





# INUIT ASSOCIATION

















# ᐅንᓗᓐᓄᓐᓇᓐᓄᓐ ᓗᓇᓐᓇᓐ ᓇᓇᓐ MINING FOR IRON ORE

ᓐᓇᓐᓇᓐᓇᓐ  
**BLAST**

ᓐᓇᓐᓇᓐᓇᓐ  
**CRUSH**



ᓇᓇᓐ ᐅንᓗᓐᓄᓐᓇᓐ ᓇᓇᓐ  
ᓐᓇᓐᓇᓐᓇᓐ ᓇᓇᓐᓇᓐᓇᓐᓇᓐᓇᓐ.  
ᓇᓇᓐ ᐅᓇᓐᓇᓐᓇᓐᓇᓐ ᐅᓇᓐ  
ᓇᓇᓐᓇᓐᓇᓐᓇᓐᓇᓐᓇᓐᓇᓐ.  
ᓇᓇᓐᓇᓐᓇᓐ 2014.

**Baffinland's Mary River mine is in Nunavut's Qikiqtani region.** Mary River has been operating and selling iron ore since 2014.

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ᓐᓇᓐᓇᓐᓇᓐ ᐅᓇᓐ ᐅᓇᓐᓇᓐᓇᓐᓇᓐ.  
ᓇᓇᓐᓇᓐᓇᓐᓇᓐ ᓇᓇᓐᓇᓐᓇᓐᓇᓐᓇᓐ  
ᓇᓇᓐᓇᓐᓇᓐ ᓇᓇᓐᓇᓐᓇᓐᓇᓐ  
ᓇᓇᓐᓇᓐᓇᓐᓇᓐ. ᓇᓇᓐ ᓇᓇᓐᓇᓐ  
ᓇᓇᓐᓇᓐᓇᓐᓇᓐᓇᓐᓇᓐᓇᓐᓇᓐ.  
ᓇᓇᓐᓇᓐᓇᓐ ᓇᓇᓐᓇᓐᓇᓐ.

The Mary River operation includes mining iron ore, crushing and shipping. There is no chemical processing or tailings associated with the mine. The iron ore is shipped to refineries all over the world.

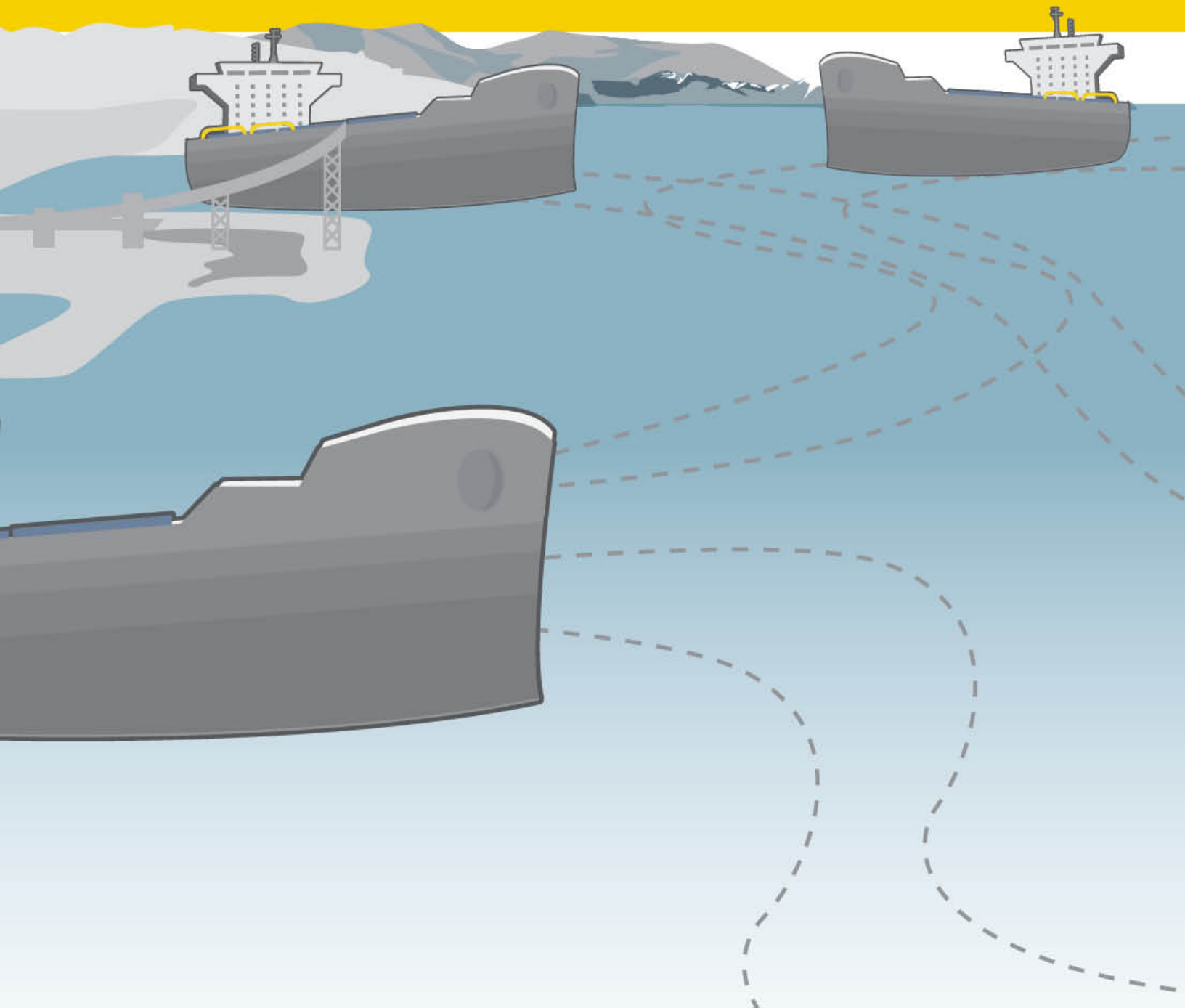


# ᐃᓪᓯᐃᐃ ᐃᓪᓯᐃᐃᐃᐃᐃᐃ ᐃᐃᐃᐃᐃᐃᐃᐃ AT THE MARY RIVER PROJECT

ᐃᓪᓯᐃᐃᐃᐃᐃᐃᐃᐃᐃᐃ  
**TRANSFER**



ᐃᓪᓯᐃᐃᐃᐃᐃᐃᐃᐃ  
**SHIP**









# ᓃᓄᓄᓃᓄᓄ ᓄᓄᓄᓄᓄᓄ PRINCIPLES AND OBJECTIVES



Δᓃᓄᓃ 2 ᓄᓄᓄᓄᓄᓄᓄ ᓄᓄᓄᓄᓄᓄᓄ ᓄᓄᓄᓄᓄᓄ ᓄᓄᓄᓄᓄᓄᓄᓄ ᓄᓄᓄᓄᓄᓄᓄᓄᓄ ᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄ.

Article 2 outlines how the IIBA was created to benefit Inuit.

# ΛΓΓΛϭ ϩϭϭΔϭϭϭ PROJECT DESCRIPTION



ΝΓΓΔϭ ΝϭϭϭϭϭΔϭϭΔϭ ϩϩϭ ϭϭϭΓ ϭϭϭΔϭϭϭϭ ϭΝΛϭϭ, ϭϭϭΓ ϭϭϭϭϭϭϭ ϩϭΓϩϭϭϭϭ ϭΝΛϭϭ ϭϭΛ ϭϭϭΓ ΔΛϭϭϭϭϭϭ ϭΝΛϭϭ ϩϭϭϭϭΔϭϭΔϭ ϭϭϭΓ ϭϭϭϭϭϭϭϭ. ϭΛϭϭ ΝΓΓΔϭ ϩϭΓϩϭϭϭ ϭϭϭϭϭϭϭϭϭ, Δϭϭϭϭ ϭϭΛ ϭϭϭϭϭϭϭϭϭϭ ϭϭϭϭϭϭϭϭ ϭϭϭϭϭϭϭϭ ϭϭϭϭϭϭϭϭ ϭϭϭϭ ϭϭϭϭϭϭϭϭ.

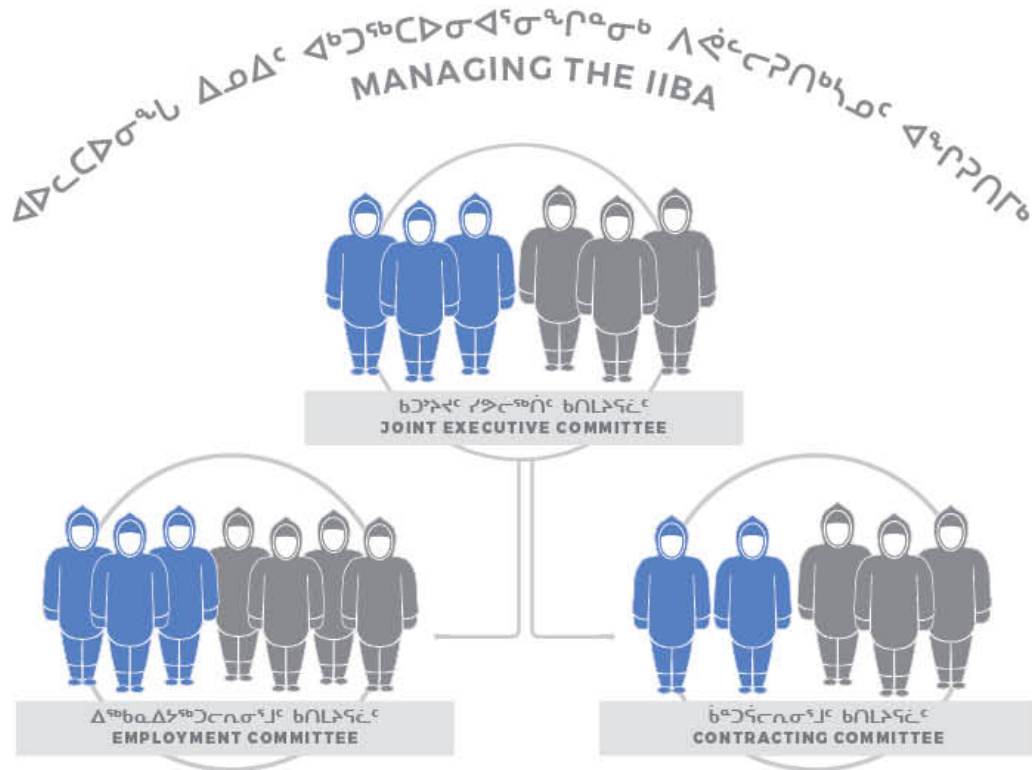
**Institutions of Public Government, such as Nunavut Planning Commission, Nunavut Impact Review Board and Nunavut Water Board were created by the Nunavut Agreement.** These Institutions review potential environmental, social, and economic impacts of projects like the Mary River Mine.

ϭϭϭϭϭϭϭ, ϭϭϭ ϭϭϭΓ ϭϭϭϭϭϭϭ ϩϭΓϩϭϭϭϭ ϭΝΛϭϭ ϭϭϭϭϭϭϭϭ ϭϭϭϭϭϭϭϭϭ ϭϭϭϭϭϭϭϭ ϩϭΓϩϭϭϭϭ ϭΝΛϭϭϭϭϭ ϭϭΛϭϭϭϭϭ ϭϭϭϭϭϭϭϭ ϭϭϭϭϭϭϭ ϭϭϭϭϭϭϭϭ ϭϭϭϭϭϭϭϭ ϭϭϭϭ ϭϭϭϭϭϭϭϭ ϭϭϭϭ ϭϭϭϭϭϭϭ ϭϭϭϭ ϭϭϭϭϭϭϭ ϩϭΓϩϭϭϭϭ ϭΝΛϭϭ ϭϭϭϭϭϭϭϭ ϭϭϭϭ ϭϭϭϭϭϭϭϭ ϭϭϭϭ ϭϭϭϭϭϭϭϭ ϭϭϭ ϭϭϭϭϭϭϭϭ, ϩϩϭ ϭϭϭϭϭϭϭϭϭϭ, ϩϭΓϩϭϭϭϭϭ ϭϭΛ ϭϭϭϭϭϭϭϭ ϭϭϭϭϭϭϭ ϭϭϭϭ ϭϭϭϭϭϭϭ ϩϭΓϩϭϭϭϭ ϭΝΛϭϭ.

For example, the Nunavut Impact Review Board (NIRB) can ask for more information to review a project. It can ask that a project be changed. NIRB can also recommend that a project be rejected. NIRB approved the work and activities at the Mary River mine. Any changes to the mine, such as an expansion, need to be reviewed and approved by NIRB.



# ᐃᑦᑦᑎᑦᑎᑦᑦᑦᑦ ᐃᑦᑦᑎᑦᑦᑦᑦ IMPLEMENTATION AND MANAGEMENT



ᐃᑦᑦᑦᑦᑦ ᑦᑎᑦᑦᑦᑦᑦ ᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᑦᑦᑦᑦᑦᑦᑦ ᐃᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᐃᑦᑦᑦᑦᑦᑦᑦᑦᑦ. ᑦᑦᑦᑦᑦᑦᑦ ᑦᑦᑦᑦᑦᑦᑦᑦ ᑦᑎᑦᑦᑦᑦᑦᑦ, ᐃᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᑦᑎᑦᑦᑦᑦᑦᑦᑦ, ᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᑦᑎᑦᑦᑦᑦᑦᑦᑦ.

**Three committees were created to manage the IIBA.** The Joint Executive Committee, Employment Committee and Contracting Committee.

ᑦᑦᑦᑦᑦ ᑦᑦᑦᑦᑦᑦᑦ ᑦᑦᑦᑦᑦᑦᑦᑦ ᑦᑎᑦᑦᑦᑦᑦᑦᑦ ᐃᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᐃᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᐃᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ. ᑦᑦᑦᑦᑦ ᐃᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᑦᑎᑦᑦᑦᑦᑦᑦᑦᑦ ᐃᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᐃᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ. ᐃᑦᑦᑦ ᑦᑎᑦᑦᑦᑦᑦᑦ ᑦᑎᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᐃᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ.

The Joint Executive Committee ensures all obligations to Inuit and benefits for Inuit are delivered. The Employment Committee is in charge of maximizing Inuit employment and training. The Contracting Committee is in charge of maximizing Inuit business opportunities. Each committee includes QIA and Baffinland staff.





ᐱᕐᐃᕐᐃᕐ ᐅᕐᕐᕐᕐᕐᕐ



ROYALTIES





# ᐃᖃᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦ

## BUSINESS START-UPS AND CAPACITY BUILDING



ᑎᖅᑎᑦᑎᑦ ᐃᖅᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ. ᐱᑦᑎᑦᑎᑦ ᑎᖅᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᑎᖅᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ.

**The Mary River IIBA created the Business Capacity and Start-Up Fund.** Inuit can use this Fund to improve their business or start a new business.

ᖃᑎᑦᑎᑦᑎᑦᑎᑦ ᑎᖅᑎᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ \$275,000ᑎᖅ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᑎᖅᑎᑦᑎᑦᑎᑦᑎᑦ \$550,000 ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦ. ᐱᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᑎᖅᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ ᐱᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦᑎᑦ.

QIA and Baffinland each contribute \$275,000 per year to the Fund, for a total of \$550,000 per year. Inuit firms can access this money through the QIA non-profit subsidiary, Kakivak Association.



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 ᐱᓂᐃᓂᓂᓂ ᐃᓂᓂᓂ  
 ᐃᓂᓂᓂᓂᓂᓂ

More Inuit recruited  
 for mining jobs  
**especially women  
 and youth**

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 ᐃᓂᓂᓂᓂᐃᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂ  
**HELPING MORE INUIT GET GOOD JOBS**

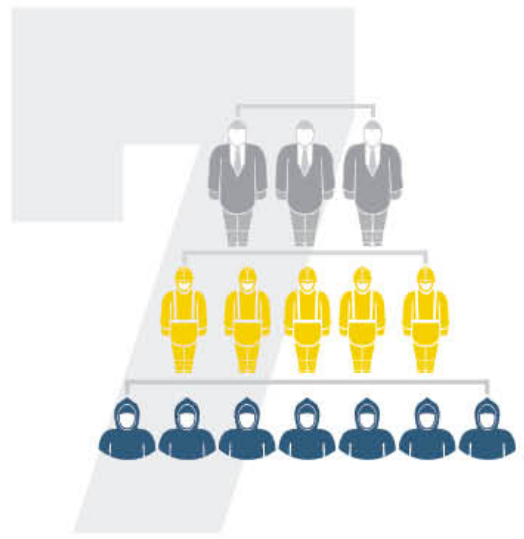


ᐃᓂᓂᓂᓂ ᐃᓂᓂᓂᓂ ᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂ  
**SEASONAL TIME OFF** ᐃᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂ

ᐃᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂ  
 ᐱᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂ  
 ᐃᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂ  
**SEASONAL JOBS THAT LEAVE  
 TIME FOR INUIT TO HARVEST**

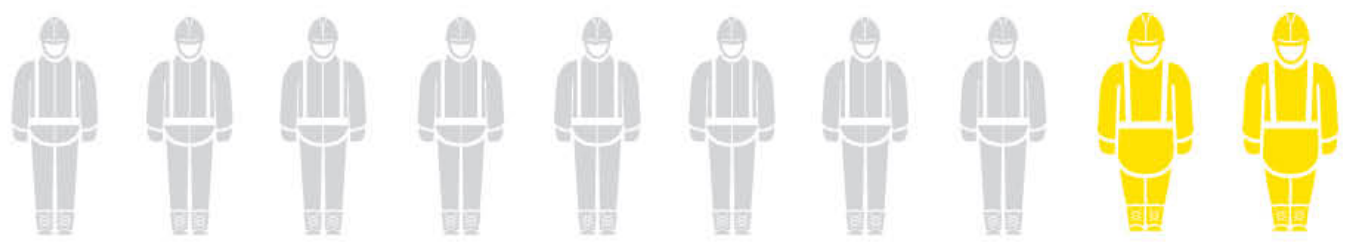
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 ᐃᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂ  
**ᐃᓂᓂᓂᓂ**  
 ᐃᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂᓂ

Dedicated Positions  
 To Support  
**Inuit**  
 At The Mine



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**ᐃᓂᓂᓂᓂᓂ**  
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Promoting Inuktitut  
 at the mine site



# ΔεσβεΔεεεε EMPLOYMENT



## ΛΔεεεεε

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>εεεεεεεεεε  
Δεεεεεεεεεεεεεεεεεε

**Opportunities**  
for Inuit to advance  
in the workplace



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εεεεεε εεεε εεεεεεεεεε  
Δεεεεεεεεεε εεεεεε.  
εεεεεεεεε 13εε εεεεεεε  
εεεεεεεεεεεεεεε εεεεεεεεεε.

Inuit from all 13 Qikiqtani communities can access jobs at Mary River. **Travel costs from all 13 Qikiqtani communities is paid by Baffinland.**

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Δεεεεεεεεεεεεεεεε  
**Target levels for Inuit employment**





## ᐃᓚᓂᐳᑦᐃᓂᑦ ᐅᑦᓗᓖᓖᓕᓂᐅᓂᑦ SCHOOL LUNCH PROGRAMS



ᓕᓂᐳᑦ ᓂᓗᓂᑦ ᐃᓂᐳᑦ ᐃᓂᓖᓕᓂᑦᓂᑦᓂᑦ  
ᐱᓚᑦᓕᓖᓂᑦᓂᑦ ᐃᓂᓖᓕᓂᑦ ᓂᓗᓖᓖᓕᓂᐅᓂᑦ  
ᐅᑦᓗᓖᓖᓕᓂᐅᓂᑦ ᐱᓚᓂᐳᑦ ᐃᓂᓖᓕᓂᐅᓂᑦ  
ᓂᓗᓂᑦ. ᐱᓚᓂᓖᓕᓂᑦ \$300,000 ᐃᓂᓖᓕᓂᑦ  
ᓕᓂᓗᓂᑦ ᐱᓚᓂᐳᑦ.

**The Mary River IIBA created a school lunch program for the impacted communities.**  
There is \$300,000 a year for this program.

# ᐃᑦᓃᑦ ᐃᑦᓂᐃᑦᑎᑦᑎᑦᑎ ᐱᑦᐱᑦᑎᐃᑦᑎ INUIT EDUCATION AND TRAINING

ᐃᑦᓂᐃᑦᑎᐃᑦᑎ  
TRAINING INUIT



ᓂᐃᑦᑎᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎ ᑎᑎᑦᑎᑦᑎᑦᑎ ᐃᓂᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎ ᑦᑎᐃᑦᑎᑦᑎᑦᑎ  
\$2.25 ᑦᑎᐃᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎ 2018ᑦ-2021ᑦᑎ, ᐃᑦᑎᐃᑦᑎ \$1.5 ᑦᑎᐃᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎ 2021ᑦ-2031ᑦᑎ.

ᑦᑎᐃᑦᑎ ᑦᑎᐃᑦᑎᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎ:

- ᐃᑦᓂᐃᑦᑎᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎᑦᑎ, ᐃᑦᓂᐃᑦᑎᑦᑎ ᑦᑎᐃᑦᑎᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎᑦᑎ, ᐃᑦᓂᐃᑦᑎᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎᑦᑎ ᐱᑦᑎᐃᑦᑎᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎᑦᑎ (8.4)
- ᐃᑦᓂᐃᑦᑎᑦᑎᑦᑎᑦᑎ ᑦᑎᐃᑦᑎᑦᑎᑦᑎ ᐃᓂᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎᑦᑎᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎᑦᑎ (8.4)
- ᐃᑦᓂᐃᑦᑎᑦᑎᑦᑎᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎ ᐃᓂᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎᑦᑎ (8.10)
- ᐃᑦᓂᐃᑦᑎᑦᑎᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎᑦᑎ ᐃᑦᓂᐃᑦᑎᑦᑎᑦᑎ (8.12)

Διάρθρωση για καλές θέσεις εργασίας  
FOR GOOD JOBS



**The Mary River IIBA includes an Inuit training budget of \$2.25 million per year from 2018-2021, and \$1.5 million per year from 2021-2031.**

This money supports:

- Internships, co-op programs and summer positions for Inuit youth and students at the Mary River project (8.3)
- Hiring a QIA Inuit Engagement Specialist and a Baffinland Inuit Employment and Training Specialist who help to connect Inuit with jobs at the Mary River project (8.4)
- Making training available in Inuktitut when possible (8.10)
- Delivering the Work Ready Program in all impacted communities (8.12)





**ᐱᑎᑦᐅᑖᑲᑦᑕᑎᐱᑦ  
ᐅᑭᑖᑲ**  
**TUTTARVIK@QIA.CA**  
 ᐅᑦᑭᑖᑲᑦᑕ ᐅᑕᑎᑎᑖᑲᑦᑕᑎᐱᑦ  
 ᑖᑭᑭᑖᑲᑦᑕᑲᑦᐅᑦ/ᑕᑦᑭᑦᑕᑦᐅᑦ  
 ᑕᐱᐅᑎᑦᑎᐱᑖᑲᑦᑕᑎᐱᑦ

**REGISTER WITH  
TUTTARVIK@QIA.CA**  
 OR VISIT A  
 QIA/BAFFINLAND  
 CLO

**The Mary River IIBA created a training fund for Inuit.** Some of this money goes to programs such as QIA's Qikiqtani Skills and Training for Employment Partnership program (Q-STEP).

Q-STEP is funded by the Government of Canada, Government of Nunavut, Kakivak Association and Baffinland. Q-STEP helps Qikiqtani Inuit get training and skills for jobs. Inuit woman and youth are encouraged to apply to Q-STEP.

Email [tuttarvik@qia.ca](mailto:tuttarvik@qia.ca) or visit your local QIA or Baffinland Community Liaison Office

# ᐃᓄᓐᓄᑦ ᐃᓕᐱᓄᐳᑦᐃᑦ INUIT TRAINING CENTRE

## \$10 ᑦᓕᐳᑦ MILLION



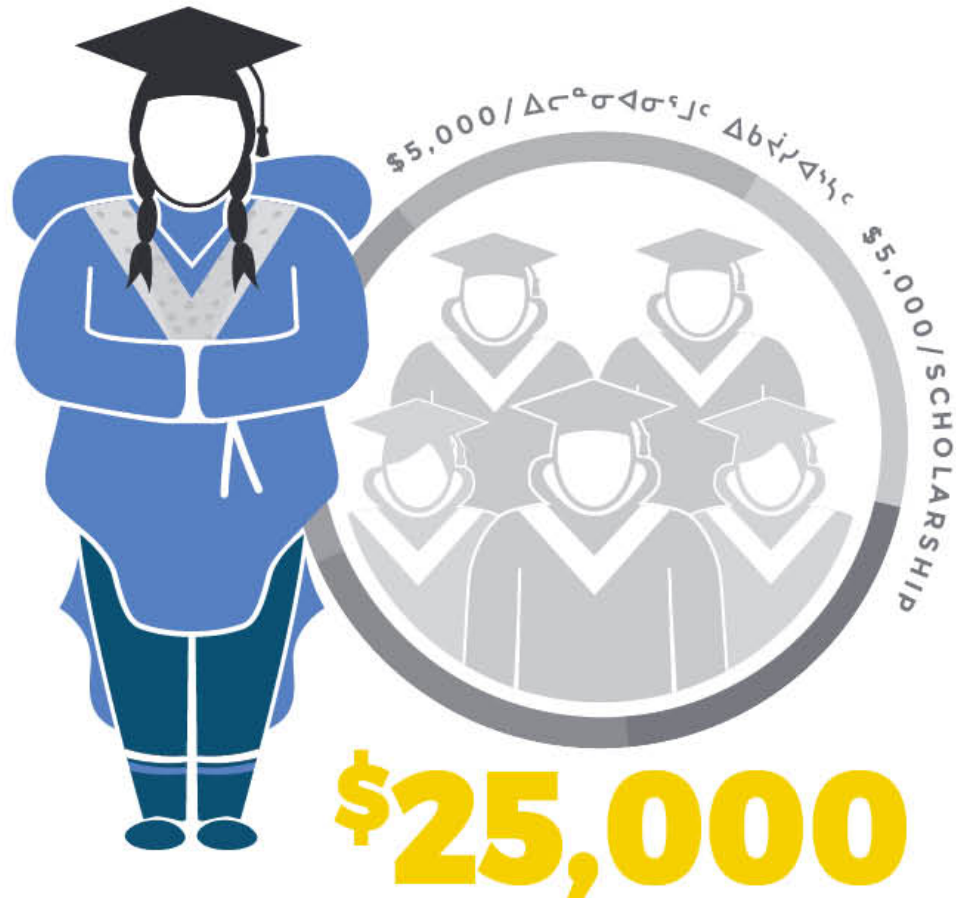
ᓄᓗᓐᓄᑦ ᐅᓗᑦᓄᓄᐳᑦᐃᑦ ᐅᓄᓄᐳᑦᐃᑦᓄᑦ  
\$10 ᑦᓕᐳᓄᑦ ᐃᓕᐱᓄᐳᑦᐃᑦᓕᑦᓄᑦᑕᑦ  
ᑦᓕᑎᐱᓕᑦᓄᑦ. ᐃᓕᐱᓄᐳᑦᐃᑦᐅᓄᐳᑦᐃᑦᓄᑦᓄᑦ  
ᐃᑦᓄᓄᑦᐃᑦᓄᓄᑦᓄᑦᓄᑦᓄᑦ.

ᑭᓄᐳᑦᐃᑦ ᐃᓕᑦᓄᐳᑦᐃᑦ ᓄᑎᓕᓄᑦᓄᑦᐃᑦ ᐳᑭᓄᑦᓄᑦ  
ᐳᓕᐳᐳᑦᐃᑦᓄᑦᓄᑦ ᓄᓄᐳᑦᐃᑦᓄᑦᓄᑦᓄᑦᓄᑦ  
ᐃᓕᐱᓄᐳᑦᐃᑦᓄᑦᓄᑦ. ᐳᑭᓄᑦᓄᑦ ᑭᓄᐳᑦᐃᑦ  
ᐃᓕᐱᓄᐳᑦᐃᑦᓄᑦᓄᑦᓄᑦᓄᑦ ᓕᑦᓄᓄᑦ  
ᓄᓄᑦᓄᑦᓄᑦ ᐳᑭᓄᑦᓄᑦᓄᑦᓄᑦᓄᑦ ᐱᓄᓕᓄᐳᑦᐃᑦᓄᑦ  
(CANNOR) ᐳᑦᓄᑦᓄᑦᓄᑦᓄᑦ ᓕᑦᓄᑦᓄᑦ ᐃᐱᓄᑦ  
ᐅᓄᓄᐳᑦᐃᑦᓄᑦᓄᑦ ᐳᑦᓄᑦᓄᑦᓄᑦ.

**The Mary River project will contribute \$10 million towards a new Inuit training centre in Pond Inlet.** This centre will be a space where Inuit can train for jobs.

This funding is part of the total cost needed to build the training centre. Additional funds for the training centre were negotiated with Canadian Northern Economic Development Agency (CanNor) through the Tallurutiup Imanga and Tuvaijuittuq Agreements.

# ᐱᓂᓃᑦᑲᑦᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦ ᐃᓕᐅᐃᑦ ᐃᑲᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦ ACHIEVEMENT AWARDS AND SCHOLARSHIPS



ᑕᑲᐃᐱ ᓂᓂᓂᑦ ᐃᓂᐃᑦ ᐃᑲᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦ ᐱᓕᑦᑲᑦᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦ ᓂᓂᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦ \$25,000 ᐃᓕᐅᐃᑦ ᐃᑲᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦ. ᐃᑲᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦ ᐃᓕᐅᐃᑦ ᐃᑲᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦ \$5,000 ᐃᓕᑲᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦ.

The Mary River IIBA created a \$25,000 scholarship fund. Each scholarship is \$5,000 per year.

ᑕᑲᐃᐱ ᐃᓕᐅᐃᑦ ᐃᑲᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦ ᐃᓕᐅᐃᑦ ᐃᑲᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦ ᐃᑲᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦᓂᑦ.

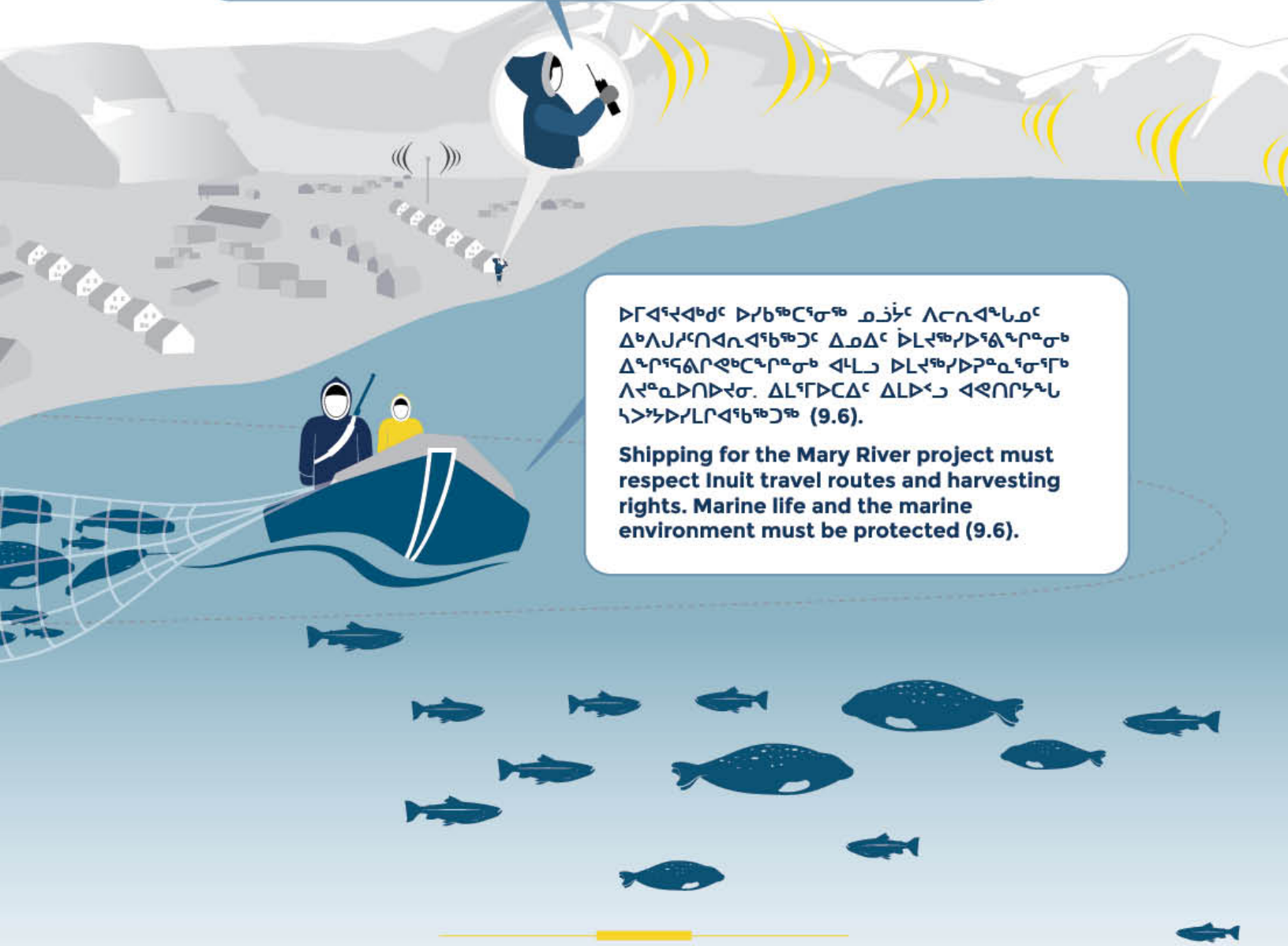
Scholarships are for students in the impacted communities.

# ᑭᓴᓂ ᐅᐱᑦᐱᑦᐅᑦ ᐅᓯᑲᑦᑕᑦᓂᑦᓯᑦᑖᑦ: ᑦᑲᐅᓯᑦᑕᐅᑦᐱᑦ ᑦᑲᓴᓂᑕᐅᑦᑲᑦᐱᑦ

## MARY RIVER SHIPPING: CHECKS AND BALANCES

ᑕᓴᑦᑲᑦᐱᑦ ᑕᐱᓯᑦᐱᑦᑕᑦ ᐱᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᑦᑲᓴ ᐅᐱᑦᐱᑦ ᑦᑲᓴ ᐱᑦᓯᑦᑕᑦᑕᑦᓂᑦᓂᑦᑲᑦᑲᑦ, ᐱᑦᑲᐅᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᑲᓯᑦᑲᑦ ᐅᓯᑲᑦᑕᑦᓂᑦ ᑕᓴᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᑦᐱᑦᑕᑦᑕᑦᑕᑦᑕᑦᑕᑦ ᐱᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᐱᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ (9.1).

**Bafflinland must share information such as shipping schedules, routes and types of cargo with QIA and any impacted Nunavut communities (9.1).**



ᐅᐱᑦᐱᑦ ᐅᓯᑲᑦᑕᑦᓂᑦ ᑭᓴᓂ ᐱᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᐱᑦᐱᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᐱᓄᐱᑦ ᐅᓯᑲᑦᑕᑦᓂᑦ ᐱᑦᓯᑦᑕᑦᑕᑦᓂᑦᑲᑦᑲᑦ ᐱᑦᓴ ᐅᓯᑲᑦᑕᑦᓂᑦ ᐱᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᐱᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ. ᐱᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᐱᑦᑲᑦᑲᑦᑲᑦ ᐱᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ (9.6).

**Shipping for the Mary River project must respect Inuit travel routes and harvesting rights. Marine life and the marine environment must be protected (9.6).**



# ΔΙΛΥΣΗ ΠΛΗΘΥΝΣΗΣ ΜΑΡΙΤΙΜΗΣ MARITIME SHIPPING



Δομοί πλοίων που θα χρησιμοποιούνται για τον σκοπό της μεταφοράς υλικών και εξοπλισμού θα πρέπει να εκπαιδευτούν και να απασχοληθούν με τον σκοπό της μεταφοράς υλικών και εξοπλισμού (9.4).

**Inuit ship monitors will be trained and hired on the project vessels (9.4).**



Δομοί που θα χρησιμοποιούνται για την μεταφορά υλικών και εξοπλισμού θα πρέπει να εκπαιδευτούν και να απασχοληθούν με τον σκοπό της μεταφοράς υλικών και εξοπλισμού (9.5).

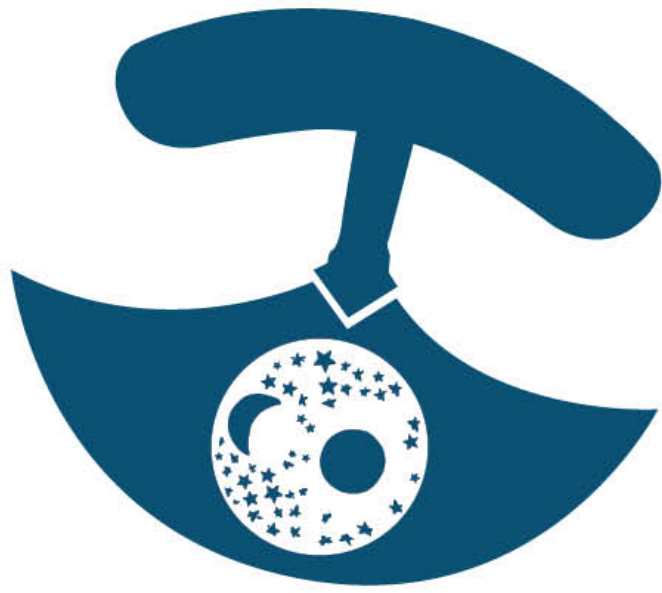
**Inuit have opportunities for jobs in shipping from ship monitors to deck officers to marine engineers (9.5).**

Ο Δ.Σ.Π.Δ. θα πρέπει να έχει σχέδια ασφαλείας και αντιμετώπισης ατυχημάτων για τον σκοπό της μεταφοράς υλικών και εξοπλισμού (9.6.3).

**Baffinland must have safety and spill response plans in case of shipping accidents (9.6.3).**



# ᐃᐅᖃᐅᐅᐅᐅᐅ ᐃᐅᐅᐅᐅᐅᐅᐅᐅᐅ ᐃᐅᐅᐅᐅᐅᐅᐅᐅᐅ ENFORCEMENT OF INUIT CONTENT REQUIREMENTS



Δζ'ḁḁ 10 ᐃᐅᐅᐅᐅᐅᐅ ᐅᐅᐅᐅᐅᐅᐅ ᐅᐅᐅᐅᐅᐅᐅ ᐃᐅᐅᐅᐅ ᐃᐅᐅᐅᐅᐅᐅᐅᐅᐅᐅ ᐃᐅᐅᐅᐅᐅᐅ ᐃᐅᐅᐅᐅᐅᐅᐅᐅᐅᐅᐅᐅᐅ.

Article 10 explains that the number of Inuit and Inuit contractors hired at the Mary River Project must be reported.

# Δ<sup>5</sup>β<sup>6</sup>Δ<sup>7</sup>Δ<sup>8</sup> Δ<sup>9</sup> Δ<sup>10</sup> Δ<sup>11</sup> Δ<sup>12</sup> Δ<sup>13</sup> Δ<sup>14</sup> Δ<sup>15</sup> Δ<sup>16</sup> Δ<sup>17</sup> Δ<sup>18</sup> Δ<sup>19</sup> Δ<sup>20</sup> Δ<sup>21</sup> Δ<sup>22</sup> Δ<sup>23</sup> Δ<sup>24</sup> Δ<sup>25</sup> Δ<sup>26</sup> Δ<sup>27</sup> Δ<sup>28</sup> Δ<sup>29</sup> Δ<sup>30</sup> Δ<sup>31</sup> Δ<sup>32</sup> Δ<sup>33</sup> Δ<sup>34</sup> Δ<sup>35</sup> Δ<sup>36</sup> Δ<sup>37</sup> Δ<sup>38</sup> Δ<sup>39</sup> Δ<sup>40</sup> Δ<sup>41</sup> Δ<sup>42</sup> Δ<sup>43</sup> Δ<sup>44</sup> Δ<sup>45</sup> Δ<sup>46</sup> Δ<sup>47</sup> Δ<sup>48</sup> Δ<sup>49</sup> Δ<sup>50</sup> Δ<sup>51</sup> Δ<sup>52</sup> Δ<sup>53</sup> Δ<sup>54</sup> Δ<sup>55</sup> Δ<sup>56</sup> Δ<sup>57</sup> Δ<sup>58</sup> Δ<sup>59</sup> Δ<sup>60</sup> Δ<sup>61</sup> Δ<sup>62</sup> Δ<sup>63</sup> Δ<sup>64</sup> Δ<sup>65</sup> Δ<sup>66</sup> Δ<sup>67</sup> Δ<sup>68</sup> Δ<sup>69</sup> Δ<sup>70</sup> Δ<sup>71</sup> Δ<sup>72</sup> Δ<sup>73</sup> Δ<sup>74</sup> Δ<sup>75</sup> Δ<sup>76</sup> Δ<sup>77</sup> Δ<sup>78</sup> Δ<sup>79</sup> Δ<sup>80</sup> Δ<sup>81</sup> Δ<sup>82</sup> Δ<sup>83</sup> Δ<sup>84</sup> Δ<sup>85</sup> Δ<sup>86</sup> Δ<sup>87</sup> Δ<sup>88</sup> Δ<sup>89</sup> Δ<sup>90</sup> Δ<sup>91</sup> Δ<sup>92</sup> Δ<sup>93</sup> Δ<sup>94</sup> Δ<sup>95</sup> Δ<sup>96</sup> Δ<sup>97</sup> Δ<sup>98</sup> Δ<sup>99</sup> Δ<sup>100</sup>



## Δ<sup>5</sup>β<sup>6</sup>Δ<sup>7</sup>Δ<sup>8</sup> Δ<sup>9</sup> Δ<sup>10</sup> Δ<sup>11</sup> Δ<sup>12</sup> Δ<sup>13</sup> Δ<sup>14</sup> Δ<sup>15</sup> Δ<sup>16</sup> Δ<sup>17</sup> Δ<sup>18</sup> Δ<sup>19</sup> Δ<sup>20</sup> Δ<sup>21</sup> Δ<sup>22</sup> Δ<sup>23</sup> Δ<sup>24</sup> Δ<sup>25</sup> Δ<sup>26</sup> Δ<sup>27</sup> Δ<sup>28</sup> Δ<sup>29</sup> Δ<sup>30</sup> Δ<sup>31</sup> Δ<sup>32</sup> Δ<sup>33</sup> Δ<sup>34</sup> Δ<sup>35</sup> Δ<sup>36</sup> Δ<sup>37</sup> Δ<sup>38</sup> Δ<sup>39</sup> Δ<sup>40</sup> Δ<sup>41</sup> Δ<sup>42</sup> Δ<sup>43</sup> Δ<sup>44</sup> Δ<sup>45</sup> Δ<sup>46</sup> Δ<sup>47</sup> Δ<sup>48</sup> Δ<sup>49</sup> Δ<sup>50</sup> Δ<sup>51</sup> Δ<sup>52</sup> Δ<sup>53</sup> Δ<sup>54</sup> Δ<sup>55</sup> Δ<sup>56</sup> Δ<sup>57</sup> Δ<sup>58</sup> Δ<sup>59</sup> Δ<sup>60</sup> Δ<sup>61</sup> Δ<sup>62</sup> Δ<sup>63</sup> Δ<sup>64</sup> Δ<sup>65</sup> Δ<sup>66</sup> Δ<sup>67</sup> Δ<sup>68</sup> Δ<sup>69</sup> Δ<sup>70</sup> Δ<sup>71</sup> Δ<sup>72</sup> Δ<sup>73</sup> Δ<sup>74</sup> Δ<sup>75</sup> Δ<sup>76</sup> Δ<sup>77</sup> Δ<sup>78</sup> Δ<sup>79</sup> Δ<sup>80</sup> Δ<sup>81</sup> Δ<sup>82</sup> Δ<sup>83</sup> Δ<sup>84</sup> Δ<sup>85</sup> Δ<sup>86</sup> Δ<sup>87</sup> Δ<sup>88</sup> Δ<sup>89</sup> Δ<sup>90</sup> Δ<sup>91</sup> Δ<sup>92</sup> Δ<sup>93</sup> Δ<sup>94</sup> Δ<sup>95</sup> Δ<sup>96</sup> Δ<sup>97</sup> Δ<sup>98</sup> Δ<sup>99</sup> Δ<sup>100</sup>

Δ<sup>5</sup>β<sup>6</sup>Δ<sup>7</sup>Δ<sup>8</sup> Δ<sup>9</sup> Δ<sup>10</sup> Δ<sup>11</sup> Δ<sup>12</sup> Δ<sup>13</sup> Δ<sup>14</sup> Δ<sup>15</sup> Δ<sup>16</sup> Δ<sup>17</sup> Δ<sup>18</sup> Δ<sup>19</sup> Δ<sup>20</sup> Δ<sup>21</sup> Δ<sup>22</sup> Δ<sup>23</sup> Δ<sup>24</sup> Δ<sup>25</sup> Δ<sup>26</sup> Δ<sup>27</sup> Δ<sup>28</sup> Δ<sup>29</sup> Δ<sup>30</sup> Δ<sup>31</sup> Δ<sup>32</sup> Δ<sup>33</sup> Δ<sup>34</sup> Δ<sup>35</sup> Δ<sup>36</sup> Δ<sup>37</sup> Δ<sup>38</sup> Δ<sup>39</sup> Δ<sup>40</sup> Δ<sup>41</sup> Δ<sup>42</sup> Δ<sup>43</sup> Δ<sup>44</sup> Δ<sup>45</sup> Δ<sup>46</sup> Δ<sup>47</sup> Δ<sup>48</sup> Δ<sup>49</sup> Δ<sup>50</sup> Δ<sup>51</sup> Δ<sup>52</sup> Δ<sup>53</sup> Δ<sup>54</sup> Δ<sup>55</sup> Δ<sup>56</sup> Δ<sup>57</sup> Δ<sup>58</sup> Δ<sup>59</sup> Δ<sup>60</sup> Δ<sup>61</sup> Δ<sup>62</sup> Δ<sup>63</sup> Δ<sup>64</sup> Δ<sup>65</sup> Δ<sup>66</sup> Δ<sup>67</sup> Δ<sup>68</sup> Δ<sup>69</sup> Δ<sup>70</sup> Δ<sup>71</sup> Δ<sup>72</sup> Δ<sup>73</sup> Δ<sup>74</sup> Δ<sup>75</sup> Δ<sup>76</sup> Δ<sup>77</sup> Δ<sup>78</sup> Δ<sup>79</sup> Δ<sup>80</sup> Δ<sup>81</sup> Δ<sup>82</sup> Δ<sup>83</sup> Δ<sup>84</sup> Δ<sup>85</sup> Δ<sup>86</sup> Δ<sup>87</sup> Δ<sup>88</sup> Δ<sup>89</sup> Δ<sup>90</sup> Δ<sup>91</sup> Δ<sup>92</sup> Δ<sup>93</sup> Δ<sup>94</sup> Δ<sup>95</sup> Δ<sup>96</sup> Δ<sup>97</sup> Δ<sup>98</sup> Δ<sup>99</sup> Δ<sup>100</sup>

## The IIBA respects Inuit rights and cultural values at the Mary River project.

The right to speak Inuktitut at work. The right to access Inuit cultural advisors at work. And the right to country food at work. The IIBA also provides for a Community Counsellor Program administered by Baffinland.

ᓴᓃᐃᓕᐅᓚᐱᑭᑦᓄᓐ ᐱᓴᓄᓂᓃ ᐃᓴᓃᓃᓄᐱᓴᓃᓂᑦᑕᑭᓄᓐᓄᓐᓄᓐ

**AFFIRMATIVE STEPS FOR ATTRACTING FEMALE EMPLOYEES**



ᓄᓂᓴᓐ ᐅᓴᓴᓄᓐᐱᓴᐱᓄᓐ ᐱᓴᑦᑕᑭᑦᓄᓐ  
 ᐃᓂᓴᓃᓂᓄᓐ ᓴᓃᓄᓴᓂᓄᑦᑕᑭᓄᓐ ᐃᓄᓴᓄᓐ  
 ᐱᓴᓄᓂᓃ ᐃᓴᓃᓃᓄᐱᓴᓃᓂᓴᓃᓂᓄᓐᓄᓐᓄᓐᓄᓐ.  
 ᑕᓚᓄᓄᓐ ᐃᓴᓄᓂᐱᓴᓂᓴᓐ ᓄᓴᓃᓂᑦᑕᑭᓄᓐ  
 ᐱᓴᓄᓂᓄᓐ ᐱᓂᓴᓂᑦᑕᑭᓄᓐ ᑕᓚᐃᓄᓐ ᐃᓄᓴᓄᓐ  
 ᐃᓴᓄᓂᐱᓴᓂᑦᑕᑭᓄᓐᓄᓐ ᓄᓂᓴᓴᓐ.

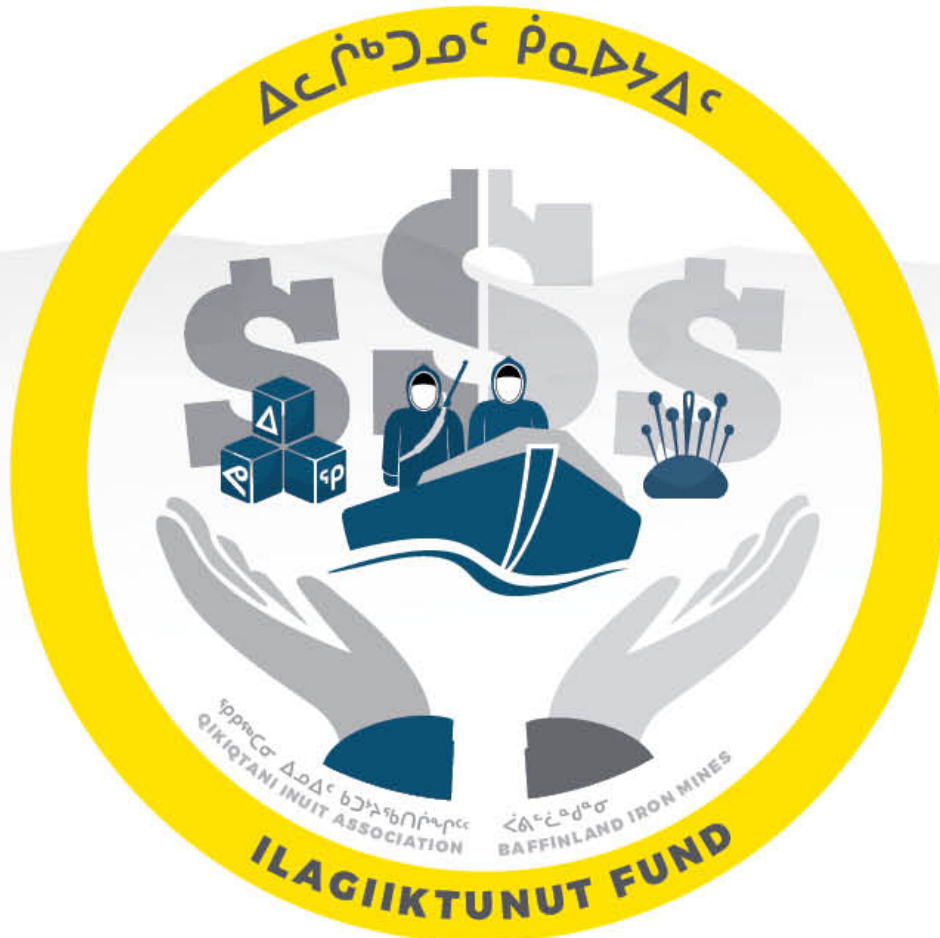
**The Mary River IIBA includes measures to recruit more Inuit woman.** These include training programs specifically targeting woman and implementing gender sensitivity training at the Mary River Project.





## Δᓂᓴᓂᓄ ᓄᓄᓄᓄᓄ

## SUPPORT FOR COMMUNITIES



ᓴᓄᓄᓄ Δᓚᓂᓄᓄ ᓄᓄᓄᓄᓄ ᐱᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄ ᓄᓄᓄᓄᓄ ᓄᓄᓄᓄᓄᓄ ᓄᓄᓄᓄᓄᓄᓄᓄ ᐱᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄ ᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄ ᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄ. ᓄᓄᓄᓄᓄᓄ ᓄᓄᓄᓄ ᓂᓄᓴᓂᓄᓄᓄᓄᓄᓄ ᓄᓄᓄ ᓄᓄᓄᓄᓄ ᓄᓄᓄᓄ ᓄᓄᓄᓄᓄᓄᓄᓄ \$555,000 ᓄᓄᓄᓄᓄᓄᓄᓄ. ᓂᓄᓄᓄᓄᓄ \$1.1 ᓄᓄᓄᓄ ᓄᓄᓄᓄᓄᓄᓄᓄ.

ᓂᓄᓴᓂᓄᓄᓄᓄ ᓄᓄᓄ ᓄᓄᓄᓄᓄ ᓄᓄᓄᓄᓄᓄᓄᓄ, ᐱᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄ, ᓴᓴᓄᓄᓄ ᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄᓄ ᓄᓄᓄᓄᓄ ᓄᓄᓄᓄᓄᓄᓄᓄᓄ ᓄᓄᓄᓄᓄᓄ ᓄᓄᓄᓄᓄᓄᓄ.

ᓄᓄᓄᓄᓄᓄᓄᓄ ᓄᓄᓄᓄᓄᓄᓄ ᐱᓄᓄᓄᓄᓄᓄᓄᓄ ᓄᓄᓄᓄᓄᓄᓄᓄᓄ [www.qia.ca](http://www.qia.ca).

**The Ilagiiktunut Nunalinnullu Pivalliajutisait Kiinaujat gives money to projects that benefit Inuit communities.**

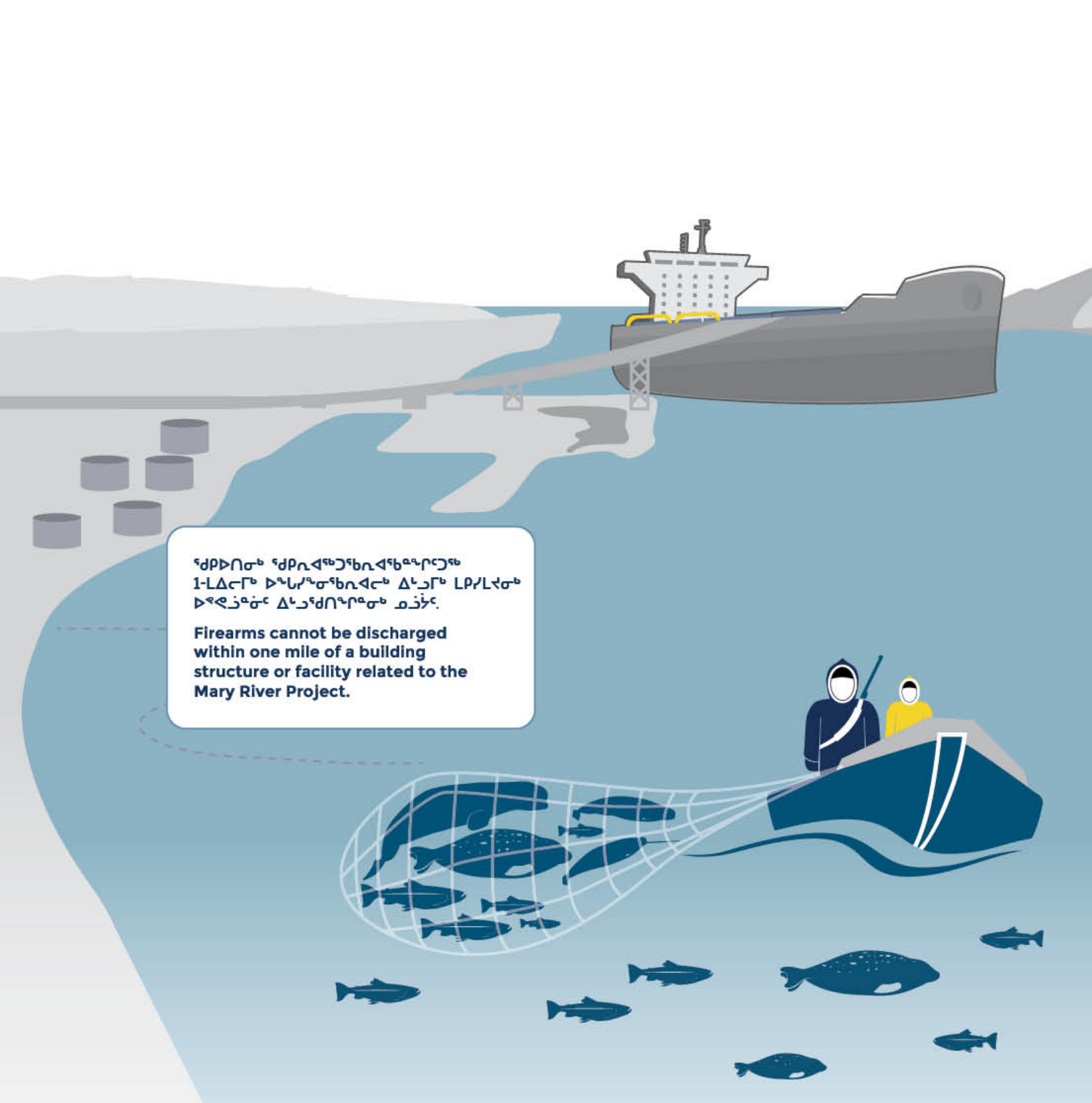
QIA and Baffinland each contribute \$555,000 per year to the Fund, for a total of \$1.1 million per year.

Organizations and Inuit based in, or working with, the impacted communities can apply for this Fund.

Applications are available at [www.qia.ca](http://www.qia.ca).







የደምበሮ ማዕከላዊ ማኅበራዊ ጥበቃ  
 1-ሊገኝ ይችላል የሚለውን ለማረጋገጥ  
 የሚያስፈልጉትን ማረጋገጫ ይዘኙ።

**Firearms cannot be discharged  
 within one mile of a building  
 structure or facility related to the  
 Mary River Project.**

**The Mary River IIBA protects Inuit rights to harvest and to access land, water and marine areas around the mine.** Inuit identify safe travel routes and Baffinland develops monitoring stations along these routes.

The monitoring stations can be used as emergency shelters. Harvesters can also stop at the mine site for gas, food and shelter.



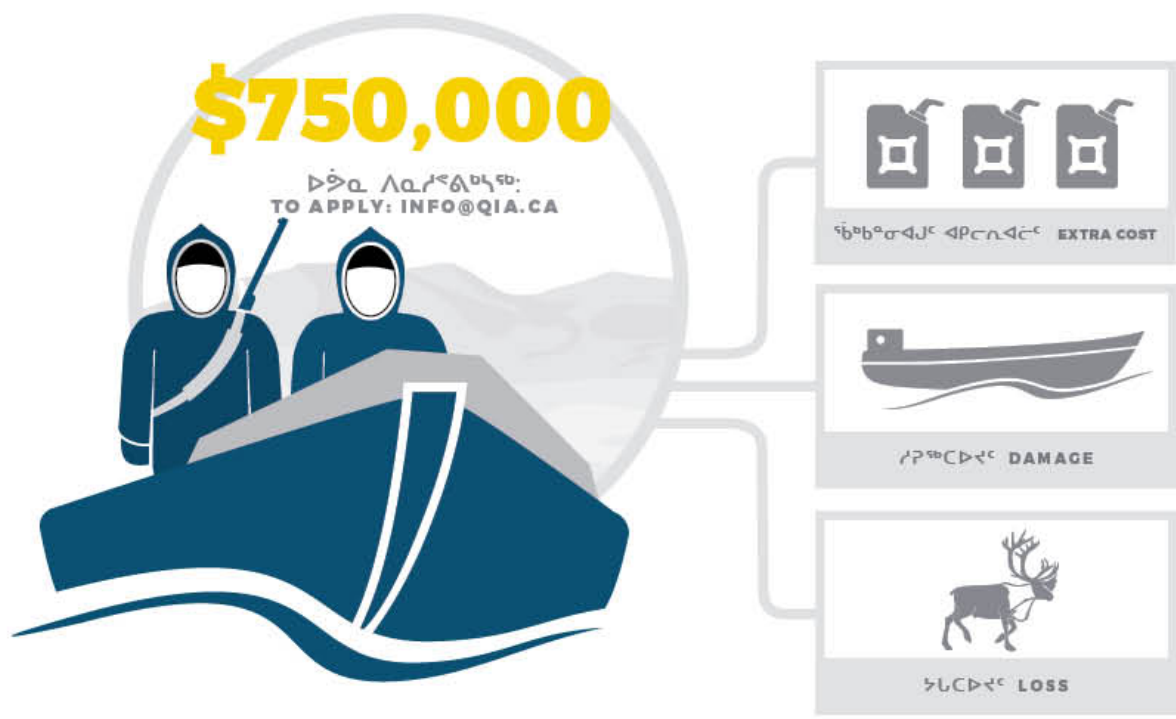






ᑯᑭᑦᑲᑦ ᐱᑭᑯᑦᑲᑦᑲᑦ ᑲᑭᑦᑲᑦᑲᑦ ᑲᑭᑦᑲᑦᑲᑦ  
 ᑯᑭᑦᑲᑦ ᐱᑭᑯᑦᑲᑦᑲᑦ ᑲᑭᑦᑲᑦᑲᑦᑲᑦ ᑲᑭᑦᑲᑦᑲᑦ  
**WILDLIFE COMPENSATION THROUGH THE  
 WILDLIFE COMPENSATION FUND**

ᑯᑭᑦᑲᑦ ᐱᑭᑯᑦᑲᑦᑲᑦ ᑲᑭᑦᑲᑦᑲᑦ ᑲᑭᑦᑲᑦᑲᑦ  
**WILDLIFE COMPENSATION FUND**



ᑯᑭᑦᑲᑦ ᑯᑭᑦᑲᑦ ᑲᑭᑦᑲᑦᑲᑦᑲᑦ  
 ᐱᑭᑯᑦᑲᑦᑲᑦᑲᑦ ᑲᑭᑦᑲᑦᑲᑦᑲᑦ ᑲᑭᑦᑲᑦᑲᑦᑲᑦ  
 ᑯᑭᑦᑲᑦᑲᑦᑲᑦ ᑲᑭᑦᑲᑦᑲᑦᑲᑦᑲᑦ **\$750,000**.  
 ᑯᑭᑦᑲᑦ ᑯᑭᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᑯᑭᑦᑲᑦᑲᑦᑲᑦ  
 ᑲᑭᑦᑲᑦᑲᑦᑲᑦ ᑯᑭᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᑯᑭᑦᑲᑦᑲᑦᑲᑦ  
 ᑲᑭᑦᑲᑦᑲᑦᑲᑦ ᑯᑭᑦᑲᑦᑲᑦᑲᑦᑲᑦᑲᑦ,  
 ᑯᑭᑦᑲᑦᑲᑦᑲᑦᑲᑦ ᐱᑭᑯᑦᑲᑦᑲᑦᑲᑦᑲᑦ  
 ᐱᑭᑯᑦᑲᑦᑲᑦᑲᑦ ᑯᑭᑦᑲᑦᑲᑦᑲᑦᑲᑦ.

The Mary River IIBA created a wildlife compensation fund of \$750,000. Inuit can apply to the wildlife compensation fund for loss or damage relating to wildlife suffered as a result, directly or indirectly, of development activity related to the Mary River project.

Վայելիցող Աճիւրճի Ստեղծման  
**HARVESTERS ENABLING PROGRAM**



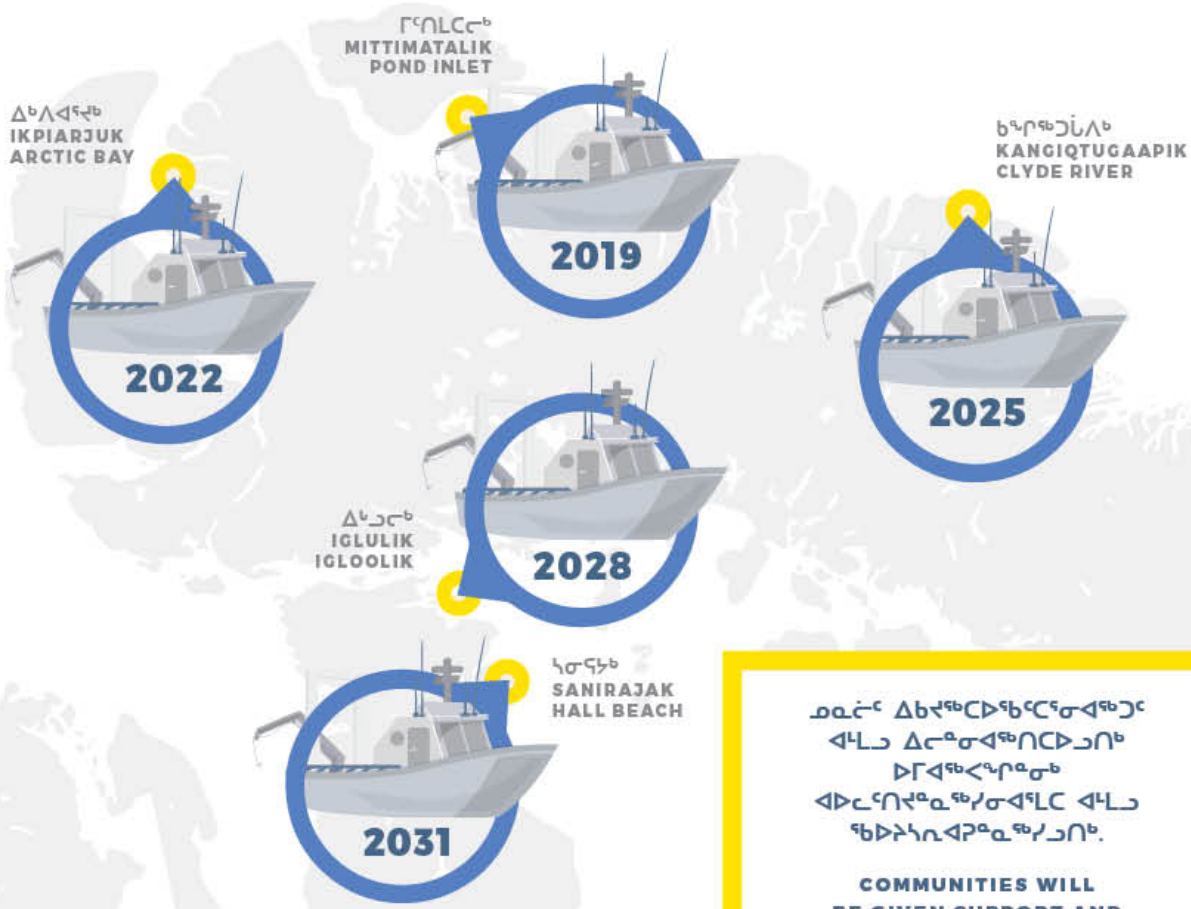
Ճեզման Գործարարական Վարչակազմը, մշտնջենական ջանքերով և համագործակցությամբ Մարի Ռիւր ԻԻԲԱ-ն հարմարեցրեց իր ծրագրով 12-ամյա և ավելի տարեկան բնակիչներին տարեկան 300 լիտր վառելիքի օրային անհրաժեշտությունները համարժեքում ընդհանուր \$400,000:

**To support harvesting, the Mary River IIBA gives 300 litres of gas per year to Inuit over the age of 12 living in Pond Inlet.**





# ΔΛΥΓΔΥΣ ΞΒΔΑΥΣΥΓΒ ΛΥΔΝΥ MARINE RESEARCH EQUIPMENT



ΔΥΔΥΒ ΔΥΔΥΒΔΥΒΔΥΒΔΥΒΔΥΒ  
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ΔΥΔΥΒΔΥΒΔΥΒΔΥΒΔΥΒ

COMMUNITIES WILL  
BE GIVEN SUPPORT AND  
TRAINING TO OPERATE THEIR  
SHIPS AND CONDUCT RESEARCH

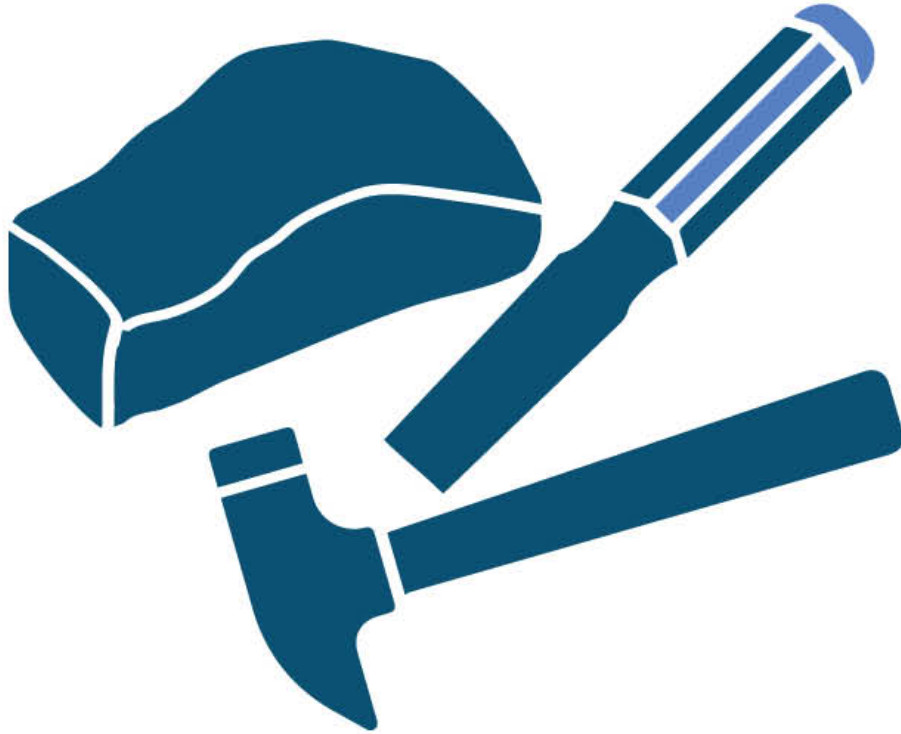
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ΔΥΔΥΒΔΥΒΔΥΒΔΥΒΔΥΒ  
ΔΥΔΥΒ ΔΥΔΥΒΔΥΒΔΥΒΔΥΒ  
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ΔΥΔΥΒΔΥΒΔΥΒΔΥΒΔΥΒ  
ΔΥΔΥΒΔΥΒΔΥΒΔΥΒΔΥΒ

The Mary River IIBA requires Baffinland to give a marine research vessel to each Pond Inlet, Arctic Bay, Clyde River, Igloolik and Hall Beach.



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CARVING STONE



ᐃᑦᑦᑦᑦ 19 ᐅᑲᑦᑦᑦᑦᑦ ᑕᑦᑦᑦ ᐃᑦᑦᑦ  
ᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᐱᑦᑦᑦᑦᑦᑦ ᑦᑦᑦᑦᑦ  
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ᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᐃᑦᑦᑦ  
ᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᐅᑦᑦᑦᑦᑦᑦᑦᑦᑦ. ᑦᑦᑦᑦᑦ  
ᐱᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᑦᑦᑦᑦᑦᑦ ᐱᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ  
ᑦᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᑦᑦᑦᑦᑦᑦᑦᑦᑦ ᐱᑦᑦᑦᑦᑦᑦᑦᑦᑦ  
ᐅᑦᑦᑦᑦᑦᑦᑦᑦᑦ.

Article 19 states that the IIBA protects Inuit rights to carving stone located on Inuit Owned Lands around the mine. The IIBA requires Baffinland to work with QIA to ensure Inuit can gain access to carving stone located within the project area.

# ᓃᓕᓕᓃᓃᓃᓃᓃᓃ ᓃᓃᓃ ᓃᓃᓃᓃᓃᓃᓃ REPORTING AND RESULTS



Δᓃᓃᓄᓃ 20 ᓃᓃᓃᓃᓃᓃᓃᓃ ᓃᓃᓃᓃᓃ  
ᓃᓃᓃᓃᓃᓃᓃᓃᓃ ᓃᓃᓃᓃ ᓃᓃᓃᓃᓃᓃᓃᓃ ᓃᓃᓃᓃ  
ᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃ ᓃᓃᓃᓃᓃᓃᓃᓃ  
ᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃ ᓃᓃᓃᓃᓃᓃᓃᓃᓃ  
ᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃ ᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃ  
ᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃ ᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃ  
ᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃ ᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃ  
ᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃ ᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃᓃ

Article 20 states that regular reporting on the Mary River project and the delivery of benefits in the IIBA is required. The IIBA requires Baffinland to present quarterly and annual reports to QIA. These reports assist QIA in monitoring the implementation of the IIBA.



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**IIBA REVIEW AND RENEGOTIATION**



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 ᐱᖃᐱᑦ ᐱᖃᐱᑦ ᐱᖃᐱᑦ ᐱᖃᐱᑦ  
 ᐱᖃᐱᑦ ᐱᖃᐱᑦ ᐱᖃᐱᑦ ᐱᖃᐱᑦ  
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Every three years specific articles of the IIBA are reviewed to assess whether the objectives of the Agreement are being successfully delivered. If the IIBA objectives are not being met the IIBA can be renegotiated.

# ΛΓΑΨΑΨ ΔΑΔΔ (ΔΨΑΨΑΨ) TERM AND TERMINATION



Δ. 23 ΔΔΔΔΔ ΔΔΔΔΔ ΔΔΔΔΔ ΔΔΔΔΔ  
ΔΔΔΔΔ ΔΔΔΔΔ ΔΔΔΔΔ ΔΔΔΔΔ ΔΔΔΔΔ  
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ΔΔΔΔΔ ΔΔΔΔΔ ΔΔΔΔΔ ΔΔΔΔΔ ΔΔΔΔΔ

Article 23 states that the IIBA will be in effect until the Mary River Project is finished. This Article also outlines reasons why the project may finish earlier and what happens should this occur.

# Δ⁹ᵇᵇᵒᵒΔⁱᶻ Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ

# JOB S C R E A T E D B Y T H E I I B A



⁹ᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ  
Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ  
**QIA IIBA ADMINISTRATION  
OFFICER**



Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ  
Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ  
**BAFFINLAND HUMAN  
RESOURCES ADVISOR,  
INUIT RELATIONS**



⁹ᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ  
Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ  
**QIA INUIT ENGAGEMENT  
SPECIALIST**



Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ  
Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ  
**BAFFINLAND  
IIBA MANAGER**



⁹ᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ  
Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ  
**QIA IIBA  
MANAGER**



Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ  
Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ Ḥḡᵇᵇᵒᵒᶻᶇ  
**BAFFINLAND INUIT  
EMPLOYMENT AND  
TRAINING SPECIALIST**





ᖃᓂᖃ ᐅᖅᓱᓄᖅ ᐸᓱᓄᖅ ᐸᓱᓄᖅ ᐸᓱᓄᖅ  
ᐸᓱᓄᖅ ᐸᓱᓄᖅ ᐸᓱᓄᖅ ᐸᓱᓄᖅ

HOW TO APPLY FOR MARY RIVER IIBA FUNDING



ᐸᓱᓄᖅ ᐸᓱᓄᖅ ᐸᓱᓄᖅ  
ILAGIKTUNUT FUND

ᐸᓱᓄᖅ ᐸᓱᓄᖅ ᐸᓱᓄᖅ,  
ᐸᓱᓄᖅ ᐸᓱᓄᖅ ᐸᓱᓄᖅ.

FUNDING IS FOR SOCIAL AND CULTURAL PROJECTS.

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APPLICANTS MUST BE:

- ᐸᓱᓄᖅ ᐸᓱᓄᖅ ᐸᓱᓄᖅ
- ᐸᓱᓄᖅ ᐸᓱᓄᖅ ᐸᓱᓄᖅ

- Inuit living in the impacted communities
- Organizations in, or working with, the impacted communities

ᐸᓱᓄᖅ ᐸᓱᓄᖅ:

GET MORE INFORMATION:

- [www.qia.ca](http://www.qia.ca)
- ᐸᓱᓄᖅ ᐸᓱᓄᖅ ᐸᓱᓄᖅ

- [www.qia.ca](http://www.qia.ca)
- Ask your QIA or Baffinland Community Liaison Officer







ᖃᓄᖃᓂ ᐅᖅᐸᐸᖅᐸ ᐸᖅᐸᖅᐸ ᓄᓄᓄᓄ  
 ᐸᖅᐸᖅᐸ ᓄᓄᓄᓄ ᐸᖅᐸᖅᐸ

**HOW TO APPLY FOR MARY RIVER IIBA FUNDING**



**ᐸᖅᐸᖅᐸ ᓄᓄᓄᓄ ᐸᖅᐸᖅᐸ**  
**HARVESTERS ENABLING FUND**

ᐸᓄᓄᓄ ᐸᖅᐸᖅᐸ 300 ᓄᓄᓄᓄ  
 ᐸᖅᐸᖅᐸ ᓄᓄᓄᓄ ᐸᖅᐸᖅᐸ  
 ᐸᖅᐸᖅᐸ ᓄᓄᓄᓄ.

**EVERY INUK RESIDING IN POND INLET  
 WILL RECEIVE 300 LITRES OF GAS TO  
 SUPPORT HARVESTING ACTIVITIES.**

ᐸᖅᐸᖅᐸ:

- ᐸᖅᐸᖅᐸ ᓄᓄᓄᓄ ᐸᖅᐸᖅᐸ ᐸᖅᐸᖅᐸ  
 ᐸᖅᐸᖅᐸ ᓄᓄᓄᓄ
- ᐸᖅᐸᖅᐸ ᐸᖅᐸᖅᐸ
- 12ᓄᓄ ᐸᖅᐸᖅᐸ ᐸᖅᐸᖅᐸ

APPLICANTS:

- Must have a valid Nunavut  
 Tunngavik Inc. card
- Must live in Pond Inlet
- Must be 12 years of age or older

ᐸᖅᐸᖅᐸ ᐸᖅᐸᖅᐸ ᐸᖅᐸᖅᐸ ᐸᖅᐸᖅᐸ  
 ᐸᖅᐸᖅᐸ ᐸᖅᐸᖅᐸ ᐸᖅᐸᖅᐸ.

This program is delivered by Baffinland  
 and Mitimataalik hunters and trappers  
 organization.

# ᓄᑭᓁᑦ ᐸᓴᓐᓂᓂᓴᓐ NUNAVUT AGREEMENT



## ᓄᑭᓁᑦ ᐸᓴᓐᓂᓂᓴᓐ ᐱᓐᐸᓴᓐᓂᓂᓴᓐᓂᓴᓐ ᓄᑭᓁᑦ.

ᓄᑭᓁᑦ ᐸᓴᓐᓂᓂᓴᓐ ᐸᓴᓐᓂᓂᓴᓐᓂᓴᓐ ᓄᑭᓁᑦ 1993ᑦ.  
ᓄᑭᓁᑦ ᐸᓴᓐᓂᓂᓴᓐ ᐱᓐᐸᓴᓐᓂᓂᓴᓐᓂᓴᓐ ᓄᑭᓁᑦ  
ᐸᓴᓐᓂᓂᓴᓐᓂᓴᓐ ᓄᑭᓁᑦ ᐸᓴᓐᓂᓂᓴᓐ ᓄᑭᓁᑦ.

ᐸᓴᓐᓂᓂᓴᓐ 26 ᓄᑭᓁᑦ ᐸᓴᓐᓂᓂᓴᓐ ᐸᓴᓐᓂᓂᓴᓐ  
ᐸᓴᓐᓂᓂᓴᓐ ᐱᓐᐸᓴᓐᓂᓂᓴᓐᓂᓴᓐ, ᓴᓐ ᓄᑭᓁᓐᓂᓴᓐᓂᓴᓐ,  
ᐱᓐᐸᓴᓐᓂᓂᓴᓐᓂᓴᓐ ᓴᓐᓂᓴᓐ ᓴᓐᓂᓴᓐᓂᓴᓐᓂᓴᓐ  
ᓄᑭᓁᑦ ᐸᓴᓐᓂᓂᓴᓐᓂᓴᓐ ᓄᑭᓁᑦ ᐸᓴᓐᓂᓂᓴᓐᓂᓴᓐ  
ᐸᓴᓐᓂᓂᓴᓐ. ᓄᑭᓁᑦ ᓄᑭᓁᑦ ᐸᓴᓐᓂᓂᓴᓐᓂᓴᓐ  
ᓄᑭᓁᑦ ᐸᓴᓐᓂᓂᓴᓐ ᓄᑭᓁᑦ ᐸᓴᓐᓂᓂᓴᓐᓂᓴᓐ ᓄᑭᓁᑦ  
ᓄᑭᓁᑦ ᓴᓐ ᓄᑭᓁᓐᓂᓴᓐ, ᐸᓴᓐ ᓄᑭᓁᓐᓂᓴᓐᓂᓴᓐ.

ᓄᑭᓁᑦ ᐸᓴᓐᓂᓂᓴᓐ ᐱᓐᐸᓴᓐᓂᓂᓴᓐᓂᓴᓐ  
ᐸᓴᓐᓂᓂᓴᓐ ᓄᑭᓁᑦ ᓄᑭᓁᓐᓂᓴᓐ  
ᐸᓴᓐᓂᓂᓴᓐᓂᓴᓐ ᓄᑭᓁᑦ ᐸᓴᓐᓂᓂᓴᓐᓂᓴᓐ  
ᓄᑭᓁᑦ ᐸᓴᓐᓂᓂᓴᓐ ᓄᑭᓁᑦ ᓄᑭᓁᓐᓂᓴᓐᓂᓴᓐ

## THE NUNAVUT AGREEMENT CREATED NUNAVUT AS A TERRITORY.

The Nunavut Agreement came into effect in  
April 1993. The Nunavut Agreement gives Inuit  
the right to use and benefit from the land and  
resources in Nunavut.

Article 26 of the Nunavut Agreement requires  
that no major development projects, like a  
mine, may begin until an Inuit Impact and  
Benefit Agreement (IIBA) is finalized. An IIBA  
guarantees Inuit additional benefits such as  
access to jobs, resources, and training.

The Nunavut Agreement gives the Regional  
Inuit Associations the power to negotiate  
IIBAs. Qikiqtani Inuit Association negotiates  
IIBAs on behalf of Qikiqtani Inuit.

# በገሥጋዎች ስርዓቶች ውስጥ የሥራ ቤቶች INSTITUTIONS OF PUBLIC GOVERNMENT



በገሥጋዎች ስርዓቶች ውስጥ የሥራ ቤቶች እና ሌሎች ባለፈው ጊዜ ይጠቀሱ ለምሳሌ ለገሥጋዎች ስርዓቶች ውስጥ የሥራ ቤቶች።

እነዚህ ስርዓቶች የደብዳቤ ለመስጠት ለመቻላቸው ይቻላል።

**INSTITUTIONS OF PUBLIC GOVERNMENT, SUCH AS THE NUNAVUT WILDLIFE MANAGEMENT BOARD, WERE CREATED THROUGH THE NUNAVUT AGREEMENT.**

These Institutions review potential environmental, social, and economic impacts of projects.





# ᓄᓂᕅᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᑲᑎᑎᓱᑦ NUNAVUT IMPACT REVIEW BOARD



## ᓄᓂᕅᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᑲᑎᑎᓱᑦ ᐱᓄᕐᕐᑭᑦᑎᕐᕋᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᓄᓂᕅᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ.

ᓄᓂᕅᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᑎᑦᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ  
ᓱᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ  
ᓄᓂᕅᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ.

ᓄᓂᕅᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ  
ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ.

ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ  
ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ  
ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ  
ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ  
ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ  
ᕐᕋᑎᑦᑎᑦᑭᑦᑭᑦ.

## **THE NUNAVUT IMPACT REVIEW BOARD (NIRB) WAS CREATED UNDER ARTICLE 10 OF THE NUNAVUT AGREEMENT.**

NIRB is an institution of public government that protects the well-being of Nunavummiut and the Nunavut environment.

NIRB reviews the potential impacts of proposed projects in the Nunavut Settlement Area.

NIRB uses traditional knowledge and scientific methods to assess project impacts. NIRB makes recommendations and decisions about a project. NIRB also makes sure there are protection processes in place for Nunavummiut and the Nunavut environment.

# ᓄᓂᓃᑦ ᐃᒪᓕᓂᓃᑦᑭᓪᓃᑦ ᓅᓂᒪᓗᓃᑦ

## NUNAVUT WATER BOARD



ᓃᓅᓗᑦ ᓄᓂᓃᑦ ᐃᒪᓕᓂᓃᑦᑭᓪᓃᑦ ᓅᓂᒪᓗᓃᑦ (NWB) ነᓃᓅᓂᓂᓃᑦ ᓃᓂᓃᑦ ᐃᒪᓕᓂᓃᑦᑭᓪᓃᑦ ᓅᓂᒪᓗᓃᑦ. ᓃᓅᓗᑦ ᓄᓂᓃᑦ ᐃᒪᓕᓂᓃᑦᑭᓪᓃᑦ ᓅᓂᒪᓗᓃᑦ.

**THE NUNAVUT WATER BOARD (NWB) WAS CREATED BY THE NUNAVUT AGREEMENT. NWB PROTECTS, MANAGES, AND REGULATES FRESH WATERS IN NUNAVUT.**

ᓄᓂᓃᑦ ᐃᒪᓕᓂᓃᑦᑭᓪᓃᑦ ᓅᓂᒪᓗᓃᑦ ᓃᓂᓃᑦ ᓃᓂᓃᑦ ᐃᒪᓕᓂᓃᑦᑭᓪᓃᑦ ᓅᓂᒪᓗᓃᑦ ᐃᒪᓕᓂᓃᑦᑭᓪᓃᑦ ᓅᓂᒪᓗᓃᑦ ᐃᒪᓕᓂᓃᑦᑭᓪᓃᑦ ᓅᓂᒪᓗᓃᑦ ᐃᒪᓕᓂᓃᑦᑭᓪᓃᑦ ᓅᓂᒪᓗᓃᑦ ᐃᒪᓕᓂᓃᑦᑭᓪᓃᑦ ᓅᓂᒪᓗᓃᑦ ᐃᒪᓕᓂᓃᑦᑭᓪᓃᑦ ᓅᓂᒪᓗᓃᑦ.

NWB can ask for more information to review a project. It can ask that a project be changed. NWB can also recommend that a project be rejected. A mine requires a water licence in order to operate.









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LEGACY FUND

ᐃᖃᖃᖃᖃᖃᖃᖃ ᐅᖃᐅᖃᖃᖃ ᐱᖃᖃᖃᖃᖃᖃᖃ  
BENEFITS FUND FOR PROGRAMS

**QIA'S REVENUE POLICY EXPLAINS HOW ALL REVENUE IS INVESTED. THIS REVENUE POLICY PROVIDES A CLEAR AND TRANSPARENT FINANCIAL PLAN THAT BENEFITS QIKIQTANI INUIT TODAY AND TOMORROW.**

QIA revenues, such as the royalties from the Mary River project, are invested in the Legacy Fund. QIA never uses the Legacy Fund money for daily operations - it is invested for the future. Interest from the Legacy Fund goes to the Benefits Fund. The Benefits Fund is used for social and cultural programs in the Qikiqtani Region.



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Qikiqtani Inuit Association

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