

2018
ᐅᓂᓐᓂᐅᓂᓐ ᐱᐅᓂᓐᓂᓐ
ᓂᓐᓂᓐᓂᓐ ᓂᓐᓂᓐᓂᓐ
ᐅᓂᓐᓂᐅᓂᓐ



ዲ.ፌ.ዲ.ሪ.ፍ.ፊ.ሪ.ፍ

የጥያቄ አቅጣጫ

አዲስ አበባ

የጥያቄ

የጥያቄ

አዲስ አበባ

የጥያቄ ለውጥ አገልግሎት

ዲ.ፌ.ዲ.ሪ.ፍ.ፊ.ሪ.ፍ

ዲ.ፌ.ዲ.ሪ.ፍ.ፊ.ሪ.ፍ የጥያቄ አቅጣጫ ለውጥ አገልግሎት

የጥያቄ አቅጣጫ ለውጥ አገልግሎት

ዲ.ፌ.ዲ.ሪ.ፍ.ፊ.ሪ.ፍ

ለገንዘብ ማግኘት ለሚችሉ ግብዓቶች ማዘጋጀት ይረዳል። ለዚህም ማሳሰቢያ ለሚያስፈልግበት ጊዜ ለሚገኙ ግብዓቶች ማዘጋጀት ይረዳል። ለዚህም ማሳሰቢያ ለሚያስፈልግበት ጊዜ ለሚገኙ ግብዓቶች ማዘጋጀት ይረዳል።

በበላይኛው ገጽ 6 - ለገንዘብ ማግኘት ለሚችሉ ግብዓቶች ማዘጋጀት ይረዳል።

ግብዓት	ለገንዘብ ማግኘት ለሚችሉ ግብዓቶች ማዘጋጀት ይረዳል።
<p>ለገንዘብ ማግኘት ለሚችሉ ግብዓቶች ማዘጋጀት ይረዳል።</p>	<p>ግብዓቶች ማዘጋጀት ይረዳል።</p> <ul style="list-style-type: none"> ለገንዘብ ማግኘት ለሚችሉ ግብዓቶች ማዘጋጀት ይረዳል። ግብዓቶች ማዘጋጀት ይረዳል። ግብዓቶች ማዘጋጀት ይረዳል። ግብዓቶች ማዘጋጀት ይረዳል። <p>ግብዓቶች ማዘጋጀት ይረዳል።</p>
<p>ግብዓቶች ማዘጋጀት ይረዳል።</p>	<p>ግብዓቶች ማዘጋጀት ይረዳል።</p>

<p> ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ </p>	<p> ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ ልጅ፡፡ልጅጃጃ </p>
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ከጋንዳክብሮታዊ ልማት ለጋራ ጥቅም

- ለጋራ ጥቅም ለማድረግ ጥረትና ጥቃት
- ከጋንዳክብሮታዊ ልማት ለጋራ ጥቅም ለማድረግ ጥረትና ጥቃት ለማድረግ ጥረትና ጥቃት
- ለጋራ ጥቅም ለማድረግ ጥረትና ጥቃት - 2017
- ስራዎች
 - ለጋራ ጥቅም ለማድረግ ጥረትና ጥቃት
 - ለጋራ ጥቅም ለማድረግ ጥረትና ጥቃት ለማድረግ ጥረትና ጥቃት ለማድረግ ጥረትና ጥቃት
 - ለጋራ ጥቅም ለማድረግ ጥረትና ጥቃት ለማድረግ ጥረትና ጥቃት
- 2018 ለጋራ ጥቅም ለማድረግ ጥረትና ጥቃት

ᐃᑦᑦᑦᑦᑦᑦᑦᑦ ᐱᑦᑦᑦᑦᑦᑦ ᑦᑦᑦᑦᑦᑦᑦᑦᑦ

ᐱᑦᑦᑦᑦᑦ

ለኋረበዳሪ ፈጻሚነት ለሥራ ለማድረግ የሚያስፈልጉት

- ስለሥራ ለማድረግ ለሚያስፈልጉት ሁሉም ሁኔታዎች ላይ ለማረጋገጥ ማስፈሰፍ ይገባል
- የሥራ ለማድረግ ለሚያስፈልጉት ሁሉም ሁኔታዎች ላይ ለማረጋገጥ ማስፈሰፍ ይገባል
- የሥራ ለማድረግ ለሚያስፈልጉት ሁሉም ሁኔታዎች ላይ ለማረጋገጥ ማስፈሰፍ ይገባል
- ስለሥራ ለማድረግ ለሚያስፈልጉት ሁሉም ሁኔታዎች ላይ ለማረጋገጥ ማስፈሰፍ ይገባል
- ስለሥራ ለማድረግ ለሚያስፈልጉት ሁሉም ሁኔታዎች ላይ ለማረጋገጥ ማስፈሰፍ ይገባል
- ስለሥራ ለማድረግ ለሚያስፈልጉት ሁሉም ሁኔታዎች ላይ ለማረጋገጥ ማስፈሰፍ ይገባል

ኮንትራት ለሰነድ ለመሰጠት

ሰነድ ለመሰጠት

ጠቅላይ ልማት ሚኒስቴር

- ጠቅላይ ልማት ሚኒስቴር የሚከተሉትን አሰራር ለማጠናቀቅ የሚገባውን ስራ ለማሳካት ለማቅረብ ይረዳል፡፡
 - ልማት ስራ ለማሳካት የሚገባውን ስራ ለማሳካት ለማቅረብ ይረዳል፡፡
 - ልማት ስራ ለማሳካት የሚገባውን ስራ ለማሳካት ለማቅረብ ይረዳል፡፡
 - ልማት ስራ ለማሳካት የሚገባውን ስራ ለማሳካት ለማቅረብ ይረዳል፡፡
 - ልማት ስራ ለማሳካት የሚገባውን ስራ ለማሳካት ለማቅረብ ይረዳል፡፡



ለኒውትሮኖች ለጥንቃቄ

ጥናት ለጥንቃቄ

ገጠና 2017

- ዲጋቢገኒፍኛ ስልጠና ለሰዎች ለሰዎች ለሰዎች ለሰዎች
- ለሰዎች ለሰዎች ለሰዎች ለሰዎች
- ለሰዎች ለሰዎች ለሰዎች ለሰዎች ለሰዎች ለሰዎች ለሰዎች ለሰዎች
- ለሰዎች ለሰዎች ለሰዎች ለሰዎች ለሰዎች ለሰዎች ለሰዎች ለሰዎች
- ለሰዎች ለሰዎች ለሰዎች ለሰዎች ለሰዎች ለሰዎች ለሰዎች ለሰዎች

ገጠጋ 2017

- ለነሲፍርጠራና የሥራ ተፈጻሚነት ለማረጋገጥ ማሻሻያ ማድረግ ለማድረግ ለሚከተሉት ዓይነት ስራዎች ማካተት ይገባል፡፡
 - ለፍጥነት ለማረጋገጥ ማሻሻያ ማድረግ ለማድረግ ለሚከተሉት ዓይነት ስራዎች ማካተት ይገባል፡፡
 - ለታዲያ የሥራ ሁኔታዎች ማረጋገጥ ማሻሻያ ማድረግ ለማድረግ ለሚከተሉት ዓይነት ስራዎች ማካተት ይገባል፡፡
- የሥራ ሁኔታዎች ማረጋገጥ ማሻሻያ ማድረግ ለማድረግ ለሚከተሉት ዓይነት ስራዎች ማካተት ይገባል፡፡

Λαμβάνει 2017

- ἡ βελτίωση των επενδύσεων στην ενέργεια και στην υποδομή Διεθνούς
Επιχειρηματικής Μηνιαίας (MIEG)
 - Η διεθνής Διεθνής Επιχειρηματική Μηνιαία (MIEG) αυξήθηκε
 - Η διεθνής βελτίωση των επενδύσεων στην ενέργεια και στην υποδομή Διεθνούς
Επιχειρηματικής Μηνιαίας (MIEG) αυξήθηκε
 - Η διεθνής βελτίωση των επενδύσεων στην ενέργεια και στην υποδομή Διεθνούς
Επιχειρηματικής Μηνιαίας (MIEG) αυξήθηκε
- 2018 Η διεθνής βελτίωση των επενδύσεων στην ενέργεια και στην υποδομή Διεθνούς
Επιχειρηματικής Μηνιαίας (MIEG) αυξήθηκε
- Η διεθνής βελτίωση των επενδύσεων στην ενέργεια και στην υποδομή Διεθνούς
Επιχειρηματικής Μηνιαίας (MIEG) αυξήθηκε

ጋርጽጻፊ

- ከጋንጎቤብሮቶ ካህናት ጋር ለሚከናወኑ ስራዎች ለሚሰጡ ልዩ ልዩ ስልጠናዎች ለማድረግ ማዘጋጀት
- ስራዎችን ለማድረግ ለሚያስፈልጉት ሰው ማግኘት
- ጋንጎቤብሮቶ ስራዎችን ለማድረግ ለሚያስፈልጉት ሰው ማግኘት ለማድረግ ማዘጋጀት
- ለሁለቱም ስራዎች ለሚያስፈልጉት ሰው ማግኘት ለማድረግ ማዘጋጀት
- ጋንጎቤብሮቶ ስራዎችን ለማድረግ ለሚያስፈልጉት ሰው ማግኘት ለማድረግ ማዘጋጀት

የጥገና ለተፈጻሚነት ማረጋገጫ ለሚያስፈልጉት ዘርፍ አጠቃላይ መረጃ

- ለሀገሪቱ ለማድገም ለሚያስፈልጉት ለማረጋገጫ ለሚያስፈልጉት
የጥገና ለተፈጻሚነት ማረጋገጫ ለሚያስፈልጉት ለሚያስፈልጉት
• ለሀገሪቱ ለማድገም ለሚያስፈልጉት ለማረጋገጫ ለሚያስፈልጉት
- አጠቃላይ ማረጋገጫ ለሚያስፈልጉት ለሚያስፈልጉት ለሚያስፈልጉት
ለሀገሪቱ ለማድገም ለሚያስፈልጉት ለማረጋገጫ ለሚያስፈልጉት

የዓለም አቀፍ ልማት ስልጠና

ሰነድ ለማውጣት ስልጠና

Δርሶጋዎች ስጧት

- Δርሶጋዎች ወይም ለሎሎጋስቲክ ስጧት ለጥቅም ላይ የዋለው ለ 12 ርዕረ ለርጋጋ ለጥቅም ላይ የዋለው.
- ስጧት ለጥቅም ላይ የዋለው ለጥቅም ላይ የዋለው
- ለጥቅም ላይ የዋለው ለጥቅም ላይ የዋለው \$375,000 ለጥቅም ላይ የዋለው - ለጥቅም ላይ የዋለው ስጧት ለጥቅም ላይ የዋለው - \$750,000.

ᐃᑕᑦᑕᑦᑕᑦ ᑭᑦᑕᑦ

- 3 ᑕᑦᑕᑦᑕᑦᑕᑦ ᑭᑦᑕᑦ ᐱᑦᑕᑦᑕᑦᑕᑦ:
 - ᑕᑦᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦ
 - ᐃᑕᑦᑕᑦᑕᑦᑕᑦ
 - ᐃᑦᑕᑦᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦ
- ᐱᑦᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦᑕᑦ ᐱᑦᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦ
- ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦ
- ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦ

Δርሶጋዎች ሰዓይን

- ልገሰግጥ ልዩ ልዩ ስራዎች 2016-17 ልዩ ስራዎች \$351,442 (ርዕሳዊ ስራዎች ለሌሎች 23 ስራዎች)
- ሰዓይን ልዩ ስራዎች ስራዎች (8) ልዩ ስራዎች ለሌሎች
 - 3 ስራዎች (ልዩ ስራዎች ለሌሎች)
 - ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች
 - ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች
 - ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች
 - ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች ስራዎች



ԵԼՐԿՊՏՎԱՐԿՐՆԻՍ 2018Դ

2018 ከረገድ ጋር

- የግብርና ጋር የጋራ ግብርና ጋር 2018 ግብርና ጋር የጋራ ግብርና ጋር
- ግብርና ጋር የጋራ ግብርና ጋር 2018-19 ጋር የጋራ ግብርና ጋር
- የግብርና ጋር ጋር የጋራ ግብርና ጋር
- ጋር የጋራ ግብርና ጋር ጋር የጋራ ግብርና ጋር
- የግብርና ጋር ጋር የጋራ ግብርና ጋር
- የግብርና ጋር ጋር የጋራ ግብርና ጋር

2018 ኔሊብራሪዎች

- ኔሊብራሪ ለግብርና ልማት ልማት ልማት ልማት
- ኔሊብራሪው ለግብርና ልማት ልማት ልማት ልማት
- ልማት ልማት ልማት ልማት

ፍጥረት ምን ዓይነት
ጥያቄዎችን ያስፈልጋል?

ᐱᓕᓂᐱᓐᓂᓐᓂᓐᓂᓐᓂᓐᓂᓐᓂᓐ ᓐᓂᓐᓂᓐᓂᓐᓂᓐᓂᓐᓂᓐᓂᓐ Annual Project Review Forum

ᐱᓐᓂᓐᓂᓐᓂᓐ, ᐱᓐᓂᓐ 17-18
Hall Beach, April 17-18



ᑲᑎᑎᑦᑲᑦᑲᑦ

ᑲᑎᑎᑦᑲᑦᑲᑦ 1

- ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦ ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦ ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦ
- ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦ ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦ ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦ
- ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦ ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦ ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦ

ᑲᑎᑎᑦᑲᑦᑲᑦ 2

- ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦ 1-ᑲ ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦ ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦ
- ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦ
- ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦ
 - ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦᑲᑦ
 - ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ
 - ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦᑲᑦ
 - ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ
- ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᑲᑎᑎᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ

Agenda

Day 1

- Introduction of Executive & Management Committees
- Presentation from the QIA
- Open forum – community questions & comments

Day 2

- Summary of day one
- Project update and site activities
- IIBA priorities
 - Safety and environment
 - Employment
 - Training and capacity building
 - Contracting
- Question and comment sessions will be held throughout the day

በበፍጥር ለሚከተሉት ርዕዮተኛዎች ማሳሰቢያ

- ለሚከተሉት ስራዎች ማሳሰቢያ
በበፍጥር ለሚከተሉት ስራዎች ማሳሰቢያ
ለሚከተሉት ስራዎች ማሳሰቢያ
- ለሚከተሉት ስራዎች ማሳሰቢያ
ለሚከተሉት ስራዎች ማሳሰቢያ
ለሚከተሉት ስራዎች ማሳሰቢያ

Record of Proceedings

- All forum proceedings will be transcribed and made available to community members
- A joint record of proceedings and report, including recommendations, will be developed and issued to the Executive Committee

ᐃᓂᐃᑦ ᐋᑦᐅᓃᑦᐅᓂᓃᑦᓂᓂᑦ ᐋᓃᑦᓂᐅᑦᐅᑦᐅᑦ ᐅᑎᐭᓂᑦᐅᑦ

IIBA Committees

ᐃᓂᐃᑦ ᐋᑦᐅᓃᑦᐅᓂᓃᑦᓂᓂᑦ ᐋᓃᑦᓂᐅᑦᐅᑦᐅᑦ ᐭᑦᐅᓂᓂᑦ ᐅᑎᐭᓂᑦᐅᑦᐅᑦ ᐋᑦᐅᓂᓂᑦ ᐃᑦᐅᑦᐅᑦᐅᑦ ᓂᓂᑦᐅᓂᓂᑦᐅᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ:

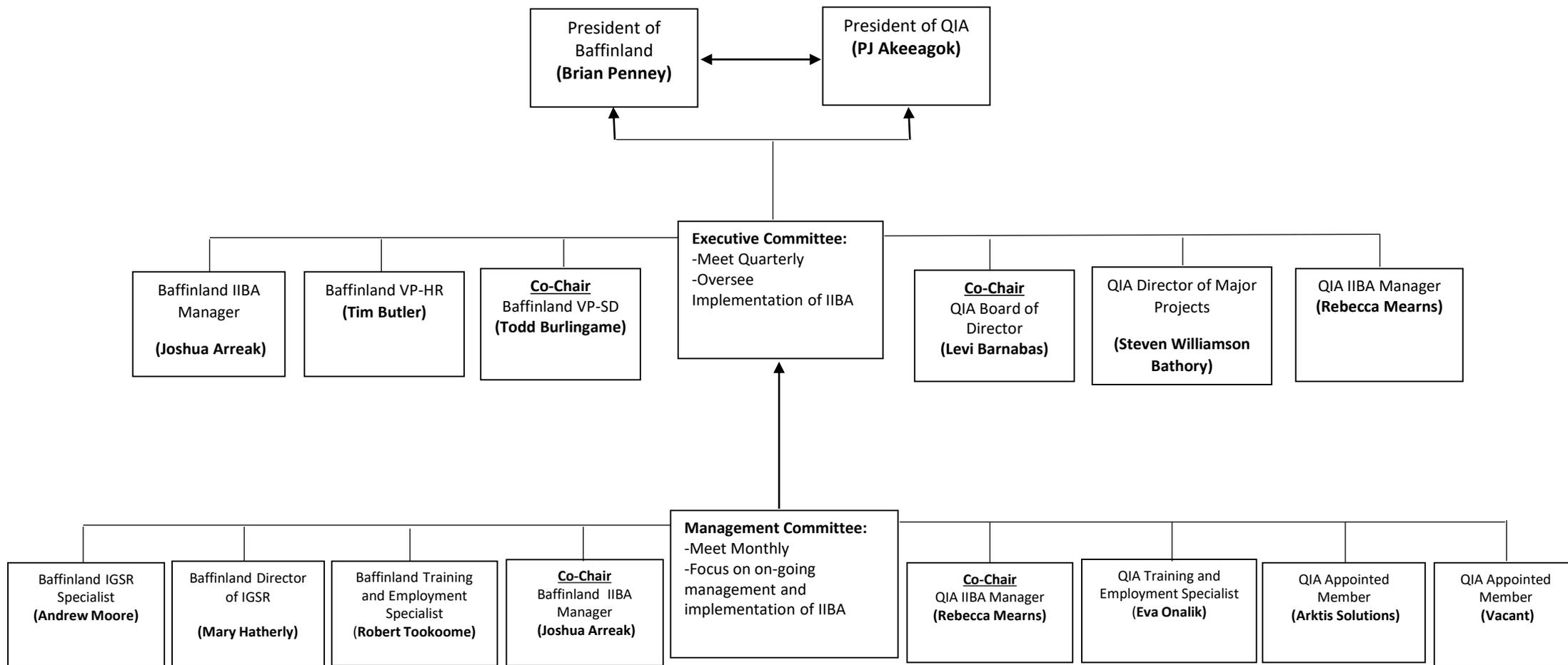
- ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ ᐅᑎᐭᓂᑦᐅᑦ (ᑎᑎᑦᐅᓂᓂᑦ 4.4)
 - BIM ᐋᑦᐅᓂᓂᑦ QIA IIBA ᐋᑦᐅᓂᓂᑦ
 - BIM ᐋᑦᐅᓂᓂᑦ QIA IIBA ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ
 - ᐭᓂᑦᐅᑦ ᐅᑎᐭᓂᑦᐅᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ BIM ᐋᑦᐅᓂᓂᑦ QIA
- ᐋᑦᐅᓂᓂᑦ ᐅᑎᐭᓂᑦᐅᑦ ᐋᑦᐅᓂᓂᑦ (ᑎᑎᑦᐅᓂᓂᑦ 4.2)
 - ᐭᓂᑦᐅᑦ ᐅᑎᐭᓂᑦᐅᑦ ᐋᑦᐅᓂᓂᑦ, ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ QIA ᐋᑦᐅᓂᓂᑦ
 - BIM ᐋᑦᐅᓂᓂᑦ QIA IIBA ᐋᑦᐅᓂᓂᑦ
 - ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ QIA ᐋᑦᐅᓂᓂᑦ BIM
 - ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ ᐋᑦᐅᓂᓂᑦ

The IIBA requires that two committees consisting of Baffinland and QIA members be established to oversee implementation:

- Joint Management Committee (Article 4.4)
 - BIM and QIA IIBA Coordination Managers
 - BIM and QIA IIBA Training and Employment Coordinators
 - Two appointed members for each BIM and QIA
- Joint Executive Committee (Article 4.2)
 - Two Co-Chairs, one each from QIA and BIM
 - BIM and QIA IIBA Coordination Managers
 - One other representative each from QIA and BIM
 - Technical Advisor for the QIA

2017-ΔοΔ^ϕ Δ^βϑ^ϕϑ^ϕσ^ϕρ^ϕδ^ϕ
 Δ^ϕρ^ϕρ^ϕρ^ϕρ^ϕρ^ϕ ϑ^ϕρ^ϕρ^ϕρ^ϕ ϑ^ϕρ^ϕρ^ϕρ^ϕρ^ϕ

2017 IIBA Committee Structure



ᐱᑦᑕᑦᑕᑦᑕᑦᑕ ᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕ

- ᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑦᑕᑦᑕᑦᑕᑦᑕ ᐱᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ
- ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ
- ᐱᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᐱᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ
- ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ
- ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ ᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕ

Role of the Executive Committee

- Assess expected project workforce requirements and projected availability of Inuit seeking employment
- Review education and training opportunities on an annual basis
- Maintain a list of designated Baffin Inuit firms
- Review annually the list of contracts awarded
- Make recommendations to enhance the results of Inuit participation and other objectives of the IIBA

የታሪክ ልምድ ጠቅላይ ድርጅት ነው?

- ጠቅላይ ድርጅት ነው ለጠቅላይ ድርጅት ልማት ጥራት ማረጋገጥ ለሚያስፈልጉት ስራዎች ለሚያስፈልጉት ስራዎች ለሚያስፈልጉት ስራዎች (4.4.1-ኢ.ፌ.ዲ.ሪ.ፊ.ፍ.ፊ.ፍ.ፊ.).
- ጠቅላይ ድርጅት ነው ለጠቅላይ ድርጅት ልማት ጥራት ማረጋገጥ ለሚያስፈልጉት ስራዎች ለሚያስፈልጉት ስራዎች ለሚያስፈልጉት ስራዎች.
- ጠቅላይ ድርጅት ነው ለጠቅላይ ድርጅት ልማት ጥራት ማረጋገጥ ለሚያስፈልጉት ስራዎች ለሚያስፈልጉት ስራዎች ለሚያስፈልጉት ስራዎች.

What is the Management Committee?

- The Management Committee monitors the ongoing operations and management of the Mary River Project as it relates to the IIBA (4.4.1 of the IIBA)
- The Management Committee reports to the Executive Committee
- Members of the Management Committee report to their respective employers with quarterly summary reports

ᐱᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦ ᑲᑎᐱᑦᑎᑦᑎᑦ

- ᑕᑦᑎᑦᑎᑦᑎᑦ ᑕᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦ
ᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦ
ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ, ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ
ᑕᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ
- ᑕᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ
ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ
ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ
- ᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᑦᑎᑦᑎᑦᑎᑦ
ᑲᑎᐱᑦᑎᑦᑎᑦᑎᑦ
- ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ
ᑕᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ
ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ

Role of the Management Committee

- Share information regarding the progress of training initiatives, employment targets, and contract awards
- Communicate any operational concerns relating to the IIBA
- Make recommendations to the Executive Committee
- Consider other items of mutual concern related to the implementation of the IIBA

ບົດລາຍງານການປະຕິບັດງານ

• ການປະຕິບັດງານ ບົດລາຍງານ:

- ວັນທີ 6-2017 - ອາກົງ, ອອນຕາລິໂອ
- ວັນທີ 13, 2017- ຕີເລແອນຟີຣັງ ບົດລາຍງານ
- ວັນທີ 23-24, 2017- ດາວຊາດ, ມາຊາ
- ວັນທີ 21, 2017- ຕີເລແອນຟີຣັງ ບົດລາຍງານ
- ວັນທີ 2, 2017- ຕີເລແອນຟີຣັງ ບົດລາຍງານ
- ວັນທີ 25, 2017 - ຕີເລແອນຟີຣັງ ບົດລາຍງານ
- ວັນທີ 16, 2017 - ຕີເລແອນຟີຣັງ ບົດລາຍງານ
- ວັນທີ 27, 2017- ຕີເລແອນຟີຣັງ ບົດລາຍງານ
- ວັນທີ 28-29, 2017 - ວິນເຊັນ, ອອນຕາລິໂອ
- ວັນທີ 19-20, 2017- ວິນເຊັນ, ອອນຕາລິໂອ
- ວັນທີ 15-17, 2017 - ອາກົງ, ອອນຕາລິໂອ
- ວັນທີ 7-9, 2017 - ດາວຊາດ, ມາຊາ

• ການປະຕິບັດງານ ບົດລາຍງານ:

- ວັນທີ 5, 2017 - ດາວຊາດ, ມາຊາ
- ວັນທີ 28, 2017 - ວິນເຊັນ, ອອນຕາລິໂອ
- ວັນທີ 25, 2017 -- ຕີເລແອນຟີຣັງ ບົດລາຍງານ

Summary of Meetings

• Management Committee:

- February 6-, 2017 – Oakville, Ontario
- March 13, 2017– Teleconference
- March 23-24, 2017– Iqaluit, Nunavut
- April 21, 2017– Teleconference
- May 2, 2017– Teleconference
- May 25, 2017 – Teleconference
- June 16, 2017 – Teleconference
- June 27, 2017– Teleconference
- August 28-29, 2017 – Ottawa, Ontario
- September 19-20, 2017– Ottawa, Ontario
- November 15-17, 2017 – Oakville, Ontario
- December 7-9, 2017 – Iqaluit, Nunavut

• Executive Committee

- April 5, 2017 – Iqaluit, Nunavut
- September 28, 2017 – Ottawa, Ontario
- October 25, 2017 -- Teleconference

ዲልቲ ግሊደሮ ልዩ ልዩ ስራዎች ለሥራ ለግሊደሮ ልዩ ልዩ ስራዎች

- የሥራ ስራ ልዩ ልዩ ስራዎች ለሥራ ለግሊደሮ ልዩ ልዩ ስራዎች ለሥራ ለግሊደሮ ልዩ ልዩ ስራዎች
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- የሥራ ስራ ልዩ ልዩ ስራዎች ለሥራ ለግሊደሮ ልዩ ልዩ ስራዎች ለሥራ ለግሊደሮ ልዩ ልዩ ስራዎች
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- የሥራ ስራ ልዩ ልዩ ስራዎች ለሥራ ለግሊደሮ ልዩ ልዩ ስራዎች ለሥራ ለግሊደሮ ልዩ ልዩ ስራዎች

Summary of Activities: Management Committee

- Delivered a cross cultural awareness presentation to Baffinland leadership at corporate office
- Procurement and Contracting Workshop developed and delivered in Iqaluit and Pond Inlet
- Finalized and Approved the 2017 Annual Project Review Forum Report
- Approved the Inuit Human Resource Strategy (IHRS)
- Finalized and Approved the Inuit Procurement and Contracting Strategy (IPCS)
- Approved the 2017 IIBA Workplan
- Approved the following IIBA Implementation Procedures:
 - IIBA Review
 - Workplace Conditions Review
 - Education and Training Fund
 - Awards and Scholarships
 - Annual IIBA Implementation Planning
- Finalized and Approved the Workplace Conditions Review Survey and on-site observations checklist
- Developed and Approved a joint report on the 2017 Work Plan for Transmission to the JEC



ዲጂታይዥን ፖሊሲና ስልጠና ለሰው ኃይል ልማትና ስራ ስርዓት በባለሙያዎች

- ዲጂታይዥን ስልጠና ለሰው ኃይል ልማት
ለሰው ኃይል ልማት ስራ ስርዓት IHRIS ለሰው ኃይል ልማት
IPCS
- ዲጂታይዥን ስልጠና 2017 IIBA ለሰው ኃይል ልማት ስራ ስርዓት
ፍቃድ ሰጥቶ
- ዲጂታይዥን ስልጠና ስለሰው ኃይል ልማት ስራ ስርዓት
IIBA ለሰው ኃይል ልማት ስራ ስርዓት:
 - IIBA ስልጠና ስራ ስርዓት
 - ለሰው ኃይል ልማት ስራ ስርዓት ስልጠና ስራ ስርዓት
 - ለሰው ኃይል ልማት ስራ ስርዓት ስልጠና ስራ ስርዓት
ለሰው ኃይል ልማት ስራ ስርዓት ስልጠና ስራ ስርዓት
 - ለሰው ኃይል ልማት ስራ ስርዓት ስልጠና ስራ ስርዓት
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 - ለሰው ኃይል ልማት ስራ ስርዓት ስልጠና ስራ ስርዓት
ለሰው ኃይል ልማት ስራ ስርዓት ስልጠና ስራ ስርዓት

Summary of Activities: Executive Committee

- Approved the process for finalization of IHRIS and the IPCS
- Approved the 2017 IIBA Work Plan
- Approved the following IIBA Implementation Procedures:
 - IIBA Review Procedure
 - Workplace Conditions Review
 - Education and Training Fund
 - Awards and Scholarships
 - Annual IIBA Implementation

ᐱᓕᓂᐳᓐᓂᓐᓂᓐ ᐳᓐᓂᓐᓂᓐ
ᐳᓐᓂᓐᓂᓐᓂᓐ ᐳᓐᓂᓐᓂᓐ ᐳᓐᓂᓐᓂᓐ
ᓐᓂᓐᓂᓐᓂᓐᓂᓐᓂᓐᓂᓐ

Project Update and Site Activities

ጠቅላይ ክፍለ-ጊዜ

ጠቅላይ ክፍለ-ጊዜ ለጠቅላይ ገቢ ለማግኘት ለሚገኙት ጠቅላይ ገቢዎች **25-30% ክፍለ-ጊዜ (Fe)** ክፍለ-ጊዜ ለማግኘት ጠቅላይ ገቢ

ጠቅላይ ገቢዎች ክፍለ-ጊዜ 30% ለሆኑ 40%-ገቢ Fe

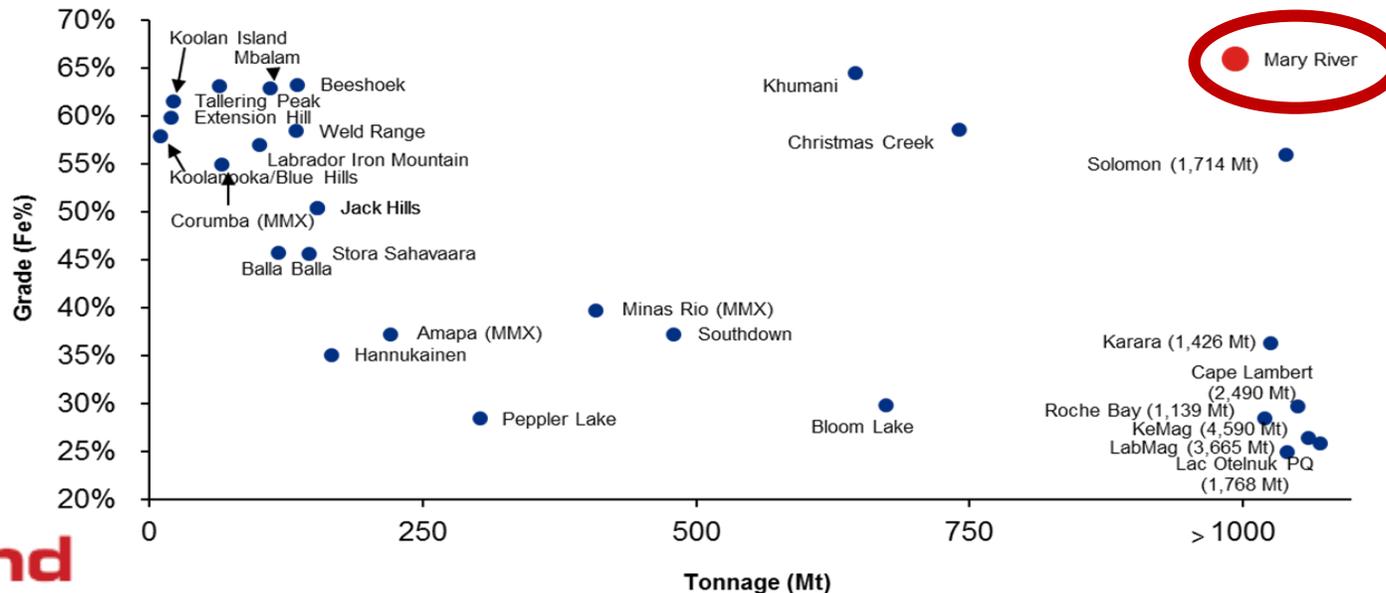
- ጠቅላይ ክፍለ-ጊዜ ክፍለ-ጊዜ < 54% ለማግኘት ጠቅላይ ገቢ ለማግኘት ጠቅላይ ገቢ
- ጠቅላይ ክፍለ-ጊዜ ክፍለ-ጊዜ > 54% ለማግኘት ጠቅላይ ገቢ ለማግኘት ጠቅላይ ገቢ

Mary River Iron Ore

The typical grade of iron which is mined for profit is **roughly 25% iron (Fe)**. The crude ore that is mined in Canada typically grades between 30% and 40% Fe

- Ore grading **more than 54% Fe** is high-grade and does NOT require processing
- Ore grading **less than 54% Fe** is low-grade and requires processing

Mary River's iron ore has an average grading of 65% Fe



ፍሬም ልማት ማረጋገጫ?

- ካልካም ርዕሰ ለምርት ለማግኘት፣ ልማት ማረጋገጫ ስራ ለማግኘት ስራ ላይ ለመሥራት ይገባል። ርዕሰ ለምርት ለማግኘት ስራ ላይ ለመሥራት ይገባል።

How Do We Mine?

- With an iron ore grade this high, it's actually a pretty simple, six-step process. The process does not create any tailings

1. ካልካም ፍሬም በዓየት ማኅበር ላይ ለማግኘት ስራ ላይ ለመሥራት ይገባል።
1. Ore is blasted at the open pit mine



2. ማኅበራት ስራ ላይ ለመሥራት ይገባል።
2. Trucks haul the blasted ore to the crusher



3. ፍሬም በሚባለው ካልካም ማኅበር ላይ ለማግኘት ስራ ላይ ለመሥራት ይገባል።
3. Blasted ore is crushed into lump and fines



4. ማኅበራት ስራ ላይ ለመሥራት ይገባል።
4. Trucked to the Port site and stored



5. ማኅበራት ስራ ላይ ለመሥራት ይገባል።
5. A ship loader is used to load iron ore on ships

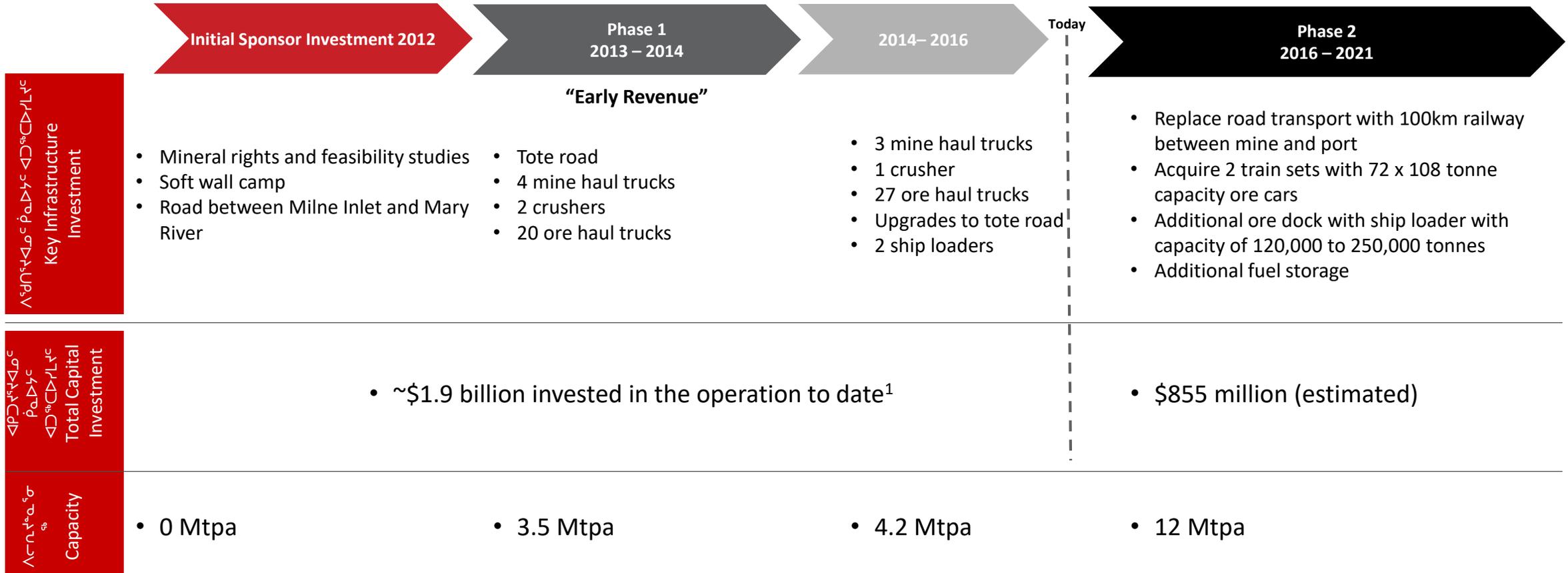


6. ማኅበራት ስራ ላይ ለመሥራት ይገባል።
6. Ore is shipped to our customers worldwide



ᐱᐅᐅᑦᐄᑦᑦᑦᑦᑦᑦ ᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ

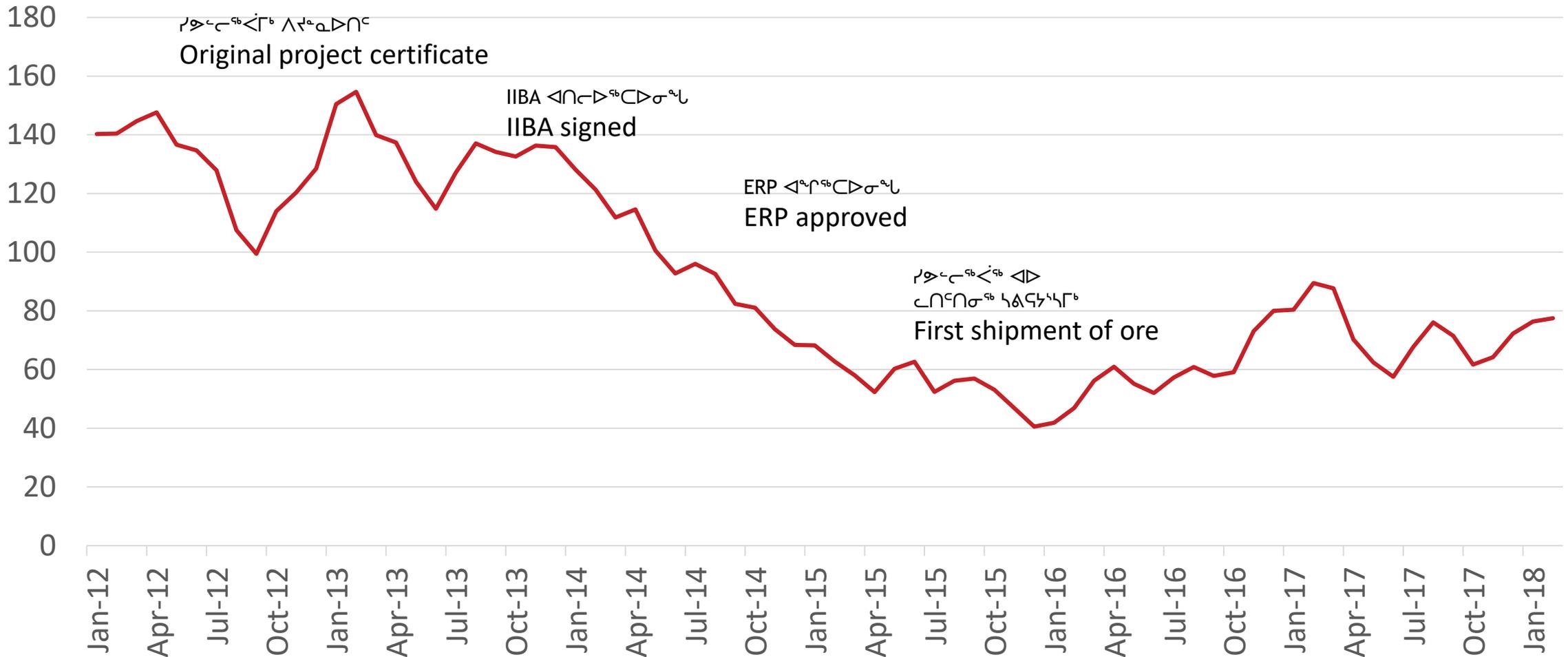
Asset Overview – Development History



¹ Includes ~\$600 million spent by the Sponsors to acquire the operations in 2011

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Negative Market Conditions



IIBA ገጽጽ-ገጽ ማህንጃራዊ ስራዎች

IIBA Priorities



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Safety and Environment



ግንባታ ግንባታ ግንባታ ግንባታ ግንባታ
Training & Capacity Building



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Employment



ግንባታ ግንባታ ግንባታ ግንባታ ግንባታ
Cultural Awareness



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Contracting

ᐊᑲᑦᓴᑲᐱᑦᑲᐱᑦ ᑕᑏᓪᓄ ᐱᑕᑏᑲᑦᐱᑦᑲᐱᑦ ᑕᑏᑲᐱᑦ ᑕᑏᑲᐱᑦᑲᐱᑦ ᑕᑏᑲᐱᑦ ᑕᑏᑲᐱᑦᑲᐱᑦ ᑕᑏᑲᐱᑦ ᑕᑏᑲᐱᑦᑲᐱᑦ ᑕᑏᑲᐱᑦ ᑕᑏᑲᐱᑦᑲᐱᑦ
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We are committed to conducting business in accordance with principles of sustainable corporate responsibility

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Our responsibilities

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- ᑕᑏᑲᐱᑦ ᑕᑏᑲᐱᑦ ᑕᑏᑲᐱᑦ
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- Operate safely, with fiscal responsibility
- Protect the environment
- Create authentic relationships

ᑕᑏᑲᐱᑦᑲᐱᑦ ᑕᑏᑲᐱᑦ ᑕᑏᑲᐱᑦ
Baffinland’s Sustainability Policy

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ᑕᑏᑲᐱᑦ ᑕᑏᑲᐱᑦ ᑕᑏᑲᐱᑦ
Health and Safety

ᑕᑏᑲᐱᑦ ᑕᑏᑲᐱᑦ
Environment

ᑕᑏᑲᐱᑦ ᑕᑏᑲᐱᑦ ᑕᑏᑲᐱᑦ ᑕᑏᑲᐱᑦ
Investing in our Communities

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Transparent Governance

ᑕᑏᑲᐱᑦ
We expect everyone to demonstrate a personal commitment to this policy



IIBA ᐅᑦᑎᐸᑦᑕᑦᑎ ᐸᐸᐸ ᐸᐸᐸ

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- ᐸᐸᐸ (ᐸᐸᐸ ᐸᐸᐸ 14.6 [b])
- ᐸᐸᐸ (ᐸᐸᐸ ᐸᐸᐸ 14.6 [d])
- ᐸᐸᐸ (ᐸᐸᐸ ᐸᐸᐸ 14.6 [e])
- ᐸᐸᐸ (ᐸᐸᐸ ᐸᐸᐸ 14.6 [h])

IIBA Environment and Health and Safety Requirements

Baffinland provides QIA with the following information as outlined in Article 14.6 of the IIBA:

- A summary of the previous year’s operation & current operations of environmental performance and safety (Article 14.6 [a])
- A summary of monitoring reports of Governmental Authorities, including NIRB, for the previous year (Article 14.6 [b])
- The following year’s plan of environmental and safety targets (Article 14.6 [d])
- Identification of proposed amendments to key management & monitoring plans (Article 14.6 [e])
- Wildlife observations and incident reports, including all reports and information regarding wildlife compensation (Article 14.6 [h])

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Health and
Safety

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Health and Safety

- Baffinland is committed to the health, safety, and wellness of all employees, contractors and subcontractors working for the company
- Safety First, Always is a core value at Baffinland
- In 2017, Baffinland continued its “8 Golden Rules of Safety” campaign
 - These are 8 life saving rules which we expect everyone to adhere to while at the Baffinland site



2017-ፖ ልብ-ጥቅም ስርዓት ላይ ጥራት ስርዓት ለማረጋገጥ ያለውን ሁኔታ

2017 Health and Safety Statistics

ጭምር ስርዓት Incident Type	ጠቅላይ ስርዓት ለማረጋገጥ ያለውን ሁኔታ Baffinland Iron Mines Corporation		ጥቅም ስርዓት ለማረጋገጥ ያለውን ሁኔታ Oakville Office	ጠቅላይ ስርዓት ለማረጋገጥ ያለውን ሁኔታ Mary River and Milne Inlet
	2017	PTD	2017	2017
ጋዕድ Fatality	0	1	0	0
ጠቅላይ ስርዓት ለማረጋገጥ ያለውን ሁኔታ ለማረጋገጥ ያለውን ሁኔታ (LTI) Lost Time Incident (LTI)	4	11	0	4
ጠቅላይ ስርዓት ለማረጋገጥ ያለውን ሁኔታ ለማረጋገጥ ያለውን ሁኔታ (LTI Fr*) Lost time incident Frequency (LTI Fr*)	0.3	0.3	0.0	0.3
ጠቅላይ ስርዓት ለማረጋገጥ ያለውን ሁኔታ ለማረጋገጥ ያለውን ሁኔታ (RWC) Restricted Work Case (RWC)	2	28	0	2
ጥቅም ስርዓት ለማረጋገጥ ያለውን ሁኔታ (MAI) Medical Aid Incident (MAI)	13	53	0	13
ጥቅም ስርዓት ለማረጋገጥ ያለውን ሁኔታ (FAI) First Aid Incident (FAI)	150	684	0	150
ጠቅላይ ስርዓት ለማረጋገጥ ያለውን ሁኔታ ለማረጋገጥ ያለውን ሁኔታ (TRI Fr*) Total Recordable Injury Frequency (TRI Fr*)	1.5	2.1	0.0	1.5
ጠቅላይ ስርዓት ለማረጋገጥ ያለውን ሁኔታ ለማረጋገጥ ያለውን ሁኔታ (NH) & Property Damage Near Hits (NH) & Property Damage	328	1,207	0	328
ጥቅም ስርዓት ለማረጋገጥ ያለውን ሁኔታ / ስርዓት ለማረጋገጥ ያለውን ሁኔታ Audits/Inspections	534	1,282	2	532
ጠቅላይ ስርዓት ለማረጋገጥ ያለውን ሁኔታ Person Hours	2,510,103	8,872,389	115,539	2,394,564

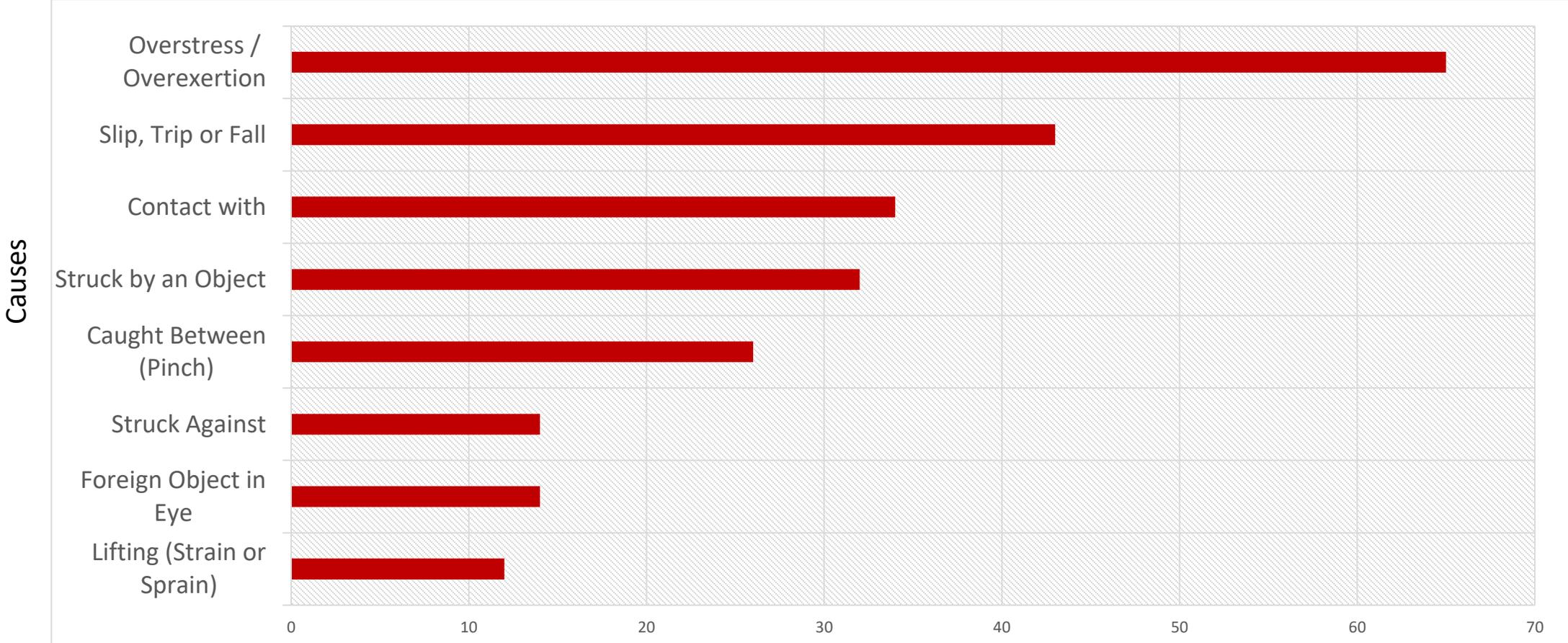
PTD ከጥቅም ስርዓት ለማረጋገጥ ያለውን ሁኔታ 2013/PTD since January 2013

*ጥቅም ስርዓት ለማረጋገጥ ያለውን ሁኔታ ለማረጋገጥ ያለውን ሁኔታ 1 ፊርማ ለማረጋገጥ ያለውን ሁኔታ ለማረጋገጥ ያለውን ሁኔታ / *Frequencies are calculated to 200,000 person hours

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Health and Safety Performance

2017 ᐃᓇᓇᓇᓇᓇᓇᓇᓇᓇᓇᓇᓇᓇᓇᓇᓇᓇᓇᓇᓇᓇ / 2017 Total injuries by cause



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Marine Environment

Marine Environment and Mammal Monitoring

- Narwhal, Seabirds, Marine Habitat, Invasive Species

How Are Inuit Involved?

- 12 Inuit participated in marine environment and mammal monitoring programs in 2017
- Inuit provided local and traditional knowledge and expertise into design and analysis of monitoring
- Receive training and employment to participate in the monitoring programs

What Have We Learned?

No major effects of the Project on the marine environment or marine mammals have been detected.

How Long Will Monitoring Continue?

- As long as the mine is operating
- Baffinland continues to seek additional opportunities for community-based monitoring

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Marine Environment Working Group

Marine Environment and Mammal Monitoring

- Narwhal, Seabirds, Marine Habitat, Invasive Species
- ### How Are Inuit Involved?
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Aquatic Effects Monitoring Program

- Focuses on several lakes, rivers and streams near the Mary River Mine Site and Project infrastructure
- Annual monitoring includes:
 - Hydrology (flow)
 - Water quality
 - Sediment quality and sedimentation rates
 - Fish (Arctic char)
 - Benthic invertebrates

Surveillance Network Program

- Monitors the water quality and flow of surface water runoff and treated wastewater discharges from Project infrastructure at established locations under Baffinland’s Type “A” Water Licence and the Federal Metal Mining Effluent Regulation (MMER)

Tote Road Fisheries and Water Quality Monitoring

- Focuses on monitoring fish passage and presence/absence at several Tote Road crossings (culverts, bridges)
- Also involves water quality monitoring at several Tote Road crossings (culverts, bridges)
- Required by Baffinland’s DFO authorizations issued for the Tote Road crossings

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- 2017-ᑭᓕ ᓄᓇᑭᑦᑖᑦᑖᑦ ᑖᑦᑖᑦᑖᑦᑖᑦᑖᑦ ᓄᓇᑭᑦᑖᑦ ᓄᓇᑭᑦᑖᑦᑖᑦ ᑖᑦᑖᑦᑖᑦᑖᑦ ᑖᑦᑖᑦᑖᑦᑖᑦ
- ᓄᓇᑭᑦᑖᑦ ᑖᑦᑖᑦᑖᑦᑖᑦᑖᑦ ᓄᓇᑭᑦᑖᑦᑖᑦᑖᑦ ᑖᑦᑖᑦᑖᑦᑖᑦᑖᑦ
- ᑖᑦᑖᑦᑖᑦᑖᑦ ᑖᑦᑖᑦᑖᑦᑖᑦᑖᑦ ᑖᑦᑖᑦᑖᑦᑖᑦᑖᑦᑖᑦ
- ᑖᑦᑖᑦᑖᑦ ᑖᑦᑖᑦᑖᑦ ᑖᑦᑖᑦᑖᑦ ᑖᑦᑖᑦᑖᑦᑖᑦᑖᑦᑖᑦ

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- ᑖᑦᑖᑦᑖᑦᑖᑦᑖᑦᑖᑦᑖᑦ ᑖᑦᑖᑦᑖᑦᑖᑦᑖᑦᑖᑦ ᑖᑦᑖᑦᑖᑦᑖᑦᑖᑦᑖᑦ

Atmospheric and Terrestrial Environment

Caribou

- In 2017 Baffinland provided support to the Government of Nunavut for a regional caribou monitoring program
- Height-of-Land based surveys
- Snow Track Surveys on the Tote Road
- All caribou and wildlife sightings are recorded on site

What have we learned about caribou?

Inuit knowledge has told us that North Baffin caribou are in a low point in their natural population cycle

Dust is managed by:

- Road maintenance
- Road watering
- Crusher dust controls
- We measure metals in soil and vegetation to look for changes over time



መደገጋገል ለግብይት ለጥበቃ

ለጥበቃ፣ ግብይትና ግብይት ምርት ለማረጋገጥ
ና ለማጠናከሩ ለግብይት ምርት ለማረጋገጥ
መደገጋገል ለግብይት ምርት ለማረጋገጥ

ለግብይት ምርት ለማረጋገጥ:

- ምርት ምርት
- ግብይት ምርት ለግብይት ምርት ለማረጋገጥ
ግብይት
- ምርት ምርት ለግብይት ምርት ለማረጋገጥ
- ምርት ምርት ለግብይት ምርት ለማረጋገጥ
- ግብይት ምርት ለግብይት ምርት ለማረጋገጥ

Terrestrial Environment Working Group

Engages with Baffinland on plans and results of Terrestrial Environment monitoring programs.

Participants from:

- Baffinland
- Environment and Climate Change Canada
- Qikiqtani Inuit Association
- Government of Nunavut
- The Mittimatalik Hunters and Trappers Organization

ਸ਼ਹਿਰੀ ਆਵਾਜਾਈ ਸੁਰੱਖਿਆ

ਸ਼ਹਿਰੀ ਆਵਾਜਾਈ ਸੁਰੱਖਿਆ ਵਿੱਚ ਮਾਨਵ ਅਤੇ ਆਇਲੈਂਡ ਆਦਿ ਸਮੇਤ ਹੋਰ ਜਾਨਵਰਾਂ ਦੇ ਆਵਾਜਾਈ ਸੁਰੱਖਿਆ ਨੂੰ ਸੁਰੱਖਿਅਤ ਬਣਾਉਣਾ ਸ਼ਾਮਲ ਹੈ।

ਗੁਰਮੁੱਖ 2017-੮ ਸ਼ਹਿਰੀ ਆਵਾਜਾਈ ਸੁਰੱਖਿਆ:

- ਸ਼ਹਿਰੀ ਆਵਾਜਾਈ ਸੁਰੱਖਿਆ ਵਿੱਚ ਪਿਛਲੇ ਸਾਲ ਨਿਰਦੋਸ਼ ਆਇਲੈਂਡ
 - ਸ਼ਹਿਰੀ ਆਵਾਜਾਈ ਸੁਰੱਖਿਆ ਵਿੱਚ ਮਾਨਵ ਅਤੇ ਆਇਲੈਂਡ
 - ਅੱਲ੍ਹਾ ਪੁੱਛਣ ਵਾਲੇ ਸਮੇਂ ਵਿੱਚ ਪਿਛਲੇ ਸਾਲ ਨਿਰਦੋਸ਼ ਆਇਲੈਂਡ
 - ਕੁੱਝ ਸਮੇਂ ਵਿੱਚ ਪਿਛਲੇ ਸਾਲ ਨਿਰਦੋਸ਼ ਆਇਲੈਂਡ
 - ਕੁੱਝ ਸਮੇਂ ਵਿੱਚ ਪਿਛਲੇ ਸਾਲ ਨਿਰਦੋਸ਼ ਆਇਲੈਂਡ
- ਮੌਤਾਂ ਦੇ ਸੰਖੇਪ ਵੇਰਵੇ ਸੁਰੱਖਿਆ ਵਿੱਚ ਮਾਨਵ ਅਤੇ ਆਇਲੈਂਡ ਸਮੇਤ ਹੋਰ ਜਾਨਵਰਾਂ ਦੇ ਆਵਾਜਾਈ ਸੁਰੱਖਿਆ ਵਿੱਚ 2017-੮

Wildlife Interactions

Wildlife Interactions are defined as any human interaction with wildlife that has potential adverse affects on the wellbeing of the human/wildlife.

Summary of 2017 Wildlife Interactions:

- Most wildlife interactions involved foxes
- Most wildlife fatalities were caused by vehicles
- There were three incidents where a fox was put down due to injuries and one confirmed case of rabies
- In total 13 wildlife mortalities occurred in 2017

No polar bear or caribou wildlife interactions or mortalities occurred in 2017

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ᐃᓴᐅᓂᓴᓂᓃᓂ

Community
Engagement

ᐱᑦᑕᐱᐸᐳᐱᐳᑦᑕᐳᐳᐳᑦ ᐃᑕᐱᑦᑕᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᐳᑦ

- ᐃᑕᐱᑦᑕᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ
- ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ, ᐃᐳᐳᐳᐳᐳᐳᑦ, ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ
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 - ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ (QIA)
 - ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ
 - ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ
- ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ (SEP) ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ 2014 ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ 2016
- ᐃᐳᐳᐳᐳᐳᐳᑦ 2018 QIA ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ
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 - ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ ᐃᐳᐳᐳᐳᐳᐳᑦ

Objectives of Stakeholder Engagement

- Fundamental principle of Baffinland’s engagement strategy is the establishment of meaningful community relationships
- Commitment to timely, meaningful, and culturally appropriate engagement with all stakeholders potentially affected by the Mary River Project, including
 - Five North Baffin communities
 - Qikiqtani Inuit Association (QIA)
 - Governments and Regulatory Agencies
 - HTO’s
- Stakeholder Engagement Plan (SEP) developed in 2014 and revised in 2016
- January 2018 QIA and Baffinland approve Agreement on Inuit Engagement
 - Agree to keep each part informed of engagement activities
 - Conduct joint activities when mutually agreed

2016 ለጎረቤታችን ለሚሰጠው ግንዛቤ ማዘጋጀት ስራዎች

- ሚያ: በጎረቤታችን ለሚሰጠው ግንዛቤ ማዘጋጀት ስራዎች 2-ገ ለማሰጠት
- ሚያ: በጎረቤታችን ለሚሰጠው ግንዛቤ ማዘጋጀት ስራዎች ገንባታ ስራዎች ለማድረግ
- ጥርጣሬ: ለጎረቤታችን ለሚሰጠው ግንዛቤ ማዘጋጀት ስራዎች ለማድረግ
- ጥቅምት: ማዘጋጀት ስራዎች - ለጎረቤታችን ለሚሰጠው ግንዛቤ ማዘጋጀት ስራዎች ለማድረግ
- ጥቅምት: ማዘጋጀት ስራዎች ለጎረቤታችን ለሚሰጠው ግንዛቤ ማዘጋጀት ስራዎች ለማድረግ
- ጥቅምት: ማዘጋጀት ስራዎች ለጎረቤታችን ለሚሰጠው ግንዛቤ ማዘጋጀት ስራዎች ለማድረግ
- ጥቅምት: ማዘጋጀት ስራዎች ለጎረቤታችን ለሚሰጠው ግንዛቤ ማዘጋጀት ስራዎች ለማድረግ
- ጥቅምት: ማዘጋጀት ስራዎች ለጎረቤታችን ለሚሰጠው ግንዛቤ ማዘጋጀት ስራዎች ለማድረግ

2016 Phase 2 Engagement Highlights

- May: Workshop on Phase 2 in Arctic Bay
- May: Meeting with Pond Inlet Youth Council
- July: Shipping Update in Pond Inlet
- September: Community Survey – 5 North Baffin communities
- November: Discussions with QIA
- November: Community Tour of 5 North Baffin Communities, open house and public meetings and meetings with Hamlets
- November: Meetings with HTOs of Pond Inlet and Arctic Bay
- December: Meeting with Pond Inlet MLA, Hamlet, MHTO, Public Meeting; gather input on the acceptance and feasibility of a 2017 winter sealift

2017 ᐱᑦᑎᑦᑕᑦ 2 ᐱᑦᑎᑦᑕᑦᑕᑦᑕᑦᑕᑦ ᐱᑦᑕᑦᑕᑦ

2017 Phase 2 Engagement Highlights

- ᐱᑦᑕᑦᑕᑦ: ᐱᑦᑕᑦᑕᑦ ᐱᑦᑕᑦᑕᑦ ᐱᑦᑕᑦᑕᑦ ᐱᑦᑕᑦᑕᑦ ᐱᑦᑕᑦᑕᑦ ᐱᑦᑕᑦᑕᑦ ᐱᑦᑕᑦᑕᑦ
- ᐱᑦᑕᑦᑕᑦ: ᐱᑦᑕᑦᑕᑦ ᐱᑦᑕᑦᑕᑦ ᐱᑦᑕᑦᑕᑦ ᐱᑦᑕᑦᑕᑦ ᐱᑦᑕᑦᑕᑦ ᐱᑦᑕᑦᑕᑦ

- January: Iqaluit and Pond Inlet Procurement and Contracting Workshops
- April: Employment and Training Information Community Tour
- May-June: North Baffin Community tour and meeting with Hamlet's and HTO's
- June: Pond Inlet shipping and marine monitoring workshop
- August: Recruitment tour by Baffinland and Horizon North (Camp construction and operations)
- September: Pond Inlet meeting to discuss NBRLUP Amendment proposal
- September: Baffinland CEO tour of North Baffin Communities
- September: Pond Inlet ice management and Project shipping
- December: Pond Inlet NPC Public Hearing
- 2015 and ongoing participation in environment and socio-economic working groups

ᐃᓂᓗᓕᓂᓗᐃᑦ ᐅᑦᓕᓕᑦᓂᓗᓂᓗᐃᑦ ᐃᓂᓗᓕᓂᓗᐃᑦ - 2016-ᑦ ᑦᓂᐅᑦᓗᓗᑦᓂᓗᐃᑦ

Baffinland's Approach to Communities – 2016 Survey

ᐃᓂᓗᓕᓂᓗᐃᑦ ᐅᑦᓕᓕᑦᓂᓗᓂᓗᐃᑦ ᐃᓂᓗᓕᓂᓗᐃᑦ ᐃᓂᓗᓕᓂᓗᐃᑦ.

ᐃᓂᓗᓕᓂᓗᐃᑦ ᐃᓂᓗᓕᓂᓗᐃᑦ:

- ᐃᓂᓗᓕᓂᓗᐃᑦ ᐃᓂᓗᓕᓂᓗᐃᑦ ᐃᓂᓗᓕᓂᓗᐃᑦ ᐃᓂᓗᓕᓂᓗᐃᑦ
- ᐃᓂᓗᓕᓂᓗᐃᑦ ᐃᓂᓗᓕᓂᓗᐃᑦ ᐃᓂᓗᓕᓂᓗᐃᑦ ᐃᓂᓗᓕᓂᓗᐃᑦ,
- ᐃᓂᓗᓕᓂᓗᐃᑦ ᐃᓂᓗᓕᓂᓗᐃᑦ ᐃᓂᓗᓕᓂᓗᐃᑦ
- ᐃᓂᓗᓕᓂᓗᐃᑦ ᐃᓂᓗᓕᓂᓗᐃᑦ ᐃᓂᓗᓕᓂᓗᐃᑦ
- ᐃᓂᓗᓕᓂᓗᐃᑦ ᐃᓂᓗᓕᓂᓗᐃᑦ ᐃᓂᓗᓕᓂᓗᐃᑦ

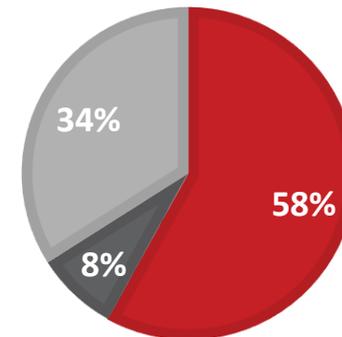
General community support for Mary River Project.

Concerns raised:

- Impacts on wildlife and habitat from dust
- Changes in water quality from shipping,
- Impacts on harvesting activities
- Levels of Inuit employment
- Substance abuse and stress of familial separation

HAS THE PROJECT MADE A DIFFERENCE IN YOUR COMMUNITY?

- Yes - Positively - ᐃᓂᓗᓕᓂᓗᐃᑦ
- Yes - Negatively - ᐃᓂᓗᓕᓂᓗᐃᑦ
- No - ᐃᓂᓗᓕᓂᓗᐃᑦ



Yes - Positively - ᐃᓂᓗᓕᓂᓗᐃᑦ	58%
Yes - Negatively - ᐃᓂᓗᓕᓂᓗᐃᑦ	8%
No - ᐃᓂᓗᓕᓂᓗᐃᑦ	34%

መደብገጠኛ ልማት ገጠማዊ ጥያቄዎች - ግንባታው ለምን ይከፈላል?

Development of a Rail Line- What Have We Heard?

ሚኒስቴር ልማት ገጠማዊ ጥያቄዎች ለምን ይከፈላሉ? ለምን ይከፈላሉ? ለምን ይከፈላሉ?

- መደብገጠኛ ልማት ገጠማዊ ጥያቄዎች ለምን ይከፈላሉ? ለምን ይከፈላሉ? ለምን ይከፈላሉ?
- ለምን ይከፈላሉ? ለምን ይከፈላሉ? ለምን ይከፈላሉ?
- ለምን ይከፈላሉ? ለምን ይከፈላሉ? ለምን ይከፈላሉ?

Communities identified the following concerns related to rail development:

- Potential loss of trucking employment opportunities for Inuit
- Potential for increase in the negative interactions between wildlife and rail cars – possibility that transport by rail might increase the potential for wildlife injuries or fatalities
- Impact on air quality (dust)



መደብር ለሥራ ለማድረግ የሚያስፈልጉት ማህፀን ለመፈጸም

- መደብር ለማድረግ የሚያስፈልጉት ማህፀን ለመፈጸም ለሥራ ለማድረግ የሚያስፈልጉት ማህፀን ለመፈጸም
 - ለሥራ ለማድረግ የሚያስፈልጉት ማህፀን ለመፈጸም ለሥራ ለማድረግ የሚያስፈልጉት ማህፀን ለመፈጸም
 - ለሥራ ለማድረግ የሚያስፈልጉት ማህፀን ለመፈጸም ለሥራ ለማድረግ የሚያስፈልጉት ማህፀን ለመፈጸም
 - ለሥራ ለማድረግ የሚያስፈልጉት ማህፀን ለመፈጸም ለሥራ ለማድረግ የሚያስፈልጉት ማህፀን ለመፈጸም
 - ለሥራ ለማድረግ የሚያስፈልጉት ማህፀን ለመፈጸም ለሥራ ለማድረግ የሚያስፈልጉት ማህፀን ለመፈጸም

Development of a Rail Line- What Have We Done to Address Concerns

- Baffinland has advised the communities, regulators, and Governments that:
 - Anticipated decrease in trucking employment opportunities will be offset by increase in number and duration of jobs for Inuit in other aspects of production, transport and shipping
 - Shift from Tote Road to transport by rail is likely to reduce the possibilities of wildlife injuries/fatalities
 - Shift from Tote Road to transport by rail will reduce dust and negative impacts on air quality
 - Caribou protection measures have been developed and will be updated based on feedback during the environmental assessment for Phase 2

IIBA ᐱᓃᓕᓕᓄᓐᓂᓐᓂᓐᓂᓐ

IIBA Priorities



ᐱᓃᓕᓕᓄᓐᓂᓐᓂᓐᓂᓐ ᐱᓃᓕᓕᓄᓐᓂᓐᓂᓐ
Safety and Environment



ᐱᓃᓕᓕᓄᓐᓂᓐᓂᓐᓂᓐ ᐱᓃᓕᓕᓄᓐᓂᓐᓂᓐ
Training & Capacity Building



ᐱᓃᓕᓕᓄᓐᓂᓐᓂᓐᓂᓐ
Employment



ᐱᓃᓕᓕᓄᓐᓂᓐᓂᓐᓂᓐ ᐱᓃᓕᓕᓄᓐᓂᓐᓂᓐ
Cultural Awareness



ᐱᓃᓕᓕᓄᓐᓂᓐᓂᓐᓂᓐ
Contracting

ገንዘብ ጥቅም ላይ ላይ ለውጥ ማድረግ
ለሥራ ላይ ለውጥ ማድረግ
ለሥራ ላይ ለውጥ ማድረግ
ለሥራ ላይ ለውጥ ማድረግ

Training and Capacity Building



ᐃᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ (Q-STEP) ᐱᓕᓕᓚᓐᓂᓄᓗ.

- ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ
- 4-ᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ, \$19 ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ
- ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ
- ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ ᐱᓕᓕᓚᓐᓂᓄᓗ

Qikiqtani Skills and Training for Employment Partnership (Q-STEP) Project

- Partnership between Governments of Canada and Nunavut, QIA, Kakivak Association, and Baffinland
- 4 year, \$19 million project to increase Inuit employment at the Mary River Mine
- Focus on equipping Inuit with the skills and training for a career in mining and other areas
- Funding for Work Readiness training, heavy equipment training, apprenticeship program

ᐅᖅᐅᐱᐃᐁᓂᑦ ᐱᐁᓂᓴᓴᓂᑦ ᐃᖅᐅᓂᐅᓂᖅᐱᐁᐁᑦ ᐃᖅᐅᓂᐅᓂᖅᐱᐁᐁᑦ Heavy Equipment Operator Training

- ᐱᓂᓴᓴᓂᑦ ᐁᓂᓴᓴᓂᑦ ᐱᐁᓂᓴᓴᓂᑦ ᐁᓂᓴᓴᓂᑦ ᐁᓂᓴᓴᓂᑦ ᐁᓂᓴᓴᓂᑦ ᐁᓂᓴᓴᓂᑦ ᐁᓂᓴᓴᓂᑦ
- ᐱᐁᓂᓴᓴᓂᑦ ᐁᓂᓴᓴᓂᑦ ᐁᓂᓴᓴᓂᑦ Morrisburg-ᐱ, Ontario
- ᐱᓂᓴᓴᓂᑦ (3) ᐁᓂᓴᓴᓂᑦ ᐁᓂᓴᓴᓂᑦ 2018-ᐱᐁᓂᓴᓴᓂᑦ
- ᐁᓂᓴᓴᓂᑦ ᐁᓂᓴᓴᓂᑦ ᐁᓂᓴᓴᓂᑦ ᐁᓂᓴᓴᓂᑦ ᐁᓂᓴᓴᓂᑦ Q-STEP-ᐁᓂᓴᓴᓂᑦ
- Three-month training program for Inuit interested in a career as a heavy equipment operator
- Training is conducted in Morrisburg, Ontario
- 3 classes planned for 2018
- Principally funded by Baffinland with the support of Q-STEP



ᐃᓄᐃᑦ ᐘᐅᐅᓐᓂᓐᓄᓐ ᓂᓂᓐᓇᐅᓐᓄᓐᓇᓐ

- 2017-ᑦ, ᐃᓂᑦᑏᓂᓂ 43,397 -ᓂᓂ ᐘᐅᐅᓐᓂᓐᓄᓐ ᓂᓂᓐᓇᐅᓐᓄᓐᓇᓐ ᑕᑦᓇᓂ ᐱᑕᐱᑦᐱᑦᑏᑦ. ᐃᓄᐃᑦ ᐘᐅᐅᓐᓂᓐᓄᓐ ᓂᓂᓐᓇᐅᓐᓄᓐᓇᓐ 4,024-ᓂᓂ (9.2%) ᐘᐅᐅᓐᓂᓐᓄᓐᓇᐅᓐᓄᓐᓇᓐ ᐃᓂᑦᑏᓂᓂ ᓂᐱᑦᑏᓂᓂ ᐱᑏᑏᓐᓇᓐ
- ᐘᐅᐅᓐᓂᓐᓄᓐ ᐃᓄᓐᓂᓂ ᐃᐅᐅᑏᑏ ᐃᑕᑏᑏᑏᓐ ᐘᐅᐅᓐᓂᓐᓄᓐᓇᓐᓇᓐ 2017-ᑦ:
 - ᐃᑦᐃᐅᑏᑏᓐ ᐘᑦᐃᓐᓂᓂ (681 ᐃᓂᑦᑏᓂᓂ)
 - ᐃᑏᑏᓐᓇᐅᓐᓇᐅᓐᓇᓐ ᐃᑏᑏᓐᓇᐅᓐᓇᓐ ᐘᐅᐅᓐᓂᓐᓄᓐᓇᓐ (275 ᐃᓂᑦᑏᓂᓂ)
 - ᐱᐅᑏᑏᑏᓐ ᐃᑦᑏᑏᓐᓇᓐᓇᓐ (254 ᐃᓂᑦᑏᓂᓂ)
 - ᓐᓇᑏᑏᓐ ᐃᑏᑏᓐᓇᐅᓐᓇᓐᓇᓐ (214 ᐃᓂᑦᑏᓂᓂ)
- ᐃᓄᐃᑦ ᐃᓂᓂᓇᐅᓐᓇᓐ ᐃᓂᓂᓐᓇᓐ ᐃᓂᓂᓇᐅᓐᓇᓐ ᐃᓂᓂᓇᐅᓐᓇᓐ ᓂᑏᑏᓐᓇᓐ. ᓂᑏᑏᓐᓇᐅᓐᓇᓐ ᐱᑕᐱᑦᐱᑦᑏᑦ ᓇᐅᓂᓂ ᐃᓂᓂᓇᐅᓐᓇᓐ ᐘᐅᐅᓐᓂᓐᓄᓐ ᓂᓂᓐᓇᐅᓐᓄᓐᓇᓐ. ᓄᑏᑏᓐᓇᓐ ᐃᓂᓂᓇᐅᓐᓇᓐ ᓂᑏᑏᓐᓇᓐ ᐃᓂᓂᓇᐅᓐᓇᓐ ᐘᐅᐅᓐᓂᓐᓄᓐ ᐃᓂᓂᓇᐅᓐᓇᓐ.

Inuit training

- In 2017, a total of 43,397 hours of training were completed at the Project site. Inuit received 4,024 (9.2%) of all training hours completed
- Training programs with the highest amount of Inuit participation in 2017 included:
 - Heavy equipment operator (1,803 hours)
 - Mine Rescue Team training (275 hours)
 - Mobile support equipment (254 hours)
 - Ore haul truck (214 hours)
- A large proportion of Inuit at site are employed by contractors. Contractors are responsible for training their own staff. Baffinland does not currently track contractor training hours

Employee Ethnicity	Hours of Training Completed				
	2013	2014	2015	2016	2017
Inuit	1,283	3,596	4,530	2,434	4,024
Non-Inuit	4,555	20,271	17,352	25,532	39,373
Total	5,838	23,867	21,882	27,966	43,397
Source: Baffinland records					



IIBA ገጽጽ-ገጽ ማረጋገጫ

IIBA Priorities



ግንዛቤና ግንዛቤ ማረጋገጫ ለሆነ ግንዛቤ ማረጋገጫ
Safety and Environment



ግንዛቤ ማረጋገጫ ለሆነ ግንዛቤ ማረጋገጫ
Training & Capacity Building



ግንዛቤ ማረጋገጫ ለሆነ ግንዛቤ ማረጋገጫ
Employment



ግንዛቤ ማረጋገጫ ለሆነ ግንዛቤ ማረጋገጫ
Cultural Awareness



ግንዛቤ ማረጋገጫ ለሆነ ግንዛቤ ማረጋገጫ
Contracting

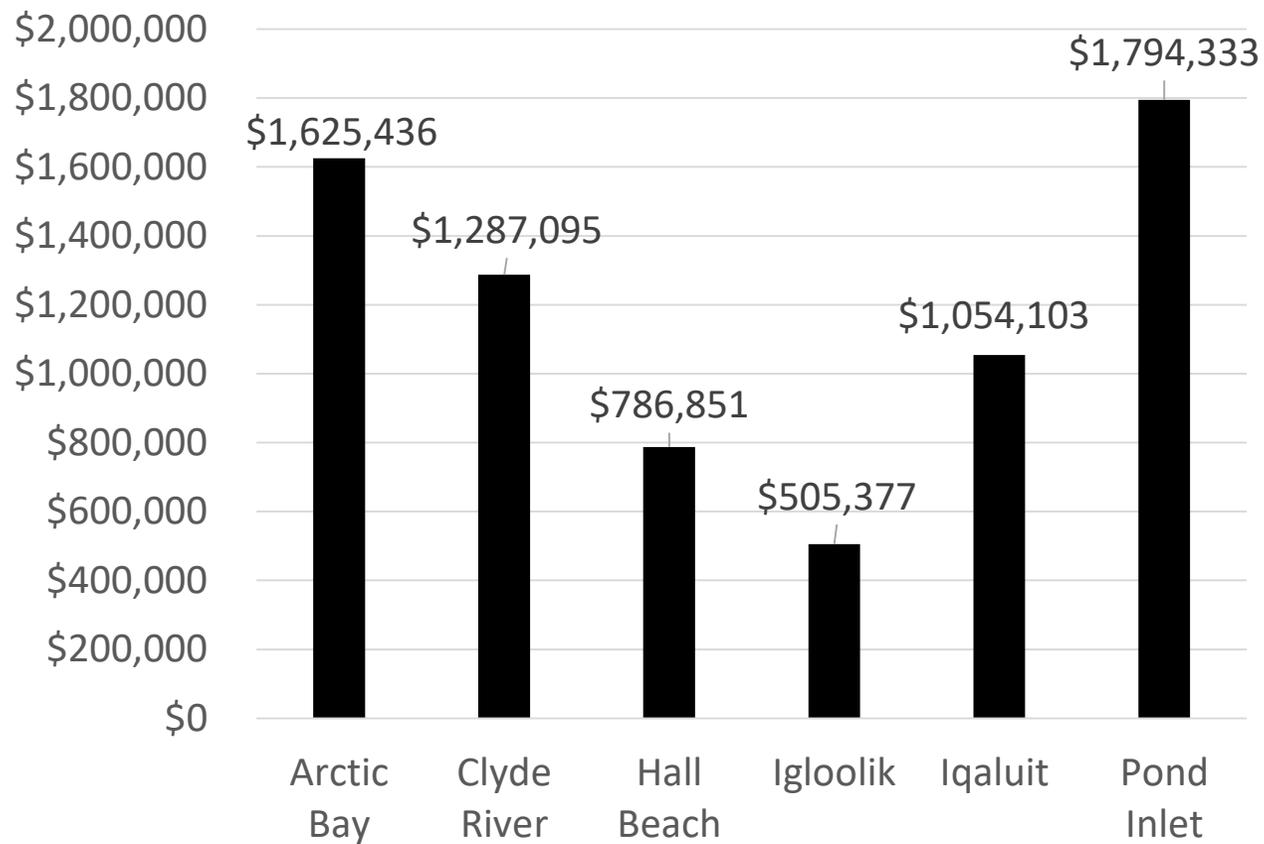
Δ^{ᑦᑲ}ᑲᑲΔ^ᑦᑲ^ᑲ

Employment

ΔοΔ^ε Δ^εβελΔ^εβ^εν^ε ρ^εδ^εβ^εβ^εν^εε^ερ^ε

- 2017-Γ, μ^εβ^εν^εε^ερ^εβ^εδ^ε ΔοΔ^ε Δ^εβελΔ^εβ^εν^εε^ερ^ε ρ^εδ^εβ^εβ^εν^εε^ερ^ε \$8.3 Γ^εε^εσ^ε
- 2014-Γσ^ε, μ^εβ^εν^εε^ερ^εβ^εδ^ε ΔοΔ^ε Δ^εβελΔ^εβ^εν^εε^ερ^ε ρ^εδ^εβ^εβ^εν^εε^ερ^ε Δ^εε^εσ^ε \$33 Γ^εε^ε
- In 2017, Baffinland Inuit employees earned \$8.3 million in wages
- Since 2014, Baffinland Inuit employees have earned \$33 million in wages

Inuit Employee Payroll



Source: Baffinland Records

ᐃᖃᑲᑲᐱᐳᐱᖅᑲ ᑲᐱᖅᐱ ᐃᖅᑲᑲ ᐃᓄᐱᐳ ᑲᖅᑲᑲᐱᐳᐱᖅᑲ ᑲᐱᖅᐱ ᐃᓄᐱᐳ

Retention and Advancement of Inuit

- ᐃᓄᐱᐳ ᓄᖃᑲᑲᐱᐳᐱᖅᑲ ᐃᓄᐱᐳ ᐃᖅᑲᑲᐱᐳᐱᖅᑲ ᐃᓄᐱᐳ
ᑲᖅᑲᑲᐱᐳᐱᖅᑲ ᐃᓄᐱᐳ ᐃᓄᐱᐳ
ᑲᖅᑲᑲᐱᐳᐱᖅᑲ ᐃᓄᐱᐳ
- ᐱᐳᐱ ᐃᓄᐱᐳ ᓄᖃᑲᑲᐱᐳᐱᖅᑲ ᖃᑲᐱᖅᑲᐱᐳᐱᐳᐱᐳᐱ
ᐱᐳᐱᐳᐱᐳᐱᐳᐱᐳᐱ ᐃᓄᐱᐳ ᐃᓄᐱᐳ
ᐱᐳᐱᐳᐱᐳᐱᐳᐱᐳᐱ ᓄᖃᑲᑲᐱᐳᐱᖅᑲ
- ᓄᐱᐳᐱᐳᐱᐳᐱᐳᐱ ᐱᐳᐱᐳᐱᐳᐱᐳᐱᐳᐱ ᖃᑲᐱᖅᑲᐱᐳᐱᐳᐱ
ᓄᐱᐳᐱᐳᐱᐳᐱᐳᐱᐳᐱ ᖃᑲᐱᖅᑲᐱᐳᐱᐳᐱᐳᐱ
 - ᓄᖃᑲᑲᐱᐳᐱᐳᐱ ᐃᓄᐱᐳ ᐃᖅᑲᑲᐱᐳᐱᐳᐱ ᐃᓄᐱᐳ ᐃᓄᐱᐳ
 - ᐃᓄᐱᐳ ᐃᖅᑲᑲᐱᐳᐱᐳᐱ ᐃᓄᐱᐳ ᐃᓄᐱᐳ ᐃᓄᐱᐳ
 - ᐃᓄᐱᐳ ᐃᖅᑲᑲᐱᐳᐱᐳᐱ ᐃᓄᐱᐳ ᐃᓄᐱᐳ ᐃᓄᐱᐳ

- High Inuit employee turnover has directly impacted Baffinland's ability to advance Inuit workers
- Root cause analysis is required to understand the cause of turnover amongst Inuit
- Baffinland is taking initiatives to collect data on employee turnover
 - Mandatory exit interviews
 - Employee concern reporting
 - Mid-probation check-in

Number of Baffinland Inuit Employee Departures				
2013	2014	2015	2016	2017
9	45	41	44	42
Source: Baffinland records. 2013 and 2014 numbers are for indeterminate employees only.				

ᐸᓪᓇᓂᑦ ᐃᓪᑲᓇᐃᓪᓂᓪᑎᓪᑲᓪᓂᑦ Employment of Women

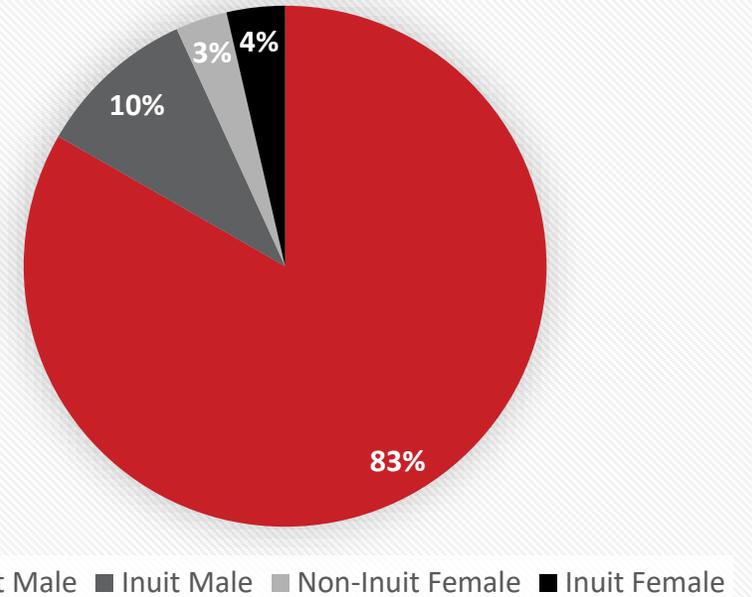
ᐸᓪᓇᐃᑦ ᐃᓪᑲᓇᐃᓪᓂᓪᑎᓪᑲᓪᓂᑦ ᐃᓪᓇᓂᑦ 162,550 ᐃᑲᓪᑎᓪᑲᓪᓂᑦ 2017-ᓄ 7-
>ᓪᑲᓪᑎᓪᑲᓪᓂᑦ ᐃᓪᑲᓇᐃᓪᓂᓪᑎᓪᑲᓪᓂᑦ ᐸᐃᐃᓪᑎᓪᑲᓪᓂᑦ;

- 3.6% ᐃᑲᓪᑎᓪᑲᓪᓂᑦ ᐃᓪᑲᓇᐃᓪᓂᓪᑎᓪᑲᓪᓂᑦ ᐸᐃᐃᓪᑎᓪᑲᓪᓂᑦ 2017-ᓄ ᐃᓂᐃᑦ ᐸᓪᓇᓂᑦ
- ᐸᓪᓇ ᐱᓪᑲᓪᑎᓪᑲᓪᓂᑦ ᓂᓪᓂᓪᑎᓪᑲᓪᓂᑦ ᐃᓪᑲᓇᐃᓪᓂᓪᑎᓪᑲᓪᓂᑦ, ᑲᓪᑎᓪᑲᓪᓂᑦ ᐸᓪᓇᓂᑦ ᑲᓪᑎᓪᑲᓪᓂᑦ ᑲᓪᑎᓪᑲᓪᓂᑦ ᐸᓪᓇᓂᑦ

Women worked a total of 162,550 hours in 2017 accounting for approximately 7% of the workforce;

- 3.6% of the hours worked in 2017 were worked by Inuit women
- This includes Baffinland employees, contractors, and subcontractors

Hours Worked in Nunavut by Ethnicity and Gender



Source: Baffinland Records

ᐱᓐᓂᓐ ᐃᓐᓂᓐᓂᓐ ᐱᓐᓂᓐ Employment of Women

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 - ᐱᓐᓂᓐ ᐱᓐᓂᓐᓂᓐ ᐱᓐᓂᓐ ᐱᓐᓂᓐᓂᓐ ᐱᓐᓂᓐ ᐱᓐᓂᓐᓂᓐ ᐱᓐᓂᓐ ᐱᓐᓂᓐᓂᓐ ᐱᓐᓂᓐ ᐱᓐᓂᓐᓂᓐ
 - ᐱᓐᓂᓐ ᐱᓐᓂᓐᓂᓐ ᐱᓐᓂᓐᓂᓐ ᐱᓐᓂᓐᓂᓐ ᐱᓐᓂᓐᓂᓐ ᐱᓐᓂᓐᓂᓐ ᐱᓐᓂᓐᓂᓐ ᐱᓐᓂᓐᓂᓐ ᐱᓐᓂᓐᓂᓐ (IHRS)
 - ᐱᓐᓂᓐ IHRS ᐱᓐᓂᓐᓂᓐ ᐱᓐᓂᓐᓂᓐ ᐱᓐᓂᓐᓂᓐ ᐱᓐᓂᓐᓂᓐ ᐱᓐᓂᓐᓂᓐ ᐱᓐᓂᓐᓂᓐ
- The hours worked by Inuit women and Non-Inuit women are comparable (3.2% compared to 3.6%)
 - Baffinland is looking at how to best address barriers to the employment of Inuit women
 - Baffinland is working to increase both gender parity and the diversity of its workforce as key pillars of the Inuit Human Resource Strategy (IHRS)
 - The IHRS outlines initiatives Baffinland will undertake to increase women in the workforce

IIBA ገጽጽ-ገጽ ማህንጃራዊ ስራዎች

IIBA Priorities



ግንዛቤና ግንኙነት ማረጋገጥ ለማድረግ ለሌሎች ግንኙነት ማረጋገጥ
Safety and Environment



ግንኙነት ማረጋገጥ ለማድረግ ለሌሎች ግንኙነት ማረጋገጥ
Training & Capacity Building



ግንኙነት ማረጋገጥ ለማድረግ ለሌሎች ግንኙነት ማረጋገጥ
Employment



ግንኙነት ማረጋገጥ ለማድረግ ለሌሎች ግንኙነት ማረጋገጥ
Cultural Awareness



ግንኙነት ማረጋገጥ ለማድረግ ለሌሎች ግንኙነት ማረጋገጥ
Contracting

ᐃᑕᑕᐅᓴᐅᓂᓴᑦ ᐃᓂᐃᑦ
ᐱᓴᓂᓴᑦ

Integration of
Inuit culture



Δᓄᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐ Δᓐᑲᓐᑲᓐᑲᓐ

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- ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ
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- ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ
 ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ
 ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ
 ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ
 - 209-ᓄᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ
 ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ 2017-ᓄ ᓄᓐᑲᓐᑲᓐᑲᓐ
 Δᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ ᓄᓐᑲᓐᑲᓐᑲᓐ

Inuktitut in the Workplace

- English is the working language of the project
- Lack of proficiency in English is not a barrier to employment at Baffinland, subject to considerations of Health and Safety
- Baffinland has developed a policy on Inuktitut in the Workplace
- Baffinland is working to reduce barriers associated with language through increased use of bilingual signs and documents, and the use of graphics and symbols where possible
 - 209 Inuktitut signs were added to site in 2017 to ensure effective communications for all employees

Δρ^εδρ^νδρ^λσ^ε Δρ^νδρ^εσ^ε: Δδ^εΔσ^ε ρερ^εσ^ε

ρ^εδρ^νδρ^λσ^ε δρ^νδρ^εσ^ε Δδ^εΔσ^ε ρερ^εσ^ε δρ^νδρ^εσ^ε ρερ^εσ^ε δρ^νδρ^εσ^ε ρερ^εσ^ε δρ^νδρ^εσ^ε ρερ^εσ^ε δρ^νδρ^εσ^ε ρερ^εσ^ε.

- 2017-Γ Δδ^εΔσ^ε δρ^νδρ^εσ^ε δρ^νδρ^εσ^ε:
Δδ^εΔσ^ε ρερ^εσ^ε δρ^νδρ^εσ^ε δρ^νδρ^εσ^ε:
- Δσ^εδρ^νσ^ε σ^ερ^εσ^ε δρ^νδρ^εσ^ε ρερ^εσ^ε δρ^νδρ^εσ^ε ρερ^εσ^ε ρερ^εσ^ε Δδ^εΔσ^ε δρ^νδρ^εσ^ε δρ^νδρ^εσ^ε ρερ^εσ^ε
 - ρερ^εσ^ε δρ^νδρ^εσ^ε δρ^νδρ^εσ^ε Δδ^εΔσ^ε ρερ^εσ^ε δρ^νδρ^εσ^ε δρ^νδρ^εσ^ε δρ^νδρ^εσ^ε δρ^νδρ^εσ^ε Δδ^εΔσ^ε δρ^νδρ^εσ^ε δρ^νδρ^εσ^ε Δδ^εΔσ^ε δρ^νδρ^εσ^ε δρ^νδρ^εσ^ε.

Cultural Awareness: Supporting Communities

Baffinland is committed to assisting the North Baffin Communities with sponsorship requests when possible.

A few initiatives that were supported in 2017 include:

- Donation of food hampers in each of the North Baffin communities to support families over the holiday season
- Community Literacy Initiative where both English and Inuktitut Children’s books were delivered to local schools and libraries
- Laptops

ბეჯეტბიკონსტრუქციები

Contracting

Δομοσ αἰΓσνλνδῖς Δλδσσῖς

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ደደፈጎጎር ለፍጎጎር Δομοσ αἰΓσνλνδῖς, CLፊፈፈ ለፈጎጎር ፍጎጎር ለፈጎጎር ፍጎጎር. .	ፈጎጎር ደደፈጎጎር ለፍጎጎር CLፊፈፈ ለፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር.
Δλδፈጎጎር ፍጎጎር ለፍጎጎር Δομοσ αἰΓσፈጎጎር ፍጎጎር ፍጎጎር ለፍጎጎር ፍጎጎር.	Δομοσ αἰΓσνλνδῖς ለፍጎጎር ለፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር.
ፈጎጎር ፍጎጎር ለፍጎጎር ፈጎጎር ፍጎጎር ፍጎጎር ፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር.	ፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር.
ፈጎጎር ፍጎጎር ለፍጎጎር ፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር.	ፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፈጎጎር ፍጎጎር ፍጎጎር ፍጎጎር ፍጎጎር.

Inuit Firm Involvement

Objective	Strategy
Identify qualified Inuit Firms, and enable these firms to participate in requests for tenders.	Develop pre-qualification questionnaire which gathers information such as a firm’s past project experience, thus providing Baffinland with a better understanding of Inuit Firm capabilities.
Enable qualified Inuit Firms to participate in subcontracting opportunities.	Directly connect qualified Inuit Firms with larger prime contractors so Inuit Firms may participate in large contracts.
Maximize local hiring by all firms, Inuit and Southern.	Negotiate with contractors and agree on Minimum Inuit Employment Goals (MIEGs), as well as bonuses and penalties linked to achieving / not achieve these goals.
Collect data to identify further opportunities and improve the IPCS.	Monthly reporting from contractors on local hiring, labour composition, and challenges encountered.

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Inuit Firm Involvement

The number of active Inuit firms registered in the North Baffin Communities and Iqaluit continues to increase, which suggests a potential positive Project effect

- The percentage of contracts awarded in 2017 to Inuit Firms and JVs between Inuit and Southern Firms was 36.2%. This represents a 7% increase when compared to the 2016 percentage
- The total value of contracts awarded in 2017 to Inuit Firms and JVs between Inuit and Southern Firms was 386.8M

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Major Contracts with Inuit Firms

Contract Name	Contractor
Charter Jet Services	Sarvaq Aviation
Local Jet Services	Summit Air Baffin
CAT Equipment Parts Agreement	Toromont Arctic
CAT Equipment Services Agreement	Toromont Arctic
Camp and Catering Services	Qikiqtani Industry Ltd.
Camp Security Services	QC Scarlet
Sealift and Fuel Delivery	Nunavut Sealink & Supply
Sealift	Nunavut Eastern Arctic Shipping
Explosives Supply and Related Services	Dyno Nobel Baffin
Road Maintenance and Earthworks	Nuna East
Aggregate Crushing Services	Qikiqtaaluk Sana
Camp Construction	Almiq Construction



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What's next?



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Questions?