



MARY RIVER PROJECT

2024 Socio-Economic Monitoring



Presentation for the 2025 QSEMC Meeting

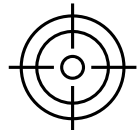


Socio-Economic Monitoring Report: Context

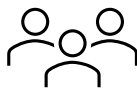
The objectives of the monitoring program identified in the Socio-Economic Monitoring Plan are to:



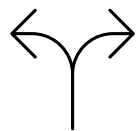
Evaluate the accuracy of selected socio-economic effect predictions presented in the Mary River Project EIS and identify any unanticipated effects.



Identify areas where Baffinland's existing socio-economic mitigation and management programs may not be functioning as anticipated.



Assist regulatory and other agencies in evaluating Baffinland's compliance with socio-economic monitoring requirements for the Project.



Support adaptive management, by identifying potential areas for improvement in socio-economic monitoring and performance, where appropriate.

Baffinland's Valued Socio-Economic Components (VSECs)

Employment and Livelihood

Education and Training

Contracting and Business Opportunities

Population and Migration

Human Health and Wellbeing

Community Infrastructure & Public Services

Cultural Resources

Resource and Land Use

Cultural Well-Being

Economic Development and Self-Reliance

Benefits, Royalty, and Taxation

Governance and Leadership

Employment, Training, and Contracting

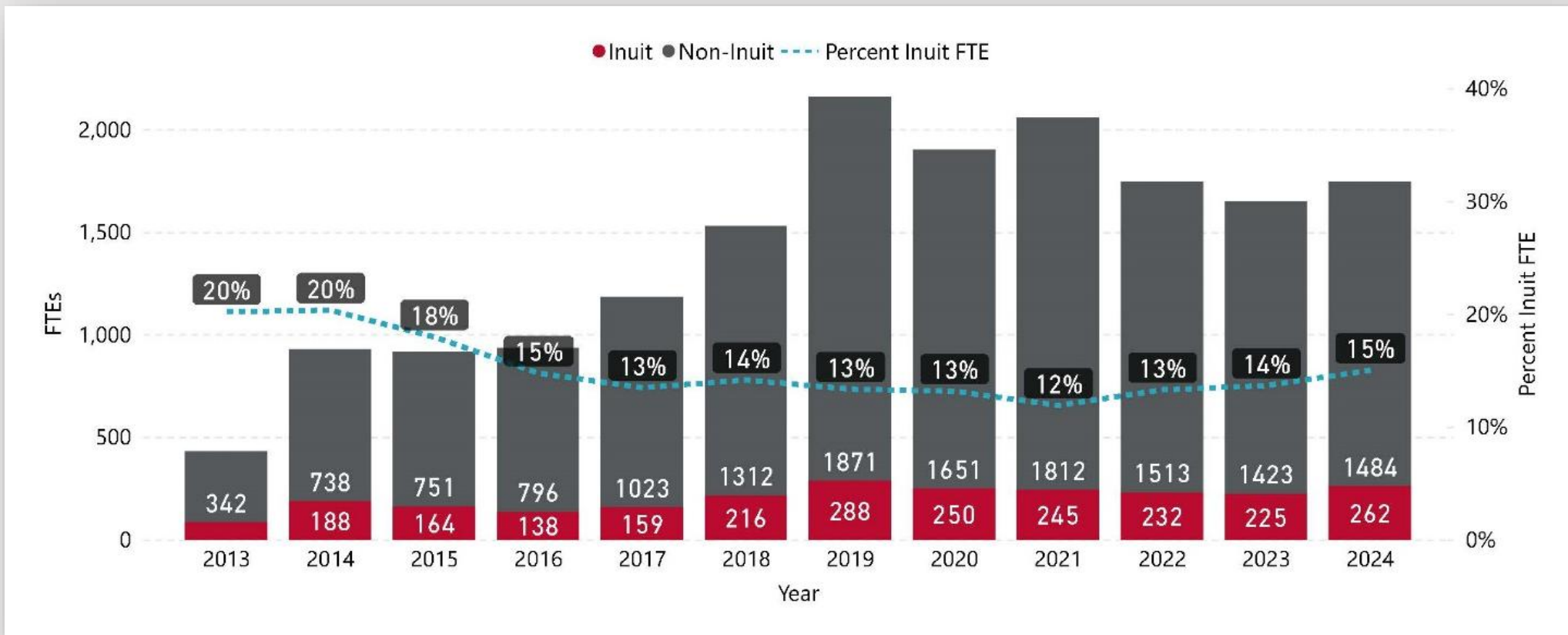


Mary River Inuit and LSA employment



In 2024, 262 Inuit FTEs worked at the Project which represents an increase from 2023. The proportion of workers that are Inuit also increased slightly to 15%.

Baffinland and Contractor FTEs by Inuit Status

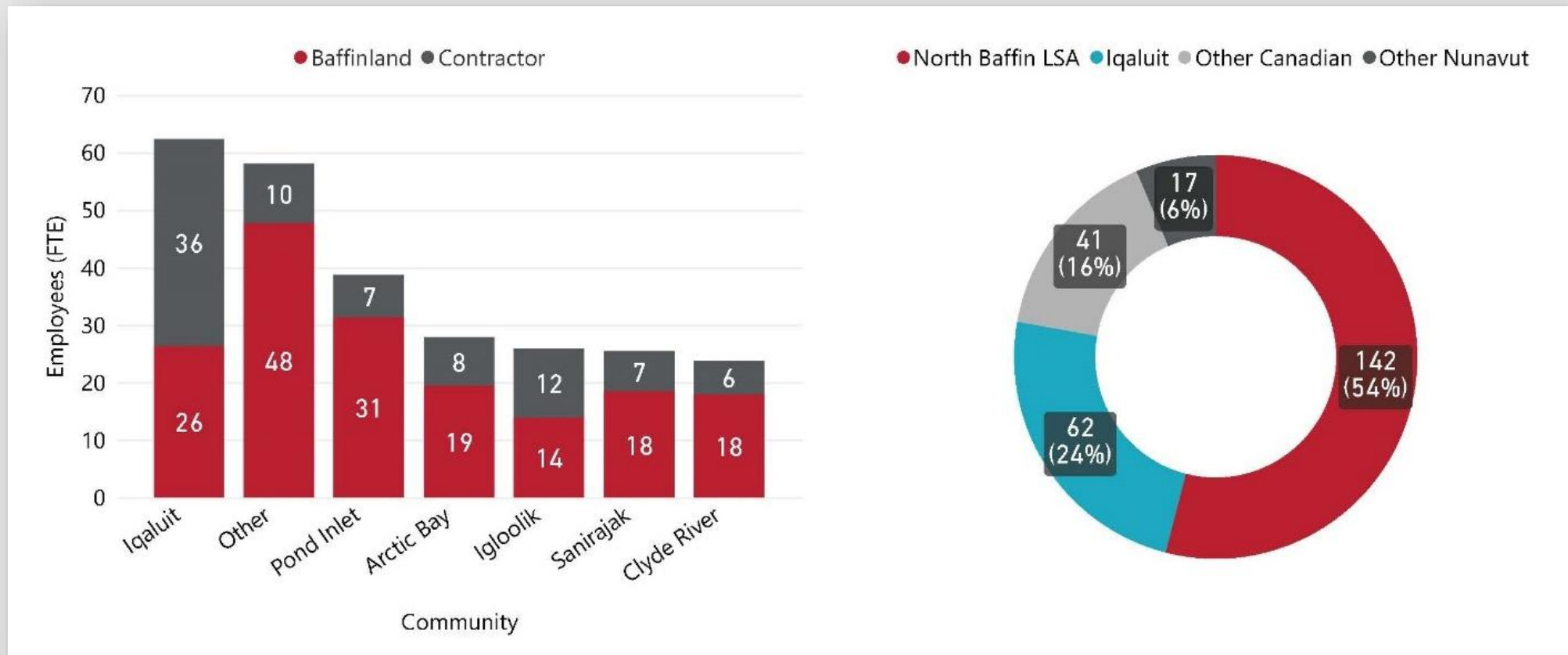


Mary River Inuit and LSA employment



In 2024, 142 of the 262 Baffinland and contractor Inuit employees were based in LSA communities.

Baffinland and contractor Inuit FTEs by community [left] and by location of origin [right] (2024)

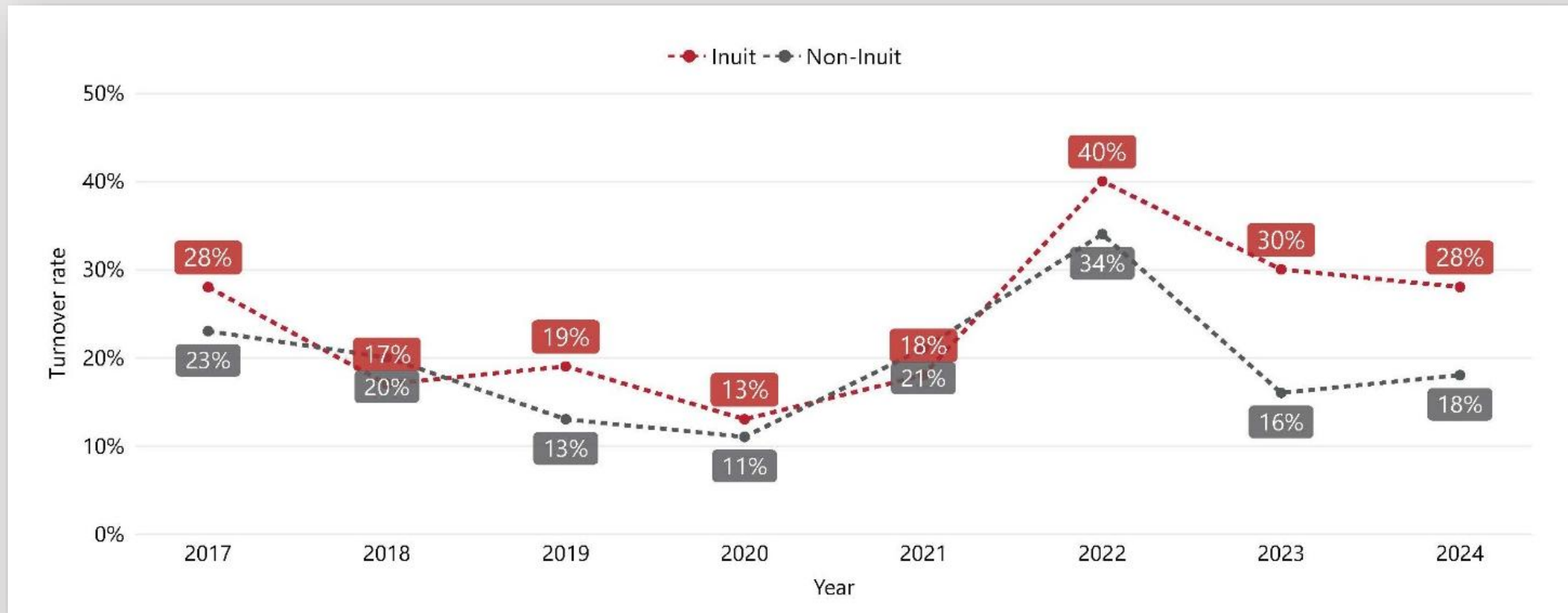


Employee Turnover



In 2024, there were 70 Inuit employee departures, representing a 28% turnover rate. The Inuit turnover rate decreased from 2023 to 2024, while the rate for non-Inuit increased slightly.

Baffinland Turnover Rate (Inuit and non-Inuit)



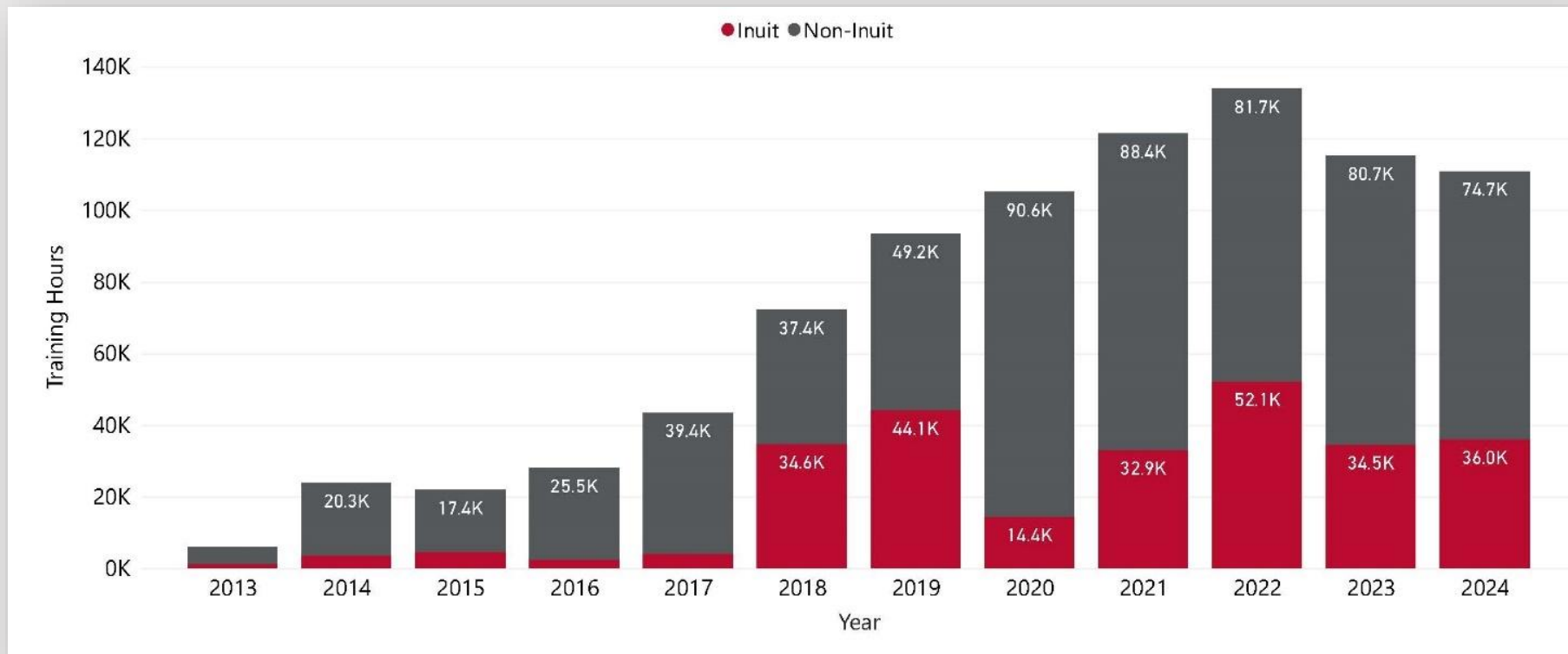
Workforce Training



The absolute hours of training for Inuit increased in 2024, with approximately 33% of total training hours completed by Inuit.

In 2024, there was an increase in community-based Work-Ready Program participants (124, compared to 55 in 2023), and a decrease in on-site Work-Ready Program participants (6 in 2024, compared to 15 in 2023).

Baffinland and contractor training hours by Inuit status (2013 – 2024)

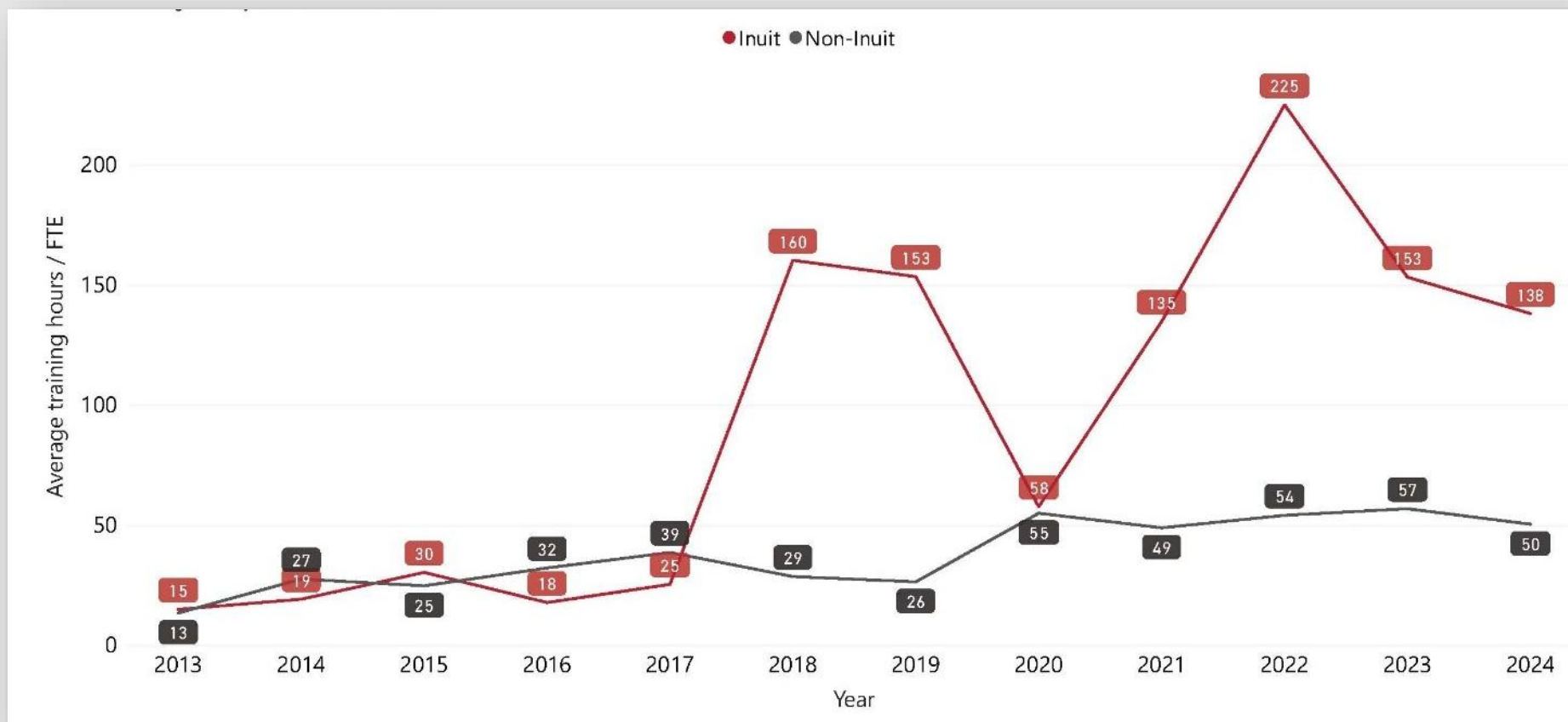


Workforce Training



The average hours of training for Inuit (average training hours per Inuit FTE) and non-Inuit decreased slightly in 2024, from 153 to 138 hours.

Baffinland and contractor average training hours / FTE by Inuit status (2013 – 2024)

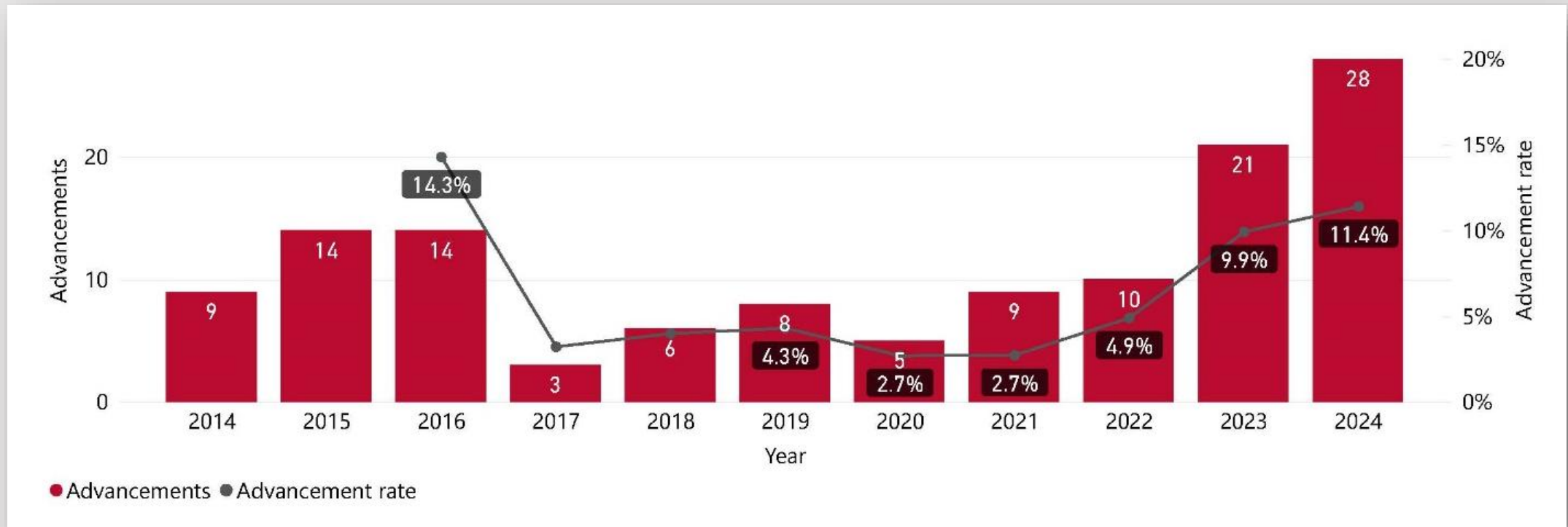


Employee Advancement



A total of 28 Inuit employee promotions occurred in 2024.

Inuit Employee Promotions at Baffinland

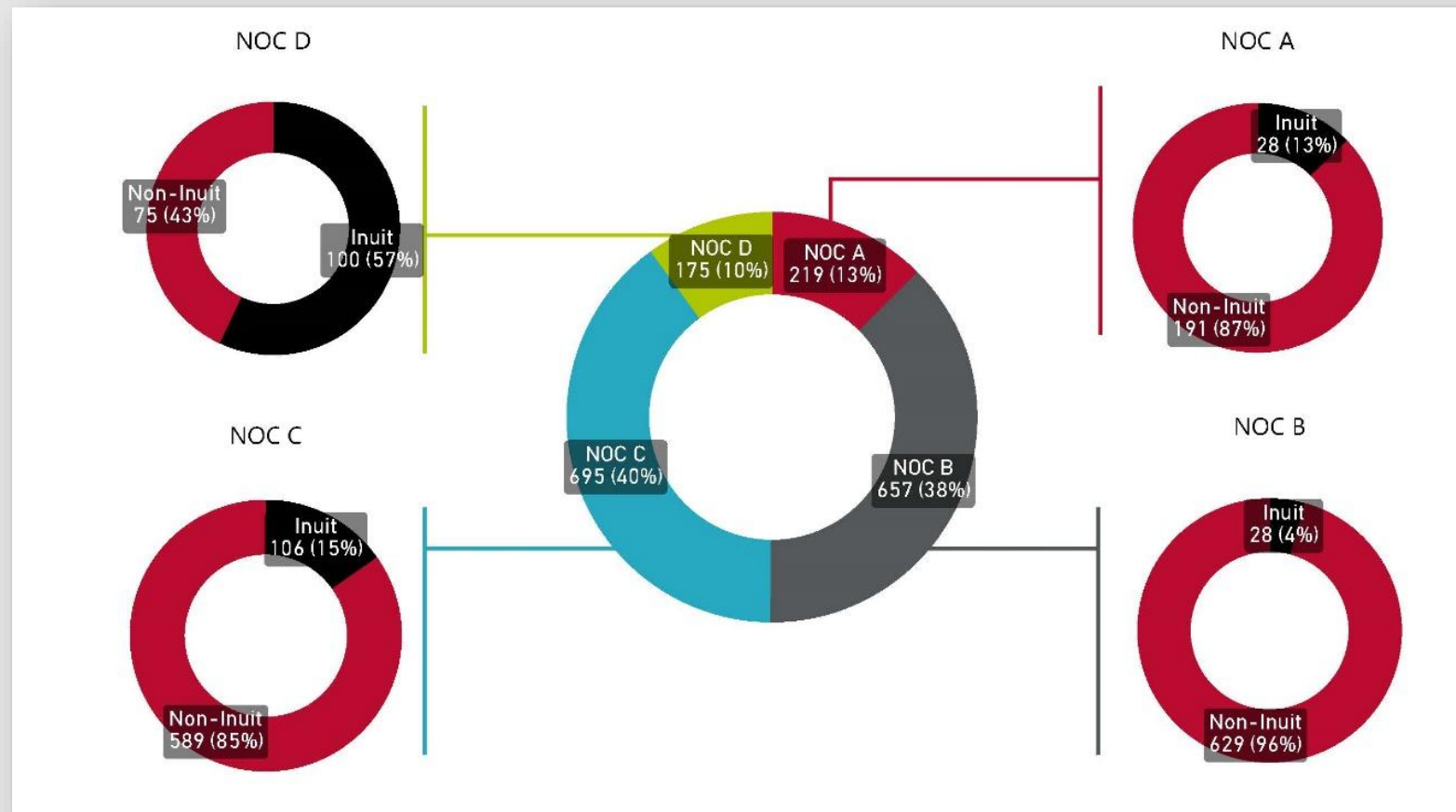


Inuit Employment by Skill Level



In general, Inuit represent a smaller proportion of the workforce at higher skill level positions, with the lowest representation of Inuit in skilled roles (NOC B).

Baffinland and contractor Inuit employment (FTEs) by skill level (2024)

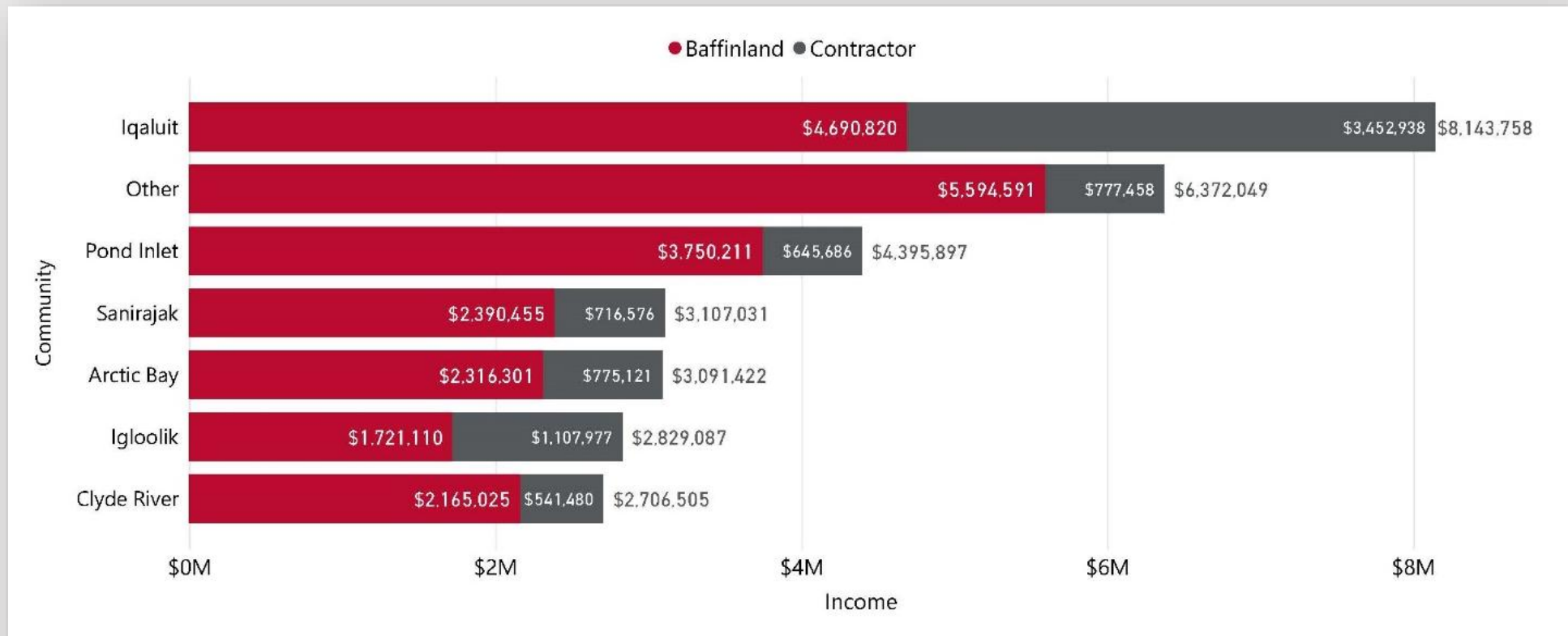


Inuit Employee Payroll



Inuit income from Baffinland and contractor employees was \$30.65 million in 2024. Of this, over \$16 million went to Inuit who reside in the North Baffin LSA.

Baffinland and contractor Inuit payroll by community (2024)

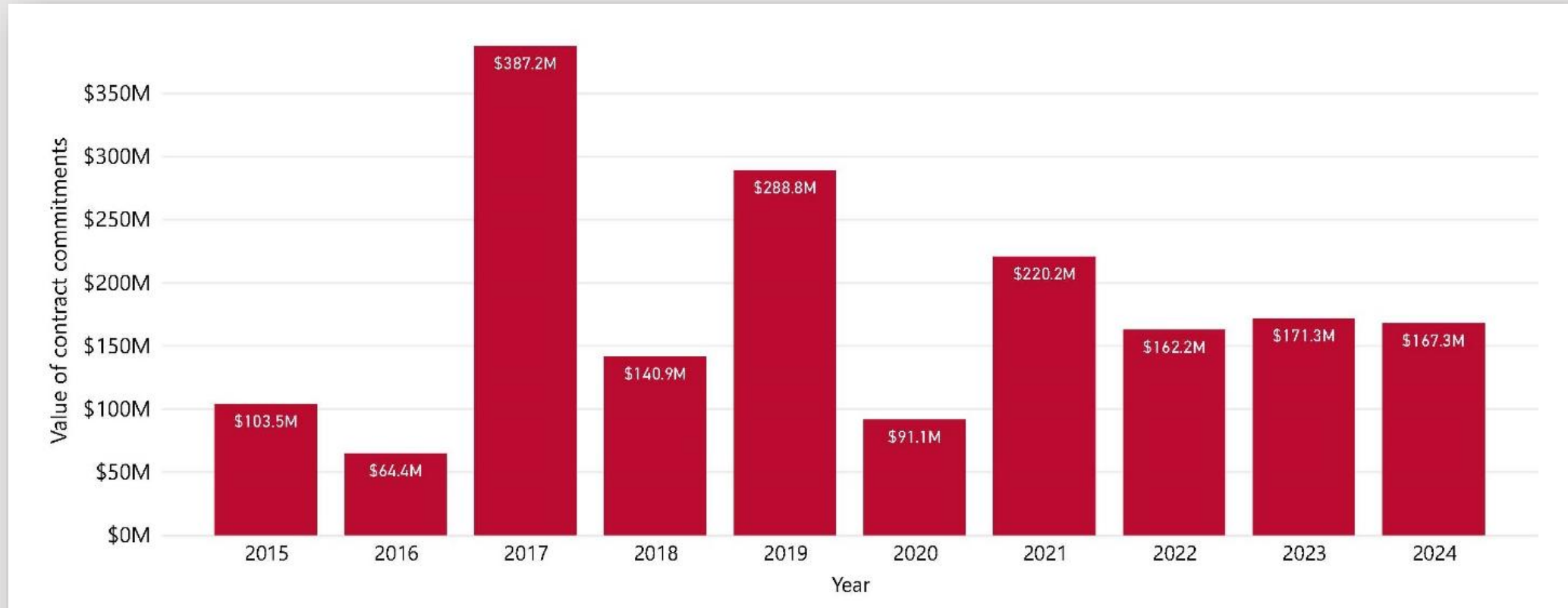


Contract Commitments to Inuit Firms



The total value of contracts awarded to Inuit Firms was \$167.3 million in 2024. The total value of contracts awarded to Inuit Firms in 2024 represents an increase as a percentage of total contracting from 36% in 2023 to 44% in 2024.

Contract Commitments to Inuit Firms



Discussion Questions

- Are there any demographic changes that have been observed in the North Baffin LSA recently?
- Are there any trends in high school or post-secondary education being observed in the North Baffin LSA?
- Is there any data that Baffinland should be aware of on Inuit leaving local organizations for employment with Baffinland?
- Any other comments or questions on this data?

Community Well-being



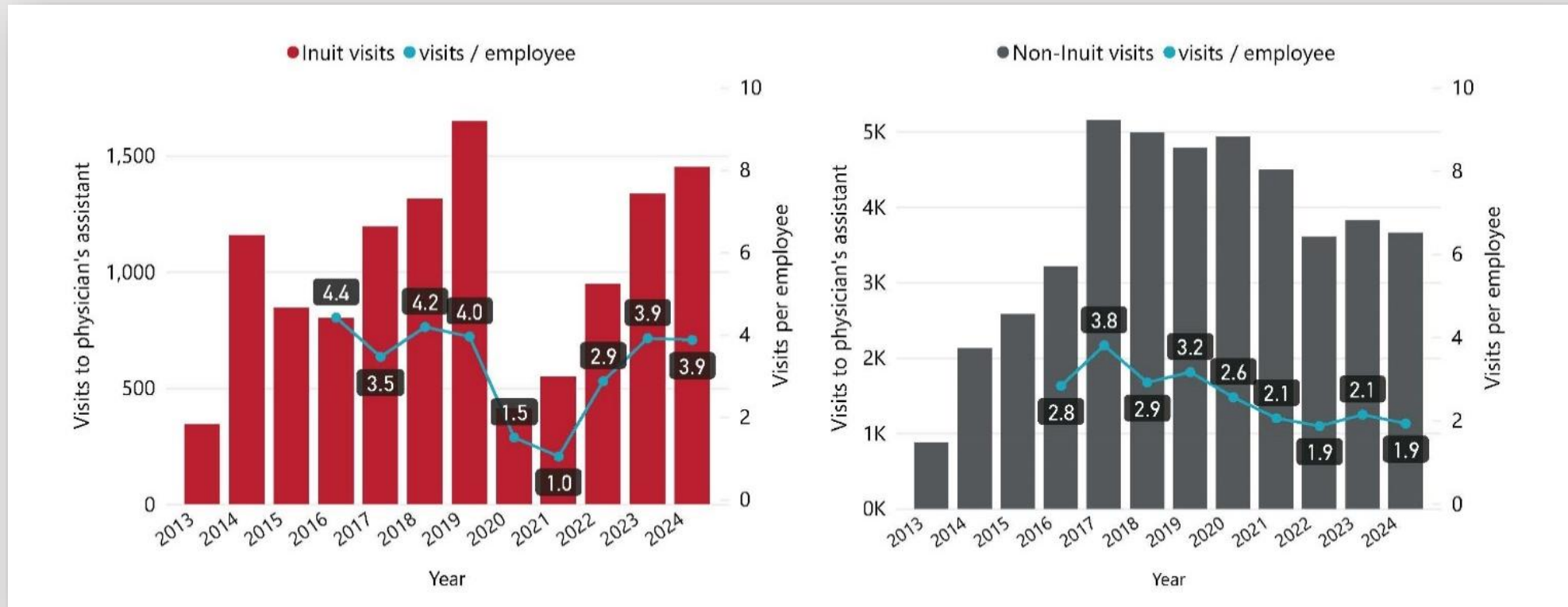
Human Health and Wellbeing



Employee and Community Health and Wellbeing

In 2024, Inuit visits to the on-site physician's assistant continued to increase overall, while visits per employee did not change from 2023.

Visits to Project site physician's assistants by Inuit status



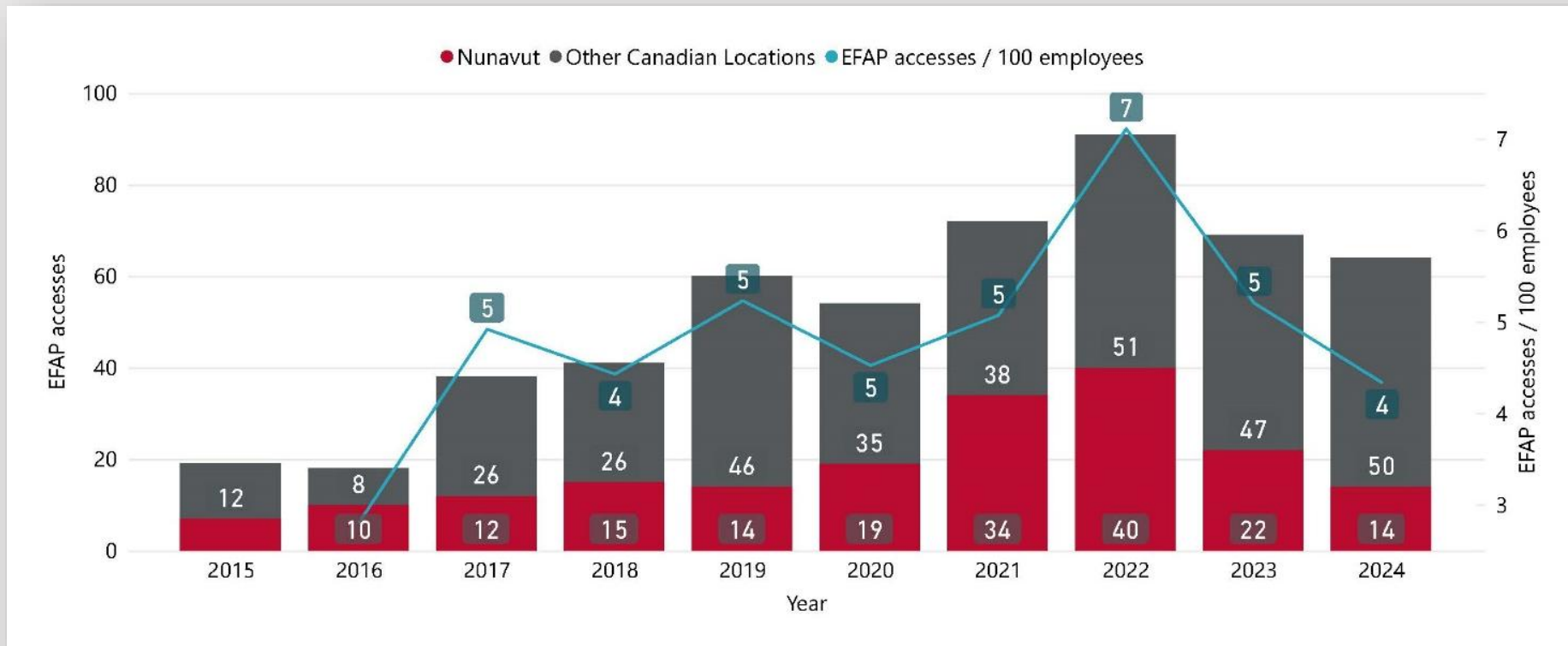
Human Health and Wellbeing



Employee and Community Health and Wellbeing

The usage of Baffinland's Employee and Family Assistance Plan (EFAP) by Nunavut-based employees continued to return to pre-pandemic levels in 2024 following a peak in 2022.

Number of times Baffinland's Employee and Family Assistance Plan (EFAP) was accessed

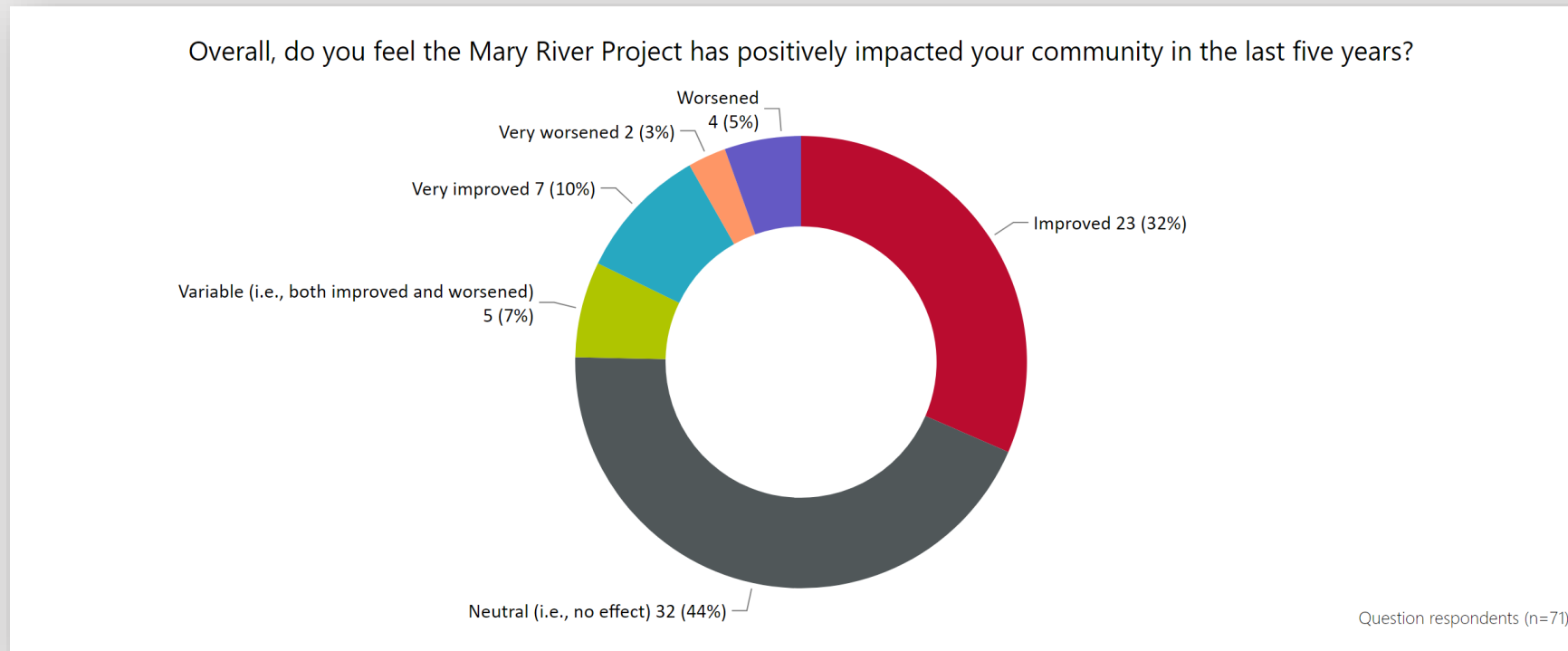


Inuit Employee Perceptions on Health and Wellbeing



42% of respondents said their community been positively impacted by the Project. 42% of respondents said that their family's and their own health and well-being and family wellbeing had been *improved* or *very improved* since starting work at the Project.

Inuit Employee Survey: Perceived impact of project on community



Human Health and Wellbeing



Infractions and Criminal Violations

Average annual crime rates have increased by approximately 37% in the North Baffin LSA between the pre-development and post-development periods. Nunavut also experienced an increase (11%) between the same periods, whereas Iqaluit's average annual crime rate decreased during this time.

Average annual crime rate (violations per 1,000 people)

	North Baffin LSA	Iqaluit	Nunavut
2003 - 2007	213	592	336
Pre-development (2008-2012)	213 →	759 ↑	395 ↑
Post-development (2013-2024)	291 ↑	750 ↓	440 ↑

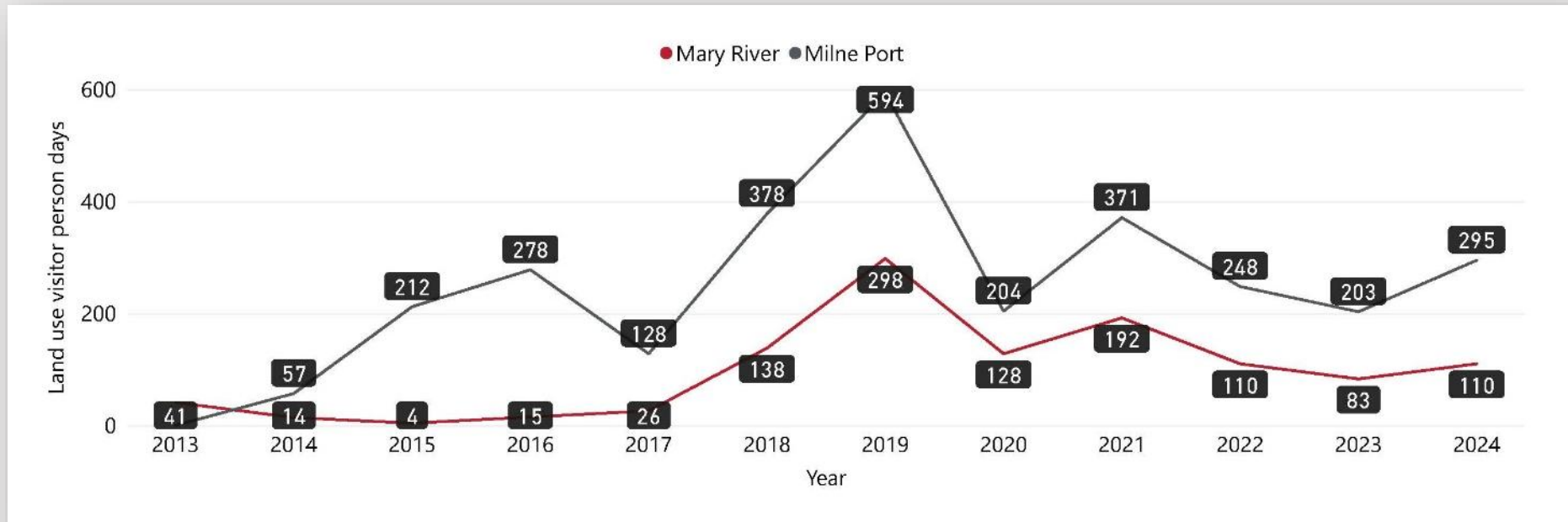
Resource and Land Use



Recorded Land Use Visitor Person-Days at Project Sites

In 2024, a total of 405 land use visitor person-days were recorded at Project sites, an increase of 41.6% from 2023.

Recorded land use visitor person-days at project sites

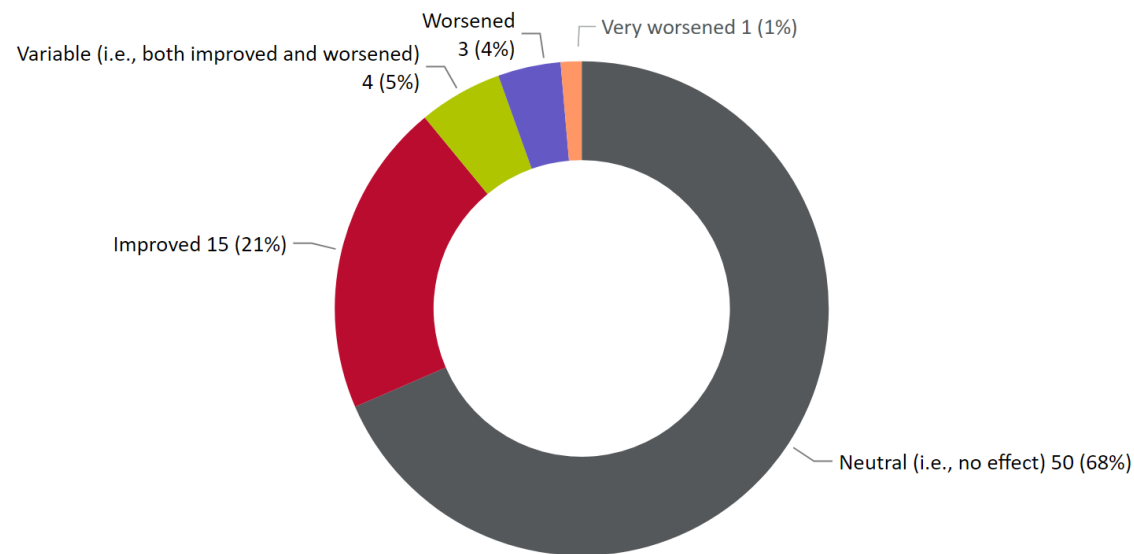


Inuit Employee Perceptions on Harvesting



Based on the results of the 2023 Inuit Employee Survey, approximately 21% of respondents reported their and their family's ability to participate in harvesting or other land-based activities has improved since obtaining project employment. Most respondents reported no effect (68%).

How has your and your family's ability to participate in harvesting or other land-based activities changed since obtaining Project employment?



Question respondents (n=72)

Project Harvesting Interactions



Nunavut-wide data indicates an overall decrease in hunting, fishing, and trapping, and a slight increase in gathering wild plants since 2017.

Most respondents to the 2023 Inuit Employee Survey (68%) indicated that gaining employment with the Project had no effect on their ability to participate in harvesting and other land-based activities, while 21% reported that their ability had improved.

Results from the Indigenous Peoples Survey¹

	2012	2017	2022
In the last year, did you hunt, fish or trap?	65.5%	64.6%	55.6%
In the last year, did you gather wild plants, for example, berries, rice or sweet grass?	42.6%	36.5%	36.8%

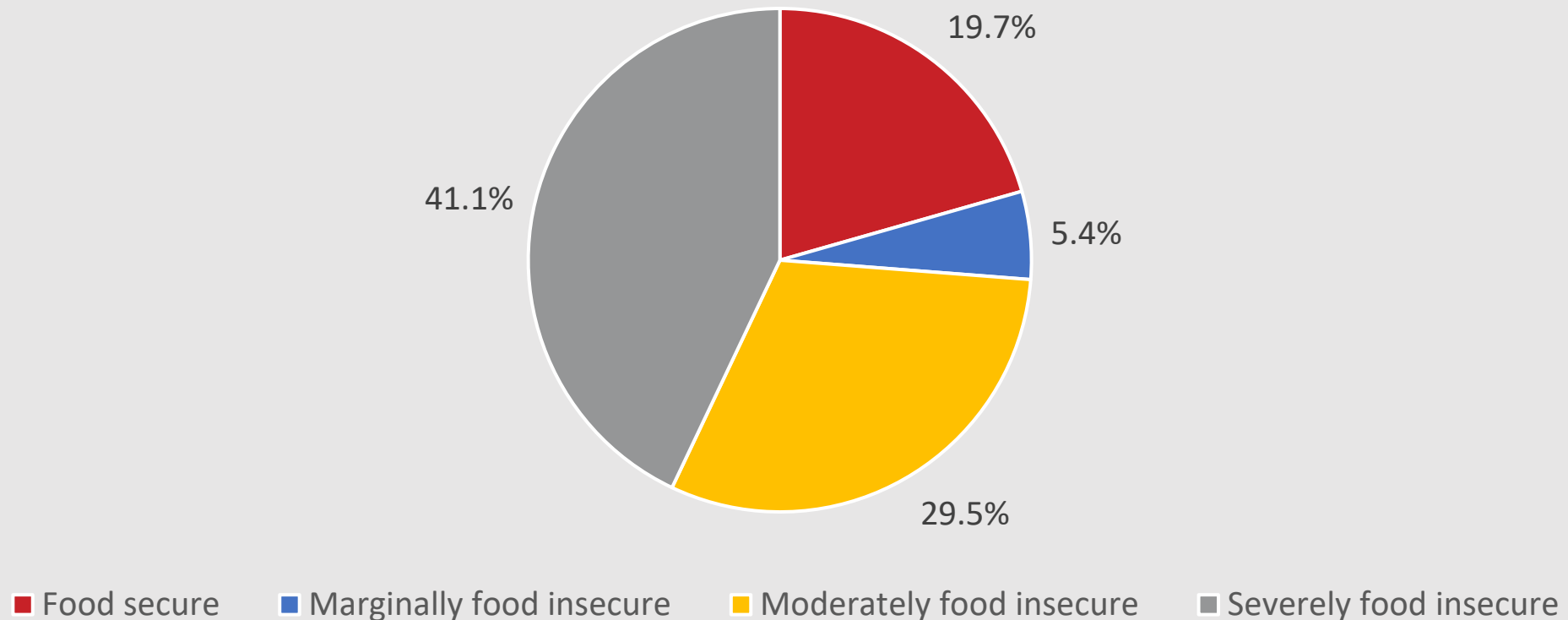
¹Formerly published as the Aboriginal Peoples Survey

Food Security & Sovereignty



Across Nunavut, most Inuit (76.0%) reported being food insecure in 2022. This aligns with data from Baffinland's 2023 Inuit Employee Survey, where 89% of respondents indicated some degree of food insecurity.

Nunavut Inuit Food Security Results from the 2022 Indigenous Peoples Survey



Benefits, Royalty, and Taxation



Payroll and Corporate Taxes Paid by Baffinland to the Territorial Government

The value of tax payments made by Baffinland to the Government of Nunavut decreased in 2024 to \$16.3 million, similar to the value of tax payments made in 2022.

Baffinland taxes paid to the Government of Nunavut



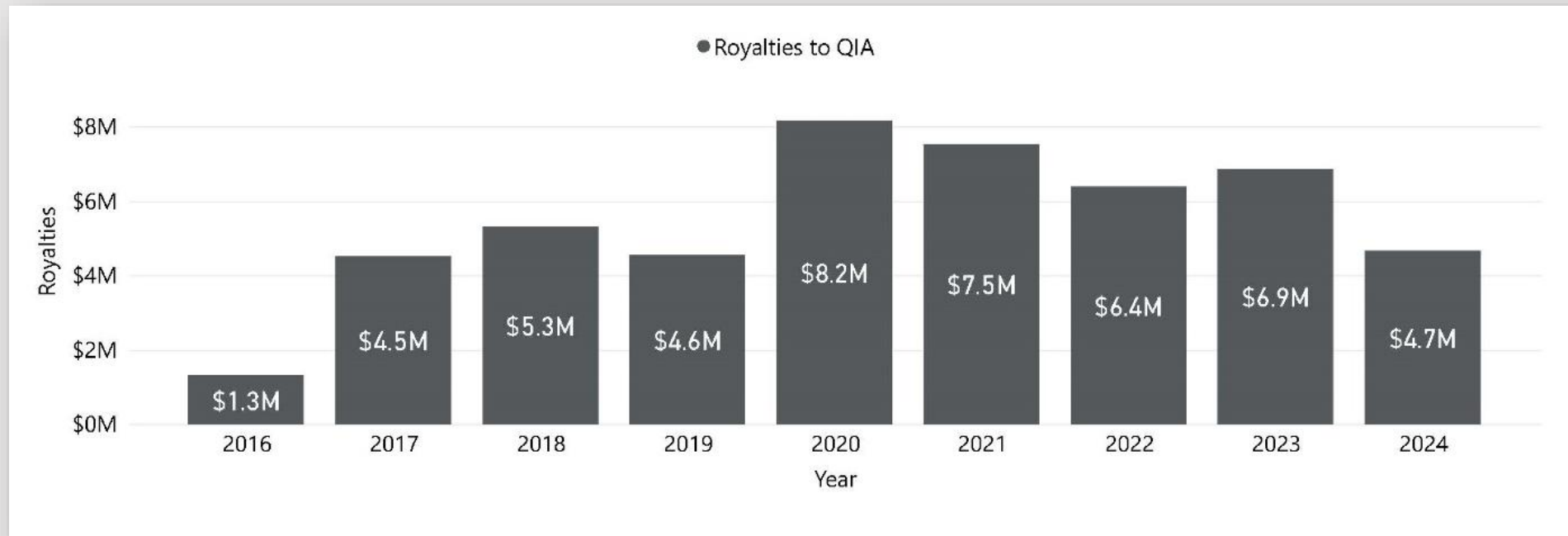
Benefits, Royalty, and Taxation



Payments by Baffinland to QIA

The value of the total IIBA royalty paid by Baffinland to QIA decreased in 2024 to \$4.7 million. Additional payments Baffinland made to the QIA in 2024 include \$4,692,386 for land leases and fees payments, and a \$29,393 Water Compensation Agreement payment for a total of \$9,377,969.

Baffinland royalties paid to QIA



Discussion Questions

- From your perspective, what are the main factors that influence crime in the North Baffin LSA?
- How do Inuit from the North Baffin LSA who do not work at the Project generally seem to perceive effects of the Project on community well-being?
- Anecdotally, how is food security in the North Baffin LSA?
- Is there any data that Baffinland should be aware that may give insight into food security and harvesting?
- Any other comments or questions on this data?