

APPENDIX C.4

Q-SEMC Meeting Records

Date: November 13, 2020

Title: Meeting between Baffinland and the Hamlet of Pond Inlet

Purpose: 2019 Socio Economic Monitoring Report

Meeting Location: Teleconference

Present:

Hamlet of Pond Inlet - Mayor Joshua Arreak (JA)

Hamlet of Pond Inlet Technical Advisor - Frank Tester (FT)

Baffinland - Andrew Moore (AM)

Baffinland - Joe Tigullaraq (JT)

Baffinland Technical Support- - Adam Fryer (AF)

Meeting Details:

- Meeting Chair – Andrew Moore
- Minute Keeper – Judy Sadler

Summary of Action Items

ID	Responsibility	Item	Due Date
111320-1	BIM	Connect Hamlet of Pond Inlet with QIA for an update on the Pond Inlet Training Centre	Completed Nov 16, 2020
111320-2	BIM	Andrew to ask BIM HR if a criminal record check policy exists and will provide any written materials to the Hamlet	November 30, 2020
111320-3	BIM	Baffinland to provide more information on the apprenticeship program. i.e. # of drop outs since program inception	November 30, 2020
111320-4	BIM	Baffinland to provide the number of Inuit employed in the site maintenance department	November 30, 2020
111320-5	BIM	Baffinland to provide a specific breakdown of positions held by Inuit women across the Project workforce	November 30, 2020
111320-6	BIM	Baffinland to provide information about the number of Work Ready Program Graduates who obtained employment or further training after graduation	November 30, 2020

Agenda:

1. Overview of Baffinland 2019 Socio-Economic Program
2. Participant Reflections
3. Questions and Answers

NOTES:

1. Overview of Baffinland 2019 Socio-Economic Program

- AM: QSEMC will not be meeting this year; today I will go through the short presentation and overview the results of 2019 Mary River Socio-Economic Monitoring Program (slides 1 to 19). We did share a longer presentation as well which BIM would normally present to the QSEMC and are happy to discuss that.
 - We have seen growth of Inuit employment at the Mary River project for the last several years; due to the growth of the project, and new training programs were initiated in 2018.
 - Inuit income from BIM & contractor employees was \$20.3 million in 2019; \$13.3 million went to Inuit who reside in the Local Study Area (LSA).
 - Reports shows a dramatic increase in BIM and contractor Inuit payroll from 2018 to 2019. One reason for this is that BIM has improved contractor reporting.
 - \$289 million in contracts were committed to Inuit firms 2019, 38% of total contracting commitments.
 - We have seen an increase over time in expenditures to Inuit firms, due in large part to preferential contracting policies and other initiatives outlined in the Inuit and Impact Benefit Agreement (IIBA).
 - There has been an increase in the hours of training provided to Inuit. Due to COVID-19, many 2020 programs were postponed to protect participant's health and safety.
 - The increase in training hours is due to larger workforce requirements and the amended 2018 IIBA.
 - In Pond Inlet an average of 60 people were employed at the Mary River project, 19 graduates of Work Ready Program in 2019, \$2.7 M in wages to individuals; 23% were female and 77% male.
 - Topics that stand out and Baffinland has been told over the last year that remain important to communities include employment opportunities, training, housing costs, access to affordable healthy food, alcohol and drug use and abuse and the impacts of mine operations on wildlife and traditional activities.
 - BIM is addressing these issues through a number of initiatives including: priority hiring for Inuit from North Baffin communities, increased training programming; various employment programs; committed \$1.5 M annually for life of mine for project specific Inuit training; \$10 M toward building the Baffinland Inuit Training Centre.
 - FT: who owns and operates this building?
 - AM: BIM has no plan to own the building. In 2019 the Qikiqtani Inuit Association took over project management. Andrew will follow up with QIA via email and copy Frank and Mayor Joshua Arreak requesting an update for you.
- #111320-1**
- AM: BIM invests in various school initiatives, literacy training and counselling on site, contribution to INPK Fund. Annually the fund is up to \$1.1 M & a no drug or alcohol policy on site.
 - BIM has made many commitments through the Phase 2 Proposal assessment process, should the proposal be approved; day care allowance for Nunavut BIM employees, \$15 M to construct Day Care facilities in North Baffin Communities (\$3 M per community, fund and support an Inuit Social Oversight Committee, support Community Direct Benefits Model.

2. Question and Answer Session

- JA: Employee requirements for criminal record checks led to a few employees from Pond Inlet not able to work, can you please expand on this?
- AM: Yes, background checks are still in place at Mary River, ensuring the safety of employees is very important. BIM can exercise some discretion should something come up regarding employment eligibility.
- FT: It isn't just the nature of the original offence, attention needs to be given to what has happened to the person since the offence was committed, i.e. land based healing etc.
- JA: I believe someone can change.
- AM: BIM takes all that into consideration, a criminal offense may not automatically disqualify the person from employment. BIM will follow up with the individual to get the details and further clarification. These items are taken into consideration in our decision making while ensuring the safety of all the employees at site and following applicable rules.
- FT: Do you have a policy and a procedure that BIM HR are to follow and make a determination? If so, can we have a copy?

- AM: Andrew will follow up with HR and report back. **#111320-2**
- JA: Does BIM employee Inuit outside of North Baffinland and Iqaluit?
- AM: Yes, all employees are home right now due to COVID-19; we have several employees from Pangnirtung, Kimmirut, and Cape Dorset. We don't report all that data due to the small number of employees in these locations and the need to ensure confidentiality. We had a contractor employee from Baker Lake, but our focus is North Baffin communities and Iqaluit.
- JA: There are two forgotten communities in high Arctic (Resolute Bay and Grise Fiord) we talked about wanting to include them as well.
- AM: BIM has not forgotten about those communities, we have sent information to them about employment opportunities, however travelling to those communities was difficult in 2019.
- JA: The community members appreciate that BIM has continued to pay Nunavut employees this past year who have not been at site due to COVID-19.
- AM: BIM employees who are Nunavut residents have continued to be paid since March.
- FT: I would like to clarify Inuit employment. I came to the conclusion that the number of Inuit employed in 2019 compared to 2018 as a percentage had declined. In 2018 this number changes to 13.3% for 2019. The figures and data are sometimes difficult to work with. Do you have a percentage of the workforce that was Inuit in 2018 and 2019?
- AM: Percentage decline in the workforce is true from 2018 to 2019, however the head count of Inuit went up. More Inuit were working at Mary River on a head count basis in 2019 than in 2018.
- AF: In a proportion of the workforce for FTE's in 2018 it was 14.1%, in 2019 it was 13.3%, slight decline; The figures and the gender figure are based by FTE's. This is calculated based on all the hours worked by Inuit and the hours by Non-Inuit and divided by 2,016 (estimate of a full-time equivalent hours worked in a given year).
- AF: We have that number in the main SEMR; BIM takes quarterly snap shots of the number of people working at the mine and averages the quarters out, it is on page 10 of the SEMR.
- FT: It is a matter of comparison and percentages are standard means of measurement. Promotions also shows the same. Within the Inuit workforce what is the percentage of Inuit who are being promoted increasing over time? The math shows little change. It shows 2.8% which is low and in my opinion shows a problem.
- AM: Many Inuit have told BIM to stick with hard numbers, as percentages don't translate well. BIM does measure its employment success based on their Minimum Inuit Employment Goals. BIM has not met their goals for the last several years, however BIM had made impressive strides growing the number of Inuit who work at the Project and increased training. In 2019, due to the postponed public hearing, a great deal of the contractor workforce was laid off and with COVID-19 many of the training programs were placed on hold. BIM is developing an Inuit Career Mobility Strategy for January 2021, a customized career plan to address career advancement.
- FT: Regarding apprenticeships, can you please clarify that 16 Inuit were employees, on slide 19 – education and training. Is the apprenticeship outside of employment?
- AM: They are employees; we have a commitment in the IIBA to hire trainees as employees. As of December 31st there were 16 Inuit employed in the Apprenticeship Program.
- FT: How many graduates of the Apprenticeship Program are now employed by BIM?
- AM: This is the third year of the program; I don't believe there have been any graduates of the program. The minimum length of the apprenticeship/trades are 3 years. The program has not been running long enough to allow for this.
- FT: Do you have figures on the number of people that have dropped out of the program?
- AF: I can look through the quarterly IIBA reports for this data after the meeting and get back to you. **#111320-3**
- AM: Page 21 of the Annual Report there is table that shows over time the apprenticeship program began in 2017. I believe and will confirm, that at the start of the program there were 18 Inuit enrolled in the program and 2 dropped out, I can confirm the details.
- AM: Our programs provide a red seal certification, which is a lifetime certification for the trade and location it is practiced. Our program provides flexibility to change certification programs. During the first 6 months the students are enrolled as an apprenticeship trainee, they work on site and are employed by BIM. This provides the individual an opportunity to job shadow and gain exposure to various trades.
- FT: Under heading, opportunities to gain skills, the number of hours of training in 2019 and the total since the project started are provided. Opportunities are defined by the number of hours. One might have expected all of the different kind of opportunities to be listed and the number of Inuit taking part in each. Hard to get an idea of what the labour environment of Inuit looks like. What level of skill are most Inuit working at? Do you have a way of classifying jobs? Do you have any data of the experience Inuit are having and what kind of level of employment? What does the profile look like of the Inuit who are employed?
- AF: We do report on the number of Inuit hours by training provided and type in the main SEMR, page 45 of 116.
- AM: For future reports, BIM could look at a way to provide a breakdown of skills categories or job categories based on Inuit and Non-Inuit. Our Inuit employment is the highest in the mine operations department. This includes our mining

operations. Inuit employees have told us they like to work in heavy equipment operation, not on the tote road doing the long haul.

- JT: Inuit don't seem to like the haul truck driving, of the 200 operator's in total, only 1-2 are Inuit.
- FT: What is the situation in regard to heavy equipment maintenance and what does the Inuit employment look like?
- AM: I will follow up and get you the specific numbers for this. **#111320-4**
- AM: BIM has committed that with Phase 2, no Inuit employee will lose their job as a result of ceasing ore haulage along the tote road; BIM will work with each employee if they are affected and move them to a new job.
- FT: How will the Inuit women be affected by Phase 2?
- AM: We have had a rise across all departments in Inuit female employment. On site, we have seen an increase in female employment. Andrew will provide a specific breakdown by Department. **# 111320-5**
- FT: Full time equivalent, what is the breakdown of Inuit in terms of full-time employees vs people that are on contract, short term?
- AM: BIM only has short term employment in emergency or irregular situations, for example someone gets sick or hurt. We don't have a class of employment that is short term contract. We have seasonal opportunities such as our ship loading activities for example.
- FT: Does BIM have control over contractors and their labour conditions?
- AM: Contractors have to abide by the IIBA and our health and safety policy and our human resources policy as they relate to Inuit employees. For example, if an Inuit employee wants time off for harvesting, they have to grant it.
- FT: Can you identify how many of your Inuit employees as a number are employees working for contractors?
- FT: Data related to social and cultural circumstances and conditions in relationship to the mine and the impact on the community is another area that needs some discussion. Adaptive management, I have concerns relating to baseline data this is another discussion however.
- AF: We have the breakdown of the Mary River workforce in the main report by employees of BIM and contractors, both Inuit and Non-Inuit and across communities – Table 3 in the SEMR, page 33 of 116.
- FT: Is there an error in the report of the turnover rate?
- AM: The rate presented in only BIM Inuit turnover not turnover from contractors.
- FT: How many graduates of the Work Ready Program end up being employed by BIM?
- AM: We have had 435 graduates over the life of the Project; I can provide that number for the last year. **111320-6**
- AF: This information will be available in the IIBA quarterly report by community.
- FT: Your report shows the school graduation rate has declined since the mine has opened.
- AF: Those are average graduates over that time as well.

Conclusion

- AM: Thank you for your time and feedback today it was helpful.
- AM: We will have the draft minutes distributed by the middle of next week for your review and approval

Meeting concluded at approximately 2:31pm



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Andrew Moore

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October 21, 2020

His Worship Moses Oyukuluk
Mayor of Arctic Bay
Hamlet of Arctic Bay

Dear Your Worship,

Due to concerns stemming from COVID-19, the Government of Nunavut has decided not to convene the Qikiqtaaluk Socio-economic Monitoring Committee (QSEMC) this year. In addition to being a requirement of the Mary River Project Certificate, the QSEMC has historically provided an opportunity to engage on the Project's socio-economic monitoring program and discuss the issues of importance to North Baffin communities.

Baffinland is therefore writing to invite you to a teleconference to discuss the Project's socio-economic monitoring program. Baffinland would like to use this time to provide an overview of the results of the 2019 Mary River Socio-economic Monitoring Program for existing operations. More importantly, we would like to hear from you about the issues important to you and the members of your community. We will use your input to help us refine Baffinland's monitoring program and continue to evolve ongoing operations. In advance of the meeting Baffinland will provide bilingual meeting materials.

Upon completion of this series of meetings with Hamlet Councils and community service providers, Baffinland will use the information shared to inform our 2020 Annual Socio-Economic Monitoring Report to the Nunavut Impact Review Board. Further, a summary of the meetings will be prepared and submitted to the QSEMC to inform the group of discussions that took place.

Should you be available and wish to participate in a teleconference on this subject please let us know which of the following time slots works for your schedule, or if a different time and date are preferable.

- November 2, 2020, 1:00-3:00 pm
- November 3, 2020 10:00am-12:00 pm

Please let us know if you would like interpretation to be arranged for this call. You can contact Andrew by email at andrew.moore@baffinland.com, or by phone at 416-997-1495 to arrange a meeting time.

Sincerely,

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Andrew Moore
Manager, Government Relations and Public Affairs
Baffinland Iron Mines

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Joe Tigullaraq
Head, Northern Affairs
Baffinland Iron Mines

c.c. Richard Paton, Director, IQ and Engagement, Qikiqtani Inuit Association
Lou Kamermans, Senior Director Sustainable Development, Baffinland
Erika Zell, Manager, Environmental Assessment and Regulation, Government of Nunavut



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Andrew Moore



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October 21, 2020

His Worship Jerry Natanine
Mayor of Clyde River
Hamlet of Clyde River

Dear Your Worship,

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Should you be available and wish to participate in a teleconference on this subject please let us know which of the following time slots works for your schedule, or if a different time and date are preferable.

- November 5, 2020 1:00-3:00 pm
- November 6, 2020 10:00am- 12:00 pm

Please let us know if you would like interpretation to be arranged for this call. You can contact Andrew by email at andrew.moore@baffinland.com, or by phone at 416-997-1495 to arrange a meeting time.

Kind regards,

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Andrew Moore
Manager, Government Relations and Public Affairs
Baffinland Iron Mines

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Joe Tigullaraq
Head, Northern Affairs
Baffinland Iron Mines

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Baffinland Iron Mines

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Joe Tigullaraq
Head, Northern Affairs
Baffinland Iron Mines



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October 21, 2020

His Worship Merlyn Recinos
Mayor of Igloolik
Hamlet of Igloolik

Dear Your Worship,

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- November 10, 2020 1:00pm- 3:00 pm

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Andrew Moore



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October 21, 2020

His Worship Joshua Arreak
Mayor of Pond Inlet
Hamlet of Pond Inlet

Dear Your Worship,

Due to concerns stemming from COVID-19, the Government of Nunavut has decided not to convene the Qikiqtaaluk Socio-economic Monitoring Committee (QSEMC) this year. In addition to being a requirement of the Mary River Project Certificate, the QSEMC has historically provided an opportunity to engage on the Project's socio-economic monitoring program and discuss the issues of importance to North Baffin communities.

Baffinland is therefore writing to invite you to a teleconference to discuss the Project's socio-economic monitoring program. Baffinland would like to use this time to provide an overview of the results of the 2019 Mary River Socio-economic Monitoring Program for existing operations. More importantly, we would like to hear from you about the issues important to you and the members of your community. We will use your input to help us refine Baffinland's monitoring program and continue to evolve ongoing operations. In advance of the meeting Baffinland will provide bilingual meeting materials.

Upon completion of this series of meetings with Hamlet Councils and community service providers, Baffinland will use the information shared to inform our 2020 Annual Socio-Economic Monitoring Report to the Nunavut Impact Review Board. Further, a summary of the meetings will be prepared and submitted to the QSEMC to inform the group of discussions that took place.

Should you be available and wish to participate in a teleconference on this subject please let us know which of the following time slots works for your schedule, or if a different time and date are preferable.

- November 12, 2020 10:00am-12:00 pm
- November 13, 2020 1:00pm-3:00 pm

Please let us know if you would like interpretation to be arranged for this call. You can contact Andrew by email at andrew.moore@baffinland.com, or by phone at 416-997-1495 to arrange a time meeting time.

Sincerely,

A handwritten signature in blue ink that reads "Andrew Moore".

Andrew Moore
Manager, Government Relations and Public Affairs
Baffinland Iron Mines

A handwritten signature in blue ink that appears to read "Joe Tigullaraq".

Joe Tigullaraq
Head, Northern Affairs
Baffinland Iron Mines

c.c. Richard Paton, Director, IQ and Engagement, Qikiqtani Inuit Association
Lou Kamermans, Senior Director Sustainable Development, Baffinland
Erika Zell, Manager, Environmental Assessment and Regulation, Government of Nunavut



ᐅᓗᐱᐱ 21, 2020

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- ᓂᓂᓂᓐ 16, 2020 10:00 ᓂᓂᓂᓐ-12:00 ᓂᓂᓂᓐᓂᓐ
- ᓂᓂᓂᓐ 17, 2020 1:00 ᓂᓂᓂᓐᓂᓐ -3:00 ᓂᓂᓂᓐᓂᓐ

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ᓂᓂᓂᓐᓂᓐᓂᓐ ᓂᓂᓂᓐᓂᓐᓂᓐ.

ሥርዓታዊ,

Andrew Moore



ፋይናንስ ጋራ

ፋይናንስ, ሥራዊት ልማትና ልማት
ፋይናንስ ካልገኘው ይታወቃል

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October 21, 2020

His Worship Jaypeetee Audlakiak
Mayor of Sanirajak
Hamlet of Sanirajak

Dear Your Worship,

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Kind regards,

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Andrew Moore
Manager, Government Relations and Public Affairs
Baffinland Iron Mines

A handwritten signature in blue ink that appears to read "Joe Tigullaraq".

Joe Tigullaraq
Head, Northern Affairs
Baffinland Iron Mines

c.c. Richard Paton, Director, IQ and Engagement, Qikiqtani Inuit Association
Lou Kamermans, Senior Director Sustainable Development, Baffinland
Erika Zell, Manager, Environmental Assessment and Regulation, Government of Nunavut