



AGNICO EAGLE

MELIADINE DIVISION

Meliadine Extension FEIS Addendum

Append G-08: 2021 Socio- Economic Existing Conditions Update

December 2021

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1 2021 Socio-Economic Existing Conditions Update

The socio-economic baseline from Volume 9 of the 2014 FEIS (Agnico Eagle 2014) has been updated with additional up-to-date existing condition information, where applicable. The Meliadine Extension activities represent a negligible change from the previously assessed and approved FEIS activities (Agnico Eagle 2014, 2018a, 2020a). No new pathways were identified.

The VCs for the Meliadine Extension are consistent with those for the Approved Project, and include:

- Population Demographic
- Economic Development and Opportunities
- Education and Training
- Individual and Community Wellness
- Community Infrastructure and Public Services
- Governance and Leadership
- Health and Safety
- Traditional Activity and Knowledge
- Non-Traditional Land and Resource Use
- Cultural, Archaeological and Paleontological Resources

The Agnico Kivalliq Projects Socio-Economic Monitoring Program (SEMP) 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). By integrating multiple projects within a single monitoring framework, this program aims to promote consideration of cumulative impacts and streamline development and review of monitoring reports, while respecting the unique regulatory requirements of individual projects. Existing management and mitigation are presented below.

Table 1-1: SEMP Existing Management and Mitigation (Program and Initiatives)

VSEC	Existing Management and Mitigation (Program and Initiatives)
<i>Economic Development and Opportunities</i>	
<i>Employment</i>	
<ul style="list-style-type: none"> o Adult Educators - Paused due to COVID-19 o RISE Program - Paused due to COVID-19 o Nunavut Leadership development Program (LDP) o Labour Pool Process (EIS, Online application, Work & Site Readiness and Labour Pool List) o Summer Student Employment Program o Training Formula (formerly 'Training Curriculum') o Career Path Program 	
<i>Income</i>	
<ul style="list-style-type: none"> o Financial Literacy Training o Financial Management Training during pre-employment (developed in collaboration with NLC) o Workshops and Assistance Training o Skill Development via training o Data collection on median income in the Kivalliq region since Nunavut operation 	
<i>Contracting and Business Opportunities</i>	

VSEC	Existing Management and Mitigation (Program and Initiatives)
<ul style="list-style-type: none"> o Contractor Training Programs o Agnico Eagle Nunavut IIBA Procurement Process o IIBA Pre-qualification Assistance o Workshops and Entrepreneurial Training o Quarterly Business Engagement Advertisement via Kivalliq News, Up Here Business magazine, Facebook posts, radio station announcements and community advertisement via CLOs 	
Education and Training	
<ul style="list-style-type: none"> o Super Operator Program - Paused due to COVID-19 o Career Path Program o E-Learning Training o Kivalliq Career Fairs o Kivalliq Science Educators Community (KSEC) o Arviat Community Training Programs o MOU with GN o Adult Educators - Paused o Apprenticeship Training ('Apprenticeship Program' and 'Pre-Apprenticeship Program') o Take Our Kids to Work - Paused o Mining Matters -Paused o Role Model Program - Paused due to COVID-19 o Contractor Training Programs - Paused due to COVID-19 o Haul Truck Trainee Program o Long Haul Trainee Program - Paused due to COVID-19 o Process Plant Trainee Program - Paused due to COVID-19 o Underground Trainee Program - 2021 re-started o Visit in post-secondary schools (NS) to meet the youths 	
Individual and Community Wellness	
<ul style="list-style-type: none"> o Community Liaison Officers Program (formerly "Community Coordinators Program") o Financial Literacy Training o Site Visits o Mental Health Initiatives o Access to Country Food o Community Funding Agreements (Community Initiative fund) o Donation Program o On-site Social Worker o Site Tours for Rankin Inlet Residents o Summer Camps (Not hosted by AEM but provided support) o Rankin Inlet Community Liaison Committee - AEM attend Hamlet meetings o Sexual Health o Spouse Visits o Elder Counselling o COVID-19 – Hygiene Program- COVID-19 to all Nunavummut prior to site return o Health clinic and presentations o Annual Voluntary Inuit Employee Survey o Tusaajugut – Grievance Mechanism o Family Day in Rankin Inlet, Arviat, Chester and Baker 	
Community Infrastructure and Public Services	
<ul style="list-style-type: none"> o Health clinic and presentations o Use of infrastructure (i.e., Nunavut Airport, Rankin Airport, hamlet roads to transport goods, Barges received in Rankin Inlet) 	
Governance and Leadership	
<ul style="list-style-type: none"> o Agnico Eagle Nunavut IIBA Procurement Process o IIBA Pre-qualification Assistance o Workshops and Entrepreneurial Training 	
Health and Safety	
<ul style="list-style-type: none"> o E-Learning Training 	

VSEC	Existing Management and Mitigation (Program and Initiatives)
<ul style="list-style-type: none"> o Emergency Response Team (ERT) Training o Preventative Health o COVID-19 – Hygiene Program o Health clinic and presentations o JOHSC Committee Training 	
<i>Culture and traditional lifestyle</i>	
<ul style="list-style-type: none"> o Inuktitut Use (Language Policy) o Inuit Arts and Crafts o Access to AWAR during hunting season o Cultural Events o Cross Cultural Training Program o Access to Country Food o Inuit HR Agent led programs such as sewing training and Inuit movie night o Elder Counselling o Annual Voluntary Inuit Employee Survey 	

1.1 Population Demographic

Additional up-to-date information from 2014 Population Demographics Baseline Environment as described in Volume 9, Section 9.2.1 of the 2014 FEIS (Agnico Eagle 2014) is summarized in this section.

Population change results from the interaction of three variables: births, deaths, and migration. Migration can be for economic or other reasons. Kivalliq’s population grew from 7,944 to 9,479 people between 2001 and 2009, an average growth of 1.9% per year. This has been associated almost exclusively with high birth rates.¹

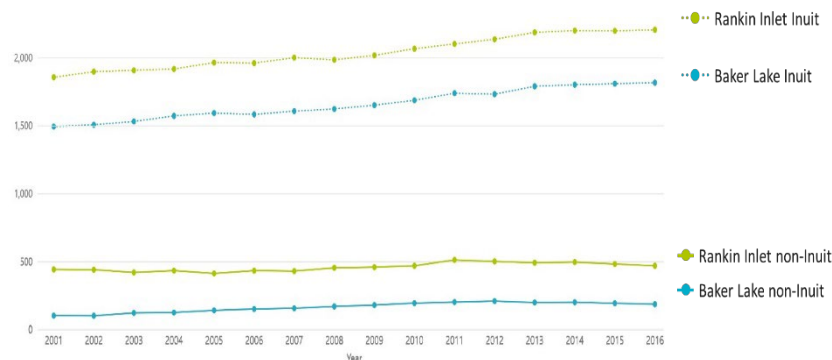
There was a large change in annual percent change in population across most of the region’s communities in 2018, but by 2019 and through 2020 the change in population had resumed to its historical pattern. In 2020, the average annual percent change in population across Kivalliq communities was 1.1%,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

Figure 1.1-1 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).²

¹ Agnico Eagle (2014)

² Agnico Kivalliq Projects, 2021, 2020 Socio-Economic Monitoring Program Report, Aglu Consulting and Training and Stratos Inc.

Figure 1.1-1: Population Estimates of Rankin Inlet and Baker Lake, Inuit and Non-Inuit



Source: Statistics Canada 2016c., as presented in Agnico Kivalliq Projects (2021)

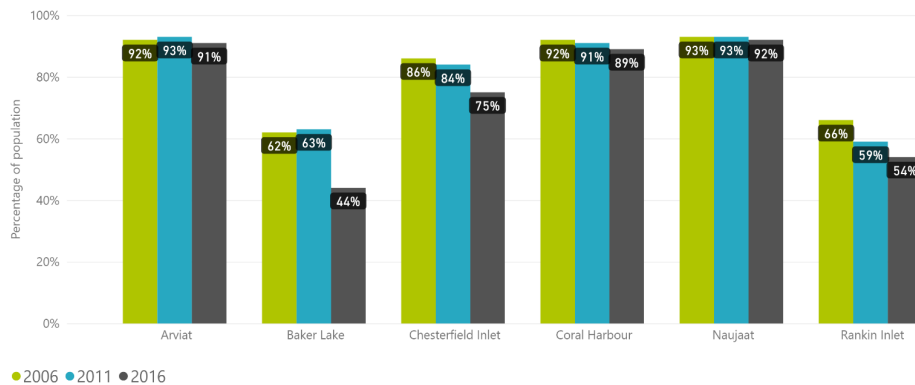
The ratio of Inuit to non-Inuit in Rankin Inlet and Baker Lake has remained relatively stable over the past number of years, though the data points to a slight increase in the proportion of Inuit in these two communities in the years leading up to 2016 (the latest year for which data is available).³ Death rates have not decreased substantially over the last 15 years and net migration has been negative. Although population growth rates are expected to slow somewhat over the coming years, they will remain high, and higher in Kivalliq than in Nunavut as a whole.⁴

Census data, presented in Figure 1.1-2 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.⁵

³ Agnico Kivalliq Projects, 2021, 2020 Socio-Economic Monitoring Program Report, Aglu Consulting and Training and Stratos Inc.

⁴ Agnico Eagle (2014)

⁵ Agnico Kivalliq Projects, 2021, 2020 Socio-Economic Monitoring Program Report, Aglu Consulting and Training and Stratos Inc.

Figure 1.1-2: Proportion of Total Population Identifying Inuktitut as their Mother Tongue by Community

Source: Statistics Canada 2006b, 2011b, 2016b; as presented in Agnico Kivalliq Projects (2021)

1.2 Economic Development and Opportunities

Additional up-to-date information from the results of 2014 Economic Development and Opportunities Baseline Environment as described in Volume 9, Section 9.4.1 of the 2014 FEIS (Agnico Eagle 2014) is summarized here.

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.

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.⁶

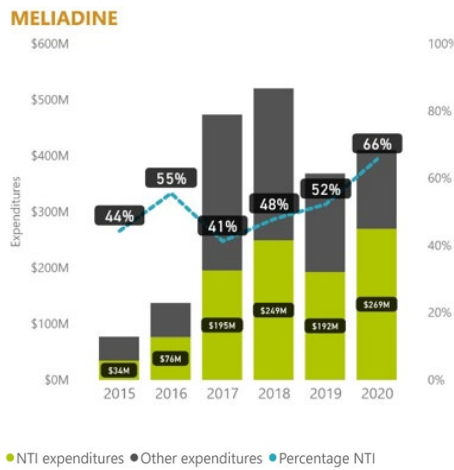
Figure 1.3-2 shows the value and proportion of contract expenditures that went to Nunavut Tunngavik Incorporated (NTI)-registered businesses over time. NTI-registered businesses are those appearing on the Inuit Firm Registry and which meet at least one of the following three requirements:

- a limited company with at least 51% of the company's voting shares beneficially owned by Inuit;
- a cooperative controlled by Inuit; or
- an Inuk sole proprietorship or partnership.⁷

⁶ Agnico Kivalliq Projects, 2021, 2020 Socio-Economic Monitoring Program Report, Aglu Consulting and Training and Stratos Inc.

⁷ *Ibid*

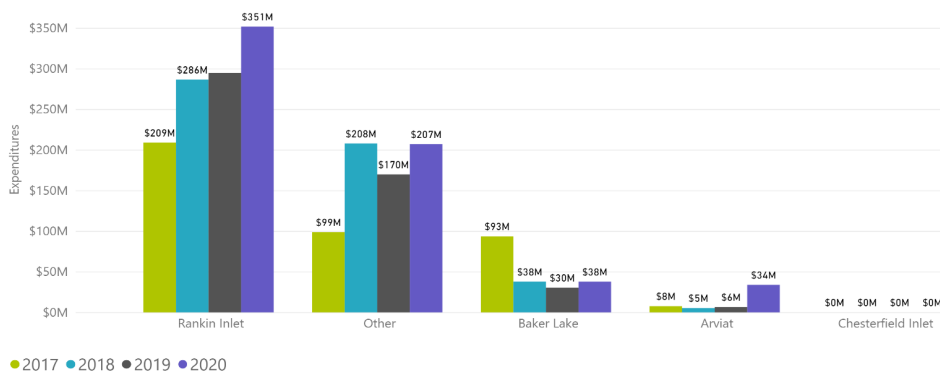
Figure 1.3-3: Meliadine Contract Expenditures on NTI-registered Businesses



Source: as presented in Agnico Kivalliq Projects (2021)

Figure 1.3-3 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.⁸

Figure 1.3-4: NTI-registered Business Expenditures by Nunavut Community



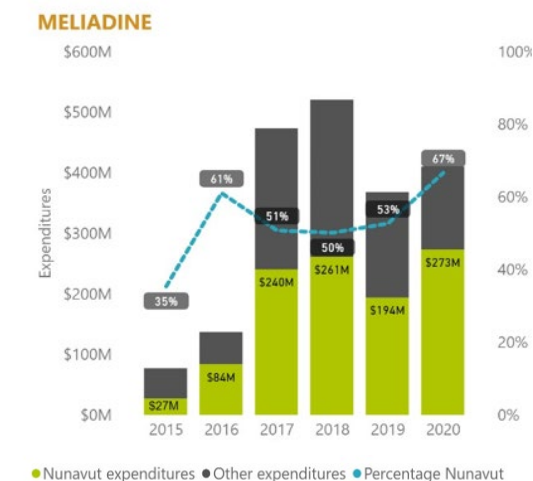
Source: as presented in Agnico Kivalliq Projects (2021)

The value and proportion of contract expenditures that went to Nunavut-based businesses over time is presented in Figure 1.3-4. 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 Figure 1.3-3.⁹

⁸ Agnico Kivalliq Projects, 2021, 2020 Socio-Economic Monitoring Program Report, Aglu Consulting and Training and Stratos Inc.

⁹ *Ibid*

Figure 1.3-5: Contract Expenditure on Nunavut-based businesses



Source: as presented in Agnico Kivalliq Projects (2021)

Meliadine spending at NTI-registered companies increased in 2020 to \$269M, which was 66% of total spent. 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).¹⁰

Mining development is expected to be the largest economic driver in the Kivalliq region in the coming years, and is likely to provide more employment and business opportunities than any other foreseeable economic activity over the near- to medium-term. The mining sector also generally funds its own training and infrastructure needs, relying less on territorial resources to enable development. Mining job experience, training, and some infrastructure are also of potential value to other economic activity.¹¹

For March to May 2021, the average number of persons employed in Nunavut was estimated at 11,900, which increased by 900 persons from the same period last year. On average for March 2021 to May 2021, the employment rate was 47.7%, an increase of 2.7 percentage points from one year ago. Unemployment rate is 6.5%.¹²

Figure 1.3-6 shows the median income of tax filers in each Kivalliq community from 2000 through to 2017, the latest year for which data is available.¹³

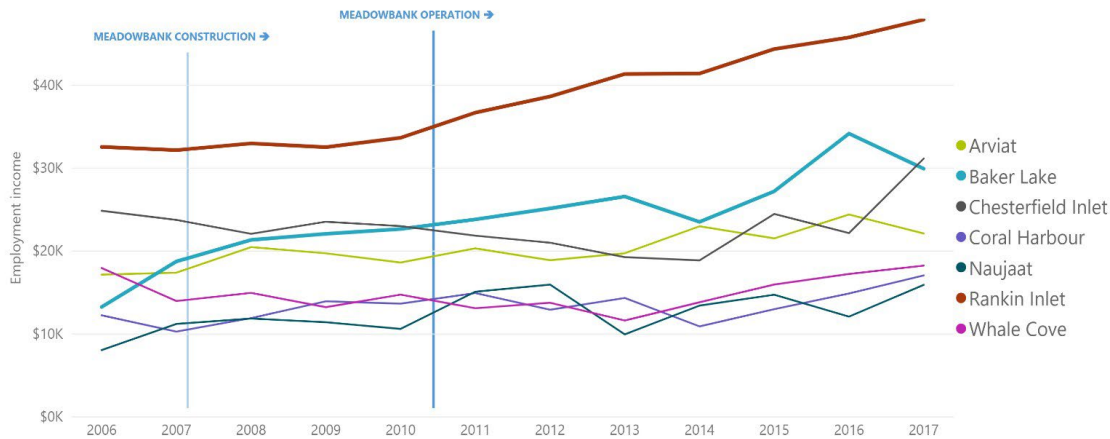
¹⁰ Agnico Kivalliq Projects, 2021, 2020 Socio-Economic Monitoring Program Report, Aglu Consulting and Training and Stratos Inc.

¹¹ Agnico Eagle (2014).

¹² Labour Force StatsUpdate, Nunavut Bureau of Statistics, June 2021.

¹³ Agnico Kivalliq Projects, 2021, 2020 Socio-Economic Monitoring Program Report, Aglu Consulting and Training and Stratos Inc.

Figure 1.3-6: Median Employment Income of Tax Filers by Kivalliq Community

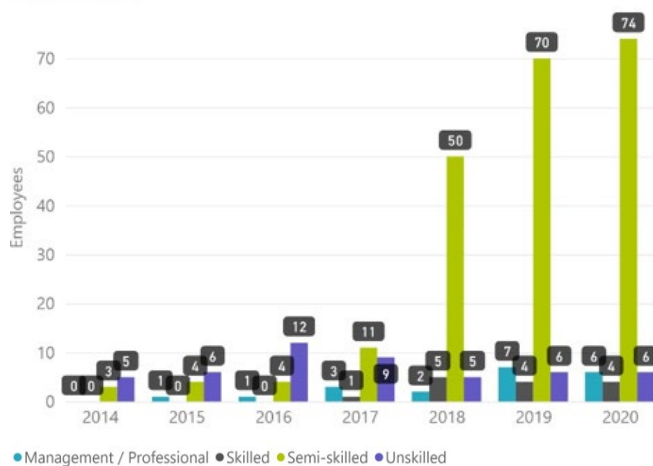


Source: as presented in Agnico Kivalliq Projects (2021)

The number of Meliadine Inuit employees at each skill level between 2014 and 2020¹⁴ is provided in Figure 1.3-7.

Figure 1.3-7: Project Agnico Eagle Inuit employees by skill-level

MELIADINE



Source: Agnico Eagle Mines, 2020a; as presented in Agnico Kivalliq Projects (2021)

Table 1.3-1 presents statistics with respect to the gender, ethnicity, and skill level for Meliadine Agnico Eagle employees for 2020.

¹⁴ Ibid

Table 1.3-2: Agnico Eagle Meliadine Employment (FTE) by Gender, Ethnicity, and Skill Level, 2020

Meliadine	Unskilled	Semi-Skilled	Skilled	Management & Professional
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 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. Table 1.3-2 provides further details on these programs.

Table 1.3-3: Gender-specific Initiatives

Program	Description
Active Programs	
Civility at Workplace Program	Workplace training to address sexual behavior, 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. 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. Program paused due to COVID-19 restrictions.
Programs Under Development	
Pre-employment Program	Two initiatives will be developed: <ul style="list-style-type: none"> a workshop on workplace harassment, and 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:

Program	Description
	<ul style="list-style-type: none"> teaching new skills and enhancing social lives of women who remain in workers' home communities through a workshop series, and 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).

Source: Agnico Eagle Mines, 2020a; as presented in Agnico Kivalliq Projects (2021)

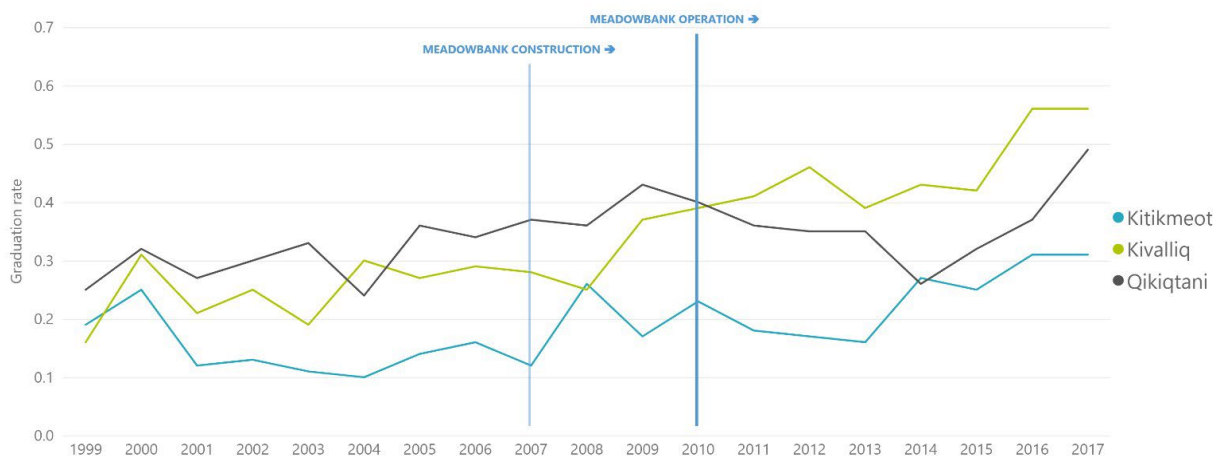
1.3 Education and Training

Updated data from the results of 2014 Education and Training Baseline Environment as described in Volume 9, Section 9.5.1 of the 2014 FEIS (Agnico Eagle 2014) is summarized here.

Agnico Eagle offers a number of programs intended to increase general educational and skills attainment among Kivalliq residents (refer to table 1-1), as well as training, career development, and upward mobility programs for existing employees. 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.¹⁵ Figure 1.4-1 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.¹⁶

¹⁵ *Ibid*

¹⁶ *Ibid*

Figure 1.4-1: Secondary School Graduation Rate by Region

Source: Department of Education, 2020; as presented in Agnico Kivalliq Projects (2021)

1.4 Individual and Community Wellness

Additional up-to-date information from the results of 2014 Individual and Community Wellness Baseline Environment as described in Volume 9, Section 9.6.1 of the 2014 FEIS (Agnico Eagle 2014) is summarized here.

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 Rankin 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.¹⁷

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)¹⁸. A recent study (Godfrey 2017)¹⁹ 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 40 km 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 40 km from a community, limiting the applicability of the results to Meliadine and Rankin Inlet.²⁰ Figure 1.5-1 shows the criminal violations rate (number of violations per 100 people) for each community in the Kivalliq region

¹⁷ *Ibid*

¹⁸ Buell, M. (2006). *Resource Extraction Development and Well-Being in Well-Being in the North - A Scan of the Unique Challenges of Development in Inuit Communities*. Ottawa: National Aboriginal Health Organization

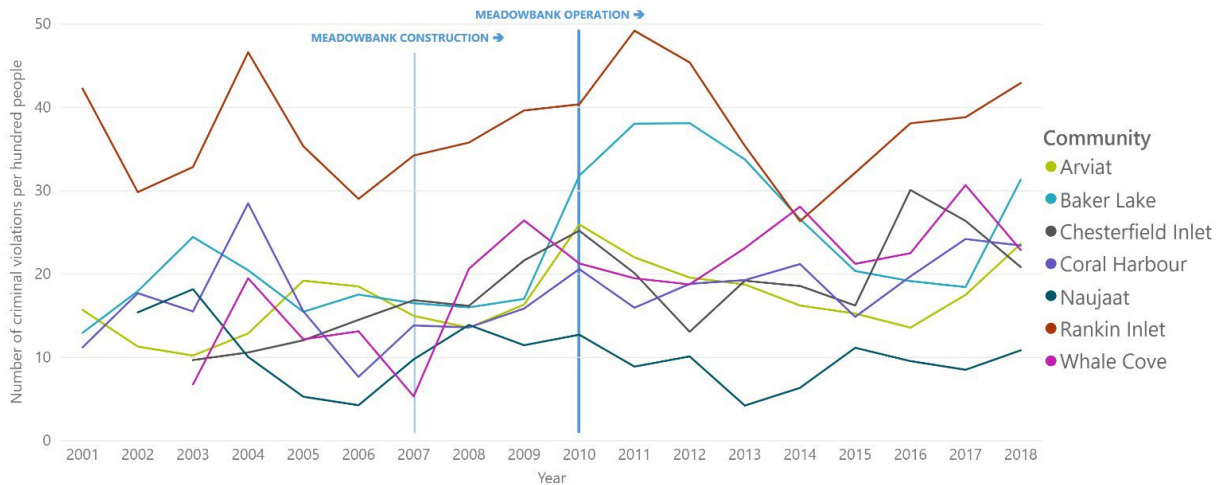
¹⁹ Godfrey, T. (2017). *Mining and Alcohol Consumption: New Evidence from Northern Canada*. University of Alberta, Department of Resource Economics and Environmental Sociology.

²⁰ *Ibid*

from 1999 to 2018, the latest year for which data is available.²¹

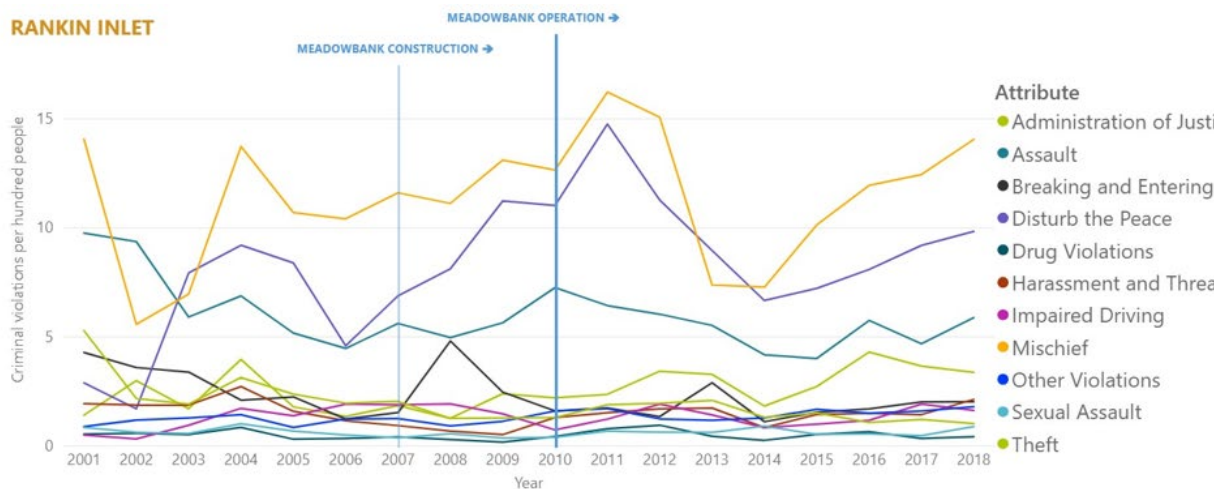
Criminal violations rate by type for Rankin Inlet to 2018, the latest year for which data is available²² is presented in Figure 1.5-2.

Figure 1.5-1: Criminal Violations per Hundred People by Kivalliq Community



Source: Statistics Canada 2018a; as presented in Agnico Kivalliq Projects (2021)

Figure 1.5-2: Criminal Violations per Hundred People by Type (Rankin Inlet)



Source: Statistics Canada 2018b; as presented in Agnico Kivalliq Projects (2021)

Changes in the number of individual visits to health centers by reason for the visit can provide some indication of individual and community wellness. From 2009 to 2016, visits for mental health and behavioral disorders more than tripled, signs of symptoms of illness (cause unknown) increased by 76%,

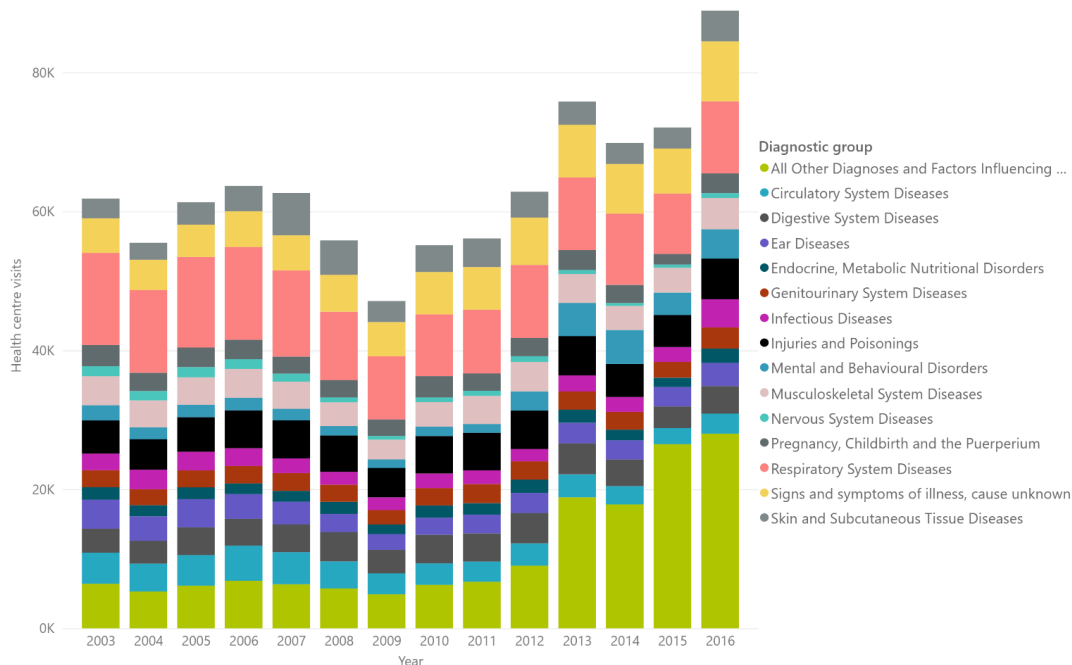
²¹ Agnico Kivalliq Projects, 2021, 2020 Socio-Economic Monitoring Program Report, Aglu Consulting and Training and Stratos Inc.

²² *Ibid*

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.²³

Figure 1.5-3 provides an overview of health center visits by reason for visit to 2016, the latest year for which data is available.

Figure 1.5-3: Kivalliq Community Health Center Visits by Reason for Visit



In 2019, 55% of Nunavut’s 38,873 people lived in public housing. The 2016 national census showed that 56% of Nunavut residents lived in overcrowded homes, and 34% lived in homes requiring major repairs. Data are unavailable on the number and percentage of Kivalliq community residents living in public housing.²⁴

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 Qikiqtaaluk 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.²⁵

The latest data in Nunavut – for 2014 – indicated that 46.8% of households were food insecure, nearly four

²³ Agnico Kivalliq Projects, 2021, 2020 Socio-Economic Monitoring Program Report, Aglu Consulting and Training and Stratos Inc.

²⁴ *Ibid*

²⁵ Agnico Kivalliq Projects, 2021, 2020 Socio-Economic Monitoring Program Report, Aglu Consulting and Training and Stratos Inc.

times the national average at the time (St-Germain et al. 2019).²⁶ However, there is currently no source of annual government data on food security in the Kivalliq region or for individual Kivalliq communities.²⁷

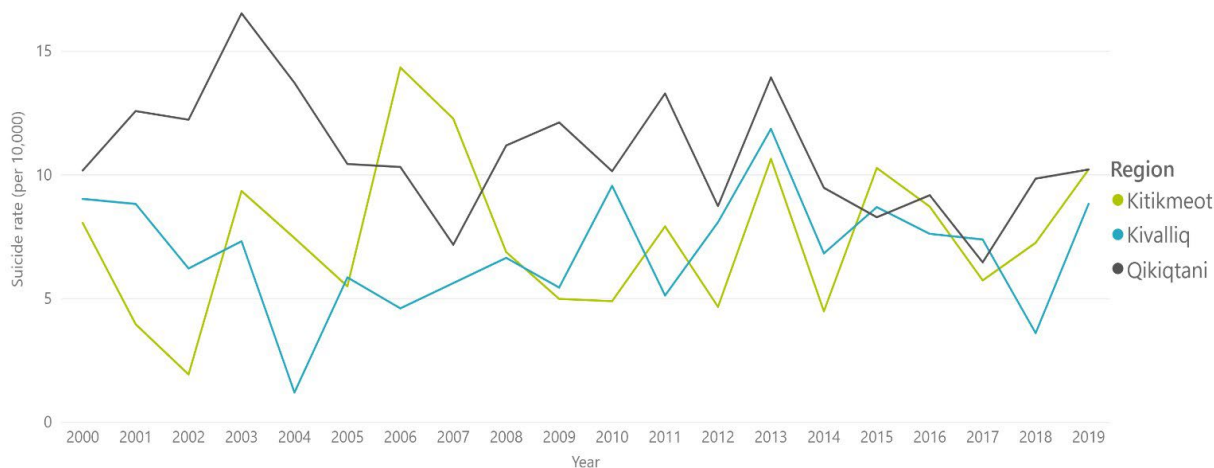
There are no linkages between the Project and public housing demands as mitigations measures such as are applied:

- Rotational schedule
- Permanent Camp to lodge employees
- Project Personnel will be flown between their home communities and Rankin Inlet, then transported on a company shuttle bus service to the mine site, minimizing time spent in Rankin Inlet

The most recent data indicates that there is no project induced in-migration and as a results no added demand on public housing from the mine workers.

As shown in Figure 1.5-5 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.²⁸

Figure 1.5-4: Suicides per 10,000 People by Region



Source: Department of Justice 2020; as presented in Agnico Kivalliq Projects (2021)

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

²⁶ St-Germain, A.-A. F., Galloway, T., & Tarasuk, V. (2019). Food insecurity in Nunavut following the introduction of Nutrition North Canada. *Canadian Medical Association Journal*, E552-E558.

²⁷ *Ibid*

²⁸ Agnico Kivalliq Projects, 2021, 2020 Socio-Economic Monitoring Program Report, Aglu Consulting and Training and Stratos Inc.

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.²⁹

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).³⁰

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.³¹

As a mitigation measure, Agnico Eagle offers as part of the pre-employment process Financial Management Training (developed in collaboration with the Nunavut Literacy Council).

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.³²

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.³³

51% somewhat or strongly agree that they have flexibility to take vacation or unpaid leave to participate

²⁹ *Ibid*

³⁰ *Ibid*

³¹ Agnico Kivalliq Projects, 2021, 2020 Socio-Economic Monitoring Program Report, Aglu Consulting and Training and Stratos Inc.

³² *Ibid*

³³ *Ibid*

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.³⁴

1.5 Community Infrastructure and Public Services

Updated data from the results of 2014 Community Infrastructure and Public Services Baseline Environment as described in Volume 9, Section 9.7.1 of the 2014 FEIS (Agnico Eagle 2014) is summarized here.

Meliadine 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.³⁵

The All-weather Access Road (AWAR) connecting Rankin Inlet to the Meliadine mine was constructed and paid for by Agnico Eagle from Km 7, with the addition of a new bridge spanning on the 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 Km 7, following completion of the private by-pass road.

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 m³.
- 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 operations³⁶

Figure 1.6-1 shows the number of per capita visits to community health centers in Kivalliq communities through 2016, the latest year for which data is available.³⁷

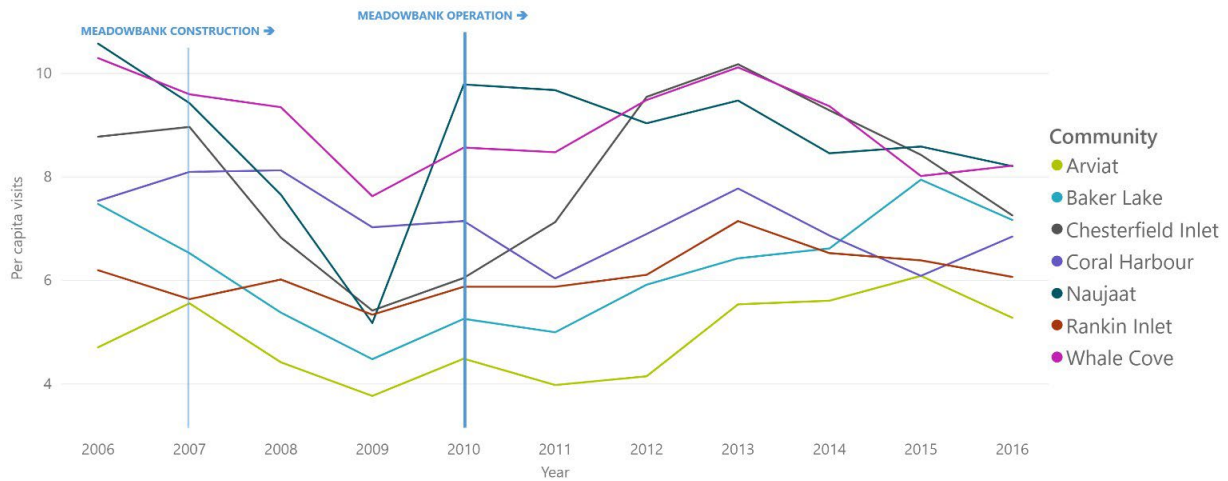
³⁴ *Ibid*

³⁵ Agnico Kivalliq Projects, 2021, 2020 Socio-Economic Monitoring Program Report, Aglu Consulting and Training and Stratos Inc.

³⁶ *Ibid*

³⁷ *Ibid*

Figure 1.6-1: Kivalliq Community Health Centre Visits per Capita

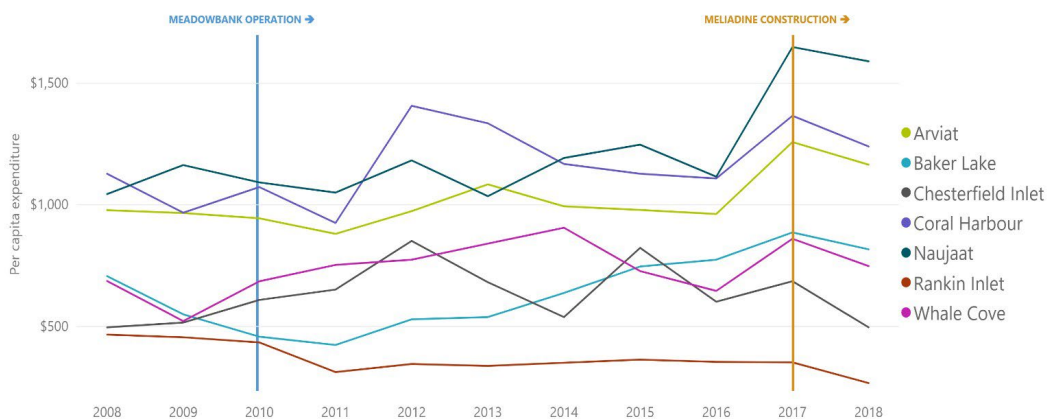


Source: GN Department of Health 2018; as presented in Agnico Kivalliq Projects (2021)

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.

Figure 1.6-2 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.

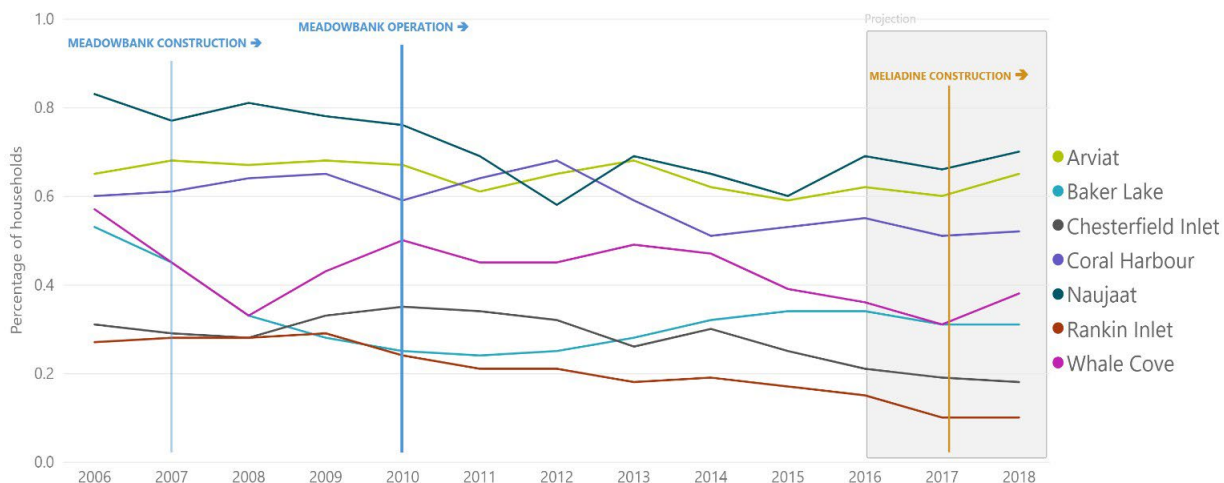
Figure 1.6-2: Per Capita Social Assistance Expenditures by Community



Source: Department of Family Services 2019; Statistics Canada 2019,2021;

Figure 1.6-3 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.

Figure 1.6-3: Percentage of households receiving social assistance by community



Source: (Department of Family Services 2019; Statistics Canada 2006a, 2011a, 2016a; as presented in Agnico Kivalliq Projects (2021))

1.6 Governance and Leadership

Additional up-to-date information from the results of 2014 Governance and Leadership Baseline Environment as described in Volume 9, Section 9.8.1 of the 2014 FEIS (Agnico Eagle 2014) is summarized here.

As of March 31, 2020, there were 5,142 positions within the GN, 71% of which were filled. Of the filled positions, 1,835 (50%) were occupied by Nunavut Inuit. In 2019-20, the GN increased its overall capacity by filling 335 positions.³⁸

Although Nunavut Inuit employment within the government has remained relatively stable at 50% over the years, this statistic does not reflect the reality that the total number of Nunavut Inuit employed within the GN has increased significantly over the years. Between 2007 and 2020, 1,331 new positions were created, and the total number of Inuit employees increased from 1,493 in 2007 to 1,835 in 2020.³⁹

³⁸ Government of Nunavut, Public Service Annual Report, 2019-2020.

³⁹ Government of Nunavut, Public Service Annual Report, 2019-2020.

The GN workforce is comprised of 2,357 (65%) female employees compared to 1,248 (35%) male employees. Female Nunavut Inuit employees represent the largest group in the public service at 1,403 (40%) in 2019-20. By contrast, male Nunavut Inuit employees represent the smallest group at 415 (12%).⁴⁰

1.7 Public and Worker Health and Safety

Additional up-to-date information from the results of 2014 Public and Worker Health and Safety Baseline Environment as described in Volume 9, Section 9.10.1 of the 2014 FEIS (Agnico Eagle 2014) is summarized here.

Aligned with the 2014 FEIS, Health and Safety training for employees and contractors includes 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.

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.

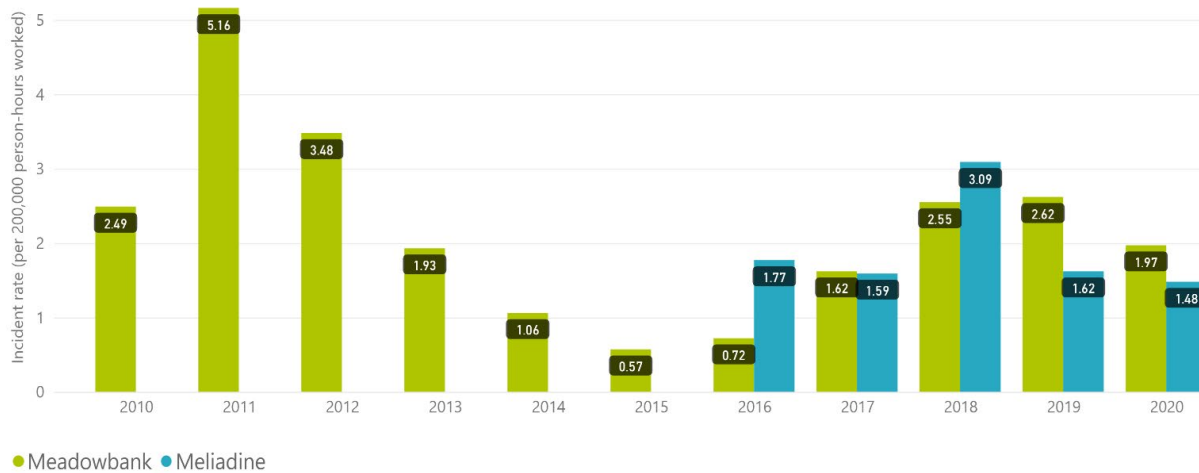
Emergency Response Team training consists of training for certain individuals to assist and help in any type of situation.

A number of training programs (refer to table 1-1) are in place to support a strong health and safety culture and minimize health and safety incidents.

Figure 1.9-1 shows the combined lost-time and light-duty accident frequency on site, per 200,000 person-hours worked.⁴¹

⁴⁰ Government of Nunavut, Public Service Annual Report, 2019-2020.

⁴¹ Agnico Kivalliq Projects, 2021, 2020 Socio-Economic Monitoring Program Report, Aglu Consulting and Training and Stratos Inc.

Figure 1.7-1: Project Combined Lost-time and Light Duty Accident Frequency (per 200,000 person-hours)

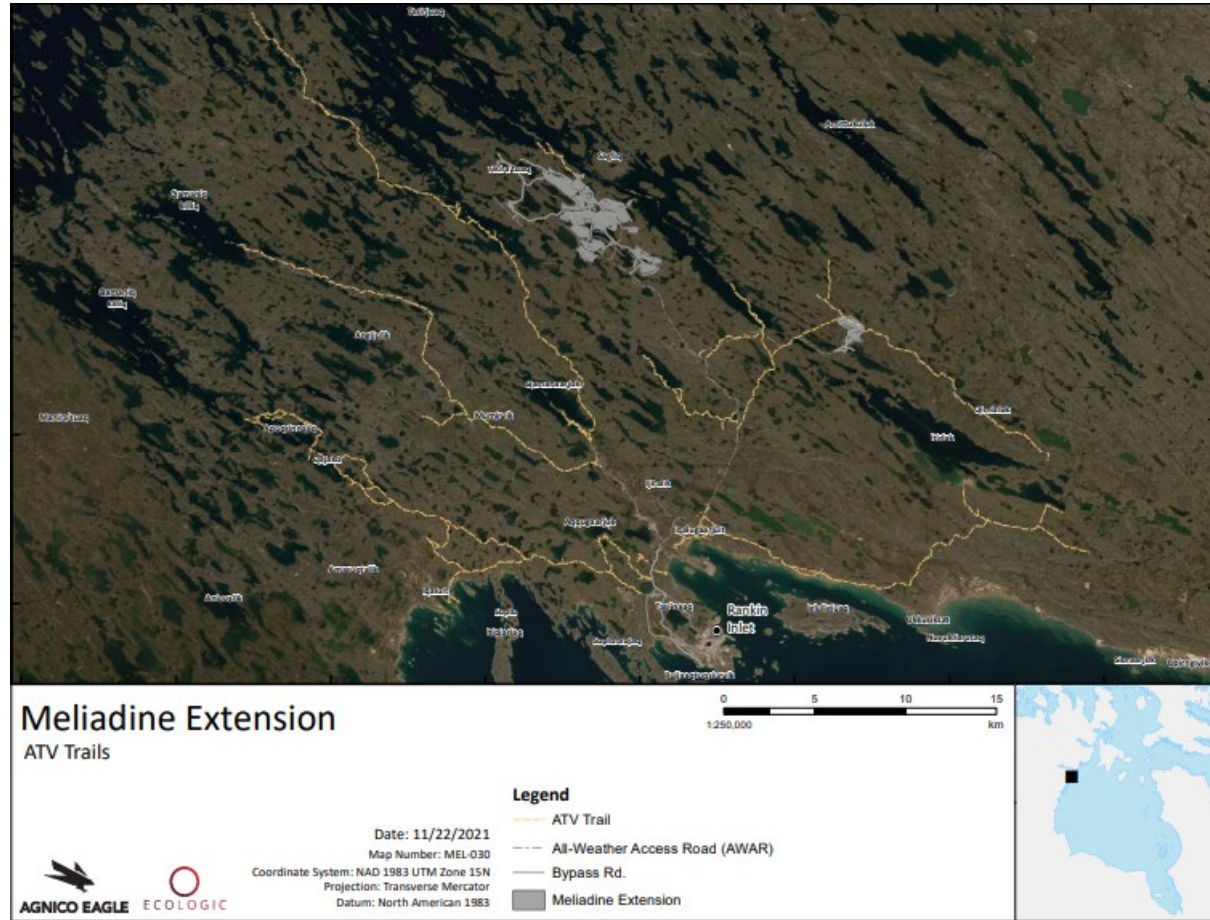
In general, the level training of Inuit employees has been rising over time across Agnico Eagle projects. By 2-020 there were 10 Inuit Emergency Response Team members. Mandatory training hours at Meadowbank / Whale Tail and Meliadine declined in 2020, largely due to the Nunavummiut workforce being sent home due to the COVID-19 pandemic. 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.⁴²

1.8 Traditional Activities and Knowledge

Additional up-to-date information from the results of 2014 Traditional Activities and Knowledge Baseline Environment as described in Volume 9, Section 9.3.1 of the 2014 FEIS (Agnico Eagle 2014) is available in Section 3 of the FEIS Addendum.

Furthermore, as part of this assessment, Agnico Eagle conducted a desktop study using satellite imagery to locate cabins and trails in the LSA. A general upward trend beyond the LSA was observed from what was identified in the 2014 FEIS.

⁴² *Ibid*

Figure 1.8-1: ATV Trails Meliadine Extension

The exercise allowed to update points of reception that were used for the 2014 FEIS for the purpose of this assessment (refer to section 5).

Additionally, two trails were identified using satellite imagery around the Itirlaq area at kilometer 15 and 19 of the AWAR. Subsequently the locations were confirmed by Agnico Eagle IQ Advisor along with a group of Elder and hunter geolocating and surveying the trails.

1.9 Non-Traditional Land Use

Additional information relevant to Non-Traditional Land Use are discussed in section 3 of this Addendum, while social wellbeing is discussed in the Individual and Community Wellness.

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