

APPENDIX F

Status of Proponent Commitments in 2020

Commitment No.	Relevant PC Condition	Description of Commitment	Status
1	N/A	Baffinland is committed to incorporating the relevant changes in the site layout for infrastructure and design that will take into account the results of continuing environmental advances so as to address engineering concerns related to the Mary River Project.	In Compliance This commitment is addressed with the submission of Issued for Construction Drawings and As Built Drawings.
2	10, 21	Baffinland is committed to developing and implementing mitigation measures which control fugitive dust emissions.	In Compliance Refer to summary sheets for PC Condition No. 10 and 21.
3	N/A	Baffinland will undertake only the physical crushing and screening processing of the ore generated from the Mary River Project within the project area.	In Compliance The Mary River Project involves the crushing and screening of ore. It does not involve milling, processing and generation of tailings.
4	179	Baffinland is committed to providing information on potential variability of the mine's iron ore production rate in response to QIA's comments.	Not Applicable Refer to summary sheet for PC Condition No. 179.
	179a		In Compliance Refer to summary sheet for PC Condition No. 179a.
	179b		Non Compliance Refer to summary sheet for PC Condition No. 179b.
5	N/A	Baffinland is committed meeting or exceeding all regulatory requirements that relate to the Mary River Project, including significant reporting to provide details on the project's performance.	In Compliance Baffinland continues to meet all regulatory requirements and undertakes annual and other reporting.

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6	17, 24	Baffinland is committed to collecting and treating, if required, contact water generated from mining activities to ensure that relevant effluent criteria are met as established in the water licence.	In Progress Refer to summary sheets for PC Condition No. 17 and 24.
7	N/A	Baffinland is committed to constructing their on-land fuel storage with the capability to last at least 16 months, in lined, engineered structures as part of its normal operating practice.	In Compliance At Milne Port and at the Mine Site, permanent fuel storage has been constructed. Please refer to the site layouts for the location of the permanent fuel containment areas. Steensby Port has not yet been developed, and as a result no bulk fuel storage has been constructed.
8	95, 96, 172	As part of standard operation procedures, Baffinland is committed to avoiding ship-to- shore transfer of fuel during freeze-up or break-up periods.	Not Applicable Refer to summary sheets for PC Condition No. 95, 96, and 172.
9	173	Baffinland is committed to undertaking fuel transfer from vessels to shore under good weather conditions. Once the ore dock is constructed at Steensby, fuel transfer will be carried out at the freight dock.	In Compliance Refer to summary sheet for PC Condition No. 173.
10	92	Baffinland is committed to installing leak detection instrumentation on the overwintering fuel vessel and to conduct ongoing monitoring in the vicinity of the vessel, in accordance with relevant guidelines and regulations. Baffinland is committed to using best management practices to reduce the possibility of spills.	In Compliance Refer to summary sheet for PC Condition No. 92.
11	98	Baffinland is committed to maintaining an up to date Spill Contingency Plan and will distribute copies of the Plan to stakeholders.	In Compliance Refer to summary sheet for PC Condition No. 98.

Commitment No.	Relevant PC Condition	Description of Commitment	Status
12	N/A	Baffinland is committed to developing and implementing a Security Plan in accordance with regulatory requirements.	In Compliance Addressed in Appendix A of the Emergency Response Plan (BAF-PH1-840-P16-0002), as well as Milne Inlet Marine Facility Security Plan (BAF-PH1-310-P16-0001), and the Crisis Management Plan (BAF-PH1-840-P16-0001)
13	177	Baffinland is committed to providing full specifications to Transport Canada, including the sizes, type and design of ore carriers proposed for use, prior to finalizing the ore carrier design.	In Compliance Refer to summary sheet for PC Condition No. 177.
14	165	Baffinland commits that buildings placed along the rail line for signal and switch requirements will also be intended for use as emergency shelters for Railway personnel.	In Compliance Refer to summary sheet for PC Condition No. 165.
15	53	Baffinland is committed to creating crossings along the Railway track which facilitate the passage of caribou.	In Compliance Refer to summary sheet for PC Condition No. 53.
16	N/A	Baffinland is committed to designing the rail track to allow for snow machine and ATV crossings at points intersecting with identified travel routes.	Not Applicable No update. Rail track has yet to be developed.
17	175	Baffinland is committed to work with the QIA to hold meetings in the communities to discuss safety aspects involved with travelers who may potentially be crossing the ship track and Railway using designated (or other) crossings.	Not Applicable No update. Rail track has yet to be developed.
18	N/A	Baffinland is committed to purchasing the highest tier (per the USA's EPA standards) of locomotive available for use at the Mary River project.	Not Applicable No update. Locomotives have not been purchased to date by Baffinland.
19	N/A	Baffinland is committed to having a Railway Emergency Response Plan and trained personnel for responding to Railway specific emergencies.	Not Applicable No update. Rail component of the Project has yet to be developed.

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20	N/A	Baffinland is committed to installing ploughs on the sides of locomotives in order to ensure that the rail line is kept clear of snow during Railway operations.	Not Applicable No update. Rail component of the Project has yet to be developed.
21	N/A	Baffinland is committed to carrying out regular maintenance and inspection of the Railway infrastructure in accordance with established guidelines and regulations.	Not Applicable No update. Rail component of the Project has yet to be developed.
22	N/A	Baffinland is committed to comply with the Railway Locomotive Inspection and Safety Rules, Railway Freight Car Inspection and Safety Rules referenced in Transport Canada's final written submission to the NIRB.	Not Applicable No update. Rail component of the Project has yet to be developed.
23	N/A	Baffinland is committed to developing and finalizing an operating strategy that will provide the highest level of safety in transportation of fuel using rail cars.	Not Applicable No update. Rail component of the Project has yet to be developed.
24	N/A	Baffinland is committed to ensuring that bulk fuel transported by rail is contained in tanker cars and all hazardous substances will be shipped in sea containers to minimize spill potential along the rail line.	Not Applicable No update. Rail component of the Project has yet to be developed.
25	N/A	Baffinland is committed to providing detailed maps of the Railway corridor to the Nunavut Planning Commission if a NIRB project certificate is issued for the Mary River Project.	Not Applicable No update. Rail component of the Project has yet to be developed.
26	N/A	Baffinland is committed to appointing one of its personnel to act as a Marine Safety Officer during the construction, operation, and closure phases of the Mary River Project.	In Compliance Addressed in Table 1-1 and Sections 5 and 6 (Roles and Responsibilities) in the Milne Port OPEP (BAF-PH1-830-P16-0013).
27	127, 128	Baffinland is committed to meeting with the community of Igloolik once the vessels used to transport ore for the Mary River Project are selected.	In Compliance Refer to summary sheet for PC Condition No. 127 and 128.

Commitment No.	Relevant PC Condition	Description of Commitment	Status
28	94	Baffinland is committed to visiting Igloolik to provide the community with information on the fuel vessel selected for overwintering at Steensby Inlet.	Not Applicable Overwintering of fuel vessel at Steensby Inlet has not been considered under the current project phase.
29	N/A	Baffinland is committed to ensuring that normal shipping activities will be confined to the Nunavut Settlement Area on the north side of the Hudson Strait where conditions are favorable to shipping and to incorporating the necessary mitigation measures to ensure that shipping does not impact marine wildlife and that community concerns are addressed from an operational standpoint.	Not Applicable Southern Shipping Corridor has yet to be utilized. See Shipping and Marine Wildlife Management Plan (BAF-PH1-830-P16-0024) for description of mitigation measures adopted to ensure that shipping does not impact marine wildlife and that community concerns are addressed.
30	102, 164, 166	Baffinland is committed to providing shipping notification on a regular and consistent basis to relevant communities prior to shipping and construction activities for the Mary River Project.	In Compliance Refer to summary sheets for PC Conditions No. 102, 164, and 166.
31	N/A	Baffinland is committed to ensuring that the vessels used to transport ore from the Mary River Project are of appropriate class and specification, and will operate in a manner that is consistent with applicable regulations and guidelines.	In Compliance Vessels used to transport ore comply with all applicable regulations and guidelines.
32	14	Baffinland is committed to providing the QIA with a copy of the frequency-noise distribution graph for sound generated by ore ship propellers travelling through ice.	In Compliance Refer to summary sheet for PC Condition No. 14.
	14a, 14b, 15		In Compliance Refer to summary sheets for PC Condition No. 14a, 14b, and 15.

Commitment No.	Relevant PC Condition	Description of Commitment	Status
33	N/A	Baffinland is committed to implementing appropriate mitigation measures including but not limited to, periodic suspension of shipping if Baffinland determines that shipping-related activities are negatively impacting the project area.	In Compliance Addressed in the Shipping and Marine Wildlife Management Plan (BAF-PH1-830-P16-0024). The Marine Environment Working Group (MEWG) will inform future mitigations if required.
34	150	Baffinland is committed to issuing public notices to affected communities advising them of shipping traffic schedules, and marker locations. Baffinland is also committed to installing reflective markers at a distance of approximately 100 metres from the ship track ice edge with approximately 500 metres between each marker on both sides of the shipping lane during the winter period to ensure that shipping lanes are visible at all times. Baffinland is committed to conducting weekly patrols along these shipping lanes to ensure that markers are in place and remain visible.	Not Applicable Refer to summary sheet for PC Condition No. 150.
	164		In Compliance Refer to summary sheet for PC Condition No. 164.
	175		Not Applicable Refer to summary sheet for PC Condition No. 175.
35	125a	Baffinland is committed to providing affected communities and other stakeholders with details on the type and location of all navigational aids installed along the shipping route.	In Compliance Refer to summary sheet for PC Condition No. 125a.
36	102	Baffinland is committed to providing real-time data on the location of ships or vessels associated with the Mary River Project to all affected communities.	In Compliance Refer to summary sheet for PC Condition No. 102.
37	177	Baffinland will consider enrolling its vessels operating under the Canadian flag in Transport Canada's Marine Safety Delegated Statutory Inspection Program, as recommended in TC's final written submission.	In Compliance Refer to summary sheet for PC Condition No. 177.

Commitment No.	Relevant PC Condition	Description of Commitment	Status
38	N/A	Baffinland is committed to undertaking a phased approach to any abandonment and restoration, as well as final abandonment and restoration, of the Mary River Project site(s) and relevant monitoring activities in a manner that is consistent with applicable guidelines and regulations.	In Compliance Addressed in the Interim Closure and Reclamation Plan (BAF-PH1-830-P16-0012).
39	39	Baffinland is committed to investigating and exploring the potential for native species of flora to be used for re-vegetating areas disturbed within the project area.	In Compliance Refer to summary sheet for PC Condition No. 39.
40	36, 48a, 50, 76	Baffinland is committed to undertaking environmental effects monitoring during the mine life as well as after closure.	In Compliance Refer to summary sheets for PC Condition No. 36, 48a, 50, 76.

Commitment No.	Relevant PC Condition	Description of Commitment	Status
41	125	Baffinland is committed to participating in ongoing initiatives, including working with stakeholders, to address all issues related to the Mary River Project.	Not Applicable Refer to summary sheet for PC Condition No. 125.
	133		In Compliance Refer to summary sheet for PC Condition No. 133.
42	18	Baffinland is committed to establishing a working/ advisory group consisting of stakeholders of the Mary River Project to identify and address issues surrounding abandonment and restoration activities associated with the Mary River Project. The terms of reference, as well as information on all issues identified to be resolved by the working group, will be made available to the NIRB and interested persons for information and/or review purposes.	In Compliance Refer to summary sheet for PC Condition No. 18.
43	37	Baffinland is committed to collaborating with the Government of Nunavut on issues related to the Mary River Project for which both the GN and Baffinland have a stake.	In Compliance Refer to summary sheet for PC Condition No. 37.
44	N/A	GN is committed to working with Baffinland to ensure that an understanding of their respective roles are confirmed.	Not Applicable This Project Commitment is applicable to GN.
45	129, 131, 145, 148, 154, 159, 168	Baffinland is committed to participating in the Qikiqtani Socio-Economic Monitoring Committee (SEMC) working group to ensure that relevant effects of the Mary River Project are monitored.	In Compliance Refer to summary sheets for PC Condition No. 129, 131, 145, 148, 154, 159, and 168.
46	49, 77, 129, 130	Baffinland is committed to participating in formal, stakeholder working groups, such as terrestrial environment and marine environment working groups, as established within and/or outside of the scope of the IIBA, to gain input, insight, advice and oversight from stakeholders throughout the life of the project and to ensure that adaptive management principles are applied accordingly.	In Compliance Refer to summary sheets for PC Condition No. 49, 77, 129, and 130.

Commitment No.	Relevant PC Condition	Description of Commitment	Status
47	49	GN is committed to participating in the terrestrial environment and marine environment working groups as deemed appropriate. GN is committed to providing feedback on terms of reference for the working group.	In Compliance Refer to summary sheet for PC Condition No. 49
48	N/A	EC is committed to participating in the terrestrial environment and marine environment working groups to the extent that EC resources would allow, and in the context of its mandate.	Not Applicable This Project Commitment is applicable to EC.
49	49, 77	GN is committed to developing, with the terrestrial working group, ways to monitor caribou within the project area during sensitive life cycle periods.	In Compliance Refer to summary sheets for PC Condition No. 49 and 77.
50	49	GN is committed to undertaking further research to determine the status, health, population and other variables associated with the North Baffinland caribou herd.	In Compliance Refer to summary sheet for PC Condition No. 49.
51	77, 76	GN is committed to working with other departments and agencies to develop and implement an effective marine monitoring program aimed at determining the impacts of shipping activities on the marine environment.	In Compliance Refer to summary sheets for PC Condition No. 77 and 76.
52	N/A	QIA is committed to explaining the contents of an IIBA for the Mary River Project to the GN once the IIBA has been finalized.	Not Applicable This Project Commitment is applicable to QIA.
53	N/A	Baffinland is committed to contributing to overseeing the implementation of the IIBA including monitoring of the Project on a continuous basis to allow for ongoing Inuit input related to environmental and social impacts.	In Compliance The IIBA was signed between QIA and BIM in September 2013. In 2018, Baffinland and QIA completed renegotiation of the IIBA. The amended IIBA was signed by the President of the QIA and President and CEO of Baffinland in Iqaluit during the QIA Annual General Meeting on October 3, 2018, and executed on October 22, 2018. Please refer to IIBA Annual Forum Report(s) for monitoring results related to IIBA implementation.

Commitment No.	Relevant PC Condition	Description of Commitment	Status
54	N/A	DFO is committed to ongoing involvement in assisting Baffinland to develop a robustly designed and long-term monitoring program for verifying impact prediction, demonstrating the efficacy of mitigation measures, and adjusting those measures as needed.	Not Applicable This Project Commitment is applicable to DFO.
55	N/A	CCG is committed to exploring the possibility of increases to its level of service in order to support shipping associated with the Mary River Project, if approved.	Not Applicable This Project Commitment is applicable to CCG.
56	N/A	AANDC is committed to exploring the possibility of having its assigned representatives inform communities in the Qikiqtani Region about the Project as it pertains to their mandate and/or responsibilities.	Not Applicable This Project Commitment is applicable to INAC.
57	7, 9, 10, 11, 19, 20, 22, 26, 33, 74, 90	Baffinland is committed to updating its management plans to reflect new information, new practices and changes to operating conditions.	In Compliance Refer to summary sheets for PC Condition No. 7, 9, 10, 11, 19, 20, 22, 26, 33, 74, and 90.
	23, 89		In Compliance Refer to summary sheets for PC Condition No. 23 and 89.
	55, 100, 175		Not Applicable Refer to summary sheets for PC Condition No. 55, 100, and 175.

Commitment No.	Relevant PC Condition	Description of Commitment	Status
58	2	Baffinland is committed to contributing to regional monitoring and information gathering.	Not Applicable Refer to summary sheet for PC Condition No. 2.
	51		In Compliance Refer to summary sheet for PC Condition No. 51.
59	5	Baffinland is committed to giving consideration to the sharing of weather data collected for the Mary River Project with Environment Canada to post on its public weather network.	In Compliance Refer to summary sheet for PC Condition No. 5.
60	58	Baffinland is committed to monitoring fugitive dust emissions on vegetation along the first few kilometres of the Railway leaving both terminals (Mary River and Steensby Inlet). This monitoring will be extended if it is identified that other areas of the project site are also being impacted by fugitive dust emissions.	In Compliance Refer to summary sheet for PC Condition No. 58.
61	7, 8	Baffinland is committed to conducting passive monitoring of SO ₂ at the Steensby Inlet camp.	In Compliance Refer to summary sheets for PC Condition No. 7 and 8.
62	7	Baffinland is committed to estimating marine shipping vessel emissions associated with the Mary River Project.	In Compliance Refer to summary sheet for PC Condition No. 7.
63	3	Baffinland and its shipping partners are committed to working with shipyards to reduce fuel consumption by 20% or more.	Not Applicable Refer to summary sheet for PC Condition No. 3.

Commitment No.	Relevant PC Condition	Description of Commitment	Status
64	41	Baffinland is committed to carrying out ongoing characterization of the waste rock to ensure that effluent discharge criteria associated with waste rock storage areas are met at all times.	In Compliance Refer to summary sheet for PC Condition No. 41.
	46		In Progress Refer to summary sheet for PC Condition No. 46.
65	20, 30, 41	Baffinland is committed to developing a Quarry Management Plan for each of the quarries developed for the Mary River Project and to ensure that all quarry materials used are non- acid generating and non-metal leaching in chemical characteristics.	In Compliance Refer to summary sheets for PC Condition No. 20, 30, and 41.
66	N/A	Baffinland is committed to the development and implementation of a monitoring program during the construction and other phases of the Mary River Project.	In Compliance Baffinland maintains on going monitoring programs at all Project sites.
67	36	Baffinland is committed to carrying out the monitoring plans for native plant species and vegetative health.	In Compliance Refer to summary sheet for PC Condition No. 36.
68	37	Baffinland is committed to examining invasive species as well as carry out reclamation experiments on re-vegetation options and practices within the Mary River Project area.	In Compliance Refer to summary sheet for PC Condition No. 37.
69	N/A	Baffinland is committed to undertaking the required or relevant monitoring for both terrestrial wildlife and vegetation throughout the life of the Mary River Project to verify predictions made as well as to confirm compliance with applicable regulations. The information would be used to support adaptive management strategies and required mitigation measures.	In Compliance Baffinland undertakes annual monitoring of the terrestrial environment. Annual monitoring reports are available on Baffinland's Document Portal.
70	50	Baffinland is committed to developing and implementing a Terrestrial Environment Management Plan and track progress of the plan to assist in guiding adaptive management strategies slated for implementation at the Mary River Project.	In Compliance Refer to summary sheet for PC Condition No. 50.

Commitment No.	Relevant PC Condition	Description of Commitment	Status
71	53	Baffinland is committed to investigating any mortality to caribou resulting from project activity, and to investing in a precautionary monitoring and adaptive management program to mitigate caribou responses to development activities.	In Compliance Refer to summary sheet for PC Condition No. 53.
72	N/A	Baffinland is committed to implementing appropriate measures to ensure that all caribou carcasses linked to the project activities are discarded in accordance with applicable regulations and guidelines.	In Compliance This will be incorporated into the Terrestrial Environment Monitoring and Management Plan (BAF-PH1-830-P16-0027) in advance of railway operations. Wildlife compensation is also addressed in the IIBA.
73	53	Baffinland is committed to implementing traffic controls along the Railway if it is determined that the caribou mortality rate is impacted by the Railway.	In Compliance Refer to summary sheet for PC Condition No. 53.
74	55	Baffinland is committed to monitoring the effects of the Mary River Project on wolf and wolf denning areas.	Not Applicable Refer to summary sheet for PC Condition No. 55.
75	66, 67	Baffinland is committed to monitoring relevant sections of the project area for nesting and migration activities, noting both areas and patterns, for Falcons, Eiders, Red Knots, sea birds, song birds and shore birds.	In Compliance Refer to summary sheets for PC Condition No. 66 and 67.
76	N/A	Baffinland is committed to carrying out monitoring over the next few years to look at other types of birds not considered during other research for the Mary River Project.	In Compliance Addressed in Terrestrial Environment Monitoring and Management Plan (BAF-PH1-830-P16-0027) and via participation in Terrestrial Environmental Working Group (TEWG).
77	74, 75	Baffinland is committed to monitoring migratory marine birds during shipping operations using established methodologies.	In Compliance Refer to summary sheets for PC Condition No. 74 and 75.

Commitment No.	Relevant PC Condition	Description of Commitment	Status
78	N/A	Baffinland is committed to continued contribution to marine bird baseline data collection along southern shipping routes.	In Compliance Addressed in Marine Environment Monitoring Reports and ongoing support of seabird studies conducted by the Canadian Wildlife Service (CWS) of Environment and Climate Change Canada.
79	76	Baffinland is committed to undertaking marine mammal and bird surveys/studies to determine information gaps related to shipping-related impacts.	In Compliance Refer to summary sheet for PC Condition No. 76.
80	121	Baffinland is committed to working with the stakeholders to undertake studies along the marine shipping route to determine the effects of shipping on marine wildlife and mammals, including ship strikes, for the purposes of collecting baseline information, confirming uncertainties, collecting ongoing data, and identifying and implementing future adaptive management strategies.	In Compliance Refer to summary sheet for PC Condition No. 121.
81	99	Baffinland is committed to monitoring seals on land-fast ice and to limit any potential negative impacts, including reducing the amount of ice disturbed.	In Compliance Refer to summary sheet for PC Condition No. 99.
82	N/A	Baffinland is committed to carrying out surveys in the Hudson Strait in 2012 to collect additional baseline data on species that might be potentially impacted by the project.	Not Applicable This requirement has been completed.
83	121	Baffinland is committed to developing and implementing a Ship Strike Monitoring Plan to capture relevant data for use in adaptive management strategies.	In Compliance Refer to summary sheet for PC Condition No. 121.

Commitment No.	Relevant PC Condition	Description of Commitment	Status
84	76	Baffinland is committed to monitoring the potential effects of shipping on the marine environment along the shipping route or other areas potentially impacted by the project's shipping activities.	In Compliance Refer to summary sheet for PC Condition No. 76.
	81, 85		Not Applicable Refer to summary sheets for PC Condition No. 81 and 85.
	110		In Compliance Refer to summary sheet for PC Condition No. 110.
85	76, 87, 88	Baffinland is committed to monitoring benthic community and water quality in Steensby Inlet to verify effects of ballast dispersal predication.	In Compliance Refer to summary sheets for PC Condition No. 76, 87, and 88.
	86		In Compliance Refer to summary sheet for PC Condition No. 86.
86	88	Baffinland is committed to screening and treating ballast water from the ships associated with the Mary River Project to meet or exceed all regulatory requirements prior to release into the marine environment. In so doing, Baffinland will prevent or minimize the introduction of invasive species into Nunavut's marine environment. Upon release, Baffinland is committed to monitoring impacts of ballast water effluent in areas proximal to the discharge/ exchange points.	In Compliance Refer to summary sheet for PC Condition No. 88.
87	89	Baffinland is committed to monitoring the discharge of ballast water from vessels to ensure that it meets or exceeds applicable regulations, guidelines and discharge criteria and to meet or exceed international standards set for ballast water and any ballast water guidelines approved by Transport Canada.	In Compliance Refer to summary sheet for PC Condition No. 89.

Commitment No.	Relevant PC Condition	Description of Commitment	Status
88	N/A	Baffinland is committed to making available to the NIRB and to interested persons, by December 31, 2012, the report for the shoreline studies completed for the Mary River Project in June 2012.	In Compliance This was completed in 2013 through the TEWG. Minutes of the meetings are located in Appendix F.2 of the 2013 Annual Report to the NIRB.
89	N/A	Baffinland is committed to hiring practices that are consistent with the terms and conditions in the memorandum of understanding for the IIBA.	In Compliance Addressed in IIBA Annual Forum Report.
90	N/A	Baffinland is committed to hiring Inuit at all levels in the company for the Mary River Project and intends to put a targeted recruitment program in place to ensure that Inuit, especially Inuit of the North Baffin Region, are hired.	In Compliance Addressed in IIBA Annual Forum Report.
91	N/A	Baffinland is committed to the preferential hiring of employees from the defined points of hire, which include the communities of Pond Inlet, Igloolik, Sanirajak, Arctic Bay and Iqaluit. Baffinland may consider other points of hire if it deems that there are sufficient numbers individuals available in those communities who want to work at the project.	In Compliance Addressed in IIBA Annual Forum Report.
92	136, 137, 138, 141	Baffinland is committed to implementing a targeted training plan to build capacity among Inuit to fulfill positions within the organization; some of the capacity building initiatives include refresher training, work ready training and education support programs.	In Compliance Refer to summary sheets for PC Condition No. 136, 137, 138, and 141.
93	135	Baffinland is committed to providing a cross-cultural training to both Inuit and non-Inuit employees and to institute ant discriminatory policies and mechanisms to minimize any potential cultural conflicts in the workplace.	In Compliance Refer to summary sheet for PC Condition No. 135.
94	136	Baffinland is committed to providing training linked to specific job positions and to endeavor to implement job- creation partnerships with interested organizations.	In Compliance Refer to summary sheet for PC Condition No. 136.

Commitment No.	Relevant PC Condition	Description of Commitment	Status
95	N/A	Baffinland is committed to distributing information related to available employment at the Mary River Project through its website, community newspapers and other methods of advertising.	In Compliance This is ongoing on Baffinland's website, LinkedIn, Baffinland Iron Mines Careers Facebook page, as well as ads in community newspapers and in BCLO offices in North Baffin communities.
96	153, 157	Baffinland is committed to instituting and providing a professional employee assistance and counseling program to assist employees and their family members both at site and at home communities. As part of this program, Baffinland is committed to hiring at least one Inuit Elder to be stationed at each of the Milne and Mary River sites at all phases of the project to assist in counseling.	In Compliance Refer to summary sheets for PC Condition No. 153 and 157.
97	162	Baffinland is committed to having Inuit Elders visit the Steensby site in 2012 to assist in identifying and ensuring that archaeological sites in the area not impacted by project activities.	In Compliance Refer to summary sheet for PC Condition No. 162.
98	N/A	Baffinland is committed to providing training to its employees regarding the protection of archeological resources within the project area.	In Compliance This is ongoing and within current onsite training and orientation program.
99	N/A	Baffinland is committed to working with the Government of Nunavut to provide details on the design of medical facilities for the Mary River Project during the regulatory phase of the project.	In Compliance This commitment was satisfied with the MOU signed with the GN in 2013.
100	N/A	Baffinland is committed having an on-site medical facility staffed by a registered nurse or certified paramedic in order to attend to any injury that workers might experience on-site, and is further committed to providing medi-vac services as may be required from the mine site to Iqaluit.	In Compliance Baffinland currently has an on-site medical facility staffed by a registered nurse.

Commitment No.	Relevant PC Condition	Description of Commitment	Status
101	N/A	Baffinland is committed to implementing mitigation measures which offset the inconvenience and hardship created for Inuit hunters and travelers that have traditionally used the areas encompassed by the shipping route.	In Compliance Baffinland has established a Wildlife Compensation Fund in the event Project related vessels interfere with a harvest. Ship locations and movements are also publicly disclosed on Baffinland's website.
102	N/A	Baffinland is committed to ensuring that, during key harvesting periods, Inuit employees are given priority to utilize vacation time over southern workers.	In Compliance Addressed in IIBA signed in September of 2013 and further amended and signed on October 3, 2018.
103	N/A	Baffinland is committed to establishing policies related to Inuit visitation and wildlife harvesting for Inuit employees that is consistent with Baffinland's policies and which also allows for the secure storage of firearms.	In Compliance Addressed in Hunter and Visitor Site Access Procedure (BAF-PH1-830-PRO-0002). It is noted Baffinland has a no hunting policy on site. Baffinland supports NIRB condition 62 prohibiting employees and contractors from bring firearms to site.
104	N/A	Inuit monitors will be present at the project site, at all times, and during all phases of the project (construction, operation, closure and post closure).	In Compliance Baffinland Site Environment team includes QIA employed Environmental Monitors. Refer to summary sheet for PC Condition No. 57.
105	142	Baffinland is committed to ensuring employees who are unilingual Inuktitut speakers will not face barriers to employment at the Mary River Project by hiring Inuktitut translators. Baffinland is also committed to providing work training programs and other relevant employment information in both Inuktitut and English.	In Compliance Refer to summary sheet for PC Condition No. 142.

Commitment No.	Relevant PC Condition	Description of Commitment	Status
106	94	Baffinland is committed to seeking and utilizing external expertise to assist them with the development of emergency response planning and to provide formal training specific to accidents and emergency response for the Emergency Response Team, which will be stationed at site at all times. This training would include responding to Railway specific emergencies.	Not Applicable Refer to summary sheet for PC Condition No. 94.
	98		In Compliance Refer to summary sheet for PC Condition No. 98.
107	N/A	Baffinland is committed to conducting routine training exercises and strategically placing resources and equipment on site for spill response.	In Compliance Addressed in Emergency Response Plan (BAF-PH1-840-P16-0002), Spill Contingency Plan (BAF-PH1-830-P16-003), Oil Pollution Emergency Plan – Milne Inlet (BAF-PH1-830-P16-0013) and Spill at Sea Response Plan (BAF-PH1-830-P16-0042).
108	92, 174	Baffinland is committed, during operations, to conducting regular and annual spill response exercises and training in known and effective techniques for responding to spills and invite the relevant communities of the North Baffin Region to participate.	In Compliance Refer to summary sheets for PC Condition No. 92 and 174.
109	N/A	Baffinland is committed to meeting on a regular basis with the emergency response and preparedness working group to review emergency preparedness.	In Compliance Since 2012, Baffinland has had annual spill response exercises whose participants include that include the fuel vessel, Baffinland and representatives of the community of Pond Inlet. Additional training and spill response capabilities for the community have been discussed with the Coast Guard in the past and the Coast Guard was reviewing efforts for the community to have additional spill response equipment to deal with non-Baffinland related spill response activity.

Commitment No.	Relevant PC Condition	Description of Commitment	Status
110	92, 174	Baffinland is committed to ensuring that adequate resources are allocated to the development and deployment of emergency and spill response capabilities.	In Compliance Refer to summary sheets for PC Condition No. 92 and 174.
111	N/A	Baffinland is committed to requiring that all project vessels have Shipboard Oil Pollution Emergency Plans (SOPEPs) in place which meets or exceeds the international standards set out in the Port State Control Memorandum of Understanding, as well as trained personnel on board to respond to spills. Baffinland will be self-sufficient for spill response and will contract the services of an established Response Organization to enable the Company to escalate response capabilities to deal with spills of up to 10,000 tonnes. This Response Organization will have expertise in recovery and cleanup of spills along coast line and involving wildlife.	In Compliance This commitment is satisfied by Transport Canada regulations. Baffinland has an agreement with Oil Spill Response Limited (OSRL) for spills up to 10,000 tonnes along the shipping route. A Spill at Sea Response Plan (BAF-PH1-830-P16-0042) was developed in 2015 that follows the international and Canadian best practice, ISO 15544, the IMO Manual on Assessment of Oil Spill Risk and Preparedness (2010) and the Spill Contingency Planning Guidelines and Reporting Regulations for Nunavut.
112	N/A	Baffinland is committed to ensuring that all spills are reported in accordance with the relevant spill contingency planning and reporting regulations and guidelines.	In Compliance Addressed in Spill Contingency Plan (BAF-PH1-830-P16-003).
113	N/A	Baffinland is committed to exploring and implementing measures designed to recover residual fuel from spills under the surface of sea ice.	Not Applicable No update at this time. Bulk fuel associated with the Project is not transported in the marine environment during ice cover conditions.