



AGNICO EAGLE

Meliadine Division

Terrestrial Environment Management and Monitoring Plan

**JUNE 2020
VERSION 3**

EXECUTIVE SUMMARY

Agnico Eagle Mines Limited (Agnico Eagle) is operating the Meliadine Gold Mine (the Project), located approximately 25 kilometres (km) north from Rankin Inlet, and 80 km southwest from Chesterfield Inlet in the Kivalliq Region of Nunavut. Situated on the western shore of Hudson's Bay, the Project site is located on a peninsula between the east, south, and west basins of Meliadine Lake (63°1'23.8"N, 92°13'6.42"W), on Inuit owned land. This report presents the Terrestrial Environment Mitigation and Management Plan (TEMMP) for the Project (Version 3), prepared for the Project Final Environmental Impact Statement (FEIS; Golder 2015), and updated per Project Certificate No. 006 (Amendment 001; February 2019). The TEMMP will be reviewed and updated on a regular basis as the Project proceeds through operations, and later into closure and post-closure.

Monitoring will be focused on the wildlife and bird Valued Ecosystem Components (VECs) identified in the FEIS where primary or minor effects pathways have been identified as a result of the Project. Monitoring study design and methods will be consistent with monitoring programs being implemented at other mining operations in Nunavut (e.g., Nunavut Environmental Consulting 2012). In addition, communications with Government of Nunavut Department of Environment (GN DoE) personnel, Kivalliq Inuit Associations (KivIA), Inuit communities, and Kangiqliniq Hunter and Trapper Organizations (KHTO) are ongoing.

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DOCUMENT CONTROL

Version	Date	Revision	Project Certificate Condition	Section	Page	Author
1	April 2014	First draft (conceptual plan) submitted in support of the Final Environmental Impact Statement	N/A			Golder Associates Ltd.
2	November 2015	Second draft revised to meet Project Certificate Conditions 38, 39, 53 and 72, and updated Project description.	53	2.3	8	Golder Associates Ltd.
			38 and 39	Appendix III and 4.6.2	31	
			72	4.9 to 4.11	37 to 40	
			N/A	2.0	5	
3	June 2020	TEMMP updated per Project Certificate No. 006 (Amendment No. 001) and the 2020 Saline Discharge Strategy	See Appendix I	All	All	Golder Associates Ltd.

ACRONYMS

Agnico Eagle	Agnico Eagle Mines Limited
AWAR	All-Weather Access Road
CESA	Caribou Effects Study Area
CWS	Canadian Wildlife Service
FEIS	Final Environmental Impact Statement
Golder	Golder Associates Ltd.
GN DoE	Government of Nunavut, Department of Environment
KHTO	Kangiqliniq Hunters and Trappers Organization
IQ	Inuit Qaujimajatuqangit (see note 1)
KivIA	Kivalliq Inuit Association
LSA	Local Study Area
NIRB	Nunavut Impact Review Board
PRISM	Program for Regional and International Shorebird Monitoring
RSA	Regional Study Area
TEMMP	Terrestrial Environment Mitigation and Monitoring Plan
TSF	Tailings Storage Facility
VEC	Valued Ecosystem Component
VSEC	Valued Social and Economic Components
WPRP	Wildlife Protection and Response Plan
ZOI	Zone of Influence

SECTION 1 • TERRESTRIAL ENVIRONMENT MANAGEMENT AND MONITORING PLAN

1.1 Overview and Project Summary

The Agnico Eagle Mines Limited (Agnico Eagle) Meliadine Gold Mine (the Project), located in the Kivalliq Region of Nunavut, received a Project Certificate (No. 006) from the Nunavut Impact Review Board (NIRB) in February 2015, with Amendment 001 in February 2019 for saline discharge activities. The Project Certificate, along with the Type A Water License and mine leases authorized for the construction of a gold mine and ancillary facilities including an All-weather Access Road (AWAR), barge unloading facilities, lay-down area, and a Fuel Storage Facility in Rankin Inlet. Mine operations commenced in 2019 and the Project is anticipated to be operational through to 2027, followed by closure and post-closure activities to 2037.

Agnico Eagle has prepared the Terrestrial Environment Management and Monitoring Plan (TEMMP) for the Meliadine Gold Mine, as a requirement of the NIRB Project Certificate and per industry best practices. For the purposes of this document, wildlife refers to wildlife and wildlife habitat, and birds and bird habitat. This document represents management and mitigation measures, updated and intended to provide further detail on the Project-specific wildlife monitoring components and contributions to other regional monitoring programs, consistent with the Final Environmental Impacts Statement (FEIS, Golder 2014a) and FEIS Addendum (Agnico Eagle 2018), which identify potential residual effects of the Project to wildlife and wildlife habitat. This version of the TEMMP (V3) has also benefitted from comments to the Meliadine TEMMP Annual Reports from regulators and stakeholders.

The TEMMP overlaps with other environmental management plans for the Meliadine Mine, which contain elements of mitigation and monitoring that are relevant to the terrestrial environment (e.g., Risk Management and Emergency Response Plan, Spill Contingency Plan, Hazardous Materials Management Plan, Roads Management Plan, Dust Management Plan and others), and reporting related to these plans is addressed separately through applicable Project Certificate Terms and Conditions and reporting requirements.

1.2 Concordance with Terms and Conditions and Terrestrial Commitments

The NIRB Project Certificate No. 006 (Amendment 001) for the Meliadine Mine includes Terms and Conditions specific to wildlife and wildlife habitat. Relevant Terms and Conditions are listed in Appendix I. Comments related to the TEMMP Annual Report made by intervenors are also considered for any improvements which may apply to the TEMMP. Comments specific to the TEMMP are also listed in Appendix I.

Agnico Eagle has established several programs that involve collaborations with regional initiatives and contribute to monitoring cumulative effects. These include:

- **Caribou Collar Program:** Supporting the Government of Nunavut's (GN) caribou satellite-collaring program for the Qamanirjuac herd (and other herds in the Kivalliq Region that may interact with the Project), facilitating monitoring of cumulative effects at the herd level.
- **Regional Muskoxen Surveys:** Agnico Eagle has provided the GN Department of Environment (DoE) with in-kind contributions and support for previous muskoxen surveys and will continue to do so.
- **Hunter Harvest Program:** Agnico Eagle has signed a Memorandum of Understanding (MOU) with the Kangiqliniq Hunters and Trappers Organization (KHTO) in March 2019 (and again in June 2020) to develop and implement a methodology to document caribou harvesting around the Meliadine Mine, and to participate in Mine site studies and monitoring. This will contribute to an understanding of cumulative effects by increasing understanding of the regional distribution and seasonality of hunting.
- **Raptor Monitoring Program:** Agnico Eagle in collaboration with the Arctic Raptor Project to develop and implement the raptor monitoring program. This will directly align monitoring efforts at Meliadine with this long-term regional research program which already involves government, non-government, First Nations, and academic partnerships.
- **Waterfowl and Shorebird Monitoring:** Agnico Eagle, in collaboration with Environment and Climate Change Canada (ECCC), have agreed to implement the Program for Regional and International Shorebird Monitoring (PRISM). This will directly align monitoring efforts at Meliadine with other Agnico Eagle properties for waterfowl and shorebirds.
- **Wildlife Surveys:** Agnico Eagle in collaboration with the KHTO will conduct wildlife surveys along the AWAR and with environment technicians around the Mine site. This will contribute to an understanding of cumulative effects by collecting routine wildlife survey data (including caribou) and assist in anticipating large herd migrations, communicating with the HTO and managing mine activities during migration events.

1.3 Objectives

This TEMMP outlines the policies, practices, designs, and procedures that Agnico Eagle will implement to reduce Project-related effects to wildlife and wildlife habitat. The TEMMP is based primarily on experience at the Mine to date and previous experience at the Meadowbank Mine, but also includes lessons learned at other Nunavut mines and mines in the Northwest Territories. The intent is to reduce effects to wildlife and maintain safety for wildlife and personnel at the Mine site. The effectiveness of mitigation and management practices and policies is determined through this program. References to operating procedures relevant to wildlife mitigation and management will be listed in this document.

The TEMMP is designed to monitor potential residual effects of the Project on wildlife habitat, wildlife distribution, and local wildlife abundance when mitigation strategies are implemented during operations. Considered as a whole, the TEMMP is guided by the following principles:

- to provide a set of achievable goals and measurable objectives based on input from communities, government, and other people interested in the Project;
- to use the results from monitoring for adaptive management actions (e.g., additional mitigation practices, modify objectives or study designs, or special studies to better understand effects) when required;
- to incorporate local knowledge and Inuit Qaujimajatuqangit (IQ); and
- to design studies and data collection protocols that are consistent and standardized with other programs in the region so that data can be used by government to assess and manage cumulative effects.

The principles are linked to an adaptive management framework for monitoring caribou and other wildlife. It is recognized that some management actions may not be identified initially, but likely determined in response to the outcome of monitoring programs. Therefore, adaptive management can be considered as the process of ‘learning by doing’. Importantly, the process of adaptive management is collaborative and requires input from communities, local knowledge and IQ, government, and other stakeholders. The framework is based on three (3) questions that are related to the goals of the monitoring program. These questions are as follows:

- 1) Why do we monitor?
- 2) What components should we monitor?
- 3) How do we monitor the selected components?

The overall reason why we should monitor wildlife is to follow-up on the concerns that communities, government, and regulators have with respect to how the Project will influence the ecosystem. More specifically, the first goal (question) is related to the different types of monitoring that are typically completed at a project, such as the following:

- testing effects predictions, which can be related to measuring the response of the environment or population (i.e., monitoring component) to project stressors, and/or testing the assumptions associated with the predictions;
- testing the effectiveness of environmental design features and mitigation policies, practices, and procedures; and
- meeting and fulfilling regulatory requirements.

The information collected through the different types of monitoring is used to provide recommendations regarding study designs and sampling methods (e.g., frequency and duration of sampling), and possible changes to components of the TEMMP (another element of adaptive management). The results from monitoring can be used to increase the confidence of impact predictions in future environmental assessments. Another type of monitoring is contributing to the assessment and management of cumulative effects by government. The TEMMP for the Project uses appropriate and standardized study designs and methods so that the data from the Project and other existing mining operations can be used to measure cumulative effects on wildlife.

The second goal is to determine what components of the environment and population should be monitored. Monitoring components for wildlife are based on the effects pathways evaluated in the FEIS, which originate from the areas of public concern identified by communities and interveners during the FEIS process.

Monitoring components broadly include wildlife, habitat, and people. To clarify the people aspect, people would be included as a component related to the effects pathway of hunter use of the AWAR. For each of the three broad components, there could be one or more monitoring themes. After determining the monitoring themes that will be completed for each component and the type of monitoring each theme falls under (e.g., testing predictions or verifying mitigation), a set of clear and measurable objectives need to be defined. The objectives will inform the appropriate spatial and temporal scales of the monitoring, and the study designs and sampling methods.

The objectives must be achievable and linked to the different types of monitoring. The ability to achieve objectives is often related to the limitations in associated measurement endpoints or variables, which should have the following attributes:

- good knowledge of the monitoring variable to provide confidence in interpreting the results;
- accessibility and repeatability of collecting robust monitoring data (i.e., practical and cost-effective measurement endpoints);
- high signal to noise ratio (can separate mine-related changes in the variable relative to natural factors); and
- provide reliable information for adaptive management.

The main effects pathways from the FEIS that will be addressed in this management and monitoring plan include the following:

- physical footprint decreases habitat quantity and causes fragmentation;
- sensory disturbance can change the amount of different quality habitats, and alter wildlife movement and behavior (distribution);

- improved access for harvesting wildlife can affect wildlife population sizes;
- disruption or alteration of caribou migration routes from the presence of the mine or from mine-related activities;
- permanent changes in wildlife habitat following closure of the mine site; and
- effects on population size and distribution changes the availability of animals for traditional and non- traditional use.

The evaluation of impacts to wildlife VCs considers the entire set of primary pathways that influence a particular assessment endpoint (e.g., effects to caribou population and caribou harvesting opportunities as a result of direct and indirect changes to habitat, behaviour, movement and harvesting). Rather, the relative contribution of each pathway is used to determine the effect of the Project (and other developments) on an assessment endpoint, which represents a weight of evidence approach (i.e., evaluating the persuasiveness of evidence indicating that a Project-related effect is occurring). The Project area is not particularly rich with wildlife abundance, consequently, the range of natural variability is quite high which yields a high signal to noise ratio and makes statistical power difficult to achieve. Consequently, a weight of evidence approach will be taken for identifying any trends in wildlife metrics that may be affected by the Project. Reporting will be completed annually with any identified trends reported and findings will be reviewed by the GN DoE. Opportunities to adaptively change the TEMMP based on feedback and discussions with the GN DoE and stakeholders will be possible after reviewing the annual reports.

Results from the monitoring studies are used to provide feedback to mine operations to determine if the goals and objectives are being met. Depending on the results, actions may be considered such as modifying and/or implementing additional mitigation. Similarly, changes to the objectives and/or study methods may be required if it is determined that the measurement variable has a low sensitivity to detect mine-related changes or that the scale of the response does not match the objective. The results are shared with the communities, government, and other people interested in the Project through annual monitoring and comprehensive analyses reports, and meetings. As part of the adaptive management framework, any changes to the monitoring program would need to include input from the communities and government.

1.4 Community Involvement

Involving communities in wildlife mitigation and monitoring is important so that local knowledge can be incorporated and community members can assess how well Agnico Eagle is doing at reducing effects to wildlife, and to identify further mitigation. Agnico Eagle in collaboration with the KHTO will carry out a portion of the monitoring at the Meliadine Project site, as feasible, and will continue to provide opportunities for communities to share their views. Recommendations for including local and traditional knowledge (TK) in wildlife mitigation and monitoring include the following:

- including input from communities to reflect their priorities in the TEMMP;
- providing opportunities for community members to participate in monitoring (e.g., KHTO);
- involving community representatives in adaptive management;
- providing opportunities for ongoing visits to the Project by community representatives;
- providing updates to communities as the Project progresses;
- initiating a community-based monitoring survey along the AWAR; and
- using public education materials and signage on conservation and hunting from the Project Winter Access Road.

SECTION 2 • PROJECT DESCRIPTION

The Meliadine Mine is located 25 kilometres (km) north of the Hamlet of Rankin Inlet, Nunavut. Gold was discovered in 1969 with the first mineral claims staked in 1987. Over the ensuing years, there were episodic bursts of exploration by various operators and owners with the Project ultimately being purchased by Agnico Eagle in 2010. The Project is largely on Inuit Owned Lands (IOL RI-01, RI-02) with some supporting infrastructure located within the municipal boundaries of the Hamlet. The Project is composed of five known gold deposits: Tiriganiaq, F Zone, Pump, Wesmeg, and Discovery. Agnico Eagle proposes to develop these deposits in a phased approach. The initial phase of development (Phase 1) focused on the development of the Tiriganiaq gold deposit using a traditional open-pit mining method and underground mining. Two open pits (Tiriganiaq Pit 1 and Tiriganiaq Pit 2) and one underground mine (Tiriganiaq Underground) are in development. Phase 1 encompasses an 8 year time period and commercial production commenced as a nominal 3,000 tonne per day (TPD) underground mine centered on the Tiriganiaq deposit, expanding to a nominal 5,000 TPD mine in operating Year 4 with the addition of the two Tiriganiaq open pits. A conventional gold milling circuit is used to extract and recover the gold with tailings reporting to a tailings storage facility (TSF). Besides other normal mine infrastructure, the Mine site has a power plant, fuel tank farm, accommodation complex, water management ponds and a sewage treatment plant – all common features of Arctic mines. The AWAR provides access between Rankin Inlet and the Mine. This is a controlled access, single lane road and approximately 23.8 km long. Saline discharge activities were approved through Amendment 001 of the NIRB Project Certificate, to transport excess saline groundwater by truck along the AWAR, from the Meliadine Mine site to the Itivia Fuel Storage Facility for discharge via a pipeline and diffuser into the marine environment in Melvin Bay during the open water season. A detailed Project Description is described in the Main Application Document, submitted in support of the Water License Application (Agnico Eagle 2015) and the FEIS Addendum (Agnico Eagle 2018, for saline discharge).

2.1 Study Area Boundaries

To facilitate the assessment and interpretation of potential effects associated with the Project, it is necessary to define appropriate spatial boundaries. Terrestrial study area boundaries were delineated based on the predicted spatial extent of the Project-related effects and the life history attributes of wildlife valued ecosystem components (VECs) potentially influenced by the Project. The following 3 spatial boundaries were used to assess effects on the terrestrial environment (see FEIS Volume 6 for figures):

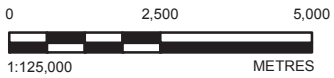
- local study area (LSA) was used for small-scale direct and indirect effects from the Project, which consists of the mine site, mine roads, Rankin Inlet infrastructure, and the AWAR;
- regional study area (RSA) was used to assess the combined direct and indirect effects from the Project on permafrost, soils and terrain, plant and plant communities, and wildlife; and
- caribou effects study area (CESA) was used to assess the incremental and cumulative effects from the Project and other developments.

The Project site layout, location and local and regional study area boundaries are depicted in Figure 1 and 2, and described in the following sections.



LEGEND

- MINE FOOTPRINT
- MINE INFRASTRUCTURE
- APPROVED PROPOSED TERRESTRIAL LOCAL STUDY AREA (LSA)
- ALL-WEATHER ACCESS ROAD (AWAR)
- RANKIN INLET
- WATERCOURSE
- WATERBODY
- TERRITORIAL PARK




REFERENCE(S)
1. BASE DATA OBTAINED FROM AGNICO EAGLE LIMITED.
2. DATUM: NAD83 PROJECTION: UTM ZONE 15

CLIENT

 **AGNICO EAGLE MINES LIMITED**

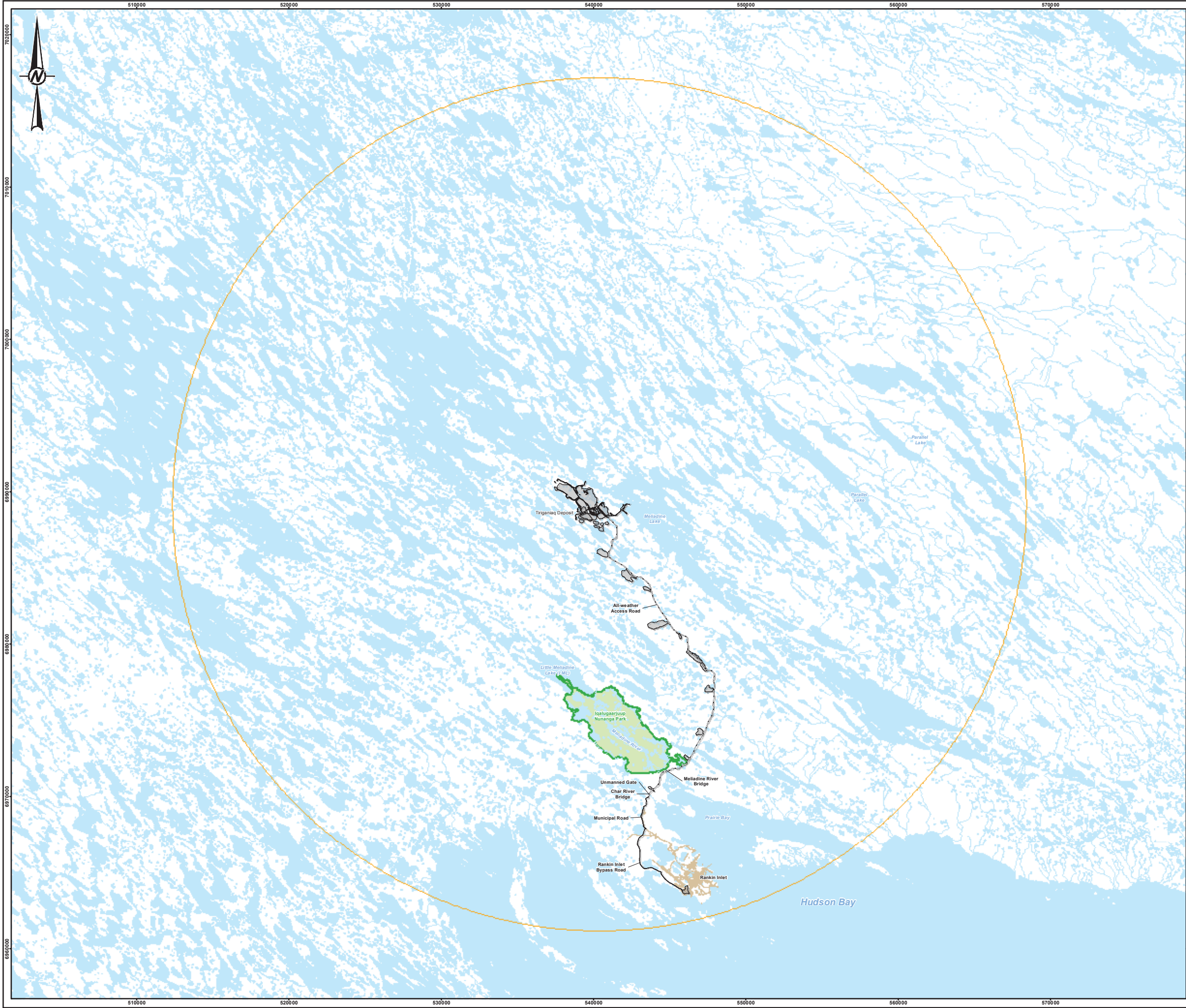
AGNICO EAGLE
PROJECT
**MELIADINE GOLD PROJECT
NUNAVUT**

TITLE
PROJECT LOCAL STUDY AREA

 GOLDER	CONSULTANT	YYYY-MM-DD	2020-01-21
		DESIGNED	KB/CLT
		PREPARED	CDB
		REVIEWED	CLT/CD
		APPROVED	CLT

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LEGEND

- MINE FOOTPRINT
- MINE INFRASTRUCTURE
- REGIONAL STUDY AREA (RSA)
- ALL-WEATHER ACCESS ROAD (AWAR)
- RANKIN INLET
- WATERCOURSE
- WATERBODY
- TERRITORIAL PARK

0 5 10
1:250,000 KILOMETRES

REFERENCE(S)

1. BASE DATA OBTAINED FROM AGNICO EAGLE LIMITED.
2. DATUM: NAD83 PROJECTION: UTM ZONE 15

CLIENT

AGNICO EAGLE MINES LIMITED

AGNICO EAGLE

PROJECT
**MELIADINE GOLD PROJECT
NUNAVUT**

TITLE
PROJECT REGIONAL STUDY AREA

	CONSULTANT	YYYY-MM-DD	2020-01-21
		DESIGNED	KB/CLT
		PREPARED	CDB
		REVIEWED	CLT/CD
		APPROVED	CLT

PROJECT NO.	CONTROL	REV.	FIGURE
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2.1.1 Local Study Area

The LSA boundary was defined based on the anticipated spatial extent of the immediate direct (e.g., Project footprint) and indirect (e.g., dust deposition) effects from the Project on the surrounding terrestrial environment, including soils, vegetation, and wildlife (FEIS Volume 6; Figure 6.1-1; Golder 2014a). The LSA for the anticipated mine site was defined to encompass the expected spatial extent of potential changes in water quantity and air quality directly related to the Project. Consequently, a 500 metre (m) buffer was used to define the LSA surrounding the mine footprint; where potential changes were greater than 500 m from the mine footprint, the LSA was expanded (FEIS Volume 6; Figure 6.1-1; Golder 2014a). The Phase 2 AWAR, the Discovery access and haul road, and the Rankin Inlet bypass road were buffered by 1,000 m on either side of the anticipated road right-of ways to account for potential effects from the road (e.g., dust, increased access for recreation and hunting). The LSA for the Rankin Inlet footprint was limited to the Project footprint within the hamlet boundary (i.e., the outward limit of Rankin Inlet infrastructure) and did not include a buffer. A buffer was not included to assess the anticipated effects from the Project in isolation from effects due to Rankin Inlet. The total area of the LSA is 10 598 hectares (ha).

2.1.2 Regional Study Area

The RSA was selected to measure the existing baseline conditions at a scale large enough to capture the maximum predicted spatial extent of the combined direct and indirect effects (i.e., zone of influence [ZOI]) from the Project on soils, vegetation, and wildlife (FEIS Volume 6; Figure 6.1-2; Golder 2014a). This area is intended to capture effects that could extend beyond the immediate Project footprint, such as noise, lights, smells, and other factors that can indirectly affect the environment at a distance. Cumulative effects from the Project and other developments in the RSA (if present) can be assessed at this scale for VECs that exhibit little to no movement within the RSA, such as geology, permafrost, terrain and soil, and plants and plant communities. They can also be assessed at this scale for VECs that have most of the population distributed within the RSA. For species that have small to moderate breeding home ranges (e.g., waterbirds, songbirds, and raptors), the population would be primarily affected by natural and human-related factors that change survival and reproduction of individuals within the RSA, and should be little influenced by emigration and immigration (Berryman 2002). Developments outside of the RSA should have no or little influence on these populations during the breeding season.

During baseline data collection activities between 1998 and 2011, the Project RSA was 520 000 ha in size to encompass the potential ZOI on caribou from mining activities as described by Johnson et al. (2005). In 2012, the RSA was reduced to 280 000 ha (i.e., radius of 28 km centered on the proposed mine site) because of increased knowledge about the effects from disturbance on barren-ground caribou (Boulanger et al. 2009; Boulanger et al. 2012), and based on an estimated 14 km ZOI on caribou from the mine site. Recent analysis has suggested that caribou are 4 times more likely to occur in areas greater than 11 to 14 km from the Ekati-Diavik mine complex (Boulanger et al. 2009; Boulanger et al. 2012).

For the smaller Snap Lake Mine, caribou tend to prefer areas greater than 6.5 km from the mine, although the measurable avoidance of the mine was weak (Boulanger et al. 2009; Boulanger et al. 2012). The RSA extends an additional 14 km beyond the ZOI so that effects from the mine can be assessed through wildlife monitoring. The RSA encompasses the entire Project footprint, including the AWAR and Rankin Inlet infrastructure.

2.1.3 Caribou Effects Study Area

Barren-ground caribou (Qamanirjuaq and Lorillard herds) and wolf have the potential to interact with the Project. Annual and seasonal ranges for Qamanirjuaq and Lorillard herds were calculated using satellite and global positioning system collar data for caribou (courtesy of Government of Nunavut [GN], Department of the Environment). Based on annual and seasonal range estimates, the Lorillard Caribou Herd should not be influenced by the Project in most years. The Lorillard Caribou Herd is a sedentary herd (non-migratory) and their traditional calving grounds are north of Chesterfield Inlet. While the Project will not contribute to the cumulative disturbance footprint in most GN defined seasonal home ranges for the Qamanirjuaq herd, the post-calving range of the Qamanirjuaq Caribou Herd has the potential to overlap with the Project.

The post-calving range of the Qamanirjuaq Caribou Herd was delineated using collar data from 1998 to July 2011 to produce a 95% kernel density estimate. This was modified using an 85% volume contour to create the CESA for caribou and wolf (FEIS Volume 6, Figure 6.1-3; Golder 2014a). A percent volume contour is typically used to delineate animal home ranges (Laver and Kelly 2008) and represents the boundary of the area that contains a defined percentage of the volume of a probability density distribution. The 85% volume contour would therefore contain 85% of caribou collar locations recorded during the post-calving season.

Seasonal home ranges give space use at an ecologically relevant scale, and summarizing density of development at the annual home range scale would dilute the disturbance density. The complete post-calving range was modified to delineate the CESA as a conservative method for including areas around satellite positions where there were likely non-collared caribou (and wolf). A larger CESA would have diluted the effect of the Project when effects are calculated as a percentage of the range area. The GN has modified their approach to delineating seasonal home ranges for caribou herds since the CESA was originally defined, and new data have been collected. The most recently defined core ranges are smaller than previously identified. As such, the CESA now encompasses the entire spring migration, calving, post-calving, and summer ranges, as well as part of the rut, fall migration, and winter ranges (M. Campbell, Government of Nunavut, 2014, pers. comm). In the Kivalliq region, wolves likely migrate with the caribou herds, as do the wolves of the central Northwest Territories (NT) (see Walton et al. 2001). Temporal scales for monitoring consider the four phases of mine development, from construction, operation, final closure and through to post-closure decommissioning.

2.2 Monitoring Scales

The majority of monitoring program described below will focus on the local site-specific scale, however, Agnico Eagle has committed to larger scale monitoring through collaborative programs and financial contributions as described below.

Regional Scale – Agnico Eagle has committed to contribute to the GN’s caribou collaring program, and receive timely location data from the GN during key seasons (i.e., post-calving) to determine direction and rate of movement, particularly if portions of the herd move towards the Project area. In previous years, this data has proven to be effective at providing information on the direction and rate of movement of caribou towards the Project, however, it is not possible to determine the herd size from this information or whether there will be other groups moving towards the Project sooner.

To provide regional level information a regional wildlife communication plan will be developed whereby a weekly communication check will be completed with individuals who may be out on the land or know of individuals out on the land in the regional area of the project to check for information regarding wildlife distribution and abundance. These individuals may be helicopter and airline pilots in the vicinity of the Project, KHTO members, GN Conservation Officers and others. This plan will be developed with the KHTO, Kivalliq Inuit Association (KivIA) and Agnico Eagle. There are very few options for completing more systematic surveys to yield this type of information due to the remoteness of the area. Consequently, technological solutions such as remote cameras will be difficult to use because there is no infrastructure to yield real-time data, therefore personnel are required to setup, check, and maintain cameras. The GN is also not supportive of aerial flights for the purposes of wildlife surveys as they are too disruptive to wildlife. The development of a systematic communication plan that reaches out as far as possible to the community to gather information from relevant people that may be out on the land or have access to this type of information is likely the most achievable solution for additional information on the regional distribution and abundance of wildlife.

Local Scale – wildlife sightings log, on-site surveillance and road surveillance monitoring will be completed to trigger mitigation actions when caribou occur near, or on-site. During periods when there is the highest potential for caribou to move through the Project site, increased height of land surveys in areas of known historical caribou paths will be completed. A review of the terrain Digital Elevation Model (DEM) will help to determine the best vantage points in and around the Project for height of land surveys.

2.3 Valued Ecosystem Component Selection

Valued ecosystem components (VECs) and Valued Social and Economic Components (VSECs) represent physical, biological, cultural, social, and economic properties of the environment that are either legally, politically, publicly, or professionally recognized as important to a particular region, community, or by society as a whole. Several wildlife VECs were selected to assess Project-related effects on the terrestrial wildlife and wildlife habitat (FEIS Volume 6, Table 6.6-1; Golder 2014a). The only wildlife species for which concern was raised during public consultation was caribou (FEIS Volume 3, SD 3-1; Golder 2014a).

Wildlife baseline studies were completed for the Project in 1998, 1999, 2000, 2008, and 2009 in the RSA and CESA. Aerial surveys documented the abundance and distribution of caribou in the RSA. Bird baseline studies were completed for the Project in 1998, 1999, 2000, 2008, 2009, and 2011 in the RSA. Point-count surveys (100 m radius) determined the occurrence and abundance of upland breeding birds. Program for Regional and International Shorebird Monitoring (PRISM) plots surveyed shorebird occurrence and aerial surveys determined waterbird occurrence and abundance in the RSA. Ground and aerial surveys were used to locate swan and loon breeding areas and raptor nests in the RSA.

Table 1. Wildlife Valued Ecosystem Components

Valued Component		Rationale for Selection
Ungulates	Barren-ground Caribou	Important subsistence, cultural, and economic species; migratory species with extensive range requirements; may be affected by disturbance during seasonal movements; primary prey species for large carnivores in northern environments. Designated as “Threatened” (COSEWIC 2016) and under consideration for Federal listing.
Carnivores	Gray Wolf	Large home range size linked to caribou migrations; top predator in ecosystem; can be attracted to human disturbance; long generation time means one individual may be affected by disturbance over multiple years resulting in potential regional population effects; important subsistence and cultural species.
	Polar Bear	Large home range size; top predator in ecosystem; can be attracted to human disturbance; long generation time means one individual may be affected by disturbance over multiple years resulting in potential regional population effects; listed as “Sensitive” in Nunavut (CESCC 2001), “Special Concern” and on Schedule 1 of SARA in Canada (COSEWIC 2013), and listed as “Vulnerable” by the IUCN (Schliebe et al. 2008).
Birds	Upland birds (including migratory birds)	Upland birds include upland migratory birds (i.e., songbirds and shorebirds) and non-migratory birds (i.e., ptarmigan). Upland birds have a small territory size so may be affected by habitat loss; migratory birds are susceptible to population declines as a result of changing environmental conditions on breeding and overwintering habitats.
	Waterbirds	Includes waterfowl, loons, and swans; waterbirds may be affected by loss of shoreline habitat for breeding; important staging habitat may also be lost; sensitive to noise disturbance and human activity; some species are important for subsistence; a number of species are listed as sensitive in NU.
	Raptors	Sensitive to noise disturbance and human activity during nesting; include peregrine falcon and short-eared owl (Federal species at risk).

Other species that will be considered within the TEMMP (i.e., monitoring data will be collected and recorded), but were not specifically designated as VECs in the FEIS include the following:

- muskoxen;
- Arctic fox;
- grizzly bear; and
- wolverine.

Grizzly bear, muskox, and wolverine were also considered as VECs, but not selected because the core part of their distributional range does not overlap with the Project (GN 2011). In addition, there have been either no, or very few, observations of these animals in close proximity to the Meliadine camp. There are few wolverines, or grizzly bears harvested by the Rankin Inlet community (Priest and Usher 2004).

Concerns were raised during the review process of the Draft Environmental Impact Statement regarding future impacts to muskox populations. The distribution of muskox is changing in Nunavut, thus muskox may increase in abundance and distribution during the life of the Project. Although not include as a VEC for the reasons stated above, future distribution was considered to guide monitoring and potential mitigation in the future. The historic range of muskox once overlapped the Project area; however hunting pressure resulted in extirpation of muskox from much of its southern range (Jenkins et al 2011). Elders noted that while muskoxen were present in the time of their ancestors, there were no muskox when they were young. As a result, muskox hunting fell out of common Inuit practice. Participants in consultation regarding the AWAR noted that muskoxen are increasing in numbers in the Rankin Inlet area, and there is much more hunting of muskox than before. Participants also said that muskoxen are being hunted near Diana River (FEIS Volume 9, Section 9.3.1.3.2.1; Golder 2014a). The current distribution lies west of the Project area (Campbell et al. 2012). Observations in the RSA are limited to one in 2008, a group of 26 in 2009 and a group of 18 in 2010 (J. Witteman, Agnico Eagle 2012 pers. comm.; FEIS Volume 9, Section 9.3; Golder 2014a). Annual hunting quotas are low (~ 5) and according to community feedback on hunter harvest surveys, muskox are not always taken (Priest and Usher 2004). Hunters report having to travel large distances to harvest muskox and in 2009, when 35 tags were issued by the KHTO for muskox harvest, hunters went north of the Regional Study Area (RSA) (i.e., Peter's Lake) to fill their tags (Priest and Usher 2004; N. Ford, Director of the KHTO, 2012, pers. comm.). The region near Diana River, which is southwest of the RSA, was also identified as a muskox hunting region (FEIS Volume 9, Section 9.3; Golder 2014a). Thus, muskox presence and abundance still appears to be low in the RSA.

Agnico Eagle will communicate closely with the GN DoE biologists to understand the range expansion of muskox. Considerations will be made to adapt the TEMMP (Golder 2015) to include detection surveys for muskox, if deemed necessary.

Arctic fox (*Vulpes lagopus*) was also considered as a VEC, but was not selected because the species is listed as secure or common by governmental agencies, and can thrive in and around human developments.

Any potential impacts from the Project on grizzly bear, wolverine, muskox, and Arctic fox populations are predicted to be negligible. Although the Project may influence the movement or behaviour of an occasional individual(s), the effect would likely not change the demographic performance (i.e., reproduction and survival) of the breeding population as the core of the breeding population for muskox, wolverine, and grizzly bear travelling within the RSA is located farther west or near the treeline, and would not be influenced by the Project. In addition, Elders in Rankin Inlet suggest that wolverines and other carnivores have not been negatively affected by mining in the past, and remained in the region even while mining was taking place. However, Agnico Eagle commits to undertake a den survey for bears, wolverines, and foxes prior to construction of Project infrastructure and Phase II of the road should the Project be allowed to proceed.

In addition, Agnico Eagle will include management strategies for the management, mitigation and monitoring of grizzly, muskox, wolverine, and Arctic fox, specifically as part of the human-wildlife conflict management plan and the wildlife protection and response plan.

2.4 Baseline Summary

The terrestrial vegetation and wildlife baseline synthesis report can be found in FEIS Volume 6, Supporting Document (SD) 6-2 (Golder 2014a). This synthesis report compiles all of the wildlife information collected since the mid-1990's when this property was explored by Western Mining Corporation International Ltd. (WMC) and was subsequently leased to Comaplex Minerals Corporation (Comaplex) prior to Agnico Eagle taking over the property. A summary of the general findings are as follows:

- barren-ground caribou (Qamanirjuaq herd) are regular but transient inhabitants of the Project area during their spring migration and calving periods;
- 37 bird species have been observed including 14 species of waterfowl, 5 species of shorebird, 3 species of raptors and two owl species, with shorebirds being uncommon;
- pacific loons and tundra swans are confirmed regular breeding summer migrants in the Project area;
- peregrine falcons, rough-legged hawks and gyrfalcons are confirmed breeders in the Project area;
- short-eared owls are documented in the area and nest observations indicate that they are likely breeding in the Project area;
- arctic fox and Arctic hare are the most common residents; and
- wolves are infrequently observed, and muskox, polar bears, grizzly bears and wolverines are very uncommon in the Project area.

For baseline data collection, aerial helicopter surveys for barren ground caribou were completed up to 2009. Subsequently, caribou information has been collected through collaboration with the GN DoE and Agnico Eagle contributing to collaring initiatives for the Qamanirjuaq herd. The majority of the caribou aerial surveys completed between 1998 and 2009 were completed during the spring migration/calving season (i.e., March to June) and post calving through to early winter (i.e., July – November). Caribou can be abundant in the regional study area during the post-calving season, however, numbers are highly variable. Although present within and near the Project area during the post-calving season, caribou numbers generally tend to be low, however, larger herds (i.e., a few thousand) have come through the Project area each of the last two years and IQ information has suggested that this happens every 10-12 years. Caribou are an important species for community residents, and as such, will be a focal species in this TEMMP.

Arctic foxes are common residents in the Project area, and information was obtained on den sites in 2008. Den sites in support of baseline surveys have usually occurred in June when pups emerge from their dens, and again in July to determine pup survival. These dens are stratified by habitat, mainly eskers, to focus on areas with the highest potential for active dens. The last survey for fox dens was in 2009, albeit the survey was more opportunistic than focused due to a lack of helicopter availability, and 21 den sites were observed to be active in the Project area in June. Arctic fox will likely be affected by the Project because they are common and may be attracted to the Project area.

Peregrine falcon and rough-legged hawks appear to be the most common raptors in and around the Project. Raptor nest occupancy and productivity surveys have been completed as part of the wildlife baseline program. As stated earlier, Agnico Eagle is supporting raptor monitoring for the Meliadine Project through the Arctic Raptor Project. Activities associated with the raptor monitoring are discussed below. Peregrine falcon nests have been affected by Project-related activities (e.g., quarry) in the past and will be an important focal species in this TEMMP.

Songbirds and shorebirds are not very common in the Project area and, in general, species richness and densities are low. Although, songbirds and shorebirds will be monitored as part of the TEMMP, it is believed that there will be limited observable effects to these species as a result of the Project, outside of habitat loss from the Project footprint.

The most common waterfowl present in the Project area include Canada goose, tundra swan, long-tailed duck, and sandhill crane. Although there is no shortage of habitat for waterfowl, the Project has the potential to affect waterfowl habitat, consequently, these species will be monitored within the TEMMP. Waterfowl eggs and feathers are important for community residents.

The Project has the potential to affect wildlife habitat for a variety of species and cause direct and indirect effects (e.g., vehicle collisions, attraction to Project, sensory disturbance) to all wildlife species. However, the FEIS found that the effects to caribou and peregrine falcons would likely have the highest potential to be realized. Consequently, the focus of the TEMMP is on these species.

2.5 Incorporation of Inuit Qaujimajatuqangit

In 2010, Nanuk Enterprises completed additional Inuit Qaujimajatuqangit (IQ) studies for the Project. Nanuk Enterprises sought to replicate the same methodology used for studies completed in 1997 and 1998. Many of the participants in the earlier studies were not available to participate in the studies done during 2010 and 2011. Of the participants named in the earlier studies, two were available to participate in the recent studies. The field studies done in 2010 and 2011 were expanded to include participants from Whale Cove, along with participants from Rankin Inlet and Chesterfield Inlet. The studies involved the participation of elders and younger adults, and a mixture of men and women. Under the terms of the scientific research license, participants in the field studies are to remain anonymous.

IQ information derived from interviews was organized and documented under the following headings:

- hunting and trapping resources, including:
 - caribou;
 - other land animals; and
 - marine mammals.
- fish resources;
- vegetation resources; and
- culturally important areas.

In addition, IQ information has been gleaned from various conversations throughout the review processes for the Project, including technical hearing and pre-hearing conference sessions during the FEIS.

SECTION 3 • WILDLIFE EFFECTS MITIGATION

The FEIS predicted that the incremental changes to the quantity, quality, and spatial distribution of habitats should not have a significant impact on the structure and function of wildlife and bird populations and communities in the ecosystem relative to natural factors occurring over the same period of time and space. The predicted magnitude of effects to wildlife and wildlife habitat and birds and bird habitat are expected to be within or slightly exceed baseline conditions and natural variation over time. Consequently, the Project should not have a significant adverse impact on wildlife and bird population abundance and distribution, and on the continued opportunity for traditional and non-traditional use of wildlife and birds in the region.

These predictions were made after the initial pathway analysis (i.e., analysis of effects linkages between wildlife and birds with the Project) and determination of appropriate mitigation measures.

Potential impacts to wildlife and wildlife habitat from the Project are divided into three categories in the FEIS, and in this document. These categories are:

- direct habitat loss, describing the immediate loss of vegetation and other wildlife habitat from the physical Project footprint;
- indirect habitat loss, describing the changes to habitat use that occur beyond the physical Project footprint, from factors such as noise and dust; and
- project-related mortality.

The TEMMP provides the monitoring for mitigation specific to those effects that occur within the direct physical Project footprint and any Project-related wildlife mortality. These include mitigation for landfill practices, use of fencing (where necessary), building skirts, employee education and monitoring wildlife along the AWAR, and nesting activity by raptors. All wildlife observations, mitigation and location of the actions will be reported by Agnico Eagle on an annual basis.

3.1 General Mitigation

The following are the general mitigation practices, for valid (i.e., minor or primary) pathway linkages, that will reduce the effects of the Project on wildlife (including birds) and wildlife habitat. The proposed mitigations follows a review of best practices from other similar operating mines in the region, including Meadowbank Mine, Snap Lake, Ekati, Diavik, and Gahcho Kué (BHPB 2010; DDMI 2010; De Beers 2007; De Beers 2013).

3.1.1 Direct Habitat Loss

Direct effects to wildlife populations includes the physical disturbance and loss of habitat (e.g., upland and riparian vegetation, wetlands, and water), which results in the direct displacement of wildlife. Direct habitat disturbance occurs through the construction of the Project footprint, such as the creation of roads, mine rock piles, core mine facilities, and increased water levels in some local lakes and streams.

Mitigation proposed to reduce direct habitat loss includes the following:

- Compact plant arrangement is designed to reduce the overall project footprint.
- Design roads as narrow as possible, while maintaining safe construction and operation practices, and meeting legislated requirements. For example, minimum haul road widths are defined under the Mine Health and Safety Act, NWT (NU).
- Promote natural re-vegetation and practice progressive reclamation as the mine develops.
- Cross-drainage structures will be designed and constructed such that structures will not create a hydraulic barrier and will convey peak flows corresponding to 1:25 year 24-hour rainfall event.
- Use of staggered culvert configuration, and removal of snow at the culvert inlet and outlet prior to the freshet to promote drainage during spring thaw and freshet (see FEIS Volume 2, SD 2-9).
- Regular inspection of the road to identify any areas where ponding of water along the road represents a risk, and installing additional culverts to alleviate the risk (see FEIS Volume 2, SD 2-9).
- Shoreline areas susceptible to extensive erosion will be addressed by appropriate erosion protection measures to reduce erosion and associated re-suspension of fine sediment.
- Develop and implement a Site Water Management Plan (see FEIS Volume 2, SD 2-6).
- Discharge from dewatering of waterbodies will be sampled regularly to monitor for compliance with discharge criteria, and any water not meeting the criteria will be treated or stored within the controlled Attenuation Ponds until it meets criteria.
- Hydraulic connections to the natural receiving environment will be re-established once water quality monitoring demonstrates that the water meets water quality guidelines for direct release without further treatment. Site infrastructure will be decommissioned and removed from site.
- Implement a Mine Closure and Reclamation Plan.

3.1.2 Sensory Disturbance

Indirect effects to wildlife are associated with changes in habitat that can alter the movement and behaviour of individuals in the vicinity of mine sites as a result of sensory disturbance. The mechanisms of indirect effects are poorly understood, but are likely related to dust, noise, human activity, and changes to vegetation communities. The following mitigation is proposed to reduce indirect habitat effects to wildlife populations (and refer to the Road Management Plan and Dust Management Plan for related measures):

- Dust will be actively suppressed from roads (water and/or other dust suppressants). Potential use of chemical dust suppressants in accordance with the Environmental Guidance for Dust Suppression published by the GN DoE (see FEIS Volume 2, SD 2-9).
- Enforcing speed limits will assist in reducing dust and noise generation from roads.

- Create passage ways for wildlife near water lines and/or pipelines at pre-determined locations so it will not be a barrier to wildlife movement.
- Wildlife will be provided the right-of-way. Vehicle access will be limited when large numbers of caribou are crossing the road; this will occur in consultation with the KHTO for public access (see Roads Management Plan). To reduce sensory disturbance and the possibility of vehicle collisions, traffic should cease if caribou are within 100 m of a road.
- In consultation with GN, KivIA, and KHTO, access will be controlled when caribou are present at the Mine site (see Roads Management Plan).
- Maximum speed limit on all site roads is 50 km/h and will be reduced to a maximum of 30 km/h when caribou or other wildlife are known to be on-site.
- When necessary, nest specific management plans for breeding peregrine falcons will be developed, which may include a 500 m no disturbance buffer. Specific scenarios are discussed below in Section 3.1.4.
- Site roads have been designed and constructed to use finer material size that facilitate caribou crossing (i.e., coarse boulders are not used).
- Minimize outside workforce when caribou herds (i.e., >50 animals) move through the Project.
- Blasting activities will not occur when caribou herds (i.e., >50 animals) are known to be within 5 km of the Project.
- Report wildlife carcasses observed on and in the vicinity of the site to environment staff, and along access roads, as soon as possible. Consult the GN Conservation Officer to determine appropriate course of action.
- Push the snow with a dozer when clearing the road to avoid buildup of snowbanks on the sides of the roads.
- A near-miss between a vehicle and an animal should be reported as a wildlife incident.
- Road surfaces will be maintained through grading and the addition of granular material.
- Project design will use conventional insulation, baffles, and noise suppressors on equipment.
- Stationary equipment (e.g., crushers, incinerators) will be housed inside buildings.
- Regular maintenance of equipment to limit noise.

3.1.2.1 Air Traffic Management

An Air Traffic Management Plan has been developed (see Appendix II) and requests that that all pilots of helicopter and fixed wing aircraft abide by the guidelines set forth when flying to/from the Meliadine Project or in the vicinity of the Project area wherever possible (from a safety perspective).

- For long-range transportation flights (i.e. to and from Rankin Inlet), aircraft (fixed-wing and helicopters) are to fly at a minimum of 600 m above ground level. Exceptions may exist during takeoff and landing, low-level ceiling conditions, high winds, or other risks to flight safety.
- For relatively shorter transportation flights (e.g., movement of staff and equipment between camp and ore bodies within the Meliadine lease), aircraft to fly at a minimum of 300 m above ground level. Exceptions may exist during takeoff and landing, low-level ceiling conditions, high winds, or other risks to flight safety.
- The Environment Department must be notified if caribou, muskox, or other animals are known to be within 5 km of the heli pad. The pilot should radio the Meliadine designated camp aircraft frequency and request that the camp radio operator call out the wildlife team to herd animals away from the strip before landing.
- At remote landing areas, we ask that helicopters not land within 1 km of individual or large aggregations of wildlife.
- When flying over large concentrations of caribou (50 or more individuals in close proximity to one another), a 1,000 m vertical and 1,500 m horizontal distance from the herd is observed whenever possible.
- Avoid helicopter flights over known areas of raptor nests and waterfowl and shorebird staging areas during critical seasons (when birds are present –spring and summer months). The Environment Department can inform pilots of these areas.
- Harassment of wildlife (flying below 300 m), especially grizzly bear, muskoxen, caribou, wolves, and wolverine, is expressly forbidden. Exceptions exist only in the rare instance the animal(s) poses an immediate danger to a person in the field.
- The Iqalugaarjuup Nunanga Park is located between the Meliadine camp and Rankin Inlet. To minimize impact on the wildlife and the Park's visitors, the pilots shall avoid to flight over or to land in the vicinity of the Park.

3.1.3 Project Hazards to Wildlife

Occasionally, mining operations lead to the direct injury or mortality of wildlife. This may be either accidental (such as vehicle collisions with wildlife), or the deliberate removal (re-location or intentionally destroyed) of problem wildlife to protect worker safety. The most effective way to reduce the cases of wildlife mortality is to reduce the availability of food and shelter for wildlife, thus limiting the attraction and presence of animals within the Project site. Specific mitigation proposed to reduce direct Project-related wildlife mortality includes the following:

- All employees will be provided with wildlife environmental awareness training.
- The presence of wildlife within the Project footprint will be communicated to the environment staff.
- Maximum speed limit on all site roads is 50 km/h and will be reduced to a maximum of 30 km/h when caribou or other wildlife are known to be on-site.
- To reduce sensory disturbance and the possibility of vehicle collisions, traffic should cease if caribou are within 100 m of a road.
- A near-miss between a vehicle and an animal should be reported as a wildlife incident.
- Hunting, trapping, harvesting and fishing is prohibited for employees and contractors while at work.
- The deliberate destruction or disruption of wildlife nests, eggs, dens, burrows is prohibited.
- Access to the mine site will be controlled (gated); public vehicles (cars, trucks) allowed only with special authorization. Rules for use along the road will be posted at the gate.
- Upon consultation with the KivIA and KHTO, an appropriate 'no shooting zone' will be established along the road and around the mine site (see FEIS Volume 2, SD 2-9).
- Keep sea-can doors closed at all times to avoid wildlife using them as a shelter.
- Consideration of a boulder field design to deter caribou from the TSF.
- All roads will be decommissioned and scarified during closure (see FEIS Volume 2, SD 2-9).
- Skirt all buildings and stairs, where possible, to the ground to limit opportunities for use as shelter by wildlife.
- Littering and feeding of wildlife is prohibited.
- There will not be an airstrip at the Project.
- Complete land clearing for all facilities outside of the breeding season for migratory birds (15 May to 15 September) if birds are nesting in a work area.
- Prevent upland breeding birds and raptors from nesting on mine infrastructure and man-made structures. If a nest is found and eggs are present, then the nest will be monitored and efforts will be made to avoid the area.
- Isolate or remove any physical or chemical hazards to wildlife.
- Report to the GN DoE any raptor nesting activity observed on Project infrastructure or within 1.5 km of the Project.
- Removal of physical hazards will be part of the Mine Closure and Reclamation Plan (see FEIS Volume 2, SD 2-17).
- Problem wildlife will only be destroyed as a last resort, and with the approval of GN DoE.

- Contact GN DoE to receive additional direction regarding new issues that arise.
- Wildlife carcasses on or near roads will be reported and removed to minimize the attraction of predators and scavengers to roads and road edges where they would be at an increased risk of colliding with vehicles.
- A near miss between a vehicle and an animal should be reported as a wildlife 'incident'.

3.1.4 Migratory Birds Protection

Agnico Eagle will follow ECCC's recommendation that avoidance should be the primary mitigation measure to avoid the incidental take of migratory birds. In the event that vegetation clearing cannot be scheduled outside the breeding season, migratory bird nest searches areas will be completed to search for active nests within four days of destruction/clearing activities by an avian biologist or naturalist with experience with migratory birds and migratory bird behavior indicative of nesting (e.g. aggression or distraction behavior; carrying nesting material or food). Nest surveys will be carried out using accepted standard protocols. If nests containing eggs or young of migratory birds are located or discovered, all activities in the nesting area will be mitigated until nesting is completed (i.e. the young have left the vicinity of the nest). Any nest found should be protected with a buffer zone, through consultation with ECCC, appropriate for the species and the surrounding habitat until the young have left the nest.

Agnico Eagle will incorporate, when possible, the ECCC Guidelines to Reduce Risk to Migratory Birds recommends setbacks to minimize disturbance to known nests or nest sites identified by ECCC or the GN DoE (see Table 2 for recommended setbacks, and footnotes for adjustments to setbacks for sensitive species and species at risk). As per Term and Condition No. 62, when observance of these setbacks is not feasible, Agnico Eagle will develop nest-specific guidelines and procedures to ensure the bird's nests and their young are protected.

Table 2. Bird Protection Setback Distances

Species Group	Pedestrians /ATVs (m)	Roads / Construction / Industrial Activities (m)
Songbirds	30	100
Shorebirds	50 ^a	100 ^a
Terns/Gulls	200 ^b	300 ^b
Ducks	100	150
Geese	300	500
Swans/Loons/Cranes	500	750

^a If project activities are within the breeding ranges of American Golden Plover or Ruddy Turnstone, these setbacks should be increased to 150 m for Pedestrians/ATVs and 300 m for Roads/Construction/Industrial Activities respectively. If project activities are within the breeding ranges of Black-bellied Plover, Whimbrel or Red Knot (a Species at Risk [SAR]), these setbacks should be increased to 300m for Pedestrians/ATVs and 500m for Roads/Construction/Industrial Activities. If field crew are trained in the identification of these species then these higher setbacks need only apply to these more sensitive species, and lower setbacks can be used for the remaining shorebird species. In areas where several species are nesting in proximity, setbacks for the most sensitive species should be used if they are present.

^b If project activities are in proximity to breeding colonies of Ross's Gull (SAR) or Ivory Gull (SAR) these setbacks should be increased to 500m Pedestrians/ATVs and 750m for Roads/Construction/Industrial Activities.

Agnico Eagle has completed measures to deter waterbirds from using water management ponds at Meliadine, these measures primarily involve deterrents (e.g., water cannons and predator kites and decoys) and monitoring protocols. Agnico Eagle will consult with ECCC to determine if deterrent measures are required and what measures are the most appropriate.

3.1.5 Management of Toxic Substances

The following mitigation will decrease the risks to wildlife from ingestion of toxic substances or encounters with toxic spills during all phases of activity on the Project site:

- wastes associated with mechanical maintenance and repairs will be managed per the Hazardous Materials Management Plan;
- adhere to and regularly update the Spill Contingency Plan;
- follow the procedures outlined in the Hazardous Material Management Plan;
- designate and train a spill response team consisting of on-site personnel;
- provide spill containment supplies at fuel transfer and storage areas;
- immediately isolate, clean and report any spills;
- keep spill response equipment readily available and maintained;
- maintain vehicles and equipment; and
- store fuel in double-walled containers or single-walled containers in lined containment areas.

3.1.6 Management of Attractants

Carnivores observed in the RSA include wolf and fox, and potentially grizzly bear and wolverine. Carnivores have a keen sense of smell and can be attracted from long distances if food items are frequently present. Wildlife may also be attracted to infrastructure that can serve as a temporary refuge to escape extreme heat or cold. An important element in reducing interactions between the Project and wildlife is preventing carnivores from accessing food and food wastes. The Project will closely follow the procedures and practices presently in place at the other mines in Nunavut and Northwest Territories, and will incorporate the lessons learned from those mines into mitigation measures. The following policies and practices will be included in these management plans to reduce the numbers of scavenging wildlife (such as carnivores and birds) attracted to the Project, and limit human-wildlife interactions:

- Most construction of the Project will be based out of Rankin Inlet or the Meliadine camp, eliminating the need for temporary camps along the AWAR route.
- Education and reinforcement of proper waste management practices to all workers and visitors to the site.
- Education on the risk associated with feeding wildlife and careless disposal of food wastes and liquids, such as coffee and juices.

- Ongoing review of the efficiency of the waste management program and improvement through adaptive management.
- Kitchen garbage and waste from dormitories and offices will be incinerated on a daily basis to limit attractions to wildlife.
- Implementation of a Landfill and Waste Management Plan.
- Staff working outdoors will be provided designated indoor areas for lunch and coffee breaks.
- Waste facilities and incinerators will be enclosed.
- Hazardous material will be shipped off site for recycling or disposal at an appropriate facility.
- The landfill will be inspected and covered progressively.
- Waste products that cannot be incinerated or landfilled will be collected, sorted, and placed in designated areas within the Waste Management Area until they can be shipped off site.
- Best management practices for deterring waterfowl and waterbirds from using areas nearby mining operations (e.g. use of propane cannons).
- All temporary (small) storage containers (e.g., garbage cans) for garbage and recycling are wildlife protective (i.e. have bear proof lids).
- All buildings and containers (e.g., sea cans) large enough to harbour any wildlife species will always have their doors shut when not being used by personnel to prevent wildlife from entering.
- Skirt all buildings and stairs to the ground to limit opportunities for use as shelter by wildlife.
- Wildlife surveillance monitoring will detect use of Project infrastructure, including waste disposal infrastructure (e.g., landfill and incinerator, among others) by wildlife as an attractant, for nesting or shelter.
- Develop an internal environmental working group to improve waste management protocols at Meliadine.

3.1.7 Deterring Wildlife

The goal of wildlife deterrent action is to respond to situations using humane methods that keep both humans and wildlife safe. All deterrent actions start with the least intrusive method, and then increase in intensity. Each deterrent action will stop as soon as the animal moves away from the potentially hazardous site or activity or no longer poses a threat to humans. Deterrents may be used to remove wildlife from roads and potentially hazardous sites and activities. The intensity of the deterrent practice should increase only if previous steps are unsuccessful, and if warranted by the risk to staff or wildlife. All deterrent actions will be documented.

Wildlife deterrent actions will be performed only by designated individuals (such as the environmental monitors or security staff). Training for these individuals will include the following information:

- basic wildlife ecology and behaviour;

- prevention of wildlife-human encounters;
- contingencies for wildlife-human encounters;
- proper use of deterrents (such as bear bangers and firearms); and
- documenting and reporting any deterrent actions undertaken. For deterrent actions to be successful there must be:
 - knowledgeable, trained personnel who will select deterrent actions based on each situation;
 - consistent application of deterrents;
 - evaluation of the success of each deterrent action;
 - documenting and reporting of deterrent actions to inform other staff, communities and regulatory agencies;
- effective implementation of the Landfill Management Plan, Incinerator Management Plan, and Landfarm Management Plan, particularly as it relates to the disposal of food waste; and
- absence of food, shelter, or other rewards for wildlife within the Project site.

3.1.8 Caribou Protection

It is anticipated that caribou will interact with the Project seasonally, throughout construction, operations, and closure. Baseline studies indicate that caribou will encounter the Project during the post-calving migration and rut, approximately from mid-July through November. However, large numbers (i.e., >500) typically interact directly with the Project site for 1-2 weeks in early July, and are generally not frequently observed outside of this time frame. Groups are primarily cows and cows with calves, and therefore have a high priority for protection from harassment and sensory disturbance. Occasionally, actions may be required to move caribou away from areas where they may be at risk. The appropriate level of action for a situation is one that removes the risk with the least disturbance to the caribou. The decision to use deterrent actions for caribou should consider the number of animals, and the potential for risk to caribou and human safety. The following policies, practices, and procedures are specifically related to caribou protection (see Appendix II and III for further details).

- site roads have been designed and constructed to use finer material size that facilitate caribou crossing (i.e., coarse boulders are not used);
- if caribou are crossing Project roads, traffic will stop and wait for them to cross (i.e., caribou have the right-of-way);
- feeding wildlife is prohibited at all times on or in the vicinity of the mine site, including during travel to and from the mine site;
- harassment (defined as to kill, injure, seize, capture or trap, pursue and includes to stalk, track, search for, lie in wait for, or shoot at – for any of these purposes not authorized by the Environment Department) of wildlife is prohibited at all times on or in the vicinity of the mine site, including during travel to and from the site;

- obey all traffic signs;
- verbally report wildlife observations (by radio or telephone to the environment staff), including carcasses, observed on and in the vicinity of the mine site and along access roads, as soon as possible;
- all incidents involving interactions, deterrents or injury of caribou will be documented and evaluated by environment staff;
- all sightings of caribou will be reported to environment staff; and
- caribou will only be moved away from roads in specific circumstances, such as when there is an emergency.

Caribou are only exposed to hazards from the mine when they are within hundreds of metres of the mine, however, the zone of influence of the mine on caribou distribution and abundance may be kilometres from the Mine. It is the areas within the immediate vicinity of the Mine and the Mine infrastructure itself where collisions or exposure to contaminants or other hazards may occur.

As stated above, wildlife have the right-of-way, therefore one caribou on or immediately adjacent to, the AWAR or in the Mine site will warrant radio alert, yielding to the animal (i.e. traffic stoppages) and/or actions appropriate to ensure the safety of the caribou and personnel depending on the location of the caribou. Agnico Eagle will implement the work suspension protocol when 50 or more caribou are observed moving in the direction of the activities and cross the 5 km mark from site activities. Observations of 50 or more caribou immediately adjacent to, or on the AWAR and/or the mine site will warrant traffic signs, radio alerts and traffic/work stoppages (e.g., suspension of flights, drilling operations, and circulation of vehicles) depending on where the animals are occurring, until the animals leave the area.

Upon approval of the Project and prior to detailed engineering design, Agnico Eagle will engage with the KHTO, KivIA and GN to develop a caribou decision tree for mitigating project operation effects to caribou. This decision tree will follow recently developed tools for other Projects in Nunavut (e.g., Baffinland Mary River Project) but will be refined based on local knowledge of caribou. This decision tree will consider the gender and age class of caribou (i.e., cows with calves being most sensitive and bulls being least sensitive), proximity to the AWAR and mining infrastructure, and caribou behaviour (e.g., resting, feeding, moving), among other factors that may be site- specifically important for the KHTO, KivIA and GN.

SECTION 4 • WILDLIFE AND WILDLIFE HABITAT MONITORING

4.1 Monitoring Approach

The general approach of the wildlife monitoring program is to monitor wildlife at both the local and regional scales during all phases of the Project (i.e., construction, operations, closure, and post-closure). Monitoring may include presence/absence, relative abundance, movement, interactions with mine operations, and use of the Project area by wildlife. Objectives of the wildlife and wildlife habitat monitoring are the same as those for the TEMMP, outlined in Section 1.2.

Effectiveness of mitigation is uncertain. Consequently, the monitoring program attempts to understand the efficacy of these mitigation practices and also attempts to validate impact predictions. Based on information gained from the monitoring program, additional mitigation can be implemented, where necessary.

4.1.1 Caribou Monitoring Approach

The distribution and abundance of caribou within and around the mine site will be determined through data collected from the following programs:

- ***Collared Caribou Information*** – weekly to bi-weekly updates from the GN.
- ***AWAR Road Surveillance*** – completed on an ongoing basis by all mine staff using the AWAR; wildlife sightings are immediately communicated to radio dispatch and recorded.
- ***AWAR Wildlife Surveys*** - completed weekly, or more frequently when necessary (e.g., large herds of caribou in the immediate vicinity of the Project).
- ***Regional Wildlife Communication Plan*** – a plan will be developed whereby a weekly communication check will be completed with individuals who may be out on the land or know of individuals out on the land in the regional area of the project to check for information regarding wildlife distribution and abundance. These individuals may be helicopter and airline pilots in the vicinity of the Project, KHTO members, GN Conservation Officer and others. This plan will be developed with the KHTO, KivIA and Agnico Eagle.
- ***Site Surveillance Monitoring*** – completed weekly, or more frequently when necessary.
- ***Sightings Log*** – completed by all mine staff and contractors on a daily basis.

4.2 Action Thresholds

The following action thresholds are suggested as a starting point for adaptive management and TEMMP refinement:

- Direct habitat loss (describing the immediate loss of vegetation and other wildlife habitat from the physical Project footprint): Monitored through vegetation monitoring. The threshold will be an expansion of the Project footprint beyond the area described in the FEIS and permitted by NIRB (likely requiring a permit amendment).

- Indirect habitat loss (describing the changes to habitat use that occur beyond the physical Project footprint, from factors such as noise and dust): Thresholds for indirect habitat loss are difficult to define, particularly as methods for indirect habitat loss have not yet been finalized, but typically include attempts to detect attraction to or avoidance of the area surrounding the mine (the zone of influence). A threshold of no more than 10% deflection of caribou groups has been suggested as a possible measure of indirect habitat loss.
- Project-related mortality: The mortality of a single caribou or Arctic fox will trigger an incident investigation. The investigation should consider the causes and suggest mitigation (including monitoring, training, environmental design features or changes in policy or procedure).

4.2.1 Action Thresholds for Caribou

Results from baseline surveys indicate that caribou and recently muskoxen are present in the Project Area throughout the year, but caribou are observed in greatest abundance between May and September.

The baseline study established a map of historical wildlife presence in the region of the Meliadine project, including historical migration routes for the caribou. This map is shown in Figure 3.

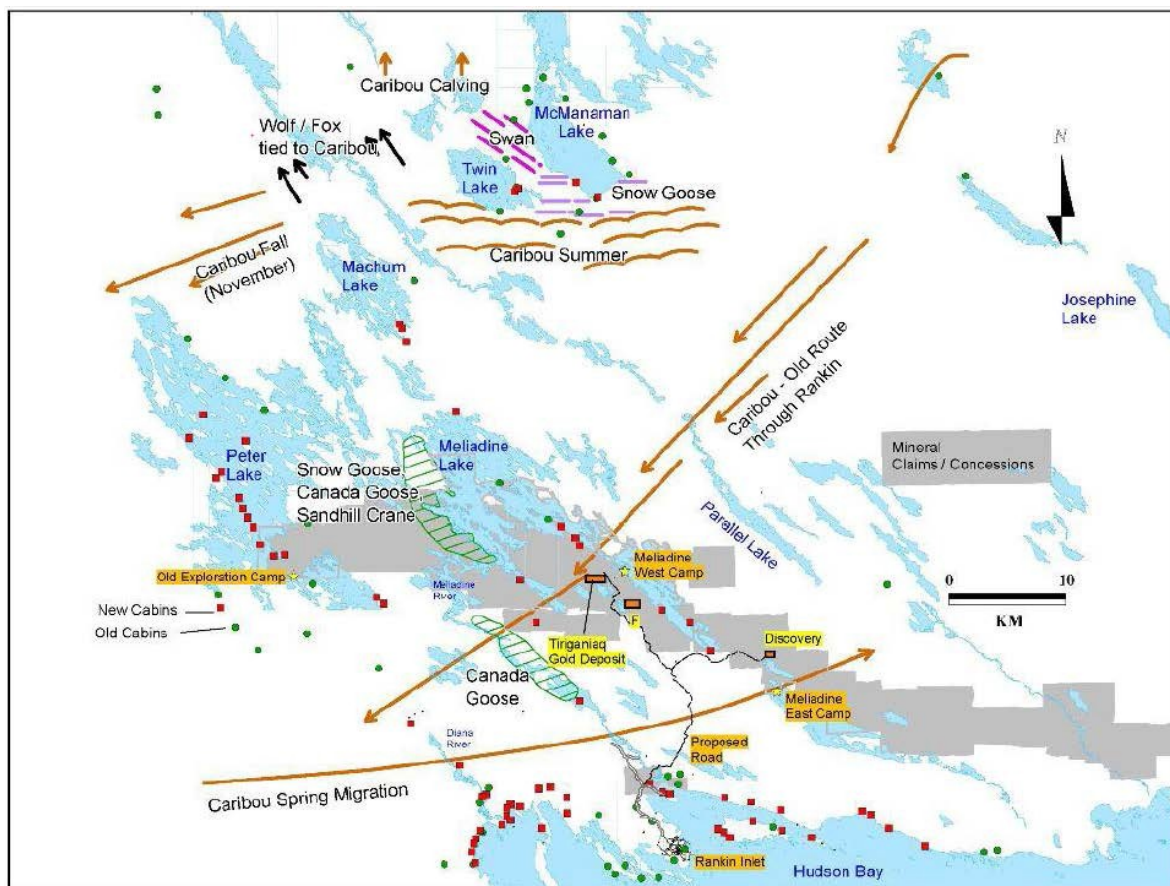


Figure 3: Map of Historical Caribou Movements through the Project Area

The protocol will have 4 components:

- A far-field caribou herd monitoring protocol during the migration season.
- A caribou and muskox herd sighting and protection protocol.
- An activity shutdown protocol including crew change and helicopter flight control.
- An activity restart protocol.

Caribou Monitoring during the Migration Season

Caribou migrations typically occur in the Project area in late June to early July with herds of 1000 to 5000 animals migrating through the Project for a period of 3 to 7 days. The caribou can therefore be present around the site during this small window of their annual life cycle with small isolated and less frequent groups during the post-calving season. During this period Agnico Eagle will report any sightings and prevent human activities that could disturb the herd. Caribou will have the right-of-way, and will not be blocked or deterred from moving through the Project area.

Agnico Eagle must take all possible measures to avoid disturbance to the caribou or muskox herd. At all times, it is strictly forbidden to harass wildlife. This includes persistently worrying or chasing animals, or disturbing large groups of animals.

When Observing Herds of Caribou Or Muskox:

A protocol has been established for on-site staff and contractors to immediately report the presence of caribou (50 or more) or muskox (10 or more) herds to the Meliadine Environmental Department which will immediately contact the KivIA, KHTO and GN. When reporting the presence of these species, the location and estimated numbers will be provided.

When to Activate the Work Suspension Protocol:

During migration of Muskox (10 or more animals) or Caribou (50 or more animals) herds Agnico Eagle must start implementing the work suspension protocol when the caribou herd is moving in the direction of the activities and crosses the approximate 5 km mark from the site activities (the activities include the road construction, drilling, camp operation, etc.).

Work Suspension Protocol

Work that could interfere with the caribou herd migration will be suspended as follows (see Appendix III for additional details):

- helicopter flight;
- drill operation; and
- circulation of vehicles.

Upon activation of the work suspension protocol, the following steps will be taken:

- Inform all employees at the drill sites that are in the direction of the caribou migration that they will need to shut down their operation so that these operations are down before the caribou herd reaches the 3 km² boundary.
- Remove drill rods from the holes and secure the drill station.
- Organize transport of the affected personnel to the camp. Personnel that do not require air transportation will be requested to walk back.
- During helicopter evacuation of personnel the Air Traffic Management Plan (see Appendix III) will be applied to protect the caribou herd (avoidance distance of 1,000 m vertical and 1,500 m horizontal). Use of helicopter for emergency evacuation of personnel for medical reason will still be allowed.

Road Utilisation

For a group of caribou (≥ 50) or muskoxen (≥ 10) within 100 m from a road:

- Vehicle traffic is suspended.
- Wildlife has the right of the way and vehicles must wait without disturbing their movements.

Activity Restart Protocol

Through ground based monitoring, the Agnico Eagle wildlife monitor will determine when caribou are outside the 3 km² buffer, and report the information to the Meliadine Site Manager or designate. The observations will also be shared with the KivIA, GN and KHTO by email. Activities can resume when caribou are outside the 5 km mark or if the caribou herd is outside the 3 km² area for more than 2 days and if an agreement is reached with the KivIA, GN and KHTO to resume activities. The decision and time to resume activities will be communicated to the KivIA, GN and KHTO by email.

4.3 Wildlife Sightings Log and Road Surveillance Monitoring

The general Mine site wildlife sighting log and road surveillance monitoring is designed to determine the frequency and distribution of wildlife interactions with the Mine site infrastructure and the AWAR (see FEIS Volume 2, SD 2-9; Golder 2014a). Results from these surveys will be used to verify impact predictions and will focus on areas that have the highest potential to cause mortality (i.e., haul roads, AWAR, waste rock piles, TSF) or lead to mortality (i.e., waste management and landfill areas, camp). This component of the monitoring program will build from Agnico Eagle's experiences and protocols developed for the Meadowbank Project (Nunavut Environmental Consulting 2012). The wildlife sightings log component is not completed systematically but does contain repeated observations, deterrence activities, monitoring location and mitigation that will provide an indication to Agnico Eagle environment staff of the potential for wildlife incidents or other trends in wildlife presence.

Road surveillance monitoring that will extend to the Mine site, will be completed systematically as described below. The Roads Management Plan for the Mine addresses specific measures related to traffic management, road access, road safety and wildlife management measures (excerpt included in Appendix II).

4.3.1 Target Species

Target species for these surveys include all VEC species and other wildlife observed. Particularly, this portion of the program is designed to inform Agnico Eagle when and where wildlife are most likely to interact with the Project and what species are most common. This will help to inform any future changes to Agnico Eagle's Wildlife Protection and Response Plan (Appendix IV).

4.3.2 Objectives

The primary objectives of these general Mine site and road inspections is to record the presence of wildlife and/or wildlife signs (e.g., tracks, nesting) in relation to the Mine infrastructure. Of particular importance is the frequency of wildlife entering the Mine infrastructure areas and along the AWAR corridor. This information can then be used to determine any areas of attraction to wildlife, document human-wildlife conflicts, areas/timing of wildlife mortality or potential mortality; seasonal trends of wildlife occurrence in the Project area, and effectiveness of mitigation (e.g., waste management and landfill).

4.3.3 Monitoring Approach

Wildlife Sightings Log

These surveys will be completed by Agnico Eagle's environmental staff during all phases of the Project. Inspections of specific areas will have area-specific frequencies based on the potential to cause harm to wildlife or the potential for human-wildlife interactions. For example, TSF, haul roads, and the AWAR will have more frequent inspections than waste rock piles. Information recorded for each wildlife observation and/or signs will include species, number of individuals, and other characteristics if readily discernible (e.g., sex, age), as well as details on any wildlife signs observed. In addition, the location, date, and any site-specific comments will also be recorded. Where animals are sighted in close proximity to roads and a risk of collision with vehicles is possible, the environmental monitors or site personnel using the area will report the number of animals, location, and direction of travel to the mine radio dispatcher who will inform all vehicle operators. This program will include a wildlife awareness poster posted at key locations (e.g., kitchen, orientation center) and sightings cards that workers will be encouraged to take with them each day to record any incidental observations of wildlife.

AWAR Road Surveillance

This surveillance will be completed by all Agnico Eagle staff travelling along the AWAR to the Mine site during all phases of the Project on an ongoing basis, and may be repeated with higher frequency during the summer months (open water season) to more efficiently monitor increased traffic levels due to water trucks transporting saline discharge.

If wildlife is sighted by the driver or passenger, the driver will communicate wildlife observations that will include species, approximate number of individuals, the approximate kilometer location and any site-specific comments will also be recorded. This will complement the wildlife sighting logs and the information will be collected by the road radio dispatcher who will inform all vehicle operators along the road. This program will include a wildlife awareness poster posted at key locations (e.g., kitchen, orientation center) and will encourage active participation for all employees using the road.

Road Surveillance

Agnico Eagle in collaboration with KHTO in Rankin Inlet will carry out weekly wildlife surveys along the AWAR. Surveys will be conducted by two people scanning both sides of the road (to a maximum horizontal distance of approximately 1 km from the road edge) travelling at a maximum speed of 30 km/hr. Information collected from this program will be the same as per the sightings log and will include species, sex, age, location, distance from the road, date and any other relevant comments. The frequency may be adjusted based on results.

Data from these programs will be summarized and presented annually in the overall wildlife monitoring summary report.

4.4 Site Surveillance Monitoring

Wildlife is expected to be present near the Project throughout construction, operation and closure. Site surveillance monitoring is intended to provide timely and continual information of wildlife activity at the Mine, and will provide direct feedback to Mine operations regarding the effectiveness of waste management and wildlife mitigation practices. Examples of wildlife activities that will be documented through the surveillance monitoring include presence of wildlife in areas where food may be available, use of buildings for shelter or nesting, and use of water management ponds by waterfowl.

4.4.1 Target Species

Target species for these surveys include terrestrial mammals, such as caribou, Arctic fox, wolf, among other less frequently observed species (e.g., muskoxen and polar bear) and birds including raptors, waterfowl, shorebirds, and songbirds. Particularly, this portion of the program is designed to inform Agnico Eagle when and where wildlife are most likely to interact with the Project and what species are most common. This will help to inform any future changes to Agnico Eagle's Wildlife Protection and Response Plan (Appendix IV).

4.4.2 Objectives and Thresholds

Through systematically recording the presence of all wildlife within and around the Project footprint, Environmental staff will remain apprised of current and emerging issues, and will be able to manage issues as they arise. To use a common example, surveillance monitoring may detect that wildlife has gained access and is taking shelter beneath a building. The common mitigation is to block the access through improved skirting, and follow-up surveillance monitoring will confirm whether the mitigation was successful, or if further action is required.

Monitoring thresholds are not well established, however, Agnico Eagle will work with the GN DoE and ECCC to better refine these thresholds and adapt their practices, nevertheless, the following thresholds are suggested as a starting point for adaptive management and TEMMP refinement:

- Project-related Mortality – no more than 1 caribou, 1 Arctic fox, 1 waterfowl and 1 upland bird, per year.
- Vehicle Collisions – no more than 1 caribou/year.
- Caribou movement – no more than 10% deflection (as described above) of caribou approaching roads and infrastructure.

4.4.3 Monitoring Approach

Agnico Eagle Environmental staff will undertake systematic tours of the Project site and record all wildlife observations or recent wildlife sign (e.g., tracks, scat, nesting, denning, etc.). The survey will be completed on foot and by truck, and staff will record the area surveyed, and the nature and location of all observations. This will build upon information gathered as part of the Awar monitoring, and this will be completed by Agnico Eagle Environment staff. The surveillance monitoring survey will include all areas of the Mine site, but will focus on areas where there is greater risk of wildlife attractants (i.e., accommodations, kitchen, truck shop, waste transfer area, incinerator, etc.), and risk of wildlife using the Mine for shelter, denning or nesting, or where there are people working outdoors.

Pre-construction surveys (i.e., seasonally relevant) will be completed prior to any construction activities to determine presence of denning sites (e.g., Arctic foxes), nesting sites or other areas of high wildlife use. Depending on the findings, appropriate mitigation and/or management options will be discussed with GN staff. Agnico Eagle is also considering the placement of remote cameras to monitor areas of high potential wildlife attraction (e.g., kitchen area, waste management areas) to determine the level of wildlife activity and assess further mitigation options.

Surveillance monitoring will occur systematically at least once per week, or more as necessary. Monitoring will be continuous throughout all phases of the Project. Pre-construction surveys will be completed prior to any construction activities.

Environmental staff may at any time suggest or undertake improvements to environmental design features, mitigation and management practices and policies, the need for additional training for staff, or other improvements to mitigation identified by the surveillance monitoring, as required. Investigation and reporting of incidents will be completed as they occur.

4.5 Caribou Behavior Monitoring

Caribou behaviour is known to be affected by mining and other anthropogenic activity (Curlato and Murphy 1986, Nellemann and Cameron 1996; Bradshaw, Boutin, and Hebert 1997; Webster 1997, Calef et al. 1976, Horejsi 1981, Tyler 1991, Reimers, Eftestøl, and Colman 2003), and such changes have also been documented at mining operations in the range of barren-ground caribou (ERM Rescan 2014, Golder 2004, Golder 2014b).

These behaviour changes may be expressed in two ways: changes to activity budgets, and changes to distribution. As examples of changes in activity budgets, ERM Rescan (2014) documented that the alert behaviours displayed by caribou in response to stressors lasted 35 seconds for bulls, 16 seconds for cows, while Golder (2004) documented a weak trend of reduced foraging time for cows with calves within 5 km of the Ekati. As an example of a change in distribution, Boulanger et al. (2012) identified a 14 km or 11 km zone of influence (ZOI) around the Ekati-Diavik complex, depending on whether they analyzed the aerial survey data or the data based on satellite-collar locations. Each year, however, thousands of caribou are observed in close proximity to the mine sites, grazing for long periods of time on the tundra, walking through the sites, or migrating along routes immediately adjacent to mine infrastructure (Rescan 2012b, 2013b).

As part of compliance monitoring for the Ekati Diamond Mine and Diavik Diamond Mines Inc., behaviour monitoring programs have been undertaken cooperatively to evaluate the type and magnitude of caribou response to the presence and operation of these mines. Between October 2011 and November 2013, the Ekati Diamond Mine conducted a total of 62 focal watches (on 62 unique individuals) and 175 group scans during which one or more stressor events occurred and for which all the essential data (e.g., stressor type and occurrence time) were recorded. Behaviour monitoring along an active winter haul road was also undertaken by De Beers in early 2014 (Golder 2014b). The monitoring undertaken to date at Ekati, Diavik and Snap Lake indicates the following conclusions regarding the effect of mining activity on the behaviour of barren-ground caribou.

- Group behaviour near mines is dominated by bedding, feeding and walking behaviours and caribou continue to be present near mines, requiring protocols to manage caribou that directly interact with the mine.
- Group behaviour is more affected by natural factors such as weather, biting insect abundance, season and year than by anthropogenic disturbance. There were some years when a behavioural change was detected near the mine, but the change is subtle and not always detectable.
- Caribou respond to stressors such as trucks, aircraft and people. Where documented, the response to anthropogenic stressors is less than the response to wolves and lasts less than one minute.
- Stressors rarely occurred beyond 2 km from the mine. Behavioural changes were not detected more than 5 km from the mine.
- There have been difficulties collecting sufficient data for analysis, because behavioural studies are only practical when there are large numbers of caribou present in the study area, and because large amounts of data are required to detect mine-related effects.
- It is unclear what mechanism or combination of mechanisms from stressors cause behaviour and distribution changes. Possibilities include noise, sound, dust, observation of activity, vibration, odours, or memory of previous encounters near mines. Methods to determining the relative contribution of each of these mechanisms to the caribou reaction have not yet been described, and this knowledge gap places limitations on our understanding of how to best mitigate impacts.

4.5.1 Objectives

The objectives of the monitoring are:

- To determine if caribou activity budgets change with distance from the mine, and to document caribou response to stressors.
- To determine if caribou distribution changes with proximity to the mine (i.e. do caribou avoid the mine).

Caribou behaviour monitoring will be implemented when caribou presence in the RSA is increasing. This will be determined by review of caribou collar data provided by the GN. An increase in caribou groups observed during surveillance monitoring or as incidental reports of caribou groups become more common.

4.5.2 Activity Budget Methods

Similar to methods used at mining operations in the Northwest Territories, scanning observations from the ground (Curatolo and Murphy 1986) will be used to record the activity budget of caribou groups. Observations will be completed primarily during the post-calving migration, as this is when caribou are travelling with calves and they have historically been most abundant. For each group of caribou, the location, group age and gender composition, and habitat will be recorded. Ground observations will focus on determining the proportion of time caribou spend bedded, feeding, standing, alert, walking, trotting and running. The behaviour of caribou groups will be recorded at eight-minute intervals for a minimum of four and a maximum of eight observations per group.

Two different, but complementary approaches have been used to record the activity budget of caribou around the Ekati, Diavik and Gahcho Kué mines; focal surveys and scan surveys (Altmann 1974, Curatolo and Murphy 1986, ERM Rescan 2014). The same methods are proposed for the Meliadine Project. Focal surveys of a single animal are ideal for obtaining information on activity budgets (i.e., the proportion of time an animal is engaged in different behaviours), the temporal sequence of behaviours relative to stressors or other stimuli, the behaviour of an animal interacting with infrastructure (e.g., road crossing interaction and response) and the length of time it takes the animal to return to a non-stressed state following a stressor event. Scan samples of a group of animals are more useful for quantifying the frequencies of dominant behaviours in a group over a period of time, which can be thought of as an activity budget for the entire group.

Focal and scan surveys can be undertaken simultaneously on a group of caribou, and on a specific individual within the group. In addition to these methods, all stressors (such as vehicles, aircraft, people) are recorded and the caribou response to these stressors is documented.

Studies to date have shown that caribou activity budgets are more affected by factors such as weather and biting insect abundance than by mining activity. Activity budget monitoring therefore should be undertaken by at least two teams, preferably working simultaneously and at a distance from the Project to provide data from treatment and control groups under similar environmental conditions. Further, experience to date has indicated that a lot of data is required to discern effects, so observers must become

proficient at undertaking multiple focal and scanning surveys simultaneously, and place themselves in areas where they have the best opportunity to do so.

Discussions on potential future studies tied to adaptive management will be continued, particularly with the GN, KivIA, and KHTO, as appropriate and per any recommendations included in annual reporting.

4.6 Vegetation and Wildlife Habitat

The vegetation monitoring component outlines the means by which Agnico Eagle plans to reduce Project-related effects to plant populations and communities and includes both environmental and follow-up monitoring. Environmental monitoring programs are used to track conditions and implement further mitigation as required, while follow-up monitoring is used to verify the accuracy of impact predictions and adaptively manage and implement further mitigation as required.

4.6.1 Objectives and Thresholds

The objectives of the vegetation monitoring and management component are as follows:

- measure direct loss of plant communities as a result of the Project footprint;
- measure degree of re-vegetation of disturbed areas;
- measure distribution and abundance of non-native invasive plant species; and
- measure plant health as part of the dust monitoring program.

Specific thresholds for vegetation and wildlife habitat monitoring include the following:

- direct habitat loss measures must stay within impact predictions (i.e., 2039 ha of terrestrial habitat loss);
- areas deemed to be re-vegetated will all show signs of natural vegetation encroachment, otherwise additional management practices may be necessary;
- no non-native invasive species will occur as a result of mining operations (i.e., new equipment or materials arrival); and
- no effects to plant health as a result of dust deposition will occur.

4.6.2 Monitoring Approach

The vegetation monitoring component is intended to provide a framework for maintaining both a healthy vegetative cover and re-vegetating disturbed areas to reduce the overall effect of the Project on plant populations and communities, and consequently wildlife habitat. Direct loss of plant communities will be measured through the evaluation of as-built drawings, GIS mapping, and possibly aerial photography to determine Project footprint advancement. These calculations will be compared to predictions made in the FEIS.

Maintaining and re-establishing healthy vegetation has important benefits to the overall ecosystem by reducing potential soil related effects (e.g., erosion) and providing valuable habitat for a range of plant and wildlife species.

Disturbed areas are expected to recover naturally as described in the Closure and Reclamation Plan (FEIS Volume 2, SD 2-17; Golder 2014a) and will generally involve the following processes:

- preparation of disturbed surfaces associated with mine facilities and structures, which may include scarification and re-contouring of surface, slopes stabilization, and restoration of natural drainage patterns, to provide a suitable environment for natural re-vegetation of these surfaces to take place;
- the AWAR and temporary mine roads will be scarified, culverts and bridges removed, drainage patterns restored, and slopes stabilized, to facilitate natural re-vegetation to imitate esker habitats, if feasible; and
- implementation of re-vegetation monitoring plans and protocols to assess the effectiveness of the natural recovery process.

As part of the re-vegetation monitoring plan in collaboration with the University of Saskatchewan, studies will be carried out at selected test plots to assess natural re-vegetation processes in disturbed areas. The focus of these test plots will be to evaluate plant species ingress, growth and survival on various disturbed sites, including rock fill covers, to determine re-vegetation success and the length of time it takes to re-establish vegetation on these sites. Information on which plant species are becoming established on these sites and associated percent covers will be recorded, along with site photographs to document re-vegetation progress. Additional details on methods are described in the annual reports prepared by the University and included in overall annual reporting for the Mine.

In addition, monitoring programs for non-native invasive plant species will be completed during the construction and operations phase of the Project. Surveys for non-native invasive plant species will be undertaken in disturbed areas (e.g., active mine site, borrow pits) to identify and document the extent of any non-native invasive plant species that may occur during construction and operations (see Figure 4). The early detection of non-native invasive plant species is important, as preventing these species from becoming established is the most effective mitigation that can be employed. If non-native invasive plant species are identified in the Project area, they will be reported to the GN, as per DoE guidelines. As part of the reporting process, the following information will be collected and sent to the GN DoE:

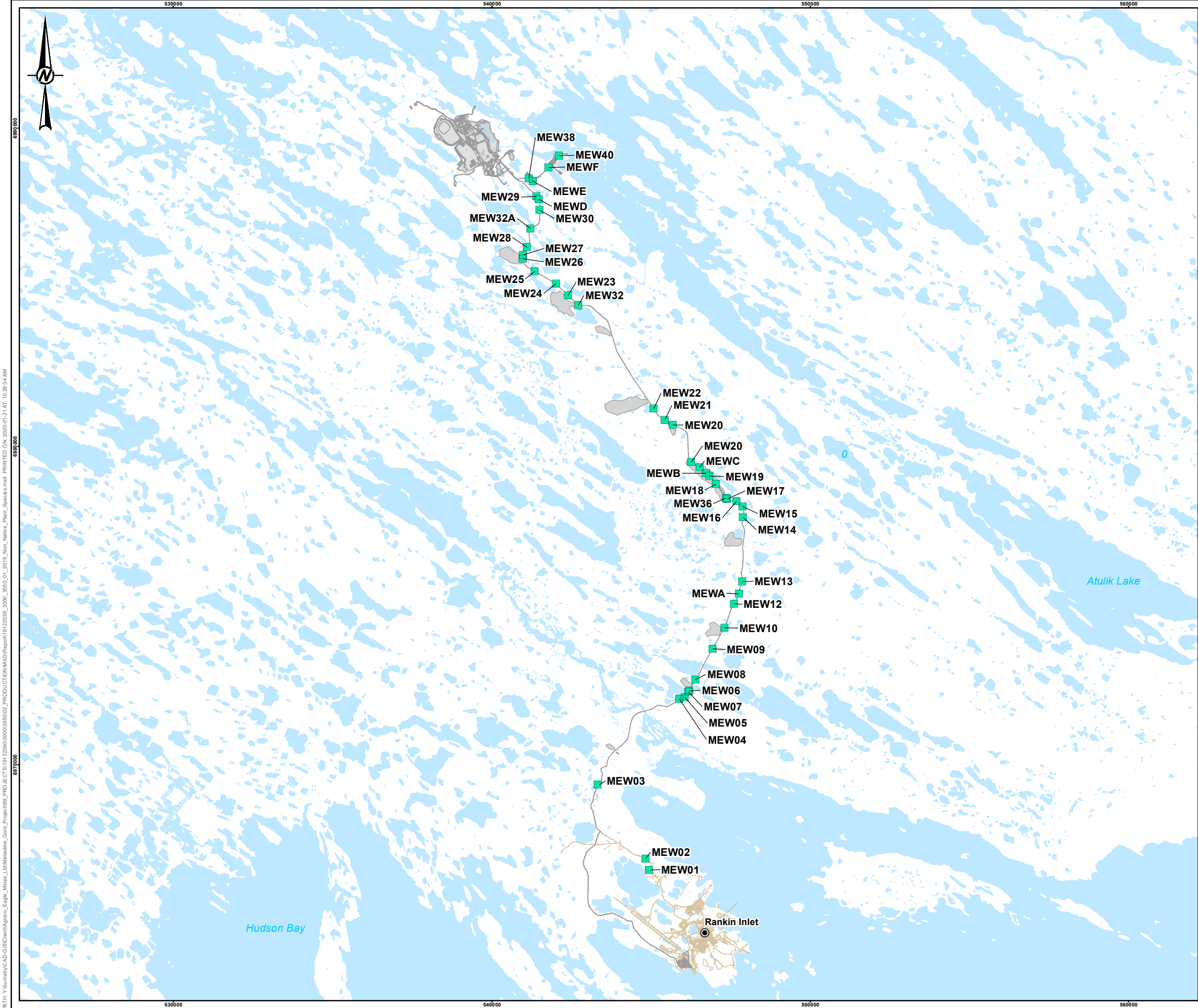
- location of the species (i.e., GPS coordinates);
- species identification and population extent; and
- photographs of the species in question to confirm identification.

Additionally, Agnico Eagle completed sampling to determine baseline levels for metals in soils found in areas with berry-producing plants in 2017, and an on-going monitoring program to assess the health of vegetation near Project areas is being implemented. Details of the program are provided in Appendix V.

4.6.3 Vegetation Management Plan

The Vegetation Management Plan incorporates a number of best management practices to mitigate the effects of the Project on plant populations and communities. These include the following:

- where possible, limit the size of the footprint area (thus limiting the extent of disturbance) and optimize the placement of infrastructure (e.g., avoiding sensitive ecosystems and plants);
- promote natural re-vegetation of disturbed areas;
- follow GN DoE guidelines regarding non-native invasive plant species and incorporate protocols for monitoring non-native invasive plant species;
- use of design features (i.e., dams, drainages, dykes, and diversions) to reduce changes to local flows, drainage patterns, and drainage areas; and
- implement the Risk Management and Emergency Response Plan, Spill Contingency Plan, and Hazardous Materials Management Plan (includes Fuel Management Plan), specifically as it relates to spills and releases.



LEGEND

- NON-NATIVE PLANT MONITORING LOCATIONS
- MINE INFRASTRUCTURE
- MINE FOOTPRINT
- ALL-WEATHER ACCESS ROAD (AWAR)
- RANKIN INLET
- WATERCOURSE
- WATERBODY

0 3 6
1:120,000 KILOMETRES

NOTES(S)

- TSF, WRSF1, WRSF2, CP1 ARE THE MAXIMUM EXTENT UNDER THE APPROVED MINE PLAN AND DO NOT REPRESENT SIZE IN 2018.
- BORROW PIT B1A IS EXCLUDED AND IS NOT ILLUSTRATED IN THE CURRENT FOOTPRINT.
- THE PROPOSED MINE PLAN INCLUDES TIRIGANIAQ PIT 1, TIRIGANIAQ PIT 2, AND WASTE ROCK STORAGE FACILITY 3 (WRSF3) AND ASSOCIATED INFRASTRUCTURE; THESE ITEMS HAVE NOT BEEN CONSTRUCTED YET (AS OF THE END OF 2018) AND THEREFORE WERE NOT INCLUDED ON THIS MAP.

REFERENCE(S)

- BASE DATA OBTAINED FROM AGNICO EAGLE MINES LIMITED.
- DATUM: NAD83 PROJECTION UTM ZONE 15

AGNICO EAGLE MINES LIMITED

PROJECT

MELIADINE GOLD PROJECT

NUNAVUT

TITLE

NON-NATIVE PLANT MONITORING LOCATIONS

CONSULTANT	YYYY-MM-DD	2020-01-21
	DESIGNED	AZ
	PREPARED	CDB
	REVIEWED	CLT
	APPROVED	CLT

PROJECT NO.	CONTROL	REV.	FIGURE
19122039	3000/3550	0	4

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IF THIS MEASUREMENT DOES NOT MATCH WHAT IS SHOWN, THE SHEET SIZE HAS BEEN MODIFIED FROM: ANSI B

4.7 Caribou Collaring Program

Agnico Eagle has committed to supporting the GN's caribou satellite-collaring program for the Qamanirjuaq herd. Agnico Eagle is currently supporting a similar program as part of their Meadowbank Project for the Beverly and Qamanirjuaq herds. This component of the program will be an extension of Agnico Eagle's existing commitments and contributions.

4.7.1 Target Species

The target species for this component of the program is the Qamanirjuaq caribou herd, and secondarily the Lorillard herd, that has the potential for seasonal interaction with the Project LSA, RSA, and CESA.

4.7.2 Objectives and Thresholds

The objectives of this program are to provide information on the distribution, relative abundance, and seasonality of caribou occurring within the Project LSA, RSA, and CESA in a real-time fashion as collar information is delivered to the GN DoE and shared with Agnico Eagle. In addition, this program will help to assist the GN with monitoring and management of caribou herds in Nunavut, and contribute to the scientific knowledge of caribou activity near mining operations and caribou population dynamics in Nunavut.

The following thresholds are suggested as a starting point for adaptive management and TEMMP refinement:

- Indirect Habitat Loss – Caribou movement near the Project Area is not hindered by Project infrastructure (i.e., mine site infrastructure and AWAR).

4.7.3 Monitoring Approach

Deployment, data collection, and monitoring of caribou collars will be completed by GN DoE personnel. However, this information, including collar location data, will be provided to Agnico Eagle on an annual basis as part of data sharing agreement with the GN DoE. In addition, location updates will also be provided to Agnico Eagle so that proactive planning can be completed if caribou are moving towards the Project. Collaring details will be discussed between GN DoE staff and Agnico Eagle upon Project approval.

If the collar data confirms that caribou are moving in the general area of the mine site, then height of land surveys will be conducted everyday in areas where caribou are commonly known to cross through the Project area (e.g., the narrows between the northwest basin of Meliadine Lake and the southeast basin of Meliadine Lake) to determine if the herd is approaching the mine site. This will help the environment staff on-site to coordinate a response and initiate stop work orders as necessary.

4.8 Hunter Harvest Survey

One of the potential effects of the Project to wildlife is increased hunter harvest efficiency as a result of the construction of the AWAR. Frequency of access likely will not change from Rankin Inlet as a result of the AWAR, but harvest efficiency may increase. Agnico Eagle has experience in acquiring traditional harvesting data from Inuit and other hunters at their Meadowbank Mine. The Meadowbank Mine constructed an AWAR from Baker Lake to the mine, which increased access and altered hunter harvest success.

Agnico Eagle signed a Memorandum of Understanding (MOU), in principal, with the KHTO in March 2019 (which was renewed in June 2020), in line with the Project Certificate No.006 Term and Condition 46 and 48, for the development and execution of a Hunter Harvest Survey (HHS).

4.8.1 Target Species

The target species include all wildlife species that are targeted for harvest including caribou, muskox, wolves, foxes, wolverine, and waterfowl, among others. In addition, there is the potential to gather information on angling success as elevated angling pressure is anticipated, at least for Arctic char. Thresholds for adaptive management will need to be discussed with, and set in collaboration with the KHTO and GN DoE personnel, based on findings.

4.8.2 Objectives and Thresholds

The specific objectives of the hunter harvest survey are as follows:

- gather information on Inuit and non-Inuit harvesting rates of caribou in the Project area;
- gather information on Inuit and non-Inuit harvesting rates of non-caribou wildlife in the Project area;
- gain further understanding of regional distribution and seasonality of hunting and fishing activity;
- determine if the AWAR has had an effect on Inuit and non-Inuit harvesting rates of caribou and other wildlife; and
- provide information to the KHTO, GN and KIA to help make informed decisions regarding fish and wildlife management in the Rankin Inlet.

Due to a lack of existing baseline data, no thresholds related to caribou harvesting in the Project area can be identified. Provided the data and collaboration with local harvesters is suitable, after three years of data collection through implementation of the HHS, Agnico Eagle, in collaboration with the GN DoE, will discuss the next steps to reduce increased harvest associated with improved access due to the road.

4.8.3 Monitoring Approach

The monitoring methods will be primarily in the form of a hunter survey. Agnico Eagle collaborated with the KHTO to develop a calendar for the HHS, similar to the methodology employed at the Meadowbank Mine, with a focus on data collection by the KHTO from hunters and outfitters in the local community. The distribution of the calendar and collection of information from hunters was initiated in July 2019. Once the information is collected, Agnico Eagle and the KHTO will review the success of the program and consider any relevant changes to optimize the HHS. Data will be continuously collected and analyzed at the end of each calendar year and provided within the TEMMP annual report.

The HHS will seek to:

- increase and maintain hunter participant rates moving forward;
- improve resource protection;
- improve hunter awareness and education;
- increase the integration of IQ information and Traditional Knowledge; and
- increase availability of data collected for a collective approach to understanding wildlife harvest, assist Agnico Eagle's mitigative actions and GN's management decisions.

One of the greatest challenges will be hunter participation. However, Agnico Eagle has experienced these issues in the past when implementing a harvest survey as part of their Meadowbank Project and developed novel and unique mechanisms to promote increased hunter participation (i.e., prize draws, provision of full-colour calendar with participant images). Discussions with the KHTO have been previously held to introduce this concept and help to promote the implementation of this program.

Survey data collected by Agnico Eagle and in collaboration with the GN, will include documentation of harvest success including the following: number of harvested animals by species for each visit, harvesting locations, timing of harvesting, hunter efficiency (number of animals harvested/participant). Hunters will also subjectively qualify their hunting experience (i.e., casual hunter or life-long hunter) and their hunting location preferences (i.e., convenient locations, favorite hunting spots, remote areas). This information can be used to present the harvest data in addition to the data being presented based on distance from the AWAR and hunting vehicle used (i.e., ATV or truck) to determine if the AWAR is allowing for greater hunting efficiency, and if so, to what extent. Information collected from participants will be kept anonymous.

For discussion purposes, the hunter harvest survey program could be setup as described below.

4.8.3.1 Hunter Efficiency – Harvest Success

To eliminate the need for stratification of the local hunter population (i.e. classification into casual and live-long hunters), and with that, the requirement to maintain this ratio throughout the study (which is likely impossible), the following approach could be considered:

- Have hunters record the following parameters for each harvest trip they undertake:
- Harvest (species, number, sex, age class, etc. – see below)
- Observations (species, number, sex, age class, etc. – see below)
- Neither Harvest nor Observation (can be reported as just a “0”) Evaluate data by calculating the following:

To quantify harvesting success, the proportion of trips with at least one successful harvest can be calculated relative to the total number of trips taken (assuming that each trip was initially motivated to harvest wildlife). This can be done by pooling all participating hunter data.

Not necessary, but to address the factor whether hunting was without success because no wildlife was encountered, the proportion of hunting trips with observations only (and no harvests) can be calculated. Finally, hunting trips with neither harvests nor observations can be determined as well. The three numbers can be presented monthly or annually to reflect seasonality and annual fluctuations.

4.8.3.2 Use of AWAR – Travel Distances

Have hunters record the following parameters for each harvest trip they undertake:

- route from starting point (e.g., home, camp, etc.) of trip to endpoint (e.g. home, camp etc.) - indicate on map, or describe via land marks, or use GPS waypoints
- mode of transportation (truck, ATV, snow machine, boat, foot, dog team, etc.)
- use of AWAR (yes / no; if yes, report approximate distance travelled or provide starting point and endpoint). Evaluate data by calculating average travel distances from starting point to endpoint of all recorded trips; and
- success of trip (i.e., number of animals harvested including zero harvest).

These calculations can be done across a variety of temporal scales (e.g., monthly or annually) and for any species harvested (e.g., wolves usually require longer hunter travel than foxes, etc.) or by mode of transportation.

Is the use of AWAR associated with harvesting success?

This question can be evaluated, by calculating the number / rate of successful hunting trips (as per definition above) and efficiency of those hunting trips (i.e., the number of animals harvested per trip) using AWAR versus all other routes. Can be done by month to account for differences in season (e.g., weather, daylight, species abundance) and/or by species to account for differences between large and small mammals, fish, birds, or by distance travelled on the AWAR.

4.8.3.3 Information on Harvest Distribution / Wildlife Distribution / Physical Condition

Have hunters record the following parameters for each harvest trip they undertake:

- Harvest (species, number of animals, sex, age [young, mature, old], physical condition [healthy, skinny, diseased, unknown], location of harvest)

- Observation (species, number of animals, approximate distance) Evaluate data by calculating the following:
 - Calculate total # of animals per species harvested by participating hunters by month or annually.
 - Calculate percentage healthy animals per harvested species by month or annually. (can be done by sex and age class as well)
 - Calculate total number of animals per species observed by participating hunters by month or annually.
- Plot harvest locations.
- Plot approximate observation locations.

4.8.3.4 *How Reliable is Reported Harvest in Hunter Harvest Study?*

There is a chance of under reporting, in particular in voluntary studies with minimal motivation (i.e. no payment). Several rates can be calculated as qualifiers of the results as follows:

- Calculate hunter participation rate for the study (i.e., how many hunters that are registered with this Hunter Harvest Survey do actually report back?) – express the ratio by month or annually and report it with the results.
- How many hunters are registered with this HHS – compared to active hunters in the community (Note: either use Priest data to get a number for active hunters or ask KHTO for a complete list of active hunters).
- Use the ratio from above and apply it to reported harvest in HHS (i.e., multiply the reported harvest numbers). Compare the results to total reported harvest in Priest study. (Note: may not work for caribou if their range shifted since the Priest study). If values are similar (same order of magnitude), HHS data can be assumed to be relatively reliable.

The HHS program will be reported on an annual basis. A HHS administrator is appointed and they meet with hunter harvest study participants on at least a quarterly basis to document harvests, which are written on the provided annual hunter harvest calendar provided by Agnico Eagle (for example, see the 2019-2020 HHS Calendar in Appendix VI) and discuss general hunting trends and observations. The HHS administrator will also conduct radio addresses and posts promotional material around the Hamlet of Rankin Inlet during the visits.

4.9 Raptors

Agnico Eagle has engaged the Arctic Raptors Research Program (<http://www.arcticraptors.ca/>) to develop and implement the raptor monitoring program (Arctic Raptors Inc.; Franke 2012). Additional details on methods are described in the annual reports prepared by Arctic Raptors Inc. and included in overall annual reporting for the Mine.

4.9.1 Target Species

The target species for the raptor monitoring program will primarily be peregrine falcons; however, information will be collected on other raptor species if they occur in the LSA and RSA, including rough-legged hawks, gyrfalcons, and short-eared owls.

4.9.2 Objectives and Thresholds

The raptor monitoring program will be completed on an annual basis with the following objectives:

- annual occupancy survey of all known nesting sites;
- first year survey of high quality habitat to search for new nesting sites;
- monitor distribution and breeding density;
- monitor clutch size and productivity; and
- marking individual adults and nestlings to identify site fidelity and mortality causes.

Thresholds for the raptor monitoring program will be developed in conjunction with the Artic Raptor Research Program and GN DoE personnel. However, a proposed threshold of no more than a 20% difference in occupancy and productivity between nest sites near Project infrastructure (e.g., 1 km) and nest sites far from Project infrastructure (e.g., > 1 km). In addition, site specific monitoring opportunities (e.g., cameras) will be discussed with the Artic raptor Research Program to determine potential mechanisms for differences in productivity, which can then be incorporated into adaptive management strategies.

4.9.3 Monitoring Approach

Methods will include ground-based occupancy surveys, marking of breeding adults and nestlings, remote camera monitoring (RECONYX cameras) to identify cause of mortality (i.e., nestlings), monitoring precipitation and temperature at nest sites, and potentially estimating prey abundance.

Annual activity reports and raw data will be prepared and submitted to the GN. The raw data will be shared with the GN through a data sharing agreement. All incidental wildlife observations will be recorded and reported. All permit applications will be handled by the Artic Raptors Research program.

4.9.4 Mitigation and Management Scenarios

Magnitude of disturbance to raptor nests can range from mild to extreme. Mild disturbance is unlikely to cause sufficient disturbance that would prevent falcons from engaging in normal breeding season behaviors. Mild disturbance would be any disruption that is occasional (once per week) and occurs over a short period (<20 minutes). In general, any occasional disturbance that involves vehicular traffic greater than 100 m from a nest site at any point during the breeding season should be considered mild. However, vehicles (passenger trucks, gravel trucks, ATVs) should not stop within 100 m of a nest site, and travel speed of vehicles should be reasonable, particularly in dry and potentially dusty conditions.

Foot traffic is also considered mild if it occurs at greater than 100 m from the nest sites and occurs for short periods (<20 minutes). In the event that a vehicle must stop within 100 m of a nest site, passengers should remain in the vehicle. In the event that passengers must disembark, they should endeavor to minimise the number of people exiting the vehicle at any one time.

Moderate disturbance would include disruptions like those described above, but which occur at greater frequency and/or for longer duration. On-going moderate disturbance may result in negative but sub-lethal effects (e.g. slower growth of nestlings and/or reduced body condition in adults)

Severe disturbance would likely occur in instances where vehicles repeatedly stop in close proximity (<100 m), where traffic volume is high (even without stopping), where vehicles are continuously working in one location (e.g. grader repairing a road wash-out), where foot traffic occurs with 2 or more people, or during blasting. Reduced reproductive success is likely to occur with severe disturbance, particularly repeated disruptions also occurs over long periods of time (>60 minutes), particularly if it occurs early in courtship or soon after the first egg is laid.

Extreme disturbance includes activities that would without doubt prevent or interrupt a breeding attempt, for example, total removal of rock out-crop on which a known nest site exists.

In general, avoidance of any disturbance is of greater importance during early occupancy and shortly after egg-laying has commenced; falcons are much less likely to abandon a nesting attempt late in incubation or after eggs have hatched and nestlings are present. Well-developed nestlings (those with evidence of second down) are at minimal risk from occasional disturbance (1X per week) of short duration (<20 minutes). This includes site visits where nestlings are handled.

Most disturbance can be easily managed if it occurs occasionally (1 X per week) relatively far from nest sites (>100 m), over short periods of time (~20 minutes). Any activity that occurs from October 1st through May 1st should be of no concern. Mild disturbance during early occupancy and early egg-laying (May 15-June 30) is unlikely to be the cause of reproductive failure or reduced reproductive success; moderate to extreme disturbance should be avoided during this period. Moderate disturbance is unlikely to be the cause of reproductive failure or reduced reproductive success during mid- to late-incubation (June 20 – July 20), but may cause nestling mortality within the 48 hours after hatching. The hatching period extends from ~July 10 to ~July 20; it is critical that sites within 1km of mine infrastructure are identified and avoided. Thus two windows of time emerge that are important (May 15-June 30 and July 10-July 20) and disturbance should not exceed those outlined as mild.

4.10 Waterfowl and Waterbirds

This program is designed to determine nesting distribution within 200 m, considered to be the approximate zone of influence from sensory disturbance in the FEIS, of mining and mine-related infrastructure (e.g., AWAR). The program will attempt to determine mated pair distribution and nesting success in ponds, wetlands, and lake shorelines within 200 m of Project infrastructure. Waterfowl and waterbird density was low during baseline surveys; consequently, a low number of mated pairs is anticipated.

4.10.1 Target Species

The target species for the waterfowl and waterbirds monitoring program include ducks, geese, loons, mergansers, and swans.

4.10.2 Objective and Thresholds

The primary objective of the waterfowl and waterbird monitoring program is to determine the effects, if any, of sensory disturbance from mining activities, including access along the AWAR on breeding success or changes in distribution of mated pairs. The threshold for investigation of additional mitigation will be determined in collaboration with the GN DoE.

Threshold triggers for additional mitigation or evaluation of mitigation will be determined through discussions with appropriate ECCC and GN DoE personnel. This threshold may be difficult to establish due to low bird densities and high variability. However, thresholds will likely be based on habitat loss (i.e., 515 ha of aquatic habitat) with no additional habitat loss than FEIS predictions. After initial data collection (first 3 years of operations) and a range of natural variability is determined, breeding and productivity thresholds may be determined or refined, as appropriate.

4.10.3 Monitoring Methods

Ground-based surveys will be conducted for ponds, wetlands, and lake shorelines within 200 m of mining-related infrastructure (see Figure 5). Two observers will walk along the water's edge to assess the presence, or any indication, of breeding waterfowl and/or waterbirds. One observer will walk 5 m from the water's edge, while the second observer will walk 15 m from the water's edge with the intent of flushing any breeding waterfowl or waterbird pair in the vicinity. This survey will occur during the peak of the breeding season (i.e., early July). Any observations will be recorded on a datasheet and location coordinates will be recorded. If breeding is confirmed along any portion of the surveyed areas within 200 m of mining infrastructure, then a follow-up survey will be completed only at those specific nesting sites to determine nesting success.

In consultation with the GN, monitoring will be conducted for the first 3 years of operations. This will assist in determining the effectiveness of this monitoring program to determine effects of the Project on waterfowl; this will inform the frequency of monitoring thereafter. Annual reporting will be completed for this component of the overall monitoring program.

4.11 Upland Birds and Shorebirds

This program is designed to measure mining-related effects on upland bird (i.e., songbirds) and shorebird species richness, diversity, and relative abundance. Specifically, the intent is to measure these parameters in response to Mine and increased traffic along the AWAR. Surveys through the Program for Regional and International Shorebird Monitoring Program (PRISM; CWS 2008) will be completed for upland birds and shorebirds. The objectives of PRISM include estimating breeding population size; describing the distribution, abundance, and habitat relationships; and monitoring trends in breeding population size of shorebirds (Bart et al. 2005), and we will also use this method for assessing the same parameters for upland birds.

The PRISM monitoring will be used to assess changes in parameters from general mining activities whereas the point counts will be used to assess changes due to increased traffic along the AWAR, per consultation with ECCC. The PRISM survey methods are used consistently across North America so data can be compiled and compared across the continent. PRISM plots will be selected to compare shorebird data near the mine with data collected outside the zone of influence of the mine (i.e., control areas).

4.11.1 Target Species

The target species for the upland bird and shorebirds monitoring program include upland migratory birds (i.e., songbirds and shorebirds) and non-migratory birds (i.e., ptarmigan).

4.11.2 Objective and Thresholds

The objectives of the upland bird and shorebirds monitoring program are to determine any mine-related changes in upland and shorebird abundance, species richness, diversity, and distribution. Upland bird point count surveys will specifically examine the potential effects of the AWAR (i.e., increased traffic and dust) on songbird abundance, species richness, diversity, and distribution along the AWAR. PRISM surveys are focused on in-kind contributions of monitoring results to regional data sets through the PRISM for the Arctic, to support investigations in changes to abundance, distribution and other parameters as a result of general proximity to mining related disturbance.

Threshold triggers for additional mitigation or evaluation of mitigation will be determined through discussions with appropriate Environment Canada personnel. This threshold may be difficult to initially establish due to low bird densities and high variability.

4.11.3 Monitoring Methods

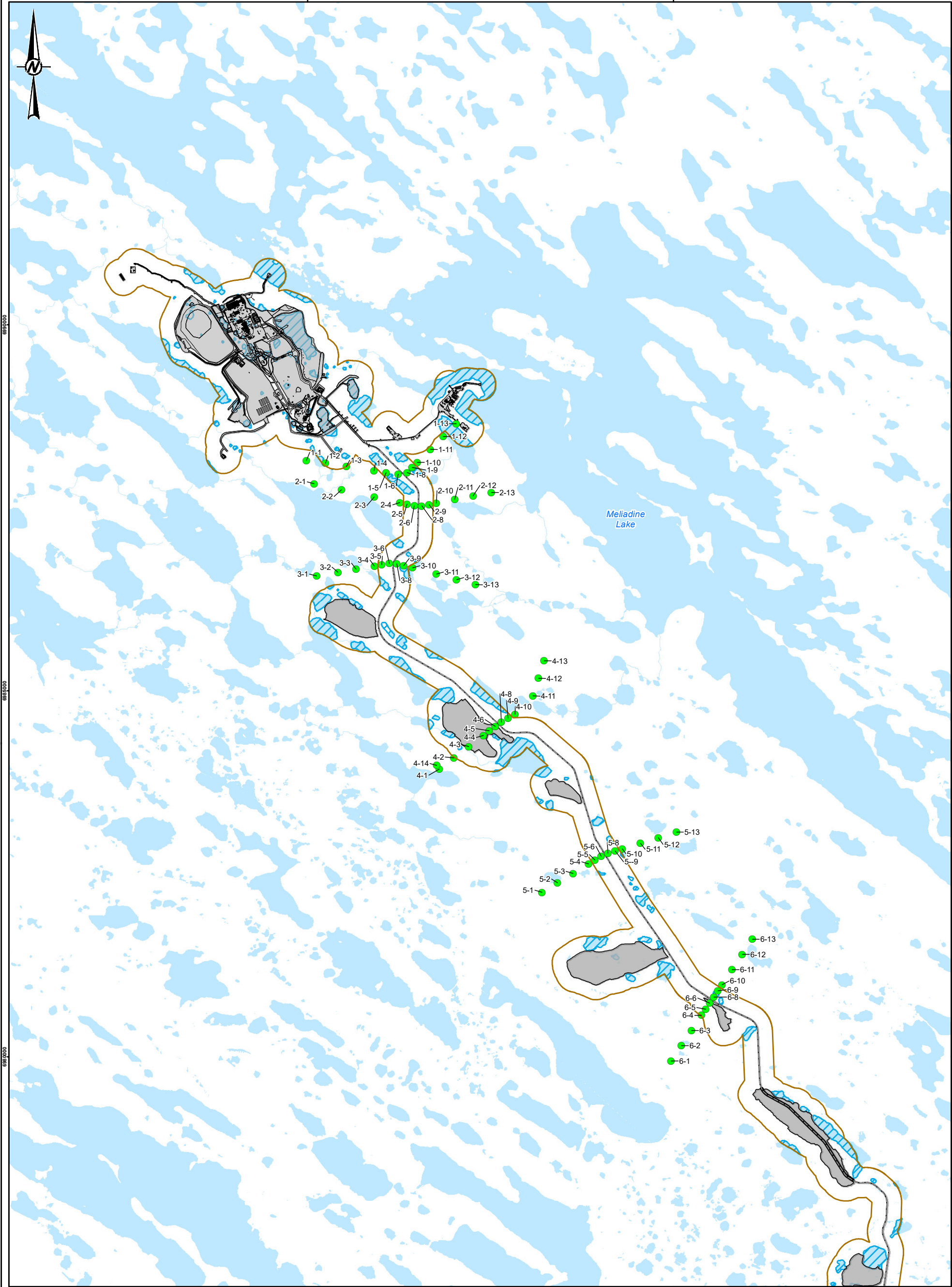
Upland bird plots (point count surveys) will be completed along transects on either side of the AWAR. Transect length has yet to be determined and will be planned based on topographic constraints (i.e., cliffs), waterbody constraints, and habitat consistently along the AWAR. However, it is anticipated that transect length will be at least 1 km on either side of the road (2 km in total) with the first point count occurring at 50 m from the road on either side of the transect and each subsequent plot spaced 100 m from the center of the preceding plot. Transects are placed at 0.5, 1, 2, 5 and 10 km from the Mine site along the AWAR (see Figure 5). Data from these surveys will be compared to the predicted zone of influence, and evaluate impacts due to activity such as reduced habitat effectiveness, from the AWAR.

PRISM plots completed as part of the baseline surveys were rapid plots, which are 400 m x 300 m (12 ha) following the PRISM protocols (CWS 2008). Two observers spaced at 25 m intervals walk through each plot along a systematic grid and record all birds and nests observed. A sufficient sample size will be determined and established within control areas (i.e., outside the zone of influence of the mine) and mine areas (i.e., within the zone of influence of the mine). Plots will be placed within a single habitat type, if possible. Data analysis will be completed to determine differences in measured parameters (i.e., relative abundance, richness, diversity) between control plots and mine plots while considering temporal patterns.

In consultation with the GN, upland bird point count surveys will be conducted in the proposed infrastructure for the first 3 years of operations. This will assist in determining the effectiveness of this monitoring program to determine effects of the project on upland birds and shorebirds; this will inform the frequency of monitoring thereafter. In consultation with ECCC in 2019, PRISM surveys will monitor 24 randomly selected plots (of a selected subset of 48 regional plots in proximity to the Mine) over 2 years, every 5 years.

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LEGEND

- BREEDING BIRD SURVEY
- MINE FOOTPRINT
- MINE INFRASTRUCTURE
- 200 m BUFFER OF MINE FOOTPRINT
- WATERBODY WITHIN 200 m OF INFRASTRUCTURE
- ALL-WEATHER ACCESS ROAD (AWAR)
- WATERBODY
- WATERCOURSE

NOTE(S)

1. TSF, WRSF1, WRSF2, CP1 ARE THE MAXIMUM EXTENT UNDER THE APPROVED MINE PLAN AND DO NOT REPRESENT SIZE IN 2018.
2. BORROW PIT B1A IS EXCLUDED AND IS NOT ILLUSTRATED IN THE CURRENT FOOTPRINT.
3. THE PROPOSED MINE PLAN INCLUDES TIRIGANIAQ PIT 1, TIRIGANIAQ PIT 2, AND WASTE ROCK STORAGE FACILITY 3 (WRSF3) AND ASSOCIATED INFRASTRUCTURE; THESE ITEMS HAVE NOT BEEN CONSTRUCTED YET (AS OF THE END OF 2018) AND THEREFORE WERE NOT INCLUDED ON THIS MAP.

CLIENT

AGNICO EAGLE MINES LIMITED

CONSULTANT

YYYY-MM-DD	2020-06-17
DESIGNED	KB
PREPARED	CC/MH/CDB
REVIEWED	DC
APPROVED	CLT



REFERENCE(S)

1. BASE DATA OBTAINED FROM AGNICO EAGLE MINES LIMITED AND NATURAL RESOURCES CANADA.
DATUM: NAD 83 PROJECTION: UTM ZONE 15

PROJECT

MELIADINE GOLD PROJECT
NUNAVUT

TITLE

2019 SURVEYED SHORELINES AND BREEDING BIRD SURVEY
LOCATIONS

PROJECT NO.
19132390

CONTROL
8000/8010

REV.
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FIGURE
5

4.12 Wildlife Incidents

Wildlife incidents refer to a range of possible occurrences at the Mine, including:

- human-wildlife interactions that present a risk to either;
- wildlife-caused damage to property or delay in operations;
- wildlife deterrent actions; and
- wildlife injury or mortality.

Incidents may also be observed through surveillance monitoring activities (see Section 4.3 and 4.4). All incidents will be investigated and reported. Documenting incidents allows for adaptive management and further development of mitigation. All wildlife incidents will require immediate follow-up. They will be reviewed and reported to determine if mine operations contributed to an incident, and what can be done to prevent similar occurrences in future. For greater detail on wildlife encounter and responses, see the Wildlife Protection and Response Plan (Appendix IV).

4.12.1 Target Species

Target species for these surveys include terrestrial mammals, such as caribou, Arctic fox, wolf, among other less frequently observed species (e.g., muskoxen and polar bear) and birds including raptors, waterfowl, shorebirds, and songbirds. Of particular interest to this program, would be wildlife encounters by carnivores (e.g., Arctic fox) as they are potentially attracted to the site.

4.12.2 Objectives and Thresholds

Provide appropriate information to on-site Environment staff for dealing with wildlife interactions at the Meliadine mine site. Provide an array of example encounters so that appropriate mitigation and management can be implemented to keep humans and wildlife safe, using only humane control methods.

As previously mentioned, anticipated thresholds will be as follows:

- Project Infrastructure Mortality – no more than 1 caribou, 1 Arctic fox, 1 waterfowl and 1 upland bird, per year.
- Vehicle Collisions – no more than 1 caribou/year.

4.12.3 Monitoring Approach

All incidents and deterrent actions will be investigated and documented. This will include photographs, names of people involved, the nature of the incident, and supporting information such as the time, date, location, and follow-up actions that occurred. Wildlife incident monitoring will be undertaken as required, continuously throughout the construction, operation, and closure phases of the Project. Further details can be found in the Wildlife Protection and Response Plan in Appendix IV.

All incidents will require follow-up to determine what can be done to prevent similar occurrences in future. All wildlife mortalities will be reported to GN DoE immediately. Migratory bird mortalities will also be reported to ECCC. Agnico Eagle has committed to reporting any non-project-related mortalities or incidents of migratory birds detected within the Project area to ECCC, including any detected through surveillance monitoring (per Section 4.3 and 4.4).

4.12.4 Mitigation and Management Scenarios

Response to Encounters

Predatory mammals such as wolves, wolverine, arctic fox and grizzly bears rarely attack people; however, they are extremely strong and vicious, and should be given respect. Polar bears are known to attack humans. Members of the dog family (such as wolves and foxes) are more at risk of carrying rabies, and other zoonotic diseases, and therefore should be avoided. Arctic fox in particular is easily tamed, quickly losing their fear of humans and often approaching very close. Sick or injured animals may no longer be able to feed themselves, and could be in a state of starvation. Often they show few physical signs that something may be wrong, but typically act more aggressively or even 'friendly' towards humans. Therefore, a close encounter with a predatory mammal could be dangerous. All bites and scratches from wildlife should be reported immediately to Health & Safety since animals can be vectors for rabies.

If you encounter a predatory mammal, the following actions should be taken:

- back away slowly and do not turn your back on the animal;
- do not make sudden movements;
- do not make loud noises or attempt to scare the animal if it is simply traveling through the area;
- use radio/satellite phone to report the presence of the animal to the Environmental department;
- stay in radio/phone contact until the animal moves away or you have returned to a safe area. (e.g. inside vehicle or building); and
- wait for the animal to pass before continuing work in the area.

If the predatory mammal does not back away, or shows interest in you:

- continue to back away slowly and ensure a 10 m distance between yourself and the animal;
- make sure the animal has a safe route of escape;
- make noise to alert the animal of your presence or to scare it off;
- avoid provoking it;
- return to a safe area as soon as possible (e.g. inside a building or vehicle); and
- keep the Environmental department informed of situation using the radio/phone.

If the predatory mammal still does not back away, call for deterrent action by the Environment Department

The Environment Department is to treat all predatory mammals that are threatening or aggressive as they would treat a grizzly bear or polar bear, which are perceived to be most dangerous. All predatory mammals that are showing interest in a person or site facilities must be aggressively deterred to prevent habituation to the site. Detailed response recommendations are provided in Section 3.2.2.3 below. If an animal is not of an immediate safety concern, the Wildlife Response team should discuss options to deter or remove the animal with Government of Nunavut conservation personnel.

Environment Department Protocols for Managing Problem Predatory Mammals

As part of the detailed response plan, the Environment Department will follow the procedures included here when responding to predatory mammal sightings and encounters. It is assumed that the reporting person(s) has followed procedures for predatory mammal incidents, and has requested the Environment Department to be dispatched due to the failure of human presence to deter the predatory mammal. If an animal is not of an immediate safety concern, the Environment Department should discuss options to deter or remove the animal with Government of Nunavut conservation personnel. All wildlife problems are to be recorded in the wildlife database.

The Environment Department will:

- Collect all deterrent equipment and receive briefing from the Environmental Coordinator or delegate (s) on location and circumstances of the call.
- When firearms are to be used there will always be two individuals, one person with a firearm (12 gauge) for deterrent use, the other as back up having a rifle with lethal force. No lethal force will be taken without consent from the Environmental Coordinator in conjunction with the consultation of the Government of Nunavut Wildlife Officer unless the situation is deemed to be life threatening.
- The appropriate action, usually less than lethal deterrent, will be chosen and used in an effort to scare the predatory mammal away.
- If the deterrent is successful, the incident will be recorded in the Wildlife database and should detail the type and level of deterrent used, information on the predatory mammal involved, and all information on the circumstances leading up to the incident.

If the deterrent is not effective and the predatory mammal continues to approach or doesn't move away from the area of human activity or project footprint:

- Increase deterrent efforts to less than lethal projectile (rubber bullet) if not already being employed.
- Ensure the animal has an open escape route.
- Continue aggressive use of less than lethal projectile deterrents to try and chase the animal away.

All but the most aggressive animals should have been deterred at this point. The situation is now extremely dangerous and the Environment Department must be ready to use lethal force.

The risk to human life or property is imminent since the predatory mammal has not responded to non-lethal deterrent options and the safety of the team or site property is now compromised.

- Shoot with the intention of stopping the threat, using the buckshot or 1-ounce lead slugs, as appropriate, to kill the animal.
- Shots should be aimed at the chest area, not the head or hind quarters.
- If lethal force has been used, the Environment Department must complete a full report detailing the event immediately.
- The GN conservation officers will be notified by phone. Direction will then be given to properly dispose of the carcass.
- Any wildlife showing signs of rabies will be killed (never shot in the head) and reported.

SECTION 5 • REPORTING

An annual Terrestrial Environment Monitoring Summary Report for the project will be completed. The purpose of this report will be to summarize the annual data collected from the various terrestrial monitoring programs, and to identify and communicate natural variation and potential mine-related changes in terrestrial populations within and adjacent to the Meliadine project area through the interpretation of accumulative monitoring datasets.

The annual report will provide the objectives, methods, schedule and frequency implemented, historical and current year results, as well as a comparison to impact predictions, and the mitigation and management recommendations of each monitoring program. The reporting will also include when mitigation was intensified (e.g., work stoppages) and/or reduced in accordance with monitoring triggers.

SECTION 6 • SUMMARY

This Terrestrial Environment Management and Monitoring Plan (TEMMP) will be reviewed and updated on a regular basis as the Project proceeds through detailed design, construction, operations, closure and post-closure. Monitoring will be focused on the wildlife and bird Valued Ecosystem Components (VECs) identified in the FEIS where primary or minor effects pathways have been identified as a result of the Project. Monitoring study design and methods will be consistent with monitoring programs being implemented at other mining operations in Nunavut (e.g., Nunavut Environmental Consulting 2012). A summary of predicted effects, monitoring thresholds, monitoring methods and frequency are presented in Table 3, and were introduced and discussed above.

Table 3: Summary of Predicted Effects, thresholds and proposed monitoring methods for the Meliadine TEMMP

Predicted Effect	Proposed TEMMP Thresholds	Monitoring Methods	Frequency of Data Collection
Vegetation (Wildlife Habitat)			
Habitat Loss	Terrestrial – 2,951 ha Aquatic – 515 ha	Ground Surveys, Mapping, GIS Analysis	Every 3 Years
Habitat Degradation by Contamination	TBD – SLRA ¹ No effects to plant health from dust deposition	Vegetation and Soil Samples	Every 3 Years (Baseline 2017)
Habitat Reclamation following Mine Closure	NA	Ground Surveys, Vegetation Plots, Mapping	Once pre-construction (Baseline 2017), and 3 times Post-Closure
Ungulates			
Habitat Loss and Degradation	No greater than 2,951 ha of terrestrial habitat loss	Ground Surveys, Mapping, GIS Analysis	Every 3 Years
Sensory Disturbance	<10% caribou deflections from AWAR	Ground Surveys, Satellite- collaring	Daily/Weekly
Vehicle Collisions	1 individual	Ground surveys	Daily
Hunting by Rankin Inlet Residents	After 3 years of data collection, in collaboration with GN, establish a threshold level	Hunter Harvest Study	Collected throughout the year and reported annually
Other Mine-related Mortality	1 individual	Ground surveys	Daily
Exposure to Contaminated Water or Vegetation	TBD – SLRA ¹	Vegetation and Soil Samples	Every 3 Years
Predatory Mammals			
Project-related Mortality	1 Arctic Fox	Ground Surveys Cameras in attractant areas	Daily

Predicted Effect	Proposed TEMMP Thresholds	Monitoring Methods	Frequency of Data Collection
Raptors			
Disturbance of Nesting Raptors	To be determined in consultation with GN and Alastair Franke, related to occupancy and productivity.	Active Nest Monitoring	Nests within 200m – Daily, Nests from 200-1000m - Weekly
Project-related Mortality	To be determined in consultation with GN and Alastair Franke	Ground Surveys, Collision Reporting System	Mine Site-Daily AWAR - 2x/Week
Waterbirds			
Habitat Loss and Degradation	515 ha of Aquatic Habitat	Ground Surveys, Mapping, GIS Analysis	Every 3 Years
Disturbance of Nesting Waterfowl	TBD once NRV ² is established through consultation with ECCC and GNDoe	Shoreline Surveys	Annually
Exposure to Contaminated Water or Vegetation	TBD – SLRA ¹	Vegetation and Soil Samples	Every 3 Years
Project-related Mortality	1 individual	Ground Surveys, Collision Reporting System	Mine Site-Daily, AWAR - 2x/Week
Other Breeding Birds			
Habitat Loss and Degradation	No greater than 2,951 ha of terrestrial habitat loss	Ground Surveys, Mapping, GIS Analysis	Every 3 Years
Exposure to Contaminated Water or Vegetation	TBD – SLRA ¹	Vegetation and Soil Samples	Every 3 Years
Project-related Mortality	1 individual	Ground Surveys, Collision Reporting System	Mine Site-Daily AWAR - 2x/Week
Changes in Breeding Bird Populations	TBD once NRV ² is established through consultation with ECCC	Breeding Bird Point Counts, PRISM	Every 3 years, PRISM – Plots surveyed over 2 years every 5 Years

¹ SLRA – Screening Level Risk Assessment

NRV – Natural Range of Variability

SECTION 7 • REFERENCES

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**APPENDIX I • CONCORDANCE TABLE - APPLICABLE NIRB PROJECT CERTIFICATE NO. 006
(AMENDMENT 001) TERMS AND CONDITIONS AND ANNUAL REPORT COMMENTS**

Table I-1: Concordance Table with Applicable NIRB Project Certificate No. 006 (Amendment 001) Terms and Conditions

Term	Condition	TEMMP V3 Section Reference
37	The Proponent shall incorporate protocols for monitoring for the potential introduction of invasive vegetation species (e.g. surveys of plant populations in previously disturbed areas) into its Terrestrial Environment and Monitoring Plan. Any introductions of non-indigenous plant species must be promptly reported to the Government of Nunavut Department of Environment.	4.6
38	The Proponent shall conduct sampling to determine baseline levels for metals in soils found in areas with berry-producing plants near the Project area and shall update relevant vegetation sections within the Terrestrial Management and Monitoring Plan to incorporate ongoing monitoring of these parameters prior to commencing operations.	4.6, Appendix V
39	The Proponent shall develop and establish an on-going monitoring program to determine the distribution, abundance, and health of vegetation species used as caribou forage (such as lichens) near Project areas, prior to commencing operations.	4.6
40	The Proponent shall review, on an annual basis, all monitoring information and the vegetation mitigation and management plans developed under its Environmental Management Plan and Terrestrial Environment and Monitoring Plan (TEMMP) and adjust such plans as may be required to effectively prevent or reduce the potential for significant adverse project effects on vegetation abundance, diversity and health, taking into account lessons learned at other northern mining developments where appropriate.	4.6, Appendix V
45	The Proponent shall demonstrate consideration for cooperating with existing and planned regional and/or community-based monitoring initiatives associated with terrestrial wildlife and wildlife habitat that produce information pertinent to mitigating project-induced impacts. The Proponent shall give special consideration for supporting regional studies of population health and harvest programs for Qamanirjuaq caribou which help address areas of uncertainty for Project impact predictions.	1.3, 4.8
46	The Proponent shall update its Terrestrial Environment Management and Monitoring Plan (TEMMP) for the Project to include a detailed harvest study prepared in consultation with the Government of Nunavut (GN) and other affected parties. The design of the harvest study should demonstrate consideration for the following: <ul style="list-style-type: none"> a. Hiring of a dedicated local survey coordinator through local Hunters and Trappers Organizations (HTOs) and provision of adequate resources for the HTOs to run the program; b. The potential effects on caribou populations and on caribou behaviour resulting from increased human access caused by the all-weather access road and associated roads and trails; and, c. Increasing local knowledge of the project development areas, including establishing baseline harvesting levels prior to unrestricted public access on the all-weather access road. 	4.8
47	The Proponent shall share information with the Government of Nunavut (GN) relating to the migration of caribou and include the GN as a party respecting caribou monitoring and movement through Project development areas, including the all-weather access road and associated roads and trails.	4.1, 4.2, 4.3, 4.4, 4.5, 4.7, 4.8

Term	Condition	TEMMP V3 Section Reference
52	The Proponent shall undertake periodic surveys and a habitat assessment for muskoxen in the regional study area by partnering with, or complementing, the existing regional muskox monitoring programs.	4.3, 4.4, 4.5
55	In consultation with the Government of Nunavut (GN) and other affected parties, the Proponent shall set thresholds for direct mortality of wolf, grizzly bear, polar bear, wolverine, and fox to ensure monitoring and mitigation for the Project is responsive to undesirable rates of mortality. The Proponent shall reach an agreement with the appropriate Designated Inuit Organization regarding compensation or any direct mortality of wildlife resulting from the Project.	4.4, 4.12.2, 6.0
56	The Proponent shall report annually to the NIRB regarding its terrestrial environment monitoring efforts, with inclusion of the following information: <ul style="list-style-type: none"> a. Description of all updates to terrestrial ecosystem baseline data; b. A description of the involvement of Inuit in its monitoring programs; c. A detailed presentation and analysis of the distribution relative to Project infrastructure and activities for caribou and other terrestrial mammals observed during surveys and incidental sightings; d. Results of the annual monitoring program, including field methodologies and statistical approaches used to support conclusions drawn; and, e. An assessment and presentation of annual environmental conditions including timing of snowmelt, green-up, as well as standard weather summaries. 	5.0
57	Within its annual report to the NIRB, the Proponent shall incorporate a review section which includes: <ul style="list-style-type: none"> a. An examination for trends in the measured natural variability of Valued Ecosystem Components in the region relative to the baseline reporting; b. A detailed analysis of wildlife responses to operations with emphasis on wildlife behaviour, mortalities and displacements (if any), and responses to operations of the all-weather access road and associated access roads/trails; c. A demonstration and description of how the monitoring results, including the all-weather access road and associated access roads/trails contribute to cumulative effects of the project; and, d. Any proposed changes to the monitoring survey methodologies, statistical approaches or proposed adaptive management stemming from the results of the monitoring program. 	5.0
59	If Species at Risk or their nests and eggs are encountered during Project activities or monitoring programs, the primary mitigation measure must be avoidance. The Proponent shall establish clear zones of avoidance based on the species-specific nest setback distances outlined in the Terrestrial Environment Management and Monitoring Plan.	4.9, 4.10, 4.11

Term	Condition	TEMMP V3 Section Reference
61	Prior to bird breeding season, the Proponent shall either conduct clearing activities or identify and install nesting deterrents (e.g., flagging) to discourage birds from nesting in areas likely to be disturbed by construction/clearing activities. If clearing is to take place during the nesting season, a nest survey should take place to identify nests and any identified nests must remain undisturbed until the young have fledged or left the nest. Any nests identified shall be included as part of the annual reporting for the Terrestrial Environmental Mitigation and Monitoring Plan (TEMMP).	4.3, 4.4, 4.9, 4.10, 4.11, 5.0
62	The Proponent shall protect any nests found (or indicated nests) with a buffer zone determined by the setback distances outlined in its Terrestrial Environment Mitigation and Monitoring Plan (TEMMP), until the young have fledged. If it is determined that observance of these setbacks is not feasible, the Proponent will develop nest-specific guidelines and procedures to ensure bird's nests and their young are protected.	4.3, 4.4, 4.9, 4.10, 4.11
71	The Proponent shall develop detailed and robust mitigation and monitoring plans for migratory birds, reflecting input from relevant agencies, the Kivalliq Inuit Association and communities.	4.9, 4.10, 4.11
72	The Proponent shall continue to develop and update relevant monitoring and management plans for migratory birds under the Proponent's Environmental Protection Plan and Terrestrial Environment Mitigation and Monitoring Plan (TEMMP) prior to construction. The key indicators for follow up monitoring under this plan will include upland birds (including migratory birds), waterbirds, raptors, and seabirds including migration and wintering.	4.9, 4.10, 4.11
73	The Proponent's monitoring program shall assess and report, on annual basis, the extent of terrestrial habitat loss due to the Project to verify impact predictions and provide updated estimates of the total Project footprint.	3.1.1, 4.6, 5.0
105	The Proponent is strongly encouraged to consider incorporating information obtained from local outfitting and guiding businesses into its Hunter Harvest Survey where possible, and to include these organizations as potential respondents to surveys undertaken.	4.8
118	The Proponent shall include in an updated Terrestrial Wildlife Management and Monitoring Plan (TEMMP), plans for increased caribou monitoring efforts including weekly winter track surveying and summer and fall surveys undertaken on foot twice per month. These results shall be reported to the NIRB with the Proponent's annual reporting requirements.	4.3, 4.4, 5.0
119	The Proponent shall include within its updated Terrestrial Wildlife Management and Monitoring Plan, a commitment to establishing deterrents along the AWAR at any areas where it is observed that caribou are attracted to the AWAR and their presence may present a risk of collisions with traffic along the AWAR (such as areas where caribou are utilizing the AWAR to facilitate movement, areas where caribou may be licking minerals/road salt from the road, areas where caribou are gathering to avoid insects, etc.).	Appendix III, Appendix IV

Table I-2: Concordance Table with NIRB-received Comments to the 2018 TEMMP Annual Report

Comment/ Received from	Comment Received	AEM Response	Addressed in TEMMP V3 Section
<i>Comment 19 : KivIA- MELIADINE 2018 ANNUAL REPORT, SECTION 10.3, AWAR.</i>	The KivIA recommends that the report provide an explanation of this huge overrun in traffic during the construction phase and the implications for wildlife.	<i>In 2018, the construction was the key activity at the mine, as a result many equipment and construction workers were required at the mine site. The busiest month for the AWAR is directly related to the summer and fall time when the construction workers were required and the equipment brought on the barge arrived. Regarding wildlife interactions, no road related mortality was reported in 2018. It is important to note that the AWAR was closed during caribou migration to mitigate the impact of the traffic on the AWAR on wildlife as per the decision tree from the Meliadine caribou migration protocol triggered by the TEMMP</i>	Section 4.3.3 Monitoring Approach, Section 5.0 Reporting
<i>Comment 20: KivIA- TEMMP REPORT. APPENDIX H-6.</i>	The KivIA recommends that the current (2018) TEMMP report (Appendix H-6) be rejected and be revised to include systematic and detailed caribou observations and collar data, details of the frequency and type of monitoring and systematic records of the triggers that resulted in increased mitigation (e.g., work stoppages). The KivIA also recommends that AEM establish a Terrestrial Advisory Group (TAG) similar to the TAG in place at Meadowbank/Whale Tail, that will be able to assist AEM to develop sound and systematic TEMMP reporting to demonstrate how AEM's adaptive management of wildlife, especially caribou, is working	<i>Agnico Eagle is constantly looking for improvement in its monitoring and reporting methods. Opportunities for caribou monitoring are limited when caribou are on-site due to work stoppages, however, increased documentation on caribou behavior, triggers that resulted in increased mitigation have already been taken in consideration for the 2019 caribou migration. Regarding the caribou collaring data, these are confidential, owned and managed by the GN but are part of the tools used to increase mitigation. Agnico Eagle will evaluate the possibility to develop a Terrestrial Advisory Group (TAG) for Meliadine</i>	Section 4.5 Caribou Behaviour Monitoring, Section 4.7 Caribou Collaring Program, Section 5.0 Reporting
<i>Comment 21 : KivIA- TEMMP REPORT. APPENDIX H-6. SECTION 6.1 WILDLIFE TRACK SURVEYS.</i>	The KivIA recommends that the point of these surveys should be clarified and the detailed methods and results explained.	<i>Wildlife track surveys are conducted to increase caribou monitoring effort as per the project certificate term and condition 118. The method is similar to the ground survey procedure where 6 stations are visited for wildlife tracks. If other tracks are seen onsite during the survey, the information will also be recorded as an overall monitoring objective to document what species may be interacting with the project.</i>	Section 4.3 Wildlife Sightings Log and Road Surveillance Monitoring, Section 4.4 Site Surveillance Monitoring

Comment/ Received from	Comment Received	AEM Response	Addressed in TEMMP V3 Section
<i>Comment 22 : KivIA- TEMMP REPORT. APPENDIX H-6. SECTION 6.3 INCIDENTS AND MORTALITIES</i>	The KivIA recommends that in addition to “On-going waste management and, regular toolbox meetings reiterating that harassing and feeding wildlife are harmful, unacceptable and against company rules” (Table 6.5-1, pg 18), AEM should be conducting and reporting on regular monitoring of waste disposal (e.g., landfill surveys, outside food source surveys, and instances of feeding of wildlife/foxes). There should also be reporting on whether any of the foxes tested positive for rabies (rabies is mentioned as a concern in Table 6.5-1) and the data should be compared to previous years.	<i>Part of the routine inspections that Agnico Eagle conducts include the landfill, landfarm and the incinerator with special attention to the waste disposal. Agnico Eagle is investigating this issue and is looking at establishing an internal Waste Management Working Group with the goal of improving waste management protocols at Meliadine. The proposed working group will evaluate the current system in place and will look at optimizing training, procedures and the management of wastes. Wildlife mortality incidents as reported to the GN Department of the Environment (DoE) is shown in Table 6.3-1 of the annual report. All trapping and site mortalities are completed by on site staff and GN DoE officers, per guidance received from the GN. One fox was sent to lab for rabies testing and Agnico Eagle is waiting from a response from the GN DoE for the result</i>	Section 3.1.6 Management of Attractants, Section 5.0 Reporting
<i>Comment 23 : KivIA- TEMMP REPORT. APPENDIX H-6. SECTION 8.1 CARIBOU BEHAVIOR.</i>	The KivIA recommends that the TEMMP (and concluding comments) would be greatly strengthened by providing details on results, including distance from infrastructure, composition of the group observed, length of time for observations, and time spent in the various behaviors.	<i>Agnico Eagle is constantly looking for improvement in its monitoring and reporting methods. Opportunities for caribou monitoring are limited when caribou are on-site due to work stoppages, however, increased documentation on caribou behavior have already been taken in consideration for the 2019 caribou migration.</i>	Section 4.5 Caribou Behaviour Monitoring, Section 5.0 Reporting
<i>Comment 24 : KivIA- TEMMP REPORT. APPENDIX H-6. SECTION 8.2 CARIBOU ADVISORY.</i>	The KivIA recommends that there should be detailed and clear reporting of the monitoring that triggered thresholds to intensify (or scale down) mitigation (e.g., collars, incidental observations, site and road surveillance monitoring) and at what distance from infrastructure that monitoring occurred.	<i>Agnico Eagle is constantly looking for improvement in its monitoring and reporting methods. Triggers that resulted in increased or scale down mitigation have already been taken in consideration for the 2019 caribou migration. The primary triggers for shutdown include collar location maps followed by site and road surveillance monitoring.</i>	Section 4.7 Caribou Collaring Program, Section 5.0 Reporting
<i>Comment 25 : KivIA- TEMMP REPORT. APPENDIX H-6. SECTION 8.3 ACCURACY OF IMPACT PREDICTIONS.</i>	The KivIA recommends that displacement/deflection of caribou and responses to operations during migration should be reported annually. The KivIA also recommends that data analysis should be conducted to test impact predictions, monitor impact thresholds and trends over time, and to support implementation of mitigation measures.	<i>Agnico Eagle are monitoring caribou behavior regarding different mine activities (blasting, convoy, etc.) and will report these displacements/deflections of caribou and responses to operations in its annual report. Data analysis will be conducted to test impact predictions, monitor impact thresholds and trends over time, and to support implementation of mitigation measures.</i>	Section 4.5 Caribou Behaviour Monitoring, Section 5.0 Reporting

Comment/ Received from	Comment Received	AEM Response	Addressed in TEMMP V3 Section
<i>Comment 3: ECCC - Migratory Bird Incident and Mortality Reporting</i>	ECCC recommends that the Proponent follow the procedures established in the TEMMP and report all migratory bird incidents and mortalities to ECCC at: ec.dalnfnd-wednorth.ec@canada.ca and ec.eenordrpntno-eanorthpnrnwt.ec@canada.ca.	<i>The gosling found deceased was reported in the monthly wildlife report and the monthly NWB report. Because the gosling was found on the shore of Meliadine lake, Agnico Eagle didn't consider this as a project related mortality. After discussion with ECCC, it was decided that all migratory bird incidents including non-project related will be reported to ECCC in the future.</i>	Section 4.12 Wildlife Incidents, Section 6.0 Summary (Table 3)
<i>Comment 4: ECCC- Upland Breeding Birds Project-Related Mortality</i>	ECCC recommends that the Proponent add a Project-related mortality threshold for upland breeding birds in Tables 6.5-1 and 10.4.1.	<i>Discussion with ECCC occurred to establish mortality threshold for upland breeding birds. Due to the different bird status (endangered or not) and different situation that can occur, the threshold for evaluation of mitigation measures will be one. For all upland breeding birds found dead, ECCC will be notified and an evaluation of mitigation measures, if necessary will be discussed. This will be added to the next TEMMP report.</i>	Section 4.4.2 Objectives and Thresholds, Section 4.12.2 Objectives and Thresholds, Section 6.0 Summary (Table 3)
<i>Comment 5: ECCC- Barren-ground Caribou</i>	ECCC recommends that the Proponent revise the sentence provided on Page 19 of the TEMMP Annual Report to reflect that barren-ground caribou are COSEWIC-assessed as "Threatened," but are not currently listed on Schedule 1 of the Species at Risk Act.	<i>Agnico Eagle will ensure that the proper status for the barren-ground caribou is stated in the next TEMMP report.</i>	Section 2.3 Valued Ecosystem Component Selection (Table 1)
<i>Comment 6: ECCC- Waterbird Surveys</i>	ECCC recommends that the Proponent: <ul style="list-style-type: none"> - Revise Figure 10.1-1 to clearly indicate which waterbodies were surveyed in 2018. - Present the annual results of shoreline surveys spatially in a figure. 	<i>Figure 10.1-1 has been updated (attached) to show the upland breeding bird and shoreline surveys completed per the Terrestrial Environment Management and Monitoring Plan (TEMMP) measures, and all shorelines within 200m of the Project and its components are shown. For the results of the 2018 shoreline surveys, please see section 10.1.2 of the 2018 TEMMP Annual Report. The data collected in 2018 is documented in a way to facilitate analysis and as such it cannot be adequately presented on a figure. We propose to undertake some adjustments to the dataset so as to present the results graphically in the 2019 TEMMP Annual Report.</i>	Section 4.10 Waterfowl and Waterbirds (Figure 5)
<i>Comment 7: ECCC- Waterbirds and Upland Breeding Birds Monitoring Objectives</i>	ECCC recommends that the Proponent: <ul style="list-style-type: none"> - Provide an analysis that supports the change to the migratory bird objectives that was included in the 2018 Annual Report. - Moving forward, include changes to TEMMP objectives in the TEMMP annual reports as recommendations. 	<i>1. The Terrestrial Environment Management and Monitoring Plan (TEMMP; Golder 2015) Section 4.11 states "The objectives of PRISM include estimating breeding population size; describing the distribution, abundance and habitat relationships; and monitoring trends in breeding population size of shorebirds (Bart et al. 2005), and we will also use this method for assessing the same parameters for upland birds."</i>	Section 4.11 Upland Birds and Shorebirds

Comment/ Received from	Comment Received	AEM Response	Addressed in TEMMP V3 Section
		<p>2. TEMMP Section 4.11.2 further states “PRISM plots will seek to determine changes to these parameters as a result of general proximity to mining-related disturbance, whereas upland bird point count surveys will specifically examine the potential effects of the AWAR (i.e., increased traffic and dust) on songbird abundance, species richness, diversity, and distribution along the AWAR.”</p> <p>3. The 2018 Annual Report Section 10.0 states “These surveys are designed to document population numbers of Arctic breeding shorebirds and contribute to regional knowledge in an effort to set population targets and assist with management and conservation of these species (EC 2012). These surveys are designed to measure mining-related effects on upland bird (i.e., songbirds and waterfowl) and shorebird species richness, diversity, and relative abundance. Specifically, the intent is to measure these parameters in response to mining development and increased traffic along the AWAR.”</p> <p>The TEMMP (Golder 2015) for the Meliadine Project was focused on looking at project-related effects to birds and was written as part of the Final Environmental Impact Statement (FEIS) for the Project, prior to the issuance of Nunavut Impact Review Board (NIRB) Project Certificate No. 006 and its respective Terms and Conditions. The introductory text in Section 4.11 of the TEMMP is intended as a summary but does not clarify between the Program for Regional and International Shorebird Monitoring (PRISM) and point count surveys, which may have led to some confusion as to the objectives for these two survey methods. The objectives for PRISM and point count surveys areas described in Section 4.11.2 of the TEMMP. The text included in Section 10.0 of the 2018 Annual Report aligns with the stated TEMMP objectives. Data collected to date demonstrates low bird densities for the Project area (as reported through the TEMMP Annual Reports since 2017 to the NIRB). We suggest that the TEMMP be updated to clarify any confusion and to be focused on in-kind contributions of monitoring results to regional datasets through the PRISM for the Arctic, on a 3-year rotation, and breeding bird monitoring (point counts every three years). This would align with terrestrial management plans for other northern mining projects. Updates to the TEMMP will be included as recommendations in the annual reports moving forward, as appropriate.</p>	

Comment/ Received from	Comment Received	AEM Response	Addressed in TEMMP V3 Section
<i>Comment 13: CIRNAC – Hunter Harvest Survey</i>	CIRNAC recommends that AEM provide annual updates on the status of its Hunter Harvest Survey in coordination with the Kangiqliniq Hunters & Trappers Organization and other interested parties. These updates should be included in annual report submissions	<i>Agnico Eagle will provide annual updates on the status of its Hunter Harvest Survey in coordination with the Kangiqliniq Hunters & Trappers Organization in future annual reports.</i>	Section 4.8 Hunter Harvest Survey, Section 5.0 Reporting
<i>Comment 1: GN- Foxes on Site</i>	The GN requests the Proponent provide details on the additional active mitigation measures that it will take in 2019 beyond those taken in 2018 to decrease fox mortalities. The Proponent should provide these measures to the GN Department of Environment prior to their implementation so that the GN can provide feedback on their effectiveness to the Proponent. As access to food is the single greatest attractant for foxes, the food waste management process should be effective and kept simple to reduce the chance of human error. The Proponent should also review its Wildlife Deterrence Plan and ensure that its plan and application of the plan is sufficiently aggressive to deter carnivores when they come into contact with the Project. Any changes to the Wildlife Deterrence Plan should also be reviewed by the Department of Environment prior to any implementation.	<i>Agnico Eagle implemented educational meetings with departments on site with regards to waste management and wildlife. Agnico Eagle is investigating this issue and is looking at establishing a waste management working group within the mine site with the goal of improving waste management protocols at Meliadine. The proposed working group will evaluate the current system in place and will look at optimizing training, procedures and the management of wastes. The increase in fox rabies compared to previous years is also to be considered in the amount of fox mortalities in 2018.</i>	Section 3.1.6 Management of Attractants, Section 4.4 Site Surveillance Monitoring

Comment/ Received from	Comment Received	AEM Response	Addressed in TEMMP V3 Section
<i>Comment 3 : GN - Vegetation Abundance, Biodiversity and Health</i>	<p>The GN offers the following recommendations to the Board with respect to this issue:</p> <ul style="list-style-type: none"> - The Proponent should reference Term and Condition No. in the 2018 Annual Report, Appendix H-6, and elaborate on how this Term and Condition will be addressed; and - The Proponent should provide a discussion on how vegetation monitoring will be used to identify and mitigate impacts to vegetation abundance, diversity, and health. 	<p><i>For compliance with NIRB Project Certificate No. 006, Term and Condition No. 40, a weed/invasive species program is conducted and reviewed on an annual basis. Vegetation and soils health are currently monitored for dust and heavy metals every two years as part of the health risk monitoring program. Both the invasive species and vegetation/soils health monitoring programs qualitatively document any observed changes to vegetation health, abundance and diversity, and if necessary, implement adaptive management. Direct quantitative changes and habitat loss to vegetation and specific vegetation communities associated with Project impacts are re-evaluated annually and results are presented in the Terrestrial Environment Management and Monitoring Plan (TEMMP) Annual Report(s). For future annual reports, Project Certificate No. 006 Term and Condition No. 40 will be added in the concordance table (currently presented in Appendix H-6 of the 2018 TEMMP Annual Report).</i></p>	<p>Section 4.6 Vegetation and Wildlife Habitat, Appendix I, Appendix V</p>
<i>NIRB Letter – 2020 Saline Discharge Strategy</i>	<p>The Proponent shall update the Terrestrial Ecosystem Management and Monitoring Plan (TEMMP) to include a detailed plan for enhanced monitoring of the potential for truck traffic impacts to wildlife, accounting for the increased truck traffic on the all-weather access road (AWAR) to 88 one way trips per day.</p> <p>The Board also notes that an updated TEMMP was previously requested as part of the NIRB's 2018-19 Annual Monitoring Report for the Meliadine Gold Mine Project. The NIRB reiterates that, reflecting the commencement of operations at the Meliadine Gold Mine Project, including activities approved as modifications to the Project, the current TEMMP be reviewed and updated. This would include incorporation of recommendations made by regulatory authorities (Kivalliq Inuit Association, Government of Nunavut, Environment and Climate Change Canada) during the preceding monitoring periods (such as their comments on Agnico Eagle's 2018 Annual Report for the Project).</p>	<p><i>Traffic management measures are outlined throughout the TEMMP, as appropriate, to mitigate or avoid potential impacts of traffic or sensory disturbance on wildlife. The Road Management Plan also includes traffic management measures in Section 10.</i></p> <p><i>TEMMP V3 includes clarification in Section 4.3.3 on increase of surveillance monitoring frequency along the AWAR during the summer months (open water season), to more efficiently monitor increased traffic levels due to water trucks transporting saline discharge. Section 4.5.1 has also been further clarified as follows, "Caribou behaviour monitoring will be implemented when caribou presence in the RSA is increasing This will be determined by review of caribou collar data provided by the GN. An increase in caribou groups observed during surveillance monitoring or as incidental reports of caribou groups become more common."</i></p>	<p>Section 3.1.2 Sensory Disturbance, Section 3.1.3 Project Hazards to Wildlife, Section 3.1.8 Caribou Protection, Section 4.3.3 Monitoring Approach, Section 4.5.1 Objectives, Appendix II, III and IV</p>

APPENDIX II • ROADS MANAGEMENT PLAN (SECTION 10 EXCERPT) – MELIADINE PROJECT

SECTION 10 • WILDLIFE MANAGEMENT

Wildlife is occasionally expected to be observed on or near the AWAR, service, and haul roads. Caribou and other wildlife will have the right-of-way at all times. In case of problems (e.g., aggregations of caribou), the environmental personnel on-site will be in charge of managing the situation and, with the collaboration of the security department, will advise road users by patrolling the roads. The Project personnel will be notified by dispatch radio if any wildlife is observed on the roads.

The following protocol is implemented on the roads for the protection of wildlife:

- Vehicle traffic speeds on the access, service and haul roads will be limited to 50 km/h and 30 km/hr on the bypass road;
- Where small to moderate aggregations of caribou (i.e., 1 to 50 animals) are observed within 100 m of a road, travel speeds are reduced to 30 km/h;
- Where large aggregations of caribou (i.e., 50 or more) are observed within 100 m of a road, the protocol outlined in section 10.2 is followed;
- Caribou and all wildlife are given right-of-way on the road: vehicles must stop until the animal is off the road;
- Locations of large aggregations of animals are reported to the road supervisor who will inform all potentially affected employees and the environmental representative, and put the protocol in Section 10.2 into effect. Agnico Eagle's environmental coordinator will then inform the KIA, the Hamlet, HTO, and the GN Conservation Officer in Rankin Inlet;
- All incidents between vehicles and wildlife are reported to the Agnico Eagle road supervisor and the environmental representative whether they are:
 - Near-miss;
 - Collision with injury to the wildlife; or
 - Accidental death.
- Each incident is investigated by the road supervisor and the Environment Department, and measures taken to avoid re-occurrence are put in place. Disciplinary measures will be taken against any employee if the investigation concludes that the accident is the result of negligence; and
- In the case of accidental death of an animal, the Environmental Coordinator will contact the GN Conservation Officer in Rankin Inlet. The carcass will be removed from the road and incinerated to avoid attracting scavengers such as Arctic foxes, wolves, grizzly bears, and/or wolverines.

10.2 Road Management Agreement

Agnico Eagle has consulted with the Government of Nunavut, the KIA, the Kivalliq Wildlife Board, local HTOs, and the public in developing appropriate monitoring and mitigation measures related to the ease in harvesting of caribou afforded by the AWAR. The result of these consultations are known as the Road Access Management Agreement that endorses the following measures:

- During periods when large aggregations of caribou (greater than 50 individuals) are detected within 1 km of the AWAR, the southern gate is closed to public cars and trucks. Public access using ATVs will still be allowed.
- In consultation with the Kivalliq Wildlife Board (KWB), as required under the Nunavut Wildlife Act, Agnico Eagle will seek the establishment of a no-shooting zone (1 km wide) on either side of the road. If the KWB, other agencies and the public are in agreement, AWAR use by hunters will be conditional on observing the 1 km no-shooting zone.
- Dedicated 'road monitors' patrol the road to ensure compliance relating to public safety and wildlife. Monitoring is increased during periods of road closure when large aggregations of caribou are present;
- All incidents of hunting involving shooting along or across the AWAR are reported by the Agnico Eagle to the GN.
- During periods when large aggregations of caribou are detected near the Project, harvest monitoring intensity is increased to properly document harvesting levels of caribou.

The roads supervisor, in consultation with the environment coordinator, or designate is responsible for ordering the southern gate shut and preventing the use of bridges by ATVs while large numbers of caribou remain on or near the AWAR. Similarly, the roads supervisor, in consultation with the environment coordinator, would open the southern gate and bridges to all traffic once the caribou have moved on.

APPENDIX III • CARIBOU MIGRATION PROCEDURE – MELIADINE PROJECT

PROCEDURE NUMBER: **MEL-ENV-0005**

Date in effect:	2012-07-23	Prepared by	Environmental Department
		Page	1 of 3
Revision Date	2013-06-10	Revision	June 2013

This procedure corresponds to the minimum standard requirements. All employees/contractors of Agnico-Eagle: Meliadine Division must comply with the rules and regulations established by the Government of Nunavut regarding occupational health and safety.

In the spring, from June, Far-field caribou/muskoxen herd monitoring will start. The goal of this procedure is to monitor caribous prior to their arrival in the activity vicinity of the Meliadine Project and take the proper actions.

Between June to mid-August the helicopter pilots will verify for caribou herd sighting during their usual flights (as drill crew change or travels to Rankin Inlet).

At all-time, when helicopter are flying over a group of fifty caribous and more (≥ 50) or ten muskoxen and more (≥ 10), they need to be a minimal 1,000 m vertical and 1,500 m horizontal distance from the group/herd.

When it becomes clear the caribous are heading in the camp vicinity the site manager, the geology project manager(s) and the Meliadine environmental department need to be ready to put those rules in action:

- If a group of caribou (≥ 50) or muskoxen (≥ 10) is at or within 5 km from a drill :
 - The drill fall in "BLIZZARD MODE"
 - Rods are turning without drilling, water stay in recirculation, drillers keep quiet in their drill and report wildlife activities every hour to geologist project manager
 - The helicopter slinging activities goes on hold
 - If the herd is around the camp and drill all helicopter will be grounded
- If a group of caribou (≥ 50) or muskoxen (≥ 10) is at 100 m from a road :
 - Traffic is suspended
 - Wildlife has the right of the way and vehicles must wait without disturbing their movements.

The decision to stop the activities will always be taken by the Site Manager in concert with Geology Project Manager and the Meliadine Environmental Department and then be communicated with respective supervisors.

The decision to restart the activities will always be taken by the Site Manager in concert with Geology Project Manager and the Meliadine Environmental Department and then be communicated with respective supervisors.

The Site Manager, The Project Manager Geologist and the Environmental Department will meet in the geo-office to take the proper decision regarding the wildlife decision. All members shall be present before any decision is taken.

The environmental department will ensure phone communication with the GN Wildlife Officer in Rankin Inlet and e-mail communication of activities with KIA / HTO / GN wildlife activities.

- GN Wildlife Rankin Inlet Officer Phone number : (867)-645-8084
- HTO e-mail address : rankinhcto@qiniq.com
- GN Wildlife Rankin Inlet Officer e-mail address : JCoutu-autut@GOV.NU.CA
- KIA e-mail address : SHartman@kivalliqinuit.ca

Environmental Representative

Mine Manager

Date

**I, undersigned, have read and understood this procedure and
will comply with its contents at all times.**

Date	Company	Name	Signature
Date	Company	Name	Signature
Date	Company	Name	Signature
Date	Company	Name	Signature
Date	Company	Name	Signature
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APPENDIX IV • WILDLIFE PROTECTION AND RESPONSE PLAN – MELIADINE PROJECT



AGNICO EAGLE

MELIADINE GOLD PROJECT

WILDLIFE PROTECTION AND RESPONSE PLAN

VER: 8

JANUARY 2019

January 2019

Document Control

Version	Date (YMD)	Revised by	Section	Page	Revision
August 2012	2012/08/30	David Frenette	2.2.5, 2.2.9.4	7,12	Typo errors (page 7 and 12),
August 2012	2012/08/30	David Frenette	2.2.9.1	11	Precision on the report to send to the authorities during the caribou migration.
November 2012	2012/11/12	David Frenette	2.2.9.1	10	Removal of the 3 monitoring stations as requested by the GN.
June 2013	2013/06/12	David Frenette	App. A	31	Update of the Air Traffic Management Plan
November 2015	2015-11-15	Philip Roy / Jeffrey Pratt	2.2.1	8	Update speed limits
			2.2.7.2	11	Inclusion of wildlife mortality procedure MEL-ENV-0015
			2.2.8.1	12	Update steps for dispatching wildlife on the Meliadine project
			2.2.9	13-16	Comprehensive revision of section 2.2.9 - Protocol for dealing with caribou and muskoxen during their migration
			3.2.2.3	20	Environment department protocol for managing problem predatory mammals
December 2016	2016-12-23	Alexandre Gauthier / Jeffrey Pratt	5.3	30	Delivery of training for site staff
			2.2.9.2		Updated when to activate the work suspension protocol
January 2018	2018-01-20	Alexandre Gauthier	5.3.3		Included Bearwise training outcome
January 2019	2019-01-10	Martin Theriault	App. A and App. D	32	Annual review
					Annual review, Update of the Air Traffic Management Plan and the problem wildlife procedure



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SECTION 1 – INTRODUCTION

This plan proposes mitigation measures and monitoring initiatives to lessen the likelihood that wildlife will become habituated to the Meliadine site and its infrastructures. The plan identifies measures to deter wildlife from obtaining camp food waste, finding shelter around the site, gaining access to harmful substances present on the project site, being injured as a result of vehicle collisions, and damaging mine property.

Despite these mitigation measures, personnel may occasionally come into contact with wildlife that inhabits the Meliadine area. Incidents must be managed to keep both humans and wildlife safe while using only humane control methods.

Furthermore, all staff must be familiar with the standard operating procedures and best practices aimed at ensuring human-wildlife conflicts are minimized during the construction activities. All personnel, including contractors, on site have a role to play in ensuring human safety, conservation of wildlife and documenting wildlife activities in the mine area.

The plan also provides information on general human-wildlife conflict policies and regulations, species-specific response plans for ungulates and predatory mammals, and general wildlife awareness.



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SECTION 2 – HUMAN-WILDLIFE CONFLICTS

2.1 Overview

Wildlife encounters can take many forms. A conflict occurs when either human or wildlife health, and/or safety are put at risk. Human health and safety can be affected by contact or conflict with wildlife in several ways, including direct or indirect physical injury, and exposure to animal diseases that can infect humans (i.e., rabies).

The most common conflict faced by wildlife is the increased risk of mortality from human encounters, which most often occur when wildlife become habituated to human activity and lose their natural fear of people. The most serious form of habituation is directly correlated to animals obtaining food, which is known as food conditioning. Food-conditioned animals become dependent on humans for sources of food. Because these human-induced habits become engrained in the animal, attempts to deter the habituated behavior generally fail with the end result usually being the death of the animal. Loss of habitat effectiveness (how the animal uses its available habitat), and effects to wildlife movement (how the animal travels through its available habitat) can also result from wildlife in conflict with human development. Ultimately, this will affect both the health and safety of the wildlife species involved. While it is impossible to remove all risk to both human and wildlife health and safety, approaches to minimize the risk do exist. Reactive measures do have their place in stopping the conflicts when they occur, but proactive strategies are the most effective means of preventing potential conflicts.

2.2 Agnico Eagle Policies and Regulations

The following summarizes the general rules regarding wildlife on the site and will form the basis of the Wildlife Awareness Orientation and Courses (see below).

Employees and contractors are advised to report all wildlife related activities in the vicinity of the Meliadine site to the Environmental Department.

2.2.1 General Restrictions for Wildlife Protection

The following are general restrictions for site workers and contractors, intended to minimize the potential for negative project-related effects (e.g., increased mortality risk) on wildlife in and around the site.

- Wildlife shall have the right-of-way except where it is judged to be unsafe to do so. All species of wildlife (i.e., from small mammals to large carnivores, songbirds to raptors) when encountered by personnel on foot or in vehicles will be given the right-of-way,
- Non-mine-registered firearms are not permitted on site,
- Feeding wildlife is prohibited at all times,
- Harassment¹ of wildlife is prohibited at all times at the Meliadine site,

¹ defined as to kill, injure, seize, capture or trap, pursue and includes to stalk, track, search for, or lie in wait for all purposes not authorized by the Environmental Department



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- The deliberate destruction or disruption of wildlife nests, eggs, dens, burrows, and the like, is prohibited at all times at the Meliadine site,
- Hunting and fishing is prohibited at all times at the site,
- Pets are prohibited at all times at the site,
- Maximum speed limit:
 - On all site roads is 40 km/h.
 - AWA 50 km/hr
 - 20 km/hr around buildings and infrastructure
 - Between camp and mine road is 10km/hr
- Traffic (including ATVs and snowmobiles) is restricted to designated roads and trails.

The site refers to any facility present during the construction and operation phase, including but not limited to, outbuildings (e.g., machine shop, offices), the portal, waste rock pads, parking areas, drill sites, access roads and borrow pits.

2.2.2 Wildlife Attractants

A list of potential wildlife attractants is provided below. The list is intended as a general summary of attractants but may not be comprehensive of all potential attractants.

- Food wastes and garbage;
- Chemicals (e.g., salt for drilling) and refuse (e.g., empty fuel containers);
- Wildlife carcasses (e.g., road kills, hunter kills);
- Human activity moving around the site; and
- Roads, which may create preferential travel corridors for wildlife, can lead to vehicle collisions and increased exposure to wildlife encounters at the site.

2.2.3 Garbage Management

General recommendations directed to minimize wildlife interactions related to food wastes and garbage is provided below.

- Littering is prohibited on and in the vicinity of the site and along access roads. All garbage (e.g. lunch bags) must be returned to temporary storage containers. Note: organic wastes (e.g., orange peels, apple cores, left over coffee, tea or fruit drinks) are included.
- Food related waste (including packaging) will be incinerated on a daily basis and general waste will be stored for disposal in the landfill and then buried.



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- Wastes associated with mechanical maintenance and repairs (e.g., motor oil and antifreeze) will be disposed of as per the Hazardous Materials Management Plan.
- All temporary (small) storage containers for food waste garbage (yellow bin) will be wildlife protective (i.e. have bear proof lids).
- No open top buckets or anything similar will be tolerated outside buildings.
- Feeding wildlife is prohibited at all times on or in the vicinity of the site, including during travel to and from the site on workdays.
- Wildlife incidents related to garbage or human food attractants will be reported as soon as possible. See Section 2.2.7 (Reporting Wildlife Observations and Incidents) for more information.
- Improperly disposed garbage, particularly food wastes will be reported as soon as possible.
- See Section 2.2.7 (Reporting Wildlife Observations and Incidents) for more information.

While arctic fox tends to be the greatest concern with respect to access to garbage, other animals (e.g., wolverines, wolves, grizzly and polar bears) may be attracted to uncontained garbage sources. Problem wildlife data at the Meliadine project to date, indicate that Arctic fox are the most likely species to be attracted to the site.

2.2.4 Wildlife Health

The following recommendations are intended to reduce potential mine-related effects on wildlife health (including non-vehicle related accidents and consumption of toxic substances).

- Feeding wildlife is prohibited at all times on or in the vicinity of the site, including during travel to and from the site. If caught feeding wildlife, employees will be subject to disciplinary action which could include dismissal.
- Company procedures on the safe and prompt clean-up of any chemical spills will be followed.
- See Meliadine Gold Project's Fuel Transportation and Spill Contingency Plan. Any observations of wildlife in and around potential sources of contaminants (e.g., fueling sites) will be reported. See Section 2.2.7 (Reporting Wildlife Observations and Incidents) for details.

2.2.5 Wildlife and Vehicles

The following recommendations are intended to reduce the incidence of wildlife-vehicle collisions and near misses.

- Wildlife has the right-of-way except where it is judged to be unsafe to do so.
- Obey all traffic signs.
- Maximum speed limit:



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- On all site roads is 40 km/h.
 - AWA 50 km/hr.
 - 20 km/hr around buildings and infrastructure.
 - Between camp and mine road is 10kmph.
- Verbally report wildlife carcasses observed on and in the vicinity of the site, and along roads, as soon as possible. See Section 2.2.7 (Reporting Wildlife Observations and Incidents) for more information.
- Restrict traffic (including ATVs and snowmobiles) to designated access roads and trails.
- When clearing snow from roads, push the snow with a dozer or blow the snow away with the snow blower to avoid the build-up of snow banks on the side of the road.
- Report all wildlife-vehicle collisions that results in the death or injury of wildlife as soon as possible. See Section 2.2.7 (Reporting Wildlife Observations and Incidents) for details.
- A near miss between a vehicle and an animal should be reported as a wildlife 'incident'. See Section 2.2.7 (Reporting Wildlife Observations and Incidents) for details.

2.2.6 Wildlife and Buildings

The following recommendations are intended to reduce the risk of close encounters between wildlife and people

- Keep sea-can doors closed at all time to avoid wildlife using them as shelter.
- Open top bins and containers for food waste will not be permitted outside buildings.

2.2.7 Reporting Wildlife Observations and Incidents

2.2.7.1 Reporting Requirements of Project Workers and Contractors

- Workers and contractors are required to verbally notify the Environmental Department of the following wildlife observations or incidents as soon as possible.
 - Signs of animal presence (e.g., scat, nests, burrows) in close proximity (visible to the eye from within the site footprint frequented by workers).
 - Sightings of animals in close proximity (visible to the eye from within the site footprint frequented by workers).
 - Aggressive or unusual wildlife behaviour around site facilities.
 - Instances of workers feeding wildlife.
 - Instances of improper disposal of garbage or other waste materials.
 - Observed maintenance issues (e.g., improper placement or maintenance of garbage containers).
 - Instances of workers not following vehicle use guidelines (e.g. speed limits).
 - Vehicle collisions with wildlife or near misses.



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- Observations and locations of dead (e.g., road kill) or injured animals.

Following the verbal report of a wildlife incident or observation, the Environment Department will complete a Wildlife Incident Report and forward to the authorities as necessary. Wildlife fatality reporting will follow the Wildlife Reporting Protocol (MEL-ENV-0015). This can be found in Appendix B.

2.2.7.2 Reporting Requirements of Wildlife Occurrences

Wildlife Incident Reports provide essential information that may identify:

- potentially dangerous situations requiring intervention (e.g., problem wildlife);
- situations that require notification of the Nunavut Department of Environment (GN), KIA and/or the HTO;
- weaknesses in garbage-handling and problem wildlife prevention measures; and
- areas that may require warning signs (e.g., poor visibility road corners).

The Senior Environmental Coordinator or designate(s) should ensure that records of wildlife observations and incidents are thoroughly documented. Reports should attempt to include the following information wherever possible:

- Identification and number of wildlife observed;
- Specific timing and location of the observation(s);
- Details regarding the animal behaviour, including direction of approach and departure, what it was doing, any aggressive behaviour, etc.
- Assessment of local attractants, such as garbage, odours, movement of people, other wildlife, etc.;
- If local attractants are identified as a factor, determination of what steps were or will be taken to address/remove potential attractants; and
- Identification of any potential mitigation measures available to deter wildlife or limit access and how they will be implemented (refer to Section 2.2.8 for additional information on dealing with problem wildlife).

2.2.8 Protocol for Dealing with Problem Wildlife

A problem wildlife situation may arise when an animal acts in an aggressive manner and/or is a repetitive nuisance or threat to worker safety. See the problem wildlife procedure in Appendix D

2.2.8.1 Dispatching Problem Wildlife

1. Prior to dispatching any wildlife on site, the Environment Department will consult with the GN Wildlife Officer for advice/direction. If an animal is destroyed, a description of the lethal measures deployed



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(e.g., rifle), statement of the rationale for use of lethal measures (e.g., proximity to workers, repeated incidents, observed condition of the animal, etc.), and indication of what previous non-lethal measures were employed (e.g., deterrents, hazing, trapping and relocating (with permission from GN) etc.).

2. Written direction (email) from the GN Wildlife Officer must be obtained prior to dispatching any wildlife. The only exception is if there is an immediate threat to human safety (example carnivorous animal is attacking people) Only authorized personnel are permitted to use lethal and non-lethal projectiles (e.g., rubber bullets) see environment department for list of authorized persons on site.
3. Do not attempt to deal with a problem wildlife issue on your own. Problem wildlife can be dangerous.
4. Conform to recommendations regarding predator safety. All staff will receive wildlife awareness training during their orientation.
5. *An animal may be dispatched without consultation with the GN Wildlife Officer only if actions listed in 3.2.2.3 have been followed.*

2.2.9 Protocol for Dealing with Caribou and Muskoxen during their migration

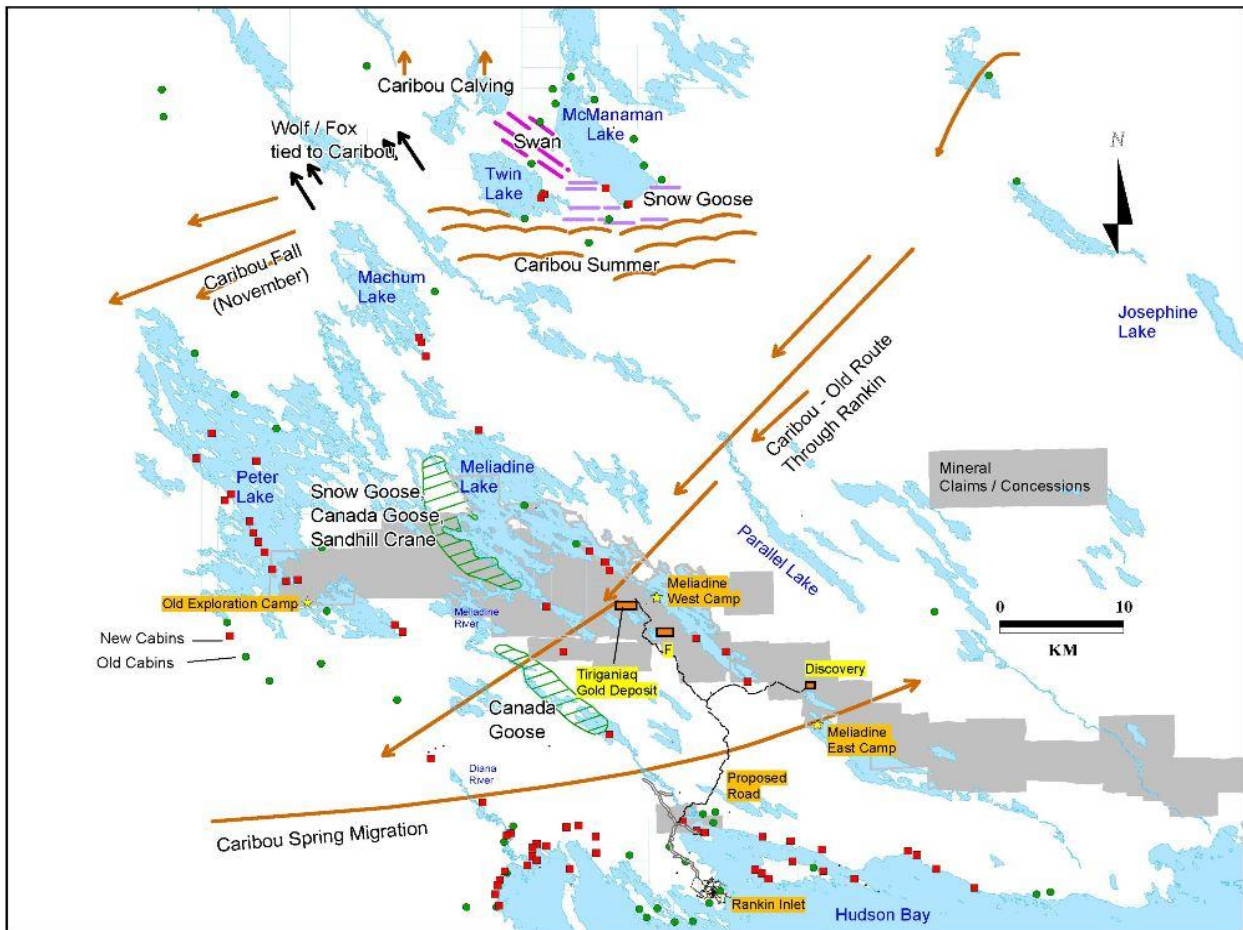
Results from baseline surveys indicate that caribou and, only recently, muskox are present in the Meliadine Area for parts of the four seasons, but caribou are observed in greatest abundance between May and September.

The baseline study established a map of historical wildlife presence in the region of the Meliadine project, including historical migration routes for the caribou. This map is shown in Figure 1.



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Figure: 1 Map of Historical Wildlife Presence in the region of the Meliadine Project



The protocol has 3 components:

- A caribou and muskox herd sighting and protection protocol.
- An activity shutdown protocol including crew change and helicopter flight control.
- An activity restart protocol.

2.2.9.2 Caribou and muskox sighting reporting and protection protocol

When the migration starts around the beginning of July, herds of 1000 to 5000 animals (or greater) can cross the area of Meliadine camp. For a period of 3 to 10 days, the caribou may be present around the site for the annual migration. Historically, migrations have been noted between October-December as well.

Studies of woodland caribou have demonstrated avoidance of up to 1 km for well sites and 250 m for roads and seismic lines (Dyer et al. 2001). Data from the Ekati Diamond Mine suggests that the instantaneous



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negative response (alert, stop feeding) of barren-ground caribou to stressors (e.g., truck traffic) increases within 1 km of the source (BHPB 2004).

During this period, Agnico Eagle will report any sighting and prevent human activities that could disturb the herd. Caribou will have the “right-of-way”, and will not be blocked or deterred from moving through the Project area.

AEM must take all possible measures to avoid disturbance to the caribou or muskox herd.

At all times, it's strictly forbidden to harass wildlife. This includes persistently worrying or chasing animals, or disturbing large groups of animals.

When observing herds of caribou or muskox:

Staff at Meliadine must report immediately the presence of caribou (50 or more) or muskox (10 or more) to the Environmental Department. The Environment Department will notify the KIA, HTO and the Government of Nunavut Environment Department electronically via a “Caribou Migration Alert” (Section 2.2.9.5)

When reporting the presence of the herd, the location and the approximate size of the herd will be specified.

When to activate the work suspension protocol:

During migration of Muskox (10 or more animals) or Caribou (50 or more animals) herds AEM must start implementing the work suspension protocol when the caribou herd is moving in the direction of the activities. In accordance with the IIBA, all off-site and on site-related activities must be stopped once the Herd is within 5 km radius of such activities. Those related activities include; off-site drilling and/or helicopter flight, approved development, construction site development, road traffic and construction; all site, camp, and mine outdoor surface activities. A decision tree was put in place in 2017 to have proper step to follow to activate the work suspension protocol.

2.2.9.3 Work suspension protocol (in this section we are only listing the activities – the actual stoppage protocol is in A) and B) below

The activities below could interfere with the caribou migration and will be suspended if necessary:

- Helicopter flights.
- Drill operations off site.
- Surface mining activities such as transportation to mining areas, non-essential refueling of equipment, service vehicle traffic, etc.
- Surface activities related to underground mining such as surface stockpiling of ore or waste with loaders, scoop trams, etc.



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- Surface construction activities such as approved pre-development and development construction, road construction, non-essential waste deposition, transportation of equipment, etc.
- Outside Camp activities.

Upon activation of the work suspension protocol, the following steps will be taken:

A. Drilling and Helicopter Activities Off-Site

- Inform all employees at the drill sites that are in the direction of the caribou migration and within 5km radius of the migration that they will need to shut down the operations such that the drills and associated helicopter flights can cease as quickly as possible.
- Shutdown will include removal of drill rods from the holes and securing of the drill station.
- Organize transport of the affected personnel to the camp. Personnel that do not require air or road transportation will be requested to walk back.
- During helicopter transport of personnel, the Air Traffic Management Plan (in appendix A) will be applied to protect the caribou herd (avoidance distance of 1,000 m vertical and 1,500 m horizontal).

B. Surface Mining and Construction Activities On Site

- Surface mining, construction activities, outside camp activities and surface activities related to underground mining as described in Sec 2.2.9.3 above will be stopped when caribou migration herds or muskox herds are within the 5km radius stop work buffer zone.
- All personnel in such cases will return to camp if necessary.
- Use of helicopter for emergency evacuation of personnel for medical reasons will still be allowed.

2.2.9.4 Road utilization

- For a group of caribou (≥ 50) or muskoxen (≥ 10) within 100 m from the AWAR road and Meliadine Camp Access road:
 - Regular vehicle traffic for transport to and from the site will be suspended and /or stopped to allow Caribou herds to cross the road.
 - Wildlife has the right of the way and vehicles must wait without disturbing their movements.
 - The use of the road for mining or construction related activities will cease until Caribou or musk ox herds have moved outside the 5km radius stop work buffer zone.

2.2.9.5 Activity Restart Protocol – Caribou Migration Alert



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- AEM Meliadine Environmental personnel will perform a ground based caribou or muskox survey 3 times per day during the migration. The survey will determine the distance to Meliadine on and off site. The location will be marked on a map depicting the 5km radius buffer zone and the location of the caribou or musk ox herd. As stated previously, all mining related work will cease within the 5km radius stop work buffer zone. Mining, drilling and construction activities as well as the camp will be referenced on the map. Surveys will be conducted,
 - Morning
 - Lunch
 - Evening
- Once the survey is completed, a map noting the herd and proximity of any mining, drilling and construction activities as well as a report containing the following information will be forwarded to all Meliadine Departments, Contractors, KIA, GN, and the local HTO:
 - Where the herd(s) have been observed.
 - Estimated number of animals in the area.
 - Where activities can resume.
 - Where activities are suspended.

This will be referred to as a “**Caribou Migration Alert**”

- No work will resume in a suspended/stop work zone until the next survey can verify that the herds are outside the 5km radius zone. An example of a Caribou Migration Alert can be found in Appendix C



SECTION 3 – SPECIES-SPECIFIC RESPONSE PLANS

3.1 Purpose

Response plans specific to species groups (i.e., ungulates and predatory mammals) are required to ensure that all personnel at the Meliadine site are provided guidance on how to respond in a manner that is safe to both humans and wildlife should they encounter wildlife on or around the project site.

3.2 Species Groups Addressed

Ungulates (caribou and muskoxen) and predatory mammals (polar and grizzly bears, wolverine, wolf and Arctic fox) have the highest potential for interactions with humans during the life of the mine, and thus require specific response plans. If other wildlife is encountered, adaptive management strategies will be implemented if mitigation techniques and the mine policies and regulations mentioned in this document are not effective for these species. The proposed wildlife monitoring program will be the best measure of identifying potential areas in need of new mitigation strategies, or changes in policies or regulations.

For each of the species groups described below, the seasonal activity in the project area is discussed, as well as the protocol in the event of an encounter.

3.2.1 Ungulates

3.2.1.1 Seasonal Activity in the Project Area

Results from baseline surveys indicate that caribou and, only recently, muskoxen are present in the Meliadine area for part of the four seasons, but caribou are observed in greatest abundance in the spring (e.g., July) when thousands of animals may be present in the vicinity of the Meliadine site. This only occurs annually.

3.2.1.2 Response to Encounters

3.2.1.2.1 Caribou

It is extremely rare for humans to have physical altercations with caribou. Caribou rut in the fall when relatively low numbers can be found from time-to-time on the site and the levels of aggression displayed, particularly by males, increases substantially. There is literature suggesting that a bull caribou may attack a person or vehicle during the rut. Therefore, a close encounter with caribou (during the fall) or muskoxen could be dangerous.

If you encounter a single or herds of caribou, the following actions should be taken:



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- Back away slowly;
- Ensure animal(s) have an escape route;
- Do not make sudden movements;
- Do not make loud noises or attempt to scare the animal(s);
- Use radio/satellite phone to report presence of the animal(s) to the Environmental Department;
- Stay in radio/phone contact until the animal(s) moves away or you have returned to a safe area;
- (e.g. inside vehicle or building); and
- Wait for the animal(s) to pass before continuing work in the area.

3.2.1.2.2 Muskox

Although considered rare, muskoxen will charge humans if they are threatened (especially lone bulls). Being a sedentary species, the muskoxen will have the tendency to stand their ground when threatened, defending their territory or their young.

If you encounter a single or herds of muskoxen the following actions should be taken:

- Back away slowly;
- Ensure animal(s) have an escape route;
- Do not make sudden movements;
- Do not make loud noises or attempt to scare the animal(s);
- Use radio/satellite phone to report presence of the animal(s) to the Environmental Department;
- Stay in radio/phone contact until the animal(s) moves away or you have returned to a safe area
- (e.g. inside vehicle or building); and
- Leave the area and wait for the animal(s) to go away before continuing work in the area.

3.2.2 Predatory Mammals

3.2.2.1 Seasonal Activity in the Project Area

Polar and Grizzly Bear

Baseline surveys indicated limited use of the Meliadine study area by grizzly bears, which is consistent with what would be expected for grizzly bears in the north, given their wide-ranging habits and low densities. Polar bears are more commonly seen of late. **These are extremely dangerous under all circumstances as they are known to prey on humans. Get help immediately if you see a polar bear.**



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Wolverine

Wolverines are thought to occur in the project area on an infrequent basis. Records of wolverine sightings or their sign were not found since baseline studies began in 1998. Similar to grizzly bears, the limited evidence for wolverine in the area is not surprising given their wide-ranging movements and characteristically low population densities.

Wolf

A single wolf was seen one time during the years of baseline studies. They are not common in the study area.

Arctic Fox

Camp personnel have regularly observed Arctic foxes in and around the Meliadine site during most months of operation, including winter. Arctic foxes are the most common predatory mammal species to be encountered at the Meliadine mine.

3.2.2.2 Response to Encounters

Predatory mammals such as wolves, wolverine, arctic fox and bears rarely attack people; however, they are extremely strong and vicious, and should be given respect. **Polar bears are known to attack humans.** Members of the dog family (such as wolves and foxes) are more at risk of carrying rabies, and other zoonotic diseases, and therefore should be avoided. Arctic fox in particular is easily tamed, quickly losing their fear of humans and often approaching very close. Sick or injured animals may no longer be able to feed themselves, and could be in a state of starvation. Often they show few physical signs that something may be wrong, but typically act more aggressively or even 'friendly' towards humans. Therefore, a close encounter with a predatory mammal could be dangerous. All bites and scratches from wildlife should be reported immediately to Health & Safety since animals can be vectors for rabies.

If you encounter a predatory mammal, the following actions should be taken:

- Back away slowly and do not turn your back on the animal;
- Do not make sudden movements;
- Do not make loud noises or attempt to scare the animal if it is simply traveling through the area;
- Use radio/satellite phone to report the presence of the animal to the Environmental department;
- Stay in radio/phone contact until the animal moves away or you have returned to a safe area. (e.g. inside vehicle or building); and
- Wait for the animal to pass before continuing work in the area.



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If the predatory mammal does not back away, or shows interest in you:

- Continue to back away slowly and ensure a 10 m distance between yourself and the animal;
- Make sure the animal has a safe route of escape;
- Make noise to alert the animal of your presence or to scare it off;
- Avoid provoking it;
- Return to a safe area as soon as possible (e.g. inside a building or vehicle); and
- Keep the Environmental department informed of situation using the radio/phone.

If the predatory mammal still does not back away, call for deterrent action by the Environment

Department

The Environment Department is to treat all predatory mammals that are threatening or aggressive as they would treat a grizzly bear or polar bear, which are perceived to be most dangerous. All predatory mammals that are showing interest in a person or site facilities must be aggressively deterred to prevent habituation to the site. Detailed response recommendations are provided in Section 3.2.2.3 below. If an animal is not of an immediate safety concern, the Environment Department should discuss options to deter or remove the animal with Government of Nunavut conservation personnel.

3.2.2.3 Environment Department Protocols for Managing Problem Predatory Mammals

As part of the detailed response plan, the Environment Department will follow the procedures included here when responding to predatory mammal sightings and encounters. It is assumed that the reporting person(s) has followed procedures for predatory mammal incidents, and has requested the Environment Department to be dispatched due to the failure of human presence to deter the predatory mammal. If an animal is not of an immediate safety concern, the Environment Department should discuss options to deter or remove the animal with Government of Nunavut conservation personnel. All wildlife problems are to be recorded in the wildlife database.

The Environment Department will:

- Collect all deterrent equipment and receive briefing from the Senior Environmental Coordinator or designate on location and circumstances of the call.
- When firearms are to be used there will always be two individuals, one person with a firearm (12 gauge) for deterrent use, the other as back up having a rifle with lethal force or a 12 gauge with lethal rounds. No lethal force will be taken without consent from the Senior Environmental Coordinator or designate in conjunction with the consultation of the Government of Nunavut Wildlife Officer unless the situation is deemed to be life threatening.



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- The appropriate action, usually less than lethal deterrent, will be chosen and used in an effort to scare the predatory mammal away.
- If the deterrent is successful, the incident will be recorded in the Wildlife database and should detail the type and level of deterrent used, information on the predatory mammal involved, and all information on the circumstances leading up to the incident.

If the deterrent is not effective and the predatory mammal continues to approach or doesn't move away from the area of human activity or project footprint.

- Increase deterrent efforts to less than lethal projectile (rubber bullet) if not already being employed.
- Ensure the animal has an open escape route.
- Continue aggressive use of less than lethal projectile deterrents to try and chase the animal away.

Dispatching

All but the most aggressive animals should have been deterred at this point. If the situation escalates further the Senior Environmental Coordinator, Superintendent or designate must be contacted and made aware of the situation. No Further action will be taken until consultation with the GN Wildlife Officer has been completed.

NO LETHAL ACTION WILL BE TAKEN UNTIL CONSENT IS GIVEN BY GN WILDLIFE OFFICER.

The following will be determined by the Environmental Superintendent or designate in conjunctions with the H&S Superintendent and the Mine Manager or designate; any and all possible actions will be taken to communicate with the GN wildlife officer prior to making an internal decision.

The risk to human life or property is imminent since the predatory mammal has not responded to non-lethal deterrent options and the safety of the team or site property is now compromised.

- Shoot with the intention of stopping the threat, using buckshot or 1-ounce lead slugs or with the .300 calibre rifle as appropriate, to kill the animal.
- Shots should be aimed at the chest area, not the head or hind quarters.
- If lethal force has been used, the Environment Department must complete a full report detailing the event immediately.
- The GN conservation officers will be notified by phone. Direction will then be given to properly dispose of the carcass.
- Any wildlife showing signs of rabies will be dispatched (never shot in the head) and reported.

NOTE: Lethal action against any wildlife without consent from the GN Wildlife Officer can result legal ramifications. As well, unnecessary deterring of wildlife can be considered harassment and can also result in legal ramifications. The only exception is if there is an immediate threat to human safety (example carnivorous animal is attacking people), however even at this point approval from Environmental Superintendent or designate in conjunctions with the H&S Superintendent and the Mine Manager or designate must be obtained.



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Any AEM employee who does not follow the above mentioned steps **will be** subject to disciplinary measures.



SECTION 4 – WILDLIFE AWARENESS INFORMATION AND ENCOUNTER STRATEGIES

This section deals with general predatory mammal (ie. Wolves, wolverines, grizzly bears and polar bears) awareness information and encounter strategies. It does not replace the need for all personnel to take a recognized wildlife awareness course.

4.1 Factors that Influence a Predatory Mammal's Reaction

Wolverines, wolves, grizzly bears and polar bears will react differently to chance encounters with humans, depending upon many factors, including each animal's past experience with humans. Their reaction is difficult to predict because of the variability of factors with each encounter.

- Female mammals may aggressively defend her young (for example, female bears with cubs are more likely to attack than to flee).
- Wolverines or bears may defend a food cache (for example, a bear's main objective is to eat from the time it leaves its den to the time it returns to a winter den. Hunting bears will cache food after eating part of it by covering the food with dirt, branches or leaves. They will often establish a daybed nearby and return later for another meal). Animals will aggressively defend their food cache.
- Individual Space: All predatory mammals have a minimum distance surrounding them within which any intrusion is considered a threat. A cornered or surprised predatory mammal may be dangerous. If there is no cover to retreat to, their usual response to danger is to attack or to stand its ground.
- Old, wounded or predatory mammals with teeth malformations can be dangerous because they are very hungry or starving (e.g. wolves observed at the Meadowbank site in 2009)
- Wolverines, wolves, artic fox and bears are easily attracted to human food sources and may become aggressive to obtain it. Predatory mammals that have obtained food from humans become "human food habituated." These mammals are accustomed to humans and link people as sources for obtaining food.
- Young animals which are inexperienced hunters and/or recently weaned are also at a greater risk to take advantage of human food source opportunities.



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4.2 Animal Encounters

Most of animal safety is prevention – avoiding an encounter is the best way to stay safe while working in the home ranges of arctic fox, wolverines, wolves, and grizzly bears. Polar Bears are incidental to Meliadine as they wander inland from the shoreline in search of food. **Polar bears are extremely dangerous and help should immediately be sought.**

4.3. How to React to Animal Encounters

Your reaction should depend on circumstances and the behavior of the mammal.

1. Stop and assess the situation before you act.
2. Does the wolverine, arctic fox, wolf or bear know you are there?
3. How is the animal reacting to the nearby activity?
4. Remain calm.
5. Do not turn your back on the animal.

DO NOT RUN – You will trigger the animal's natural response to chase you. Wolverines, wolves and bears are extremely fast and you cannot outrun them.

Some Simple Rules:

- Respect them – they can kill you.
- Be alert at all times.
- Watch for signs.
- Make noise – don't surprise animals.
- Travel in groups when possible.
- Be cautious in noisy areas (streams).
- Know the types of areas animals use during the year.
- Do not approach them.
- Never feed them.
- Get trained and carry deterrents.
- Remember carcass equals danger – look for ravens, strong odours.
- Mentally rehearse encounters.



4.3.1 Specific situations: Animal Encounters

Wolverine, wolf, or bear is not aware of you:

- Leave the area quietly in the same direction that you came from.
- Move while the predatory mammal is not aware of you and stop moving when the mammal lifts its head to check its surroundings.
- Stay downwind so the wolverine, wolf or bear will not pick up your scent.
- When you have moved a safe distance away and preferably to your truck or shop where you can watch and wait until the predatory mammal leaves.
- Report event to Environmental department immediately

If the wolverine, wolf or bear is unaware of you and approaching:

- Allow the mammal the right of way. Make sure there is a safe escape route and that you are not in the way.
- Return to vehicle or building when available or allow animal a wide berth.
- Report event to Environmental department immediately.

If you cannot leave undetected:

- Move upwind so animal can pick up your scent; this will help them identify you as human.
- If possible, try to keep the predatory mammal in your sight.
- Watch to see if the predatory mammal leaves when it smells that a person is nearby.
- Report event to Environmental department immediately.

If the wolverine, wolf or bear is aware of you but in the distance:

- Continue walking at the same general pace and towards a safe area (vehicle or building).
- **DO NOT RUN.**



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The wolverine, wolf or bear is aware of you and close:

- A predatory mammal will feel threatened in a close confrontation. Generally, their natural tendency will be to reduce or to remove the threat. Assist the wolverine, wolf or bear by acting as non-threatening as possible.
- Do not make direct eye contact.
- Do not make any sudden moves.
- Do not run.
- In the case of a bear, they need to identify you as a person, so talk in low tones and slowly wave your arms over your head.
- Attempt to give the wolverine, wolf or bear an opportunity to leave. Be sure they have an open escape route.
- Try to back away slowly.
- If the mammal begins to follow you, drop your jacket, or pack or some other article (not food) to distract the wolverine, wolf or bear. This may distract the bear long enough for you to escape.
- Report to Environmental department immediately

The wolverine, wolf or bear is close and threatening:

- If you have a deterrent such as a bear banger or bear spray be prepared to use it depending on how close the predatory mammal is.
- If you do not have a deterrent, or if using the deterrent is not successful, act as non-threatening as possible.
- Talk to the predatory mammal in a calm authoritative tone of voice.
- Do not startle or provoke the predatory mammal by making sudden moves.
- Back slowly away from the wolverine, wolf or bear and drop a pack, jacket, or some other article in order to distract the mammal momentarily.
- Remember that the wolverine, wolf or bear may be defending their cubs that you have not yet seen or they may have a food cache nearby. Attempt to look as non-threatening as possible.
- Report to Environmental department immediately

The wolverine, wolf or bear is very close and approaching:

A distance of less than 50 meters in an open area is considered very close.

- If the predatory mammal continues to approach use your deterrent when in range.
- If the predatory mammal does not respond to the deterrent you must now **STAND YOUR GROUND!**
- Report to Environmental department immediately



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The wolverine, wolf or bear charges:

In the case that you have done something that has provoked the wolverine, wolf or bear into showing signs of aggression towards you. It is often not clear to the person what they have done to provoke the mammal until after the attack. It is important that you act passively, humble your posture and do not look directly at the wolverine, wolf or bear. Always keep the mammal in sight. Never yell or throw things as these are obvious signs of aggression

When faced with a charging wolverine, wolf or bear:

- First use your deterrent, either a banger or pepper spray. If authorized (only Environment Department representatives or local security personnel) to carry a firearm, shoot the predatory.
- **DO NOT PLAY DEAD IF THE PREDATORY MAMMAL CONSIDERS YOU FOOD.**
- You must defend yourself with whatever means are available, act aggressively towards the bear.
- Stand up on something high and try to make yourself look bigger. Try to appear dominant. Try to frighten it. Yell, scream, shout and wave your arms. Jump up and down and fight back.
- Hold your jacket or backpack over your head to make yourself look bigger
- If being aggressively attacked in a predatory attack, fight back. Concentrate your efforts on the face, eyes and nose of the bear. Use whatever means you have, rocks, sticks, tools, hardhat, or simply kick and punch with all the strength you can muster.
- Report to Environmental department immediately

There are two types of bear attacks

Provoked Attacks:

- You have done something that has provoked the bear into showing signs of aggression towards you. It is often not clear to the person what they have done to provoke the bear until after the attack.
- It is important that you act passively, humble your posture and do not look directly at the bear. Always keep the bear in sight.
- Lie down on the ground in the prone position (i.e. play dead as this is a sign of submission to the bear and shows the bear that you are no longer a threat to them).
- Never yell at the bear or throw things at the bear, these are obvious signs of aggression towards the bear.
- Report to Environmental department immediately

Predatory Attacks:



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- The bear is hunting or stalking you! You are being treated as potential food. DO NOT PLAY DEAD IF THE BEAR CONSIDERS YOU FOOD
- You must defend yourself with whatever means are available, act aggressively towards the bear. Stand up on something high and try to make yourself look bigger.
- Try to appear dominant. Try to frighten the bear. Yell, scream, shout and wave your arms. Jump up and down and fight back. Hold your jacket or backpack over your head to make yourself look bigger.
- Use your deterrent; either a banger or pepper spray.
- If deterrent is unsuccessful. only as an absolute last resort, and If authorized to carry a firearm, shoot the bear.
- Report to Environmental department immediately

4.4 Wildlife Deterrents

4.4.1 Noise

- Pyrotechnics, including bangers, screamers, whistlers and flares. Requires a magazine launcher.

4.4.2 Wildlife chemical Deterrents

Bear Sprays are highly effective but they must be used correctly to be effective. As with all deterrents they have their good points and their bad points.

- The main ingredient in bear spray is “Capsicum” an extract from hot peppers.
- Capsicum needs to strike the eyes, nose or mouth of the mammal, (open membranes) to be effective.
- These sprays can only be used at very close range, 3 to 8 m or 10 to 25 ft.
- You cannot discharge the bear spray too early – or it will be completely ineffective.
- If the predatory mammal comes within the range of the bear spray – aim directly into their face and spray.
- You must be aware of the wind direction. If you the wind is blowing towards you, the spray will be carried by the wind into your face.
- Bear spray may not be effective in sub-zero weather. (Spray cans do not fire well in very cold temperatures.) In colder weather you need to keep the can of bear spray warm in order for it to fire effectively.
- Bear spray will not be effective in the rain. When you fire a can of bear spray, the spray will create a billowing cloud of capsicum and propellant. Rain can/will wash the spray right out of the air before it strikes the bear in the face.
- If you have used your can of bear spray to deter a mammal, wash the nozzle off with soap and water to remove the scent. Replace your can of spray as soon as possible. You do not want to have another bear encounter with a half a can of spray left.
- Bear sprays have a shelf life. Always replace your bear spray when you are nearing the end of the shelf life. The Capsicum does not deteriorate over time; it is the canister seals that deteriorate over time.



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- Do not test your can of spray before going out into the field. You need to take a full can of spray into the field, not a partially used one.

Wildlife chemical deterrents are only to be used for the purpose they are intended for. Misuse of wildlife deterrents such as chemical sprays, bangers, and pyrotechnics is considered a criminal offence.



SECTION 5 – TRAINING PROTOCOL

5.1 Scope

The Wildlife Training Protocol outlines recommended levels of training that specific groups of people at the Meliadine division site should receive. It is important that human activity at the site does not result in wildlife encounters that put people or wildlife at risk. All personnel on site have a role to play in ensuring human safety, conservation of wildlife, and documenting wildlife activities in the project area.

5.2 Assumptions and Key Considerations

Meliadine will assign overall accountability, recording and reporting responsibility to the Senior Environmental Coordinator or designate(s).

The Senior Environmental Coordinator or designates (s) will be responsible for ensuring that all employees, contractors and visitors at the Meliadine Division receive wildlife training appropriate to their roles and responsibilities.

The Environment Department will be responsible for all deterrent action whenever it is necessary to deter wildlife from mine infrastructure or personnel. All members of the Environment Department will receive specialized training in various levels of deterrent use. Security personnel and the Environment Department will be the only onsite personnel to have access to a firearm.

5.3 Training

Mandatory wildlife awareness for all staff will be included in the site induction, toolbox meetings, and through print media.

5.3.1 Wildlife-Human Conflict

- General restrictions for wildlife protection.
- Wildlife Attractants.
- Garbage Management.
- Wildlife Health.
- Wildlife and Vehicles.
- Preventing Problem Wildlife.
- Dealing with Problem Wildlife.
- Reporting Wildlife Observations and Incidents.



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5.3.2 Wildlife Awareness Training

This training will be aimed at providing awareness of potential wildlife encounters that may occur at the Meliadine Project. The course should review:

- Wildlife that commonly occur near the site.
- Behavior of wildlife that may be encountered near the site.
- Wildlife encounters.
- Wildlife Deterrents.

5.3.3 Environment Department

In addition to the required site orientation, the Environment Department may require additional training. The following training is recommended, especially for those without experience in situations where wildlife occurrences are common.

Bear Safety Training

Provided by qualified contractor or Territorial, Provincial or Federal Wildlife Officer, this course will provide:

- Instruction on the use of lethal and non-lethal deterrents for emergency response to bear incidents;
- Techniques for euthanizing bears during an emergency response;
- Other types of deterrent options available in non-emergency situations;
- In depth aversive conditioning techniques; and
- Practicum.

The Meliadine environmental Department and workers depicted on the MEL-ENV-0007 Use of Firearm procedure have all been trained by the Bearwise trainer; Andy McMullen in 2016 and 2017.

A Bearwise audit of Meliadine site was completed in 2016 and significant improvements were realized compare to 2012. The report mentioned that Meliadine site had developed effective and practical solutions to challenges as they arose over time. The efforts of all departments and employees to make the Meliadine operation safe for both people and wildlife are to be commended.

Carnivore Safety Training

Provided by qualified contractor or Territorial, Provincial or Federal Wildlife Officer to include:

- Biology, ecology and behavior of wolverine, wolf, Arctic fox;
- Rabies and other zoonotic diseases;
- Detailed deterrent and aversive conditioning techniques;



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- Instruction on the use of lethal and non-lethal deterrents for emergency response to incidents involving large carnivores; and
- Practicum.



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Appendix A – AIR TRAFFIC MANAGEMENT PLAN



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DATE: April 10, 2018

TO: All helicopter and fixed wing aircraft pilots operating near the Meliadine site

RE: Air Traffic Management Procedure

FROM: Environment Department

Please be advised that AEM is required to implement an air traffic management procedure in the immediate vicinity of the Meliadine Project. The primary objective of this procedure is to minimize to the greatest extent possible all potential impacts to wildlife from low flying aircraft and helicopters.

AEM asks that all pilots of helicopter and fixed wing aircraft abide this procedure when flying to/from the Meliadine Project or in the vicinity of the project area wherever possible (from a safety perspective).

- For long-range transportation flights (i.e. to and from Rankin Inlet), we ask all pilots to follow a practice that sees the aircraft fly at a minimum of 650 m above ground level. Exceptions may exist during takeoff and landing, low-level ceiling conditions, high winds, or other risks to flight safety.



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- For relatively shorter transportation flights, we ask that all pilots follow a practice that sees all aircraft (including helicopters) flying at a minimum of 300 m above ground level. Exceptions may exist during takeoff and landing, low-level ceiling conditions, high winds, or other risks to flight safety.
- The Environment Department must be notified if caribou, muskox or other animals are within 1 km of the landing area. The pilot should establish a radio contact on the Meliadine designated camp aircraft frequency and request that the camp radio operator call out the wildlife team to herd animals away from the strip/pad before landing.
- At remote landing areas, we ask that helicopters not land within 1 km of individual or large aggregations of wildlife.
- We ask that when flying over observed large concentrations of caribou (50 or more individuals in close proximity to one another), large concentration of muskoxen (10 or more individuals) or large concentration of migratory birds, to respect a 1,100 m vertical and 1,500 m horizontal distance from the herd whenever possible. We ask that all pilots avoid helicopter flights over known areas of raptor nests, snow geese during their moulting period (from July to August), waterfowl and shorebird staging areas during critical seasons (when birds are present –spring and summer months). The Environment Department can and should inform pilots of these areas. If maintaining this altitude is not possible, maintain a lateral distance of at least 1,500m from key sites.
- Harassment of wildlife (flying below 300 m), especially grizzly bear, muskoxen, caribou, wolves, and wolverine, is expressly forbidden. Exceptions exist only in the rare instance the animal(s) poses an immediate danger to a person in the field.
- Please report any wildlife sighting to the environment department.
- The Iqalugaarjuup Nunanga park is located between the Meliadine camp and Rankin Inlet. To minimize impact on the wildlife and the park's visitors, the pilots shall avoid to flight over or to land in the vicinity of the park. Emergency flights, specifically medical evacuation flights and/or search and rescue overflights are excepted from adherence to this requirement.

Please be also advised that AEM is required that a daily log or record of flight paths and cruising altitudes of aircraft within all Project areas is maintained and made available for regulatory authorities such as Transport Canada to monitor adherence and to follow up on complaints.



January 2019

Thank you for helping AEM protect the natural resources of Nunavut and for helping demonstrate that mineral exploration and mining can co-exist with the wildlife and population without causing a significant adverse impact.

Pilot name :

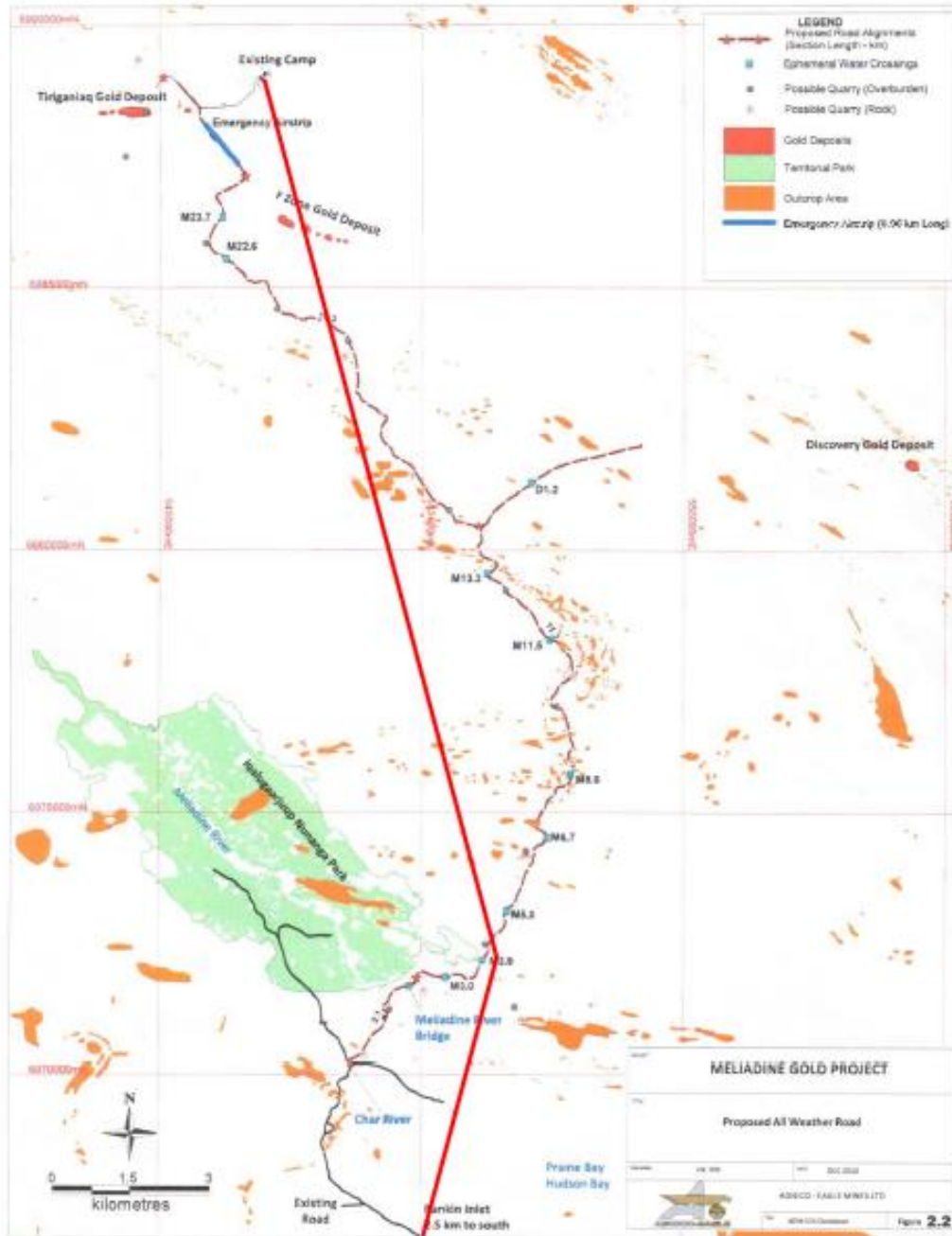
Date:

Signature:

Agnico Eagle Mines Ltd. Exploration division



Air traffic path between Rankin Inlet and Meliadine camp



January 2019

Appendix B – MEL-ENV-0015



Wildlife Fatality Reporting



DOCUMENT ID: MEL-ENV-Wildlife reporting

People concerned: Meliadine Environment Dept.

Effective Date: 2018-03-08

This procedure corresponds to the required minimum standard. Each and everyone also have to comply with the rules and regulations of the Nunavut Government in terms of health and safety at work.

Rev #	Date	Description	Initiator
1	2018-03-08	Change to intex template	Alexandre Gauthier
2	2018-03-27	Review	Matt Gillman

Objective:

- To ensure that the Meliadine site follows the proper procedure for reporting Wildlife fatalities, to uphold the IIBA agreement and Management plan obligations.

Definitions (If applicable):

- None

Wildlife Fatality Reporting



Tool/Equipment Required	PPE Required
<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> None

Specific Training Requirements
<ul style="list-style-type: none"> None

<ol style="list-style-type: none"> 1. Upon receiving information of a wildlife fatality or upon observing a wildlife fatality during an inspection; a Problem Wildlife Report shall be generated. A blank report form can be located at \\Camefs02\groups\Environment\WILDLIFE\Wildlife Reports\Form\2016 AEM Meliadine Problem Willidfe Report template V 1xls.xls 2. The carcass of the animal should then be moved to a location that will not attract carnivorous' animals, for the interim. 3. At this point, the GN wildlife officer in Rankin Inlet will need to be contact via telephone for a verbal report and to receive direction on how the carcass will be disposed of. Please follow procedure MEL-ENV-0021 located at:\\Camefs02\groups\Environment\MANAGEMENT PLANS & PROCEDURES\Procedures\MEL-ENV-0021 - Problem Wildlife Procedure\MEL-ENV-0021 - Problem Wildlife Ver1.pdf 4. Upon receiving direction from the GN wildlife officer on disposal or transfer method, follow through with directions given. Add the disposal or transfer method to the report generated in step #1. 5. The report can now be sent for review by SR. Coordinator Compliance Counselor.
--

6. Upon review a final version can be made and saved in PDF. The PDF should now be sent to the Compliance Counselor for distribution to GN, KIA, and HTO. As well a copy should be saved for the annual report.

Related Documentation (If applicable):

- Wildlife management plan

References (If applicable):

- None

Wildlife Fatality Reporting



Appendix (If applicable):

- None

Authorization (Print Name)

Approved: _____ Date: _____
Name
JOHSC Worker Rep.

Approved: _____ Date: _____
Name
Department Superintendent / Delegate

Approved: _____ Date: _____
Name
Health & Safety Superintendent / Delegate

January 2019

Appendix C – MIGRATION ALERT



“CARIBOU MIGRATION ALERT” NOTIFICATION

2016-07-09 (12h00) Meliadine Caribou Situation

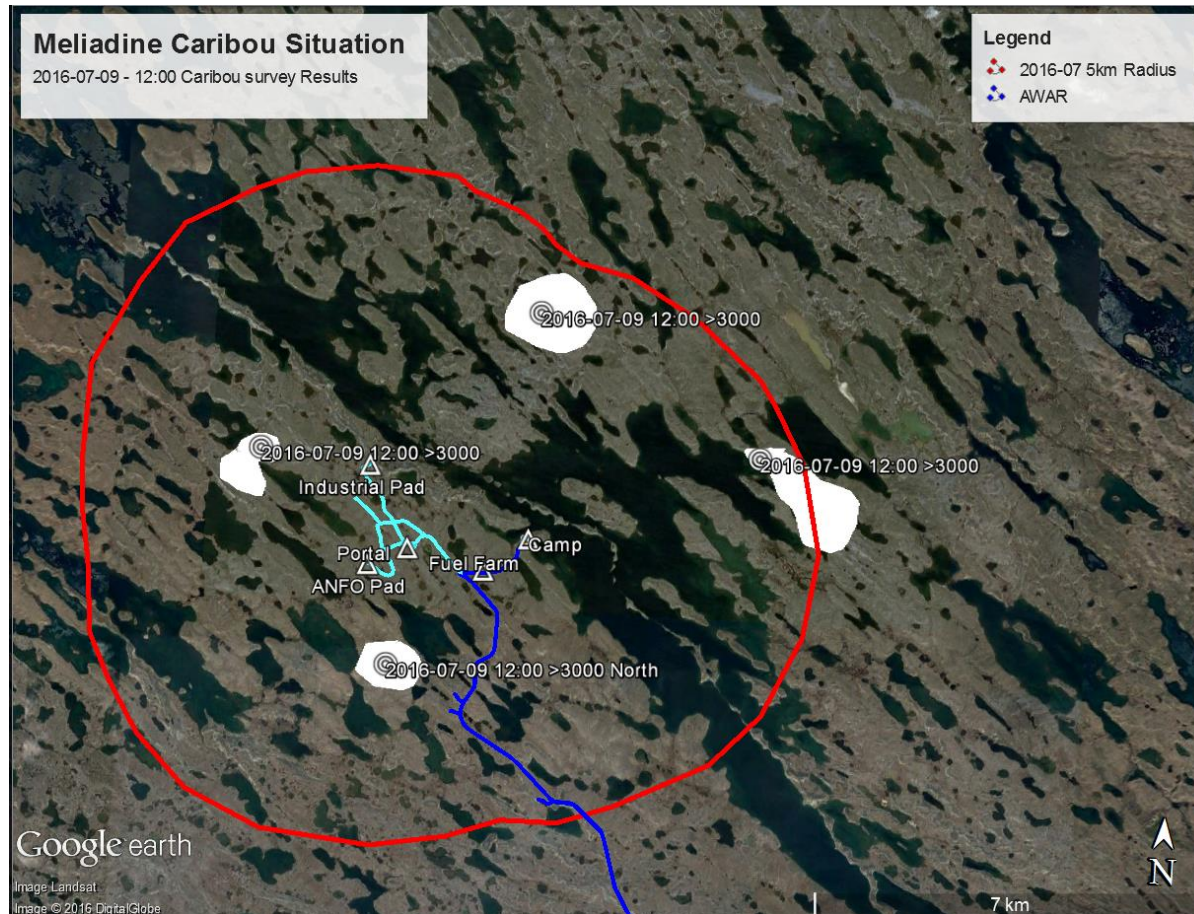


Figure 1: Caribou survey, results for July 9th 12h00. 4 groups over 3000 caribou have been observed going within the 5 km protection zone

January 2019

Appendix D – MEL-ENV-0021



DOCUMENT ID: MEL-ENV-Problem Wildlife

People concerned: Agnico Eagle employees, contractors, visitors on the Meliadine site

Effective Date: 2018-11-13

This procedure corresponds to the required minimum standard. Each and everyone also have to comply with the rules and regulations of the Nunavut Government in terms of health and safety at work.

Rev #	Date	Description	Initiator
1	2018-03-09	Change to intellex template	Alexandre Gauthier
2	2018-03-27	Review	Matt Gillman
3	2018-11-13	Communication for Polar Bear observation and required equipment	Martin Theriault

Objective:

- To define the procedure which must take place when dealing with problem wildlife on the Meliadine mine site and associated facilities.
- Problem Wildlife: any wildlife that; have entered buildings or structures, have shown signs of aggression towards employees or equipment, are showing signs of human habituation.
***Any large predators observed on the Meliadine site should be treated as potential "problem wildlife"

Definitions (If applicable):

The following procedure is to mitigate the risk of conflict between employees and wildlife at the Meliadine site and to ensure that all actions regarding problem wildlife are done in accordance to our Wildlife Management Plan and that the GN Wildlife Department are kept informed.

Tool/Equipment Required	PPE Required
<ul style="list-style-type: none"> Bear spray Rifles equipped with live ammunition <ul style="list-style-type: none"> Tikka T3 0.300 cal. bolt action rifle Firearm equipped with noise making ammunition or rubber bullets <ul style="list-style-type: none"> Stoeger Double Defence 12GA coach gun Remington 870 12GA pump action shotgun Benelli Nova 12GA pump action shot gun 	<ul style="list-style-type: none"> Regular PPE

Specific Training Requirements
<ul style="list-style-type: none"> Firearm License Bearwise training

1.Procedure
<p>1.1 On-site personnel who encounter problem wildlife including large carnivore are required to notify the Environment Department immediately.</p> <p>*any wildlife not deemed problematic, under the definition outlined above, are not required to be reported directly to the Environment Department, but are required to be noted on the wildlife logs located in various locations around camp.</p> <p>1.2 The Environment Department staff will document all reported sightings of wildlife on the Meliadine project and provide the information to the Government of Nunavut Conservation officer(s) in Rankin Inlet as part of the monthly Wildlife Report.</p> <p>1.3 In the case that there is a recurring sighting of a particular animal including large carnivores in the vicinity of the camp or work areas, the environmental staff shall inform the Environmental Coordinator and/or General Supervisor</p>

1.4 The Environmental Coordinator and/or General Supervisor will then contact the Government of Nunavut Conservation officer(s) in Rankin Inlet to inform them of the recurring problem.

Contact will be made via telephone to the Rankin Inlet GN Wildlife Office. If the officers cannot be reached at the office then a call will be placed to the cellular phone numbers provided below. For each number called, if there is no answer, leave a message for the officer(s). In addition, a follow-up email must be sent to the officers' email address to ensure there is a documented form of communication. All documented communication must be provided to the Compliance Counselor for reporting purposes.

1.5 Any further action will be at the discretion of the Wildlife officer.

******Under no circumstances will any action be taken outside of what the Wildlife Officer has advised, unless approved in writing or via email by the Environmental Superintendent and the General Manager (or designate).

1.6 If the problematic animal continues to be present; return to step 2.4 and repeat until issue is resolved with the problematic animal of concern.

******The harassment or intentional dispatching of any wildlife on the Meliadine site without written permission can result in disciplinary actions.

Exception: If an animal is, without a doubt, threatening the safety of a person or is of immediate concern, the dispatching of an animal would be approved without consent provided by GN Wildlife Officers and Environmental Superintendent. In such a case, approval must still be gained by the designated Environmental Manager and acting Meliadine Manager. The dispatching of any animal must be performed by an individual whom is approved to use a firearm under procedure MEL-ENV-0007.

1.7 A full report of activities and actions will be required for any issues regarding problem wildlife. A template for the Problem Wildlife Report can be found at

\\Camefs02\groups\Environment\WILDLIFE\Wildlife Reports\Form\2016 AEM Meliadine_Problem Wildlife Report_template V 1.xls.xls

2. Communication for Polar Bear Observation

2.1 Notify the Environment Department immediately.

2.2 Notification will be sent by the Environmental Coordinator and/or General Supervisor by e-mail to all employees including contractors and a radio notification will also be done on the camp channel.

2.3 Environmental Coordinator and/or General Supervisor and Environment Technician will keep a radio until the issue is deemed safe. Environment staff will patrol the area to assess whether it is safe.

2.4 Security officer may guard the main door from the main camp and ensure no one goes out of the main camp until the Environmental Coordinator and/or General Supervisor give the authorisation

2.5 All supervisors are responsible to advise their employees to ensure proper precautions are taken. No outside work will be allowed until the situation is deemed safe

2.6 Environment Team will monitor the situation and only the Environmental Coordinator and/or General Supervisor will be allowed to give the clearance.

November 2018 - GN Wildlife Officer Contact Information

Rob Harmer, Regional Manager
Kivalliq Region
Wildlife Management Division – Department of Environment
Government of Nunavut
P.O. Box 120 Arviat, NU X0C 0E0
Ph# 867-857-3172
Cell# 867-222-0067
Fax# 867-857-2986
RHarmer@GOV.NU.CA

Johanne Coutu-Autut, Conservation Officer III
Kivalliq Region
Wildlife Management Division – Department of Environment
Government of Nunavut
P.O. Box 947 Rankin Inlet, NU X0C 0G0
Ph# 867-645-8084
Cell# 867-645-7633
[Home# 867-645-3247](tel:867-645-3247)
JCoutu-autut@GOV.NU.CA

Daniel Kaludjak, Conservation Officer II
Kivalliq Region
Wildlife Management Division – Department of Environment
Government of Nunavut
P.O. Box 947 Rankin Inlet, NU X0C 0G0
Ph# 867-645-8083
Cell# 867-645-6447
DKaludjak2@GOV.NU.CA

Wildlife Management Division – Department of Environment
Government of Nunavut
Polar Bear Line for Rankin Inlet

867-645-2222

Problem Wildlife



Related Documentation (If applicable):

- Wildlife Management Plan
- MEL-ENV-Wildlife Procedure

References (If applicable):

- None

Appendix (If applicable):

- None

Authorization (Print Name)

Approved: _____ <div style="text-align: center;">Name JOHSC Worker Rep.</div>	Date: _____
Approved: _____ <div style="text-align: center;">Name Department Superintendent / Delegate</div>	Date: _____
Approved: _____ <div style="text-align: center;">Name Health & Safety Superintendent / Delegate</div>	Date: _____

APPENDIX V • VEGETATION HEALTH PROGRAM – TERMS AND CONDITION 38 AND 39



APPENDIX V – CONDITIONS 38 AND 39

TO Stephane Robert, Josee Brazeau, Ryan Vanengen
Agnico Eagle Mines Ltd.

DATE November 20, 2015

CC

FROM Corey De La Mare, Lasha Young
Golder Associates Ltd.

PROJECT No. 1535029 - 2000

NIRB PROJECT CERTIFICATE NO.: 11MN034 – CONDITIONS 38 AND 39

Introduction

In October 2014, the Nunavut Impact Review Board (NIRB) issued their Final Hearing Report for Agnico Eagle Mines Ltd. (Agnico Eagle) Meliadine Gold Project (the Project). This report presents the procedural timeline for the Project and concerns heard from Inuit communities, interveners (e.g., Kivalliq Inuit Association) and the board itself. Consequently, NIRB developed 127 Terms and Conditions that are to be implemented by the Proponent and/or interveners, where warranted.

This memorandum addresses Condition 39, which requires details for the implementation of a vegetation health program within 6 months of issuance of the Project Certificate. Condition 39, described below, is also closely related to Condition 38, which relates to metals found in soils in areas with berry-producing plants. As a result, both Conditions will be addressed through a combined program and the background information related to these topics and the proposed sampling program are described in this memorandum.

NIRB Conditions

Term and Condition Numbers 38 and 39 from Project Certificate No. 11MN034 as issued by NIRB for the Project are as follows:

- **38 (To assess the impact of the Project on berry-producing plants):** The Proponent (Agnico Eagle) shall conduct sampling to determine baseline levels for metals in soils found in areas with berry-producing plants near the Project area, and shall update relevant vegetation sections with the Terrestrial Management and Monitoring Plan (TEMMP) to incorporate ongoing monitoring of these parameters prior to commencing operations.
- **39 (To monitor metal levels in vegetation):** The Proponent shall develop and establish an on-going monitoring program to determine the distribution, abundance, and health of vegetation species used as caribou forage (such as lichens) near Project areas, prior to commencing operations.

Background and Rationale

Some metals in trace amounts (i.e., boron, chlorine, copper, iron, manganese, molybdenum, and zinc) provide essential sources of nutrients to many organisms, including plants and animals (Pais and Jones 1997). However, a large number of metal elements are known to have adverse or toxic effects on plant or animal tissue at high concentrations depending on the nature of the metal, environmental conditions, and the species affected (Pais and Jones 1997; Kabata-Pendias 2001). In some cases, certain plant species may accumulate toxic elements or compounds, but the rate and effectiveness by which plants uptake nutrients and trace elements, including metals, is quite variable (Greger 2004).



Generally, the uptake of metals in plants occurs from the soil matrix via the roots or from the atmosphere through direct absorption through the leaf cuticle (Kabata-Pendias 2001). Absorption of metals from the soil matrix requires that metals be present in solution for them to be taken up by plants (Greger 2004). The availability of metals is governed by soil properties like moisture, pH, and organic matter content. The result is that soils containing higher amounts of organic matter, clay content, and pH levels will typically bind metals to the soil matrix making them unavailable for uptake by plants (Greger 2004). Plant uptake of metals through the leaves can occur through deposition of dry materials (i.e., dust or airborne particles containing metal elements) or wet materials (i.e., precipitation containing metal ions in solution) (Greger 2004). In most cases, uptake of toxins in plant tissues is proportional to availability in the surrounding environment (Greger 2004).

To effectively assess the potential effects of dust borne contaminants containing metals originating from a proposed road sites and mine, it is critical to have a good understanding of the baseline concentration of metals. Consequently, Agnico Eagle (formerly Comaplex) undertook metals sampling in soils (related to Condition 38) and plant tissues (related to Condition 39) in 2008 and 2009. Establishing a baseline sampling program for estimating background concentrations of metals in soils and plant tissues provides a basis for evaluating potential effects and for implementing a monitoring program to assess changes to metal concentrations in plant tissue and soils over the duration of the Project.

Baseline Methods

Baseline metal concentrations in plant tissue and soil in the Local Study Area (LSA) undertaken in the fall of 2008 and completed in the fall of 2009 are provided in SD 6-2 Terrestrial Vegetation and Wildlife Baseline Synthesis Report Meliadine Gold Project, Nunavut, submitted in support of the Final Environmental Impact Statement (Agnico Eagle 2014). Sample sites were selected to represent the range of vegetation types in the vicinity of the proposed mine site and road. Seventeen permanent sampling sites were established in the vicinity of the proposed mine site and along the proposed all-weather road, and an additional 12 sites were established along the road to the Discovery area (Figure 1), which is no longer being considered as part of the first phase of development for the Project. All sites were permanently marked with a metal stake and a tag denoting the site name, as well as a painted rock, and GPS waypoints were obtained. These sites were established as permanent plots that can be re-visited as part of a project monitoring program.

Tissue samples from at least 2 different plant species and a soil sample were collected from each site. Two equal sub-samples of soil were taken from the rooting zone and combined into one composite sample of approximately 200 g. Plant species for tissue analysis were selected based on their relative abundance in the area and their relative importance to human or wildlife consumption. The species selected for tissue analysis are summarized in Table 1.