# Agnico Kivalliq Projects

## 2020 SOCIO-ECONOMIC MONITORING PROGRAM REPORT

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# Executive Summary

## The Agnico Kivalliq Projects

The Meadowbank gold mine, Meliadine gold mine and Whale Tail gold deposit are located in the Kivalliq region of Nunavut on Inuit owned lands (IOL). Meadowbank falls approximately 70 km north of the Hamlet of Baker Lake, or 110 km by road. Whale Tail, a satellite deposit to the Meadowbank mine, is located approximately 50km north of Meadowbank. Meliadine is located near the western shore of Hudson Bay, about 25 km north of Rankin Inlet.

Agnico Eagle Mines acquired the Meadowbank property from Cumberland in 2007, with construction of the mine taking place between 2007 and 2010 and production beginning in 2011. Most mining activities at the Meadowbank site were completed in Q4 of 2019. The discovery and development of a satellite deposit in the Amaruq area, called Whale Tail, which is 50 kilometres away from Meadowbank site, has extended the life of the Meadowbank Complex by supplying a new source of ore to the existing Meadowbank mill. The Whale Tail satellite deposit achieved commercial production on September 30, 2019 and has an estimated seven-year mine life.

In 2020, the Meadowbank Complex transitioned to sourcing ore entirely from the Amaruq satellite deposit. First gold production from the Amaruq underground project is expected in 2022, and over the current estimated 5-year mine life, approximately 500,000 ounces of gold are expected to be produced

About 290 km southeast of Meadowbank, Agnico Eagle's Meliadine gold project began construction and development activities in 2017 and achieved commercial production on May 14, 2019. Phase 2 expansion activities commenced in Q4 2019, including the development of Tiriganiaq open pits which will be mined from 2020 to 2027. Meliadine is forecasted to have a 14-year mine life.

## About this Report

This report provides the results of the Agnico Eagle Kivalliq Projects Socio-Economic Monitoring Program (SEMP), developed in consultation with the Kivalliq Socio-Economic Monitoring Committee (SEMC). The purpose of this report is to:

- comply with the relevant sections of the **Nunavut Land Claims Agreement** (NLCA);
- meet the intent of section 135 of the **Nunavut Planning and Project Assessment Act;**
- comply with the terms and conditions of the **Meadowbank Project Certificate [No.: 004]** issued by the Nunavut Impact Review Board (NIRB), including reporting on the socio-economic impact predictions made in Cumberland Resource's Final Environmental Impact Statement (Meadowbank FEIS);
- comply with the terms and conditions of the **Meliadine Project Certificate [No.: 006]** issued by the NIRB, including reporting on the socio-economic impact predictions made in Agnico Eagle's Final Environmental Impact Statement (Meliadine FEIS);
- comply with the terms and conditions of the **Whale Tail Project Certificate [No.: 008 Amendment 001]** issued by the NIRB, including reporting on the socio-economic impact predictions made in Agnico Eagle's Final Environmental Impact Statement (Whale Tail Expansion Project FEIS);

- identify any **unanticipated effects** associated with the mines;
- identify and recommend **mitigation measures**;
- act as the primary vehicle for reviewing the findings of the SEMP in **collaboration** with members of the Socio-Economic Monitoring Committee (SEMC);
- fulfill best practices in **social responsibility**; and
- act as a **valuable resource** for communities, governments and interested stakeholders.

## The COVID-19 Pandemic

The COVID-19 pandemic has had a substantial impact on Agnico Eagle's operations in the Kivalliq region. By spring of 2020, Agnico Eagle was implementing various measures to adapt to the pandemic, and by time of writing (early 2021), Agnico Eagle continues to operate in an adapted fashion while continuing to contribute to wider community efforts.

**Brief Timeline of COVID-19**

- March 16th, 2020 – With no cases in operations, a senior management task force was established and site-specific COVID plans were developed.
- March 19th, 2020 – With no cases in Nunavut, Agnico Eagle, in consultation with government and community representatives, sent home Nunavut-based workers for four weeks, continuing to pay these workers, and initiated discussions with contractors about their response.
- March 24th, 2020 – Agnico Eagle reduced activities at its Nunavut mines and suspended exploration activities in the territory.
- April 2nd, 2020 – Still with no confirmed cases, measures were put in place to minimize any potential spread, and Nunavut staffing remained at reduced levels.
- April 10th, 2020 – Screening procedures were implemented to identify at-risk individuals, cleaning and work standards were enhanced, physical distancing was imposed, a mobile COVID-19 testing lab was piloted and Agnico Eagle began donating safety equipment and funds to host communities and governments.
- June 26th, 2020 – Agnico Eagle maintained its safety measures, continued use of its mobile lab, began using social media to drive internal awareness, provided worker mental and physical wellness support, and continued to donate equipment to host region, funding for community radio, and funding for food banks, seniors' residences, and other host community service organizations.
- August 10th, 2020 – Agnico Eagle launched the Good Deeds Brigade, an initiative where the company paid employees' full salaries to support with local projects that may be lacking in a workforce. Placements across all Kivalliq communities included: sewing programs; young hunters' programs; video creation; food basket distribution and landfill support (among others).
- November 18, 2020 – Nunavut enters a territory-wide lockdown due to a rise in cases, though Kivalliq mines were allowed to continue to operate through complete isolation and strict no-contact policy. At this time, Agnico Eagle continued to use its own testing lab, was re-testing of employees every five days, and donated equipment and funds to support snow removal in host communities as well as food hampers and personal protective equipment (PPE).

**By the end of the year:**

| | | |
|---|---|---|
| **12 positive cases** had been confirmed among Agnico Eagle workers, none of whom were Nunavut residents. There is no evidence that these cases led to any community spread within Kivalliq communities. | **36,631 COVID tests** were performed between the Val-D'Or, Mirabel and Meliadine Labs. | Approximately **$1.2M was spent on lab infrastructure** alone with an additional **$7.1 M spent on lab workforce, supplies and testing.** |
| **450 Nunavummiut** from both the Meadowbank Complex and Meliadine were sent home to help protect their communities. | **30 COVID**-related jobs | Approximately **$22M** was paid to additional contractors brought on to temporarily replace Nunavummiut workers sent home. |

As part of the isolation protocols enacted in March 2020, Agnico Eagle sent all of its Nunavut-based work force (employees and contractors) home from Meliadine, The Meadowbank Complex, and their exploration projects. Nunavummiut employees remain at home at the time of writing (early 2021). Agnico Eagle's stay-at-home employees received 100% pay for the first 3 weeks of being sent home and continue to receive 75% of their base pay. This totaled $13.5 million in pre-tax income for the company's stay-at-home Nunavut workers. It should be noted that this benefit does not extend to contractors and their Nunavut-based workers – who would also have been sent home, however without ongoing pay. To compensate for the lost workforce, Agnico Eagle brought in additional contractor employees from the south during this period. In consultation with the Government of Nunavut (GN) and Office of Chief Public Health Officer (CPHO), once the health restriction is lifted, Agnico Eagle will re-integrate the Nunavut-based workforce.

Many non-mandatory and Inuit-focused training and employment programs were also impacted by COVID. Programs such as the Rapid Inuit Specific Education (RISE) Program; Work Readiness Program; Summer Student Program; and Adult Educators Program were paused, scaled down or cancelled due to the Pandemic. Similarly, historically successful skills development programs such as the Haul Truck Trainee Program and Underground Trainee Program saw decreases in successful completions as the programs were paused due to COVID. However, throughout the pandemic Agnico Eagle has continued to support community-based training programs, and engage in other initiatives, such as the Kivalliq Trade Show Society – albeit in a virtual fashion. A complete list of management and mitigation measures and the impact of COVID-19 on them can be found in the Existing Management and Mitigation section.

To date, 12 positive cases of COVID-19 have been confirmed in Kivalliq project employees, none of whom were Nunavut residents. There is no evidence that these cases led to any community spread within Kivalliq communities. Agnico Eagle developed a prevention and hygiene plan to address the risks associated with the COVID-19 pandemic. The prevention and hygiene measures proposed in the plan are organized as follows:

- Emergency measures and crises management
- Testing, Screening and Travelling to and from sites
- Isolation measures
- Work organization
- Hygiene and preventive measures in work areas
- Hygiene at the camps
- Physical protection
- Continuous monitoring
- Quality control
- Physical distancing
- Life at camp
- Specific measures

Agnico Eagle has also responded with assistance and support to Kivalliq communities impacted by COVID. This includes providing food hampers and other essential supplies; providing hygiene medical and PPE supplies; financially supporting local radio stations in Baker Lake and Rankin Inlet to allow them to maintain essential communication services; and working with communities to find innovative ways to use the Nunavut-based employees to support local projects that will lead to social impacts, among other initiatives.

While discussed in more detail in the report, COVID-19 is a major factor in movement of a number of indicators outlined in this report. These include:

- A decrease in total Inuit payroll, due to Inuit receiving 75% of their base pay for most of the year
- An increase in the non-Inuit workforce to supplement Nunavummiut who had been sent home
- A significant decrease in training hours, most notably for Inuit employees
- A significant decrease in completion of skills programs such as the Underground Trainee Program and Long-Haul Trainee Program
- The pause of community programming, such as Financial Literacy courses
- Lowering of country food use at the projects

Additional details on Agnico Eagle's COVID response can be found on their website and through this update.

# Summary of Findings

Table 1 below provides an overview of the results of this year's monitoring program. Please refer to the Methods section for a more detailed description of how to read the table.

| Time horizon | Direction |
|---|---|
| **Pre-dev**: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)<br>**Post-dev**: trend from the onset of operation of Meadowbank (2010). As Meliadine operation began in 2019, post-development trends are not presented.<br>**Last year (LY)**: movement from 2019 to 2020 | ↑ Increasing<br>↓ Decreasing<br>→ Remaining stable<br>**/** No discernable trend<br>**N/A** Not applicable |

**Table 1. 2020 Monitoring results**

| Metric | MBK / WT trends | | | Meliadine trends | | Overview and interpretation |
|---|---|---|---|---|---|---|
| | Pre-dev | Post-dev | Last year | Pre-dev | Last year | |
| 1.1 Total project employment (Agnico Eagle & contractors) | | | | | | |
| Project employment (permanent & temporary, on-call, students & co-op & contractor) | N/A | ↑ | ↑ | N/A | ↑ | Headcount employment at Meadowbank / Whale Tail grew by 10% overall in 2020 to 1,717, with both Agnico Eagle and contractor employees increasing from 2019. Contractors account for 43% of Meadowbank / Whale Tail employment.<br>Employment rose slightly at Meliadine in 2020, increasing by 3% to 1,223. Agnico Eagle employment increased 9% while contractor employment decreased 3%. Contractors account for 46% of Meliadine employment. |
| 1.2 Project Inuit employment (Agnico Eagle and contractors) | | | | | | |
| Project Agnico Eagle employment (Inuit & non-Inuit) | | | | | | Across both projects in 2020, Agnico Eagle and contractors employed a total of 378 Inuit FTEs, constituting 13% of FTEs and a decrease from 18% in 2019.<br>At Meadowbank / Whale Tail there were 260 Inuit FTEs, or 15% of the workforce, down from 20% in 2019.<br>At Meliadine there were 118 Inuit FTEs, or 10% of the workforce, down from 16% in 2019. This decline is due to a large decrease in contractor Inuit FTEs (from 120 in 2019 to 35 in 2020) due to the pandemic; Agnico Eagle Inuit FTEs at Meliadine rose slightly (from 64 to 83) over the same period. |
| *Inuit FTEs* | N/A | → | ↓ | N/A | ↑ | |
| *Inuit FTE rate* | N/A | → | ↓ | N/A | → | |
| Project contractor employment (Inuit & non-Inuit) | | | | | | |
| *Inuit employees / FTEs* | N/A | → | ↓ | N/A | ↓ | |
| *Inuit employee / FTE rate* | N/A | ↓ | ↓ | N/A | ↓ | |
| 1.3 Project Agnico Eagle employment by Kivalliq community | | | | | | |
| Project employment by Kivalliq community | N/A | ↑ | ↓ | N/A | ↓ | The number of Kivalliq-based employees shrunk to 299 at Meadowbank / Whale Tail and 73 at Meliadine, an 8% decline from 2019, counter to the trend from 2016 through 2019.<br>In 2020, over half (57%) of Meadowbank / Whale Tail's Kivalliq-based employees were from Baker Lake and 58% of Meliadine's Kivalliq-based employees were from Rankin Inlet. |
| 1.4 Project turnover | | | | | | |

| Metric | MBK / WT trends | | | Meliadine trends | | Overview and interpretation |
|---|---|---|---|---|---|---|
| | Pre-dev | Post-dev | Last year | Pre-dev | Last year | |
| Agnico Eagle Inuit employee turnover by reason | N/A | N/A | N/A | N/A | N/A | Inuit turnover rates at Meadowbank / Whale Tail decreased in 2020 to 17% from 39% in 2019, and at Meliadine decreased in 2020 to 9% from 28% in 2019, potentially due to the ability to retain pay while returning home in response to COVID-19 restrictions.<br>The turnover rate for Inuit employees at all Agnico Eagle projects is consistently higher than that for non-Inuit employees. Resignations and dismissals account for the majority of Inuit turnover across the sites. |
| Turnover rates (Inuit and non-Inuit) | | | | | | |
| *Inuit rates* | N/A | → | ↓ | N/A | ↓ | |
| *Non-Inuit rates* | N/A | → | ↓ | N/A | ↓ | |
| Turnover rate by community | N/A | → | ↓ | N/A | ↓ | |
| 2.1 Income paid to projects' Inuit employees | | | | | | |
| Income paid to Agnico Eagle project Inuit employees | N/A | ↑ | ↓ | N/A | ↑ | Total income paid to both project's Inuit employees (excluding contractors) in 2020 was $26.8M, a 20% decrease from 2019 but explained partly by COVID-19 restrictions which sent Inuit employees home with 75% of their pay over much of 2020.<br>Inuit income at Meadowbank / Whale Tail declined by 27% in 2020 compared to 2019. Inuit income at Meliadine rose by 4% compared to 2019. |
| 2.2 Income by Kivalliq community | | | | | | |
| Median employment income of tax filers by Kivalliq community | → | ↑ | / | → | ↑ | Median income in Baker Lake and Rankin Inlet have had the highest median incomes in the Kivalliq region during several years since Meadowbank opened except for 2017 (the latest year for which data is available) when Chesterfield Inlet surpassed Baker Lake. Each of Rankin Inlet, Baker Lake, and Chesterfield Inlet have experienced rises in median income over the lives of the Agnico Eagle mines. Growth in median employment income has been most positive among communities with the highest levels of Agnico Eagle employment. |
| 3.1 Contract expenditures | | | | | | |
| Contract expenditures on NTI-registered businesses | | | | | | Agnico Eagle spending with Inuit businesses increased 26% in 2020 to $630M, and spending on Inuit businesses as a percentage of total spend rose to 69%. The proportion of expenditures going to Inuit businesses has almost continually risen over the last decade.<br>Meadowbank / Whale Tail spending at NTI registered businesses increased in 2020 to $360M. The proportion of total spend increased to 74% (from 64%).<br>Meliadine spending at NTI-registered businesses also increased in 2020 to $269M. The proportion of Inuit spend increased to 66%, up from 52% in 2019. |
| *NTI expenditures* | N/A | ↑ | ↑ | N/A | ↑ | |
| *Proportion NTI* | N/A | ↑ | ↑ | N/A | ↑ | |
| NTI-registered business expenditures by Nunavut community | N/A | → | ↑ | N/A | ↑ | Expenditures at NTI-registered businesses within Baker Lake increased in 2020 to $38M, up from $30M in 2019. Expenditures in Rankin Inlet increased in 2020 to $351M from $295M in 2019. The amount spent in non-Kivalliq Inuit communities increased in 2020 to $207M from $170M in 2019, but was slight lower than spend in 2018 ($208M). |
| Contract expenditure on Nunavut-based businesses | | | | | | Meadowbank / Whale Tail contract expenditures on Nunavut-based businesses (including NTI-registered businesses) increased to $376M in 2020 from $323M in 2019. Meliadine's expenditures also increased to $273M in 2020 from $194M in 2019. |
| *Nunavut-based expenditures* | N/A | ↑ | ↑ | N/A | ↑ | |

| Metric | MBK / WT trends | | | Meliadine trends | | Overview and interpretation |
|---|---|---|---|---|---|---|
| | Pre-dev | Post-dev | Last year | Pre-dev | Last year | |
| *Proportion Nunavut-based* | N/A | ↑ | ↑ | N/A | ↑ | |
| Contract expenditures from Meadowbank / Whale Tail on Baker Lake-based businesses and from Meliadine on Rankin Inlet-based businesses | N/A | ↓ | ↑ | N/A | ↑ | Meadowbank / Whale Tail contract expenditures at Baker Lake businesses increased slightly to $24M from $21M in 2019. Meliadine contract expenditures at Rankin Inlet businesses increased to $173M in 2020 from $134M in 2019. Expenditures in both communities have been relatively constant over the last three years. |
| 4.1 Investment in education-based initiatives | | | | | | |
| Agnico Eagle investments in education-based initiatives | N/A | / | ↓ | N/A | ↓ | In 2020, Agnico Eagle made $220,000 in contributions to education-based initiatives, with investments since the beginning of operations totalling over $2.6 million. |
| 4.2 Secondary school graduation by region | | | | | | |
| Secondary school graduation rate by region | ↑ | ↑ | ↑ | ↑ | ↑ | The overall upward trend in graduation rates continued in 2020. Rates have been at all-time highs for the Kivalliq region, and consistently higher than those in the other two regions of Nunavut, since 2010. |
| 4.3 Project training and education | | | | | | |
| Agnico Eagle investments in mine training and education programs | N/A | → | → | N/A | → | Agnico Eagle's financial investments in externally-delivered training programs have dropped substantially since 2016; internal spending has increased accordingly to maintain a minimum of $3.6M in training spending as per the IIBA with the KIA.<br><br>Mandatory training hours for Inuit at Meadowbank / Whale Tail declined in 2020 to 2 hours/FTE from 20 hours/FTE in 2019, and at Meliadine from 30 hours/FTE in 2019 to 4 in 2020. Average specific training hours for Inuit decreased at Meadowbank / Whale Tail to 23 hours/FTE in 2020 from 56 2019 and decreased at Meliadine to 58 in 2020 from 161 in 2019. This large decline was largely due to the Nunavummiut workforce being sent home early in March due to COVID-19.<br><br>Participants and graduates in career and skills programs were lower in 2020 due to the pandemic.<br><br>There were ten active Inuit apprentices across Agnico Eagle projects in 2020, the same number as in 2019 but down from a peak of 18 in 2018. |
| Average mandatory training hours provided to Agnico Eagle Inuit employees | N/A | → | ↓ | N/A | ↓ | |
| Average specific training hours provided to Agnico Eagle Inuit employees | N/A | ↓ | ↓ | N/A | ↓ | |
| Participation in career and skills programs | N/A | ↓ | ↓ | N/A | ↓ | |
| Meadowbank pre-apprenticeship and apprenticeship participation by type | N/A | / | → | N/A | → | |
| 4.4 Project employment by skill level | | | | | | |
| Project Agnico Eagle Inuit employees by skill-level | N/A | ↑ | ↑ | N/A | → | In 2020 there were 14 Inuit employees working at Agnico Eagle projects in positions classified as 'skilled' or 'management and professional', unchanged from 2019. The majority of these positions (10 of the 14, or 71%) were at Meliadine.<br><br>The number of skilled workers at both projects peaked at 10 in 2018 and has since fallen to 7 in 2020. Meadowbank and Whale Tail have struggled to increase the number of skilled Inuit, with the highest number being 6 in 2017 and with only 3 in 2020.<br><br>The number of semi-skilled Inuit employed has generally increased over time, though there was a 3% decrease in 2020 to 215. |
| 5.1 Perceptions of culture and traditional lifestyle | | | | | | |

| Metric | MBK / WT trends | | | Meliadine trends | | Overview and interpretation |
|---|---|---|---|---|---|---|
| | Pre-dev | Post-dev | Last year | Pre-dev | Last year | |
| Self-reported effect of project on culture and traditional activities | N/A | N/A | / | N/A | / | A survey of Inuit employees was conducted in 2019; no follow-up survey was conducted in 2020. As reported in the 2019 survey, a large majority of survey respondents strongly agree (59%) or somewhat agree (21%) that knowledge and respect of Nunavut's environment and land is valued by Agnico Eagle.<br>When asked about the impact of the mine on their ability to participate in cultural and traditional activities, 10% said they participated more, 34% felt they participated the same amount, 31% indicated their participation had decreased. |
| 5.2 Culture and traditional lifestyle | | | | | | |
| Proportion of total population identifying Inuktitut as their mother tongue by community | → | ↓ | N/A | ↓ | N/A | The last national survey was conducted in 2016, and no new data is available for reporting. As indicated in the previous year's monitoring report, the proportion of the population identifying Inuktitut as their mother tongue has remained relatively stable in the smaller Kivalliq communities from 2006 to 2016, but has declined in Rankin Inlet, Baker Lake, and Chesterfield Inlet (by 10 to 18 percentage points) over this period. |
| Use of AWAR by community | N/A | ↑ | ↑ | N/A | ↑ | There was an increase in usage of the Meadowbank AWAR in 2020 to 2,223 times from 2,134 times in 2019. The AWAR connecting Rankin Inlet to Meliadine has experienced an upward trend in use, with 4,199 recorded uses in 2020 compared to 2,439 times in 2019. |
| 5.3 Country food use at project | | | | | | |
| Country food kitchen usage | N/A | → | ↓ | N/A | ↓ | Agnico Eagle offers a variety of services to support use of country food at their projects, including country food nights, country food events, and a country food kitchen for use by Inuit employees. The number of country food events grew over the 2017 to 2019 period but dropped in 2020 due to COVID-19. |
| Country food night events | N/A | / | ↓ | N/A | ↓ | |
| 6.1 Employee migration | | | | | | |
| Project Agnico Eagle Inuit employees residing outside Nunavut | | | | | | At Meadowbank / Whale Tail, the number of Inuit employees residing outside Nunavut has remained stable since 2015, currently at 21 in 2020, which accounts for 7% of the Inuit workforce. At Meliadine, there has been an upward trend in the number of Inuit employees residing outside Nunavut, from 0 in 2016 to 17 in 2020, which accounts for 19% of the Inuit workforce. |
| *Total Inuit employees* | N/A | → | → | N/A | ↑ | |
| *Proportion of Inuit employees residing outside Nunavut* | N/A | → | → | N/A | ↑ | |
| 6.2 Population estimates in Kivalliq communities | | | | | | |
| Population estimates: | | | | | | In 2020, the average annual percent change in population across Kivalliq communities was 1.1%, down slightly from 1.6% in 2019, but consistent with rates since the early 2000s.<br>Based on available and current data, there is no indication of mining-induced in-migration. |
| *Estimates in communities* | ↑ | ↑ | → | ↑ | → | |
| *Annual percent change* | → | → | ↓ | → | ↓ | |
| 7.1 Agnico Eagle Programs | | | | | | |
| Agnico Eagle wellness programs offerings & utilization by project employees | N/A | N/A | N/A | N/A | N/A | Agnico Eagle continues to offer a variety of wellness programs to both employees and community members. Where data can |

| Metric | MBK / WT trends | | | Meliadine trends | | Overview and interpretation |
|---|---|---|---|---|---|---|
| | Pre-dev | Post-dev | Last year | Pre-dev | Last year | |
| Agnico Eagle wellness programs offerings & utilization by community members | N/A | N/A | N/A | N/A | N/A | be and are collected, all programs have seen some usage by their intended audience. |
| 7.2 Perceptions of health & wellness | | | | | | |
| Self-reported effect of project on health & wellness | N/A | N/A | / | N/A | / | At least 80% of Inuit employee survey respondents believe Agnico Eagle has created a positive work environment driven by respect, indicate they are happy at work, and say they have shared positive work values with youth at home or in the community. There do not appear to be significant systemic impacts on relationships related to working at Agnico Eagle (based on survey responses). Inuit employee survey respondents worry the most about family and financial situations, and some struggle with loneliness; work-related difficulties impact fewer than 25%.Nearly 60% of Inuit survey respondents reported that they did not save any money over the last year, and two thirds of survey respondents reported that they did not seek or receive financial advice in the past year. |
| 7.3 Criminal violations | | | | | | |
| Criminal violations per hundred people by Kivalliq community | / | / | / | / | / | By 2018, the latest year for which data are available, crime rates across the Kivalliq region averaged 25.1 violations per 100 people, a rate higher than even 2011 when Baker Lake and Ranking Inlet were having historical spikes in rates. Each of Arviat, Baker Lake and Rankin Inlet exhibit a “U-shape” in their curves between highs around 2010 to 2012, lows in the mid-2010s, and then a resumption in higher rates by the late 2010s.These patterns roughly coincide with Agnico Eagle mine construction. |
| Criminal violations per hundred people by type (Baker Lake, Rankin Inlet, Chesterfield Inlet) | | | | | | |
| *Baker Lake* | → | / | ↑ | → | ↑ | |
| *Rankin Inlet* | → | / | ↑ | → | ↑ | |
| *Chesterfield Inlet* | ↑ | / | ↓ | ↑ | ↓ | |
| 7.4 Health centre visits | | | | | | |
| Health centre/clinic visits by Kivalliq community by reason for visit | ↓ | ↑ | N/A | ↑ | N/A | No new data has been gathered for this year’s monitoring report. The following summary is repeated from last year’s monitoring report.<br><br>Changes in the number of individual visits to health centres by reason for the visit can provide some indication of individual and community wellness. From 2009 to 2016, the number of health centre visits increased for a number of different types of services, including for: mental health and behavioural disorders (240% increase), signs of symptoms of illness (cause unknown; 76% increase), musculoskeletal system diseases (60% increase), and injuries and poisonings (39% increase). A number of factors may be contributing to these changes, including but not limited to: increased needs for medical care due to changes in community health, increased capacity of health centres (size, services), greater awareness of available health services, and willingness to seek help. |
| 7.5 Housing | | | | | | |
| Persons on waitlist for public housing by community | / | / | / | / | / | While there is potential for mining projects to impact housing supply and demand, (e.g., through changes in income, increased in and out migration, private investment) there is not enough data to draw conclusions on impacts to housing in the territory. |

| Metric | MBK / WT trends | | | Meliadine trends | | Overview and interpretation |
|---|---|---|---|---|---|---|
| | Pre-dev | Post-dev | Last year | Pre-dev | Last year | |
| 7.6 Food security | | | | | | |
| Food security by region or community | N/A | N/A | N/A | N/A | N/A | No new data has been gathered for this year's monitoring report. The following summary is repeated from last year's monitoring report.<br><br>While there is no available year-over-year data on food security in Kivalliq communities, Agnico Eagle projects offer potential pathways that may positively impact food security in the Kivalliq. This includes providing employees with healthy food choices while on site, increasing household incomes which makes food more affordable, and enhancing the availability and accessibility of country food. However, 59% of Inuit survey respondents reported that they were worried their food would run out before they got more money all, most or some of the time, and only 22% never worried about running out of food. |
| 7.7 Suicide | | | | | | |
| Suicides per 10,000 people by region | / | → | / | → | / | The factors contributing to suicide are numerous and complex, so it is difficult to assess impacts of Agnico Eagle's projects on suicide rates. Community suicide rates (e.g., for Baker Lake) are highly variable from year to year, but there is a persistent and territory-wide suicide crisis in Nunavut. |
| 8.1 Health and safety training | | | | | | |
| Average (per FTE) mandatory training hours provided to Agnico Eagle Inuit employees | N/A | → | ↓ | / | ↑ | In general, the level training of Inuit employees has been rising over time. However, mandatory training hours at Meadowbank / Whale Tail and Meliadine declined in 2020, largely due to the Nunavummiut workforce being sent home due to COVID-19. |
| 8.2 Health and safety on-site | | | | | | |
| Average (per-FTE) visits by project Agnico Eagle employees to clinic for work-related or other reasons | N/A | ↑ | ↑ | ↓ | ↑ | Since they have been offered, approximately 80% of visits to Agnico Eagle clinics, at both Meadowbank / Whale Tail and Meliadine, have been for non-work-related conditions, indicating that these clinics serve an important function in addressing the general health needs of workers. Clinic visits at Meadowbank / Whale Tail and Meliadine rose significantly in 2020, with work-related visits doubling and more than doubling, respectively. |
| Project combined lost-time and light duty accident frequency (per 200,000 person-hours) | N/A | / | ↓ | / | ↓ | The lost time and light duty accident frequency rate (incidents per 200,000 person-hours worked) at Agnico Eagle projects declined slightly to 1.48 in 2020 from 1.64 in 2019. Note that 2019 still involved a significant amount of construction. |
| 9.1 Use of GN health services | | | | | | |
| Kivalliq community health centre visits per capita | / | / | / | / | / | It is unclear whether and to what extent Agnico Eagle's projects have impacted health centre usage in Kivalliq communities. In 2020, 26 employees were referred to community health care centres, down from 125 in 2019.<br><br>Since 2010, the majority of visits to Agnico Eagle clinics have been for non-work-related conditions. This indicates that these clinics may lessen the local health infrastructure burden.<br><br>Incidents requiring use of GN health services decreased at Meadowbank / Whale Tail (down from 16 to 4) but increased at Meliadine (up to 4 from 0) in 2020. |
| Employees referred to community health care centre (personal and work-related) (2019) | N/A | N/A | ↓ | N/A | ↓ | |
| Incidents requiring use of GN emergency health services | N/A | ↓ | ↓ | N/A | ↑ | |
| 9.2 Use of public infrastructure | | | | | | |

| Metric | MBK / WT trends | | | Meliadine trends | | Overview and interpretation |
|---|---|---|---|---|---|---|
| | Pre-dev | Post-dev | Last year | Pre-dev | Last year | |
| Estimates of use of public physical infrastructure directly related to Project (airports, port, meeting facilities, roads) | / | / | / | / | / | The use of public physical infrastructure by Meadowbank / Whale Tail and its employees consists primarily of the use of airports and has been relatively consistent since operation began in 2010. There continue to be no indications of significant positive or negative impacts on this infrastructure. |
| All-weather access road (AWAR) | N/A | / | ↑ | N/A | ↑ | There is greater use of public infrastructure in Rankin Inlet from Meliadine than in Baker Lake from Meadowbank. This is largely due to the use of the Rankin Inlet airstrip, local roads (although a bypass road has been created) and the relatively central location of the community boat launch area for barge landings as compared to Baker Lake. There continue to be no indications of significant positive or negative impacts on this infrastructure.<br><br>Both Meadowbank and Meliadine AWARs continue to see significant community usage. Usage of the Meadowbank AWAR increased to 2,223 times in 2020 compared to 2,134 times in 2019, and usage of the Meliadine AWAR was almost double that in 2019 (4,199 times compared to 2,439 times). Data collection for AWAR usage changed in 2019 and so the post-development trend at Meadowbank is not currently discernible. |
| 9.3 Social assistance | | | | | | |
| Per capita social assistance expenditures by community | ↓ | / | N/A | ↓ | N/A | No new data have been obtained regarding social assistance, and the following summary repeats conclusions of the previous year's report.<br><br>Per capita social assistance expenditures declined in all Kivalliq communities in 2018 (the latest year for which data is available) following an increase across communities starting in 2012, though current levels are still above the historical average with the exception of Rankin Inlet. Despite declines from historical highs, social assistance data do not show a strong correlation between Agnico-related employment and social assistance requirements. |
| Percentage of households receiving social assistance by community | ↓ | ↓ | N/A | ↓ | N/A | |
| 10.1 Royalties and taxes | | | | | | |
| Project payments, royalties and taxes | ↑ | ↑ | ↑ | ↑ | ↑ | Agnico Eagle continues to pay taxes, royalties and other payments to the Government of Nunavut, Government of Canada, NTI and the KIA. Total values paid across sites rose from $89M in 2019 to $115M in 2020. |
| 10.2 Trade Balance | | | | | | |
| Nunavut trade balance | ↓ | → | ↑ | → | ↑ | Nunavut's trade balance held fairly steady from 2010 to 2017, averaging -$1,076M, but has been about $300M lower in 2019 and 2020, with a balance of -$1,328M in 2020, up slightly from -$1,385M in 2019. Lower trade balances have coincided with the years of Agnico Eagle mine construction, as large construction projects tend to increase the trade deficit. |

| Metric | MBK / WT trends | | | Meliadine trends | | Overview and interpretation |
|---|---|---|---|---|---|---|
| | Pre-dev | Post-dev | Last year | Pre-dev | Last year | |
| 10.3 Nunavut GDP | | | | | | |
| Nunavut GDP by all industries and mining, quarrying and oil & gas | ↑ | ↑ | ↑ | ↑ | ↑ | GDP growth from 2009 onwards in Nunavut correlates well with an increase in mining, quarrying and oil & gas activity across the territory. The average annual rate of GDP growth from 2011 to 2019 was 5%. The initial growth in mining GDP leading up to 2011 coincides with Meadowbank construction – construction expenditures, and thus impact on GDP, tend to be greater than mine operations – and construction of Baffinland's Mary River Project in the years leading up to 2014. The resumption of growth in mining GDP in 2017 coincides with Meliadine construction. |
| 11.1 Gender-specific initiatives | | | | | | |
| Overview and assessment of gender-specific initiatives | N/A | / | / | N/A | / | Agnico Eagle is continuing to develop its policy and programs to encourage greater gender equality. At present, four programs are active (though two of these are paused due to COVID-19 restrictions), one is under development, and eight more programs are under consideration. |
| 11.2 Project employment by gender | | | | | | |
| Project employment (gender) | | | | | | Overall female employment FTEs (i.e., employed by Agnico Eagle and contractors) for both projects increased slightly to 13% in 2020 from 12% in 2019. |
| *headcount* | N/A | ↑ | ↑ | N/A | ↓ | In terms of FTE counts of Agnico Eagle employment, there were 173 female FTEs at Meadowbank / Whale Tail in 2020, up from 159 in 2019. At Meliadine, the FTE count rose to 73 in 2020 form 57 in 2019. In terms of FTE counts of contractor employment, there were 51 female FTEs at Meadowbank / Whale Tail in 2020, up from 22 in 2019. At Meliadine, the FTE count declined from 75 in 2019 to 70 in 2020. |
| *rate* | N/A | → | → | N/A | → | In terms of Agnico Eagle employment FTEs, the proportion of female employment at Meadowbank / Whale Tail in 2020 was 18%, and 11% at Meliadine, both proportions the same as in 2019. In terms of contractor employment FTEs, the proportion at Meadowbank / Whale Tail in 2020 was 7%, up from 4% in 2019, and 12% at Meliadine in 2020, down from 13% in 2019. |
| 11.3 Project employment by gender and skill level | | | | | | |
| Project employment by skill level (gender) | N/A | N/A | N/A | N/A | N/A | Across all of the Projects, approximately one-third of female employees are in semi-skilled positions, one-third are in management and professional positions, and the remaining third is split between unskilled (22%) and skilled positions (11%). Over the past three years, the greatest growth has occurred in the number of semi-skilled and management and professional jobs being filled by women. |

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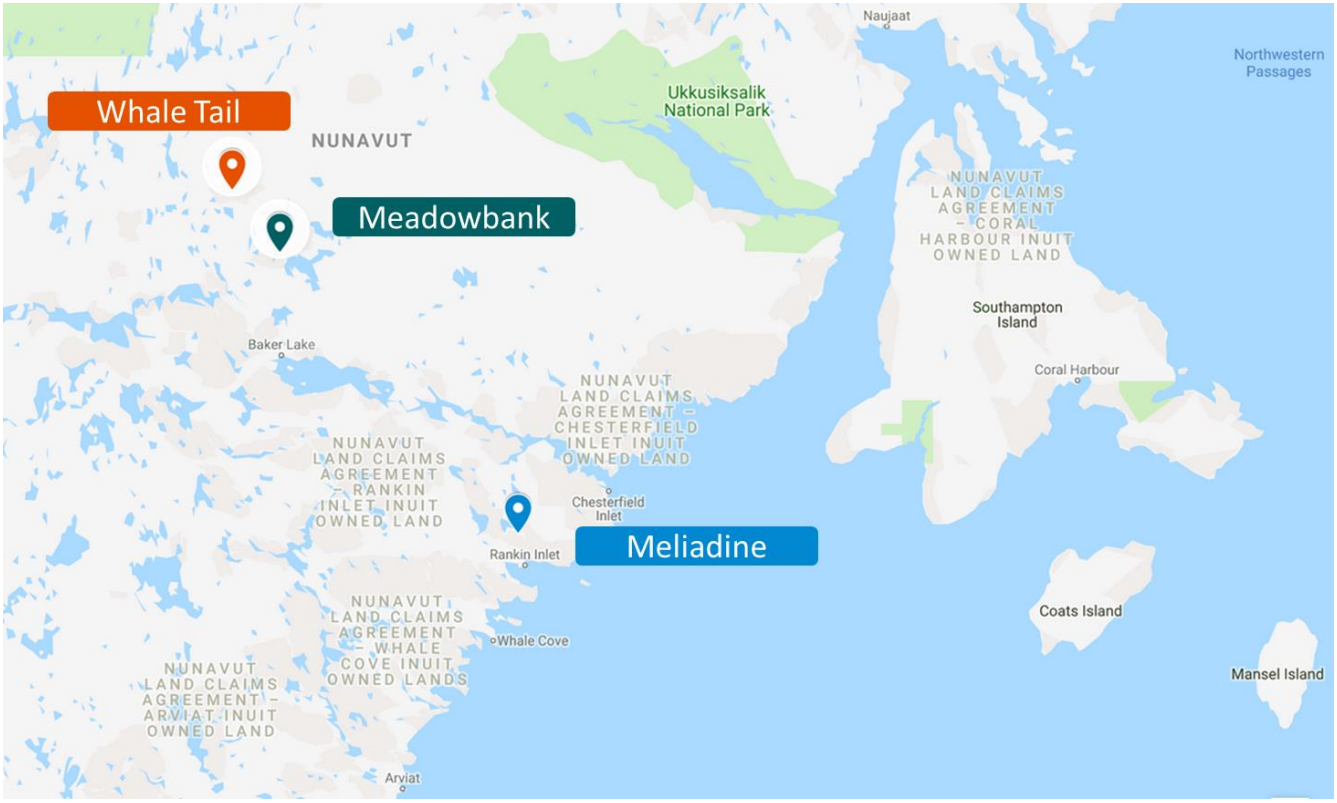
# Introduction

## The Agnico Kivalliq Projects

The Meadowbank gold mine, Meliadine gold mine and Whale Tail gold deposit are located in the Kivalliq region of Nunavut on Inuit owned lands (IOL). Meadowbank falls approximately 70 km north of the Hamlet of Baker Lake, or 110 km by road. Whale Tail, a satellite deposit to the Meadowbank mine, is located approximately 50km north of Meadowbank.  Meliadine is located near the western shore of Hudson Bay, about 25 km north of Rankin Inlet.




Agnico Eagle Mines (AEM) acquired the Meadowbank property from Cumberland in 2007, with construction of the mine and mill taking place between 2007 and 2010. Production began in 2011, with the mill processing an average of 11,000 tonnes of ore per day from three deposits. Meadowbank produced its three millionth ounce of gold in 2018. Most mining activities at the Meadowbank site were completed in Q4 of 2019. The discovery and development of a satellite deposit in the Amaruq area, called Whale Tail, which is 50 kilometres away from Meadowbank site, has extended the life of the Meadowbank Complex by supplying a new source of ore to the existing Meadowbank mill. The Whale Tail mining operation uses the existing infrastructure at the Meadowbank Mine (mining equipment, mill, tailings, camp and airstrip). Additional infrastructure has been built at the Whale Tail site (truck stop/warehouse, fuel storage, and an additional camp facility). Whale Tail ore is transported using long-

haul off-road type trucks to the mill at the Meadowbank site for processing. The Whale Tail satellite deposit achieved commercial production[1] on September 30, 2019.

In 2020, the Meadowbank Complex transitioned to sourcing ore entirely from the Amaruq satellite deposit. The Meadowbank mill processed 3.4 million tonnes of ore in 2020, producing 209,413 ounces of gold (including pre-commercial gold production of 10,995 ounces at Amaruq relating to the IVR pit) compared to 158,208 ounces of gold in 2019. The second quarter of 2020 started in reduced operating mode due to measures in response to the COVID-19 pandemic, with mining operations gradually ramped up in May and the processing plant returning to full production levels with higher grade ore by June 13, 2020. In the fourth quarter of 2020, ramp development continued at the Amaruq underground project, which the Company has approved for development. First gold production from the Amaruq underground project is expected in 2022, and over the current estimated 5-year mine life, approximately 500,000 ounces of gold are expected to be produced. Mineral reserves at Amaruq are approximately 2.9 million ounces of gold, 2.3 million of which are open pit with the remaining underground reserves. Due to variability in the strip ratio and ore grades at the Amaruq open pit and planned underground mining operations, production and costs levels are expected to fluctuate over the six-year life of mine. Average annual gold production at Amaruq, including the underground project, is currently forecast to be approximately 455,000 ounces.

About 290 km southeast of Meadowbank, Agnico Eagle's Meliadine mine completed its first full year of commercial operation after having achieved first commercial production on May 14, 2019. The Meliadine mill processed 1.5 million tonnes of ore in 2020 and produced 318,889 ounces of gold (including pre-commercial gold production of 6,492 ounces relating to the Tiriganiaq open pit) compared to 238,394 ounces of gold in 2019. In response to the COVID-19 pandemic, activity levels at Meliadine were reduced from the end of March to more normal operating levels in June. The Phase 2 expansion remains on track with mill throughput expected to increase from an average of 4,000 tonnes / day in the fourth quarter of 2020 to approximately 4,600 tonnes / day in 2021 and rising to 6,000 tonnes / day in 2025. The Phase 2 expansion activities including the accelerated development of the Tiriganiaq open pits which will be mined from 2020 to 2027. Meliadine has 4.1 million ounces of gold reserves, which include the addition at year-end 2020 of 363,000 ounces of gold in initial underground mineral reserves at the Discovery deposit, which the Company believes could be developed into a satellite mining operation to provide ore feed to the existing Meliadine mill facility.

## Report Purpose

This report provides the results of the Agnico Eagle Kivalliq Projects Socio-Economic Monitoring Program (SEMP), developed in consultation with the Kivalliq Socio-Economic Monitoring Committee (SEMC). The purpose of this report is to:

- comply with the relevant sections of the **Nunavut Land Claims Agreement** (NLCA);
- meet the intent of section 135 of the **Nunavut Planning and Project Assessment Act;**
- comply with the terms and conditions of the **Meadowbank Project Certificate** issued by the NIRB, including reporting on the socio-economic impact predictions made in Cumberland Resource's Final Environmental Impact Statement (Meadowbank FEIS);

[1] Commercial production is achieved when a mill has processed ore for 30 days at a minimum of 60% of its planned capacity.

- comply with the terms and conditions of the **Meliadine Project Certificate** issued by the NIRB, including reporting on the socio-economic impact predictions made in Agnico Eagle's Final Environmental Impact Statement (Meliadine FEIS);
- comply with the terms and conditions of the **Whale Tail Project Certificate [Amendment 001]** issued by the NIRB, including reporting on the socio-economic impact predictions made in Agnico Eagle's Final Environmental Impact Statement (Whale Tail Expansion Project FEIS);
- identify any **unanticipated effects** associated with the mines;
- identify and recommend **mitigation measures**;
- act as the primary vehicle for reviewing the findings of the SEMP in **collaboration** with members of the Socio-Economic Monitoring Committee (SEMC);
- fulfill best practices in **social responsibility**; and
- act as a **valuable resource** for communities, governments and interested stakeholders.

# Context

## Socio-Economic Monitoring Committees

In 2007, the Government of Nunavut established three regional-based Socio-Economic Monitoring Committees (SEMCs) to monitor the socio-economic impacts of projects in each of the Territory's regions against project certificate terms and conditions specified by the NIRB. The SEMCs' Terms of Reference state that the committees will assist proponents in developing project monitoring programs and prepare reports and publish information on the impact of major development projects on the health and well-being of communities and residents in the region.

Both the Kivalliq committee and the Agnico Eagle projects are required to produce annual monitoring reports, with the former focused at the level of the region and the latter at the project level. This system allows for project-level information to inform a regional picture of the socio-economic health of the Kivalliq, better capturing cumulative effects. This will become increasingly important as additional mining operations come online in the region.

The first Meadowbank Socio-Economic Monitoring Report was completed in consultation with the Kivalliq SEMC and accepted by the Nunavut Impact Review Board in 2015. This is the fourth report produced under the new Agnico Eagle Projects SEMP and the third which includes the Whale Tail project. It builds on the foundation laid in the previous reports, evolving to address gaps, minimize overlap with regional SEMC reporting, increase consistency across SEM reports from different operators, and improve Agnico Eagle's and the SEMC's understanding of trends. The Methods section of this report provides further information on the report's design, and indicator selection.

## NIRB Project Certificate Conditions

The requirement for a Socio-Economic Monitoring Program and associated annual report are outlined in the project certificates for Meadowbank, Meliadine and Whale Tail. The key project certificate conditions are provided below. A concordance table including a complete list of relevant project certificates can be found in Appendix A.

**Meadowbank Project Certificate, Condition 64:**

*"Cumberland shall work with the GN and INAC to develop the terms of reference for a socio-economic monitoring program for the Meadowbank Project, including the carrying out of monitoring and research activities in a manner which will provide project specific data which will be useful in cumulative effects monitoring (upon request of Government or NPC) and consulting and cooperating with agencies undertaking such programs. Cumberland shall submit draft terms of reference for the socio-economic monitoring program to the Meadowbank SEMC for review and comment within six (6) months of the issuance of a Project Certificate, with a copy to NIRB's Monitoring Officer."* (Nunavut Impact Review Board, 2006, p. 20)

**Meliadine Project Certificate, Condition 89**

*"The Proponent shall develop the Meliadine Socio-economic Monitoring Program to monitor the predicted impacts outlined in the FEIS as well as regional concerns identified by the Kivalliq Socio-economic Monitoring Committee (SEMC). Where possible, the Proponent is encouraged to work in collaboration with all other socio-economic stakeholders such as the KIA, GN, AANDC and the communities of the Kivalliq region in developing this program, which should include a process for adaptive management and mitigation in the event unanticipated impacts are identified. Details of the Meliadine Socio-economic Monitoring Program are to be provided to the NIRB upon finalization, and within one year of issuance of the Project Certificate."*

**Whale Tail Project Certificate, Condition 46**

*"The Proponent should develop a Project-specific Whale Tail Pit Socio- Economic Monitoring Program designed to:*

- *Monitor for project-induced effects, including the impacts predicted in the Environmental Impact Statement through indicators presented in the Whale Tail Pit Socio-Economic Monitoring Plan;*
- *Reflect regional socio-economic concerns identified by the Kivalliq Socio-Economic Monitoring Committee (KivSEMC);*
- *Work in collaboration with all other socio-economic stakeholders such as the Kivalliq Inuit Association, the Government of Nunavut, and Indigenous and Northern Affairs Canada, and the communities of the Kivalliq region to develop the program; and*
- *Include a process for adaptive management and mitigation to respond if unanticipated impacts are identified*
- *Monitor the success of existing and newly implemented gender-specific initiatives to determine their success and why they were considered successful or to identify any challenges to their implementation"*

## The Meadowbank, Meliadine and Whale Tail Inuit Impact and Benefit Agreements (IIBAs)

The original Meadowbank Inuit Impact and Benefit Agreement (IIBA) between Cumberland Resources and the Kivalliq Inuit Association (KIA) was signed in August of 2006. A Production Decision under the Meadowbank IIBA was given to the KIA by Agnico Eagle in December of 2007. This Production Decision was a key point in triggering many of the requirements under the Meadowbank IIBA and led to implementation of the agreement after Meadowbank went into production.

In 2009, Agnico Eagle and the KIA began a review of the Meadowbank IIBA with both parties suggesting changes in the text to refine and improve the functionality of the Meadowbank IIBA in achieving its objective of maximizing Inuit benefit from the Meadowbank Project in the form of employment, training and business opportunities.

Agreement on a revised Meadowbank IIBA was subsequently reached with the final revised IIBA approved by the two parties on October 18, 2011. The IIBA for Meadowbank was again renegotiated in 2017 and is aligned with the 2015/2017 Meliadine IIBA and 2017 Whale Tail IIBA.

A key feature of the original Meadowbank IIBA was the establishment of an Implementation Committee with members from the KIA and Agnico Eagle to monitor and manage the IIBA implementation. The 2017 Meadowbank IIBA, following the structure established by the 2015/2017 Meliadine IIBA, also established an Employment and Culture Committee (ECC), a Business Opportunities Committee (BOC), as well as site-specific On-Site Working Groups (OSWGs). These committees work together to promote social and cultural wellness of Inuit in the Kivalliq Region as well as consider Inuit employment, entrepreneurship, contracting, training, and other project related IIBA matters.

# Methods

## Indicator Selection

In the summer of 2017, Agnico Eagle, with their partners in the SEMC, created the Agnico Kivalliq Projects Socio-economic Monitoring Program. This program provides the framework for socio-economic monitoring of Agnico Eagle's mineral projects in the Kivalliq Region of Nunavut. This includes monitoring against the predicted impacts described in the Final Environmental Impact Statements (FEIS) of each project, as well as the concerns and priorities identified by the Kivalliq Socio-Economic Monitoring Committee (Kivalliq SEMC). This program superseded the project-specific SEMP for the Meadowbank Gold Mine. By integrating multiple projects within a single monitoring framework, it aimed to promote consideration of cumulative impacts and streamline development and review of monitoring reports, while respecting the unique regulatory requirements of individual projects. This program was refined in Spring 2019 to include the Whale Tail expansion project, integrate additional available data, and respond to recommendations from Crown Indigenous Relations and Northern Affairs Canada (CIRNAC). Where possible, the SEMP also aligns with the territorial core indicators developed by the Government of Nunavut. The program was again refined in Winter 2021 to reflect changes from the amended Whale Tail Expansion Project Certificate and accompanying FEIS. The most notable change from this update was the addition of a new Gender VSEC created in part in response to updated requirements for Agnico Eagle to "*Monitor the success of existing and newly implemented gender-specific initiatives to determine their success and why they were considered successful or to identify any challenges to their implementation*".

The Agnico Kivalliq Projects Socio-Economic Working Group (Working Group) was established to support the design and implementation of the SEMP. The Working Group supported the development of the Program framework and supported the identification of and access to priority data useful in improving the socio-economic performance of the projects.

## Involvement of Socio-Economic Monitoring Committee

The SEMC did not meet in 2020 due to restrictions arising from COVID-19. Agnico Eagle is committed to working with the Government of Nunavut, Kivalliq Inuit Association and other SEMC members towards a meeting in 2021.

## Data Sources

This report compiles data primarily from Agnico Eagle, Nunavut Bureau of Statistics, Statistics Canada and Government of Nunavut departments. Data collected by Agnico Eagle spans from the start of Meadowbank construction to 2020. For data from non-project sources (e.g., GN departments, Nunavut Bureau of Statistics, StatsCan), the most currently available data as of February 2020. Analysis typically begins in 2010, unless pre-2006 data is needed for a better understanding of baseline conditions prior to Meadowbank operation. Where Government of Canada census data is required, only 2006, 2011, and 2016 data is available and changes during intervening years cannot be reported.

For certain metrics reliant on non-project sources, data for the reporting year (2020) was not available at the time of publication. In some cases, there is a regular time lag in the release of data due to verification and approval requirements and only data up to the most recent year available is reported. In other cases, data for the reporting year is expected but had not been made available at the time of report finalization. These cases are flagged for the reader wherever such data is presented.

Given the realities of the transition between operations at Meadowbank and Whale Tail, most Agnico Eagle data is presented collectively for the two sites. For many data sets there is often no clear distinction between the two projects. For example, many employees work at both the Meadowbank and Whale Tail operations and therefore employment or income information cannot be parsed between the two projects.

## Report Structure

**Executive Summary**

The executive summary provides an overview of Kivalliq projects, this report, and 2020 report findings in tabular form.

**Context and Methods**

Context and methods sections outline additional details on the report, including SEMCs, regulatory requirements, SEMP design, and data sources.

**VSECs 1 through 11**

The body of this report presents project-specific and public data related to eleven valued socio-economic components (VSECs) to ensure the requirements of individual project certificates are being adequately met. Additionally, whenever possible, the report examines cumulative change to better identify and assess the effects of Agnico Eagle's projects on the Kivalliq region as a whole.

The report is organized by VSEC, including: a summary page describing the VSEC, relevant FEIS predictions, the associated indicators and metrics used to monitor the VSEC, and key findings.

For each indicator, this report includes the following:

- **Prediction:** A prediction from the projects' FEIS against which the indicator will be assessed, including directionality, magnitude, as well as specific targets and/or levels where available.
- **Data and Trends:** A description of indicator data in a clear manner through the use of charts, tables and text.
- **Interpretation:** An analysis of the data and assessment of trends against the specific indicator prediction and proponent impact and/or goal statements. Where possible, the report examines

changes in trends over time with respect to the periods before and after the operation commenced, under the recognition that it will become more challenging to isolate the effects of individual projects as more development occurs in the region.

**Existing Mitigation and Management Measures**

A complete list of management and mitigation measures, including 2020 updates and initiative descriptions, are provided at the end of the report. Note that descriptions of existing Agnico Eagle programs and practices that are relevant to performance (enhancing benefits or mitigating impacts) for indicators associated with that VSEC are discussed in interpretation sections.

**Appendix A Project Certificate T&C Concordance**

A complete list of project certificate T&Cs and concordance to where relevant discussions can be found within the report body.

**Appendix B 2019 Inuit Employee Survey Results**

This section outlines the complete Inuit Employee Survey Results for 2019 summarized by question. In 2020, Agnico was preparing to roll out the Inuit Survey however, due COVID-19 the initiative was not completed this year.

**Appendix C Detailed Employment Data**

This section provides detailed employment data in tabular form.

**Appendix D TMS Report**

This section provides the detailed training report for 2020.

## Analysis and Interpretation

Throughout this report, we present available data using a combination of narrative, tables, and charts. We provide an interpretation of the data for each indicator, including identification of significant trends and an explanation for the trends where possible. Given the challenges of working with socio-economic phenomena (i.e., multiple factors at play, and limits to the science), it is difficult to establish causal relationships between mining activities and the results of certain socio-economic indicators.

In addition to the interpretation provided, summary tables are included at the front end of each VSEC section. These tables use arrows and symbols to provide a high-level snapshot of trends for the various indicators. These trends are considered separately for both Meadowbank / Whale Tail and Meliadine. The summary tables rely on three-time horizons and five direction categories to describe indicator movement:

**Time horizons**

- **Pre-development (pre-dev)**: trend prior to the operation / construction phase of the project (prior to 2010 for Meadowbank / Whale Tail; prior to 2017 for Meliadine)
- **Post-development (post-dev)**: trend from the onset of operation of Meadowbank (2010). As Meliadine operation began in 2019, post-development trends will reflect changes since then (2018 to 2020)
- **Last year**: movement from 2019 to 2020.

**Direction**

- ↑: Increasing
- ↓: Decreasing
- →: Remaining stable
- **/:** No discernable trend
- **N/A:** Not applicable

# Other key sources of information

## Inuit Workforce Barriers & Strategies Study

The Inuit Workforce Barriers and Strategies (IWBS) Study (Mining Industry Human Resources Council (MiHR), 2018a) was delivered in 2018 as an element of the Meliadine IIBA between Agnico Eagle and the Kivalliq Inuit Association. Consideration of this study in the SEMR was also required by the Whale Tail Project Certificate T&C No. 50. As per Agnico Eagle's IIBAs, the IWBS is updated every 3 years, and therefore was not updated in 2020. In 2021, in collaboration with the IIBA Employment and Cultural Committee (ECC) the IWBS will be updated.

The purpose of the IWBS was to improve understanding of existing barriers to employment and develop strategies to enhance Inuit employment at Agnico Eagle sites in the Kivalliq. The project was directed and governed by the Employment and Culture Committee (ECC) of the Meliadine IIBA. Discussion and consideration of the IWBS findings are incorporated into the interpretations of this report. Key findings directly from the report are provided in the box below.

**IWBS key findings as presented in the executive summary**

"The following is a summary of the key findings from this research organized into the phases of a traditional human resource management lifecycle:

- There are challenges in attracting workers in a tight local labour market. The main attractors to working full time are financial and personal motivations; however, these attractors are challenged by factors such as earnings-based rent increases and the family impacts of a rotational work schedule. Findings from this study indicate that there is limited awareness of what mining work involves and what employment opportunities there may be.
- The recruitment and hiring processes currently in place at AEM may be creating unintended barriers for Inuit workers. For example, the lengthy Labour Pool process, a limited understanding of particular skills sought by AEM, as well as pragmatic challenges with the recruitment and application processes.
- Once employed, barriers to full Inuit engagement and job satisfaction include language barriers and a perception of cultural disconnect in the workplace.
- Skills gaps and cultural norms concerning career advancement can create barriers, meaning that Inuit employees may need more encouragement to apply for advancement, particularly for supervisory positions. The timeframes and steps required to advance from an entry-level position upward can also pose challenges.
- Turnover is high, including both resignations and dismissals. Some interviewees reported a tendency to resign instead of approaching supervisors or HR to problem-solve the issue that may be affecting availability.
- Confusion around the re-hiring process can result in unmet expectations. The length of time waiting for eligibility and progression on the labour pool list may result in losing out on job candidates who could have been re-hired after leaving for a variety of voluntary or involuntary reasons.

There are a number of strategies that AEM and KIA could consider to positively impact the Inuit workforce. These include:

- Enhancing communication to potential workers and community stakeholders to build greater awareness of employment opportunities and foster a 'new narrative' that is more consistent with today's realities of mining work.
- Addressing selected priority barriers that are the 'critical pain points' and root causes that add to costs and create stress for managers and workers. Based on the research findings, these would be absenteeism and lateness; preventable turnover and cultural disconnects in the workplace.
- Foster and capitalize on early successes and quick wins that signal change. Some of the recommended pragmatic actions are already under consideration or in progress, including onsite adult educator(s), increased use of Inuktitut in signage and written materials onsite, and creation of 'clear language' versions of company information.
- Develop pilots of innovative approaches that demonstrate recognition that 'business as usual' is not sufficient to meet the desired level of Inuit employment, and to show commitment and openness to meaningful change. Build on opportunities created by new mining operations at Meliadine and Amaruq such as implementing new rotation schedules, greater reliance on teams, enhanced pre-employment skills training, accelerated hiring and advancement, and time-limited job shadowing."

Source: (Mining Industry Human Resources Council (MiHR), 2018a, pp. 1, 2)

## Kivalliq Labour Market Analysis

The 2020 Kivalliq Labour Market Analysis (KLMA) (Aglu, Stratos and Impact Economics, 2021) examined labour supply challenges in the region. As with the IWBS, *consideration* of the KLMA in the SEMR is also required by the Whale Tail Project Certificate T&C No. 50. As per the Agnico Eagle's IIBAs, the KLMA is updated annually, and was completed in 2020.

The purpose of the KLMA is to provide an objective and independent analysis of the availability of Kivalliq Inuit labour to supply AEM's projects in the region. The 2020 study examined AEM labour demand, Kivalliq Inuit labour supply, and associated challenges and opportunities. Discussion and consideration of the KLMA findings are incorporated into the interpretations of the report. Key findings directly from the report are provided in the box below.

**Key Findings of 2020 Kivalliq Labour Market Analysis: Understanding the demand and supply conditions affecting Kivalliq labour and its participation in Agnico Eagle Mines' operations**

1. Agnico Eagle Mines (AEM) fills their labour needs through a combination of resident and imported labour. AEM seeks to increase its Inuit employment, and it does this by working with the resident population to enhance its employability and address employment barriers.
2. Inuit participation in the AEM workforce has been increasing since operations began, but not proportionate to Inuit population growth. By 2019, Inuit held 476 FTEs, but this was only 18% of the AEM workforce.
3. The 2020 KLMA applied Inuit Qaujimajatuqangit (IQ) in the study methodology and examined statistical data and survey data from 48 interviews to further understand labour supply issues.
4. Demand for labour has grown markedly from construction in 2011 (697 FTEs) to 2,680 FTEs 2019. Demand for the years 2020 to 2024 is expected to average 2,350 FTEs. While AEM is shifting away from contractors towards greater use of employees, and technological change in mining is causing a shift towards more high-skill jobs, there are opportunities for increased Inuit participation in AEM employment over the next five years.
5. The actual labour supply for AEM is the number of Kivalliq Inuit who are ready and able, but also willing, to work.
6. With respect to readiness, i.e., of working age, Nunavut's population has been growing rapidly and is composed of many young people, with a median age in Kivalliq in 2019 is 23.4 years, compared to 41 for Canada. By 2019, there were almost 5,400 Inuit in Kivalliq of working age (20-64 years), and this is expected to grow to 6,083 over the next five years.
7. With respect to ability to work, i.e., skills, there remains a skills gap. High school or equivalent is the minimum requirement for working at AEM. According to the 2016 census, about half of Kivalliq Inuit had not completed high school, though graduation rates are improving (56% by 2017/2018), especially among females. In 2019, Inuit represented 67% and 23% of the unskilled and semi-skilled workforce at AEM, and only 2% of the skilled, professional, and management workforce. Greater participation in higher-skilled jobs at AEM will require greater levels of education and skills. Most Kivalliq residents with higher education are employed, meaning that these individuals are either already working for AEM or would have to be lured away from their current employment.
8. In 2019, the participation, employment, and unemployment rates among all Nunavut residents, excluding Iqaluit, were 56%, 46%, and 18%, respectively. While the unemployment rate has been steady in recent years, participation and employment rates have been declining, signalling disproportionate uptake in work relative to the growing population. Participation and employment rates among non-Inuit are very high; most unemployed labour are Inuit.
9. Willingness to work for AEM has been declining on a population basis. The 2020 KLMA was not able to quantify the number of Kivalliq Inuit who were ready, able, and willing to work for AEM, but the survey done as part of the 2020 study gathered data on a variety of employment issues across six topics (attracting and recruiting Inuit talent; retention; training and adult education; advancement; contractors; and COVID-19 implications), and 35 recommendations were identified to support greater future Inuit participation in AEM employment. A key conclusion was that AEM's recruitment strategy should focus on those with low skills and education, where further gains can be made, but also new entrants to the labour market (given demographic trends).

Source: (Aglu, Stratos and Impact Economics, 2021)

# Community Liaison Committee (CLC) Annual Reports

The Baker Lake Community Liaison Committee has been meeting since 2011. The Committee consists of AEM staff and local stakeholders and was established to inform stakeholders on the activities at the mine and to consult them on specific projects or issues.

In 2020, one (1) Community Liaison Committee (CLC) meeting was held to present preventive measures put in place at Meadowbank Complex in response to COVID-19 pandemic as well as,to update on the community support. The following topics and information were presented at theCLC meeting:

**Transportation to and from the site**

- Since March 13th, AEM is screening workers in Mirabel and Val D'Or. Temperatures are taken, and questionnaires are filled. AEM relies on the honestyof people; afalse declaration can lead to disciplinary measures.
- Nolinor has improved and advanced their cleaning protocols – using alcohol- based products, sanitizing between each flight. AEM also implemented socialdistancing in the plane, middle seats are empty now.

**On site preventative measures**

- All social activities on site are now cancelled, the gym is closed and won't be reopened until further notice.
- AEM implemented strict washing protocols, there are designated individuals waiting at the doors to make sure everyone washes their hands.
- In the cafeteria, all self-serve food areas such as salad bars, sandwich bars are removed, and everything is being served by the kitchen staff.
- Social distancing is implemented which includes a line up protocol in the kitchen, decreased number of chairs in the dining room, and scheduled lunch and dinner by department has been created to avoid crowding during lunch and dinner time.
- An external firm has been hired to do an assessment of our practices and provide training to our team for sanitization and cleaning protocols, and additional employees has been hired in order to clean and sanitize more.
- In addition, AEM is minimizing bathroom sharing, since we are less people on site, so most people don't share a bathroom to minimize contact.

**Measures put in place for the community and employees**

- The community office is closed, and our staff is working remotely.
- Nunavummiut employees were sent home and asked to self-isolate.
- The employees are switched to 28/28 schedule which will result in about 5 flights per month (vs. 20 flights per month). This schedule will remain until AEM have news about when we can resume regular activities.
- On April 5th, 2020, AEM brought a lab with a medical crew to Meliadine to test employees for COVID-19, this is the most recent initiative put in place. The goal is not to reduce other measures, it is an additional step to protect employees and communities.

**AEM operations and general project updates**

- Since March 24, AEM is not producing gold (mill in shutdown). AEM is continuing maintenance on equipment, minimal mining activities, and preparing for freshet related to the environment.
- AEM is expecting to resume producing gold only in June.

**All Weather Access Road (AWAR) closures and use of the road during COVID-19**

- As of March 14, AEM stopped all non-essential traffic, there is a form that needs to be signed by the driver, the supervisor of road, and the mine manager.
- Since March 21, all buses are located on site, they are only travelling between Amaruq and Meadowbank.
- Essential traffic is mainly transportation of fuel. All Arctic Fuel drivers have been relocated to site to avoid contact with the community. The procedure is strict, people who are doing maintenance of road/power generators have been met with to understand the procedure.
- AEM started to send their crew with Sepura GPS equipped radio which allows us to validate the path that the workers use to confirm they are not on the community roads, since they are not supervised throughout the shift. The radios are personal radios (not in the machine but handheld).
- Environmental technician is another essential service allowed, for caribou survey, sampling, etc.

**Community Initiatives:**

- Agnico Eagle and the community have been working together throughout this situation,
- AEM has recently supported three initiatives:
    - A donation of extra $25,000 to Abluqta Society to accommodate more food hampers for families in Baker Lake.
    - AEM is providing supplies for the community members in case they may have to go to quarantine or self-isolation (soap, bleach, buckets, toothpaste/brush).
    - In order to keep the community engaged, a donation of $10,000 to keepthe radio station open for fundraising/bingo for the next month.

Source: (Agnico Eagle Mines, 2020b)

## Nunavut Inuit Labour Force Analysis (NILFA) Stakeholder Engagement Report

The Nunavut Inuit Labour Force Analysis (NILFA) is an obligation under Article 23 of the *Nunavut Agreement* intended to inform Government of Canada and Government of Nunavut Inuit employment plans and pre-employment training plans. NILFA is complemented by a NILFA Stakeholder Engagement Report summarizing discussions held with Nunavut Sivuniksavut students in November 2018.

Key findings from the **NILFA Stakeholder Engagement Discussions** are summarized below. While many of the key findings were made in relation to government employment, many are relevant to employment with Agnico Eagle as well.

High School and Post-Secondary Education

1. Building relationships (e.g. career counsellors) and conducting activities (e.g. career fairs) with high schools can build interest.
2. Specific and relevant courses could be taught in high schools.
3. Support should be offered to help Inuit transition from high school to post-secondary education.

Hiring and Recruitment

- Technical or science-related occupations were the most difficult to fill; recruiting for entry-level positions and providing skills development opportunities might help.
- Make job postings more concise, visually appealing, identifying benefits, and using less technical job titles. Highlight opportunities for fieldwork or outdoor work.
- Knowledge of the nature of (government) jobs seemed limited. Expanding outreach in high school and colleges could help enhance interest.
- Career fairs, speaking opportunities by Inuit role models, and greater outreach on job postings and on the types of jobs available can help inform awareness and career decision-making.

(Government) and Pre-Employment Training and Skills Development

4. Inuit prefer training in their home communities due to family and community responsibilities.
5. Experiential learning and traditional knowledge can support science-related skill development.
6. Apprenticeship is a best practice to enhance Inuit employment.
7. A rotational program could help Inuit learn about different departments and jobs and enhance career decision-making.
8. A circle of support including mentors, tutors and peers drives effective learning outcomes.

Retention of Inuit (Government) Employees

1. Flexible schedules, regular team-building, personal interactions and Inuit Qaujimajatuqangit (IQ) days help Inuit employees feel more welcome and improve retention.
2. Developing a trauma-informed workplace may enable better support for personal challenges.

Advancement and Promotion of Inuit (Government) Employees

- It is important to have Inuit in leadership and management roles and to enable exposure to these roles.
- Employee advancement and development is enhanced when managers focus on employee growth, conduct regular discussions on career plans, and encourage skills and training opportunities.
- Employee networks and peer support enable improved career development and the ability to deal with challenging situations.

Source: (Employment and Social Development Canada, 2018)

## AEM's Conceptual Socio-Economic Closure Plan

In accordance with their Project Certificate, Agnico Eagle prepared, in 2019, a conceptual Socio-economic Closure Plan "to ensure workers at the project would be supported once operations cease". Socio-economic closure planning in the context of Agnico Eagle's Kivalliq operations is an integrated process that considers the schedules, workforces and contributions of Meadowbank, Whale Tail and Meliadine. In the past years, Agnico Eagle undertook several studies, engagements and consultations to inform the development of the Conceptual Closure Plan.

In 2020, Agnico Eagle aimed to demonstrate progress on its Conceptual Socio-Economic Closure Plan, with the intent of developing a final Socio-Economic Closure plan. The company worked in this direction by creating a formal Project Charter to outline the process to follow. While following recognized project management structure such as a listing of main challenges, objectives with clear performance indicators, work description, assumptions, constraints, multi-stakeholder management plan, success factors, deliverables and high-level schedule, Agnico Eagle kept in mind the importance of continuously adjust that plan through time.

Agnico Eagle believes that this adjustment will be possible by following guiding principles. Those principles are leading specific goals that need consultation and collaboration with communities and government bodies as the Socio-Economic closure planning process continues. All that, while staying aware of communities' socio-economic evolution and potential priorities shift from community and government.

Guiding criteria for closure-specific in the Kivalliq context followed by Agnico Eagle, as stated by Golder (2019): Locally-Driven; Opportunity-Based; Sustainable; Resilient; and Planned for success.

In future years and depending on socio-economic evolution, priorities and mine operations, next tentative closure planning activities will focus on the implementation of closure plan project, the communication of Agnico Eagle's approach to closure planning, the plan refinement with identified community groups and stakeholders, and the implementation of task-specific plans including economic assessment.

**Conceptual Socio-Economic Planning Goals**

**Inuit Quajimajatuqangit:** IQ should be sought out and incorporated throughout the closure planning process to create culturally appropriate strategies tailored to the local context.

**Transferable Skill Development:** Inuit employees must be given opportunities to attain certification with an aim to applying skills to other industries as a lasting legacy for Agnico Eagle beyond closure.

**Economic Diversification:** Employment and business opportunities for skilled workers need to be made outside of the mining industry to prevent them from moving to the south for employment.

**Entrepreneurship:** The entrepreneurial experience of local businesses should be built upon with an aim to expand the ability to participate in other economic activities related to, but not depending on mining.

**Learning:** Learning opportunities for [sic] need to be available to community members, particularly youth, and must include the wage economy, traditional values, and Inuit way of life.

**Traditional Practices:** Land-based livelihoods and activities are essential practices that contribute to Inuit wellbeing, and should be integral elements of the transition brought about by closure.

**Volunteerism:** Volunteerism must be fostered to build resilient, sustainable, and locally-driven solutions to the risks and opportunities posed by mine closure.

**Healthy Communities:** Social maladies and gaps in service provision need to be addressed in advance of closure to promote healthy, sustainable communities positioned to address the effects of closure.

**Collaboration:** Collaboration between communities, government, and Agnico Eagle in the early planning activities is needed to ensure all parties are pursuing closure planning in alignment

Source: (Golder Associates, 2019)

## AEM's Inuit & Nunavummiut Employee Survey

In the summer of 2019, Agnico Eagle developed an Inuit employee survey to gather data and insights on the perceptions of the projects' impacts on culture and traditional lifestyle, along with other topics. The initial survey design was presented at the April 2019 SEMC in Baker Lake for committee feedback and input. This voluntary survey was completed by 95 Inuit employees (or approximately 30% of Agnico Eagle's Inuit workforce; 56% identifying as male, 42% identifying as female and 94% living in Nunavut) across Meadowbank, Whale Tail and Meliadine. A complete list of summarized survey results (by question) is provided in Appendix B. A brief summary is also provided below. Results are further integrated throughout the VSEC sections where relevant. In 2020, Agnico was preparing to roll out the Inuit Survey however, due COVID-19 the initiative was paused.

**Employment**

35% of Inuit employees report working at the mine for one year or less (41% for female and 32% for male), while 30% have worked there for three or more years. Notable is that only 14% of Arviat respondents had worked for three or more years, compared to closer to 40% for Baker Lake and Rankin Inlet. 67% of respondents worry about losing their job some, most, or all the time.

**Work culture**

80% of respondents feel happy at the mine all or most of the time in the last year. Only 2% were not happy much of the time. 77% reported that they spend time at the mine with someone they like some, most or all of the time. While 66% had someone to talk to if they felt worried or needed support at the mine some, most or all of the time, women were 13% more likely to have that support than men.

84% of respondents strongly (60%) or somewhat (24%) agree that respect and consideration of others and positive working relationships are encouraged in the workplace. Women are 15% more likely to strongly agree than men. Similarly, 83% of respondents strongly or somewhat agree that there are shared goals and a vision in the workplace.

Over 80% of Inuit employees report that they have discussed important work values (working hard, being on time, being safe) with children and youth in their homes and communities. Worrying about their family situation is one of the most difficult things at work for 54% of Inuit employees, with loneliness and worries about their financial situation also significant difficulties. Less than 25% of Inuit workers reported a work-related issue as the most difficult (camp life, type of work, or relationships with supervisors and colleagues). Only one respondent mentioned the use of French in the workplace as a difficult issue.

**Training and development**

85% of Inuit employees feel that they have the skills to do their job most or all of the time. Men are more likely to be fully confident in their work skills, with 40% being confident all the time compared to 28% for women. A large majority strongly (46%) or somewhat (37%) agree that they are supported in developing new job-related skills. Interestingly, women were both more likely to strongly agree – and accounted for the only responses that somewhat or strongly disagreed – 7% compared to 0% of men.

**Community**

A majority of respondents (58%) believe that Agnico Eagle has a neutral impact on their community. 41% believe the impact is positive, with only 1 respondent responding negatively. Respondents from Baker Lake and Arviat were more likely to respond positively. 87% of survey respondents feel that Agnico Eagle should be more present in schools to promote mining opportunities. 53% feel that Agnico Eagle is not present enough in the community and there was broad support for spending more time promoting job opportunities and being present in schools

and community events. Individual responses suggested that Agnico Eagle could communicate with people more, that senior management should meet with Hamlet councils and build relationships in the community and provide support for social counseling.

**Housing and migration**

While 92% of respondents have not moved in the past year, 43% wanted to move in the next year. 28% of Nunavut-based respondents wanted to move to a southern community in the next year. 65% of those who wish to move cited improved services or housing as one of the reasons. 66% of respondents live in public housing, with less than 9% owning their own house (the others lived in friends'/family's houses or a rental).

**Culture and traditional lifestyle**

75% of Inuit employees report that they have used Inuktitut at the mine outside of working hours some, most or all of the time, and 70% report that it is somewhat or very important for them to use Inuktitut at the workplace. While 72% report that working at the mine has not changed how much they speak Inuktitut at home, over twice as many women (25% to 12%) report that they now speak more Inuktitut at home. A large majority strongly (59%) or somewhat (21%) agree that knowledge and respect of Nunavut's environment and land is valued, with women 14% more likely to strongly agree.

51% somewhat or strongly agree that they have flexibility to take vacation or unpaid leave to participate in cultural or traditional activities in their communities, with a further 39% neither agreeing nor disagreeing. Only women (4%) strongly disagree that they have flexibility. Women are more likely than men (36% to 26%) to report that they participate less in traditional activities since working at the mine. While only around ~10% report that they can participate more now, 60% reported that they participated the same amount or did not know if their participation has changed.

**Individual and community wellness**

Working at the mine impacts employees' personal relationships in different ways. For nearly half of the Inuit employees (47%), personal relationships are about the same since starting to work at the mine, with nearly an equal number reporting that their relationships are better (19%) and worse (17%). Women are twice as likely to report a positive impact on relationships (26% for women to 13% for men), and men are more likely to report a negative impact (19% to 13%) than women. Within communities, employees from Arviat are more likely to report improved relationships (29%) than those from Baker Lake or Rankin Inlet (19% for both).

Many Inuit employees are struggling with paying bills and debt: 20% report that they cannot pay most of their bills on time and are falling behind on debt, with 44% occasionally falling behind. 59% of Inuit employees did not save any money in the past year. 66% of Inuit employees did not seek financial advice in the past year. While 24% of employees were not interested in financial advice, 67% of Inuit employees were held back for various personal and other reasons that can likely be addressed, including: "I didn't know where to start", "I didn't feel comfortable talking about money", and "there is no financial advice in my workplace or community". Nearly half of women (48%) did not know where to start with financial planning. Men were 10% more likely to not be interested in financial advice (29% to 19% for women). In the different communities, no Rankin Inlet employees reported a lack of access to financial advice, whereas ~25% of Arviat and Baker Lake employees said there was no financial advice in their community or workplace.

Food insecurity is an issue for the Inuit workforce, with 59% reporting that they were worried their food would run out before they got more money all, most or some of the time.

# 1 Employment

**IMPACT / GOAL STATEMENT**

Increased, stable employment for Inuit (including women and challenged workers) across Kivalliq communities

**OVERARCHING FEIS PREDICTIONS**

***Meadowbank***: "The potential impacts of employment are likely to take some time to gain full momentum, and overall are considered of high magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit" (Cumberland Resources, 2006, p. 120)

***Whale Tail***: "The Expansion Project will create direct, indirect and induced employment opportunities." (Golder Associates, 2018, p. 9)

***Meliadine***: "Project would increase the demand for labour during construction and operational phases, which should lead to a considerable number of local jobs." (Golder Associates, 2014, pp. 1-C-46)

**TRENDS & INTERPRETATIONS**

| | MBK / WT trends | | | Meliadine trends | | |
|---|---|---|---|---|---|---|
| **Metric** | Pre-dev | Post-dev | Last year | Pre-dev | Last year | **Overview and interpretation** |
| 1.1 Total project employment (Agnico Eagle & contractor) | | | | | | |
| Project employment (permanent & temporary, on-call, students & co-op & contractor) | N/A | ↑ | ↑ | N/A | ↑ | Headcount employment at Meadowbank / Whale Tail grew by 10% overall in 2020 to 1,717, with both Agnico Eagle and contractor employees increasing from 2019. Contractors account for 43% of Meadowbank / Whale Tail employment.<br>Employment rose slightly at Meliadine in 2020, increasing by 3% to 1,223. Agnico Eagle employment increased 9% while contractor employment decreased 3%. Contractors account for 46% of Meliadine employment. |
| 1.2 Project Inuit employment (Agnico Eagle and contractors) | | | | | | |
| Project Agnico Eagle employment (Inuit & non-Inuit) | | | | | | Across both projects in 2020, Agnico Eagle and contractors employed a total of 378 Inuit FTEs, constituting 13% of FTEs and a decrease from 18% in 2019.<br>At Meadowbank / Whale Tail there were 260 Inuit FTEs, or 15% of the workforce, down from 20% in 2019.<br>At Meliadine there were 118 Inuit FTEs, or 10% of the workforce, down from 16% in 2019. This decline is due to a large decrease in contractor Inuit FTEs (from 120 in 2019 to 35 in 2020) due to the pandemic; Agnico Eagle Inuit FTEs at Meliadine rose slightly (from 64 to 83) over the same period. |
| *Inuit FTEs* | N/A | → | ↓ | N/A | ↑ | |
| *Inuit FTE rate* | N/A | → | ↓ | N/A | → | |
| Project contractor employment (Inuit & non-Inuit) | | | | | | |
| *Inuit FTEs* | N/A | → | ↓ | N/A | ↓ | |
| *Inuit FTE rate* | N/A | ↓ | ↓ | N/A | ↓ | |
| 0<br>Project Agnico Eagle employment by Kivalliq community | | | | | | |
| Project employment by Kivalliq community | N/A | ↑ | ↓ | N/A | ↓ | The number of Kivalliq-based employees shrunk to 299 at Meadowbank / Whale Tail and 73 at Meliadine, an 8% decline from 2019, counter to the trend from 2016 through 2019.<br>In 2020, over half (57%) of Meadowbank / Whale Tail's Kivalliq-based employees were from Baker Lake and 58% of Meliadine's Kivalliq-based employees were from Rankin Inlet. |
| 1.4 Project turnover | | | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| Agnico Eagle Inuit employee turnover by reason | N/A | N/A | N/A | N/A | N/A | Inuit turnover rates at Meadowbank / Whale Tail decreased in 2020 to 17% from 39% in 2019, and at Meliadine decreased in 2020 to 9% from 28% in 2019, potentially due to the ability to retain pay while returning home in response to COVID-19 restrictions.<br>The turnover rate for Inuit employees at all Agnico Eagle projects is consistently higher than that for non-Inuit employees. Resignations and dismissals account for the majority of Inuit turnover across the sites. |
| Turnover rates (Inuit and non-Inuit) | | | | | | |
| *Inuit rates* | N/A | ➔ | 🡻 | N/A | 🡻 | |
| *Non-Inuit rates* | N/A | ➔ | 🡻 | N/A | 🡻 | |
| *Turnover rate by community* | N/A | ➔ | 🡻 | N/A | 🡻 | |

**Understanding the trends & interpretations table**

| Time horizon | Direction |
|---|---|
| **Pre-dev**: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)<br>**Post-dev**: trend from the onset of operation of Meadowbank (2010). As Meliadine operation began in 2019, post-development trends are not yet presented.<br>**Last year (LY)**: movement from 2019 to 2020 | 🡹 Increasing<br>🡻 Decreasing<br>➔ Remaining stable<br>**/** No discernable trend<br>**N/A** Not applicable |

# Existing Management & Mitigation

A number of programs are in place to encourage Inuit employment, skills attainment, advancement and retention at Meadowbank, Whale Tail and Meliadine. A complete list of relevant Agnico Eagle programs and their descriptions is provided in the Existing Management and Mitigation section at the end of the report. A listing of these programs is provided below, aligned with barriers and challenges identified in the Inuit Workforce Barriers and Strategies (IWBS) and Kivalliq Labour Market Analysis (KLMA) reports. The phases of the human resources (HR) lifecycle are aligned with those introduced in the IWBS.

Table 2. Inuit Workforce Challenges and Management

| Phase of HR Lifecycle | Barriers and Challenges | Active Programs and Practices |
|---|---|---|
| Attracting and building the talent pool | • Challenges of attracting workers in tight labour market (e.g., earnings-based rent increases, family impacts of rotational schedule, lack of daycare)<br>• Low levels of basic skills and limited access to post-secondary education and training<br>• Limited awareness of the nature of mining work and employment opportunities | • Kivalliq Science Educations Community<br>• Education Department<br>• TASK Week<br>• Mining Matters<br>• Kivalliq Career Fairs<br>• MOU with GN<br>• Kivalliq Mine Training Society<br>• Take Our Kids to Work<br>• Education initiatives portfolio program<br>• Financial Literacy Training |
| Recruitment and hiring<br>Re-hiring after termination | • Potential barriers and/or perceptions include lengthy labour pool process, limited understanding of relevant skills, pragmatic challenges of the process, perceptions of unfairness<br>• Confusion around re-hiring process | • Community Coordinators Program<br>• Summer Student Employment Program<br>• Labour Pool Process (Information sessions, application, Work Readiness Training Program, Mandatory Training Program (i.e., Site Readiness), Labour Pool List<br>• E-learning program – general induction |

| Phase of HR Lifecycle | Barriers and Challenges | Active Programs and Practices |
|---|---|---|
| Engagement and satisfaction | • High levels of absenteeism and lateness, often related to family issues<br>• Language barriers<br>• Perception of cultural disconnect<br>• Two-week rotation | • E-learning program – Inuit-focused modules<br>• Role Model Program<br>• Cross-cultural Training<br>• Language Policy<br>• Spouse Visits<br>• On site Social Worker |
| Career development | • Potential barriers due to skills gaps, cultural norms (e.g., more encouragement needed), and process of advancing out of entry level<br>• Lack of awareness or discussion of alternate roles available (e.g. not necessarily roles with more responsibility, but different responsibility) | • Trainee Programs (Haul truck, long haul, process plant, underground)<br>• Super operator program<br>• Training Formula<br>• Career Path Program<br>• Training and Learning Management System<br>• Apprenticeship training<br>• Contractor training programs<br>• Adult Educators<br>• Nunavut Leadership Development Program<br>• RISE: Rapid Inuit-Specific Education Program |
| Termination | • Absenteeism leading to dismissal<br>• Resignations e.g., due to family situations<br>• Tendency to resign rather than actively addressing the issue with supervisor/HR | Agnico Eagle has created policies and practices for re-hiring Inuit employees under certain conditions after they have resigned or have been dismissed. They also undertake exit interviews and incorporate findings into annual planning. |

(Agnico Eagle Mines, 2020a)

## 1.1 Total project employment (Agnico Eagle & contractors)

### Predictions

**MEADOWBANK**

"It is expected that the construction phase workforce will average 160 and peak at 310, and the operation phase workforce is estimated at 370." (Cumberland Resources, 2006, p. 119)

**WHALE TAIL**

"Direct average operational employment is expected to be 1,166 positions." (Golder Associates, 2018, p. 9)

**MELIADINE**

- "1,700 positions, mostly contractors during construction phase." (Golder Associates, 2014, p. 1-117)
- "700 positions during operational phase." (Golder Associates, 2014, p. 1-118)

### Data & Trends

Chart 1 provides an overview of direct employment (i.e., Agnico Eagle and contractor employees) at Agnico Eagle's Kivalliq projects. It is not currently possible to provide separate data for Meadowbank and Whale Tail, as there is no clear distinction between employees working at the two sites.

Chart 1 presents employment at the three mines using **headcount**, which is a count of employees in December of each year and represent an estimate of the total number of individuals with either part-time or full-time

employment. However, contractor employment after 2018 uses **full-time equivalents** (FTEs), which normalizes employment according to an average full-time worker. Accordingly, employment as measured using FTEs will tend to be lower than with headcounts. Additional details on how FTEs are calculated, and FTE data are provided in s.1.2 below.

There are several types of employees at the mines:

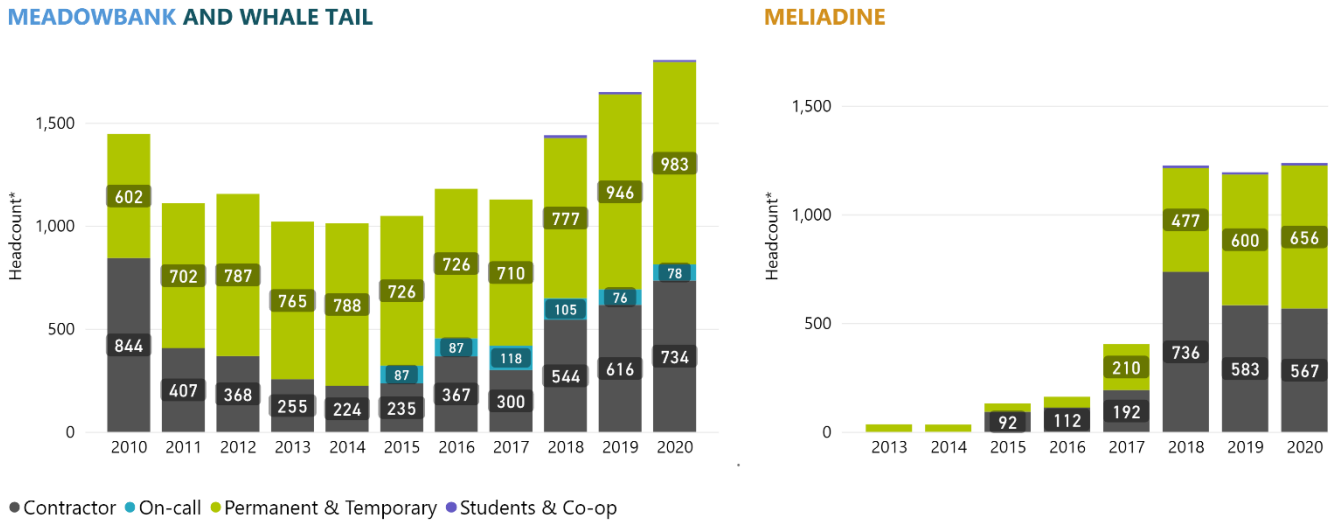
*Permanent & Temporary*: Agnico Eagle employees whose current jobs are not specifically tied to a short-term project, with positions expected to be required throughout the life of the mines (Permanent) and Agnico Eagle employees whose current job will not continue beyond a specified period of time (Temporary).

*On-call*: Agnico Eagle employees with an indefinite contract who are called upon when the need arises.

*Contractors*: Employees of contractor firms.

*Students and co-op*: Temporary employment for students currently in a degree or diploma program.

Chart 1. Project employment (permanent & temporary, on-call, students & co-op & contractor)




(Agnico Eagle Mines, 2020a) | *note that from 2018 onwards contractor data represent FTEs (rather than headcount) due to changes in data collection requirements.

Table 3. Employment (temporary, permanent and contractor) key figures

| Value | Meadowbank / Whale Tail | Meliadine |
|---|---|---|
| Prediction (headcount) | 1166 | 700 |
| 2020 Value (headcount) | 983 (temp and permanent) + 734 (contractors)<br>**Total**: 1,717 (excluding on-call, students & co-op) | 656 (temp and permanent) + 567 (contractors)<br>**Total**: 1,223 (excluding on-call, students & co-op) |
| Change from 2019 | +9.9% | +3.4% |

(Agnico Eagle Mines, 2020a)

### Interpretations

Total employment by Agnico Eagle and contractors at both projects as measured using headcount (Agnico Eagle employees) and FTEs (contractors) was 2,940 in 2020, growing by 7.1% from 2019. Employment by Agnico Eagle grew by 6% (headcount), and contractor employment increased by 8.5% (FTEs). These changes over 2020 are associated with Whale Tail expansion, transitioning of Meliadine into operations, and the effect of changes required by COVID-19.

Employment at Meadowbank / Whale Tail grew by 9.9% over 2020 to 1,717. There was an increase of 3.9% in Agnico Eagle employment over 2020 compared to 2019, and an increase of 19.2% in contractor employment. Despite this increase in contractor employment – building on momentum from 2019 – Agnico Eagle employees still accounted for 57% of Meadowbank / Whale Tail employment, with contractors accounting for 43%. The growth in employment was a function of expansion of the Whale Tail project, as well as the changes required by COVID-19 and how employment numbers are counted. In response to Nunavut government health restrictions, Inuit employees were sent home in March 2020 but still received partial pay for the rest of 2020, while southern workers (mostly contractors) were allowed to be brought in to fill the labour gap, with this all having the effect of increasing the total of headcount and FTEs but also increasing the contractor proportion of total employment. The current number of 1,717 Agnico Eagle and contractor employees at Meadowbank / Whale Tail is greater than the prediction from the two projects' EISs of a total of 1,536 operational employees.

Employment at Meliadine grew by 3.4% over 2020. There was a 9.3% increase in Agnico Eagle employment over 2020 compared to 2019, but a 2.7% decrease in contractor employment. Agnico Eagle employees accounted for slightly more than half (54%) of Meliadine employment, with contractors accounting for the remaining 46%. These changes in employment were a function of transitioning Meliadine into operations in 2020, which tends to rely more on mine company employees instead of contractors, but also a function of the response to COVID-19 which served to increase the number of employees counted (as described in the preceding paragraph for Meadowbank / Whale Tail). The total number of Agnico Eagle and contractor employees in 2020 was 1,223, compared to a prediction of 700 in the EIS. Overall, the data indicate that Agnico Eagle has surpassed the predictions for total project employment.

## 1.2 Project Inuit employment (Agnico Eagle and contractors)

### Predictions

**MEADOWBANK**

There are no specific predictions in the Meadowbank FEIS regarding Inuit or Nunavummiut employment rates at Meadowbank.

**WHALE TAIL[2]**

- "25% of direct construction positions will be sourced locally, and are expected to be filled by the existing Meadowbank Mine workforce" (Golder Associates, 2016, pp. 7-51)
- "The Expansion Project serves to extend employment opportunities for the Approved Project workforce, and adds a projected 99 opportunities for Nunavummiut" (Golder Associates, 2018, p. 19)

**MELIADINE[2]**

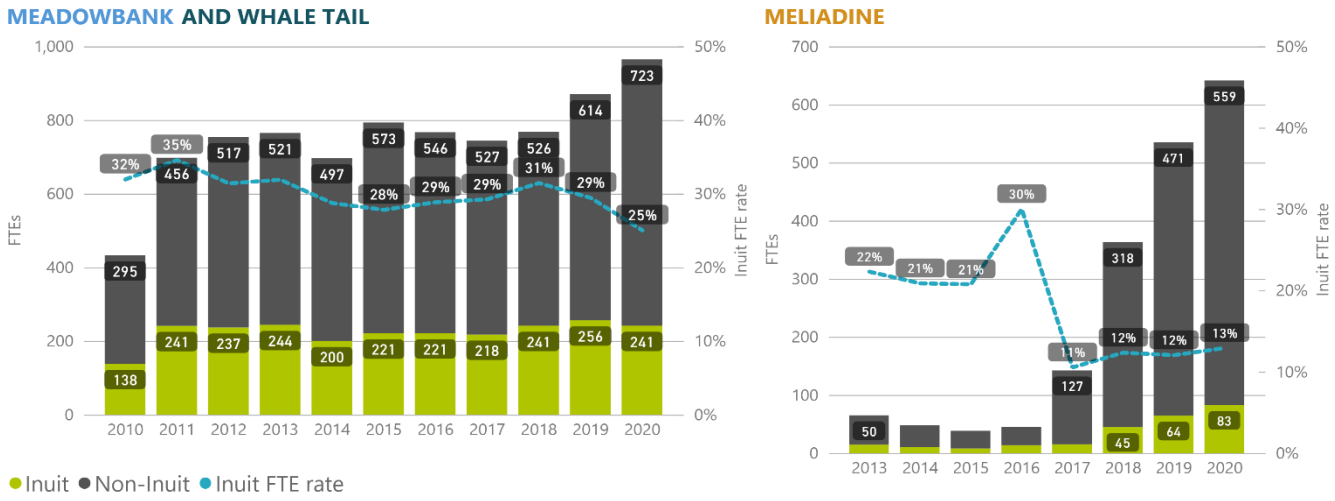
- "20% (340 positions) of peak construction phase workforce will be Inuit." (Golder Associates, 2014, p. 1-117)
- "20% (140 positions) of operational phase workforce will be Inuit." (Golder Associates, 2014, p. 1-118)

[2] Note that the Whale Tail and Meliadine predictions include contractors.

## Data & Trends

Chart 2 presents Agnico Eagle employment, in FTEs, of Inuit and non-Inuit, at Meadowbank / Whale Tail and Meliadine. The FTE measure of employment provides a more comparable picture of employment over time and between projects than the headcount measure because the former controls for differences in the number of hours worked by different individuals. One FTE represents 2,184 person-hours of work, which is the approximate number of hours worked by one employee on a full-time basis for a year. In terms of FTEs, there was the equivalent of approximately 241 full-time Agnico Eagle Inuit employees working at Meadowbank / Whale Tail in 2020, and 83 at Meliadine. The blue lines in Chart 2 indicate the Inuit FTE rate, i.e., the percentage of the total number of FTEs that are Inuit. The proportion of Inuit FTEs at Meadowbank / Whale Tail in 2020 was 25%, down from 29% in 2019, and the proportion at Meliadine was 13% in 2020, up from 12% in 2019.

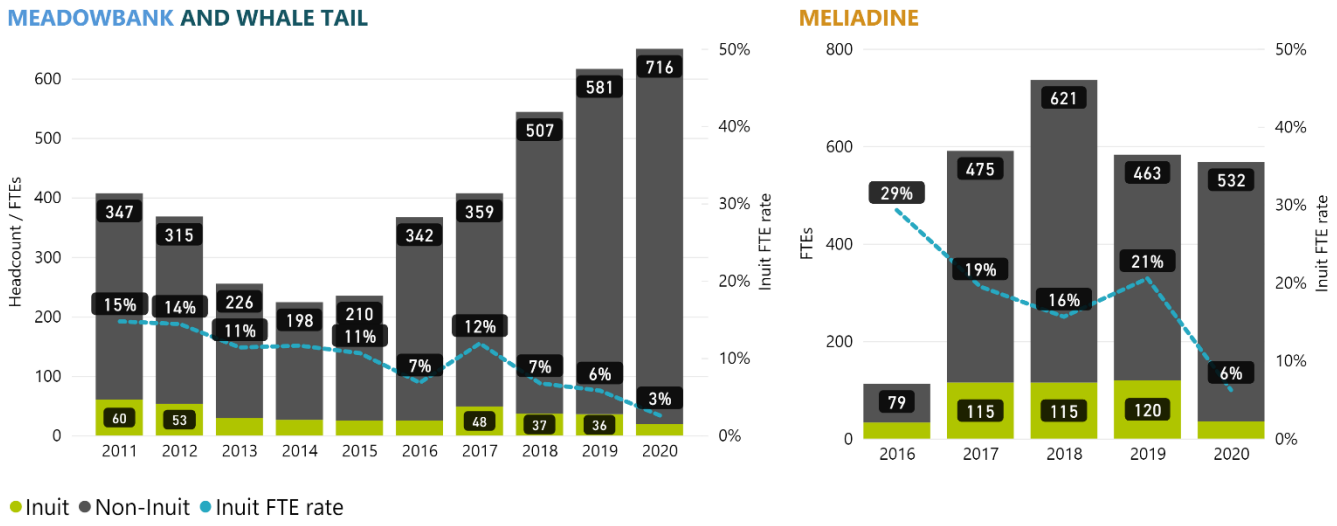
Chart 2. Project Agnico Eagle employment (Inuit & non-Inuit)




(Agnico Eagle Mines, 2020a)

Chart 3 presents contractor employment, in FTEs, of Inuit and non-Inuit, at Meadowbank / Whale Tail and Meliadine. The number of Inuit contractor employees at Meadowbank / Whale Tail was 19 in 2020, down from 36 in 2019, and 35 in 2020 at Meliadine, down from 120. The proportion of Inuit contractor FTEs at Meadowbank / Whale Tail in 2020 was 3%, down from 6% in 2019, and the proportion at Meliadine was 6% in 2020, down from 21% in 2019.

Chart 3. Project contractor employment (Inuit & non-Inuit)[3]




(Agnico Eagle Mines, 2020a)

## Interpretation

Across all projects in 2020, Agnico Eagle and its contractors employed fewer Inuit FTEs than in 2019: 378 in 2020, compared to 476 in 2019. The proportion of Inuit FTEs in 2020 was 13%, compared to 18% in 2019.

At Meadowbank / Whale Tail, Inuit FTEs comprised 15% of the total in 2020, down from 20% in 2019, and significantly lower than the 42% predicted. The primary reason for this decline from 2019 is assumed to be due to the impact of COVID-19 restrictions. However, as we compare actual numbers to predictions, it is important to note that the prediction was based on headcount, which results in higher numbers than FTEs. Due to health and safety concerns related to the COVID-19 pandemic, Agnico Eagle maintained employment of its existing Nunavummiut employees (all of whom are Inuit) but did not hire new Nunavummiut employees as they were not permitted to work on site. Community recruitment efforts were also paused due to the pandemic.

At Meliadine, Inuit FTEs comprised 10% of the total in 2020, down from 16% in 2019. The low proportion of Inuit workers at Meliadine means that Agnico Eagle is not achieving the Meliadine EIS prediction of 20% of operational workforce being Inuit. The primary reason for this decline from 2019 is assumed to be due to the impact of COVID-19 restrictions.

At Meadowbank / Whale Tail, 25% of Agnico Eagle's FTEs are Inuit whereas only 3% of contractor FTEs are Inuit, and at Meliadine,13% of Agnico Eagle FTEs are Inuit whereas 6% of contractor FTEs are Inuit. While there was little change from 2019 in Agnico Eagle Inuit FTEs at Meliadine (12%), contractor Inuit FTEs at Meliadine dropped significantly from 21%. This drop is assumed to be due to COVID-19 restrictions, the types of positions and skillsets required, and the project's transition into operations.

At Meadowbank / Whale Tail, 56% of Agnico Eagle Inuit employees are doing unskilled or entry-level work, while at Meliadine only 7% of Agnico Eagle Inuit employees are doing entry-level work. One reason for this is that

[3] Due to data availability, post 2017 Meadowbank / Whale Tail contractor data and all Meliadine contractor data represent full time equivalents (FTEs), derived based on person-hours worked. The remainder of data points (Meadowbank 2010 to 2016) represent the number of employees as a snapshot at one time of year. Trends between these years should be interpreted with caution.

Agnico uses contractors to staff the Meliadine camp (i.e., kitchen and camp staff), which is not the case at Meadowbank / Whale Tail.

The relatively low level of Inuit employment at AEM is explored in the KLMA. The 2020 KLMA repeats findings of previous versions – that the Kivalliq Inuit labour supply does not meet Agnico Eagle's labour demands due to a combination of factors related to demographics, education and skills, and willingness to work. The 2020 KLMA notes that at a high level there would appear to be sufficient Inuit labour for AEM's demands, but that once one looks at the details it is clear that there are several important and substantial obstacles towards AEM fulfilling its Inuit Employment Goals. The Inuit working age population is sufficiently large for AEM's needs, but low levels of educational attainment are a serious obstacle. High school graduation or equivalent is the minimum educational requirement, yet about half of Inuit residents have not completed high school, thus barring many from employment at AEM. Of those Inuit who have met the minimum requirement, few have attained further education and skills, and this is why most Inuit employed at AEM are mostly in unskilled and semi-skilled positions. Looking forward, with a broader shift to higher-skill jobs, Inuit participation in AEM employment will depend increasingly on higher levels of educational attainment. Further discussion of skills gaps is presented in Education and Training. Beyond readiness and abilities, willingness to work for AEM is noted as a critical factor. Even for those of working age and with the necessary education and skills, many Inuit are challenged by addictions, or a lack of incentive to leave the social safety net of the territory. Data gathered from exit interviews suggest that much of Inuit turnover is related to: dislike of the work, the work schedule, camp life; workers missing their family and struggling to address family needs and challenges that conflict with AEM work; language and cultural conflicts; and conflicts with leadership. The 2020 study identifies a range of strategies and measures to improve Inuit participation in AEM employment.

The primary vehicle through which Agnico Eagle recruits and hires new Inuit employees is through the Labour Pool Process. This long-running process – outlined in the IIBA – offers pre-employment steps to Inuit from all Kivalliq communities with the goal of pre-qualifying candidates. The five steps of the labour pool process are described in greater detail in the Existing Management and Mitigation Section at the end of this report. There tends to be a high level of drop-off during Work Readiness (Step 3 of the labour pool process). The IWBS found only 53% of applicants showed up for Work Readiness training, which may be due to people losing interest in the process and to delays between applying and training. Some applicants may only be interested in short-term or seasonal work.

The IWBS identified two other, unintended barriers to recruitment and hiring of Inuit workers. The first is the challenge of navigating the recruitment process itself (e.g., long wait times, a "heavy" process, accessing job advertisements, etc.). The second challenge is negative perceptions of the process. Interviewees expressed concerns regarding labour favouritism, and the perception that skills of individual applicants are not considered in the labour pool process. Such experiences or misunderstandings impact people's interest in participating in the process (Mining Industry Human Resources Council (MiHR), 2018a). Other barriers to employment mentioned in the IWBS include the increase in rent for those living in public housing when they begin receiving employment income, and the lack of housing in communities where further education and training are available. Additional discussion related to turnover and career advancement are provided in the following sections.

## 1.3 Project Agnico Eagle employment by Kivalliq community

### Predictions

**MEADOWBANK**

There are no specific predictions in the Meadowbank FEIS regarding Kivalliq community resident employment rates.

**WHALE TAIL**

“The FEIS estimates 217 positions will be filled by employees from Baker Lake.” (Golder Associates, 2016, pp. 7-53)

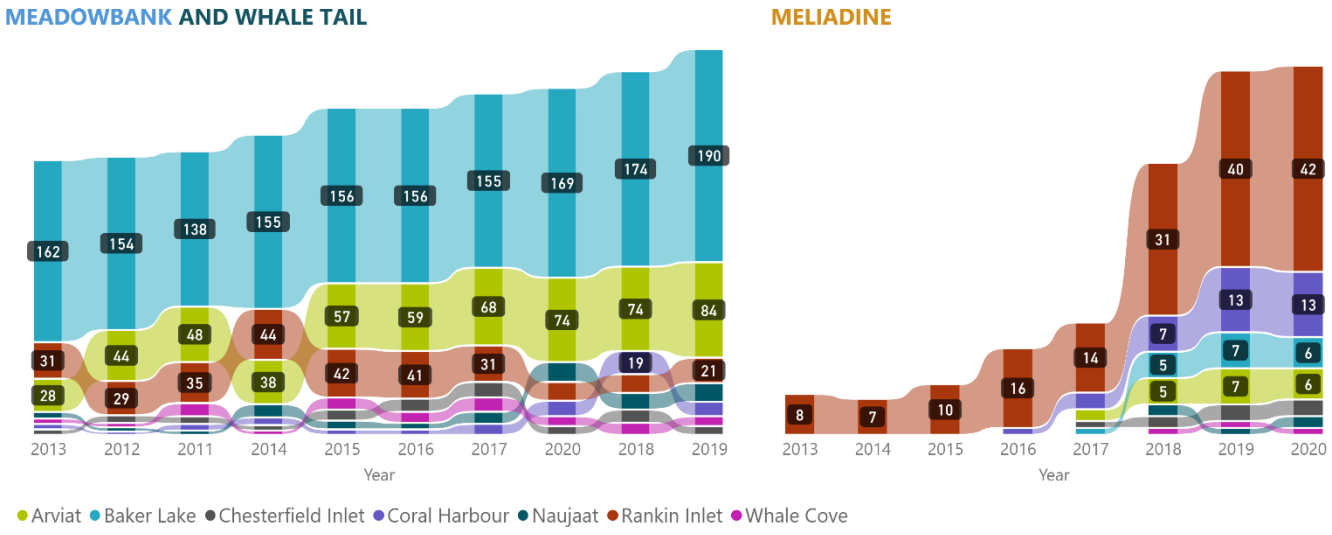
**MELIADINE**

There are no specific predictions in the Meadowbank FEIS regarding Kivalliq community resident employment rates.

### Data & Trends

Chart 4 provides an overview of the number of Inuit employees (i.e., headcount) by community in the Kivalliq region.

Chart 4. Project employment by Kivalliq community




(Agnico Eagle Mines, 2020a)

### Interpretation

From 2016 – 2019, the number of Kivalliq-based Inuit employees rose by at least 5% every year, reaching 334 (Meadowbank / Whale Tail) and 72 (Meliadine) in 2019, but in 2020 this number shrunk to 299 and 73, an 8% decline from 2019. The Whale Tail EIS prediction of 217 employees from Baker Lake is not currently being achieved (no other predictions are relevant here).

In 2020, over half (57%) of Meadowbank / Whale Tail’s Kivalliq-based employees were from Baker Lake and 58% of Meliadine’s Kivalliq-based employees were from Rankin Inlet. Across all operations, Baker Lake contributed 47% of employees, and Rankin Inlet 15%. These two communities have always contributed the most to the Meadowbank / Whale Tail and Meliadine mines, respectively, presumably due to a number of factors including: the size of those communities; mine proximity; hiring provisions in the IIBAs that give preference to Inuit from nearby communities; as well as training and recruitment efforts by Agnico Eagle focused in Rankin Inlet and Baker Lake.

Arviat is also a major contributor to Agnico Eagle’s Inuit workforce, contributing 80 employees in 2020, representing 22% of all Kivalliq-based Inuit employees. Arviat contributed 25% of the Inuit workforce to the

Meadowbank / Whale Tail project, and 8% of the Meliadine Inuit workforce. The total number of employees in 2020 from each community include: Coral Harbour (25), Naujaat (18), Chesterfield Inlet (9), and Whale Cove (8).

The IWBS identified some evidence that the tightness of the labour market (i.e., demand for employment being greater than supply) is inconsistent across the Kivalliq communities. The labour supply in Rankin Inlet is particularly tight because more residents are already working (Mining Industry Human Resources Council (MiHR), 2018a), which may help explain the relatively lower employment in Rankin Inlet despite the community being a regional hub and population centre.

Another perspective on Inuit participation in Agnico Eagle employment is provided by the percentage of the population of a community that is employed because it suggests which communities might be able to provide a higher number of Inuit employees, though there are imperfections with this indicator.[4] The results are interesting: while almost 8% of Baker Lake's population works for Agnico Eagle, no more than 3% of any other Kivalliq community works for Agnico Eagle. Since Agnico Eagle employs three times as many Inuit from Baker Lake than from other Kivalliq communities, there may be potential to employ a greater number of Inuit from other communities. However, there are several other factors that influence employment potential, including the nature of positions available, corresponding levels of education and training of potential employees, and interest/willingness to work at the mine.

## 1.4 Project turnover

### Predictions

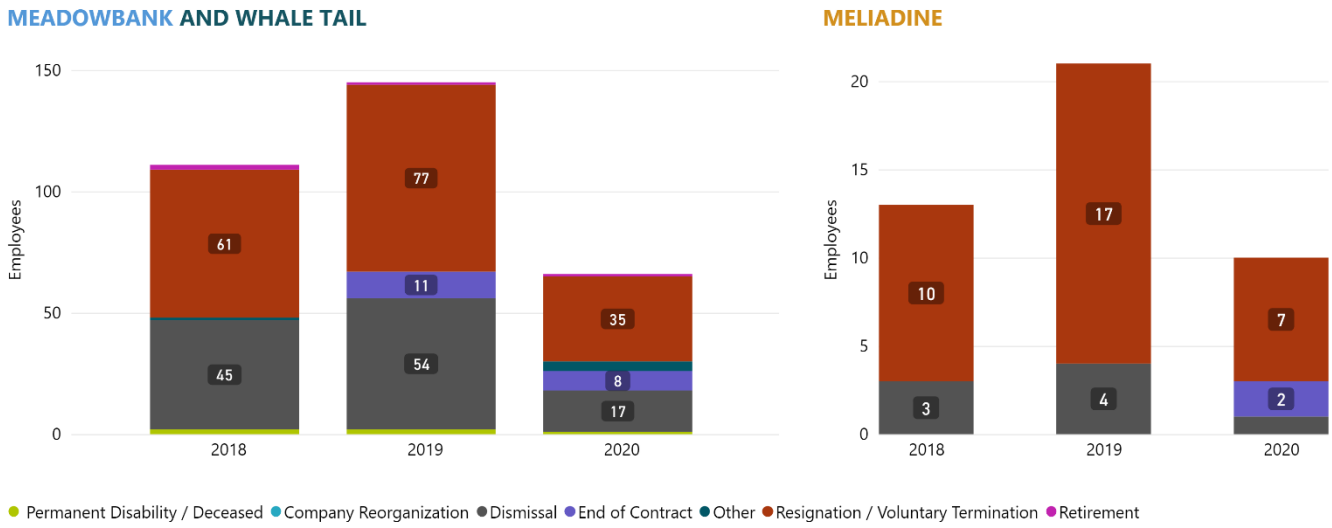
| MEADOWBANK | WHALE TAIL | MELIADINE |
|---|---|---|
| There are no specific predictions in the Meadowbank FEIS regarding Kivalliq community resident employment rates. | There are no specific predictions in the Whale Tail FEIS regarding Kivalliq community resident employment rates. | There are no specific predictions in the Meadowbank FEIS regarding Kivalliq community resident employment rates. |

### Data & Trends

Chart 5 provides a breakdown of Inuit turnover (employees who leave Agnico Eagle's employ in a given year) by reason for leaving for Meadowbank / Whale Tail and Meliadine.

[4] Data is based on 2020 Inuit employment figures (excluding contractors) and total Inuit and non-Inuit 2018 population figures for Kivalliq communities. A better measure would include contractor Inuit employees and be compared to the number of Inuit in each community.

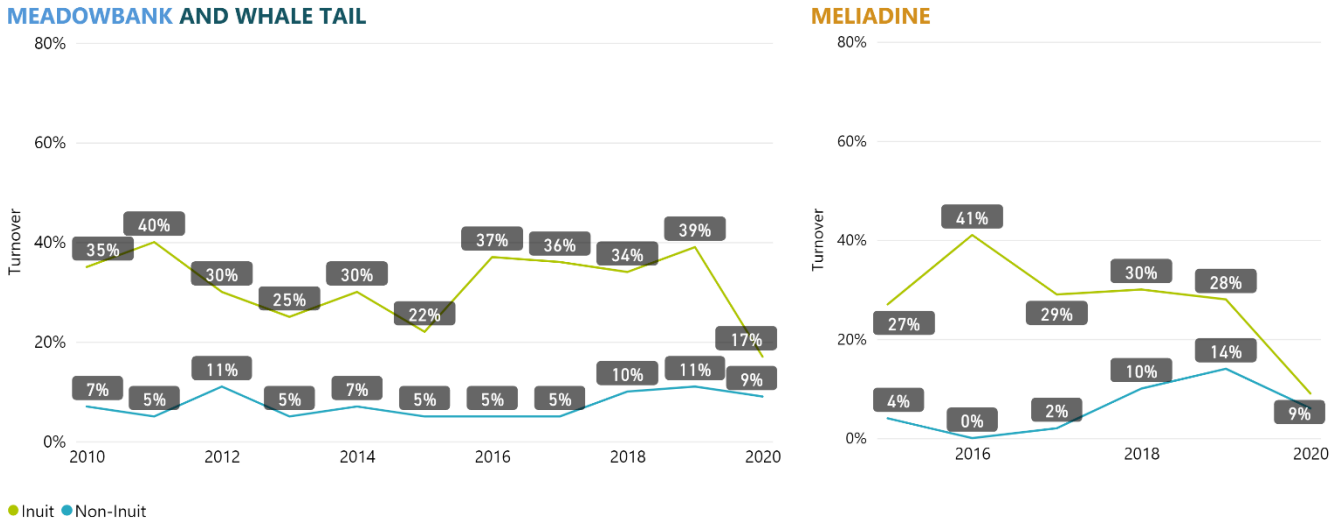
Chart 5. Agnico Eagle Inuit employee turnover by reason




(Agnico Eagle Mines, 2020a)

Chart 6 provides an overview of Inuit and non-Inuit turnover rates over time. Turnover rate (expressed as a percent) is calculated by dividing the number of terminations in a year by the average number of employees in that year.[5]

Chart 6. Turnover rates (Inuit and non-Inuit)




(Agnico Eagle Mines, 2020a)

[5] Terminations includes all reasons for leaving other than 'end of contract' and 'student leave'.

Chart 7 below shows turnover rates across all Agnico Eagle projects by community.

Chart 7. Turnover rate by community

| Community | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|---|---|---|---|---|---|
| **Meadowbank / Whale Tail** | | | | | | |
| Arviat | 21% | 47% | 43% | 42% | 42% | 1% |
| Baker Lake | 29% | 38% | 29% | 31% | 33% | 17% |
| Chesterfield Inlet | 36% | 33% | 18% | 73% | 50% | 17% |
| Coral Harbour | 0% | 33% | 109% | 14% | 133% | 9% |
| Naujaat | 25% | 20% | 92% | 27% | 29% | 0% |
| Outside Nunavut | 12% | 14% | 38% | 14% | 14% | 14% |
| Rankin Inlet | 35% | 48% | 39% | 35% | 33% | 22% |
| Whale Cove | 36% | 24% | 42% | 50% | 50% | 14% |
| **Meliadine** | | | | | | |
| Arviat | | | | 29% | 50% | 46% |
| Baker Lake | | | | 33% | 17% | 15% |
| Chesterfield Inlet | | | | 67% | 0% | 0% |
| Coral Harbour | | | | 20% | 0% | 0% |
| Naujaat | | | | 0% | 200% | 0% |
| Outside Nunavut | | | | 0% | 0% | 6% |
| Rankin Inlet | | | | 40% | 39% | 7% |
| Whale Cove | | | | 0% | 0% | 0% |

(Agnico Eagle Mines, 2020a)

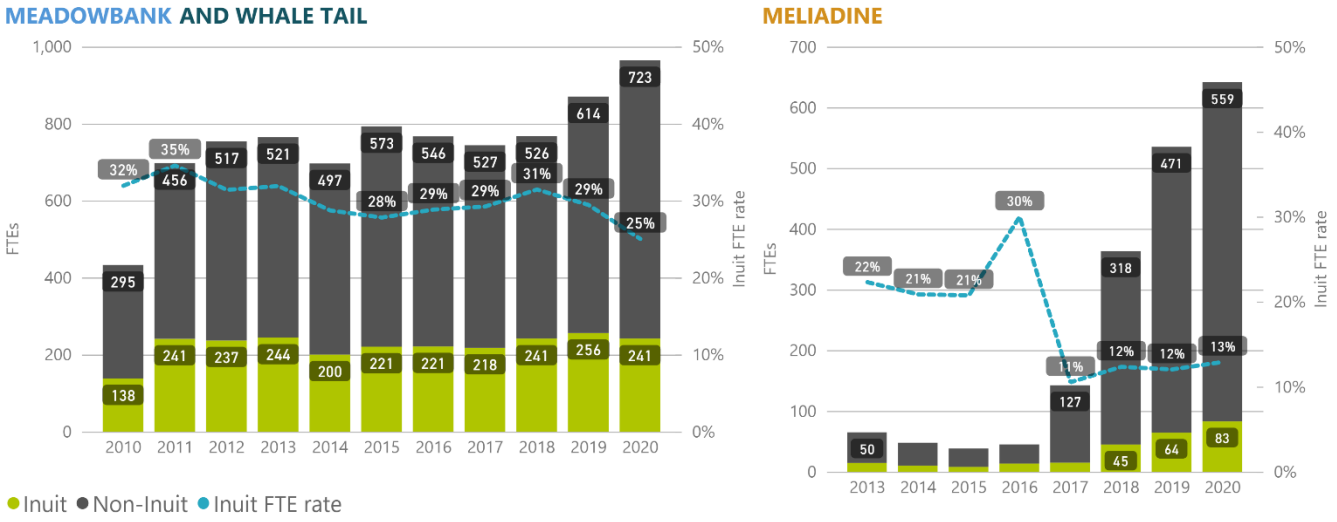
Agnico Eagle conducts one-on-one exit interviews to gather information on reasons for resignation and voluntary termination. Exit interviews are used to collect qualitative information on common reasons why employees have left. The investigation and exit interview information collected since 2010 has led to the following list of common reasons:

- Does not like the schedule/camp life
- Miss their family
- Found another job
- Family situation or spousal relationship issues
- Conflict with employee/supervisor
- No babysitter
- Does not like the job/lack of advancement

The most recent data on reasons for turnover at Meadowbank indicate that 63% of turnover was associated with resignations, and 30% was due to dismissals (only 7% was associated with permanent disabilities and termination without reason). Two-thirds of resignations at Meadowbank were due to “personal reasons”, “family situation”, and unspecified reasons. Two-thirds of dismissals at Meadowbank were due to “absenteeism” and “behavior”.
While exit interviews provide valuable insights, there are concerns that employees do not always share their true reasons for leaving in exit interviews. Further insight on reasons for turnover can be gleaned from other data on employee perception.

Chart 8 below provides 2019 survey results relating to perceived job performance both in terms of employees’ confidence around job retention and in their skillset.

Chart 8. Survey results pertaining to concerns around job retention and confidence in skillset




(Agnico Eagle Inuit Survey, 2019)

## Interpretation

The turnover rate for Inuit employees at all Agnico Eagle projects is consistently higher than that for non-Inuit employees. In 2020, resignations and dismissals accounted for 64% of Inuit terminations (with resignations at 48% and dismissals at 16%). Resignations and dismissals have accounted for most Inuit terminations across Agnico Eagle projects since 2015.

The rate of Inuit dismissals is lower at Meliadine compared to Meadowbank / Whale Tail. Inuit dismissals at Meliadine were 9% in 2020 compared to 17% at Meadowbank / Whale Tail; Meliadine has seen fewer dismissals than Meadowbank / Whale Tail since 2017. One potential reason for the difference in Inuit dismissals may be the higher proportion of Meliadine Inuit employees in higher-skilled positions, as turnover is generally lower with skilled positions according to the KLMA. Meadowbank turnover data for 2020 support this notion, as 71% of dismissals were of workers in unskilled positions (and the rest in semi-skilled positions), though this may also simply be a function of the fact that Inuit disproportionately occupy low skill positions.

Inuit turnover was much lower in 2020 than in 2019 – 17% in 2020 at Meadowbank / Whale Tail compared to 39% in 2019, and 9% at Meliadine in 2020 compared to 28% in 2019 – possibly due to the ability to retain pay while returning home in response to COVID-19 restrictions.

Turnover among non-Inuit is lower than Inuit. The average turnover among non-Inuit workers was 6% to 7% across the Agnico Eagle projects since 2010, compared to 27% to 31% among Inuit. The KLMA is focused on Inuit employment trends and identifies a variety of reasons for Inuit turnover, including dislike of the work schedule or camp life, family matters, disinterest in the job or lack of advancement opportunity, and conflict with employee/supervisors.

Notably, the gap between Inuit and non-Inuit turnover shrunk in 2020 to its lowest level ever. In 2020, the gap was 8% at Meadowbank / Whale Tail, and 3% at Meliadine. This small gap may again be due to the ability of Inuit workers in 2020 to retain pay while returning to their home communities.

Generally, turnover rates by community remained stable year-over-year, until 2020, when turnover rates dropped markedly in most communities. Turnover among workers from communities outside of Nunavut has been consistently low, reflecting the broader trend of relatively low turnover among non-Inuit. Large year-over-year

fluctuations in smaller communities should be interpreted with caution and are largely due to the small number of total employees.

**Voluntary Inuit Employee Survey Results 2019**

The most recent survey was completed in 2019 (pre-dating COVID-19). Of those who responded to the survey, 35% of Inuit employees report working at the mine for one year or less (41% for female and 32% for male), while 30% have worked there for three or more years. Notable is that only 14% of Arviat respondents had worked for three or more years, compared to closer to 40% for Baker Lake and Rankin Inlet.

While 80% of respondents feel happy at the mine all or most of the time in the last year, 67% worry about losing their job some, most or all of the time.

84% of respondents strongly (60%) or somewhat (24%) agree that respect and consideration of others and positive working relationships are encouraged in the workplace. Women are 15% more likely to strongly agree than men. Similarly, 83% of respondents strongly or somewhat agree that there are shared goals and a vision in the workplace.

Worrying about their family situation – for men and women – is one of the most difficult things at work for 54% of Inuit employees, with loneliness and worries about their financial situation also significant difficulties. Less than 25% of Inuit workers reported a work-related issue as the most difficult (camp life, type of work, or relationships with supervisors and colleagues). Only one respondent mentioned the use of French in the workplace as a difficult issue.

# 2 Income

## IMPACT / GOAL STATEMENT

Increased income in Kivalliq communities

## OVERARCHING FEIS PREDICTIONS

***Meadowbank***: "The potential impacts of increased income are considered of high magnitude, positive, long-term and of high significance, particularly to those individuals and their families who are able to benefit. It is expected that overall community effects, moderate in significance, are likely to be most experienced in Baker Lake, as most direct employment will occur here." (Cumberland Resources Ltd., 2006, p. 121)

***Whale Tail***: "The Expansion Project will generate direct, indirect and induced incomes." (Golder Associates, 2018, p. 12)

***Meliadine***: "Project would directly and indirectly contribute to disposable income of employees and other local people." (1-C-48)

## TRENDS & INTERPRETATIONS

| Metric | MBK / WT trends | | | Meliadine trends | | Overview and interpretation |
|---|---|---|---|---|---|---|
| | Pre-dev | Post-dev | Last year | Pre-dev | Last year | |
| 2.1 Income paid to projects' Inuit employees | | | | | | |
| Income paid to Agnico Eagle project Inuit employees | N/A | ↑ | ↓ | N/A | ↑ | Total income paid to both project's Inuit employees (excluding contractors) in 2020 was $26.8M, a 20% decrease from 2019 but explained partly by COVID-19 restrictions which sent Inuit employees home with 75% of their pay over much of 2020.<br>Inuit income at Meadowbank / Whale Tail declined by 27% in 2020 compared to 2019. Inuit income at Meliadine rose by 4% compared to 2019. |
| 2.2 Income by Kivalliq community | | | | | | |
| Median employment income of tax filers by Kivalliq community | → | ↑ | / | → | ↑ | Median income in Baker Lake and Rankin Inlet have had the highest median incomes in the Kivalliq region during several years since Meadowbank opened except for 2017 (the latest year for which data is available) when Chesterfield Inlet surpassed Baker Lake. Each of Rankin Inlet, Baker Lake, and Chesterfield Inlet have experienced rises in median income over the lives of the Agnico Eagle mines. Growth in median employment income has been most positive among communities with the highest levels of Agnico Eagle employment. |

### Understanding the trends & interpretations table

| Time horizon | Direction |
|---|---|
| **Pre-dev**: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)<br>**Post-dev**: trend from the onset of operation of Meadowbank (2010). As Meliadine operation began in 2019, post-development trends are not yet presented.<br>**Last year (LY)**: movement from 2019 to 2020 | ↑ Increasing<br>↓ Decreasing<br>→ Remaining stable<br>**/** No discernable trend<br>**N/A** Not applicable |

## Existing Management & Mitigation

Programs aimed at encouraging greater educational attainment, recruiting local employees, supporting professional development and skill advancement, and increasing local contracting and business opportunities can all have a positive supporting effect on income indicators in the Kivalliq. A complete list of programs is provided at the end of this report.

## 2.1 Income paid to projects' Inuit employees

### Predictions

**MEADOWBANK**

"Direct project wages paid to people in Kivalliq Region, primarily Baker Lake, could exceed $4 M annually." (Cumberland Resources, 2006, p. 121)

**WHALE TAIL**

"During operations, the Expansion Project is projected to generate $421.1 million (cumulatively) in direct labour income in Nunavut, and $509.3 million in total territorial labour income." (Golder Associates, 2018, p. 12)

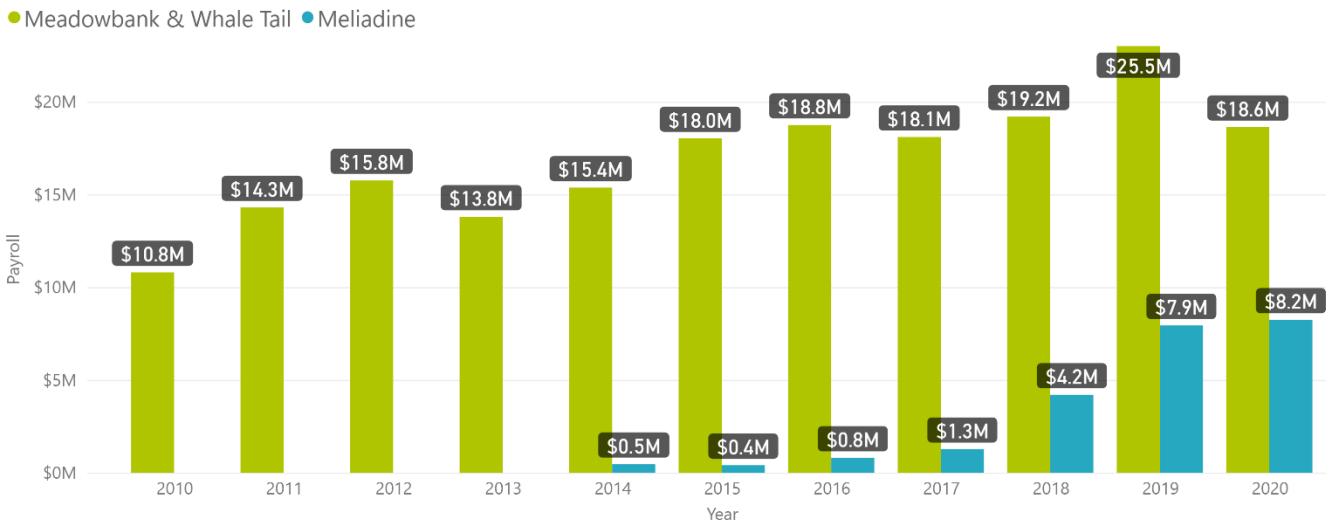
**MELIADINE**

"Project would directly and indirectly contribute to disposable income of employees and other local people." (Golder Associates, 2014, 1-C-48)

### Data & Trends

Chart 9 shows employment income paid to Agnico Eagle's Inuit employees from 2010 to 2020 by project. This metric does not include income paid to Inuit contractors.

Chart 9. Income paid to Agnico Eagle project Inuit employees




(Agnico Eagle Mines, 2020a)

### Interpretation

Total income paid to both project's Inuit employees (excluding contractors) in 2020 was $26.8M, a 20% decrease from 2019. The decrease is attributable to COVID-19 restrictions in which Inuit employees were sent home and received 75% of their regular pay for much of 2020. With 90% of Inuit employees residing in the Kivalliq region,

there continues to be a significant and positive impact on the personal income of people in the region. By end of 2020, a cumulative total of $212 M of employment income had been paid to Inuit employees of all Agnico Eagle projects since 2010.

Total income paid to Agnico Eagle's Meadowbank / Whale Tail Inuit employees declined by 27% in 2020 to $18.6M, due to the COVID-19 restrictions. Total income paid to Agnico Eagle's Meliadine Inuit employees rose 4% to $8.2M in 2020.

One initiative AEM put in place to help supplement some of the loss of income of Nunavummiut employees is the Good Deeds Brigade. Through this initiative where the company paid employees' full salaries to support local projects that may be lacking in a workforce. Placements across all Kivalliq communities included: sewing programs; young hunters' programs; video creation; food basket distribution and landfill support (among others). By the end of 2020, sixty-five AEM employees tool part in the Good Deeds Brigade.

Differing skill level requirements influences average income across projects. The mean income of Inuit working at Meliadine was higher in 2020 than at Meadowbank / Whale Tail, largely due to differences in the skill level of Inuit employees. As reviewed in s.4.4, only 7% of Meliadine's Inuit employees were classified as unskilled, compared to 55% of Meadowbank / Whale Tail's Inuit employees. The pay discrepancy between Inuit and non-Inuit in all Agnico Eagle projects also correlates to skill levels.

The KLMA provides some useful context to Kivalliq Inuit income. First, income varies greatly across skill levels, with average Skill Level C (semi-skilled) salary being nearly twice as high as that of Skill Level D (unskilled). In 2020, only 3% of Kivalliq Inuit workers held management/professional and skilled positions across Agnico Eagle projects, and 97% of Inuit workers held semi-skilled and unskilled positions. Second, a substantial amount of income is lost when employees are absent, and absenteeism rates among Inuit workers is high (see s.1.4). Accordingly, Kivalliq Inuit as a population can increase their take of income by either: (1) increasing FTEs, (2) obtaining positions with higher skill levels, or (3) reducing their rate of absenteeism.

While many Inuit earn substantial income with Agnico Eagle, many still struggle with personal finances, dampening the income benefits of the mining projects in terms of the Meliadine EIS goal of increasing 'disposable income' (see box below). The high cost of living in Nunavut, and the low employment rate in the territory, mean that many employees must financially support a relatively large number of family members in a costly environment, consuming a large proportion of disposable income earned. Beyond this, though, most Inuit employees did not save any money in 2019, and many are struggling to pay bills (Agnico Eagle Inuit Survey, 2019). Despite the availability of financial planning and financial literacy training through Agnico Eagle programs, nearly two-thirds of Inuit employees did not seek financial advice in the past year, saying they "did not know where to start", they "were not comfortable talking about money", or they "did not think they could easily access financial advice". Continuing to support Inuit employees with money management and financial planning could have a significant positive impact on the financial stability of households.

**2019 Voluntary Inuit Employee Survey Results**

Many Inuit employees are struggling with paying bills and debt: 20% report that they cannot pay most of their bills on time and are falling behind on debt, with 44% occasionally falling behind. 59% of Inuit employees did not save any money in the past year. 66% of Inuit employees did not seek financial advice in the past year. While 24% of employees were not interested in financial advice, 67% of Inuit employees were held back for various personal and other reasons that can likely be addressed, including: 'I didn't know where to start', "I didn't feel comfortable talking about money", and "there is no financial advice in my workplace or community". Nearly half of women (48%) did not know where to start with financial planning. Men were more likely to not be interested in financial advice (29% to 19% for women). In the different communities, no Rankin Inlet employees reported a lack of access to financial advice, whereas ~25% of Arviat and Baker Lake employees said there was no financial advice in their community or workplace.

## 2.2 Income by Kivalliq community

### Predictions

**MEADOWBANK**

The Meadowbank FEIS makes no specific predictions regarding changes in the median income of Kivalliq communities but does predict that Baker Lake will experience the most positive effects of increased income.

**WHALE TAIL**

Whale Tail makes no specific predictions regarding changes in the median income of Kivalliq communities.

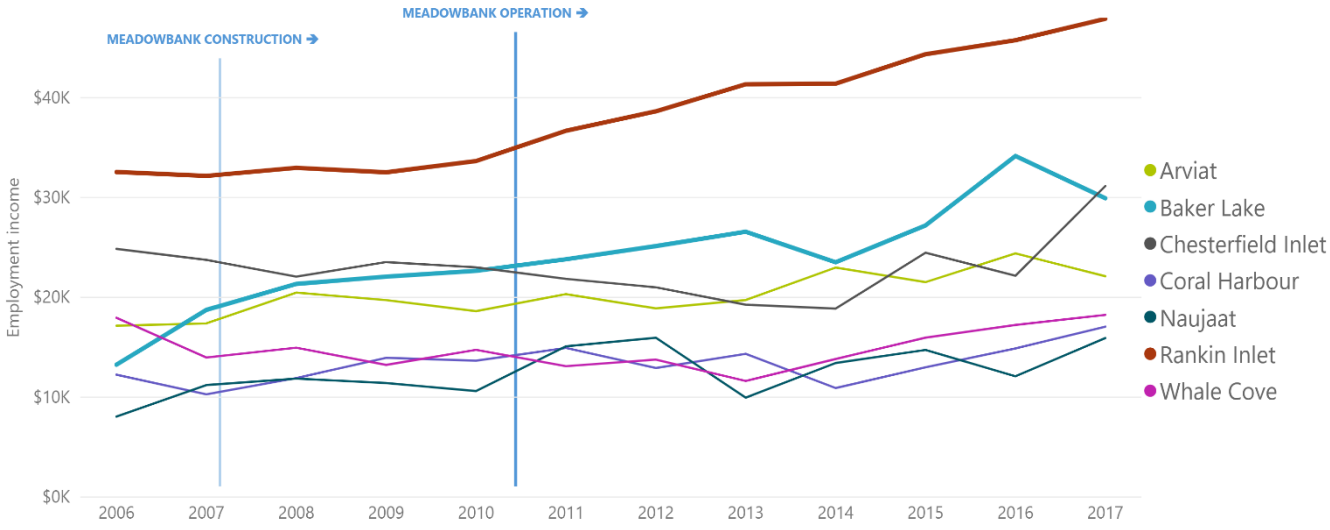
**MELIADINE**

"Project would directly and indirectly contribute to disposable income of employees and other local people." (Golder Associates, 2014, 1-C-48)

### Data & Trends

Chart 10 shows the median income of tax filers in each Kivalliq community from 2000 through to 2017, the latest year for which data is available.

Chart 10. Median employment income of tax filers by Kivalliq community



(Statistics Canada, 2020a)

## Interpretation

Baker Lake and Rankin Inlet have generally been the communities with the highest median employment income for the Kivalliq region. This changed slightly in 2017, with Chesterfield Inlet slightly surpassing Baker Lake. There is a direct relationship between level of Agnico Eagle employment in a community and community median income: more community employment tends to mean higher income. However, other factors influence median employment income in each community (e.g., the extent of spin-off effects, unrelated economic development, changes in public sector employment, etc.) and these factors may mask the effect of Meadowbank / Whale Tail and Meliadine employment income. This effect is most notable for communities that have relatively few Agnico Eagle employees or that have a high median employment income to start with (e.g., Rankin Inlet, as the Government of Nunavut regional centre for the Kivalliq Region, has significant public-sector employment).

Overall, the data indicate that Meliadine, but also Meadowbank / Whale Tail, contribute appreciably to the disposable income of employees. No data are available on the projects' contributions to the disposable income of other local people.

# 3 Contracting and Business Opportunities

## IMPACT / GOAL STATEMENT

Increased opportunities for Inuit-owned and local businesses

## OVERARCHING FEIS PREDICTIONS

***Meadowbank***: “The potential impacts of employment are likely to take some time to gain full momentum, and overall are considered of high magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit.” (Cumberland Resources Ltd., 2006, p. 121)

***Whale Tail:*** The Project will generate “continued local economic activity” (Golder Associates, 2016, p. 68) and is expected to have “high positive impacts…” (Golder Associates, 2016, p. 68) on local procurement.

***Meliadine***: "Project spending on goods and services would increase the demand locally, allowing local businesses (and new businesses) to grow and become more cost-effective." (1-C-47)

## TRENDS & INTERPRETATIONS

| Metric | MBK / WT trends | | | Meliadine trends | | Overview and interpretation |
|---|---|---|---|---|---|---|
| | Pre-dev | Post-dev | Last year | Pre-dev | Last year | |
| 3.1 Contract expenditures | | | | | | |
| Contract expenditures on NTI-registered businesses | | | | | | Agnico Eagle spending with Inuit businesses increased 26% in 2020 to $630M, and spending on Inuit businesses as a percentage of total spend rose to 69%. The proportion of expenditures going to Inuit businesses has almost continually risen over the last decade. |
| *NTI expenditures* | N/A | ↑ | ↑ | N/A | ↑ | |
| *Proportion NTI* | N/A | ↑ | ↑ | N/A | ↑ | Meadowbank / Whale Tail spending at NTI registered businesses increased in 2020 to $360M. The proportion of total spend increased to 74% (from 64%).<br>Meliadine spending at NTI-registered businesses also increased in 2020 to $269M. The proportion of Inuit spend increased to 66%, up from 52% in 2019. |
| NTI-registered business expenditures by Nunavut community | N/A | → | ↑ | N/A | ↑ | Expenditures at NTI-registered businesses within Baker Lake increased in 2020 to $38M, up from $30M in 2019. Expenditures in Rankin Inlet increased in 2020 to $351M from $295M in 2019. The amount spent in non-Kivalliq Inuit communities increased in 2020 to $207M from $170M in 2019, but was slight lower than spend in 2018 ($208M). |
| Contract expenditure on Nunavut-based businesses | | | | | | Meadowbank / Whale Tail contract expenditures on Nunavut-based businesses (including NTI-registered businesses) increased to $376M in 2020 from $323M in 2019. Meliadine’s expenditures also increased to $273M in 2020 from $194M in 2019. |
| *Nunavut-based expenditures* | N/A | ↑ | ↑ | N/A | ↑ | |
| *Proportion Nunavut-based* | N/A | ↑ | ↑ | N/A | ↑ | |
| Contract expenditures from Meadowbank / Whale Tail on Baker Lake-based businesses and from Meliadine on Rankin Inlet-based businesses | N/A | ↓ | ↑ | N/A | ↑ | Meadowbank / Whale Tail contract expenditures at Baker Lake businesses increased slightly to $24M from $21M in 2019. Meliadine contract expenditures at Rankin Inlet businesses increased to $173M in 2020 from $134M in 2019. Expenditures in both communities have been relatively constant over the last three years. |

**Understanding the trends & interpretations table**

| Time horizon | Direction |
|---|---|
| **Pre-dev**: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)<br>**Post-dev**: trend from the onset of operation of Meadowbank (2010). As Meliadine operation began in 2019, post-development trends are not yet presented.<br>**Last year (LY)**: movement from 2019 to 2020 | ↑ Increasing<br>↓ Decreasing<br>➔ Remaining stable<br>**/** No discernable trend<br>**N/A** Not applicable |

## 3.1 Contract expenditures

### Predictions

**MEADOWBANK**

"With continuing preferential contracting, local business participation in the project is expected to grow with time." (Cumberland Resources Ltd., 2006, p. 7)

**WHALE TAIL**

"…about $271 million procured from Nunavut-registered companies. Of this, roughly 84% ($223 million) will be through Kivalliq-registered businesses…[of which]…67% is expected to accrue to those in Rankin Inlet, with 32% accruing to those in Baker Lake." (Golder Associates, 2018, p. 19)

**MELIADINE**

- "$866M (2012 dollars) over 3.5-year construction phase on contracted goods and services; 20% ($175M) in Kivalliq" (Golder Associates, 2014, 1-117)
- "$127M over 10-year operations phase; 20% ($25M annually) in Kivalliq." (Golder Associates, 2014, 1-118)

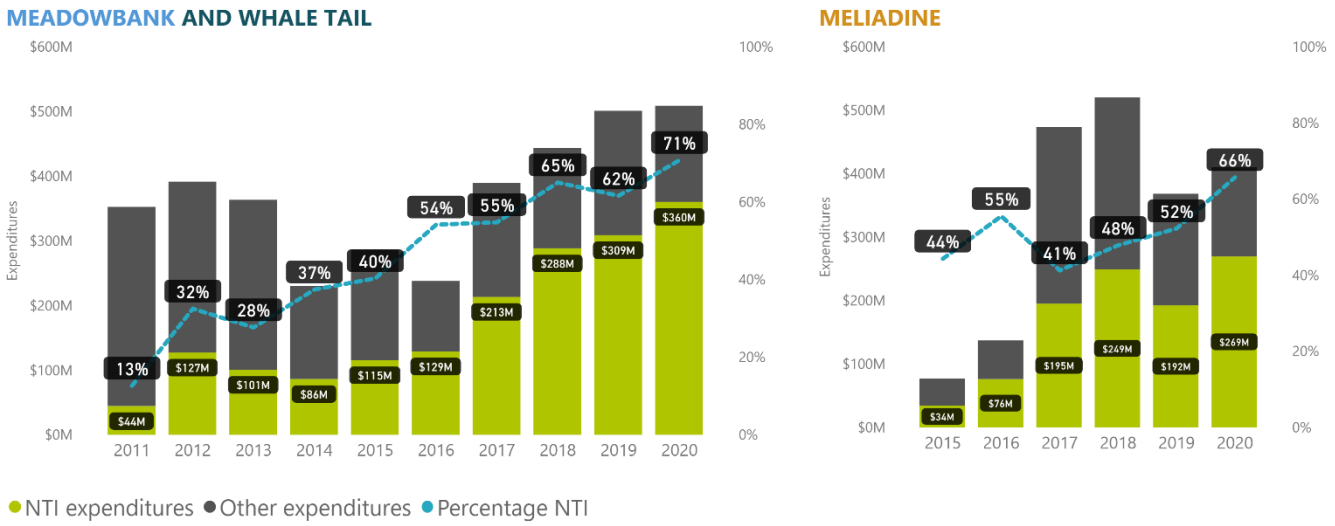
### Data & Trends

Chart 11 shows the value and proportion of contract expenditures that went to Nunavut Tunngavik Incorporated (NTI)-registered businesses over time. NTI-registered businesses are those appearing on the Inuit Firm Registry and which meet at least one of the following 3 requirements:

- a limited company with at least 51% of the company's voting shares beneficially owned by Inuit, or
- a cooperative controlled by Inuit, or
- an Inuk sole proprietorship or partnership.[6]

[6] NTI maintains a registry of Inuit firms in accordance with Article 24 of the *Nunavut Land Claims Agreement*.

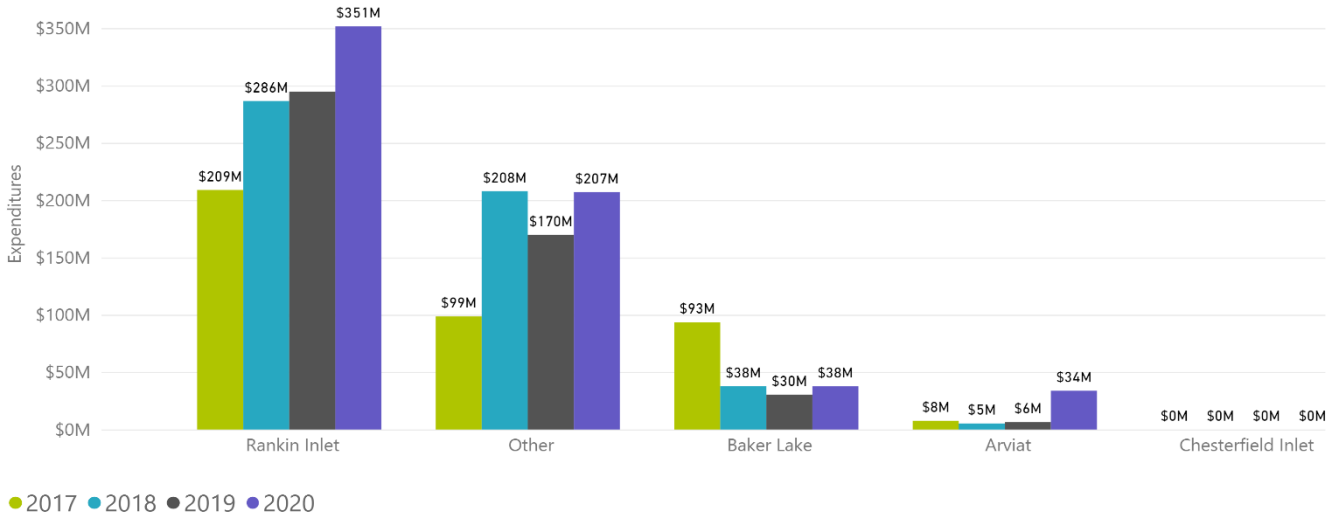
Chart 11. Contract expenditures on NTI-registered businesses




(Agnico Eagle Mines, 2020a)

Chart 12 further breaks down contract expenditures across all Agnico Eagle projects on NTI-registered businesses in 2017, 2018, 2019, and 2020 by the community in which those businesses are registered.

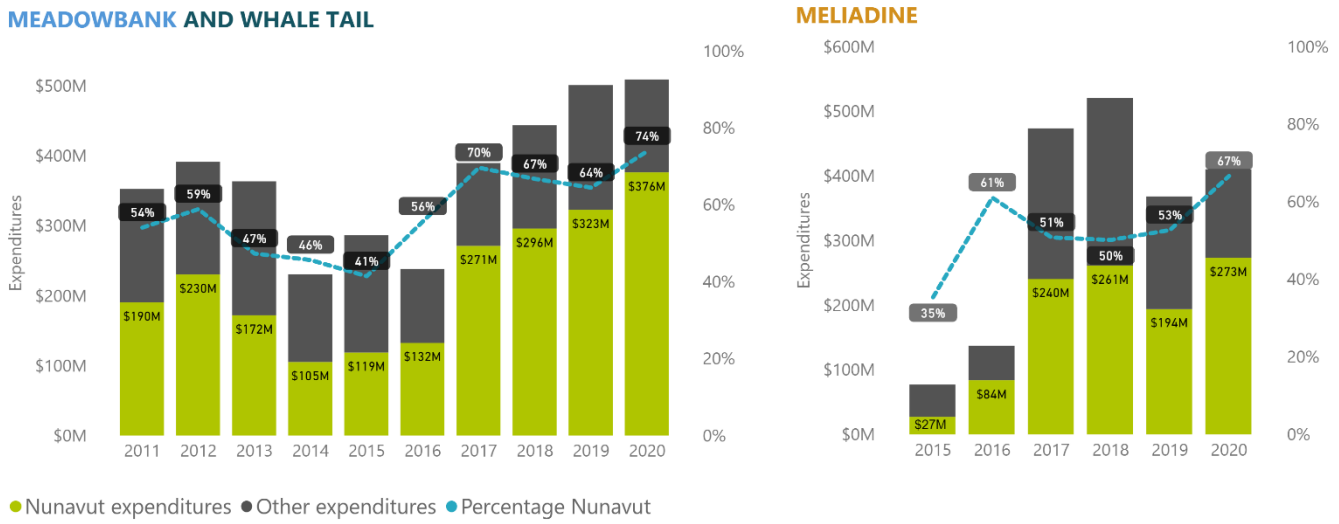
Chart 12. NTI-registered business expenditures by Nunavut community




(Agnico Eagle Mines, 2020a)

Chart 13 shows the value and proportion of contract expenditures that went to Nunavut-based businesses over time. Nunavut-based businesses are those that are headquartered in the territory. While often overlapping with NTI-registered businesses, these businesses are not necessarily Inuit-owned as outlined in the description for Chart 11.

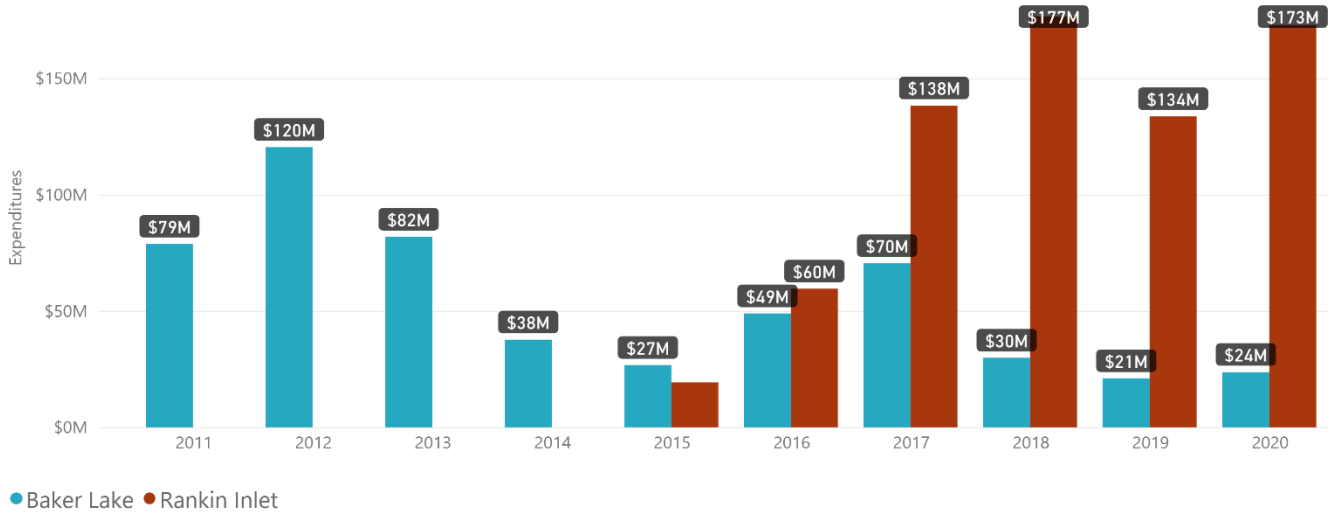
Chart 13. Contract expenditure on Nunavut-based businesses




(Agnico Eagle Mines, 2020a)

Chart 14 shows the value from Meadowbank / Whale Tail contract expenditures on Baker Lake-based businesses as well as the value of contract expenditures from Meliadine on Rankin Inlet-based businesses.

Chart 14. Contract expenditures from Meadowbank / Whale Tail on Baker Lake-based businesses and from Meliadine on Rankin Inlet-based businesses




(Agnico Eagle Mines, 2020a)

## Interpretation

Agnico Eagle projects continued to create opportunities for Kivalliq-based and Inuit-owned businesses in 2020. Contracting to Inuit businesses across both projects increased by 26% to $630M from 2019 levels, and spending on Inuit businesses as a percentage of total spend rose to 69% in 2020 (up from 58% in 2019). There has been an almost continual rise in procurement going to Inuit firms as a proportion of total spend, starting from 13% in 2011. Two reasons for this include the preferred contract provisions outlined in the IIBA with Sakku Investments Corporation companies, as well as the IIBA procurement and tendering process which advantages Inuit owned firms.

Meadowbank / Whale Tail spending at NTI-registered companies increased in 2020 to $360M and 71% of total spend. This increase over 2020 is consistent with the overall trend since 2011. Spending in Nunavut is significantly greater than the predicted $270M annually, and the data indicate that Meadowbank / Whale Tail are meeting and exceeding the prediction of growth in local procurement over time.

Meliadine spending at NTI-registered companies also increased in 2020 to $269M, which was 66% of total spend. This increase was also part of an overall trend since procurement began in 2015. Spending during the construction phase of Meliadine significantly exceeded the prediction of $866M, as that value was based on a 3.5-year time period and it was exceeded in just two years (2017 and 2018).

Significant changes in spending within communities include Baker Lake, which dropped from $93M in 2017 to $38M in 2018, $30M in 2019, and $38M in 2020, and Rankin Inlet which increased year-over-year from $209M to $351M over the same period. The amount spent in non-Kivalliq Inuit communities also increased from 2017 to 2020, from $99M to $207M.

# 4 Education and Training

## IMPACT / GOAL STATEMENT

Improved educational attainment in Kivalliq communities, increasing mining-related skill level of Kivalliq workforce, and enhanced skill profile and promotion of Inuit employees

## OVERARCHING FEIS PREDICTIONS

***Meadowbank***: "The potential impacts of education and training are considered of medium magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit." (Cumberland Resources Ltd., 2006, p. 121)

***Whale Tail***: "The Project will provide training opportunities for its workforce… The project will contribute to community education" (Golder Associates, 2016, pp. 3-C-38).

***Meliadine***: "Improved educational attainment in Kivalliq communities (i.e., high school graduation rates), increasing mining-related skill level of Kivalliq workforce, and an enhanced skill profile and promotion of Inuit employees." (Golder Associates, 2014, p. 1-C-48)

## TRENDS & INTERPRETATIONS

| | MBK / WT trends | | | Meliadine trends | | |
|---|---|---|---|---|---|---|
| **Metric** | Pre-dev | Post-dev | Last year | Pre-dev | Last year | **Overview and interpretation** |
| 4.1 Investment in education-based initiatives | | | | | | |
| Agnico Eagle investments in education-based initiatives | N/A | / | ↓ | N/A | ↓ | In 2020, Agnico Eagle made $220,000 in contributions to education-based initiatives, with investments since the beginning of operations totalling over $2.6 million. |
| 4.2 Secondary school graduation by region | | | | | | |
| Secondary school graduation rate by region | ↑ | ↑ | ↑ | ↑ | ↑ | The overall upward trend in graduation rates continued in 2020. Rates have been at all-time highs for the Kivalliq region, and consistently higher than those in the other two regions of Nunavut, since 2010. |
| 4.3 Project training and education | | | | | | |
| Agnico Eagle investments in mine training and education programs | N/A | → | → | N/A | → | Agnico Eagle's financial investments in externally-delivered training programs have dropped substantially since 2016; internal spending has increased accordingly to maintain a minimum of $3.6M in training spending as per the IIBA with the KIA.<br><br>Mandatory training hours for Inuit at Meadowbank / Whale Tail declined in 2020 to 2 hours/FTE from 20 hours/FTE in 2019, and at Meliadine from 30 hours/FTE in 2019 to 4 in 2020. Average specific training hours for Inuit decreased at Meadowbank / Whale Tail to 23 hours/FTE in 2020 from 56 2019 and decreased at Meliadine to 58 in 2020 from 161 in 2019. This large decline was largely due to the Nunavummiut workforce being sent home early in March due to COVID-19.<br><br>Participants and graduates in career and skills programs were lower in 2020 due to the pandemic.<br><br>There were ten active Inuit apprentices across Agnico Eagle projects in 2020, the same number as in 2019 but down from a peak of 18 in 2018. |
| Average mandatory training hours provided to Agnico Eagle employees | N/A | → | ↓ | N/A | ↓ | |
| Average specific training hours provided to Agnico Eagle employees | N/A | ↓ | ↓ | N/A | ↓ | |
| Participation in career and skills programs | N/A | ↓ | ↓ | N/A | ↓ | |
| Pre-apprenticeship and apprenticeship participation by type | N/A | / | → | N/A | → | |
| 4.4 Project employment by skill level | | | | | | |

| Metric | MBK / WT trends | | | Meliadine trends | | Overview and interpretation |
|---|---|---|---|---|---|---|
| | Pre-dev | Post-dev | Last year | Pre-dev | Last year | |
| Project Agnico Eagle Inuit employees by skill-level | N/A | ↑ | ↑ | N/A | → | In 2020 there were 14 Inuit employees working at Agnico Eagle projects in positions classified as 'skilled' or 'management and professional', unchanged from 2019. The majority of these positions (10 of the 14, or 71%) were at Meliadine.<br><br>The number of skilled workers at both projects peaked at 10 in 2018 and has since fallen to 7 in 2020. Meadowbank and Whale Tail have struggled to increase the number of skilled Inuit, with the highest number being 6 in 2017 and with only 3 in 2020.<br><br>The number of semi-skilled Inuit employed has generally increased over time, though there was a 3% decrease in 2020 to 215. |

**Understanding the trends & interpretations table**

| Time horizon | Direction | | | |
|---|---|---|---|---|
| **Pre-dev**: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)<br><br>**Post-dev**: trend from the onset of operation of Meadowbank (2010). As Meliadine operation began in 2019, post-development trends are not yet presented.<br><br>**Last year (LY)**: movement from 2019 to 2020 | ↑ | Increasing | **/** | No discernable trend |
| | ↓ | Decreasing | **N/A** | Not applicable |
| | → | Remaining stable | | |

## Existing Management and Mitigation

Agnico Eagle offers a number of programs intended to increase general educational and skills attainment among Kivalliq residents as well as training, career development and upward mobility programs for existing employees. A complete list of programs is provided at the end of this report. Agnico Eagle developed a portfolio summarizing all the education initiatives that are available for Kivalliq schools. The portfolio was presented to and approved by Kivalliq School Operations. This portfolio includes the following initiatives: TASK week, role model visits, career fair, life skills workshops, take our kids to work, regional summer camp, local summer camps, financial workshops, and Mining Matters programs. All of the initiatives within the portfolio are linked to the required curriculum and some of the initiatives provide an opportunity for students to receive a credit.

In 2020, there were no meetings held with regional school administrators by the education team due to COVID-19. However, in February of 2020, Agnico Eagle did meet with the Government of Nunavut's Career Development Officers and Family Services representative at the Meadowbank site. Items discussed included: job ads and online applications; targeted employment information sessions in communities for graduating students; opportunities for graduating students to come on site for special Site Readiness programs; summer employment; OETIO and trades training; contractor information; and NAC for potential internship candidates and underground career paths. Government of Nunavut and Family Services representatives provided many suggestions on improvements and areas for collaboration. A follow up meeting was planned in October; however, it was cancelled due to COVID-19.

## 4.1 Investment in education-based initiatives

### Predictions

**MEADOWBANK**

"Cumberland and KIA will address the need for a broader based project education and training initiatives [sic] to assist those who wish to develop skills that will position them for project employment. This education and training initiatives [sic] will also include an element to address motivational issues around getting children through high school. Such measures would be intended to contribute to encouraging a commitment to education on the part of youth." (Cumberland Resources Ltd., 2006, p. 121)

**WHALE TAIL**

"The Project will provide workforce training and support community education." (Golder Associates, 2016, pp. 7-55)

**MELIADINE**

"Positive impact on the funding of the education system." (Golder Associates, 2014, p. 1-C-48)

### Data & Trends

Chart 15 shows Agnico Eagle's investments in a range of education-based initiatives from 2010 to 2020.

Chart 15. Agnico Eagle investments in education-based initiatives (In thousands of dollars)

| Program | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| TASK weeks | | | | | | | | | $25 | $40 | $20 |
| Internal Education Programs (Hiring of Adult Educator and Academic Material) | | | | | | | | | $90 | $170 | $90 |
| Internal Education Programs (Take Our Kids to Work Day) | | | | | | | | | $2 | $2 | |
| Kivalliq Science Educators Community Programs | | $15 | $15 | $25 | $25 | $25 | $25 | $25 | $25 | $25 | $50 |
| Mining Matters Science Program | | $90 | $80 | $70 | $70 | | | | $35 | $40 | $30 |
| MOU with GN Department of Education | | $175 | $175 | $175 | $175 | | | | | | |
| Non-IIBA bursaries/scholarships | | | | | | | | | $2 | $10 | |
| Nunavut Literacy Council program | | | | | | | | | $100 | $200 | |
| Nunavut Literacy Council contribution for Rankin Inlet programming space | | | | | | | | | | $250 | |
| Scholarships (including KIA scholarship fund) | $14 | $14 | $14 | $14 | $14 | $14 | $14 | $30 | $30 | $30 | $30 |
| Other education and social investments | | | | | | | | | $5 | $29 | |
| **TOTAL** | **$14** | **294** | **284** | **284** | **284** | **$39** | **$39** | **$55** | **$314** | **$796** | **$220** |

(Agnico Eagle Mines, 2020a)

### Interpretation

In 2020, Agnico Eagle made $220,000 in contributions to school-based initiatives, with investments since the beginning of operations totalling over $2.6 million. The large investments in 2018 and 2019, and in 2020 to a lesser degree, reflect better reporting of ongoing investments, as well as significant investments in Nunavut Literacy Council programming in 2018 and 2019. Much of the decrease in 2020 can be attributed to a pause in program delivery due to COVID-19.

A Memorandum of Understanding (MOU) was first signed in April 2012 to establish a strengthened partnership between the Government of Nunavut Department of Education and Agnico Eagle, with a focus on increasing the number of students in the Kivalliq region who are able to successfully transition from high school to trades and mining-related career opportunities. Agnico Eagle continued to pursue a renewed MOU with the Department of Education through 2016. In September 2017, Agnico Eagle and the Government of Nunavut established a Memorandum of Understanding that identifies 10 priority areas for collaboration, including education. In 2019, meetings with the MOU Committee were conducted. Priorities related to each area were identified and discussed as well as roadblocks and potential solutions from all concerned partners and departments. Planned activities relating to the MOU in 2020 were largely paused due to COVID-19.

Overall, the data demonstrate that Agnico Eagle has been contributing to and providing education and training, contributing positively to the skills of the region's labour force.

## 4.2 Secondary school graduation by region

### Predictions

**MEADOWBANK**

There are no specific predictions made in the Meadowbank FEIS regarding school attendance or graduation.

**WHALE TAIL**

There are no specific predictions made in the Whale Tail FEIS regarding school attendance or graduation.

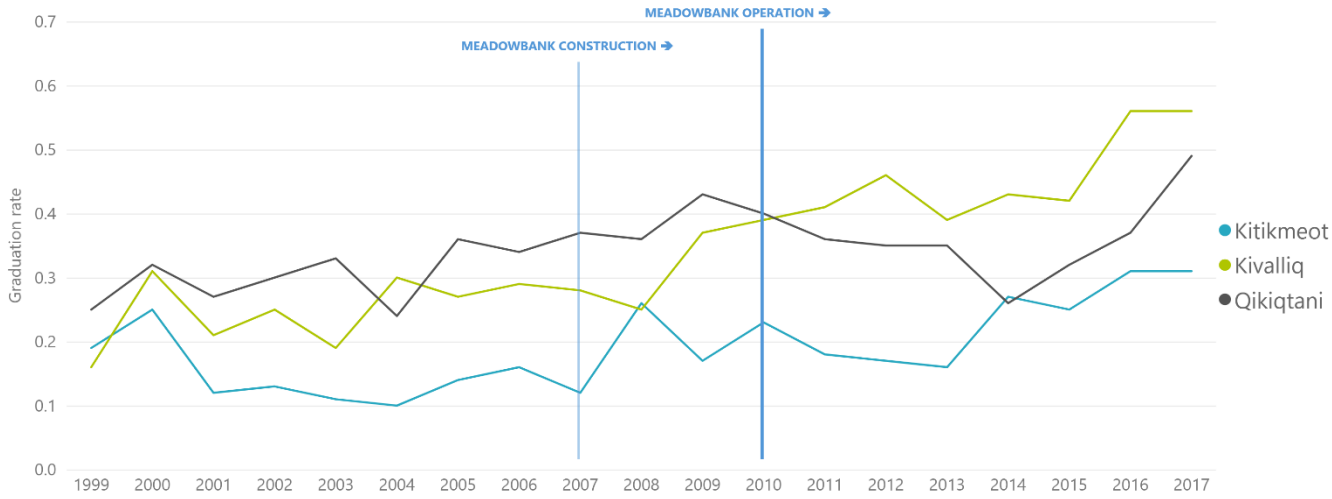
**MELIADINE**

"Positive impact on educational achievement, dropout rates, school attendance." (Golder Associates, 2014, p. 1-C-48)

### Data & Trends

Chart 16 provides secondary school graduation rates by region between 1999 and 2017, the latest year for which data is available. Note that this data is the same as that presented in the 2019 SEMR.

Chart 16. Secondary school graduation rate by region




(Department of Education, 2020)

## Interpretation

The graduation rate in the Kivalliq region has fluctuated since the opening of the Meadowbank mine, with an overall upward trend that began in 2008. Graduation rates in Kivalliq region have been at all-time highs for the region, and consistently higher than those in the other two regions, since 2010. However, in 2016, only 32% of Inuit living in Nunavut reported having a high school diploma, compared to 86% of the non-Indigenous population in Canada (Statistics Canada, 2016a).

The importance of education to people in the Kivalliq was made clear at the April 2019 SEMC meeting, where discussions and questions addressed the following issues: the potential impact of Agnico Eagle employment on the educational outcomes of employees' children, the need for proper resources, including school guidance counsellors; the impacts of different teaching and learning approaches, and educating Nunavummiut youth on the Nunavut Agreement.

In 2020, Agnico Eagle had a number of programs and initiatives underway to address some of these areas of interest. The People Development Education team worked to build a solid educational framework for use within Agnico Eagle and within the region. The framework will support regional school initiatives, onsite education support as well as community program support, and working with school administrators and community partners to implement other initiatives. In 2020, two Mining Matters programs were planned—one in Baker Lake and another in Arviat. However, due to COVID-19 pandemic the Arviat program was cancelled. The Baker Lake middle school ran the Mining Matter program March 6th-13th and about 80 Students from Grade 7, 8 and 9 followed the Mining Rocks Earth Science program. Also, over 60 community members attended the community program hosted during that same week.

According to Inuit Tapiriit Kanatami's (ITK's) 2018 Inuit Statistical Profile: "The difference between Inuit and the non-Indigenous population in Canada is a result of several factors including the impact of residential school attendance on many generations of Inuit, children often having to learn in a second language, insufficient numbers of Inuit teachers and culturally irrelevant curriculum, among others. Addressing the Inuit education deficit will fulfill the goal of graduating bilingual Inuit students, grounded in Inuit culture, history and world view who have the skills and knowledge to contribute to Inuit Nunangat, Canada and the world with pride and confidence." (Inuit Tapiriit Kanatami, 2018)

**2019 Voluntary Inuit Employee Survey Results**

87% of survey respondents feel that Agnico Eagle should be more present in schools to promote mining opportunities. 53% feel that Agnico Eagle is not present enough in the community and there was broad support for spending more time promoting job opportunities and being present in schools and community events.

A recent report from the Auditor General of Canada to the Legislative Assembly of Nunavut highlighted challenges faced during the transition from high school to secondary education and the workforce, and while accessing adult education in Nunavut. Findings included:

- Most schools do not have teachers assigned to help students navigate the path to post-secondary education and employment, and Nunavut Arctic College undertakes limited outreach.
- Students were being offered hands-on learning experiences, but few had work placements or cooperative opportunities.

- Adult learners who want to upgrade their literacy and other academic skills faced barriers; e.g. basic education programs are not offered in most Nunavut communities, and access to financial aid is limited. (Auditor General of Canada, 2019)

Agnico Eagle is contributing to several initiatives that address these challenges, including literacy and adult education programs, apprenticeships, summer employment opportunities, and various scholarships and bursaries. A permanent Adult Educator (based on-site) was also hired in 2018 at Meadowbank to support AEM's employees in developing their numeracy and literacy skills and some soft skills in order to ensure employee readiness to access higher job positions and Apprenticeship program support (Pre-trade support). At the end of 2019, another permanent Adult Educator was hired at Meliadine mine. However, in 2020 the adult educator program was not launched at Meliadine due to Nunavummiut workers being sent home due to COVID-19.

Another vehicle to promote educational achievement is the Trades Awareness Skills and Knowledge Week (TASK Week), which was first initiated in 2012. TASK week is now a full week program that allows students to focus on one trade for the entire week. TASK week is also aligned with Agnico's IIBA commitment Schedule C, 16, by promoting the mine industry through career awareness and co-operating with educational authorities in the implementation of mining sector content in schools.

TASK Week is a joint initiative between Jonah Amitnaaq Secondary School (JASS) and Agnico Eagle and has active cooperation from other authorities and businesses each year. In 2020, one TASK week was hosted in Baker Lake from March 9 -13 with approximately 75 senior JASS students. AEM hosted this event in collaboration with various local partners. The following 2020 trades were featured: Mechanics, welding, culinary arts, sewing, electrical, cosmetology & hairdressing as well as first aid training.

Overall, the data indicate that Agnico Eagle has been contributing positively to educational achievement in the region.

## 4.3 Project training and education

### Predictions

**MEADOWBANK**

"Cumberland and KIA will address the need for broader based project education and training initiatives to assist those who wish to develop skills that will position them for project employment." (Cumberland Resources Ltd., 2006, p. 121)

**WHALE TAIL**

- "The Project will continue the workforce training programs in place at Meadowbank Mine" (Golder Associates, 2016, pp. 7-55)

**MELIADINE**

The Project's "effects on education, training, and capacity in the RSA and LSA should be positive and long lasting." (Golder Associates, 2014, p. 1-120)

"AEM will provide and promote Project-related education and training programs." (Golder Associates, 2014, p. 1-120)

## Data & Trends

Chart 17 provides an overview of Agnico Eagle's investments in mine training and education programs.

Chart 17. Agnico Eagle investments in mine training and education programs (in thousands of dollars)

| Program | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Kivalliq Mine Training Society (cash & in-kind) | $0 | $0 | $0 | $1,188 | $2,267 | $1,937 | $2,339 | $0 | $0 | $0 | $0 |
| Arviat Diamond Drillers & Welders Program | $250 | $60 | $190 | $190 | $190 | $190 | $190 | $195 | $195 | $0 | $0 |
| Sponsorship of Skills Canada Nunavut for the Territorial and National Skills Competition | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $0 | $5 | $29 | $0 |
| **Total** | **$250** | **$60** | **$190** | **$1,378** | **$2,457** | **$2,127** | **$2,529** | **$195** | **$200** | **$29** | **$0** |

(Agnico Eagle Mines, 2020a)

Including the programs outlined in Chart 17, but also Chart 15 presented above in s.4.1, Agnico Eagle has until 2020 maintained a minimum of $3.6M in annual mine training and education spending as per the IIBA since 2016. In 2020, the $3.6M on training was not spent due to restrictions arising from COVID-19. The unspent amount is $1.3M out of 3.6M. The distribution of the unspent amount over the next years is in discussion with the IIBA Implementation Committee.

Since 2017, there has also been an additional $1M spent annually on initiatives to support the achieving of 50% minimum Inuit employment, of which half ($500k) is given to the Kivalliq Inuit Association to spend and half ($500k) is spent by Agnico Eagle. Detailed data on training undertaken by Meadowbank / Whale Tail and Meliadine employees and contractors is provided in Appendix B.

The Kivalliq Mine Training Society (KMTS) has provided support for the development and delivery of community-based Work Readiness programs to help prepare Inuit for employment opportunities. The KMTS has also supported the Arviat Drillers program, as well as some interesting community-based initiatives, such as the Coping with FIFO (fly-in-fly-out) program and Community Net-work program, which have provided support to communities to help employees and their families cope with the challenges that come with employment. Since 2017, KMTS has not had federal funding to support program delivery to Agnico Eagle projects and associated communities, and as such Agnico Eagle has also suspended funding of this training program.

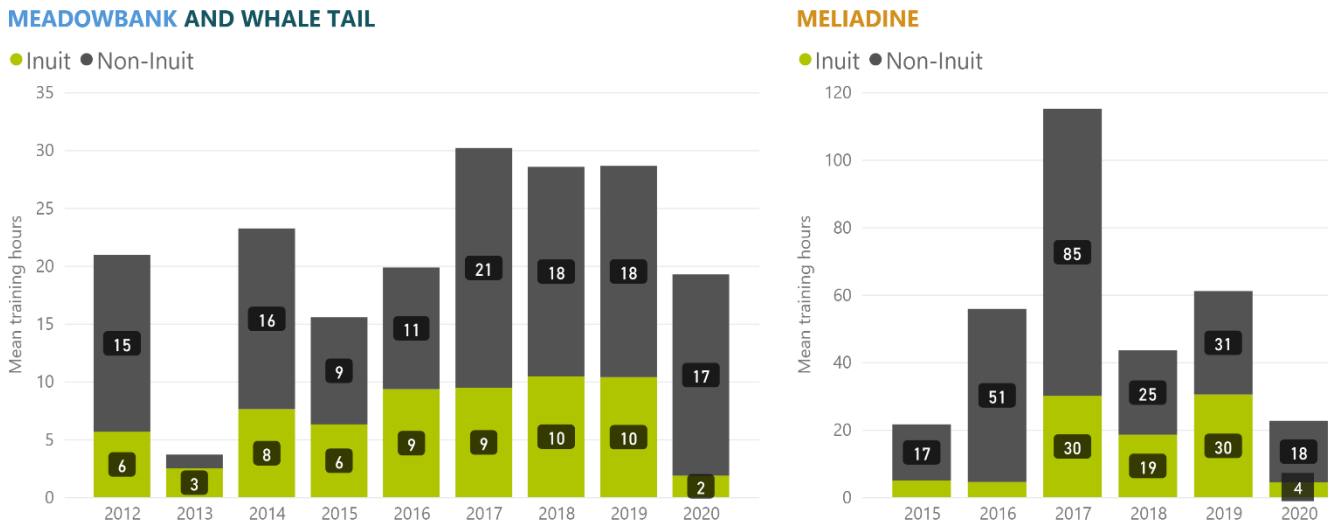
Agnico Eagle did not fund the Arviat training programs in 2019. In 2020, AEM did not participate in any Arviat Training programs due to COVID-19 and restrictions surrounding the pandemic.

Chart 18 shows average mandatory training hours provided to Inuit and non-Inuit employees. This is calculated by dividing the total number of training hours by the number of FTEs. Mandatory training includes:

1 **Health and Safety (H&S) training**, including mandatory training related to compliance with the Nunavut Mine Act, as well as training that is mandated according to Agnico Eagle's Health and Safety policies. Many of these training sessions are offered via e-learning prior to the employee's arrival on site. Other health and safety training relevant to an individual's job is provided on site. Site Readiness participants also undertake H&S training, but because they are not employed at the mine this time is not counted.
2 **General training**, consisting of training activities required at a departmental level and covers many employees working in different departments. General training includes training on light duty equipment, enterprise software systems, and cross-cultural topics.

3 **Emergency Response Team (ERT) training** consists of training for certain individuals to assist and help in a variety of emergency situations.

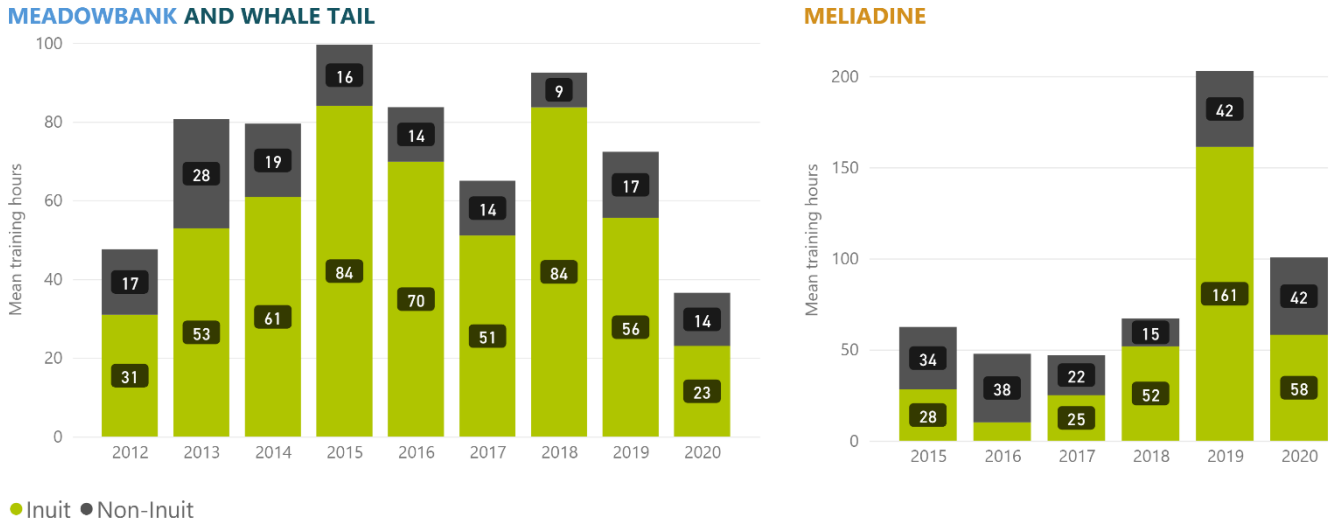
Chart 18. Average mandatory training hours provided to Agnico Eagle employees




(Agnico Eagle Mines, 2020a)

Chart 19 shows the average specific training hours provided to Inuit and non-Inuit employees. This is calculated by dividing the total number of specific training hours by the number of FTEs. Specific training is focused on developing individual competencies related to a specific position. This training qualifies individual workers for promotion following their progression through the Career Path. These training programs are provided through a combination of in-classroom (theory) learning as well as practical (applied) learning.

Chart 19. Average specific training hours provided to Agnico Eagle employees




(Agnico Eagle Mines, 2020a)

Chart 20 shows the participants in and/or graduates of a range of career and skills programs supported by Agnico Eagle.

- Since 2018, the Underground Trainee Program at Meliadine is a 28-day (336 hour) program that has been managed by Nunavut Arctic College and supported by Agnico Eagle. This program is led by an Inuk trainer and runs for approximately two months.
- The Haul Truck Trainee program, run at Meadowbank, is a 28-day program to certify haul truck operators, which includes training on a simulator, in the classroom, and on the job. The program is aimed at existing employees in entry-level positions (dishwashers, janitors, chambermaids, etc.). To provide the best training possible to all the trainees, there is a maximum of four trainees at a time with one trainer.
- With the success of the Haul Truck Trainee Program, a Process Plant Trainee Program was developed in 2015. The 28-day program provides employees with an understanding of the mining and milling process and trains them to be competent and certified to fill positions as a process plant helper or a utility person.
- The Super Operator Program is an extension of the Process Plant Trainee Program. This 168-hour training is provided to employees who have successfully completed the Process Plant Trainee Program. The extension of the Process Plant Trainee Program will consist in teaching the basics of maintenance principles in order to have employees with more diversified skills in the Process Plant Department. These employees will eventually be able to perform specific basic maintenance repairs throughout the plant.
- The Long Haul Truck Trainee Program is a 28-day program to certify long haul truck operators, which includes training on a simulator, in the classroom, and on the job. The program is aimed at existing employees in the mine department. To provide the best training possible to all the trainees, there is a maximum of four trainees at a time with one trainer.

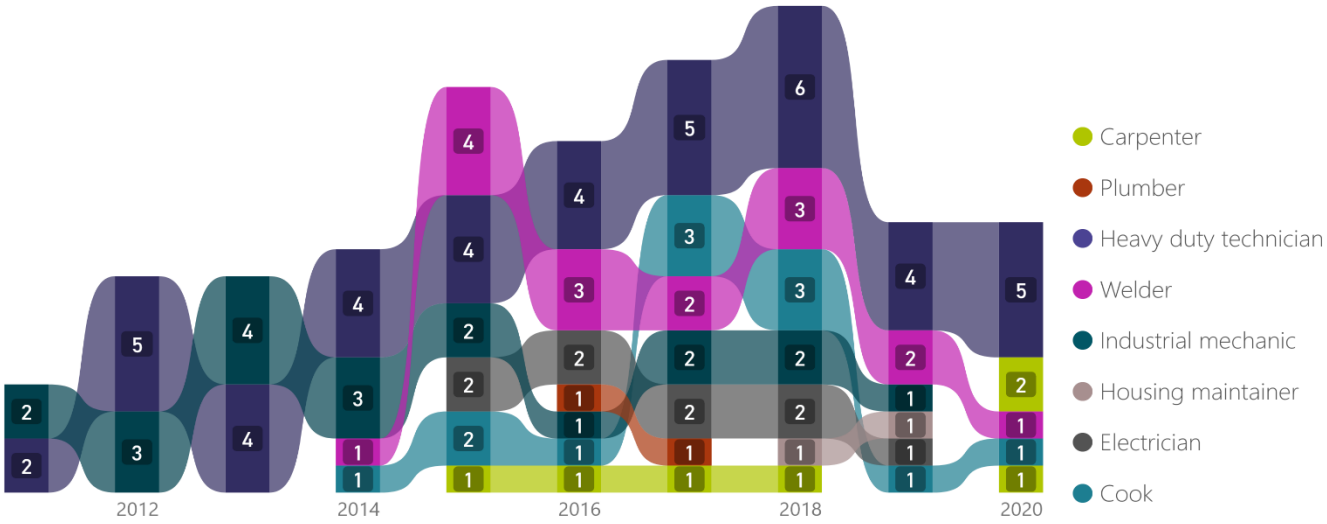
Chart 20. Participation in career and skills programs

| Program | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 |
|---|---|---|---|---|---|---|---|---|
| Arviat Diamond Drillers & Welders Program Graduates | 24 | 18 | 18 | 15 | 6 | - | - | - |
| Underground Trainee Program | | | | | | | | |
| *Participants* | - | - | - | - | - | 8 | 8 | 8 |
| *Graduates* | - | - | - | - | - | - | 8 | 4 |
| Haul Truck Trainee Program | | | | | | | | |
| *Participants* | 19 | 33 | 28 | 34 | 26 | 43 | 8 | 7 |
| *Graduates* | | | | | | | 6 | 4 |
| Process Plant Trainee Program | - | - | - | - | - | - | 0 | 0 |
| Long Haul Truck Trainee Program | - | - | - | - | - | - | 0 | 1 |

(Agnico Eagle Mines, 2020a)

Chart 21 shows the number of Inuit employees in pre-apprentice or apprentice roles at Meadowbank, categorized by type of apprenticeship (heavy duty technician, industrial mechanic, and others). Apprenticeship positions started at Meliadine in 2018. The Apprenticeship Program combines on-the-job learning and in-school technical instruction to allow Inuit employees the opportunity to be educated and trained in the trade of their choice. By the end of the program, the apprentice can challenge their Certificate of Qualification (COQ) to become a Journeyperson and will also have the opportunity to challenge their Red Seal Exam. Currently, Agnico Eagle offers apprenticeships in nine trades – baker, cook, carpenter, millwright, electrician, heavy duty equipment technician, welder, housing maintainer and plumber – up from two offered programs in 2013. In 2019, the program was adjusted in order to substantially increase support to apprentices while they are at school for their technical instruction; logistical, material, educational, and financial support is provided to apprentices.

Chart 21. Pre-apprenticeship and apprenticeship participation by type, Inuit employees




(Agnico Eagle Mines, 2020a)

## Interpretation

Agnico Eagle's financial investments in externally-delivered training programs has dropped substantially since 2016 due to the KMTS' loss of federal funding and the loss of funding for the Arviat training programs in 2019. In response to this situation, Agnico Eagle increased internal spending and has continued to maintain a minimum of $3.6M in training spending since 2016 as per the IIBA with the KIA.

Mandatory training hours for Inuit at Meadowbank / Whale Tail declined in 2020 to 2 hours/FTE from 20 hours/FTE in 2019, and at Meliadine from 30 hours/FTE in 2019 to 4 in 2020. Average specific training hours for Inuit decreased at Meadowbank / Whale Tail to 23 hours/FTE in 2020 from 56 2019 and decreased at Meliadine to 58 in 2020 from 161 in 2019. This large decline was largely due to the Nunavummiut workforce being sent home early in March due to COVID-19.

Annual fluctuations in the number of specific training hours, as seen in Chart 20, largely reflect changing demand at the projects for additional positions for which specific training is provided. There continues to be participation in Agnico Eagle's Haul Truck Drivers Program (7 participants in 2020). The lower participation rate of new trainees in 2020 and 2019 was due to a new strategy introduced in 2019 to rehire past Haul Truck operators and provide refresher courses.

Participants and graduates in career and skills programs were lower in 2020, at a total of 24, compared to 30 in 2019.

- In 2020, eight trainees (all male) were enrolled in the Underground Trainee Program at Meliadine. Among those, a total of four trainees successfully completed the program in February. The remaining four trainees were unsuccessful due to COVID-19; they are considered as unsuccessful until they can get back to site and complete the remaining training requirements.
- In 2020, seven trainees (four males and three females) were enrolled in the Haul Truck Trainee Program. Among those, a total of four successfully completed the program in March. A total of three trainees were unsuccessful due to COVID-19; they are considered as unsuccessful until they can get back to site and complete the remaining training requirements.

- The Process Plant Trainee Program was not run in 2019 due to the transition between Meadowbank operation to Whale Tail, and in 2020 a cohort was supposed to start in March with two trainees, but the program was cancelled due to COVID-19.
- In 2020, one trainee (male) was enrolled in the Long Haul Truck Trainee Program, and he successfully completed the program. Following, this program was suspended due to COVID-19.

There were ten active Inuit apprentices across Agnico Eagle's projects in 2020, the same number as in 2019, but down from a peak of 18 in 2018. In 2020, two employees completed their apprenticeship training with Agnico Eagle; one apprentice went to technical training in Alberta, and the other was supposed to go to technical training throughout 2020, but the planned training was stopped due to COVID-19 restrictions. At the end of 2020, there were eight apprentices and pre-apprentices at Meadowbank and two apprentices and pre-apprentices at Meliadine; one apprentice continued his training on-the-job at Meliadine during the year, and all the other apprentices stayed home due to COVID-19. Since 2015 a total of eight (8) employees completed their apprenticeship training within Agnico Eagle.

Agnico Eagle's training department offers job-specific training such as the Haul Truck Trainee Program. Many semi-skilled Inuit employees are graduates of this program. Agnico Eagle also operates the Career Path Program, which identifies the incremental steps that an employee is required to complete to advance in their chosen career of interest. The objective of the Career Path Program is to achieve 100% internal promotions for Inuit and no external candidates (southerners) hired to fill a position that is part of the program. In 2020, a full-time Adult Educator was present at Meadowbank who supported number of Inuit employees, but by mid-March 2020 this program was paused due to COVID-19. The 2020 Adult Educator Program was not launched in Meliadine due to COVID-19.

The Whale Tail and Meliadine FEISs predicted the projects would have a positive effect on education, training, and capacity. In 2020, Agnico Eagle continued to provide training and skills development opportunities to Kivalliq Inuit. Dedicated training and on-the-job experience can provide valuable life skills that can be transferable beyond specific employment skills – especially for young adults. The feedback from the Inuit employee survey indicates that most feel comfortable with their skills and feel supported in developing new skills.

**2019 Voluntary Inuit Employee Survey Results**

85% of Inuit employees feel that they have the skills to do their job most or all of the time. This suggests that Inuit are receiving sufficient job training. Men are more likely to be fully confident in their work skills, with 40% being confident all the time compared to 28% for women.

A large majority strongly (46%) or somewhat (37%) agree that they are supported in developing new job-related skills. Interestingly, women were more likely to strongly agree while also accounting for the only responses (7%) that somewhat or strongly disagreed.

Overall, the data indicate that Agnico Eagle has continued over time to support and provide training since the programs first put in place at Meadowbank, and overall has continued to positively impact the skill level of the region's labour force.

## 4.4 Project employment by skill level

### Predictions

**MEADOWBANK**

There are no specific predictions in the Cumberland FEIS regarding the skill level of Inuit employees at Meadowbank.

**WHALE TAIL**

“As Nunavummiut employees achieve further training and education, it is expected that they will be better poised to advance to more skilled positions as they arise, thereby increasing representation of Nunavut residents in the skilled, professional and management employment categories.” (Golder Associates, 2016, pp. 7-55)

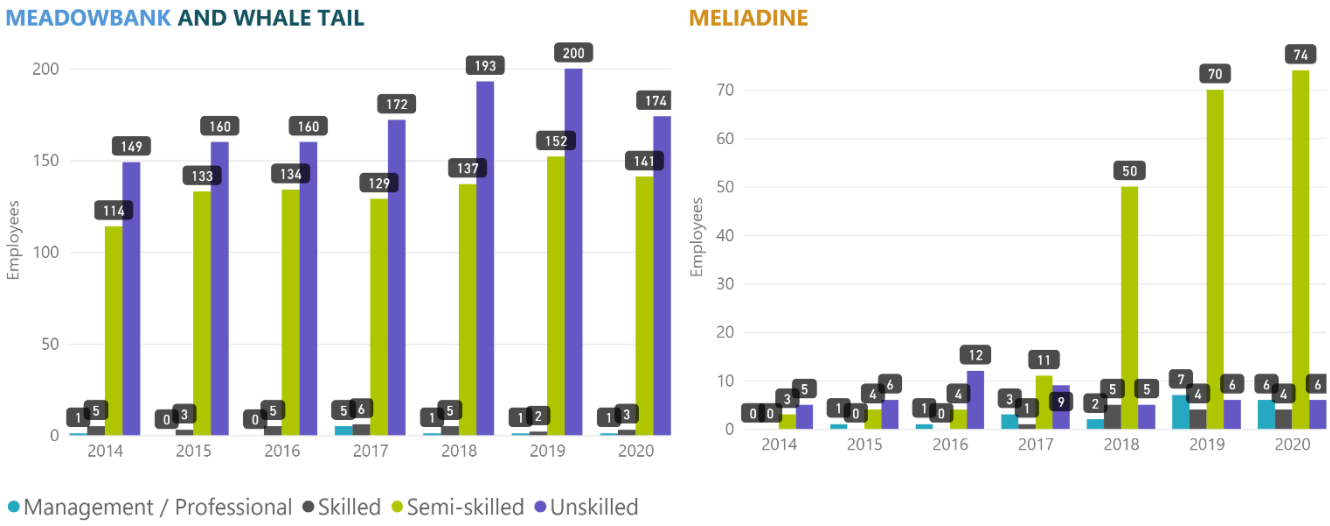
**MELIADINE**

The Project will have a “positive impact on the skill levels of local labour force.” (Golder Associates, 2014, p. 1-C-48)

### Data & Trends

Chart 22 shows the number of Inuit employees at each skill level between 2014 and 2020. Agnico Eagle changed how various skill levels are classified in 2013 and 2014, and consequently year-over-year trends of Inuit employment by skill level cannot be drawn pre-2014.

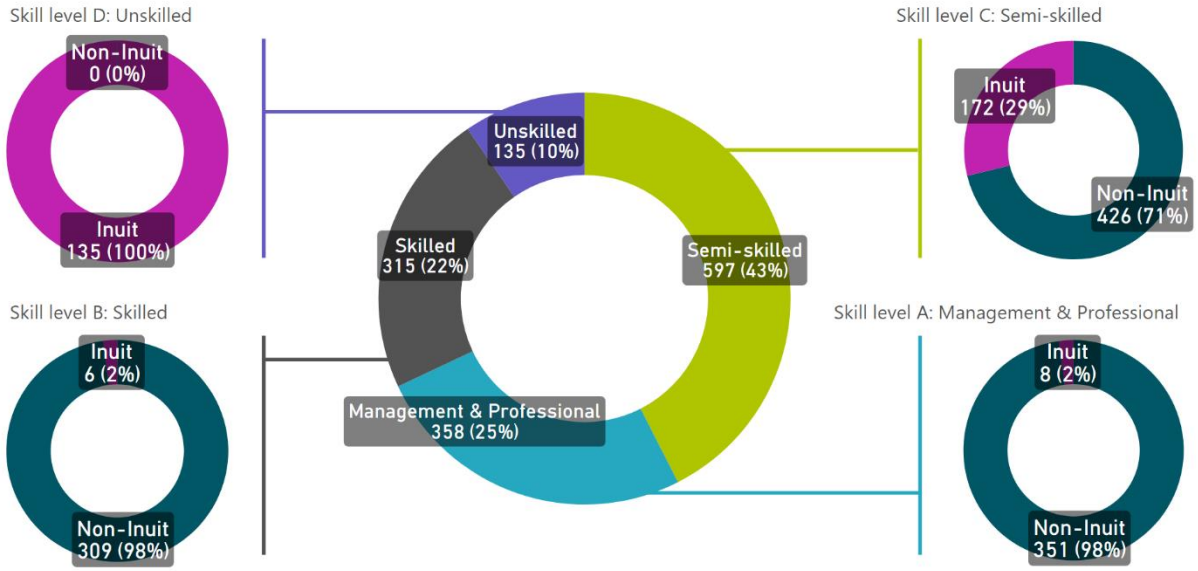
Chart 22. Project Agnico Eagle Inuit employees by skill-level




(Agnico Eagle Mines, 2020a)

Chart 23 below shows the relationship between job skill levels and proportion of Inuit labour. The large ‘donut’ in the centre shows the distribution of total FTEs in 2020 by skill level at all Agnico Eagle projects, and each of the smaller, surrounding ‘donuts’ shows the proportion of Inuit FTEs within that skill level.

Chart 23. 2020 Agnico Eagle FTEs by skill level (Inuit and non-Inuit)




(Agnico Eagle Mines, 2020a)

## Interpretation

In 2020, there were 14 Inuit employees working at Agnico Eagle projects in positions classified as 'skilled' or 'management and professional', the same as there were in 2019. Most (10, or 71%) of the Inuit in these positions work at Meliadine. The number of skilled Inuit workers at both projects peaked at 10 in 2018 and has since fallen to 7 in 2020. Meadowbank / Whale Tail has struggled to increase the number of skilled Inuit, with the highest number being 6 in 2017, which has since fallen to 3 in 2020.

The total number of semi-skilled Inuit employed by Agnico Eagle has generally increased over time, though there was a 3% decrease in 2020 from 2019. The number of unskilled Inuit workers also decreased in 2020 (from 222 in 2019 to 215), a 13% decrease.

Despite significant investments in training since the projects opened nearly ten years ago, there are still only four Inuit in skilled or management/professional positions at Meadowbank / Whale Tail (compared to ten at Meliadine). There are several barriers identified in the KLMA to retention and advancement of Inuit in the workplace. These include:

- Family support or family needs may prevent workers from staying or returning to work
- Cultural priorities and understanding (i.e. time off to be on the land and understanding of this from supervisors)
- Language barriers
- Awareness of and access to supporting programs (e.g. housing, childcare, mental health, etc.)
- Awareness/discussion of alternate roles available to find the right "fit" in employment

Ultimately, there are three pathways through which higher skilled employment can be achieved: (1) direct hiring, (2) greater retention, or (3) internal career progression. The KLMA provided some insight into the challenges in hiring employees at higher skill levels, and these conclusions were affirmed in the analysis of labour supply in the 2020 KLMA. First of all, demand for skills substantially outweighs supply. This 'skills mismatch' is a key challenge to achieving greater Inuit employment in semi-skilled, skilled and management & professional positions. This

challenge is expected to intensify as mining technology evolves, as growth in labour demand outpaces growth in labour supply, and as demand for skilled workers grows among other employers.

The IWBS (Mining Industry Human Resources Council (MiHR), 2018a) identified a number of challenges to increasing Inuit representation in higher-skilled positions through internal advancement programs, including:

- Inadequate skillsets necessary to successfully complete training and meet the demands of more complex jobs (including numeracy and literacy);
- High absenteeism rates getting in the way of training;
- Impact of cultural norms, as promotion decisions may depend on employees being assertive and highlighting their capabilities which can clash with Inuit cultural expectations of humility;
- Lack of adequate time and space for training, as the demands of meeting production targets often creates a fast-paced work environment; and
- Undesirable pre-requisite steps in career paths that create barriers to advancement (for example, interviewees suggested that having to start in entry-level jobs, such as the in dishwashing or janitorial positions, for a period of six to twelve months before being able to take certain training or advance into other jobs can discourage workers, creating a barrier to attracting and retaining people.

To address these obstacles, the IWBS suggested a number of measures including fast tracking a manageable number of Inuit workers through existing career paths (including designating a small number of positions for Inuit advancement in semi-skilled or skilled occupations and providing individualized development support to Inuit workers who are moving into or preparing for advanced positions).

Overall, despite the investments that the company has been making since project initiation, the data indicate that Agnico Eagle has had limited success at growing the number of Kivalliq Inuit labour in higher skilled positions.

## 4.5 Trade certificates / apprenticeships in Nunavut

### Predictions

**MEADOWBANK**

There are no predictions in the Meadowbank FEIS regarding apprenticeships and trade certificates.

**WHALE TAIL**

There are no predictions in the Whale Tail FEIS regarding apprenticeships and trade certificates.

**MELIADINE**

There are no predictions in the Meliadine FEIS regarding apprenticeships and trade certificates.

### Data & Trends

At the time of this report, data on trade certificates / apprenticeships by Kivalliq community was not available. Agnico Eagle-specific apprenticeship data is available in previous sections.

# 5 Culture and Traditional Lifestyle

## IMPACT / GOAL STATEMENT

Respect and support for Inuit culture, language and traditional lifestyle in the workplace and in communities.

## OVERARCHING FEIS PREDICTIONS

***Meadowbank***: "There is potential for both negative and positive impacts, of any magnitude, on traditional ways of life, which could be of high significance. Any net impact, since it would be an impact of cultural change, would be long term and continue beyond the life of the project. The impact would be experienced primarily in Baker Lake." (Cumberland Resources Ltd., 2006, p. 123)

***Whale Tail***: "Project activities may affect continued opportunities for traditional wildlife harvesting… fishing…plant harvesting…the use of culturally important sites… [and it may] change access to traditional use area." (Golder Associates, 2016, pp. 3-C-33-37)

***Meliadine***:

- The "Project may contribute to weakening of traditional culture." (Golder Associates, 2014, p. 1-C-46)
- "The Project may result in a reduction of cohesion due to higher levels of inequality in the family or community." (Golder Associates, 2014, 1-C-50)

## TRENDS & INTERPRETATIONS

| Metric | MBK / WT trends | | | Meliadine trends | | Overview and interpretation |
|---|---|---|---|---|---|---|
| | Pre-dev | Post-dev | Last year | Pre-dev | Last year | |
| 5.1 Perceptions of culture and traditional lifestyle | | | | | | |
| Self-reported effect of project on culture and traditional activities | N/A | N/A | / | N/A | / | A survey of Inuit employees was conducted in 2019; no follow-up survey was conducted in 2020. As reported in the 2019 survey, a large majority of survey respondents strongly agree (59%) or somewhat agree (21%) that knowledge and respect of Nunavut's environment and land is valued by Agnico Eagle.<br>When asked about the impact of the mine on their ability to participate in cultural and traditional activities, 10% said they participated more, 34% felt they participated the same amount, 31% indicated their participation had decreased. |
| 5.2 Culture and traditional lifestyle | | | | | | |
| Proportion of total population identifying Inuktitut as their mother tongue by community | → | ↓ | N/A | ↓ | N/A | The last national survey was conducted in 2016, and no new data is available for reporting. As indicated in the previous year's monitoring report, the proportion of the population identifying Inuktitut as their mother tongue has remained relatively stable in the smaller Kivalliq communities from 2006 to 2016, but has declined in Rankin Inlet, Baker Lake, and Chesterfield Inlet (by 10 to 18 percentage points) over this period. |
| Use of AWAR by community | N/A | ↑ | ↑ | N/A | ↑ | There was an increase in usage of the Meadowbank AWAR in 2020 to 2,223 times from 2,134 times in 2019. The AWAR connecting Rankin Inlet to Meliadine has experienced an upward trend in use, with 4,199 recorded uses in 2020 compared to 2,439 times in 2019. |
| 0<br>Country food use at project | | | | | | |
| Country food kitchen usage | N/A | → | ↓ | N/A | ↓ | Agnico Eagle offers a variety of services to support use of country food at their projects, including country food nights, country food events, and a country food kitchen for use by Inuit employees. The number of country food events grew over the 2017 to 2019 period but dropped in 2020 due to COVID-19. |
| Country food night events | N/A | / | ↓ | N/A | ↓ | |

**Understanding the trends & interpretations table**

| Time horizon | Direction |
|---|---|
| **Pre-dev**: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)<br>**Post-dev**: trend from the onset of operation of Meadowbank (2010). As Meliadine operation began in 2019, post-development trends are not yet presented.<br>**Last year (LY)**: movement from 2019 to 2020 | ↑ Increasing<br>↓ Decreasing<br>→ Remaining stable<br>**/** No discernable trend<br>**N/A** Not applicable |

# Existing Management and Mitigation

To encourage respect and support for Inuit culture at Meadowbank and Meliadine, Agnico Eagle provides cross cultural training, access to traditional foods, and documentation and services in Inuktitut. A complete list of programs is provided at the end of this report.

## 5.1 Perceptions of culture and traditional lifestyle

### Predictions

**MEADOWBANK**

There are no predictions in the Meadowbank FEIS specifically related to impacts on the perceptions of culture and traditional lifestyle.

**WHALE TAIL**

There are no predictions in the Whale Tail FEIS specifically related to impacts on the perceptions of culture and traditional lifestyle.

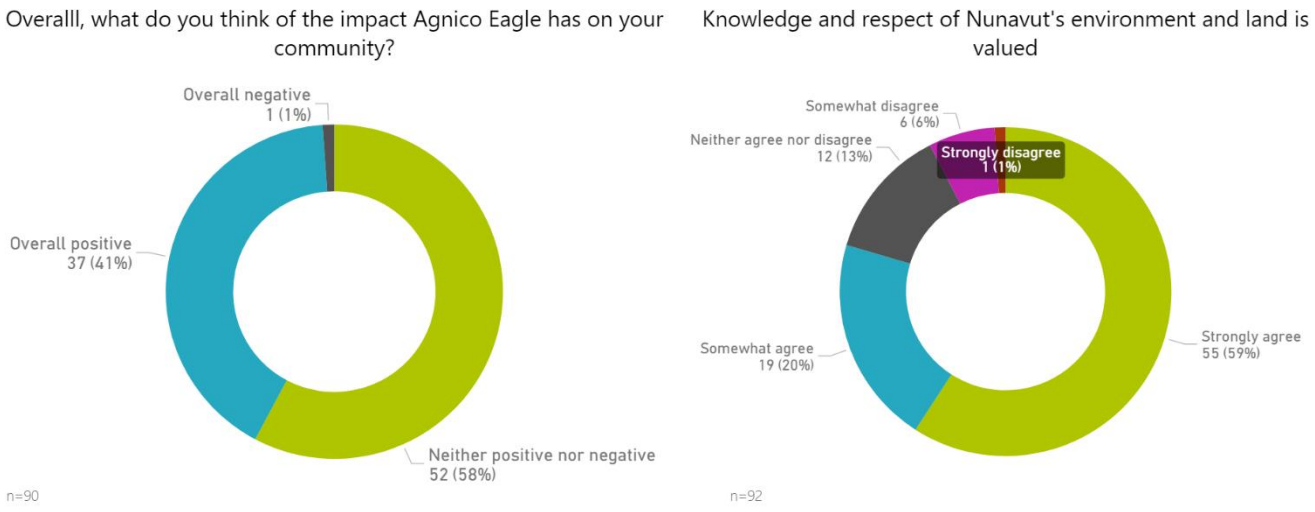
**MELIADINE**

“Perceptions of [the Project’s] effects may lead to mental stress and changes in behaviour (i.e., diet).” (Golder Associates, 2014, p. 1-C-45)

### Data & Trends

As part of the revised SEMP, Agnico Eagle developed an Inuit employee survey to gather data and insights on employees’ perceptions of the projects’ impacts on culture and traditional lifestyle, along with other topics. This survey was undertaken during the summer of 2019. Chart 24 below presents the survey results pertaining to the perceived effect of Agnico Eagle on local communities.

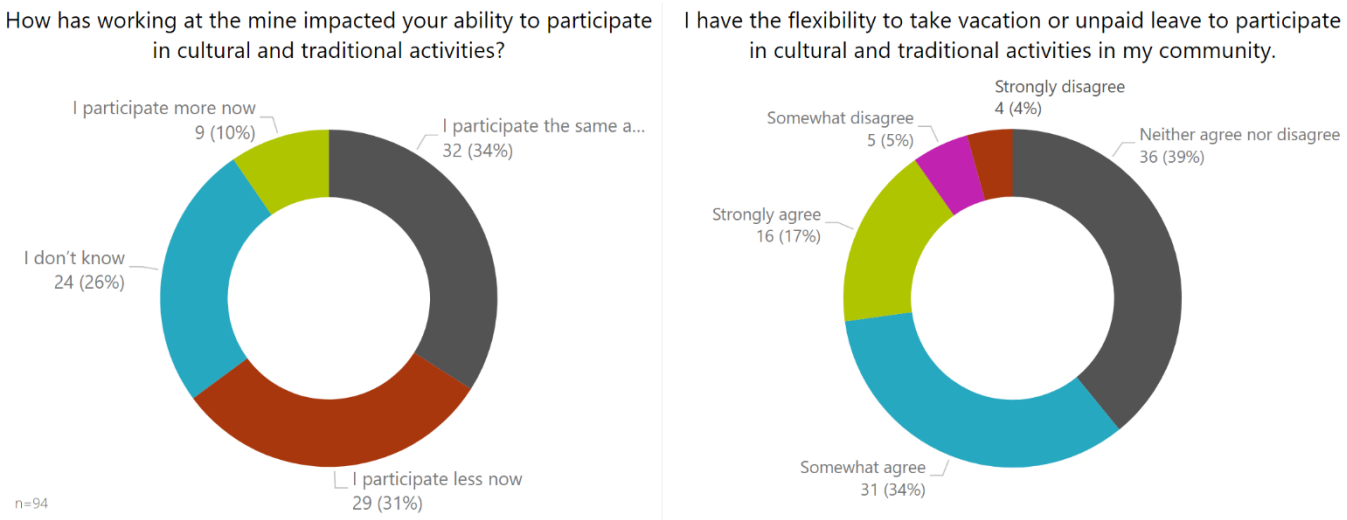
Chart 24. Survey result of perceived overall impact of Agnico Eagle on communities




(Agnico Eagle Inuit Survey, 2019)

Chart 25 provides survey results from the 2019 survey pertaining to the impact of the mines on the ability of employees to participate in cultural and traditional activities.

Chart 25. Survey results pertaining to impact of mining on participation in cultural and traditional activities




(Agnico Eagle Inuit Survey, 2019)

## Interpretation

It is encouraging that many Inuit indicated that Agnico Eagle has had a positive impact on their community. It would be interesting to better understand the reasons why 58% indicated that the impact had been neutral. This result may imply that these individuals perceive some impacts as positive and others as negative but overall little net change.

A large majority strongly (59%) or somewhat (21%) agreed that knowledge and respect of Nunavut's environment and land is valued by the mining company, with women 14% more likely to strongly agree. However, a majority (58%) also indicated that Agnico Eagle had a neutral impact on their community. Forty one percent indicated that the impact was positive, with only one respondent responding negatively. Respondents from Baker Lake and Arviat were more likely to respond positively.

There was a high level of positive recognition that Agnico Eagle respected the Inuit's connections to the land, but the results for finding time for cultural or traditional activities were mixed. While a large majority of Inuit employees stated that the flexibility of their work schedule was not a barrier to conducting cultural or traditional activities, almost a third felt they had participated less as a result of working for the mine. Women were more likely to indicate that they did not have the flexibility to participate in cultural or traditional activities and were also less likely than men to have actually participated. It is unclear from the survey data whether this latter result was due to the nature of work and/or cultural or traditional activities that women undertake, or some other factors.

Nearly all survey participants indicated that they had participated in some form of traditional and cultural activities in the last 12 months, with nearly one quarter participating in family get-togethers, hunting, trapping and fishing, and traveling on the land. Other activities included gathering plants and berries (7%), building cabins and igloos (4%), sewing and crafts (9%), and community events (9%). When asked about the impact of the mine on their ability to participate in cultural and traditional activities, 10% said they participated more, 34% felt they participated the same amount, 31% indicated their participation had decreased, while the remaining participants selected "I don't know". Women were more likely than men (36% to 26%) to report that they participate less in traditional

activities since working at the mine.

Overall, the available data suggests that Agnico Eagle has not had any substantial negative impact on mental health or cultural activities, but more data is needed to more fully establish this conclusion.

## 5.2 Culture and traditional lifestyle

### Predictions

**MEADOWBANK**

"The project will not significantly restrict access to or productivity of lands used for traditional activity." (Cumberland Resources Ltd., 2006, p. 122)

**WHALE TAIL**

"Project activities may affect continued opportunities for traditional wildlife harvesting… fishing…plant harvesting…the use of culturally important sites… [and it may] change access to traditional use areas." (Golder Associates, 2016, pp. 3-C-33-37)

**MELIADINE**

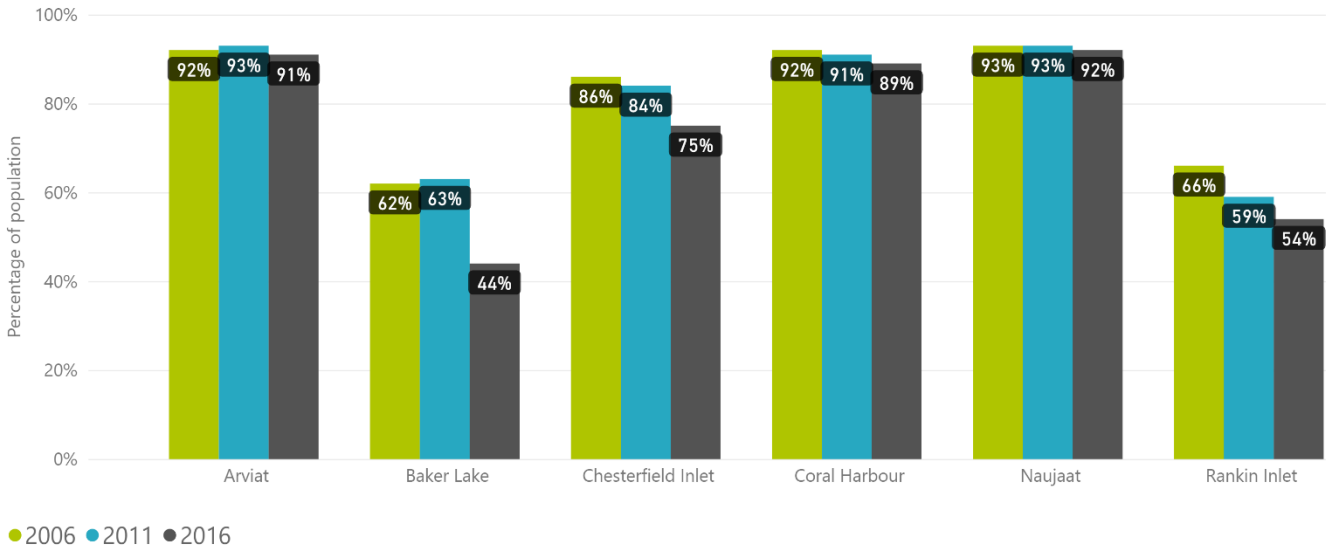
"The construction of the All-weather Access Road (AWAR) may increase access to areas outside of Rankin Inlet by local residents." (Golder Associates, 2014, p. 1-C-52)

"The Project may have a negative impact on the use of culturally important areas." (Golder Associates, 2014, p. 1-C-46)

### Data & Trends

Chart 26 shows the proportion of the total community population that identifies Inuktitut as their Mother Tongue, by Kivalliq community.

Chart 26. Proportion of total population identifying Inuktitut as their mother tongue by community

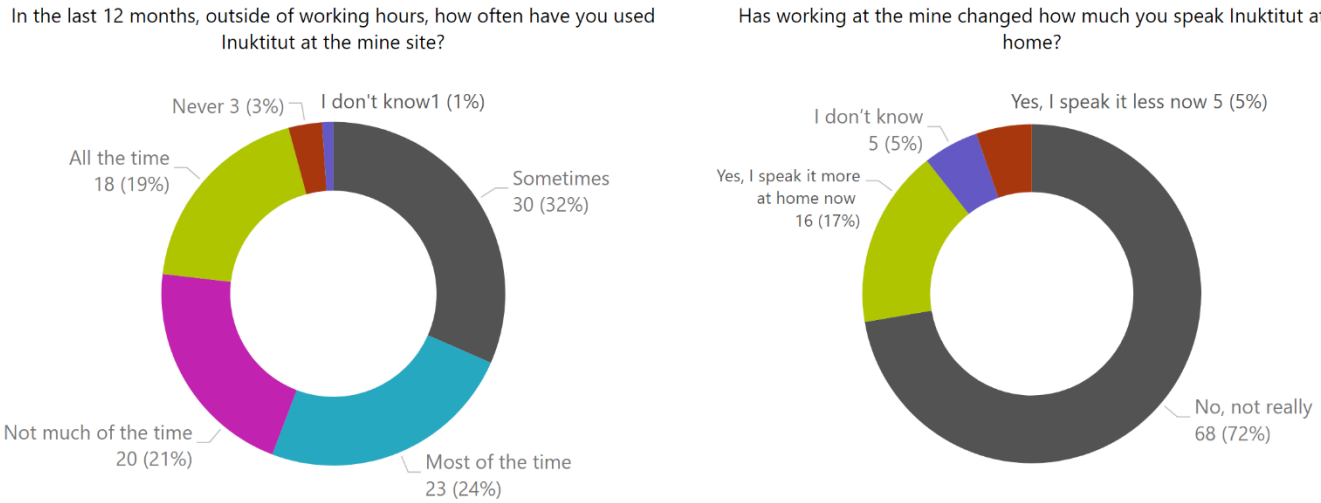



(Statistics Canada, 2016b; Statistics Canada, 2011b; Statistics Canada, 2006b)

The next national census is to be conducted this year, in 2021. Data on mine employee language usage is available from Agnico Eagle. In 2020, 55% of Inuit employees at Meadowbank / Whale Tail and 57% at Meliadine identified Inuktitut as their first language. These proportions were similar to those from 2019 (57% and 54%), but down from 2018 (62.5% and 66%).[7]

Chart 27 below presents the 2019 Inuit and Nunavummiut Survey results pertaining to the use of Inuktitut. Seventy five percent of Inuit employees report that they have used Inuktitut at the mine outside of working hours some, most, or all of the time, and 70% report that it is somewhat or very important for them to use Inuktitut at the workplace. Seventy two percent report that working at the mine has not changed how much they speak Inuktitut at home. Over twice as many women as men (25% versus 12%) report that they now speak more Inuktitut at home.

Chart 27. Survey results pertaining to use of Inuktitut




(Agnico Eagle Inuit Survey, 2019)

When asked about the importance of being able to use Inuktitut at the mine site, 70% of participants noted it as very or somewhat important, with participants from Coral Harbour, Chesterfield Inlet and Naujaat particularly likely to note it as important.

There are all-weather access roads (AWARs) that connect Agnico Eagle mines to nearby communities, and Agnico Eagle collects usage data for the roads. The road is accessible for hunting purposes, but road users must abide by AWAR rules including speed limits, giving priority to heavy equipment, leaving the road after an indicated point, not hunting within one kilometre of the road or mines. Snowmobile crossings have also been established in consultation with the Baker Lake and Rankin Inlet Hunters and Trappers Organizations. Community members were recorded accessing the road between Baker Lake and Meadowbank 2,366 times in 2015, 1,874 times in 2016, 1,716 times in 2017, 1,089 times in 2018, 2,134 times in 2019, and 2,223 times in 2020. The AWAR that connects Rankin Inlet to Meliadine was used for traditional activities by the community 1,944 times in 2018 (the first year that community use was monitored), 2,439 times in 2019, and 4,199 times in 2020. However, the data from 2019 and 2020 are not comparable to data from years prior: as of 2019, the counts refer to individual members rather than the number of vehicles.

[7] Please note that the 2019 numbers were miscalculated in previous years and have been corrected in this report.

## Interpretation

The data on language is suggestive of a decline in the role of Inuktitut, but it appears that Inuktitut is not declining among Inuit but instead that the number of non-Inuit in the region are increasing. Census data, presented in Chart 26, shows that the proportion of the population that identified Inuktitut as their mother tongue remained relatively stable in Arviat and in smaller Kivalliq communities from 2006 to 2016, but declined in Rankin Inlet, Baker Lake, and Chesterfield Inlet (by 11 to 19 percentage points) over this period. The decline in Baker Lake was the most notable, with a decline of 19 percentage points over the 2011 to 2016 period. More recent data from Agnico Eagle indicate further decline in Inuktitut as the mother tongue in the last few years among mine employees, from mid-60% values to mid-50% values. With the results of the upcoming 2021 census in hand it will be possible in next year's report to begin to disentangle language usage trends from ethnic trends in the region's communities. Among Inuit, the 2019 Inuit and Nunavummiut Survey results indicate that: it is important to Inuit employees that they can speak Inuktitut at the mine site; most do speak Inuktitut at the mine site; most reported that working at the mine had not impacted their use of Inuktitut at home; and a quarter of women reported that they had increased their use of Inuktitut at home. While Nunavut's *Mine Health and Safety Regulations* require that all work communications during operating hours use the language most commonly used at the mine, which is English in the case of Agnico Eagle's Kivalliq projects, Agnico Eagle makes efforts to facilitate the use of Inuktitut at their sites by providing a number of documents and services in Inuktitut, providing additional language programming including 'Inuktitut as a second language' training and 'Language Passport' (see more detail on these measures in the management and mitigation section).

Agnico Eagle controls traffic on AWARs connecting Baker Lake to the Meadowbank mine road as well as Rankin Inlet to the Meliadine mine road, but it is accessible to community members to provide easier access to hunting trails and participate in traditional activities by ATV. While the data suggest growing usage since 2018, the change in data collection method (i.e., counting individuals instead of vehicles) makes it impossible at this point to decipher a longer-term trend. Participants at the 2019 SEMC expressed an interest in better understanding the potential impacts of the AWAR on wildlife – most notably caribou, While caribou are central to the socio-economic and cultural wellbeing of Inuit in the Kivalliq region, the monitoring and reporting of biophysical effects on caribou or other wildlife are out of the scope of this report. Agnico Eagle participates in a number of caribou monitoring programs collaboratively with the KHTOs, communities and the KIA and maintains a Caribou Protection Plan as per project certificates issued by the NIRB.

The predictions for this subcomponent do not cover traditional language but do cover access to the land for traditional activities and were a mix of optimism and pessimism with respect to mine impact on access and activities. The data for 2020 are inconclusive in terms of access to the land from the AWARs, and language usage. Starting with next year's report, with another year of AWAR usage data tracked based on individuals, and potentially with the 2021 census data on hand, it should be more feasible to distinguish trends in usage of AWARs as well as use of Inuktitut.

## 5.3 Country food use at project

### Predictions

**MEADOWBANK**

There are no predictions in the Meadowbank FEIS specifically related to country food use at the mine site.

**WHALE TAIL**

There are no predictions in the Whale Tail FEIS specifically related to country food use at the mine site.

**MELIADINE**

There are no predictions in the Meliadine FEIS specifically related to country food use at the mine site.

### Data & Trends

Based on Agnico Eagle estimates, approximately 4,500 meals featuring country food (arctic char and caribou) are served each year at Meadowbank / Whale Tail. In 2020, Meliadine served an estimated 8,900 meals featuring country foods to compensate for previous cancellations. The number of meals served featuring country food has remained steady at Meadowbank since 2011; this number represents one serving of country food per month to all on-site staff.

Agnico Eagle also holds country food events at its projects, with Meadowbank / Whale Tail hosting 14 events in 2016, 4 in 2017, 7 in 2018, 12 in 2019, and 1 in 2020, and Meliadine hosting 1 event in 2017, 2 in 2018, 11 in 2019, and 3 in 2020. Agnico Eagle also offered country food at an on-site Pakallak Tyme event, held around the same time as a cultural festival of the same name in Rankin Inlet to celebrate the end of the Arctic winter and the coming of spring, and at various other special events at both sites, such as Nunavut Day.

The Meadowbank / Whale Tail country food kitchen – available to Inuit employees – was used by 170 attendees in 2017, 168 attendees in 2018, 118 attendees in 2019, and 30 attendees in 2020. The Meliadine country food kitchen was used by 82 attendees in 2018, 500 attendees in 2019, and 127 attendees in 2020.

No data or information is available on baseline levels of country food consumption for Inuit workers prior to employment, or on consumption of country food while off rotation.

### Interpretation

Agnico Eagle offers a variety of services to support use of country food at their projects, including country food nights, country food events, and a country food kitchen for use by Inuit employees. The number of country food events grew over the 2017 to 2019 period but dropped in 2020 due to COVID-19. The pandemic not only led to restrictions in social gatherings on-site, but also led to Inuit returning to their home communities and the bringing in of non-Inuit workers which would also lessen country food consumption activity. Country food kitchen usage has declined over time, even before COVID-19, at Meadowbank / Whale Tail since 2017, despite stable numbers of Inuit employees (see s.1.2). Conversely, kitchen usage grew substantially at Meliadine over 2018 to 2019 only to decline in 2020 with the onset of the pandemic.

# 6 Population Demographics

## IMPACT / GOAL STATEMENT

Understand what changes are occurring in Kivalliq migration, if any

## OVERARCHING FEIS PREDICTIONS

***Meadowbank***: "The potential impacts of migration are complex and are likely to have both positive and negative components, but of low magnitude. Any effects of migration are long term but are likely to be low significance. It is not likely that migration to any other community than Baker Lake would be significant." (Cumberland Resources Ltd., 2006, p. 126)

***Whale Tail***: "Expansion Project employment opportunities could spur migration to Baker Lake and Rankin Inlet…dependant [sic] on scale of speculative migration." (Golder Associates, 2018, p. 18)

***Meliadine***: "The cumulative effects of the Meliadine, Kiggavik, and Meadowbank Projects on in-migration might be less than the effects of each project individually considering the dampening effects on the volume of in-migration caused by the variation in the current progress of each project, presumed interdependence of certain projects, and resulting estimated labour force growth." (Golder Associates, 2014, p. 1-147)

"Migration impacts were projected only in Rankin Inlet, the closest community to the mine and the only one connected to the Project by road." (Golder Associates, 2014, p. 1-110)

## TRENDS & INTERPRETATIONS

| Metric | MBK / WT trends | | | Meliadine trends | | Overview and interpretation |
|---|---|---|---|---|---|---|
| | Pre-dev | Post-dev | Last year | Pre-dev | Last year | |
| 6.1 Employee migration | | | | | | |
| Project Agnico Eagle Inuit employees residing outside Nunavut | | | | | | At Meadowbank / Whale Tail, the number of Inuit employees residing outside Nunavut has remained stable since 2015, currently at 21 in 2020, which accounts for 7% of the Inuit workforce. At Meliadine, there has been an upward trend in the number of Inuit employees residing outside Nunavut, from 0 in 2016 to 17 in 2020, which accounts for 19% of the Inuit workforce. |
| *Total Inuit employees* | N/A | → | → | N/A | ↑ | |
| *Proportion of Inuit to Non-Inuit employees* | N/A | → | → | N/A | ↑ | |
| 6.2 Population estimates in Kivalliq communities | | | | | | |
| Population estimates of | | | | | | In 2020, the average annual percent change in population across Kivalliq communities was 1.1%, down slightly from 1.6% in 2019, but consistent with rates since the early 2000s.<br><br>Based on available and current data, there is no indication of mining-induced in-migration. |
| *Estimates in communities* | ↑ | ↑ | → | ↑ | → | |
| *Annual percent change* | → | → | ↓ | → | ↓ | |

### Understanding the trends & interpretations table

| Time horizon | Direction |
|---|---|
| **Pre-dev**: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)<br><br>**Post-dev**: trend from the onset of operation of Meadowbank (2010). As Meliadine operation began in 2019, post-development trends are not yet presented.<br><br>**Last year (LY)**: movement from 2019 to 2020 | ↑ Increasing<br>↓ Decreasing<br>→ Remaining stable<br>**/** No discernable trend<br>**N/A** Not applicable |

## Existing Management and Mitigation

As per Agnico Eagle's IIBAs, each of the Kivalliq Communities is a point of hire. Agnico provides at its cost transportation for its workers and contractors' workers from and to their respective points of hire to all Nunavut Projects. Unless otherwise requested, Agnico uses commercially reasonable efforts to transport all workers in such a way as to minimize the duration of their transit time. Covering transportation costs from each community reduces or eliminates a potential incentive to move between communities for work reasons.

## 6.1 Employee migration

### Predictions

**MEADOWBANK**

The Meadowbank FEIS suggests that in-migration of Southerners to Baker Lake would be the primary concern.

**WHALE TAIL**

"Project is not expected to generate employment-driven migration." (Golder Associates, 2016, pp. 3-C-38)

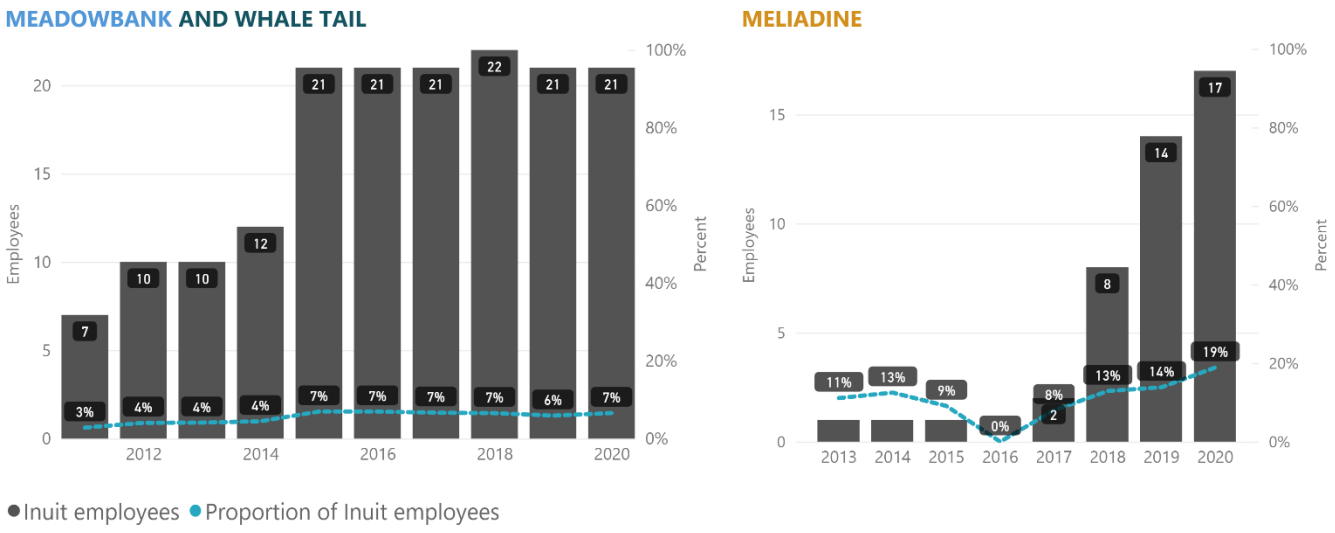
**MELIADINE**

- "It is likely that much of the potential in-migration happens when members of Kivalliq resident families return at home in the expectation of employment." (Golder Associates, 2014, p. 1-109)
- "In-migration could also happen by out-of-area workers, especially during the operations phase." (Golder Associates, 2014, p. 1-110)

### Data & Trends

Chart 28 shows the number and proportion of Agnico Eagle Inuit workers who are currently residing outside Nunavut.

Chart 28. Project Agnico Eagle Inuit employees residing outside Nunavut




(Agnico Eagle Mines, 2020a)

Net employee movements captured in 2020, include:

- three Meadowbank/Whale Tail Inuit employees moving into Nunavut (from elsewhere);
- six Meadowbank/Whale Tail Inuit employees moving out of Nunavut;

- one Meadowbank/Whale Tail non-Inuit employee moving out of Nunavut;
- three Meliadine Inuit employees moving out of Nunavut; and
- one Meliadine non-Inuit employee moving out of Nunavut.

Note that these numbers describe Agnico Eagle employees (not contractors) and represent 'net employee movements'. Therefore, it is possible there were more individual movements between communities. For example, one Inuit employee moving to Rankin Inlet and one Inuit employee moving out of Rankin Inlet would count as zero movements to Rankin Inlet in a given year.

## Interpretation

At Meadowbank / Whale Tail, the number of Inuit employees residing outside Nunavut has remained stable since 2015, currently at 21 which accounts for 7% of the Inuit workforce. At Meliadine, there was a rapid increase in the number of Inuit employees residing outside Nunavut over the 2016 to 2020 period, from none in 2016 to 17 in 2020.

The number of Inuit and non-Inuit moving into and out of Nunavut – and between Baker Lake and Rankin Inlet – remains minimal, with a net flow of six Inuit and two non-Inuit employees out of Nunavut in 2020. Employment at Agnico Eagle's projects provides Inuit workers with income and skills that may facilitate moving out of the territory. Other factors unrelated to the mines, such as the housing shortage in Nunavut, the lower cost of living and educational and job opportunities elsewhere in Canada, may also contribute to out-migration. Overall, the predictions of the Whale Tail EIS seems to be reflective of actual happenings for Meadowbank / Whale Tail, while the experience at Meliadine does not to date confirm the prediction of a return of former Inuit residents back to the region.

**2019 Voluntary Inuit Employee Survey Results**

Seven participants (8%) indicated that they had moved in the last 12 months, of whom two moved from Baker Lake, and one each from Arviat, Chesterfield Inlet, Naujaat, Iqaluit, and Newfoundland. Of the 43% who indicated that they wanted to move in the next 12 months, two wanted to move to Whale Cove, one each to Arviat, Baker Lake, Coral Harbour, Naujaat, and Rankin Inlet, and five wanted to move elsewhere in Nunavut. Twenty-eight percent of Nunavut-based respondents wanted to move to a southern community in the next year. Sixty-five percent of those who wish to move cited improved services or housing as one of the reasons, along with proximity to friends/family/work and other factors. (Agnico Eagle Inuit Survey, 2019)

An interesting result of the 2019 survey was that over one quarter of Nunavut-based Inuit respondents indicated that they wanted to move to a southern community in the following year (2020), but this out-migration is not shown to any substantial amount in the 2020 migration data. There are likely several barriers to making such a move, including family, finances and health concerns related to the pandemic. Regardless, understanding this desire, and what is keeping more Inuit from making the move, would be valuable as it could result in significant impacts on communities, including on social and community fabric and local economies, if large numbers of employed Inuit leave Nunavut.

## 6.2 Population estimates in Kivalliq communities

### Predictions

**MEADOWBANK**

"It is not likely that migration to any other community than Baker Lake would be significant," but does not provide any specific predictions on changes to populations in Kivalliq communities. (Cumberland Resources, 2006, p. 126)

**WHALE TAIL**

"No Project employment-driven migration or population change is anticipated." (Golder Associates, 2016, 3-C-38)

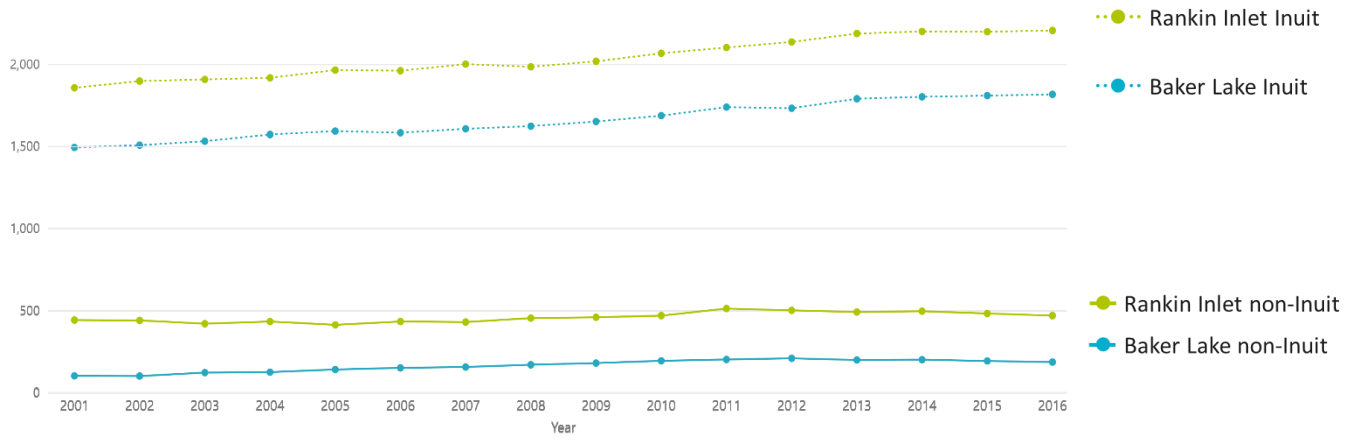
**MELIADINE**

"A large majority of in-migration is expected to occur in Rankin Inlet where the supply of public services could accommodate for increased demand." (Golder Associates., 2014, p. 1-125)

### Data & Trends

Chart 29 shows the population estimates of Rankin Inlet and Baker Lake, Inuit and non-Inuit from 2001 to 2016 (population by Inuit status is only available up to 2016).

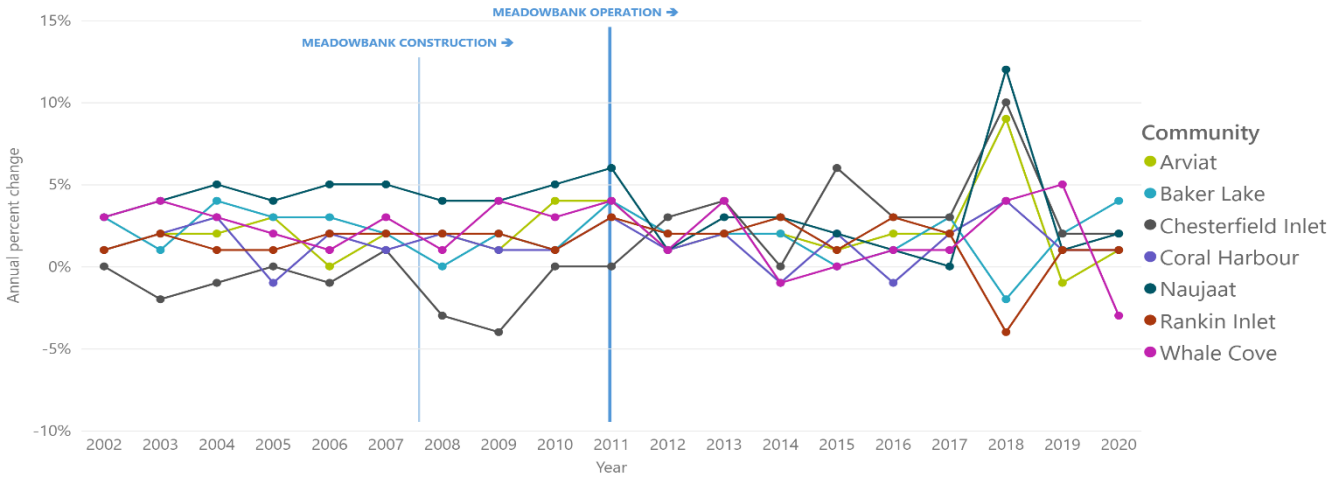
Chart 29. Population estimates of Rankin Inlet and Baker Lake, Inuit and non-Inuit.




(Statistics Canada, 2016c)

Chart 30 shows the annual (year-over-year) percent change in the population estimates for Kivalliq communities.

Chart 30. Annual percent change in population estimates of Kivalliq communities




(Statistics Canada, 2021)

## Interpretation

Population change results from the interaction of three variables: births, deaths, and migration. Migration can be for economic or other reasons. The ratio of Inuit to non-Inuit in Rankin Inlet and Baker Lake has remained relatively stable over the past number of years, though the data points to a slight increase in the proportion of Inuit in these two communities in the years leading up to 2016 (the latest year for which data is available).

There was a large change in annual percent change in population across most of the region's communities in 2018, but by 2019 and through 2020 the change in population had resumed to its historical pattern. In 2020, the average annual percent change in population across Kivalliq communities was 1.1%, down slightly from 1.6% in 2019. The cause of the 2018 break from the historical pattern is not known.

At this time, Agnico Eagle's employee migration data indicates minimal impact on Kivalliq communities. Based on available and current data, there is no indication of mining-induced in-migration, in line with EIS predictions for both Meadowbank and Whale Tail, but counter to the prediction for Meliadine. However, it is possible that increases in out-of-territory individuals on a temporary basis – for example, contractors or southern-based mining employees in communities for special projects or on shift – may lead to an increased presence of others in communities for short periods of time; these individuals would not be counted in the migration numbers.

# 7 Individual and Community Wellness

## IMPACT / GOAL STATEMENT

Contribute and collaborate to enhance individual and community wellness

## OVERARCHING FEIS PREDICTIONS

***Meadowbank***: "Potential impacts on individual and community wellness are complex, far reaching, and given human nature, difficult to predict with certainty. Individual and community wellness is intimately associated with potential impacts on traditional ways of life as discussed above. In addition, however, individual decisions on the use of increased income, household management in relation to rotational employment, migration, public health and safety, disturbance particularly during the construction phase, and Cumberland's support for community initiatives are being negotiated in the IIBA are [sic] the other drivers that have the potential to effect [sic] individual and community wellness." (Cumberland Resources Ltd., 2006, p. 123)

***Whale Tail***: "Project incomes may adversely affect family and community cohesion through social ills (e.g., substance abuse, sexual misconduct, family violence, crime);" Incomes may also "exacerbate income inequality, social disparity, and, potentially, related conflict in families and crime in communities." (Golder Associates, 2016, 3-C-38). "Project rotational employment may adversely affect family and community cohesion related to extended time away from family and community." (Golder Associates, 2016, 3-C-38) "Expansion Project-induced in-migration could increase demand for housing in Baker Lake and Rankin Inlet… dependant on scale of speculative migration." (Golder Associates, 2018, p. 18)

***Meliadine***: The "Project may contribute to weakening of traditional culture." (Golder Associates, 2014, p. 1-C-46)

"The Project may result in a reduction of cohesion due to higher levels of inequality in the family or community." (Golder Associates, 2014, 1-C-50)

## TRENDS & INTERPRETATIONS

| | MBK / WT trends | | | Meliadine trends | | |
|---|---|---|---|---|---|---|
| **Metric** | Pre-dev | Post-dev | Last year | Pre-dev | Last year | **Overview and interpretation** |
| 7.1 Agnico Eagle Programs | | | | | | |
| Agnico Eagle wellness programs offerings & utilization by project employees | N/A | N/A | N/A | N/A | N/A | Agnico Eagle continues to offer a variety of wellness programs to both employees and community members. Where data can be and are collected, all programs have seen some usage by their intended audience. |
| Agnico Eagle wellness programs offerings & utilization by community members | N/A | N/A | N/A | N/A | N/A | |
| 7.2 Perceptions of health & wellness | | | | | | |
| Self-reported effect of project on health & wellness | N/A | N/A | / | N/A | / | At least 80% of Inuit employee survey respondents believe Agnico Eagle has created a positive work environment driven by respect, indicate they are happy at work, and say they have shared positive work values with youth at home or in the community. There do not appear to be significant systemic impacts on relationships related to working at Agnico Eagle (based on survey responses). Inuit employee survey respondents worry the most about family and financial situations, and some struggle with loneliness; work-related difficulties impact fewer than 25%.Nearly 60% of Inuit survey respondents reported that they did not save any money over the last year, and two thirds of survey respondents reported that they did not seek or receive financial advice in the past year. |
| 7.3 Criminal violations | | | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| Criminal violations per hundred people by Kivalliq community | / | / | / | / | / | By 2018, the latest year for which data are available, crime rates across the Kivalliq region averaged 25.1 violations per 100 people, a rate higher than even 2011 when Baker Lake and Ranking Inlet were having historical spikes in rates. Each of Arviat, Baker Lake and Rankin Inlet exhibit a “U-shape” in their curves between highs around 2010 to 2012, lows in the mid-2010s, and then a resumption in higher rates by the late 2010s.These patterns roughly coincide with Agnico Eagle mine construction. |
| Criminal violations per hundred people by type (Baker Lake, Rankin Inlet, Chesterfield Inlet) | | | | | | |
| *Baker Lake* | → | / | ↑ | → | ↑ | |
| *Rankin Inlet* | → | / | ↑ | → | ↑ | |
| *Chesterfield Inlet* | ↑ | / | ↓ | ↑ | ↓ | |
| 7.4 Health centre visits | | | | | | |
| Health centre/clinic visits by Kivalliq community by reason for visit | ↓ | ↑ | N/A | ↑ | N/A | No new data has been gathered for this year’s monitoring report. The following summary is repeated from last year’s monitoring report.<br><br>Changes in the number of individual visits to health centres by reason for the visit can provide some indication of individual and community wellness. From 2009 to 2016, the number of health centre visits increased for a number of different types of services, including for: mental health and behavioural disorders (240% increase), signs of symptoms of illness (cause unknown; 76% increase), musculoskeletal system diseases (60% increase), and injuries and poisonings (39% increase). A number of factors may be contributing to these changes, including but not limited to: increased needs for medical care due to changes in community health, increased capacity of health centres (size, services), greater awareness of available health services, and willingness to seek help. |
| 7.5 Housing | | | | | | |
| Persons on waitlist for public housing by community | / | / | / | / | / | While there is potential for mining projects to impact housing supply and demand, (e.g., through changes in income, increased in and out migration, private investment) there is not enough data to draw conclusions on impacts to housing in the territory. |
| 7.6 Food security | | | | | | |
| Food security by region or community | N/A | N/A | N/A | N/A | N/A | No new data has been gathered for this year’s monitoring report. The following summary is repeated from last year’s monitoring report.<br><br>While there is no available year-over-year data on food security in Kivalliq communities, Agnico Eagle projects offer potential pathways that may positively impact food security in the Kivalliq. This includes providing employees with healthy food choices while on site, increasing household incomes which makes food more affordable, and enhancing the availability and accessibility of country food. However, 59% of Inuit survey respondents reported that they were worried their food would run out before they got more money all, most or some of the time, and only 22% never worried about running out of food. |
| 7.7 Suicide | | | | | | |
| Suicides per 10,000 people by region | / | → | / | → | / | The factors contributing to suicide are numerous and complex, so it is difficult to assess impacts of Agnico Eagle’s projects on suicide rates. Community suicide rates (e.g., for Baker Lake) are highly variable from year to year, but there is a persistent and territory-wide suicide crisis in Nunavut. |

## Understanding the trends & interpretations table

| Time horizon | Direction |
|---|---|
| **Pre-dev**: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)<br><br>**Post-dev**: trend from the onset of operation of Meadowbank (2010). As Meliadine operation began in 2019, post-development trends are not yet presented.<br><br>**Last year (LY)**: movement from 2019 to 2020 | ↑ Increasing<br>↓ Decreasing<br>→ Remaining stable<br>**/** No discernable trend<br>**N/A** Not applicable |

## Existing Management and Mitigation

A number of programs are in place to encourage individual and community wellness in the Kivalliq region, such as site tours for Kivalliq residents, community liaisons, and counselling programs. A complete list of programs is provided at the end of this report.

## 7.1 Agnico Eagle Programs

### Predictions

| MEADOWBANK | WHALE TAIL | MELIADINE |
|---|---|---|
| There are no predictions in the Meadowbank FEIS regarding community wellness programs and usage at Meadowbank. | “The Project will continue existing individual and family wellness programming (e.g., Employee Family Assistance Program).” (Golder Associates, 2016, pp. 3-C-38) | There are no predictions in the Meliadine FEIS regarding community wellness programs and usage at Meliadine. |

### Data & Trends

Agnico Eagle provides a variety of wellness programs for both community members and employees:

- Mental Health First Aid Training sessions at both sites, given by external trainers, staff, and key health community stakeholders (nurses, RCMP, KIA);
- Preventative health outreach, including sexual health and mental health information and resources;
- Employee Family Assistance programs (used 208 times in 2020 across the two projects, up from 38 times in 2019), including financial literacy training;
- Work Readiness, which includes financial literacy training;
- Overnight site visits for spouses of employees over Christmas and New Year’s at Meadowbank; and
- Elder visits, including for special events.

Descriptions of these programs are detailed in the existing management and mitigation section at the end of the report.

### Interpretation

Agnico Eagle continues to provide individual and family wellness planning. However, the extent to which these programs are used is not well known. It is known that all programs have been used at least once, and that only 9% of Inuit employees have used the Employee and Family Assistance program. The limited evidence of program uptake may be due to limited awareness among Inuit employees about these programs.

## 7.2 Perceptions of health & wellness

### Predictions

| MEADOWBANK | WHALE TAIL | MELIADINE |
|---|---|---|
| There are no predictions in the Meadowbank FEIS regarding the perceptions of health and wellness in the Kivalliq region. | There are no predictions in the Whale Tail FEIS regarding the perceptions of health and wellness in the Kivalliq region. | "Perceptions of Project effects may lead to mental stress and changes in behaviour (i.e., diet).” (Golder Associates, 2014, p. 1-C-48) |

## Data & Trends

As part of the revised SEMP, Agnico Eagle developed an Inuit employee survey to gather data and insights on the perceptions of the projects' impacts on culture and traditional lifestyle, along with other topics. The survey was conducted in 2019.

A majority of survey respondents (58%) indicated that they believed that Agnico Eagle had a neutral impact on their community; 41% believed the impact to be positive, and only one respondent responded negatively. Respondents from Baker Lake and Arviat were more likely to respond positively.

Regarding workplace culture and values, 84% of respondents strongly (60%) or somewhat (24%) agreed that respect and consideration of others and positive working relationships were encouraged in the workplace. Women were 15% more likely to strongly agree than men. Similarly, 83% of respondents strongly or somewhat agreed that there were shared goals and a shared vision in the workplace. Over 80% of Inuit employees reported that they had discussed important work values (working hard, being on time, being safe) with children and youth in their homes and communities. Female employees were slightly (<4%) more likely to share these messages.

Regarding mental health and wellness, 80% of respondents felt happy at the mine all or most of the time in the last year. Only 2% were not happy much of the time. Seventy-seven percent reported that they spent time at the mine with someone they like some, most, or all of the time. While 66% had someone to talk to if they felt worried or needed support at the mine some, most, or all of the time, women were 13% more likely to have that support than men.

Worrying about their family situation is one of the most difficult things at work for 54% of Inuit employees, both men and women, with loneliness and worries about their financial situation also noted as significant difficulties. While 67% of respondents reported that they worried about losing their job some, most, or all of the time, less than 25% reported a work-related issue as the most difficult (such as challenges with camp life, type of work, or relationships with supervisors and colleagues). One respondent mentioned the use of French in the workplace as a difficult issue.

Regarding personal relationships, out of 93 respondents, nearly half (47%) reported that their personal relationships were about the same since starting to work at the mine. Nearly an equal number reported that their relationships were better (19%) and worse (17%). Women were twice as likely to report a positive impact on relationships (26% for women to 13% for men), and men were more likely to report a negative impact than women (19% to 13%). Within communities, employees from Arviat were slightly more likely to report improved relationships (29%) than those from Baker Lake or Rankin Inlet (19% for both).

Regarding financial health, many survey respondents reported that they were struggling with paying bills and debt. Twenty percent reported that they can't pay most of their bills on time and were falling behind on debt, with 44% occasionally falling behind. Fifty-nine percent of Inuit employees did not save any money in the past year. Sixty-six percent of Inuit employees did not seek financial advice in the past year. While 24% of employees were not interested in financial advice, 67% of Inuit employees felt that they were held back for various personal and other reasons that could likely be addressed, including: "I didn't know where to start", "I didn't feel comfortable talking about money", and "there is no financial advice in my workplace or community". Nearly half of women (48%) did not know where to start with financial planning. Men were 10% more likely to not be interested in financial advice (29%, versus 19% for women). In the different communities, no Rankin Inlet employees reported a lack of access to financial advice, whereas roughly 25% of Arviat and Baker Lake employees said there was no financial advice in their community or workplace.

## Interpretation

While now a year old, there were some positive results in the Inuit employee survey relating to work and Agnico Eagle's workplace culture. Limited negative impacts were reported. However, employees still indicated that they had significant worries and difficulties, though these challenges were closely related to non-work matters. At least 80% of survey respondents believed that Agnico Eagle had created a positive work environment driven by respect, were happy at work, and had shared positive work values with youth at home or in the community. These results should be shared and celebrated.

Although there are no data to compare whether conversations on work values (i.e., regarding working hard, being on time, or being safe) were happening before the mines opened, or whether the same messages are being delivered by non-mining employees, it is encouraging that these values were being so widely shared by Inuit employees. It is possible that there could be a generational impact on work values in the community.

According to the survey, there did not appear to be any significant systemic impacts on relationships related to working at Agnico Eagle, as nearly half reported no change, and the rest of responses were split between perceptions of positive or negative impacts. Women were slightly more likely to see positive changes in relationships, and men more likely to see negative changes.

In terms of difficulties at work, issues related to work (e.g., conflict with colleagues or supervisors) were cited as significant by less than 25% of Inuit respondents. Inuit employees worried the most about family and financial situations, and some struggled with loneliness. These results differed from typical sources of mental stress: a recent study estimates that the primary cause of mental illness across Canada is workplace stress (Mental Health Comission of Canada, 2018). In terms of addressing stress, two-thirds of Inuit survey respondents indicated that they had someone they could rely on for personal support at work, with women more likely to have support than men. The difference between this high figure and the limited use of the employee assistance program (estimated at 9%, see s.7.1) should be considered: there may be cultural factors related to the need for in-person or personal relationships when addressing personal issues). In general, employee assistance programs tend to be underused, as the study referenced above indicated that even for employees with a mental health problem, less than 20% used employee assistance programs whereas 82% sought professional treatment.

In 2020, Meadowbank brought a psychologist to site twice a month. Meliadine was expected follow suit but with COVID-19 this was not undertaken. Mental health was addressed to the extent possible in 2020 through various site-wide communications, such as the Daily Communicator, and through WiFi access being opened sitewide as opposed to just in common areas so that employees could more readily stay in contact with their family while at work. In 2020, Meliadine nurses were providing consultation and support for various concerns including emotional support for workers dealing with stress in the workplace as well as stress at home or struggling with other their mental health issues. It may be worth exploring whether expanding a program like Elder Visits or access to in-person professional treatment is more appropriate and effective than remotely provided personal support to address employees' stress.

Two thirds of Inuit survey respondents did not seek financial advice in the past year, nearly 60% did not save any money, and over half did not know where to start or were not aware of financial planning in their community or workplace. This result underscores the importance of providing further access to financial literacy programs and supports.

Overall, the data do not seem to support the Meliadine EIS prediction that the project will lead to increased mental stress and changes in behaviour. Future monitoring of this subcomponent would benefit from more targeted data collection concerning individuals' perceptions of project effects, mental stress, and behavioural change.

## 7.3 Criminal violations

### Predictions

**MEADOWBANK**

There are no specific predictions in the Meadowbank FEIS regarding criminality in the Kivalliq region.

**WHALE TAIL**

“Project incomes may exacerbate …crime in communities.” (Golder Associates, 2016, pp. 3-C-38)

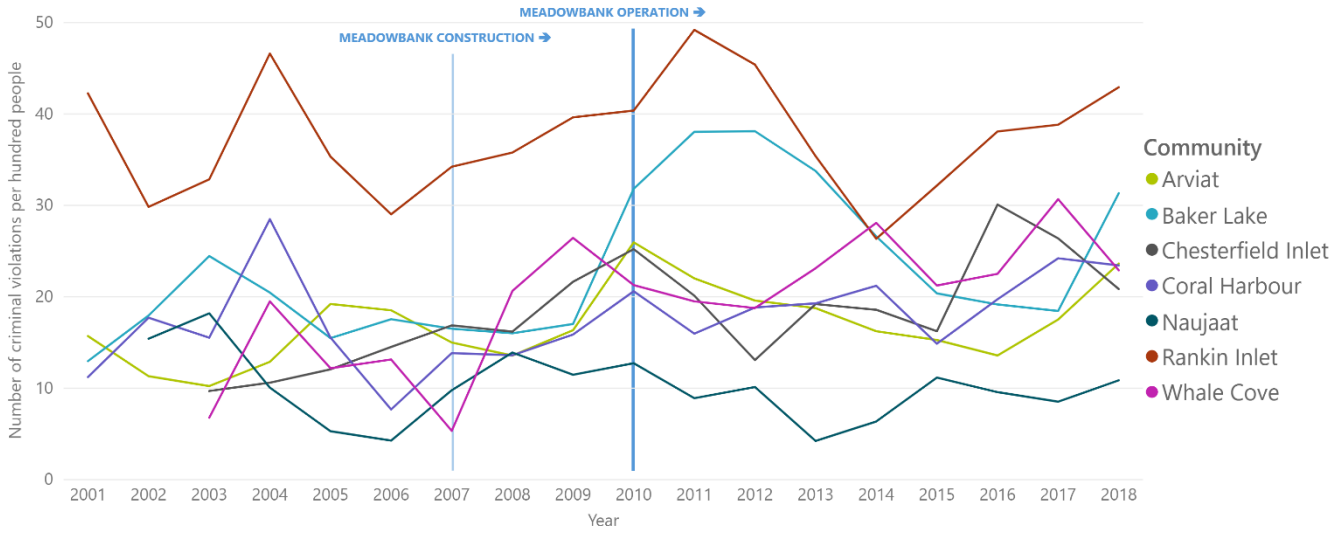
**MELIADINE**

"The Project may result in increased social inequality leading to higher crime rates." (Golder Associates, 2014, p. 1-C-49)

### Data & Trends

Chart 31 shows the criminal violations rate (number of violations per 100 people[8]) for each community in the Kivalliq region from 1999 to 2018, the latest year for which data is available.

Chart 31. Criminal violations per hundred people by Kivalliq community

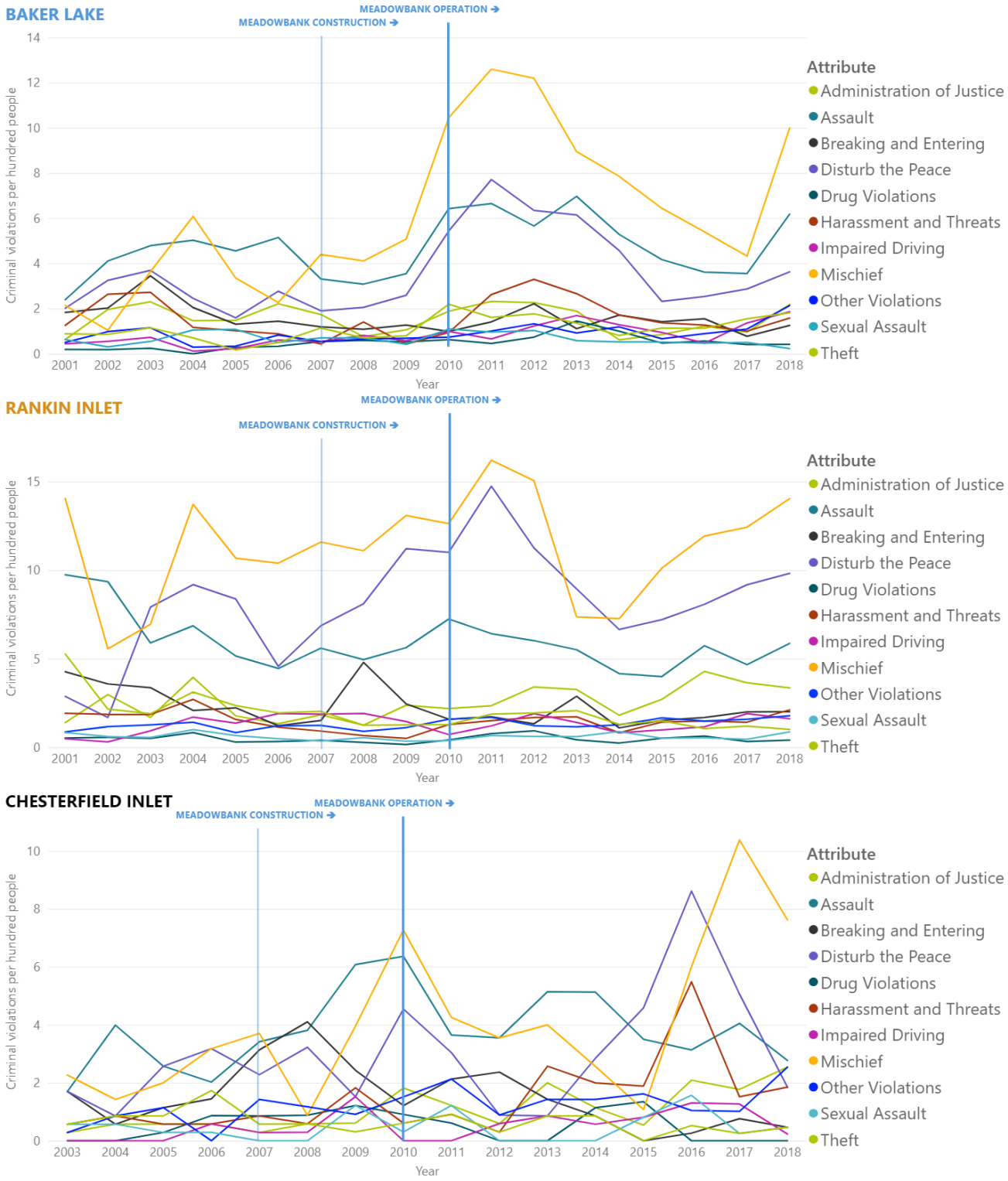



(Statistics Canada, 2018a)

Chart 32 shows the criminal violations rate by type for Baker Lake, Rankin Inlet and Chesterfield Inlet to 2018, the latest year for which data is available.

[8] Note that StatsCan provides criminal violation data per 100,000 people. The report authors use a per 100 people measurement that is more intuitive in a Nunavut context

Chart 32. Criminal violations per hundred people by type (Baker Lake, Rankin Inlet, Chesterfield Inlet)




(Statistics Canada, 2018b)

### Interpretation

By 2018, the latest year for which data are available, crime rates across the Kivalliq region averaged 25.1 violations per 100 people, a rate higher than even 2011 when Baker Lake and Ranking Inlet were having historical spikes in rates. Each of Arviat, Baker Lake and Rankin Inlet exhibit a “U-shape” in their curves between highs around 2010 to 2012, lows in the mid-2010s, and then a resumption in higher rates by the late 2010s.These patterns roughly coincide with Meadowbank mine construction.

There are a number of factors that may explain any potential impact of Agnico Eagle projects on crime rates. Additional expendable income can lead to alcohol and drug abuse and intensify existing social problems such as violence; a high percentage of police call-outs are believed to be related to alcohol (Buell, 2006). A recent study (Godfrey, 2017) supports this, finding that proximity of mines has a larger impact on an individual’s average alcohol consumption per week than proximity to casinos or bars. The latter study found that alcohol consumption in communities within 40km of a mine tended to be approximately 1.7 drinks per week higher, but the study did not find this pattern in mines greater than 40km from a community, limiting the applicability of the results to Meliadine and Rankin Inlet.

Overall, the EIS predictions of increased crime were accurate for the initiation of the mining, but fortunately crime rates have returned to their pre-mining rates thus far.

## 7.4 Health centre visits by reason for visit

### Predictions

**MEADOWBANK**

“The potential public health and safety impacts of the project, of unknown magnitude, are negative, and, because there is such high impact at the individual level in the event that a risk is realized, the effects must be considered long term and of high significance.” (Cumberland Resources Ltd., 2006, p. 126)

**WHALE TAIL**

“Project-induced migration can increase demand for social and healthcare services…[but] no Project employment-driven migration or population change is anticipated.” (Golder Associates, 2016, pp. 3-C-39)

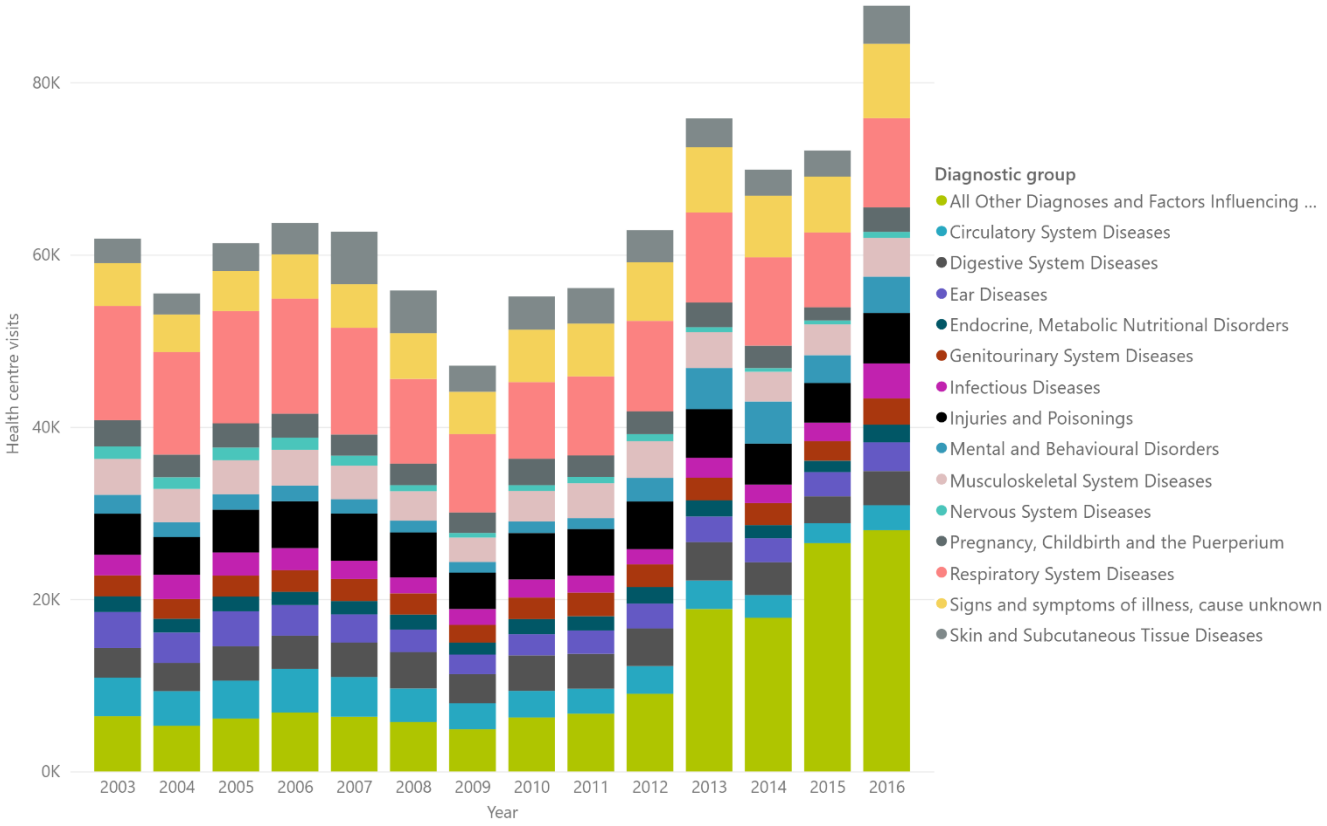
**MELIADINE**

There are no specific predictions on the use of GN Health services from a wellness perspective in the Meliadine FEIS, although other relevant predictions are provided in VSECs 8 and 9.

### Data & Trends

Chart 33 below provides an overview of health center visits by reason for visit to 2016, the latest year for which data is available.

Chart 33. Kivalliq community health center visits by reason for visit




(GN Department of Health, 2018)

### Interpretations

Changes in the number of individual visits to health centres by reason for the visit can provide some indication of individual and community wellness. From 2009 to 2016, visits for mental health and behavioural disorders more than tripled, signs of symptoms of illness (cause unknown) increased by 76%, musculoskeletal system diseases increased by 60%, and injuries and poisonings increased by 39%. A number of factors may be contributing to these changes, including but not limited to: increased needs for medical care due to changes in community health, increased capacity of health centre (size, services), greater awareness of the health services, and willingness to seek help. Without additional information, it is difficult to attribute changes in health centre use to Agnico Eagle's Kivalliq Projects.

## 7.5 Housing

### Predictions

| MEADOWBANK | WHALE TAIL | MELIADINE |
|---|---|---|
| There are no predictions in the Meadowbank FEIS | "Project-induced migration can increase demand for housing and associated crowding...[but] no Project employment-driven | "Project may induce in-migration to Rankin Inlet leading to overcrowding of housing and detrimental public |

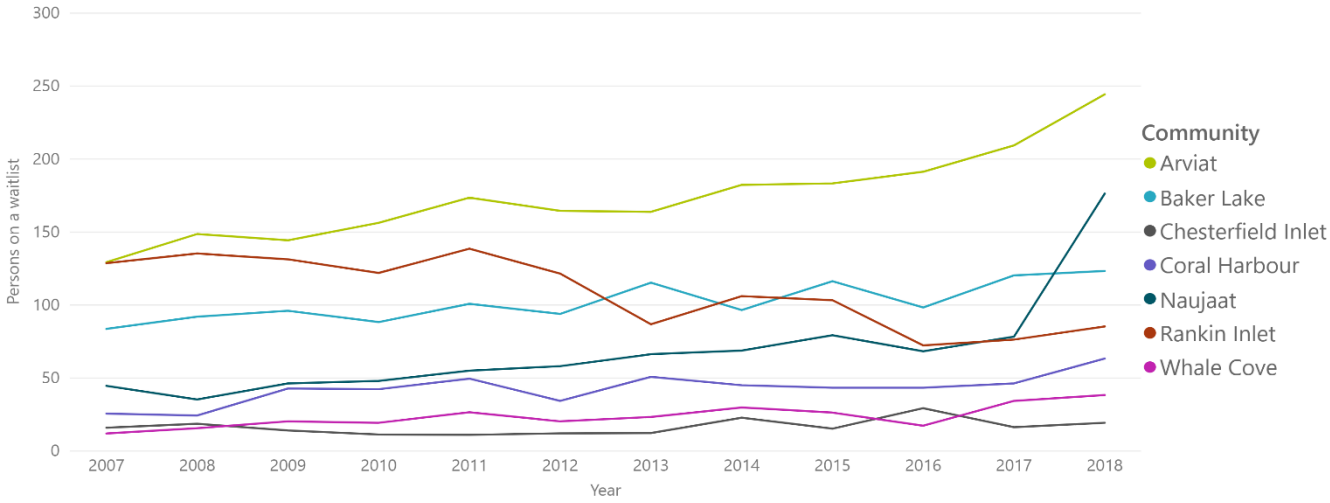
| | | |
|---|---|---|
| regarding housing in the Kivalliq region. | migration or population change is anticipated." (Golder Associates, 2016, pp. 3-C-39) | health effects." (Golder Associates, 2014, p. 1-C-48) |

## Data & Trends

Sections 6.1 and 6.2 relayed the minimal population and migration effects of the project, and data on housing in the region provides further perspective on Agnico Eagle's effects on housing in the region.

Chart 34 shows the number of people in the Kivalliq region who were on a waiting list for public housing, broken down by community.

Chart 34. Persons on waitlist for public housing by community




(Nunavut Housing Corporation, 2018)

The 2019 Inuit and Nunavummiut employee survey asked several questions regarding housing. With respect to their type of housing, 53 respondents (66%) indicated that they lived in public housing, 12 in a house owned by a friend/family, seven (8%) owned their houses, seven rented from a private company, and one responded that they were not sure. Fourteen of the respondents (18%) indicated that they had changed their type of housing in the last 12 months. At the time of this report, data on overcrowding rates in Kivalliq communities were not available.

## Interpretation

In 2019, 55% of Nunavut's 38,873 people lived in public housing[9], which is generally in line with the 66% of Inuit survey respondents who reported living in public housing.[10] The 2016 national census showed that 56% of Nunavut residents lived in overcrowded homes, and 34% lived in homes requiring major repairs.[11] Data are unavailable on the number and percentage of Kivalliq community residents living in public housing.

[9] Nunavut Housing Corporation Annual Report 2018-2019; January 8, 2020 StatsUpdate, Nunavut Bureau of Statistics

[10] Discrepancies may stem from the fact that the Inuit and Nunavummiaut employee survey did not sample a representative group of the population.

[11] Inuit Nunangat Housing Strategy, April 2019.

Housing in Nunavut is largely government owned and controlled, and this is reflected in the high number of Agnico Eagle employees who live in public housing. The dynamics of housing supply and demand in response to changes in individual income are different than those one might expect in other housing markets in Canada.

The number of persons on a waitlist for housing has been increasing gradually in Baker Lake and more significantly in Arviat since 2010. In 2018, Naujaat saw a significant increase in the housing waitlist, with 94 individuals added to the list (126% change from 2017). While the waitlist for Rankin Inlet decreased from 2011 to 2016, it increased in 2017, with 13 individuals added. Based on housing needs as a percentage of housing stock, the Kivalliq communities with the highest needs are Arviat, Rankin Inlet, and Whale Cove ('critical need'), Coral Harbour ('serious need'), and Baker Lake and Chesterfield Inlet ('less severe need').

One positive housing indicator in the Kivalliq region is the number of months of outstanding rent on public housing. At 14 months, it is less than half of the 31 months of Qikiqtaaluq and 29 months of Kitikmeot. It is possible that the increased income from mining in the Kivalliq has enabled Inuit employees in public housing to pay rent more regularly compared to other regions.[12]

While there is potential for mining projects to impact housing supply and demand, the data presented here as well as earlier in sections 6.1 and 6.2 suggest that the Agnico Eagle projects are not having any substantial adverse effect on housing.

## 7.6 Food security

### Predictions

**MEADOWBANK**

There are no predictions in the Meadowbank FEIS specifically related to impacts on the consumption of country foods.

**WHALE TAIL**

"Project incomes may enhance individual and community wellness by providing access to… nutritious food." (Golder Associates, 2016, pp. 3-C-38)

**MELIADINE**

- "The Project will have a negative effect on food security in that perceptions of the Project may lead to mental stress and changes in behaviors (i.e., diet)." (Golder Associates, 2014, p. 113)
- "Project employment may increase time and resources available for harvesting nutritious country foods." (Golder Associates, 2014, p. 1-C-46)

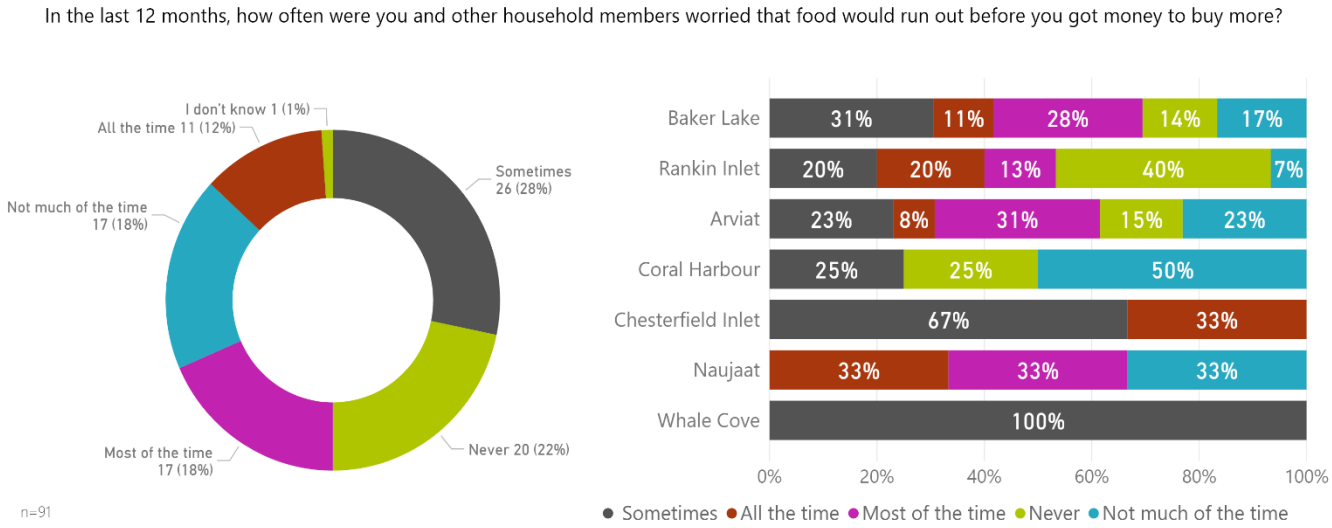
### Data & Trends

Research has shown that food insecurity is closely linked to poor nutrition, which can lead to negative mental and physical health outcomes. Since the initiation of monitoring, Nunavut has consistently had the highest rates of food insecurity. The latest data in Nunavut – for 2014 – indicated that 46.8% of households were food insecure, nearly four times the national average at the time (St-Germain, Galloway, & Tarasuk, 2019). However, there is currently no source of annual government data on food security in the Kivalliq region or for individual Kivalliq communities.

Chart 35 below presents the 2019 Inuit and Nunavummiut Survey results pertaining to food security. Fifty-nine percent reported that they were worried their food would run out before they got more money all, most or some of the time, and only 22% never worried about running out of food.

[12] Nunavut Housing Corporation Annual Report, 2018-2019

Chart 35. Survey results pertaining to food security




(Agnico Eagle Inuit Survey, 2019)

### Interpretation

The Nunavut Food Security Coalition outlines the four components of food security as "*availability* (enough wildlife on the land or groceries in the store), *accessibility* (adequate money for hunting equipment or store-bought food, and the ability to obtain it), *quality* (healthy food that is culturally valued), and *use* (knowledge about how to obtain, store, prepare, and consume food)." (Nunavut Food Security Coalition, 2014). There is no available year-over-year data on food security in Kivalliq communities, but Agnico Eagle projects do offer potential pathways that may impact food security in the Kivalliq, including providing employees with healthy food choices while on site, increasing household incomes, allowing for greater food purchasing, and enhancing availability and accessibility of country food. Agnico Eagle also operates a bazaar at each camp, which provides snacks and other foods to employees. If the Inuit employee survey continues, it could provide a good representation of the level of food insecurity of Agnico Eagle employees in future years.

Overall, the data suggest that the Agnico Eagles projects may contribute to food insecurity, but more data is necessary to establish this connection, given the longstanding food insecurity in the region.

## 7.7 Suicide

### Predictions

#### MEADOWBANK

There are no specific predictions in the Meadowbank FEIS regarding suicide in the Kivalliq region.

#### WHALE TAIL

There are no specific predictions in the Whale Tail FEIS regarding suicide in the Kivalliq region.

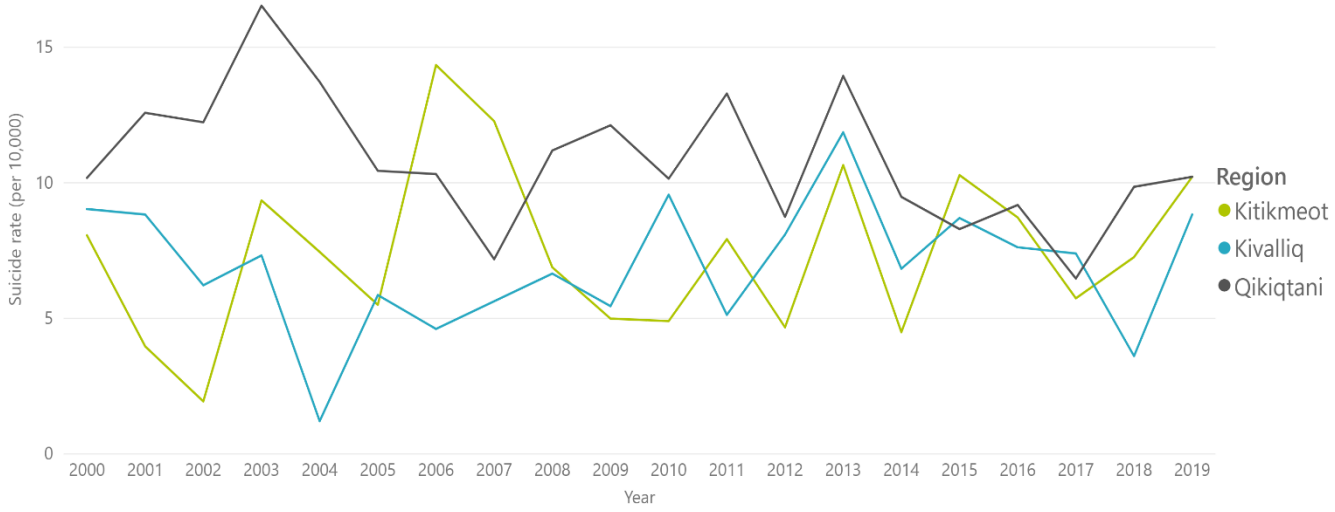
#### MELIADINE

There are no specific predictions in the Meliadine FEIS regarding suicide in the Kivalliq region.

### Data & Trends

Chart 36 shows the suicide rate per 10,000 people by region from 2000 to 2019, the latest year for which data is available.

Chart 36. Suicides per 10,000 people by region




(Department of Justice, 2020)

## Interpretation

Suicide rates in Nunavut remain at crisis levels, ranging from 5 to 25 times the rate of suicide in Canada (NTI, 2016). As shown in Chart 36, the 2019 suicide rates in the Qikiqtani and Kitikmeot regions are similar to rates in the year 2000. In 2019, the Kivalliq region had the lowest suicide rate in Nunavut, but only marginally, increasing from the 2018 which had the lowest suicide rate since 2004 for the Kivalliq region. Underlying risk factors are numerous and long-standing; they range from the effects of historical trauma and its symptoms to the high rates of child sexual abuse, alcohol and drug use, poverty, high school dropout rates, and the cultural losses brought about by residential schools and forced relocations.

Due to the persistent and territory-wide nature of this crisis, it is difficult to assess the impacts of Agnico Eagle's projects on suicide rates in Kivalliq communities (Eggerston, 2015). Furthermore, given the small populations of Kivalliq communities and the highly variable numbers of suicides observed in each community, short-term trends are difficult to discern. The number of suicides in the Kivalliq region each year from 2010 to 2019 were: 9, 5, 8, 12, 7, 9, 8, 8, 4, and 9.

In July of 2016, NTI released the National Inuit Suicide Prevention Strategy, which sets out a series of actions and interventions to address the high number of deaths by suicide among Inuit. The Strategy promotes a shared understanding of the context and underlying risk factors for suicide in Inuit communities and guides policy at the regional and national levels on evidence-based approaches to suicide prevention (NTI, 2016).

# 8 Health and Safety

## IMPACT / GOAL STATEMENT

Strong health and safety culture. Zero workplace accidents.

## OVERARCHING FEIS PREDICTIONS

***Meadowbank***: The FEIS considers both the health and safety of workers and the public and recognizes that one may affect the other. “Health and safety of workers and the population at large is subject to legislation and perhaps more importantly to best practices. Health and safety training also has applications in personal life – workers often not only use new health and safety training on-the-job, but also at home in the course of daily tasks.” (Cumberland Resources Ltd., 2006, p. 126)

***Whale Tail***: “The Expansion Project may improve worker and public health and safety.” (Golder Associates, 2018, p. 13)

***Meliadine***: “Project health and safety training may improve health and safety at mine site and outside of the workplace.” (Golder Associates, 2014, p. 1-C-49)

## TRENDS & INTERPRETATIONS

| | MBK / WT trends | | | Meliadine trends | | |
|---|---|---|---|---|---|---|
| **Metric** | Pre-dev | Post-dev | Last year | Pre-dev | Last year | **Overview and interpretation** |
| 8.1 Health and safety training | | | | | | |
| Average mandatory training hours per FTE provided to Agnico Eagle Inuit employees | N/A | ➔ | 🡻 | / | 🡹 | In general, the level training of Inuit employees has been rising over time. However, mandatory training hours at Meadowbank / Whale Tail and Meliadine declined in 2020, largely due to the Nunavummiut workforce being sent home due to COVID-19. |
| 8.2 Health and safety on-site | | | | | | |
| Average (per-FTE) visits by project Agnico Eagle employees to clinic for work-related or other reasons | N/A | 🡹 | 🡹 | 🡻 | 🡹 | Since they have been offered, approximately 80% of visits to Agnico Eagle clinics, at both Meadowbank / Whale Tail and Meliadine, have been for non-work-related conditions, indicating that these clinics serve an important function in addressing the general health needs of workers. Clinic visits at Meadowbank / Whale Tail and Meliadine rose significantly in 2020, with work-related visits doubling and more than doubling, respectively. |
| Project combined lost-time and light duty accident frequency (per 200,000 person-hours) | N/A | / | 🡻 | / | 🡻 | The lost time and light duty accident frequency rate (incidents per 200,000 person-hours worked) at Agnico Eagle projects declined slightly to 1.48 in 2020 from 1.64 in 2019. Note that 2019 still involved a significant amount of construction. |

### Understanding the trends & interpretations table

| **Time horizon** | **Direction** | | | |
|---|---|---|---|---|
| **Pre-dev**: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine) | 🡹 | Increasing | / | No discernable trend |
| **Post-dev**: trend from the onset of operation of Meadowbank (2010). As Meliadine operation began in 2019, post-development trends are not yet presented. | 🡻 | Decreasing | **N/A** | Not applicable |
| **Last year (LY)**: movement from 2019 to 2020 | ➔ | Remaining stable | | |

## Existing Management and Mitigation

A number of training programs are in place to support a strong health and safety culture and minimize health and safety incidents. A complete list of programs is provided in the Existing Management and Mitigation section at the end of this report.

## 8.1 Health and safety training

### Predictions

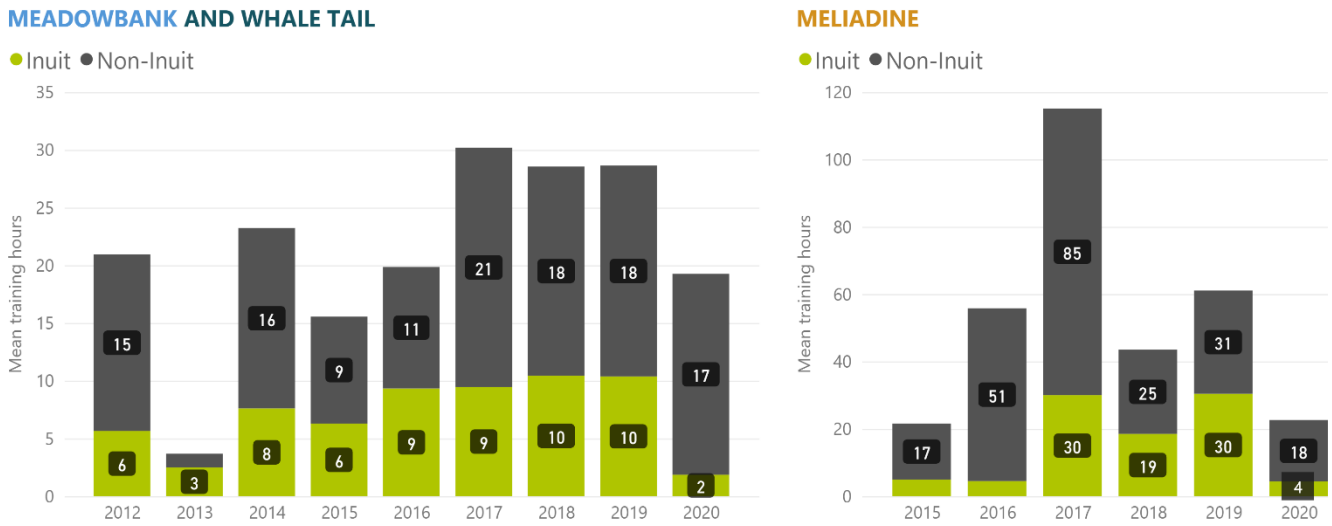
| MEADOWBANK | WHALE TAIL | MELIADINE |
|---|---|---|
| There are no predictions in the Meadowbank FEIS regarding health and safety training at Meadowbank. | "The Expansion Project may improve worker and public health and safety." (Golder Associates, 2018, p. 13) | "Project health and safety training may improve health and safety at mine site and outside of the workplace." (Golder Associates, 2014, p. 1-C-49) |

### Data & Trends

Chart 37 shows average mandatory training hours provided to Inuit and non-Inuit employees. This is calculated by putting the total number of training hours over the number of FTE employees. Mandatory training includes:

1. **Health and Safety** training includes mandatory training related to compliance with the *Nunavut Mine Act*, as well as training that is mandated according to Agnico Eagle Health and Safety policies. Many of these training sessions are offered via e-learning prior to the employee's arrival on site. Other health and safety training relevant to an individual's job is also provided on site. Site Readiness participants also undertake H&S training but because they are not employed at the mine, that time is not captured in these hours. There are three-year mandatory refresher courses for Health and Safety training.
2. **General training** consists of training activities required at a departmental level and covers many employees working in different departments. General training includes training on light duty equipment as well as enterprise software systems and cross-cultural training.
3. **Emergency Response Team (ERT) Training** consists of training for certain individuals to assist and help in any type of situation.

Chart 37. Average mandatory training hours per FTE provided to Agnico Eagle Inuit employees




(Agnico Eagle Mines, 2020a)

### Interpretation

In general, the level training of Inuit employees has been rising over time across Agnico Eagle projects. By 2020 there were ten Inuit ERT members. Mandatory training hours at Meadowbank / Whale Tail and Meliadine declined in 2020, largely due to the Nunavummiut workforce being sent home due to COVID-19.

We also note that 80% of Inuit employees responding to the 2019 Inuit employee survey indicated that they have discussed important work values – including being safe – with children and youth in their homes and communities. As discussed in section 7.3, training may offer additional benefits to employees in terms of life skills, especially among young adults.

Overall, the data indicate that Agnico Eagle is providing health and safety training, which bodes well for individuals' health and safety, discussed next in section 8.2. Furthermore, training hours is a leading indicator that does not directly inform an assessment of the impacts of Agnico Eagle's projects on the health and safety status of workers and their families outside the workplace.

## 8.2 Health and safety on-site

### Predictions

#### MEADOWBANK

There are no predictions in the Meadowbank FEIS regarding health and safety on-site at Meadowbank.

#### WHALE TAIL

"The Expansion Project has the potential to result in accidents and emergencies." (Golder Associates, 2018, p. 13)

#### MELIADINE

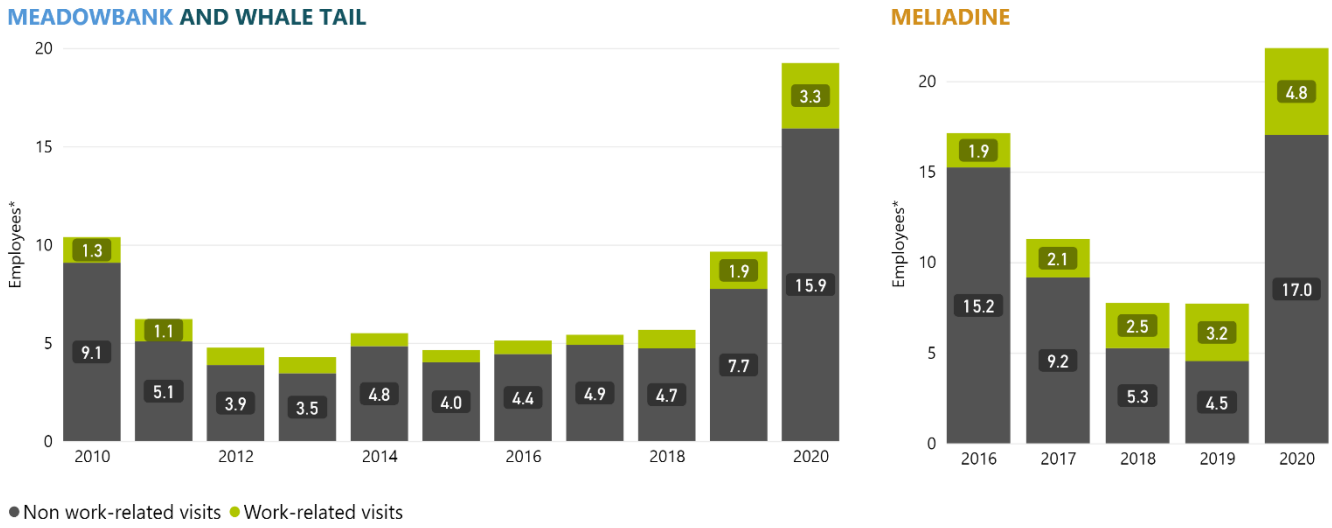
There are no predictions in the Meliadine FEIS regarding health and safety on-site at Meliadine.

### Data & Trends

The following charts provide an overview of the health and safety performance for Meadowbank / Whale Tail and Meliadine.

Chart 38 shows the visits per FTE to an Agnico Eagle clinic for work-related reasons (e.g., injuries) or other reasons (e.g., personal conditions ranging from minor ailments such as colds to severe conditions such as heart attack).

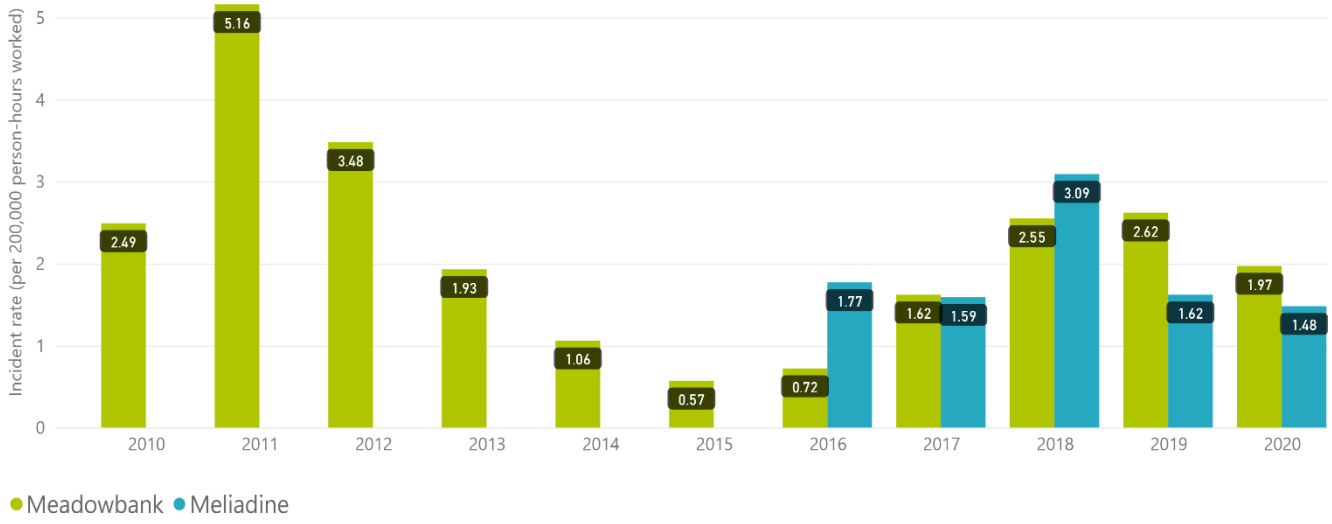
Chart 38. Average (per-FTE) visits by project Agnico Eagle employees to clinic for work-related or other reasons




(Agnico Eagle Mines, 2020a)

Chart 39 shows the combined lost-time and light-duty accident frequency on site, per 200,000 person-hours worked.

Chart 39. Project combined lost-time and light duty accident frequency (per 200,000 person-hours)




(Agnico Eagle Mines, 2020a)

## Interpretation

Usage of the Meadowbank / Whale Tail clinic was relatively stable from 2011 to 2019 but rose significantly in 2020 – doubling in usage – presumably related to COVID-19 concerns. The usage rate increased in 2019, coincident with the addition of a clinic at Whale Tail, as well as an increase in development activity at Whale Tail since February 2019, but this increase from 2018 to 2019 was smaller than the marked increase in 2020. A similar pattern is observed with the Meliadine clinic, with a more than doubling of usage in 2020 compared to 2019. The

data shown in Chart 39 indicate that there were fewer lost time and light-duty accidents in 2020 compared to 2019.

Interestingly, since they have initially been offered, approximately 70% of visits to Agnico Eagle clinics at both the Meadowbank / Whale Tail and Meliadine projects have been for non-work-related conditions. This usage pattern indicates that these clinics serve an important function in addressing community needs on top of work needs, lessening the pressure on the region's health infrastructure.

# 9 Community Infrastructure and Services

## IMPACT / GOAL STATEMENT

- Community infrastructure (transportation, energy, water, services) is maintained
- Social assistance costs are reduced during and beyond the life of the mines

## OVERARCHING FEIS PREDICTIONS

***Meadowbank***: "The impacts on social services and infrastructure, of low to medium magnitude, are considered largely positive in the medium term and of moderate significance. There is some potential for closure to have a negative impact on social service delivery." (Cumberland Resources Ltd., 2006, p. 128)

***Whale Tail***: "Project-induced migration can increase demand on physical infrastructure…[but] no Project employment-driven migration or population change is anticipated." (Golder Associates, 2016, pp. 3-C-39)

***Meliadine***: "The Project will increase demand on various public services, putting additional pressure on resources, and human resources in particular. This would have a negative effect on users. However, increased training of labour force could have a beneficial effect on capacities in the long-term." (Golder Associates, 2014, p. 1-C-53)

## TRENDS & INTERPRETATIONS

| | MBK / WT trends | | | Meliadine trends | | |
|---|---|---|---|---|---|---|
| **Metric** | Pre-dev | Post-dev | Last year | Pre-dev | Last year | **Overview and interpretation** |
| 9.1 Use of GN health services | | | | | | |
| Kivalliq community health centre visits per capita | / | / | / | / | / | It is unclear whether and to what extent Agnico Eagle's projects have impacted health centre usage in Kivalliq communities. In 2020, 26 employees were referred to community health care centres, down from 125 in 2019.<br>Since 2010, the majority of visits to Agnico Eagle clinics have been for non-work-related conditions. This indicates that these clinics may lessen the local health infrastructure burden.<br>Incidents requiring use of GN health services decreased at Meadowbank / Whale Tail (down from 16 to 4) but increased at Meliadine (up to 4 from 0) in 2020. |
| Employees referred to community health care centre (personal and work-related) | N/A | N/A | ↓ | N/A | ↓ | |
| Incidents requiring use of GN emergency health services | N/A | ↓ | ↓ | N/A | ↑ | |
| 9.2 Use of public infrastructure | | | | | | |
| Estimates of use of public physical infrastructure directly related to Project (airports, port, meeting facilities, roads) | / | / | / | / | / | The use of public physical infrastructure by Meadowbank / Whale Tail and its employees consists primarily of the use of airports and has been relatively consistent since operation began in 2010. There continue to be no indications of significant positive or negative impacts on this infrastructure.<br>There is greater use of public infrastructure in Rankin Inlet from Meliadine than in Baker Lake from Meadowbank. This is largely due to the use of the Rankin Inlet airstrip, local roads (although a bypass road has been created) and the relatively central location of the community boat launch area for barge landings as compared to Baker Lake. There continue to be no indications of significant positive or negative impacts on this infrastructure.<br>Both Meadowbank and Meliadine AWARs continue to see significant community usage. Usage of the Meadowbank AWAR increased to 2,223 times in 2020 compared to 2,134 times in 2019, and usage of the Meliadine AWAR was almost double that in 2019 (4,199 times compared to 2,439 times). Data collection for AWAR usage changed in 2019 and so the post-development trend at Meadowbank is not currently discernible. |
| All-weather access road (AWAR) | N/A | / | ↑ | N/A | ↑ | |
| 9.3 Social assistance | | | | | | |

| | | | | | | |
|---|---|---|---|---|---|---|
| Per capita social assistance expenditures by community | 🡻 | / | N/A | 🡻 | N/A | No new data have been obtained regarding social assistance, and the following summary repeats conclusions of the previous year's report. |
| Percentage of households receiving social assistance by community | 🡻 | 🡻 | N/A | 🡻 | N/A | Per capita social assistance expenditures declined in all Kivalliq communities in 2018 (the latest year for which data is available) following an increase across communities starting in 2012, though current levels are still above the historical average with the exception of Rankin Inlet. Despite declines from historical highs, social assistance data do not show a strong correlation between Agnico-related employment and social assistance requirements. |

**Understanding the trends & interpretations table**

| Time horizon | Direction |
|---|---|
| **Pre-dev**: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)<br>**Post-dev**: trend from the onset of operation of Meadowbank (2010). As Meliadine operation began in 2019, post-development trends are not yet presented.<br>**Last year (LY)**: movement from 2019 to 2020 | 🡹 Increasing<br>🡻 Decreasing<br>➔ Remaining stable<br>**/** No discernable trend<br>**N/A** Not applicable |

## Existing Management and Mitigation

Local community infrastructure and services capacity was taken into account in the project design for Meadowbank / Whale Tail and Meliadine, leading to a number of operational decisions, including having an on-site clinic at all projects as well as the on-site airstrip at the Meadowbank site. Further, a number of Agnico Eagle's economic programs are meant to improve community infrastructure and services in the long term. For example, programs which aim to increase local employment, contracting and business opportunities can reduce social assistance expenditures over time. These programs are outlined in the respective sections of this report (see VSEC 1 and 3).

## 9.1 Use of GN health services

### Predictions

**MEADOWBANK**

"Increased employment and business opportunities will result in increased income, a measure of economic security, capacity building that will contribute to employability over the long term, and improved self-image of e

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mployees and their families. This could result in reducing dependence on government social services." (Cumberland Resources Ltd., 2006, p. 128)

**WHALE TAIL**

"Project-induced in-migration could increase demand for services and infrastructure in Baker Lake and Rankin Inlet … [including] healthcare services." (Golder Associates, 2018, p. 17)

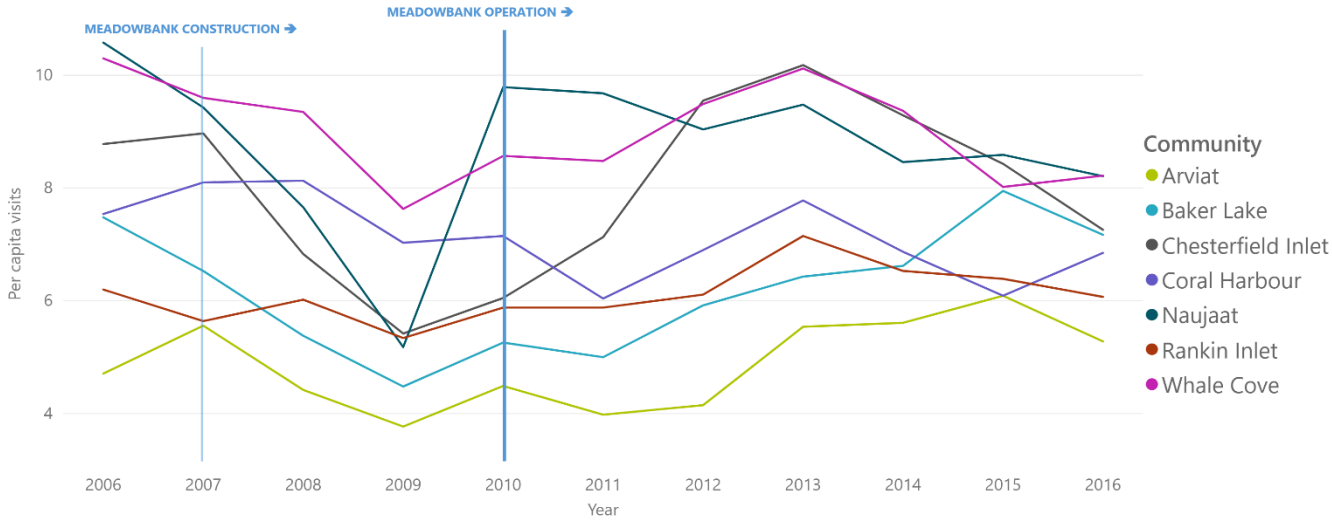
**MELIADINE**

"Project-induced in-migration may increase demand on health services." (Golder Associates, 2014, p. 1-C-58)

### Data & Trends

Chart 40 shows the number of per capita visits to community health centres in Kivalliq communities through 2016, the latest year for which data is available.

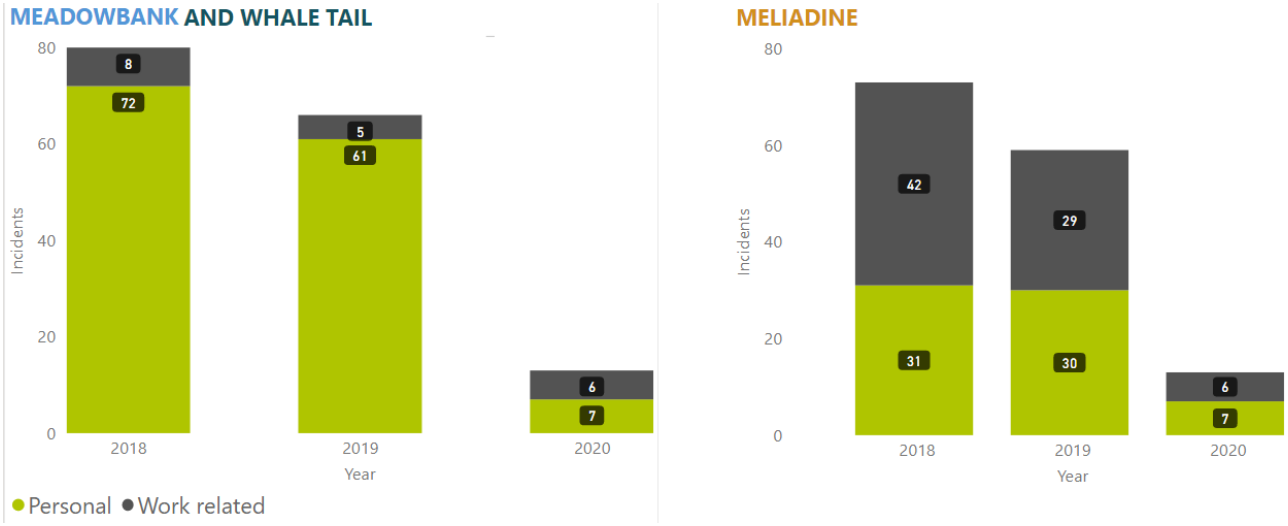
Chart 40. Kivalliq community health centre visits per capita




(GN Department of Health, 2018)

Chart 41 shows the number of Inuit employees referred to community health centre visits for both personal and work-related reasons in 2020.

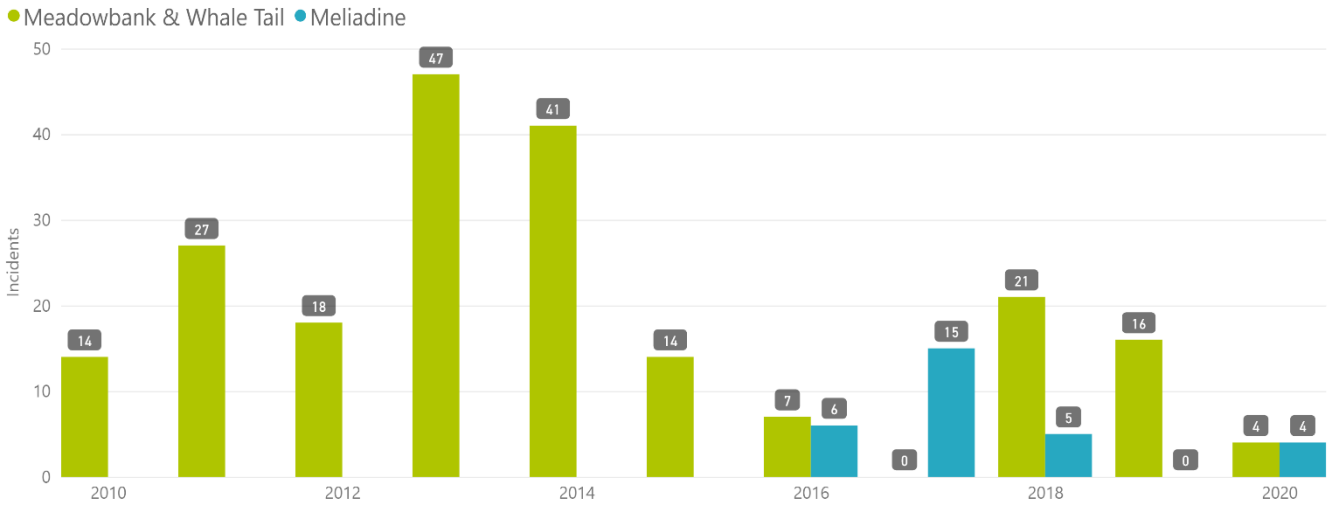
Chart 41. Employees referred to community health care centre (personal and work-related)




(Agnico Eagle Mines, 2020a)

Chart 42 shows the incidents requiring use of GN health services from 2010 to 2020.

Chart 42. Incidents requiring use of GN emergency health services




(Agnico Eagle Mines, 2020a)

### Interpretation

It is unclear whether and to what extent Agnico Eagle's projects have impacted usage of health centres in Kivalliq communities, and therefore it is unclear how the projects are performing with respect to EIS predictions. Health centre visits per capita do not show any clear trends since 2006, except for all communities generally settling into a range of 5 to 9 visits per capita per year. In 2020, 26 employees were referred to community health care centres, down from 125 in 2019. Of these 26, 16 could represent additional burden on the local health care system. This is the sum of visits undertaken by non-Inuit for both work or personal related reasons and Inuit for work-related reasons. However, since 2010, approximately 75% of visits to Agnico Eagle clinics, at both Meadowbank / Whale Tail and Meliadine, have been for non-work-related conditions (see additional details provided in section 8). This extent of usage of mine clinics indicates that these clinics serve an important function in addressing the general health needs of workers, with a lessening of the impacts of the mines on local health infrastructure. From a health and wellness perspective, additional visits to clinics do not necessarily represent a negative trend, as it may be indicative of residents seeking care for ailments or preventive treatment rather than or in addition to increases in ailments themselves. Finally, incidents at both Meadowbank / Whale Tail and Meliadine in 2020 requiring use of GN health services exhibited an overall decrease to a total of 8.

## 9.2 Use of public infrastructure

### Predictions

#### MEADOWBANK

"The impacts on social services and infrastructure, of low to medium magnitude, are considered largely positive in the medium term and of moderate significance. There is some potential for closure to have a negative impact on social service delivery." (Cumberland Resources Ltd., 2006, p. 128)

#### WHALE TAIL

"Project-induced in-migration could increase demand for services and infrastructure in Baker Lake and Rankin Inlet." (Golder Associates, 2018, p. 17)

#### MELIADINE

There are no specific predictions in the Meliadine FEIS regarding the use of public infrastructure.

## Data & Trends

Meadowbank / Whale Tail have dedicated energy, water, transportation (airstrip and road), health and communications infrastructure and are therefore largely non-reliant on the public physical infrastructure of Baker Lake. Areas of potential impact on public infrastructure include the use of Kivalliq community airports to transport Nunavut employees between their home communities and the mine site and the use of community meeting spaces for public engagement. The operation also uses the community barge landing facilities, which are located east of the hamlet. Travel through the hamlet is not required to transport sealift materials from the barge to the site.

The AWAR connecting Baker Lake to the Meadowbank site was constructed and paid for by Agnico Eagle. Meadowbank / Whale Tail controls traffic on this road, but it is accessible to community members to provide access to hunting trails and participate in traditional activities by snowmobile and ATV. As first discussed above in section 5.2, community members accessed the road 2,366 times in 2015, 1,874 times in 2016, 1,716 times in 2017, 1,089 times in 2018, 2,134 times in 2019, and 2,223 times in 2020, though note that as of 2019 this count refers to individual members rather than the number of vehicles.

Meliadine also has its own dedicated energy, water and communications infrastructure as well as an on-site health clinic. However, unlike Meadowbank / Whale Tail, Meliadine may use local health care facilities in certain cases, and Meliadine also uses community meeting spaces for public engagement. Regarding transportation infrastructure, Meliadine uses the Rankin Inlet airstrip for all employee transport, although the airport itself is not used for chartered flights. Meliadine also uses the community barge landing and boat launch area, and the location of this area is much more central in Rankin Inlet as compared to Baker Lake. Until October 2017, Agnico Eagle also used the community tank farm during the installment and commissioning of its own tanks.

The AWAR connecting Rankin Inlet to the Meliadine mine was constructed and paid for by Agnico Eagle from kilometer 7, with the addition of a new bridge spanning Char River on the hamlet's section of road. By the end of 2018, Agnico Eagle no longer used the hamlet's roads from the barge lay-down area to kilometer 7, following completion of the private by-pass road. As first discussed above in section 5.2, the Meliadine AWAR was used for traditional activities by the community 1,944 times in 2018 (the first year that community use was monitored), 2,439 times in 2019, and 4,199 times in 2020, but again note that as of 2019 this count refers to individual members rather than the number of vehicles.

The 2020 estimates of use of infrastructure directly related to Meliadine are as follows:

- Rankin Airport to access commercial flights (estimate of usage volume not available);
- Rankin Inlet airstrip for 240 flights for cargo and passengers;
- 13 barges received in Rankin Inlet for 152,000 $m^3$;
- Rankin Inlet Community Hall (estimate of usage not available);
- community boat launch area for barge landings (estimate of usage not available);
- hamlet roads to transport goods from the barge to the operations for daily operations (following COVID-19 protocols).

In 2020, due to COVID-19 pandemic and community restrictions from March, there were no Kivalliq flights servicing the communities, guest houses were not in operation, and community facilities such as hotels and restaurants were not used by Agnico Eagle.

### Interpretation

The use of public physical infrastructure by Meadowbank / Whale Tail and its employees consists primarily of the use of airports, and this usage has been relatively consistent since operation began in 2010. There are no indications of any substantial impacts – positive or negative – on this infrastructure.

With respect to Meliadine, there is greater use of public infrastructure in Rankin Inlet from Meliadine than in Baker Lake from Meadowbank / Whale Tail, largely due to the use of the Rankin Inlet airstrip, local roads, and the relatively central location of the community boat launch area for barge landings for Meliadine. There are no indications of any substantial positive or negative impacts on this infrastructure.

Overall, the data do not indicate that any of the positive or negative EIS predictions are occurring.

## 9.3 Social assistance

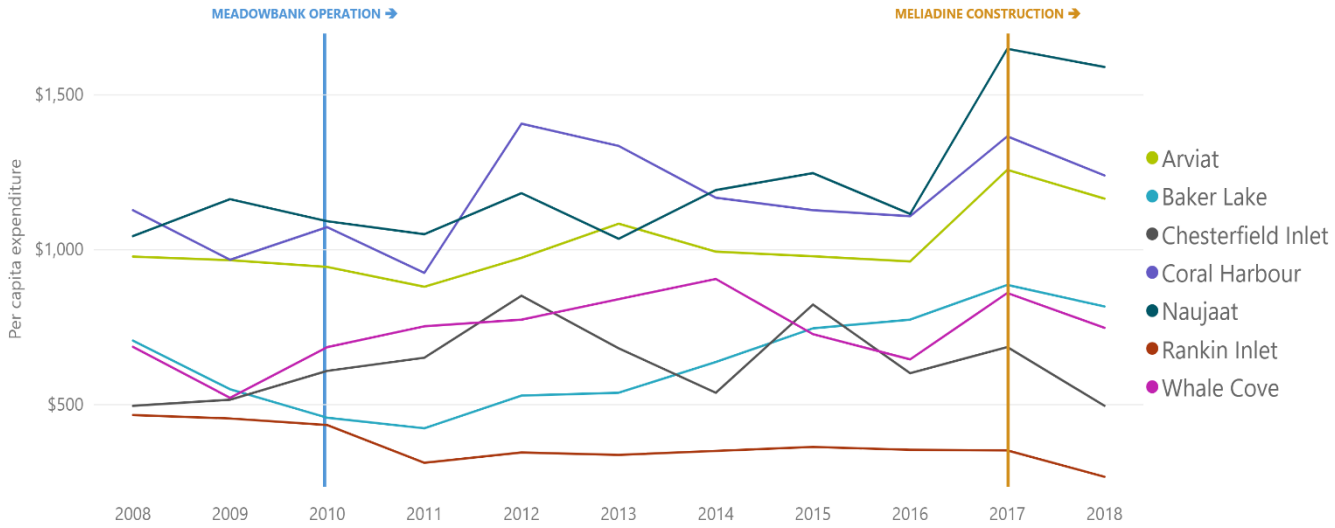
### Predictions

| MEADOWBANK | WHALE TAIL | MELIADINE |
|---|---|---|
| "The impacts on social services and infrastructure, of low to medium magnitude, are considered largely positive in the medium term and of moderate significance. There is some potential for closure to have a negative impact on social service delivery." (Cumberland Resources Ltd., 2006, p. 128) | The Whale Tail FEIS makes no specific predictions on the subject of social assistance in Kivalliq. | "Project will also contribute to a better standard of living for the residents of the region as well as reducing dependence on social assistance programs." (Golder Associates, 2014, p. 1-xlviii) |

### Data & Trends

Chart 43 shows per capita social assistance expenditures (in dollars) by Kivalliq community over time. Social assistance, i.e., income support, is a program of last resort for Nunavummiut who, because of inability to obtain employment, loss of principal family provider, illness, disability, age, or any other cause cannot provide adequately for themselves and their dependents. Social assistance is provided by the Government of Nunavut in the form of monthly financial payments to help individuals meet a minimum standard of living. All residents of Nunavut between the ages of 18 and 59 can apply for social assistance. Expenditures are payments to social assistance recipients for food, shelter, utilities, and fuel. This financial support is calculated to meet the basic needs of recipients and their dependents.

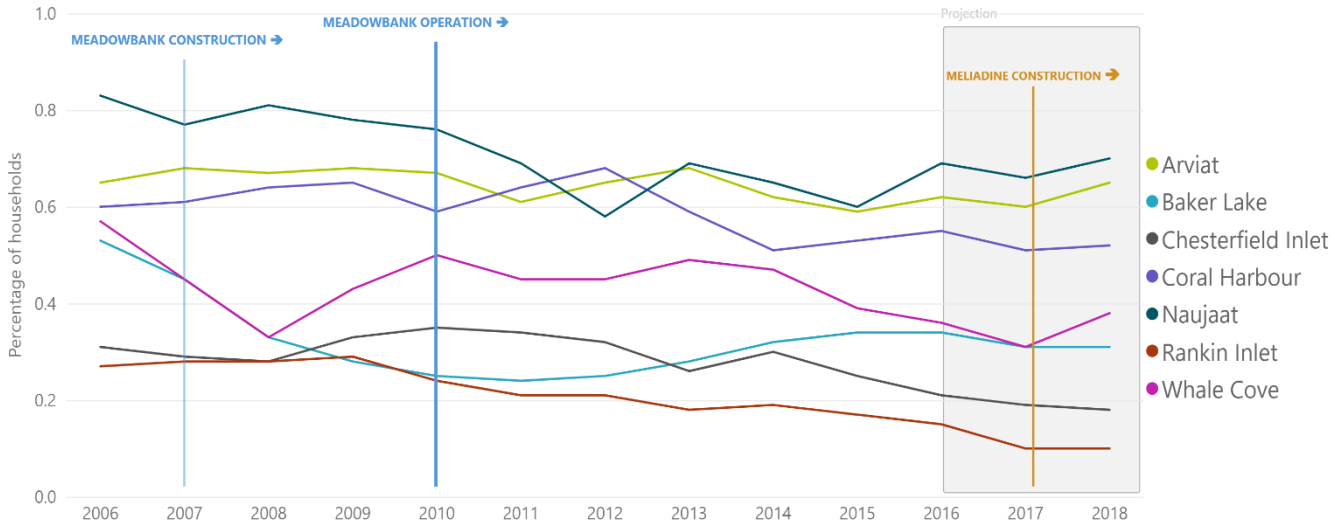
Chart 43. Per capita social assistance expenditures by community




(Department of Family Services, 2019; Statistics Canada, 2021; Statistics Canada, 2019)

Chart 44 shows the percentage of households receiving social assistance by Kivalliq community. The percentage of households in a community receiving social assistance was determined by dividing the average monthly caseload by the estimated number of households, with caseload being the number of households receiving social assistance. The number of households is based on 'private dwellings occupied by usual residents' as reported in the national census. Data from the 2006, 2010, and 2016 censuses were used, interpolating the number of households for intervening years by assuming a constant rate of change between censuses, and extrapolating the number of households for 2017 and 2018 using a constant, annual rate of change from the 2011 to 2016 census.

Chart 44. Percentage of households receiving social assistance by community




(Department of Family Services, 2019; Statistics Canada, 2006a; Statistics Canada, 2011a; Statistics Canada, 2016a)

## Interpretation

Per capita social assistance expenditures declined in all Kivalliq communities in 2018 following an increase across communities starting in 2012, though current levels in each community are still above the historical average with

the exception of Rankin Inlet. The percentage of households receiving social assistance has been steady or declining across the region over the past decade. Despite declines from historical highs, social assistance data do not show a strong correlation between Agnico-related employment and social assistance requirements; other factors may be at play.

# 10 Nunavut Economy

## IMPACT / GOAL STATEMENT

Increased economic activity (GDP) and benefits to Inuit organizations and the Government of Nunavut through royalties and taxes

## OVERARCHING FEIS PREDICTIONS

***Meadowbank***: "The economic impacts on the economy of Nunavut, of high magnitude, are positive over the medium term and of high significance, particularly during the construction phase." (Cumberland Resources Ltd., 2006, p. 129)

***Whale Tail***: "The Project will contribute to territorial economic activity via expenditures, procurement and Gross Domestic Product contributions." It will also "contribute to government revenues through the payment of taxes and royalties." Both contributions "will be large relative to [the] territorial economy." (Golder Associates, 2016, pp. 3-C-38)

***Meliadine***: "The Project would add substantially to the income of government, e.g. through taxes and royalties. However, it will also lead to increased costs, since demand for various services will go up. Given that its fiscal burden (costs) will be smaller than the public revenues it generates, the Project would lead to a better fiscal position of all levels of government." (Golder Associates, 2014, p. 1-C-52)

## TRENDS & INTERPRETATIONS

| | MBK / WT trends | | | Meliadine trends | | |
|---|---|---|---|---|---|---|
| **Metric** | Pre-dev | Post-dev | Last year | Pre-dev | Last year | **Overview and interpretation** |
| 10.1 Royalties and taxes | | | | | | |
| Project payments, royalties and taxes | ↑ | ↑ | ↑ | ↑ | ↑ | Agnico Eagle continues to pay taxes, royalties and other payments to the Government of Nunavut, Government of Canada, NTI and the KIA. Total values paid across sites rose from $89M in 2019 to $115M in 2020. |
| 10.2 Trade Balance | | | | | | |
| Nunavut trade balance | ↓ | → | ↑ | → | ↑ | Nunavut's trade balance held fairly steady from 2010 to 2017, averaging -$1,076M, but has been about $300M lower in 2019 and 2020, with a balance of -$1,328M in 2020, up slightly from -$1,385M in 2019. Lower trade balances have coincided with the years of Agnico Eagle mine construction, as large construction projects tend to increase the trade deficit. |
| 10.3 Nunavut GDP | | | | | | |
| Nunavut GDP by all industries and mining, quarrying and oil & gas | ↑ | ↑ | ↑ | ↑ | ↑ | GDP growth from 2009 onwards in Nunavut correlates well with an increase in mining, quarrying and oil & gas activity across the territory. The average annual rate of GDP growth from 2011 to 2019 was 5%. The initial growth in mining GDP leading up to 2011 coincides with Meadowbank construction – construction expenditures, and thus impact on GDP, tend to be greater than mine operations – and construction of Baffinland's Mary River Project in the years leading up to 2014. The resumption of growth in mining GDP in 2017 coincides with Meliadine construction. |

**Understanding the trends & interpretations table**

| Time horizon | Direction |
|---|---|
| **Pre-dev**: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine)<br>**Post-dev**: trend from the onset of operation of Meadowbank (2010). As Meliadine operation began in 2019, post-development trends are not yet presented.<br>**Last year (LY)**: movement from 2019 to 2020 | ↑ Increasing<br>↓ Decreasing<br>→ Remaining stable<br>**/** No discernable trend<br>**N/A** Not applicable |

# Existing Management and Mitigation

Maximizing benefits for the Nunavut economy is achieved through Agnico Eagle's actions to maximize local employment and local contracting, and ensure community health, safety and well-being – as described under previous VSECs in this report.

## 10.1 Royalties and taxes

### Predictions

**MEADOWBANK**

There are no predictions in the Meadowbank FEIS regarding royalties and taxes for Kivalliq, Nunavut or Canada.

**WHALE TAIL**

"The Project will contribute to government revenues through the payment of taxes and royalties, [which will be]… large relative to [the] territorial economy." (Golder Associates, 2016, pp. 3-C-38)

**MELIADINE**

"Project would increase public revenues, e.g. through taxes and royalties. Total tax effects during construction might be $27 million. The annual tax effect during operations might be $21 million." (Golder Associates, 2014, p. 1-C-47)

### Data & Trends

Chart 45 below presents the main payments made by Agnico Eagle to the GN, Government of Canada (GoC), NTI, and KIA. Due to the nature of some payments from Meadowbank and Whale Tail, values are provided either combined or separately depending on the year and payment. Other payments (not included in the table below) are made to the KIA, including land use/rental payments, water compensation, payments associated with quarrying permits and production lease.

Chart 45. Project payments, royalties and taxes

| Site / Payment | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | Total |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Meadowbank** | | | | | | | | | | | | |
| GN payroll taxes | | | | | | $3,394,468 | $2,909,387 | $2,777,208 | | | | **$9,081,063** |
| GN property tax | $1,200,000 | $1,200,000 | $1,200,000 | $1,200,000 | $1,800,000 | $1,800,000 | $1,800,000 | $1,800,000 | $2,139,097 | $2,184,934 | $2,635,086 | **$18,959,117** |
| GoC payroll taxes | | | | | | $30,885,989 | $31,315,007 | $30,403,233 | | | | **$92,604,229** |
| KIA IIBA payments | | | | | | | | | $2,500,000 | | | **$2,500,000** |
| NTI royalties | | | | | $2,776,233 | $4,481,123 | $7,045,393 | $14,070,112 | $7,707,844 | $30,154 | $3,472 | **$36,114,331** |
| **Meadowbank and Whale Tail** | | | | | | | | | | | | |
| GN payroll taxes | | | | | | | | | $2,926,990 | $3,659,745 | $4,009,887 | **$10,596,622** |
| GoC payroll taxes | | | | | | | | | $32,749,790 | $38,691,835 | $40,930,279 | **$112,371,904** |
| **Whale Tail** | | | | | | | | | | | | |
| KIA IIBA | | | | | | | | $6,500,000 | | | | **$6,500,000** |
| KIA royalties | | | | | | | | | | $2,104,568 | $7,120,139 | **$9,224,707** |
| NTI royalties | | | | | | | | | | $3,933,619 | $10,830,538 | **$14,764,157** |
| NTI payments | | | | | | | | | | $5,013,773[13] | | **$5,013,773** |
| **Meliadine** | | | | | | | | | | | | |
| GN payroll taxes | | | | | | $293,476 | $150,275 | $480,909 | $1,510,912 | $2,555,345 | $3,112,715 | **$8,103,632** |
| GN property taxes | | | | | | | | | $1,510,912 | | $2,076,215 | **$3,587,127** |
| GoC payroll taxes | | | | | | $1,321,195 | $1,608,636 | $5,443,331 | $17,823,924 | $29,994,405 | $34,913,466 | **$91,104,957** |
| KIA IIBA payments | | | | | | $1,500,000 | $1,500,000 | | | | | **$3,000,000** |
| KIA royalties | | | | | | | | | | $4,851,540 | $9,264,640 | **$14,116,180** |
| **Total** | **$1,200,000** | **$1,200,000** | **$1,200,000** | **$1,200,000** | **$4,576,233** | **$43,676,251** | **$46,328,698** | **$61,474,793** | **$68,869,468** | **$89,056,145** | **$114,896,437** | **$437,641,799** |

(Agnico Eagle Mines, 2020a)

## Interpretation

In 2020, payments included $12M in taxes to the government of Nunavut, $76M in taxes to the Government of Canada and $27M in resource royalties, IIBA, and other payments to NTI and the KIA. Given the location of the mines on Inuit Owned Lands, all resource royalties flow directly to NTI and the KIA as the Inuit authority. Chart 45 does not include additional payments to the KIA including land use/rental payments, water compensation, payments associated with quarrying permits and production lease. As predicted in the projects' FEISs, these payments collectively constitute a positive impact on government revenues.

Meadowbank / Whale Tail's payroll taxes increased in 2020. Payroll taxes paid to the GN increased to $4M in 2020 from $3.6M in 2019, and payroll taxes paid to the federal government increased to $41M in 2020 from $39M in 2019. We expect taxation to remain proportional to the number of FTEs at the projects.

Meliadine's payroll taxes also rose in 2020 compared to 2019. Payroll taxes to the GN rose to $3.1M in 2020 from $2.6M in 2019, and payroll taxes to the GoC rose to $34.9M in 2020 from $30M in 2019. The total Agnico Eagle Meliadine payroll taxes paid in 2020, i.e., to both the GN and GoC, was $38M, up from $33M in 2019. These numbers are higher than what was predicted for total taxes during operations of Meliadine ($27M).

[13] Please note that the 2019 number was miscalculated in previous years and have been corrected in this report.

## 10.2 Trade Balance

### Predictions

**MEADOWBANK**

There are no predictions in the Meadowbank FEIS regarding trade balance in Nunavut.

**WHALE TAIL**

There are no predictions in the Whale Tail FEIS regarding trade balance in Nunavut.

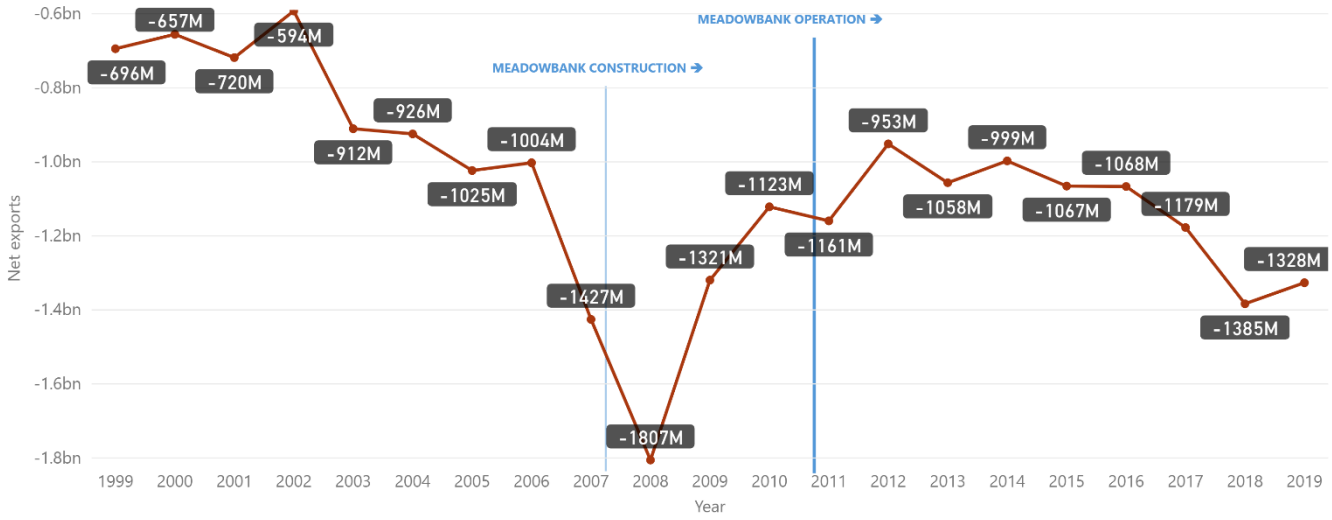
**MELIADINE**

“The Project will increase Nunavut's trade deficit to $1,866 million from the 2010 deficit of $878 million (in 2002 dollars) during construction phase.” (Golder Associates, 2014, p. 1-117)

### Data & Trends

Chart 46 depicts Nunavut’s trade balance from 2000 to 2019 (the latest year for which data is available) in 2012 dollars. The trade balance is calculated by subtracting the value of total goods and services imports from total goods and services exports.

Chart 46. Nunavut trade balance




(Statistics Canada, 2020b)

### Interpretation

Nunavut’s trade balance held fairly steady from 2010 to 2017, averaging -$1,076M, but has been about $300M lower in 2019 and 2020, with a balance of -$1,328M in 2020, up slightly from -$1,385M in 2019. Lower trade balances have coincided with the years of Agnico Eagle mine construction, as large construction projects tend to increase the trade deficit. The trade deficit is rebounding somewhat from the low in 2018, but it is unclear why the trade balance remains low relative to the levels seen over much of the last decade. The 2018 trade deficit was much less than the $1,866M predicted in the Meliadine FEIS or the $1,807M during Meadowbank’s construction in 2008.

## 10.3 Nunavut GDP

### Predictions

**MEADOWBANK**

"The results indicate that during the construction phase, the project would contribute $120.3 M to the GDP of Nunavut … During the operations phase, the annual contribution to GDP would be $35.5M…" (Cumberland Resources, 2006, p. 119)

**WHALE TAIL**

“During operations, the Expansion Project will represent a contribution to the territorial economy, with total annual GDP contributions of $100 million to $120 million annually.” (Golder Associates, 2018, p. 7)

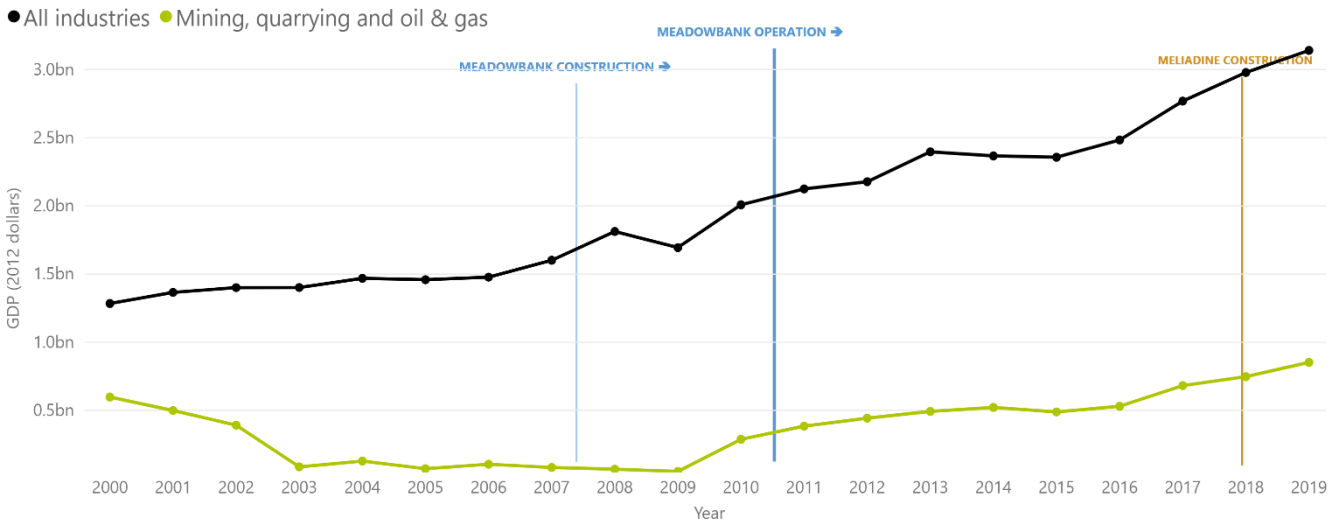
**MELIADINE**

"Investment and expenditures of [the] Project would temporarily expand the size of the economies of Nunavut and the Kivalliq region. Total effects during construction might be $520 million. The annual effect during operations might be $272 million." (Golder Associates, 2014, p. 1-C-47)

### Data & Trends

Chart 47 shows the value of Nunavut gross domestic product (GDP), in chained 2012 dollars, from 2000 to 2019.

Chart 47. Nunavut GDP by all industries and mining, quarrying and oil & gas




(Statistics Canada, 2020c)

### Interpretation

Nunavut’s GDP steadily increased from 2000 to 2008 at an average annual rate of approximately 4%. Following a decline in 2009 due to the global recession, a sharp increase was seen in 2010, in the lead up to the commencement of operations at Meadowbank.

As seen in Chart 47, GDP growth from 2009 onwards in Nunavut correlates well with an increase in mining, quarrying and oil & gas activity across the territory. The average annual rate of GDP growth from 2011 to 2019 was 5%. The initial growth in mining GDP leading up to 2011 coincides with Meadowbank construction – construction expenditures, and thus impact on GDP, tend to be greater than mine operations – and construction

of Baffinland's Mary River Project in the years leading up to 2014. The resumption of growth in mining GDP in 2017 coincides with Meliadine construction.

# 11 Gender

## IMPACT / GOAL STATEMENT

Contribute to success and well-being of women in the workplace and Kivalliq communities

## TRENDS & INTERPRETATIONS

| Metric | MBK / WT trends | | | Meliadine trends | | Overview and interpretation |
|---|---|---|---|---|---|---|
| | Pre-dev | Post-dev | Last year | Pre-dev | Last year | |
| 11.1 Gender-specific initiatives | | | | | | |
| Overview and assessment of gender-specific initiatives | N/A | / | / | N/A | / | Agnico Eagle is continuing to develop its policy and programs to encourage greater gender equality. At present, four programs are active (though two of these are paused due to COVID-19 restrictions), one is under development, and eight more programs are under consideration. |
| 11.2 Project employment by gender | | | | | | |
| Project employment (gender) | | | | | | Overall female employment FTEs (i.e., employed by Agnico Eagle and contractors) for both projects increased slightly to 13% in 2020 from 12% in 2019. |
| *headcount* | N/A | ↑ | ↑ | N/A | ↓ | In terms of FTE counts of Agnico Eagle employment, there were 173 female FTEs at Meadowbank / Whale Tail in 2020, up from 159 in 2019. At Meliadine, the FTE count rose to 73 in 2020 form 57 in 2019. In terms of FTE counts of contractor employment, there were 51 female FTEs at Meadowbank / Whale Tail in 2020, up from 22 in 2019. At Meliadine, the FTE count declined from 75 in 2019 to 70 in 2020. |
| *rate* | N/A | → | → | N/A | → | In terms of Agnico Eagle employment FTEs, the proportion of female employment at Meadowbank / Whale Tail in 2020 was 18%, and 11% at Meliadine, both proportions the same as in 2019. In terms of contractor employment FTEs, the proportion at Meadowbank / Whale Tail in 2020 was 7%, up from 4% in 2019, and 12% at Meliadine in 2020, down from 13% in 2019. |
| 11.3 Project employment by gender and skill level | | | | | | |
| Project employment by skill level (gender) | N/A | N/A | N/A | N/A | N/A | Across all of the Projects, approximately one-third of female employees are in semi-skilled positions, one-third are in management and professional positions, and the remaining third is split between unskilled (22%) and skilled positions (11%). Over the past three years, the greatest growth has occurred in the number of semi-skilled and management and professional jobs being filled by women. |

### Understanding the trends & interpretations table

| Time horizon | Direction | |
|---|---|---|
| **Pre-dev**: trend prior to the operation / construction phase of the project (2010 for Meadowbank; 2017 for Meliadine) | ↑ Increasing | **/** No discernable trend |
| **Post-dev**: trend from the onset of operation of Meadowbank (2010). As Meliadine operation began in 2019, post-development trends are not yet presented. | ↓ Decreasing | **N/A** Not applicable |
| **Last year (LY)**: movement from 2019 to 2020 | → Remaining stable | |

## 11.1 Gender-specific initiatives

### Predictions

**MEADOWBANK**

There are no predictions in the Meadowbank FEIS regarding gender.

**WHALE TAIL**

There are no predictions in the Meadowbank FEIS regarding gender.

**MELIADINE**

There are no predictions in the Meadowbank FEIS regarding gender.

### Data & Trends

Agnico Eagle's core values of Family, Trust, Respect, Responsibility, and Equality encapsulate diversity and inclusion, and seek to empower employees with equal access to opportunity and recognition (Agnico Eagle Mines, 2020a). Agnico Eagle has a Diversity and Inclusion Policy that outlines company commitments and responsibilities, and in 2019 the company created a Diversity and Inclusion Council. Agnico Eagle seeks to remove systemic barriers to the participation and advancement of women in the mining industry. Chart 48 outlines a number of gender-specific initiatives and gender-based components of other initiatives that are active, under development, or under consideration at Agnico Eagle Kivalliq projects.

Chart 48. Gender-specific initiatives

| Program | Description |
|---|---|
| Active Programs | |
| Civility at Workplace Program | Workplace training to address sexual behaviour, sexual harassment, and diversity issues. |
| Communication of Women Success Stories + Role models | This program shares success stories, promotes stories of female LHT drivers (sharing their skills and work ethics), shares stories from other mines, all to help inspire new and existing Agnico Eagle employees.<br><br>Program paused due to COVID-19 restrictions. |
| Maternity Leave Program | Agnico Eagle pays 100% of base salaries to those who cannot work on-site during pregnancy, during maternity leave, and during parental leave. |
| Rapid Inuit Specific Education (RISE) Program | This program provides employee shadowing for six months to one year to develop skills needed to excel in more senior positions.<br><br>Program paused due to COVID-19 restrictions. |
| Programs Under Development | |
| Pre-employment Program | Two initiatives will be developed:<br>• a workshop on workplace harassment, and<br>• a buddy system, whereby new female employees are paired with another female 'buddy' to help the new employee feel more comfortable, given that it can be intimidating at first to be at the mine site with a large concentration of men. |
| Programs Under Consideration | |
| Civility at workplace | Agnico Eagle will tailor the existing program to encourage employees to see the perspective of other genders and learn about the challenges and expectations other genders have to face. |
| Employee Information Session | Create 'Women in Mining' video that will be presented during employment information sessions. The objective of the video will be to show women interested in employment that there are many opportunities at Agnico Eagle Mines, and not only for unskilled positions. |

| | |
|---|---|
| Facebook outreach | Agnico Eagle will promote programs, initiatives, and resources available to address gender-specific challenges and promote success stories. |
| Family Support Program | To support families, two initiatives will be developed:<br>• teaching new skills and enhancing social lives of women who remain in workers' home communities through a workshop series, and<br>• childcare services to support women working on the site. |
| Speak up Reports | Agnico Eagle will adapt this corporate tool and its platform to address gender-specific barriers, challenges, and issues for both genders. |
| Training Accommodation | Agnico Eagle will provide training in the community or on-site, using a 4/3 schedule, to help women slowly transition into mining work. |
| Training in Community | Agnico Eagle will establish training and education camps in communities in the region, covering technical skills and health& safety. |
| Tusaajugut – Grievance Mechanism | Agnico Eagle will tailor the existing mechanism to address gender-specific barriers, challenges, and issues (for both males and females). |

(Agnico Eagle Mines, 2020a)

### Interpretation

Agnico Eagle is continuing to develop its policy and programs to encourage greater gender equality. At present, four programs are active (though two of these are paused due to COVID-19 restrictions), one is under development, and eight more programs are under consideration. While no predictions were made in the FEISs of these projects with respect to gender issues, Agnico Eagle is working to refine and enhance its awareness and response to gender issues.

## 11.2 Project employment by gender

### Predictions

**MEADOWBANK**

There are no specific predictions in the Meadowbank FEIS regarding employment rates by gender.

**WHALE TAIL**

There are no specific predictions in the Whale Tail FEIS regarding employment rates by gender.

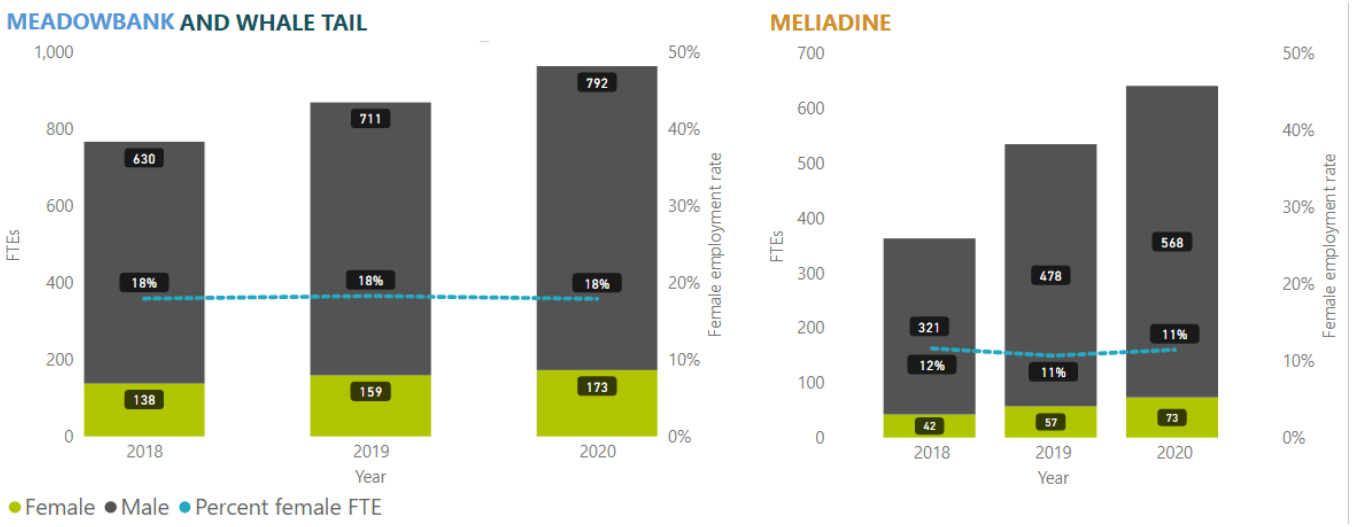
**MELIADINE**

There are no specific predictions in the Meliadine FEIS regarding employment rates by gender.

### Data & Trends

Chart 49 presents the number and rate of Agnico Eagle female employment at Meadowbank / Whale Tail and Meliadine. Female employment at Meadowbank / Whale Tail rose by one employee to 214 in 2020, but the proportion of the workforce declined from 21% in 2019 to 16% in 2020. At Meliadine, the number of female employees rose to 82 in 2020 from 75 in 2019, while the proportion of female employees stayed the same at 12%. Across Agnico Eagle's three mines, the number of Agnico Eagle female employees rose to 296 in 2020 from 288 in 2019, but the proportion of female employees declined to 15% in 2020 from 18% in 2019.

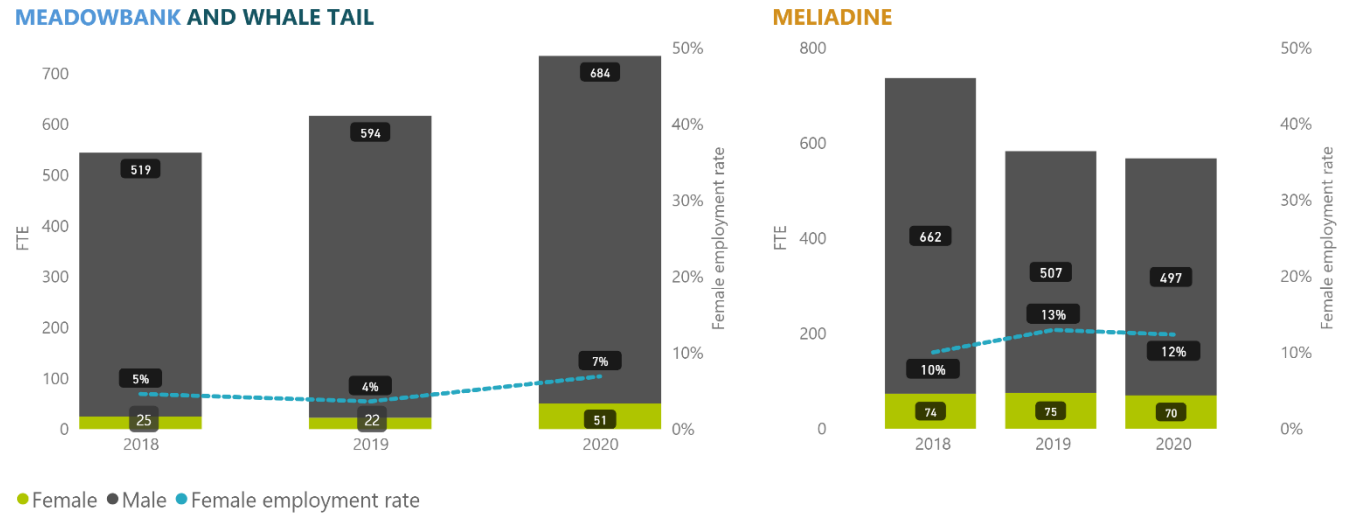
Chart 49. Project employment by gender (FTEs)




(Agnico Eagle Mines, 2020a)

Chart 50 presents the number and rate of female contractors at Meadowbank / Whale Tail and Meliadine. Female contractors at Meadowbank / Whale Tail rose by 29 to 51 in 2020, leading to an increase in the proportion of the contractor workforce to 7% in 2020. At Meliadine, the number of female contractors declined to 70 in 2020 from 75 in 2019, and the proportion of female contractors declined to 12% from 13% in 2019. Across Agnico Eagle's three mines, the number of female contractors rose to 121 in 2020 from 97 in 2019, and the proportion of female contractors increased to 9% in 2020 from 8% in 2019.

Chart 50. Contractor employment by gender (FTEs)




(Agnico Eagle Mines, 2020a)

## Interpretation

As mentioned in s.11.1, Agnico Eagle seeks to promote diversity in its employees, provide equal access to opportunities, and remove systemic barriers to the participation and advancement of women in the mining industry (Agnico Eagle Mines, 2020a). The total number of female employees working directly for Agnico Eagle and

contractors increased in 2020, going from a total of 313 in 2019 to 367 in 2020. Accordingly, the overall proportion of female workers increased slightly to 13% in 2020 from 12% in 2019.

The 2019 and 2020 KLMAs provided some additional insight into female employment at Agnico Eagle mines. First, there is a disproportionate number of women in what was identified by the KLMA as the 'hidden labour force' – 77% of the hidden labour force in the Kivalliq are Inuit women. The hidden labour force includes those individuals who may not be considered labour market participants under conventional measurement by Statistics Canada, due in large part to the uniqueness of the Nunavut context (Mining Industry Human Resources Council (MiHR), 2018b). The high proportion of women within this group suggests that hiring efforts geared towards Inuit women may be required to further increase Kivalliq employment. The KLMA also indicated that turnover at the mine is highest among Inuit women. In the past, Agnico Eagle has participated in the Mining Industry Human Resource Council's *Gender Equity in Mining (GEM) Works Initiative*, which worked towards achieving greater gender equality in the mining sector by identifying and addressing unintended barriers for women participation. Agnico Eagle continues to work to address these patterns through the gender-specific initiatives described in s.11.1. On the other hand, Inuit women represent more than 30% of all Inuit labour at AEM operations, which is a much higher participation rate than is typically seen in the mining industry. This may imply that the probability of filling mining positions with women may be lower than with men.

## 11.3 Project employment by gender and skill level

### Predictions

**MEADOWBANK**

There are no predictions in the Meadowbank FEIS regarding project employment by gender and skill level.

**WHALE TAIL**

There are no predictions in the Meadowbank FEIS regarding project employment by gender and skill level.

**MELIADINE**

There are no predictions in the Meadowbank FEIS regarding project employment by gender and skill level.

### Data & Trends

Chart 51 presents statistics with respect to the gender, ethnicity, and skill level for Agnico Eagle employees for 2020.

Chart 51. Agnico Eagle employment (FTE) by gender, ethnicity, and skill level, 2020

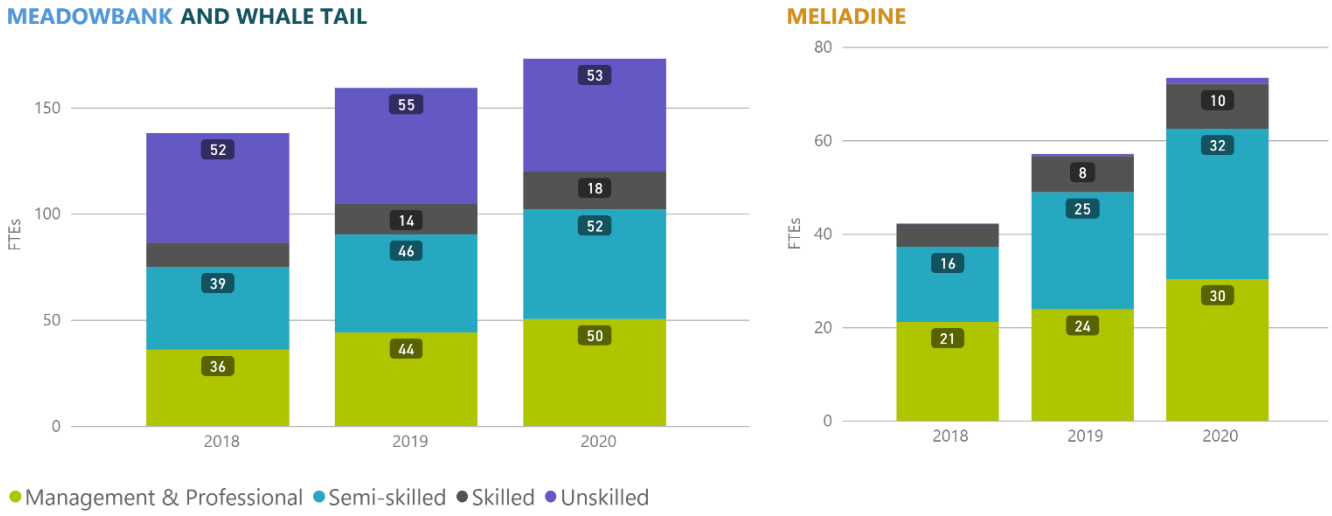
| | Unskilled | Semi-skilled | Skilled | Management & Professional |
|---|---|---|---|---|
| **Meadowbank / Whale Tail** | | | | |
| **Inuit** | **118 (49%)** | **121 (50%)** | **2 (1%)** | **1 (<1%)** |
| Female | 51 (62%) | 29 (35%) | 1 (1%) | 1 (1%) |
| Male | 67 (42%) | 92 (58%) | 1 (1%) | 0 (0%) |
| **Non-Inuit** | **5 (1%)** | **269 (37%)** | **216 (30%)** | **234 (32%)** |
| Female | 2 (2%) | 23 (25%) | 17 (19%) | 49 (54%) |
| Male | 3 (<1%) | 246 (39%) | 199 (31%) | 185 (29%) |
| **Meliadine** | | | | |
| **Inuit** | **6 (7%)** | **66 (79%)** | **4 (5%)** | **8 (10%)** |

| | | | | |
|---|---|---|---|---|
| Female | 0 (0%) | 18 (86%) | 0 (0%) | 3 (14%) |
| Male | 6 (10%) | 48 (76%) | 4 (6%) | 5 (8%) |
| **Non-Inuit** | **3 (1%)** | **235 (42%)** | **143 (26%)** | **179 (32%)** |
| Female | 1 (2%) | 14 (27%) | 10 (19%) | 27 (52%) |
| Male | 1 (<1%) | 220 (44%) | 133 (26%) | 151 (30%) |

(Agnico Eagle Mines, 2020a)

Chart 52 shows the number of Agnico Eagle female employees represented within each of the skill categories.

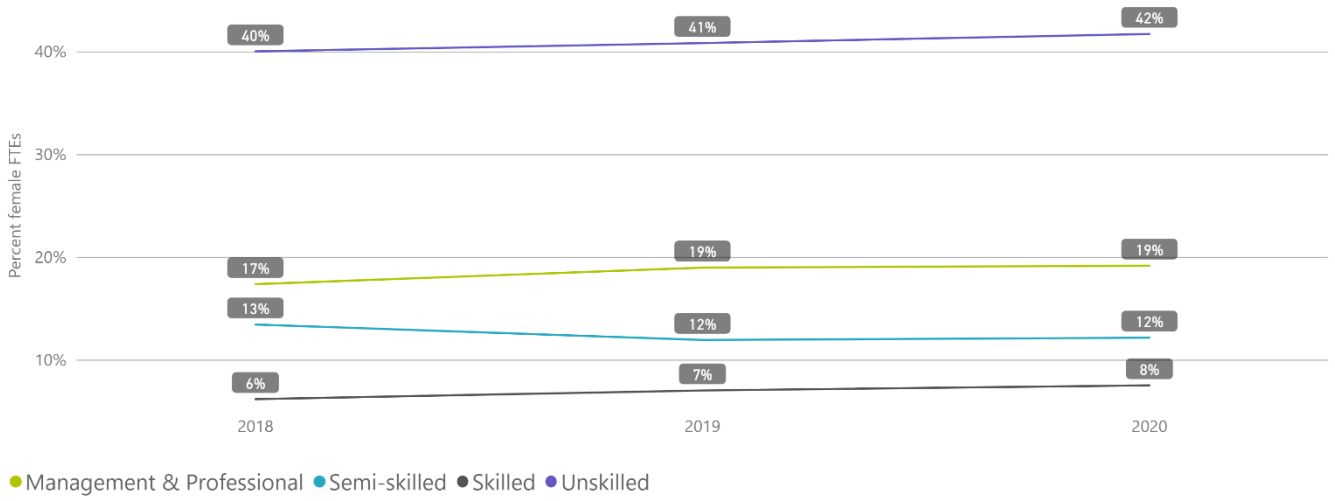
Chart 52. Agnico Eagle female employment (FTE) by skill level




(Agnico Eagle Mines, 2020a)

Chart 53 depicts the proportion of jobs in each skill level that are held by female employees at Agnico Eagle Projects.

Chart 53. Proportion of skill levels held by female employees (FTEs)




(Agnico Eagle Mines, 2020a)

## Interpretation

Across all of the Projects, approximately one-third of female employees are in semi-skilled positions, one-third are in management and professional positions, and the remaining third is split between unskilled (22%) and skilled positions (11%). Over the past three years, the greatest growth has occurred in the number of semi-skilled and management and professional jobs being filled by women.

When looking at the proportion of jobs in each skill level held by women and men, Chart 53 shows that female employees hold 42% of all unskilled jobs. In all other categories, females hold less than one-fifth of the available positions (19% for management and professional, 12% for semi-skilled, and 8% for skilled). While no predictions were made regarding project employment by gender and skill level, these data show that there are opportunities to grow the proportional representation of women within most of the skill levels (with the possible exception of unskilled positions where they are nearing parity).

# Existing Management and Mitigation

| Program / Initiatives | Related VSEC | Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes) |
|---|---|---|
| RISE Program | 1 Employment | In 2019, the Rapid Inuit Specific Education (RISE) Program was created and partially implemented. The main objective of this program is to have a more representative local workforce at Agnico Eagle's Nunavut mines. The program aims to:<br>• Prepare Inuit for future employment opportunities with Agnico Eagle with an aim of no employment gap;<br>• Better represent the Inuit population at Agnico Eagle Nunavut mine sites, especially in skilled, professional and management positions;<br>• Ensure all possible positions are filled more rapidly with Inuit employees;<br>• Increase Inuit employee retention, satisfaction, and salary;<br>• Inspire Inuit to pursue additional education opportunities and skill upgrades.<br><br>In 2019, a pilot workplace essential skill program started with one employee<br>In 2020, RISE Program was continued at Meadowbank. However, in mid-March the program came into pause due to COVID-19 pandemic. |
| Nunavut Leadership development Program (LDP) | 1 Employment | The LDP launched in 2017 is composed of five (5) modules aiming at developing the leadership skills of employees in supervisory roles. Module 0 (Cultural Awareness), Module 1 (Communication) and Module 2 (Coaching). In 2020, no LDP activities were hosted on any AEM Nunavut sites. |
| Labour Pool Process | 1 Employment | The Labour Pool Process (formerly 'Labour Pool Initiative'), implemented in 2014 and revised in 2015, is based on an agreement between Agnico Eagle and the KIA through the IIBAs to offer pre-employment opportunities to Inuit from all Kivalliq communities.<br><br>The goal of the program is to pre-qualify candidates from Kivalliq communities through 5 steps: employment information sessions, online application (facilitated by Employment Information Sessions), the Work Readiness Program, mandatory trainings (more details provided below), and the Labour Pool List (facilitated by the Labour Pool Coordinator).<br><br>In 2020 Q1, 6 sessions of Site Readiness (Mandatory training) was delivered at Meadowbank with a total of 29 participants. Site Readiness sessions stopped in March 2020 because of the COVID-19 pandemic. |
| Labour Pool Process - Step 1: Employment Information Sessions | 1 Employment | As part of the Labour Pool Process, employment information sessions are to be conducted in all Kivalliq communities. The purpose of the information sessions is to give information about the mines, the work lifestyle, and career opportunities as well as knowing how to apply online. In 2020, due to COVID-19 pandemic and community restrictions no employment information sessions were held in the communities. |

| Program / Initiatives | Related VSEC | Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes) |
|---|---|---|
| Labour Pool Process – Step 2: Online Application (Community Liaison Officers) | 1 Employment | The second step in the Labour Pool Process is to apply online. In order to facilitate online application in the communities, Agnico has a Community Liaison Officer (CLO) in each Kivalliq community who can deliver employment information sessions, and provide one-on-one assistance to interested candidates with their online application. In 2020, the CLOs were present in all communities except Naujaat. They were available even during the COVID-19 pandemic to support online application via phone or at the AEM or Hamlet offices. |
| Labour Pool Process – Step 3: Work Readiness Training Program | 1 Employment | Agnico Eagle continues to utilize the Work Readiness Training program that was developed as a pre-employment initiative. In 2018, the Work Readiness Training was delivered in collaboration between Aglu Consulting. The Work Readiness program is the first step of the Labour Pool Process for those individuals who have applied online who do not have work experience relevant to the positions for which Agnico Eagle hires.<br><br>The objective of the program is for Inuit applicants to be better prepared for the work environment in an industrial setting. Graduates of the program are eligible to continue the Labour Pool Process and attend the mandatory trainings given on-site. The program provides coaching on a range of issues including: awareness of employers' unspoken expectations, communication in the workplace, and problem-solving skills for resolving workplace issues.<br><br>The program was implemented in April 2013. The program is delivered over a five-day period at the community level and is scheduled throughout the year.<br><br>In 2020, due to COVID-19 pandemic and community restrictions no work readiness sessions were delivered. |
| Labour Pool Process – Step 5: Labour Pool List | 1 Employment | The Labour Pool List is a list of candidates who have successfully completed the steps of the Labour Pool Process. These candidates are now eligible for opportunities with Agnico Eagle or Agnico Eagle's contractors. The list is managed by the Labour Pool Coordinator.<br><br>In 2020, the Labour Pool list remains updated following each step of the Labour Pool process by the Labour Pool Coordinator. |
| Summer Student Employment Program | 1 Employment | Agnico's company wide policy offers summer employment programs to the children of all Agnico employees (both Inuit and non-Inuit) that are undertaking post-secondary education. Summer job opportunities were also offered to Inuit students who are either already participating in post-secondary activity or are considering a post-secondary education, even if they had no family relative working at the mine.<br><br>In February 2020, advertisement for Summer Employment program was done, however, due to COVID-19 summer student program was cancelled. |
| Super Operator Program | 1 Employment | Implemented in the second half of 2016, the Super Operator Program is an extension of the Process Plant Trainee Program. This 168-hour training is provided to employees who have successfully completed the Process Plant Trainee Program. The extension of the Process Plant Trainee Program will consist in |

| Program / Initiatives | Related VSEC | Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes) |
|---|---|---|
| | | teaching the basics of maintenance principles in order to have employees with more diversified skills in the Process Plant Department. These employees will eventually be able to perform specific basic maintenance repairs throughout the plant.<br><br>In 2020, the training department and process plant were planning to review the Super Operator Program. However, due to COVID-19 and Inuit trainees being sent home the discussion was paused. |
| Training Formula (formerly 'Training Curriculum') | 1 Employment | The Training Formula program, implemented in 2014, provides tools, tips, guidelines, and standards to improve the proficiency of Agnico trainers. The formal manual includes three sections: training theory, training standards, and training delivery. |
| Kivalliq Science Educators Community (KSEC) | 1 Employment<br><br>4 Education and Training | In 2019, Agnico Eagle entered into a 5-year agreement with the Kivalliq Science Educator's Committee to invest $25,000 each year. In 2020, AEM contributed $25,000 towards delivery of virtual science related initiatives with Kivalliq schools. Due, to COVID-19 and restrictions surrounding the pandemic AEM did not participate in any KSEC initiatives and programs. |
| Kivalliq Mine Training Society (KMTS) | 1 Employment<br><br>4 Education and Training | The KMTS is an Inuit-private sector partnership created to strengthen the Kivalliq region labour force through the creation and funding of training opportunities in the seven Kivalliq hamlets. The KMTS has also enjoyed financial support from the Nunavut Department of Economic Development and Transportation and Agnico Eagle Mines.<br><br>A major focus of the KMTS program has been to support Agnico Eagle's Mine Training Initiatives, such as the Career Path, different trainee programs, pre-trades programs, work readiness programs and workplace literacy strategies. Prior to 2015 the KMTS also supported the development and delivery of the community-based Work Readiness to help prepare Inuit for employment opportunities. The KMTS also supported the Arviat Drillers program as well as some other community-based initiatives, such as the Making it Work program, which provided support to employees and their families to cope with the challenges that come with employment at a mine site.<br><br>Since 2017 KMTS was no longer able to receive funding to support program delivery to Agnico Eagle and communities. Despite the lack of substantial funding, Agnico Eagle Mines did not reduce its training delivery since the company is strongly committed to developing the local workforce. |
| Arviat Community Training Programs | 1 Employment<br><br>4 Education and Training | In 2011, the Hamlet of Arviat proposed a partnership to invest in a community-based drilling school that would provide Inuit with the skills needed to work in diamond drilling. With advice and support from Agnico Eagle, the Hamlet brought together a range of partners to acquire the drilling equipment, develop the curriculum, and operate the training program. Government training agencies, the KIA, and drilling companies provided partnership investments. In 2013, the program offering was expanded to include a Welder's Helper program. Agnico |

| Program / Initiatives | Related VSEC | Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes) |
|---|---|---|
| | | Eagle invested $195,000 in the Arviat training programs in the 2017-2018 funding year.<br><br>Over the past 5 years the program has graduated 65 trained driller's helpers, all of whom have found employment. In 2017-2018 funding year, the Mechanical Welding Program graduated 6 students.<br><br>In 2020, AEM did not participate in any Arviat Training programs due to COVID-19 and restrictions surrounding the pandemic. |
| MOU with GN | 1 Employment<br>4 Education and Training | A Memorandum of Understanding was first signed in April 2012 to establish a strengthened partnership between the Government of Nunavut Department of Education and Agnico Eagle, with a focus on increasing the number of students in the Kivalliq region who are able to successfully transition from high school to trades and mining-related career opportunities. Agnico Eagle continued to pursue a renewed MOU with the Department of Education through 2016. In September 2017, Agnico Eagle and the Government of Nunavut established a Memorandum of Understanding that identifies 10 priority areas for collaboration, including education.<br><br>In 2020, no meetings were hosted due to COVID-19 pandemic, but informal communications were maintained with the Government of Nunavut. |
| Adult Educators | 1 Employment<br>4 Education and Training | In 2020, a full-time Adult Educator was present at Meadowbank who supported number of Inuit employees. However, in mid-March the support came into pause due to the COVID-19 pandemic and all Nunavummiut being sent home as a precautionary measure. In 2020, as planned the adult educator program was not launched in Meliadine. |
| Take Our Kids to Work | 1 Employment<br>4 Education and Training | In early 2020, Take Our Kids to Work (TOKTW) activities were cancelled due to bad weather and the following year activities were cancelled due to COVID-19 pandemic and restrictions. |
| Mining Matters | 1 Employment<br>4 Education and Training | In 2020, two Mining Matters programs were planned—one in Baker Lake and another in Arviat. However, due to COVID-19 pandemic the Arviat program was cancelled. The Baker Lake middle school ran the Mining Matter program March 6th-13th and about 80 Students from Grade 7, 8 and 9 followed the Mining Rocks Earth Science program. Also, over 60 community members attended the community program hosted during that same week. |
| Role Model Program | 1 Employment<br>4 Education and Training | The Role Model program began in 2015 as a way to recognize exemplary Inuit employees. Since then, it has grown into a program to: recognize the hard work of individual Inuit employees; identify examples to inspire Inuit employees, community members, youth, etc. on how to achieve personal and/or work success; and serve as an incubator program to identify and support future Inuit leadership in the company. |

| Program / Initiatives | Related VSEC | Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes) |
|---|---|---|
| | | Role models are nominated and chosen by a committee annually. They can be nominated and chosen for a variety of reasons, including demonstrating good work-life balance/dedication to upgrading one's education/skills; positive attitude; exemplifying traditional Inuit values at home or at work; overcoming personal challenges; involvement in communities; demonstrating leadership skills, etc. A Role Model is recognized through posters and is also provided opportunities to represent the company and speak on behalf of their own experiences at various events (trade shows, symposiums, high school visits, etc.). Some Role Models are also enrolled in the Leadership Development Program in order to continue to foster management and supervisory skills. In 2017, there were 8 Role Models at Meadowbank and 4 Role Models at Meliadine.<br><br>In 2020, the Role Model program was paused due to AEM Nunavummiut employees being sent home as COVID-19 preventive measures. |
| Career Path Program | 1 Employment<br>4 Education and Training | The Career Path Program was designed in 2012, with the intention of supporting upward mobility of Inuit employees at Meadowbank. This program identifies the incremental steps that an employee is required to complete to advance in their chosen career of interest.<br><br>The objective of the Career Path Program is to have only internal promotions for Inuit, and for no external candidates (southerners) to be hired to fill a position that is part of the program.<br><br>In 2019, five (5) Career Paths were used at Meadowbank: Energy & Infrastructure, Process Plant, Mine, Maintenance, and Drill & Blast. Four (4) Career Paths were used at Meliadine: Mine Underground, Process Plant, Energy & Infrastructure, and Assay Lab. In 2020, two (2) Career Paths were in development: the Warehouse Career Path at Meadowbank and the Camp Career Path at Meliadine. Also, in 2020, the Mine and the Drill & Blast Career Paths were updated at Meadowbank in order to create more opportunities and allow the employees to be more comfortable in their position. |
| Kivalliq Career Fairs | 1 Employment<br>4 Education and Training | Agnico Eagle takes part in various career fairs held in the Kivalliq region, including various other trade show events. Some of these include the Kivalliq Trade Show, the Nunavut Mining Symposium, and various community-level Career Fair days.<br><br>In 2020, AEM participated in the Kivalliq Community opportunities fair organized by the KIA from February 10th to 21st, 2020. AEM attended the events that was held in 7 communities. We promoted available positions at AEM and provided information about the Labour Pool Process. |
| Training and Learning Management System | 1 Employment<br>4 Education and Training | The Training Management System (TMS) as well as the Learning Management System (LMS) were initially implemented in 2013, in order to ensure better management of training activities and to monitor the proper management of the e-learning training. In response to the GN's request for increased information on training programs in 2014, both systems were modified in 2015. The systems are |

| Program / Initiatives | Related VSEC | Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes) |
|---|---|---|
| | | now capable of producing more detailed reports: by training program, by participation level, by graduation level and by hour.<br><br>In 2019, a new Learning Management System (LMS) has been developed in order to improve the learners' experience, as well as the administrators' experience and data collection. In 2019, the development of the new Training Management System (TMS) also started. The improvements were related to the enrollment to the e-learnings directly in TMS and the administrators' experience.<br><br>In 2020, the development of the new Training Management System (TMS) continued in order to provide an upgraded system to all users, from the learners to the administrators. The development focused on the Training Calendar, the Employee File, some basic reporting tools for the Supervisors and administrators, and other administrative tools. The system has been successfully launched at the end of September 2020. The development will continue in 2021. |
| Apprenticeship Training ('Apprenticeship Program' and 'Pre-Apprenticeship Program') | 1 Employment<br><br>4 Education and Training | The Apprenticeship Program combines on-the-job learning and in-school technical instruction to allow Inuit employees the opportunity to be educated and trained in the trade of their choice. By the end of the program, the apprentice is able to challenge their Certificate of Qualification (COQ) to become a Journeyperson and will also have the opportunity to challenge their Red Seal Exam. Currently, we offer (9) trades: baker, cook, carpenter, millwright, electrician, heavy duty equipment technician, welder, housing maintainer and plumber. In 2019, the program was reviewed in order to substantially increase our support to apprentices while they are at school for their technical instruction. Logistical, material, educational and financial support is provided to our Apprentices.<br><br>In 2019, one (1) employee completed his apprenticeship training with Agnico. Two (2) apprentices went to technical training in Nunavut and six (6) in Alberta. At the end of 2019, there were 8 apprentices and pre-apprentices at Meadowbank and 2 apprentices and pre-apprentices at Meliadine.<br><br>In 2020, two (2) employees completed their apprenticeship training with Agnico. One (1) apprentice went to technical training in Alberta. The other apprentice was supposed to go to technical training throughout 2020, but the planned training was stopped due to COVID-19 restrictions. At the end of 2020, there were eight (8) apprentices and pre-apprentices at Meadowbank and two (2) apprentices and pre-apprentices at Meliadine. One (1) apprentice continued his training on-the-job at Meliadine during the year. All other apprentices stayed home due to Covid-19.<br><br>Since 2015 a total of eight (8) employees completed their apprenticeship training within Agnico Eagle. |
| Education Initiatives Portfolio promotion | 1 Employment<br><br>4 Education and Training | AEM developed a portfolio summarizing all the education initiatives that are available for the Kivalliq Schools. The portfolio was presented to and approved by the Kivalliq School Operations this portfolio includes the following initiatives; TASK week, role model visits, career fair, life skills workshops, take our kids to work, regional summer camp, local summer camps, financial workshops, and Mining Matters programs. All of the initiatives within the portfolio are linked to the required |

| Program / Initiatives | Related VSEC | Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes) |
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| | | curriculum and some of the initiatives provide an opportunity for students to receive a credit.<br><br>The Education initiatives portfolio was not presented to the different Kivalliq Schools due to COVID-19 pandemic. However, many of those schools-initiated discussions regarding potential future activities based on past experiences and initiatives with AEM Education team. |
| E-Learning Training | 1 Employment<br>4 Education and Training<br>8 Health and Safety | Before coming to an Agnico site for the first time, newly hired employees must complete their Mandatory Training online, which consists of six (6) modules: General Induction, WHMIS, Fire Suppression, Job Hazard Analysis and Work Card, Spill Response, and Occupational Health and Safety (Personal Protective Equipment, Ladder Safety, Surface Standard Operating Procedure). The General Induction chapter provides general information about Agnico Eagle and working life at the mines.<br><br>As per the requirement of the IIBAs, in 2017 two new e-learning lessons were developed and added to the General Induction. The Inuit Impact and Benefit Awareness module (IIBA) provides general awareness on: Agnico's Commitment to Indigenous People, history of the Nunavut Agreement and the different Inuit organization branches, what an IIBA is and why the sites have one, and a high level overview of the benefits and impact mitigation provided through the IIBAs. The Archaeology module informs workers on how to identify potential archaeological sites (ex. Fox traps, tent circles, hunting blinds) and what to do if a worker finds one when working in the tundra. An objective of these lessons is also to give each employee and contractor employee cross-cultural context before arriving on one of Agnico's sites.<br><br>In 2018, 3 e-learning lessons have been updated: Process Plant Induction, Chemical Awareness and General Induction. The e-learning WHMIS, which is now WHMIS 2015, has been modified according to meet the new WHMIS standards.<br><br>In 2019, the revision of the 6 e-learning modules of the Mandatory Training started. They will be re-built in 2020.<br><br>In 2020, an external firm started the development of all 6 e-learning modules. At the end of the year, the General Induction module was in post-production and pre-launch testing phase on the Agnico Eagle Learning Management System. The WHMIS and the Fire Suppression System modules were in production phase by the external firm. The 3 other modules were in pre-production phase by the external firm. All modules will be launched in 2021. |

| Program / Initiatives | Related VSEC | Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes) |
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| TASK Week | 1 Employment<br>4 Education and Training | The Trades Awareness Skills and Knowledge Week (TASK Week) was initiated in 2012 and has evolved in its structure through the years. TASK week is now a full week program that allows students to focus on one trade for the entire week. TASK week is also aligned with Agnico's IIBA commitment Schedule C, 16, by promoting the mine industry through career awareness and co-operating with educational authorities in the implementation of mining sector content in schools. TASK Week is a joint initiative between Jonah Amitnaaq Secondary School (JASS) and Agnico Eagle, and has active cooperation from other authorities and businesses each year.<br><br>In 2020, one TASK week was hosted in Baker Lake from March 9 -13 with approximately 75 senior JASS students. AEM hosted this event in collaboration with various local partners. The following trades were featured: Mechanics, welding, culinary arts, sewing, electrical, cosmetology & hairdressing as well as first aid training. |
| Community Liaison Officers Program (formerly "Community Coordinators Program") | 1 Employment<br>4 Education and Training<br>7 Individual and community Wellness | In 2016, the Community Coordinators program expanded to sponsor part-time Agnico Eagle Coordinators in all Hamlets in the Kivalliq Region. Agnico Eagle's offices in the communities of Rankin Inlet and Baker Lake already have Agnico Eagle staff working full and part-time to provide community relations support.<br><br>The objective of the community-based Agnico Eagle Coordinators is to provide a point of contact in each community to facilitate communications, provide services, and coordinate activities in the following areas:<br><br>• Support to the HR department by:<br>  ○ Assisting HR and other Agnico Eagle departments to locate employees or potential employees as required<br>  ○ Contacting employees in advance of their shift departure times<br>• Support to the Recruitment team by guiding interested individuals in the application process outlined by the Labour Pool Process<br>• Provide advice and assistance to Agnico Eagle to organize and hold information sessions in the community on Agnico Eagle projects and initiatives, including those Labour Pool and business opportunities initiatives outlined in the IIBAs<br>• Provide updates to the Hamlet Council on Agnico Eagle activities<br>• Distribute Agnico Eagle information and promotional materials<br>• The increase of community involvement requirements for Agnico Eagle to achieve recruitment goals and the obligations for the NIRB and IIBA renders the CLOs essential for Agnico Eagle's Nunavut operations.<br><br>In 2020, AEM reviewed CLO roles and responsibilities and will implement a new CLO Development Program in 2021. The objective of the program is to maximize |

| Program / Initiatives | Related VSEC | Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes) |
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| | | CLO involvement within each community and to foster better communication channels between the communities and AEM operations. |
| Financial Literacy Training | 2 Income<br>4 Education and Training<br>7 Individual and Community Wellness | Early 2020, a meeting was held with Lester Landau (CPA) to conduct a post-mortem of 2019 financial literacy sessions and plan 2020 delivery strategy. The plan for 2020 was to maximize engagement by providing more individualized one-on-one trainings, meetings with community-based employers and visiting people at home. However, due to COVID-19 pandemic all financial literacy trainings were cancelled both on site and in the community. Basic financial literacy training continues to be included in the Work Readiness program and is also accessible through the Employee Assistance Program (EAP). |
| Contractor Training Programs | 1 Employment<br>3 Contracting & Business Opportunities<br>4 Education and Training | As per the IIBAs, Agnico Eagle requires contractors with consistent Inuit labour on site to deliver career development and training to their Inuit employees.<br><br>During 2020 Agnico Eagle assigned 16 contractors with this requirement. Due to the impact of COVID-19 there are fewer updates on contractor training requirement implementation. |
| Agnico Eagle Nunavut IIBA Procurement Process | 3 Contracting & Business Opportunities<br>10 Nunavut Economy | Through the implementation of the Meliadine IIBA in 2015, Agnico Eagle moved to a prequalification procurement process, which requires all suppliers to prequalify in categories in order to submit a tender. Additionally, NTI-registered companies are eligible for preference points. This process replaces the Inuit Business Opportunities Initiative. Since 2017 with the signing of the IIBAs for Meadowbank and Whale Tail, as well as the revision of the Meliadine IIBA, all three sites followed the new procurement process. And Whale Tail).<br><br>In 2020,<br>• Total of 889 pre-qualification categories were available (this is an official count on the AEM website)<br>• 119 NTI Firms have shown interest since the beginning of 2020<br>• Total of 6018 NTI firms have submitted requests to be pre-qualified for specific categories |
| IIBA Pre-qualification Assistance, Workshops and Entrepreneurial Training | 3 Contracting & Business Opportunities<br>10 Nunavut Economy | As per the IIBAs, Agnico provides workshops and assistance to Inuit Firms to promote and facilitate their access to Agnico Eagle's business opportunities as well as entrepreneurial training and support to Inuit businesses.<br><br>In 2020, AEM and KIA discussed the 2020-2021 draft planning for Workshops, Assistance and Entrepreneurial Training. The first activity proposed was to deliver of HSE (Health, Safety and Environment) policy development workshop concurrent to the annual Prequalification Information Sessions in March and April 2020. AEM drafted the presentation in consultation with KIA representative Charlie Tautuarjuk. However, due to COVID-19 pandemic and isolation restrictions the Prequalification Information Sessions were cancelled and hence the workshop was not delivered. In 2021, AEM and KIA will be discussing the workshop delivery virtually. |

| Program / Initiatives | Related VSEC | Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes) |
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| Haul Truck Trainee Program | 1 Employment<br>4 Education and Training | The Haul Truck Trainee program is a 28-day (336 hour) program to certify haul truck operators, which includes training on a simulator, in the classroom, and on the job. The program is aimed at existing employees in entry level positions (dishwashers, janitors, chambermaids, etc.). In order to provide the best training possible to all the trainees, there is a maximum of 4 trainees at a time with one trainer.<br><br>In 2020, 7 trainees (4 males and 3 females) were enrolled in the Haul Truck Trainee Program. Among those, a total of 4 trainees successfully completed the program in March. A total of 3 trainees were unsuccessful due to COVID-19. They are considered as unsuccessful until they can get back to site and complete the remaining training requirements. |
| Long Haul Trainee Program | 1 Employment<br>4 Education and Training | The Long Haul Truck Trainee program is a 28-day (336 hour) program to certify long haul truck operators, which includes training on a simulator, in the classroom, and on the job. The program is aimed at existing employees in the mine department. In order to provide the best training possible to all the trainees, there is a maximum of 4 trainees at a time with one trainer.<br><br>In 2020, 1 trainee (1 male) was enrolled in the Long Haul Truck Trainee Program. He successfully completed the program. Then the program was suspended due to COVID-19. |
| Process Plant Trainee Program | 1 Employment<br>4 Education and Training | With the success of the Haul Truck Trainee Program, a Process Plant Trainee Program was developed in 2015. The 28-day program provides employees with an understanding of the mining and milling process and trains them to be competent and certified to fill positions as a process plant helper or a utility person.<br><br>In 2018-2019, no trainees were enrolled in the Process Plant Trainee Program. No trainee programs were run this year due to the transition between Meadowbank operation to Amaruq.<br><br>In 2020, a cohort was supposed to start in March with two (2) trainees but the program was cancelled due to COVID-19. |
| Underground Trainee Program | 1 Employment<br>4 Education and Training | In 2018, the Underground Trainee Program was managed by the Nunavut Artic College, supported by Agnico Eagle. In 2020, 8 trainees (8 men) were enrolled in this 28-day program. Among those, a total of 4 trainees successfully completed the program in February. A total of 4 trainees were unsuccessful due to COVID-19. They are considered as unsuccessful until they can get back to site and complete the remaining training requirements. |
| Education Department Summary | 4 Education and Training | In 2020 many Education initiatives were cancelled due to COVID-19 pandemic, so AEM took this opportunity to review the framework of the education programs for Kivalliq youths. The review ensured that AEM targeted as many Kivalliq youths as possible through novel initiatives and programs for better mining awareness. |

| Program / Initiatives | Related VSEC | Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes) |
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| Site Visits | 4 Education and Training<br>7 Individual and community Wellness | In 2020, only 1 site visit was possible before COVID-19 pandemic restrictions were put in place. On February 13th, a total of 18 Simon Alaittuq School Teachers visited the Meliadine site. Overall the tour was a great success and the teachers were impressed with the facilities and opportunities Agnico Eagle has to offer. |
| Mental Health | 7 Individual and Community Wellness | Due to COVID-19 site response, no trainings were provided on Mental Health. However, the mental health aspect was directly linked with the pandemic which was covered through different site-wide communications for example the Daily Communicator (explained in other). The general WiFi access was opened sitewide and not just in common areas for employees to constantly remain connected with their family while at work.<br><br>In 2020, the Meliadine nurses were providing consultation and support for various concerns including emotional support for workers dealing with stress in the workplace as well as stress at home or struggling with other mental health issues. |
| Emergency Response Team (ERT) Training | 4 Education and Training<br>8 Health and Safety | Meadowbank and Whale Tail Emergency Response Team (ERT) consists of internal employees that volunteers to respond to emergencies such as fire. Currently, there are 113 active Emergency Response and Mine Rescue members and out of which 10 are Inuit members. Due to COVID-19 pandemic response and isolation restrictions 9 Inuit out of 10 are not active. In 2020, 5 basic mine rescue courses were given to on-board new ERT members for both Meadowbank and Whale Tail site. In total 55 training sessions were given that included weekly practices, mock scenarios and specialized trainings.<br><br>Meliadine Emergency Response Team (ERT) consists of internal employees that volunteers to respond to emergencies such as fire. Currently, there are 80 active Emergency Response and Mine Rescue members and out of which 7 are Inuit members. Due to COVID-19 pandemic response and isolation restrictions 6 Inuit out of 7 are not active. In 2020, 5 basic mine rescue courses were given to on-board new ERT members. In total 45 training sessions were given that included weekly practices, mock scenarios and specialized trainings. |
| Inuktitut Use | 5 Culture and Traditional Lifestyle | Agnico Eagle applies the Inuit Language Protection Act to facilitate the use of the Inuktitut language at their sites by providing the following documentation and services in Inuktitut:<br><br>• Policies, employee handbooks, and other human resource related documents<br>• Recruitment materials (job postings)<br>• Online mandatory training materials that focus on health and safety<br>• Key directional and safety signage posted in and around the mine site<br>• Bilingual human resource counsellors<br>• Bilingual employees based in communities (Community Coordinators) that support recruitment, retention, and other communications |

| Program / Initiatives | Related VSEC | Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes) |
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| | | • Religious events (services in Inuktitut or special events at site)<br><br>Note that the Nunavut Mine Act requires, for safety reasons, that all work communications during operating hours use English as the common language.<br><br>The Language policy was established in consultation with the Kivalliq Inuit Association (KIA) to provide direction in the use of English, Inuktitut, or any other language both on- and off-site of Agnico Eagle locations and facilities in Nunavut. The policy complies to Agnico Inuit Impact Benefit Agreements, the Inuit Language Protection Act and the Mine Health and Safety Act. It also ensures alignment with the Mining Association of Canada's Toward Sustainable Mining protocol and International Cyanide Management Code. The policy integrates its application to all persons working or visiting any Nunavut mine site or exploration site, the use of plain language whenever possible and language during working hours. The policy also highlights the use of Inuktitut over the life of Agnico Eagle's projects on-site at operations and off-site in Nunavut: health and safety and public signage on site, services to employees, public materials and communications, public meetings and community offices.<br><br>In 2020, the Language Policy was officially approved by AEM and KIA. In 2020, the following activities took place in relation to the Language Policy:<br><br>• The Employment and Culture Committee (ECC) of the IIBA introduced the policy to Nunavut facilities General management, HR representatives and Collaboration Committee<br>• Communication campaign to launch and introduce the policy to employees while determining the best channel to present it: General Manager meetings.<br>• An English online assessment was put in place for contractors—This test will certify that contractors are able to use a range of basic grammatical structures in a regular, professional or personal context. This practice is now in place for all current and new contractors<br><br>In 2021, the Language policy will be officially launched via General Manager meetings on all three sites. All employees will be required to sign and agree to the policy. The employee handbook will be updated with Language policy and related disciplinary measures are put in place if an employee fails to follow the policy. Lastly, a site memo will be shared by senior management on all three sites, and a Q&A and key messages materials will be distributed to employees, supervisors and contractors. |
| Inuit Arts and Crafts | 5 Culture and Traditional Lifestyle | In 2020, due to COVID-19 and isolation restrictions with the Kivalliq communities Agnico Eagle could not continue invite local Arts and Crafts vendors at both sites to showcase work and sell to interested employees. |

| Program / Initiatives | Related VSEC | Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes) |
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| Cultural Events | 5 Culture and Traditional Lifestyle | AEM sites supports cross-cultural understanding and celebration. However, in 2020, due to COVID-19 pandemic and restriction on site (no large gatherings) various cultural events on-site, such as Nunavut Day, Pakallak Tyme, and square dances were cancelled. |
| Cross Cultural Training Program | 5 Culture and Traditional Lifestyle | Implemented in 2010 at Meadowbank, the Cross Cultural Training Program has been provided to numerous employees. It is a 5 hour in-class training course. This course allows employees from different cultures and backgrounds to understand each other's culture in order to improve understanding and communication at the workplace. The program was revisited with the assistance of the Nunavut Literacy Council in 2013, and a revised program was initiated in 2014. This program is mandatory for all Agnico Eagle employees and contractors who will be on site for six months or more.<br><br>Cross-cultural training began at Meliadine in 2017.<br><br>During 2017, Meliadine had 6 sessions and is planning on providing the training more often as the workforce stabilizes during the transition from Construction to Operations.<br><br>In 2020, Meliadine had 2 sessions and Meadowbank had only 1 session. |
| Access to Country Food | 5 Culture and Traditional Lifestyle<br><br>7 Individual and community Wellness | In January 2020, the Meadowbank site hosted one country food nights.<br><br>The Meliadine site serves country food meals as part of its standard menu (Caribou and Arctic Char). In 2020, two (January and February) country food nights were held.<br><br>Due to COVID-19 pandemic and restrictions on site no additional country food nights were held rest of the year for both divisions. |
| Other | 5 Culture and Traditional Lifestyle<br><br>7 Individual and community Wellness | In 2020, the Meliadine HR team planned to start two new activities sewing training and Inuit movie night. These two activities will be led by Inuit HR agent and it is intended to promote and teach about Inuit culture to AEM employees.<br><br>In 2020, a social worker was appointed to come on site to provide support to employees and contractors. The social worker came to site twice in February and March however, due to COVID-19 pandemic the rest of the scheduled site visits were cancelled. |
| Site Tours for Rankin Inlet Residents | 7 Individual and community Wellness | In 2020, due to COVID-19 pandemic and community restrictions Agnico did not host any Meliadine site tour for Ranking Inlet residents. |
| Summer Camp | 7 Individual and community Wellness | Ealy July-August of 2020, AEM sponsored 3 summers camps hosted by RPAN in the community of Baker Lake, Whale Cove and Coral Harbor. The summer camps supported the training of the local youth leaders that coordinated those camps. |

| Program / Initiatives | Related VSEC | Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes) |
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| | | Youth aged from 5 to 12 years participated in various activities on various topics such as health, fitness, wellness as well as science throughout the summer. |
| Baker Lake Wellness Report & Implementation Plan | 7 Individual and community Wellness | In the 2011 Meadowbank IIBA, Agnico Eagle committed to prepare for the KIA an annual community-driven report on the wellness of the Inuit residents of Baker Lake. Two Wellness Reports and Implementation Plans (for 2015 and 2016) have been developed and submitted. These are posted on the Agnico Eagle website. For the purpose of developing Hamlet wellness indicators that are meaningful to Baker Lake residents, qualitative community-based research was conducted to capture how Baker Lake residents define and perceive their Hamlet's wellness. Statistical information (including the data presented in this report, where community-specific data were available) was also included in the report.<br><br>In 2020, aligned with the Baker Lake Wellness Plan, $64,000 was contributed to the Baker Lake Prenatal Nutrition Project (BLPNP). This is a community-based health promotion program, which helps expectant mothers and new mothers (including mothers who have adopted a baby) to have healthy pregnancies and young babies. Some activities also include fathers-to-be and fathers. Pre-schoolers are also welcomed to attend with their mothers (on-site childcare is provided by the program). The whole family, ultimately, gains long-term benefits from the program. |
| Community Funding Agreements | 7 Individual and community Wellness | In 2015, Agnico initiated new community activity agreements (Community Initiatives Fund Agreements) with the Hamlets of Baker Lake, Rankin Inlet, Arviat and Chesterfield Inlet. In 2017, Agnico established or renewed Community Initiatives Fund agreements with all Kivalliq hamlets. The purpose of the funds is to invest in community-based activities that will enrich the cultural and social wellbeing of the community. Each hamlet is responsible for the allocation of the funds in alignment with the purpose and is guided by the Agnico Donations Policy Agreement<br><br>In 2020, Arviat, Baker Lake, and Rankin Inlet received their Community Initiatives Fund donation as per our agreements. Note: for Chesterfield Inlet donation has not been issued since we are stilling waiting for them to propose their projects. |
| Baker Lake Community Liaison Committee | 7 Individual and community Wellness | Agnico Eagle continued to host meetings with the Meadowbank Community Liaison Committee in 2020 to discuss issues of concern or interest. The committee consists of various representatives including the Elders Society, youth, the business community, adult education committee, the Hamlet, Nunavut Arctic College and the Hunters and Trappers Organization of Baker Lake. Meetings are held in both English and Inuktitut and meetings are held at minimum twice per year, ideally four times per year. The Committee brings insight on issues and provides advice to Management on solutions.<br><br>A teleconference was held on April 6th, 2020 with KIA, Baker Lake Department of Health, and Pauktuttit and ITK Board representatives. In the meeting, COVID-19 preventive measures in Meadowbank Complex was presented and review of community initiatives such as making donations to the food bank, to the local radio |

| Program / Initiatives | Related VSEC | Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes) |
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| | | and for hamlet supplies. A second CLC meeting was not held due to scheduling challenges and COVID-19 community restrictions. |
| Rankin Inlet Community Liaison Committee | 7 Individual and community Wellness | Agnico Eagle participates in the Agnico Eagle Hamlet Working Group to discuss issues of concern or interest with Rankin Inlet stakeholders. Agnico Eagle is looking to establish a separate CLC in Rankin Inlet in 2020 or 2021. |
| Sexual Health | 7 Individual and community Wellness | In 2020, both Meadowbank, Amaruq and Meliadine clinic focused on site COVID-19 preventative response and no significant awareness events have been done for sexual health. However, Meadowbank and Amaruq clinic continued promoting safe sexual health practises by distributing condoms in both camps. |
| Site Tours for Baker Lake Residents | 7 Individual and community Wellness | Each year, Agnico Eagle invites the residents of Baker Lake to come on a site tour at Meadowbank Mine. In 2020, Meliadine welcomed one tour on February 13th with total of 18 teachers from Simon Alaittuq School (see Site Visits from Education for more information). Due to COVID-19 other planned site tours were cancelled. |
| Spouse Visits | 7 Individual and community Wellness | In 2020, due to COVID-19 pandemic and restrictions the site spouse visit was cancelled. |
| Elder Counselling | 7 Individual and community Wellness<br>8 Health and Safety | AEM Community Relations team hired an Inuit Qaujimayatuqangit (life by experience) and wildlife coordinator to assist on gathering elder knowledge on matter relating to caribou protection measures and our operations on the AWAR. The Wildlife and IQ coordinator engages with community Elders to understand community priorities in relation to wildlife, in addition, the coordinator engages with the HTO during caribou migration and convey. In 2020, the coordinator participated in developing AEM COVID-19 community isolation protocols and best practices if a hunter gets lost during COVID-19. |
| Preventative Health | 7 Individual and community Wellness<br>8 Health and Safety | In 2020, Meadowbank Complex clinic continued offering the Hepatitis A and B vaccination to specific workers and the flu vaccination to all employees. Due to COVID-19 site response, less preventive health actions were taken but, the clinic personnel frequently attended the morning line-up meetings to cover specific health topics and attended safety meetings when requested by supervisors. The clinic personnel continued assisting in the first aid training of the Emergency Response Team (ERT) when required.<br><br>In 2020, Meliadine clinic continued to offer free flu shots. In addition, we continue to offer Twinrix vaccinations (Hepatitis A and B) to specific workers as well as Td (Tetanus and Diphtheria) vaccines as needed. |

| Program / Initiatives | Related VSEC | Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes) |
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| COVID-19 – Hygiene Program | 7 Individual and community Wellness<br>8 Health and Safety | On March 19th 2020, Agnico Eagle started sending Nunavummiut employees home to prevent the spread of COVID-19 to the northern communities. Preventative measures were implemented in Meadowbank complex to prevent the spread of the virus at camp. For example, mandatory mask / face covering, hand washing, social distancing, temperature check, etc. In addition, screening questionnaires were completed prior to coming to site to avoid the virus to travel to site. In April, the testing began on site with the help of the on-site nursing staff and the health and safety team. In November, a 5-day retest program started at the Meadowbank complex. In December, the pre-flight testing moved from site to the traveling hubs (Mirabel and Val D'or).<br><br>In 2020, Agnico Eagle's Meliadine clinic focused on implementing measures to prevent the spread of COVID-19 on site. The clinic nurses were testing the workers as they were coming on site by taking swab samples. These samples were processed on site. Protocols were implemented to protect workers from the spread and procedures were developed to respond to COVID-19 on site cases. For example, extraction procedure was developed where a worker will be removed from site if tested positive. |
| Health clinic and presentations | 7 Individual and community Wellness<br>8 Health and Safety<br>9 Community Infrastructure and Services | The Health & Safety of Meadowbank complex department started the Daily Communicator, a one-pager communication that is sent sitewide daily covering various safety topics, incidents from day before, mitigation measures and other related health and safety preventative information for workers. The information from the Daily Communicator is used by supervisors during their morning line-ups. In March 2020, the Whale Tail (Amaruq) clinic increased their nursing staff. They clinic went from 2 nurses team to 4 nurses team therefore, allowing presence of 2 nurses at all time at the mine site. |
| JOHSC Committee Training | 4 Education and Training<br>8 Health and Safety | Meliadine: In 2020, due to COVID-19 no JOHSC training sessions were offered by an external consultant. However, in 2020, 8 induction sessions were provided to onboard new JOHSC members, 8 trainings on investigations, 5 trainings on Intelex (Health and Safety data management system), and 4 trainings on JHA's were given. Currently the committee has 76 members. 9 members are female, representing 12% of the committee. There are 7 Inuit representing 9% of the committee but, due to COVID-19 only 2 Inuit members are active.<br><br>Meadowbank: In 2020 we offered two JOHSC training session in March and December by an external consultant. In 2020, 15 induction sessions were provided to onboard new JOHSC members, the trainings on investigations and on Intelex (Health and Safety data management system) is under development, and 0 trainings on JHA's were given. We did some workshops with the committee to develop our next committee objectives and to discuss about current H&S site condition. Currently, the committee has 88 members, 8 members are female, representing 9% of the committee. There are 5 Inuit representing 6% of the committee but, due to COVID -19 no Inuit members were active in 2020. |

| Program / Initiatives | Related VSEC | Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes) |
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| Use of infrastructure | 9 Community Infrastructure and Services | 2020 estimates of use of this infrastructure directly related to Meadowbank are as follows:<br>• Use of Baker Lake Airport to access commercial flights (estimates not available)<br>• 2 Barges received in Baker Lake 8 vessels for 109 000 m3<br>• Use of Baker Lake Community Centre: Not used due to COVID-19 pandemic and community restrictions<br>• Use of other Nunavut airports to access commercial/chartered flights: not used for Baker Lake<br>2020 estimates of use of infrastructure directly related to Meliadine are as follows:<br>• Use of Rankin Airport to access commercial flights (estimates not available)<br>• Use of Rankin Inlet airstrip for cargo and passengers: 240 flights<br>• Barges received in Rankin Inlet: 13 vessels for 152 000 m3<br>• Use of Rankin Inlet Community Hall (estimates not available)<br>• Use of the community boat launch area for barge landings (estimates not available)<br>• Use of the hamlet roads to transport goods from the barge to the operations - maintaining daily operations by following COVID-19 protocols<br>• Use of community tank farm during commissioning of Agnico Eagle tank farm - In 2020 no tank farm was used by AEM<br>In 2020, due to COVID-19 pandemic and community restrictions from March there was no Kivalliq flights operating in the communities. The community facilities such as hotels and restaurants were not used by Agnico Eagle. The guest houses were not in operation in order to keep the community safe. |

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# Appendix A. Project Certificates T&C Concordance

| # | Condition | Reference section |
|---|---|---|
| Meadowbank Project Certificate No. 004 | | |
| 33 | Cumberland shall update the Access and Air Traffic Management Plan to: a. include an All-weather Private Access Road Management Plan, including a right-of-way policy developed in consultation with the KivIA, GN, INAC and the Hamlet of Baker Lake, for the safe operation of the all-weather private access road; and, b. to facilitate monitoring of the environmental and socio-economic impacts of the private road and undertake adaptive management practices as required, including responding to any concerns regarding the locked gates. | For socio-economic impacts of the road, see “VSEC 5: Culture and Traditional Lifestyle – 5.2 Culture and traditional lifestyle” |
| 63 | Within six (6) months of the issuance of a Project Certificate, the GN and INAC shall form a Meadowbank Gold Mine Socio-Economic Monitoring Committee (“Meadowbank SEMC”) to monitor the socio-economic impacts of the Project and the effectiveness of the Project’s mitigation strategies. The monitoring shall supplement, not duplicate, the monitoring required pursuant to the IIBA negotiated for the Project, and on the request of Government or NPC, could assist in the coordination of data collection and tracking data trends in a comparable form to facilitate the analysis of cumulative effects. The terms of reference shall focus on the Project, include a plan for ongoing consultation with KivIA and affected local governments and a funding formula jointly submitted by GN, INAC and Cumberland. The terms of reference shall be submitted to NIRB for review and subsequent direction within six (6) months of the issuance of a Project Certificate.<br>Cumberland is entitled to be included in the Meadowbank SEMC. | See "Context - Socio-Economic Monitoring Committees" |
| 64 | Cumberland shall work with the GN and INAC to develop the terms of reference for a socio-economic monitoring program for the Meadowbank Project, including the carrying out of monitoring and research activities in a manner which will provide project specific data which will be useful in cumulative effects monitoring (upon request of Government or NPC) and consulting and cooperating with agencies undertaking such programs. Cumberland shall submit draft terms of reference for the socio-economic monitoring program to the Meadowbank SEMC for review and comment within six (6) months of the issuance of a Project Certificate, with a copy to NIRB’s Monitoring Officer. | See "NIRB Project Certificate Conditions" |

| # | Condition | Reference section |
|---|---|---|
| 65 | Cumberland shall include in its socio-economic monitoring program for the Meadowbank Project the collection and reporting of data of community of origin of hired Nunavummiut | For monitoring of employees by community of hire see "VSEC 1 Employment, Project Inuit Agnico Eagle employment by Kivalliq community" and for demographics see "VSEC 6: Population Demographics". |
| | Meliadine No. 006 | |
| 87 | The Proponent is strongly encouraged to participate in the work of the Kivalliq Socio-Economic Monitoring Committee along with other agencies and the communities of the Kivalliq region, and to identify areas of mutual interest and priority for inclusion into a collaborative monitoring framework that includes socio-economic priorities related to the Project, communities, and the Kivalliq region as a whole. | See "Context - Socio-Economic Monitoring Committees" |
| 89 | The Proponent shall develop the Meliadine Socio-economic Monitoring Program to monitor the predicted impacts outlined in the FEIS as well as regional concerns identified by the Kivalliq Socio-economic Monitoring Committee (SEMC). Where possible, the Proponent is encouraged to work in collaboration with all other socio-economic stakeholders such as the KIA, GN, AANDC and the communities of the Kivalliq region in developing this program, which should include a process for adaptive management and mitigation in the event unanticipated impacts are identified. Details of the Meliadine Socio-economic Monitoring Program are to be provided to the NIRB upon finalization, and within one year of issuance of the Project Certificate. | For more information on how the report monitors the predicted impacts outlined in the FEIS, see "Report Purpose" and "Report Structure"<br><br>For more information on how regional concerns identified by the KvSEMC are incorporated, please see "Context - Socio-Economic Monitoring Committees", Page 3. Additional references to SEMC input are throughout the report. |
| 97 | The Proponent's project-specific socio-economic monitoring program should be updated to address the potential impacts to education and training which may arise from temporary, final and/or post-closure phases. | For monitoring potential impacts to education and training see "VSEC 4 Education and Training". Monitoring can only be done during the actual phase of the Project. |
| 98 | The Proponent is encouraged to work with the members identified as potential stakeholders in the socio-economic monitoring working group and with the Kivalliq Socio-Economic Monitoring Committee to review and monitor education utilization rate trends on an on-going basis to understand if the Project can be determined to be having an impact on the education system of the Kivalliq region and/or on any communities in particular. | For education utilization rate trends see "VSEC 4 Education and Training, 4.2 Secondary school graduation by region" |
| 99 | The Kivalliq Socio-Economic Monitoring Committee and its membership are encouraged to engage in the monitoring of | For monitoring of demographic changes, including the movement |

| # | Condition | Reference section |
|---|---|---|
| | demographic changes including the movement of people into and out of the Kivalliq communities and the territory as a whole. This information may be used in conjunction with monitoring data obtained by the Proponent from recent hires and/or out-going employees in order to assess the potential effects of the Project on migration. | of people see "VSEC 6: Population Demographics". |
| 109 | The Proponent is encouraged to work with the Kivalliq Socio-Economic Monitoring Committee to monitor potential indirect effects of the Project, including indicators such as the prevalence of substance abuse, gambling issues, family violence, marital problems, rates of sexually transmitted infections and other communicable diseases and others as deemed appropriate. | See "VSEC 7: Individual and Community Wellness", as well as "VSEC 9: Community Infrastructure and Services" (where relevant data exists) |
| 110 | The Proponent shall provide the NIRB with a description of wellness and cultural diversity/acceptance programming made available to employees and family or community members and shall report the following information with respect to each program to the NIRB annually:<br>a. Language of instruction;<br>b. Uptake by employees and/or family members where relevant, noting Inuit and non-Inuit participation rates;<br>c. Completion rates for enrolled participants, noting Inuit and non-Inuit rates; and<br>d. Issues as may relate to program content which may have been noted or present either on site or in the community and which affect Project employment or employee wellness. | For descriptions on wellness and cultural diversity/acceptance programming see "VSEC 5: Culture and Traditional Lifestyle, Existing Management and Mitigation" as well as "VSEC 7: Individual and Community Wellness, Existing Management and Mitigation". Detailed information on uptake can be found in Appendix D. |
| 115 | The Proponent is encouraged to work collaboratively with the Government of Nunavut Department of Health to monitor the impacts of the Meliadine Gold Project on health services within the LSA communities and specifically, Rankin Inlet. | For monitoring on impacts on health services see "VSEC 9: Community Infrastructure and Services, 9.1 Use of GN Health Services", as well as "VSEC 7: Individual and Community Wellness, 7.4 Health Centre visits by reason for visit". |
| 94 | The Proponent shall update its labour force analysis utilizing current or the most recent baseline information as may be available from the Nunavut Bureau of Statistics or Statistics Canada. The updated labour force analysis is to be provided to the NIRB within 6 months of the Project Certificate being issued. The Proponent is encouraged to work collaboratively with other stakeholders to | The Socio-Economic Monitoring Report incorporates information from the most recent Kivalliq Labour Market Analysis which monitors labour force characteristics of the Kivalliq region. See "Other key sources of |

| # | Condition | Reference section |
|---|---|---|
| | monitor any impacts the Project may have on the labour force characteristics of the Kivalliq region during all project phases. | information - Kivalliq Labour Market Analysis" Page 7, as well as interpretations throughout VSEC 1, 2 and 4 for additional details. |
| 101 | The Proponent shall include with its annual reporting to the NIRB a summary of employee origin information as follows:<br>a. The number of Inuit and non-Inuit employees hired from each of the Kivalliq communities, specifying the number from each;<br>b. The number of Inuit and non-Inuit employees hired from each of the Kitikmeot and Qikiqtani regions, specifying the number from each;<br>c. The number of Inuit and non-Inuit employees hired from a southern location or other province/territory outside of Nunavut, specifying the locations and the number from each; and<br>d. The number of non-Canadian foreign employees hired, specifying the locations and number from each foreign point of hire. | For monitoring of employees by community of hire see "VSEC 1: Employment, Project Inuit Agnico Eagle employment by Kivalliq community". Additional required detail can be found in Appendix C. |
| 111 | In its annual reporting to the NIRB, the Proponent is strongly encouraged to provide detailed descriptions of all employee programs and training including:<br>a. Descriptions of the goals of each program offered;<br>b. Language of instruction;<br>c. Schedules and location(s) of when each program was offered;<br>d. Uptake by employees and/or family members where relevant, noting Inuit and non-Inuit participation rates; and,<br>e. Completion rates for enrolled participants, noting Inuit and non-Inuit rates. | Descriptions of employee programs and training can be found throughout the report, but most prominently within "VSEC 1: Education and Training, Existing Management and Mitigation". Detailed information on uptake can be found in Appendix D. |
| Whale Tail Project Certificate No.008 Amendment No. 001 | | |
| 44 | The Proponent is strongly encouraged to continue to participate in the work of the Kivalliq Socio-Economic Monitoring Committee along with other agencies and the communities of the Kivalliq region, and to identify areas of mutual interest and priority for inclusion into a collaborative monitoring framework that includes socio-economic priorities related to the Project, communities, and the Kivalliq region as a whole.<br>Information regarding the Proponent's efforts in fulfillment of this term and condition shall be included in the Proponent's annual report to the Nunavut Impact Review Board. | See "Context - Socio-Economic Monitoring Committees" |

| # | Condition | Reference section |
|---|---|---|
| 46 | The Proponent should develop a Project-specific Whale Tail Pit Socio-Economic Monitoring Program designed to:<br>-Monitor for project-induced effects, including the impacts predicted in the Environmental Impact Statement through indicators presented in the Whale Tail Pit Socio-Economic Monitoring Plan;<br>-Reflect regional socio-economic concerns identified by the Kivalliq Socio-Economic Monitoring Committee (KivSEMC);<br>-Work in collaboration with all other socio-economic stakeholders such as the Kivalliq Inuit Association, the Government of Nunavut, and Indigenous and Northern Affairs Canada, and the communities of the Kivalliq region to develop the program; and<br>-Include a process for adaptive management and mitigation to respond if unanticipated impacts are identified.<br>- Monitor the success of existing and newly implemented gender-specific initiatives to determine their success and why they were considered successful or to identify any challenges to their implementation<br>Details of the Whale Tail Pit Socio-Economic Monitoring Program should be submitted to the Nunavut Impact Review Board (NIRB) within one (1) year of issuance of the Project Certificate. The Proponent should produce annual Whale Tail Pit socio-economic monitoring reports throughout the life of the Project that are submitted to the NIRB and shared with the wider KivSEMC. | See "NIRB Project Certificate Conditions".<br><br>Details on gender-specific initiatives can be found most prominently in “VSEC 11 Gender” as well as in the “Existing Management and Mitigation” section. |
| 50 | The Proponent will report the results of its Labour Market Analysis (LMA) and Inuit Work Barrier Study (WBS) to the Kivalliq Socio-Economic Monitoring Committee upon completion in 2018, which should integrate the findings into its ongoing work identifying gaps between the Kivalliq labour market and mining market needs, and how to activate latent labour pool in the Kivalliq region to maximize labour “capture” from mining for the region. The Proponent shall report the results and implications of the LMA and WBS within its first year’s Annual Report to the Nunavut Impact Review Board (NIRB), and show how the results have been integrated into an updated Socio-Economic Monitoring Plan for the Whale Tail Pit Project. | See "Other key sources of information ". Discussion and findings from the LMA and IWBS are incorporated throughout the report. |

| # | Condition | Reference section |
|---|---|---|
| 53 | Provided the collection and sharing of such information is consistent with and not limited by any Inuit Impact and Benefit Agreement with the Kivalliq Inuit Association and that employees are willing to voluntarily provide this information, the Proponent should collect and provide project-specific data concerning employee community of residence and number of employees that relocated from the year prior (where available, to and from, for Arviat, Baker Lake, Chesterfield Inlet, Coral Harbour, Naujaat, Rankin Inlet and Whale Cove). The details of this process will be captured in the terms of reference for the project specific Whale Tail Pit Socio-Economic Monitoring Committee. Summaries of this information should be included in the annual Whale Tail Pit socio-economic monitoring reports submitted to the Nunavut Impact Review Board and shared with the wider Kivalliq Socio-Economic Monitoring Committee throughout the life of the Project. | For monitoring of employees by community of hire see "VSEC 1: Employment, Project Inuit Agnico Eagle employment by Kivalliq community". For monitoring of demographic changes, including the movement of people, see "VSEC 6: Population Demographics". |
| 59 | The Proponent is encouraged to work with the Kivalliq Inuit Association to establish cross-cultural training initiatives, which promote respect and consideration for the importance of Inuit Qaujimajatuqangit to the Inuit identity and to make this training available to Project employees and on-site sub-contractors. The Proponent should actively monitor the implementation of these initiatives, including the following items:<br>- Descriptions of the goals of each program offered;<br>- Language of instruction;<br>- Schedules and location(s) of when each program was offered;<br>- Uptake by employees and/or family members where relevant, noting Inuit and non-Inuit participation rates; and<br>- Completion rates for enrolled participants, noting Inuit and non-Inuit participation rates.<br>Summaries of the cross-cultural training initiatives implemented by the Proponent in fulfilment of this term and condition should be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board. | For descriptions of cross-cultural training initiatives see "VSEC 5: Culture and Traditional Lifestyle". More detailed information on uptake can be found in Appendix D. |
| 62 | The Proponent should work with the Government of Nunavut to develop an effects monitoring program that identifies Project-related pressures to community infrastructure such as airport and transportation infrastructure, policing, health and social services, in Baker Lake and all the point-of-hire communities of the Kivalliq Region. Evidence of meeting the requirements of this term and condition should be submitted as part of the Proponent's annual reporting to the Nunavut Impact Review Board. | See "VSEC 9: Community Infrastructure and Services". |
| 54 | Proponent should ensure that the development of all project monitoring plans and associated reporting and updates are | See "Context - Socio-Economic Monitoring Committees" |

| # | Condition | Reference section |
|---|---|---|
| | undertaken with active engagement of Kivalliq communities, land users, and harvesters. The Proponent should work with the Kivalliq Inuit Association, the local Hunters and Trappers Organizations and the Kivalliq Socio-Economic Monitoring Committee to report on the collection and integration of Inuit Qaujimaningit through its monitoring programs for the Project. To the extent that the sharing of such information is consistent with, and not limited by, any confidentiality or other agreements, summaries addressing the Proponent's fulfillment of this term and condition should be included in the Proponent's annual report to the Nunavut Impact Review Board. | |

# Appendix B. The Inuit & Nunavummiut Employee Survey Results

## ABOUT YOU

Who do you work for?
**(N = 93)**

- Contractor: 17 (18%)
- Agnico Eagle: 75 (81%)
- I don't know: 1 (1%)

How long have you been working at the mine?
**(N = 94)**

- 1 year or less: 33 (35%)
- 1-3 years: 33 (35%)
- 3-5 years: 11 (12%)
- 5+ years: 17 (18%)

What is your Gender?
**(N = 95)**

- Male: 53 (56%)
- Female: 40 (42%)
- Non-binary/third gender: 0 (0%)
- Prefer not to say: 1 (1%)
- Prefer to self-describe: 1 (1%)

Are you an Inuk Employee?
**(N = 95)**

- Yes, I am Inuk: 94 (99%)
- No, I am not Inuk: 1 (1%)

Do you live in Nunavut?
**(N = 93)**

- Yes, I live in Nunavut: 87 (94%)
- No, I live outside of Nunavut: 6 (6%)

## HEALTH AND WELLNESS

In the last 12 months, how often did you feel happy at the mine?

**(N = 93)**

- All the time: 23 (25%)
- Most of the time: 51 (55%)
- Sometimes: 17 (18%)
- Not much of the time: 2 (2%)
- Never: 0 (0%)
- I don't know: 0 (0%)

In the last 12 months, how often did you spend time with someone you liked to be with at the mine?

**(N = 95)**

- All the time: 19 (20%)
- Most of the time: 33 (35%)
- Sometimes: 21 (22%)
- Not much of the time: 19 (20%)
- Never: 1 (1%)
- I don't know: 2 (2%)

In the last 12 months, how often did you find that you had someone to talk to if you felt worried or for some reason needed emotional support at the mine?

**(N = 95)**

- All the time: 19 (20%)
- Most of the time: 11 (12%)
- Sometimes: 32 (34%)
- Not much of the time: 23 (24%)
- Never: 5 (5%)
- I don't know: 5 (5%)

In the last 12 months, how often have you worried about keeping your job?

**(N = 95)**

- All the time: 20 (21%)
- Most of the time: 18 (19%)
- Sometimes: 26 (27%)
- Not much of the time: 10 (11%)
- Never: 15 (16%)
- I don't know: 6 (6%)

In the last 12 months, how often have you felt confident that you have skills to do your job?

**(N = 95)**

- All the time: 33 (35%)
- Most of the time: 48 (51%)
- Sometimes: 11 (12%)
- Not much of the time: 1 (1%)
- Never: 1 (1%)
- I don't know: 1 (1%)

Since working at the mine, have you discussed values that are important at work (working hard, being on time, being safe) with children and youth either at home or in the community?

**(N = 92)**

- Yes: 74 (80%)
- No: 18 (20%)

Overall, how has working at the mine affected your personal relationships (family, friends, spouse, partner)?

**(N = 93)**

- Overall, my personal relationships are better since working at the mine: 18 (19%)
- Overall, my personal relationships are about the same: 44 (47%)
- Overall, my personal relationships are worse since working at the mine: 16 (17%)
- I don't know: 15 (16%)

In the last 12 months, how would you say your family is doing paying your bills and debt?

**(N = 93)**

- We pay all our bills and debt with no problem: 22 (24%)
- We pay most of our bills and debt on time but sometimes we can't: 41 (44%)
- We can't pay most of our bills on times, and we are falling behind on payments: 19 (20%)
- I don't know: 11 (12%)

In the last 12 months, have you put money aside for a house, vacation, truck, retirement or other reasons?

**(N = 93)**

- Yes: 38 (41%)
- No: 55 (59%)

In the last 12 months, did you seek out any financial advice from friends, family, professionals or on the internet?

**(N = 89)**

- Yes: 30 (34%)
- No: 59 (66%)

Why did you NOT seek our financial advice? Check all that apply.

**(N = 53)**

- I don't have the time: 4 (8%)
- I didn't know where to start: 19 (36%)
- I didn't feel comfortable talking about money: 10 (19%)
- There is no financial advice available in my community: 5 (9%)
- There is no financial advice in my workplace: 5 (9%)
- I am not interested in receiving financial advice: 11 (21%)
- Other: 7 (13%)

In the last 12 months, how often were you and other household members worried that food would run out before you got money to buy more?

**(N = 92)**

- All the time: 11 (12%)
- Most of the time: 17 (18%)
- Sometimes: 26 (28%)
- Not much of the time: 17 (18%)
- Never: 20 (22%)
- I don't know: 1 (1%)

What is the most difficult for your spouse when you are away for work?

**(N = 62)**

- Management of the house (ex.: grocery, maintenance, errands): 17 (27%)
- Take care of kids: 24 (39%
- Loneliness: 26 (42%)
- Management of emergency situations: 9 (15%)
- Others: 11 (18%)

What is the most difficult for you when you are at work?

**(N = 84)**

- Loneliness: 21 (25%)
- Worries about my family situation: 43 (51%)
- Worries about my financial situation: 12 (14%)
- Type of work: 7 (8%)
- Relationship with supervisors and colleagues: 9 (11%)
- Camp life (toilet, food, camp activities, gym, etc.): 5 (6%)
- Others: 5 (6%)

## CULTURE TRADITIONAL LIFESTYLE

In the last 12 months, what sorts of traditional and cultural activities have you participated during your time off? Check all that apply.

**(N = 94)**

- Hunting, trapping, and fishing: 50 (53%)
- Gathering plants and berries: 15 (16%)
- Travelling on the land (for example: hiking, long walks, dog sledding, ATV and snowmobiling): 51 (54%)
- Building cabins and igloos: 9 (10%)
- Sewing and crafts: 19 (20%)
- Family get togethers: 50 (53%)
- Community events (for example: square dancing, visiting elders): 20 (21%)
- Other: 12 (13%)

-How has working at the mine impacted your ability to participate in cultural and traditional activities?

**(N = 94)**

- I participate more now: 9 (10%)
- I participate the same amount: 32 (34%)
- I participate less now: 29 (31%)
- I don't know: 24 (26%)

In the last 12 months, outside of working hours, how often have you used Inuktitut at the mine site?

**(N = 95)**

- All the time: 18 (19%)
- Most of the time: 23 (24%)
- Sometimes: 30 (32%)
- Not much of the time: 20 (21%)
- Never: 3 (3%)
- I don't know: 1 (1%)

Has working at the mine changed how much you speak Inuktitut at home?

**(N = 94)**

- Yes, I speak it more at home now: 16 (17%)
- No, not really: 68 (72%)
- Yes, I speak it less now: 5 (5%)
- I don't know: 5 (5%)

How important is it to you to be able to use (speak, read or write) in Inuktitut at the mine site?

**(N = 94)**

- Very important: 34 (36%)
- Somewhat important: 32 (34%)
- Not at all important: 19 (20%)
- I don't know: 9 (10%)

In my workplace, respect for coworkers, positive working relationships and consideration of other is encouraged.

**(N = 93)**

- Strongly agree: 56 (60%)
- Somewhat agree: 22 (24%)
- Neither agree nor disagree: 11 (12%)
- Somewhat disagree: 3 (3%)
- Strongly disagree: 1 (1%)

I have the flexibility to take vacation or unpaid leave to participate in cultural and traditional activities in my community.

**(N = 92)**

- Strongly agree: 16 (17%)
- Somewhat agree: 31 (34%)
- Neither agree nor disagree: 36 (39%)
- Somewhat disagree: 5 (5%)
- Strongly disagree: 4 (4%)

In my workplace, we have a shared understanding of our goals and a vision of what we are trying to achieve.

**(N = 92)**

- Strongly agree: 47 (51%)
- Somewhat agree: 29 (32%)
- Neither agree nor disagree: 10 (11%)
- Somewhat disagree: 5 (5%)
- Strongly disagree: 1 (1%)

In my workplace, knowledge and respect of Nunavut's environment and land is valued.

**(N = 93)**

- Strongly agree: 55 (59%)
- Somewhat agree: 19 (20%)
- Neither agree nor disagree: 12 (13%)
- Somewhat disagree: 6 (6%)
- Strongly disagree: 1 (1%)

In my workplace, I am supported in developing new job-related skills through observation, mentoring and practice.

**(N = 92)**

- Strongly agree: 42 (46%)
- Somewhat agree: 34 (37%)
- Neither agree nor disagree: 10 (11%)
- Somewhat disagree: 5 (5%)
- Strongly disagree: 1 (1%)

Overall, do you Agnico has a [positive, neutral, negative] impact on your community?

**(N = 90)**

- Overall, I think Agnico has a positive impact: 37 (41%)
- Overall, I think Agnico's impact is neither positive or negative [neutral]: 52 (58%)
- Overall, I think Agnico has a negative impact: 1 (1%)

## HOUSING MIGRATION

Where do you live [In Nunavut]?

**(N = 80)**

- Arviat: 14 (18%)
- Baker Lake: 37 (46%)
- Chesterfield Inlet: 3 (4%)
- Coral Harbour: 4 (5%)
- Naujaat: 3 (4%)
- Rankin Inlet: 16 (20%)
- Whale Cove: 3 (4%)
- Other Nunavut: 0 (0%)

Where do you live [Out of Nunavut]?

**(N = 8)**

- Ontario: 3 (38%)
- Quebec: 3 (38%)
- Nova Scotia: 1 (13%)
- Manitoba: 1 (13%)

Have you moved in the 12 last months?

**(N = 87)**

- Yes: 7 (8%)
- No: 80 (92%)

If you answered "Yes", what community did you live in before?

**(N = 7)**

- Arviat: 1 (14%)
- Baker Lake: 2 (28%)
- Chesterfield Inlet: 1 (14%)
- Coral Harbour: 0 (0%)
- Naujaat: 1 (14%)
- Rankin Inlet: 0 (0%)
- Whale Cove: 0 (0%)
- Other Nunavut: 1 (14%)
- Other Southern: 1 (14%)

Why did you move? Check all that apply.

**(N = 6)**

- Be closer to friends/family: 1 (17%)
- Better access to services: 0 (0%)
- Better housing: 1 (17%)
- Closer to work: 0 (0%)
- To find a job: 0 (0%)
- I don't know: 0 (0%)
- Other: 4 (67%)

Do you want to move in the next 12 months?

**(N = 86)**

- Yes: 37 (43%)
- No: 49 (57%)

If you answered "Yes", where do you want to move?

**(N = 36)**

- Arviat: 1 (3%)
- Baker Lake: 2 (6%)
- Chesterfield Inlet: 0 (0%)
- Coral Harbour: 1 (3%)
- Naujaat: 1 (3%)
- Rankin Inlet: 1 (3%)
- Whale Cove: 2 (6%)
- Other Nunavut: 4 (11%)
- Other Southern: 24 (67%)

Why did you move? Check all that apply.

**(N = 40)**

- Be closer to friends/family: 7 (18%)
- Better access to services: 13 (33%)
- Better housing: 9 (23%)
- Closer to work: 1 (3%)
- To find a job: 0 (0%)
- I don't know: 1 (3%)
- Other: 17 (43%)

What type of housing do you live in?

**(N = 89)**

- A house that I own: 7 (8%)
- A house that a friend/family owns: 12 (13%)
- I rent from a private company: 7 (8%)
- Public housing: 53 (60%)
- Government of Nunavut staff housing: 0 (0%)
- I don't know: 1 (1%)
- Other: 9 (10%)

Has the type of housing you lived in changed in the past 12 months?

**(N = 84)**

- Yes: 14 (17%)
- No: 70 (83%)

If you answered "Yes", what type of housing did you live in before?

**(N = 12)**

- A house that I own: 0 (0%)
- A house that a friend/family owns: 1 (8%)
- I rent from a private company: 2 (17%)
- Public housing: 4 (33%)
- Government of Nunavut staff housing: 1 (8%)
- I don't know: 0 (0%)
- Other: 4 (33%)

## RECRUITMENT

Do you feel that Agnico Eagles mines should be more present in schools to promote mining opportunities?

**(N = 89)**

- Yes: 77 (87%)
- No: 12 (13%)

Did you feel that Agnico Eagle mines is present enough in your community?

**(N = 83)**

- Yes: 39 (47%)
- No: 44 (53%)

If no, where should we go:

**(N = 41)**

- Better promote our job opportunities: 22 (54%)
- Be more present in school: 21 (51%)
- Be more present in community events: 22 (54%)
- Others: 2 (5%)

In the past, did you use one of these tools?

**(N = 77)**

- Applied on job posting: 51 (66%)
- Are you part of a career path: 21 (27%)
- Are you part of an apprenticeship program: 2 (3%)
- Others: 9 (12%)

# Appendix C. Detailed Employment Data

The table below provides a detailed breakdown of headcount data by employee location, Inuit status and project.

| | **Meadowbank + Whale Tail** | | | **Meliadine** | | |
|---|---|---|---|---|---|---|
| Employee location | Inuit | non-Inuit | **Total** | Inuit | non-Inuit | **Total** |
| **Kivalliq Community** | | | | | | |
| Arviat | 74 | 0 | **74** | 6 | 0 | **6** |
| Baker Lake | 168 | 1 | **169** | 6 | 0 | **6** |
| Chesterfield Inlet | 6 | 0 | **6** | 3 | 0 | **3** |
| Coral Harbour | 12 | 0 | **12** | 13 | 0 | **13** |
| Naujaat | 16 | 0 | **16** | 2 | 0 | **2** |
| Rankin Inlet | 15 | 0 | **15** | 41 | 1 | **42** |
| Whale Cove | 7 | 0 | **7** | 1 | 0 | **1** |
| **Other Nunavut** | | | | | | |
| Kitikmeot | 0 | 1 | **1** | 0 | 0 | **0** |
| Qikiqtani | 0 | 1 | **1** | 1 | 0 | **1** |
| **Other Canada** | | | | | | |
| Alberta | 0 | 6 | **6** | 0 | 12 | **12** |
| British Columbia | 0 | 6 | **6** | 0 | 7 | **7** |
| Manitoba | 3 | 6 | **9** | 2 | 1 | **3** |
| New Brunswick | 1 | 9 | **10** | 0 | 25 | **25** |
| Northwest Territory | 0 | 0 | **0** | 0 | 0 | **0** |
| Nova Scotia | 1 | 4 | **5** | 1 | 3 | **4** |
| Newfoundland & Labrador | 0 | 15 | **15** | 0 | 4 | **4** |
| Ontario | 12 | 174 | **186** | 10 | 83 | **93** |
| outside Nunavut | | | | | | |
| Prince Edward Island | 0 | 2 | **2** | 0 | 1 | **1** |
| Quebec | 4 | 523 | **527** | 4 | 438 | **442** |
| Saskatchewan | 0 | 2 | **2** | 0 | 2 | **2** |
| **Other** | | | | | | |
| International | | 1 | **1** | | 0 | **0** |
| **Grand Total** | **319** | **751** | **1,070** | **90** | **577** | **667** |

# Appendix D. TMS Report 2020

AGNICO EAGLE

# Hours of Training for Inuit Employees by Community for Meadowbank

| | | | Training Activity | Course Code | Hours of Training* | Freq. of Training (Months) | Number of Inuit employees who successfuly completed training between Jan 01/20 and Dec 31/20 | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Kivalliq Region | | | | | | | Other | Total Employees | Total Hours |
| | | | | | | | Arviat | Baker Lake | Coral Harbour | Chesterfield Inlet | Naujaat | Rankin Inlet | Whale Cove | | | |
| Health and Safety | e-Learning | AEM | General Induction | NUN.1.40 | 0.5 | 36 | 3 | 5 | 0 | 1 | 0 | 3 | 0 | 4 | 16 | 8 |
| | | | WHMIS 2015 | NUN.1.44 | 0.5 | 36 | 5 | 6 | 0 | 1 | 0 | 3 | 0 | 5 | 20 | 10 |
| | | | Fire Suppression System | NUN.1.39 | 0.5 | 36 | 3 | 5 | 0 | 0 | 0 | 3 | 0 | 4 | 15 | 7.5 |
| | | | Job Hazard Analysis and Work Card | NUN.1.41 | 0.5 | 36 | 3 | 4 | 0 | 0 | 0 | 3 | 0 | 4 | 14 | 7 |
| | | | Spills Response | NUN.1.38 | 0.5 | 36 | 3 | 4 | 0 | 0 | 0 | 3 | 0 | 4 | 14 | 7 |
| | | | Occupational Health and Safety | NUN.1.43 | 0.5 | 36 | 3 | 4 | 0 | 0 | 0 | 3 | 0 | 4 | 14 | 7 |
| | | | Chemical Awareness | NUN.1.36 | 0.5 | 36 | 1 | 3 | 0 | 0 | 0 | 0 | 1 | 0 | 5 | 2.5 |
| | | | Mill Induction | NUN.1.37 | 0.5 | 36 | 1 | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 4 | 2 |
| | | | | | | **Total** | **22** | **33** | **0** | **2** | **0** | **18** | **2** | **25** | **102** | **51** |
| | In class | AEM | ASGH Aircraft Cargo Procedures | MBK.1.3 | 3 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 3 |
| | | | ASGH Aircraft Ground Support Equipment GSE | MBK.1.4 | 3 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 3 |
| | | | ASGH Aircraft Marshalling & Parking | MBK.1.5 | 3 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 3 |
| | | | ASGH Aviation Fueling Operations | MBK.1.6 | 3 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 3 |
| | | | ASGH Aviation Safety/Management and Audits | MBK.1.7 | 1 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 |
| | | | ASGH General & Airside Tarmac Safety | MBK.1.8 | 2.5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2.5 |
| | | | Basic Fire Extinguisher Training | MBK.1.35 | 2 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Blasting Certificate - Surface | NUN.1.2 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Blasting Certificate - Underground | NUN.1.3 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Confined Space | NUN.1.4 | 2 | 36 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 |
| | | | Diphoterine Awareness | MBK.1.16 | 1 | - | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 |
| | | | Emergency Measures Induction - Meadowbank | MBK.1.37 | 1.5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1.5 |
| | | | Explosive Access Regulation Document | NUN.1.6 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Fall Protection | NUN.1.7 | 2 | 36 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 3 | 6 |
| | | | Fire Truck Pumper Operator Training | MBK.1.18 | 24 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | First Aid & AED/CPR Level A | NUN.1.9 | 16 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | First Aid & AED/CPR Level A - Practical Evaluation | NUN.1.35 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Hazmat Intervention - Operation Level | MBK.1.36 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Hoisting and Rigging | NUN.1.12 | 2 | 36 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 10 |
| | | | Intermodal Transportation of Dangerous Goods | MBK.1.19 | 36 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Lockout | NUN.1.15 | 2 | 36 | 1 | 7 | 0 | 0 | 0 | 0 | 0 | 0 | 8 | 16 |
| | | | Meadowbank JOHSC Training | MBK.1.21 | 24 | 36 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 24 |
| | | | Meadowbank Site Induction | MBK.1.22 | 5 | 12 | 2 | 9 | 0 | 0 | 0 | 0 | 1 | 1 | 13 | 65 |
| | | | Oxygen Administration | NUN.1.17 | 4 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Quantitative Fit Test | NUN.1.19 | 0 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Respiratory Protection | NUN.1.20 | 2 | 24 | 8 | 12 | 1 | 0 | 1 | 0 | 0 | 2 | 24 | 48 |
| | | | Scaffolds | MBK.1.25 | 12 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | SCBA | MBK.1.26 | 4 | 36 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 8 |
| | | | SOP Mine - Underground Worker | MBK.1.39 | 6 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Standard Operating Procedure Mine | MBK.1.28 | 2 | 36 | 4 | 14 | 1 | 0 | 1 | 0 | 0 | 3 | 23 | 46 |
| | | | Supervision Formula - 2019 | MBK.1.31 | 5 | - | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 32 |
| | | | Supervisor's Certificate Level 2 - Surface | NUN.1.28 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | | | Transportation of Dangerous Goods by Air | NUN.1.30 | 3 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Transportation of Dangerous Goods by Ground | NUN.1.31 | 3 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Transportation of Dangerous Goods by Sea | NUN.1.32 | 3 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Whale Tail UG Induction | MBK.1.33 | 1 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Working Safely on Ice | NUN.1.46 | 0 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | **Total** | **21** | **48** | **2** | **0** | **2** | **0** | **1** | 17 | **91** | **275** |
| General | e-L | AEM | Cybersecurity Awareness Training | NUN.2.22 | 0.5 | 36 | 1 | 5 | 0 | 0 | 0 | 2 | 0 | 2 | 10 | 5 |
| | | | | | | **Total** | **1** | **5** | **0** | **0** | **0** | **2** | **0** | **2** | **10** | **5** |
| | In class | AEM | Aerial Work Platform | NUN.2.2 | 5 | 36 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 10 |
| | | | Civility in the Workplace | NUN.2.3 | 4 | - | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 4 | 16 |
| | | | Civility in the Workplace - for Employees | NUN.2.4 | 2 | - | 0 | 5 | 0 | 1 | 0 | 0 | 0 | 2 | 8 | 16 |
| | | | Cross-Cultural | NUN.2.5 | 5 | - | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 15 |
| | | | Forklift | NUN.2.7 | 5 | 36 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 10 |
| | | | IDP HR Training | MBK.2.16 | 1.5 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Introduction to Driving | NUN.2.8 | 5 | - | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 3 | 15 |
| | | | JDE Maintenance Tradesmen | MBK.2.7 | 4 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Overhead Crane | NUN.2.16 | 3 | 36 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 3 |
| | | | Skid Steer | NUN.2.19 | 5 | 36 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 5 |
| | | | Telehandler | NUN.2.20 | 5 | 36 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 15 |
| | | | Values and Guiding Principles | MBK.2.13 | 1 | - | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 2 |
| | | | | | | **Total** | **7** | **15** | **1** | **2** | **0** | **0** | **0** | **4** | **29** | **107** |
| Specific | | AEM | Ansul Vehicle F.S.S. Overview | MBK.3.2 | 8 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Apprentice Technical Support | NUN.3.1 | 1 | - | 0 | 20 | 0 | 0 | 0 | 0 | 0 | 0 | 20 | 70 |
| | | | Backhoe | MBK.3.3 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Cat Hose | MBK.3.4 | 12 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Coaching on Equipment | NUN.3.2 | 1 | - | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 3 | 4 | 10 |
| | | | Compactor | MBK.3.6 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Container Handler | MBK.3.7 | 24 | 36 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 24 |
| | | | Crushing Circuit | MBK.3.10 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Dozer - Open Pit | MBK.3.12 | 84 | 36 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 7 | 9 | 144 |
| | | | Dozer - Site Services | MBK.3.13 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Drill DM45 | MBK.3.18 | 84 | 36 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 84 |
| | | | Drill Sandvik DI650 | MBK.3.16 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Excavator - 6020 | MBK.3.21 | 84 | 36 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 24 |
| | | | Excavator - Auxiliary Equipment | MBK.3.22 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 84 |
| | | | Excavator - Production Equipment | MBK.3.23 | 84 | 36 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| | | | Excavator - Service Equipment | MBK.3.24 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Front Shovel - RH120 | MBK.3.29 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Fuel Truck - Open Pit | MBK.3.31 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Grader - Open Pit | MBK.3.33 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 168 |
| | | | Grinding Circuit | MBK.3.37 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Haul Truck - 777 | MBK.3.39 | 84 | 36 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 168 |
| | | | Haul Truck - 785 | MBK.3.40 | 84 | 36 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 168 |
| | | | Haul Truck Trainee Program | MBK.3.43 | 504 | - | 1 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 4 | 2016 |
| | | | Hyster Forklift | MBK.3.45 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | K-Loader | MBK.3.101 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Leach/CIP Stripping Circuit | MBK.3.49 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Loader - Auxiliary Equipment - Open Pit | MBK.3.51 | 84 | 36 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 96 |
| | | | Loader - Auxiliary Equipment - Site Services | MBK.3.52 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 168 |
| | | | Loader - Production Equipment | MBK.3.53 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Loader - Service Equipment - Open Pit | MBK.3.54 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Loader - Service Equipment - Site Services | MBK.3.55 | 84 | 36 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 84 |
| | | | Long Haul Truck | MBK.3.59 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Long Haul Truck Trainee Program | MBK.3.60 | 336 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 336 |
| | | | Maintenance Technician - LHT | MBK.3.99 | 5 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Mixing and Distribution Circuit | MBK.3.62 | 84 | 36 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 84 |
| | | | Operations in Aircraft Ground Icing Conditions | MBK.3.65 | 8 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 16 |
| | | | Passenger Bus | MBK.3.66 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 5 |
| | | | Roll-Off Truck | MBK.3.72 | 24 | 36 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 48 |
| | | | Service Excavator - Process Plant | MBK.3.73 | 5 | 36 | 0 | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 20 |
| | | | Service Truck Crane | MBK.3.8 | 3 | 36 | 2 | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 5 | 25 |
| | | | Snow Blower | MBK.3.76 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Snow Plow - Open pit | MBK.3.77 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Tow Haul | MBK.3.82 | 24 | 36 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 24 |
| | | | Tow Haul - Dramis | MBK.3.83 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Boom Truck | MBK.3.102 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Development Bolter | MBK.3.103 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Development Jumbo | MBK.3.104 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Development Scoop | MBK.3.85 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Haul Truck | MBK.3.105 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Man Carrier | MBK.3.106 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Modules (Common Core) Certification | NUN.3.5 | 84 | - | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 2 | 0 |
| | | | Underground Scissor Lift | MBK.3.86 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Service Tractor | MBK.3.88 | 11 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Utility Person Circuit | MBK.3.90 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Vacuum Truck | MBK.3.91 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Water Truck - 773 | MBK.3.92 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 36 |

| | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Water Truck - Kenworth | MBK.3.93 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | Water Truck - MBK Site Services | MBK.3.96 | 24 | 36 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 48 |
| | | Wheel Dozer | MBK.3.97 | 84 | 36 | 1 | 1 | 0 | 0 | 1 | 0 | 0 | 3 | 6 | 432 |
| | | | | | **Total** | **5** | **45** | **2** | **0** | **2** | **2** | **0** | **28** | **84** | **4382** |
| **ERT** | **AEM** | ERT Practice | MBK.4.1 | 12 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 12 |
| | | Mine Rescue - Surface | MBK.4.3 | 48 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | Mine Rescue - Underground | MBK.4.4 | 40 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | Mine Rescue Practice - Underground | MBK.4.6 | 12 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | **Total** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **1** | **1** | **12** |
| **Education** | **AEM** | EDU - Apprentice Support | NUN.5.1 | 1 | - | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 6 |
| | | EDU - Pre-Trades | NUN.5.2 | 1 | - | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 6 |
| | | | | | **Total** | **6** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **6** | **12** |

*Hours of training per course can vary in some instances. Hours listed is the number of hours the course typically takes an employee.

AGNICO EAGLE

# Total Hours of Training by Course for Meadowbank Employees

| | | | Training Activity | Course Code | Hours of Training* | Frequency of the Training (months) | Number of employees registered for training between Jan 01/20 and Dec 31/20 | | | | Number of employees who successfully completed training between Jan 01/20 and Dec 31/20 | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Nunavummiut Employees | | Other Employees | Total Hours | Nunavummiut Employees | | Other Employees | Total Hours |
| | | | | | | | All | Female | | | All | Female | | |
| Health and Safety | e-Learning | AEM | General Induction | NUN.1.40 | 0.5 | 36 | 16 | 6 | 212 | 114 | 16 | 6 | 212 | 114 |
| | | | WHMIS 2015 | NUN.1.44 | 0.5 | 36 | 20 | 6 | 225 | 122.5 | 20 | 6 | 223 | 121.5 |
| | | | Fire Suppression System | NUN.1.39 | 0.5 | 36 | 15 | 6 | 202 | 108.5 | 15 | 6 | 202 | 108.5 |
| | | | Job Hazard Analysis and Work Card | NUN.1.41 | 0.5 | 36 | 14 | 5 | 200 | 107 | 14 | 5 | 200 | 107 |
| | | | Spills Response | NUN.1.38 | 0.5 | 36 | 14 | 5 | 201 | 107.5 | 14 | 5 | 201 | 107.5 |
| | | | Occupational Health and Safety | NUN.1.43 | 0.5 | 36 | 14 | 5 | 198 | 106 | 14 | 5 | 198 | 106 |
| | | | Chemical Awareness | NUN.1.36 | 0.5 | 36 | 5 | 1 | 65 | 35 | 5 | 1 | 65 | 35 |
| | | | Mill Induction | NUN.1.37 | 0.5 | 36 | 4 | 1 | 64 | 34 | 4 | 1 | 64 | 34 |
| | | | | | | **Total** | **102** | **35** | **1367** | **734.5** | **102** | **35** | **1365** | **733.5** |
| | In class | AEM | ASGH Aircraft Cargo Procedures | MBK.1.3 | 3 | 36 | 1 | 1 | 2 | 9 | 1 | 1 | 2 | 9 |
| | | | ASGH Aircraft Ground Support Equipment GSE | MBK.1.4 | 3 | 36 | 1 | 1 | 2 | 9 | 1 | 1 | 2 | 9 |
| | | | ASGH Aircraft Marshalling & Parking | MBK.1.5 | 3 | 36 | 1 | 1 | 1 | 6 | 1 | 1 | 1 | 6 |
| | | | ASGH Aviation Fueling Operations | MBK.1.6 | 3 | 36 | 1 | 1 | 2 | 9 | 1 | 1 | 2 | 9 |
| | | | ASGH Aviation Safety/Management and Audits | MBK.1.7 | 1 | 36 | 1 | 1 | 4 | 5 | 1 | 1 | 4 | 5 |
| | | | ASGH General & Airside Tarmac Safety | MBK.1.8 | 2.5 | 36 | 1 | 1 | 2 | 7.5 | 1 | 1 | 2 | 7.5 |
| | | | Basic Fire Extinguisher Training | MBK.1.35 | 2 | 60 | 0 | 0 | 68 | 136 | 0 | 0 | 68 | 136 |
| | | | Blasting Certificate - Surface | NUN.1.2 | 0 | 60 | 0 | 0 | 4 | 0 | 0 | 0 | 4 | 0 |
| | | | Blasting Certificate - Underground | NUN.1.3 | 0 | 60 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 |
| | | | Confined Space | NUN.1.4 | 2 | 36 | 1 | 0 | 55 | 112 | 1 | 0 | 55 | 112 |
| | | | Diphoterine Awareness | MBK.1.16 | 1 | - | 1 | 0 | 1 | 2 | 1 | 0 | 1 | 2 |
| | | | Emergency Measures Induction - Meadowbank | MBK.1.37 | 1.5 | 36 | 1 | 0 | 24 | 37.5 | 1 | 0 | 24 | 37.5 |
| | | | Explosive Access Regulation Document | NUN.1.6 | 0 | 60 | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 0 |
| | | | Fall Protection | NUN.1.7 | 2 | 36 | 3 | 1 | 65 | 136 | 3 | 1 | 65 | 136 |
| | | | Fire Truck Pumper Operator Training | MBK.1.18 | 24 | 24 | 0 | 0 | 17 | 408 | 0 | 0 | 17 | 408 |
| | | | First Aid & AED/CPR Level A | NUN.1.9 | 16 | 36 | 0 | 0 | 32 | 424 | 0 | 0 | 32 | 424 |
| | | | First Aid & AED/CPR Level A - Practical Evaluation | NUN.1.35 | 5 | 36 | 0 | 0 | 39 | 195 | 0 | 0 | 39 | 195 |
| | | | Hazmat Intervention - Operation Level | MBK.1.36 | 24 | 36 | 0 | 0 | 34 | 816 | 0 | 0 | 34 | 816 |
| | | | Hoisting and Rigging | NUN.1.12 | 2 | 36 | 5 | 0 | 90 | 190 | 5 | 0 | 90 | 190 |
| | | | Intermodal Transportation of Dangerous Goods | MBK.1.19 | 36 | 24 | 0 | 0 | 4 | 144 | 0 | 0 | 4 | 144 |
| | | | Lockout | NUN.1.15 | 2 | 36 | 8 | 0 | 116 | 248 | 8 | 0 | 116 | 248 |
| | | | Meadowbank JOHSC Training | MBK.1.21 | 24 | 36 | 1 | 0 | 15 | 384 | 1 | 0 | 15 | 384 |
| | | | Meadowbank Site Induction | MBK.1.22 | 5 | 12 | 13 | 5 | 128 | 705 | 13 | 5 | 128 | 705 |
| | | | Oxygen Administration | NUN.1.17 | 4 | 36 | 0 | 0 | 50 | 200 | 0 | 0 | 50 | 200 |
| | | | Quantitative Fit Test | NUN.1.19 | 0 | 24 | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 0 |
| | | | Respiratory Protection | NUN.1.20 | 2 | 24 | 24 | 14 | 140 | 318 | 24 | 14 | 140 | 318 |
| | | | Scaffolds | MBK.1.25 | 12 | 24 | 0 | 0 | 11 | 132 | 0 | 0 | 11 | 132 |
| | | | SCBA | MBK.1.26 | 4 | 36 | 2 | 0 | 17 | 76 | 2 | 0 | 17 | 76 |
| | | | SOP Mine - Underground Worker | MBK.1.39 | 6 | 36 | 0 | 0 | 4 | 24 | 0 | 0 | 4 | 24 |
| | | | Standard Operating Procedure Mine | MBK.1.28 | 2 | 36 | 23 | 5 | 199 | 444 | 23 | 5 | 199 | 444 |
| | | | Supervision Formula - 2019 | MBK.1.31 | 5 | - | 2 | 1 | 66 | 1088 | 2 | 1 | 66 | 1088 |
| | | | Supervisor's Certificate Level 2 - Surface | NUN.1.28 | 0 | 60 | 1 | 1 | 25 | 0 | 1 | 1 | 25 | 0 |
| | | | Transportation of Dangerous Goods by Air | NUN.1.30 | 3 | 24 | 0 | 0 | 6 | 18 | 0 | 0 | 6 | 18 |
| | | | Transportation of Dangerous Goods by Ground | NUN.1.31 | 3 | 36 | 0 | 0 | 51 | 153 | 0 | 0 | 51 | 153 |
| | | | Transportation of Dangerous Goods by Sea | NUN.1.32 | 3 | 36 | 0 | 0 | 6 | 18 | 0 | 0 | 6 | 18 |
| | | | Whale Tail UG Induction | MBK.1.33 | 1 | - | 0 | 0 | 23 | 23 | 0 | 0 | 23 | 23 |
| | | | Working Safely on Ice | NUN.1.46 | 0 | - | 0 | 0 | 2 | 0 | 0 | 0 | 2 | 0 |
| | | | | | | **Total** | **91** | **33** | **1310** | **6477** | **91** | **33** | **1310** | **6477** |
| General | e-L | AEM | Cybersecurity Awareness Training | NUN.2.22 | 0.5 | 36 | 10 | 7 | 384 | 197 | 10 | 7 | 384 | 197 |
| | | | | | | **Total** | **10** | **7** | **384** | **197** | **10** | **7** | **384** | **197** |
| | In class | AEM | Aerial Work Platform | NUN.2.2 | 5 | 36 | 2 | 1 | 40 | 210 | 2 | 1 | 40 | 210 |
| | | | Civility in the Workplace | NUN.2.3 | 4 | - | 4 | 1 | 9 | 52 | 4 | 1 | 9 | 52 |
| | | | Civility in the Workplace - for Employees | NUN.2.4 | 2 | - | 8 | 3 | 98 | 212 | 8 | 3 | 98 | 212 |
| | | | Cross-Cultural | NUN.2.5 | 5 | - | 3 | 0 | 5 | 40 | 3 | 0 | 5 | 40 |
| | | | Forklift | NUN.2.7 | 5 | 36 | 2 | 1 | 77 | 395 | 2 | 1 | 77 | 395 |
| | | | IDP HR Training | MBK.2.16 | 1.5 | 12 | 0 | 0 | 66 | 99 | 0 | 0 | 66 | 99 |
| | | | Introduction to Driving | NUN.2.8 | 5 | - | 3 | 1 | 1 | 20 | 3 | 1 | 1 | 20 |
| | | | JDE Maintenance Tradesmen | MBK.2.7 | 4 | - | 0 | 0 | 8 | 32 | 0 | 0 | 8 | 32 |
| | | | Overhead Crane | NUN.2.16 | 3 | 36 | 1 | 0 | 84 | 255 | 1 | 0 | 84 | 255 |
| | | | Skid Steer | NUN.2.19 | 5 | 36 | 1 | 0 | 69 | 350 | 1 | 0 | 69 | 350 |
| | | | Telehandler | NUN.2.20 | 5 | 36 | 3 | 1 | 28 | 155 | 3 | 1 | 28 | 155 |
| | | | Values and Guiding Principles | MBK.2.13 | 1 | - | 2 | 1 | 8 | 10 | 2 | 1 | 8 | 10 |
| | | | | | | **Total** | **29** | **9** | **493** | **1830** | **29** | **9** | **493** | **1830** |
| Specific | | AEM | Ansul Vehicle F.S.S. Overview | MBK.3.2 | 8 | - | 0 | 0 | 18 | 208 | 0 | 0 | 18 | 208 |
| | | | Apprentice Technical Support | NUN.3.1 | 1 | - | 20 | 0 | 0 | 70 | 20 | 0 | 0 | 70 |
| | | | Backhoe | MBK.3.3 | 84 | 36 | 0 | 0 | 6 | 144 | 0 | 0 | 6 | 144 |
| | | | Cat Hose | MBK.3.4 | 12 | - | 0 | 0 | 7 | 84 | 0 | 0 | 7 | 84 |
| | | | Coaching on Equipment | NUN.3.2 | 1 | - | 4 | 0 | 125 | 347 | 4 | 0 | 125 | 347 |
| | | | Compactor | MBK.3.6 | 5 | 36 | 0 | 0 | 8 | 40 | 0 | 0 | 8 | 40 |
| | | | Container Handler | MBK.3.7 | 24 | 36 | 1 | 0 | 10 | 252 | 1 | 0 | 10 | 252 |
| | | | Crushing Circuit | MBK.3.10 | 84 | 36 | 0 | 0 | 2 | 96 | 0 | 0 | 2 | 96 |
| | | | Dozer - Open Pit | MBK.3.12 | 84 | 36 | 9 | 4 | 4 | 168 | 9 | 4 | 4 | 168 |
| | | | Dozer - Site Services | MBK.3.13 | 84 | 36 | 0 | 0 | 1 | 12 | 0 | 0 | 1 | 12 |
| | | | Drill DM45 | MBK.3.18 | 84 | 36 | 1 | 0 | 2 | 180 | 1 | 0 | 2 | 180 |
| | | | Drill Sandvik DI650 | MBK.3.16 | 84 | 36 | 0 | 0 | 2 | 24 | 0 | 0 | 2 | 24 |
| | | | Excavator - 6020 | MBK.3.21 | 84 | 36 | 2 | 0 | 3 | 60 | 2 | 0 | 3 | 60 |
| | | | Excavator - Auxiliary Equipment | MBK.3.22 | 84 | 36 | 1 | 0 | 6 | 228 | 1 | 0 | 6 | 228 |
| | | | Excavator - Production Equipment | MBK.3.23 | 84 | 36 | 2 | 1 | 11 | 108 | 2 | 1 | 11 | 108 |
| | | | Excavator - Service Equipment | MBK.3.24 | 84 | 36 | 0 | 0 | 2 | 96 | 0 | 0 | 2 | 96 |
| | | | Front Shovel - RH120 | MBK.3.29 | 84 | 36 | 0 | 0 | 4 | 336 | 0 | 0 | 4 | 336 |
| | | | Fuel Truck - Open Pit | MBK.3.31 | 24 | 36 | 0 | 0 | 2 | 36 | 0 | 0 | 2 | 36 |
| | | | Grader - Open Pit | MBK.3.33 | 84 | 36 | 3 | 3 | 4 | 444 | 2 | 2 | 4 | 360 |
| | | | Grinding Circuit | MBK.3.37 | 84 | 36 | 0 | 0 | 3 | 252 | 0 | 0 | 3 | 252 |
| | | | Haul Truck - 777 | MBK.3.39 | 84 | 36 | 2 | 0 | 32 | 2400 | 2 | 0 | 32 | 2400 |
| | | | Haul Truck - 785 | MBK.3.40 | 84 | 36 | 2 | 0 | 36 | 492 | 2 | 0 | 35 | 480 |
| | | | Haul Truck Trainee Program | MBK.3.43 | 504 | - | 7 | 3 | 0 | 3024 | 4 | 2 | 0 | 2016 |
| | | | Hyster Forklift | MBK.3.45 | 5 | 36 | 0 | 0 | 1 | 5 | 0 | 0 | 1 | 5 |
| | | | K-Loader | MBK.3.101 | 5 | 36 | 0 | 0 | 3 | 15 | 0 | 0 | 3 | 15 |
| | | | Leach/CIP Stripping Circuit | MBK.3.49 | 84 | 36 | 0 | 0 | 1 | 12 | 0 | 0 | 1 | 12 |
| | | | Loader - Auxiliary Equipment - Open Pit | MBK.3.51 | 84 | 36 | 3 | 1 | 4 | 300 | 2 | 1 | 4 | 216 |
| | | | Loader - Auxiliary Equipment - Site Services | MBK.3.52 | 84 | 36 | 2 | 2 | 4 | 216 | 2 | 2 | 4 | 216 |
| | | | Loader - Production Equipment | MBK.3.53 | 84 | 36 | 0 | 0 | 3 | 108 | 0 | 0 | 3 | 108 |
| | | | Loader - Service Equipment - Open Pit | MBK.3.54 | 84 | 36 | 0 | 0 | 7 | 228 | 0 | 0 | 7 | 228 |
| | | | Loader - Service Equipment - Site Services | MBK.3.55 | 84 | 36 | 1 | 0 | 4 | 132 | 1 | 0 | 4 | 132 |
| | | | Long Haul Truck | MBK.3.59 | 84 | 36 | 0 | 0 | 12 | 1008 | 0 | 0 | 12 | 1008 |
| | | | Long Haul Truck Trainee Program | MBK.3.60 | 336 | 36 | 1 | 0 | 0 | 336 | 1 | 0 | 0 | 336 |
| | | | Maintenance Technician - LHT | MBK.3.99 | 5 | - | 0 | 0 | 19 | 95 | 0 | 0 | 19 | 95 |
| | | | Mixing and Distribution Circuit | MBK.3.62 | 84 | 36 | 1 | 1 | 4 | 348 | 1 | 1 | 4 | 348 |
| | | | Operations in Aircraft Ground Icing Conditions | MBK.3.65 | 8 | 12 | 2 | 2 | 2 | 32 | 2 | 2 | 2 | 32 |
| | | | Passenger Bus | MBK.3.66 | 5 | 36 | 1 | 1 | 15 | 80 | 1 | 1 | 15 | 80 |
| | | | Roll-Off Truck | MBK.3.72 | 24 | 36 | 2 | 1 | 3 | 120 | 2 | 1 | 3 | 120 |
| | | | Service Excavator - Process Plant | MBK.3.73 | 5 | 36 | 4 | 0 | 7 | 55 | 4 | 0 | 7 | 55 |
| | | | Service Truck Crane | MBK.3.8 | 3 | 36 | 5 | 0 | 3 | 36 | 5 | 0 | 3 | 36 |
| | | | Snow Blower | MBK.3.76 | 24 | 36 | 0 | 0 | 5 | 108 | 0 | 0 | 5 | 108 |
| | | | Snow Plow - Open pit | MBK.3.77 | 24 | 36 | 0 | 0 | 9 | 216 | 0 | 0 | 8 | 192 |
| | | | Tow Haul | MBK.3.82 | 24 | 36 | 1 | 1 | 0 | 24 | 1 | 1 | 0 | 24 |

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Tow Haul - Dramis | MBK.3.83 | 24 | 36 | 0 | 0 | 2 | 48 | 0 | 0 | 2 | 48 |
| | | Underground Boom Truck | MBK.3.102 | 77 | 36 | 0 | 0 | 2 | 22 | 0 | 0 | 2 | 22 |
| | | Underground Development Bolter | MBK.3.103 | 154 | 36 | 0 | 0 | 2 | 165 | 0 | 0 | 2 | 165 |
| | | Underground Development Jumbo | MBK.3.104 | 154 | 36 | 0 | 0 | 1 | 11 | 0 | 0 | 1 | 11 |
| | | Underground Development Scoop | MBK.3.85 | 77 | 36 | 0 | 0 | 2 | 88 | 0 | 0 | 2 | 88 |
| | | Underground Haul Truck | MBK.3.105 | 154 | 36 | 0 | 0 | 2 | 22 | 0 | 0 | 2 | 22 |
| | | Underground Man Carrier | MBK.3.106 | 5 | 36 | 0 | 0 | 9 | 45 | 0 | 0 | 9 | 45 |
| | | Underground Modules (Common Core) Certification | NUN.3.5 | 84 | - | 2 | 0 | 18 | 840 | 2 | 0 | 18 | 840 |
| | | Underground Scissor Lift | MBK.3.86 | 77 | 36 | 0 | 0 | 2 | 22 | 0 | 0 | 2 | 22 |
| | | Underground Service Tractor | MBK.3.88 | 11 | 36 | 0 | 0 | 5 | 55 | 0 | 0 | 5 | 55 |
| | | Utility Person Circuit | MBK.3.90 | 84 | 36 | 0 | 0 | 3 | 252 | 0 | 0 | 3 | 252 |
| | | Vacuum Truck | MBK.3.91 | 24 | 36 | 0 | 0 | 2 | 48 | 0 | 0 | 2 | 48 |
| | | Water Truck - 773 | MBK.3.92 | 24 | 36 | 2 | 1 | 15 | 300 | 2 | 1 | 15 | 300 |
| | | Water Truck - Kenworth | MBK.3.93 | 24 | 36 | 0 | 0 | 4 | 96 | 0 | 0 | 4 | 96 |
| | | Water Truck - MBK Site Services | MBK.3.96 | 24 | 36 | 2 | 1 | 3 | 120 | 2 | 1 | 3 | 120 |
| | | Wheel Dozer | MBK.3.97 | 84 | 36 | 6 | 2 | 4 | 624 | 6 | 2 | 4 | 624 |
| | | | | | **Total** | **89** | **24** | **470** | **15333** | **84** | **22** | **468** | **14121** |
| **ERT** | **AEM** | ERT Practice | MBK.4.1 | 12 | - | 1 | 1 | 88 | 1068 | 1 | 1 | 87 | 1056 |
| | | Mine Rescue - Surface | MBK.4.3 | 48 | - | 0 | 0 | 29 | 1320 | 0 | 0 | 29 | 1320 |
| | | Mine Rescue - Underground | MBK.4.4 | 40 | - | 0 | 0 | 39 | 1308 | 0 | 0 | 39 | 1308 |
| | | Mine Rescue Practice - Underground | MBK.4.6 | 12 | - | 0 | 0 | 8 | 96 | 0 | 0 | 8 | 96 |
| | | | | | **Total** | **1** | **1** | **164** | **3792** | **1** | **1** | **163** | **3780** |
| **Education** | **AEM** | EDU - Apprentice Support | NUN.5.1 | 1 | - | 3 | 0 | 0 | 6 | 3 | 0 | 0 | 6 |
| | | EDU - Pre-Trades | NUN.5.2 | 1 | - | 3 | 0 | 0 | 6 | 3 | 0 | 0 | 6 |
| | | | | | **Total** | **6** | **0** | **0** | **12** | **6** | **0** | **0** | **12** |

*Hours of training per course can vary in some instances. Hours listed is the number of hours the course typically takes an employee.

AGNICO EAGLE

# Hours of Training for Inuit Employees by Community for Meliadine

| | | | Training Activity | Course Code | Hours of Training* | Freq. of Training (Months) | Number of Inuit employees who successfuly completed training between Jan 01/20 and Dec 31/20 | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Kivalliq Region | | | | | | | Other | Total Employees | Total Hours |
| | | | | | | | Arviat | Baker Lake | Coral Harbour | Chesterfield Inlet | Naujaat | Rankin Inlet | Whale Cove | | | |
| Health and Safety | e-Learning | AEM | General Induction | NUN.1.40 | 0.5 | 36 | 1 | 3 | 0 | 0 | 0 | 3 | 0 | 1 | 8 | 4 |
| | | | WHMIS 2015 | NUN.1.44 | 0.5 | 36 | 0 | 3 | 0 | 0 | 0 | 4 | 0 | 1 | 8 | 4 |
| | | | Fire Suppression System | NUN.1.39 | 0.5 | 36 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 1 | 7 | 3.5 |
| | | | Job Hazard Analysis and Work Card | NUN.1.41 | 0.5 | 36 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 1 | 7 | 3.5 |
| | | | Spills Response | NUN.1.38 | 0.5 | 36 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 1 | 7 | 3.5 |
| | | | Occupational Health and Safety | NUN.1.43 | 0.5 | 36 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 1 | 7 | 3.5 |
| | | | Chemical Awareness | NUN.1.36 | 0.5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Mill Induction | NUN.1.37 | 0.5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | **Total** | **5** | **14** | **0** | **0** | **0** | **19** | **0** | **6** | **44** | **22** |
| | In class | AEM | Airside Vehicle Operator's Permit (AVOP) | MEL.1.1 | 0 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Blasting Certificate - Surface | NUN.1.2 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Blasting Certificate - Underground | NUN.1.3 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Chemical Awareness - Meliadine | MEL.1.2 | 2 | 36 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 4 |
| | | | Confined Space | NUN.1.4 | 2 | 36 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 2 |
| | | | Designated LOTO – Underground Paste Operations | MEL.1.4 | 3 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Diphoterine Awareness | MEL.1.5 | 1 | 36 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 3 | 3 |
| | | | Explosive Access Regulation Document | NUN.1.6 | 0 | 60 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 0 | 2 | 0 |
| | | | Fall Protection | NUN.1.7 | 2 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | First Aid & AED/CPR Level A | NUN.1.9 | 16 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 16 |
| | | | Hoisting and Rigging | NUN.1.12 | 2 | 36 | 0 | 0 | 2 | 0 | 0 | 3 | 0 | 0 | 5 | 10 |
| | | | Lockout | NUN.1.15 | 2 | 36 | 0 | 0 | 0 | 1 | 0 | 4 | 0 | 1 | 6 | 12 |
| | | | Meliadine Site Induction | MEL.1.21 | 2 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Mill Induction - Meliadine | MEL.1.9 | 2 | 36 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 4 |
| | | | Oxygen Administration | NUN.1.17 | 4 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 4 |
| | | | Quantitative Fit Test | NUN.1.19 | 0 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Respiratory Protection | NUN.1.20 | 2 | 24 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 2 | 4 |
| | | | SCBA | MEL.1.11 | 4 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | SOP - Open Pit | MEL.1.19 | 2 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | SOP Mine - Underground Worker | MEL.1.13 | 11 | 36 | 1 | 0 | 1 | 1 | 1 | 7 | 0 | 2 | 13 | 78 |
| | | | SOP Surface - Meliadine | MEL.1.14 | 2 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Supervision Formula | MEL.1.15 | 8 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 16 |
| | | | Supervision Formula - for Employees | MEL.1.20 | 1 | - | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 8 | 9 | 9 |
| | | | Supervisor Safety Responsibility | MEL.1.16 | 10 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 10 |
| | | | Supervisor's Certificate Level 2 - Surface | NUN.1.28 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 |
| | | | Supervisor's Certificate Level 2 - Underground | NUN.1.29 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Transportation of Dangerous Goods by Ground | NUN.1.31 | 3 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Emergency Procedure | MEL.1.17 | 1 | 12 | 0 | 1 | 4 | 0 | 0 | 7 | 0 | 6 | 18 | 18 |
| | | | Working Safely on Ice | NUN.1.46 | 0 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | **Total** | **1** | **1** | **8** | **2** | **1** | **29** | **0** | 27 | **69** | **190** |
| General | e-L | AEM | Cybersecurity Awareness Training | NUN.2.22 | 0.5 | 36 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 7 | 9 | 4.5 |
| | | | | | | **Total** | **0** | **0** | **0** | **0** | **0** | **2** | **0** | **7** | **9** | **4.5** |
| | In class | AEM | Aerial Work Platform | NUN.2.2 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Broderson Crane | MEL.2.1 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Civility in the Workplace | NUN.2.3 | 4 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Civility in the Workplace - for Employees | NUN.2.4 | 2 | - | 0 | 0 | 1 | 0 | 0 | 2 | 0 | 4 | 7 | 14 |
| | | | Cross-Cultural | NUN.2.5 | 5 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Driver Awareness | MEL.2.2 | 1.5 | 36 | 1 | 0 | 0 | 1 | 0 | 7 | 0 | 2 | 11 | 16.5 |
| | | | Forklift | NUN.2.7 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 5 |
| | | | Introduction to Driving | NUN.2.8 | 5 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Inuit Impact and Benefit Agreement Awareness | NUN.2.9 | 1.5 | 36 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 1.5 |
| | | | JDE Maintenance Tradesmen | MEL.2.3 | 4 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Overhead Crane | NUN.2.16 | 3 | 36 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 3 | 9 |
| | | | People Management Tools | MEL.2.4 | 3 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 3 |
| | | | Skid Steer | NUN.2.19 | 5 | 36 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 1 | 3 | 15 |
| | | | Telehandler | NUN.2.20 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | **Total** | **1** | **0** | **4** | **1** | **0** | **13** | **0** | **8** | **27** | **64** |
| Specific | | AEM | Ansul Vehicle F.S.S. Overview | MEL.3.2 | 8 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 8 |
| | | | Apprentice Technical Support | NUN.3.1 | 1 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 3 | 13 |
| | | | Articulated Haul Truck | MEL.3.4 | 84 | 36 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 168 |
| | | | Backhoe | MEL.3.8 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Coaching on Equipment | NUN.3.2 | 1 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 6 |
| | | | Crushing Circuit | MEL.3.12 | 84 | 36 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 84 |
| | | | Dozer - Site Services | MEL.3.13 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 84 |
| | | | Filtration Circuit | MEL.3.14 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Grinding Circuit | MEL.3.17 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Leach/CIL Stripping Circuit | MEL.3.18 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Loader - Auxiliary Equipment - Site Services | MEL.3.19 | 84 | 36 | 0 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | 3 | 252 |
| | | | Loader - Service Equipment - Site Services | MEL.3.20 | 84 | 36 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 84 |
| | | | Mini Excavator | MEL.3.22 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Passenger Bus | MEL.3.84 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Paste Plant Circuit | MEL.3.23 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Reagent Circuit | MEL.3.36 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Roller Compactor | MEL.3.37 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Snow Blower | MEL.3.39 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 84 |
| | | | Underground Automine | MEL.3.88 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 4 | 4 | 308 |
| | | | Underground Block Holer | MEL.3.41 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Boom Truck | MEL.3.42 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 2 | 154 |
| | | | Underground Cable Drill | MEL.3.43 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Cassette Man Carrier | MEL.3.44 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 3 | 15 |
| | | | Underground Concrete Truck | MEL.3.45 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Development Bolter | MEL.3.46 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Development Jumbo | MEL.3.47 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Development Jumbo 422i | MEL.3.91 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Electronic Detonator | MEL.3.49 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Emulsion Charger & Loading Rounds | MEL.3.50 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Haul Truck | MEL.3.52 | 154 | 36 | 0 | 0 | 0 | 1 | 0 | 3 | 0 | 2 | 6 | 352 |
| | | | Underground Haul Truck 50T | MEL.3.53 | 77 | 36 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 2 | 4 | 242 |
| | | | Underground Lube/Fuel Truck | MEL.3.55 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 11 |
| | | | Underground Man Carrier | MEL.3.56 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 10 |
| | | | Underground Modules (Common Core) Certification | NUN.3.5 | 84 | - | 0 | 0 | 1 | 1 | 0 | 3 | 0 | 2 | 7 | 588 |
| | | | Underground Production Emulsion Loader | MEL.3.59 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Production Rhino | MEL.3.60 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Production Solo 421 | MEL.3.62 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Production Solo 431 | MEL.3.63 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Production Solo 432i | MEL.3.82 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Remote Controlled Scoop | MEL.3.65 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 88 |
| | | | Underground Rock Breaker | MEL.3.83 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Scissor Lift | MEL.3.67 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 154 |
| | | | Underground Scoop 12 yards | MEL.3.71 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 77 |
| | | | Underground Scoop 3.5 yards | MEL.3.72 | 11 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 11 |
| | | | Underground Scoop 6 yards | MEL.3.68 | 11 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Scoop 8 yards | MEL.3.74 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 165 |
| | | | Underground Service Excavator | MEL.3.69 | 11 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Service Loader | MEL.3.70 | 11 | 36 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 1 | 11 |
| | | | Underground Service Tractor | MEL.3.75 | 11 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Shotcrete Sprayer | MEL.3.76 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Telehandler | MEL.3.77 | 12 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Trainee Program | MEL.3.78 | 308 | - | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 2 | 4 | 1232 |
| | | | | | | **Total** | **2** | **2** | **1** | **3** | **1** | **16** | **0** | **32** | **57** | **4201** |
| ERT | | AEM | ERT practice Meliadine | MEL.4.1 | 10 | - | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 7 | 8 | 80 |
| | | | Mine Rescue - Underground | MEL.4.6 | 40 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Mine Rescue Meliadine - Combined Surface and Underground | MEL.4.5 | 60 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | **Total** | **0** | **0** | **0** | **0** | **0** | **1** | **0** | **7** | **8** | **80** |

*Hours of training per course can vary in some instances. Hours listed is the number of hours the course typically takes an employee.

AGNICO EAGLE

# Total Hours of Training by Course for Meliadine Employees

| | | | Training Activity | Course Code | Hours of Training* | Frequency of the Training (months) | Number of employees registered for training between Jan 01/20 and Dec 31/20 | | | | Number of employees who successfully completed training between Jan 01/20 and Dec 31/20 | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Nunavummiut Employees | | Other Employees | Total Hours | Nunavummiut Employees | | Other Employees | Total Hours |
| | | | | | | | All | Female | | | All | Female | | |
| Health and Safety | e-Learning | AEM | General Induction | NUN.1.40 | 0.5 | 36 | 8 | 5 | 102 | 55 | 8 | 5 | 102 | 55 |
| | | | WHMIS 2015 | NUN.1.44 | 0.5 | 36 | 8 | 6 | 101 | 54.5 | 8 | 6 | 101 | 54.5 |
| | | | Fire Suppression System | NUN.1.39 | 0.5 | 36 | 8 | 5 | 98 | 53 | 7 | 4 | 98 | 52.5 |
| | | | Job Hazard Analysis and Work Card | NUN.1.41 | 0.5 | 36 | 7 | 4 | 98 | 52.5 | 7 | 4 | 98 | 52.5 |
| | | | Spills Response | NUN.1.38 | 0.5 | 36 | 7 | 4 | 98 | 52.5 | 7 | 4 | 98 | 52.5 |
| | | | Occupational Health and Safety | NUN.1.43 | 0.5 | 36 | 7 | 4 | 97 | 52 | 7 | 4 | 97 | 52 |
| | | | Chemical Awareness | NUN.1.36 | 0.5 | 36 | 0 | 0 | 3 | 1.5 | 0 | 0 | 3 | 1.5 |
| | | | Mill Induction | NUN.1.37 | 0.5 | 36 | 0 | 0 | 2 | 1 | 0 | 0 | 2 | 1 |
| | | | | | | **Total** | **45** | **28** | **599** | **322** | **44** | **27** | **599** | **321.5** |
| | In class | AEM | Airside Vehicle Operator's Permit (AVOP) | MEL.1.1 | 0 | 24 | 0 | 0 | 18 | 1 | 0 | 0 | 18 | 1 |
| | | | Blasting Certificate - Surface | NUN.1.2 | 0 | 60 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 |
| | | | Blasting Certificate - Underground | NUN.1.3 | 0 | 60 | 0 | 0 | 6 | 0 | 0 | 0 | 6 | 0 |
| | | | Chemical Awareness - Meliadine | MEL.1.2 | 2 | 36 | 2 | 0 | 50 | 104 | 2 | 0 | 50 | 104 |
| | | | Confined Space | NUN.1.4 | 2 | 36 | 1 | 0 | 34 | 70 | 1 | 0 | 34 | 70 |
| | | | Designated LOTO – Underground Paste Operations | MEL.1.4 | 3 | 36 | 0 | 0 | 27 | 81 | 0 | 0 | 27 | 81 |
| | | | Diphoterine Awareness | MEL.1.5 | 1 | 36 | 3 | 0 | 42 | 45 | 3 | 0 | 42 | 45 |
| | | | Explosive Access Regulation Document | NUN.1.6 | 0 | 60 | 2 | 0 | 5 | 0 | 2 | 0 | 5 | 0 |
| | | | Fall Protection | NUN.1.7 | 2 | 36 | 0 | 0 | 61 | 122 | 0 | 0 | 61 | 122 |
| | | | First Aid & AED/CPR Level A | NUN.1.9 | 16 | 36 | 1 | 1 | 110 | 1744 | 1 | 1 | 109 | 1728 |
| | | | Hoisting and Rigging | NUN.1.12 | 2 | 36 | 5 | 0 | 29 | 68 | 5 | 0 | 29 | 68 |
| | | | Lockout | NUN.1.15 | 2 | 36 | 6 | 0 | 85 | 182 | 6 | 0 | 85 | 182 |
| | | | Meliadine Site Induction | MEL.1.21 | 2 | - | 0 | 0 | 17 | 34 | 0 | 0 | 17 | 34 |
| | | | Mill Induction - Meliadine | MEL.1.9 | 2 | 36 | 2 | 0 | 48 | 100 | 2 | 0 | 48 | 100 |
| | | | Oxygen Administration | NUN.1.17 | 4 | 36 | 1 | 1 | 44 | 180 | 1 | 1 | 44 | 180 |
| | | | Quantitative Fit Test | NUN.1.19 | 0 | 24 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 |
| | | | Respiratory Protection | NUN.1.20 | 2 | 24 | 2 | 0 | 65 | 134 | 2 | 0 | 65 | 134 |
| | | | SCBA | MEL.1.11 | 4 | 36 | 0 | 0 | 6 | 24 | 0 | 0 | 6 | 24 |
| | | | SOP - Open Pit | MEL.1.19 | 2 | 36 | 0 | 0 | 41 | 82 | 0 | 0 | 40 | 80 |
| | | | SOP Mine - Underground Worker | MEL.1.13 | 11 | 36 | 13 | 1 | 90 | 638 | 13 | 1 | 90 | 638 |
| | | | SOP Surface - Meliadine | MEL.1.14 | 2 | - | 0 | 0 | 5 | 10 | 0 | 0 | 5 | 10 |
| | | | Supervision Formula | MEL.1.15 | 8 | - | 2 | 0 | 55 | 456 | 2 | 0 | 55 | 456 |
| | | | Supervision Formula - for Employees | MEL.1.20 | 1 | - | 9 | 1 | 185 | 194 | 9 | 1 | 185 | 194 |
| | | | Supervisor Safety Responsibility | MEL.1.16 | 10 | - | 1 | 0 | 19 | 200 | 1 | 0 | 19 | 200 |
| | | | Supervisor's Certificate Level 2 - Surface | NUN.1.28 | 0 | 60 | 1 | 0 | 35 | 0 | 1 | 0 | 35 | 0 |
| | | | Supervisor's Certificate Level 2 - Underground | NUN.1.29 | 0 | 60 | 0 | 0 | 10 | 0 | 0 | 0 | 10 | 0 |
| | | | Transportation of Dangerous Goods by Ground | NUN.1.31 | 3 | 36 | 0 | 0 | 2 | 6 | 0 | 0 | 2 | 6 |
| | | | Underground Emergency Procedure | MEL.1.17 | 1 | 12 | 18 | 5 | 247 | 265 | 18 | 5 | 247 | 265 |
| | | | Working Safely on Ice | NUN.1.46 | 0 | - | 0 | 0 | 20 | 0 | 0 | 0 | 20 | 0 |
| | | | | | | **Total** | **69** | **9** | **1358** | **4740** | **69** | **9** | **1356** | **4722** |
| General | e-L | AEM | Cybersecurity Awareness Training | NUN.2.22 | 0.5 | 36 | 9 | 5 | 297 | 153 | 9 | 5 | 296 | 152.5 |
| | | | | | | **Total** | **9** | **5** | **297** | **153** | **9** | **5** | **296** | **152.5** |
| | In class | AEM | Aerial Work Platform | NUN.2.2 | 5 | 36 | 0 | 0 | 5 | 25 | 0 | 0 | 5 | 25 |
| | | | Broderson Crane | MEL.2.1 | 5 | 36 | 0 | 0 | 3 | 15 | 0 | 0 | 3 | 15 |
| | | | Civility in the Workplace | NUN.2.3 | 4 | - | 0 | 0 | 10 | 40 | 0 | 0 | 10 | 40 |
| | | | Civility in the Workplace - for Employees | NUN.2.4 | 2 | - | 7 | 1 | 66 | 146 | 7 | 1 | 66 | 146 |
| | | | Cross-Cultural | NUN.2.5 | 5 | - | 0 | 0 | 9 | 45 | 0 | 0 | 9 | 45 |
| | | | Driver Awareness | MEL.2.2 | 1.5 | 36 | 11 | 3 | 117 | 192 | 11 | 3 | 117 | 192 |
| | | | Forklift | NUN.2.7 | 5 | 36 | 1 | 0 | 10 | 55 | 1 | 0 | 10 | 55 |
| | | | Introduction to Driving | NUN.2.8 | 5 | - | 0 | 0 | 2 | 10 | 0 | 0 | 2 | 10 |
| | | | Inuit Impact and Benefit Agreement Awareness | NUN.2.9 | 1.5 | 36 | 1 | 1 | 10 | 16.5 | 1 | 1 | 10 | 16.5 |
| | | | JDE Maintenance Tradesmen | MEL.2.3 | 4 | - | 0 | 0 | 1 | 4 | 0 | 0 | 1 | 4 |
| | | | Overhead Crane | NUN.2.16 | 3 | 36 | 3 | 0 | 18 | 63 | 3 | 0 | 17 | 60 |
| | | | People Management Tools | MEL.2.4 | 3 | - | 1 | 0 | 12 | 39 | 1 | 0 | 12 | 39 |
| | | | Skid Steer | NUN.2.19 | 5 | 36 | 3 | 0 | 18 | 105 | 3 | 0 | 18 | 105 |
| | | | Telehandler | NUN.2.20 | 5 | 36 | 0 | 0 | 22 | 110 | 0 | 0 | 22 | 110 |
| | | | | | | **Total** | **27** | **5** | **303** | **865.5** | **27** | **5** | **302** | **862.5** |
| Specific | | AEM | Ansul Vehicle F.S.S. Overview | MEL.3.2 | 8 | - | 1 | 0 | 21 | 176 | 1 | 0 | 20 | 168 |
| | | | Apprentice Technical Support | NUN.3.1 | 1 | - | 3 | 0 | 0 | 13 | 3 | 0 | 0 | 13 |
| | | | Articulated Haul Truck | MEL.3.4 | 84 | 36 | 2 | 1 | 6 | 300 | 2 | 1 | 6 | 300 |
| | | | Backhoe | MEL.3.8 | 84 | 36 | 0 | 0 | 7 | 372 | 0 | 0 | 7 | 372 |
| | | | Coaching on Equipment | NUN.3.2 | 1 | - | 2 | 0 | 46 | 144 | 2 | 0 | 46 | 144 |
| | | | Crushing Circuit | MEL.3.12 | 84 | 36 | 1 | 0 | 4 | 276 | 1 | 0 | 4 | 276 |
| | | | Dozer - Site Services | MEL.3.13 | 84 | 36 | 1 | 0 | 2 | 252 | 1 | 0 | 2 | 252 |
| | | | Filtration Circuit | MEL.3.14 | 84 | 36 | 0 | 0 | 8 | 672 | 0 | 0 | 8 | 672 |
| | | | Grinding Circuit | MEL.3.17 | 84 | 36 | 0 | 0 | 5 | 420 | 0 | 0 | 5 | 420 |
| | | | Leach/CIL Stripping Circuit | MEL.3.18 | 84 | 36 | 0 | 0 | 7 | 588 | 0 | 0 | 7 | 588 |
| | | | Loader - Auxiliary Equipment - Site Services | MEL.3.19 | 84 | 36 | 3 | 0 | 0 | 252 | 3 | 0 | 0 | 252 |
| | | | Loader - Service Equipment - Site Services | MEL.3.20 | 84 | 36 | 1 | 0 | 2 | 180 | 1 | 0 | 2 | 180 |
| | | | Mini Excavator | MEL.3.22 | 84 | 36 | 0 | 0 | 2 | 168 | 0 | 0 | 2 | 168 |
| | | | Passenger Bus | MEL.3.84 | 5 | 36 | 0 | 0 | 7 | 35 | 0 | 0 | 7 | 35 |
| | | | Paste Plant Circuit | MEL.3.23 | 84 | 36 | 0 | 0 | 5 | 276 | 0 | 0 | 5 | 276 |
| | | | Reagent Circuit | MEL.3.36 | 84 | 36 | 0 | 0 | 5 | 348 | 0 | 0 | 5 | 348 |
| | | | Roller Compactor | MEL.3.37 | 5 | 36 | 0 | 0 | 1 | 5 | 0 | 0 | 1 | 5 |
| | | | Snow Blower | MEL.3.39 | 84 | 36 | 1 | 0 | 1 | 96 | 1 | 0 | 1 | 96 |
| | | | Underground Automine | MEL.3.88 | 77 | 36 | 4 | 3 | 41 | 3465 | 4 | 3 | 41 | 3465 |
| | | | Underground Block Holer | MEL.3.41 | 154 | 36 | 0 | 0 | 5 | 627 | 0 | 0 | 5 | 627 |
| | | | Underground Boom Truck | MEL.3.42 | 77 | 36 | 2 | 0 | 10 | 858 | 2 | 0 | 10 | 858 |
| | | | Underground Cable Drill | MEL.3.43 | 154 | 36 | 0 | 0 | 4 | 473 | 0 | 0 | 4 | 473 |
| | | | Underground Cassette Man Carrier | MEL.3.44 | 5 | 36 | 3 | 1 | 20 | 115 | 3 | 1 | 20 | 115 |
| | | | Underground Concrete Truck | MEL.3.45 | 77 | 36 | 0 | 0 | 5 | 253 | 0 | 0 | 5 | 253 |
| | | | Underground Development Bolter | MEL.3.46 | 154 | 36 | 0 | 0 | 7 | 60 | 0 | 0 | 7 | 60 |
| | | | Underground Development Jumbo | MEL.3.47 | 154 | 36 | 0 | 0 | 4 | 187 | 0 | 0 | 4 | 187 |
| | | | Underground Development Jumbo 422i | MEL.3.91 | 154 | 36 | 0 | 0 | 1 | 11 | 0 | 0 | 1 | 11 |
| | | | Underground Electronic Detonator | MEL.3.49 | 24 | 36 | 0 | 0 | 2 | 48 | 0 | 0 | 2 | 48 |
| | | | Underground Emulsion Charger & Loading Rounds | MEL.3.50 | 154 | 36 | 0 | 0 | 3 | 176 | 0 | 0 | 3 | 176 |
| | | | Underground Haul Truck | MEL.3.52 | 154 | 36 | 6 | 0 | 8 | 1012 | 6 | 0 | 8 | 1012 |
| | | | Underground Haul Truck 50T | MEL.3.53 | 77 | 36 | 4 | 1 | 22 | 1474 | 4 | 1 | 22 | 1474 |
| | | | Underground Lube/Fuel Truck | MEL.3.55 | 77 | 36 | 1 | 0 | 8 | 363 | 1 | 0 | 8 | 363 |
| | | | Underground Man Carrier | MEL.3.56 | 5 | 36 | 2 | 1 | 69 | 355 | 2 | 1 | 69 | 355 |
| | | | Underground Modules (Common Core) Certification | NUN.3.5 | 84 | - | 7 | 0 | 7 | 1176 | 7 | 0 | 7 | 1176 |
| | | | Underground Production Emulsion Loader | MEL.3.59 | 154 | 36 | 0 | 0 | 2 | 308 | 0 | 0 | 2 | 308 |
| | | | Underground Production Rhino | MEL.3.60 | 154 | 36 | 0 | 0 | 1 | 154 | 0 | 0 | 1 | 154 |
| | | | Underground Production Solo 421 | MEL.3.62 | 154 | 36 | 0 | 0 | 8 | 1232 | 0 | 0 | 7 | 1078 |
| | | | Underground Production Solo 431 | MEL.3.63 | 154 | 36 | 0 | 0 | 8 | 1232 | 0 | 0 | 8 | 1232 |
| | | | Underground Production Solo 432i | MEL.3.82 | 84 | 36 | 0 | 0 | 6 | 504 | 0 | 0 | 6 | 504 |
| | | | Underground Remote Controlled Scoop | MEL.3.65 | 77 | 36 | 2 | 0 | 8 | 440 | 2 | 0 | 8 | 440 |
| | | | Underground Rock Breaker | MEL.3.83 | 77 | 36 | 0 | 0 | 10 | 638 | 0 | 0 | 10 | 638 |
| | | | Underground Scissor Lift | MEL.3.67 | 77 | 36 | 3 | 2 | 27 | 1430 | 2 | 1 | 27 | 1430 |
| | | | Underground Scoop 12 yards | MEL.3.71 | 77 | 36 | 1 | 0 | 8 | 561 | 1 | 0 | 8 | 561 |
| | | | Underground Scoop 3.5 yards | MEL.3.72 | 11 | 36 | 1 | 1 | 14 | 165 | 1 | 1 | 14 | 165 |
| | | | Underground Scoop 6 yards | MEL.3.68 | 11 | 36 | 0 | 0 | 13 | 143 | 0 | 0 | 13 | 143 |
| | | | Underground Scoop 8 yards | MEL.3.74 | 154 | 36 | 2 | 0 | 25 | 2728 | 2 | 0 | 25 | 2728 |
| | | | Underground Service Excavator | MEL.3.69 | 11 | 36 | 0 | 0 | 8 | 88 | 0 | 0 | 8 | 88 |
| | | | Underground Service Loader | MEL.3.70 | 11 | 36 | 1 | 0 | 14 | 165 | 1 | 0 | 14 | 165 |
| | | | Underground Service Tractor | MEL.3.75 | 11 | 36 | 0 | 0 | 70 | 770 | 0 | 0 | 70 | 770 |

| | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Underground Shotcrete Sprayer | MEL.3.76 | 154 | 36 | 0 | 0 | 5 | 770 | 0 | 0 | 5 | 770 |
| | | Underground Telehandler | MEL.3.77 | 12 | 36 | 0 | 0 | 7 | 84 | 0 | 0 | 7 | 84 |
| | | Underground Trainee Program | MEL.3.78 | 308 | - | 8 | 0 | 0 | 1848 | 4 | 0 | 0 | 1232 |
| | | | | | **Total** | **62** | **10** | **579** | **28486** | **57** | **9** | **577** | **27708** |
| **ERT** | **AEM** | ERT practice Meliadine | MEL.4.1 | 10 | - | 8 | 5 | 222 | 2300 | 8 | 5 | 222 | 2300 |
| | | Mine Rescue - Underground | MEL.4.6 | 40 | - | 0 | 0 | 8 | 320 | 0 | 0 | 8 | 320 |
| | | Mine Rescue Meliadine - Combined Surface and Underground | MEL.4.5 | 60 | 36 | 0 | 0 | 31 | 1860 | 0 | 0 | 31 | 1860 |
| | | | | | **Total** | **8** | **5** | **261** | **4480** | **8** | **5** | **261** | **4480** |

*Hours of training per course can vary in some instances. Hours listed is the number of hours the course typically takes an employee.

AGNICO EAGLE

# Hours of Training for Inuit Contractors by Community for Meadowbank

| | | | Training Activity | Course Code | Hours of Training* | Freq. of Training (Months) | Number of Inuit contractors** who successfuly completed training between Jan 01/20 and Dec 31/20 | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Kivalliq Region | | | | | | | Total Contractors | Total Hours |
| | | | | | | | Arviat | Baker Lake | Coral Harbour | Chesterfield Inlet | Naujaat | Rankin Inlet | Whale Cove | | |
| Health and Safety | e-Learning | Contractor | General Induction | NUN.1.40 | 0.5 | 36 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 3 | 1.5 |
| | | | WHMIS 2015 | NUN.1.44 | 0.5 | 36 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 3 | 1.5 |
| | | | Fire Suppression System | NUN.1.39 | 0.5 | 36 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 3 | 1.5 |
| | | | Job Hazard Analysis and Work Card | NUN.1.41 | 0.5 | 36 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 3 | 1.5 |
| | | | Spills Response | NUN.1.38 | 0.5 | 36 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 3 | 1.5 |
| | | | Occupational Health and Safety | NUN.1.43 | 0.5 | 36 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 3 | 1.5 |
| | | | Chemical Awareness | NUN.1.36 | 0.5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Mill Induction | NUN.1.37 | 0.5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | **Total** | **0** | **12** | **0** | **6** | **0** | **0** | **0** | **18** | **9** |
| | In class | Contractor | ASGH Aircraft Cargo Procedures | MBK.1.3 | 3 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | ASGH Aircraft Ground Support Equipment GSE | MBK.1.4 | 3 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | ASGH Aircraft Marshalling & Parking | MBK.1.5 | 3 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | ASGH Aviation Fueling Operations | MBK.1.6 | 3 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | ASGH Aviation Safety/Management and Audits | MBK.1.7 | 1 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | ASGH General & Airside Tarmac Safety | MBK.1.8 | 2.5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Basic Fire Extinguisher Training | MBK.1.35 | 2 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Blasting Certificate - Surface | NUN.1.2 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Blasting Certificate - Underground | NUN.1.3 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Confined Space | NUN.1.4 | 2 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Diphoterine Awareness | MBK.1.16 | 1 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Emergency Measures Induction - Meadowbank | MBK.1.37 | 1.5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Fall Protection | NUN.1.7 | 2 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Fire Truck Pumper Operator Training | MBK.1.18 | 24 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | First Aid & AED/CPR Level A | NUN.1.9 | 16 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | First Aid & AED/CPR Level A - Practical Evaluation | NUN.1.35 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Hazmat Intervention - Operation Level | MBK.1.36 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Hoisting and Rigging | NUN.1.12 | 2 | 36 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 2 |
| | | | Intermodal Transportation of Dangerous Goods | MBK.1.19 | 36 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Lockout | NUN.1.15 | 2 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Meadowbank JOHSC Training | MBK.1.21 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Meadowbank Site Induction | MBK.1.22 | 5 | 12 | 0 | 4 | 0 | 1 | 0 | 0 | 0 | 5 | 25 |
| | | | Oxygen Administration | NUN.1.17 | 4 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Quantitative Fit Test | NUN.1.19 | 0 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Respiratory Protection | NUN.1.20 | 2 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Scaffolds | MBK.1.25 | 12 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | SCBA | MBK.1.26 | 4 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Shiftboss - Underground | NUN.1.22 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | SOP Mine - Underground Worker | MBK.1.39 | 6 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Standard Operating Procedure Mine | MBK.1.28 | 2 | 36 | 1 | 2 | 0 | 0 | 0 | 0 | 0 | 3 | 6 |
| | | | Supervision Formula - 2019 | MBK.1.31 | 5 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Supervisor's Certificate - Level 1 - Surface | NUN.1.25 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Supervisor's Certificate Level 2 - Surface | NUN.1.28 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Transportation of Dangerous Goods by Air | NUN.1.30 | 3 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Transportation of Dangerous Goods by Ground | NUN.1.31 | 3 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Transportation of Dangerous Goods by Sea | NUN.1.32 | 3 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Whale Tail UG Induction | MBK.1.33 | 1 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | **Total** | **1** | **6** | **0** | **2** | **0** | **0** | **0** | **9** | **33** |
| General | e-L | Contractor | Cybersecurity Awareness Training | NUN.2.22 | 0.5 | 36 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0.5 |
| | | | | | | **Total** | **0** | **0** | **0** | **1** | **0** | **0** | **0** | **1** | **0.5** |
| | In class | Contractor | Aerial Work Platform | NUN.2.2 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Civility in the Workplace | NUN.2.3 | 4 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Civility in the Workplace - for Employees | NUN.2.4 | 2 | - | 1 | 1 | 0 | 0 | 0 | 2 | 0 | 4 | 8 |
| | | | Cross-Cultural | NUN.2.5 | 5 | - | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 5 |
| | | | Forklift | NUN.2.7 | 5 | 36 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 5 |
| | | | Introduction to Driving | NUN.2.8 | 5 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | JDE Maintenance Tradesmen | MBK.2.7 | 4 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Overhead Crane | NUN.2.16 | 3 | 36 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 3 |
| | | | Skid Steer | NUN.2.19 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 5 |
| | | | Telehandler | NUN.2.20 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | **Total** | **1** | **1** | **0** | **2** | **0** | **4** | **0** | **8** | **26** |
| Specific | | Contractor | Ansul Vehicle F.S.S. Overview | MBK.3.2 | 8 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Backhoe | MBK.3.3 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Cat Hose | MBK.3.4 | 12 | - | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 12 |
| | | | Coaching on Equipment | NUN.3.2 | 1 | - | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 3 |
| | | | Compactor | MBK.3.6 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Container Handler | MBK.3.7 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Crushing Circuit | MBK.3.10 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Dozer - Open Pit | MBK.3.12 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Dozer - Site Services | MBK.3.13 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Drill DM45 | MBK.3.18 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Excavator - 6020 | MBK.3.21 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Excavator - Auxiliary Equipment | MBK.3.22 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Excavator - Production Equipment | MBK.3.23 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Excavator - Service Equipment | MBK.3.24 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Fuel Truck - Open Pit | MBK.3.31 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Grader - Open Pit | MBK.3.33 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Grader - Site Services | MBK.3.34 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Grinding Circuit | MBK.3.37 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Haul Truck - 777 | MBK.3.39 | 84 | 36 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 24 |
| | | | Haul Truck - 777/785 | MBK.3.109 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Haul Truck - 785 | MBK.3.40 | 84 | 36 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 2 | 0 |
| | | | Hyster Forklift | MBK.3.45 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | K-Loader | MBK.3.101 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Leach/CIP Stripping Circuit | MBK.3.49 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Loader - Auxiliary Equipment - Open Pit | MBK.3.51 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Loader - Auxiliary Equipment - Site Services | MBK.3.52 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Loader - Production Equipment | MBK.3.53 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Loader - Service Equipment - Open Pit | MBK.3.54 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Loader - Service Equipment - Site Services | MBK.3.55 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Long Haul Truck | MBK.3.59 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Maintenance Technician - LHT | MBK.3.99 | 5 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Mixing and Distribution Circuit | MBK.3.62 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Operations in Aircraft Ground Icing Conditions | MBK.3.65 | 8 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Passenger Bus | MBK.3.66 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Roll-Off Truck | MBK.3.72 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Service Excavator - Process Plant | MBK.3.73 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Service Truck Crane | MBK.3.8 | 3 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Snow Blower | MBK.3.76 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Snow Plow - Open pit | MBK.3.77 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Tandem Truck - Site Services | MBK.3.81 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Tow Haul | MBK.3.82 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Tow Haul - Dramis | MBK.3.83 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Boom Truck | MBK.3.102 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Development Bolter | MBK.3.103 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Development Jumbo | MBK.3.104 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Development Scoop | MBK.3.85 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Haul Truck | MBK.3.105 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Man Carrier | MBK.3.106 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Modules (Common Core) Certification | NUN.3.5 | 84 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Scissor Lift | MBK.3.86 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Service Tractor | MBK.3.88 | 11 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Utility Person Circuit | MBK.3.90 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Vacuum Truck | MBK.3.91 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Water Truck - 773 | MBK.3.92 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Water Truck - Kenworth | MBK.3.93 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

| | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Water Truck - MBK Site Services | MBK.3.96 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | Wheel Dozer | MBK.3.97 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | **Total** | **2** | **2** | **0** | **1** | **0** | **1** | **0** | **6** | **39** |
| **ERT** | **Contractor** | ERT Practice | MBK.4.1 | 12 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | Mine Rescue - Surface | MBK.4.3 | 48 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | Mine Rescue - Underground | MBK.4.4 | 40 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | Mine Rescue Practice - Underground | MBK.4.6 | 12 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | **Total** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **0** |

*Hours of training per course can vary in some instances. Hours listed is the number of hours the course typically takes an employee.
**We can't verifify that the contractors are Inuits

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# Total Hours of Training by Course for Nunavut Contractors for Meadowbank

| | | | Training Activity | Course Code | Hours of Training* | Frequency of the Training (Months) | Number of contractors registered for training between Jan 01/20 and Dec 31/20 | | Number of contractors who successfully completed training between Jan 01/20 and Dec 31/20 | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Individuals | Total Hours | Individuals | Total Hours |
| Health and Safety | e-Learning | Contractor | General Induction | NUN.1.40 | 0.5 | 36 | 1099 | 549.5 | 1099 | 549.5 |
| | | | WHMIS 2015 | NUN.1.44 | 0.5 | 36 | 1129 | 564.5 | 1128 | 564 |
| | | | Fire Suppression System | NUN.1.39 | 0.5 | 36 | 1030 | 515 | 1028 | 514 |
| | | | Job Hazard Analysis and Work Card | NUN.1.41 | 0.5 | 36 | 1026 | 513 | 1026 | 513 |
| | | | Spills Response | NUN.1.38 | 0.5 | 36 | 1028 | 514 | 1028 | 514 |
| | | | Occupational Health and Safety | NUN.1.43 | 0.5 | 36 | 1016 | 508 | 1016 | 508 |
| | | | Chemical Awareness | NUN.1.36 | 0.5 | 36 | 330 | 165 | 330 | 165 |
| | | | Mill Induction | NUN.1.37 | 0.5 | 36 | 301 | 150.5 | 301 | 150.5 |
| | | | | | | **Total** | **6959** | **3479.5** | **6956** | **3478** |
| | In class | Contractor | ASGH Aircraft Cargo Procedures | MBK.1.3 | 3 | 36 | 8 | 24 | 8 | 24 |
| | | | ASGH Aircraft Ground Support Equipment GSE | MBK.1.4 | 3 | 36 | 8 | 24 | 8 | 24 |
| | | | ASGH Aircraft Marshalling & Parking | MBK.1.5 | 3 | 36 | 9 | 27 | 9 | 27 |
| | | | ASGH Aviation Fueling Operations | MBK.1.6 | 3 | 36 | 9 | 27 | 9 | 27 |
| | | | ASGH Aviation Safety/Management and Audits | MBK.1.7 | 1 | 36 | 9 | 9 | 9 | 9 |
| | | | ASGH General & Airside Tarmac Safety | MBK.1.8 | 2.5 | 36 | 8 | 20 | 8 | 20 |
| | | | Basic Fire Extinguisher Training | MBK.1.35 | 2 | 60 | 46 | 92 | 46 | 92 |
| | | | Blasting Certificate - Surface | NUN.1.2 | 0 | 60 | 3 | 0 | 3 | 0 |
| | | | Blasting Certificate - Underground | NUN.1.3 | 0 | 60 | 2 | 0 | 2 | 0 |
| | | | Confined Space | NUN.1.4 | 2 | 36 | 128 | 256 | 128 | 256 |
| | | | Diphoterine Awareness | MBK.1.16 | 1 | - | 3 | 3 | 3 | 3 |
| | | | Emergency Measures Induction - Meadowbank | MBK.1.37 | 1.5 | 36 | 150 | 225 | 150 | 225 |
| | | | Fall Protection | NUN.1.7 | 2 | 36 | 179 | 358 | 179 | 358 |
| | | | Fire Truck Pumper Operator Training | MBK.1.18 | 24 | 24 | 3 | 72 | 3 | 72 |
| | | | First Aid & AED/CPR Level A | NUN.1.9 | 16 | 36 | 12 | 126 | 12 | 126 |
| | | | First Aid & AED/CPR Level A - Practical Evaluation | NUN.1.35 | 5 | 36 | 24 | 120 | 24 | 120 |
| | | | Hazmat Intervention - Operation Level | MBK.1.36 | 24 | 36 | 3 | 72 | 3 | 72 |
| | | | Hoisting and Rigging | NUN.1.12 | 2 | 36 | 214 | 428 | 213 | 426 |
| | | | Intermodal Transportation of Dangerous Goods | MBK.1.19 | 36 | 24 | 1 | 36 | 1 | 36 |
| | | | Lockout | NUN.1.15 | 2 | 36 | 400 | 800 | 400 | 800 |
| | | | Meadowbank JOHSC Training | MBK.1.21 | 24 | 36 | 6 | 144 | 6 | 144 |
| | | | Meadowbank Site Induction | MBK.1.22 | 5 | 12 | 835 | 4175 | 833 | 4165 |
| | | | Oxygen Administration | NUN.1.17 | 4 | 36 | 28 | 112 | 28 | 112 |
| | | | Quantitative Fit Test | NUN.1.19 | 0 | 24 | 4 | 0 | 4 | 0 |
| | | | Respiratory Protection | NUN.1.20 | 2 | 24 | 263 | 494 | 262 | 492 |
| | | | Scaffolds | MBK.1.25 | 12 | 24 | 9 | 108 | 9 | 108 |
| | | | SCBA | MBK.1.26 | 4 | 36 | 6 | 24 | 5 | 20 |
| | | | Shiftboss - Underground | NUN.1.22 | 0 | 60 | 1 | 0 | 1 | 0 |
| | | | SOP Mine - Underground Worker | MBK.1.39 | 6 | 36 | 8 | 48 | 8 | 48 |
| | | | Standard Operating Procedure Mine | MBK.1.28 | 2 | 36 | 695 | 1390 | 695 | 1390 |
| | | | Supervision Formula - 2019 | MBK.1.31 | 5 | - | 5 | 69 | 5 | 69 |
| | | | Supervisor's Certificate - Level 1 - Surface | NUN.1.25 | 0 | 60 | 1 | 0 | 1 | 0 |
| | | | Supervisor's Certificate Level 2 - Surface | NUN.1.28 | 0 | 60 | 4 | 0 | 4 | 0 |
| | | | Transportation of Dangerous Goods by Air | NUN.1.30 | 3 | 24 | 1 | 3 | 1 | 3 |
| | | | Transportation of Dangerous Goods by Ground | NUN.1.31 | 3 | 36 | 1 | 3 | 1 | 3 |
| | | | Transportation of Dangerous Goods by Sea | NUN.1.32 | 3 | 36 | 1 | 3 | 1 | 3 |
| | | | Whale Tail UG Induction | MBK.1.33 | 1 | - | 19 | 19 | 19 | 19 |
| | | | | | | **Total** | **3106** | **9311** | **3101** | **9293** |
| General | e-L | Contractor | Cybersecurity Awareness Training | NUN.2.22 | 0.5 | 36 | 6 | 3 | 6 | 3 |
| | | | | | | **Total** | **6** | **3** | **6** | **3** |
| | In class | Contractor | Aerial Work Platform | NUN.2.2 | 5 | 36 | 109 | 545 | 108 | 540 |
| | | | Civility in the Workplace | NUN.2.3 | 4 | - | 43 | 172 | 43 | 172 |
| | | | Civility in the Workplace - for Employees | NUN.2.4 | 2 | - | 376 | 752 | 376 | 752 |
| | | | Cross-Cultural | NUN.2.5 | 5 | - | 4 | 20 | 4 | 20 |
| | | | Forklift | NUN.2.7 | 5 | 36 | 158 | 790 | 158 | 790 |
| | | | Introduction to Driving | NUN.2.8 | 5 | - | 1 | 5 | 1 | 5 |
| | | | JDE Maintenance Tradesmen | MBK.2.7 | 4 | - | 34 | 136 | 34 | 136 |
| | | | Overhead Crane | NUN.2.16 | 3 | 36 | 157 | 471 | 156 | 468 |
| | | | Skid Steer | NUN.2.19 | 5 | 36 | 89 | 445 | 89 | 445 |
| | | | Telehandler | NUN.2.20 | 5 | 36 | 119 | 595 | 119 | 595 |
| | | | | | | **Total** | **1090** | **3931** | **1088** | **3923** |
| Specific | | Contractor | Ansul Vehicle F.S.S. Overview | MBK.3.2 | 8 | - | 7 | 80 | 7 | 80 |
| | | | Backhoe | MBK.3.3 | 84 | 36 | 21 | 324 | 21 | 324 |
| | | | Cat Hose | MBK.3.4 | 12 | - | 16 | 228 | 16 | 228 |
| | | | Coaching on Equipment | NUN.3.2 | 1 | - | 31 | 82 | 31 | 82 |
| | | | Compactor | MBK.3.6 | 5 | 36 | 5 | 25 | 5 | 25 |
| | | | Container Handler | MBK.3.7 | 24 | 36 | 6 | 96 | 6 | 96 |
| | | | Crushing Circuit | MBK.3.10 | 84 | 36 | 1 | 84 | 1 | 84 |
| | | | Dozer - Open Pit | MBK.3.12 | 84 | 36 | 42 | 528 | 40 | 504 |
| | | | Dozer - Site Services | MBK.3.13 | 84 | 36 | 3 | 36 | 3 | 36 |
| | | | Drill DM45 | MBK.3.18 | 84 | 36 | 3 | 36 | 3 | 36 |
| | | | Excavator - 6020 | MBK.3.21 | 84 | 36 | 3 | 36 | 3 | 36 |
| | | | Excavator - Auxiliary Equipment | MBK.3.22 | 84 | 36 | 26 | 312 | 26 | 312 |
| | | | Excavator - Production Equipment | MBK.3.23 | 84 | 36 | 8 | 72 | 8 | 72 |
| | | | Excavator - Service Equipment | MBK.3.24 | 84 | 36 | 7 | 84 | 5 | 60 |
| | | | Fuel Truck - Open Pit | MBK.3.31 | 24 | 36 | 8 | 96 | 8 | 96 |
| | | | Grader - Open Pit | MBK.3.33 | 84 | 36 | 9 | 108 | 9 | 108 |
| | | | Grader - Site Services | MBK.3.34 | 84 | 36 | 7 | 84 | 7 | 84 |
| | | | Grinding Circuit | MBK.3.37 | 84 | 36 | 3 | 252 | 3 | 252 |
| | | | Haul Truck - 777 | MBK.3.39 | 84 | 36 | 95 | 1152 | 93 | 1128 |
| | | | Haul Truck - 777/785 | MBK.3.109 | 84 | 36 | 17 | 588 | 17 | 588 |
| | | | Haul Truck - 785 | MBK.3.40 | 84 | 36 | 95 | 348 | 93 | 324 |
| | | | Hyster Forklift | MBK.3.45 | 5 | 36 | 2 | 10 | 2 | 10 |
| | | | K-Loader | MBK.3.101 | 5 | 36 | 3 | 15 | 3 | 15 |
| | | | Leach/CIP Stripping Circuit | MBK.3.49 | 84 | 36 | 1 | 84 | 1 | 84 |
| | | | Loader - Auxiliary Equipment - Open Pit | MBK.3.51 | 84 | 36 | 21 | 252 | 20 | 240 |
| | | | Loader - Auxiliary Equipment - Site Services | MBK.3.52 | 84 | 36 | 15 | 180 | 15 | 180 |
| | | | Loader - Production Equipment | MBK.3.53 | 84 | 36 | 12 | 216 | 12 | 216 |
| | | | Loader - Service Equipment - Open Pit | MBK.3.54 | 84 | 36 | 13 | 156 | 13 | 156 |
| | | | Loader - Service Equipment - Site Services | MBK.3.55 | 84 | 36 | 20 | 312 | 20 | 312 |
| | | | Long Haul Truck | MBK.3.59 | 84 | 36 | 17 | 1428 | 16 | 1344 |
| | | | Maintenance Technician - LHT | MBK.3.99 | 5 | - | 9 | 45 | 9 | 45 |
| | | | Mixing and Distribution Circuit | MBK.3.62 | 84 | 36 | 1 | 84 | 1 | 84 |
| | | | Operations in Aircraft Ground Icing Conditions | MBK.3.65 | 8 | 12 | 8 | 52 | 8 | 52 |
| | | | Passenger Bus | MBK.3.66 | 5 | 36 | 14 | 70 | 14 | 70 |
| | | | Roll-Off Truck | MBK.3.72 | 24 | 36 | 7 | 168 | 7 | 168 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | Service Excavator - Process Plant | MBK.3.73 | 5 | 36 | 2 | 10 | 2 | 10 |
| | | Service Truck Crane | MBK.3.8 | 3 | 36 | 2 | 8 | 2 | 8 |
| | | Snow Blower | MBK.3.76 | 24 | 36 | 5 | 84 | 5 | 84 |
| | | Snow Plow - Open pit | MBK.3.77 | 24 | 36 | 3 | 36 | 3 | 36 |
| | | Tandem Truck - Site Services | MBK.3.81 | 84 | 36 | 1 | 84 | 1 | 84 |
| | | Tow Haul | MBK.3.82 | 24 | 36 | 1 | 24 | 1 | 24 |
| | | Tow Haul - Dramis | MBK.3.83 | 24 | 36 | 1 | 24 | 1 | 24 |
| | | Underground Boom Truck | MBK.3.102 | 77 | 36 | 16 | 176 | 16 | 176 |
| | | Underground Development Bolter | MBK.3.103 | 154 | 36 | 11 | 264 | 11 | 264 |
| | | Underground Development Jumbo | MBK.3.104 | 154 | 36 | 11 | 264 | 11 | 264 |
| | | Underground Development Scoop | MBK.3.85 | 77 | 36 | 12 | 264 | 12 | 264 |
| | | Underground Haul Truck | MBK.3.105 | 154 | 36 | 18 | 341 | 18 | 341 |
| | | Underground Man Carrier | MBK.3.106 | 5 | 36 | 16 | 80 | 16 | 80 |
| | | Underground Modules (Common Core) Certification | NUN.3.5 | 84 | - | 1 | 0 | 1 | 0 |
| | | Underground Scissor Lift | MBK.3.86 | 77 | 36 | 12 | 198 | 12 | 198 |
| | | Underground Service Tractor | MBK.3.88 | 11 | 36 | 14 | 154 | 14 | 154 |
| | | Utility Person Circuit | MBK.3.90 | 84 | 36 | 3 | 252 | 3 | 252 |
| | | Vacuum Truck | MBK.3.91 | 24 | 36 | 7 | 168 | 7 | 168 |
| | | Water Truck - 773 | MBK.3.92 | 24 | 36 | 12 | 156 | 12 | 156 |
| | | Water Truck - Kenworth | MBK.3.93 | 24 | 36 | 5 | 60 | 5 | 60 |
| | | Water Truck - MBK Site Services | MBK.3.96 | 24 | 36 | 6 | 144 | 6 | 144 |
| | | Wheel Dozer | MBK.3.97 | 84 | 36 | 9 | 108 | 9 | 108 |
| | | | | | **Total** | **724** | **10622** | **714** | **10430** |
| **ERT** | **Contractor** | ERT Practice | MBK.4.1 | 12 | - | 13 | 156 | 13 | 156 |
| | | Mine Rescue - Surface | MBK.4.3 | 48 | - | 7 | 300 | 7 | 300 |
| | | Mine Rescue - Underground | MBK.4.4 | 40 | - | 43 | 1524 | 42 | 1484 |
| | | Mine Rescue Practice - Underground | MBK.4.6 | 12 | - | 6 | 72 | 6 | 72 |
| | | | | | **Total** | **69** | **2052** | **68** | **2012** |

*Hours of training per course can vary in some instances. Hours listed is the number of hours the course typically takes an employee.

AGNICO EAGLE

# Hours of Training for Inuit Contractors by Community for Meliadine

| | | | Training Activity | Course Code | Hours of Training* | Freq. of Training (Months) | Number of Inuit contractors** who successfuly completed training between Jan 01/20 and Dec 31/20 | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Kivalliq Region | | | | | | | Total Contractors | Total Hours |
| | | | | | | | Arviat | Baker Lake | Coral Harbour | Chesterfield Inlet | Naujaat | Rankin Inlet | Whale Cove | | |
| Health and Safety | e-Learning | Contractor | General Induction | NUN.1.40 | 0.5 | 36 | 1 | 1 | 1 | 0 | 0 | 6 | 0 | 9 | 4.5 |
| | | | WHMIS 2015 | NUN.1.44 | 0.5 | 36 | 1 | 1 | 1 | 0 | 0 | 7 | 0 | 10 | 5 |
| | | | Fire Suppression System | NUN.1.39 | 0.5 | 36 | 1 | 1 | 1 | 0 | 0 | 7 | 0 | 10 | 5 |
| | | | Job Hazard Analysis and Work Card | NUN.1.41 | 0.5 | 36 | 1 | 1 | 1 | 0 | 0 | 7 | 0 | 10 | 5 |
| | | | Spills Response | NUN.1.38 | 0.5 | 36 | 1 | 1 | 1 | 0 | 0 | 7 | 0 | 10 | 5 |
| | | | Occupational Health and Safety | NUN.1.43 | 0.5 | 36 | 1 | 1 | 1 | 0 | 0 | 7 | 0 | 10 | 5 |
| | | | Chemical Awareness | NUN.1.36 | 0.5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Mill Induction | NUN.1.37 | 0.5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | **Total** | **6** | **6** | **6** | **0** | **0** | **41** | **0** | **59** | **29.5** |
| | In class | Contractor | Airside Vehicle Operator's Permit (AVOP) | MEL.1.1 | 0 | 24 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Blasting Certificate - Surface | NUN.1.2 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Blasting Certificate - Underground | NUN.1.3 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Chemical Awareness - Meliadine | MEL.1.2 | 2 | 36 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 3 | 6 |
| | | | Confined Space | NUN.1.4 | 2 | 36 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 2 | 4 |
| | | | Designated LOTO – Underground Paste Operations | MEL.1.4 | 3 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Diphoterine Awareness | MEL.1.5 | 1 | 36 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 2 |
| | | | Explosive Access Regulation Document | NUN.1.6 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Fall Protection | NUN.1.7 | 2 | 36 | 0 | 0 | 2 | 0 | 0 | 1 | 0 | 3 | 6 |
| | | | First Aid & AED/CPR Level A | NUN.1.9 | 16 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Hoisting and Rigging | NUN.1.12 | 2 | 36 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 2 | 4 |
| | | | Lockout | NUN.1.15 | 2 | 36 | 1 | 2 | 0 | 0 | 0 | 3 | 0 | 6 | 12 |
| | | | Meliadine Site Induction | MEL.1.21 | 2 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Mill Induction - Meliadine | MEL.1.9 | 2 | 36 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 4 |
| | | | Oxygen Administration | NUN.1.17 | 4 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Respiratory Protection | NUN.1.20 | 2 | 24 | 0 | 0 | 1 | 0 | 0 | 3 | 0 | 4 | 8 |
| | | | SCBA | MEL.1.11 | 4 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Shiftboss - Surface | NUN.1.21 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | SOP - Open Pit | MEL.1.19 | 2 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | SOP Mine - Underground Worker | MEL.1.13 | 11 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | SOP Surface - Meliadine | MEL.1.14 | 2 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Supervision Formula | MEL.1.15 | 8 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Supervision Formula - for Employees | MEL.1.20 | 1 | - | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 2 | 2 |
| | | | Supervisor Safety Responsibility | MEL.1.16 | 10 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Supervisor's Certificate Level 2 - Exploration | NUN.1.27 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Supervisor's Certificate Level 2 - Surface | NUN.1.28 | 0 | 60 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Transportation of Dangerous Goods by Ground | NUN.1.31 | 3 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Emergency Procedure | MEL.1.17 | 1 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Working Safely on Ice | NUN.1.46 | 0 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | **Total** | **1** | **2** | **5** | **0** | **0** | **17** | **1** | **26** | **48** |
| General | e-L | Contractor | Cybersecurity Awareness Training | NUN.2.22 | 0.5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | **Total** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **0** |
| | In class | Contractor | Aerial Work Platform | NUN.2.2 | 5 | 36 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 5 |
| | | | Broderson Crane | MEL.2.1 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Civility in the Workplace - for Employees | NUN.2.4 | 2 | - | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 2 |
| | | | Cross-Cultural | NUN.2.5 | 5 | - | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 2 | 10 |
| | | | Driver Awareness | MEL.2.2 | 1.5 | 36 | 2 | 0 | 4 | 1 | 0 | 4 | 0 | 11 | 16.5 |
| | | | Forklift | NUN.2.7 | 5 | 36 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 2 | 10 |
| | | | Introduction to Driving | NUN.2.8 | 5 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Inuit Impact and Benefit Agreement Awareness | NUN.2.9 | 1.5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | JDE Maintenance Tradesmen | MEL.2.3 | 4 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Overhead Crane | NUN.2.16 | 3 | 36 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 2 | 6 |
| | | | People Management Tools | MEL.2.4 | 3 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Skid Steer | NUN.2.19 | 5 | 36 | 0 | 0 | 1 | 0 | 0 | 1 | 0 | 2 | 10 |
| | | | Telehandler | NUN.2.20 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | **Total** | **2** | **0** | **11** | **1** | **0** | **7** | **0** | **21** | **59.5** |
| Specific | | Contractor | Ansul Vehicle F.S.S. Overview | MEL.3.2 | 8 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Articulated Haul Truck | MEL.3.4 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 2 | 96 |
| | | | Backhoe | MEL.3.8 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Coaching on Equipment | NUN.3.2 | 1 | - | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 3 |
| | | | Compactor | MEL.3.10 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Container Handler | MEL.3.11 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Crushing Circuit | MEL.3.12 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Dozer - Open Pit | MEL.3.86 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Dozer - Site Services | MEL.3.13 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Excavator - Auxiliary Equipment | MEL.3.87 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Grader - Site Services | MEL.3.16 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Loader - Auxiliary Equipment - Site Services | MEL.3.19 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Loader - Service Equipment - Site Services | MEL.3.20 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Lube/Fuel Truck - Surface | MEL.3.21 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Passenger Bus | MEL.3.84 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Roller Compactor | MEL.3.37 | 5 | 36 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 10 |
| | | | Roll-Off Truck | MEL.3.38 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Snow Blower | MEL.3.39 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Tandem Truck - Site Services | MEL.3.40 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Automine | MEL.3.88 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Boom Truck | MEL.3.42 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Cassette Man Carrier | MEL.3.44 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Electronic Detonator | MEL.3.49 | 24 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Haul Truck | MEL.3.52 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Haul Truck 50T | MEL.3.53 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Lube/Fuel Truck | MEL.3.55 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Man Carrier | MEL.3.56 | 5 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Modules (Common Core) Certification | NUN.3.5 | 84 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Production DU411 | MEL.3.58 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Production Emulsion Loader | MEL.3.59 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Remote Controlled Scoop | MEL.3.65 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Rock Breaker | MEL.3.83 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Scissor Lift | MEL.3.67 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Scoop 12 yards | MEL.3.71 | 77 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Scoop 3.5 yards | MEL.3.72 | 11 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Scoop 8 yards | MEL.3.74 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Service Excavator | MEL.3.69 | 11 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Service Loader | MEL.3.70 | 11 | 36 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 11 |
| | | | Underground Service Tractor | MEL.3.75 | 11 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Shotcrete Sprayer | MEL.3.76 | 154 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Underground Telehandler | MEL.3.77 | 12 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Vacuum Truck | MEL.3.80 | 84 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | **Total** | **1** | **0** | **0** | **0** | **0** | **5** | **0** | **6** | **120** |
| ERT | | Contractor | ERT practice Meliadine | MEL.4.1 | 10 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Mine Rescue - Surface | MEL.4.7 | 48 | - | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | Mine Rescue Meliadine - Combined Surface and Underground | MEL.4.5 | 60 | 36 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | | | | | | **Total** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **0** | **0** |

*Hours of training per course can vary in some instances. Hours listed is the number of hours the course typically takes an employee.
**We can't verifify that the contractors are Inuits

AGNICO EAGLE

# Total Hours of Training by Course for Nunavut Contractors for Meliadine

| | | | Training Activity | Course Code | Hours of Training* | Frequency of the Training (Months) | Number of contractors registered for training between Jan 01/20 and Dec 31/20 | | Number of contractors who successfully completed training between Jan 01/20 and Dec 31/20 | |
|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | Individuals | Total Hours | Individuals | Total Hours |
| Health and Safety | e-Learning | Contractor | General Induction | NUN.1.40 | 0.5 | 36 | 923 | 461.5 | 923 | 461.5 |
| | | | WHMIS 2015 | NUN.1.44 | 0.5 | 36 | 941 | 470.5 | 940 | 470 |
| | | | Fire Suppression System | NUN.1.39 | 0.5 | 36 | 868 | 434 | 868 | 434 |
| | | | Job Hazard Analysis and Work Card | NUN.1.41 | 0.5 | 36 | 861 | 430.5 | 861 | 430.5 |
| | | | Spills Response | NUN.1.38 | 0.5 | 36 | 857 | 428.5 | 857 | 428.5 |
| | | | Occupational Health and Safety | NUN.1.43 | 0.5 | 36 | 851 | 425.5 | 849 | 424.5 |
| | | | Chemical Awareness | NUN.1.36 | 0.5 | 36 | 24 | 12 | 24 | 12 |
| | | | Mill Induction | NUN.1.37 | 0.5 | 36 | 36 | 18 | 36 | 18 |
| | | | | | | **Total** | **5361** | **2680.5** | **5358** | **2679** |
| | In class | Contractor | Airside Vehicle Operator's Permit (AVOP) | MEL.1.1 | 0 | 24 | 31 | 0 | 31 | 0 |
| | | | Blasting Certificate - Surface | NUN.1.2 | 0 | 60 | 1 | 0 | 1 | 0 |
| | | | Blasting Certificate - Underground | NUN.1.3 | 0 | 60 | 1 | 0 | 1 | 0 |
| | | | Chemical Awareness - Meliadine | MEL.1.2 | 2 | 36 | 224 | 448 | 223 | 446 |
| | | | Confined Space | NUN.1.4 | 2 | 36 | 120 | 240 | 120 | 240 |
| | | | Designated LOTO – Underground Paste Operations | MEL.1.4 | 3 | 36 | 3 | 9 | 3 | 9 |
| | | | Diphoterine Awareness | MEL.1.5 | 1 | 36 | 205 | 205 | 205 | 205 |
| | | | Explosive Access Regulation Document | NUN.1.6 | 0 | 60 | 1 | 0 | 1 | 0 |
| | | | Fall Protection | NUN.1.7 | 2 | 36 | 254 | 508 | 253 | 506 |
| | | | First Aid & AED/CPR Level A | NUN.1.9 | 16 | 36 | 21 | 288 | 21 | 288 |
| | | | Hoisting and Rigging | NUN.1.12 | 2 | 36 | 173 | 346 | 172 | 344 |
| | | | Lockout | NUN.1.15 | 2 | 36 | 454 | 908 | 453 | 906 |
| | | | Meliadine Site Induction | MEL.1.21 | 2 | - | 111 | 222 | 111 | 222 |
| | | | Mill Induction - Meliadine | MEL.1.9 | 2 | 36 | 212 | 424 | 211 | 422 |
| | | | Oxygen Administration | NUN.1.17 | 4 | 36 | 6 | 24 | 6 | 24 |
| | | | Respiratory Protection | NUN.1.20 | 2 | 24 | 154 | 308 | 153 | 306 |
| | | | SCBA | MEL.1.11 | 4 | 36 | 2 | 8 | 2 | 8 |
| | | | Shiftboss - Surface | NUN.1.21 | 0 | 60 | 1 | 0 | 1 | 0 |
| | | | SOP - Open Pit | MEL.1.19 | 2 | 36 | 119 | 238 | 119 | 238 |
| | | | SOP Mine - Underground Worker | MEL.1.13 | 11 | 36 | 91 | 546 | 91 | 546 |
| | | | SOP Surface - Meliadine | MEL.1.14 | 2 | - | 55 | 110 | 55 | 110 |
| | | | Supervision Formula | MEL.1.15 | 8 | - | 27 | 216 | 27 | 216 |
| | | | Supervision Formula - for Employees | MEL.1.20 | 1 | - | 248 | 248 | 247 | 247 |
| | | | Supervisor Safety Responsibility | MEL.1.16 | 10 | - | 3 | 30 | 3 | 30 |
| | | | Supervisor's Certificate Level 2 - Exploration | NUN.1.27 | 0 | 60 | 1 | 0 | 1 | 0 |
| | | | Supervisor's Certificate Level 2 - Surface | NUN.1.28 | 0 | 60 | 7 | 0 | 7 | 0 |
| | | | Transportation of Dangerous Goods by Ground | NUN.1.31 | 3 | 36 | 18 | 54 | 18 | 54 |
| | | | Underground Emergency Procedure | MEL.1.17 | 1 | 12 | 47 | 47 | 47 | 47 |
| | | | Working Safely on Ice | NUN.1.46 | 0 | - | 17 | 0 | 17 | 0 |
| | | | | | | **Total** | **2607** | **5427** | **2600** | **5414** |
| General | e-L | Contractor | Cybersecurity Awareness Training | NUN.2.22 | 0.5 | 36 | 8 | 4 | 8 | 4 |
| | | | | | | **Total** | **8** | **4** | **8** | **4** |
| | In class | Contractor | Aerial Work Platform | NUN.2.2 | 5 | 36 | 64 | 320 | 64 | 320 |
| | | | Broderson Crane | MEL.2.1 | 5 | 36 | 10 | 50 | 10 | 50 |
| | | | Civility in the Workplace - for Employees | NUN.2.4 | 2 | - | 67 | 134 | 67 | 134 |
| | | | Cross-Cultural | NUN.2.5 | 5 | - | 3 | 15 | 3 | 15 |
| | | | Driver Awareness | MEL.2.2 | 1.5 | 36 | 589 | 883.5 | 586 | 879 |
| | | | Forklift | NUN.2.7 | 5 | 36 | 48 | 240 | 48 | 240 |
| | | | Introduction to Driving | NUN.2.8 | 5 | - | 1 | 5 | 1 | 5 |
| | | | Inuit Impact and Benefit Agreement Awareness | NUN.2.9 | 1.5 | 36 | 3 | 4.5 | 3 | 4.5 |
| | | | JDE Maintenance Tradesmen | MEL.2.3 | 4 | - | 1 | 4 | 1 | 4 |
| | | | Overhead Crane | NUN.2.16 | 3 | 36 | 133 | 399 | 131 | 393 |
| | | | People Management Tools | MEL.2.4 | 3 | - | 1 | 3 | 1 | 3 |
| | | | Skid Steer | NUN.2.19 | 5 | 36 | 60 | 300 | 60 | 300 |
| | | | Telehandler | NUN.2.20 | 5 | 36 | 93 | 465 | 93 | 465 |
| | | | | | | **Total** | **1073** | **2823** | **1068** | **2812.5** |
| Specific | | Contractor | Ansul Vehicle F.S.S. Overview | MEL.3.2 | 8 | - | 19 | 152 | 19 | 152 |
| | | | Articulated Haul Truck | MEL.3.4 | 84 | 36 | 45 | 732 | 44 | 648 |
| | | | Backhoe | MEL.3.8 | 84 | 36 | 15 | 396 | 15 | 396 |
| | | | Coaching on Equipment | NUN.3.2 | 1 | - | 37 | 111 | 37 | 111 |
| | | | Compactor | MEL.3.10 | 5 | 36 | 3 | 15 | 3 | 15 |
| | | | Container Handler | MEL.3.11 | 84 | 36 | 2 | 24 | 2 | 24 |
| | | | Crushing Circuit | MEL.3.12 | 84 | 36 | 4 | 192 | 4 | 192 |
| | | | Dozer - Open Pit | MEL.3.86 | 84 | 36 | 1 | 0 | 0 | 0 |
| | | | Dozer - Site Services | MEL.3.13 | 84 | 36 | 8 | 96 | 8 | 96 |
| | | | Excavator - Auxiliary Equipment | MEL.3.87 | 84 | 36 | 2 | 24 | 2 | 24 |
| | | | Grader - Site Services | MEL.3.16 | 84 | 36 | 1 | 12 | 1 | 12 |
| | | | Loader - Auxiliary Equipment - Site Services | MEL.3.19 | 84 | 36 | 21 | 216 | 21 | 216 |
| | | | Loader - Service Equipment - Site Services | MEL.3.20 | 84 | 36 | 8 | 132 | 7 | 120 |
| | | | Lube/Fuel Truck - Surface | MEL.3.21 | 24 | 36 | 2 | 48 | 2 | 48 |
| | | | Passenger Bus | MEL.3.84 | 5 | 36 | 17 | 85 | 17 | 85 |
| | | | Roller Compactor | MEL.3.37 | 5 | 36 | 13 | 65 | 13 | 65 |
| | | | Roll-Off Truck | MEL.3.38 | 84 | 36 | 2 | 24 | 2 | 24 |
| | | | Snow Blower | MEL.3.39 | 84 | 36 | 3 | 180 | 3 | 180 |
| | | | Tandem Truck - Site Services | MEL.3.40 | 84 | 36 | 1 | 12 | 1 | 12 |
| | | | Underground Automine | MEL.3.88 | 77 | 36 | 28 | 2156 | 28 | 2156 |
| | | | Underground Boom Truck | MEL.3.42 | 77 | 36 | 8 | 484 | 8 | 484 |
| | | | Underground Cassette Man Carrier | MEL.3.44 | 5 | 36 | 9 | 45 | 9 | 45 |
| | | | Underground Electronic Detonator | MEL.3.49 | 24 | 36 | 1 | 24 | 1 | 24 |
| | | | Underground Haul Truck | MEL.3.52 | 154 | 36 | 22 | 3102 | 22 | 3102 |
| | | | Underground Haul Truck 50T | MEL.3.53 | 77 | 36 | 20 | 1408 | 19 | 1331 |
| | | | Underground Lube/Fuel Truck | MEL.3.55 | 77 | 36 | 1 | 77 | 1 | 77 |
| | | | Underground Man Carrier | MEL.3.56 | 5 | 36 | 14 | 70 | 14 | 70 |
| | | | Underground Modules (Common Core) Certification | NUN.3.5 | 84 | - | 1 | 0 | 1 | 0 |
| | | | Underground Production DU411 | MEL.3.58 | 154 | 36 | 1 | 154 | 1 | 154 |
| | | | Underground Production Emulsion Loader | MEL.3.59 | 154 | 36 | 1 | 154 | 1 | 154 |
| | | | Underground Remote Controlled Scoop | MEL.3.65 | 77 | 36 | 13 | 803 | 11 | 649 |
| | | | Underground Rock Breaker | MEL.3.83 | 77 | 36 | 4 | 110 | 3 | 99 |
| | | | Underground Scissor Lift | MEL.3.67 | 77 | 36 | 20 | 1342 | 20 | 1342 |
| | | | Underground Scoop 12 yards | MEL.3.71 | 77 | 36 | 13 | 803 | 13 | 803 |
| | | | Underground Scoop 3.5 yards | MEL.3.72 | 11 | 36 | 12 | 132 | 12 | 132 |
| | | | Underground Scoop 8 yards | MEL.3.74 | 154 | 36 | 16 | 1892 | 16 | 1892 |
| | | | Underground Service Excavator | MEL.3.69 | 11 | 36 | 1 | 11 | 1 | 11 |
| | | | Underground Service Loader | MEL.3.70 | 11 | 36 | 15 | 165 | 15 | 165 |
| | | | Underground Service Tractor | MEL.3.75 | 11 | 36 | 45 | 495 | 45 | 495 |
| | | | Underground Shotcrete Sprayer | MEL.3.76 | 154 | 36 | 1 | 154 | 1 | 154 |

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| | | Underground Telehandler | MEL.3.77 | 12 | 36 | 8 | 96 | 8 | 96 |
| | | Vacuum Truck | MEL.3.80 | 84 | 36 | 2 | 24 | 2 | 24 |
| | | | | | **Total** | **460** | **16217** | **453** | **15879** |
| **ERT** | **Contractor** | ERT practice Meliadine | MEL.4.1 | 10 | - | 5 | 50 | 5 | 50 |
| | | Mine Rescue - Surface | MEL.4.7 | 48 | - | 3 | 144 | 3 | 144 |
| | | Mine Rescue Meliadine - Combined Surface and Underground | MEL.4.5 | 60 | 36 | 2 | 120 | 2 | 120 |
| | | | | | **Total** | **10** | **314** | **10** | **314** |

*Hours of training per course can vary in some instances. Hours listed is the number of hours the course typically takes an employee.