression to supervisory cleaning positions is possible with additional training or experience	3				

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Community Liaison Officer	Indigenous & Northern Affairs	Operations	11202	<p>Develop, implement and evaluate public relations strategies and programs designed to inform clients, employees and the general public of initiatives and policies of businesses, governments and other organizations</p> <p>Conduct public opinion and attitude surveys to identify the interests and concerns of key groups served by their organization</p> <p>Develop and organize workshops, meetings, ceremonies and other events and programs for publicity, fundraising and information purposes</p> <p>Progression to managerial positions in public relations, communications and fundraising is possible with additional training and experience</p>	1	1			
Construction Engineering Manager	Construction	Construction	20010	<p>Plan, organize, direct, control and evaluate the activities of an engineering department</p> <p>May participate directly in the design, development and inspection of technical projects or in the engineering work of the department</p> <p>Mobility to other technical managerial positions, or to research or senior management positions is possible with experience</p>	1				
Contract Geologist	Exploration	Exploration	21102	<p>Plan, direct and participate in geological, geochemical and geophysical field studies, drilling and geological testing programs</p> <p>Plan, direct and participate in analyses of geological, geochemical and geophysical survey data, well logs and other test results, maps, notes and cross sections</p> <p>Assess the size, orientation and composition of mineral ore bodies and hydrocarbon deposits</p> <p>Geologists may specialize in fields such as coal geology, environmental geology, geochronology, hydrogeology, mineral deposits or mining, petroleum geology, stratigraphy, tectonics, volcanology or in other fields</p> <p>Advancement to management positions in mining, petroleum and other industries is possible with experience</p>	3				
Contract Surveyor	Exploration	Exploration	22213	<p>Participate in field surveys and operate survey instruments and devices</p> <p>Keep records, measurements and other survey information in systematic order</p> <p>Assist in the calculation, analysis and computation of measurements obtained during field surveys</p> <p>Progression to supervisory positions is possible with experience</p>	1				
Contracts Administrator	Supply Chain	Operations	12102	<p>Provides research and input into the financial sourcing aspects of contracts and calls for tender when information is not readily available</p> <p>Identify high impact cost reduction opportunities</p> <p>Develop and maintain relationships with existing and potential buyers and suppliers to the organization</p> <p>Progression to managerial positions is possible with experience</p>	1	1			

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Control Room Operator	Mill	Operations	92100	Operate and monitor computerized switchboards and auxiliary equipment in electrical control centres to control the distribution and to regulate the flow of electrical power in the transmission network  Coordinate, schedule and direct generating station and substation power loads and line voltages to meet distribution demands during daily operations, system outages, repairs and importing or exporting of power  Issue work and test permits to electrical and mechanical maintenance personnel, assist maintenance and technical personnel to locate and isolate system problems, and assist during routine system testing  Complete and maintain station records, logs and reports  Progression from lower to higher classes for power or stationary engineers is dependent on further training and experience  Progression to supervisory positions is possible with experience			2	2	
Coordinator, Database	Exploration	Exploration	21223	Develop and implement data administration policy, standards and models  Develop policies and procedures for network and/or Internet database access and usage and for the backup and recovery of data  Research and document data requirements, data collection and administration policy, data access rules and security	1				
Coordinator, Site Personnel	Camp & Catering	Operations	14405	Prepare operational and crew schedules for transportation of operating personnel, arrange accommodation and site facility access. Organizational, prioritization and logistical skills are essential  Progression to Supervisor position are possible with more experience	1				
Coordinator, Travel	Travel	Operations	14405	Prepare operational and crew schedules for transportation of operating personnel, arrange accommodation and site facility access. Organizational, prioritization and logistical skills are essential  Progression to Supervisor position are possible with more experience	2				
Coordinator, Warehouse	Supply Chain	Operations	14400	Ship, receive, and record movement of parts, supplies, materials, equipment, and stock to and from an establishment  Determine method of shipping and arrange shipping, prepare bills of lading, forms, invoices, and other shipping documents manually or by computer. They may operate forklift, hand truck, or other equipment to load, unload, transport, and store goods and inspect and verify incoming goods against invoices or other documents, record shortages, and reject damaged goods  Progression to supervisory positions with additional training or experience	8		2	2	
Core Cutter	Exploration	Exploration	75110	Load and unload materials, and move materials to work areas  Mobility is possible among workers in this unit group  Progression from helper to trades is possible with experience and additional education	2				
Craft Worker	Construction	Construction	75110	Load and unload construction materials, and move materials to work areas  Assist tradespersons such as carpenters, bricklayers, cement finishers, roofers and glaziers in construction activities  Direct traffic at or near construction sites  Mobility is possible among workers in this unit group  Progression from helper to trades is possible with experience and additional education	1				

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Crane Operator	Earthworks	Construction	72500	Crane operators operate cranes or draglines to lift, move, position or place machinery, equipment and other large objects at construction or industrial sites, ports, railway yards, surface mines and other similar locations  Perform pre-operational inspection, and calculate crane capacities and weight to prepare for rigging and hoisting  Progression to supervisory positions is possible with experience  Red Seal endorsement allows for interprovincial mobility	16				
Custodian	Camp & Catering	Operations	65312	Clean and maintain the interior and exterior of buildings and their surrounding industrial grounds  Empty trash cans and other waste containers  Progression to supervisory positions is possible with additional training or experience	1				
Deputy Mill Manager	Mill	Operations	80010	Evaluate efficiency of production sites to determine adequacy of personnel, equipment and technologies used, and make changes to work schedule or equipment when necessary  Confer with other managers to set production quotas, to plan extraction sites and to develop policies for the removal of raw materials  Prepare production reports for review by senior management  Ensure adherence to safety regulations  Hire personnel and oversee training needs of staff  Progression to senior management positions in the respective industries is possible with experience	0	1			
Deputy Superintendent, Civil Works	Construction	Construction	20010	Assign, co-ordinate and review the technical work of the department or project teams  Mobility to other technical managerial positions, or to research or senior management positions is possible with experience	1				
Deputy Superintendent, Ironwork	Construction	Construction	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Requisition materials and supplies  Ensure standards for safe working conditions are observed  Journeyman/woman trade certification in machining, tool and die making or in another related metalworking trade is required	1				
Deputy Superintendent, Millwright	Construction	Construction	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Establish methods to meet work schedules and coordinate work activities with other departments  Resolve work problems and recommend work measures to improve productivity  May also supervise, coordinate and schedule the activities of related apprentices, machine operators, helpers and labourers.  Small businesses' contractors may execute tasks within their trade area of expertise, which is generally not the case for supervisors or contractors associated with a medium or large business.	1				



Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Deputy Superintendent, Scaffolding	Construction	Construction	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Establish methods to meet work schedules and coordinate work activities with other departments  Resolve work problems and recommend work measures to improve productivity  May also supervise, coordinate and schedule the activities of related apprentices, machine operators, helpers and labourers  Small businesses' contractors may execute tasks within their trade area of expertise, which is generally not the case for supervisors or contractors associated with a medium or large business	1				
Design Engineer Controls & Implementation	Construction	Construction	94100	Set up, prepare and adjust mineral ore, metal and cement processing machinery to carry out one step in the overall mineral ore or metal processing operation  Operate single-function machinery to grind, separate, filter, mix, treat, cast, roll, refine or otherwise process mineral ores  With experience, machine operators may progress to central control and process operators in mineral and metal processing	1				
Director, Indigenous & Northern Affairs	Indigenous & Northern Affairs	Operations	40019	Participate in the development of policies and programs by providing advice to senior government managers of legislatures or departments or agencies involved in activities unique to government  Organize government unit or agency and establish procedures to meet objectives set by senior management  Direct and advise professional and non-professional staff conducting research, preparing documents or providing administrative support  Progression to senior management positions in this field is possible with experience	1				
Director, Marine Laydown Area	MLA	Operations	72021	Supervise, coordinate and schedule the activities of workers who operate cranes and construction, drilling, maintenance and other similar heavy equipment and establish methods to meet work schedules and coordinate work activities with other project supervisors or managers  Mobility is possible to other occupational groups in mining such as construction service and support occupations	1				
Drill & Blast Engineer	Technical Services	Operations	21330	Determine and advise on appropriate drilling and blasting methods for mining, construction or demolition  Design, develop and implement computer applications such as for mine design, mine modelling, mapping or for monitoring mine conditions  Prepare operations and project estimates, schedules and reports  Progression to supervisory and senior positions in this unit group with experience	0		2		
Duct Work Installer	Construction	Construction	73200	Read blueprints or work order specifications to determine layout and installation procedures  Measure and mark guidelines to be used for installations  Install, repair and service exterior prefabricated products such as siding, shutters, awnings, fencing, decks, septic and irrigation systems, signs and play structures using hand and power tools  There is some mobility among the various types of installers and servicers in this unit group	1				

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Electrical Helper	Mill	Operations	72200	Read and interpret drawings, circuit diagrams and electrical code specifications to determine wiring layouts for new or existing installations  Test continuity of circuits using test equipment to ensure compatibility and safety of system, following installation, replacement or repair  Troubleshoot and isolate faults in electrical and electronic systems and remove and replace faulty components  Progression to supervisory positions is possible with experience  The Red Seal endorsement allows for interprovincial mobility	0		2		
Electrical Technician	Construction	Construction	72200	Read and interpret drawings, circuit diagrams and electrical code specifications to determine wiring layouts for new or existing installations  Test continuity of circuits using test equipment to ensure compatibility and safety of system, following installation, replacement or repair  Troubleshoot and isolate faults in electrical and electronic systems and remove and replace faulty components  Progression to supervisory positions is possible with experience  The Red Seal endorsement allows for interprovincial mobility	2				
Electrician	Mill	Operations	72200	Read and interpret drawings, circuit diagrams and electrical code specifications to determine wiring layouts for new or existing installations  Test continuity of circuits using test equipment to ensure compatibility and safety of system, following installation, replacement or repair  Troubleshoot and isolate faults in electrical and electronic systems and remove and replace faulty components  Progression to supervisory positions is possible with experience  The Red Seal endorsement allows for interprovincial mobility			4		
Electrician	Site Services	Operations	72200	Read and interpret drawings, circuit diagrams and electrical code specifications to determine wiring layouts for new or existing installations  Test continuity of circuits using test equipment to ensure compatibility and safety of system, following installation, replacement or repair  Troubleshoot and isolate faults in electrical and electronic systems and remove and replace faulty components  Progression to supervisory positions is possible with experience  The Red Seal endorsement allows for interprovincial mobility	1	2			

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Emergency Response Coordinator	Health & Safety	Operations	22232	<p>Review, evaluate and monitor health and safety hazards and develop strategies to prevent, control and eliminate accidents and occupational injuries</p> <p>Lead and participate in workplace inspections to ensure that equipment, materials and production processes do not present a safety or health hazard to employees</p> <p>Provide training to employers, employees and the general public on issues of workplace safety</p> <p>Communicate, engage and influence decision-makers and workers to ensure compliance with health and safety legislation and regulations</p> <p>Ability to obtain certification with the Board of Canadian Registered Safety Professionals (BCRSP)</p> <p>Progression to supervisory positions is possible with experience</p>	2				
Engineer Mech	Construction	Construction	21301	<p>Conduct research into the feasibility, design, operation and performance of mechanisms, components and systems</p> <p>Plan and manage projects, and prepare material, cost and timing estimates, reports and design specifications for machinery and systems</p> <p>Inspect the installation, modification and commissioning of mechanical systems at construction sites</p> <p>There is considerable mobility between mechanical engineering specializations at the less senior levels</p> <p>Supervisory and senior positions in this unit group require experience</p>	0			2	
Engineer-in-training	Construction	Construction	21331	<p>Plan, develop and coordinate programs of geotechnical, geological, geophysical or geohydrological data acquisition, analysis and mapping to assist in the development of civil engineering, mining, petroleum and waste management projects</p> <p>Analyze and prepare recommendations and reports for construction or improvements to foundations of civil engineering projects such as rock excavation, pressure grouting and hydraulic channel erosion control</p> <p>Conduct surveys and studies of ore deposits, ore reserve calculations and mine design</p> <p>There is considerable mobility between engineering specializations at the less senior levels</p> <p>Supervisory and senior positions in this unit group require experience</p>	2				
Environmental Coordinator	Environment	Operations	21120	<p>Conduct surveys and monitoring programs of the natural environment to identify sources of pollution</p> <p>Collect biological and chemical samples and specimens for analysis; measure physical, biological and chemical; and conduct safety and environmental audits</p> <p>Investigate health and safety related complaints, spills of hazardous chemicals, outbreaks of diseases or poisonings</p> <p>Progress to Management positions with experience</p>	1				
Environmental Technician	Environment	Operations	21120	<p>Conduct surveys and monitoring programs of the natural environment to identify sources of pollution</p> <p>Collect biological and chemical samples and specimens for analysis; measure physical, biological and chemical; and conduct safety and environmental audits</p> <p>Investigate health and safety related complaints, spills of hazardous chemicals, outbreaks of diseases or poisonings</p> <p>Progress to Management positions with experience</p>	2		2		

Back River Project 2025 Staff Schedule										
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4	
Expediting & Receiving Coordinator	Supply Chain	Operations	14402	Find, sort or move goods between different sections, unit and departments and receive, unpack and track merchandise  Compile detailed worksheets and specifications from customer's order  Compare items packed with customer orders and other identifying data for quality control  Compile reports on the progress of work and on any production problems that arise	1	1				
Expeditor	Supply Chain	Operations	14402	Find, sort or move goods between different sections, unit and departments and receive, unpack and track merchandise  Compile detailed worksheets and specifications from customer's order  Compare items packed with customer orders and other identifying data for quality control  Compile reports on the progress of work and on any production problems that arise  Progression to coordination positions is possible with experience	0	1				
Exploration Lab	Mill	Operations	22101	Use of chemistry to determine composition of ore samples and material  Mobility may be possible between geophysical technology and electronic technology  Mobility may be possible between some occupations in this group and related fields of civil engineering technology				4		
Facilities Attendant	Facilities	Operations	75110	Load and unload construction materials, and move materials to work areas  Assist tradespersons such as carpenters, bricklayers, cement finishers, roofers and glaziers in construction activities  Direct traffic at or near construction sites  Mobility is possible among workers in this unit group  Progression from helper to trades is possible with experience and additional education	1					
Facilities Maintainer	Site Services	Operations	75110	Load and unload construction materials, and move materials to work areas  Assist tradespersons such as carpenters, bricklayers, cement finishers, roofers and glaziers in construction activities  Remove rubble and other debris at construction sites using rakes, shovels, wheelbarrows and other equipment  Mobility is possible among workers in this unit group	1		1			
Financial Accountant	Finance	Operations	10010	Plan, organize, direct, control and evaluate the operation of financial and accounting departments. They develop and implement the financial policies and systems of establishments. Financial managers establish performance standards and prepare various financial reports for senior management  Progression to senior management positions, such as vice-president of finance, is possible with experience	0	1				
Flight Coordinator	Supply Chain	Operations	14405	Prepare operational and crew schedules for transportation equipment and operating personnel  Review schedule requisitions, passenger counts and cargo, running times, distances, personnel availability and other pertinent information to establish schedule parameters  Compile equipment and personnel records, including hours in service, distances, maintenance, repairs required and other data, to produce operating reports  Progression to supervisory positions is possible with experience	3	1				

Back River Project 2025 Staff Schedule										
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4	
Framer	Construction	Construction	73200	Read blueprints or work order specifications to determine layout and installation procedures  Measure and mark guidelines to be used for installations  Install, repair and service exterior prefabricated products such as siding, shutters, awnings, fencing, decks, septic and irrigation systems, signs and play structures using hand and power tools  There is some mobility among the various types of installers and servicers in this unit group	14					
Fuel Coordinator	MLA	Operations	85111	Clean up rig areas  Drive trucks to transport materials and well service equipment  Progression to more senior operating positions is possible with experience	0	2	2			
General Labour	Site Services	Operations	75110	Load and unload construction materials, and move materials to work areas  Assist tradespersons such as carpenters, bricklayers, cement finishers, roofers and glaziers in construction activities  Direct traffic at or near construction sites  Mobility is possible among workers in this unit group  Progression from helper to trades is possible with experience and additional education	8		2			
General Labour	Construction	Construction	75110	Load and unload construction materials, and move materials to work areas  Assist tradespersons such as carpenters, bricklayers, cement finishers, roofers and glaziers in construction activities  Direct traffic at or near construction sites  Mobility is possible among workers in this unit group  Progression from helper to trades is possible with experience and additional education	10					
General Manager, Goose Lake	Management	Operations	70010	Plan, organize, direct, control and evaluate construction projects from start to finish according to schedule, specifications and budget  Plan and prepare construction schedules and milestones and monitor progress against established schedules  Supervise the activities of subcontractors and subordinate staff  Progression to senior management positions is possible with experience	0			1		
Generalist, Human Resources	Human Resources	Operations	14102	Compile, maintain and process information relating to staffing, recruitment, training, labour relations, performance evaluations and classifications. Skills include use of computer automation, data entry and manual based paper systems. Record keeping, numeracy, and written / oral communication  Progression to HR Business Partner level positions is possible with additional training and experience	2					
Generator Technician	Mill	Operations	92100	Operate and maintain generators, stationary engines and auxiliary equipment to generate electrical power and to provide heat, light  Progression from lower to higher classes for power or stationary engineers is dependent on further training and experience  Progression to supervisory positions is possible with experience			4	8	4	

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Generator Technician	Maintenance	Operations	92100	Operate and maintain generators, stationary engines and auxiliary equipment to generate electrical power and to provide heat, light  Progression from lower to higher classes for power or stationary engineers is dependent on further training and experience  Progression to supervisory positions is possible with experience	8		2		
Geological Technician	Technical Services	Operations	22101	Conduct or direct geological, geophysical, geochemical, hydrographic or oceanographic surveys, prospecting field trips, exploratory drilling, well logging or underground mine survey programs  Configure, operate and maintain geophysical survey and well logging instruments and equipment  Assist engineers and geologists in the evaluation and analysis of petroleum and mineral reservoirs  There is limited mobility among occupations in this group	2				
Geologist	Exploration	Exploration	21102	Plan, direct and participate in geological, geochemical and geophysical field studies, drilling and geological testing programs  Plan and conduct analytical studies of core samples, drill cuttings and rock samples to identify chemical, mineral, hydrocarbon and biological composition and to assess depositional environments and geological age  Assess the size, orientation and composition of mineral ore bodies and hydrocarbon deposits  May supervise and coordinate well drilling, completion and work-overs and mining activities  Advancement to management positions in mining, petroleum and other industries is possible with experience  Progression to supervisory or higher level positions is possible with experience in this unit group	1				
Geotechnical Supervisor	Exploration	Exploration	80010	Evaluate efficiency of production sites to determine adequacy of personnel, equipment and technologies used, and make changes to work schedule or equipment when necessary  Confer with other managers to set production quotas, to plan extraction sites and to develop policies for the removal of raw materials  Prepare production reports for review by senior management  Ensure adherence to safety regulations	1				
Geotechnician	Exploration	Exploration	75110	Load and unload materials, and move materials to work areas  Mobility is possible among workers in this unit group  Progression from helper to trades is possible with experience and additional education	3				
Health & Safety Administrator	Construction	Construction	13100	Establish work priorities, delegate work to office support staff, and ensure deadlines are met and procedures are followed  Administer policies and procedures related to the release of records in processing requests under government access to information and privacy legislation  Assemble data and prepare periodic and special reports, manuals and correspondence  Progression to administrative service management positions is possible with experience	1				

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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Health & Safety Administrator	Health & Safety	Operations	13100	Establish work priorities, delegate work to office support staff, and ensure deadlines are met and procedures are followed  Administer policies and procedures related to the release of records in processing requests under government access to information and privacy legislation  Assemble data and prepare periodic and special reports, manuals and correspondence  Progression to administrative service management positions is possible with experience	2				
Health & Safety Advisor/Trainer	Health & Safety	Operations	22232	Review, evaluate and monitor health and safety hazards and develop strategies to prevent, control and eliminate accidents and occupational injuries  Lead and participate in workplace inspections to ensure that equipment, materials and production processes do not present a safety or health hazard to employees  Provide training to employers, employees and the general public on issues of workplace safety  Communicate, engage and influence decision-makers and workers to ensure compliance with health and safety legislation and regulations  Ability to obtain certification with the Board of Canadian Registered Safety Professionals (BCRSP)  Progression to supervisory positions is possible with experience	4				
Heavy Equipment Operator	Exploration	Exploration	73400	Use of Skid steers, Articulated Dump Truck, Graders, and Dozers  Progression to Sr. Heavy Equipment Operators possible with experience	1				
Heavy Equipment Operator	Construction	Construction	73400	Use of Skid steers, Articulated Dump Truck, Graders, and Dozers  Progression to Sr. Heavy Equipment Operators possible with experience	7				
Heavy Equipment Operator	Earthworks, Open Pit, MLA	Operations	73400	Use of Skid steers, Articulated Dump Truck, Graders, and Dozers  Progression to Sr. Heavy Equipment Operators possible with experience	20	4			
Heavy Equipment Operator Batch Plant	Construction	Construction	73300	Operate and drive primarily straight trucks to transport goods and materials mainly on local routes and short interurban routes  Perform pre-trip, en route and post-trip inspection and oversee all aspects of vehicle such as condition of equipment, and loading and unloading of cargo  Progression to supervisory positions or to non-driving occupations, such as driver trainer, safety officer or truck dispatcher is possible with additional training or experience	9				
Heavy Equipment Technician	Construction	Construction	72401	Heavy-duty mechanics specialize in specific types of machinery such as wheeled or tracked vehicles, or in engine overhaul, power shift transmissions, fuel injection, hydraulics or electronics  Progression to supervisory positions is possible with experience  The Red Seal endorsement allows for interprovincial mobility	2				
Heavy Equipment Technician	Maintenance	Operations	72401	Heavy-duty mechanics specialize in specific types of machinery such as wheeled or tracked vehicles, or in engine overhaul, power shift transmissions, fuel injection, hydraulics or electronics  Progression to supervisory positions is possible with experience  The Red Seal endorsement allows for interprovincial mobility	46	9	8	5	5

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Human Resources Advisor	Human Resources	Operations	11200	Advise employers and employees on the interpretation of human resources policies, compensation and benefit programs and collective agreements  Research and prepare occupational classifications, job descriptions, salary scales and competency appraisal measures and systems  Manage programs and maintain human resources information and related records systems  Progression to management positions is possible with experience	1				
IIBA Compliance Officer	Supply Chain	Operations	12102	Provides research and input into the financial sourcing aspects of contracts and calls for tender when information is not readily available  Identify high impact cost reduction opportunities  Develop and maintain relationships with existing and potential buyers and suppliers to the organization  Progression to managerial positions is possible with experience	0	1			
Implementation & Planning Specialist	Maintenance	Operations	20012	Develop and implement policies and procedures for electronic data processing and computer systems development and operations  Meet with clients to discuss system requirements, specifications, costs and timelines  Assemble and manage teams of information systems personnel to design, develop, implement, operate and administer computer and telecommunications software, networks and information systems	2				
Incinerator Operator	MLA	Operations	92101	Operate and monitor computerized control systems and related equipment in water filtration and treatment plants to regulate the treatment and distribution of water  Monitor and inspect plant equipment and systems to detect equipment malfunctions and to ensure plant systems are operating normally  Read flow meters, gauges and other recording instruments to measure water output and consumption levels, bacterial content, chlorine and fluoride levels  May perform minor maintenance or assist skilled tradespersons with installation and repair of plant machinery  Progression to supervisory positions is possible with experience	0	2			
Industrial Electrician	Construction	Construction	72200	Read and interpret drawings, circuit diagrams and electrical code specifications to determine wiring layouts for new or existing installations  Test continuity of circuits using test equipment to ensure compatibility and safety of system, following installation, replacement or repair  Troubleshoot and isolate faults in electrical and electronic systems and remove and replace faulty components  Progression to supervisory positions is possible with experience  The Red Seal endorsement allows for interprovincial mobility	16				



Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Information Technology Administrator	IT	Operations	22220	Provide problem-solving services to network users  Evaluate and install computer hardware, networking software, operating system software and software applications  Perform routine network start up and close down and maintain control records  Conduct tests and perform security and quality controls  Progression to computer programming, interactive media development, Web development or systems analysis is possible with experience	1				
Information Technology Specialist	IT	Operations	22220	Provide problem-solving services to network users  Evaluate and install computer hardware, networking software, operating system software and software applications  Perform routine network start up and close down and maintain control records  Conduct tests and perform security and quality controls  Progression to computer programming, interactive media development, Web development or systems analysis is possible with experience	3				
Instrumentation Helper	Mill	Operations	75110	Load and unload construction materials, and move materials to work areas  Assist tradespersons such as carpenters, bricklayers, cement finishers, roofers and glaziers in construction activities  Level earth to fine grade specifications using rake and shovel  Mobility is possible among workers in this unit group  Progression from helper to trades is possible with experience and additional education	0			2	
Instrumentation Technician	Mill	Operations	94100	Set up, prepare and adjust mineral ore, metal and cement processing machinery to carry out one step in the overall mineral ore or metal processing operation  Operate single-function machinery to grind, separate, filter, mix, treat, cast, roll, refine or otherwise process mineral ores  With experience, machine operators may progress to central control and process operators in mineral and metal processing				4	
Inuit Support Coordinator	Indigenous & Northern Affairs	Operations	11202	Develop, implement and evaluate public relations strategies and programs designed to inform clients, employees and the general public of initiatives and policies of businesses, governments and other organizations  Conduct public opinion and attitude surveys to identify the interests and concerns of key groups served by their organization  Develop and organize workshops, meetings, ceremonies and other events and programs for publicity, fundraising and information purposes  Progression to managerial positions in public relations, communications and fundraising is possible with additional training and experience	1	1			

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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Ironworker	Construction	Construction	72104	<p>Study engineering drawings and blueprints, determine the materials required, and plan the sequence of tasks to cut metal most efficiently</p> <p>Lay out reference points and patterns on heavy metal according to component specifications</p> <p>Assemble and fit metal sections and plates to form complete units or subunits using tack welding, bolting, riveting or other methods</p> <p>Progression to supervisory positions is possible with experience</p>	39				
Jr. Chemist	Mill	Operations	21101	<p>Analyze, synthesize, purify, modify and characterize chemical or biochemical compounds</p> <p>Conduct programs of sample and data collection and analysis to identify and quantify environmental toxicants</p> <p>Mobility between occupations in this group is possible with experience</p>	1				
Jr. Civil Engineer	Earthworks	Operations	21300	<p>Confer with clients and other members of the engineering team and conduct research to determine project requirements</p> <p>Plan and design major civil projects such as buildings, roads, bridges, dams, water and waste management systems and structural steel fabrications</p> <p>Develop construction specifications and procedures</p> <p>Evaluate and recommend appropriate building and construction materials</p> <p>There is considerable mobility between civil engineering specializations at the less senior levels</p>	1				
Jr. Engineer	Technical Services	Operations	21331	<p>acquisition, analysis and mapping to assist in the development of civil engineering, mining, petroleum and waste management projects</p>	0				
Jr. Geologist	Exploration	Exploration	21102	<p>Participate in geological, geochemical and geophysical field studies, drilling and geological testing programs</p> <p>Conduct analytical studies of core samples, drill cuttings and rock samples to identify chemical, mineral, hydrocarbon and biological composition and to assess depositional environments and geological age</p> <p>Assess the size, orientation and composition of mineral ore bodies and hydrocarbon deposits</p> <p>Progression to supervisory or higher level positions is possible with experience in this unit group</p>	1				
Lab Manager	Mill	Operations	80010	<p>Evaluate efficiency of production sites to determine adequacy of personnel, equipment and technologies used, and make changes to work schedule or equipment when necessary</p> <p>Confer with other managers to set production quotas, to plan extraction sites and to develop policies for the removal of raw materials</p> <p>Prepare production reports for review by senior management</p> <p>Ensure adherence to safety regulations</p> <p>Hire personnel and oversee training needs of staff</p> <p>Progression to senior management positions in the respective industries is possible with experience</p>	0			1	

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Labourer	Exploration	Exploration	75110	Load and unload construction materials, and move materials to work areas  Assist tradespersons such as carpenters, bricklayers, cement finishers, roofers and glaziers in construction activities  Direct traffic at or near construction sites  Mobility is possible among workers in this unit group  Progression from helper to trades is possible with experience and additional education	2				
Labourer	Construction	Construction	75110	Load and unload construction materials, and move materials to work areas  Assist tradespersons such as carpenters, bricklayers, cement finishers, roofers and glaziers in construction activities  Direct traffic at or near construction sites  Mobility is possible among workers in this unit group  Progression from helper to trades is possible with experience and additional education	3				
Labourer	Earthworks, Site Services, Open Pit, MLA	Operations	75110	Load and unload construction materials, and move materials to work areas  Assist tradespersons such as carpenters, bricklayers, cement finishers, roofers and glaziers in construction activities  Direct traffic at or near construction sites  Mobility is possible among workers in this unit group  Progression from helper to trades is possible with experience and additional education	18	2			
Lead Surveyor	Technical Services	Operations	21203	Plan, direct and supervise or conduct surveys to establish and mark legal boundaries of properties, parcels of lands, provincial and Canada Lands, Aboriginal land claims, mining claims, utility rights-of-way, and roadways  Determine precise locations using electronic distance measuring equipment, global positioning systems (GPS), and unmanned aerial vehicles (UAV)/drones  Prepare or supervise the preparation and compilation of all data, plans, charts, records and documents related to surveys of real property boundaries  May supervise other land surveyors, and land survey technologists and technicians  Progression to supervisory positions in this unit group possible with experience	2				
Lead UG Technical Service	Technical Services	Operations	22101	Conduct or direct geological, geophysical or geochemical surveys, prospecting field trips, exploratory drilling. or underground mine survey programs  May conduct or supervise studies and programs related to mine development, mining methods, mine ventilation, lighting, drainage and ground control  Mobility may be possible between geophysical technology and electronic technology	1				
Lead, Accommodations	Camp & Catering	Operations	13101	Coordinate the implementation of repairs, maintenance and renovations carried out on buildings and monitor progress and cost of work for property owners  ensure that trouble calls received from clients or tenants are acted upon  Prepare and administer contracts for provision of property services, such as cleaning and maintenance, security services and alarm system	1				

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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Lead, Payroll	Human Resources	Operations	12011	Implement efficient working processes and coordinate, assign and review the work of clerks engaged in the following duties: administering accounts payable and receivable; processing, verifying and recording financial documents and forms; administering payrolls; processing, verifying and recording insurance claims and forms; and collecting user fees and payments on overdue accounts  Establish work schedules and procedures and coordinate activities with other work units or departments  Resolve work-related problems and prepare and submit progress and other reports	1				
Logistics Coordinator	Exploration	Exploration	14405	Prepare operational and crew schedules for transportation of operating personnel, arrange accommodation and site facility access. Organizational, prioritization and logistical skills are essential  Progression to Supervisor position are possible with more experience	1				
Logistics Supervisor	Supply Chain	Operations	12010	Establish work schedules and procedures and coordinate activities with other work units or departments  Resolve work-related problems and prepare and submit progress and other reports  Coordinate, assign and review the work the following duties: record keeping and filing; data entry; and other activities involving general office and administrative skills  Progression to supervisory positions is possible with experience			1		
Long Range Planner	Maintenance	Operations	82020	Establish methods to meet work schedules and confer with managerial and technical personnel, other departments and contractors to resolve problems and coordinate activities  Oversee the safety of the mining or quarrying operation  Resolve work problems and recommend measures to improve productivity  Requisition materials and supplies  There is mobility between employers, especially for supervisors with post-secondary diplomas or degrees	2				
Manager, Camp	Camp & Catering	Operations	70012	Plan, organize and direct administrative services such as signage, cleaning, maintenance, parking, safety inspections, security and snow removal  Oversee the installation, maintenance and repair of real estate infrastructures including machinery, equipment and electrical and mechanical systems  Prepare or oversee the preparation of reports and statistics related to areas of responsibility	1				
Manager, Environment	Environment	Operations	80010	Evaluate efficiency of production sites to determine adequacy of personnel, equipment and technologies used, and make changes to work schedule or equipment when necessary  Confer with other managers to set production quotas, to plan extraction sites and to develop policies for the removal of raw materials  Prepare production reports for review by senior management  Ensure adherence to safety regulations  Hire personnel and oversee training needs of staff  Progression to senior management positions in the respective industries is possible with experience	1				

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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4	
Manager, Environmental Permitting	Environment	Operations	80010	Evaluate efficiency of production sites to determine adequacy of personnel, equipment and technologies used, and make changes to work schedule or equipment when necessary  Confer with other managers to set production quotas, to plan extraction sites and to develop policies for the removal of raw materials  Prepare production reports for review by senior management  Ensure adherence to safety regulations  Hire personnel and oversee training needs of staff  Progression to senior management positions in the respective industries is possible with experience	1					
Manager, Facilities	Camp & Catering	Operations	12010	Coordinate, assign and review the work of clerks engaged in the following duties: word processing; record keeping and filing; operating telephones and switchboards; data entry; desktop publishing; and other activities involving general office and administrative skills  Establish work schedules and procedures and coordinate activities with other work units or departments  Resolve work-related problems and prepare and submit progress and other reports  May perform the same duties as workers supervised	0	1				
Manager, Health & Safety	Health & Safety	Operations	10011	Plan, organize, direct, control and evaluate the operations of personnel departments  Coordinate internal and external training and recruitment activities  Administer employee development, language training and health and safety programs  Ensure compliance with legislation  Progression to senior management positions is possible with experience	0				1	
Manager, Indigenous & Northern Affairs	Indigenous & Northern Affairs	Operations	10011	Plan human resource requirements in conjunction with other departmental managers  Administer employee development, language training and health and safety programs  Organize and conduct employee information meetings on employment policy, benefits and compensation and participate actively on various joint committees  Progression to senior management positions is possible with experience	1					
Manager, Information Technology	IT	Operations	20012	Plan, organize, direct, control and evaluate the activities of organizations that analyze, design, develop, implement, operate and administer computer and telecommunications software, networks and information systems.  Progression to senior management positions is possible with experience.	0				1	
Manager, Maintenance	Maintenance	Operations	70012	Direct the maintenance and repair of an establishment's machinery, equipment and electrical and mechanical systems  Develop and implement schedules and procedures for safety inspections and preventive maintenance programs  Plan and manage a facility's maintenance budget  Hire and oversee training and supervision of staff	1					

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Manager, Mill	Mill	Operations	80010	Evaluate efficiency of production sites to determine adequacy of personnel, equipment and technologies used, and make changes to work schedule or equipment when necessary  Confer with other managers to set production quotas, to plan extraction sites and to develop policies for the removal of raw materials  Prepare production reports for review by senior management  Ensure adherence to safety regulations  Hire personnel and oversee training needs of staff  Progression to senior management positions in the respective industries is possible with experience	0	1			
Manager, Open Pit	Open Pit Mining	Operations	80010	Evaluate efficiency of production sites to determine adequacy of personnel, equipment and technologies used, and make changes to work schedule or equipment when necessary  Confer with other managers to set production quotas, to plan extraction sites and to develop policies for the removal of raw materials  Prepare production reports for review by senior management  Ensure adherence to safety regulations  Hire personnel and oversee training needs of staff  Progression to senior management positions in the respective industries is possible with experience	1				
Manager, Procurement	Supply Chain	Operations	10012	Plan, organize, direct, control and evaluate the purchasing activities of an establishment  Develop purchasing policies and procedures and control purchasing department budget  Identify vendors of materials, equipment or supplies  Negotiate or oversee the negotiation of purchase contracts	1				
Manager, Talent Acquisition	Human Resources	Operations	10011	Plan, organize, direct, control and evaluate the operations of human resources or personnel departments  Coordinate internal and external training and recruitment activities  Oversee the classification and rating of occupations  Ensure compliance with legislation such as the Pay Equity Act  Progression to senior management positions is possible with experience	1				
Manager, Technical Services	Technical Services	Exploration	80010	Evaluate efficiency of production sites to determine adequacy of personnel, equipment and technologies used, and make changes to work schedule or equipment when necessary  Confer with other managers to set production quotas, to plan extraction sites and to develop policies for the removal of raw materials  Prepare production reports for review by senior management  Ensure adherence to safety regulations  Hire personnel and oversee training needs of staff  Progression to senior management positions in the respective industries is possible with experience	0	1			

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Manager, Underground Mining	UG mining	Operations	80010	Oversee and analyze operations in mining operations or in services mining industries  Recommend operational changes to senior management when necessary to ensure that production quotas and procedures are met  Confer with other managers to set production quotas, to plan extraction sites and to develop policies for the removal of raw materials  Hire personnel and oversee training needs of staff  Progression to senior management positions in the respective industries is possible with experience	1				
Material Coordinator	Supply Chain	Operations	14401	Receive and sort incoming parts and supplies  Store items in an orderly and accessible manner in a warehouse, tool room, supply room or other area  Process incoming requisitions and issue or distribute parts and supplies for internal usage  Maintain records of orders and the amount, kind and location of parts and supplies on hand using manual or computerized inventory system  The Red Seal endorsement allows for interprovincial mobility  Progression to supervisory positions is possible with additional training or experience	1				
Material Handler	Construction	Construction	14400	Ship, receive, and record movement of parts, supplies, materials, equipment, and stock to and from an establishment  Determine method of shipping and arrange shipping, prepare bills of lading, forms, invoices, and other shipping documents manually or by computer. They may operate forklift, hand truck, or other equipment to load, unload, transport, and store goods and inspect and verify incoming goods against invoices or other documents, record shortages, and reject damaged goods  Progression to supervisory positions with additional training or experience	1				
Material Handler	Supply Chain	Operations	14400	Ship, receive, and record movement of parts, supplies, materials, equipment, and stock to and from an establishment  Determine method of shipping and arrange shipping, prepare bills of lading, forms, invoices, and other shipping documents manually or by computer. They may operate forklift, hand truck, or other equipment to load, unload, transport, and store goods and inspect and verify incoming goods against invoices or other documents, record shortages, and reject damaged goods  Progression to supervisory positions with additional training or experience	1				
Material Master Data Specialist	Supply Chain	Operations	21221	Confer with clients to identify and document requirements  Analyze information systems processes, and propose customized solutions to improve performance and efficiency  Design, develop, integrate, test and implement information systems business solutions  Conduct tests to ensure the reliability, accuracy, and functionality of system changes and enhancements	1				

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Materials Technician	Supply Chain	Operations	14401	<p>Receive and sort incoming parts and supplies</p> <p>Store items in an orderly and accessible manner in a warehouse, tool room, supply room or other area</p> <p>Process incoming requisitions and issue or distribute parts and supplies for internal usage</p> <p>Maintain records of orders and the amount, kind and location of parts and supplies on hand using manual or computerized inventory system</p> <p>The Red Seal endorsement allows for interprovincial mobility</p> <p>Progression to supervisory positions is possible with additional training or experience</p>	1	2=3			
Mechanical	Construction	Construction	21301	<p>Conduct research into the feasibility, design, operation and performance of mechanisms, components and systems</p> <p>Plan and manage projects, and prepare material, cost and timing estimates, reports and design specifications for machinery and systems</p> <p>Inspect the installation, modification and commissioning of mechanical systems at construction sites</p> <p>There is considerable mobility between mechanical engineering specializations at the less senior levels</p> <p>Supervisory and senior positions in this unit group require experience</p>	1				
Metal Fabricator	Construction	Construction	72104	<p>Study engineering drawings and blueprints, determine the materials required, and plan the sequence of tasks to cut metal most efficiently</p> <p>Lay out reference points and patterns on heavy metal according to component specifications</p> <p>Assemble and fit metal sections and plates to form complete units or subunits using tack welding, bolting, riveting or other methods</p> <p>Progression to supervisory positions is possible with experience.</p>	1				
Metallurgical Assistant	Mill	Operations	21109	<p>Conduct studies into the properties and production of metals and alloys</p> <p>Mobility between specializations in this group may be possible with experience</p>	0			2	
Mill Assistant Planner	Mill	Operations	82020	<p>Assist the safety of the mining or quarrying operation</p> <p>Resolve work problems and recommend measures to improve productivity</p> <p>Requisition materials and supplies</p> <p>There is mobility between employers, especially for supervisors with post-secondary diplomas or degrees</p>	0	1			
Mill Maintenance	Mill	Operations	73201	<p>maintain inventory of supplies and equipment and make minor purchases as required</p> <p>perform other routine maintenance jobs</p> <p>perform daily inspections on the building systems</p> <p>Progression to supervisory positions is possible with additional training or experience</p>	0		2		



Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Mill Planner	Mill	Operations	82020	Establish methods to meet work schedules and confer with managerial and technical personnel, other departments and contractors to resolve problems and coordinate activities  Oversee the safety of the mining or quarrying operation  Resolve work problems and recommend measures to improve productivity  Requisition materials and supplies  There is mobility between employers, especially for supervisors with post-secondary diplomas or degrees	0		6	14	20
Mill Trainer	Mill	Operations	41210	Teach students using a systematic plan of lectures, demonstrations, discussion groups, laboratory work, shop sessions, seminars, case studies, field assignments and independent or group projects  Develop curriculum and prepare teaching materials and outlines for courses  Supervise independent or group projects, field placements, laboratory work or hands-on training	0			2	
Millwright	Site Services	Operations	72400	Install, maintain, troubleshoot, overhaul and repair stationary industrial machinery and mechanical equipment  Read blueprints, diagrams and schematic drawings to determine work procedures  Install, align, dismantle and move stationary industrial machinery and mechanical equipment, such as pumps, fans, tanks, conveyors, furnaces and generators according to layout plans using hand and power tools  Progression to supervisory positions is possible with experience. Progression to supervisory positions is possible with experience  Red Seal endorsement allows for interprovincial mobility	1		1		
Millwright	Mill	Operations	72400	Install, maintain, troubleshoot, overhaul and repair stationary industrial machinery and mechanical equipment  Read blueprints, diagrams and schematic drawings to determine work procedures  Install, align, dismantle and move stationary industrial machinery and mechanical equipment, such as pumps, fans, tanks, conveyors, furnaces and generators according to layout plans using hand and power tools  Progression to supervisory positions is possible with experience. Progression to supervisory positions is possible with experience  Red Seal endorsement allows for interprovincial mobility				6	4
Millwright	Construction	Construction	72400	Install, maintain, troubleshoot, overhaul and repair stationary industrial machinery and mechanical equipment  Read blueprints, diagrams and schematic drawings to determine work procedures  Install, align, dismantle and move stationary industrial machinery and mechanical equipment, such as pumps, fans, tanks, conveyors, furnaces and generators according to layout plans using hand and power tools  Progression to supervisory positions is possible with experience. Progression to supervisory positions is possible with experience  Red Seal endorsement allows for interprovincial mobility	12				

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Mine Beat Geologist	Technical Services	Operations	21102	<p>Plan, direct and participate in geological, geochemical and geophysical field studies, drilling and geological testing programs</p> <p>Plan, direct and participate in analyses of geological, geochemical and geophysical survey data, well logs and other test results, maps, notes and cross sections</p> <p>Assess the size, orientation and composition of mineral ore bodies and hydrocarbon deposits</p> <p>Geologists may specialize in fields such as coal geology, environmental geology, geochronology, hydrogeology, mineral deposits or mining, petroleum geology, stratigraphy, tectonics, volcanology or in other fields</p> <p>Advancement to management positions in mining, petroleum and other industries is possible with experience</p>	2	0			
Mine Engineer	Technical Services	Operations	21330	<p>Conduct preliminary surveys and studies of ore, mineral or coal deposits to assess the economic and environmental feasibility of potential mining operations</p> <p>Determine the appropriate means of safely and efficiently mining deposits</p> <p>Design shafts, ventilation systems, mine services, haulage systems and supporting structures</p> <p>Mining engineers work closely with geologists, geological engineers, metallurgical engineers, and other engineers and scientists, and mobility is possible between some fields of specialization</p>	0	2			
Mine Geologist	Technical Services	Operations	21102	<p>Plan, direct and participate in geological, geochemical and geophysical field studies, drilling and geological testing programs</p> <p>Plan, direct and participate in analyses of geological, geochemical and geophysical survey data, well logs and other test results, maps, notes and cross sections</p> <p>Assess the size, orientation and composition of mineral ore bodies and hydrocarbon deposits</p> <p>Geologists may specialize in fields such as coal geology, environmental geology, geochronology, hydrogeology, mineral deposits or mining, petroleum geology, stratigraphy, tectonics, volcanology or in other fields</p> <p>Advancement to management positions in mining, petroleum and other industries is possible with experience</p>	2				
Mine-Engineer-In-Training	Technical Services	Operations	21331	<p>Plan, develop and coordinate programs of geotechnical, geological, geophysical or geohydrological data acquisition, analysis and mapping to assist in the development of civil engineering, mining, petroleum and waste management projects</p> <p>Analyze and prepare recommendations and reports for construction or improvements to foundations of civil engineering projects such as rock excavation, pressure grouting and hydraulic channel erosion control</p> <p>Conduct surveys and studies of ore deposits, ore reserve calculations and mine design</p> <p>There is considerable mobility between engineering specializations at the less senior levels.</p> <p>Supervisory and senior positions in this unit group require experience</p>	1	2			

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Mining Administrator	Technical Services	Operations	13100	Oversee and coordinate office administrative procedures and review, evaluate and implement new procedures  Coordinate and plan for office services, such as accommodation, relocations, equipment, supplies, forms, disposal of assets, parking, maintenance and security services  Assemble data and prepare periodic and special reports, manuals and correspondence  Progression to administrative service management positions is possible with experience	0		1		
MLA Coordinator	MLA	Operations	14405	Prepare operational and crew schedules for transportation equipment and operating personnel  Review schedule requisitions, passenger counts and cargo, running times, distances, personnel availability and other pertinent information to establish schedule parameters  Compile equipment and personnel records, including hours in service, distances, maintenance, repairs required and other data, to produce operating reports  Progression to supervisory positions is possible with experience	1	1			
Mobile Maintenance Planner	Maintenance	Operations	70012	Direct the maintenance and repair of an establishment's machinery, equipment and electrical and mechanical systems  Develop and implement schedules and procedures for safety inspections and preventive maintenance programs  Hire and oversee training and supervision of staff	1				
Occupational & Industrial Hygienist	Health & Safety	Operations	41400	Study, evaluate and control physical, chemical and biological hazards and stresses in the workplace  Report and document investigations and conclusions  Suggest changes to work environments and processes  Progression to supervisory or managerial positions in these fields is possible with experience	2				
Oil Burner Technician	Site Services	Operations	72420	Read and interpret drawings or specifications to determine work to be performed  Lay out oil burner heating system components and assemble components using hand and power tools  Troubleshoot and repair malfunctioning oil burners, and their components and controls  Perform scheduled maintenance service on oil and solid fuel heating systems  Progression to supervisory positions is possible with experience	1	2	1		
Open Pit Equipment Trainer	Health & Safety	Operations	41210	Teach students using a systematic plan of lectures, demonstrations, discussion groups, laboratory work, shop sessions, seminars, case studies, field assignments and independent or group projects  Develop curriculum and prepare teaching materials and outlines for courses  Supervise independent or group projects, field placements, laboratory work or hands-on training	1				
Operations Manager	Management	Operations	70010	Plan and prepare construction schedules and milestones and monitor progress against established schedules  Develop and implement quality control programs  Prepare progress reports and issue progress schedules to clients  Direct the purchase of building materials and land acquisitions  Progression to senior management positions is possible with experience	1				

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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Operations Manager (MLA)	MLA	Operations	72021	Supervise, coordinate and schedule the activities of workers who operate cranes and construction, drilling, maintenance and other similar heavy equipment and establish methods to meet work schedules and coordinate work activities with other project supervisors or managers  Mobility is possible to other occupational groups in mining such as construction service and support occupations	1				
Operator Fuel & Lube Truck	Maintenance	Operations	85111	Clean up rig areas  drive trucks to transport materials and well service equipment  Progression to more senior operating positions is possible with experience	4				
Operator IV	Open Pit Mining	Operations	73300	Use of Articulated Dump Trucks and Hauling Trucks transporting materials over short distances, use of 2 way radio, adherence to safety protocols with the use of large industrial equipment  Progression to Heavy Equipment Operator roles with experience  Progression to supervisory positions or to non-driving occupations, such as driver trainer, safety officer or truck dispatcher is possible with additional training or experience	0	1			
Operator V	Open Pit Mining	Operations	73300	Use of Articulated Dump Trucks and Hauling Trucks transporting materials over short distances, use of 2 way radio, adherence to safety protocols with the use of large industrial equipment  Progression to Heavy Equipment Operator roles with experience  Progression to supervisory positions or to non-driving occupations, such as driver trainer, safety officer or truck dispatcher is possible with additional training or experience	0		2		
Operator, Fuel and Water	Site Services	Operations	85111	Clean up rig areas  drive trucks to transport materials and well service equipment  Progression to more senior operating positions is possible with experience	7				
Operator, Haul Truck	Earthworks, MLA	Operations	73300	Use of Articulated Dump Trucks and Hauling Trucks transporting materials over short distances, use of 2 way radio, adherence to safety protocols with the use of large industrial equipment  Progression to Heavy Equipment Operator roles with experience  Progression to supervisory positions or to non-driving occupations, such as driver trainer, safety officer or truck dispatcher is possible with additional training or experience	35				
Operator, Mobile Crusher	Construction	Construction	73400	Operate excavators and heavy equipment to excavate, move, load and grade earth, rock, gravel or other materials during construction and related activities  Conduct pre-operational checks on equipment and clean, lubricate and refill equipment  Progression to supervisory positions is possible with experience	6				
Operator, Waste Management	Site Services	Operations	92101	Operate and monitor computerized control systems and related equipment in water filtration and treatment plants to regulate the treatment and distribution of water  Monitor and inspect plant equipment and systems to detect equipment malfunctions and to ensure plant systems are operating normally  Read flow meters, gauges and other recording instruments to measure water output and consumption levels, bacterial content, chlorine and fluoride levels  May perform minor maintenance or assist skilled tradespersons with installation and repair of plant machinery  Progression to supervisory positions is possible with experience	3		1		

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Parts Coordinator	Supply Chain	Operations	14401	Maintain records of orders and the amount, kind and location of parts and supplies on hand using manual or computerized inventory system  Prepare requisition orders to replenish parts and supplies  Store items in an orderly and accessible manner in a warehouse, tool room, supply room or other area  Receive and sort incoming parts and supplies  Progression to supervisory positions is possible with additional training or experience	3				
Parts Technician	Supply Chain	Operations	14401	Maintain records of orders and the amount, kind and location of parts and supplies on hand using manual or computerized inventory system  Prepare requisition orders to replenish parts and supplies  Store items in an orderly and accessible manner in a warehouse, tool room, supply room or other area  Receive and sort incoming parts and supplies  Progression to supervisory positions is possible with additional training or experience	1		2		
Partsperson Material Technician	Supply Chain	Operations	14401	Maintain records of orders and the amount, kind and location of parts and supplies on hand using manual or computerized inventory system  Prepare requisition orders to replenish parts and supplies  Store items in an orderly and accessible manner in a warehouse, tool room, supply room or other area  Receive and sort incoming parts and supplies  Progression to supervisory positions is possible with additional training or experience	1				
Payroll & Benefits Specialist	Human Resources	Operations	13102	Collect, verify and process payroll information, determine pay and benefit entitlements for employees, and maintain accurate payroll records  Maintain and update employee information, such as records of employee attendance, leave and overtime to calculate pay and benefit entitlements, in Canadian and other currencies, using manual or computerized systems  Prepare, verify and process all employee payroll related payments, including regular pay, benefit payments, and special payments such as bonuses and vacation pay  Progression to supervisory positions is possible with experience	1				
Payroll Coordinator	Human Resources	Operations	13102	Collect, verify and process payroll information, determine pay and benefit entitlements for employees, and maintain accurate payroll records  Maintain and update employee information, such as records of employee attendance, leave and overtime to calculate pay and benefit entitlements, in Canadian and other currencies, using manual or computerized systems  Prepare, verify and process all employee payroll related payments, including regular pay, benefit payments, and special payments such as bonuses and vacation pay  Progression to supervisory positions is possible with experience	1				

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
People & Culture Advisor	Human Resources	Operations	11200	Advise employers and employees on the interpretation of human resources policies, compensation and benefit programs and collective agreements  Research and prepare occupational classifications, job descriptions, salary scales and competency appraisal measures and systems  Manage programs and maintain human resources information and related records systems  Progression to management positions is possible with experience	1				
Pipefitter	Construction	Construction	72104	Study engineering drawings and blueprints, determine the materials required, and plan the sequence of tasks to cut metal most efficiently  Lay out reference points and patterns on heavy metal according to component specifications  Assemble and fit metal sections and plates to form complete units or subunits using tack welding, bolting, riveting or other methods  Progression to supervisory positions is possible with experience	16				
Planner, Mill Maintenance	Construction	Construction	82020	Establish methods to meet work schedules and confer with managerial and technical personnel, other departments and contractors to resolve problems and coordinate activities  Oversee the safety of the mining or quarrying operation  Resolve work problems and recommend measures to improve productivity  Requisition materials and supplies  There is mobility between employers, especially for supervisors with post-secondary diplomas or degrees	1	1			
Planning Supervisor	Maintenance	Operations	70012	Direct the maintenance and repair of an establishment's machinery, equipment and electrical and mechanical systems  Develop and implement schedules and procedures for safety inspections and preventive maintenance programs  Hire and oversee training and supervision of staff	0		1		
Plant Metallurgist	Mill	Operations	21109	Conduct studies into the properties and production of metals and alloys  Mobility between specializations in this group may be possible with experience	0			2	
Plumber	Site Services	Operations	72300	Read blueprints, drawings and specifications to determine layout of plumbing system, water supply network and waste and drainage systems  Locate and mark positions for pipe connections, passage holes and fixtures in walls and floors  Install, repair and maintain domestic, commercial or industrial plumbing fixtures and systems  Cut opening in walls and floors to accommodate pipe and pipe fittings  Join pipes using couplings, clamps, screws, bolts, cement or soldering, brazing and welding equipment  Test pipes for leaks using air and water pressure gauges  Progression to supervisory positions is possible with experience	1			1	

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Portable Mechanic	Mill	Operations	92100	Operate and maintain generators and auxiliary equipment to generate electrical power and to provide heat, light Progression from lower to higher classes for power or stationary engineers is dependent on further training and experience Progression to supervisory positions is possible with experience				3	3
Power Electrician	Mill	Operations	72200	Read and interpret drawings, circuit diagrams and electrical code specifications to determine wiring layouts for new or existing installations Test continuity of circuits using test equipment to ensure compatibility and safety of system, following installation, replacement or repair Troubleshoot and isolate faults in electrical and electronic systems and remove and replace faulty components Progression to supervisory positions is possible with experience The Red Seal endorsement allows for interprovincial mobility			4	4	
Powerhouse Supervisor	Maintenance	Operations	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures Establish methods to meet work schedules and coordinate work activities with other departments Resolve work problems and recommend work measures to improve productivity May also supervise, coordinate and schedule the activities of related apprentices, machine operators, helpers and labourers Small businesses' contractors may execute tasks within their trade area of expertise, which is generally not the case for supervisors or contractors associated with a medium or large business	1	1			
Principal Engineer (Underground Open Pit)	Technical Services	Operations	21330	Plan, organize and supervise the development of mines and mine structures and the operation and maintenance of mines Prepare operations and project estimates, schedules and reports Implement and coordinate mine safety programs Supervise and coordinate the work of technicians, technologists, survey personnel, and other engineers and scientists Mining engineers work closely with geologists, geological engineers, metallurgical engineers, and other engineers and scientists, and mobility is possible between some fields of specialization	1				
Project Administrator	Business Services	Operations	13100	Oversee and coordinate office administrative procedures and review, evaluate and implement new procedures Coordinate and plan for office services, such as accommodation, relocations, equipment, supplies, forms, disposal of assets, parking, maintenance and security services Conduct analyses and oversee administrative operations related to budgeting, contracting and project planning and management processes Progression to administrative service management positions is possible with experience	1				

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Project Controller	PMO team	Operations	12112	Operate and maintain systems for the collection, classification, retrieval and retention of records, images, documents and information  Label, prepare and transfer information files according to established records management life-cycle procedures and schedules  Progression to supervisory positions is possible with additional training and experience	1				
Refiner	Mill	Operations	95100	Feed conveyors, crushers and other equipment; open valves and start pumps; skim dross from furnaces; sort, stack, bundle and stamp materials; and perform other activities to assist process and machine operators in mineral ore and metal processing  Transport raw materials, finished products, scrap and recyclable materials throughout plant manually or using forklift or other powered equipment  Clean work areas and equipment  Progression to machine and process operator positions is possible with experience	0		4		
Regional Director, Administration	Human Resources	Operations	10011	Plan, organize, direct, control and evaluate the operations of human resources and personnel departments, and develop and implement policies, programs and procedures regarding human resource planning, recruitment, collective bargaining, training and development, occupation classification and pay and benefit administration  They represent management and participate actively on various joint committees to maintain ongoing relations between management and employees  Progression to senior management positions is possible with experience	1				
Reliability Specialist	Maintenance	Operations	20012	Develop and implement policies and procedures for electronic data processing and computer systems development and operations  Meet with clients to discuss system requirements, specifications, costs and timelines  Assemble and manage teams of information systems personnel to design, develop, implement, operate and administer computer and telecommunications software, networks and information systems	1				
SAP Implementation Specialist	Maintenance	Operations	20012	Develop and implement policies and procedures for electronic data processing and computer systems development and operations  Meet with clients to discuss system requirements, specifications, costs and timelines  Assemble and manage teams of information systems personnel to design, develop, implement, operate and administer computer and telecommunications software, networks and information systems	1				
Scaffolder	Construction	Construction	72013	Establish methods to meet work schedules and coordinate work activities with other departments  Requisition materials and supplies  Ensure standards for safe working conditions are observed	30				
Sheet Metal Worker	Construction	Construction	72104	Study engineering drawings and blueprints, determine the materials required, and plan the sequence of tasks to cut metal most efficiently  Lay out reference points and patterns on heavy metal according to component specifications  Assemble and fit metal sections and plates to form complete units or subunits using tack welding, bolting, riveting or other methods  Progression to supervisory positions is possible with experience	3				



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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Short Range Mine Planners	Technical Services	Operations	82020	Establish methods to meet work schedules and confer with managerial and technical personnel, other departments and contractors to resolve problems and coordinate activities  Oversee the safety of the mining or quarrying operation  Resolve work problems and recommend measures to improve productivity  Requisition materials and supplies  There is mobility between employers, especially for supervisors with post-secondary diplomas or degrees	0		2		
Site Controller	Finance	Operations	11100	Develop and maintain cost finding, reporting and internal control procedures  Analyze financial statements and reports and provide financial, business and tax advice  Prepare detailed reports on audit findings and make recommendations to improve individual or establishment's accounting and management practices  There is limited mobility among the three professional accounting designations: chartered professional accountant, chartered accountant (CPA, CA); chartered professional accountant, certified general accountant (CPA, CGA), and chartered professional accountant, certified management accountant (CPA, CMA)	1				
Site Cost Analyst	Finance	Operations	12200	Keep financial records and establish, maintain and balance various accounts using manual and computerized bookkeeping systems  Post journal entries and reconcile accounts, prepare trial balance of books, maintain general ledgers and prepare financial statements  Complete and submit tax remittance forms, workers' compensation forms, pension contribution forms and other government documents  Progression to professional accounting occupations is possible with additional training	1				
Site Personnel Coordinator	Camp & Catering	Operations	14405	Prepare operational and crew schedules for transportation of operating personnel, arrange accommodation and site facility access. Organizational, prioritization and logistical skills are essential  Progression to Supervisor position are possible with more experience	1		2		
Skilled Labourer	Exploration	Exploration	75110	Load and unload construction materials, and move materials to work areas  Assist tradespersons such as carpenters, bricklayers, cement finishers, roofers and glaziers in construction activities  Level earth to fine grade specifications using rake and shovel  Mobility is possible among workers in this unit group  Progression from helper to trades is possible with experience and additional education	1				
Skilled Labourer	Site Services	Operations	75110	Load and unload construction materials, and move materials to work areas  Assist tradespersons such as carpenters, bricklayers, cement finishers, roofers and glaziers in construction activities  Level earth to fine grade specifications using rake and shovel  Mobility is possible among workers in this unit group  Progression from helper to trades is possible with experience and additional education	6			5	3

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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Specialist, Jumbo Operator	UG Mining	Operations	85110	Assist other mine workers in maintaining or constructing underground installations  Load, move, sort and pile materials and supplies  Clean underground rooms, roadways, working areas and mining equipment and conveyances using hand tools  Progression to underground production and development miner or underground mine service and support worker is possible with experience and training	1		1		
Sr. Specialist, Procurement and Contracts	Supply Chain	Operations	12102	Evaluate risk, assess, prepare forecasts, scenarios and other factors concerning the supply market, and write reports and recommendations  Provides research and input into the financial sourcing aspects of contracts and calls for tender when information is not readily available  Identify high impact cost reduction opportunities  Develop and maintain relationships with existing and potential buyers and suppliers to the organization  Progression to managerial positions is possible with experience	1				
Sr. Accounts Payable Clerk	Finance	Operations	14200	Calculate, prepare and process bills, invoices, accounts payable. Use of Numeracy, Data Entry, Analysis and administrative processing skills  Progression to supervisory or skilled financial occupations, such as accounts payable supervisor, is possible with additional training and experience	1				
Sr. Chemist	Mill	Operations	21101	Analyze, synthesize, purify, modify and characterize chemical or biochemical compounds  Develop and conduct programs of analysis to ensure quality control of raw materials, chemical intermediates or final products  Conduct programs of sample and data collection and analysis to identify and quantify environmental toxicants  Mobility between occupations in this group is possible with experience	2				
Sr. Civil Engineer	Earthworks	Operations	21300	Confer with clients and other members of the engineering team and conduct research to determine project requirements  Plan and design major civil projects such as buildings, roads, bridges, dams, water and waste management systems and structural steel fabrications  Develop construction specifications and procedures  Evaluate and recommend appropriate building and construction materials  There is considerable mobility between civil engineering specializations at the less senior levels	1				

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Sr. Contract Geologist	Exploration	Exploration	21102	Plan, direct and participate in geological, geochemical and geophysical field studies, drilling and geological testing programs  Plan and conduct analytical studies of core samples, drill cuttings and rock samples to identify chemical, mineral, hydrocarbon and biological composition and to assess depositional environments and geological age  Assess the size, orientation and composition of mineral ore bodies and hydrocarbon deposits  May supervise and coordinate well drilling, completion and work-overs and mining activities  Advancement to management positions in mining, petroleum and other industries is possible with experience  Progression to supervisory or higher level positions is possible with experience in this unit group	1				
Sr. Financial Accountant	Finance	Operations	10010	Plan, organize, direct, control and evaluate the operation of financial and accounting departments. They develop and implement the financial policies and systems of establishments. Financial managers establish performance standards and prepare various financial reports for senior management  Progression to senior management positions, such as vice-president of finance, is possible with experience	0	1			
Sr. Geotechnical Engineer	Technical Services	Operations	21331	Plan, develop and coordinate programs of geotechnical, geological, geophysical or geohydrological data acquisition, analysis and mapping to assist in the development of civil engineering, mining, petroleum and waste management projects  Analyze and prepare recommendations and reports for construction or improvements to foundations of civil engineering projects such as rock excavation, pressure grouting and hydraulic channel erosion control  Conduct surveys and studies of ore deposits, ore reserve calculations and mine design  There is considerable mobility between engineering specializations at the less senior levels  Supervisory and senior positions in this unit group require experience	1				
Sr. Human Resources Advisor	Human Resources	Operations	11200	Advise employers and employees on the interpretation of human resources policies, compensation and benefit programs and collective agreements  Research and prepare occupational classifications, job descriptions, salary scales and competency appraisal measures and systems  Manage programs and maintain human resources information and related records systems  Progression to management positions is possible with experience	1				
Specialist, Indigenous Coordinator	Indigenous & Northern Affairs	Operations	11202	Develop and maintain social media accounts, including managing customer reviews and testimonials  Prepare or oversee preparation of reports, briefs, presentations and web sites  Develop and organize workshops, meetings, ceremonies and other events and programs for publicity, fundraising and information purposes  Progression to managerial positions in public relations, communications and fundraising is possible with additional training and experience	0	1			

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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Sr. Mechanical Engineer	Construction	Construction	21301	Conduct research into the feasibility, design, operation and performance of mechanisms, components and systems  Plan and manage projects, and prepare material, cost and timing estimates, reports and design specifications for machinery and systems  Inspect the installation, modification and commissioning of mechanical systems at construction sites  There is considerable mobility between mechanical engineering specializations at the less senior levels  Supervisory and senior positions in this unit group require experience	1				
Sr. Mine Geologist	Open Pit Mining	Operations	21102	Plan, direct and participate in geological, geochemical and geophysical field studies, drilling and geological testing programs.  Plan, direct and participate in analyses of geological, geochemical and geophysical survey data and other test results, maps, notes and cross sections.  Plan and conduct analytical studies of core samples, drill cuttings and rock samples to identify chemical, mineral, hydrocarbon and biological composition and to assess depositional environments and geological age.  Assess the size, orientation and composition of mineral ore bodies and hydrocarbon deposits.  May supervise and coordinate well drilling, completion and work-overs and mining activities.  Geologists and geophysicists are eligible for Professional Engineering registration following graduation from an accredited educational program and after several years of supervised work experience and, in some provinces, after passing a professional practice examination.  Progression to supervisory roles in this unit group possible with experience.	2				
Sr. Operator, Multi Equipment	Earthworks	Operations	73400	Use of all surface mining equipment including Skid steers, Articulated Dump Trucks, Graders, Dozers, Excavators, Loader and Shovels  Progression to Crusher Operator with experience  Progression to Crane Operator following completion of trade certification  Progression to Supervisor with lead hand experience	32				
Sr. Operator, Waste Management	Site Services	Operations	92101	Operate and monitor computerized control systems and related equipment in the incineration of waste  Read flow meters, gauges and other recording instruments to measure output and fuel consumption levels  Collect waste and make adjustments to plant equipment and systems as required  Progression to supervisory positions is possible with experience	1				
Sr. Plant Metallurgist	Mill	Operations	21322	Conduct studies of the properties and characteristics of metals and other non-metallic materials and plan, design and develop machinery and processes to concentrate, extract, refine and process metals, alloys and other materials  Coordinate production testing and control of metal refining, smelting, or foundry operations or non-metallic materials production operations  There is considerable mobility between engineering specializations at the less senior levels	0			1	

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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Sr. Surveyor	Technical Services	Operations	21203	Plan, direct and supervise or conduct surveys to establish and mark legal boundaries of properties, parcels of lands, provincial and Canada Lands, Aboriginal land claims, mining claims, utility rights-of-way, and roadways  Determine precise locations using electronic distance measuring equipment, global positioning systems (GPS), and unmanned aerial vehicles (UAV)/drones  Prepare or supervise the preparation and compilation of all data, plans, charts, records and documents related to surveys of real property boundaries  May supervise other land surveyors, and land survey technologists and technicians  Progression to supervisory positions in this unit group possible with experience	2	2			
Steamfitter	Site Services	Operations	72301	Steamfitters lay out, assemble, fabricate, maintain, troubleshoot and repair piping systems carrying water, steam, chemicals and fuel in heating, cooling, lubricating and other process piping systems  Read and interpret drawings, blueprints and specifications to determine layout requirements. Clean and maintain pipe units and fittings and flush system  Progression to supervisory positions is possible with experience  The Red Seal endorsement allows for interprovincial mobility	1				
Superintendent, Carpentry & Scaffolding	Construction	Construction	72014	Supervise, coordinate and schedule the activities of construction workers engaged in bricklaying, roofing, cement finishing, tile setting, plastering, drywall installation, glazing, insulating and painting, and workers who install and service prefabricated products in residential and commercial properties  Establish methods to meet work schedules and coordinate work activities with other subcontractors  Resolve work problems and recommend measures to improve productivity and product quality  Train workers in job duties, safety procedures and company policy  There is little or no mobility among supervisors in this unit group	1				
Superintendent, Civil Works	Construction	Construction	20010	Plan, organize, direct, control and evaluate the activities and operations of an engineering department, service or firm  Consult and negotiate with clients to prepare specifications, explain proposals and present engineering reports and findings  Assign, co-ordinate and review the technical work of the department or project teams  Mobility to other technical managerial positions, or to research or senior management positions is possible with experience	1				
Superintendent, Civil Works	Earthworks	Operations	20010	Plan, organize, direct, control and evaluate the activities and operations of an engineering department, service or firm  Consult and negotiate with clients to prepare specifications, explain proposals and present engineering reports and findings  Assign, co-ordinate and review the technical work of the department or project teams  Mobility to other technical managerial positions, or to research or senior management positions is possible with experience	1				

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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Superintendent, Compensation & Benefits	Human Resources	Operations	11200	Advise employers and employees on the interpretation of human resources policies, compensation and benefit programs and collective agreements  Research and prepare occupational classifications, job descriptions, salary scales and competency appraisal measures and systems  Manage programs and maintain human resources information and related records systems	1				
Superintendent, Electrician	UG Mining	Operations	20010	Plan, organize, direct, control and evaluate the activities and operations of an engineering department  Develop and implement policies, standards and procedures for the engineering and technical work performed in the department  Assign, co-ordinate and review the technical work of the department or project teams  Mobility to other technical managerial positions, or to research or senior management positions is possible with experience	1				
Superintendent, Environment	Environment	Operations	80010	Oversee and analyze operations  Recommend operational changes to senior management when necessary to ensure that production quotas and procedures are met  Prepare production reports for review by senior management  Ensure adherence to regulations  Progression to senior management positions in the respective industries is possible with experience	1				
Superintendent, Facilities	Exploration	Exploration	12010	Coordinate, assign and review the work of clerks engaged in the following duties: word processing; record keeping and filing; operating telephones and switchboards; data entry; desktop publishing; and other activities involving general office and administrative skills  Establish work schedules and procedures and coordinate activities with other work units or departments  Resolve work-related problems and prepare and submit progress and other reports  May perform the same duties as workers supervised  Progression to management positions in this unit group is possible with experience	1				
Superintendent, Health & Safety	Health & Safety	Operations	22232	Review, evaluate and monitor health and safety hazards and develop strategies to prevent, control and eliminate accidents and occupational injuries  Inspect the workplace environments, equipment and practices to ensure compliance with organization and government environment, health and safety standards and regulations  Develop and implement health and safety programs, including standard operating procedures, policies and training to mitigate risk, optimize worker's health and safety and foster a positive occupational health and safety culture  Progression to management positions is possible with additional training and experience	2				
Superintendent, Human Resources	Human Resources	Operations	11200	Advise employers and employees on the interpretation of human resources policies, compensation and benefit programs and collective agreements  Research and prepare occupational classifications, job descriptions, salary scales and competency appraisal measures and systems  Manage programs and maintain human resources information and related records systems  Progression to management positions is possible with experience.	0			2	

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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Superintendent, Internal Audit	Finance	Operations	10029	Develop action plans, provide expertise in response to client needs, and support and advise project teams  Plan, administer and control budgets for client projects, contracts, equipment and supplies  Represent the company within various economic and social organizations  Several years of experience in a field related to the business service provided are usually required	1				
Superintendent, Maintenance	Mill	Operations	70012	Direct the maintenance and repair of an establishment's machinery, equipment and electrical and mechanical systems  Develop and implement schedules and procedures for safety inspections and preventive maintenance programs  Hire and oversee training and supervision of staff	0	2			
Superintendent, Maintenance	Maintenance	Operations	70012	Direct the maintenance and repair of an establishment's machinery, equipment and electrical and mechanical systems  Develop and implement schedules and procedures for safety inspections and preventive maintenance programs  Hire and oversee training and supervision of staff	2	2			
Superintendent, Mechanical	Construction	Construction	70012	Direct the maintenance and repair of an establishment's machinery, equipment and electrical and mechanical systems  Develop and implement schedules and procedures for safety inspections and preventive maintenance programs  Hire and oversee training and supervision of staff	1				
Superintendent, MLA	MLA	Operations	72021	Supervise, coordinate and schedule the activities of workers who operate cranes and construction, drilling, maintenance and other similar heavy equipment and establish methods to meet work schedules and coordinate work activities with other project supervisors or managers  Mobility is possible to other occupational groups in mining such as construction service and support occupations	1				
Superintendent, Open Pit	Open Pit Mining	Operations	70010	Plan and prepare construction schedules and milestones and monitor progress against established schedules  Hire and supervise the activities of subcontractors and subordinate staff  Prepare progress reports and issue progress schedules to clients  Direct the purchase of building materials and land acquisitions  Progression to senior management positions is possible with experience	2				
Superintendent, Piping	Construction	Construction	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Establish methods to meet work schedules and coordinate work activities with other departments  Requisition materials and supplies  Resolve work problems and recommend work measures to improve productivity	1				

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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Superintendent, Planning and Optimization	Maintenance	Operations	70012	Direct the maintenance and repair of an establishment's machinery, equipment and electrical and mechanical systems  Develop and implement schedules and procedures for safety inspections and preventive maintenance programs  Hire and oversee training and supervision of staff	1				
Superintendent, Quality Control/Quality Assurance	Construction	Construction	21321	Plan and design plant layouts and facilities  Develop flexible or integrated manufacturing systems and procedures  Conduct studies and implement programs to determine optimum inventory levels for production and to allow optimum utilization of machinery, materials and resources  Supervisory and senior positions in this unit group require experience	1				
Superintendent, Rebar	Construction	Construction	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Establish methods to meet work schedules and coordinate work activities with other departments  Requisition materials and supplies  Resolve work problems and recommend work measures to improve productivity	1				
Superintendent, Sheet Metal & Cladding	Construction	Construction	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Establish methods to meet work schedules and coordinate work activities with other departments  Requisition materials and supplies  Resolve work problems and recommend work measures to improve productivity	1				
Superintendent, Site Services	Site Services	Operations	73201	Make adjustments and minor repairs to heating, cooling, ventilating, plumbing and electrical systems, and contact tradespersons for major repairs  Perform other routine maintenance jobs such as painting and drywall repair  Provide general assistance and supervision to skilled trade persons such as electricians, carpenters and plumbers  Progression to management positions is possible with additional training or experience	1				
Superintendent, Steel Erection	Construction	Construction	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Establish methods to meet work schedules and coordinate work activities with other departments  Requisition materials and supplies  Resolve work problems and recommend work measures to improve productivity	1				



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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Superintendent, Supply Chain	Supply Chain	Operations	12013	Supervise, plan, assign and review the work of clerks engaged in the following duties: shipping, receiving, storing, distributing and maintaining inventories of materials, parts and products; processing purchasing transactions; coordinating production work; dispatching crews; scheduling transportation crews and routes/flight operations; and other related activities  Ensure compliance with policies, procedures for safety and security, standards and regulations in force and participate in their improvement  Requisition supplies and materials  Progression to senior management positions is possible with experience	2				
Superintendent, Travel	Travel	Operations	12010	Establish work schedules and procedures and coordinate activities with other work units or departments  Resolve work-related problems and prepare and submit progress and other reports  Coordinate, assign and review the work the following duties: record keeping and filing; data entry; and other activities involving general office and administrative skills  Progression to supervisory positions is possible with experience	1				
Superintendent, Underground Development	UG Mining	Operations	82020	Supervise, coordinate and schedule the activities of workers who extract coal, minerals and ore; operate underground conveyances; and perform other services in support of underground mining, or of heavy equipment operators, drillers, blasters and other workers in surface mining and quarrying  Train workers in job duties, safety procedures and company policies  Mobility between surface mining, underground mining, coal or metal mining sectors may be limited by differences in production technologies and licensing requirements  There is mobility between employers, especially for supervisors with post-secondary diplomas or degrees	2				
Superintendent, Warehouse	Construction	Construction	12013	Supervise, plan, assign and review the work of clerks engaged in the following duties: shipping, receiving, storing, distributing and maintaining inventories of materials, parts and products; processing purchasing transactions; coordinating production work; dispatching crews; scheduling transportation crews and routes; and other related activities  Ensure compliance with policies, procedures for safety and security, standards and regulations in force and participate in their improvement  Requisition supplies and materials	1				
Superintendent, Welding & Fabrication	Construction	Construction	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Establish methods to meet work schedules and coordinate work activities with other departments  Requisition materials and supplies  Resolve work problems and recommend work measures to improve productivity	1				
Superintendent, WIR	MLA	Operations	72021	Supervise, coordinate and schedule the activities of workers who operate cranes and construction, paving, drilling, railway maintenance and other similar heavy equipment  Establish methods to meet work schedules and coordinate work activities with other project supervisors or managers  Journeyman/woman trade certification in a relevant trade may be required  There is some mobility between occupations classified in this unit group	1	1			

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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Supervisor, WIR	MLA	Operations	72021	Supervise, coordinate and schedule the activities of workers who operate cranes and construction, paving, drilling, railway maintenance and other similar heavy equipment  Establish methods to meet work schedules and coordinate work activities with other project supervisors or managers  Journeyman/woman trade certification in a relevant trade may be required  There is some mobility between occupations classified in this unit group	0		2		
Supervisor, Accounts Payable	Finance	Operations	12011	Implement efficient working processes and coordinate, assign and review the work of clerks engaged in the following duties: administering accounts payable and receivable; processing, verifying and recording financial documents and forms; administering payrolls; Processing, verifying and recording insurance claims and forms; and collecting user fees and payments on overdue accounts  Examine and verify accuracy of work and authorize routine payments, credits and other transactions  Progression to Manager role is possible with experience	1				
Supervisor, Batch Plant	Construction	Construction	20010	Assign, co-ordinate and review the technical work of the department or project teams  Mobility to other technical managerial positions, or to research or senior management positions is possible with experience	2				
Supervisor, Carpentry	Construction	Construction	72013	Supervise, coordinate and schedule the activities of carpenters who construct, renovate and maintain structures of wood and other building materials and build and install interior finishing in residential, commercial and industrial buildings; and of cabinetmakers who construct and repair custom wooden cabinets, furniture, fixtures and related products  Establish methods to meet work schedules and coordinate work activities with other departments  Requisition materials and supplies  There is some mobility among jobs within a specific trade; however, there is little or no intertrade mobility	2				
Supervisor, Civil Earthworks	Earthworks	Operations	20010	Assign, co-ordinate and review the technical work of the department or project teams  Mobility to other technical managerial positions, or to research or senior management positions is possible with experience	4				
Supervisor, Civil Works	Construction	Construction	20010	Assign, co-ordinate and review the technical work of the department or project teams  Mobility to other technical managerial positions, or to research or senior management positions is possible with experience	2				
Supervisor, Community Relations	Indigenous & Northern Affairs	Operations	11202	Develop, implement and evaluate public relations strategies and programs designed to inform clients, employees and the general public of initiatives and policies of businesses, governments and other organizations  Conduct public opinion and attitude surveys to identify the interests and concerns of key groups served by their organization  Develop and organize workshops, meetings, ceremonies and other events and programs for publicity, fundraising and information purposes  Progression to managerial positions in public relations, communications and fundraising is possible with additional training and experience	1				

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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Supervisor, Cranes	Construction	Construction	72021	Supervise, coordinate and schedule the activities of workers who operate cranes and construction, paving, drilling, railway maintenance and other similar heavy equipment  Establish methods to meet work schedules and coordinate work activities with other project supervisors or managers  Journeyman/woman trade certification in a relevant trade may be required  There is some mobility between occupations classified in this unit group	3				
Supervisor, Custodial	Camp & Catering	Operations	62024	Supervision and coordination the activities of Light duty cleaners  Advancement to supervisory roles in other site services divisions	2				
Supervisor, Drill & Blast	Open Pit Mining	Operations	72021	Supervise, coordinate and schedule the activities of workers who drill  Establish methods to meet work schedules and coordinate work activities with other project supervisors or managers  Requisition materials and supplies  There is some mobility between occupations classified in this unit group	1				
Supervisor, Ducting	Construction	Construction	72010	Supervise, coordinate and schedule the activities of workers who operate cranes and construction, paving, drilling, railway maintenance and other similar heavy equipment  Establish methods to meet work schedules and coordinate work activities with other project supervisors or managers  Journeyman/woman trade certification in a relevant trade may be required  There is some mobility between occupations classified in this unit group	1				
Supervisor, Electrical	Mill	Operations	20010	Develop and implement policies, standards and procedures for the engineering and technical work performed in the department  Assign, co-ordinate and review the technical work of the department or project teams  Mobility to other technical managerial positions, or to research or senior management positions is possible with experience	2				
Supervisor, Environment	Environment	Operations	41400	Conduct research and advise on policies or develop or administer programs related to transportation, emergency preparedness, communications, natural resources, the environment, traditional and alternative energy technologies, land use, recycling and other scientific fields  Promote public awareness and education on issues such as utilization of natural resources, the environment, and reprocessing and reduction of waste	1				
Supervisor, Facilities	Exploration	Exploration	12010	Coordinate, assign and review the work of clerks engaged in the following duties: word processing; record keeping and filing; operating telephones and switchboards; data entry; desktop publishing; and other activities involving general office and administrative skills  Establish work schedules and procedures and coordinate activities with other work units or departments  Resolve work-related problems and prepare and submit progress and other reports  May perform the same duties as workers supervised  Progression to management positions in this unit group is possible with experience	1				

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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Supervisor, Health & Safety	Construction	Construction	22232	Lead and participate in workplace audits and investigations of safety concerns, incidents and accidents  Lead and participate in workplace inspections to ensure that equipment, materials and production processes do not present a safety or health hazard to employees  Develop and implement health and safety programs, including standard operating procedures, policies and training to mitigate risk, optimize worker's health and safety and foster a positive occupational health and safety culture  Provide training to employers, employees and the general public on issues of workplace safety  Occupational health and safety officers may require certification with the Board of Canadian Registered Safety Professionals (BCRSP)	2				
Supervisor, Instrumentation	Construction	Construction	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Establish methods to meet work schedules and coordinate work activities with other departments  Resolve work problems and recommend work measures to improve productivity  May also supervise, coordinate and schedule the activities of related apprentices, machine operators, helpers and labourers  Small businesses' contractors may execute tasks within their trade area of expertise, which is generally not the case for supervisors or contractors associated with a medium or large business	1				
Supervisor, Ironworker	Construction	Construction	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Requisition materials and supplies  Ensure standards for safe working conditions are observed  Journeyman/woman trade certification in machining, tool and die making or in another related metalworking trade is required	2				
Supervisor, Leach Tank	Construction	Construction	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Requisition materials and supplies  Ensure standards for safe working conditions are observed  Journeyman/woman trade certification in machining, tool and die making or in another related metalworking trade is required	1				

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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Supervisor, Light Vehicle	Maintenance	Operations	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Establish methods to meet work schedules and coordinate work activities with other departments  Resolve work problems and recommend work measures to improve productivity  May also supervise, coordinate and schedule the activities of related apprentices, machine operators, helpers and labourers  Small businesses' contractors may execute tasks within their trade area of expertise, which is generally not the case for supervisors or contractors associated with a medium or large business	1				
Supervisor, Maintenance	Mill	Operations	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Establish methods to meet work schedules and coordinate work activities with other departments  Resolve work problems and recommend work measures to improve productivity  May also supervise, coordinate and schedule the activities of related apprentices, machine operators, helpers and labourers  Small businesses' contractors may execute tasks within their trade area of expertise, which is generally not the case for supervisors or contractors associated with a medium or large business	0		2		
Supervisor, Maintenance	Maintenance	Operations	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Establish methods to meet work schedules and coordinate work activities with other departments  Resolve work problems and recommend work measures to improve productivity  May also supervise, coordinate and schedule the activities of related apprentices, machine operators, helpers and labourers  Small businesses' contractors may execute tasks within their trade area of expertise, which is generally not the case for supervisors or contractors associated with a medium or large business	4	2			
Supervisor, Mechanical	Construction	Construction	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Requisition materials and supplies  Ensure standards for safe working conditions are observed  Journeyman/woman trade certification in machining, tool and die making or in another related metalworking trade is required	1				

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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Supervisor, Mill Operations	Mill	Operations	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Establish methods to meet work schedules and coordinate work activities with other departments  Resolve work problems and recommend work measures to improve productivity  May also supervise, coordinate and schedule the activities of related apprentices, machine operators, helpers and labourers  Small businesses' contractors may execute tasks within their trade area of expertise, which is generally not the case for supervisors or contractors associated with a medium or large business	0		2		
Supervisor, MLA Facilities	MLA	Operations	72021	Supervise, coordinate and schedule the activities of workers who operate equipment, do construction, and other miscellaneous tasks  Establish methods to meet work schedules and coordinate work activities with other project supervisors or managers  Requisition materials and supplies  There is some mobility between occupations classified in this unit group	2				
Supervisor, Open Pit	Open Pit Mining	Operations	72021	Supervise, coordinate and schedule the activities of workers who operate cranes or drill  Establish methods to meet work schedules and coordinate work activities with other project supervisors or managers  Requisition materials and supplies  There is some mobility between occupations classified in this unit group	4				
Supervisor, Operations (MLA)	MLA	Operations	72021	Supervise, coordinate and schedule the activities of workers who operate cranes and construction, paving, drilling, railway maintenance and other similar heavy equipment  Establish methods to meet work schedules and coordinate work activities with other project supervisors or managers  Train or arrange for training of workers  There is some mobility between occupations classified in this unit group	1				
Supervisor, Piping	Construction	Construction	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Establish methods to meet work schedules and coordinate work activities with other departments  Resolve work problems and recommend work measures to improve productivity  May also supervise, coordinate and schedule the activities of related apprentices, machine operators, helpers and labourers  Small businesses' contractors may execute tasks within their trade area of expertise, which is generally not the case for supervisors or contractors associated with a medium or large business	4				

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Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Supervisor, Preventative Maintenance	Maintenance	Operations	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Establish methods to meet work schedules and coordinate work activities with other departments  Resolve work problems and recommend work measures to improve productivity  May also supervise, coordinate and schedule the activities of related apprentices, machine operators, helpers and labourers  Small businesses' contractors may execute tasks within their trade area of expertise, which is generally not the case for supervisors or contractors associated with a medium or large business	1				
Supervisor, Procurement	Supply Chain	Operations	12013	Supervise, plan, assign and review the work of clerks engaged in the following duties: shipping, receiving, storing, distributing and maintaining inventories of materials, parts and products; processing purchasing transactions; coordinating production work; dispatching crews; scheduling transportation crews and routes; and other related activities  Ensure compliance with policies, procedures for safety and security, standards and regulations in force and participate in their improvement  Requisition supplies and materials	0	1			
Supervisor, Rebar	Construction	Construction	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Establish methods to meet work schedules and coordinate work activities with other departments  Requisition materials and supplies  Resolve work problems and recommend work measures to improve productivity	2				
Supervisor, Safety	Exploration	Exploration	22232	Lead and participate in workplace audits and investigations of safety concerns, incidents and accidents  Lead and participate in workplace inspections to ensure that equipment, materials and production processes do not present a safety or health hazard to employees  Develop and implement health and safety programs, including standard operating procedures, policies and training to mitigate risk, optimize worker's health and safety and foster a positive occupational health and safety culture  Provide training to employers, employees and the general public on issues of workplace safety  Occupational health and safety officers may require certification with the Board of Canadian Registered Safety Professionals (BCRSP)	1				
Supervisor, Scaffolding	Construction	Construction	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Establish methods to meet work schedules and coordinate work activities with other departments  Resolve work problems and recommend work measures to improve productivity  May also supervise, coordinate and schedule the activities of related apprentices, machine operators, helpers and labourers  Small businesses' contractors may execute tasks within their trade area of expertise, which is generally not the case for supervisors or contractors associated with a medium or large business	3				

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Supervisor, Site Services	Site Services	Operations	72021	Supervise, coordinate and schedule the activities of workers who operate equipment, do construction, and other miscellaneous tasks  Establish methods to meet work schedules and coordinate work activities with other project supervisors or managers  Requisition materials and supplies  There is some mobility between occupations classified in this unit group	3				
Supervisor, Site Services Trades	Site Services	Operations	72021	Supervise, coordinate and schedule the activities of workers who operate equipment, do construction, and other miscellaneous tasks  Establish methods to meet work schedules and coordinate work activities with other project supervisors or managers  Requisition materials and supplies  There is some mobility between occupations classified in this unit group	2				
Supervisor, Tank Welder	Construction	Construction	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Requisition materials and supplies  Train or arrange for training of workers  Journeyman/woman trade certification in machining, tool and die making or in another related metalworking trade is required	1				
Supervisor, Underground Maintenance	Maintenance	Operations	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Establish methods to meet work schedules and coordinate work activities with other departments  Resolve work problems and recommend work measures to improve productivity  May also supervise, coordinate and schedule the activities of related apprentices, machine operators, helpers and labourers  Small businesses' contractors may execute tasks within their trade area of expertise, which is generally not the case for supervisors or contractors associated with a medium or large business	2				
Supervisor, Warehouse	Construction	Construction	12013	Supervise, plan, assign and review the work of clerks engaged in the following duties: shipping, receiving, storing, distributing and maintaining inventories of materials, parts and products; processing purchasing transactions; coordinating production work; dispatching crews; scheduling transportation crews and routes; and other related activities  Ensure compliance with policies, procedures for safety and security, standards and regulations in force and participate in their improvement  Requisition supplies and materials	1				



Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Supervisor, Warehouse	Supply Chain	Operations	12013	Supervise, plan, assign and review the work of clerks engaged in the following duties: shipping, receiving, storing, distributing and maintaining inventories of materials, parts and products; processing purchasing transactions; coordinating production work; dispatching crews; scheduling transportation crews and routes; and other related activities  Ensure compliance with policies, procedures for safety and security, standards and regulations in force and participate in their improvement  Requisition supplies and materials	4				
Surface Driller	Open Pit Mining	Operations	73402	Drive and operate tracked or truck-mounted rotary drilling, air-track or other drilling machines to bore large blast holes to specified depths at staked positions in open-pit mine or quarry  Operate drilling machines to drill blast holes in rock at road or other construction sites  Operate tracked or truck-mounted drill equipped with auger or other attachment to drill holes for building foundations or pilings  Progression to supervisory positions is possible with experience	4		9		
Surveyor	Construction	Construction	22213	Participate in field surveys and operate survey instruments and devices  Keep records, measurements and other survey information in systematic order  Assist in the calculation, analysis and computation of measurements obtained during field surveys  Progression to supervisory positions is possible with experience	1				
Surveyor	Technical Services	Operations	22213	Participate in field surveys and operate survey instruments and devices  Keep records, measurements and other survey information in systematic order  Assist in the calculation, analysis and computation of measurements obtained during field surveys  Progression to supervisory positions is possible with experience	2				
Sustainability Coordinator	Indigenous & Northern Affairs	Operations	11202	Develop, implement and evaluate public relations strategies and programs designed to inform clients, employees and the general public of initiatives and policies of businesses, governments and other organizations  Conduct public opinion and attitude surveys to identify the interests and concerns of key groups served by their organization  Develop and organize workshops, meetings, ceremonies and other events and programs for publicity, fundraising and information purposes  Progression to managerial positions in public relations, communications and fundraising is possible with additional training and experience	0		1		
Talent Acquisition Assistant	Human Resources	Operations	12101	Advise job applicants on employment requirements and on terms and conditions of employment  Review candidate inventories and contact potential applicants to arrange  Advise job applicants on employment requirements and on terms and conditions of employment  Progression to specialist and management positions is possible with experience	1				

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Talent Acquisition Coordinator	Human Resources	Operations	12101	Advise job applicants on employment requirements and on terms and conditions of employment  Review candidate inventories and contact potential applicants to arrange  Advise job applicants on employment requirements and on terms and conditions of employment  Progression to specialist and management positions is possible with experience	1				
Team Lead Airstrip	Camp & Catering	Operations	75212	Clean and maintain camp grounds and other areas, working as member of crew  Spread sand or salt on walking paths for snow and ice control  Load and unload trucks with supplies and equipment  Assist equipment operators to secure attachments to equipment or trucks  Progression to supervisory positions or to equipment operator positions is possible with experience	2				
Team Lead, Custodial	Camp & Catering	Operations	65312	Empty trash cans and other waste containers  Sweep, mop, scrub and wax hallways, floors and stairs  Clean and disinfect washrooms and fixtures  Progression to supervisory positions is possible with additional training or experience	1				
Team Lead, Earthworks	Earthworks	Operations	73400	Operate excavators and heavy equipment to excavate, move, load and grade earth, rock, gravel or other materials during construction and related activities  Conduct pre-operational checks on equipment and clean, lubricate and refill equipment  Progression to supervisory positions is possible with experience	4				
Team Lead, Electrician	UG Mining	Operations	20010	Develop and implement policies, standards and procedures for the engineering and technical work performed in the department  Assign, co-ordinate and review the technical work of the department or project teams  Mobility to other technical managerial positions, or to research or senior management positions is possible with experience	0		1		
Team Lead, Facilities	Facilities	Operations	12010	Coordinate, assign and review the work of clerks engaged in the following duties: word processing; record keeping and filing; operating telephones and switchboards; data entry; desktop publishing; and other activities involving general office and administrative skills  Establish work schedules and procedures and coordinate activities with other work units or departments  Resolve work-related problems and prepare and submit progress and other reports  May perform the same duties as workers supervised  Progression to management positions in this unit group is possible with experience	1				
Team Lead, Logistics Coordinator	Exploration	Exploration	12010	Establish work schedules and procedures and coordinate activities with other work units or departments  Resolve work-related problems and prepare and submit progress and other reports  Coordinate, assign and review the work the following duties: record keeping and filing; data entry; and other activities involving general office and administrative skills  Progression to supervisory positions is possible with experience	1				

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Team Lead, Purchasing	Supply Chain	Operations	12013	Supervise, plan, assign and review the work of clerks engaged in the following duties: shipping, receiving, storing, distributing and maintaining inventories of materials, parts and products; processing purchasing transactions; coordinating production work; dispatching crews; scheduling transportation crews and routes; and other related activities  Ensure compliance with policies, procedures for safety and security, standards and regulations in force and participate in their improvement  Requisition supplies and materials	1				
Team Lead, Site Services	Site Services	Operations	75212	Clean and maintain camp grounds and other areas, working as member of crew  Spread sand or salt on walking paths for snow and ice control  Load and unload trucks with supplies and equipment  Assist equipment operators to secure attachments to equipment or trucks  Progression to supervisory positions or to equipment operator positions is possible with experience	2				
Technical Recruiter	Human Resources	Operations	12101	Review candidate inventories and contact potential applicants to arrange interviews and transfers, redeployment and placement of personnel  Notify applicants of results of selection process and prepare job offers  Advise managers and employees on staffing policies and procedures  Progression to specialist and management positions is possible with experience	1				
Technician, Design, Controls & Instrumentation	Construction	Construction	94100	Set up, prepare and adjust mineral ore, metal and cement processing machinery to carry out one step in the overall mineral ore or metal processing operation  Operate single-function machinery to grind, separate, filter, mix, treat, cast, roll, refine or otherwise process mineral ores  With experience, machine operators may progress to central control and process operators in mineral and metal processing	1				
Technician, Water & Sewer Treatment	Site Services	Operations	92101	Operate and monitor computerized control systems and related equipment in water filtration and treatment plants to regulate the treatment and distribution of water  Monitor and inspect plant equipment and systems to detect equipment malfunctions and to ensure plant systems are operating normally  Read flow meters, gauges and other recording instruments to measure water output and consumption levels, bacterial content, chlorine and fluoride levels  May perform minor maintenance or assist skilled tradespersons with installation and repair of plant machinery  Progression to supervisory positions is possible with experience	4				
Time & Attendance Coordinator	Human Resources	Operations	13102	Maintain and update employee information, such as records of employee attendance, leave and overtime to calculate pay  Identify and resolve payroll discrepancies  Progression to supervisory positions is possible with experience	1				

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
UG Electrician	UG Mining	Operations	72200	<p>Read and interpret drawings, circuit diagrams and electrical code specifications to determine wiring layouts for new or existing installations</p> <p>Test continuity of circuits using test equipment to ensure compatibility and safety of system, following installation, replacement or repair</p> <p>Troubleshoot and isolate faults in electrical and electronic systems and remove and replace faulty components</p> <p>Progression to supervisory positions is possible with experience</p> <p>The Red Seal endorsement allows for interprovincial mobility</p>	2		2		
UG Equipment Trainer	Health & Safety	Operations	41210	<p>Teach students using a systematic plan of lectures, demonstrations, discussion groups, laboratory work, shop sessions, seminars, case studies, field assignments and independent or group projects</p> <p>Develop curriculum and prepare teaching materials and outlines for courses</p> <p>Supervise independent or group projects, field placements, laboratory work or hands-on training</p>	1				
UG Miner 1	UG Mining	Operations	83100	<p>Drilling, Blasting and use of mining machinery to extract oar and construct tunnels, passageways and shafts to facilitate mining operations</p> <p>Mobility is possible to other occupational groups in underground mining such as underground service and support occupations</p> <p>Progression to mining supervisor is possible with experience</p> <p>There is mobility between employers within each of the three following sectors: underground coal mining, underground hard rock mining and underground potash, salt or soft rock mining</p>	7			1	
UG Miner 2	UG Mining	Operations	84100	<p>Assist miners in setting up and operating various drills and other mining machinery</p> <p>Maintain supply storage areas and maintain equipment and supplies such as explosives, drill bits, fire extinguishers, lamps and batteries</p> <p>Attach and extend ventilation and water pipes and related mine services</p> <p>Mobility is possible to other occupational groups in underground mining</p>	7				
UG Miner 3	UG Mining	Operations	84100	<p>Assist miners in setting up and operating various drills and other mining machinery</p> <p>Maintain supply storage areas and maintain equipment and supplies such as explosives, drill bits, fire extinguishers, lamps and batteries</p> <p>Attach and extend ventilation and water pipes and related mine services</p> <p>Mobility is possible to other occupational groups in underground mining</p>	1			3	
UG Miner 4	UG Mining	Operations	85110	<p>Assist other mine workers in maintaining or constructing underground installations</p> <p>Load, move, sort and pile materials and supplies</p> <p>Clean underground rooms, roadways, working areas and mining equipment and conveyances using hand tools</p> <p>Progression to underground production and development miner or underground mine service and support worker is possible with experience and training</p>	5				

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
UGD Shift Boss	UG Mining	Operations	82020	Coordinate and schedule the activities of workers who extract coal, minerals and ore; operate underground conveyances; and perform other services in support of underground mining, or of heavy equipment operators, drillers, blasters and other workers in surface mining and quarrying  Train workers in job duties, safety procedures and company policies  Mobility between surface mining, underground mining, coal or metal mining sectors may be limited by differences in production technologies and licensing requirements  There is mobility between employers, especially for supervisors with post-secondary diplomas or degrees	4				
Underground Construction Miner - II	UG Mining	Operations	84100	Assist miners in setting up and operating various drills and other mining machinery  Maintain supply storage areas and maintain equipment and supplies such as explosives, drill bits, fire extinguishers, lamps and batteries  Attach and extend ventilation and water pipes and related mine services  Mobility is possible to other occupational groups in underground mining	2				
Underground Construction Miner - III	UG Mining	Operations	84100	Assist miners in setting up and operating various drills and other mining machinery  Maintain supply storage areas and maintain equipment and supplies such as explosives, drill bits, fire extinguishers, lamps and batteries  Attach and extend ventilation and water pipes and related mine services  Mobility is possible to other occupational groups in underground mining	2				
Underground Heavy Equipment Technician	Maintenance	Operations	72401	Heavy-duty mechanics specialize in specific types of machinery such as wheeled or tracked vehicles, or in engine overhaul, power shift transmissions, fuel injection, hydraulics or electronics  Progression to supervisory positions is possible with experience  The Red Seal endorsement allows for interprovincial mobility	3		5		
Underground Maintenance Supervisor	UG Mining	Operations	72010	Supervise, coordinate and schedule the activities of workers who shape, form and join metal parts or products to specified dimensions, machine metal into parts, products, tools and dies or moulds with precise measurements and erect light and heavy metal products and structures  Establish methods to meet work schedules and coordinate work activities with other departments  Resolve work problems and recommend work measures to improve productivity  May also supervise, coordinate and schedule the activities of related apprentices, machine operators, helpers and labourers  Small businesses' contractors may execute tasks within their trade area of expertise, which is generally not the case for supervisors or contractors associated with a medium or large business	1	1			
Utility Operator	Site Services	Operations	85111	Clean up rig areas  drive trucks to transport materials and well service equipment  Progression to more senior operating positions is possible with experience	0		2		

Back River Project 2025 Staff Schedule									
Title	Entity	Division	NOC	Transferable Skills	Current	Q1	Q2	Q3	Q4
Water Technician (Desalination)	MLA	Operations	92101	Operate and monitor computerized control systems and related equipment in water filtration and treatment plants to regulate the treatment and distribution of water  Monitor and inspect plant equipment and systems to detect equipment malfunctions and to ensure plant systems are operating normally  Read flow meters, gauges and other recording instruments to measure water output and consumption levels, bacterial content, chlorine and fluoride levels  May perform minor maintenance or assist skilled tradespersons with installation and repair of plant machinery  Progression to supervisory positions is possible with experience	0	2			
Welder	Maintenance	Operations	72106	Repairs on Heavy Equipment used in mining by the use of manual or semi-automatic welding equipment  The Red Seal endorsement allows for interprovincial mobility  With experience, welders in this unit group may progress to supervisory positions	8				
Welder	Construction	Construction	72106	Repairs on Heavy Equipment used in mining by the use of manual or semi-automatic welding equipment  The Red Seal endorsement allows for interprovincial mobility  With experience, welders in this unit group may progress to supervisory positions	41				
Wildlife Monitor	MLA	Operations	22113	Generate public awareness of fish and wildlife conservation and regulations  Conduct patrols by truck, aircraft, boat, or on foot, to ensure compliance with the provincial and federal statutes relating to fish, wildlife and the environment  Implement and supervise approved techniques in preventing or overcoming damage caused by wildlife  A class-5 driver's licence, pesticide applicator's licence and explosives licence may be required  Progression to senior and supervisory positions is possible with experience	2				
Sub-Totals					819	59	100	77	41
TOTAL					1,096				

**APPENDIX E: INFORMATION ON CURRENT TRADES OCCUPATIONS, JOURNEYPERSONS, AND APPRENTICES WORKING AT THE PROJECT**

Trades Occupations, Journeypersons, and Apprentices Working at the Back River Project (February 2025)		
Employee	Position Description	Membership Type
1	Welder (MLA)	Red Seal
2	Welder	Red Seal
3	Welder	Red Seal
4	Welder (MLA)	Journeyman / Certificate
5	Underground Heavy Equipment Technician	Certificate of Qualification (HET Ticket)
6	Underground Heavy Equipment Technician	Red Seal
7	Underground Electrician	Apprenticeship - Construction Electrician
8	Underground Electrician	Red Seal
9	Underground Electrician	Red Seal
10	Supervisor, Maintenance	Red Seal
11	Supervisor, Maintenance	Red Seal
12	Supervisor, Maintenance	Red Seal
13	Superintendent, Electrician	Journeyman Certificate
14	Steamfitter	Apprenticeship
15	Sr. Mine Engineer, Underground	Certificate of Training
16	Reliability Specialist	SMRP
17	Plumber	Journeyman Certificate
18	Parts Technician	Red Seal
19	Millwright	Red Seal
20	Heavy Equipment Technician	Certificate of Qualification
21	Heavy Equipment Technician	Certificate of Qualification
22	Heavy Equipment Technician	Red Seal
23	Heavy Equipment Technician	Red Seal
24	Heavy Equipment Technician	Certificate of Qualification
25	Heavy Equipment Technician	Certificate of Qualification
26	Heavy Equipment Technician	Apprenticeship
27	Heavy Equipment Technician	Certificate of Qualification
28	Heavy Equipment Technician	Certificate of Qualification
29	Heavy Equipment Technician	Journeyperson (JP)
30	Heavy Equipment Technician	Apprenticeship
31	Heavy Equipment Technician	License
32	Heavy Equipment Technician	Membership



Trades Occupations, Journeypersons, and Apprentices Working at the Back River Project (February 2025)		
Employee	Position Description	Membership Type
33	Heavy Equipment Technician	College Certificate
34	Heavy Equipment Technician	Certificate of Qualification
35	Heavy Equipment Technician	Apprenticeship
36	Heavy Equipment Technician	Certificate of Qualification
37	Heavy Equipment Technician	Apprenticeship
38	Heavy Equipment Technician	Apprenticeship
39	Heavy Equipment Technician	Certificate of Qualification
40	Heavy Equipment Technician	Certificate of Qualification
41	Heavy Equipment Technician	Certificate of Qualification
42	Heavy Equipment Technician	Membership
43	Heavy Equipment Technician	Certificate of Qualification
44	Heavy Equipment Technician	Certificate of Qualification
45	Heavy Equipment Technician	Apprenticeship
46	Heavy Equipment Technician	Certificate of Qualification
47	Generator Technician	Certificate of Qualification
48	Automotive Service Technician	Certificate of Qualification
49	Automotive Service Technician	Certificate of Qualification
50	Automotive Service Technician	Certificate of Qualification
51	Automotive Service Technician	Certificate of Qualification
52	Automotive Service Technician	Certificate of Qualification
53	Automotive Service Technician	Certificate of Qualification
54	Superintendent, Maintenance	Interprovincial Red Seal
55	Pipefitter	Journeyman Ticket
56	Pipefitter	Interprovincial Red Seal
57	Pipefitter	Journeyman Ticket
58	Pipefitter	Interprovincial Red Seal
59	Ironworker	Interprovincial Red Seal
60	Ironworker	Interprovincial Red Seal
61	Ironworker	Interprovincial Red Seal
62	Ironworker	Interprovincial Red Seal
63	Ironworker	Journeyman Ticket
64	Ironworker	Interprovincial Red Seal

Trades Occupations, Journeypersons, and Apprentices Working at the Back River Project (February 2025)		
Employee	Position Description	Membership Type
65	Ironworker	Interprovincial Red Seal
66	Ironworker	Interprovincial Red Seal
67	Ironworker	Interprovincial Red Seal
68	Carpenter	Interprovincial Red Seal
69	Superintendent, Welding & Fabrication	Interprovincial Red Seal
70	Superintendent, Welding & Fabrication	Interprovincial Red Seal
71	Superintendent, Welding & Fabrication	Interprovincial Red Seal
72	Welder	Interprovincial Red Seal
73	Welder	Interprovincial Red Seal
74	Ironworker	Journeyman Ticket
75	Ironworker	Interprovincial Red Seal
76	Millwright	Journeyman Ticket
77	Millwright	Interprovincial Red Seal
78	Pipefitter	Journeyman Ticket
79	Pipefitter	Interprovincial Red Seal
80	Millwright	Journeyman Ticket
81	Millwright	Interprovincial Red Seal
82	Pipefitter	Journeyman Ticket
83	Pipefitter	Interprovincial Red Seal
84	Crane Operator	Alberta Trades Certificate

**APPENDIX F: LISTING OF FORMAL CERTIFICATES / LICENCES THAT MAY BE ACQUIRED VIA ON-SITE TRAINING**

Current Training Certificates/Licences Available	Certificate/Licence-Based?	Transferable to Similar Job Site in Nunavut?
Standard First Aid - CPR-C	YES	YES
WSCC Surface Supervisor Level I	YES	YES
WSCC Surface Supervisor Level II	YES	YES
WSCC Surface Blasting Certificate	YES	YES
WSCC Exploration Supervisor Level I	YES	YES
WSCC Exploration Supervisor Level II	YES	YES
WSCC Open Pit Supervisor Level II	YES	YES
WSCC Open Pit Shift Boss	YES	YES
WSCC UG Supervisor Level II	YES	YES
WSCC UG Shiftboss	YES	YES
WSCC UG Blasting Certificate	YES	YES
WSCC Supervisor Mine Rescue	YES	YES
WSCC Surface Mine Rescue	YES	YES
WSCC UG Mine Rescue	YES	YES
WSCC Familiarization Supervisor Course	YES	YES
MineARC User Training	YES	YES
MineARC Technician Training	YES	YES
TDG - Air	YES	NO
TDG - Surface	YES	NO
PAL - Possession and Acquisition of Firearms	YES	YES
Light Duty Vehicle Train the Trainer	YES	NO
Draeger BG4 Technician Training	YES	YES
H2S Aware	YES	NO
OHS Joint Health and Safety Committee Training	YES	YES
WHMIS Online	YES	YES
HAZMAT Technician Training	YES	YES
Incident Command Training I-100	YES	YES
Future Training Certificates/Licences to be Made Available	Certificate/Licence-Based?	Transferable to Similar Job Site in Nunavut?
Provincial / Territorial Trades Certificate	YES	YES

## **APPENDIX G: IEAC INFORMATION**

**BACK RIVER PROJECT**  
**Inuit Environmental Advisory Committee**

**Report of Meetings and Annual Site Visit**  
**June 25-27, 2024**

**July 2024**

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## 1. Introduction

B2Gold Back River Corp. (“B2Gold” or the “Company”) and the Kitikmeot Inuit Association (“KIA”) signed the Back River Inuit Impact & Benefit Agreement in 2018. As per Article 7 and Schedule 7.1, B2Gold is to work with the KIA to nominate members to serve on the Inuit Environmental Advisory Committee (“IEAC” or the “Committee”) for the Back River Project.

This report details the 2024 Annual meeting and Back River Project site visit of the Committee which occurred June 25-27, 2024.

## 2. Members of the Inuit Environmental Advisory Committee

B2Gold and the KIA worked collaboratively to develop a list of 7 Kitikmeot Inuit, “with knowledge of the Back River Project Area to be members of the IEA Committee. IEA Committee members have knowledge about wildlife, fisheries, traditional land use, archaeology, or water of the Back River Project Area” (IIBA, 2018). Term limits outlined in Table 1 began in 2023 unless otherwise noted.

**Table 1- Initial IEAC Members**

<b>NAME</b>	<b>Community</b>	<b>Term Limit (years)</b>
<b>Sam Kapolak</b>	Bathurst Inlet	3
<b>Martina Kapolak</b>	Bay Chimo	3 (reappointed in 2024 to a 3-year term)
<b>George Hakongak</b>	Cambridge Bay/ Bay Chimo	2
<b>Bobby Klengenberg</b>	Cambridge Bay/ Bay Chimo	3 (reappointed in 2024 to a 3-year term)
<b>Alice Ayalik</b>	Kugluktuk	3
<b>Kevin Ongahak</b>	Kugluktuk	3
<b>Ryan Nivingalok</b>	Kugluktuk	2



As outlined in IIBA Schedule 7.1, 9, a Company representative, “with environment or community responsibilities will chair the IEA Committee” (IIBA, 2018). Mr. Andrew Moore, B2Gold Director, Indigenous & Northern Affairs, has chaired the IEAC since 2023.

### **3. Travel and Logistical Arrangements**

The 2024 annual meeting of the IEAC was held in Yellowknife, NWT July 25-26, 2024. Yellowknife was chosen as the meeting location to facilitate a visit to Back River Project Sites on June 27 via Yellowknife based aircraft. Meeting participants flew<sup>1</sup> to Yellowknife from Cambridge Bay and Kugluktuk on June 24.

On June 25<sup>th</sup> beginning at 9:00am, the 2024 annual meeting of the Back River IEAC began. The meeting was located in Salon B of the Explorer Hotel. The Yellowknife meeting portion was focused on the delivery of a presentation by B2Gold and a discussion with the IEAC. The meeting in Yellowknife concluded on June 26.

On June 27, meeting participants gathered at 7:00am for a shuttle to the Yellowknife airport to meet two chartered aircraft for an ~8:00am departure to the Goose Mine site. The flight time was approximately 1hr and 36min. Following meetings and tours at the Goose Mine site, participants were to board a flight to the Marine Laydown Area (“MLA”) for meetings and a tour before returning to Yellowknife. However, due to issues outside the control of the Company, aircraft were delayed departing Yellowknife. Due to this delay, B2Gold and the IEAC determined that visiting the MLA was not going to take place in 2024.

Following the meetings and tour at the Goose Mine site, IEAC members residing in Kugluktuk boarded a flight bound for Kugluktuk. Those not residing in Kugluktuk returned to Yellowknife via charter for commercial flights June 28, or shortly thereafter.

Inuinnaqtun interpretation was provided throughout the 2024 IEAC annual meeting.

### **4. Yellowknife Meetings June 25-26**

Please refer to Appendix A, B, and C for meetings notes, agenda, the list of participants, and presentation materials.

B2Gold prepared a PowerPoint presentation for the meeting which provided an overview of 2023 Back River Project environmental monitoring programs and their results and reviewed the proposed Back River Renewable Energy Centre and its proposed

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<sup>1</sup> One IEAC member resides in Yellowknife and therefore did not have to travel to attend the meeting.

mitigations. The presentation also provided information about the 2023 Winter Ice Road (WIR) season, and a focused session was held on the Project's freshwater monitoring program.

The focused session on freshwater monitoring was chosen as the IEAC has a particular interest during the inaugural meeting of the IEAC in 2023 on that particular topic. The focus on freshwater monitoring allowed for an in-depth description of the suite of monitoring that takes place at Back River as well as a more in depth conversation between B2Gold and the IEAC on the topic. Upon conclusion of the 2024 annual meeting, the IEAC determined that having a focused session on a particular topic was a good practice to move forward with at IEAC meetings. It allowed for a good level of information to be shared while facilitating good two-way conversation. The Committee determined that the 2025 IEAC topic of focus would be "Caribou" and include a tour of the Project's WIR operations in 2025.

B2Gold also responded to the IEAC's 2023 recommendation which stated, "Study the possibility of freshwater monitoring at the freshwater lake, 'Aniarhiurvik', near the MLA. This is an important fishing resource for the people of Bathurst Inlet/ Bay Chimo. B2Gold is requested to report back to the Committee on its investigation of this at the next meeting of the IEAC". B2Gold's full response to this recommendation is outlined in Appendix B of this report. In short, B2Gold examined the watershed in and around the MLA and determined that it is highly unlikely any project impacts would be experienced in Aniarhiurvik.

2024 Recommendations and follow-up actions from the Committee are outlined in Section 6 of this report.

## **5. Project Site Visit- June 27**

All members of the IEAC, attended the June 27 site visit to the Goose Mine Site. Please refer to Appendix A, B, and C for meeting notes, agenda, and itinerary.

Due to a delay in arrival at the Goose Mine Site, the IEAC was unable to visit the MLA.

## **6. IEAC Recommendations and Follow up Actions**

At the conclusion of the meeting July 26, IEAC members voted unanimously to the following;

1. To provide the following to B2Gold as an IEAC Committee recommendations and for B2Gold to provide its response at the next meeting of the IEAC:
  - A. **“The IEAC recommends that B2Gold employ a minimum of two wildlife monitors during the winter ice road (WIR) season annually. These monitors should be at each end of the road, 1 stationed at MLA, 1 at the Goose Mine site. By stationing a wildlife monitor at each end of the road it will allow the monitors to work in tandem along each half of the road increasing the effectiveness of project wildlife monitoring.”**
  - B. **“The IEAC recommends that B2Gold add the monitoring of Caribou to the guidelines provided to its shippers such that shippers are aware of Caribou that may be in the area of “razortop” and the associated islands in Bathurst Inlet”.**

## 7. Appendix A- Detailed Itinerary

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**Back River Project Inuit Environmental Advisory Committee Meetings & Site Visit June 25-28, 2024**

**B2Gold Nunavut**

Andrew Moore, Director, Indigenous & Northern Affairs  
Janet Kadlun, Senior Indigenous Affairs Coordinator  
Merle Keefe, Manager, Environment  
Thoms Bolt, Supervisor, Environment (site visit only)

**Kitikmeot Inuit Association**

Wynter Kuliktana, Director, Lands, Environment, and Resources (not attending site visit)  
Skye Lacroix, Inuit Impact Benefits Agreement Manager  
John Roesch, Senior Hope Bay Project Officer

**IEAC**

Sam Kapolak, Yellowknife  
Martina Kapolak, Cambridge Bay  
George Hakongak, Cambridge Bay  
Bobby Klengenberg, Cambridge Bay  
Alicie Ayalik, Kugluktuk  
Kevin Ongahak, Kugluktuk  
Ryan Nivingalok, Kugluktuk

Ida Ayalik McWilliam, Interpreter, Kugluktuk



### **General Notes**

- Upon arrival in Yellowknife there is a complimentary Airport Hotel shuttle in the parking lot that will bring you to the Explorer Hotel. All IEAC member rooms have been booked under the name you provided to B2Gold.
- IEAC members can charge meals and non-alcoholic beverages to their room and the cost will be covered by B2Gold.
- Light breakfast, lunch and dinner arrangements have been made by B2Gold and are reflected in this schedule.
- Weather at the Back River Project is unpredictable and may change from hour to hour. As such, all visitors are advised to dress in layers.
- Walking around the Project area is often on uneven or gravel laden terrain. As such, please wear appropriate outdoor footwear.
- Appropriate Clothing:
  - Footwear: closed toed shoes and or hiking boots
  - Long Pants such as jeans or khakis or workwear
  - Light to medium weight jacket or heavy sweater
- You will be required to remove outdoor footwear when walking through indoor camp areas. As such, it is advisable to bring a pair of slip-on shoes or slippers for indoor use.
- Smoking is only permitted in designated areas marked with appropriate signage.
- In an effort to keep our site clean and free of animal attractants please use provided waste receptacles and refrain from pouring any liquids outside.
- In case of flight delays due to weather or other issues outside of the control of the Company all visitors are required to bring extra prescription medications.



#### **Day 1- Monday June 24, 2024**

Throughout the day IEAC members arrive in Yellowknife and Check in at the Explorer Hotel

**6:00 pm** IEAC, KIA, and B2Gold Dinner  
**Location:**, Salon B, Explorer Hotel

**- Day 1 Ends-**

---

#### **Day 2- Tuesday June 25, 2024**

**NOTE: Light breakfast available in meeting room**

**9:00am** IEAC Meeting Begins  
**Location:** Salon B Boardroom, Explorer Hotel

**12:00pm** Lunch  
**Location:** Private Dining Room, Traders Grill, Explorer Hotel

**1:30pm** IEAC Meeting Continues

**4:00pm** IEAC Meeting Concludes

**6:00pm** Group Dinner  
**Location:** Salon B, Explorer Hotel

**- Day 2 Ends-**

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#### **Day 3- Wednesday June 26, 2024**

**9:00am** IEAC Meeting Begins  
**Location:** Salon B Boardroom, Explorer Hotel

**12:00pm** Lunch  
**Location:** Salon B, Explorer Hotel

**1:30pm** IEAC Meeting Continues

**4:00pm** IEAC Meeting Concludes

**6:00pm** Group Dinner  
**Location:** Salon B, Explorer Hotel

**- Day 3 Ends-**

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#### **Day 4- Thursday June 27, 2024- Site Visit**

- 7:00am** Meet in Lobby of Explorer Hotel for Transit to Private Terminal for check in and security screening
- 8:00am** Pax Group 1 departs for Goose Lake Mine Site
- 8:05am** Pax Group 2 departs for Goose Lake Mine Site
- 9:30am** Pax Group 1 arrives Goose Lake Mine Site  
**NOTE:** Pax Group 1 will hold in bus at airport until Pax Group 2 arrives  
**NOTE:** Visitor PPE will be available at the airport upon arrival.
- 9:35am** Pax Group 2 arrives Goose Lake Mine Site
- 9:45am** Goose Lake Mine Site Driving Tour Begins
- Goose Exploration Camp (bathroom break)
  - Overview of freshwater sampling processes with Thomas Bolt, Supervisor, Environment
- 12:00pm** Lunch  
**Location:** Exploration Camp Cafeteria
- 1:00pm** Goose Lake Mine Site Driving Tour Begins
- Plant Site Tour
  - Echo Pit Tour
  - Proximity to Proposed Wind Farm Location (Old Forward Camp Pad)
- 2:45pm** Depart Goose Lake for Marine Laydown Area  
**NOTE:** PPE to be brought by guests to MLA
- 3:15pm** Arrive Marine Laydown Area
- 3:20pm** MLA Driving Tour
- Sealift Landing Area Tour
  - Laydown Area Tour
  - Fuel Tank Construction Tour





- 4:30pm** Depart MLA for Goose Camp  
**NOTE:** PPE to be left at MLA  
**NOTE:** In-flight meals provided for flight to Yellowknife/Kugluktuk
- 5:05pm** Pax Group 1 changes planes to Kugluktuk upon arrival at Goose Camp  
Pax Group 2 depart Goose on same plane for Yellowknife
- 5:30pm** Flights depart for Kugluktuk and Yellowknife
- 7:00pm** Pax Group 1 arrives Kugluktuk
- 7:30pm** Pax Group 2 arrives Yellowknife

**- Day 4 Ends-**

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**Day 5- Friday July 28**

- 10:45am** IEAC Members Depart Yellowknife for Cambridge Bay via Canadian North  
**Transport:** Explorer Hotel Shuttle

## 8. Appendix B- Presentation Materials

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# Back River Project

## Inuit Environmental Advisory Committee Meeting

June 25-27, 2024

Yellowknife, NWT & Back River Project



The background of the slide is a composite image. The top right portion shows an aerial view of a mining or industrial site with a large blue pipe running through a dry, rocky landscape. The bottom left portion shows a dark, rocky foreground with a bright orange glow, possibly from a fire or lava. The slide is divided into a dark blue left half and a white right half by a diagonal line.

## Back River Environmental Monitoring Overview

# WHAT WE HAVE STUDIED AND ADDRESSED



## Atmospheric Environment

Air quality  
Climate and meteorology  
Noise and vibration  
Dustfall  
Greenhouse Gas Emissions

## Freshwater Environment

Freshwater fish and aquatic habitat  
Freshwater fish community  
Freshwater sediment quality  
Freshwater water quality  
Groundwater  
Hydrology  
Limnology and bathymetry  
Fish out studies

## Human Environment

Archaeological sites  
Business opportunities  
Country foods  
Economic development  
Education and training  
Employment  
Health and community well-being  
Human health and environmental risk assessment  
Non-traditional land and resource use  
Paleontological sites  
Subsistence economy and land use

## Marine Environment

Marine fish and aquatic habitat  
Marine fish community  
Marine sediment quality  
Marine water quality

Physical processes

Ringed seals  
Seabirds and sea ducks

## Terrestrial Environment

Vegetation and special landscape features  
Geochemistry  
Geothermal  
Geotechnical  
Caribou  
Geology  
Grizzly bear  
Landforms and soils  
Migratory birds  
Muskox  
Permafrost  
Raptors  
Wolverine and furbearers

# Archaeology



- ◆ B2Gold Nunavut has a Cultural and Heritage Resources Protection Plan in place at the Back River Project
  - > All areas of potential development at the Project are searched by archaeologists looking for archaeological sites
  - > Archaeological sites that are within proximity to areas of development are flagged and monitored by the Environmental Department on site and reported to the Government of Nunavut
  - > B2Gold has also developed a Chance Find Procedure for archaeological sites that may be discovered by chance during the life of the Project.



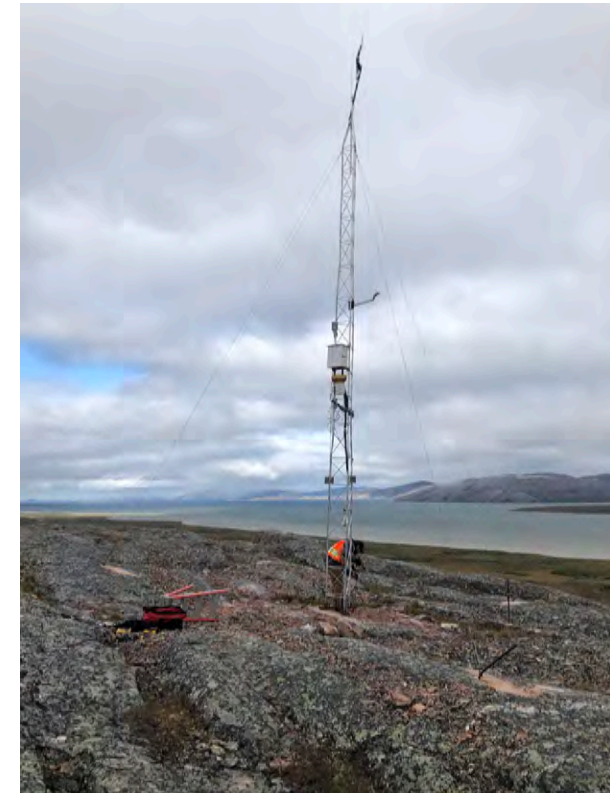


# Atmospheric Environment



## Overview

- ◆ B2Gold Nunavut has an Air Quality Management and Monitoring Plan (AQMMP) in place at the Back River Project
- ◆ An Emissions and Greenhouse Gas Reduction Plan, Dust Reduction Plan, and Incineration Management Plan are integral parts of the AQMMP
- ◆ Atmospheric Monitoring programs include:
  - > Meteorological monitoring
  - > Air quality monitoring of NO<sub>2</sub>
  - > Dustfall monitoring of particulates and metals
  - > Particulate monitoring of TSP and PM<sub>2.5</sub>
  - > Incinerator stack emissions testing
  - > Pollutant and GHG monitoring



# Atmospheric Environment



## Meteorological monitoring

- ◆ Two meteorological stations operated year-round at Goose Lake
- ◆ A 10 m tall Goose Lake meteorological station operates continuously and measures hourly meteorological parameters such as:
  - > Temperature, wind speed, wind direction, relative humidity, solar radiation, and rainfall
- ◆ A Goose Lake micro-met station is used to determine evaporation rates during the open water season and measures:
  - > air temperature, water temperature, rainfall, wind speed, wind direction, and global radiation

Both stations were serviced, operated, and data collected in 2023

Meteorological data is used to interpret, or as inputs for, other monitoring programs, e.g. water balance inputs, hydrological event interpretation, air quality monitoring data interpretation



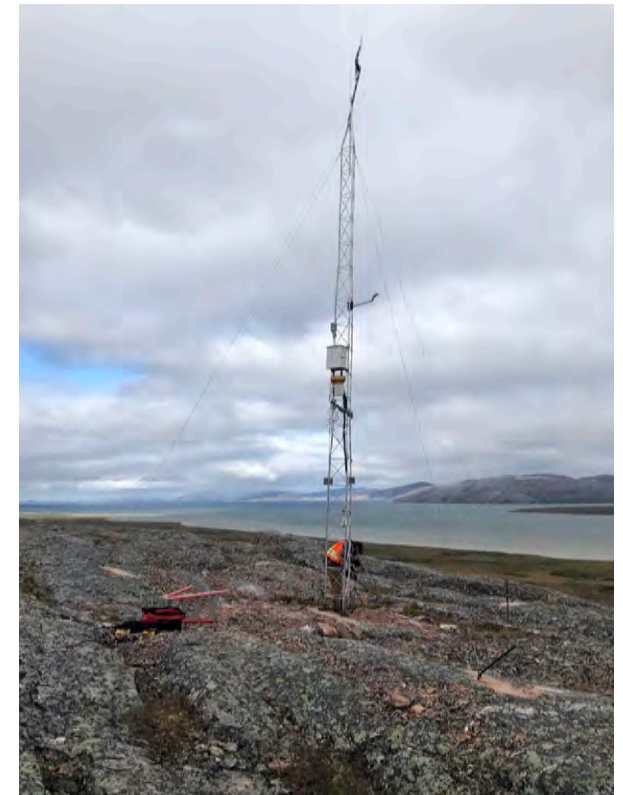


# Atmospheric Environment



## Air Quality Monitoring

- ◆ Passive Air Quality Monitoring for NO<sub>2</sub>
  - > Fossil fuel combustion is primary anthropogenic source of oxides of nitrogen
  - > 5 monitoring locations near Goose Lake Camp, including one 'Background' sampling station
  - > NO<sub>2</sub> was highest near the edge of the Goose Plant site's construction pad and lowest at the background station
  - > Results were well below (i.e. <10% of) Nunavut ambient air quality standards for annual NO<sub>2</sub>
- ◆ Passive Dustfall Monitoring
  - > Same locations as NO<sub>2</sub> monitoring
  - > Generally dustfall decreased with distance from construction activities
  - > All results were below Alberta Ambient Air Guideline for commercial and industrial areas, and only 2 of 43 samples exceeded guidelines for residential and recreational areas
- ◆ Particulate Monitoring for TSP and PM<sub>2.5</sub> will be initiated in 2024

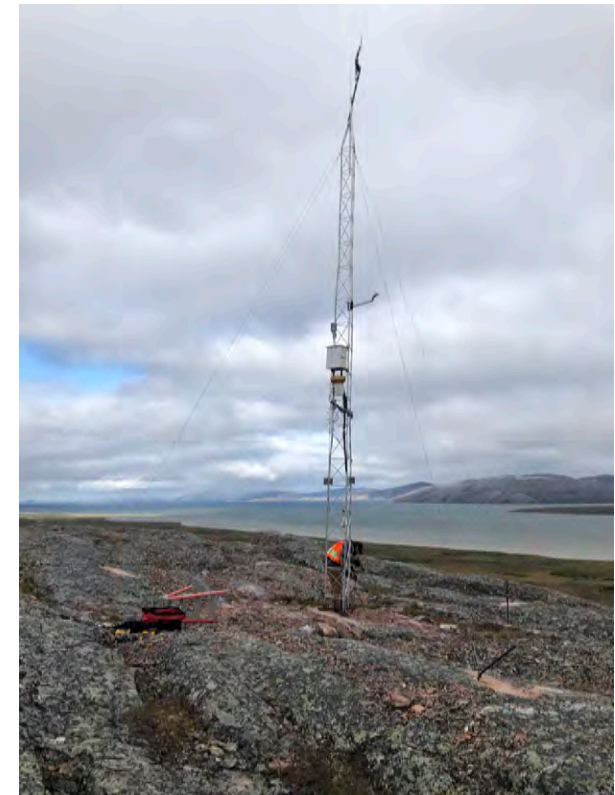


# Atmospheric Environment



## Emissions Monitoring

- ◆ Incinerator Stack Testing is used to quantify emissions from site incinerators
  - > Testing is conducted following incinerator commissioning once testing thresholds (amount of waste incinerated) are met
  - > The Goose Lake incinerator is scheduled to be tested when the new incinerator is installed
- ◆ Pollutant Releases
  - > National Pollutant Release Inventory (NPRI)
  - > Federal reporting program for quantifying pollutant releases (whether airborne or within water discharges)
- ◆ Greenhouse Gas Emissions
  - > Greenhouse Gas Reporting Program (Federal)
  - > Requires quantification of GHG emissions
  - > Reporting required if substance-specific thresholds are exceeded

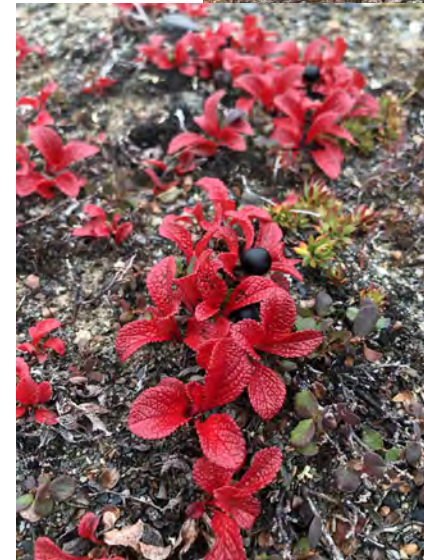


# Vegetation



## Overview

- ◆ B2Gold Nunavut has a Vegetation Monitoring Plan in place at the Back River Project
- ◆ Outlines the approach for monitoring Back River Project related vegetation impacts
- ◆ Monitoring includes:
  - > Footprint monitoring
  - > Vegetation monitoring along the Winter Ice Road
  - > Vegetation (lichen) monitoring along a distance gradient from the mining locations
  - > Lichen Monitoring
  - > Non-native plant monitoring



Source: RainCoast Environmental



# Vegetation



## Non-Native Plant Monitoring

- ◆ Aimed at minimizing and monitoring for potential introduction of non-native plants
- ◆ Required cleaning of goods brought to site by air or water
  - > Inbound equipment and bulk goods are inspected and any debris removed
  - > Inspections conducted prior to shipment and again on arrival on site
  - > Results: All equipment brought to site in 2023 was clean
- ◆ Non-native plant species monitoring
  - > Around footprint perimeter of Goose Property, MLA, WIR and adjacent habitats to ensure no non-native plant species being introduced
  - > Formal surveys every 3 years and any non-native plant findings may trigger additional surveys, observational monitoring on on-going basis
  - > Results: on-going observational monitoring indicated no invasives



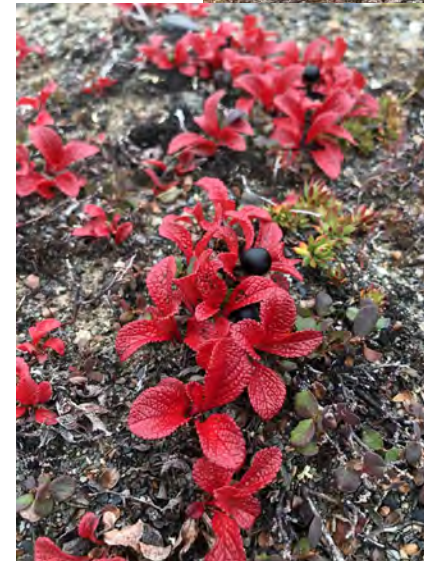
Source: RainCoast Environmental

# Vegetation



## Footprint Monitoring

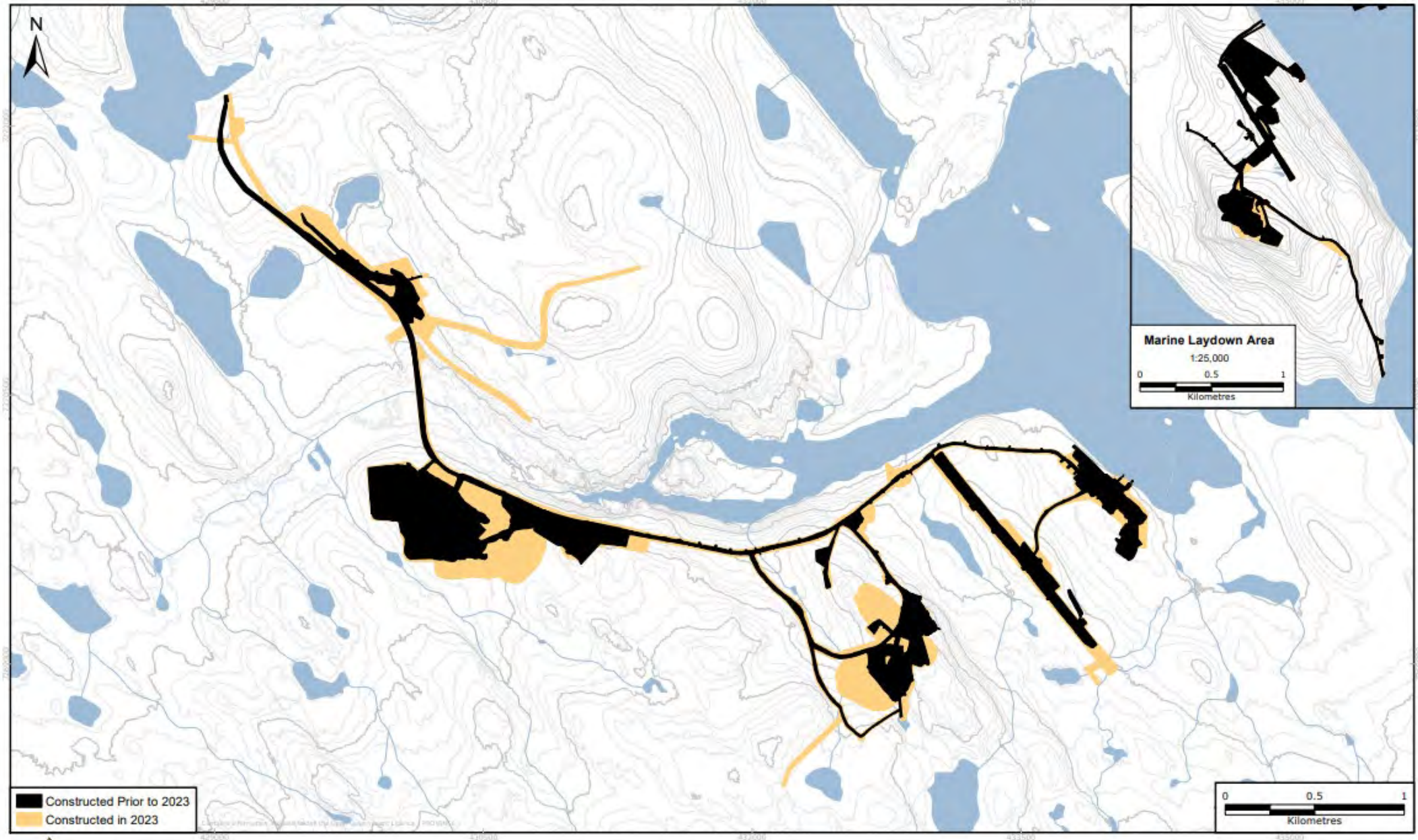
- ◆ Annual monitoring of direct habitat loss associated with mine footprint
- ◆ Vegetation loss by quantified by ecosystem type in years of footprint expansion
- ◆ Frequency: annual comparison
- ◆ 2023 results:
  - > 162.7 ha disturbed by Goose Property footprint
  - > 41.1 ha disturbed by MLA footprint
    - Cumulative footprint disturbance = 0.1% of the LSA



Source: RainCoast Environmental



# 2023 Footprint Expansion



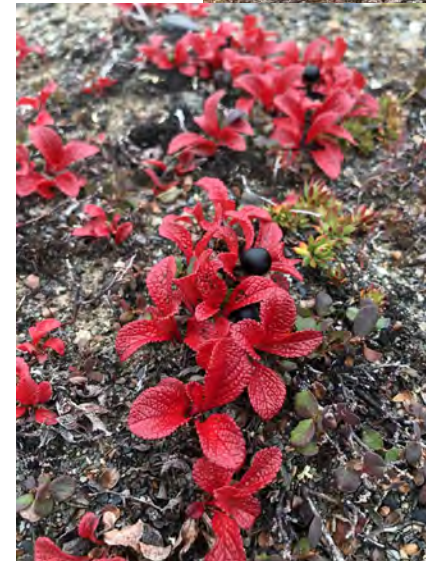


# Vegetation



## Vegetation Monitoring

- ◆ Monitoring of vascular and non-vascular plants along a gradient of distance from the Project
- ◆ Fixed plots at 0m and 150m from MLA and Goose and 10-20 km away
- ◆ Align with Air Quality sampling distances
- ◆ Represents dominant vegetation associations: mesic dwarf tundra (TL) and dry sparse tundra (TH)
- ◆ Monitor for: species abundance (% cover), diversity (richness), and vigour (health)
- ◆ Surveys repeated on same plots every 3 years
- ◆ 2024 is next sampling year



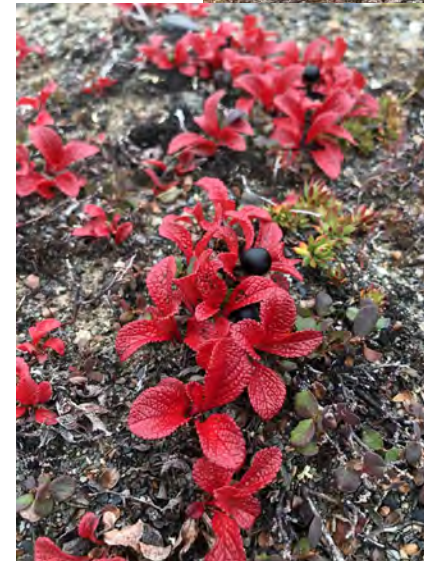
Source: RainCoast Environmental

# Vegetation



## Lichen Metals Monitoring

- ◆ Aimed at monitoring for deposition of contaminants (metals) in dust
- ◆ Lichen tissue metal samples are collected adjacent to a subsample of the Vegetation Monitoring locations
- ◆ Sampling locations are paired with dustfall data collection sites (0m and 150m from MLA and Goose and 10-20 km away) to facilitate interpretation
- ◆ Sampling aligned with predominant wind direction with focus on downwind locations (based on Meteorological Monitoring)
- ◆ Frequency: every 3 years in association with Vegetation Monitoring sampling program
- ◆ 2024 is next sampling year



Source: RainCoast Environmental

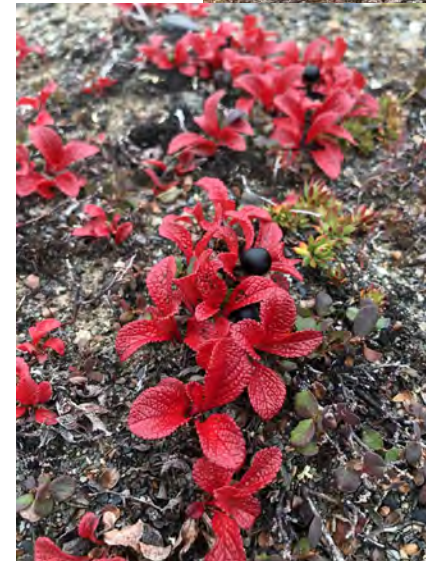


# Vegetation



## Winter Ice Road Monitoring

- ◆ Monitoring for direct impacts on vegetation of the WIR
- ◆ Long term monitoring locations established along the WIR (=treatment locations) and immediately adjacent to it (=control locations) allowing for paired examination for any differences
- ◆ Represent several different vegetation associations to capture variability of habitats and, where possible, where baseline data was previously collected
- ◆ Monitoring for species richness and % cover
- ◆ Vegetation Monitoring is supplemented by annual photographic documentation in summers following WIR operation
- ◆ Frequency: Vegetation Monitoring every 3 years; Photographic documentation annually
- ◆ 2023 results: plots documented photographically. Data will be interpreted with 2024 Vegetation Monitoring



Source: RainCoast Environmental

# Freshwater Environment



## Overview

- ◆ B2Gold Nunavut has a Water Management Plan (WMP) and an Aquatic Effects Monitoring Program (AEMP) in place at the Back River Project
- ◆ The Water Management Plan outlines the water management and associated monitoring for water being used, managed, and discharged
- ◆ The AEMP outlines the monitoring that will take place in the lakes and streams near the Goose Property
- ◆ We will discuss Project Water Management in detail on day 2 of this workshop, so only a brief overview of each of these plans is being provided at this time.



Image: RainCoast Environmental

# Freshwater Environment



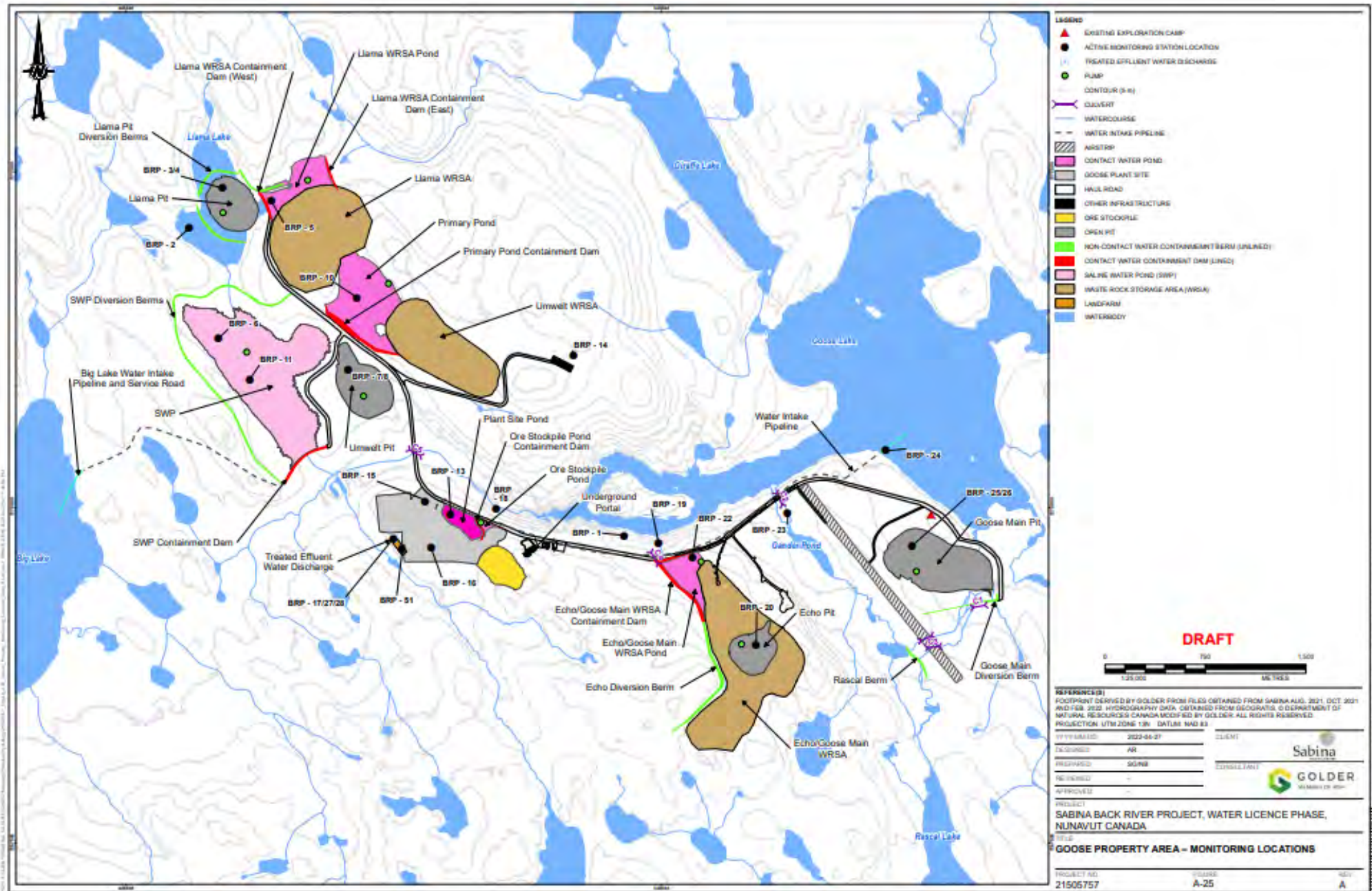
## Water Management Plan

- ◆ The Water Management Plan one of the Projects most extensive management plans and outlines the water management associated with all each project component for each Project phase
- ◆ It also includes a:
  - > Saline Management Plan
  - > Water and Load Balance Model
  - > Hydrodynamic Model
- ◆ The WMP outlines monitoring, including:
  - > Environmental Monitoring
    - Regulated Discharge Monitoring
    - Verification Monitoring
    - General Monitoring
  - > Performance Monitoring
  - > Design Support monitoring
- ◆ Environmental monitoring results for any discharges to the environment are reported to the Nunavut Water Board
- ◆ 2023 Results: there were no discharges to the environment





# Water Management Components and Sampling Locations



# Freshwater Environment



## AEMP

- ◆ Outlines the monitoring for potential impacts on the freshwater receiving environment
- ◆ Includes monitoring of:
  - > Water column properties (temperature, oxygen, conductivity with depth)
  - > Water quality
  - > Sediment quality
  - > Phytoplankton biomass (as Chlorophyll a)
  - > Benthic Invertebrates
  - > Fish (Lake Trout and Slimy Sculpin)
- ◆ Sampling locations have been established in consultation with the KIA, ECCC, and DFO in both lakes and streams near the Goose Project, and at a Reference Location
- ◆ 2023 Results: No effluent has been discharged to freshwater to date, but supplementary baseline data was collected.
- ◆ AEMP sampling will be conducted in 2024 (in association with dewatering activities) and biological monitoring will be included in 2025, per commitment to the KIA





# Marine Environment



## Overview

- ◆ B2Gold Nunavut has a Marine Monitoring Plan (MMP) in place at the Back River Project
- ◆ This monitoring is complimented by the MLA monitoring under the Water Management Plan and by the monitoring of Marine wildlife and Seabirds outlined in the Wildlife Mitigation and Monitoring Plan (discussed separately)
- ◆ The MMP outlines the approach for monitoring Back River Project-related impacts on the marine environment
- ◆ Monitoring includes:
  - > Water column properties (temperature, oxygen, conductivity with depth)
  - > Water quality
  - > Sediment quality
  - > Phytoplankton biomass (as Chlorophyll a)
  - > Benthic Invertebrates

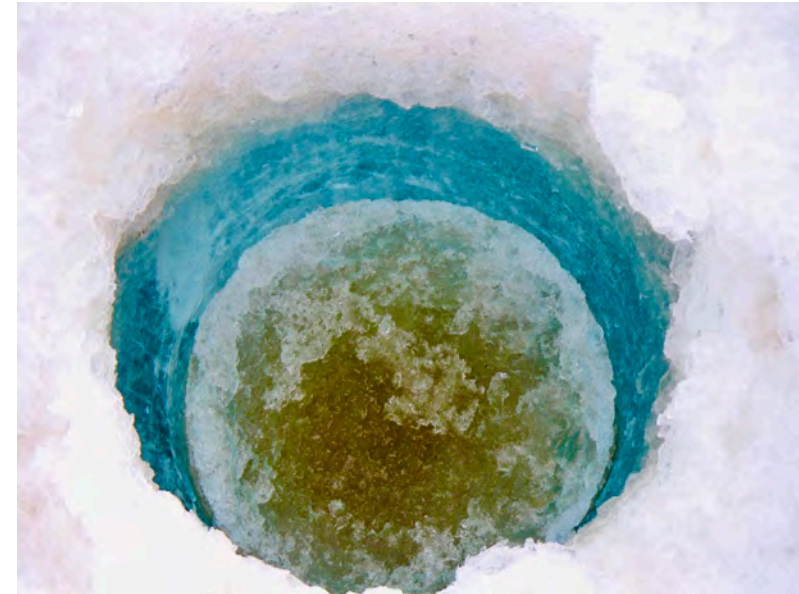


Image: RainCoast Environmental

# Marine Environment



## Marine Monitoring Program

- ◆ Monitoring is conducted at sampling locations near the MLA (desalination discharge area) and at a Reference Location
- ◆ Sampling locations were established in consultation with the KIA and ECCC
- ◆ The reference location was moved in 2022 to a more accessible and comparable location, with input from the KIA
- ◆ Sampling is conducted twice annually (April and August) when MLA desalination activities are underway, i.e., when the MLA camp is in operation
- ◆ Sampling for sediment quality and benthos is every 3 years
- ◆ Data is compared to established guidelines for the protection of aquatic life, pre-existing conditions, and reference conditions
- ◆ 2023 results: August sampling was cancelled due to fires. April sampling showed no exceedances of guidelines for the protection of marine aquatic life. Desalination discharge was within expectations ( $\leq 10\%$  higher than intake water)
- ◆ Full biological sampling is planned for 2024

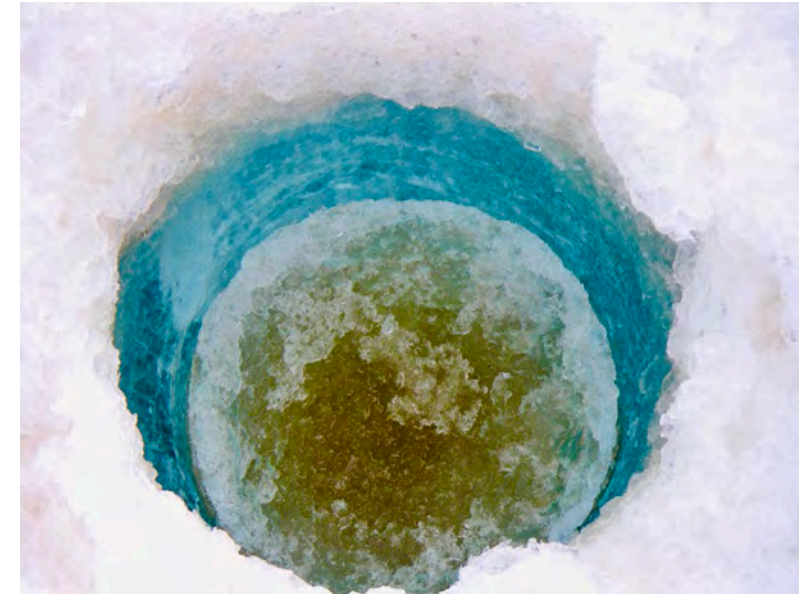
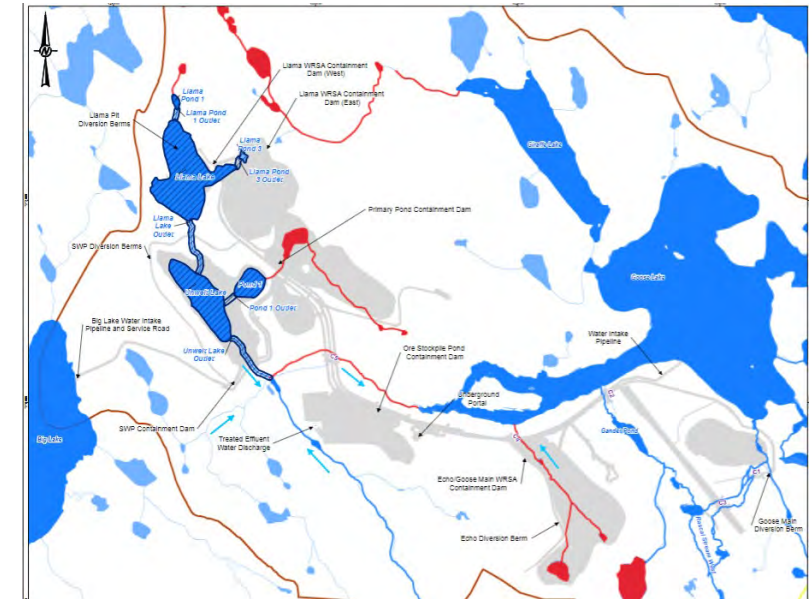


Image: RainCoast Environmental

# Fisheries – Fish Out Program



- ◆ Planned dewatering of Llama Lake, Umwelt Lake, and associated tributaries and tributary ponds will occur in 2024.
  - > Llama Lake (36.6 ha), to be dewatered for the Llama Pit mine.
  - > Umwelt Lake (19.4 ha), to be dewatered for the Saline Water Pond (SWP).
  - > Several shallow waterbodies and streams (<10 ha).
  - > Percentage of dewater volume will be pumped to contact water storage for process plant start-up water.
- ◆ In advance of dewatering, B2Gold Nunavut had to develop and implement a fish-out plan in consultation with Fisheries and Oceans Canada (DFO).
- ◆ During the environmental assessment process, communities provided comments and expressed interest in the planned fish-out and dewatering of waterbodies:
  - > Engagement of local communities, incorporate community input into the Plan, and use community members as part of the fish-out crew.
  - > Harvest viable fish for human consumption within the Country Food Kitchen at Goose.
  - > Use methods that work and will increase the level of understanding of this ecosystem.





# Fish Out Program – Progress Update

- ◆ In Q1 2023 B2Gold Nunavut presented a draft fish out plan to Kitikmeot communities as well Fisheries and Oceans Canada and incorporated feedback received.
- ◆ Following this, a final fish out plan was provided to Fisheries and Oceans Canada and ultimately B2Gold Nunavut received final approval to proceed with the plan outlined within.
- ◆ Fish out activities commenced and completed in 2023 Open Water Season:
  - > Hydroacoustic surveys of the lakes completed which identified the biomass within (# of fish).
  - > Many community members came to Goose to participate as well as inspections from Fisheries and Oceans Canada.
  - > Successfully removed 99% of the biomass from the lakes.
  - > DFO authorized the successful completion of the Fish Out Program.



# Terrestrial Wildlife



- ◆ B2Gold Nunavut has a Wildlife Mitigation and Monitoring Plan in place at the Back River Project
  - > Wildlife effects monitoring occurs for all terrestrial and marine wildlife: caribou, muskox, grizzly bear, raptors, waterbirds, marine birds, marine mammals, wolverine, etc.

- Monitoring of seasonal ranges
- Camera monitoring
- Incidental wildlife reporting
- Active wildlife monitoring
- Waste management
- Pre-clearing surveys
- Pit and quarry wall nest monitoring
- On-ice monitoring at the MLA



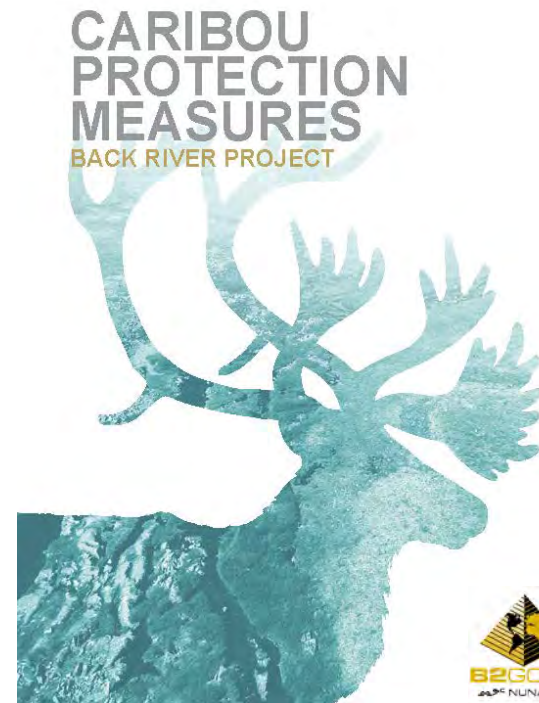
## Training Provided

- Wildlife observation reporting
- Awareness of wildlife-sensitive periods and locations
- Local wildlife species
- Managing wildlife attractants
- No feeding of wildlife
- No harassment of wildlife
- No hunting
- Road operating procedures
- Wildlife incident/accident reporting and response procedures
- Bear-aware training for outdoor staff



# Caribou Mitigation - Overview

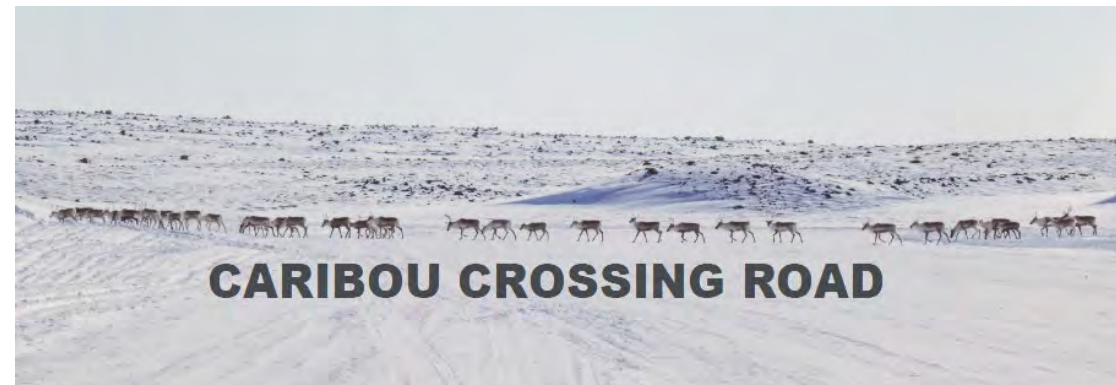
- ◆ Caribou are an extremely important cultural and subsistence resource of the Kitikmeot Inuit. They are integral to their livelihood.
- ◆ B2Gold Nunavut worked tirelessly with communities, Inuit associations, government, and other stakeholders to generate industry-leading caribou protection measures that reduce any potential effect on caribou. Back River Project would not be permitted without these measures, and compliance with these measures are key to maintaining our permits and social license.
- ◆ B2Gold Nunavut worked closely with the Kitikmeot Inuit Association to understand and document Traditional Knowledge of the Project area and the wildlife and people who depend on it.
- ◆ Our levels of caribou protection measures range from site notifications and alerts as caribou migration seasons and individuals approach our project site, to staged, rapid, and planned operational shutdowns of activities such as blasting, heavy mobile equipment, helicopters, fixed-wing aircraft, etc.



# Caribou Mitigation – 2023/4 Winter Ice Road and Monitoring



- ◆ B2Gold Nunavut works collaboratively with the Kitikmeot Inuit Association and the Government of Nunavut to design, improve, and implement the management and monitoring programs that keep caribou safe and reduce risk.
  - > In 2023/4, we successfully monitored caribou along the Winter Ice Road to ensure that our road management systems are working so that caribou can cross.
- ◆ Our monitoring team of an Inuk land-user and a wildlife biologist surveyed the road and recorded groups of caribou ranging up to 12,000 estimated individual animals.
- ◆ Our drivers are trained to respect caribou, respect driving speeds, implement truck convoys, report observations, and respect the mitigation measures in place on our WIR.
- ◆ Snowbanks are managed to below 1m to allow caribou to cross and are routinely maintained after a snowfall or blizzard.







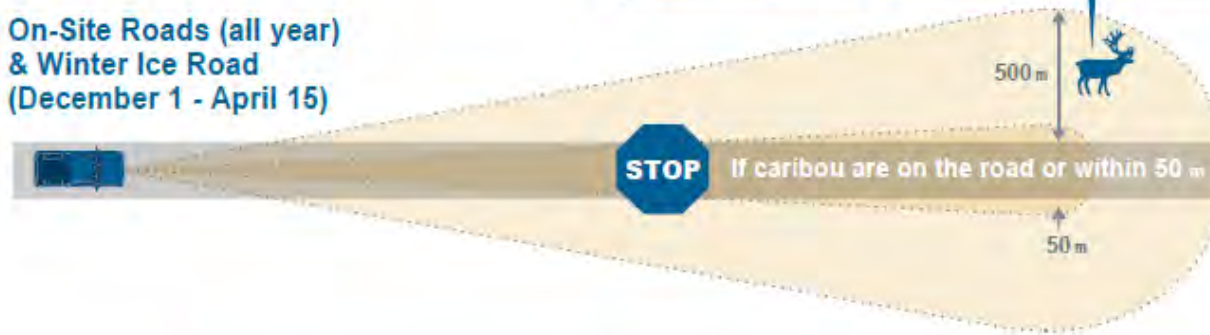
# Mitigation

# WILDLIFE ON OR NEAR ROADS

## Caribou

< 500 m from road → Slow to 40 km/hr.  
< 50 m from road with intent to cross → Stop for 20 minutes.  
On the road → Stop and wait until animals move off.

On-Site Roads (all year)  
& Winter Ice Road  
(December 1 - April 15)



> 500 m from road → Slow to 40 km/hr.  
< 500 m from road with intent to cross → Stop for 20 minutes.  
On the road → Stop and wait until animals move off.

Winter Ice Road  
(After April 15)

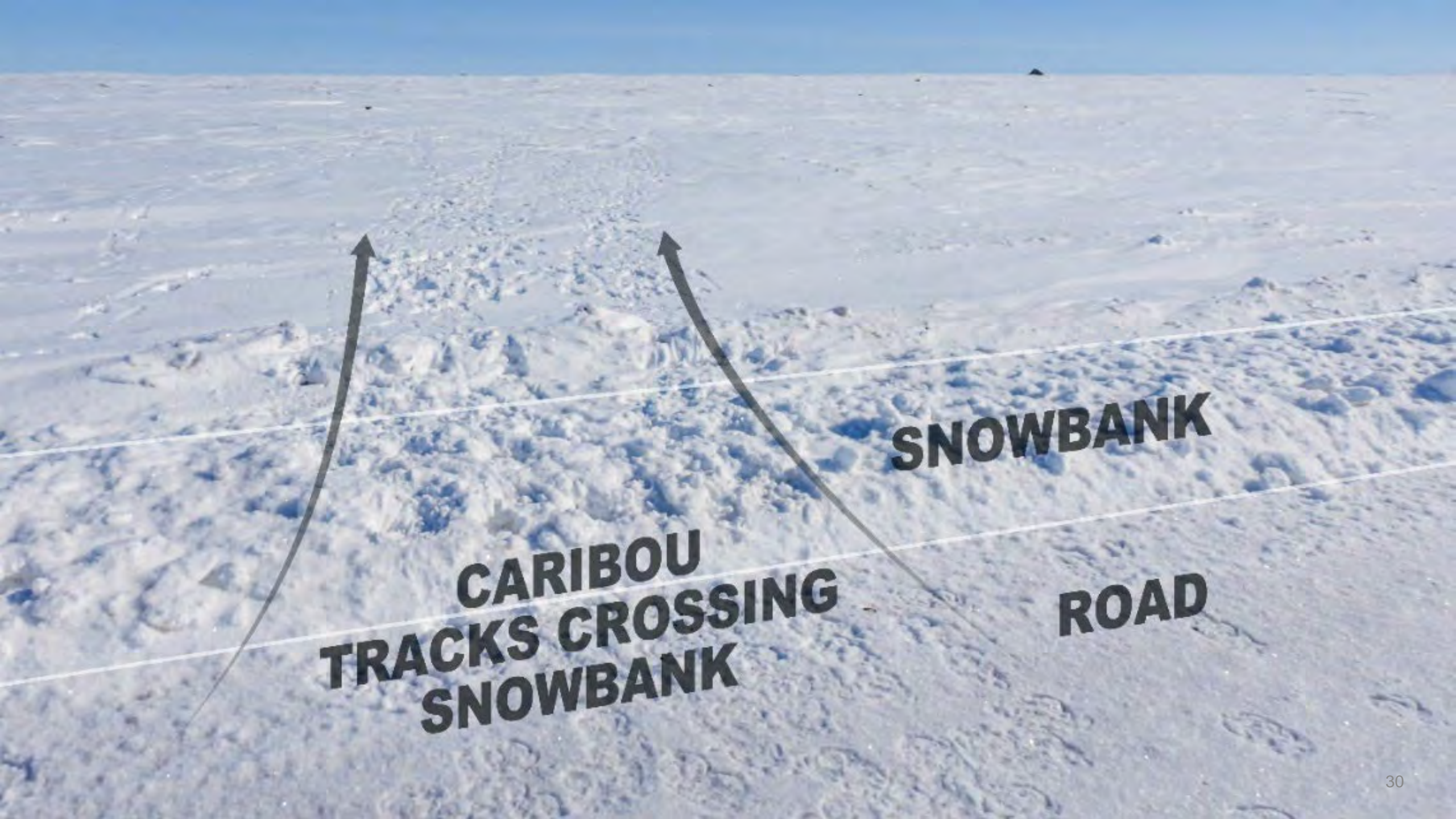




# Mitigation and Caribou Crossing

- ◆ Mitigation measures to ensure caribou movement across the WIR:
  - > Bank heights managed continuously (<1m)
  - > Slow truck speeds allowing caribou to continue feeding, traveling, or resting.
  - > 20-minute stoppages allowing caribou to cross the road.
  - > Increase in crossing observed after April 15th





**SNOWBANK**

**CARIBOU  
TRACKS CROSSING  
SNOWBANK**

**ROAD**



# Driver Education and Training



- ◆ Caribou monitors attended daily managers meetings to update staff on caribou mitigation and caribou locations.
- ◆ Drivers were given brochures for recording and reporting caribou sightings – drivers were enthusiastic about contributing information.
- ◆ Traffic was preemptively stopped >25 times by caribou monitors, and numerous other times without caribou monitors present in compliance with mitigations.
- ◆ Additional reminders regarding mitigation to allow caribou to cross were provided at Safety Sunday meetings for all staff.
- ◆ Staff supported the mitigations for caribou throughout the program, with increasing interest in learning about caribou expressed by drivers and other staff as the program progressed.

# Monitoring Results



# Two Years of Monitoring Completed to Date



## 2023

◆ March 28th – April 28th



## 2024

◆ March 25th – May 1st



# Wildlife Cameras



## Objective

- ◆ Record where caribou cross the WIR to inform mitigation and monitoring.
- ◆ Document the effectiveness of mitigation to allow caribou movement across the WIR.

2023

### Survey Effort

- 14 Cameras Deployed
- 350 Active Trap Days

### Results

- Caribou and Wolf Detected
- Crossing locations identified

2024

### Survey Effort

- 14 Cameras Deployed
- 356 Active Trap Days

### Results

- Caribou and Wolf detected
- Crossing locations identified

# Caribou Crossing Locations



## Objective

- ◆ Record where caribou are crossing the WIR (tracks and animals crossing) to inform monitoring and mitigation efforts.
- ◆ Document the effectiveness of mitigation to allow caribou movement across the WIR.

2023

### Survey Effort

- 28 Survey Days

### Results

- 11 Crossing locations where animals were directly observed
- 12 Locations of tracks crossing observed

2024

### Survey Effort

- 36 Survey Days

### Results

- 10 Crossing locations where animals were directly observed
- 9 Locations of tracks crossing observed



# Caribou Crossing Locations



# Caribou Behaviour Surveys



## Objective

- ◆ Conduct behaviour surveys along the WIR

2023

### Survey Effort

- 8 behaviour surveys completed
- Group sizes surveyed: 31 – 10,000+

2024

### Survey Effort

- 10 behaviour surveys completed
- Group sizes surveyed: 3 – 10,000+

### Results

- Caribou behaviours recorded: feeding, lying down, standing, walking, trotting/running, and alert.
- Caribou initially responded to slow moving vehicle traffic by appearing more alert, but quickly returned to feeding or calmly walking.

# Other Wildlife Observations



- ◆ Wolf
- ◆ Wolverine
- ◆ Moose
- ◆ Grizzly bear
- ◆ Fox
- ◆ Rough-legged hawk
- ◆ Golden eagle
- ◆ Gyrfalcon
- ◆ Rock ptarmigan
- ◆ Ringed seal
- ◆ Bearded seal





# Next Steps

- ◆ Reporting of mitigation efforts and monitoring results in the annual WMMP Report
- ◆ Continued assessment of mitigation effectiveness and opportunities for adaptive management
- ◆ Continue dedicated monitors for 2025:
  - > More eyes on the road, earlier warning
  - > Allows for additional survey effort
  - > Particularly after April 15th





## Energy Centre NIRB Decision and Proposed Conditions

# Reconsideration Report and Recommendation for the Back River Energy Centre Proposal

## Document Overview



- ◆ Thank you to the IEAC for their 2023 support letter for the proposed Back River Renewable Energy Centre
- ◆ Recommendation Report Released April 12, 2024
- ◆ Formal reconsideration of the Terms and Conditions of Project Certificate No. 007 to reflect the submission of the Proponent's "Back River Energy Centre" Project Proposal (Energy Centre Proposal or Proposal), a proposed amendment to the approved Back River Gold Project (NIRB File No.: 12MN036).
- ◆ Concluded that the Energy Centre can proceed in accordance with the revised terms and conditions of Project Certificate No. 007 and in a manner that delivers positive and minimizes the potential for negative environmental and socio-economic effects.
- ◆ **All Terms and Conditions in the Back River Gold Mine Project Certificate No 007 including any new or amended Terms and Conditions will be applied in full to the scope of the Energy Centre Proposal**



# Revised Term and Conditions – Energy Centre



<b><u>Revised</u></b> Term and Condition No.	10
<b><u>Revised</u></b> Category / Objective	Noise and Vibration – Noise <b><u>and Vibration</u></b> Reduction: To ensure worker health and safety <b><u>and to prevent and mitigate potential impacts on terrestrial wildlife, including caribou, birds, moose, musk ox, foxes, wolves, etc.</u></b>
<b><u>Revised</u></b> Term or Condition	<p>The Proponent shall demonstrate its consideration of options to further mitigate noise generated from project activities, equipment, and components during normal operations as well as from project activities, equipment, and components that would remain operational during staged reduction events (e.g., noise barriers, acoustic insulation, exhaust silencers).</p> <p><b><u>For the wind turbines specifically, the Proponent shall monitor for both noise and vibration to confirm that the noise and vibration levels associated with the normal operation of the wind turbines remains within the predicted levels as set out in the 2023 IS Addendum. If monitoring identifies that noise and/or vibration exceeds predicted levels, the Proponent shall provide an explanation for the exceedance, a description of planned mitigation and shall conduct additional monitoring to evaluate the effectiveness of mitigation measures.</u></b></p>
<b><u>Revised</u></b> Reporting Requirements	<p><b><u>Within 60 days of the issuance of Project Certificate 007, Amendment No. 1 to reflect the addition of the Energy Centre Proposal, the Proponent shall update its Noise Abatement Plan to include the Energy Centre Project Infrastructure and to incorporate any relevant commitments made during the Board's assessment of the Energy Centre Proposal.</u></b></p> <p>During construction of <b><u>the Back River Project components (including components associated with the Energy Centre Proposal)</u></b> the Proponent shall, on an annual basis, provide information regarding mitigation measures and monitoring undertaken in fulfillment of this Term and Condition in the Proponent's annual report to the Nunavut Impact Review Board. During operations, once the sound levels associated with operations become stable and predictable, the Proponent shall provide information regarding monitoring results and any updates to mitigation measures every two (2) years in the Proponent's annual report to the Nunavut Impact Review Board.</p> <p><b><u>Whenever the Proponent makes subsequent revisions to the Noise Abatement Plan, the Proponent shall submit the updated Plan to the NIRB within 60 days of revising the Plan and will ensure the updated Plan is also posted on the Proponent's project website.</u></b></p>

# Revised Term and Conditions – Energy Centre



<b>Revised</b> Term and Condition No.	37
<b>Revised</b> Category / Objective	Wildlife and Wildlife Habitat – Wildlife Mitigation and Monitoring Plan: To mitigate, monitor, and adaptively manage potential impacts to wildlife.
<b>Revised</b> Term or Condition	<p>The Proponent shall have in place a Wildlife Mitigation and Monitoring Program Plan (WMMPP) throughout all phases of the Project. The plan shall include detailed monitoring, mitigation, and adaptive management measures for wildlife, and shall detail considerations for: species-specific sensitive wildlife periods and areas; activities known to affect wildlife; specific triggers for mitigation and adaptive management intervention; and implementation of all commitments made throughout the Nunavut Impact Review Board's (NIRB) assessment of the Project. The Proponent shall demonstrate appropriate refinements to the WMMPP's design throughout the life of the Project, as necessary to allow for the identification of long-term trends and cumulative effects where project interactions with wildlife are identified. Updates to the WMMPP may be triggered by significant changes in project development plans <b><u>including the development of the Energy Centre Project Infrastructure (wind turbines, solar panel array, Battery Energy Storage System, transmission lines, and service roads)</u></b>; monitoring results indicating biologically-meaningful changes, significant updates to the scientific understanding of management methods relevant to wildlife at the project site, Inuit Qaujimajatuqangit, Traditional Knowledge, changes in climatic conditions that might subject wildlife to unexpected impacts, or as otherwise necessary.</p>
<b>Revised</b> Reporting Requirements	<p><b><u>Within 60 days of the issuance of Project Certificate 007, Amendment No. 1 to reflect the addition of the Energy Centre Proposal, the Proponent shall submit an updated version of the Wildlife Mitigation and Monitoring Program Plan (WMMPP) The plan should be submitted to the Nunavut Impact Review Board (NIRB). at least 90 days prior to the start of construction, with revised versions submitted annually thereafter or as may otherwise be required by the NIRB. Whenever the Proponent makes subsequent revisions to the Wildlife Mitigation and Monitoring Program Plan (WMMPP), the Proponent shall submit the updated Plan to the NIRB within 60 days of revising the Plan and will ensure the updated Plan is also posted on the Proponent's project website.</u></b></p> <p><b><u>Information regarding how Inuit Qaujimajatuqangit, Indigenous and Community Knowledge, and changes suggested by the Inuit Environmental Advisory Committee and the Caribou Technical Advisory Group have been incorporated into the WMMPP should be discussed in the Proponent's annual report. The Proponent should also include a discussion of how local Hunters and Trappers Organizations and potentially affected communities have been engaged and consulted in relation to relevant components of the WMMPP.</u></b></p>

# Revised Term and Conditions – Energy Centre



<b>Revised</b> Term and Condition No.	39
<b>Revised</b> Category / Objective	Wildlife and Wildlife Habitat – Caribou Mitigation and Adaptive Management Measures: To mitigate potential impacts to caribou throughout the life of the Project.
<b>Revised</b> Term or Condition	The Proponent shall provide, within its Wildlife Mitigation and Monitoring Program Plan (WMMPP), measures for the staged reduction of project activities should caribou occur in proximity to the project site, <b><u>including the Energy Centre Project Infrastructure (wind turbines, solar panel array, Battery Energy Storage System, transmission lines, and service roads).</u></b> The WMMPP will include a detailed description of all project activities, equipment, and components that would be managed during different phases of staged reduction mitigation events, including rapid and planned operational shutdowns should caribou calving or post-calving ranges overlap with the Project. Any planned activity restrictions/cessations should be of sufficient duration to take into account annual variation in the timing and distribution of calving and post-calving caribou interactions with the Project.
<b>Revised</b> Reporting Requirements	<b><u>The plan should Within 60 days of the issuance of Project Certificate 007, Amendment No. 1 to reflect the addition of the Energy Centre Proposal, the Proponent shall submit an updated version of the Wildlife Mitigation and Monitoring Program Plan (WMMPP) be submitted to the Nunavut Impact Review Board (NIRB) e at least 90 days prior to the start of construction. Whenever the Proponent makes subsequent revisions to the WMMPP, the Proponent shall submit the updated Plan to the NIRB within 60 days of revising the Plan and will ensure the updated Plan is also posted on the Proponent's project website.</u></b> Subsequently, the Proponent shall provide include an annual summary of the measures taken and monitoring results under the WMMPP in the Proponent's annual report to the Nunavut Impact Review Board. <b><u>Information regarding how Inuit Qaujimajatuqangit, Indigenous and Community Knowledge, and changes suggested by the Inuit Environmental Advisory Committee and the Caribou Technical Advisory Group have been incorporated into the Wildlife Mitigation and Monitoring Program Plan should be discussed in the Proponent's Annual Report. The Proponent should also include a discussion of how local Hunters and Trappers Organizations and potentially affected communities have been engaged and consulted in relation to relevant components of the WMMPP.</u></b>

# Revised Term and Conditions – Energy Centre



<b>Revised</b> Term and Condition No.	41
<b>Revised</b> Category / Objective	Wildlife and Wildlife Habitat – Caribou Mitigation Measures: To mitigate potential impacts to caribou during periods of heightened sensitivity.
<b>Revised</b> Term or Condition	<p>The Proponent shall demonstrate consideration for the increased potential of caribou presence in the area when planning outdoor construction activities (including site clearing, blasting, and operation of heavy equipment) during the July 26 to August 31 period.</p> <p><b><u>The Proponent shall also demonstrate consideration for the increased potential of caribou presence in the area during this period when constructing and operating the Energy Centre Project Infrastructure (wind turbines, solar panel array, Battery Energy Storage System, transmission lines, and service roads) including, but not limited to a discussion of the Proponent's plans for caribou-specific mitigation, monitoring, and adaptive management if there is increased caribou presence in the area.</u></b></p>
<b>Revised</b> Reporting Requirements	<p>Information regarding the Proponent's fulfillment of this Term and Condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board.</p> <p><b><u>Information regarding how Inuit Qaujimajatuqangit, Indigenous and Community Knowledge, and changes suggested by the Inuit Environmental Advisory Committee and the Caribou Technical Advisory Group have been solicited and considered by the Proponent should also be discussed in the Proponent's annual report. The Proponent should also include a discussion of how local Hunters and Trappers Organizations and potentially affected communities have been engaged and consulted in relation to the information and plans developed by the Proponent under this Term and Condition.</u></b></p>

# Revised Term and Conditions – Energy Centre



<b><u>Revised</u></b> Term and Condition No.	45
<b><u>Revised</u></b> Category / Objective	Wildlife and Wildlife Habitat – Wildlife Mitigation Measures: To mitigate potential disturbances to wildlife migration and movement from Project infrastructure <b><u>including the Energy Centre Project Infrastructure (wind turbines, solar panel array, Battery Energy Storage System, transmission lines, and service roads).</u></b>
<b><u>Revised</u></b> Term or Condition	The Proponent shall ensure that safety barriers, berms, and designed crossings associated with project infrastructure, including site roads <b><u>and the winter ice road, and the Energy Centre Project Infrastructure (wind turbines, solar panel array, Battery Energy Storage System, transmission lines, and service roads)</u></b> are constructed as necessary to allow for the safe passage of caribou and other terrestrial wildlife and do not interfere with wildlife denning sites.
<b><u>Revised</u></b> Reporting Requirements	Information regarding the Proponent's fulfillment of this Term and Condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board.



# Revised Term and Conditions – Energy Centre



<b>Revised</b> Term and Condition No.	50
<b>Revised</b> Category / Objective	Wildlife and Wildlife Habitat – Annual Reporting to the Nunavut Impact Review Board: To provide annual updates to the Nunavut Impact Review Board (NIRB) and relevant parties to verify the effectiveness of ongoing monitoring and mitigation efforts <b><u>for the Project (and approved Modifications).</u></b>
<b>Revised</b> Term or Condition	<p>Within its annual report to the NIRB, the Proponent shall incorporate a review section which includes:</p> <ul style="list-style-type: none"> <li>a. An examination for trends in the measured natural variability of Valued Ecosystem Components in the region relative to the baseline reporting;</li> <li>b. A detailed analysis of wildlife responses to operations with emphasis on wildlife behaviour, mortalities, and displacements (if any), and responses to project operations;</li> <li>c. A detailed description of staged reduction mitigation events, including operational shutdowns, undertaken throughout the year in response to wildlife in proximity to the Project <b><u>and including the Energy Centre Project Infrastructure (wind turbines, solar panel array, Battery Energy Storage System, transmission lines, and service roads).</u></b> Details shall include, but are not limited to: <ul style="list-style-type: none"> <li>i. A description of the aggregation and species of wildlife encountered <b><u>including terrestrial wildlife such as caribou, migratory birds, moose, musk ox, foxes, and wolves etc.;</u></b></li> <li>ii. Environmental conditions;</li> <li>iii. A description of the sequence of activities ceased as well as the duration of cessation; and</li> <li>iv. The effectiveness of the applied mitigation measures and potential amendments that may be required.</li> </ul> </li> <li>d. A demonstration and description of how the monitoring results contribute to cumulative effects monitoring associated with the Project; and</li> <li>e. Any proposed changes to the monitoring survey methodologies, statistical approaches, or proposed adaptive management stemming from the results of the monitoring program.</li> </ul>
<b>Revised</b> Reporting Requirements	<p>Information regarding the Proponent's efforts in fulfillment of this Term and Condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board.</p> <p><b><u>Information regarding how Inuit Qaujimajatuqangit, Indigenous and Community Knowledge, and feedback from the Inuit Environmental Advisory Committee and the Caribou Technical Advisory Group have been considered by the Proponent in the fulfillment of this Term and Condition should be included in the Proponent's annual report. The Proponent should also include a discussion of how local Hunters and Trappers Organizations and potentially affected communities have been engaged and consulted in relation to relevant components of the Proponent's monitoring and mitigation programs.</u></b></p>

# Revised Term and Conditions – Energy Centre




<b>Revised</b> Term and Condition No.	51
<b>Revised</b> Category / Objective	Wildlife and Wildlife Habitat – Caribou Technical Advisory Group: To establish an advisory group to provide technical oversight on the Project's mitigation, monitoring, and adaptive management measures related to caribou.
<b>Revised</b> Term or Condition	<p>In collaboration with the Kitikmeot Inuit Association, the Government of Nunavut, and other relevant parties, the Proponent shall develop and participate in a Caribou Technical Advisory Group. As part of its function, the group shall seek to:</p> <ul style="list-style-type: none"> <li>▪ Provide independent advice on study design(s) and analyses for the testing and evaluation of the Project's adaptive management measures for reducing disturbance to caribou:</li> <li>▪ Undertake appropriate testing of the caribou detection methods, group size thresholds, and distance thresholds employed as recommended by the advisory group;</li> <li>▪ On the basis of these tests, and any other available evidence, provide analyses and a written evaluation of the caribou protection measures and where appropriate make necessary adjustments to those measures; <b>and</b></li> <li>▪ Submit reports to the Nunavut Impact Review Board (NIRB), and other relevant parties, for review, <b>and</b></li> </ul> <p><b><u>Provide independent advice on mitigation, monitoring study design(s), and adaptive management of the potential for effects on caribou associated with the Energy Centre Project Infrastructure (wind turbines, solar panel array, Battery Energy Storage System, transmission lines, and service roads).</u></b></p>
<b>Revised</b> Reporting Requirements	<p>Information regarding the Proponent's fulfillment of this Term and Condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board.</p> <p><b><u>Information regarding how Inuit Qaujimajatuqangit, Indigenous and Community Knowledge, and feedback from the Inuit Environmental Advisory Committee and the Caribou Technical Advisory Group have been considered by the Proponent in the fulfillment of this Term and Condition should be included in the Proponent's annual report. The Proponent should also include a discussion of how local Hunters and Trappers Organizations and potentially affected communities have been engaged and consulted in relation to relevant components of the Proponent's monitoring and mitigation programs.</u></b></p>

# Revised Term and Conditions – Energy Centre



<b>Revised</b> Term and Condition No.	53
<b>Revised</b> Category / Objective	Birds and Bird Habitat – Mitigation, Monitoring, and Adaptive Management for Birds and Bird Habitat: To develop and implement appropriate mitigation and monitoring measures for birds and bird habitat <b><u>for the Project (including approved Modifications).</u></b>
<b>Revised</b> Term or Condition	<p>The Proponent shall have in place specific measures for the protection and monitoring of birds and bird habitat within its Wildlife Mitigation and Monitoring Program Plan (WMMPP). Protection measures shall include, but are not limited to:</p> <ul style="list-style-type: none"> <li>▪ Mitigation and monitoring measures applied at all times throughout project operations to limit impacts to birds and bird habitat from specific project activities and infrastructure;</li> <li>▪ Mitigation and monitoring measures applied during periods of heightened sensitivity or alternative circumstances;</li> <li>▪ Adaptive management measures with specific triggers for intervention <b><u>including, but not limited to reduced or shutdown procedures for inclement weather during migration; and</u></b></li> <li>▪ Protocols for collaboration with relevant parties, and the Project's advisory groups, throughout the Project, including on-going consideration and incorporation of Inuit Qaujimaningit, to ensure the effective delivery of the WMMPP as related to bird and bird habitat protection., and</li> <li>▪ <b><u>Conducting a bird mortality survey annually for five (5) years once the turbines are operational to confirm predictions. If predictions are confirmed, then the survey can be completed every three (3) years to ensure that predictions remain consistent.</u></b></li> </ul>
<b>Revised</b> Reporting Requirements	<p><del>Information regarding mitigation, adaptive management and monitoring strategies and protocols implemented and/or updated by the Proponent in fulfillment of this Term and Condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board. Within 60 days of the issuance of Project Certificate 007, Amendment No. 1 to reflect the addition of the Energy Centre Proposal, the Proponent shall submit an updated version of the Wildlife Mitigation and Monitoring Program Plan (WMMPP) be submitted to the Nunavut Impact Review Board (NIRB) e at least 90 days prior to the start of construction, with revised versions submitted annually thereafter or as may otherwise be required by the NIRB. Whenever the Proponent makes subsequent revisions to the WMMPP, the Proponent shall submit the updated Plan to the NIRB within 60 days of revising the Plan and will ensure the updated Plan is also posted on the Proponent's project website.</del></p> <p><b><u>Information regarding how Inuit Qaujimajatuqangit, Indigenous and Community Knowledge and changes suggested by the Inuit Environmental Advisory Committee and the Caribou Technical Advisory Group have been incorporated into the Wildlife Mitigation and Monitoring Program Plan should be discussed in the Proponent's annual report. The Proponent should also include a discussion of how local Hunters and Trappers Organizations and potentially affected communities have been engaged and consulted in relation to relevant components of the WMMPP.</u></b></p>

The background of the slide is a composite image. The top right shows an aerial view of a mining site with a large blue pipe running through a dry, rocky landscape. The bottom left shows a dark, rocky foreground with a bright orange glow, possibly from a fire or lava. The right side of the slide has a white background with a repeating pattern of yellow triangles.

## Freshwater Management and Monitoring Programs



# Freshwater Environment



- ◆ B2Gold Nunavut has a Water Management Plan (WMP) and an Aquatic Effects Monitoring Program (AEMP) in place at the Back River Project
- ◆ The Water Management Plan
  - > Outlines the water management and associated monitoring for water which is being diverted, used, managed, and/or discharged by the Project
  - > It address the regulatory monitoring requirements, including the monitoring specified by the Water Licence for each phase of Project activity
- ◆ The AEMP
  - > Outlines the monitoring that will take place within the lakes and streams near the Goose Property
  - > Focus is on characterizing and quantifying any environmental impacts on the aquatic environment surrounding the Project area
- ◆ Together with the BRP Quality Assurance & Quality Control Plan, these programs ensure all water use is being managed and monitoring in a way that minimizes impacts to the freshwater environment.





## Freshwater Environment: Water Management

# Freshwater Environment – Water Management



## Overview

- ◆ Site water can be divided into:
  - > Non-Contact Water: surface water that is not impacted by/does not contact mine workings
  - > Contact: surface water that is impacted by/contacts mine workings (runoff over waste rock, ore stockpiles, open pits, tailings, etc.)
  - > Saline Water: naturally saline groundwater that flows into open pit and underground workings.
- ◆ Each type of water is managed separately:
  - > Non-Contact Water is diverted off site through berms, and culverts
  - > Contact water is contained within event ponds and tailings management facilities and is conveyed on site via diversions and pumped pipelines
  - > Saline Water (once encountered) will be pumped out of the underground workings, as well as Llama Open Pit, and temporarily stored in the Saline Water Pond (SWP), or Llama Tailings Facility (TF). On closure, this water will be placed in the Goose Main Pit
- ◆ The MLA does not require any pond or diversion infrastructure; water for camp is generated through desalination and greywater is discharged to the tundra in a location which cannot enter any freshwater waterbody





# Freshwater Environment – Water Management



## Objectives

- ◆ Site water management objectives include:
  - > Minimizing the impact of mining activities on the aquatic environment surrounding the mining area to the greatest reasonable extent;
  - > Using Best Management Practices (BMPs), recognizing the unique constraints of each project element;
  - > Providing a reliable freshwater supply to the Process Plant;
  - > Managing non-contact, contact, and saline water separately in order to minimize freshwater withdrawal from Goose Lake and Big Lake;
  - > Facilitating mining operations by managing inflows that occur as a result of groundwater or direct precipitation; and
  - > Collecting and treating contact water as required to meet Site-Specific Water Quality Objectives (SSWQOs) in the receiving environment.





# Freshwater Environment – Water Management



## Water Supply and Treatment

- ◆ Goose Site freshwater supply is sourced from either Goose or Big lakes for a combination of domestic, construction, operation, and associated uses, including mining and milling
- ◆ MLA freshwater is sourced through the desalination of ocean water
- ◆ Water Treatment includes:
  - > Goose Potable Water Treatment Plant which treats water to ensure it meet drinking water requirements
  - > Goose Sewage Treatment Plant which treats camp wastewater (a combination of greywater and blackwater)
  - > Goose Water Treatment Plant which will treat any contact water or dewatering discharge prior to discharge (where needed)
  - > Treatment of Goose camp waste water by the Sewage Treatment Plant
  - > MLA Desalination Plant which uses ocean water to produce camp freshwater



Image: RainCoast Environmental

# Freshwater Environment – Water Management



## Effluent Criteria

- ◆ Effluent criteria applicable to the Project are outlined in the Type A Water Licence (2AM-BRP1831) and the Metal and Diamond Mining Effluent Regulations (MDMER)
- ◆ These regulatory instruments outline the locations, parameters, timing and frequencies at which various effluent discharges must be sampled and reported
- ◆ This sampling includes sampling of runoff, seepage, dewatering, discharges to land, greywater and treated sewage effluent, as well as all other discharges to the receiving environment
- ◆ The MDMER requirements become applicable upon triggering of the MDMER and stipulate specific effluent monitoring criteria during mine discharge to natural waterbodies, as well as monitoring to be undertaken in the receiving waterbodies



# Freshwater Environment – Water Management



## Monitoring

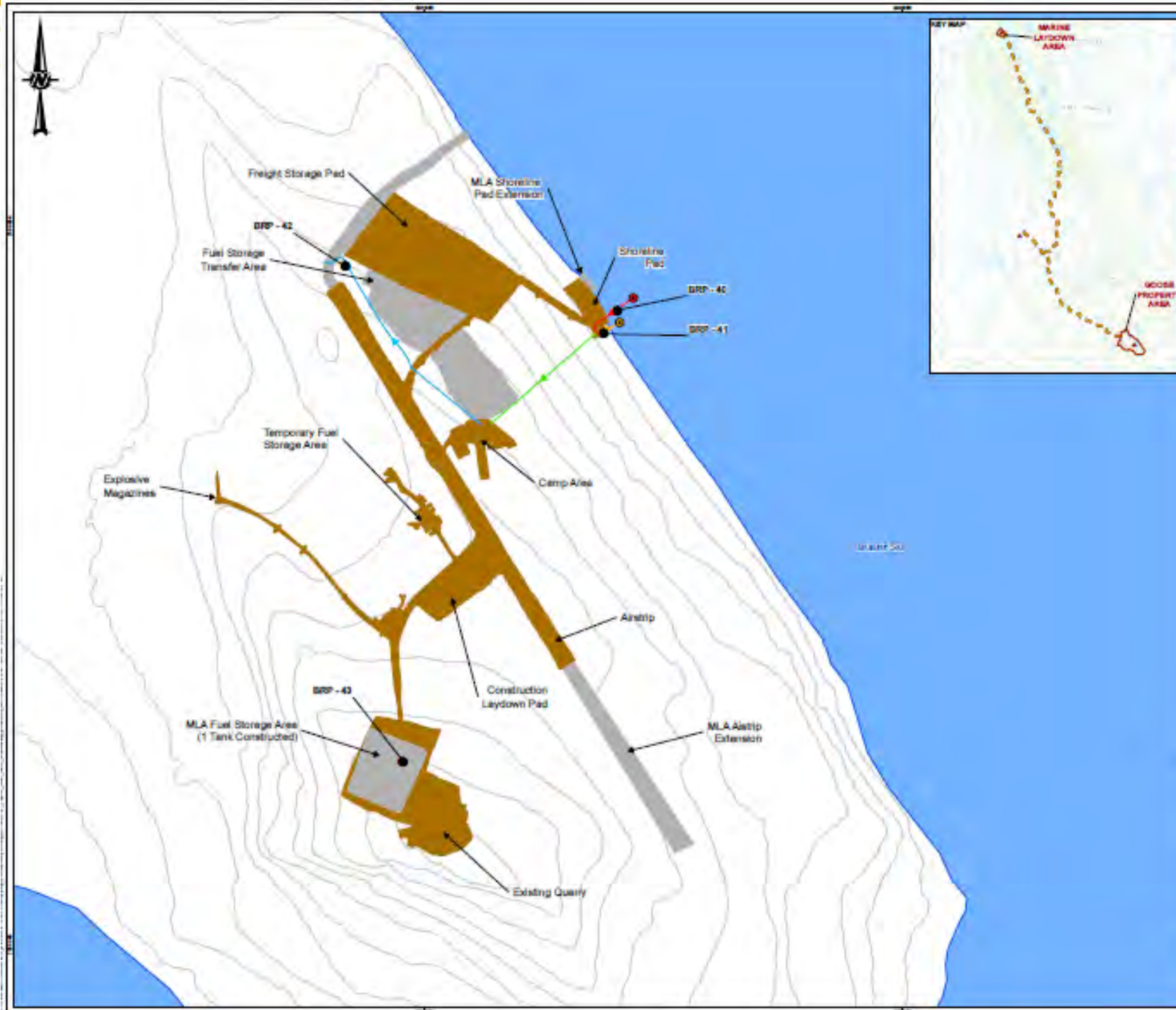
- ◆ To address both regulatory requirements and operational needs, the BRP Site Water Management Monitoring includes:
  - > regulated discharge monitoring (i.e., that set by legislation or authorization requiring specific discharge/effluent criteria to be met for compliance)
  - > verification monitoring (i.e., internal operation management monitoring)
  - > general monitoring (i.e., NWB general monitoring requirements set in Type A Water Licence)
- ◆ An overview of the Goose Property sampling locations is presented in the following slide











**LEGEND**

- DESALINATION DISCHARGE (INTERMITTENT)
- DESALINATION INDIK (INTERMITTENT)
- ACTIVE MONITORING STATION LOCATION
- CONTOUR (5 M)
- DESALINATION WATER PIPELINE
- DRY WATER PIPELINE
- NALUS WATER DISCHARGE
- NALUS WATER PUMP
- MLA PERMITTED FOOTPRINT
- MLA EXISTING INFRASTRUCTURE
- WATERBODY

**DRAFT**

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**REFERENCE(S)**  
FOOTPRINT OBTAINED FROM CLIENT AND MODIFIED BY GOLDR. HYDROGRAPHY DATA OBTAINED FROM ORIGINATOR, © DEPARTMENT OF NATURAL RESOURCES CANADA. ALL RIGHTS RESERVED. MODIFIED BY GOLDR. PROJECTION: UTM ZONE 18N DATUM: NAD83

PROJECT NO.	2022-08-27	CLIENT	Sabina
DESIGNER	AR	CONSULTANT	GOLDER
APPROVED	NR		
APPROVED			
APPROVED			

**PROJECT**  
SABINA BACK RIVER PROJECT, WATER LICENCE PHASE,  
NUNAVUT CANADA

**TITLE**  
MARINE LAYDON AREA - MONITORING LOCATIONS

**PROJECT NO.** 21505757 **VERSION** A-26 **DATE** 2022-08-27

# Freshwater Environment – Water Management



## Monitoring

- ◆ The Water Management Program is comprised of well over 50 water monitoring stations and monitors all water being used, managed, or discharged in associations with the BRP
- ◆ This includes:
  - > All discharges
  - > Runoff and Seepage
  - > Water collecting in Berms and Pits
  - > Ponds and water management structures
  - > Saline Water Pond
  - > Dewatering
  - > STP effluent and greywater discharge
  - > Water intakes and treatment and inflows
- ◆ All regulated and general monitoring results are reported to the NWB and are made publicly available and are subject to review by the KIA, ECCC, DFO and other interested parties





Freshwater: AEMP



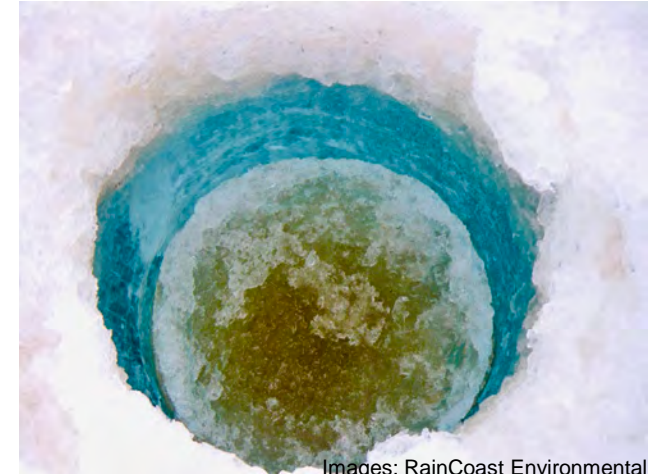


# Freshwater Environment – AEMP



## Overview

- ◆ Aquatic Effects Monitoring Program (AEMP) focuses on the downstream freshwater receiving environment
- ◆ The objectives of the AEMP are:
  - > Confirm success of the water management practices and site mitigation measures implemented
  - > Identify environmental changes in the receiving environment
  - > Validate environmental effects predictions
  - > Comply with the MDMER EEM requirements when applicable
- ◆ AEMP sampling is undertaken in freshwater lakes which are most likely to exhibit impacts, if any, related to project activities
- ◆ The AEMP relies on the collection and use of baseline data (that collected prior to discharge of effluent to the freshwater environment) as well as reference data (that collected at a separate location that will not be impacted by the Project)
- ◆ Baseline data as well as reference data allows the interpretation of any results collected during or following the discharge of mine effluent



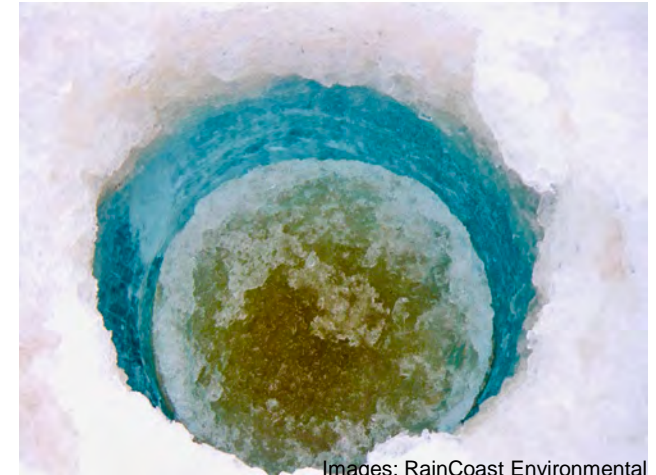


# Freshwater Environment – AEMP



## Program Design

- ◆ The AEMP has been designed to detect whether there are aquatic effects related to mine discharge and addresses related MDMER-Environmental Effects Monitoring requirements, as well as any general effects
- ◆ The AEMP program includes sampling of:
  - > Physical water column structure (e.g. Temperature, O<sub>2</sub>)
  - > Water Quality
  - > Sediment Quality and Grain Size (every 3<sup>rd</sup> year)
  - > Phytoplankton Biomass (measured as Chlorophyll a)
  - > Benthic Invertebrate abundance and composition (every 3<sup>rd</sup> yr)
  - > Fish population and tissue metals (every 3<sup>rd</sup> yr)
- ◆ AEMP Sampling is undertaken at 4 times of year:
  - > In April, to represent winter under ice conditions
  - > And 3 times (July, August, and September) in year's of discharge/MDMER, or, in year's of no effluent discharge, once in August to represent summer open water season conditions



Images: RainCoast Environmental

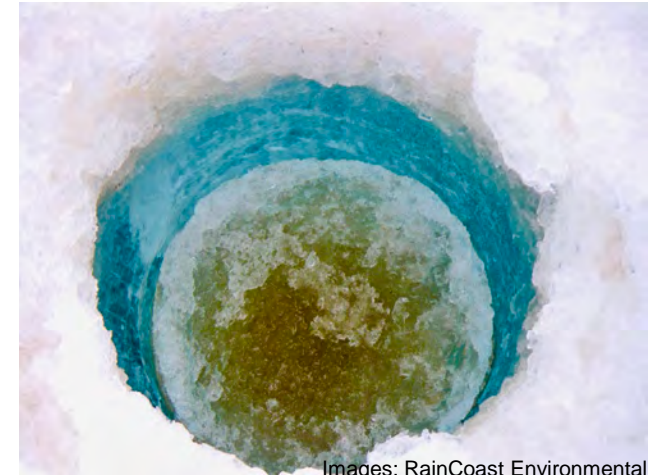


# Freshwater Environment – AEMP



## Sampling Locations

- ◆ Sampling locations were selected in collaboration with the KIA and ECCC during Project permitting
- ◆ Sampling locations include:
  - > Goose Lake, which is downslope/down stream of Project activities and it the lake into which all compliant mine discharge will be released
  - > Propellor Lake, which is directly downstream of Goose Lake
  - > And a Reference Lake, located outside of the zone of potential influence of Project activities

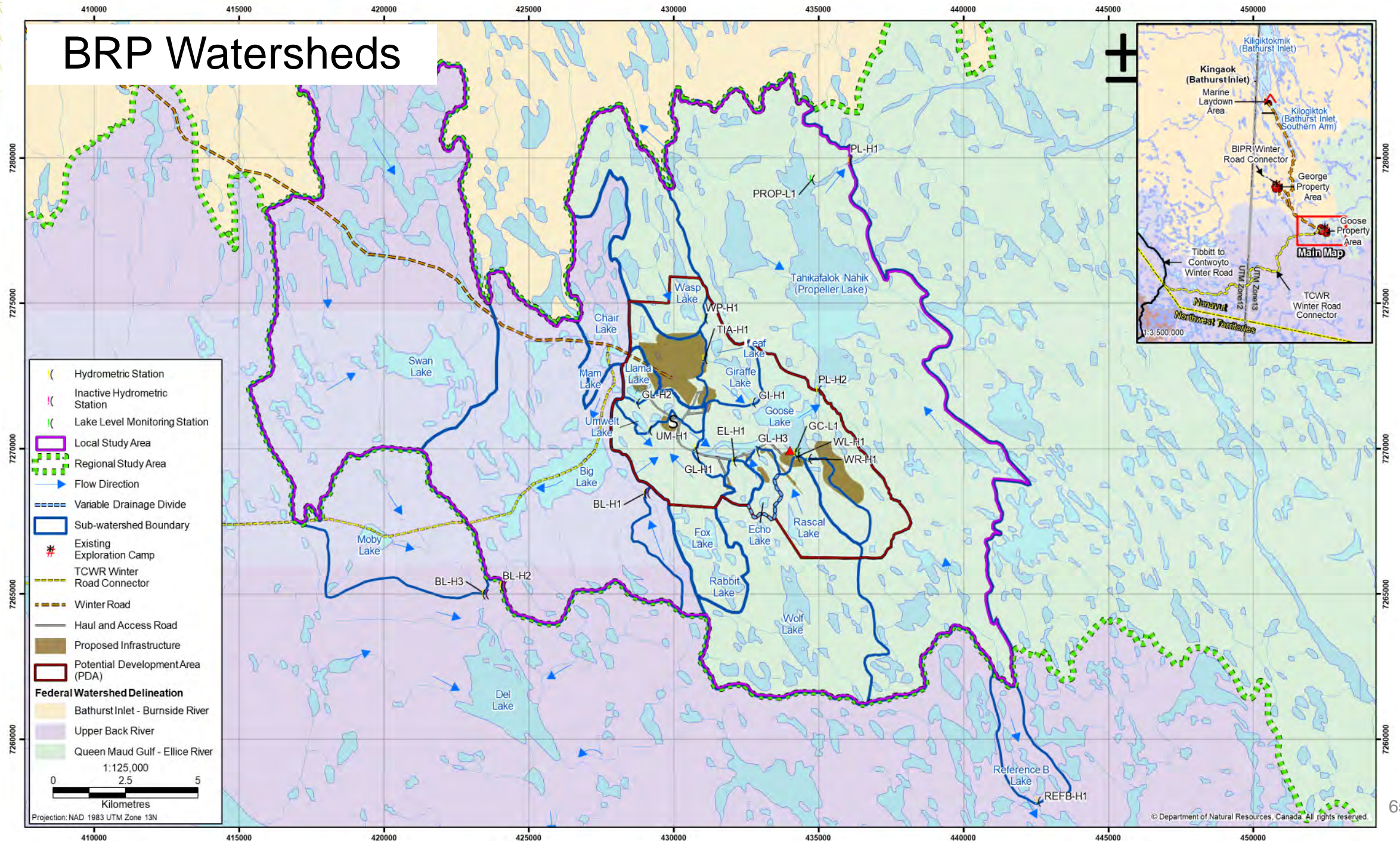


Images: RainCoast Environmental



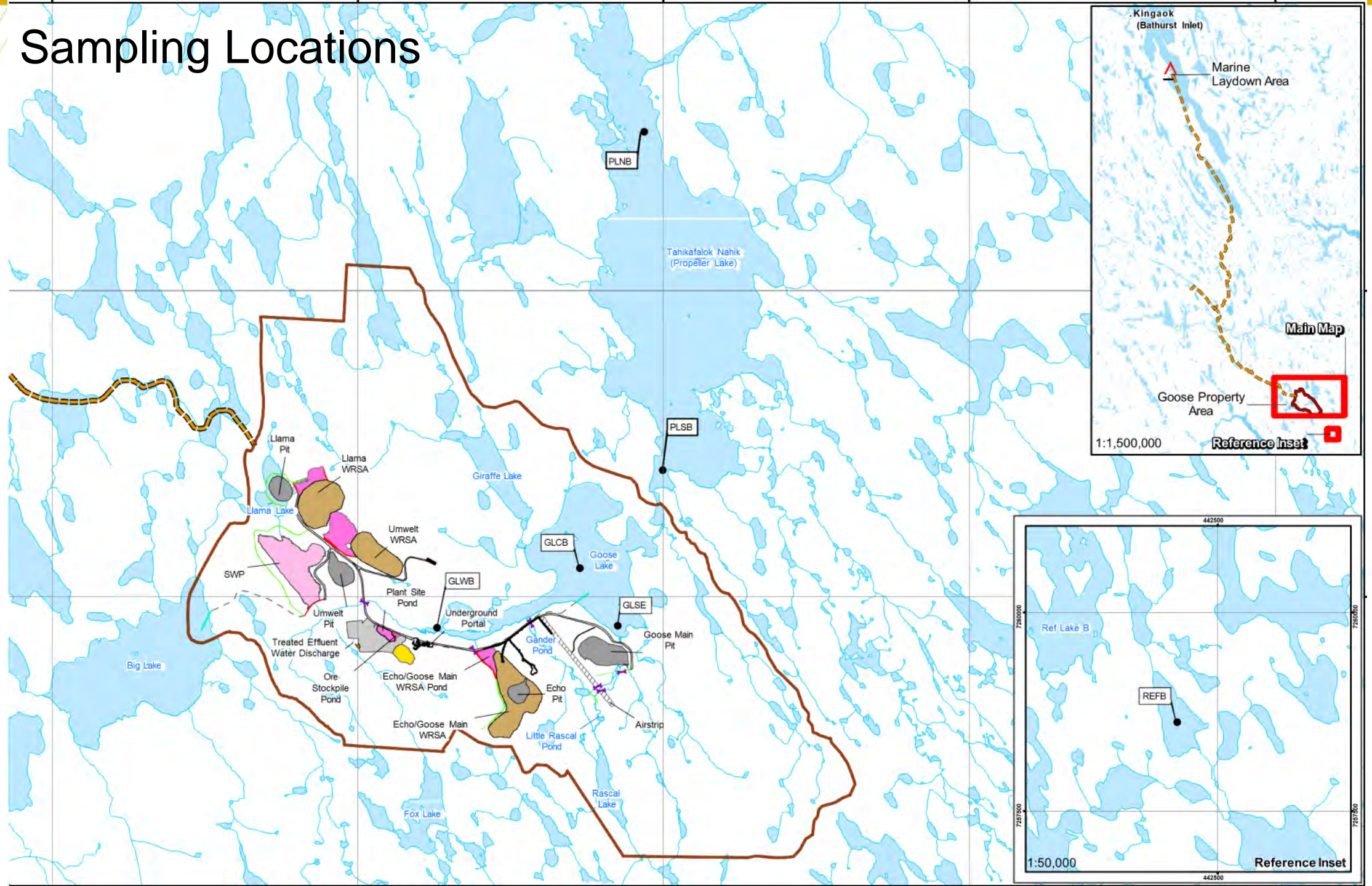


# BRP Watersheds





# Sampling Locations



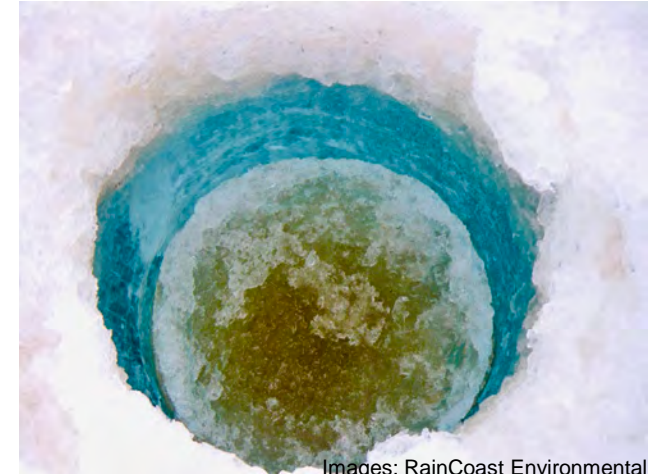


# Freshwater Environment – AEMP



## Sampling and Reporting

- ◆ B2Gold has been collecting a comprehensive set of baseline data from each of these sampling locations in advance of any deposit of effluent in Goose Lake
- ◆ In 2024, in parallel with the dewatering of Umwelt and Llama lakes, AEMP physical limnology, water quality, and phytoplankton biomass sampling program will be undertaken at all sampling locations on 4 occasions
- ◆ B2Gold will repeat this sampling in 2025, and will additionally include sampling of sediment, benthic invertebrates, and fish in August of 2025, in fulfillment of a commitment to the KIA to verify that there are no unanticipated impacts related to dewatering
- ◆ Data will be interpreted to determine whether there are any detectable impacts on the freshwater environment related to the Project, based on comparisons to environmental protection guidelines, historical baseline data collected, and reference conditions.
- ◆ Results will be reported in the annual reports to the NWB and will be subject to review by the KIA and regulatory groups
- ◆ The AEMP and Water Management Plan work together to ensure and verify that freshwater impacts are minimized.



Images: RainCoast Environmental





## Marine Monitoring Program



# Marine Monitoring Program



- ◆ B2Gold Nunavut has a Marine Monitoring Plan (MMP) in place at the Back River Project
- ◆ The MMP:
  - > Focus is on characterizing and quantifying any environmental impacts on the marine environment surrounding the Project area
  - > Outlines the monitoring that will take place in the Bathurst Inlet marine environment near the MLA
- ◆ The MMP is used to ensure that the management and mitigation measures employed at the BRP are successful in minimizing impacts to the marine environment.
- ◆ The MMP is also complimented by the WMMP, which monitors marine wildlife and shipping activity. The WMMP program is is separately discussed in this workshop





# Marine Monitoring Program



## Program Design

- ◆ The MMP has been designed to detect whether there are aquatic effects related to the MLA activities
- ◆ MLA activities include:
  - > The desalination of ocean water
  - > The annual sealift offload of bulk materials, supplies and fuel
  - > Any site contact water that may enter the ocean
- ◆ The MMP includes monitoring of:
  - > Physical water column structure (e.g. Temperature, Salinity, and O<sub>2</sub>)
  - > Water Quality
  - > Sediment Quality and Grain Size (every 3<sup>rd</sup> year)
  - > Phytoplankton Biomass (measured as Chlorophyll a)
  - > Benthic Invertebrate abundance and composition (every 3<sup>rd</sup> yr)
- ◆ This sampling generally aligns with that conducted at the Goose Property under the AEMP





# Marine Monitoring Program



## Sampling

- ◆ Sampling locations have been selected in collaboration with the KIA and regulatory agencies
- ◆ Sampling locations include:
  - > Three sampling locations near to the MLA representing two depth zones: ~ 5 m depth and ~15 m depth
  - > Two sampling locations at a Reference Site located away from potential MLA impacts; one at ~5 m depth and the other at ~15 m depth
- ◆ Initially, the reference location was ~ 30km further up Bathurst Inlet, but that location proved difficult to access safely and too dissimilar oceanographically to the MLA natural site conditions
- ◆ A new reference location was selected with approval from the KIA a few kilometers north of the MLA based on oceanographic similarity, accessibility, and being outside of the zone of influence of MLA activities
- ◆ MMP Sampling is undertaken at each of these stations twice a year when there is MLA activity and desalination:
  - > In April, to represent winter under ice conditions
  - > In August, to represent summer open water season conditions



# MMP Sampling locations





# Marine Monitoring Program



## Sampling

- ◆ MMP Sampling is undertaken at each of these stations twice a year when there is MLA activity and desalination:
  - > In April, to represent winter under ice conditions
  - > In August, to represent summer open water season conditions
- ◆ B2Gold will be conducting comprehensive MMP sampling in 2024, which will include physical oceanography, water quality, phytoplankton biomass, as well as sediment quality and benthic invertebrate sampling
- ◆ Data are interpreted to determine whether there are any detectable impacts on the freshwater environment related to the Project based on comparisons to federal environmental protection guidelines, historical baseline data collected, and reference conditions.
- ◆ Results will be reported in the annual reports to the NIRB and will be subject to review by the KIA and regulatory groups
- ◆ 2023 results indicated that there were no exceedances of federal environmental protection guidelines for the protection of marine aquatic life



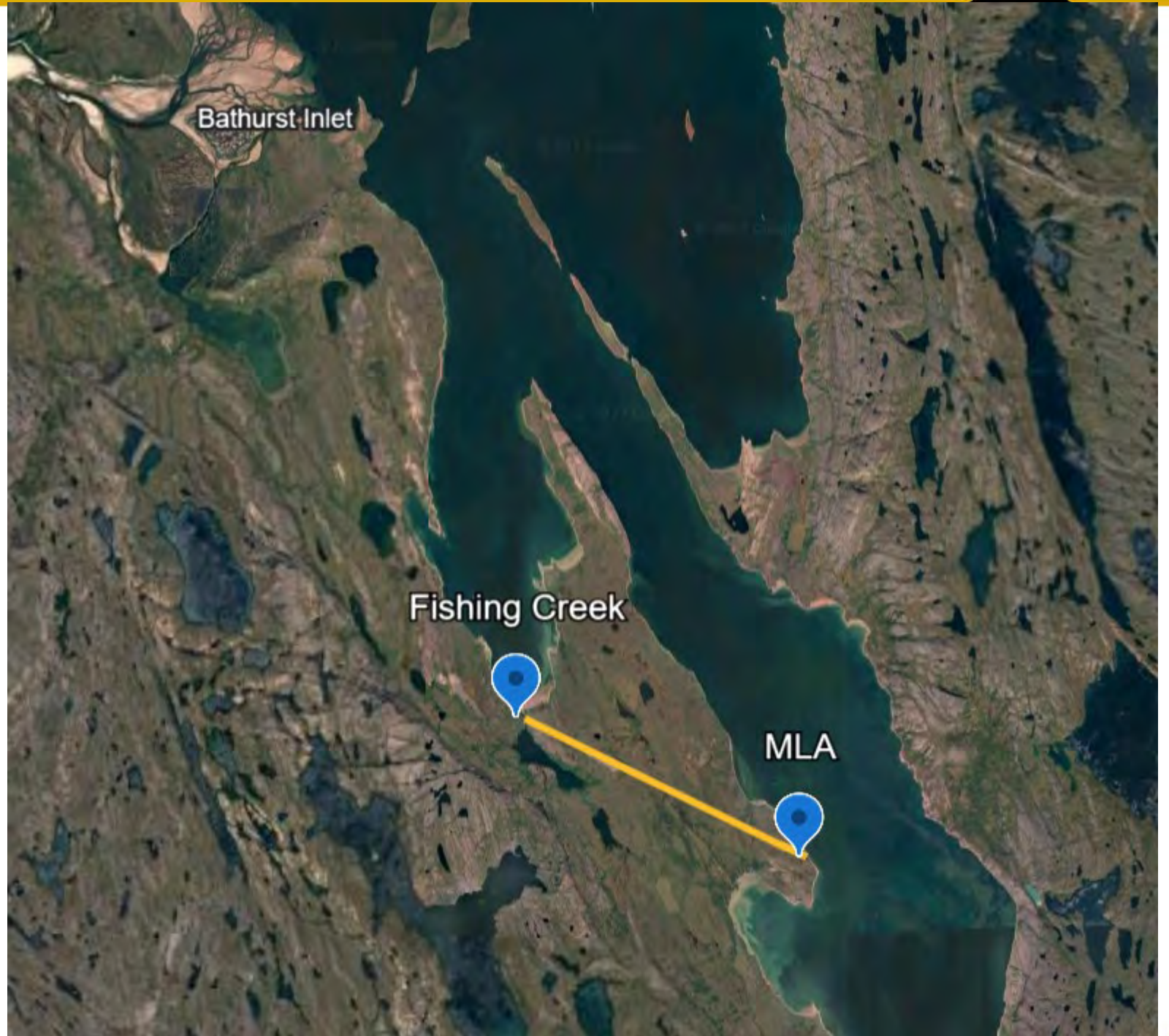


## B2Gold Response to IEAC 2023 Recommendation



# 2023 IEAC Recommendation

- ◆ Include sampling at Fishing Creek in annual Marine Monitoring Sampling Plan
- ◆ Direct distance from MLA to Fishing Creek = 9.5km apprx. (and more than twice that by water)
- ◆ Direct distance from MLA to community of Bathurst Inlet = 30km apprx.





# B2 Gold Response to 2023 Recommendation



- ◆ Flow to Fishing Creek (upstream) is from Tahikafalok Lake, not from the direction of the MLA
  - > Window Falls
- ◆ The MLA is in a separate watershed from Fishing Creek; the MLA is not upstream of Fishing Creek
- ◆ Any runoff from the MLA + compliant rainwater/melt discharged from the bulk fuel berms + and camp greywater runs east into Bathurst Inlet near the MLA (this is the downslope direction)
- ◆ Any desalination effluent (saltier seawater) is discharged to the ocean near the MLA shoreline pad



## 9. Appendix C- Meeting Minutes

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MEETING INFORMATION	
DATE	June 25-27, 2024
TYPE OF MEETING	Back River Project Inuit Environmental Advisory Committee
LOCATION	Yellowknife, NT, Explorer Hotel Goose Lake, NU
ATTENDEES	<b>IEAC</b> <ul style="list-style-type: none"> <li>• Alice Ayalik-Kugluktuk (AA)</li> <li>• Sam Kapolak–Bathurst Inlet (SK)</li> <li>• Martina Kapolak-Bay Chimo (MK1)</li> <li>• George Hakongak–Cambridge Bay (GH)</li> <li>• Bobby Klengenberg-Bay Chimo/Cambridge Bay (BK)</li> <li>• Kevin Ongahak-Bathurst Inlet/Kugluktuk (KO)</li> <li>• Ryan Nivingalok-Kugluktuk (RN)</li> </ul> <b>B2Gold Nunavut (B2Gold)</b> <ul style="list-style-type: none"> <li>• Andrew Moore (AM)</li> <li>• Janet Kadlun (JK)</li> <li>• Thomas Bolt (TB)</li> <li>• Merle Keefe (MK)</li> <li>• Katsky Venter, Consultant to B2Gold (Virtual)</li> <li>• Scott Holmes, Site Visit Only (SH)</li> <li>• Clinton Wakefield, Site Visit Only (CW)</li> </ul> <b>Kitikmeot Inuit Association (KIA)</b> <ul style="list-style-type: none"> <li>• Skye Lacroix (SL)</li> <li>• John Roesch (JR)</li> </ul>
COMMENTS	Janet Kadlun took meeting minutes. Ida Ayalik-McWilliam (IAM) provided Inuinnaqtun interpretation

#### **MEETING NOTES:**

#### **Meeting Open**

#### **Day 1**

**June 25, 2024**

**AM** - Opening and agenda overview

**AA** - Prayer

Merle Keefe Introduction

#### **B2Gold Project Update**

- 2023-2024 Ice Road overview





- MLA Update
- Concrete & Steel Work Update
- Goose Airstrip Update

**BK** – Is that the Mill, the big building?

**JR** – Where will the Dore Bars will be sent to? By the time the first gold bar is poured will you have that information?

- Inuit Employment and Initiatives Update
- 2024 Moving Forward

**BK**- Cleaning up an old site is important, I'm happy B2Gold is taking the remediation plans forward and having a progressive reclamation process.

**MK**- Remediation of older drilling sites. We have had a program to remove about 20 years of waste from site since 2022.

**JR** – Do you have an inventory of old casings? Are you cutting and capping? With what?

**BK** – Its important to cut the old and new casings.

### **Back River Project and Environmental Monitoring and Results Overview**

**AA** - I was born where there no people near Tahiyuak. If exploration and mining can up clean immediately after work that is important, animals can smell everything. When there were no people in that area, when I first saw non-Inuk, I cried but I am not scared anymore. The water land and animals- keep it pristine please.

**AM**- We take it seriously as a company, we also want to build careers and futures for Inuit youth. As an example, this past week our team on site discovered a nesting bird with eggs. That area is now roped off and we will not be near it for 8 weeks. That is and example of the steps we take to lessen our environmental impact.

- Overview from presentation

#### **Vegetation Slide:**

**BK** – Elders use the Kablak leaves as tea

**AA** – The Kablak leaves Inuit have always used to make tea. There were no sweets, no salt we used what was available

**KO** -Invasive plants, what does B2Gold do when you see it and encounter it at the Back River Project. At Ekati they rip them out of the ground.

**MK** – We clean all the supplies prior to going onto the planes or boats. We haven't had a any encounter with invasive plants to date.

**JR** – Do you expect invasive plants, to come in by humans or naturally like by birds carrying seeds? .

**MK** – We do take the precaution on people and equipment brining in invasive plants etc....

**JR** – Birds can also bring it in.

**MK**- That is an excellent point. Yes, I suppose you are correct that is something that may happen but our monitoring program would spot it so we can act as needed.

**GH** – We do have different birds migrating in today than we always have had.

### **2023 Footprint Expansion**

**RN** – We used to be part of the start/beginning committee (CAG), seeing the progress of the footprint over the years is important and we want to continue to see it.



**Action Item: Ensure** Annual footprint mapping provided to IEAC

**Freshwater Environment (water management plan)**

**JR** – Did B2Gold receive our results and feedback from the water plan?

**MK** – I do not believe we have seen them yet.

**Map of Freshwater Sampling Locations**

**SL** – Does that map include Goose and MLA?

**Aquatic Effects Monitoring Plan**

**RN** – Is there any monitoring the dust accumulation from Goose Lake into the surrounding lakes (sedimentary layer of lakes).

**MK** – B2Gold will look into this and get you a more detailed response at the next meeting of the IEAC.

**SL** – Do you have a soil sampling program at site?

**Marine Environment**

**GH** – Where do your ships start the monitoring for marine mammals and sea birds? ?

**MK** – The whole way soon as they begin their journey to MLA, west or east as long as they get to the project site they are monitoring.

**AM** – Documents and management plans are available publicly; we can provide any of those to the IEAC as well.

**Fisheries – Fish Out Program**

**Terrestrial Wildlife**

**BK** – October 2023 what he seen was amazing, seeing Tuktu migrating through the islands, land to water (ocean). Western river, Razer top to Bathurst Island and then island to island.

See Committee Recommendation #2

**MK1** – You need more monitors (caribou and grizzlies) at Goose and at MLA, Monitor at each end during the winter ice road. See Committee Recommendation #1

**AM** – Thank you Martina. Ill take that away and draft up a recommendation for the Committee's review tomorrow.

**MK** – Thank you Bobby. We can certainly add information like that to our Monitoring Plan.

**KO** – are you able to add grizzlies to the plans as well?

**Caribou Mitigation**

**JR** – With the wolves encountered at the sites, are they solitary or in packs?

**MK** – Both

**Next Steps**

**BK** – Comment: Moose were 30 miles from Cambridge Bay this. That's how much moose we are seeing. Moose are migrating further north, and we are seeing many of them. Population is certainly growing in our area.

**KO/ SK** – increasing populations of Moose and moving further north.

**AA** – keep the land as is, pick up and take back what you brought. Old times July ice break up – we are now seeing breaking up in May. Clear our climate is changing.

**Lunch Break 11:50pm**

**BK** – Keeping camp clean, keeping the land clean, we were raised never to disrespect the animals. Harvest enough to maintain the species, only catch what you need

**MK** – Waste management hasn't been easy at site; we are generating more waste. We are trying



to improve our waste management as the mine grows. We have people pick up garbage as the snow melts away in site wide cleanups. Very important.

**JR** – Is B2Gold going to go ahead to build the land farm beside the tank farm?

**MK**- We're reviewing the best location to construct the land farm, but it will not be far away from the tank farm.

**KO** – Your camp clean up, how far away do you guys go to clean up away from the roads

**MK** – ~50 meters, but if we see refuse further then that of course we go and clean it up.

**KO**– While at Bathurst in 2023 fall, we found cement bags in the ocean.

**BK** – I've seen the big mess, the area of concrete at the MLA that.

**GH** – Halfway to the MLA and through the hills travelling on land, we came across an orange buoy on the shoreline. Was that yours? Perhaps it was from work at BIPAR many years ago or DFO/Coast Guard.

**JR**- Are you considering industrial waste composters, Agnico build a composter at our request at Hope Bay.

**MK**-Yes, we're reviewing best practices and lessons learned from similar composter builds in the North. Ultimately, we need to eliminate and potential for wildlife to be attracted to the Project via the composter.

**AM**- Thank you for the comments about waste at MLA. It was a busy year there, and yes, the concrete bag storage area was a bit of a mess at end of WIR. Since the end of WIR 2024, the team has been cleaning everything up. It is all very tidy now. I can also confirm those buoys are not apart of our Project, but if you pick them up along your travels, we will dispose of them for you.

#### **Back River Project Renewable Energy Centre Purposed Mitigations**

**RN** – Will your carbon tax go down with the renewable energy centre?

**MK**- Yes, the less fuel we buy and burn the less carbon tax we pay.

#### **Proposed Term and Condition 10**

**KO**- Birds appear to be nesting earlier now. Is the birds nesting considered during the monitoring on the turbine?

**MK**- In other wind turbine projects it has been seen that birds don't like to nest on the turbines. They are too tall.

#### **Proposed Term and Condition 37**

**KO**- Battery storage is my concern. Will the battery containers be double lined?

**MK** – Yes, the batteries in the sea cans will have double containment

#### **Proposed Term and Condition 39**

No comments

#### **Proposed Term and Condition 41**

**BK** – Are you going to stop the wind turbines for when the caribou are passing.

**MK** – Yes

**BK**- That is interesting that you are doing that. The caribou are on the ground, so I am not sure that is necessary.

**BK**- Is that where the generators kick in after shutting down the turbines?

**MK**- First it would be using the battery energy stored, then yes, generator was turn back on.

#### **Proposed Term and Condition 45**

**BK** – Will the road building be ongoing? Are the roads now up to 1m (height)?

**MK**- We are still in the process of developing our roads to the final height we require.



**Proposed Term and Condition 50**

No comments

**Proposed Term and Condition 51**

No comments

**Proposed Term and Condition 53**

**GH** – How tall the towers and length and in comparison, to what here in Yellowknife?

**B2Gold displayed graphics outlining heights and comparison to YK buildings.**

**AM**- Something else that we did not cover in these slides is a proposed “Harvest Study.” This is something, that if the Energy Centre is approved, we will be doing as well. We will come back to the IEAC with a proposal to seek your input.

**KO**- What type of harvest study?

**AM**- We are not 100% sure what it will look like yet. We are working on that. We will come back to the IEAC with a proposal to seek your input.

**KO** – Caribou migration through mine site, what is the historical trails? Do you have maps of that? That would be helpful to determine crossing locations around the mine site.

**BK** – Making of crossings, it changes every year for caribou migration. So, we will just have to make them the best we can

**Meeting Closed**

**Day 1 June 25, 2024**

**Meeting Open**

**Day 2 June 26, 2024**

**Freshwater and Marine Monitoring Program Overview**

**GH** – Is there any monitoring to see what type of affect it has on the tundra? (underground saline water)

**MK**- Saline water will not contact the tundra, it will be encountered in the underground or open pit workings, and then deposited within a Saline Water Pond during mining.

**BK** Slide 58 – Installing a pump from there to pit, it’s a long distance is it going to be pipeline or trucks?

**MK**- Its going to be pipeline along the road infrastructure.

**BK** – Water monitoring is important, it tells me that all the outside water eventually flows to the ocean I’m glad you have a general idea of where the water flows.

**KO**- (Lama WRSA Pond), is that another pond for water storage?

**MK**- That pond will collect contact water from the WRSA near Lama

**AA** – Thankful you keep the water clean; Inuit use the water. When many of us are on the land we are told to respect the water, we drink the water.

**KO** – Will B2Gold explain and go through the process of mining at Goose Lake? How do you go from Rock to Gold

**AM**- Pulled up a diagram showing the proposed gold mining process with the caveat that it is being refined.

**KO** – Do you have a tailings pond/plan to have a tailings pond?

**MK**- No tailings have been produced; however, tailings will be deposited within mined out open pits rather than constructing a specific pond.

**RN** – Is it a wet or dry tailings?

**MK**- Subaqueous tailings are planned. Tailings are a slurry.

**JR** – how are you disposing or destroying spent cyanide?

**MK**- My understanding is that the cyanide is exhausted in the gold extraction process.

**KO** – Is there waste cyanide product?



MK- My understanding is that the cyanide is exhausted in the gold extraction process.

#### **Watersheds**

RN – Is it contained to one watershed? The flows from Goose Lake?

MK- There are a collection of small water sheds that make up what we consider the Goose Mine watershed. We are updating our Water and Load balance as we speak to ensure we stay on top of where water flows in and around the project.

BK – The big rivers (Hood, Ellice River, Perry River etc.), does B2Gold periodically check and monitor the water in those rivers?

MK- No, we do not. We have very detailed monitoring programs within the local lakes to confirm no impacts are occurring within our immediate development area.

KO – The reference lake you mentioned is it the same size as Goose Lake?

MK- Yes, it is. We took lots of time to find a reference that's very similar.

KO- I'm glad B2gold is testing and showing they care for the water that's important for us to see and understand.

BK – Understanding flow and where the water is flowing is important, I'm glad that B2gold is monitoring.

RN – Does B2Gold monitor the snow condition year after year, it changes every year. Do you monitor and test the water after the melt from the snow runoff?

MK- Yes

RN – We are noticing the watersheds everywhere are dropping, I'm glad that B2Gold is monitoring all aspects of that around the mine

SK – Winter Road / forward camps, are you doing any water testing during the season that they are active?

MK- We're monitoring water volumes and testing potable water quality.

KO – Do you do the testing at Bathurst Lake, south end of Bathurst Lake? To monitor water quality after traffic all winter.

MK- We're monitoring water volumes and testing potable water quality.

#### **Marine Monitoring Program**

MK1 – When I visited the MLA this winter, I saw dust on the snow from the airstrip. Does that affect vegetation and animals in the area?

MK- We have a Vegetation Monitoring Program and an Air Quality Monitoring Program that monitors dust deposition and metal deposition on lichens in the vicinity of MLA.

GH – In Cambridge Bay we use the salt water for dust control. We dedicate a truck for dust control.

SL – Were you using something with beets last year for dust control?

MK- Yes, we had a pilot project with a product called "Dust Stop" and continue to evaluate other alternatives.

#### **B2Gold Response to IEAC 2023 Recommendation**

KO – Did and does b2gold test the lakes south of fishing creek.

MK- Yes, one of those is our MLA reference lake

BK/ SK- Tahikyoak – Fishing stream does it go direct to the ocean?

SL – Can you provide sample bottles to community members and test samples at MLA if they are collected properly?

AM- Absolutely yes, we can do that. We will go over sample collection techniques tomorrow with Thomas at Goose Lake. *Note: Sample bottles provided to KO and SK.*



## **IEAC 2024 RECOMMENDATION**

**See main body report Section 6**

**RN-** so that would be 4 employees (cross-shift) for recommendation 1.

**AM-** Likely that is would be part of the planning process for hiring

Committee unanimous vote in favour of recommendation #1

Committee unanimous vote in favour of recommendation #2

**Meeting Closed**

**Day 2 June 26, 2024**

**Site Visit – Goose Lake, Nu**

**Day 3 June 27, 2024**

**AM** - Exploration Site Safety Orientation. Cancellation of MLA Trip due to 2<sup>nd</sup> flight being delayed

**Thomas Bolt Presentation on Freshwater sampling at Goose Mine Site**

**GH** -How often are you sampling?

**TB** - Weekly, we are required monthly but we test weekly.

**GH** - What sampling are you taking now

**TB** – Goose Lake-Streamflow rates in and out of Goose Lake, Giraffe Lake, Propeller Lake, Rascal Steam east and west-main water bodies connected to Goose Lake, water quality- perimeters include, depth, temp., conductivity, dissolved oxygen, pH, alkalinity

**MK1** - Do you do dust monitoring at the MLA?

**TB** - We have a Vegetation Monitoring Program that monitors for dust deposition on vegetation and metals from that dust entering lichen. This sampling was completed in 2021 and again in July 2024.

**AA** - Being good stewards of the land and water, encouraging to protect our land and water.

When I first learned about mines being developed, I was extremely worried because the potential for destroying wildlife lands and water. However, after attending meetings and learning about what mines do I feel assured with mining because of all the monitoring.

**RN** – We notice that you guys are drilling more near the camp/airstrip?

**MK**- Yes, we are defining one of the pits near the existing exploration camp.

**GH** - what do you do with your core boxes when you have no use of them anymore?

**MK**- They would be reused or disposed of



**Questions Asked During Echo Pit and Process Plant Tour:**

- General questions of the process plant- size, scale, etc....
- What is the process for making gold?
- What piece of equipment is the ball mill and how does it work?

**KO-** Are the fuel tanks doubled or singled walled

**TB –** Large bulk tanks are single walled. Most smaller tanks are double walled.

**MK1 -** Are all the 5 tanks built?

**AM-** Not yet. They are working on 4 and 5 now.

**IAM -** Do you get any rainstorms here (Goose Lake)

**TB-** Yes, we had a very active precipitation year in 2023.

**MK1 -** Is this lake fished out now (fish out 2023 program)?

**TB-** Yes, we also have guards in place to prevent fish from coming back in.

**IAM -** How deep will the echo pit go?

**CW-** The final depth is expected to be about 100 meters. We have about another 80 meters to go from what you see today.

**GH-** How far (metres) does the drilling go before blasting?

**SH-** 11 meters, we drill 10-meter benches, and 1 meter of relief

## 10. Appendix D- Photos

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## Back River Project Inuit Environmental Advisory Committee

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