

Appendix 61

Baker Lake Community Liaison Committee Annual Report 2020



**Baker Lake Community
Liaison Committee Annual
Report**
2020



AGNICO EAGLE





AGNICO EAGLE

Contents

Introduction	2
Section 1: Committee	2
Membership.....	2
Meeting Dates	3
Section 2: 2020 Summary.....	3
Outcomes.....	5
Section 3: Traditional Knowledge and IQ.....	7
Section 4: Upcoming	7



AGNICO EAGLE

Introduction

Agnico Eagle is committed to building relationships with our stakeholders based on trust through open and transparent communication. At the core of our Sustainable Development Policy, we are committed to creating value for contributing to the prosperity of our employees, their families and the communities in which we operate.

Agnico Eagle is committed to be an active participant in our local communities. An important aspect of this participation is to ensure there are processes to communicate with stakeholders in order to understand their perspectives, to transparently inform them of company activities and performance, to actively engage them in dialogue and participation on issues of concern to them, and to identify how issues might be addressed, and to ensure that stakeholder engagement and dialogue activities are reported on in an open and transparent fashion.

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.

The Community Liaison Committee should be, as much as possible, a representative cross-section of the community.

Section 1: Committee

Membership

Current CLC membership includes:

- Agnico Eagle Mines Limited (AEM)
- Baker Lake Hunters and Trappers Organization (HTO)
- Nunavut Arctic College (NAC)
- District Educational Authority (DEA)
- Elders' Society
- Church representative(s)
- RCMP
- Wellness Coordinator
- Community Health representative(s)
- Youth representative
- Economic Development Office (EDO)
- CLARC representative
- Pauktuutit
- Hamlet of Baker Lake representative
- Kivalliq Inuit Association (KIA)
- Nurse



AGNICO EAGLE

All meetings have an interpreter.

Meeting Dates

The below table summarizes the meeting scheduled for 2020:

	Meeting Mode	Meeting Date	Outcome
CLC 2020-01	Teleconference	April 6 th ,2020	Complete

Section 2: 2020 Summary

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 the CLC 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 honesty of people; a false 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 social distancing 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.



AGNICO EAGLE

- 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 keep the radio station open for fundraising/bingo for the next month.



AGNICO EAGLE

Outcomes

In general, CLC was pleased with the protocols put in place and the support being provided to the Baker Lake community by AEM in response to COVID-19.

The following questions came out of CLC meeting organized here by topic:

COVID-19 Testing

- About the testing for COVID19, will the tests be free for any volunteers and is it only at the site?
 - It is only at Meliadine right now. It is a pilot project; we'll have more news in the coming days. The goal is to test employees on site. But if the project is successful, we will look at different options
- Thanks for all you're doing, it is much appreciated. Will the tests be sent out for results or are you able to determine results there?
 - Goal is to have the result 3-6 hours on site. Some tests will be sent south for validation, but after a while the samples will be able to be tested right on site
- Concerning lab tests, if someone tests positive, how would you transport them out?
 - The plans are defined with our Chief Medical Officer and our transporter, there is a specific protocol.
- Pilot project for testing, how will we be kept informed? Regular updates?
 - Yes, we are in constant communications with different stakeholders (GN, Hamlets, etc.), so yes, updates will be provided.
- Are you working with local health center on the pilot project?
 - No, this is an Agnico Eagle initiative and we are working with the University of Laval.
- If there is a positive test, do you have to report to the Nunavut CMO or Quebec?
 - We work with our corporate Chief Medical Officer, and also the doctor running the pilot project. We would inform the Government of Nunavut if we had a positive case.

Employees

- You said you sent Nunavut employees home? Are there any left at the mines? Any women doing housekeeping?
 - Everyone is home. Only remaining Inuit on site are those who live in the south (ex. Ottawa), they are still working on site, but everyone living in the North is at home.



AGNICO EAGLE

- Precautions for workers, what are you doing for the smoke shack? Alternating for smoking?
 - Yes, we have a hygiene committee meeting twice a week to try to improve every area where there might be contact between people and ensure social distancing. Smoke shack is part of the planning.
- Thank you for all the effort put in place, in terms of wellbeing, are there alternate plans to promote healthy living/outdoor activities since the gym is closed?
 - We are not doing anything for that at the moment, most important thing to us is to secure safety, if we can resume other activities safely, we will, but thanks for the comment.
- If an employee needs urgent care, will you use a medivac?
 - Yes, there no change in our medical support on site. Same number of nurses, and medevac is still possible
- COVID could go on for a few more months – how much longer will we be paying salaries?
 - At this point, 100% base salary is confirmed for 4 weeks, we will re-evaluate after that. No clear answer at this point, but we'll keep everyone informed

AWAR

- Concerning gatehouse, is it manned by someone out of province?
 - Gatehouse is now unmanned. The gate is down. The road is not to be accessed by the community. The tankers hauling fuel are the ones opening and closing gate.
 - There is also a camera system linked to the mine dispatch so we can monitor who is crossing the gate.

Community

- Some of the workers were trying to get to the Baker Lake office to get their T4s but they don't have access to their accounts, can you open the office so people can access their T4s?
 - We will need to evaluate and come back with an answer.
- Tank farms: there are people who have access to cabins that drive through that area. What protocol do you have in place for employees at the tank farms if there is interaction with a community member approaching an employee?
 - Yes, our protocol is very strict, we ask our drivers to ensure there is no contact with community members and past the gatehouse they do not stop.

Caribou

- Are you looking at monitoring wildlife from Meadowbank?



AGNICO EAGLE

- It is being looked at, our environment technicians are monitoring on a regular basis and closing the road if we have too many caribou as per our usual protocols. We've also been working with the HTO and the Hamlet to establish how to maintain caribou monitoring.

Section 3: Traditional Knowledge and IQ

No specific traditional knowledge was provided through the CLC in 2020.

Section 4: Upcoming

In 2019, Agnico Eagle struggled to achieve community attendance at Community Liaison Committee meetings. Ideally the Community Liaison Committee represents a cross-section of the community, and includes representation from a wide range of stakeholders, community and group representatives. This diverse membership ensures that Agnico Eagle is able to consult on its operational practices effectively and ensures that the company can properly understand public concerns and aspirations. In mid-2019, AEM conducted an internal review of the Baker Lake Community Liaison Committee to address current challenges. The analysis resulted in the following recommendations:

- Information and consultation need to happen at the right time in order to incorporate feedback in a time-sensitive way
- Discussion topics need to be important to, and chosen by, the community, and community members need to be aware of topics of discussion ahead of the meeting
- There needs to be a clear and useful mandate for the members. This includes internal Agnico Eagle members, especially those in operations responsible for incorporating feedback into site practices.
- It might be ideal for membership to 'turnover' to allow others to participate (as is outlined in the CLC Terms of Reference)
- It needs to be a clear responsibility of members to disseminate information within their organizations and networks, and Agnico Eagle needs to ensure there are ways for them to do this easily (ex. simple meeting summaries)
- Agnico Eagle needs to be transparent about the Committee and its work to the community, including advertising what the committee does

Based on the analysis, in 2020, Agnico Eagle decided to appoint a Community Liaison Coordinator who will be the main point of contact between Agnico Eagle and key community stakeholders, representatives and members. The coordinator's main mandate is to streamline communication channels between Baker Lake community and Agnico Eagle operations', set up tools to increase effectiveness of the committee and incorporate the above recommendations from the 2019 CLC analysis. However, due to the sudden on-set of the COVID-19 pandemic in



AGNICO EAGLE

2020 the hiring of the Community Liaison Coordinator was paused. In 2021, Agnico Eagle intends to resume the hiring of the Community Liaison Coordinator.