



## 2025 Annual Monitoring Report

# MARY RIVER PROJECT

File No. 08MN053

Project Certificate 005

year

**Project Location:** Qikiqtani Region, Nunavut

**Project Owner:** Baffinland Iron Mines Corporation (Baffinland)

**Monitoring Period:** October 2024 – September 2025

**Date Issued:**



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## LIST OF ACRONYMS

<b>AEMP</b>	Aquatic Effects Monitoring Plan
<b>AIS</b>	Aquatic Invasive Species
<b>AWAR</b>	All-weather access road
<b>CAAQS</b>	Canadian Ambient Air Quality Standards
<b>CCG</b>	Canadian Coast Guard
<b>CCME</b>	Canadian Council of Ministers of the Environment
<b>CIRNAC</b>	Crown-Indigenous Relations and Northern Affairs Canada
<b>CREMP</b>	Core Receiving Environment Monitoring Program
<b>DFO</b>	Fisheries and Oceans Canada
<b>ECCE</b>	Environment and Climate Change Canada
<b>EPP</b>	Environmental Protection Plan
<b>ERP</b>	Early Revenue Phase
<b>EWI</b>	Early Warning Indicators
<b>FAA</b>	<i>Fisheries Act Authorization</i>
<b>FEIS</b>	Final Environmental Impact Statement
<b>GHG</b>	Greenhouse Gases
<b>GN</b>	Government of Nunavut
<b>GN-DOE</b>	Government of Nunavut, Department of Environment
<b>HC</b>	Health Canada
<b>HHS</b>	Hunter Harvest Study
<b>HTO</b>	Hunters and Trappers Organization
<b>IIBA</b>	Inuit Impact and Benefit Agreement
<b>IMO</b>	International Maritime Organization
<b>INAC</b>	Indigenous and Northern Affairs Canada
<b>LSA</b>	Local Study Area
<b>LSMP</b>	Lake Sedimentation Monitoring Program
<b>MDMER</b>	Metal and Diamond Mining Effluent Regulations
<b>MEEMP</b>	Marine Environmental Effects Monitoring Plan
<b>MEWG</b>	Marine Environment Working Group
<b>MHTO</b>	Mittimatalik Hunters and Trappers Organization
<b>ML</b>	Million litres
<b>MMON</b>	Marine Mammal Observation Network
<b>Mtpa</b>	Million tonnes per annum
<b>MWO</b>	Marine wildlife observer
<b>NIRB</b>	Nunavut Impact Review Board
<b>NIS</b>	Non-Invasive Species
<b>NPC</b>	Nunavut Planning Commission
<b><i>Nunavut Agreement</i></b>	<i>Agreement between the Inuit of the Nunavut Settlement Area and Her Majesty the Queen in right of Canada</i>

<b>NuPPAA</b>	<i>Nunavut Planning and Project Assessment Act</i> , S.C. 2013, c. 14, s. 2
<b>NWB</b>	Nunavut Water Board
<b>ON</b>	Oceans North
<b>PAG</b>	Potentially Acid Generating
<b>PC</b>	Parks Canada
<b>PIAMP</b>	Post-Impact Assessment Monitoring Program
<b>PIP</b>	Production Increase Proposal
<b>PIPR</b>	Production Increase Proposal Renewal
<b>PM<sub>2.5</sub></b>	Particulate matter with diameters of 2.5 microns
<b>QIA</b>	Qikiqtani Inuit Association
<b>QSEMC</b>	Qikiqtaaluk Socio-Economic Monitoring Committee
<b>RMP</b>	Roads Management Plan
<b>RSA</b>	Regional Study Area
<b>SEMWG</b>	Socio-economic Monitoring Working Group
<b>SEMP</b>	Socio-economic Monitoring Program
<b>SOP</b>	Sustaining Operations Proposal
<b>SOP2</b>	Sustaining Operations Proposal 2
<b>SSRP</b>	Spill at Sea Response Plan
<b>TARP</b>	Trigger Action Response Plan
<b>TC</b>	Transport Canada
<b>TEAMR</b>	Terrestrial Environment Annual Monitoring Report
<b>TEMMP</b>	Terrestrial Ecosystem Mitigation and Monitoring Plan
<b>TEWG</b>	Terrestrial Environment Working Group
<b>ToR</b>	Terms of Reference
<b>TSS</b>	Total suspended solids
<b>VEC</b>	Valued Ecosystemic Component
<b>WRP</b>	Work Ready Program
<b>WRF</b>	Waste Rock Facility

## 1. INTRODUCTION

The Nunavut Impact Review Board (NIRB or Board) was established through Articles 10 and 12 of the *Agreement between the Inuit of the Nunavut Settlement Area and Her Majesty the Queen in right of Canada (Nunavut Agreement)* and is responsible for the assessment of ecosystemic and socio-economic impacts of projects in the Nunavut Settlement Area according to the *Nunavut Agreement*. The NIRB is responsible for post-environmental assessment monitoring of projects in accordance with Part 7 of Article 12 of the *Nunavut Agreement* and s. 135 of the *Nunavut Planning and Project Assessment Act*, S.C. 2013, c. 14, s. 2 (*NuPPAA*).

The purpose of the NIRB's monitoring program as outlined in Section 12.7.2 of the *Nunavut Agreement* and s. 135(3) of the *NuPPAA* are:

- a) measure the impact of the project on the ecosystemic and socio-economic environments of the designated area;
- b) determine whether the project is carried out in accordance with the terms and conditions imposed under subsection 152(6) or set out in the original or amended project certificate;
- c) provide the information necessary for regulatory authorities to enforce the terms and conditions of licences, permits or other authorizations that they issue in relation to the project; and
- d) assess the accuracy of the predictions contained in the project impact statement.

This report provides findings that resulted from the Board's monitoring program for Baffinland Iron Mines Corporation's (Baffinland) Mary River Iron Ore Project (Mary River Project or the Project) from October 1, 2024 to September 30, 2025. The observations were made under the requirements of Project Certificate No. 005, Amendment 05.

### 1.1. Project Overview

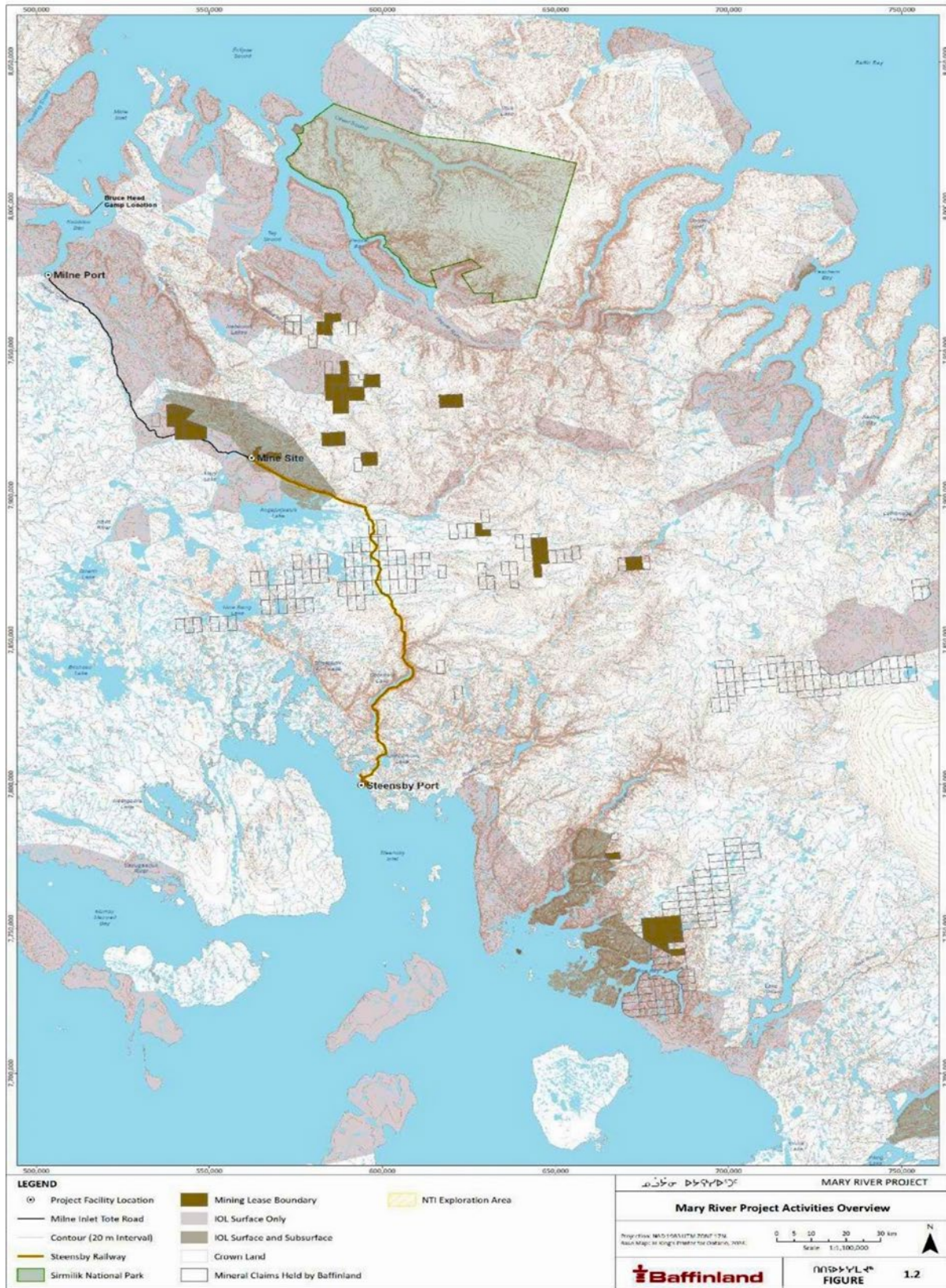
#### 1.1.1. Project Components

The Mary River Project (NIRB File No. 08MN053) is located approximately 150km southwest of Pond Inlet on Northern Baffin Island (Figure 2-1). The Mary River project as amended and currently constructed, consists of four (4) main components: the Mary River Mine Site, the 100 km long Milne Inlet Tote Road, the Milne Port facility located north of the Mine site and the Northern Shipping Route. The mine operations include open pit mining of Deposit No. 1,

crushing, transporting and stockpiling of ore 12 months of the year between the Mine Site, the Tote Road and Milne Port. The Project as originally proposed, included the construction of a railway approximately 150 km in length to connect the Mine Site to Steensby Port (located to the south); however, this infrastructure is yet to be constructed. The mine and Northern transportation infrastructure is in the operations stage, while the Steensby portion is not yet in the construction phase.

Details on the project activities can be found at the Project Dashboard links provided below in Table 1.

Figure 1: Mary River Project (from Baffinland 2024 Annual Report)



## 1.1.2. Project History

For a summary of the project history to the 2023-2024 reporting year, see the NIRB's 2023 – 2024 Annual Monitoring Report for the Mary River Project<sup>1</sup> at [www.nirb.ca/project/125767](http://www.nirb.ca/project/125767).

In 2024, Baffinland Iron Mines Corporation (Baffinland or the Proponent) continued to operate under the Sustaining Operations Proposal (SOP), which temporarily increased the approved shipping limit to 6.0 million tonnes per annum (Mtpa) until the end of the year. A total of 5.98 million tonnes of iron ore was hauled from the Mine Site to Milne Port, and 6.06 million tonnes were shipped between July 28 and October 25, marking the tenth shipping season. Seventy ore carrier voyages were completed.

As of January 2025, the Project returned to the Early Revenue Phase (ERP) limit of 4.2 Mtpa, with expanded infrastructure at Milne Port.

**Table 1: Project Certificate Modification History**

Title	Project Dashboard	Modification
<b>Early Revenue Phase (2014)</b>	<a href="http://www.nirb.ca/project/124700">www.nirb.ca/project/124700</a>	Transporting 4.2 Mtpa of ore for shipment during open water through Eclipse Sound.
<b>Production Increase Proposal (2018)</b>	<a href="http://www.nirb.ca/project/124702">www.nirb.ca/project/124702</a>	Increase in the volume of ore from 4.2 Mtpa to 6 Mtpa.
<b>Extension Request to the Production Increase Proposal (2020)</b>	<a href="http://www.nirb.ca/project/124703">www.nirb.ca/project/124703</a>	To extend the 6 Mtpa until the end of 2021.
<b>Production Increase Proposal Renewal (2022)</b>	<a href="http://www.nirb.ca/project/125710">www.nirb.ca/project/125710</a>	To continue production at 6 Mtpa for 2022.
<b>Sustaining Operations Proposal (2023)</b>	<a href="http://www.nirb.ca/project/125767">www.nirb.ca/project/125767</a>	To continue production at 6 Mtpa for 2023-2024 with operational flexibility to ship an additional 0.9Mtpa of ore that had been stranded on the ore pad from previous years.
<b>Sustaining Operations Proposal 2 (2024) (Suspended)</b>	<a href="http://www.nirb.ca/project/125893">www.nirb.ca/project/125893</a>	In June 2024, Baffinland proposed SOP2 to maintain iron ore transport at 6 Mtpa via Tote Road and Milne Port until 2032.

<sup>1</sup> Doc ID: 353538

		<p>Baffinland requested a suspension in October 2024.</p> <p>As of January 1, 2025, transport limits reverted to 4.2 Mtpa.</p>
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### 1.1.3. 2024-2025 Project Activity Updates

Updates to the project since the 2024 Monitoring Report<sup>2</sup> (available in the NIRB online registry at [www.nirb.ca/project/125767](http://www.nirb.ca/project/125767)) are summarized as follows:

- Continued development and construction of Project infrastructure required at Milne Port and the Mine Site, and along the Tote Road
- Installing check dams, silt fences, excavating culverts of snow and ice, stabilizing select cut slopes with riprap, regrading and resurfacing pads, and additional upgrades to address sedimentation concerns during high flow periods
- Major Tote Road reconstruction work at significant locations following an unprecedented rainfall event in September 2024.
- Cleanup of historical camp at Steensby Inlet

## 2. Monitoring

### 2.1. 2023-2024 Board Recommendations

On March 2, 2025, the NIRB issued the following recommendations in the *2023-2024 Annual Monitoring Report for the Mary River Project*:

**Recommendation 1:** Baffinland provide a plan and timeline for using the liquid dust suppressant across all three (3) crushers at site with the 2024 Annual Report. The plan should also include a projected timeline for when monitoring would allow for better understanding of dustfall at site and when it is anticipated to fall within FEIS Addendum estimates.

On May 30, 2025, Baffinland submitted a response noting that dust suppressant was in use in Crushers B and C. Crusher A is not currently planned to have a system in place as it used to produce lump ore, which has a higher moisture content and lower dust generation. This satisfies the recommendation.

<sup>2</sup> Doc ID: 353538

**Recommendation 2:** The Board expects the Proponent to complete the Terms of Reference for the MEWG and TEWG as well as the implementation of the third-party chairperson along with the submission of the 2024 Annual Report.

The Terms of Reference were submitted by Baffinland on February 3, 2025, satisfying the recommendation.

## 2.2. Proponent Annual Report

On June 3, 2025, Baffinland submitted the *Mary River 2024 Annual Report* and associated appendices which can be found at [www.nirb.ca/project/125767](http://www.nirb.ca/project/125767) or by searching for the following Document IDs:

**Table 2: 2024 Annual Report Documents**

Document	Document ID
250530-08MN053-2024 Annual Rpt-IMRE.pdf	355641
250530-08MN053-2024 Annual Rpt-App A Admin Responsibility & PC Status-IMRE.pdf	355501
250530-08MN053-2024 Annual Rpt-App B.1 Engagement Records-IMRE.pdf	355502
250530-08MN053-2024 Annual Rpt-App B.2 Shipping Meeting Records-IMRE.pdf	355503
250530-08MN053-2024 Annual Rpt-App B.3 Shipping Fact Sheet-IMRE.pdf	355504
250530-08MN053-2024 Annual Rpt-App B.4.1 Steensby Community Engage Summary-Pt 1-IMRE.pdf	355505
250530-08MN053-2024 Annual Rpt-App B.4.1 Steensby Community Engage Summary-Pt 2-IMRE.pdf	355506
250530-08MN053-2024 Annual Rpt-App B.4.1 Steensby Community Engage Summary-Pt 3-IMRE.pdf	355507
250530-08MN053-2024 Annual Rpt-App B.4.2. Fish Offsetting Community Notice & Ltrs-IMRE.pdf	355508
250530-08MN053-2024 Annual Rpt-App B.4.3. Fish Offsetting Community Engage Summary-IMRE.pdf	355509
250530-08MN053-2024 Annual Rpt-App B.4.4 Steensby Elders Visit Summary-IMRE.pdf	355510
250530-08MN053-2024 Annual Rpt-App B.4.5. Steensby Community Engage Summary-IMRE.pdf	355511
250530-08MN053-2024 Annual Rpt-App C.1 MEWG Meeting Records-IMRE.pdf	355512
250530-08MN053-2024 Annual Rpt-App C.2 TEWG Meeting Records-IMRE.pdf	355513
250530-08MN053-2024 Annual Rpt-App C.3 Enviro Working Groups ToR-IMRE.pdf	355514
250530-08MN053-2024 Annual Rpt-App C.4 Register of Consult w Makivik Corp.-IMRE.pdf	355515

250530-08MN053-2024 Annual Rpt-App C.5 SEMWG Bi-lingual Meeting Summary-IMRE.pdf	355516
250530-08MN053-2024 Annual Rpt-App C.6 Mary River SEMWG ToR-IMRE.pdf	355517
250530-08MN053-2024 Annual Rpt-App C.7 Smry of MEWG and TEWG Feedback-IMRE.pdf	355518
250530-08MN053-2024 Annual Rpt-App D Photo Essay-IMRE.pdf	355519
250530-08MN053-2024 Annual Rpt-App E.1 Response to Comments 2023 NIRB Annual Rpt-IMRE.pdf	355520
250530-08MN053-2024 Annual Rpt-App E.2 Responses to NIRB Recommen-IMRE.pdf	355521
250530-08MN053-2024 Annual Rpt-App F Commitment Tracker-IMRE.pdf	355522
250530-08MN053-2024 Annual Rpt-App G.2.1 Air Quality & Meteorology Rpt-IMRE.pdf	355523
250530-08MN053-2024 Annual Rpt-App G.2.2 Incinerator Testing Rpt-IMRE.pdf	355524
250530-08MN053-2024 Annual Rpt-App G.2.3 S1 Industrial Hygiene Moni Rpt-Pt 1-IMRE.pdf	355525
250530-08MN053-2024 Annual Rpt-App G.2.3 S1 Industrial Hygiene Moni Rpt-Pt 2-IMRE.pdf	355526
250530-08MN053-2024 Annual Rpt-App G.2.3 S1 Industrial Hygiene Moni Rpt-Pt 3-IMRE.pdf	355527
250530-08MN053-2024 Annual Rpt-App G.2.4 Industrial Hygiene Moni Rpt-Pt 1-IMRE.pdf	355533
250530-08MN053-2024 Annual Rpt-App G.2.4 Industrial Hygiene Moni Rpt-Pt 2-IMRE.pdf	355535
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250530-08MN053-2024 Annual Rpt-App G.2.6.1 2024 Geotech Inspection Rpt-Pt 1-IMRE.pdf	355539
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250530-08MN053-2024 Annual Rpt-App G.2.7 Tote Road Priority Actions-IMRE.pdf	355544
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250530-08MN053-2024 Annual Rpt-App G.4.1 Mary River CREMP Rprt-Pt 1-IMRM.pdf	355547
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250530-08MN053-2024 Annual Rpt-App G.4.3 Milne Inlet Freshwater Fish Health Rpt-Pt 3-IMRE.pdf	355624
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250530-08MN053-2024 Annual Rpt-App G.5.1 TEMP-Pt 1-IMRE.pdf	355552
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250530-08MN053-2024 Annual Rpt-App G.6.7 MMON Summary-IMRE.pdf	355578
250530-08MN053-2024 Annual Rpt-App G.6.8 Project Shipping Levels-IMRE.pdf	355619
250530-08MN053-2024 Annual Rpt-App G.6.9 Rationale For Abundance Estimate for Aerial Surveys-IMRE.pdf	355620

250530-08MN053-2024 Annual Rpt-App G.6.10 Rationale for 5-Yr Enviro Moni Plan-IMRE.pdf	355621
250530-08MN053-2024 Annual Rpt-App G.7.1 Mary River SEMR-IMRE.pdf	355579
250530-08MN053-2024 Annual Rpt-App G.7.2 List of Training Programs-IMRE.pdf	355580
250530-08MN053-2024 Annual Rpt-App G.8 Mgmt Plan Status-IMRE.pdf	355581
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250530-08MN053-2024 Annual Rpt-App G.9.1. Cockburn Lake Arctic Char Survey-IMRE.pdf	355584
250530-08MN053-2024 Annual Rpt-App G.9.2. Freshwater Fish & Habitat Survey-IMRE.pdf	355585
250530-08MN053-2024 Annual Rpt-App G.9.3 Lake Bathymetry & Substrate-IMRE.pdf	355586
250530-08MN053-2024 Annual Rpt-App G.9.4 Lake Fish, Benthics & Water Quality-IMRE.pdf	355587
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250530-08MN053-2024 Annual Rpt-App G.9.6 Steensby Inlet Bathymetry Ops Rpt-IMRE.pdf	355591
250530-08MN053-2024 Annual Rpt-App G.9.7 Steensby Inlet Fast Ice Study-IMRE.pdf	355592
250530-08MN053-2024 Annual Rpt-App G.9.8. Steensby Inlet Fixed Wing Ice Survey-IMRE.pdf	355593
250530-08MN053-2024 Annual Rpt-App G.9.9. Steensby Port Construction Airborne Noise Modelling-IMRE.pdf	355594
250530-08MN053-2024 Annual Rpt-App G.9.10 Steensby Port Construction Underwater Noise Modelling-IMRE.pdf	355595
250530-08MN053-2024 Annual Rpt-App G.9.11 Ice Conditions & Ship Access to Site-IMRE.pdf	355596
250530-08MN053-2024 Annual Rpt-App G.9.12 Steensby Railway Construction Underwater Noise Modelling-IMRE.pdf	355597
250530-08MN053-2024 Annual Rpt-App G.9.13 Steensby Railway Fish Passage Assmt-IMRE.pdf	355598
250530-08MN053-2024 Annual Rpt-App G.9.14. Steensby Railway Fishbearing Habitat Assmt-IMRE.pdf	355599
250530-08MN053-2024 Annual Rpt-App G.9.15. Steensby Railway Non-Fishbearing Habitat Assmt-IMRE.pdf	355600
250530-08MN053-2024 Annual Rpt-App G.9.16. Steensby Railway Hydro Assmt of Water Withdrawals-Pt 1-IMRE.pdf	355601
250530-08MN053-2024 Annual Rpt-App G.9.16. Steensby Railway Hydro Assmt of Water Withdrawals-Pt 2-IMRE.pdf	355602

250530-08MN053-2024 Annual Rpt-App G.9.16. Steensby Railway Hydro Assmt of Water Withdrawals-Pt 3-IMRE.pdf	355603
250530-08MN053-2024 Annual Rpt-App G.9.17. Steensby Potential Offsetting Site Hab Surveys-Pt 1-IMRE.pdf	355604
250530-08MN053-2024 Annual Rpt-App G.9.17. Steensby Potential Offsetting Site Hab Surveys-Pt 2-IMRE.pdf	355605
250530-08MN053-2024 Annual Rpt-App G.9.18. Arctic Char Otolith Analysis-IMRE.pdf	355606
250530-08MN053-2024 Annual Rpt-App G.9.19. 2021 Marine Fish & Habitat Studies-Pt1-IMRE.pdf	355607
250530-08MN053-2024 Annual Rpt-App G.9.19. 2021 Marine Fish & Habitat Studies-Pt2-IMRE.pdf	355608

## 2.3. Monitoring by Regulatory Authorities

### 2.3.1. Comments on 2024 Annual Report

On June 3, 2025, the NIRB requested that Regulatory Authorities with jurisdiction and/or area of expertise for the Mary River Project review the Proponent's 2024 Annual Report and provide comments with respect to the following:

#### **Compliance Monitoring:**

- Identify the terms and conditions from the Project Certificates which have been incorporated into any permits, certificates, licences, or other approvals issued for the Projects, where applicable and report annually to the NIRB on the status of those incorporated terms and conditions;
- A summary of any inspections conducted during the 2024 reporting period, and the results of these inspections; and
- A summary of the Proponent's compliance status regarding authorizations that have been issued for the Projects.

#### **Effects Monitoring:**

- Whether the conclusions reached by Baffinland in the *2024 Annual Report* are valid; and
- Any areas of significance requiring further supporting information or any changes to the monitoring program which may be required.

A list of comment submissions received by the NIRB on or before July 25, 2025, is shown in Table 3.

**Table 3 Parties' Comments on the 2024 Annual Report**

Commenting Party	Document ID
Qikiqtani Inuit Association	356352
Government of Nunavut	356353
Health Canada (HC)	356322
Transport Canada (TC)	356321
Environment and Climate Change Canada (ECCC)	356320
Crown-Indigenous Relations and Northern Affairs Canada (CIRNAC)	356406
Fisheries and Oceans Canada (DFO)	356407
Parks Canada (PC)	356293
Oceans North (ON)	356292

### 2.3.2. Proponent's Response

On July 7, 2025 Baffinland was given the opportunity to respond to the comments. The documents making up the response are shown in Table 4.




**Table 4 Baffinland Response to Comments**

Document	Document ID
Response to Comments re 2024 Annual Report	357081
	357102
	357103

## 3. NIRB Monitoring

### 3.1. Compliance with the Project Certificate

The NIRB's comprehensive assessment of the Project Certificates' terms and conditions is provided in Table 5 and Commitments in Table 6. During the 2024-2025 reporting period, the Proponent has continued to provide the required plans, information and programs required under in the Project Certificates. Non-compliances are noted, and where appropriate, brought forward as part of this year's recommendations to the Proponent.

In Table 5 and 6, cells with a gray background (  ) indicate terms and conditions not yet applicable. Cells with a yellow background (  ) indicate terms and conditions that are deficient or require attention. Cells with a green background (  ) are completed and have no further updates.

**Table 5: Board Guidance on General Regulatory and Administrative Responsibilities, PC 005**

Requirement	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
1. Appointment of Monitoring Officer(s)	In Compliance	In Compliance	Completed by NIRB, with oversight by the Manager, Project Monitoring.
2. NIRB to report annually on the monitoring program (in English and Inuktitut)	In Compliance	In Compliance	Completed by NIRB: issued monitoring report for 2023-2024 in March 2025.
3. NIRB to conduct periodic community meetings updates regarding its Monitoring Program	In Compliance	Deficient - In Progress	NIRB completed a Community Information Session in Pond Inlet in May 2023. No community information sessions were held in 2024 due to logistical challenges.
4. NIRB to schedule periodic site inspections.	In Compliance	In Compliance	Completed by NIRB on July 16-18, 2025.
5. Proponent must obtain all required federal and territorial permits and other approvals and shall comply with the requirements of such regulatory instruments.	In Compliance	In Compliance	Baffinland operates in accordance with the permits, licences, approvals, authorizations and agreements listed in Section 1.4.2 of the <i>2024 Annual Report</i> .
6. Duty to Comply with environmental laws and regulations and/or regulatory instruments, prompt action to remedy non-compliance and report any non-compliance.	In Compliance	In Compliance	In 2024, Baffinland continued to meet its obligations under applicable environmental laws and regulatory instruments, including through inspections and reporting to CIRNAC, QIA, NIRB, WSCC, ECCC, and DFO. Further Details are included in section 4.5 of the <i>2024 Annual Report</i> .
7. Posting of adequate performance bonding.	In Compliance	In Compliance	Currently being reviewed by the Nunavut Water Board under the project Type A Water Licence.
8. Information requirements for monitoring reporting.	In Compliance	In Compliance	Demonstrated in <i>2024 Annual Report</i> .
9. Make monitoring results available in English and Inuktitut, to the extent feasible.	In Compliance	In Compliance	Included in the <i>2024 Annual Report</i> and at Baffinland’s website <a href="https://baffinland.com/document-portal/">https://baffinland.com/document-portal/</a> .
10. Maintain records, including results, of all Project-related monitoring data and analysis for the life of the Project, including closure and post-closure monitoring.	In Compliance	In Compliance	Baffinland has indicated it maintains records, including results, of all Project-related monitoring data and analysis for the life of the Project.
11. Maintain the Final Environmental Impact Statement (FEIS) and environmental effects monitoring programs developed for the Project as new information is collected and update predictions.	In Compliance	In Compliance	Updated management and monitoring plans and current versions are included in the <i>2024 Annual Report</i> and are posted on Baffinland’s <a href="#">website</a> .

12. Establish Project-specific web portal or web page to make available all non-confidential monitoring and reporting information submitted to regulatory authorities	In Compliance	In Compliance	Baffinland has posted copies of key project documents such as its Annual Reports for the NIRB, the Project IIBA, Water Licences, and Active Management Plans.  <a href="#">Baffinland: Download Library</a>
13. Provide on-going opportunities for consultation and comment on any substantive revisions to the Project-specific monitoring program, modelling, studies, management plans, management measures, and reporting.	In Compliance	In Compliance	The NIRB notes that this is largely completed through the Project Working Groups which are currently reviewing their Terms of Reference.
14. To the extent feasible, the NIRB will provide an opportunity for comment on any substantive revisions to the Project-specific monitoring, modelling, studies, management plans, management measures, and reporting provided by the Proponent under the Project Certificate.	In Compliance	In Compliance	Completed by the NIRB.

**Table 6: Compliance with Terms and Conditions, PC 005**

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
1. GPS/tidal gauge monitoring of sea levels and storm surges	<b>Milne Port and Mine Site</b>	<i>2024 Working Group Meeting Records and Correspondences (Appendix C.1, 2024 Annual Report) (NIRB Doc ID: <a href="#">355512</a>)</i>		Deficient - In Progress	Deficient - In Progress	At Milne Port, monitoring is currently paused while Baffinland works with the Marine Environmental Working Group (MEWG) to refine methods for tracking sea level and storm surge. Further details are provided in Section 4.5 and Appendix C.1 of the <i>2024 Annual Report</i> .
	<b>Steensby Port</b>	<i>2021-22 Physical Oceanography Report (NIRB Doc ID: <a href="#">349719</a>)</i>		Not Applicable	Not Applicable	Oceanographic data collected in 2021-2022 to support future monitoring and marine permitting, with the Oceanography Report provided for Steensby Inlet. No data were collected in 2024.
2. Validation and update of climate change impacts of the project on the LSA and RSA.		<i>Climate Change Strategy (2023) (NIRB Doc ID: <a href="#">344621</a>)</i>		In Compliance	In Compliance	Updated Climate Change Strategy was finalized in March 2023. No new climate change assessments or studies were required in 2024.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
3. Exploring and implementing steps to reduce GHGs.		<i>Climate Change Strategy (2023)</i> (NIRB Doc ID: <a href="#">344621</a> )		In Compliance	In Compliance	Baffinland continues to implement fuel and energy efficiency initiatives, including RFID-based fuel tracking, reduced generator use, and power-saving measures. Third party verification of GHG emissions from 2019 to 2023 has been completed, with 2024 verification planned for 2025.
4. Engage Inuit in climate change related research and studies.		<i>Climate Change Strategy (2023)</i> (NIRB Doc ID: <a href="#">344621</a> )		In Compliance	In Compliance	No new climate change studies were undertaken in 2024 beyond those required under T&C 5. A summary of external engagement insights and examples of how feedback has been incorporated into the revised Climate Change Strategy is provided in Table 4.6 of the <i>2024 Annual Report</i> .
5. Reasonable measures to ensure that Project-site weather related information is publicly available.				In Compliance	In Compliance	Baffinland makes the weather-related information for Project sites publicly available on their website at <a href="http://www.baffinland.com">www.baffinland.com</a> and through the Weather Network.
6. Provide results of SO <sub>2</sub> , NO <sub>x</sub> , and GHG emissions calculations using fuel consumption or other relevant criteria.		<i>Climate Change Strategy (2023)</i> (NIRB Doc ID: <a href="#">344621</a> )		In Compliance	In Compliance	Baffinland’s 2024 annual emissions for GHGs, SO <sub>2</sub> and NO <sub>x</sub> are presented in Table 4.7 of the <i>2024 Annual Report</i> .
<b>Air Quality</b>						
7. Update Air Quality and Noise Abatement Plan to include continuous SO <sub>2</sub> and NO <sub>2</sub> monitoring at port sites to capture operations phase ship-generated emissions for several seasons.	<b>Milne Port and Mine Site</b>	<i>DRAFT Air Quality and Noise Abatement Management Plan (2023)</i> (NIRB Doc ID: <a href="#">344989</a> )  <i>2024 Air Quality, Dustfall and Meteorology Report (Appendix G.2.1, 2024 Annual Report)</i> (NIRB Doc ID: <a href="#">355523</a> )		In Compliance	In Compliance	Continuous air quality monitoring for SO <sub>2</sub> and NO <sub>2</sub> was conducted at Milne Port and the Mine Site in 2024, with results below the Nunavut Ambient Air Quality Standards.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Monitoring at Steensby Port will begin once operations commence. Baffinland is evaluating alternative technologies to improve monitoring reliability in Arctic conditions.
8. Demonstrate through SO <sub>2</sub> and NO <sub>2</sub> monitoring at the mine site and ports that emissions remain within predicted levels. Provide rationale and mitigation measures for exceedances.	<b>Milne Port and Mine Site</b>	<i>DRAFT Air Quality and Noise Abatement Management Plan (2023)</i> (NIRB Doc ID: <a href="#">344989</a> )  <i>2024 Air Quality, Dustfall and Meteorology Report (Appendix G.2.1, 2024 Annual Report)</i> (NIRB Doc ID: <a href="#">355523</a> )		In Compliance	In Compliance	SO <sub>2</sub> and NO <sub>2</sub> levels at the Mine Site and Milne Port in 2024 remained below the Nunavut Ambient Air Quality Standards. Monitoring continues to follow historical trends, with higher concentrations in winter. No exceedances were recorded.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Monitoring at Steensby Port will begin once operations commence.
9. Provide calculations of Green House Gas (GHG) emissions at the port sites and other Project sources including Project associated aircraft.	<b>Milne Port</b>			In Compliance	In Compliance	GHG emissions for 2024 were calculated at 176,323 tonnes of carbon dioxide equivalent (t-CO <sub>2</sub> eq.). See T&C 6.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Monitoring at Steensby Port will begin once operations commence.
10. Update to Dust Management Plan to include monitoring and management plans		<i>DRAFT Air Quality and Noise Abatement Management Plan (2023)</i> (NIRB Doc ID: <a href="#">344989</a> )  <i>DRAFT Roads Management Plan (2023)</i> (NIRB Doc ID: <a href="#">344990</a> )		In Compliance	In Compliance	Dust monitoring and mitigation continued in 2024 at the Mine Site, Milne Port, and along the Tote Road. Updates to the Dust Management and Monitoring Plan were presented in June 2024 following public review. Measures included increased water and calcium chloride application, full-time use of DusTreat at Crushers B and C, and satellite imagery analysis to assess dustfall extent.

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	<p><i>Dust Mitigation Action Plan (2016)</i></p> <p><i>2024 Terrestrial Environment Annual Monitoring Report (Appendix G.5.1, 2024 Annual Report) (NIRB Doc IDs: 355552-355555)</i></p> <p><i>2024 BIM Dust Audit Annual Report (Appendix G.2.5, 2024 Annual Report) (NIRB Doc IDs: 355536-355538)</i></p>				<p>The NIRB notes that dust suppressant trials at the crushers are ongoing and iterative, and encourages continued engagement with regulators for updates.</p>
<p>11. Develop and Implement Incineration Management Plan.</p>	<p><i>Waste Management Plan (2024) (NIRB Doc ID: <a href="#">349821</a>)</i></p>		<p>In Compliance</p>	<p>In Compliance</p>	<p>Baffinland’s Incineration Management Plan, included in the Waste Management Plan.</p>
<p>12. Conduct at least one (1) stack test immediately following commissioning new incinerators.</p>	<p><i>Waste Management Plan (2024) (NIRB Doc ID: <a href="#">349821</a>)</i></p> <p><i>2024 Incinerator Testing Report (Appendix G.2.2, 2024 Annual Report) (NIRB Doc ID: <a href="#">355524</a>)</i></p>		<p>In Compliance</p>	<p>In Compliance</p>	<p>Stack testing was completed in 2024 for incinerators at the Mine Site and Milne Port, confirming emissions were below standards for dioxins, furans, and mercury. The 380-Person Camp incinerator remains offline pending further testing.</p>
<p>Noise and Vibration</p>					
<p>13. Work with Fisheries and Oceans Canada (DFO) to select overpressure threshold applied to explosives for the protection of fish and aquatic life.</p>	<p><i>Environmental Protection Plan (2021) (NIRB Doc ID: <a href="#">335176</a>)</i></p>	<p>DFO</p>	<p>In Compliance</p>	<p>In Compliance</p>	<p>Blasting activities in 2024 were conducted in accordance with DFO guidance and Baffinland’s management plans. No blasting occurred within setback distances requiring overpressure threshold consideration.</p>

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
		<p><i>Surface Water and Aquatic Ecosystem Management Plan (2021)</i> (NIRB Doc ID: <a href="#">350946</a>)</p> <p><i>Borrow Pit and Quarry Management Plan (2014)</i> (NIRB Doc ID: <a href="#">291736</a>)</p>				
14. Conduct noise and vibration monitoring at Project accommodations in summer and winter during all phases of the Project.	<b>Milne Port and Mine Site</b>	<p><i>2024 S1 &amp; S2 Industrial Hygiene Monitoring Reports</i> (Appendix G.2.3 &amp; G.2.4, <i>2024 Annual Report</i>) (NIRB Doc IDs: 355525-355527 &amp; 355533 and 355535)</p>		In Compliance	In Compliance	Noise and vibration monitoring was carried out at accommodation sites during both summer and winter seasons. No concerns were identified, and mitigation measures such as quiet work hours and restricted equipment use near accommodations were maintained. Monitoring results are documented in the April (S1) and August (S2) reports.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Monitoring to commence once Steensby facilities are developed.
14. (a) Demonstrate appropriate adaptive management practices during construction for activities with the potential to disrupt marine mammals.				In Compliance	In Compliance	No in-water construction activities were conducted in 2023. Fender replacement at Milne Inlet occurred above the waterline and did not require permitting or pose risk to marine mammals. Future in-water work will include coordination with DFO, and implementation of adaptive management measures as needed.
14. (b) Demonstrate appropriate adaptive management practices for project activities with the potential to disrupt terrestrial wildlife and Project site users.		<p><i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, <i>2024 Annual Report</i>) (NIRB Doc IDs: 355552-355555)</p>		In Compliance	In Compliance	Noise monitoring was conducted at key project areas to assess potential sensory disturbance to wildlife and land users. Results showed that noise levels generally aligned with predictions and were infrequent or below thresholds at distances beyond 1.5 kilometres (km). Mitigation measures such as equipment mufflers and maintenance continue to be applied.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
15. Collaborate with the Qikiqtani Inuit Association (QIA) and local Hamlets when undertaking consultation with communities regarding railway, Tote Road, and marine shipping operations. Provide visuals and discuss safety considerations.			QIA Hamlets	In Compliance	In Compliance	Baffinland continues to work with local communities and QIA through regular engagement activities. Community Liaison Officers, Community Relations Guides, and Inuit Knowledge Holders in North Baffin communities support two-way communication. Engagements use videos, photos, models, and maps to support public understanding of project activities and safety. Real-time updates during the shipping season are shared via radio, Facebook, and local monitors.
Hydrology or Hydrogeology						
16. Ensure that water related infrastructure is consistent with FEIS and FEIS addendum.	Milne Port and Mine Site	<i>2024 Tote Road Fish Habitat Annual Monitoring Report (Appendix G.2.8, 2024 Annual Report)</i> (NIRB Doc IDs: 355612-355618)		In Compliance	In Compliance	Water-related infrastructure and facilities were constructed and maintained in alignment with FEIS and FEIS Addendum descriptions. All required regulatory approvals were obtained prior to construction, except for emergency repairs following the September 2024 rain event.
	Steensby Port			Not Applicable	Not Applicable	The Steensby railway has not been developed yet.
17. Develop and implement measures to ensure that all effluent satisfies discharge criteria established by relevant regulatory authorities.		<i>Fresh Water Supply, Sewage and Wastewater Management Plan (2024)</i> (NIRB Doc IDs: 349858-349861)  <i>Submission of Annual Geotechnical Inspection-2024 Report (Appendix G.2.6.1, 2024 Annual Report)</i> (NIRB Doc IDs: 35539, 355541, and 355542)		In Compliance	In Compliance	Related to T&C 24 and 46.  Effluent management practices in 2024 were generally effective, with most discharges meeting applicable water quality criteria. One (1) release event was identified, reported, and addressed through corrective actions. A full summary of response actions throughout 2024 and plans for 2025 is provided in the 2024 QIA and NWB Annual Report for Operations, with a brief summary included in the <i>2024 Annual Report</i> .

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
18. Confirm and update, as needed, the approximate fill time of the mine lake pit identified in the FEIS.	<i>Interim Closure and Reclamation Plan</i> (2018) (NIRB Doc ID: <a href="#">330296</a> )		In Compliance	In Compliance	The estimated fill time for the mine pit lake remains unchanged, as no pit has yet formed at Deposit No. 1. A reclamation research program to assess flooding timelines is outlined in the ICRP, with key tasks pending pit development and dewatering. On November 1, 2024, Baffinland submitted Revision 6 of the ICRP to the NWB for review and approval, which includes updated details on the research program.
19. Develop and implement adequate water infrastructure monitoring to ensure that natural water flow is not significantly hindered. Monitor and report water withdrawal rates and water use for domestic and industrial purposes.	<i>Environmental Protection Plan</i> (2021) (NIRB Doc ID: <a href="#">335176</a> )  <i>Fresh Water Supply, Sewage and Wastewater Management Plan</i> (2024) (NIRB Doc IDs: 349858-349861)  <i>DRAFT Roads Management Plan</i> (2023) (NIRB Doc ID: <a href="#">344990</a> )		Deficient – In Progress	Deficient - In Progress	In 2024, Baffinland maintained water conveyance structures, including clearing and steaming culverts before freshet, and constructed seven (7) new culverts as part of the remediation program. The NIRB looks forward to continued improvements in this area. Emergency repairs at KM 63.5 were completed with no downstream impacts. Water withdrawals remained within licensed limits, except for one minor exceedance at Muriel Lake, which was promptly addressed. Infrastructure was added at Katiktok Lake to improve dust suppression, and annual staff training continues to support water use practices.
<b>Groundwater and Surface Waters</b>					
20. Monitor the effects of explosive residue and by-products from Project related blasting. Implement measures to ensure explosives do not negatively affect the surrounding area.	<i>2024 Core Receiving Environment Monitoring Program Report</i> (Appendix G.4.1, <i>2024 Annual Report</i> ) (NIRB Doc IDs: 355547-355549)  <i>Aquatic Effects Monitoring Plan</i> (2024) (NIRB Doc ID: <a href="#">349814</a> )		Deficient – In Progress	In Compliance	In 2024, Baffinland monitored explosives-related parameters in surface water runoff and downstream aquatic environments, with all results below CCME guidelines and no acute toxicity observed. Localized mine-related effects were noted in the Sheardown Lake System.  The NIRB notes that investigations into nutrient loading, fish condition, and metal concentrations (e.g., arsenic and copper) are ongoing, and encourages Baffinland to continue refining

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	<p><i>2024 Lake Sedimentation Monitoring Report</i> (Appendix G.4.2, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355550</a>)</p>				<p>study designs and implementing targeted investigations to support effective mitigation and management.</p>
<p>21. Ensure that the scope of the Aquatic Effects Monitoring Program (AEMP) is consistent with the requirements in the condition.</p>	<p><i>Aquatic Effects Monitoring Plan (2024)</i> (NIRB Doc ID: <a href="#">349814</a>)</p> <p><i>2024 Core Receiving Environment Monitoring Program Report</i> (Appendix G.4.1, <i>2024 Annual Report</i>) (NIRB Doc IDs: 355547-355549)</p> <p><i>2024 Lake Sedimentation Monitoring Report</i> (Appendix G.4.2, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355550</a>)</p> <p><i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, <i>2024 Annual Report</i>) (NIRB Doc IDs: 355552-355555)</p>		<p>In Compliance</p>	<p>In Compliance</p>	<p>Baffinland continued implementing and refining the AEMP in 2024. Revision 2, which includes regulator feedback and adaptive management tools, has been approved for implementation in 2025. Key programs such as CREMP, LSMP, and Dustfall Monitoring were conducted to assess mine-related impacts on aquatic systems. Findings from all programs were reported in associated annual reports, with dustfall monitoring results in the TEAMR.</p>

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
22. Develop a Sediment and Erosion Management Plan.		<i>Surface Water and Aquatic Ecosystem Management Plan (2021)</i> (NIRB Doc ID: <a href="#">350946</a> )		In Compliance	In Compliance	Baffinland has incorporated sediment and erosion management measures into its Surface Water and Aquatic Ecosystem Management Plan (SWAEMP).
23. Develop and implement Groundwater Monitoring and Management Plan.		<i>2024 Groundwater Monitoring Report</i> (Appendix G.3, <i>2024 Annual Report</i> ) (NIRB Doc ID: <a href="#">355545</a> )  <i>Surface Water and Aquatic Ecosystem Management Plan (2021)</i> (NIRB Doc ID: <a href="#">350946</a> )		In Compliance	In Compliance	In 2024, Baffinland continued advancing its groundwater monitoring program, focusing on the Landfill and Hazardous Waste Berm facilities. Monitoring assessed groundwater quality, flow direction, and potential contaminants. Challenges related to permafrost conditions persist, requiring further data to understand active layer chemistry and flow dynamics.
24. Ensure that effluent discharge conditions are met all times				Deficient – In Progress	Deficient - In Progress	<i>See T&amp;C 17</i>
25. Identify sensitive landforms and develop and implement measures to minimize Project impacts on identified landforms.	<b>Milne Port and Mine Site</b>	<i>Submission of Annual Geotechnical Inspection-2024 Report</i> (Appendix G.2.6.1, <i>2024 Annual Report</i> ) (NIRB Doc IDs: 35539, 355541, and 355542)  <i>2024 Annual Geomechanical and Geotechnical Inspection of the Open Pit and Waste Rock Storage Facilities</i> (Appendix G.2.6.2, <i>2024</i>		In Compliance	In Compliance	Geotechnical inspections in 2024 found most berms, liners, and drainage structures stable, with no major concerns. However, recurring drainage and erosion issues were noted at several locations. Redesigns and repairs are recommended to improve water flow and prevent sediment impacts. NIRB looks forward to receiving updates on the recommendations.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
		<i>Annual Report</i> (NIRB Doc ID: <a href="#">355543</a> )				
	<b>Steensby Port</b>			Not Applicable	Not Applicable	No geotechnical inspection was conducted at Steensby Port in 2024. This T&C requires pre-construction inspection of sensitive landforms at Steensby site when development proceeds.
26. Develop and Implement Erosion Management Plan.		<i>Environmental Protection Plan (2021)</i> (NIRB Doc ID: <a href="#">335176</a> )  <i>Fresh Water Supply, Sewage and Wastewater Management Plan (2024)</i> (NIRB Doc IDs: 349858-349861)  <i>DRAFT Roads Management Plan (2023)</i> (NIRB Doc ID: <a href="#">344990</a> )		In Compliance	In Compliance	An erosion management plan is included in the SWAEMP. Activity specific sediment and erosion control measures and procedures used at the Project are also discussed within the Roads Management Plan (RMP) and the Environmental Protection Plan (EPP).
27. Record notes on impacts to the aesthetic value of the Project area heard in public consultations.	<b>Milne Port and Mine Site</b>	<i>2024 Engagement Record</i> (Appendix B.1, <i>2024 Annual Report</i> ) (NIRB Doc ID: <a href="#">355502</a> )		In Compliance	In Compliance	Community consultations did not raise concerns about changes to topography or landscape aesthetics. However, dust remains a concern, especially around Milne Port and the Tote Road. The Dust Audit Committee continues to monitor dust impacts.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	The Steensby railway and facilities have not been developed yet.
28. Monitor Project effects on permafrost and ensure its integrity.	<b>Milne Port and Mine Site</b>	<i>Submission of Annual Geotechnical Inspection-2024 Report</i> (Appendix G.2.6.1, <i>2024 Annual</i>		In Compliance	In Compliance	Geotechnical inspections in 2024 found infrastructure stable with limited permafrost concerns. Drainage improvements along the Haul Road have reduced erosion risks. Monitoring shows thaw-stable soils dominate the area. Some thaw

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
		<p><i>Report</i>) (NIRB Doc IDs: 35539, 355541, and 355542)</p> <p><i>2024 Annual Geomechanical and Geotechnical Inspection of the Open Pit and Waste Rock Storage Facilities</i> (Appendix G.2.6.2, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355543</a>)</p>				settlement near borrow pits along the Tote Road was observed. Baffinland continues to implement a multi-year plan to address these areas, including culvert remediation to improve drainage and fish passage.
	<b>Steensby Port</b>			Inactive Not Applicable	Inactive Not Applicable	The Steensby railway and facilities have not been developed yet.
29. Provide construction design and drawings for review and acceptance by relevant authorities. Provide as-built drawings to authorities following construction.				In Compliance	In Compliance	Engineering designs and specifications were submitted to regulatory authorities prior to construction of facilities. No issues were identified in 2024 related to design submissions.
30. Develop site-specific quarry operation and management plans before the development of any potential quarry site or borrow pit.		<p><i>Quarry Blasting Operations Management Plan</i> (2013) (NIRB Doc ID: <a href="#">291419</a>)</p> <p><i>Borrow Source Management Plan-KM 97</i> (2014) (NIRB Doc ID: <a href="#">291317</a>)</p>		In Compliance	In Compliance	Site-specific management plans for active quarry and borrow sources were developed and submitted prior to development. Baffinland operated one (1) quarry at Milne Port, and one (1) borrow source near the Mine Site.

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	<i>Borrow Pit and Quarry Management Plan (2014)</i> (NIRB Doc ID: <a href="#">291315</a> )				
31. Ensure that Project activities are planned and conducted to minimize the Project footprint.	<i>Environmental Protection Plan (2021)</i> (NIRB Doc ID: <a href="#">335176</a> )  <i>Terrestrial Environment Mitigation and Monitoring Plan (2016)</i> (NIRB Doc ID: <a href="#">330302</a> )  <i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, <i>2024 Annual Report</i> ) (NIRB Doc IDs: 355552-355555)		In Compliance	In Compliance	At the end of 2024, the total Project footprint was 725 hectares (ha). That area is less than what was assessed in the FEIS (7,618 ha). Overburden suitable for re-use is stockpiled for the area's remediation, wherever possible.
32. Ensure that all supplies brought to site are clean of soil that could contain plant seeds that are not naturally occurring in the area. Inspect vehicle tires prior to initial use in Project area.	<i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, <i>2024 Annual Report</i> ) (NIRB Doc IDs: 355552-355555)		In Compliance	In Compliance	Service agreements include a clause requiring all equipment to be free of soil and invasive seeds. Baffinland staff inspect equipment and supplies during offloading. No invasive plant species have been introduced to Project sites.
33. Include relevant monitoring and management plans within the Terrestrial Environment Mitigation Monitoring Plan (TEMMP).	<i>Terrestrial Environment Mitigation and Monitoring Plan (2016)</i> (NIRB Doc ID: <a href="#">330302</a> )		In Compliance	In Compliance	The Environmental Management System includes the TEMMP, which is reviewed and updated regularly. Recommendations from the Terrestrial Environment Working Group (TEWG) are considered and incorporated into annual reporting.
34. Conduct soil sampling to determine levels of metals in soils where berry producing plants are, near any potential	<i>Terrestrial Environment Mitigation and Monitoring</i>		In Compliance	In Compliance	2022 monitoring showed stable soil-metal levels, with no significant increases from baseline. Lichen samples had some localized increases, but all values remained within acceptable

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
development area prior to commencing operations.	<p><i>Plan</i> (2016) (NIRB Doc ID: <a href="#">330302</a>)</p> <p><i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, <i>2024 Annual Report</i>) (NIRB Doc IDs: 355552-355555)</p>				ranges. No monitoring was conducted in 2024. Monitoring will resume as scheduled under the TEMMP.
35. Monitor baseline metal levels in organ tissue of caribou harvested within the local study area, prior to commencing operations.	<p><i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, <i>2024 Annual Report</i>) (NIRB Doc IDs: 355552-355555)</p> <p><i>TEWG Meeting Records Report</i> (Appendix C.2, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355513</a>)</p>	HTO(s) TEWG	Deficient – In Progress	Deficient – In Progress	Baffinland is supporting the GN-led caribou health monitoring program and will rely on publicly available data to meet this T&C. A proposed tissue sampling initiative was not pursued in 2024 following feedback from GN and community representatives. Baffinland will continue to collaborate with GN and keep TEWG informed of any developments.
36. Establish an on-going monitoring program of vegetation used as caribou forage near Project development areas, prior to commencing operations.	<p><i>2023 Terrestrial Environment Annual Monitoring Report</i> (NIRB Doc IDs: 349734-349737)</p>		In Compliance	In Compliance	Annual vegetation surveys were conducted between 2014-2019 and in 2023. Next scheduled assessment is 2026. To date, no evidence of change in vegetation abundance due to Project effects were determined.
37. Incorporate methods to evaluate the potential introduction of invasive plant species into the Terrestrial Environment and Monitoring Plan. Report non-indigenous plant species to the Government of Nunavut.	<p><i>Terrestrial Environment Mitigation and Monitoring Plan</i> (2016) (NIRB Doc ID: <a href="#">330302</a>)</p> <p><i>2024 Terrestrial Environment Annual</i></p>	GN	In Compliance	In Compliance	Surveys for invasive vegetation have been ongoing since 2012. The 2024 survey found no invasive species. Only one species was recorded in 2019 and removed. Monitoring continues every 3-5 years or as needed under the TEMMP.

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	<i>Monitoring Report</i> (Appendix G.5.1, 2024 Annual Report) (NIRB Doc IDs: 355552-355555)				
38. Review and adjust all monitoring information and management plans annually and adjust as needed to prevent/reduce adverse project effects on vegetation.	<i>Terrestrial Environment Mitigation and Monitoring Plan</i> (2016) (NIRB Doc ID: <a href="#">330302</a> )  <i>2023 Terrestrial Environment Annual Monitoring Report</i> (NIRB Doc IDs: 349734-349737)		In Compliance	In Compliance	Vegetation monitoring is reviewed annually through the TEMMP and TEAMR. The 2023 report showed no significant changes in vegetation abundance or diversity within the Project Area. Trends will continue to be examined as per the TEMMP schedule.
39. Develop a progressive revegetation program for disturbed areas no longer in use.	<i>Interim Closure and Reclamation Plan</i> (2018) (NIRB Doc ID: <a href="#">330296</a> )  <i>Revegetation Survey and Preliminary Reclamation Trial – 2023 (2024)</i> (NIRB Doc ID: <a href="#">349738</a> )		In Compliance	In Compliance	A Reclamation Pilot Study began in 2018-2019, with field trials from 2019 to 2024. Results show natural revegetation occurs, influenced by soil quality and nearby vegetation.
40. Include revegetation plans in the Site Reclamation Plan that promotes progressive reclamation compatible with the surrounding environment.	<i>Interim Closure and Reclamation Plan</i> (2018) (NIRB Doc ID: <a href="#">330296</a> )  <i>Revegetation Survey and Preliminary Reclamation Trial – 2023 (2024)</i> (NIRB Doc ID: <a href="#">349738</a> )		In Compliance	In Compliance	Field trials from 2019 to 2024 assessed surface preparation methods across multiple sites. While initial treatments were weathered over time, all sites remained stable with low erosion potential. Natural revegetation was observed. Continued monitoring and expansion of test plots are planned to refine strategies for sustainable vegetation cover.
Freshwater Aquatic Environment					

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
41. Maintain a 100-m naturally vegetated buffer between the high-water mark of any fish-bearing water bodies and permanent quarries with the potential for acid rock drainage, unless otherwise approved.	<p><i>Borrow Pit and Quarry Management Plan (2014)</i> (NIRB Doc ID: <a href="#">291315</a>)</p> <p><i>QMR2 Quarry Management Plan</i> (NIRB Doc ID: <a href="#">330309</a>)</p> <p><i>Q1 Quarry Management Plan</i> (NIRB Doc ID: <a href="#">330298</a>)</p>		In Compliance	In Compliance	Baffinland maintains specific quarry management plans. No new quarries were developed in 2024. Existing quarries maintained the 100 m buffer from the high-water mark to any fish bearing waterbodies.
42. Maintain a 30-m naturally vegetated buffer between the mining operation and adjacent water bodies.	<i>Environmental Protection Plan (2021)</i> (NIRB Doc ID: <a href="#">335176</a> )		In Compliance	In Compliance	No permanent or temporary Project-related operations were sited within 31 metres of a waterbody during 2024, unless authorized under the Water License and DFO Letter of Advice.
43. Submission of a Site Drainage and Silt Control Plan to the relevant authorities prior to the start of construction.	<p><i>Surface Water and Aquatic Ecosystem Management Plan (2021)</i> (NIRB Doc ID: <a href="#">350946</a>)</p> <p><i>Long Term Water Management Plan (2021)</i></p>		In Compliance	In Compliance	<p>In 2024, Baffinland continued implementing the Long-Term Water Management Plan (LTWMP), including adaptive measures to address seepage at KM 105 Pond. A grout curtain installation was attempted but suspended due to ineffectiveness. Additional measures were deployed to mitigate water quality impacts from seepage. Geotechnical issues at the Sheardown Lake Sedimentation Pond prompted a review of alternative designs. Interim erosion and sediment control measures, including three (3) check dams, are being maintained per the SWAEMP.</p> <p>The NIRB requests the LTWMP be uploaded to the public registry and Baffinland’s portal.</p>
44. Meet or exceed guidelines for blasting thresholds set by Fisheries and Oceans Canada for the protection of fish and fish habitat.	<i>Environmental Protection Plan (2021)</i> (NIRB Doc ID: <a href="#">335176</a> )		In Compliance	In Compliance	No blasting occurred in 2023 within DFO setback distances. Blasting practices followed the EPP and DFO’s guidelines.

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
45. Adherence to the No-Net-Loss principle at all phases of the Project.	<i>Fish Habitat No Net Loss and Monitoring Plan (2007)</i>		In Compliance	In Compliance	No in-water works requiring Fisheries Act Authorization occurred in 2024. Monitoring at the Freight Dock offset habitat showed stable substrate and successful colonization. Qualified professionals assessed fish-bearing watercourse crossings in 2024. Fish surveys at 49 Tote Road crossings showed increased catch rates, with 17 crossings identified as having potential fish passage issues. Remediation work began at 10 culverts, with seven (7) completed before freshet. Monitoring and design updates will continue in 2025 in coordination with DFO.
46. Ensure runoff from fuel storage and maintenance facility areas, sewage and wastewater other facilities generating liquid effluent and runoff meet discharge requirements.	<i>Fresh Water Supply, Sewage and Wastewater Management Plan (2024) (NIRB Doc IDs: 349858-349861)</i>  <i>Surface Water and Aquatic Ecosystem Management Plan (2021) (NIRB Doc ID: <a href="#">350946</a>)</i>  <i>Snow Management Plan (NIRB Doc ID: <a href="#">349818</a>)</i>		Deficient – In Progress	In Compliance	<i>See T&amp;C 17 for discussion on this topic.</i>  In 2024, no exceedances were reported from functional containment systems. Treatment systems remain operational, and non-compliant effluent is retained and treated until discharge criteria are met.
47. Design and construct all Project infrastructure so as they do not prevent or limit the movement of water in fish bearing streams.	<i>Fish Habitat No Net Loss and Monitoring Plan (2007)</i>		In Compliance	In Compliance	<i>See T&amp;C 45 for discussion on this topic.</i>
48. Engage with DFO and the QIA to explore Project specific thresholds for blasting that would exceed guidelines.	<i>Environmental Protection Plan (2021) (NIRB Doc ID: <a href="#">335176</a>)</i>	QIA DFO	In Compliance	In Compliance	Monitoring confirmed that no blasting occurred within regulated setback distances in 2024. As a result, no adverse effects to fish-bearing waters were reported.

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
<p>48. (a) Conduct additional surveys and monitor Arctic char health in freshwater bodies near the mine, Tote Road, and Milne Inlet Port areas, including Phillips Creek, Tugaat, and Qurluktuk lakes. Consult with MHTO regarding the design, timing, and location of these surveys and monitoring activities.</p>	<p><i>2024 Core Receiving Environment Monitoring Program Report</i> (Appendix G.4.1, <i>2024 Annual Report</i>) (NIRB Doc IDs: 355547-355549)</p> <p><i>2024 Milne Inlet Freshwater Fish Health Program Report</i> (Appendix G.4.1, <i>2024 Annual Report</i>) (NIRB Doc IDs: 355547-355549)</p>		<p>Deficient – In Progress</p>	<p>Deficient – In Progress</p>	<p>Arctic char monitoring is ongoing through the CREMP and Milne Inlet Freshwater Fish Health Assessment programs. Annual non-lethal sampling at lakes near the Mine Site and targeted assessments in Tugaat, Qurluktuk, and Iqaluit river-systems have been conducted in 2021, 2022, and 2024, with community participation and input from MHTO. Results to date show no adverse mine- or port-related effects on Arctic char health or tissue chemistry. However, due to weather-related limitations and delays in finalizing survey plans in 2023, monitoring at Tugaat Lake was not completed in 2024. Continued engagement with MHTO is underway to guide future survey design and timing.</p>
<p>Terrestrial Environment</p>					
<p>49. Establish a Terrestrial Environment Working Group (TEWG) to serve as an advisory body.</p>	<p><i>TEWG Meeting Records Report</i> (Appendix C.2, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355513</a>)</p> <p><i>Environment Working Group Terms of Reference</i> (Appendix C.3, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355514</a>)</p> <p><i>Summary of TEWG and MEWG Feedback</i> (Appendix C.7, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355517</a>)</p>	<p>QIA GN GC HTO(s)</p>	<p>In Compliance</p>	<p>In Compliance</p>	<p>The TEWG met three times in 2024 to review and finalize the Terms of Reference (ToR), which was submitted to NIRB in February 2025. While the TEWG is active and contributing to program improvements, full compliance remains in progress pending consistent implementation of the finalized ToR, regular meeting scheduling, and appointment of an independent chair.</p>

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
50. Develop and implement a Project specific terrestrial monitoring plan.	<p><i>Terrestrial Environment Mitigation and Monitoring Plan (2016) (NIRB Doc ID: <a href="#">330302</a>)</i></p> <p><i>2024 Terrestrial Environment Annual Monitoring Report (Appendix G.5.1, 2024 Annual Report) (NIRB Doc IDs: 355552-355555)</i></p>		In Compliance	In Compliance	Project-specific terrestrial monitoring has been implemented since 2012 through the TEMMP, supported by annual reporting and adaptive management. Monitoring design and methodologies have been refined based on data trends and feedback from the TEWG.
51. Consider and, where appropriate, cooperate with relevant regional and/or community-based monitoring initiatives that raise issues or produce information pertinent to mitigating project-induced impacts. Give special consideration for supporting regional studies of population health and harvest programs for North Baffin caribou.	<p><i>Terrestrial Environment Mitigation and Monitoring Plan (2016) (NIRB Doc ID: <a href="#">330302</a>)</i></p> <p><i>2024 Terrestrial Environment Annual Monitoring Report (Appendix G.5.1, 2024 Annual Report) (NIRB Doc IDs: 355552-355555)</i></p> <p><i>TEWG Meeting Records Report (Appendix C.2, 2024 Annual Report) (NIRB Doc ID: <a href="#">355513</a>)</i></p>	TEWG	In Compliance	In Compliance	<p>Baffinland has demonstrated ongoing engagement with regional caribou monitoring initiatives, including support for GN-led aerial surveys and collaboration with QIA’s Inuit Stewardship Program.</p> <p>Baseline monitoring for the southern transportation route (Steensby corridor) remains unresolved. Community input has limited options like collaring, and camera traps are not considered sufficient to meet monitoring objectives. This creates uncertainty in understanding potential Project-induced impacts. The NIRB encourages TEWG members to continue working together to resolve this and identify an approach acceptable to all parties.</p>
52. Initiate and develop a timeline to test and implement deterrence mechanisms for caribou near hazardous areas, within 3 months of issuance of the Project	<p><i>2024 Terrestrial Environment Annual Monitoring Report (Appendix G.5.1, 2024</i></p>	TEWG	In Compliance	In Compliance	Caribou deterrents were discussed with TEWG, and stepwise mitigation was proposed based on caribou presence. Given low regional caribou numbers, deterrents have not been implemented. The NIRB encourages continued evaluation of

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment	
Certificate. Report information back to the Terrestrial working group.	<p><i>Annual Report</i>) (NIRB Doc IDs: 355552-355555)</p> <p><i>TEWG Meeting Records Report</i> (Appendix C.2, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355513</a>)</p>				best practices and readiness to apply measures if caribou interactions increase.	
<p>53. Proponent shall demonstrate all measures to mitigate impacts to caribou.</p> <p>a. Steps taken to prevent caribou mortality and injury due to train and vehicular traffic.</p> <p>b. Monitoring and mitigation measures at points where transportation routes pass through calving areas.</p> <p>c. Evaluation of effectiveness of proposed caribou crossings.</p> <p>d. Surveillance system along the railway corridor to identify the presence of caribou.</p>	<p><b>Milne Port and Mine Site</b></p>	<p><i>Terrestrial Environment Mitigation and Monitoring Plan</i> (2016) (NIRB Doc ID: <a href="#">330302</a>)</p> <p><i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, <i>2024 Annual Report</i>) (NIRB Doc IDs: 355552-355555)</p> <p><i>TEWG Meeting Records Report</i> (Appendix C.2, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355513</a>)</p>		<p>In Compliance for a, b, c and e</p>	<p>a, b, and e In Compliance</p> <p><b>c</b> <b>In Progress</b></p> <p>d Not Applicable</p>	<p>Measures to prevent caribou injury from vehicular traffic are in place, including the Caribou Decision Tree, snowbank management, and seasonal snow track surveys. Monitoring during calving periods is ongoing, but deterrent methods for hazardous areas have not been tested. <b>Crossing evaluations are limited since no designated crossings exist, and broader monitoring is under discussion with TEWG.</b> Surveillance systems are planned but not yet applicable as the railway is not constructed.</p>
<p>e. Protocols for documentation and reporting of caribou collisions and mortality</p>		<p><b>Steensby Port</b></p>				

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
54. Provide an updated Terrestrial Environment Monitoring Plan which includes all aspects included in the condition.	<p><i>Terrestrial Environment Mitigation and Monitoring Plan</i> (2016) (NIRB Doc ID: <a href="#">330302</a>)</p> <p><i>DRAFT Terrestrial Environment Mitigation and Monitoring Plan</i> (2023) (NIRB Doc ID: <a href="#">344993</a>)</p>		In Compliance	In Compliance	The TEMMP is currently under revision and will be circulated upon finalization. Key elements of the condition are addressed, including monitoring methods and adaptive management. However, further detail is needed on the early warning system, harvest survey design, and mitigation thresholds.
55. Develop an adaptive management plan applicable to wolves and wolf habitats in collaboration with the GN-DoE.	<p><i>Terrestrial Environment Mitigation and Monitoring Plan</i> (2016) (NIRB Doc ID: <a href="#">330302</a>)</p> <p><i>DRAFT Terrestrial Environment Mitigation and Monitoring Plan</i> (2023) (NIRB Doc ID: <a href="#">344993</a>)</p>	GN	In Compliance	In Compliance	Wolf presence remains low, with no recent sightings or survey detections. Monitoring programs are paused but may resume if wolf or caribou activity increases.
56. Develop a progressive strategy for the recovery of terrestrial wildlife habitat that is consistent with the <i>Nunavut Wildlife Act</i> .	<p><i>Interim Closure and Reclamation Plan</i> (2018) (NIRB Doc ID: <a href="#">330296</a>)</p> <p><i>Revegetation Survey and Preliminary Reclamation Trial – 2023 (2024)</i> (NIRB Doc ID: <a href="#">349738</a>)</p>		In Compliance	In Compliance	A Reclamation Research program has been described in the ICRP, to identify best practices for promoting natural revegetation that will inform the progressive revegetation program for disturbed areas no longer required for operations.
57. Report annually on terrestrial environment monitoring efforts including information included in the condition.	<p><i>Terrestrial Environment Mitigation and Monitoring</i></p>		In Compliance	In Compliance	Annual monitoring continues to align with FEIS predictions. Inuit involvement and support for community-based programs are noted. Wildlife observations remain low, consistent with

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	<p><i>Plan</i> (2016) (NIRB Doc ID: <a href="#">330302</a>)</p> <p><i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, <i>2024 Annual Report</i>) (NIRB Doc IDs: 355552-355555)</p>				<p>regional trends, though caribou sightings near the Project have increased compared to previous years.</p>
<p>58. Incorporate a review section in the NIRB annual report including the information outlined in the condition.</p>	<p><i>Terrestrial Environment Mitigation and Monitoring Plan</i> (2016) (NIRB Doc ID: <a href="#">330302</a>)</p> <p><i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, <i>2024 Annual Report</i>) (NIRB Doc IDs: 355552-355555)</p> <p><i>TEWG Meeting Records Report</i> (Appendix C.2, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355513</a>)</p>		<p>In Compliance</p>	<p>In Compliance</p>	<p>Baffinland provided a summary of the terrestrial monitoring efforts within the <i>2024 Annual Report</i>. Wildlife observations, including increased caribou presence near the Project, are documented through surveys and incidental reports. Dustfall trends show stabilization or decline in most areas. While no new data on caribou migration trails is available, regional-scale monitoring options have been explored.</p>
<p>59. Aircraft shall maintain a minimum altitude of 610 m during travel and avoid areas with migratory birds, unless safety or operational needs require otherwise. The Proponent shall work with TEWG to</p>	<p><i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, <i>2024 Annual Report</i>) (NIRB Doc IDs: 355552-355555)</p>		<p>Deficient – In Progress</p>	<p>Deficient – In Progress</p>	<p>Baffinland applied a conservative minimum cruising altitude of 650 m above the ground level, aligning with T&amp;C 71.</p> <p>In collaboration with TEWG and GN, Baffinland refined acceptable pilot rationale and implemented daily flight tracking. In 2024, 72% of flights were compliant or justified,</p>

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
ensure pilots and contractors respect wildlife and Inuit harvesting.	<i>TEWG Meeting Records Report (Appendix C.2, 2024 Annual Report)</i> (NIRB Doc ID: <a href="#">355513</a> )				though compliance within the Snow Goose moulting area declined compared to 2023. Most low-level flights were linked to operational needs such as geophysical surveys, slinging, and short-distance travel.
60. Develop a blasting program to minimize the effects of blasting on terrestrial wildlife, prior to construction.	<i>Quarry Blasting Operations Management Plan (2013)</i> (NIRB Doc ID: <a href="#">291419</a> )  <i>Borrow Pit and Quarry Management Plan (2014)</i> (NIRB Doc ID: <a href="#">291315</a> )  <i>Environmental Protection Plan (2021)</i> (NIRB Doc ID: <a href="#">335176</a> )		In Compliance	In Compliance	No wildlife disturbance from blasting was reported during construction.
61. Implement a stop work policy when wildlife in the area may be endangered by Project work, whenever practical and not causing human safety concerns.	<i>Environmental Protection Plan (2021)</i> (NIRB Doc ID: <a href="#">335176</a> )	TEWG	In Compliance	In Compliance	The EPP outlines ‘stop work’ procedure and the TEWG provided an operational definition of ‘endangered’.
62. Prohibit Project employees from transporting firearms to site and from operating firearms in the Project area for the purpose of wildlife harvest.	<i>2024 Terrestrial Environment Annual Monitoring Report (Appendix G.5.1, 2024 Annual Report)</i> (NIRB Doc IDs: 355552-355555)		In Compliance	In Compliance	Baffinland implements its Weapons on Site Policy, which prohibits employees from transporting firearms to site. No incidences of Project personnel hunting or fishing within the Impact Area lands leased to Baffinland and/or the Project development area occurred in 2024.
63. Liaise with local Hunters and Trappers Organizations in advance of carrying out terrestrial wildlife surveys. Meet with the	<i>TEWG Meeting Records Report (Appendix C.2, 2024 Annual Report)</i> (NIRB Doc ID: <a href="#">355513</a> )	HTO(s)	In Compliance	In Compliance	Baffinland continues to engage with North Baffin HTOs through TEWG meetings and community discussions. In 2024, feedback from HTOs influenced monitoring decisions, including preferences for camera-based caribou tracking.

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
organizations in person annually to discuss wildlife monitoring.	<p><i>Environment Working Group Terms of Reference (Appendix C.3, 2024 Annual Report) (NIRB Doc ID: <a href="#">355514</a>)</i></p> <p><i>2024 Engagement Record (Appendix B.1, 2024 Annual Report) (NIRB Doc ID: <a href="#">355502</a>)</i></p>				Baffinland provided logistical and financial support for participation and maintained regular communication with HTOs.
64. Ensure the environment protection plan incorporates waste management provisions to ensure carnivores are not attracted to Project site(s).	<p><i>Environmental Protection Plan (2021) (NIRB Doc ID: <a href="#">335176</a>)</i></p> <p><i>Waste Management Plan (2024) (NIRB Doc ID: <a href="#">349821</a>)</i></p>		In Compliance	In Compliance	Both the EPP and Waste Management Plan (WMP) incorporate carnivore interaction and attractant mitigation measures and policies, which continued to be implemented in 2024. In 2024, no interactions with carnivore and/or Arctic fox were associated with waste management infrastructure.
<b>Birds</b>					
65. Ensure all site employees receive bird awareness training to avoid nests and large concentrations of foraging and moulting birds.	<p><i>Environmental Protection Plan (2021) (NIRB Doc ID: <a href="#">335176</a>)</i></p> <p><i>Terrestrial Environment Mitigation and Monitoring Plan (2016) (NIRB Doc ID: <a href="#">330302</a>)</i></p> <p><i>2024 Terrestrial Environment Annual Monitoring Report</i></p>		In Compliance	In Compliance	In 2024, Baffinland monitored all new construction areas before any ground disturbance. Site Environment Department staff received annual bird survey training from consultant and continued to promote wildlife and habitat protection through EPP training for all employees and contractors.

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	(Appendix G.5.1, 2024 Annual Report) (NIRB Doc IDs: 355552-355555)				
66. Avoid bird Species at Risk and their nests; establish avoidance zones as per TEMMP.	<p><i>DRAFT Terrestrial Environment Mitigation and Monitoring Plan (2023)</i> (NIRB Doc ID: <a href="#">344993</a>)</p> <p><i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, 2024 Annual Report) (NIRB Doc IDs: 355552-355555)</p>		In Compliance	In Compliance	Baffinland avoids ground disturbance during the breeding bird season when possible. If work is needed, nest surveys are done up to five (5) days prior using the rope-drag method. Nests found are protected with species-specific avoidance zones as outlined in the TEMMP. No Species at Risk nests or eggs have been encountered during Project activities.
67. Ensure mitigation and monitoring strategies for bird Species at Risk are updated for consistency with applicable status reports, recovery strategies, action plans and management plans.	<p><i>Terrestrial Environment Mitigation and Monitoring Plan (2016)</i> (NIRB Doc ID: <a href="#">330302</a>)</p> <p><i>DRAFT Terrestrial Environment Mitigation and Monitoring Plan (2023)</i> (NIRB Doc ID: <a href="#">344993</a>)</p>		In Compliance	In Compliance	Baffinland coordinates with ECCC to develop mitigation and monitoring strategies for Species at Risk through the TEWG meetings. mitigation and monitoring strategies relevant to all wildlife that could interact with the Project, including Species at Risk are identified in the TEMMP.
68. Install flashing red, red strobe or white strobe lights and guy-wire deterrents on communications towers. Consider reducing lighting when possible in areas where it may serve as an attractant to birds or other wildlife.	<i>Terrestrial Environment Mitigation and Monitoring Plan (2016)</i> (NIRB Doc ID: <a href="#">330302</a> )		In Compliance	In Compliance	In 2013, reflectors were installed on guy wires of communications towers and will be installed on new infrastructure. Strobe lights were found to not be relevant mitigation measures since birds are mostly present during the period of 24-hour sunlight.

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
69. Prior to bird migrations and nesting, identify and install nesting deterrents to discourage birds from nesting that will be disturbed by Project Activities.	<i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, <i>2024 Annual Report</i> ) (NIRB Doc IDs: 355552-355555)		In Compliance	In Compliance	Baffinland reviewed bird deterrents with TEWG but received no specific recommendations. Deterrents were not used during land clearing, as nest surveys are conducted beforehand. Bird deterrents are maintained at wastewater ponds and the landfill.
70. Protect any nests found (or indicated nests) with a buffer zone as per setback distances outlined in the TEMMP.	<i>Terrestrial Environment Mitigation and Monitoring Plan</i> (2016) (NIRB Doc ID: <a href="#">330302</a> )		In Compliance	In Compliance	Baffinland conducts nest surveys up to five (5) days before clearing. If nests are found, species-specific buffer zones are applied as outlined in the TEMMP. No nests were observed during 2024 surveys.
71. Subject to safety requirements, the Proponent shall require all project related aircraft to maintain a cruising altitude of at least: <ul style="list-style-type: none"> <li>650 m during point-to-point travel when in areas likely to have migratory birds</li> <li>1100 m vertical and 1500 m horizontal distance from observed concentrations of migratory birds</li> <li>1100 m over the area identified as a key site for moulting snow geese during the moulting period (July-August), and if maintaining this altitude is not possible, maintain a lateral distance of at least at least 1500 m from the boundary of this site</li> </ul>	<i>Terrestrial Environment Mitigation and Monitoring Plan</i> (2016) (NIRB Doc ID: <a href="#">330302</a> )  <i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, <i>2024 Annual Report</i> ) (NIRB Doc IDs: 355552-355555)  <i>TEWG Meeting Records Report</i> (Appendix C.2, <i>2024 Annual Report</i> ) (NIRB Doc ID: <a href="#">355513</a> )		Deficient – In Progress	Deficient – In Progress	<i>See T&amp;C 45 for discussion on this topic.</i>
72. Ensure that pilots are informed of minimum cruising altitude guidelines and that a daily log or record of flight paths is maintained and available for regulatory authorities.	<i>Environmental Protection Plan</i> (2021) (NIRB Doc ID: <a href="#">335176</a> )	TC	In Compliance	In Compliance	Related to T&C 59 and 71.  Flight height requirements are included in aviation contracts, and flight paths are tracked using Skytracker. Pilots receive

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	<i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, <i>2024 Annual Report</i> ) (NIRB Doc IDs: 355552-355555)				altitude guidance through onboarding, seasonal briefings, and GPS programming. Logs are audited regularly.
73. Develop detailed and robust mitigation and monitoring plans for migratory birds taking into consideration input from relevant organizations.	<i>Terrestrial Environment Mitigation and Monitoring Plan</i> (2016) (NIRB Doc ID: <a href="#">330302</a> )	QIA TEWG MEWG	In Compliance	In Compliance	Mitigation measures, including nest surveys and deterrents, are outlined in the TEMMP and informed by input from TEWG.
74. Develop and update relevant monitoring plans for migratory birds prior to construction including the key indicators included in the condition.	<i>Terrestrial Environment Mitigation and Monitoring Plan</i> (2016) (NIRB Doc ID: <a href="#">330302</a> )  <i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, <i>2024 Annual Report</i> ) (NIRB Doc IDs: 355552-355555)		In Compliance	In Compliance	Bird monitoring and survey programs are summarized in <i>2024 Annual Report</i> . Monitoring has shown stable populations of cliff-nesting raptors, with no Project-related effects. Due to low densities, trend analysis for other species is limited.
75. Report annually on terrestrial habitat loss due to the Project to verify impact predictions and project footprint.	<i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, <i>2024 Annual Report</i> ) (NIRB Doc IDs: 355552-355555)		In Compliance	In Compliance	At the end of 2024, the total project footprint was 725 ha, less than what was assessed in the FEIS (7,618 ha).
<b>Marine Environment</b>					
76. Develop a comprehensive environmental effect monitoring program to address concerns and	<i>DRAFT Marine Monitoring Plan</i> (2023) (NIRB Doc ID: <a href="#">346131</a> )		In Compliance	In Compliance	Baffinland’s Marine Environmental Effects Monitoring Program (MEEMP) has been active since 2015. Monitoring includes water and sediment quality, benthic communities, fish health,

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
identify potential impacts on the marine environment.		<i>2024 Marine Environmental Effects Monitoring Program Report</i> (Appendix G.6.5, <i>2024 Annual Report</i> ) (NIRB Doc IDs: 355566-355576)				and invasive species. 2024 results show no signs of marine degradation linked to Project activities. Recommendations from MEWG in 2024 led to increased fish sampling to improve statistical power.
77. Establish a Marine Environment Working Group.		<i>MEWG Meeting Records Report</i> (Appendix C.1, <i>2024 Annual Report</i> ) (NIRB Doc ID: <a href="#">355512</a> )  <i>Summary of TEWG and MEWG Feedback</i> (Appendix C.7, <i>2024 Annual Report</i> ) (NIRB Doc ID: <a href="#">355517</a> )	QIA GN GC HTO(s)	In Compliance	In Compliance	Baffinland established the MEWG in 2013, with broad representation from Inuit organizations, regulators, federal agencies, and observers. In 2024, six (6) meetings were held, including in-person sessions with full logistical support provided by Baffinland. The finalized Terms of Reference submitted in February 2025. While MEWG input continues to inform monitoring and mitigation, Baffinland notes challenges in balancing recommendations with operational feasibility.
78. Update baseline information for landfast ice using a long-term dataset and with inter-annual variation.	<b>Milne Port and Mine Site</b>			In Compliance	In Compliance	Baffinland has updated baseline information for landfast ice using a 28-year dataset, capturing inter-annual variation in freeze-up and break-up timing. At Milne Inlet, daily ice data from the Canadian Ice Service (CIS) and satellite imagery are used to guide safe shipping operations. Historical ice data has been integrated into management plans.
	<b>Steensby Port</b>	Steensby Inlet Fast Ice Study (Appendix G.9.7, <i>2024 Annual Report</i> ) (NIRB Doc ID: <a href="#">355592</a> )		Not Applicable	Not Applicable	For Steensby Inlet, Baffinland conducted a fixed-wing survey in 2023 to collect high-resolution imagery and particle analysis of ice floes. The survey revealed that observed ice concentrations were lower than those indicated by CIS ice charts.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
79. Provide the Canadian Hydrographic Services (CHS) with bathymetric data and other information in support of Project shipping where possible.	<b>Milne Port and Mine Site</b>		CHS	In Compliance	In Compliance	The CHS collected detailed bathymetry around the existing ore dock at Milne Inlet in 2016. In 2024, Baffinland conducted high-resolution bathymetric surveys at the Milne Inlet ore dock and shared the data with the CHS.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Baffinland continues to work with CHS, which provided technical guidance on bathymetric survey methods and conducted gap analyses for Steensby Inlet, Foxe Basin, and Hudson Strait to support data needs along the proposed southern shipping corridor.
80. Prior to commercial shipping of iron ore, a detailed risk assessment is to be conducted for Project related shipping accidents.	<b>Milne Port and Mine Site</b>		CHS	In Compliance	Completed	Baffinland has developed and maintains contingency plans to respond to spills and conducts annual spill response exercises.
	<b>Steensby Port</b>		CHS	Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
81. Reassess the potential for ship wake impacts to cause coastal change following changes to the proposed shipping route.	<b>Milne Port and Mine Site</b>	<i>Ship Wake and Propeller Wash Assessment (2023)</i> (NIRB Doc ID: <a href="#">350992</a> )		In Compliance	In Compliance	No changes to the shipping route have occurred. Updated 2023 ship wake assessment confirmed that wave energy from wind consistently exceeds ship-generated wake energy. Therefore, ship wake impacts remain negligible and are not expected to cause coastal change.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
82. Provide the NIRB with information on wake characteristics at various speeds and distances for all	<b>Milne Port and Mine Site</b>	<i>Ship Wake and Propeller Wash Assessment (2023)</i> (NIRB Doc ID: <a href="#">350992</a> )		In Compliance	In Compliance	Hydrodynamic modeling assessed propeller wash velocities and sediment disturbance from ore carriers and tugs. Results indicated localized scour potential during berthing, with sediment settling times under 20 minutes.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
vessel types used to transport ore. Update this information if a new vessel type is proposed.	<b>Steensby Port</b>	<i>Ship Wake and Propeller Wash Assessment (2023)</i> (NIRB Doc ID: <a href="#">350992</a> )		In Compliance	In Compliance	Wake characteristics for vessel types were evaluated through modeling, with results indicating minimal ship-generated wave energy compared to wind-generated waves. Effects on shoreline stability are expected to be negligible.
83. Install tidal gauges at Steensby and Milne Ports to monitor sea levels and storm surges.	<b>Milne Port and Mine Site</b>			Deficient – In Progress	Deficient – In Progress	<i>See T&amp;C 1 for discussion on this topic.</i>
	<b>Steensby Port</b>			Deficient – In Progress	Deficient – In Progress	<i>See T&amp;C 1 for discussion on this topic.</i>
83. (a) Identify potential for and conduct monitoring to identify effects of sediment redistribution associated with construction and operation at Milne Port		<i>2024 Marine Environmental Effects Monitoring Program Report (Appendix G.6.5, 2024 Annual Report)</i> (NIRB Doc IDs: 355566-355576)  <i>Ship Wake and Propeller Wash Assessment (2023)</i> (NIRB Doc ID: <a href="#">350992</a> )		In Compliance	In Compliance	Hydrodynamic modeling and MEEMP results confirm localized sediment disturbance near the Ore Dock, primarily from propeller wash (See T&C 82). Effects are consistent with predictions and show signs of stabilization. Monitoring will continue in 2025 at key stations, with two (2) additional sites added to assess potential impacts from Capesize vessels.
84. Complete sediment redistribution modeling once ship design is finalized, and validate through targeted sampling to inform monitoring.	<b>Milne Port and Mine Site</b>			In Compliance	In Compliance	<i>See T&amp;C 81 and 83(a) for discussion on this topic.</i>
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
85. Develop a monitoring plan to verify Project impact predictions associated with	<b>Milne Port and Mine Site</b>			In Compliance	In Compliance	<i>See T&amp;C 81 and 83(a) for discussion on this topic.</i>

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
sediment redistribution resulting from propeller wash in shallow water locations along the shipping route.	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
86. Use detailed bathymetry from Steensby and Milne Inlets to model ballast water discharges. Update impact predictions and validate the model with sampling.	<b>Milne Port and Mine Site</b>	<i>TSD #18 - Ballast Water Dispersion Modelling Report (2018)</i> (NIRB Doc ID: <a href="#">325491</a> )  <i>Ballast Water Dispersion at Milne Inlet (2013)</i> (NIRB Doc ID: <a href="#">290865</a> )		In Compliance	In Compliance	Ballast water dispersion modelling at Milne Port has been completed using detailed bathymetry and validated oceanographic data. Results show that discharged ballast water is negligible beyond five (5) km and unmeasurable past Ragged Island. The AIS monitoring program was based on these results. No long-term changes are expected, and no program expansion is needed.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
87. Develop and implement a long-term monitoring program to detect biological changes and non-native species introductions from shipping, starting several years before ballast water discharge at Milne and Steensby Inlets.	<b>Milne Port and Mine Site</b>	<i>2024 Marine Environmental Effects Monitoring Program Report (Appendix G.6.5, 2024 Annual Report)</i> (NIRB Doc IDs: 355566-355576)		In Compliance	In Compliance	Long-term monitoring has been active for several years. No confirmed introductions of non-native species have been detected. The taxonomic inventory includes 1,204 taxa, with 13 flagged for precautionary monitoring on the Watch List.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Monitoring has not yet commenced, as shipping operations have not begun. Baseline data collection will be required prior to ballast water discharge to support future assessments of marine habitat and species introductions.
88. Prior to commercial shipping of iron ore, provide update risk analysis	<b>Milne Port and Mine Site</b>	<i>2024 Marine Environmental Effects Monitoring Program</i>		In Compliance	In Compliance	An updated ballast water risk assessment was completed in 2023, considering current and future shipping scenarios. The risk of AIS introduction was found to be low to intermediate,

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
regarding ballast water discharge to assess the adequacy of treatment and implications on the receiving environment.		<i>Report (Appendix G.6.5, 2024 Annual Report)</i> (NIRB Doc IDs: 355566-355576)  <i>Ballast Water Management Plan (2023)</i> (NIRB Doc ID: <a href="#">349410</a> )				with precautionary assumptions included due to data limitations.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
89. Develop and implement a ballast water management program that may include the treatment and monitoring of ballast water discharges in a manner consistent with or exceeds applicable regulations.	<b>Milne Port and Mine Site</b>	<i>Ballast Water Management Plan (2023)</i> (NIRB Doc ID: <a href="#">349410</a> )		In Compliance	In Compliance	All ore carriers in 2024 were equipped with ballast water treatment systems and conducted mid-ocean exchange prior to discharge. Salinity testing confirmed compliance with federal regulations.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
90. Include provisions in the Shipping and Marine Wildlife Management Plan (SMWMP) to ensure compliance with the Ballast Water Convention or its updated regulations.	<b>Milne Port and Mine Site</b>	<i>Ballast Water Management Plan (2023)</i> (NIRB Doc ID: <a href="#">349410</a> )  <i>Draft Shipping and Marine Wildlife Management Plan (2022)</i> (NIRB Doc ID: <a href="#">344991</a> )		In Compliance	In Compliance	<i>See T&amp;C 8 and 89 for discussion on this topic.</i>
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
91. Develop a detailed monitoring plan for Steensby and Milne Inlets for fouling that complies with all applicable regulatory requirements and guidelines issued by Transport Canada.	<b>Milne Port and Mine Site</b>	<i>Draft Shipping and Marine Wildlife Management Plan (2022)</i> (NIRB Doc ID: <a href="#">344991</a> )  <i>2024 Marine Environmental Effects Monitoring Program Report (Appendix G.6.5, 2024 Annual Report)</i> (NIRB Doc IDs: 355566-355576)		In Compliance	In Compliance	Baffinland aligns with IMO guidelines and Canadian anti-fouling regulations. While Transport Canada has not issued specific requirements for hull fouling monitoring, the proponent applied certified anti-fouling systems and conducted hull surveys from 2018-2020. However, no recent hull-specific monitoring has been done. At the same time, Baffinland’s 2024 monitoring identified 54 new species in Milne Inlet, showing that new introductions are still possible. The NIRB recommends maintaining precautionary monitoring and encourages periodic reassessment of hull fouling risks.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
92. Ensure that the Proponent maintains the necessary equipment and trained personnel to respond to all sizes of potential spills in a self-sufficient manner.	<b>Milne Port and Mine Site</b>	<i>Oil Pollution Emergency Plan (2024)</i> (NIRB Doc ID: <a href="#">344991</a> )  <i>Oil Pollution Prevention Plan (2024)</i> (NIRB Doc ID: <a href="#">344991</a> )  <i>Spill at Sea Response Plan (2015)</i> (NIRB Doc ID: <a href="#">302630</a> )  <i>Spill Contingency Plan (2021)</i> (NIRB Doc ID: <a href="#">350885</a> )		In Compliance	In Compliance	Baffinland developed contingency plans to respond to spills both on land and at sea. The plans outline the equipment to be used in the event of a spill, as well as the roles and responsibilities and necessary training to maintain.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
93. Prior to construction, based on vessel selection, reassess the risk analysis of using vessel-based fuel storage with the inclusions outlined in the condition. (Steensby Inlet)				Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun. The use of vessel-based fuel storage is not currently active
94. Consult directly with affected communities regarding its plans for overwintering of fuel in Steensby Inlet.				Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun. Overwintering of fuel in Steensby Inlet is not currently active.
95. Meet or exceed all regulatory regulations and requirements to the practice of overwintering of a fuel vessel at Steensby Inlet with reporting to NIRB and Transport Canada.			TC	Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun. Overwintering of fuel in Steensby Inlet is not currently active.
96. Update the NIRB on the results of all compliance monitoring and site inspections undertaken by government agencies for the overwintering of a fuel vessel at Steensby Inlet.				Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun. Overwintering of fuel in Steensby Inlet is not currently active.
97. Prior to commercial shipping of iron ore, conduct fuel spill dispersion modelling that minimally includes those items outlined in the condition. to prevent impacts to the	<b>Milne Port and Mine Site</b>	<i>Milne Inlet Spill Modeling Report (2015) (NIRB Doc ID: <a href="#">302669</a>)</i>  <i>Spill at Sea Response Plan (2015) (NIRB Doc ID: <a href="#">302630</a>)</i>		In Compliance	In Compliance	Fuel spill modelling was completed for both open water and ice conditions along the Northern Shipping Route. Credible scenarios were developed with federal agencies, and simulations were run to assess spill fate and dispersion. Results informed updates to the Spill at Sea Response Plan (SSRP).

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
marine environment along the shipping route.	<b>Steensby Port</b>			Not Applicable	Not Applicable	The supplemental spill modelling for the Southern Shipping Route is ongoing, and the results are expected when they are available.
98. Incorporate the results of revised fuel dispersion modelling into its impact predictions for the marine environment and the spill response and emergency preparedness plans.	<b>Milne Port and Mine Site</b>	<i>Milne Inlet Spill Modeling Report (2015)</i> (NIRB Doc ID: <a href="#">302669</a> ) <i>Milne Inlet Spill Modeling Report (2018)</i> (NIRB Doc ID: <a href="#">302567</a> )		In Compliance	In Compliance	The SSRP was updated to append the results of additional fuel spill modelling carried out in 2018. See T&C 97 for more discussion.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun. See T&C 97 for more discussion.
Marine Wildlife						
99. With the Marine Environment Working Group, consider and identify priorities for conducting supplemental baseline assessments for the items outlined in the condition.	<b>Milne Port and Mine Site</b>	<i>DRAFT Marine Monitoring Plan (2023)</i> (NIRB Doc ID: <a href="#">346131</a> )	MEWG	Completed	Completed	Supplemental baseline assessments are complete (pre-2021) and have been submitted to the NIRB No new supplemental baseline studies were reported in 2024. Baseline data collection on narwhal, bowhead, and Arctic char continues through shore-based observations and seasonal surveys to support monitoring of marine effects from shipping.
	<b>Steensby Port</b>	Appendix G.9, <i>2024 Annual Report</i> (NIRB Doc IDs: 355584-355608)	MEWG	Non-Compliance	In Compliance	Since 2020, Baffinland has conducted multiple supplemental baseline studies in Steensby Inlet and surrounding areas. These studies support environmental authorizations and planning for future construction. Data analysis is ongoing, and results will be shared with NIRB and MEWG. All the studies are provided in the appendices G.9.1 through G.9.19 of the <i>2024 Annual Report</i> .

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
100. Update the Project SMWMP to include avoidance of polynyas and mitigation measures designed for potential fuel spills along the shipping lane during the winter months.	<b>Milne Port and Mine Site</b>	<i>Draft Shipping and Marine Wildlife Management Plan (2022)</i> (NIRB Doc ID: <a href="#">344991</a> )  <i>Spill at Sea Response Plan (2015)</i> (NIRB Doc ID: <a href="#">302630</a> )	MEWG	In Compliance	In Compliance	Shipping routes avoid the North Water Polynya, and no interactions were reported in 2024. Mitigation measures for fuel spills and marine mammals during shoulder seasons are outlined in the updated SMWMP and SSRP. No fuel spills or ship strikes occurred during 2024 operations.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced. Baffinland will update the SMWMP prior to any winter shipping.
101. Incorporate all items outlined in the condition into the appropriate monitoring plans.	<b>Milne Port and Mine Site</b>	<i>Marine Mammal Trigger Action Response Plan (2021)</i>  <i>2024 Bruce Head Shore-based Monitoring Program Report (Appendix G.6.4, 2024 Annual Report)</i> (NIRB Doc ID: 355563-355565)  <i>2024 Shipping Season Meeting Records (Appendix B.2, 2024 Annual Report)</i> (NIRB Doc ID: <a href="#">355503</a> )  <i>MEWG Meeting Records Report (Appendix C.1,</i>	MEWG	In Compliance	In Compliance	Monitoring programs continue for walrus, narwhal, and ringed seals. Inuit participation was lower in 2024 due to fewer programs undertaken. MEWG and TEWG continue to support Inuit engagement and input into monitoring design and implementation. No new landfast ice monitoring was conducted in 2024. Narwhal and seal populations remain stable with no clear link to shipping activity.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
		<p><i>2024 Annual Report</i> (NIRB Doc ID: <a href="#">355512</a>)</p> <p><i>2024 Engagement Record</i> (Appendix B.1, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355502</a>)</p>				
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced.
102. Ensure that routing of project vessels is tracked and recorded for both the southern and northern shipping routes, with data made real-time available to communities in Nunavut and Nunavik.	<b>Milne Port and Mine Site</b>			In Compliance	In Compliance	Baffinland tracks vessel routing and provides real-time access via its website. Updates are shared through the Shipping Monitor office, Facebook page, and direct community engagement. 12 Shipping Monitors supported the 2024 season in Pond Inlet.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
103. Report annually to the NIRB regarding project related ship track and sea-ice information.	<b>Milne Port and Mine Site</b>	<p><i>2024 Daily Ship Tracks with Ice Imagery</i> (Appendix G.6.1, <i>2024 Annual Report</i>) (NIRB Doc IDs: 355556-355561)</p> <p><i>2024 Incidental Marine Mammal Sightings</i> (Appendix G.6.2, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355562</a>)</p>		In Compliance	In Compliance	Baffinland reported 35 minor route deviations in 2024, with no major deviations. Vessels avoided shore leads and polynyas. Marine mammal sightings during icebreaking were minimal.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
104. Plan shipping routes to Steensby Port in accordance with the items outlined in the condition. Summarize all incidences of significant deviations from the nominal shipping route presented in the FEIS to/from Milne and Steensby Ports.	<b>Milne Port and Mine Site</b>	<p><i>2024 Daily Ship Tracks with Ice Imagery (Appendix G.6.1, 2024 Annual Report)</i> (NIRB Doc IDs: 355556-355561)</p> <p><i>2024 Incidental Marine Mammal Sightings (Appendix G.6.2, 2024 Annual Report)</i> (NIRB Doc ID: <a href="#">355562</a>)</p>		In Compliance	In Compliance	See T&C 103 for discussion on this topic.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
105. Ensure that measures to reduce the potential for interaction with marine mammals particularly in Hudson Strait and Milne Inlet area identified and implemented prior to commencement of shipping operations.	<b>Milne Port and Mine Site</b>	<p><i>2024 Bruce Head Shore-based Monitoring Program Report (Appendix G.6.4, 2024 Annual Report)</i> (NIRB Doc ID: 355563-355565)</p> <p><i>MEWG Meeting Records Report (Appendix C.1, 2024 Annual Report)</i> (NIRB Doc ID: <a href="#">355512</a>)</p> <p><i>Draft Shipping and Marine Wildlife Management Plan (2022)</i> (NIRB Doc ID: <a href="#">344991</a>)</p>		In Compliance	In Compliance	In 2024, Baffinland continued implementing key mitigation measures to reduce potential interactions with marine mammals. These included the use of vessel convoys, which reduced the number of transits in the Regional Study Area (RSA) by 24%. Monitoring results indicate that behavioural effects on narwhal remain low and localized.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
106. Ensure that shipboard observers are employed during seasons where shipping occurs and provided with the means to effectively carry out the duties. The role of shipboard observers should be taken into consideration in the design of any Project purpose-built ships.	<b>Milne Port and Mine Site</b>	<p><i>MEWG Meeting Records Report (Appendix C.1, 2024 Annual Report) (NIRB Doc ID: <a href="#">355512</a>)</i></p> <p><i>2024 Incidental Marine Mammal Sightings (Appendix G.6.2, 2024 Annual Report) (NIRB Doc ID: <a href="#">355562</a>)</i></p>		Deficient - In Progress	Non-compliant	Baffinland did not deploy shipboard observers in 2024 due to the absence of icebreaking vessels. While incidental marine mammal sightings were recorded, this does not fully meet the intent of T&C. The NIRB reiterates its expectation that Baffinland employ dedicated shipboard observers during all seasons and conditions where shipping occurs.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
107. Revise the proposed 'surveillance monitoring' to improve the likelihood of detecting strong marine mammal, seabird, or seaduck responses occurring too far ahead of the ship to be detectable by observers aboard the ore carriers.	<b>Milne Port and Mine Site</b>	<p><i>MEWG Meeting Records Report (Appendix C.1, 2024 Annual Report) (NIRB Doc ID: <a href="#">355512</a>)</i></p> <p><i>2024 Incidental Marine Mammal Sightings (Appendix G.6.2, 2024 Annual Report) (NIRB Doc ID: <a href="#">355562</a>)</i></p>		Active In Compliance	Non-compliant	Baffinland did not implement enhanced surveillance monitoring in 2024. While other programs continue to monitor marine mammal presence and behaviour, no forward-looking detection methods are in use.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	<b>Steensby Port</b>			Inactive Not Applicable	Inactive Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
108. Ensure that data produced by the surveillance monitoring program is analyzed by experienced analysts to maximize effectiveness in providing baseline data and/or detecting potential effects. Data from the long-term monitoring should be treated with the same rigor.	<b>Milne Port and Mine Site</b>			Active In Compliance	Non-compliant	Baffinland meets the intent of T&C by ensuring data from marine monitoring programs is analyzed by qualified professionals, including marine biologists, statisticians, and Inuit field participants. However, The Ship Board Observer (SBO) program was not implemented in 2024. See T&C 106.
	<b>Steensby Port</b>			Inactive Not Applicable	Inactive Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
109. Conduct a monitoring program to confirm the predictions in FEIS with respect to disturbance effects from ships noise on the distribution and occurrence of marine mammals.	<b>Milne Port and Mine Site</b>	<p><i>Marine Mammal Observation Network Season 2024 Summary (Appendix G.6.7, 2024 Annual Report) (NIRB Doc ID: <a href="#">355578</a>)</i></p> <p><i>2024 Bruce Head Shore-based Monitoring Program Report (Appendix G.6.4, 2024 Annual Report) (NIRB Doc ID: 355563-355565)</i></p>		In Compliance	In Compliance	Baffinland has implemented several monitoring programs to assess disturbance effects from ship noise on marine mammals, consistent with FEIS predictions. Acoustic monitoring and narwhal behavioral data collected to date indicate that shipping noise in the RSA is lower than predicted in the FEIS. Observed behavioral effects are localized, temporary, and low in severity.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
110. Immediately develop a monitoring protocol that includes acoustical monitoring to assess short, long term and cumulative effects of vessel noise on marine mammals. Work with the MEWG to identify appropriate early warning indicators that will ensure rapid identification of negative impacts along southern and northern shipping routes.	<b>Milne Port and Mine Site</b>	<p><i>Draft Adaptive Management Plan (2020)</i> (NIRB Doc ID: <a href="#">349416</a>)</p> <p><i>Narwhal Adaptive Management Response Plan (2023)</i></p> <p><i>Marine Mammal Trigger Action Response Plan (2021)</i></p> <p><i>Early Warning Indicators for Marine Mammals Technical Memorandum (2020)</i> (NIRB Doc ID: <a href="#">331325</a>)</p> <p><i>MEWG Meeting Records Report (Appendix C.1, 2024 Annual Report)</i> (NIRB Doc ID: <a href="#">355512</a>)</p>	MEWG	Deficient - In Progress	Deficient - In Progress	Baffinland has developed and implemented a monitoring protocol that includes acoustical monitoring and behavioral assessments to evaluate short-term, long-term, and cumulative effects of vessel noise on marine mammals. The Early Warning Indicator (EWI), based on the proportion of immature narwhal, remains consistent with baseline values. Baffinland plans to maintain mitigation measures and monitoring efforts under its 5-year program schedule. The NIRB acknowledges that this has been in progress between Baffinland and the MEWG, although an early warning indicator is in place, there exists some questions around its effectiveness in respect to being able to catch early thresholds. The Board understands that this continues to be discussed and looks forward to an update in the following year's monitoring.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun. However, Baffinland has initiated monitoring in Steensby Inlet through the Ringed Seal Aerial Survey Program (RSASP), conducted in 2021 and 2024.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
111. Develop clear thresholds for determining if negative impacts as a result of vessel noise is occurring.	<b>Milne Port and Mine Site</b>	<i>Marine Mammal Trigger Action Response Plan (2021)</i> <i>MEWG Meeting Records Report (Appendix C.1, 2024 Annual Report)</i> (NIRB Doc ID: <a href="#">355512</a> )	MEWG	Deficient - In Progress	Deficient - In Progress	Baffinland has developed and implemented clear thresholds and monitoring indicators to assess vessel noise impacts on marine mammals in Milne Inlet. These include acoustic thresholds, changes in abundance, distribution, group composition, reproductive output, and behavior. The EWI and TARP are also active. Baffinland conclusion remains that the effects of vessel noise and shipping activities on marine mammals are within the range of predicted effects. This conclusion is not agreed by community members and different parties. This topic has been discussed through several MEWG meetings since monitoring has begun.
	<b>Steensby Port</b>		MEWG	Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
112. Prior to commercial shipping of iron ore, in conjunction with the MEWG, develop a monitoring protocol that includes acoustical monitoring that provides an assessment of the negative effects of vessel noise on marine mammals. Consideration of early warning indicators and thresholds of impacts should be included.	<b>Milne Port and Mine Site</b>		MEWG	Deficient - In Progress	Deficient - In Progress	<i>See T&amp;C 110 and 111 for discussion on this topic.</i>
	<b>Steensby Port</b>		MEWG	Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
113. Conduct monitoring of marine fish and fish habitat including monitoring for Arctic char stock size and	<b>Milne Port and Mine Site</b>	<i>2024 Marine Environmental Effects Monitoring Program Report (Appendix G.6.5,</i>	MEWG	In Compliance	In Compliance	Baffinland conducts annual fish monitoring in Milne Inlet, including Arctic Char health and abundance. Results from 2024 show no adverse effects, with fish health and chemistry

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
health condition in Steensby and Milne Inlets, as recommended by the MEWG.		<i>2024 Annual Report</i> (NIRB Doc IDs: 355566-355576)  <i>MEWG Meeting Records Report</i> (Appendix C.1, <i>2024 Annual Report</i> ) (NIRB Doc ID: <a href="#">355512</a> )				within FEIS predictions. Monitoring methods were refined in 2024 based on feedback from MEWG and stakeholders.
	<b>Steensby Port</b>		MEWG	Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced.
114. In the event of the development of a commercial fishery in Steensby Inlet or Milne Inlet areas, in conjunction with the MEWG, shall update the monitoring program for fish and fish habitat to ensure that the ability to identify Arctic Char stock(s) and any changes in stock size and structure of affected stocks and fish health is maintained to address any monitoring issues relating to the commercial stock fishery.			MEWG	Not Applicable	Not Applicable	No commercial fisheries have been developed yet.
115. Continue to explore off-setting options in both the freshwater and marine environment to offset serious hard to fish which will result from the construction and	<b>Milne Port and Mine Site</b>	<i>Year 5 Freight Dock Offset Habitat Monitoring Report</i> (Appendix G.6.6, <i>2024 Annual Report</i> ) (NIRB Doc ID: <a href="#">355577</a> )		In Compliance	In Compliance	Baffinland continues to meet offsetting requirements under its Fisheries Act Authorization for the Milne Port Freight Dock. Year five (5) monitoring in 2024 showed ongoing colonization of the offset habitat by macroalgae, invertebrates, and fish, indicating habitat stability and effectiveness. Monitoring results remain consistent with FAA expectations, and future surveys are planned for Year eight (8) in 2027.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
infrastructure associated with the project.	<b>Steensby Port</b>	<i>Fish Offsetting Community Engagement</i> (Appendix B.4.3, 2024 Annual Report) (NIRB Doc ID: <a href="#">355509</a> )				In 2024, Baffinland submitted Fisheries Act Authorization applications for Steensby and engaged with North Baffin communities to refine freshwater and marine offsetting plans. Proposed measures include stream enhancements, rocky reefs, and community-based initiatives. A revised offsetting plan incorporating community input was submitted to DFO in early 2025. Engagement will continue as planning progresses.
		<i>Steensby Community Engagement Summary Oct-Dec 2024</i> (Appendix B.4.5, 2024 Annual Report) (NIRB Doc ID: <a href="#">355511</a> )		Not Applicable	Not Applicable	
		<i>Steensby Community Engagement Summary Nov 2023 - March 2024</i> (Appendix B.4.1, 2024 Annual Report) (NIRB Doc ID: 355505-355507)				
116. Prior to construction, develop mitigation measures to minimize the effects of blasting on marine fish and fish habitat, marine water quality and wildlife that includes compliance with the Guidelines for the Use of Explosives in or Near Canadian Fisheries Waters.			DFO	Not Applicable	Not Applicable	No blasting occurred in marine or nearshore areas in 2024. If required, Baffinland will work with MEWG and DFO to develop procedures aligned with guidelines and best practices.
117. Ensure that blasting in, and near, marine water shall only occur during periods of open water. Blasting in, and near, fish-bearing freshwater should occur to the greatest degree possible in		<i>Surface Water and Aquatic Ecosystem Management Plan</i> (2021) (NIRB Doc ID: <a href="#">350946</a> )	DFO	Not Applicable	Not Applicable	No blasting occurred in marine or freshwater environments in 2024. Baffinland has developed plans aligned with DFO guidance to manage blasting activities if required, including timing restrictions and mitigation measures.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
open water. Blasting during ice-covered periods must meet requirements established by Fisheries and Oceans Canada.		<i>Quarry Blasting Operations Management Plan</i> (2013) (NIRB Doc ID: <a href="#">291419</a> )				
118. Prior to construction, incorporate into the appropriate mitigation plan, thresholds for the use of specific mitigation measures meant to prevent or limit marine wildlife disturbance.	<b>Milne Port and Mine Site</b>		MEWG	Not Applicable	Not Applicable	No marine construction occurred at Steensby or Milne Port in 2024. Baffinland has committed to incorporating thresholds and mitigation tools into relevant plans prior to future construction.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced.
119. In conjunction with the MEWG, monitor ringed seal birth lair abundance and distribution for at least two years prior to the start of ice-breaking to develop a baseline, with continue monitoring over the life-time of the project.	<b>Milne Port and Mine Site</b>	<i>Marine Mammal Trigger Action Response Plan</i> (2021)	MEWG	Not Applicable	Not Applicable	No icebreaking or winter shipping occurred in 2024 along the Northern Shipping Route. Baffinland continues to avoid key sensitive periods for ringed seals. Based on past aerial surveys and stable density trends, no new surveys were conducted in 2024.
	<b>Steensby Port</b>	<i>2021 Ringed Seal Aerial Survey Monitoring Program &amp; Final Report</i> (NIRB Doc IDs: <a href="#">338466</a> and <a href="#">341624</a> )		Not Applicable	Not Applicable	Baffinland conducted aerial surveys in Steensby Inlet and Tasiujaq in 2024 to support baseline data collection. Surveys incorporated Inuit input and technical advice. Results are under analysis and will inform future monitoring and mitigation planning.
120. Ensure, subject to vessel and human safety, that all Project shipping adhere to mitigation measures outlined in the condition for the protection of marine wildlife.	<b>Milne Port and Mine Site</b>	<i>2024 Daily Ship Tracks with Ice Imagery (Appendix G.6.1, 2024 Annual Report)</i> (NIRB Doc IDs: 355556-355561)		In Compliance	In Compliance	Baffinland continues to implement mitigation measures to reduce disturbance to marine mammals, including maintaining steady course and speed, giving wildlife right of way, and stopping vessel movement when necessary. See <i>T&amp;C 103 for further discussion.</i>
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
121. Immediately report any accidental contact by Project vessels with marine mammals or seabird colonies to DFO and ECCC.	<b>Milne Port and Mine Site</b>	<i>Draft Shipping and Marine Wildlife Management Plan (2022)</i> (NIRB Doc ID: <a href="#">344991</a> )	DFO ECCC	In Compliance	In Compliance	No marine mammal or seabird strikes were reported in 2024. Baffinland continues to follow its SMWMP.
	<b>Steensby Port</b>		DFO ECCC	Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
122. Summarize and report annually to the NIRB regarding accidental contact by Project vessels with marine mammals or seabird colonies through the applicable monitoring report.	<b>Milne Port and Mine Site</b>	<i>Draft Shipping and Marine Wildlife Management Plan (2022)</i> (NIRB Doc ID: <a href="#">344991</a> )		In Compliance	In Compliance	No incidents occurred in 2024, and no notifications were required.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
123. Provide sufficient marine mammal observer coverage on Project vessels to ensure that collisions with marine mammals and seabird colonies are observed and reported throughout the lifecycle of the Project. The marine wildlife observer protocol should include those items outlined in the condition.	<b>Milne Port and Mine Site</b>			In Compliance	Deficient	In 2024, Baffinland did not deploy dedicated marine mammal observers on project vessels. While incidental sightings were collected by ore carrier crews through the MMON program. See <i>T&amp;C 106</i> .
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
124. Prohibit all Project employees from recreational boating, fishing and harvesting of marine wildlife in Project		<i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, 2024)		In Compliance	In Compliance	Baffinland continues to enforce its prohibition on recreational boating, fishing, and harvesting by project personnel through site orientation, cultural awareness training, and the Hunting and Fishing Policy. No incidents of unauthorized harvesting by

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
areas, including Steensby and Milne Inlets.		<i>Annual Report</i> ) (NIRB Doc IDs: 355552-355555)  <i>Environmental Protection Plan (2021)</i> (NIRB Doc ID: <a href="#">335176</a> )				employees were reported in 2024. Scientific fish surveys were conducted under approved permits.
125. Prior to the use of acoustic deterrent devices, carry out consultations with communities along the shipping routes and nearest to Steensby and Milne Inlet Ports to assess acceptability of the devices.	<b>Milne Port and Mine Site</b>			Not Applicable	Not Applicable	No acoustic deterrents have been used by the Project to date.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
125.(a) Consult with potentially affected communities and groups, particularly the Hunters and Trappers Organizations regarding the identification of Project vessel anchor sites and potential areas of temporary refuge for Project vessels along the shipping routes within the Nunavut Settlement Area. Feedback from the consultation should be incorporated.	<b>Milne Port and Mine Site</b>	<i>Marine Shipping and Vessel Management Report (2024)</i> (NIRB Doc ID: <a href="#">351072</a> )  <i>Northern Shipping Corridor Anchorage Locations</i> (2020)  Memo Re Baffinland Vessel Traffic and Anchorage Study Report (NIRB Doc ID: <a href="#">324946</a> )		In Compliance	In Compliance	Baffinland has continued engagement with Pond Inlet and the MHTO regarding anchorage concerns. Baffinland completed an anchorage options analysis and presented findings to communities. In 2024, one (1) vessel drifted due to unsafe anchoring conditions at Ragged Island, which was discussed with stakeholders.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
126.Design monitoring programs to ensure that local users of the marine area in communities along the shipping route have opportunity to be engaged throughout the life of the Project in assisting with monitoring and evaluating potential Project-induced impacts and changes in marine mammal distributions.	<b>Milne Port and Mine Site</b>	<i>2024 Engagement Record (Appendix B.1, 2024 Annual Report) (NIRB Doc ID: <a href="#">355502</a>)</i>		In Compliance	In Compliance	In 2024, Baffinland employed 10 Inuit participants from four (4) North Baffin communities for marine monitoring roles. Additionally, 12 Shipping Monitors in Pond Inlet supported vessel tracking and community communication. Participation was lower than previous years due to reduced program scope.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
127.Ensure that communities and groups in Nunavik are kept informed of Project shipping activities and are provided with opportunity to participate in the continued development and refinement of shipping related monitoring and mitigation plans.	<b>Steensby Port</b>			Not Applicable	Not Applicable	No shipping occurred in 2024. Baffinland engaged Makivvik Corporation and continues to include Nunavik representation in the MEWG.
128.Consult with local communities as fish habitat off-setting options are being considered and demonstrate incorporation	<b>Milne Port and Mine Site</b>	<i>Year 5 Freight Dock Offset Habitat Monitoring Report (Appendix G.6.6, 2024 Annual Report) (NIRB Doc ID: <a href="#">355577</a>)</i>		In Compliance	In Compliance	Monitoring results from the Freight Dock offset habitat were completed in 2024 and will be reviewed at the next MEWG meeting.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
of this input in the design of the Fish Habitat Off-Setting Plan.	<b>Steensby Port</b>	<i>Fish Offsetting Community Engagement</i> (Appendix B.4.3, 2024 Annual Report) (NIRB Doc ID: <a href="#">355509</a> )				Baffinland engaged five (5) North Baffin communities throughout 2024 to inform offsetting plans. Community input was incorporated into a revised plan submitted to DFO in early 2025.
		<i>Steensby Community Engagement Summary Oct-Dec 2024</i> (Appendix B.4.5, 2024 Annual Report) (NIRB Doc ID: <a href="#">355511</a> )		Not Applicable	Not Applicable	
		<i>Steensby Community Engagement Summary Nov 2023 - March 2024</i> (Appendix B.4.1, 2024 Annual Report) (NIRB Doc ID: 355505-355507)				
Population Demographics						
129. Encouraged to engage in the work of the Qikiqtaaluk Socio-Economic Monitoring Committee along with other agencies and affected communities, endeavoring to identify areas of mutual interest into a collaborative monitoring framework that includes socio-economic priorities related to the Project, communities and the North Baffin region as a whole.		<i>2024 Socio-Economic Monitoring Report</i> (Appendix G.7.1, 2024 Annual Report) (NIRB Doc ID: <a href="#">355579</a> )  <i>2025 Mary River SEMWG Terms of Reference</i> (Appendix C.6, 2024	QSEMC	In Compliance	Deficient - In Progress	Baffinland continues to engage with the QSEMC and the Mary River Socio-Economic Monitoring Working Group (SEMWG). While the QSEMC did not meet in 2024, Baffinland participated in the SEMWG meeting in November 2024 and presented updates on socio-economic monitoring. Feedback from members was incorporated into the updated Terms of Reference.  The NIRB encourages continued participation in future QSEMC meetings and the ongoing implementation of the Inuit

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	<i>Annual Report</i> ) (NIRB Doc ID: <a href="#">355517</a> )				Employee Survey to support long-term socio-economic monitoring.
130. Consider establishing and coordinating with smaller socio-economic working groups to meet Project specific monitoring requirements throughout the life of the Project.	<p><i>2025 Mary River SEMWG Terms of Reference</i> (Appendix C.6, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355517</a>)</p> <p><i>2024 Socio-Economic Monitoring Report</i> (Appendix G.7.1, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355579</a>)</p>		In Compliance	In Compliance	Baffinland continues to maintain and engage the SEMWG, incorporating stakeholder feedback into its monitoring program. The Terms of Reference was updated in 2024. While the Inuit Employee Survey was not administered in 2024, Baffinland confirmed in its response to comments that the survey is planned for implementation in 2025.
131. The Qikiqtaaluk Socio-Economic Monitoring committee is encouraged to engage in monitoring of demographic changes including the movement of people into and out of the North Baffin communities and the territory.	<p><i>DRAFT Socio-Economic Monitoring Plan</i> (2019) (NIRB Doc ID: <a href="#">349411</a>)</p> <p><i>2024 Socio-Economic Monitoring Report</i> (Appendix G.7.1, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355579</a>)</p>	QSEMC	In Compliance	Deficient - In Progress	<p>The QSEMC did not meet in 2024.</p> <p>Baffinland continues to monitor demographic indicators through its Socio-Economic Monitoring Plan, including migration trends, population estimates, and employee survey data. No employee migration was reported in 2024.</p>
132. Encouraged to partner with other agencies in the North Baffin region, the Municipal Training Organization and the Government of Nunavut in developing/implementing programs which encourage Inuit to remain living in their home communities while seeking	<i>2024 List of Training Programs</i> (Appendix G.7.2, <i>2024 Annual Report</i> ) (NIRB Doc ID: <a href="#">355580</a> )	Hamlet(s) MTO GN	In Compliance	In Compliance	In 2024, Baffinland partnered with local agencies including Nunavut Arctic College (NAC), Hamlet organizations, and the GN to deliver 18 Work Ready Program sessions across six (6) communities, reaching 124 participants.

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
ongoing and progressive training and development.	<p><i>DRAFT Socio-Economic Monitoring Plan (2019)</i> (NIRB Doc ID: <a href="#">349411</a>)</p> <p><i>2024 Socio-Economic Monitoring Report</i> (Appendix G.7.1, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355579</a>)</p>				
133. Encouraged to work with the Qikiqtaaluk Socio-Economic Monitoring committee and with the Government of Nunavut and other relevant stakeholders to design and implement a voluntary survey to be completed by its employees on an annual basis in order to track housing status and migration intentions. Non-confidential findings are to be reported to the Government of Nunavut and the NIRB.	<p><i>DRAFT Socio-Economic Monitoring Plan (2019)</i> (NIRB Doc ID: <a href="#">349411</a>)</p> <p><i>2024 Socio-Economic Monitoring Report</i> (Appendix G.7.1, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355579</a>)</p>	QSEMC GN	In Compliance	Deficient - In Progress	Baffinland administered its annual Inuit Employee Survey in late 2023 with support from Community Liaison Officers and input from the SEMWG, which includes GN and QIA. The survey collected data on housing status, migration intentions, and address changes, with a 22% response rate. Results were incorporated into the Socio-Economic Monitoring Report.
134. Provide in the annual report to the NIRB a summary of employee origin information including information outlined in the condition.	<p><i>DRAFT Socio-Economic Monitoring Plan (2019)</i> (NIRB Doc ID: <a href="#">349411</a>)</p> <p><i>2024 Socio-Economic Monitoring Report</i> (Appendix G.7.1, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355579</a>)</p>		In Compliance	In Compliance	Baffinland reported employee origin data in its 2024 Socio-Economic Monitoring Report using Full-Time Equivalents (FTEs). There were 262 Inuit FTEs, including 142 from North Baffin communities and 62 from Iqaluit. Most non-Inuit FTEs were from Ontario, Newfoundland, and Nova Scotia. Three (3) non-Inuit contractor FTEs were based outside Canada.
Training and Education					

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
135. Encouraged to consider offering additional options for work/study programs available to Project employees.		QIA	In Compliance	In Compliance	Baffinland continues to support the Q-STEP Inuit Training and Development Program in partnership with QIA and GC 2024, five (5) Inuit apprentices attended technical training, contributing to over 13,000 training hours. Off-site heavy equipment training was also provided
136. Encouraged to work with training organizations and/or government departments offering mine-related or other training in order to provide additional training opportunities for employees which are transferable and meaningful.		QIA MTO GN	In Compliance	In Compliance	In 2024, Baffinland provided 36,032 hours of Inuit training, representing 32.5% of total training hours. Employees received certifications in Standard First Aid with CPR/AED, Mine Rescue, WHMIS, TDG, and WSCC Supervisor training. These credentials are transferable beyond the Mary River Project. Apprenticeship programs continued in partnership with GN.
137. Prior to construction, develop an easy referenced listing of formal certificates and licenses that may be acquired via on-site training or training during employment at Mary River. Listing to be updated on an annual basis, provided to the NIRB upon completion and whenever it is revised.	<i>2024 List of Training Programs (Appendix G.7.2, 2024 Annual Report)</i> (NIRB Doc ID: <a href="#">355580</a> )		In Compliance	In Compliance	Baffinland maintains and updates a listing of formal certificates and licences available through on-site training. The list is provided annually to the NIRB.
138. Encouraged to work with the Qikiqtani Inuit Association to ensure timely development of effective Inuit training and work-ready programs.		QIA	In Compliance	In Compliance	Baffinland continues to collaborate with QIA through the Q-STEP Inuit Training and Development Program, supporting pre-trades and apprenticeship training. In 2024, two (2) employees completed heavy equipment training in partnership with QIA, and ten Inuit apprentices were registered across various trades.
139. Prior to construction, undertake and provide results of a detailed labor market analysis which provides quantitative predictions on the number of employees to be sourced from	<i>Qikiqtani Labour Market Analysis (2014)</i> (NIRB Doc ID: <a href="#">291437</a> )		In Compliance	In Compliance	Baffinland prioritizes Inuit hiring and collaborates with QIA on labour market studies. While the triannual Qikiqtani Labour Market Analysis (QLMA) was last completed in 2021, planning for a targeted update began in 2024, with implementation expected in early 2025.

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
southern Canada and foreign markets. Within 90 days of receipt of the Project Certificate, submission of an updated labor market analysis must be submitted.	<i>Qikiqtani Labour Market Analysis (2021)</i>				
140. Encouraged to survey Nunavummiut employees as they are hired and specifically note the level of education obtained and whether the incoming employee resigned or left an educational institute to take up employment with the Project.	<p><i>DRAFT Socio-Economic Monitoring Plan (2019)</i> (NIRB Doc ID: <a href="#">349411</a>)</p> <p><i>2024 Socio-Economic Monitoring Report</i> (Appendix G.7.1, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355579</a>)</p> <p><i>Mary River Inuit Employee Survey Report 2023</i> (NIRB Doc ID: <a href="#">349806</a>)</p>		In Compliance	In Compliance	Baffinland collects education and employment status data through its online application system and the Inuit Employee Survey. In 2023, 32% of respondents indicated they resigned from a previous job to join the Project, and 9% had suspended education. The Inuit Employee Survey was not administered in 2024. Baffinland plans to continue administering the survey in 2025.
141. Prior to construction, encouraged to work with the Qikiqtani Inuit Association in order to prioritize the provision of training of Inuit to serve as employees in monitoring or other such capacities.	<i>2024 Socio-Economic Monitoring Report</i> (Appendix G.7.1, <i>2024 Annual Report</i> ) (NIRB Doc ID: <a href="#">355579</a> )		In Compliance	In Compliance	Baffinland continues to collaborate with QIA under the IIBA to support Inuit training for monitoring and other roles. Programs include Q-STEP, Work Ready, internships, and leadership development.
<b>Livelihood and Employment</b>					
142. Encouraged to address the potential direct and indirect effects that may result from Project employees on-site use of various Inuktitut dialects as well as other spoken languages.	<i>2024 Socio-Economic Monitoring Report</i> (Appendix G.7.1, <i>2024 Annual Report</i> ) (NIRB Doc ID: <a href="#">355579</a> )		In Compliance	In Compliance	Baffinland monitors language use through the Inuit Employee Survey. In 2023, 86% of respondents reported speaking both Inuktitut and English, with 5% identifying as unilingual Inuktitut speakers. The Inuit Employee Survey was not administered in 2024. Baffinland plans to continue administering the survey in 2025.

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	<i>Mary River Inuit Employee Survey Report 2023</i> (NIRB Doc ID: <a href="#">349806</a> )				
143. Encouraged to consider the use of both existing and innovative technologies to ensure Project employees are able to contact their family and friends.			In Compliance	In Compliance	Baffinland provides free internet and telephone access in accommodation rooms and common areas to support employee communication with family and friends. Desktop computers and private offices are available for confidential calls.
144. Encouraged to make requirements for employment clear in its work-readiness and other programs and documentation.			In Compliance	In Compliance	Employment prerequisites including education, background checks, drug and alcohol policies, and language requirements are clearly communicated through job postings, Community Liaison Officers, Work Ready Program, and pre-screening interviews.
145. Encouraged to work with the Government of Nunavut and the Qikiqtaaluk Socio-Economic Monitoring committee to monitor the barriers to employment for women.	<i>2024 Socio-Economic Monitoring Report</i> (Appendix G.7.1, <i>2024 Annual Report</i> ) (NIRB Doc ID: <a href="#">355579</a> )  <i>2024 List of Training Programs</i> (Appendix G.7.2, <i>2024 Annual Report</i> ) (NIRB Doc ID: <a href="#">355580</a> )	QSEMC GN	In Compliance	In Compliance	Baffinland continues to address barriers to employment for Inuit women through the IIBA and the Arnait Action Plan. In 2024, Inuit women represented 33% of the Inuit workforce, with 83 FTEs, an increase from 2023.
146. The Government of Nunavut and the Qikiqtani Inuit Association are encouraged to investigate the possibility for Project revenue streams to support initiatives or programs which offset or subsidize childcare for Project employees.		QIA GN	Deficient - In Progress	Non-Compliant	This term is directed to the GN and QIA. No information was received in 2024. The NIRB reminds GN and QIA that they are the responsible parties under this T&C.

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
147. Encouraged to work with the Government of Nunavut and the Nunavut Housing Corporation to investigate options and incentives which might enable and provide incentive for employees living in social housing to maintain employment as well as to negotiate for an obtain manageable rental rates.	<i>2024 Socio-Economic Monitoring Report</i> (Appendix G.7.1, <i>2024 Annual Report</i> ) (NIRB Doc ID: <a href="#">355579</a> )	GN	In Compliance	In Compliance	Baffinland continues to engage with the GN-NHC through the QSEMC and SEMWG. Baffinland also supports financial literacy training through the Work Ready Program.
Benefits, Royalties and Taxation					
148. Encouraged to undertake collaborative monitoring in conjunction with the Qikiqtaaluk Socio-economic Monitoring committee's monitoring program which addresses Project harvesting interactions and food security and broad indicators of dietary habits.	<i>2024 Socio-Economic Monitoring Report</i> (Appendix G.7.1, <i>2024 Annual Report</i> ) (NIRB Doc ID: <a href="#">355579</a> )  <i>Mary River Inuit Employee Survey Report 2023</i> (NIRB Doc ID: <a href="#">349806</a> )	QSEMC	In Compliance	In Compliance	Baffinland tracks harvesting and food security through its Socio-Economic Monitoring Plan and Inuit Employee Survey. The 2023 Inuit Employee Survey included a new question on food security, helping to address previous data gaps. While trends are difficult to assess due to changes in survey methodology, findings suggest food insecurity remains a concern for many Inuit in Nunavut.
149. Prior to operations, required to undertake an analysis of the risk of temporary mine closure giving consideration to the effects of such to the North Baffin region.	<i>Temporary Closure Planning: Socio-Economic Considerations</i> (2022) (NIRB Doc ID: <a href="#">350997</a> )  <i>Potential Effects of a Mine Closure</i> (2014) (NIRB Doc ID: <a href="#">291859</a> )		Completed	Completed	Baffinland submitted a socio-economic risk analysis for temporary mine closure in 2022, informed by engagement with communities and stakeholders. Given the moderate to high risk profile identified, Baffinland implemented proactive measures including employment insurance coordination and counselling services.

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
150.Ensure that specific conditions are met in regard to Sirmilik National Park, as outlined in the condition.	<i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, <i>2024 Annual Report</i> ) (NIRB Doc IDs: 355552-355555)	PC	In Compliance	In Compliance	Baffinland continues to share vessel tracking data publicly and informs Parks Canada of shipping activity through multiple channels. Pilots are briefed on minimum flight altitudes, and compliance is monitored annually. No marine mammal aerial surveys occurred in 2024, but future surveys will follow altitude guidelines.
151.Encouraged to investigate measures and programs designed to assist Project employees with home ownership or access to affordable housing options.			In Compliance	In Compliance	Baffinland continues to engage with the GN and NHC on housing issues and provides financial literacy training to employees. The 2023 Inuit Employee Survey showed that most respondents (81%) had no change in housing status since gaining employment, and no respondents reported purchasing a home.
152.The Qikiqtani Inuit Association is encouraged to provide the Board and the Qikiqtaaluk Socio-Economic Monitoring committee which information regarding the effectiveness of any provisions within the Inuit Impact Benefit Agreement which may require that larger contracts are broken into smaller contracts.		QIA	Deficient - In Progress	Non-Compliant	This T&C is directed to QIA, and no information was received. The NIRB reminds QIA that it is the responsible party under this T&C.  Baffinland reports ongoing support for Inuit Firm participation through IIBA provisions.
<b>Human Health and Wellbeing</b>					
153.Encouraged to employ a mental health professional to provide counselling to Inuit and non-Inuit employees in order to positively contribute toward employee health and well-being.			In Compliance	In Compliance	Baffinland continues to provide mental health support through Employee and Family Assistance Program (EFAP), on-site counsellors, and Inuit Cultural Advisors. In 2024, two mental health counsellors were available 24/7. The Community Counsellor Program also continues to offer culturally relevant support in impacted communities.
154.Work with the Government of Nunavut and the Qikiqtaaluk Socio-Economic		QSEMC GN	In Compliance	In Compliance	Baffinland reports on potential indirect effects through its Socio-Economic Monitoring Report (SEMR). In 2024, 21 drug

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
committee to monitor potential indirect effects of the projects.					and alcohol-related contraband infractions were recorded, up from 14 in 2023. All infractions are addressed through strict enforcement of site policies.
155. Encouraged to provide the NIRB with an updated report on its development of mitigation measures and plans to deal with potential cultural conflicts which may occur at site.			In Compliance	In Compliance	Baffinland continues to promote cultural understanding through activities like Inukshuk making and sewing events involving both Inuit and non-Inuit employees. On-site Cultural Advisors and wellness programs support Inuit employees in culturally safe spaces.
156. Encouraged to assist with the provision and/or support of recreation programs and opportunities within the potentially affected communities in order to mitigate potential impacts of employees' absence from home and community life.			In Compliance	In Compliance	Baffinland supports recreation and wellness in North Baffin communities through the IIBA's community fund and targeted donations. While new donations are currently paused due to operational uncertainty, Baffinland's long-term commitment to community well-being is noted and encouraged.
157. Consider providing counselling and access to treatment programs for addictions, domestic parenting, and marital issues that affect employees and/or their families.			In Compliance	In Compliance	<i>See T&amp;C 153 for discussion on this topic.</i>
<b>Community Infrastructure</b>					
158. Encouraged to work with the Government of Nunavut and other relevant parties to develop a Human Health Working Group.		GN	In Compliance	In Compliance	Baffinland continues to engage with the GN through the QSEMC, SEMWG, and a health services MoU. Baffinland monitors indicators related to pressures on health services, including clinic visits and social assistance rates.
159. Encouraged to work with the Government of Nunavut to develop an effects monitoring program that captures increases to community based		GN	In Compliance	In Compliance	Baffinland monitors infrastructure pressures through its Socio-Economic Monitoring Report and engages with GN and local committees. Baffinland also provides annual fuel estimates to the GN.

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
and airport infrastructure in the local study area and Iqaluit.					
160.The Government of Nunavut and the Qikiqtani Inuit Association are encouraged to cooperate to ensure that benefits are in a broad sense distributed across impacted communities and demographic groups that best offsets Project related impacts to infrastructure or services.		QIA GN	Deficient - In Progress	Non-Compliant	This term is directed to the GN and QIA. No information was received in 2024. The NIRB reminds GN and QIA that they are the responsible parties under this T&C.
161.The Government of Nunavut should be prepared for the potential need for increased policing to handle on-going Project related demographic changes in subsequent crime prevention.	<i>DRAFT Socio-Economic Monitoring Plan (2019)</i> (NIRB Doc ID: <a href="#">349411</a> )	GN RCMP	Deficient - In Progress	Non-Compliant	This term is directed to the GN. No information was received in 2024. The NIRB reminds GN that it is the responsible party under this T&C.  Baffinland engages with GN through SEMP, and RCMP detachments in the North Baffin communities on an as-needed basis.
Culture, Resources and Land Use					
162.Make all reasonable efforts to engage Elders and community members of the North Baffin communities for input into monitoring programs and mitigative measures to ensure that they are informed by traditional activities, cultural resources and land-use.	<i>2024 Shipping Season Meeting Records</i> (Appendix B.2, <i>2024 Annual Report</i> ) (NIRB Doc ID: <a href="#">355503</a> )  <i>MEWG Meeting Records Report</i> (Appendix C.1, <i>2024 Annual Report</i> ) (NIRB Doc ID: <a href="#">355512</a> )  <i>TEWG Meeting Records Report</i> (Appendix C.2,	Elders Community(ies)	In Compliance	In Compliance	Baffinland continues to engage Elders and community members across North Baffin through meetings, cultural events, and participation in TEWG and MEWG. Inuit Knowledge Holders and Community Relations Guides provide culturally grounded input and help integrate Inuit Qaujimajatuqangit into Project activities.

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	<p><i>2024 Annual Report</i> (NIRB Doc ID: <a href="#">355513</a>)</p>				
<p>163. Continue to engage and consult with the communities of the North Baffin region to ensure that Nunavummiut are kept informed about Project activities.</p>	<p><i>TEWG Meeting Records Report</i> (Appendix C.2, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355513</a>)</p> <p><i>MEWG Meeting Records Report</i> (Appendix C.1, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355512</a>)</p> <p><i>2024 Engagement Record</i> (Appendix B.1, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355502</a>)</p>	<p>Community(ies)</p>	<p>In Compliance</p>	<p>In Compliance</p>	<p>Baffinland maintains regular engagement with North Baffin communities to inform and adapt Project management and monitoring. In 2024, this included meetings, radio shows, and a significant gathering at Ikpikitturjuaq with Elders and stakeholders to discuss the Steensby Component.</p>
<p>164. Make all reasonable efforts to engage Elders and community members of the North Baffin communities for input into monitoring programs and mitigative measures to ensure that they are informed by traditional activities, cultural resources and land-use.</p>	<p><i>2024 Shipping Season Meeting Records</i> (Appendix B.2, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355503</a>)</p> <p><i>MEWG Meeting Records Report</i> (Appendix C.1, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355512</a>)</p> <p><i>TEWG Meeting Records Report</i> (Appendix C.2, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355513</a>)</p>	<p>Elders Community(ies)</p>	<p>In Compliance</p>	<p>In Compliance</p>	<p>Baffinland continues to engage Elders and community members across North Baffin through meetings, cultural events, and participation in TEWG and MEWG. Inuit Knowledge Holders and Community Relations Guides provide culturally grounded input and help integrate Inuit Qaujimajatuqangit into Project activities.</p>

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
165. Encouraged to provide buildings along the rail line and Tote Road for emergency shelter purposes to be made available for employees and land users of the area.	Milne Port and Mine Site	<i>DRAFT Roads Management Plan (2023)</i> (NIRB Doc ID: <a href="#">344990</a> )	Elders Community(ies)	In Compliance	In Compliance	Baffinland maintains four (4) refuge stations and 11 heated seacans along the Tote Road for emergency use by employees and land users. These shelters are equipped with essential supplies and communication tools. The Emergency Response Team remains active and supported four (4) search-and-rescue incidents in 2024.
	Steensby Port	<i>Emergency Response Plan (2020)</i> (NIRB Doc ID: <a href="#">350877</a> )		Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
166. Ensure through consultation efforts and public awareness campaigns that the public has access to shipping operations personnel for transits into and out of Steensby and Milne ports via telephone or internet contact to ensure information regarding ice conditions and ship movements can be shared.	Milne Port and Mine Site	<i>2024 Shipping Fact Sheet (Appendix B.3, 2024 Annual Report)</i> (NIRB Doc ID: <a href="#">355504</a> )		In Compliance	In Compliance	Baffinland provides public access to shipping personnel via phone, email, and in-person contact with Pond Inlet-based Shipping Monitors. Updated contact details are shared through brochures, radio shows, and community meetings.
	Steensby Port			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
<b>Benefits, Royalties and Taxation</b>						
167. Encouraged to enter into negotiations for a Development Partnership Agreement (DPA) with the Government of Nunavut.			GN	In Compliance	In Compliance	A formal Development Partnership Agreement with the GN has not been established due to the expiry of the GN's DPA policy. Instead, Baffinland and the GN signed a 2019 MoU focused on employment, training, wellness, and infrastructure.  This T&C is also directed at GN, and no information was received.

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
Governance and Leadership					
168. Include the aspects outlined in the condition into the monitoring program adopted by the Qikiqtani Socio-Economic Monitoring committee.	<p><i>DRAFT Socio-Economic Monitoring Plan (2019)</i> (NIRB Doc ID: <a href="#">349411</a>)</p> <p><i>2024 Socio-Economic Monitoring Report</i> (Appendix G.7.1, <i>2024 Annual Report</i>) (NIRB Doc ID: <a href="#">355579</a>)</p>	QSEMC	In Compliance	In Compliance	Relevant socio-economic indicators are included in Baffinland’s monitoring program and reported through the annual Socio-Economic Monitoring Report.
169. Provide an annual monitoring summary to the NIRB on the monitoring data collected related to the regional and cumulative economic effects associated with the Project and any proposed mitigation measures.			In Compliance	In Compliance	Baffinland continues to report on economic contributions through its annual monitoring summary. In 2024, 262 Inuit FTEs earned over \$30.6 million, and \$167.3 million in contracts were awarded to Inuit Firms. Since Project inception, over \$2.06 billion in contracts have been awarded. Positive economic impacts are ongoing.
Incidents and Malfunctions					
170. Include updated Terrestrial Wildlife Management and Monitoring Plan plans for increased caribou monitoring efforts including weekly winter track surveys and bi-monthly surveys in the summer and fall.	<b>Milne Port and Mine Site</b>	<p><i>DRAFT Terrestrial Environment Mitigation and Monitoring Plan (2023)</i> (NIRB Doc ID: <a href="#">344993</a>)</p> <p><i>2024 Terrestrial Environment Annual Monitoring Report</i> (Appendix G.5.1, <i>2024 Annual Report</i>) (NIRB Doc IDs: 355552-355555)</p>	In Compliance	In Compliance	Baffinland conducted 13 snow track surveys in 2024, following fresh snowfall and suitable light conditions. While the commitment was to conduct surveys weekly during the snow cover season, environmental limitations affected frequency. No caribou tracks were observed.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
	<b>Steensby Port</b>			Not Applicable	Not Applicable	As this condition relates to the future Steensby railway, which is not yet constructed, the NIRB encourages increased survey frequency during its construction to better assess caribou movement and potential impacts.
171. Include within the updated Terrestrial Wildlife Management and Monitoring Plan, a commitment to establish deterrents along the railway and Tote Road embankments at any areas where the movement of caribou presents a likelihood of mortality to occur.	<b>Milne Port and Mine Site</b>	<i>DRAFT Terrestrial Environment Mitigation and Monitoring Plan (2023)</i> (NIRB Doc ID: <a href="#">344993</a> )  <i>2024 Terrestrial Environment Annual Monitoring Report (Appendix G.5.1, 2024 Annual Report)</i> (NIRB Doc IDs: 355552-355555)		In Compliance	In Compliance	Potential caribou movement areas along the Tote Road are monitored through surveys and driver observations. The draft TEMMP outlines mitigation measures, including embankment adjustments.
	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
172. Encouraged to provide the Government of Nunavut with evidence that the vessel intended for use for the overwintering of fuel has been designed and certified for use under the operational conditions.				Not Applicable	Not Applicable	There is no overwintering of fuel associated with the active phase of the Project.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
Proof of vessel owners insurance policies are required.						
173. Employ best practices and meet all regulatory requirements during ship to shore and other marine based fuel transfer events.		<p><i>Oil Pollution Emergency Plan (2024)</i> (NIRB Doc ID: <a href="#">344991</a>)</p> <p><i>Oil Pollution Prevention Plan (2024)</i> (NIRB Doc ID: <a href="#">344991</a>)</p> <p><i>Spill at Sea Response Plan (2015)</i> (NIRB Doc ID: <a href="#">302630</a>)</p>		In Compliance	In Compliance	Baffinland follows Transport Canada-approved plans for fuel transfers at Milne Port, including the OPEP and OPSP. Staff received training in 2024, and a mock spill exercise was conducted. No spills occurred.
174. Provide, as well as the Canadian Coast Guard, spill response equipment and annual training to Nunavut communities along the shipping route.		<p><i>Oil Pollution Emergency Plan (2024)</i> (NIRB Doc ID: <a href="#">344991</a>)</p> <p><i>Oil Pollution Prevention Plan (2024)</i> (NIRB Doc ID: <a href="#">344991</a>)</p> <p><i>Spill at Sea Response Plan (2015)</i> (NIRB Doc ID: <a href="#">302630</a>)</p>	CCG	In Compliance	Deficient	Responsibility for providing spill response equipment and training to communities lies with the Canadian Coast Guard, as confirmed in a 2015 letter to NIRB. To date no information has been received by CCG on this T&C
175. In coordination with the Qikiqtani Inuit Association and the Hunters and Trappers Organizations of the North Baffin communities and Coral Harbour, provide updates to	<b>Steensby Port</b>		QIA HTO(s)	Not Applicable	Not Applicable	Not applicable in 2024. There is no winter shipping during the current phase of the Project. Action on this condition is deferred until Steensby Port development begins.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
<p>the Shipping and Marine Wildlife Management Plan to include adaptive management measures to take should the placement of route markers along the ships track during ice breaking not prove to be feasible for marking the route.</p>						
<p>176. Required to revise its spill planning to include additional trajectory modelling for Hudson Strait, where walrus concentrate, as well as Milne Inlet, Eclipse Sound and Pond Inlet during winter conditions.</p>	<p><b>Milne Port and Mine Site</b></p>	<p><i>Milne Inlet Spill Modeling Report (2015)</i> (NIRB Doc ID: <a href="#">302669</a>)</p> <p><i>Milne Inlet Spill Modeling Report (2018)</i> (NIRB Doc ID: <a href="#">302567</a>)</p> <p><i>Oil Pollution Emergency Plan (2024)</i> (NIRB Doc ID: <a href="#">344991</a>)</p> <p><i>Oil Pollution Prevention Plan (2024)</i> (NIRB Doc ID: <a href="#">344991</a>)</p> <p><i>Spill at Sea Response Plan (2015)</i> (NIRB Doc ID: <a href="#">302630</a>)</p>		<p>In Compliance</p>	<p>In Compliance</p>	<p>Spill modelling for Milne Port was completed in 2015 and informed Baffinland’s Spill at Sea Response Plan.</p>

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
		<i>Spill Contingency Plan (2021)</i> (NIRB Doc ID: <a href="#">350885</a> )				
	<b>Steensby Port</b>			Not Applicable	Not Applicable	In 2024, modelling began for the Steensby Component, covering key areas and seasonal conditions. Results will inform future construction and operational plans.
177.Enroll any foreign flagged vessels commissioned for Project-related shipping within Canadian waters into the relevant foreign program, equivalent to Transport Canada's Marine Safety Delegated Statutory Inspection Program.				In Compliance	In Compliance	Baffinland includes enrollment requirements for foreign-flagged vessels in contract terms. Ship owners are responsible for compliance.
Alternatives Analysis						
178.Subject to safety requirements, require all Project vessels to maintain a route to the south of Mill Island to prevent disturbances to walrus and walrus habitat.	<b>Steensby Port</b>		QIA NIRB MEWG	Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
Operational Flexibility						
179.Not to exceed 20 ore carrier transits to Steensby Port per month during the open water season (242 transits per year).	<b>Steensby Port</b>			Not Applicable	Not Applicable	Development of the Steensby railway and associated facilities has not yet commenced, and commercial shipping operations have not begun.
179.(a) Until December 31, 2024, the total volume of ore shipped through Milne Port must not exceed 6.0 million tonnes				In Compliance	In Compliance	In 2024, Baffinland shipped 6.06 Mt of ore, within the approved limit of 6 Mt plus 0.9 Mt of stranded ore.

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
<p>per annum (Mtpa). Additionally, up to 0.9 Mtpa of "stranded ore" may be shipped during the 2023 and 2024 shipping seasons, using no more than 84 ore carriers per year. After this date, the maximum total volume of ore shipped via Milne Inlet returns to 4.2 Mtpa, unless modified.</p>					
<p>179.(b) Until December 31, 2024, the total volume of ore transported by truck on the Milne Inlet Tote Road may exceed 4.2 million tonnes per year, but must not exceed 6.0 million tonnes in any calendar year. After this date, the maximum total volume of ore transported by truck on the Milne Inlet Tote Road returns to 4.2 million tonnes per year, unless modified.</p>	<p><b>Milne Port and Mine Site</b></p>		<p>In Compliance</p>	<p>In Compliance</p>	<p>In 2024, ~5.9 Mt of ore was trucked along the Tote Road, within the approved limit of 6 Mtpa.</p>
<p>179.(c) Bi-annual Third-Party Performance Audit on Project Certificate N.005 Terms and Conditions and the Inuit Impact Benefit Agreement.</p>	<p><i>Agree-Upon Procedures on the Commitments Audit Protocol Report to the Nunavut Impact Review Board for the period ending June 30, 2024 (NIRB Doc ID: <a href="#">.351726</a>)</i></p>		<p>In Compliance</p>	<p>In Compliance</p>	<p>Baffinland completed two (2) audits in 2024 through BDO Canada LLP. Completion rates were 99% and 100% for Project Certificate commitments, and 98% for IIBA commitments. Audits were submitted on time.</p>

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment	
	Agree-Upon Procedures on the Commitments Audit Protocol Report to the Nunavut Impact Review Board for the period ending December 31, 2024. (NIRB Doc ID: <a href="#">353641</a> )					
Transboundary Effects						
180. The Marine Environment Working Group shall invite a representative from Makivik Corporation to be a member of the group.	<b>Steensby Port</b>	<i>Register of Consultation with Makivvik Corporation (Appendix C.4, 2024 Annual Report) (NIRB Doc ID: <a href="#">355515</a>)</i>  <i>MEWG Meeting Records Report (Appendix C.1, 2024 Annual Report) (NIRB Doc ID: <a href="#">355512</a>)</i>	MEWG	In Compliance	In Compliance	Makivvik Corporation is an active member of the Marine Environment Working Group (MEWG) since its establishment in 2013. In 2024, Makivvik attended all MEWG meetings. Presentation materials and meeting minutes were shared in both Inuktitut and English.
181. Regardless of whether Makivik Corporation participates as a member of the Marine Environment Working Group, the group will provide Makivik with regular updates throughout the life cycle of the project.	<b>Steensby Port</b>	<i>Register of Consultation with Makivvik Corporation (Appendix C.4, 2024 Annual Report) (NIRB Doc ID: <a href="#">355515</a>)</i>  <i>MEWG Meeting Records Report (Appendix C.1, 2024 Annual Report) (NIRB Doc ID: <a href="#">355512</a>)</i>	MEWG	In Compliance	In Compliance	Makivvik Corporation receives regular updates from MEWG, including presentation slides and meeting records in Inuktitut and English, regardless of attendance.

Term and Condition		Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
182. Make available any ship route deviation routes provided to the NIRB to Makivik Corporation.	<b>Steensby Port</b>		Makivik Corporation	Not Applicable	Not Applicable	No ship route deviations occurred in 2024 as the Southern Shipping Route was not used.
Verification of Project Monitoring and Mitigation for Potential Effects on Marine Mammals						
183. Collaborate with the MEWG to improve monitoring and mitigation of the marine environment. The Proponent shall implement any direction from the Department of Fisheries and Oceans Canada (DFO) for any avoidance or mitigation measures including the cessation of any activity of the protection of the marine environment.		<p><i>MEWG Meeting Records Report (Appendix C.1, 2024 Annual Report) (NIRB Doc ID: <a href="#">355512</a>)</i></p> <p><i>Marine Shipping and Vessel Management Report (2024) (NIRB Doc ID: <a href="#">351072</a>)</i></p> <p><i>Draft Shipping and Marine Wildlife Management Plan (2022) (NIRB Doc ID: <a href="#">344991</a>)</i></p>		In Compliance	In Compliance	Baffinland collaborated with MEWG and consulted DFO and Inuit stakeholders to develop and implement marine mitigation strategies. No formal directions were issued by DFO in 2024. No written recommendations were submitted by MEWG members; therefore, a tracking table was not required. Mitigation measures were implemented as outlined in the Shipping and Marine Wildlife Management Plan and discussed during MEWG meetings.
184. Collaboration with the Marine Environment Working Group to review the status of compliance with, and implementation of, all of the Terms and Conditions in Project Certificate No. 005 related to marine environmental protection.				In Compliance	In Compliance	<i>See T&amp;C 77, 179(c), and 183 for discussion on this topic.</i>
185. All project related shipping associated with the Northern Shipping Route shall observe the following conditions,		<i>Draft Shipping and Marine Wildlife Management Plan (2022) (NIRB Doc ID: <a href="#">344991</a>)</i>	NIRB QIA HTO(s) Hamlet(s)	In Compliance	In Compliance	Baffinland complied with all shipping conditions in 2024. Shipping commenced on July 27 after confirming 3/10 ice concentrations. No landfast ice was broken, and shipping

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
subject to the variances and/or exceptions below: 1. To avoid breaking landfast ice at all times during the shipping season. 2. To confirm a continuous path of 3/10th ice concentrations along the Northern Shipping route is prior to shipping. 3. To plan for and cease all shipping from Milne Port by October 31	<i>2024 Shipping Season Meeting Records</i> (Appendix B.2, <i>2024 Annual Report</i> ) (NIRB Doc ID: <a href="#">355503</a> )				ceased by October 26. Pre-season and end-of-season communications were held with community stakeholders.
186. The proponent is required to construct and maintain hunters access route(s) in and around the Milne Inlet Tote Road. The specific location of hunters' access route(s) shall be confirmed based upon input from the Mittimatalik Hunters and Trappers Organization and the Qikiqtani Inuit Association.		QIA HTO(s)	In Compliance	In Progress	Baffinland worked with MHTO to advance the trail modification at KM 13. GPS coordinates were collected and submitted in a Land Use Permit application to CIRNAC in December 2023. The permit was secured, but construction did not proceed in 2024 due to ongoing discussions between QIA and MHTO. A draft Access Route Operations and Maintenance Procedure was shared with QIA in January 2024 and awaits joint approval.
187. The Proponent is required to resource an annual audit of dust impacts and mitigations associated with project activities to be completed by a third party acceptable to the responsible parties.	<i>2024 BIM Dust Audit Annual Report</i> (Appendix G.2.5, <i>2024 Annual Report</i> ) (NIRB Doc IDs: 355536-355538)	QIA GN GC HTO(s)	Deficient - In Progress	In Compliance	Baffinland contracted Nunami Stantec to conduct the 2024 third-party dust audit with the Dust Audit Committee. A site visit was held in April 2024, and the 2024 annual report was submitted to the NIRB in February 2025. The report includes updates on recommendations and implementation progress.
188. Work with TEWG and develop a program for identification of conditions with high risk for dust dispersal and plan for additional mitigation measures that shall be applied at the times the conditions are present.	<i>2024 BIM Dust Audit Annual Report</i> (Appendix G.2.5, <i>2024 Annual Report</i> ) (NIRB Doc IDs: 355536-355538)	QIA GN GC Hamlet(s) HTO(s)	Deficient - In Progress	In Progress	A draft Program for Identifying Conditions with High Risk for Dust Dispersion was shared with the 2023 Annual Report and presented to the Dust Audit Committee in December 2024 and to the TEWG in January 2025. The program includes continuous dust monitoring, visual assessments, meteorological tracking, and the use of dust suppressants.

Term and Condition	Reference Document (s)	Responsible Parties/ Authorities	Compliance 2023-2024	Compliance 2024-2025	NIRB Comment
189. Carry out all commitments listed in Appendix B to this Project Certificate No. 005. Performance of these commitments will be evaluated by an interim Project Monitor appointed on agreement of the Responsible Parties	Mary River Project Certificate No. 005 Appendix B Commitments, Interim Update (Appendix F.2, 202 <i>Annual Report</i> ) (NIRB Doc ID: <a href="#">349718</a> )	QIA	In Compliance	In Compliance	A joint update on Appendix B commitments was submitted to NIRB on March 31, 2024, by Baffinland and QIA. Of the 103 commitments outlined in the document, 41 have been completed, 61 are currently in progress, and 1 is deemed not applicable. At present, only one commitment is considered non-compliant. All remaining commitments are compliant and are being jointly tracked by Baffinland and QIA.

## 3.2. NIRB Site Visit and Public Information Session

### 3.2.1. Site Visit

On July 16-18, 2025, NIRB staff conducted a visit to Mary River. During the site visit, NIRB and Baffinland staff discussed the ongoing operations of the Mary River Project under Project Certificate No. 005, Amendment No. 5. The site appeared generally well-maintained, with adequate environmental protection measures and procedures in place consistent with the Project Certificate and approved Management Plans. Active air monitoring and the dust suppressant trial at the Crusher Facility were discussed. NIRB looks forward to updates on the effectiveness of these measures in reducing dust emissions.

NIRB staff identified the following specific areas for improvement, which were noted in the Site Visit Report<sup>3</sup>:

- Totes containing hazardous waste were observed stored outside of secondary containment. Baffinland staff acknowledged the issue and committed to corrective action. NIRB expects this to be closely monitored moving forward.
- Collapsed culverts at KM 80 of the Tote Road, which were not known at the time of the visit, require urgent, and long-term repair. This, along with ongoing road maintenance challenges following the 2024 rainfall event and soft road conditions north of the mine site, raises concerns about the long-term viability of the road for heavy ore transport.

On September 26, 2025, Baffinland submitted an engineering report on the culverts and plans for their replacement (Doc ID 357442). Communication with Baffinland staff indicated work was planned to be completed by the end of October, 2025.

- Silt curtains were found deteriorated at multiple locations along the Tote Road, and in some cases were full of sediment, reducing their effectiveness in controlling runoff and protecting nearby water bodies.

In a call with Baffinland staff, they indicated the noted silt curtains were being repaired.

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<sup>3</sup> Doc ID: 357398

- Seacans containing potentially hazardous materials were observed with doors open at the Milne Port site, with ravens flying in and out. This poses both environmental and wildlife risks and indicates a need for improved seacan management.

In a call with Baffinland staff, they indicated that site staff were being alerted to the issue of seacan doors being left open.

- Exposed liners were noted at surface water management ponds, which may compromise containment integrity and should be addressed.

### 3.2.2. Public Information Session

Due to lack of accommodations in both Pond Inlet and Igloolik, in-person public information sessions were unable to be carried out. NIRB Staff are currently looking at alternatives to provide updates to the public.

## 4. Findings and Recommendations

### 4.1. Monitoring Findings

Baffinland has generally provided required reporting under the Project Certificate, and as applicable to the current phase of the project. However, as noted in Tables 5 and 6, there are specific incidences of exceedances or non compliances, but include information about the mitigation or plan to be implemented in response. The Board is aware that generally speaking reporting through the annual monitoring report shows that existing plans or mitigation and work by the Proponent and regulators addressed the situations and brought the overall operations into compliance. The NIRB looks forward to updates by Baffinland on these issues.

Despite the specific identified issues, the project is generally functioning in accordance with the Terms and Conditions and Commitments of the Project Certificates with no significant issues raising concerns regarding the impact of the project.

In regard to the annual reporting, the NIRB notes that the volume of material submitted in the annual report is increasing year by year, which is consistent with the reports submitted for other projects within Nunavut. Much of this information is reporting that is required to be reported to regulatory authorities, or is not strictly required to be reported to the NIRB but is relevant to the public interest. This creates both redundancy that may be unnecessary and

an excessive level of documentation in the submitted annual reports that must be reviewed and evaluated by parties. The NIRB will be discussing this issue with Baffinland and other parties.

The NIRB notes that Project Certificate section 4.1 states:

*12. The Proponent shall establish a Project-specific web portal or web page as a means of making all non-confidential monitoring and reporting information associated with the Project available to the general public. This does not limit what the Proponent may be required to submit to the NIRB or other regulatory authorities to meet reporting requirements.<sup>4</sup>*

The existence of an online location for such documents would provide a method which may help address the issue of the volume of material, both redundant and unnecessary, for the NIRB to fulfill its monitoring function, submitted to the NIRB.

### Shipboard Observers

The Board notes that term and condition 106 states that “*The Proponent shall ensure that shipboard observers are employed during seasons where shipping occurs and provided with the means to effectively carry out assigned duties.*”<sup>5</sup> The objective of term and condition 106 is stated as follows: “*To ensure that interactions with marine mammals and Project shipping activities are effectively monitored.*” The text for this term and condition was recommended by the Board during the Board's assessment of the original Mary River Report<sup>6</sup>. The shipboard observer program was initially proposed by Baffinland itself<sup>7</sup>. When identified that Baffinland is not meeting this term and condition, Baffinland indicated that this term and condition remains largely unfulfilled because Baffinland is not using the purpose-built vessels as proposed during the Board's assessment of the original Mary River Project and are encountering difficulties with getting local shipboard observers safely on board the contract vessels being used for project shipping. While the Board recognizes the safety issue that has arisen, the Board remains concerned that both the express requirement of term and condition 106 and the underlying objective of the term and condition are not being met.

## 4.2. Board Recommendations

As noted above, there yet no Project-specific web portal or web page meeting the requirement of 4.1 (12) of the Project Certificate.

**Recommendation 1:** Baffinland shall provide an update within 30 days of receiving the NIRB Monitoring Officers' 2025 Report, on the development of a publicly-accessible Project-specific web portal or web page to make available in a central location all

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<sup>4</sup> Doc ID: 347553, p. 35

<sup>5</sup> Project Certificate 005 Amendment 5, Term and Condition 106

<sup>6</sup> see the discussion in the Final Hearing Report, Sept 14, 2012, p 165

<sup>7</sup> NIRB Final Hearing File No.: 08MN053, Exhibit 66, Baffinland Iron Mines Corporation, Closing Statement, Pond Inlet, July 28, 2012, filed by Baffinland on July 28, 2012

significant non-confidential monitoring and reporting information submitted to Regulatory Authorities pursuant to the Project Certificate and other territorial or federal permits issued for the Project.


**Recommendation 2:** Baffinland shall have a publicly-accessible Project-specific web portal or web page to make available in a central location all significant non-confidential monitoring and reporting information submitted to Regulatory Authorities pursuant to the Project Certificate and other territorial or federal permits issued for the Project in place for the 2026-2027 reporting year.

The Board is additionally recommending the following term and condition regarding the shipboard observer program.

**Recommendation 3:** Baffinland is required to provide an update of the reasonable measures that are being, or could be, taken for Baffinland to meet the requirements of Term and Condition 106 requiring shipboard observers to be onboard when shipping occurs. If Baffinland determines that the shipboard observer program is no longer practicable, the Proponent shall submit for Board consideration an amended term and condition outlining alternative measures to fulfill the objective of Term and Condition 106.

## 5. Conclusion

During the 2023-2024 monitoring period, Baffinland demonstrated compliance with the majority of the applicable requirements of the Mary River Project Certificate. Further, the Proponent is meeting the objectives of monitoring and mitigation plans and procedures put in place for the Project. The Board looks forward to hearing updates from Baffinland, Authorizing Agencies, and other Parties in the coming monitoring year as it continues to track compliance.

Prepared by: Varun Nayak Monitoring Officer	Reviewed by: Keith Morrison Manager Project Monitoring
Keith Morrison Manager Project Monitoring	
Date: November 26, 2025	Date: November 26, 2025
Signature: Varun Nayak 	Signature: Keith Morrison 