

## **APPENDIX C**

### **COMMUNITY TOUR MEETING RECORDS (NOV 2016)**



# Baffinland Nov 2016 Community Meeting Results Summary

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2/2/2017

## Background

Between November 21<sup>st</sup> and 25<sup>th</sup> (2016), Baffinland initiated a tour of the five North Baffin communities that are the most likely to be affected by the Mary River Project. The tour consisted of public meetings, open houses, and face-to-face meetings with community leaders. In each community, a meeting was held with the Hamlet Council and in Pond Inlet and Arctic Bay separate meetings were held with the Hunter and Trapper Organizations (HTOs). The purpose of the meetings was to:

- Present an update on the current operations and plans for future expansion;
- Provide residents an opportunity to ask questions and voice any concerns they may have;
- Support ongoing engagement and relationship building between Baffinland and the North Baffin communities; and
- Understand what changes the communities have observed, since the start of mine operations.

## Format of the Community Tour

For all communities, Baffinland staff attended a variety of face-to-face meetings with Hamlet Councils and in both Pond Inlet and Arctic Bay separate meetings were held with the HTOs. In each community, there was a public meeting and an open house to engage with as many affected and interested community members as possible.

In order to promote attendance at the events, Baffinland Community Liaison Officers (BCLOs) promoted the events in their respective communities, and organized face-to-face meetings with Hamlet Councils and HTOs (where possible). Regular radio announcements started two weeks before the event, posters were displayed in the local Co-op and Northern Stores, the schedule as was posted on Baffinland's website, and invitation letters were sent to community leadership and key stakeholders. Incentives, such as refreshments and prize draws, were announced to encourage attendance at the Open Houses.

In each community, Baffinland representatives attended face-to-face meetings with the local Hamlet Council, and in Pond Inlet and Arctic Bay separate meetings with HTOs were organized. Meetings were also held with other key stakeholders. A summary of the community tour events is as follows:

Event	Number	Notes
Hamlet Meetings	5	
HTO Meetings	2	There were also two Hamlet Council meetings (Igloodik and Clyde River) where HTO representative(s) were able to attend.
Public Meetings + Open Houses	5	
Other	3	Economic Development Officer, arctic researcher, Archivist.

An Open House and a Public Meeting was held between approximately 5:00pm and 10pm in each community. The Open House consisted of five information stations, which were organized as follows:

Station 1	Current Operations & Camp Life
Station 2	Results from Community Survey
Station 3	Environmental Monitoring
Station 4	Recruitment and Employment
Station 5	Expansion Project

Baffinland representatives were present at each of the stations to answer any questions that were raised and to record any issues or concerns that were raised by residents. The format of the Public Meeting included a 30 minute presentation, providing an update on Baffinland, which generally followed the content of the Open House stations. A question and answer session followed the presentation to respond to resident questions and concerns and to ensure that all issues were documented for follow-up, as required. During the event, community members were provided with comment forms, which provided an opportunity to give anonymous written feedback to Baffinland. All concerns or issues that required follow-up were documented and the names of residents were noted as appropriate. All data was uploaded to the StakeTracker database for analysis and follow-up.

The public meeting presentation was made in Inuktitut, and all written materials (presentations, comment forms, posters, etc.) were translated into Inuktitut. Whisper kits were available to all community residents, and simultaneous translation was available between English and Inuktitut for all events.

## Schedule of Meetings and Events

### Baffinland Iron Mines Participants

Joe Tigullaraq, Mary Hatherly, Parul Saxena, Megan Lord-Hoyle, Adam Gregorczyk, Joshua Arreak, Shiwley Paul, Richard Cook (Knight Piesold), Olivia Gamache (Hatch)

Community	Event Information
Clyde River - November 21st	<b>Hamlet with HTO representation</b> (Joe, Mary, Joshua, Megan) - 5:30-7:00pm <b>Open house and Public Meeting</b> (All BIM) - 5:30-6:00, 7:00-10:15pm

<b>Community</b>	<b>Event Information</b>
Pond Inlet - November 22nd	<b>Pond Inlet Archives</b> (Megan, Richard) - 11:00-11:30am <b>SmartIce</b> (Megan and Richard) - 11:45-12:30pm <b>HTO Meeting</b> (Joe, Mary, Joshua, Megan, Shiwley, Richard) -1:30-3:00pm <b>Hamlet Meeting with Mary River Community Group</b> (Joe, Mary, Joshua, Megan, Richard) - 3:30-5:45pm <b>Open House and Public Meeting</b> (All) - 4:30-6pm, 7-10:30pm
Arctic Bay - November 23rd	<b>HTO Meeting</b> (Joe, Mary, Joshua, Megan, Shiwley, Richard) - 11:00-12:15pm <b>Economic Development Officer (Heritage Centre)</b> (Megan and Richard) - 3:30-4:15pm <b>Hamlet Meeting</b> (Joe, Mary, Joshua, Megan, Richard) - 4:30-6:00pm <b>Open House and Public Meeting</b> (All) - 4:30-6:00pm, 7:00-11:00pm
Igloolik - November 24th	<b>Hamlet Meeting with HTO representation</b> (Joe, Mary, Joshua, Megan, Shiwley) – 2:00-4:15pm <b>Open House and Public Meeting (local media present)</b> (All) - 4:30-6:00pm, 7:00-9:30pm
Hall Beach - November 25th	<b>Hamlet Meeting</b> (Joe, Mary, Joshua, Megan, Shiwley) - 1:30-4:30pm <b>Open House and Public Meeting</b> (All) – 4:30pm-6:00pm, 7pm-10:30pm

## Results

A total of 332 North Baffin residents attended the public meetings and open house events, which can be broken down as follows for each community:

<b>Arctic Bay</b>	<b>Clyde River</b>	<b>Hall Beach</b>	<b>Igloolik</b>	<b>Pond Inlet</b>
85	67	64	31	85

## Summary of Topics Raised

The most common questions coming from the communities were about Inuit employment. Regarding Inuit employment, the issues that were raised during the community tour included challenges around job stability and progression, improving Inuit recruitment and retention, ensuring a positive working environment at the mine, and training and capacity building. Included in the tour was a human resources representative from Baffinland, who provided residents with an update of the programming that was put in place in 2016, and that will be rolled out in 2017.

A second focus of discussion was around the potential effects that shipping may be having in the North Baffin areas. A number of questions were asked about the shipping process and plans for the expansion

project, such as the routes used, the fleet size, environmental emergency plans and management procedures, interactions with ships during the harvesting season, duration of the shipping season and ideas for improving communications regarding the shipping program. Details regarding the shipping program and the environmental monitoring programs were provided by Baffinland representatives.

## Topics Raised

### Arctic Bay

The topics raised by the community residents in Arctic Bay were primarily related to Inuit employment at Baffinland (Figure 1), including: establishing a positive work environment, training, job retention, and future work opportunities. Residents also talked about their Inuit way of life and about obtaining funding for their community and programs.

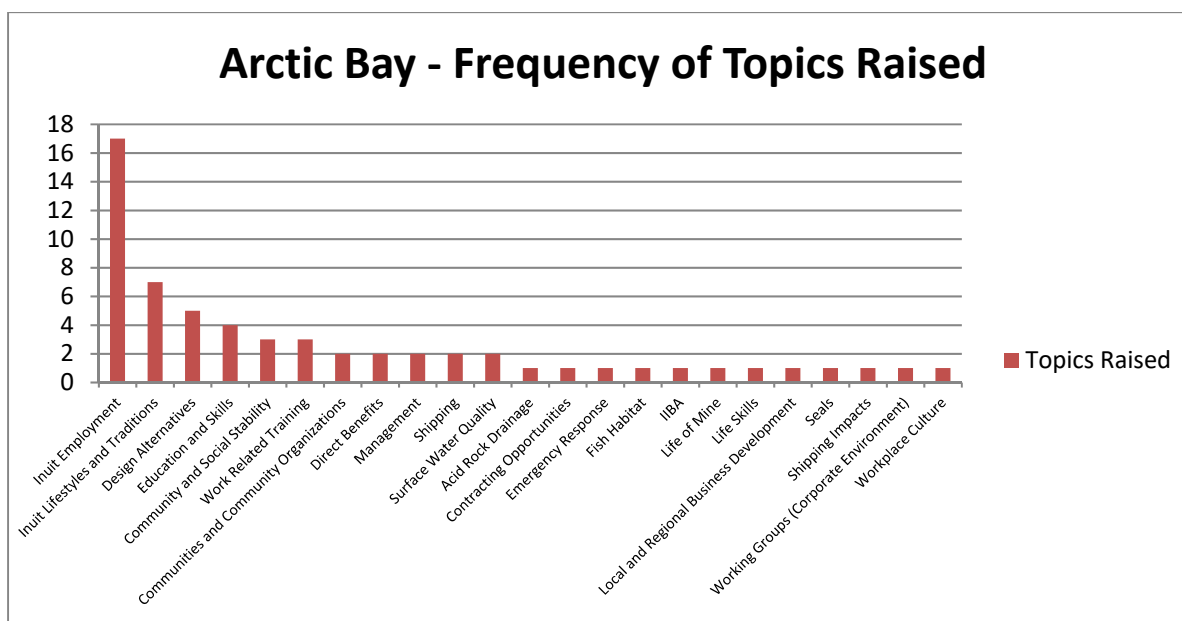
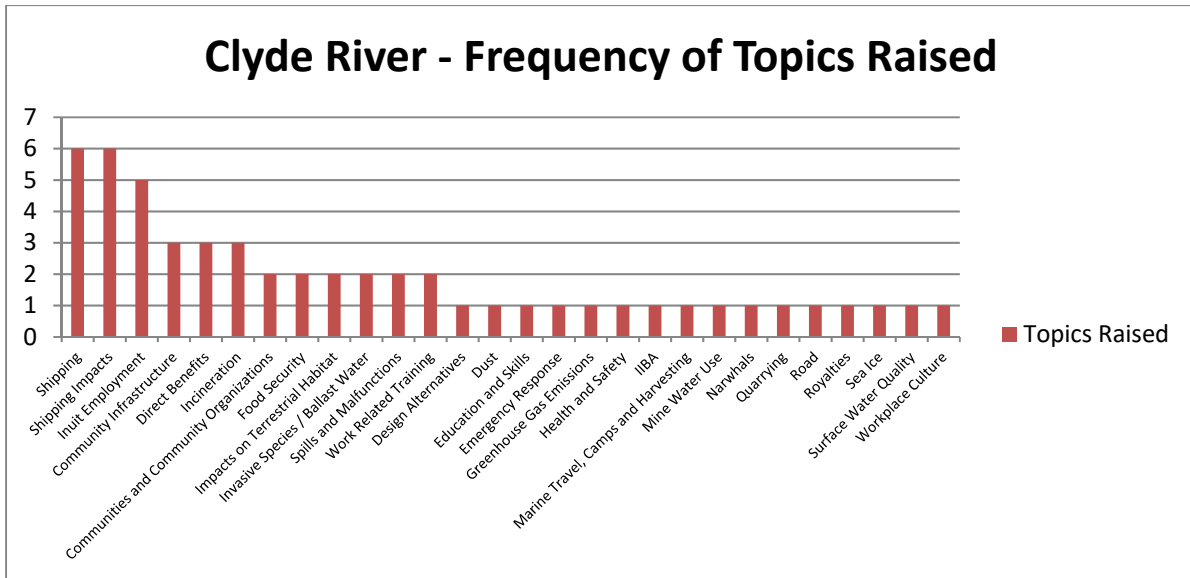


Figure 1: Topics Raised in Arctic Bay Open House

### Clyde River

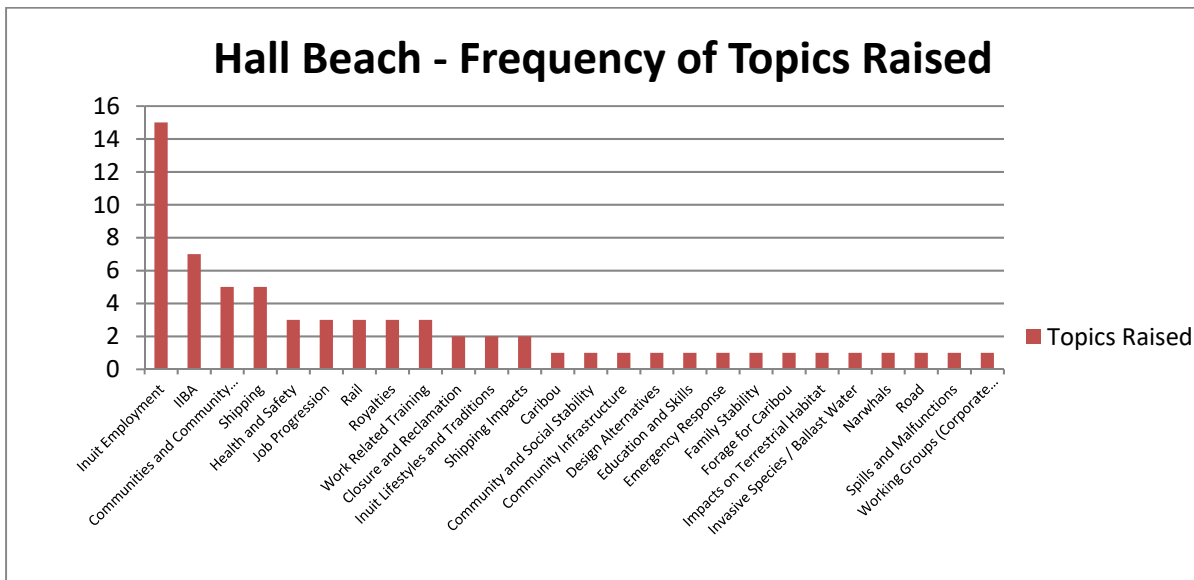
The residents of Clyde River were primarily concerned about how shipping activities may affect the Inuit way of life, including harvesting activities, and were interested in what environmental protection measures are being taken by Baffinland (Figure 2).



**Figure 2: Topics Raised in Clyde River Open House**

#### **Hall Beach**

Inuit employment was the primary focus for discussions with residents from the Hall Beach community. Similar to Arctic Bay, residents discussed creating a positive work environment at the site, training, job retention, and future work opportunities (Figure 3).



**Figure 3: Topics Raised in Hall Beach Open House**

#### **Igloolik**

Inuit employment was also the most frequent topic raised at the meetings in Igloolik. Residents inquired about job stability when working at Baffinland as well as training in the workplace. Meetings with the Hamlet also included discussions about optimizing the design for the expansion project and shipping routes (Figure 4).

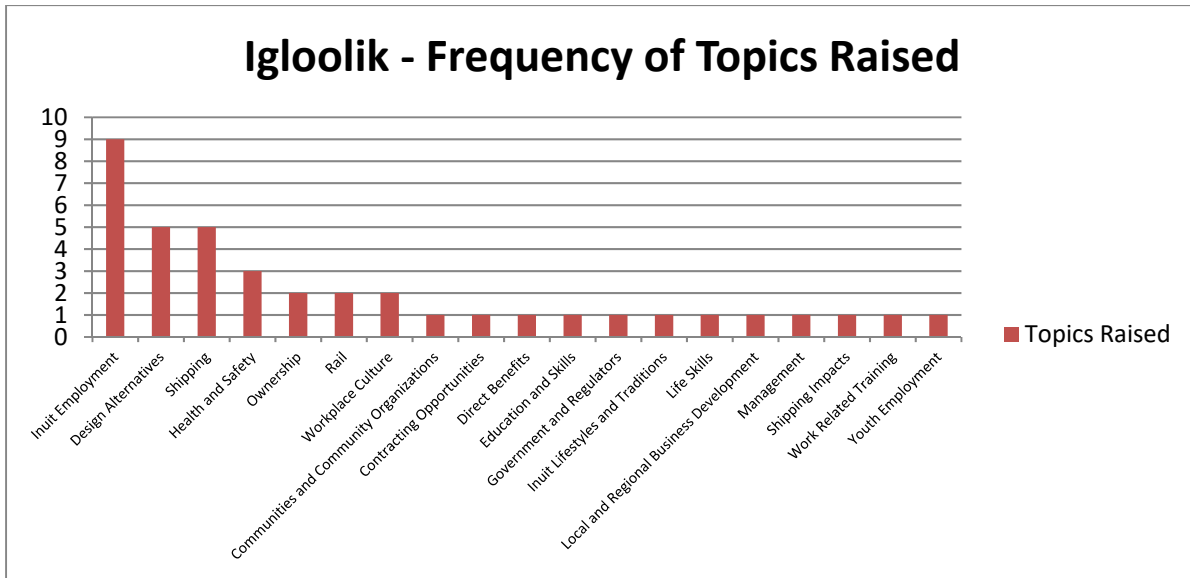


Figure 4: Topics Raised in Igloolik Open House

#### Pond Inlet

Residents in Pond Inlet were also focused on employment including creating a positive work environment, training, job retention, and future work opportunities. Residents also had a number of questions about the shipping program, and were interested in the expansion plans for the shipping routes and fleet size (Figure 5).

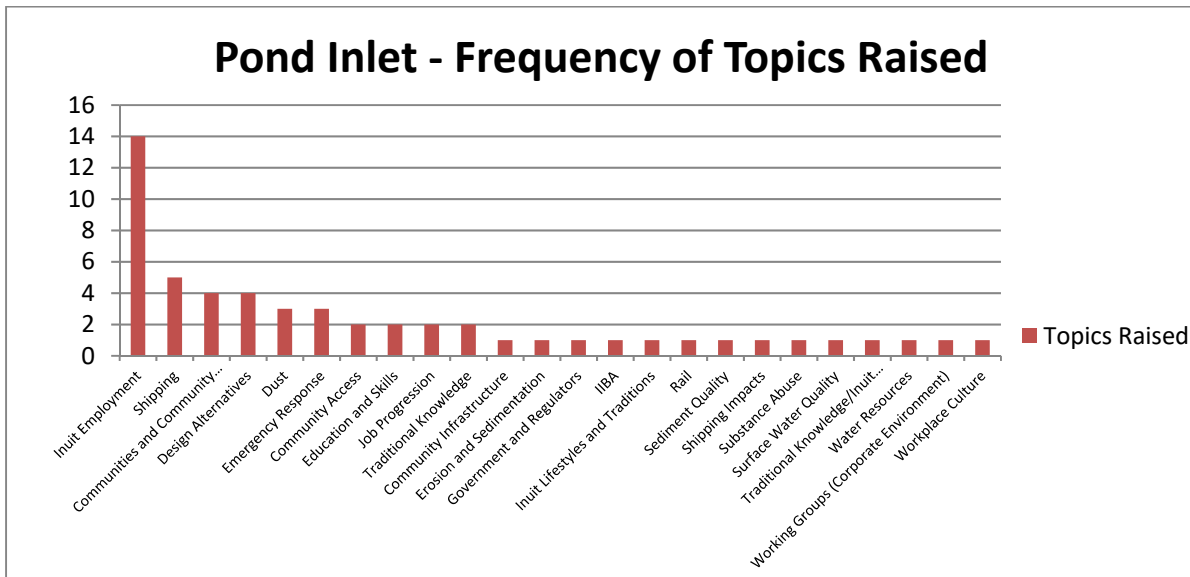


Figure 5: Topics Raised in Pond Inlet Open House

#### Community Topics Raised

With the exception of Igloolik, the number of topics raised for the communities is fairly close together with Hall Beach having the most topics raised during the meetings. Factors may include the overall attendance of the Open House (Figure 6).

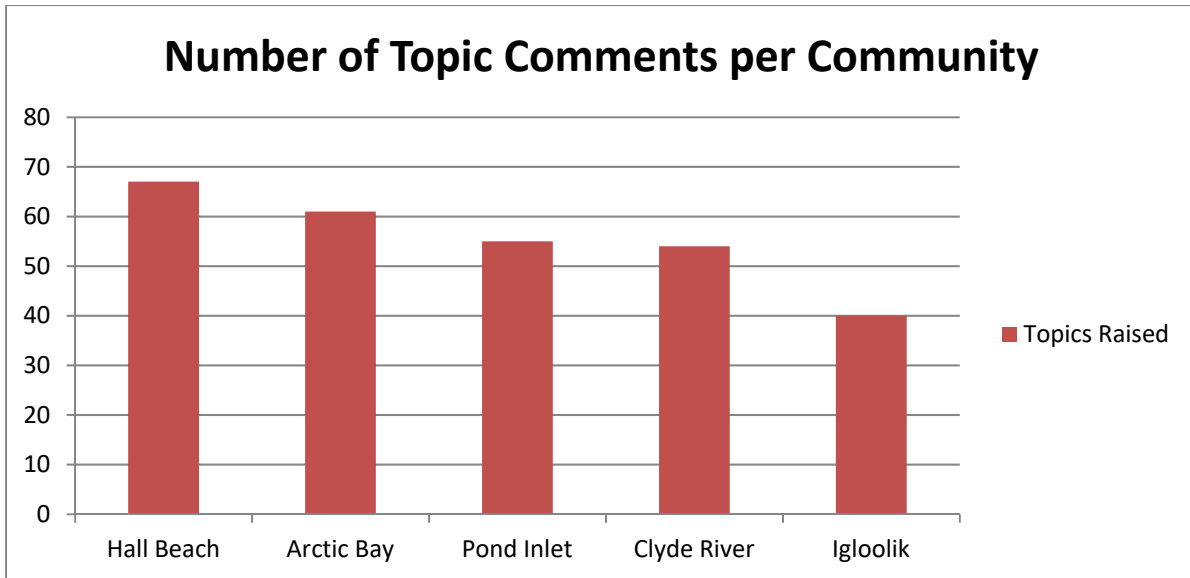


Figure 6: Number of Topic Comments per Community

### Shipping and Sea Ice Comments

There were a total of 36 instances where shipping was raised during the community tour. Discussions about the potential effects of shipping focused on the following areas:

- Environmental effects from ballast water and waste;
- Effects of shipping routes on the local wildlife and sea ice formation;
- Details regarding expansion of the ship fleet and frequency of shipping activities;
- Duration of the shipping season;
- Community safety;
- Ability to respond to emergency situations (e.g. spills); and
- Mechanisms to keep residents informed about the shipping program.

A more comprehensive summary of the comments is provided in Appendix A.

### Conclusions

Based on feedback from community members during the community tour, the most pressing concern for residents is Inuit employment at Baffinland. Regarding shipping, residents were most concerned about ensuring that processes and procedures are in place to protect the environment.



## Appendix A: Specific Comments on Ship, Ice, and Marine Travel

Communication title	Communication date	Communication method	Event name	Individual/group name	Communication summary
2016-11-21 In-Person / Face-To-Face with Clyde River about Spills and Malfunctions, Emergency Response, Shipping Impacts	Nov 21, 2016	In-Person / Face-To-Face	<a href="#">2016-11-21 - Clyde River - Hamlet Meeting</a>	Clyde River	Question about the emergency response plan that will be in place for a spill at sea. Baffinland responded that this will be required, as per regulations.
2016-11-21 In-Person / Face-To-Face with Clyde River about Invasive Species / Ballast Water, Shipping Impacts	Nov 21, 2016	In-Person / Face-To-Face	<a href="#">2016-11-21 - Clyde River - Hamlet Meeting</a>	Clyde River	Concern about whether ballast water will cause environmental harm in the arctic. Baffinland responded that UV is used to kill microorganisms.
2016-11-21 In-Person / Face-To-Face with Clyde River about Invasive Species / Ballast Water, Shipping Impacts	Nov 21, 2016	In-Person / Face-To-Face	<a href="#">2016-11-21 - Clyde River - Hamlet Meeting</a>	Clyde River	Question about how ballast water will be managed. Baffinland responded that some ballast water is released as the boat approaches the arctic, however there is an environmental procedure that is followed.
2016-11-22 In-Person / Face-To-Face with Unidentified stakeholders, about Shipping Impacts	Nov 22, 2016	In-Person / Face-To-Face	<a href="#">2016-11-22 - Pond Inlet - Public Forum/Meeting</a>	Unidentified stakeholder	Shipping route opposition
2016-11-23 In-Person / Face-To-Face with Arctic Bay about Design Alternatives, Shipping Impacts	Nov 23, 2016	In-Person / Face-To-Face	<a href="#">2016-11-23 - Arctic Bay - Public Forum/Meeting</a>	Arctic Bay	Question about: approvals process for expansion; monitoring programs on board ships that were stopped; Inuit participation in working groups and committees; Inuit employment requirements under the IIBA. Concerns about: effects of shipping on marine environment. Response: overview of approvals process. Response: overview of onboard ship monitoring program & current status. Response: overview of employment programs, and conditions under IIBA.
2016-11-24 In-Person / Face-To-Face with about Design Alternatives, Shipping, Shipping Impacts	Nov 24, 2016	In-Person / Face-To-Face	<a href="#">2016-11-24 - Igloolik - Public Forum/Meeting</a>	Igloolik	Question: can the ship activity be publicized so communities know when ships are moving. Response: summary of notification process for shipping.
2016-11-25 In-Person / Face-To-Face with Hall Beach about Shipping, Shipping Impacts	Nov 25, 2016	In-Person / Face-To-Face	<a href="#">2016-11-25 - Hall Beach - Public Forum/Meeting</a>	Hall Beach	Question: environmental effects of shipping. Concern: effects of the project on wildlife. Response: overview of environmental monitoring programs (water, air, terrestrial)
2016-11-25 In-Person / Face-To-Face with Hall Beach about Shipping, Shipping Impacts	Nov 25, 2016	In-Person / Face-To-Face	<a href="#">2016-11-25 - Hall Beach - Public Forum/Meeting</a>	Hall Beach	Question: frequency of shipping for expansion. Response: overview of expansion project, including current shipping plans.
2016-11-21 In-Person / Face-To-Face with Clyde River about Design Alternatives, Shipping, Sea Ice, Shipping Impacts	Nov 21, 2016	In-Person / Face-To-Face	<a href="#">2016-11-21 - Clyde River - Hamlet Meeting</a>	Clyde River	Question about when the expansion will be approved. Question about whether there will be shipping during the winter season. Baffinland responded that the project description will be submitted on Nov. 30th. The project is going to minimize shipping through ice to the extent possible.
2016-11-21 In-Person / Face-To-Face with Clyde River about Shipping	Nov 21, 2016	In-Person / Face-To-Face	<a href="#">2016-11-21 - Clyde River - Hamlet Meeting</a>	Clyde River	Question about whether waste is contaminating the environment. Baffinland responded that only wood and metal is landfilled. Hazardous materials are removed from site by ship.
2016-11-21 In-Person / Face-To-Face with Clyde River about Shipping, Shipping Impacts	Nov 21, 2016	In-Person / Face-To-Face	<a href="#">2016-11-21 - Clyde River - Hamlet Meeting</a>	Clyde River	Question about how many ships there will be. Baffinland responded that there were 38 ships in 2016. There will be more ships as part of the expansion.
2016-11-21 In-Person / Face-To-Face with Clyde River about Shipping	Nov 21, 2016	In-Person / Face-To-Face	<a href="#">2016-11-21 - Clyde River - Hamlet Meeting</a>	Clyde River	Comment that tourist ships should be compensating the communities. Baffinland responded that ships travelling fast through the area has been noted as a concern.

2016-11-21 In-Person / Face-To-Face with about Shipping, Marine Travel, Camps and Harvesting, Shipping Impacts	Nov 21, 2016	In-Person / Face-To-Face	<a href="#">2016-11-21 - Clyde River - Public Forum/Meeting</a>	Clyde River	Concerned about: changing the current shipping route; shipping through ice; impacts on sea mammals; impacts on hunting (on land and on ice). Positive feedback included: employment opportunities; environmental monitoring (especially of the sea bed at Milne Inlet); Narwhal monitoring station; Baffinland's responses to community concerns; availability of clinic to treat community members; Baffinland's support for the people and how it helps hunters. Baffinland responded that only the approved shipping route is being used. If a new route is used for the expansion project, it will need to be approved by the Government. The monitoring program is ongoing, and to date there have not been any increase or decrease in Narwhal populations. Narwhals are not scared away by the Baffinland ships.
2016-11-21 In-Person / Face-To-Face with Unidentified stakeholders, about Shipping	Nov 21, 2016	In-Person / Face-To-Face	<a href="#">2016-11-21 - Clyde River - Public Forum/Meeting</a>	Unidentified stakeholder	Ship sizes
2016-11-22 In-Person / Face-To-Face with Hamlet of Pond Inlet about Communities and Community Organizations, Shipping	Nov 22, 2016	In-Person / Face-To-Face	<a href="#">2016-11-22 - Pond Inlet - Hamlet Meeting</a>	Hamlet of Pond Inlet	Question about: plans for winter shipping. Response: Community approval is being sought for shipping plans.
2016-11-22 In-Person / Face-To-Face with Hamlet of Pond Inlet about Design Alternatives, Shipping	Nov 22, 2016	In-Person / Face-To-Face	<a href="#">2016-11-22 - Pond Inlet - Hamlet Meeting</a>	Hamlet of Pond Inlet	Question about: number of ships, and shipping seasons Response: shipping to be limited to open water season, to the extent possible.
2016-11-22 In-Person / Face-To-Face with Hamlet of Pond Inlet about Design Alternatives, Shipping	Nov 22, 2016	In-Person / Face-To-Face	<a href="#">2016-11-22 - Pond Inlet - Hamlet Meeting</a>	Hamlet of Pond Inlet	Question about: plans for winter shipping; plans for consultation for expansion project. Response: Overview of consultation process for the expansion provided. Response: winter shipping to be avoided to the extent possible.
2016-11-22 In-Person / Face-To-Face with Hamlet of Pond Inlet about Shipping	Nov 22, 2016	In-Person / Face-To-Face	<a href="#">2016-11-22 - Pond Inlet - Hamlet Meeting</a>	Hamlet of Pond Inlet	Question about: name of jet that goes to Milne Inlet. Response: Nolinor
2016-11-22 In-Person / Face-To-Face with Hamlet of Pond Inlet about Shipping	Nov 22, 2016	In-Person / Face-To-Face	<a href="#">2016-11-22 - Pond Inlet - Hamlet Meeting</a>	Hamlet of Pond Inlet	Question about: plans to bring an ice breaker to Pond Inlet; whether old vehicles from Baffinland can be sent to Pond Inlet. Response: overview of shipping during winter provided. Will consider process for providing benefits to communities in upcoming IIBA review.
2016-11-23 In-Person / Face-To-Face with Design Alternatives, Shipping	Nov 23, 2016	In-Person / Face-To-Face	<a href="#">2016-11-23 - Arctic Bay - Public Forum/Meeting</a>	Arctic Bay	Question about: trans-shipping Response: more information will be in the project description submitted Nov. 30.
2016-11-23 In-Person / Face-To-Face with Arctic Bay about Design Alternatives, Shipping	Nov 23, 2016	In-Person / Face-To-Face	<a href="#">2016-11-23 - Arctic Bay - Public Forum/Meeting</a>	Arctic Bay	Question about: approvals process for expansion; shipping over the last year; shipping numbers for expansion project. Response: overview of proposed expansion project, including approvals.
2016-11-24 In-Person / Face-To-Face with Igloolik about Rail, Shipping	Nov 24, 2016	In-Person / Face-To-Face	<a href="#">2016-11-24 - Igloolik - Public Forum/Meeting</a>	Igloolik	Question: what will happen to Steensby option. Response: overview of expansion project currently under consideration.
2016-11-24 In-Person / Face-To-Face with Igloolik about Shipping	Nov 24, 2016	In-Person / Face-To-Face	<a href="#">2016-11-24 - Igloolik - Public Forum/Meeting</a>	Igloolik	Question: shipping frequency for 4.2Mtpa. Response: overview of current operations
2016-11-24 In-Person / Face-To-Face Design Alternatives, Shipping, Shipping Impacts	Nov 24, 2016	In-Person / Face-To-Face	<a href="#">2016-11-24 - Igloolik - Public Forum/Meeting</a>	Igloolik	Question: can the ship activity be publicized so communities know when ships are moving. Response: summary of notification process for shipping.
2016-11-24 In-Person / Face-To-Face with Hamlet of Igloolik about Shipping	Nov 24, 2016	In-Person / Face-To-Face	<a href="#">2016-11-24 - Igloolik - Public Forum/Meeting</a>	Hamlet of Igloolik	Question: plans to meet 4.2Mtpa capacity. Response: overview of current operations, and plans to improve production capacity.
2016-11-24 In-Person / Face-To-Face with Igloolik about Design Alternatives, Shipping	Nov 24, 2016	In-Person / Face-To-Face	<a href="#">2016-11-24 - Igloolik - Public Forum/Meeting</a>	Igloolik	Question: timing and frequency of shipping. Response: overview of current shipping program; summary of expansion plans for increasing production and shipping.
2016-11-25 In-Person / Face-To-Face with Hall Beach about Shipping	Nov 25, 2016	In-Person / Face-To-Face	<a href="#">2016-11-25 - Hall Beach - Public Forum/Meeting</a>	Hall Beach	Question: what to people of Pond Inlet think about bigger ships? Response: summary of consultations; will be back in 2017 to discuss further.
2016-11-25 In-Person / Face-To-Face with Hall Beach about Shipping, Narwhals	Nov 25, 2016	In-Person / Face-To-Face	<a href="#">2016-11-25 - Hall Beach - Public Forum/Meeting</a>	Hall Beach	Comment: ice breaker ships may be able to free Narwhals that get stuck inland when the inlet freezes. Response: Thank you for comment.
2016-11-25 In-Person / Face-To-Face with Hall Beach about Shipping, Spills and Malfunctions, Emergency Response	Nov 25, 2016	In-Person / Face-To-Face	<a href="#">2016-11-25 - Hall Beach - Public Forum/Meeting</a>	Hall Beach	Question: emergency response planning and spill management for ships. Response: Clarification about plans for shipping in open water to the extent possible. Overview of environmental management system for shipping.

## **APPENDIX B**

### **COMMUNITY SURVEY RESULTS (SEPT 2016)**

# **Mary River Project Community Survey Report**

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## **1. Background**

Baffinland carried out a community survey within the five North Baffin communities that are the most likely to be affected by the Mary River Project (the Project). The survey consisted of a series of high level questions that asked about how the project may potentially be affecting the communities, the environment, and the overall way of life in North Baffin Island. The survey was also used to gather information about the overall relationship between Baffinland and the North Baffin communities. The survey was a mechanism for community residents to have their voices heard, and for Baffinland to foster its positive relationships with the communities.

## **2. Purpose**

Baffinland believes in engaging with local stakeholders to have a better understanding of how to approach its mining operations to maximize local benefits and to minimize adverse impacts upon communities. To do this, Baffinland decided to reach out to the communities of Arctic Bay, Clyde River, Hall Beach, Igloolik, and Pond Inlet by distributing surveys that would help the company identify and respond to the concerns raised by the stakeholders. In return, Baffinland can provide data to the communities to show the company understands their concerns and will take those concerns into account in the execution of the Project. The survey will also provide reference for future communications with local stakeholders.

## **3. Methodology**

### **3.1 Role of BCLOs**

The company has offices in all five communities. The Baffinland Community Liaison Officers (BCLOs) reside in the communities and act as a bridge between the company and the communities. The BCLOs were tasked with carrying out the surveys on behalf of Baffinland. Their role for the community surveys was to implement the surveys on behalf of Baffinland, assist participants if they have any questions about the survey, gather the completed surveys up and send them back to Baffinland headquarters for the data to be analyzed.

### **3.2 Survey Development**

The survey was developed by Baffinland in collaboration with the BCLOs. The contents of the survey were intended to help Baffinland understand community values and priorities and how the Project may be affecting community members. There were general questions for the purpose of gathering information on the demographics of the participants and for Baffinland to understand survey coverage. Another set of questions were open-ended, to ensure that questions were not leading in any way. It also gave participants the freedom to elaborate on any ideas, thoughts, or concerns. The questions asked how the Project may have affected the bio-physical or social environment.

## **4. Survey Implementation**

The community survey was conducted between September 12th and September 30th of 2016. In order to maximize the number of community members who completed the surveys, fliers, posters, and radio announcements were used to promote the surveys within the communities. To incentivize people to participate in the survey, a draw prize was also offered in each community, and all participants were added to a grand prize raffle draw.

Community members were given the opportunity to complete the survey online using Survey Monkey. Hard copy surveys were also available, and the local BCLOs were available at the Co-op, Northern Stores or at the BCLO offices to help participants complete the survey and answer any questions. All surveys were translated into Inuktitut to ensure equal access for all community members.

Participation in the surveys was voluntary, and participants identity was kept anonymous; Participant names and contact information was not included as part of the survey.

### **4.1 Survey Format**

The survey was divided into three categories: General Questions, Project-Related Questions, and Ongoing Communication.

#### **4.1.1 General Information**

This section requested information about each participant's demographics, including: age, gender, where they live, and if they were or are currently employed by Baffinland, which allowed Baffinland to ensure that responses reflected both Baffinland employees and non-employees.

#### **4.1.2 Questions about the Project**

This section was designed to assist Baffinland in understanding how the Project may be affecting communities. The questions were open-ended and consisted of questions related to the bio-physical environment and the communities, including positives and negatives about the Project, and suggestions for improvements. Responses were intended to provide Baffinland with feedback, ideas, and opportunities to improve processes and procedures.

#### **4.1.3 Ongoing Communication**

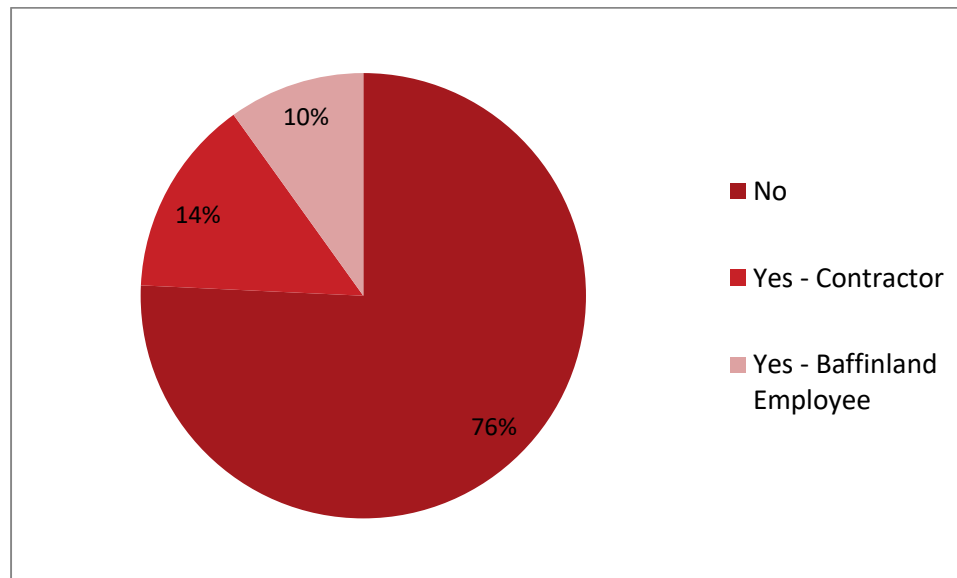
The survey question pertaining to ongoing communication was designed to ensure that Baffinland's approach to communicating communities was reflective of *how* communities wanted to receive Project-related information.

## 4.2 Data Analysis

Once the surveys were completed, the data was compiled for all communities. The BCLOs were responsible for taking hard copy surveys and uploading them to the online platform (Survey Monkey). The names of the respondents were not included in the data uploaded to Survey Monkey. All data from Survey Monkey was downloaded to excel and each response was categorized into environmental and community topic areas. The categorized responses were then analyzed and interpreted using Excel software. The categorized responses were then uploaded to StakeTracker, which is Baffinland's online stakeholder tracking and mapping tool. During the upload to StakeTracker all responses were assigned categories and topics which relate to either the bio-physical or the socio-economic environment. This allows Baffinland to track information systematically.

## 5. Results

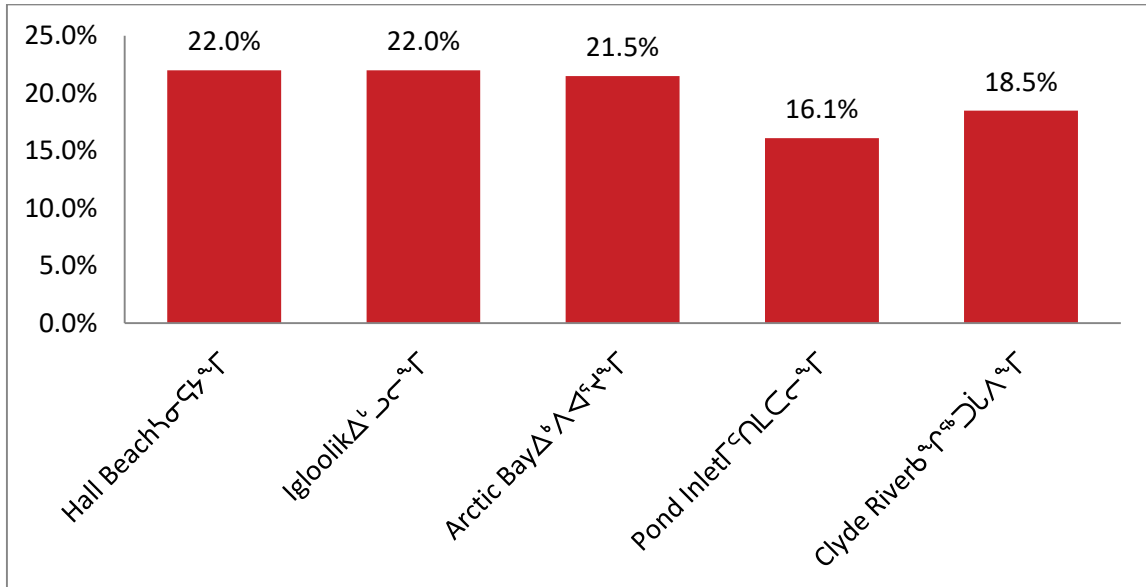
Five BCLOs implemented the survey in the span of two weeks, with the total of 205 people participating (Figure 1). Out of those participants, 49 had either previously or currently worked for the Mary River Project. 29 of those were contractors while 20 were employees of Baffinland. One participant chose not to answer the question.



**Figure 1: The Number of Participants that Worked for Baffinland**

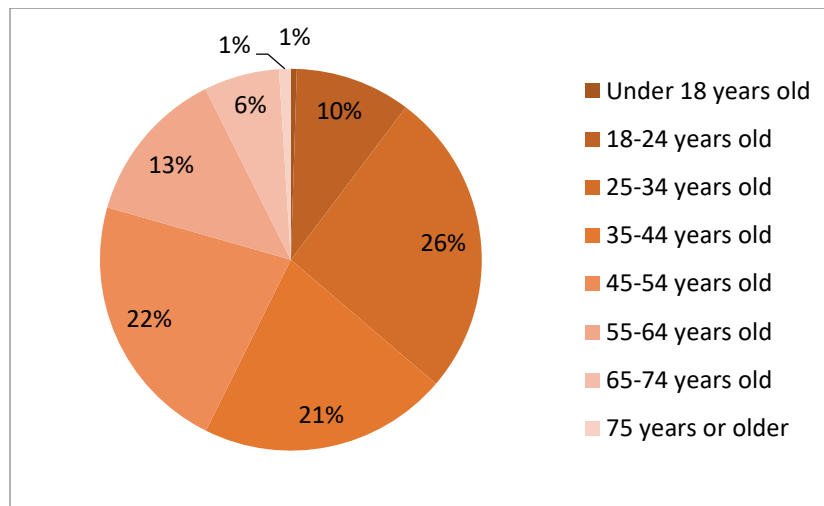
## 5.1 General Questions

There was nearly equal participation from all communities (Figure 2), with Pond Inlet showing the lowest participation (16.1 percent) and Hall Beach and Igloolik showing the highest participation (22 percent).



**Figure 2: Survey Distribution by Community**

In terms of respondent demographics, there were more male respondents (58%) compared to female (42%), and there was representation from all age categories, as shown in Figure 3. The single largest age group of the participants was in the 24-34 age groups.



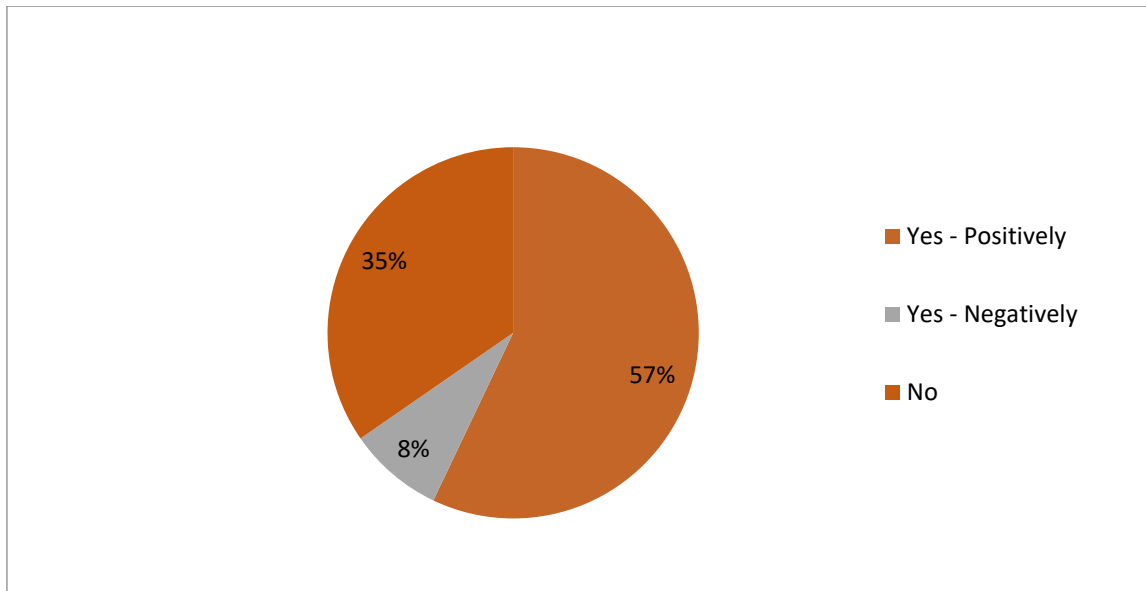
**Figure 3: Age Category Distribution**

## 5.2 Questions about the Project

### 5.2.1 Has the Project Made a Difference in the Community?

Based on the survey results, 57 percent of participants indicated that the Project has had a positive effect on the community, ten percent indicated that it has resulted in negative effect, and 35 percent said they have seen no change as a result of the Project (Figure 4). The most frequent response to the question about whether the Project has made a difference in the community was regarding provision of jobs to local Inuit and youth, providing income and work benefits for families and communities, educating the locals through jobs and life skills, and ensuring good communication with the communities and Baffinland.

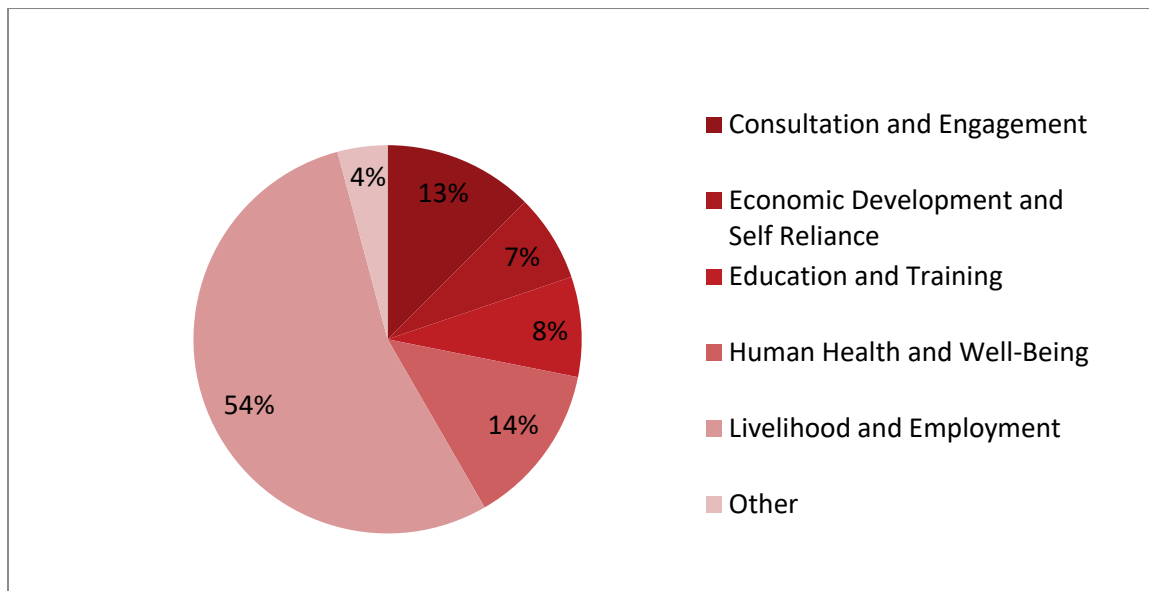
Comments regarding negative effects of the Project included the long separation between families and employees affecting family stability, the ongoing challenges associated with substance abuse in communities, the need for improvements between Baffinland and community communication, the need for ongoing environmental protection, and that not enough Inuit are being hired by Mary River. Survey respondents also talked about the need for continued focus on worker safety and equity in providing community support.



**Figure 4: Community Results for Whether the Project has made a Difference in the Community**

5.2.2 What are the Things Baffinland is Doing Well?

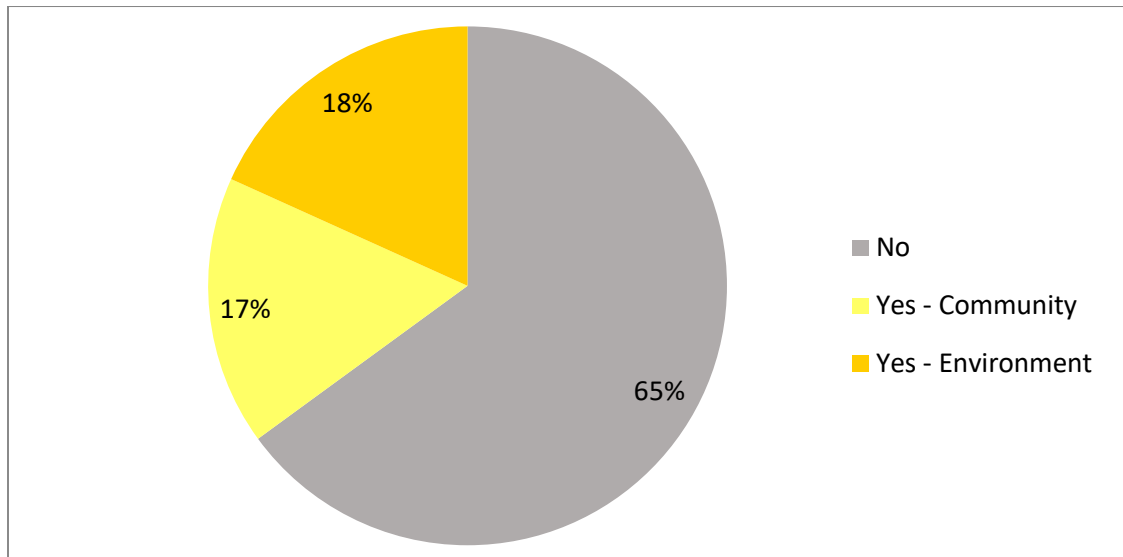
Most survey respondents (54 percent) answered that local employment is the aspect of the Project that is being well executed by Baffinland (Figure 5). Communities also acknowledged improvements in the quality of life for community members, such as bringing in income for families; good communication with Baffinland; work related training to locals; and providing stability and economic growth to the community.



**Figure 5: Community Results for What Baffinland is Doing Well**

### 5.2.3 Are You Concerned about how the Project is Affecting the Community and the Environment?

When asked about what concerns people might have about how the Project is affecting the community or the environment, the majority of respondents (65 percent) did not have any concerns (Figure 6). Those who did express concerns about the environment (18 percent) talked about the mine affecting terrestrial and marine wildlife and wildlife habitat due to dust, changes in water quality, shipping and blasting noises. Concerns about how the Project is affecting the community (17 percent) referred to the need for more Inuit employment, concerns about substance abuse in communities, and the difficulties due to family separation from employees, and the effects on harvesting activities.

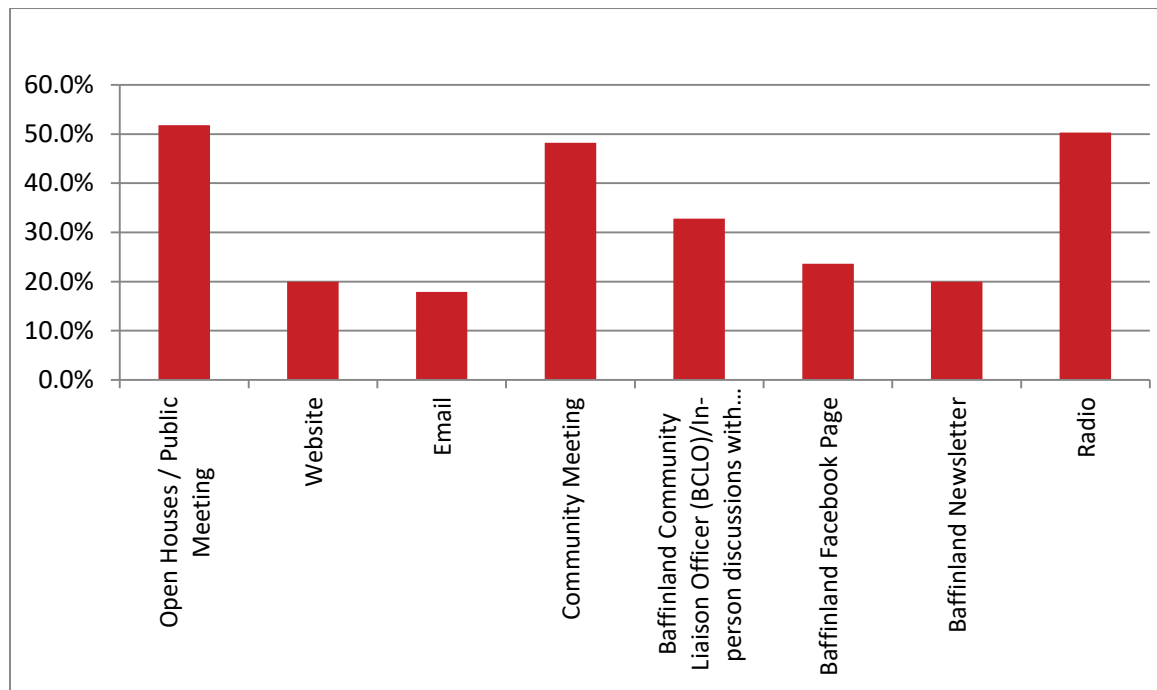


**Figure 6: Number of respondents that indicated a concern about how the Project was affecting the environment or community**

## **5.3 Ongoing Communication**

### **5.3.1 How Would You Like to Receive Future Information about the Project?**

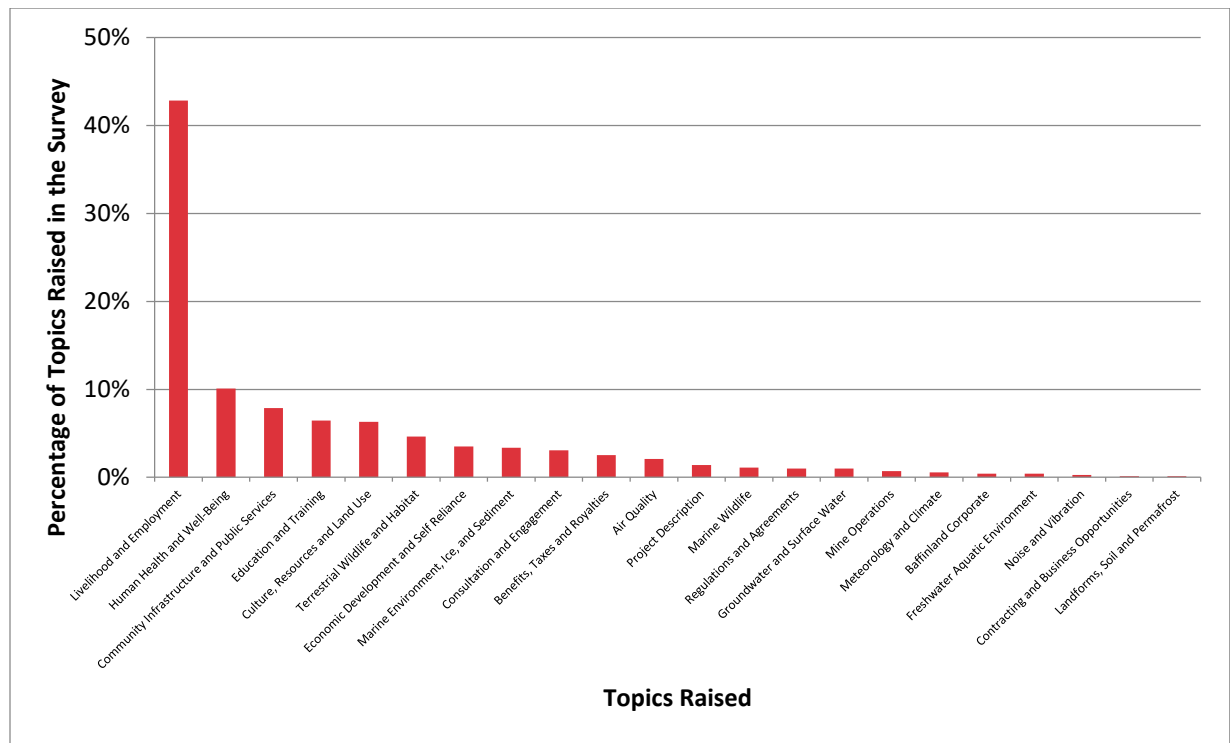
Most survey respondents (59 percent) indicated that they are satisfied with Baffinland's current community engagement efforts. The breakdown of respondent's preference for communication between Baffinland and the communities is provided in Figure 7. Communication requests using open houses, radio, community meetings, and in person meetings with Baffinland representatives were the most frequent.



**Figure 7: Breakdown of Preferred Communication Methods**

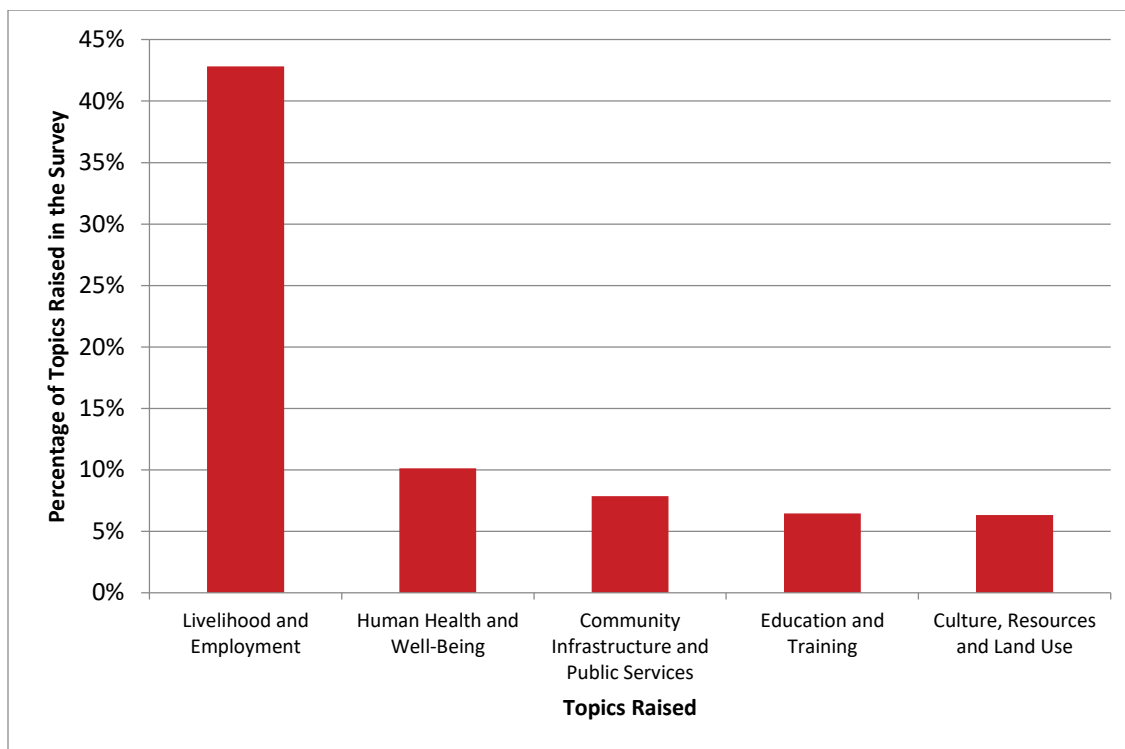
## 5.4 Key Topics Raised

A summary of the frequency that all topics were raised by respondents is provided in Figure 8.



**Figure 8: Frequency of Topics Raised During Community Survey**

The data for the top five topics raised during the community survey are shown in Figure 9, and are further discussed below.



**Figure 9: The Five Most Frequent Topics Raised for all Communities**

#### 5.4.1 Livelihood and Employment

Livelihood and employment was the most cited topic in the community survey, and represents 43 percent of all survey responses. Overall, comments regarding employment were positive, as locals look favourably on the fact that Baffinland is providing communities with a source of income. This is seen to result in better quality of life, and more stability for the families and the communities. However, some respondents stated that there is room to improve employment and human resources practices, with notable examples including: hiring more Inuit over southerners, hiring local youth, better advertisements of job openings, and improved job retention and career progression.

#### 5.4.2 Human Health and Well-Being

The community responses regarding human health and well-being represents 10 percent of all survey responses. The comments included a number of topics related to local life. In the community, there is a general approval for Baffinland providing a source of income, education, and providing social support, especially with addressing challenges associated with substance abuse. However, respondents were concerned that the mine would affect local wildlife, and in turn, affect their harvesting season. Within the family unit, respondents indicated that although

the communities are better off with more income, there is stress placed on families of employees due to the long distance between the communities and the mine, which is seen to have a negative effect on family stability. In the workplace, respondents indicated that Inuit workers have faced discrimination at the mine. Respondents also requested that more amenities be made available at the mine, most notably a shop to purchase popular items.

#### 5.4.3 Community Infrastructure and Public Services

Community survey responses regarding community infrastructure and public services represent eight percent of all survey responses. Overall, respondents commented on improvements that are needed to the local infrastructure, including roads, harbours and airstrips. There were also a number of comments regarding transportation between the communities and the airports, and some of the challenges employees face when they do not have access to a vehicle to transport them to the airport.

#### 5.4.4 Education and Training

Comments regarding education and training represented eight percent of all survey responses. Respondents commented on the need to train local Inuit community members in order to improve the benefits realized by the communities. Education initiatives such as heavy equipment operator training, college education, and work ready programs have been successful in helping locals achieve these goals. However, respondents indicated that more of this training is needed. Responses also requested additional support for youth, in order for that workforce to be considered employable by local businesses and the mine.

#### 5.4.5 Culture, Resources and Land Use

Culture, resources and land use represent six percent of all survey responses. The majority of comments regarding cultural resources and land use mentioned how the mine is or would potentially affect the Inuit lifestyles and tradition. Respondents requested that Baffinland do more to invest in community programs, especially ones that help promote family values, as well as building community centres that promote sports. In addition, respondents requested assurance from Baffinland that the mine's activities – such as generating noise and dust – would not interfere with local harvesting of wildlife.

#### 5.4.6 Other

Two other topics of significance that were raised in the community survey responses were:

##### **Terrestrial Wildlife and Habitat**

Some respondents are concerned that the mine changes in the bio-physical environment – such as air emissions, dust, noise, and water quality – may have an effect on the local wildlife, most notably caribou. Concerns about effects to terrestrial wildlife and habitat also extended to the effect that would have on Inuit traditional practices such as hunting and gathering activities.

### **Marine Environment, Ice and Sediment**

Survey respondents expressed concerns that the mine would affect the marine environment, including marine mammals, marine migration patterns, and Inuit traditional practices and lifestyle. Survey responses included concerns about how shipping routes may affect the marine environment, including both fishing and hunting of the local wildlife. In particular, respondents mentioned the effect that ships may have on the fishing areas, and on narwhal calving grounds. Respondents also mentioned that shipping should not continue during periods of sea ice as this would affect hunting and wildlife migration. Safety issues were also raised regarding shipping during the winter season.

## **5.5 Key Topics Raised by Each Community**

### **5.5.1 Arctic Bay**

The five topics most frequently raised by survey respondents in Arctic Bay were:

1. Livelihood and employment;
2. Human health and well-being;
3. Community infrastructure and public services;
4. Education and training; and
5. Culture, resources and land use.

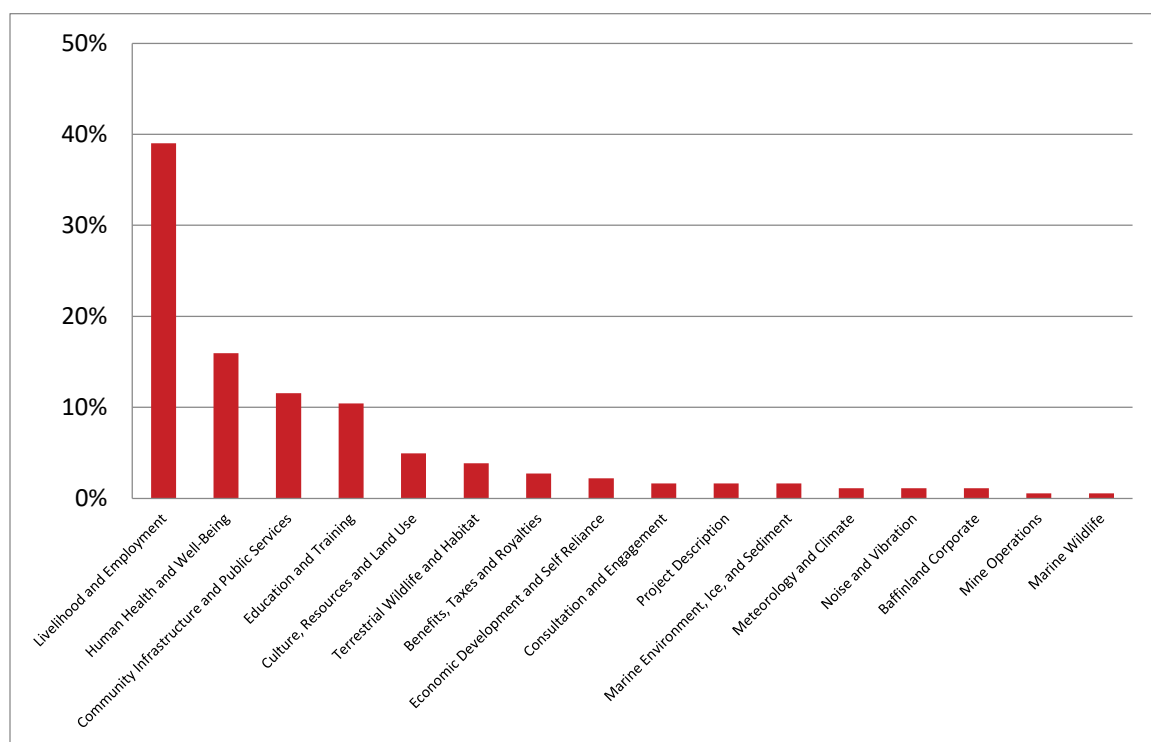
Livelihood and employment was the most frequent topic raised in Arctic Bay, making up 39 percent of the responses (Figure 10). The responses primarily related to Inuit employment, with the majority of comments indicating that the mine has provided positive opportunities in the form of employment and economic benefits for the community. However, other respondents also indicated a need for improved work related training for the locals and the need to hire more Inuit.

The second most frequently raised topic was human health and well-being, which makes up 16 percent of comments from Arctic Bay. The respondents stated that the long distance relationship between the mine workers and their families has affected the overall stability of the family unit. Responses included allowing more time for workers to spend with their families, and providing benefits to help out families, such as daycare.

Community infrastructure and services was the next most frequently raised topic, which was 12 percent of all community responses for Arctic Bay. Respondents indicated that community access from Arctic Bay to the airport needs to be improved, and ideas for improvement included providing a shuttlebus for Baffinland employees and improving roads infrastructure for safe travel.

Education and training was the fourth most frequently raised topic (11 percent). Comments indicated a need for improved work related training, including heavy equipment operator training, mine related training, financial education, youth training. Respondents also mentioned the need for a community learning centre and the need for financial support so that people can access training programs.

Culture, resources, and land use, made up five percent of the responses in Arctic Bay. Respondent comments included protection of Inuit lifestyles and traditions, such as hunting, Inuit crafts and protection of local wildlife.



**Figure 10: Breakdown of Topics Raised for Arctic Bay**

### 5.5.2 Clyde River

The five topics most frequently raised by survey respondents in Clyde River were:

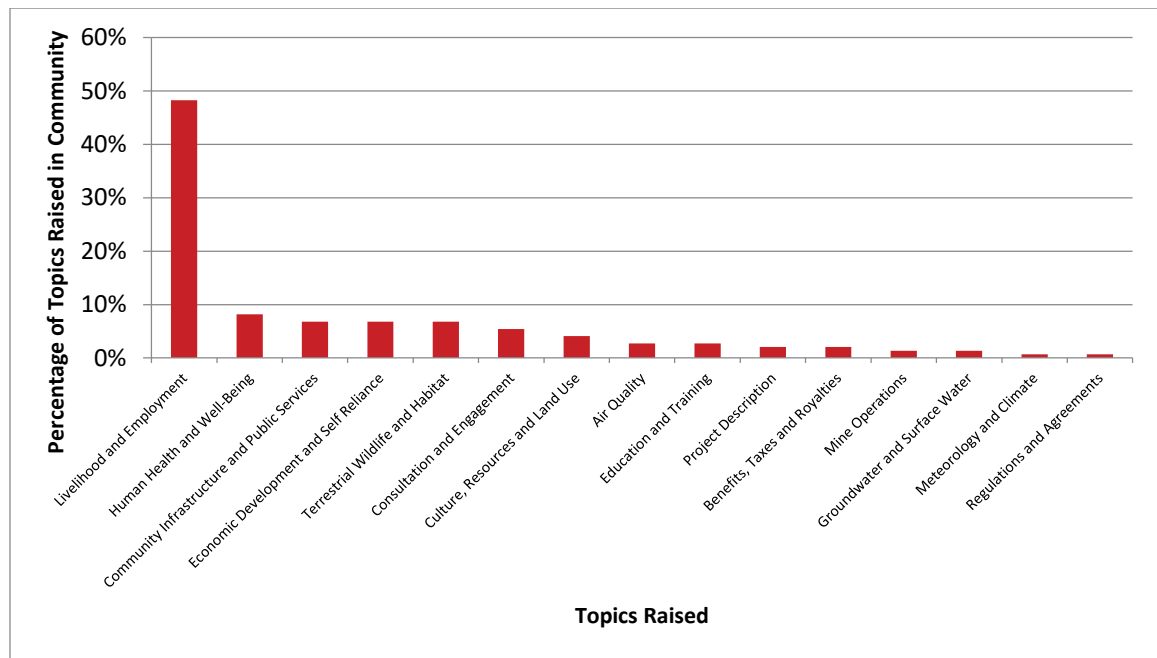
1. Livelihood and employment;
2. Human health and well-being;
3. Community infrastructure and public services;
4. Economic Development and Self Reliance; and
5. Terrestrial Wildlife and Habitat.

Livelihood and employment makes up 48 percent of the responses from Clyde River community respondents (Figure 11). The responses relate to livelihood and employment, with the majority of comments indicating that the mine has provided positive opportunities to the community in the form of jobs and economic benefits for the community. However, other respondents also indicated the need for a healthy workplace for Inuit workers, to hire more Inuit and youth, and more advertising for job openings.

Human health and well-being is the second most frequent response, making up 8 percent of the responses. Family separation was noted as a challenge in the community. Similar to Arctic Bay, there are concerns about family stability in Clyde River. Respondents also indicated the need to improve training at the mine needs and ensure an ongoing focus on safety measures.

The third most frequent response (seven percent) from Clyde River was from the following categories:

- **Community infrastructure and public services:** Respondents indicated that community access from Clyde River to the airport needs to be improved, and ideas for improvement included providing a shuttlebus for Baffinland employees and improving roads infrastructure for safe travel.
- **Economic development and self-reliance:** Certain respondents requested access to soapstone from the mine for traditional carving activities. There was positive feedback from respondents regarding Baffinland providing economic development opportunities to the community.
- **Terrestrial wildlife and habitat:** Respondents indicated some concerns that the Project may change wildlife migration patterns, especially caribou, and that traditional hunting grounds may be affected.



**Figure 11: Breakdown of Topics Raised for Clyde River**

### 5.5.3 Hall Beach

The five topics most frequently raised by survey respondents in Hall Beach were:

1. Livelihood and employment;
2. Culture, resources and land use;
3. Education and training;
4. Community infrastructure and public services; and
5. Human health and well-being;

Livelihood and employment is the most frequent topic raised in Hall Beach, representing 44 percent of responses (Figure 12). Community responses relate to Inuit employment, with the majority of comments indicating that the mine has provided positive opportunities to the community in the form of employment and economic benefits for the community. However, other respondents noted that there is a need for improved work related training for Inuit, and to hire more Inuit and youth. Job progression and retention is also an issue mentioned by survey respondents.

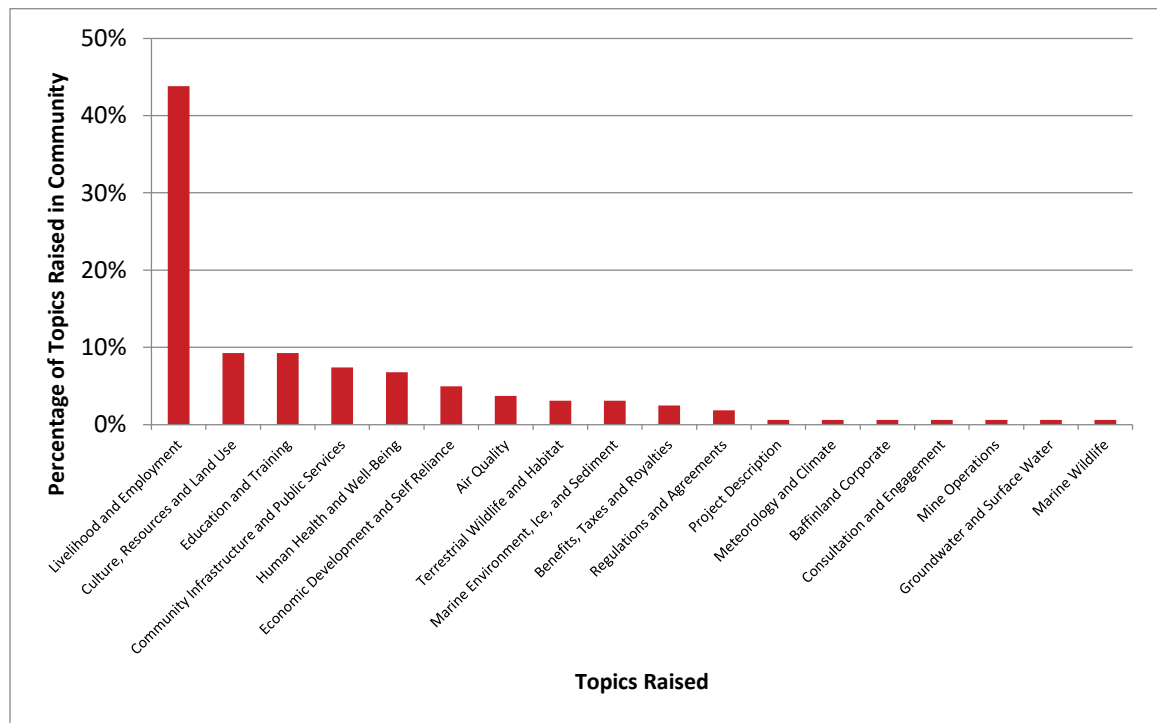
The second most frequent topic relates to culture, resources, and land use, making up 9 percent of the responses. There were no significant concerns raised by survey respondents, and overall the comments were positive. Responses were also positive regarding Baffinland's respect for

Inuit values. However, respondents did provide comments regarding protection of the local wildlife, which is considered vital for the community.

Education and training makes up 9 percent of the topics raised by community respondents in Hall Beach. Comments indicated a need for improved work related training, including heavy equipment operator training, mine related training, financial education, and youth training.

The fourth most frequent response (seven percent) from Hall Beach was from the following categories:

- **Community infrastructure and public services:** Respondents indicated that community access from Hall Beach to the airport needs to be improved. Responses also mentioned that some building projects should be implemented to improve the community infrastructure, most notably daycare.
- **Human health and well-being:** Family separation was noted as a challenge in the community, including concerns about family stability and ongoing challenges with substance abuse.



**Figure 12: Breakdown of Topics Raised for Hall Beach**

#### 5.5.4 Igloolik

The five topics most frequently raised by survey respondents in Igloolik were:

1. Livelihood and employment;
2. Culture, resources and land use;
3. Education and training;
4. Human health and well-being; and
5. Terrestrial and Wildlife Habitat.

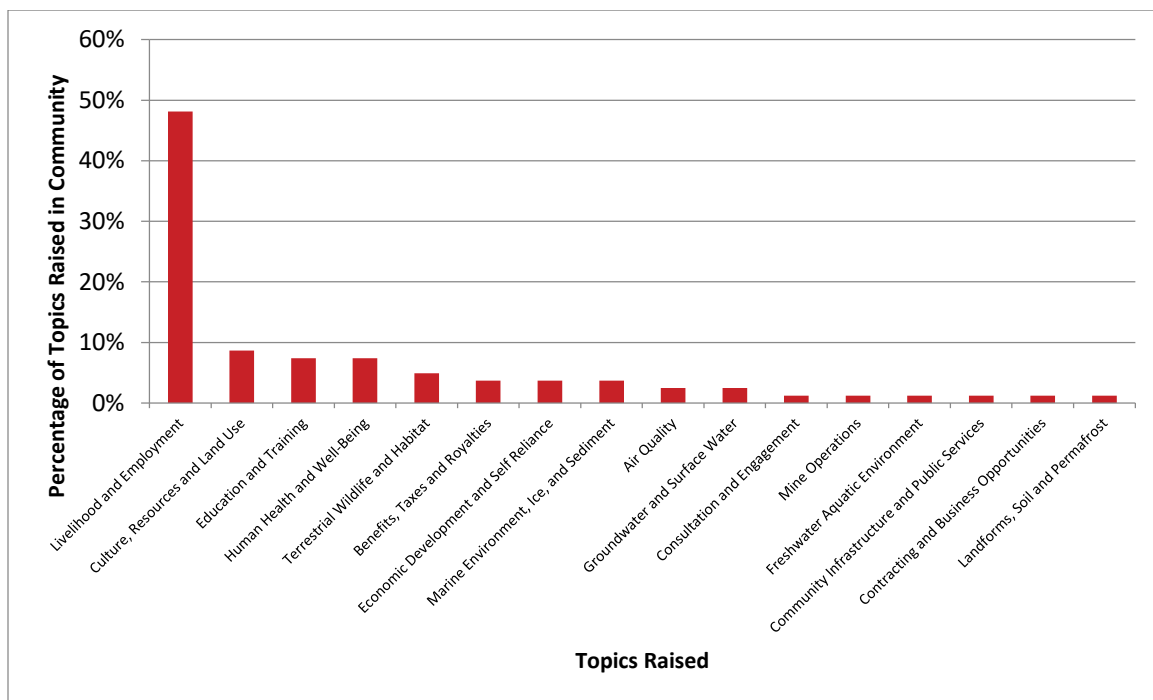
Livelihood and employment makes up 49 percent of the overall topics raised in Igloolik (Figure 13). Survey responses related to employment including opportunities the mine has provided in the form of Inuit and youth. However, some responses noted that not enough Inuit were being hired or were only employed for a very short period of time. Respondents also indicated a need for training to ensure that better jobs are obtained both at Baffinland and in the community.

The second most frequent topic is culture, resources and land use, making up 9 percent of the responses. Some respondents were concerned that changes to the bio-physical environmental and noise from the mine would change the wildlife migration patterns and hunting grounds. There was also a comment that employees are not permitted to hunt while working at the mine site.

The third most frequent response (seven percent) from Igloolik was from the following categories:

- **Education and training:** Comments indicated a need for improved work related training, especially for the youth.
- **Human health and well-being:** The comments from community respondents were primarily regarding the need for improved housing in the community and the need for more country food.

Terrestrial wildlife and habitat makes up 5 percent of the responses from Igloolik. Respondents raised concerns that changes in the bio-physical environment may change wildlife migration patterns, especially for caribou.



**Figure 13: Breakdown of Topics Raised for Igloolik**

#### 5.5.5 Pond Inlet

The five topics most frequently raised by survey respondents in Pond Inlet were:

1. Livelihood and employment;
2. Human health and well-being;
3. Marine environment, ice and sediment;
4. Community infrastructure and public services; and
5. Consultation and engagement.

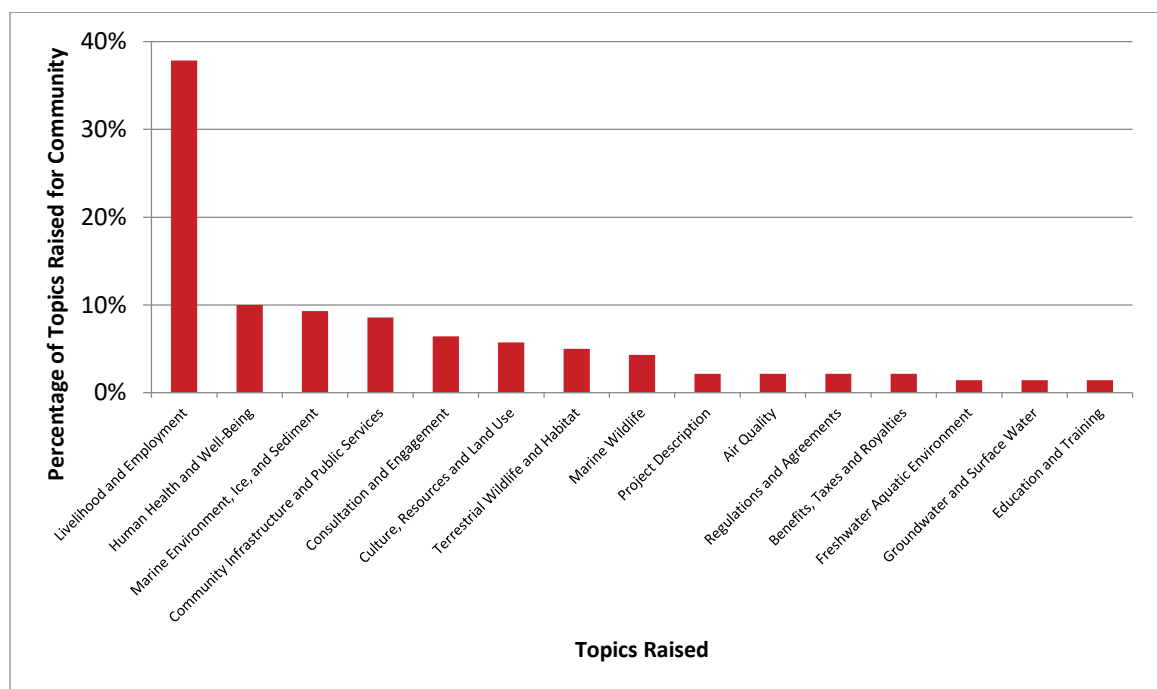
The most frequent topic raised by survey respondents in Pond Inlet relates to livelihood and employment, which represents 38 percent of all responses (Figure 14). The responses relate to Inuit employment, with the majority of comments indicating that the mine has positive provided opportunities to the community of Pond Inlet. The community responses indicate a need to improve local Inuit employment. There were also questions raised about salaries, vacation time, and job security for employees. Survey respondents also indicated the need for ongoing efforts around workplace inclusion and cultural sensitivity training

The second most frequent topic raised in Pond Inlet was regarding human health and well-being, which represents 10 percent of responses. The comments included family stability and difficulties associated with families being separated from mine employees.

The third most frequent response (nine percent) from Pond Inlet was regarding marine environment, ice and sediment: The most common responses was regarding the potential effects that ships may have on fishing and hunting grounds, which may affect harvesting. Respondents suggested that Baffinland not ship during the ice season, and minimize the number of ships.

Community infrastructure and public services makes up eight percent of the comments. Respondents indicated that local infrastructure such as the roads, the airstrip, and the harbor need to be upgraded.

Consultation and engagement makes up six percent of the responses. The survey participants responded that ongoing engagement is needed with Pond Inlet residents regarding concerns around Inuit lifestyle and traditions.



**Figure 14: Breakdown of Topics Raised for Pond Inlet**

## 6. Lessons Learned

Some lessons learned from implementing the community survey include:

1. **Overall Participation:** initial participation in the survey was low, despite BCLOs making significant efforts to encourage community participation. Offering incentives to each community member that participates may improve involvement in the future.
2. **Participation of Pond Inlet:** Although Pond Inlet is potentially one of the most affected communities surveyed, it showed the lowest participation rate. Future surveys should look for opportunities to focus on improving participation from this particular community.
3. **Clarity of Responses:** interpretation of some responses was sometimes difficult. Additional training of BCLOs on how to clarify responses will help to understand any underlying issues or concerns that community members may be trying to express.
4. **Alignment with EIS Guidelines:** some responses were not easily categorized with the EIS guidelines. Training of BCLOs on the guidelines, would help to ensure that responses can be more easily categorized and aligned with EIS guidelines.

## 7. Conclusions

Overall implementation of the community survey was successful, and the results have been valuable in forming Baffinland's understanding of key benefits the project is providing, and the issues and concerns that each of the five North Baffin Communities has about the Project.

The level of participation was similar between the five communities, and in general, there was strong participation from both men and women in the communities. Most survey participants were not Baffinland employees, nor had they previously worked at Mary River. There was participation from a broad range of age demographics, with nearly 70 percent of respondents being between the ages of 25-54 years old.

Most respondents (57 percent) of respondents indicated that the Project has made a positive difference in the community, 35 percent responded that they have not seen any difference, and eight percent indicated that the project has had a negative effect in the community.

When asked whether community members were concerned about how the project is affecting the community or the environment, most respondents indicated that they had no concerns.

Of all the responses received, the most frequently raised topic was regarding livelihood and employment, which represents 43 percent of responses. Overall, comments regarding employment were positive, as respondents look favourably on the fact that Baffinland is providing communities with a source of income. This is seen to result in better quality of life, and more stability for the families and the communities. However, some respondents stated that there is room to improve employment and human resource practices, with notable

examples including: hiring more Inuit over southerners, hiring local youth, better advertisements of job openings, and improved job retention and career progression.

The next most frequently raised topics were: human health and well-being (10 percent), community infrastructure and public services (eight percent), education and training (eight percent), and culture, resources and land use (six percent).

## Survey

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d) Do you work at the Mary River Project?

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e) Have you previously worked at the Mary River Project?

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## Project-Related Questions

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### 1. Has the Project made a difference in your community?

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☐ Yes - Negative

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If yes, in what way?

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### 2. Are you concerned about how the Project is affecting the community (e.g. cultural activities, harvesting, family life etc.)?

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a) If yes, what are you concerned about?

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b) If yes, do you have any suggestions on what Baffinland can do about it?

ᐸᓐᓂᓂᓐ ᐸᓐᓂᓂᓐ ᐸᓐᓂᓂᓐ ᐸᓐᓂᓂᓐ ᐸᓐᓂᓂᓐ ᐸᓐᓂᓂᓐ ᐸᓐᓂᓂᓐ?

- ᐃᓚᓚᓚ ᐃᓚ ᐃᓚᓚᓚ ᐃᓚᓚᓚ ᐃᓚᓚᓚ (ᓚᓚ ᓚᓚᓚᓚ ᐃᓚᓚᓚ, ᐃᓚᓚᓚ ᐃᓚᓚᓚ, ᓚᓚᓚᓚᓚᓚ, ᓚᓚᓚᓚᓚᓚ, ᐃᓚᓚᓚᓚᓚ)?

☐ Yes -  $\Delta$

□ No -  $\triangleleft^b b$

- $\triangle^a \rho \Delta^c, \rho \neq \sigma^b \quad \Delta \neq \dot{L} \quad \neg \cap^{qb} \Delta^c ?$

- [illegible]

- ‘ᄆᄇ ᄅᄂ ᄈᄃ ᄋᄁᄂᄃᄂᄃ ᄅᄃᄂᄃ ᄋᄁᄂᄃᄂᄃ ᄆᄁᄃᄃᄃᄃᄃ ᄅᄃ ᄉᄃᄃᄃᄃ ᄅᄃᄂᄃᄃᄃ ?**

- [illegible]

**ב' ז' א' ב' ג' ד' ה' ו' ז' ח' ט' י' יא' יב' יג' יד' טו' טז'**

[illegible]

- $\Delta_P \Delta_J^c$



**Radio Announcement**

English

Baffinland wants to hear from you!

Baffinland is conducting a community survey to hear more from you about the Mary River Project.

This is an opportunity for residents of <<Community Name Inserted Here>> to tell the company what they think about the Project's operations to-date.

Please stop by your local BCLO office anytime between September 12<sup>th</sup> and September 30<sup>th</sup>. Someone will be there during regular office hours, to help you with the survey.

If you have any questions about the survey, please contact your BCLO.

We encourage all residents to participate in this important event.



**Poster**

English

 **Baffinland**  
Baffinland Iron Mines Corporation

**Baffinland  
wants to hear  
from you!**



 **What is it?**

- Baffinland is conducting a community survey to hear from *you* about the Mary River Project.
- This is an opportunity for residents of the North Baffin region to tell the company what they think about the Project's operations to-date.

 **When is it?**

- Anytime between September 12<sup>th</sup> and September 30<sup>th</sup> during regular office hours.

 **Where is it?**

- Visit your BCLO office for more information.



**Have your  
say!**



Inuktitut



$\angle \text{A} = \angle \text{D}$   
 $\Delta \text{ABC} \cong \Delta \text{DCB}$   
 $\text{AB} = \text{DC}$



❓ **എന്തുകൊണ്ട്?**

→ ከረዕሰ ስልጣኑ ለጥያቄዎች ለመረጃ ለማግኘት ለሚችሉት ሰራተኛው ስልጣን አይሰጥም።

[illegible]

❓ 'ବିଲମ୍ବ?'

[illegible]

**?**  $\sigma \triangleright \zeta^{\text{sb}} \triangleleft ?$

$\rightarrow D < J^{\circ} a^{90} C \Delta^C$  ( $D^C \sigma J^{\circ} a^{90} C \Delta^C$ )  $< A^{\circ} L^{\circ} d^C$  ወይም  $\sigma$   
 $\geq 4D \Delta^C \cap \gamma^L C \cap \Omega^C A \Delta^C \geq P \gamma^L \Delta^C b^{\circ} \sigma^{\circ} a^{90} > \Omega^C$



**▷<sup>c</sup>▷<sup>b</sup>▷<sup>a</sup>▷<sup>c</sup>**  
**▷<sup>c</sup>▷<sup>b</sup>▷<sup>a</sup>▷<sup>c</sup>**

