

# Agnico Eagle Kivalliq Projects

2022 SOCIO-ECONOMIC MONITORING PROGRAM REPORT

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**SUBMITTED TO:**

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# Executive Summary

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## The Agnico Eagle 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 is approximately 70 kilometres (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 50 km north of Meadowbank. Meliadine is located near the western shore of Hudson Bay, about 25 km north of Rankin Inlet.

## Report Purpose

This Socio-Economic Monitoring Report (SEMR) provides the results of the Agnico Eagle Kivalliq Projects 2022 Socio-Economic Monitoring Program (SEMP), developed in consultation with the Kivalliq Socio-Economic Monitoring Working Group (SEMWG). The main purpose of this report is to comply with the relevant sections of the Nunavut Land Claims Agreement, Nunavut Planning and Project Assessment Act, Meadowbank Project Certificate, Meliadine Project Certificate, and Whale Tail Project Certificate.

## The COVID-19 Response

In 2022, Agnico Eagle's Pandemic Team worked with the latest public health measures to protect workers from the spread of COVID-19. Agnico Eagle teams adapted to the various changes in COVID protocols, from the discontinuation of the mandatory retest to the reintegration of Agnico Eagle's COVID positive employees at work, always keeping in mind the best interest of all. All employees, consultants and visitors were tested at their respective hubs and the on-site COVID-19 laboratory remained open for symptomatic employees as well as volunteers, allowing them to get tested as needed while on-site. As the situation is in constant evolution, all remaining measures are subject to change based on the state of the pandemic throughout Canada, Nunavut, and Agnico Eagle sites.

In 2022, Agnico Eagle also provided gift cards to cover grocery expenses of Inuit employees sent home for a 10-day isolation period. In total, Agnico Eagle provided \$24,400 in food security support for the families of Inuit employees sent home for isolation.

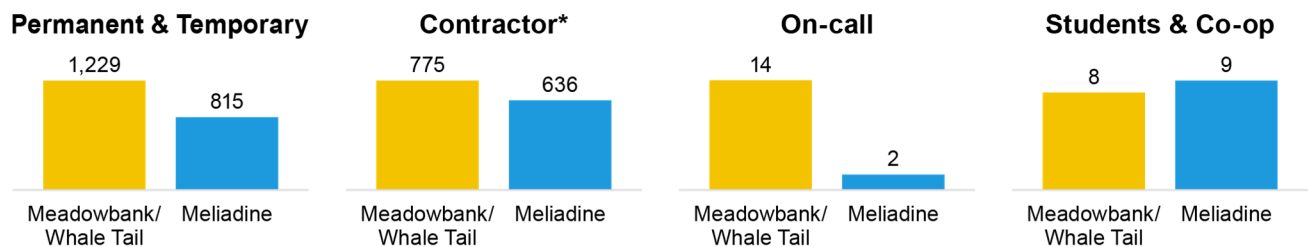
## Report Highlights

The 2022 Socio-Economic Monitoring Report (SEMR) compiled data and information related to regional social and economic conditions, including contributions and potential impacts of Agnico Eagle's Kivalliq Projects. Of note, this year's report includes results from the 2022 Inuit and Nunavummiut Employment Survey and seeks to integrate Inuit Qaujimagatuqangit (IQ) and Inuit Societal Values (ISV).



### Employment

Unless otherwise stated, employment data uses **full-time equivalent, or FTE**, which is a measure of employment where one FTE represents 2,184 person-hours of work – the approximate number of hours worked by one employee on a full-time basis for a year.



Total employment by Agnico Eagle and contractors at both projects

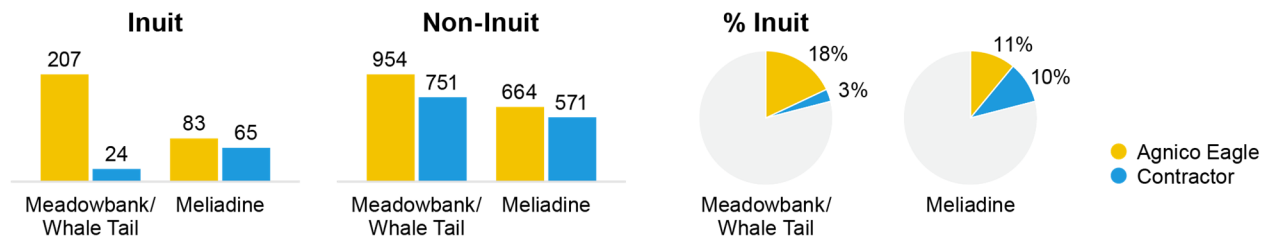
**increased by 0.3%** from 2021, to **3,488** in 2022

\*Contractor is based on FTE (full time equivalent); everything else is headcount.

As operations progress, there is a shift from transitional workers (contractors) to more permanent employees (Agnico Eagle) as the need for workforce shifts to maintaining regular operations.

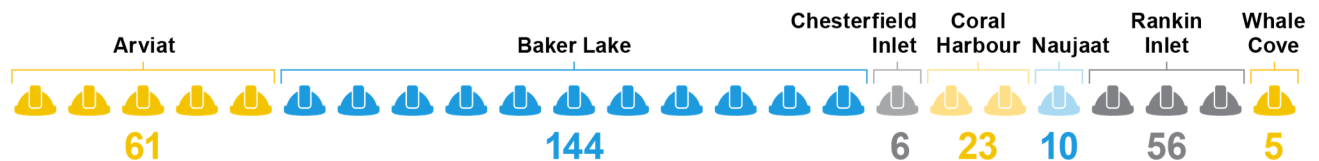
Inuit employment **decreased by 10% for Meadowbank / Whale Tail** and **increased by 28% for Meliadine**.

In **2022**:



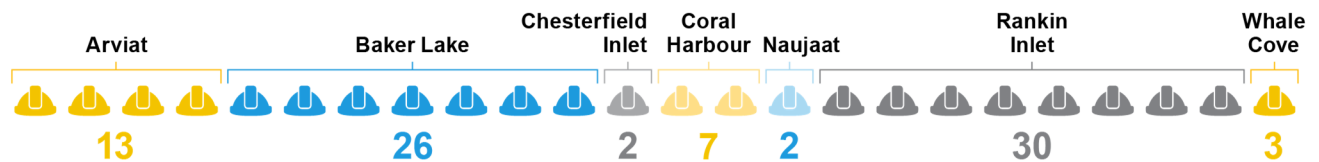
The number of Agnico Eagle’s **Kivalliq-based employees decreased by 6% in 2022**.

**Agnico Eagle employees in 2022** by Kivalliq community (headcount):



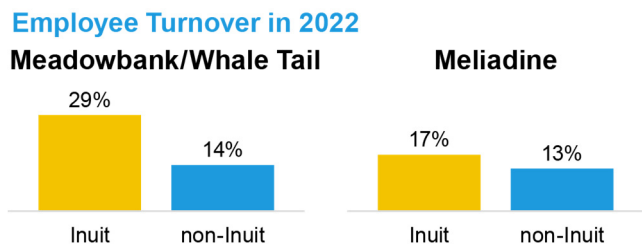
The number of contractors’ **Kivalliq-based employees decreased by 3% in 2022**.

**Agnico Eagle contractors\* in 2022** by Kivalliq community (FTE):



While the number of Kivalliq-based employees and contractors increased for Meliadine, this increase was offset by the reduction for Meadowbank / Whale Tail. The remaining employees and contractors do not reside in these communities.

**Inuit employee turnover remains higher than non-Inuit employee turnover**, with a lower Inuit employee turnover in 2022 compared to the historical high for this metric.



In 2022, resignations / voluntary departure accounted for 66 out of 97 terminations of Inuit employees, with the remaining turnover (31 Inuit employees) attributed to dismissal.

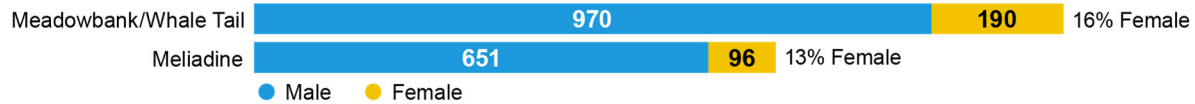




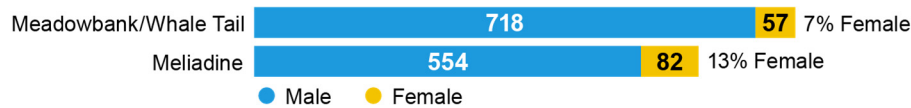
## Gender

The total number of **female employees** working directly for Agnico Eagle and contractors **increased from 411 in 2021 to 425 in 2022**. The female FTE rate across all sites was 13%.

### Agnico Employees

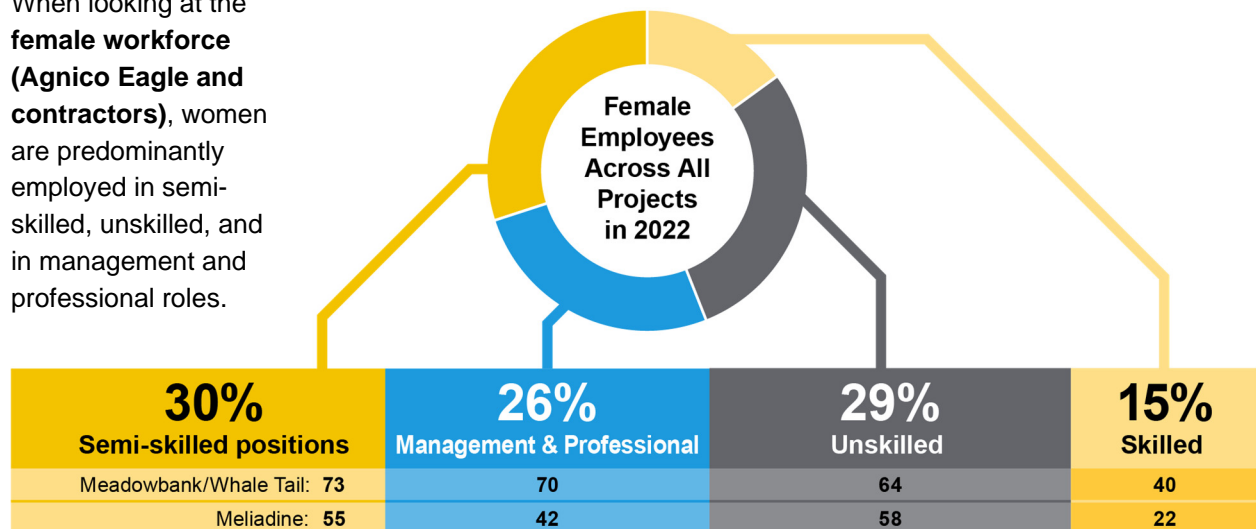


### Contractors



Agnico Eagle has **13 active gender-oriented programs** to encourage greater gender equality and increase the hiring, retention, and promotion of women at the Agnico Eagle Kivalliq Projects.

When looking at the **female workforce (Agnico Eagle and contractors)**, women are predominantly employed in semi-skilled, unskilled, and in management and professional roles.





## Income

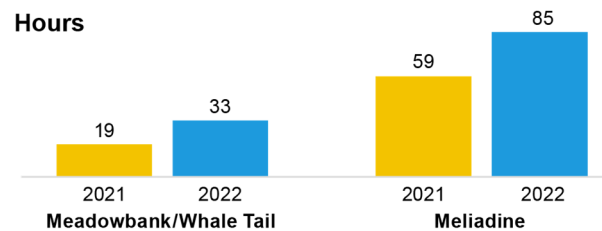
In 2022, total income paid to Inuit employees increased at both sites to **\$22.0M** at Meadowbank/Whale Tail, and **\$10.6M** at Meliadine, for a total of \$32.6M in 2022.

A cumulative total of **\$271.9M** of employment income has been paid to Inuit employees since 2010.



## Education and Training

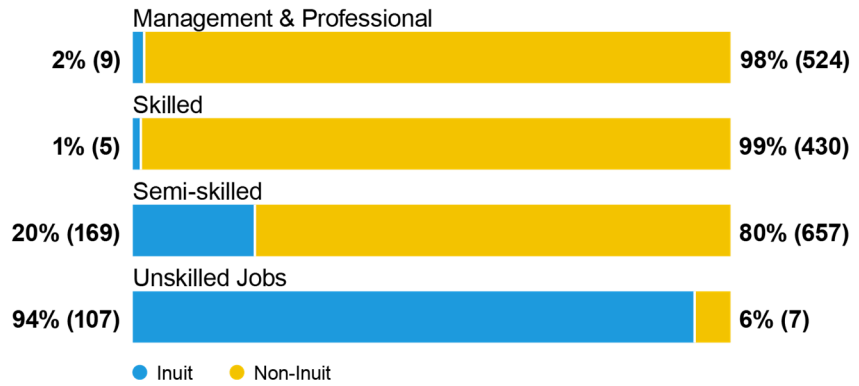
At Meadowbank / Whale Tail and Meliadine, the average number of hours of specific training increased for Inuit employees in 2022. Specific training helps employees develop competencies related to a specific position.



In 2022, Agnico Eagle partnered with Iliitaqsiniq (Nunavut Literacy Council) to redesign and officially launch the Sanajiksanut Program, the primary program through which Agnico Eagle recruits and hires new Inuit employees. The Program seeks to ensure the recruitment process is inclusive and accessible for Inuit candidates.



In 2022, Inuit employees held most of the unskilled roles (94%) at Agnico Eagle's Kivalliq Projects and 20% of the semi-skilled roles. Management & professional and skilled positions were mostly staffed by non-Inuit employees.

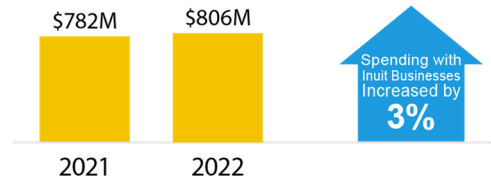


In 2022, Agnico Eagle made **\$638,196** in contributions to **school-based initiatives**, with investments since the beginning of operations totalling over \$3.2 million.

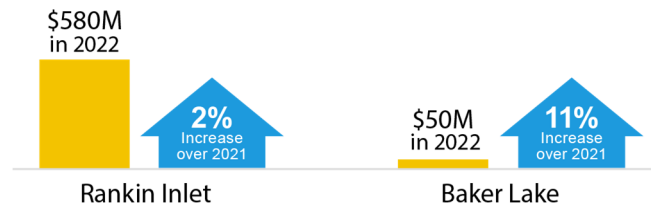


### Contracting and Business Opportunities

**Agnico Eagle spending with Inuit businesses in 2022 increased by 3%** compared to 2021, accounting for 70% of total procurement in 2022.



Agnico Eagle spending with Inuit businesses from Rankin Inlet and Baker Lake also increased in 2022:



Total contract expenditures in Nunavut in 2022 reached **\$844M**

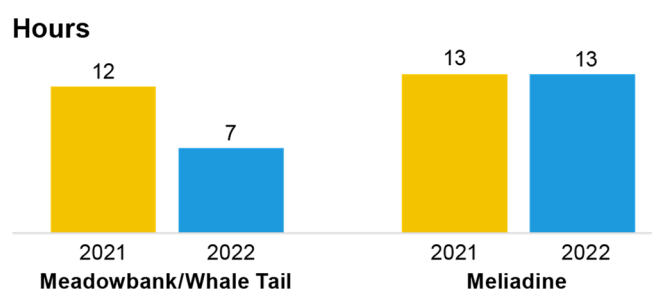
**\$497M** at Meadowbank / Whale Tail

**\$347M** at Meliadine.



## Health and Safety

In 2022, mandatory training delivered to Inuit employees averaged 7 hours at Meadowbank / Whale Tail and 13 hours at Meliadine, representing a **decrease in health and safety training at Meadowbank / Whale Tail over 2021 levels**. Note that mandatory training was significantly higher in 2021 to support the re-integration of the Nunavut workforce following their return to work.



Project combined lost-time and light duty accident frequency significantly decreased at Meadowbank / Whale Tail from the previous year; while it showed a small increase at Meliadine over 2021, the accident frequency rate remained significantly lower at Meliadine than in past years.



## Population Demographics

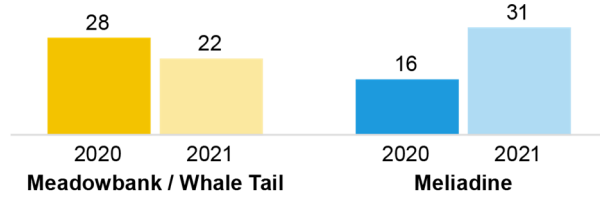
The number of Inuit and non-Inuit moving into and out of Nunavut – and between Baker Lake and Rankin Inlet – as a result of Agnico Eagle operations remains minimal.

At Meadowbank / Whale Tail, the **number of Inuit employees residing outside Nunavut slightly decreased**, while at Meliadine that number almost doubled in 2022.

**To date, there is no indication of people moving into Kivalliq communities because of mining.**

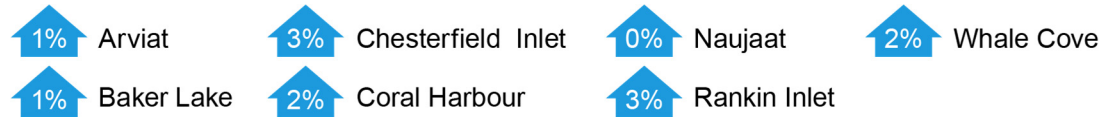


### Inuit Employees Residing Outside of Nunavut



Regarding contractor employment, Meadowbank / Whale Tail had seven (7) Inuit employees (total 1.2 FTE) and Meliadine had 13 Inuit employees (total 4.5 FTE) living outside Nunavut in 2022.

The change in population in Kivalliq communities between 2011 and 2022 has varied by community:

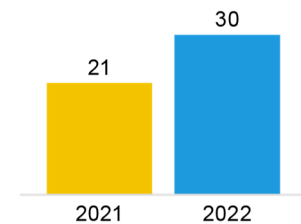


There was an overall population **increase of 6%** in the Kivalliq region (based on population estimates).



### Community Infrastructure and Services

In 2022, 30 employees were referred to **community health care** centres, representing a slight increase in referrals over the previous years. Since 2018, 70% of referrals to community health care centres have been for non-work-related conditions.



**7 Incidents** at Meadowbank / Whale Tail required the use of GN health services in 2022, a decrease from 14 reported in 2021.

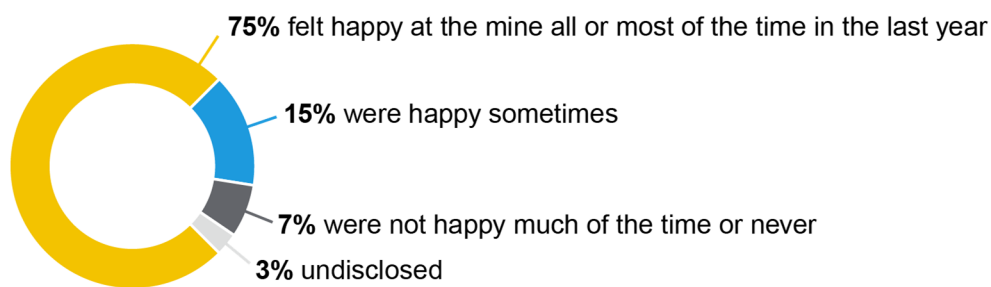


## Individual and Community Wellness

### Agnico Eagle continues to support mental health initiatives on-site and in communities.

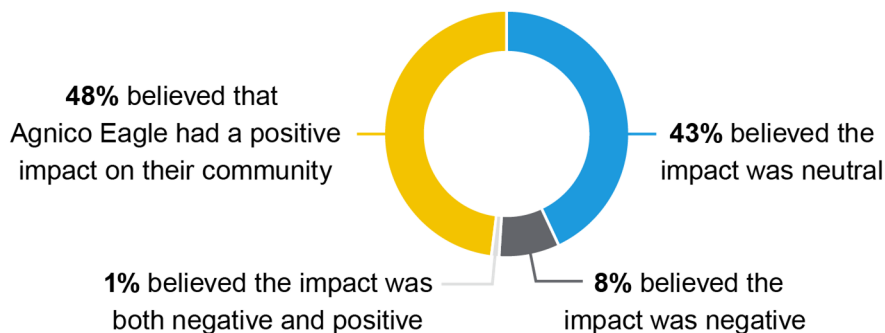
In 2022, Agnico Eagle administered an **Inuit and Nunavummiut Employment Survey** to gather data and insights on the perceptions of the projects' impacts on culture and traditional lifestyle, health and well-being, housing and migration, and other topics.

#### Inuit and Nunavummiut Employment Survey results regarding feeling happy:



**62%** of survey respondents worried about their family and financial situation and felt lonely while at work.

#### Perceptions of Agnico Eagle impact:

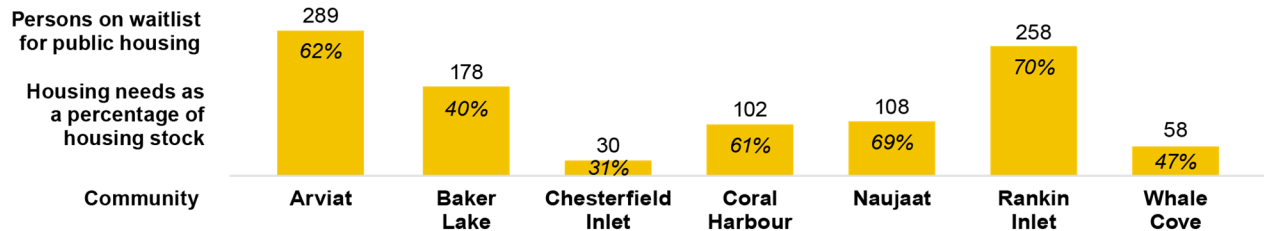


Crime rates in the Kivalliq tend to be higher in Rankin Inlet, with Baker Lake and Coral Harbour also having higher **crime rates** since 2018; **in 2021**, the crime rate increased in all communities compared to 2020 and crime in Rankin Inlet reached its highest level since 2001.

Mischief, disturbing the peace, and assault were the most common offences in Rankin Inlet, Baker Lake, and Chesterfield Inlet.

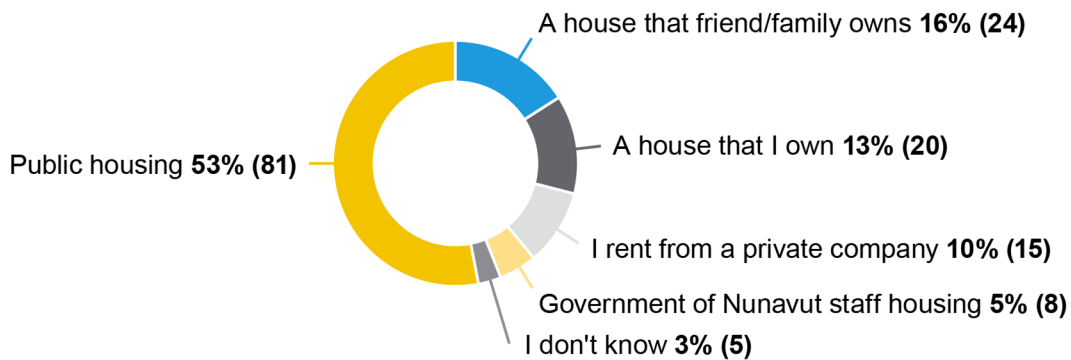


In 2022, there was a **1.7% annual increase in the demand for public housing**, with 1,023 people on the waitlist in the Kivalliq region. Only the communities of Coral Harbour and Naujaat had a slight decrease in the number of persons on housing waitlists compared to 2021.

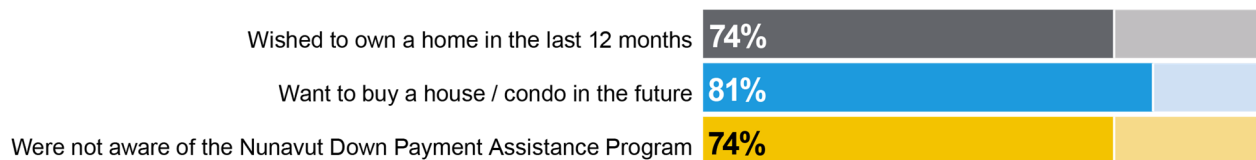


Lack of housing in Chesterfield Inlet is rated as “**serious**”, in all other communities it is rated as “**critical need.**”

**Inuit and Nunavummiut employees who responded to the employment survey live in:**

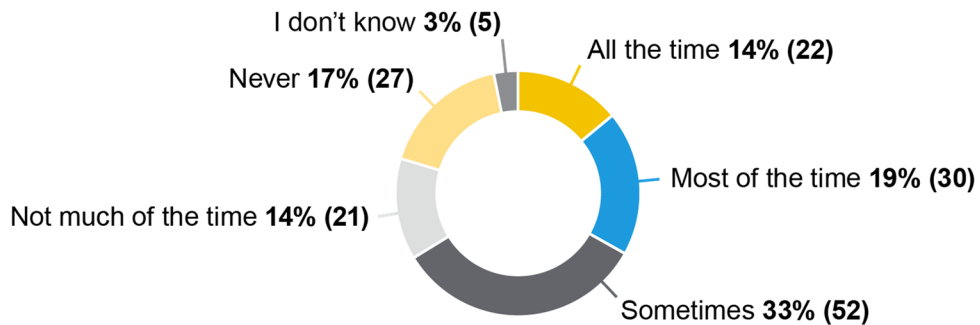


**Home ownership aspirations of Inuit and Nunavummiut employees who responded to the employment survey:**

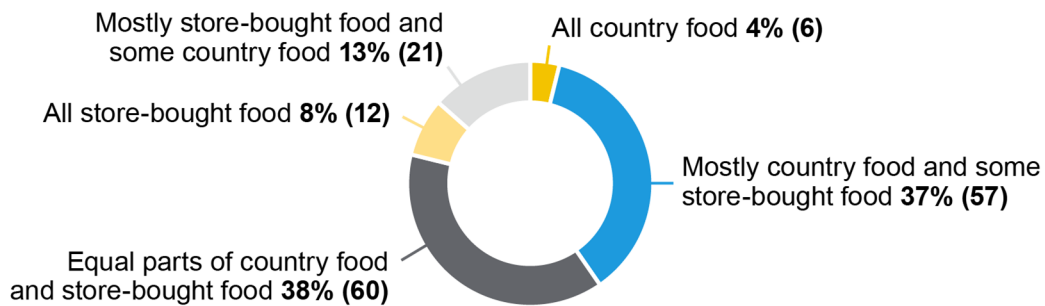


In 2022, Agnico Eagle supported several community-based organizations that **support food security** issues and provided **\$173,500 in monetary support** for food security initiatives.

However, **food security** remains an important issue for employees. **When Inuit and Nunavummiut employees were asked about whether they worry about food:**



**When asked about diet:**



## Cultural and Traditional Lifestyle

Agnico Eagle employees continue to participate in **traditional activities**. Nearly all survey participants indicated that they had participated in some form of traditional and cultural activities in the last 12 months, such as family gatherings, hunting, trapping, fishing, traveling on the land, gathering plants and berries, building cabins and igloos, sewing and crafts, and community events.

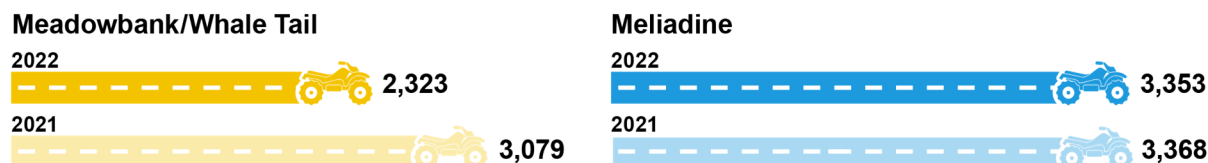
**When asked about their participation in traditional activities since they started working at the mine:**

- 3% participated more
- 25% participated less
- 39% participated the same
- 33% didn't know



The **use of Inuktitut** on-site declined in 2022 at both mine sites. The 2022 Inuit and Nunavummiut Employment Survey results indicated that it is important to Inuit employees that they can speak Inuktitut at the mine site and that, for most, working at the mine had not impacted their use of Inuktitut at home. However, **16% of respondents indicated that they felt they spoke Inuktitut less at home** as a result of working at the mine.

The **use of the All-Weather Access Road (AWAR)** for traditional activities decreased at both sites.



In 2022, the **Kivalliq Inuit Elders’ Advisory Committee** met three (3) times to draft and approve the Term of References, provide an update on Agnico Eagle activities, and collect comments and concerns on the Meliadine Extension Windfarm.



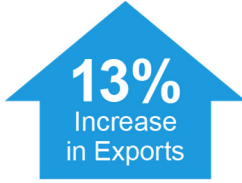
In 2022, Agnico Eagle’s Meadowbank Complex and Meliadine celebrated Nunavut Day and restarted activities to support Inuit Arts and Crafts. Also, six (6) country food nights were hosted at Meadowbank Complex and two (2) at Meliadine.



## Nunavut Economy

In 2022, Agnico Eagle **payments from taxes and royalties**, and from Inuit Impact and Benefit Agreement (IIBA) commitments to the Nunavut Tunngavik Incorporated (NTI) and Kivalliq Inuit Association (KIA), increased by 12% to **\$173M**, for a total to-date impact of **\$775M** from all sources.

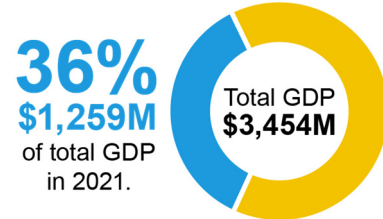




In 2021, Nunavut experienced its **smallest trade deficit since 2002**, down to \$479M, due to both decreasing imports and increasing exports.



**Mining** continues to contribute substantially to territorial gross domestic product (**GDP**), accounting for approximately



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# Acronyms and Abbreviations

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\$M	Millions of Canadian dollars (current, unless otherwise stated)
AEM	Agnico Eagle Mines
ATV	All-terrain vehicle
AWAR	All-Weather Access Road
BLPNP	Baker Lake Prenatal Nutrition Project
BOC	Business Opportunities Committee
CCM	Collaboration Committee Members
CLC	Community Liaison Committee
CLOs	Community Liaison Officers
CMAC	CMAC-Thyssen Mining Group (Claude Macdonald)
COVID-19	Coronavirus disease of 2019
CPHO	Chief Public Health Officer
E&I	Energy & infrastructure
EAP	Employee Assistance Program
ECC	Employment and Culture Committee
EIS	Environmental Impact Statements
ERT	Emergency Response Team
FEIS	Final Environmental Impact Statements
FTE	Full-Time Equivalent
GBD	Good Deeds Brigade
GDP	Gross Domestic Product
GN	Government of Nunavut
GoC	Government of Canada
H&S	Health and Safety
HR	Human Resources
HTO	Hunters and Trappers Organizations
IIBA	Inuit Impact and Benefit Agreement
INAC	Indigenous and Northern Affairs Canada
IOL	Inuit Owned Lands
IQ	Inuit Qaujimagatuqangit



ISV	Inuit Societal Values
ITK	Inuit Tapiriit Kanatami
IWBS	Inuit Workforce Barriers and Strategies
IWRMP	International Women in Resource Mentoring Program
JASS	Jonah Amitnaaq Secondary School
JOHSC	Joint Occupational Health & Safety Committee
KEAC	Kivalliq Elders' Advisory Committee
KHTOs	Kivalliq Hunters and Trappers Organizations
KIA	Kivalliq Inuit Association
KLMA	Kivalliq Labour Market Analysis
km	Kilometre
KMTS	Kivalliq Mine Training Society
KSEC	Kivalliq Science Educators Community
KvSEMC	Kivalliq Socio-Economic Monitoring Committee
LDP	Leadership Development Program
LHT	Long Haul Truck
LMS	Learning Management System
LSA	Local Study Area
MiHR	Mining Industry Human Resources Council
MoU	Memorandum of Understanding
NILFA	Nunavut Inuit Labour Force Analysis
NIRB	Nunavut Impact Review Board
NLCA	Nunavut Land Claims Agreement
NPC	Nunavut Planning Commission
NTI	Nunavut Tunngavik Incorporated
NWP	Northwestern Polytechnic College
OSWGs	On-Site Working Groups
PPE	Personal Protective Equipment
RCMP	Royal Canadian Mounted Police
RISE	Rapid Inuit Specific Education
RNFB	Revised Northern Food Basket
RPAN	Recreation and Parks Association of Nunavut

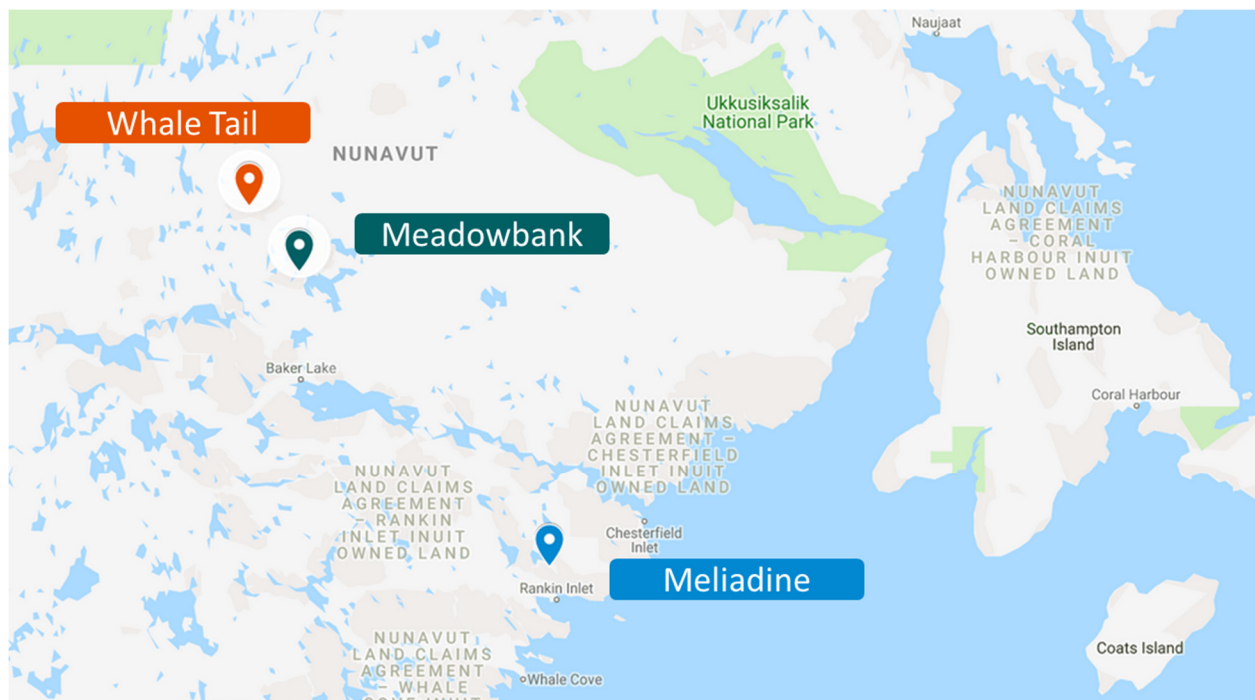
RSA	Regional Study Area
SEMC	Socio-Economic Monitoring Committee
SEMP	Socio-Economic Monitoring Program
SEMR	Socio-Economic Monitoring Report
SEMWG	Socio-Economic Monitoring Working Group
TASK Week	Trades Awareness Skills and Knowledge Week
TMS	Training Management System
TOKTW	Take Our Kids to Work
VLS	Virtual Learning Strategist
VSECs	Valued Socio-Economic Components
WHMIS	Workplace Hazardous Materials Information System

# Introduction

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## The Agnico Eagle 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 is 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 50 km north of Meadowbank. Meliadine is located near the western shore of Hudson Bay, about 25 km north of Rankin Inlet.



Agnico Eagle Mines (Agnico Eagle) acquired the Meadowbank property from Cumberland in 2007, where most production activities began in 2011 following the completed construction of the mine and mill in 2010. The Whale Tail satellite deposit achieved commercial production in 2019 and in 2020, while the Meadowbank Complex transitioned to sourcing ore entirely from the Amaruq satellite deposit.

The Meadowbank mill processed 3.7 million tonnes of ore in 2022, producing 373,785 ounces of gold compared to 322,358 ounces of gold in 2021. Amaruq achieved a record annual gold production in 2022, eclipsing prior year production by approximately 50,000 ounces of gold and increasing annual mill throughput by over 300,000 tonnes (including pre-commercial production), while achieving commercial production at the Amaruq underground deposit on August 1, 2022. As at December 31, 2022, gold mineral reserves at Amaruq are 2.164 million ounces.

About 290 km southeast of Meadowbank, the Meliadine mine achieved first commercial production in 2019. The Meliadine mill processed 1.7 million tonnes of ore in 2022, and 372,874 ounces of gold compared to 367,630 ounces of gold in 2021. The Company anticipates that mining at Meliadine will be carried out through several underground mining operations and open pits over a mine life extending to 2032. As at December 31, 2022, gold mineral reserves at Meliadine are 3.8 million ounces.

## 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 Working Group (SEMWG). The purpose of this report is to:

- Identify any **unanticipated effects** associated with the mines, recommend **mitigation measures**, fulfill best practices in **social responsibility**, and act as a **valuable resource** for communities, governments and interested stakeholders.
- Act as the primary vehicle for reviewing the findings of the SEMP in **collaboration** with members of the SEMWG.
- 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**, the **Meliadine Project Certificate**, and the **Whale Tail Project Certificate** issued by the Nunavut Impact Review Board (NIRB), including reporting on the socio-economic impact predictions made in the Final Environmental Impact Statements (FEIS).

## Socio-Economic Monitoring Committees

In 2007, the Government of Nunavut established three (3) regional 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 Kivalliq Socio-Economic Monitoring Committee (KvSEMC) meets annually to present data and consider socio-economic impacts. Members of the KvSEMC include Government of Nunavut (including specific departmental representation), Government of Canada, Kivalliq Inuit Association, Hunters and Trappers Organizations, Community representatives, Community organizations and Project owners. The Kivalliq committee members and the Agnico Eagle project present annual monitoring reports, with the former focused at the regional level 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.

## NIRB Project Certificate Conditions

The requirement for a SEMP and associated annual Socio-Economic Monitoring Reports (SEMRs) are outlined in the project certificates for Meadowbank, Meliadine and Whale Tail. The key project certificate conditions are:

### **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."*

### **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).”*

### **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.”*

## **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 2006. The IIBA for Meadowbank was renegotiated in 2017 and is aligned with the 2015/2017 Meliadine IIBA and 2017 Whale Tail IIBA.

This also established an Employment and Culture Committee (ECC) and a Business Opportunities Committee (BOC), as well as On-Site Working Groups (OSWGs) to promote the social and cultural wellness of Inuit in the Kivalliq Region. These committees and working groups consider Inuit employment, entrepreneurship, contracting, training, and other project related IIBA matters.

# Methodology

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## Indicator Selection

In 2017, Agnico Eagle and their partners in the SEMC created the Agnico Eagle Kivalliq Projects Socio-Economic Monitoring Program (SEMP). 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 2019 to include the Whale Tail expansion project, in 2021 to monitor gender-specific initiatives, and in 2022 to include additional indicators for monitoring impacts on traditional lifestyle, food security, and housing.

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

## Data Sources

This report compiles data primarily from Agnico Eagle, Nunavut Bureau of Statistics, Statistics Canada, and Government of Nunavut departments. Project-specific data for Meadowbank Complex (Meadowbank and Whale Tail) and Meliadine spans pre-development, construction, and operation of the mines. Most Agnico Eagle data is presented collectively for Meadowbank and Whale Tail. All data is provided on an annual basis, apart from Government of Canada census data that is released every five (5) years and is currently available for 2006, 2011, 2016, and 2021.

For certain metrics reliant on non-project sources, data for the reporting year (2022) 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 possible.

## 2022 Inuit and Nunavummiut Employment Survey

In 2022, Agnico Eagle administered an Inuit and Nunavummiut Employment Survey to gather data and insights on the perceptions of the projects' impacts on culture and traditional lifestyle, health and well-being, housing and migration, and other topics. This follows the initial survey, which was conducted in 2019. In 2020 and 2021, Agnico Eagle's plans to roll out the survey were postponed due to the impacts of COVID-19.

In the 2022 Inuit and Nunavummiut Employment Survey, the number of respondents included 157 Inuit, of which 21 lived outside Nunavut and 136 lived in Nunavut, and two (2) non-Inuit who lived in Nunavut, for a total participation of 159 Inuit and Nunavummiut employees. This represents a significant increase in participation in the survey over 2019 when the survey had 95 participants.

It should be noted that, while 159 employees participated in the 2022 survey, not all questions were answered by all participants. As a result, survey results should be interpreted with caution. Additional characteristics for those who participated in the 2022 survey include:

- 36% were female and 64% male.

- 82% worked at Agnico and 15% worked for contractors.
- 13% worked at the mine one year or less, 20% worked at the mine 1-3 years, 32% worked at the mine 3-5 years, and 35% worked at the mine 5+ years.

Further, compared to the 2019 survey, the 2022 survey asked additional questions on home ownership, including information on occupancy level and questions pertaining to COVID-19 related measures. For this reason, we cannot directly compare the results of the two (2) surveys in all areas.

## **Inuit Quajimajatuqangit (IQ) and Inuit Societal Values (ISV) Summary**

There are a total of 8 official Inuit Societal Values (ISV) developed by the Government of Nunavut. They are approaches to IQ to promote and integrate the use of Inuit Societal Values in the design and delivery of programs and services, numbered here for reference:

1. **Inuuqatigiitsiarniq**: Respecting others, relationships and caring for people.
2. **Pijitsirniq**: Serving and providing for family and/or community.
3. **Pilimmaksarniq/ Pijariuqsarniq**: Development of skills through observation, mentoring, practice, and effort.
4. **Piliriqatigiinni/ Ikajuqtigiinni**: Working together for a common cause.
5. **Tunnganarniq**: Fostering good spirits by being open, welcoming and inclusive.
6. **Ajjiqatigiinni**: Decision making through discussion and consensus.
7. **Qanuqtuurniq**: Being innovative and resourceful.
8. **Avatittinnik Kamatsiarniq**: Respect and care for the land, animals and the environment

As with other cultures, Inuit practice the use of Inuit Societal Values (ISV), also known as Inuit Quajimajatuqangit in their day to day lives. These values are applied in all areas of their lives, whether it is at home with family, friends, and the environment, or in the way they conduct business with others at work. IQ and ISVs are at the core of their value system and way of life.

The SEMR identifies where specific ISVs have been used or are connected to the subjects being discussed. The purpose for this is to demonstrate Agnico Eagle's commitment to the use and implementation of IQ and ISVs and to begin to move toward more fulsome integration of IQ and ISVs in its monitoring and reporting. Throughout this report, the "**ISV**" symbol will be used as an indicator and easy reference to one or more specific ISV.

Note that it is easier to identify where IQ and ISVs have been used in the collection of data through surveys and interviews. It is more difficult to implement and report on the use of IQ/ISVs in the collection of raw data (statistics for pay, turnover, contract spending, etc.) because this does not involve interaction with people.

## **Report Structure**

### **Executive Summary**

The executive summary provides an overview of this report.

### **Introduction and Methodology**

Introduction and methodology sections provide an outline and context for the report.

## 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.

At the beginning of each VSEC section, this report includes the following:

- **Impact / Goal Statement:** An overarching goal for the VSEC.
- **Overreaching FEIS Prediction:** The overreaching prediction for the VSEC.
- **Overview of Findings:** A visual summary of key findings for the VSEC.
- **Summary of Mitigation:** A summary of relevant mitigation measures for the VSEC, with further detail provided in Appendix A.

For each VSEC indicator, this report includes the following:

- **Prediction:** A prediction from the projects' FEIS against which the indicator will be assessed.
- **Data and Trends:** A description of indicator data using 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, recognizing 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 2022 updates and initiatives descriptions, are provided at the end of the report in Appendix A. The descriptions of existing Agnico Eagle programs and practices that are relevant to performance against VSEC indicators are discussed in interpretation sections.

## 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 complexities of working with socio-economic determinants, it is often difficult to establish causal relationships between mining activities and the results of certain socio-economic indicators.

## Meadowbank Complex and Meadowbank / Whale Tail

In many instances, it is not possible to provide separate data / information for Meadowbank and Whale Tail for certain VSECs as there is no clear distinction between employees working or programs implemented for their success and well-being at the two sites. Therefore, 'Meadowbank and Whale Tail' and 'Meadowbank Complex' are synonym to one another and can be used interchangeably throughout the report.



# 1 Employment

## IMPACT / GOAL STATEMENT

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

## OVERARCHING FEIS PREDICTIONS

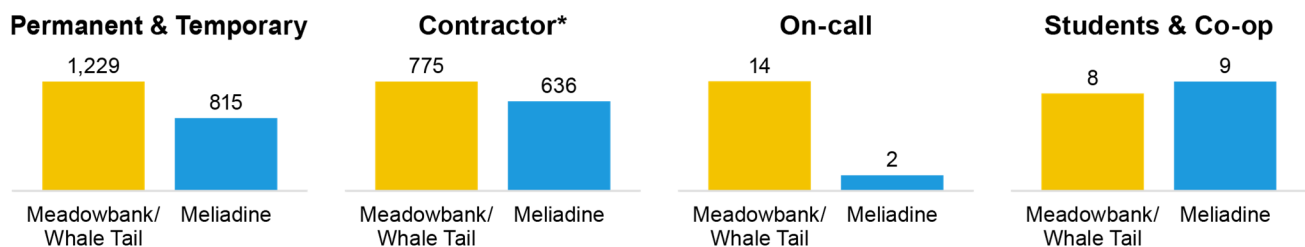
**Meadowbank:** “The potential impacts of employment are likely to take some time to gain full momentum, and overall are considered of high magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit” (Cumberland Resources, 2006, 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, p. 9-192).

## OVERVIEW OF FINDINGS

Unless otherwise stated, employment data uses **full-time equivalent, or FTE**, which is a measure of employment where one FTE represents 2,184 person-hours of work – the approximate number of hours worked by one employee on a full-time basis for a year.



Total employment by Agnico Eagle and contractors at both projects

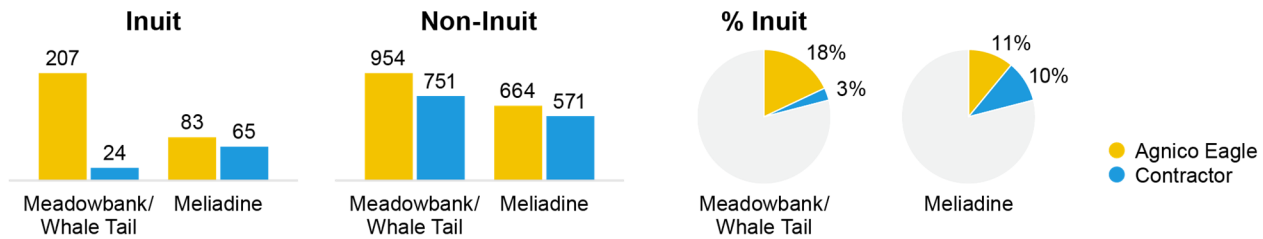
**increased by 0.3%** from 2021, to **3,488** in 2022

\*Contractor is based on FTE (full time equivalent); everything else is headcount.

As operations progress, there is a shift from transitional workers (contractors) to more permanent employees (Agnico Eagle) as the need for workforce shifts to maintaining regular operations.

Inuit employment **decreased by 10% for Meadowbank / Whale Tail** and **increased by 28% for Meliadine**.

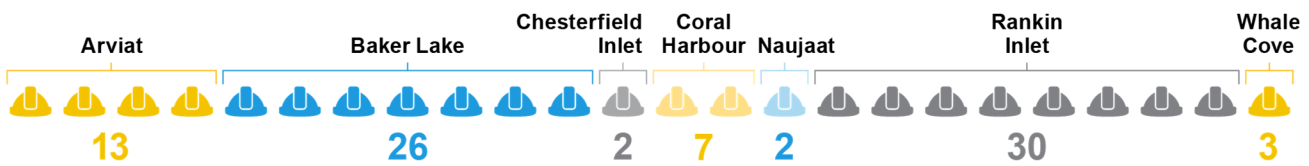
In **2022:**



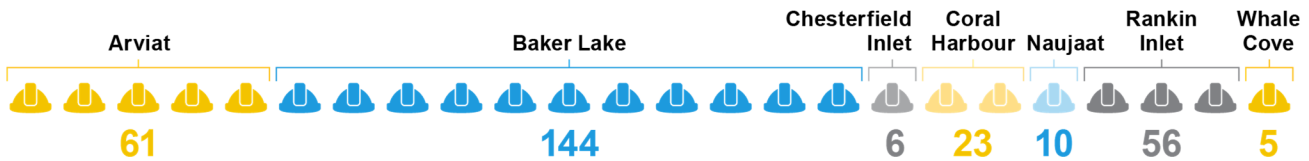
The number of Agnico Eagle’s **Kivalliq-based employees decreased by 6% in 2022.**

**Agnico Eagle employees in 2022** by Kivalliq community (headcount):

The number of contractors’ **Kivalliq-based employees decreased by 3% in 2022.**

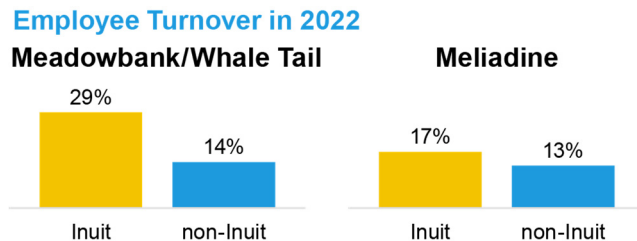


**Agnico Eagle contractors\* in 2022** by Kivalliq community (FTE):



While the number of Kivalliq-based employees and contractors increased for Meliadine, this increase was offset by the reduction for Meadowbank / Whale Tail. The remaining employees and contractors do not reside in these communities.

**Inuit employee turnover remains higher than non-Inuit employee turnover**, with a lower Inuit employee turnover in 2022 compared to the historical high for this metric.



In 2022, resignations / voluntary departure accounted for 66 out of 97 terminations of Inuit employees, with the remaining turnover (31 Inuit employees) attributed to dismissal.

## SUMMARY OF MITIGATION MEASURES

Several measures and programs are in place to encourage Inuit employment, skills attainment, advancement, and retention at Meadowbank, Whale Tail and Meliadine. Key measures are:

- Sanajiksanut Program to pre-qualify candidates from Kivalliq communities for employment.
- Inuit Employment Growth Initiative to increase the employment of Inuit and also increase the skill levels of Inuit.
- Rapid Inuit Specific Education (RISE) Program to prepare Inuit for future employment opportunities with Agnico Eagle, and increase Inuit employee retention, satisfaction, and salary.
- Nunavut Leadership Development Program (LDP) to develop employees' leadership skills in supervisory roles.
- Career Path Program to support upward mobility / promotion of Inuit employees.
- Role Model program to recognize exemplary Inuit employees.

Mitigation measures are described in detail in Appendix A.

### 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

*"Work force requirements (positions) for construction will vary over the construction period averaging 1,000 positions and totalling about 1,700 positions"* (Golder Associates, 2014, p. 9-168). *"The likely number of required positions during the operations phase would be about 700 positions."* (Golder Associates, 2014, p. 9-182).<sup>1</sup>

#### Data & Trends

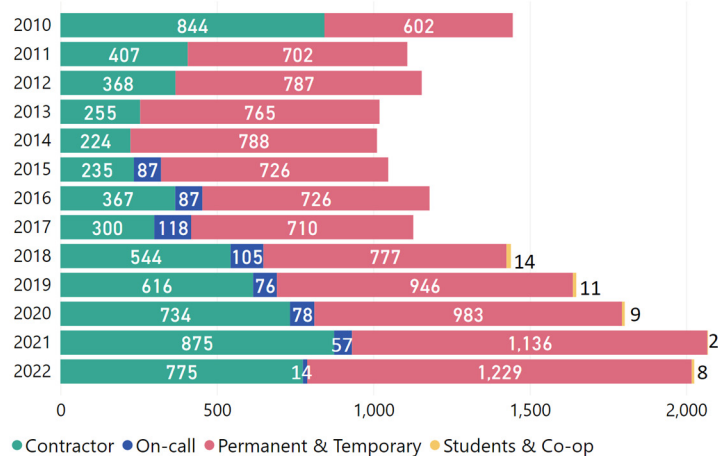
Chart 1 provides an overview of direct employment (i.e., Agnico Eagle and contractor employees) at Agnico Eagle's Kivalliq projects. It is not currently possible to provide separate data for Meadowbank and Whale Tail, as there is no clear distinction between employees working at the two sites.

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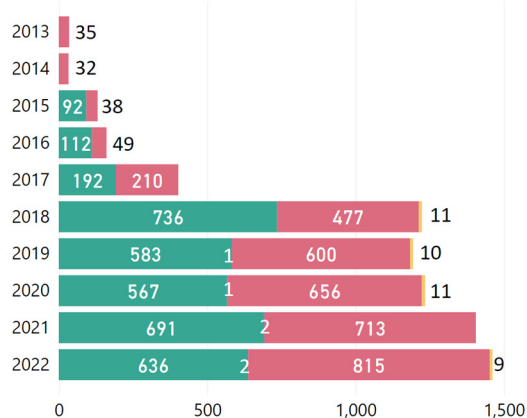
<sup>1</sup> It is the understanding that the total number of predicted jobs is 1,400, this results from the rotation of 700 positions for two (2) weeks on, two (2) weeks off.

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

**MEADOWBANK AND WHALE TAIL**



**MELIADINE**



(Agnico Eagle Mines, 2022) | \*Note that from 2018 onwards contractor data represent FTEs (rather than headcount) due to changes in data collection requirements.

Chart 1 presents employment at the three (3) mines using **headcount**, which is a count of employees in December of each year and represents 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.

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 (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.

**Interpretations**

Total employment by Agnico Eagle and contractors at the Kivalliq projects was 3,488 in 2022, representing a 0.3% increase from 2021. This total included 2,026 employees<sup>2</sup> at Meadowbank / Whale Tail and 1,462 employees<sup>3</sup> at Meliadine.

Agnico Eagle and contractor employment at Meadowbank / Whale Tail had year-over-year growth from 2018 to 2021, despite COVID-19 challenges in 2020 and 2021. However, in 2022, while the number of permanent & temporary employees increased at Meadowbank / Whale Tail, the number of contractors decreased, resulting in an overall decrease in employment of 44 employees or 2.1% over the previous year. As operations progress, there is a shift from transitional workers (contractors) to more permanent employees (Agnico Eagle) as the need for workforce shifts to maintaining regular operations. Overall, the total number of employees at Meadowbank / Whale Tail in 2022 (both Agnico Eagle employees and contractors) exceeded the prediction of estimated 370 positions at Meadowbank, and 1,166 positions at Whale Tail (total 1,536 positions) by 490 jobs.

<sup>2</sup> This includes 1,229 Agnico Eagle employees, 775 contractors, eight (8) students & co-op and 14 on-call employees.

<sup>3</sup> This includes 815 Agnico Eagle employees, 636 contractors, nine (9) students & co-op and two (2) on-call employees.

Agnico Eagle and contractor employment at Meliadine has fluctuated year-to-year but has seen overall annual growth since 2019. Employment changes were a function of transitioning Meliadine into operations in 2020, which required more mine company employees instead of the contractors involved in construction activities. The response to COVID-19 was also a factor, which increased the number of employees in 2021. In 2022, total employment at Meliadine increased by 55 jobs or 3.9% over the previous year, reaching 1,462 employees. This increase in employment is attributed to the growth in permanent and temporary jobs, despite the decrease in contractor employment. Employment at Meliadine in 2022 surpassed the prediction of 1,400 jobs by 62 jobs.

## 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<sup>2</sup>

*“Excluding the final year of operations when Project employment ramps down, direct average operational employment is expected to be 1,166 [...] Of these, nearly half (491 or 42%) are expected to be filled by Nunavummiut, the majority of which are employed at the Meadowbank Mine and will move over to the Expansion Project.”*  
(Golder Associates, 2018, p. 9).

#### MELIADINE<sup>4</sup>

For construction, *“20% Inuit work force is a conservative estimate of what is achievable”* where 20% translates to 340 positions (Golder Associates, 2014, p. 9-169).

For Operation *“20% Inuit work force is a conservative estimate of what is achievable. This would translate into 140 local workers. [...] the number could be 30% or even higher. This would translate into approximately 210 local positions.”*  
(Golder Associates, 2014, p. 9-182 & 183).<sup>5</sup>

### Data & Trends

Chart 2 presents Agnico Eagle employment, in FTEs, of Inuit and non-Inuit, at Meadowbank / Whale Tail and Meliadine.

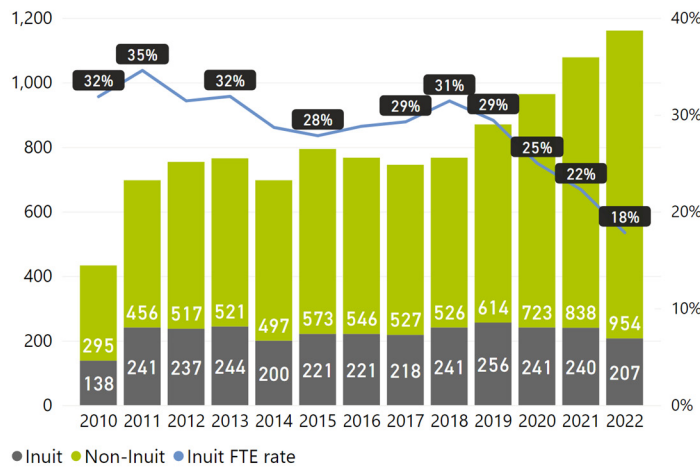
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<sup>4</sup> Note that the Whale Tail and Meliadine predictions include contractors.

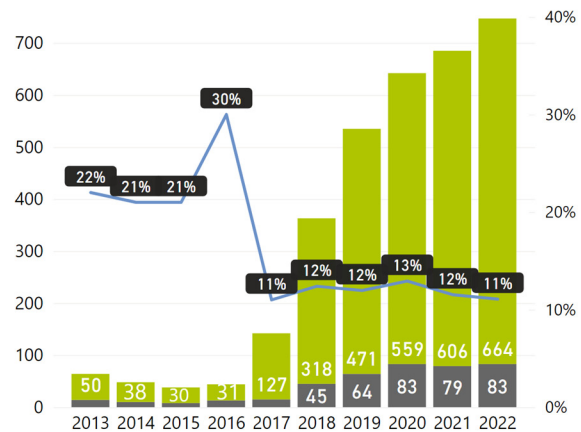
<sup>5</sup> It is the understanding that the total number of predicted jobs is 280 (conservative estimate), this results from the rotation of 140 positions for two (2) weeks on, two (2) weeks off.

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

**MEADOWBANK AND WHALE TAIL**



**MELIADINE**

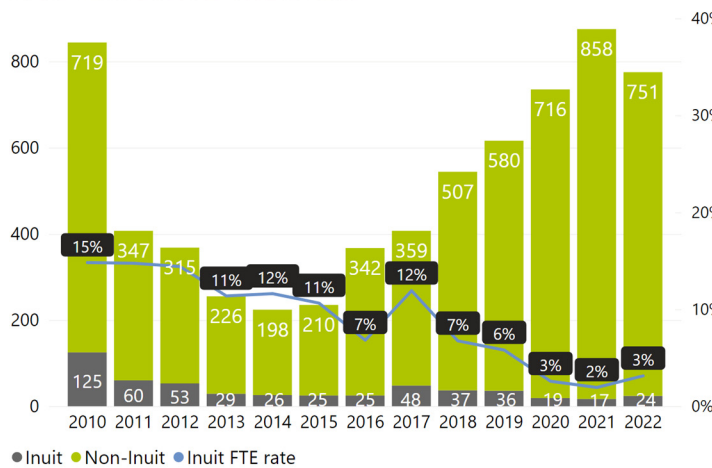


(Agnico Eagle Mines, 2022)

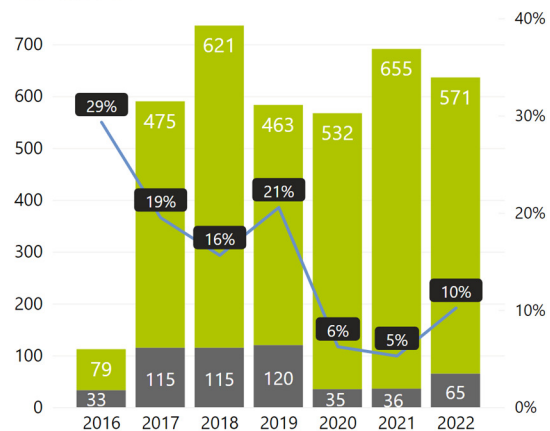
Chart 3 contractor employment, in FTEs, of Inuit and non-Inuit, at Meadowbank / Whale Tail and Meliadine.

Chart 3. Project contractor employment (Inuit & non-Inuit)<sup>6</sup>

**MEADOWBANK AND WHALE TAIL**



**MELIADINE**



(Agnico Eagle Mines, 2022)

**Interpretation**

In 2022, Agnico Eagle’s Inuit employment decreased at Meadowbank / Whale Tail by 33 FTEs and increased by 4 FTEs at Meliadine. Contractors’ Inuit employment increased for both sites, by 7 FTEs at Meadowbank / Whale Tail and by 28 FTEs at Meliadine.

<sup>6</sup> 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.

At Meadowbank / Whale Tail, Agnico Eagle's Inuit FTEs comprised 18% of the total employee base in 2022, down from 22% in 2021, and significantly lower than the prediction of 42%; for contractors, Inuit FTEs were 3% in 2022, compared to 2% in 2021. At Meliadine, Agnico Eagle's Inuit FTEs comprised 11% of the total employee base in 2022, remaining relatively stable as a proportion of the total workforce since 2017; for contractors, the Inuit FTE rate increased to 10% in 2022, an increase from 5% the previous year. This level of Inuit employment is significantly lower than the Whale Tail and Meliadine FEIS predictions for the operational workforce being Inuit.

In 2022, Agnico Eagle started to track missed work hours for Inuit employees as a retention initiative. [The aim is to better support employee well-being and prioritize work-life balance](#) <sup>ISV</sup>. In 2022, Meadowbank / Whale Tail had 55 FTEs in missed hours and Meliadine had 16 FTEs in missed hours. The reason for missed hours varies but the most common reasons include no-show, calling in sick, and family reasons. This greatly impacts the overall Inuit FTE count annually.

The level of Inuit employment at Agnico Eagle is explored in detail in the Kivalliq Labour Market Analysis (KLMA). The 2021 KLMA repeats findings of previous analyses 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 Inuit Workforce Barriers and Strategies (IWBS) Study identified two other unintended barriers to the recruitment and hiring of Inuit employees.

The first is the challenge of navigating the recruitment process itself. Agnico Eagle has made efforts to address this barrier through the Sanajiksanut Program, formerly known as the Labour Pool Process, described below. The second challenge relates to the negative perceptions of the process, such as the perception that the skills of individual applicants are not considered (Mining Industry Human Resources Council (MiHR), 2018a). Other barriers to employment mentioned in the IWBS include rental price increases and the lack of housing.

Sanajiksanut (or the Sanajiksanut Program) is the primary vehicle through which Agnico Eagle recruits and hires new Inuit employees. [In 2021, Agnico Eagle and KIA agreed to modify the existing process through a Memorandum of Understanding \(MoU\)](#) <sup>ISV</sup>. As a result, the Work Readiness and the Mandatory Trainings were combined to become the Pre-employment Training Program (10-day community-based training). This change reduced the number of steps for applicants and decreased the delay in applicants gaining employment.

In 2022, the Sanajiksanut Program was redesigned and officially launched. [The vision for the Sanajiksanut is to have a recruitment process and approach that is inclusive and accessible for Inuit candidates](#) <sup>ISV</sup>. The new recruitment process is forward looking to ensure that a new and qualified generation of Inuit employees excels in various positions at Agnico Eagle's mine sites. [The Sanajiksanut Program is based on four \(4\) key principles](#) <sup>ISV</sup>:

1. **Partnership with Ilitaqsiniq (Nunavut Literacy Council)** – Agnico Eagle partnered with Ilitaqsiniq (Nunavut Literacy Council) to implement a community-based approach to the training and adapt the recruitment process to the Nunavummiut clientele. The revised pre-employment training is designed by Inuit for Inuit and delivered by an Inuit instructor from Ilitaqsiniq.
2. **Inuit workforce planning** – To facilitate access to employment and increase career opportunities and growth for the Inuit workforce the Inuit recruitment planning is conducted with the operational team.
3. **Recruitment process changes** – To meet the needs of the community members who are looking for employment at Agnico Eagle revised communication channels have been implemented to reach candidates when an opportunity arises.
4. **Mining Awareness** – Appeal younger generation who are the future of the Nunavut workforce by implementing career awareness programs in the Kivalliq schools and colleges.



The Sanajiksanut Program consists of four (4) steps:

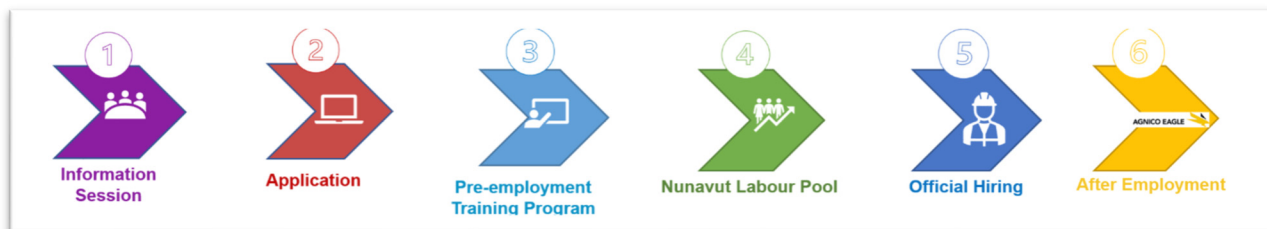
### **Step 1: Employment Information Sessions**

In 2022, as part of the Sanajiksanut Program, employment information sessions were held in various communities to give information about the mines, the work lifestyle, and career opportunities as well as information about applying for jobs online. While sessions were canceled during Q1 of 2022 because of COVID-19, sessions resumed in May 2022. Agnico Eagle completed a total of 17 information sessions, attended by 78 people.

### **Step 2: Online Application Process Facilitated by Employment Information Sessions**

To facilitate online applications, Agnico Eagle has a Community Liaison Officer (CLO) in each Kivalliq community who can deliver employment information sessions and provide one-to-one assistance to candidates interested in applying online. In 2022, CLOs were present in six (6) communities for most of the year, with four (4) CLOs remaining by end of 2022 in Rankin Inlet, Baker Lake, Arviat, Coral Harbour. A Labour Pool Coordinator at the Agnico Eagle Rankin Inlet Office supports CLOs as well as the applicants. The Labour Pool Coordinator and an Inuit Employment counselor travelled to the communities to conduct employment information sessions and to provide support to potential applicants. The Sanajiksanut Team was also available by phone to support applicants. In 2022, a centralized email address was created to facilitate communications between the applicants and the Sanajiksanut Team.

Chart 4. Sanajiksanut Program



### **Step 3: Pre-Employment Training Program**

In 2022, five (5) Pre-Employment Training programs were delivered, with a total of 40 participants. The training sessions re-started in May due to COVID-19 restrictions earlier in the year. Also, the Sanajiksanut Team provided five (5) follow up training sessions for participants who had done the first part of the previous training format (Work Readiness) before the pandemic. The follow up training sessions were held as follows: one (1) in Coral Harbour, two (2) in Arviat, one (1) in Rankin Inlet and one (1) in Nauyasat. Including these 2-day follow-up training sessions provided by the Sanajiksanut Team, 40 additional participants completed the training program, for a total of 80 participants in 2022.

Agnico Eagle also organized 2-day 'Career Days' at Baker Lake on November 9 and 10, 2022. The Career Days informed community members of the Kivalliq about the mining activities, Agnico Eagle operations in Nunavut, the various career opportunities, and the future projects to come. The Sanajiksanut Team was there to meet with candidates and have them apply to potential job opportunities. [Inuit employee Role Models also participated in the event and spoke about career paths and their experiences working at the Agnico Eagle mine site <sup>15V</sup>](#). In addition, Career Awareness Videos were presented and included Agnico Eagle Inuit employees who spoke about their position and why they like working for Agnico Eagle Mines. A total of 130 students participated and approximately 150 members of the community attended.



**Step 4: Labour Pool List Coordinated by the Labour Pool Coordinator**

The Labour Pool List is a list of candidates who have successfully completed the steps of the Sanajiksanut Program. These candidates are eligible for opportunities with Agnico Eagle or Agnico Eagle’s contractors. The list is managed by the Labour Pool Coordinator. In 2022, the Labour Pool List was updated, with candidates tracked against each step of the recruitment process. Since the changes in the recruitment process, Agnico Eagle was able to hire 160 Inuit employees <sup>ISV</sup>.

In 2022, Agnico Eagle was able to add an additional member to the Sanajiksanut Team. This addition allowed Agnico Eagle to enhance the recruitment process by adding more career opportunities for Inuit employees. Furthermore, the Sanajiksanut Team was more present and visible in the communities and participated in different Inuit employment initiatives (such as Employment Information Sessions, Career Days, Events) and increased interest in employment.

**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**

Baker Lake is expected to fill 3 management jobs, 16 skilled jobs, 187 semi-skilled jobs, and 66 entry level jobs, for a total of 272 jobs (Golder Associates, 2018, p.10-11).

**MELIADINE**

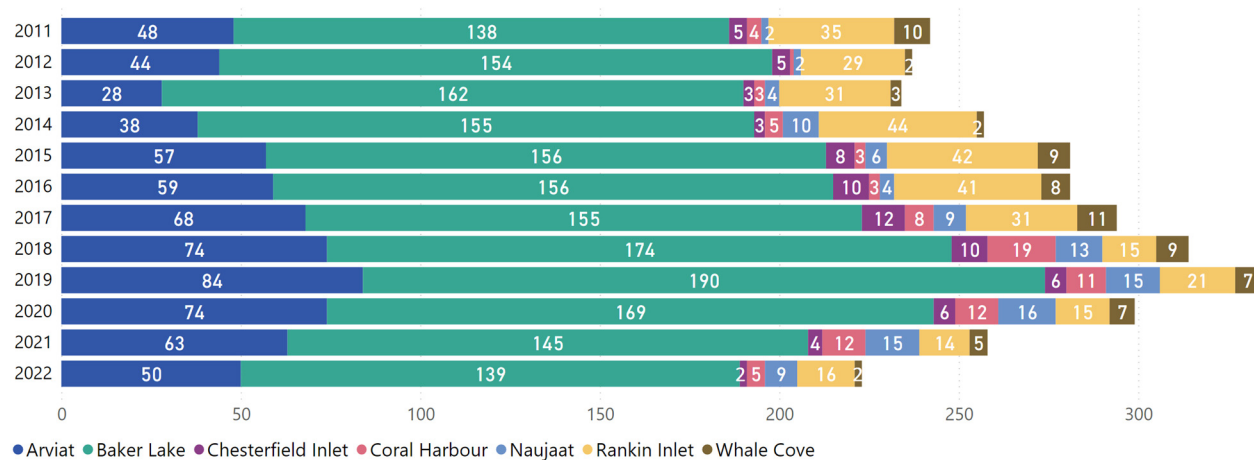
There are no specific predictions in the Meadowbank FEIS regarding Kivalliq community resident employment rates.

**Data & Trends**

Chart 5 provides an overview of the number of Agnico Eagle employees (i.e., headcount) by community in the Kivalliq region.

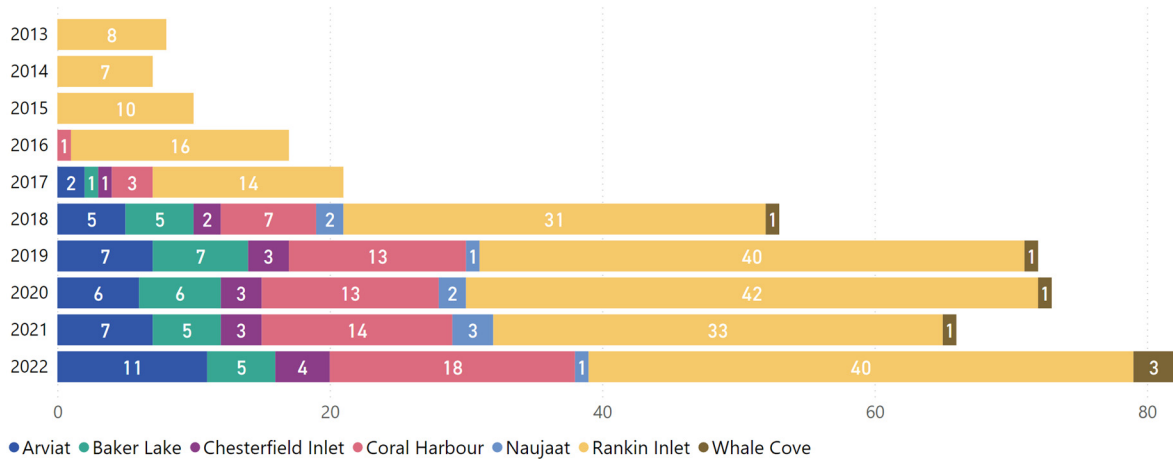
Chart 5. Project (Agnico Eagle) employment by Kivalliq community

**MEADOWBANK AND WHALE TAIL**



(Chart 5 continued on next page)

### MELIADINE

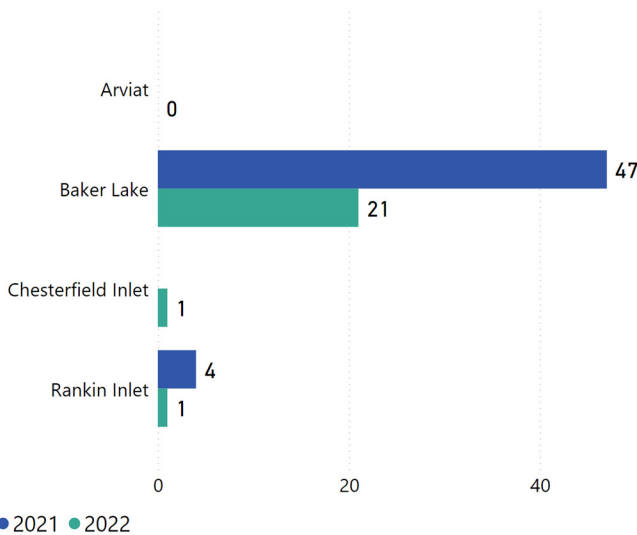


(Agnico Eagle Mines, 2022)

Chart 6 provides an overview of the number of contractors' employees (in FTE terms) by community in the Kivalliq region.

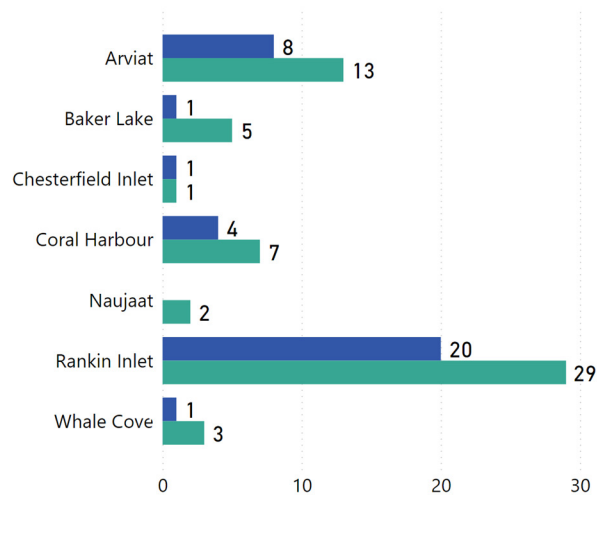
Chart 6. Project (contractor) employment by Kivalliq community

### MEADOWBANK AND WHALE TAIL



(Agnico Eagle Mines, 2022)

### MELIADINE



## Interpretation

The number of Agnico Eagle's Kivalliq-based employees generally trended downward year-over-year at Meadowbank / Whale Tail, decreasing by 10% in 2020, 14% in 2021 and 14% in 2022, and reaching 223 employees in 2022. Contractors' employment of Kivalliq-based employees also decreased from 51 in 2021 to 23 in 2022.

At Meliadine, the number of Agnico Eagle's Kivalliq-based employees increased in 2022 by 24%, to 82 employees. Contractor's employment of Kivalliq-based employees also increased from 35 in 2021 to 60 in 2022.

As such, there were 246 Kivalliq-based employees at Meadowbank / Whale Tail, and 142 at Meliadine. Meliadine does not have a community specific prediction; Whale Tail prediction of 272 employees from Baker Lake is not currently being achieved. The new Sanajiksanut Program is a step towards increasing the employment of Inuit from Kivalliq communities.

Baker Lake and Rankin Inlet contribute the most employees to the Meadowbank / Whale Tail and Meliadine mines, respectively, due to several 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 on Rankin Inlet and Baker Lake. In 2022, 62% of Meadowbank / Whale Tail's Kivalliq-based employees were from Baker Lake, and 49% of Meliadine's Kivalliq-based employees were from Rankin Inlet. Across all operations, Baker Lake contributed 44% of employees, and Rankin Inlet contributed 22%.

## 1.4 Employee turnover

### Predictions

#### MEADOWBANK

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

#### WHALE TAIL

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

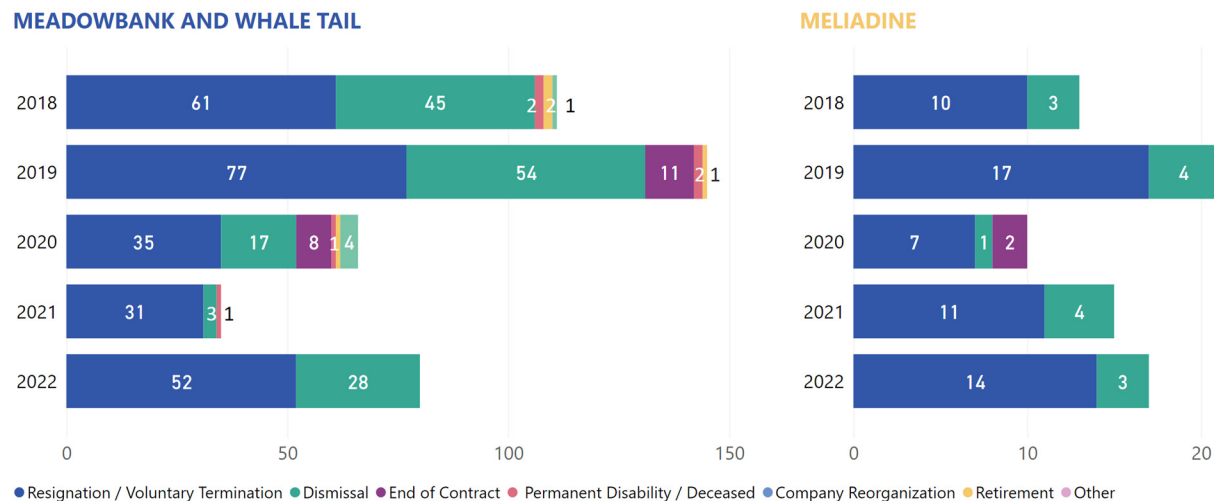
#### MELIADINE

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

### Data & Trends

Chart 7 provides a breakdown of Inuit turnover (employees who leave Agnico Eagle's employment each year) by reason for leaving for Meadowbank / Whale Tail and Meliadine.

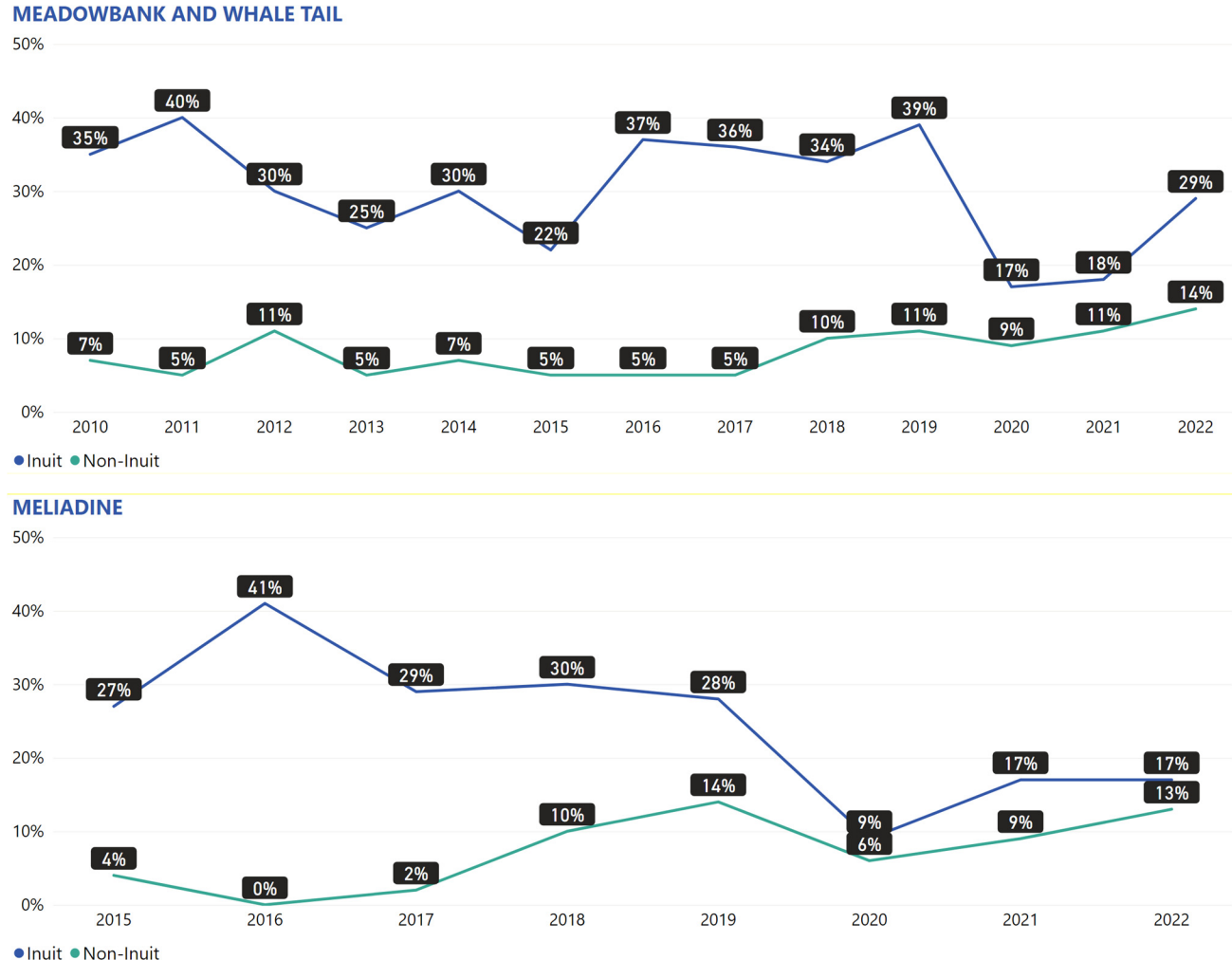
Chart 7. Agnico Eagle Inuit employee turnover by reason



(Agnico Eagle Mines, 2022)

Chart 8 provides an overview of Agnico Eagle 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.<sup>7</sup>

Chart 8. Turnover rates (Inuit and non-Inuit)



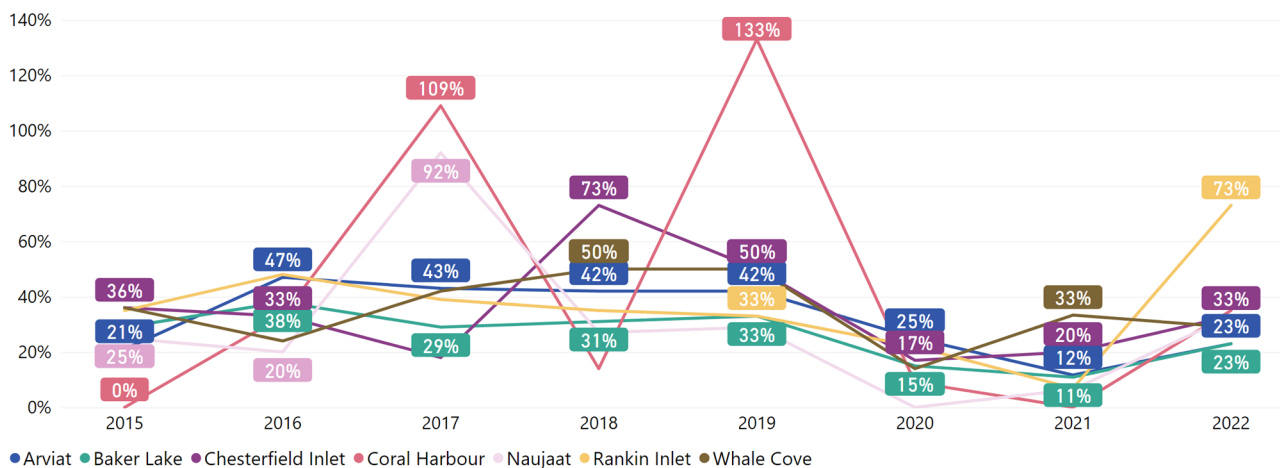
(Agnico Eagle Mines, 2022)

Chart 9 shows turnover rate by employees from each community and includes information in relation to all of Agnico Eagle’s Kivalliq projects.

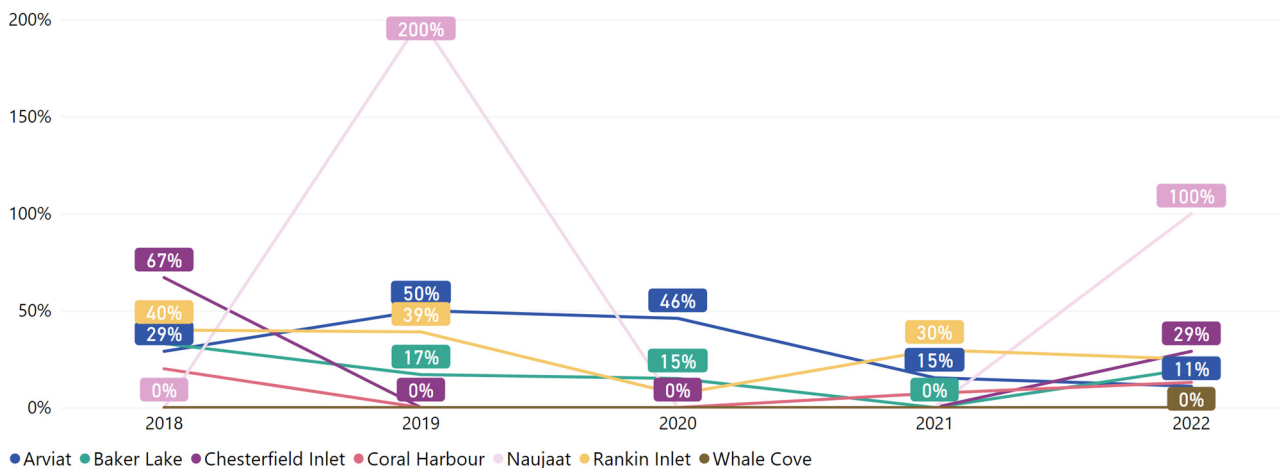
<sup>7</sup> Termination includes all reasons for leaving other than ‘end of contract’ and ‘student leave’.

Chart 9. Turnover rate by employees from each community

**MEADOWBANK AND WHALE TAIL**



**MELIADINE**



(Agnico Eagle Mines, 2022)

**Interpretation**

In 2022, 97 Inuit employees departed, out of which 80 were from Meadowbank/Whale Tail and 17 from Meliadine. In total resignations / voluntary departure accounted for 66 out of 97 terminations of Inuit employees, with the remaining turnover (31 Inuit employees) attributed to dismissal. There was an increase in both resignations/voluntary departure and dismissals when compared to the previous year.

Agnico Eagle conducts one-on-one exit interviews to gather information on reasons for resignation and voluntary departure. Exit interviews collect qualitative information on common reasons why employees have left. The most recent reasons for the 97 departures at Meadowbank / Whale Tail and Meliadine included:

- Moving to another job (14),
- Family situation (9),
- Not liking camp life and / or missing family (7),
- No professional advancement (2),
- Not liking the job (3),
- Conflict with an employee / supervisor (2),
- Lack of access to child support (3), and
- Other (57).

The turnover rate for Inuit employees at all Agnico Eagle projects is consistently higher than that for non-Inuit employees. At Meadowbank / Whale Tail, Inuit employee turnover was 29% in 2022 compared to 14% for non-Inuit (representing an increase in both metrics compared to the previous year), and at Meliadine, Inuit employee turnover was 17% in 2022 (unchanged) compared to 13% for non-Inuit. Overall, Inuit employee turnover was lower in 2022 compared to the historical high for this metric.

Turnover rates by community have year-over-year variation in most communities. In 2022, turnover rates increased in most communities with the exception of Whale Cove (for employees at both mine sites), and Arviat and Rankin Inlet for Meliadine. Large year-over-year fluctuations in smaller communities should be interpreted cautiously and are mainly due to the small number of total employees. Turnover rates over 100% result when the number of employees leaving employment in a particular year exceeds the average number of employees in that year (e.g., Meadowbank employee turnover in 2017 and 2019 for Coral Harbour, and Meliadine employee turnover in 2019 and 2022 for Naujaat).

The 2022 Inuit and Nunavummiut Employment Survey further revealed that both Inuit employees and their spouses find employment at the mine challenging, which likely contributes to the higher turnover rates for Inuit employees. Worrying about family and / or loneliness were mentioned by 62% of respondents when asked about the most difficult thing when being at work (mine site). Management of household (e.g., getting groceries, running errands, and household maintenance), taking care of children, or loneliness were mentioned by 63% respondents as being most difficult for their spouse when they are away for work.

[Agnico Eagle is working to implement programs to address high Inuit turnover rates and exit interview concerns. These include <sup>ISV</sup>:](#)

- Improvement in the Rapid Inuit Specific Education (RISE) Program, which was created to prepare Inuit for future employment opportunities.
- Re-start of Nunavut Leadership Development Program (LDP) to allow Inuit professional advancement and development.
- Re-start of cultural and social activities on-site after brief pause due to COVID-19.

## 2 Gender

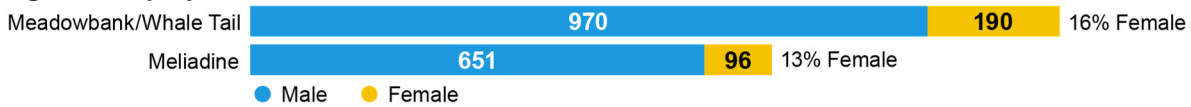
### IMPACT / GOAL STATEMENT

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

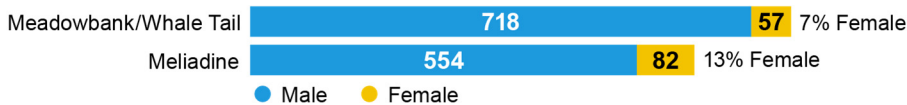
### OVERVIEW OF FINDINGS

The total number of **female employees** working directly for Agnico Eagle and contractors **increased from 411 in 2021 to 425 in 2022**. The female FTE rate across all sites was 13%.

#### Agnico Employees

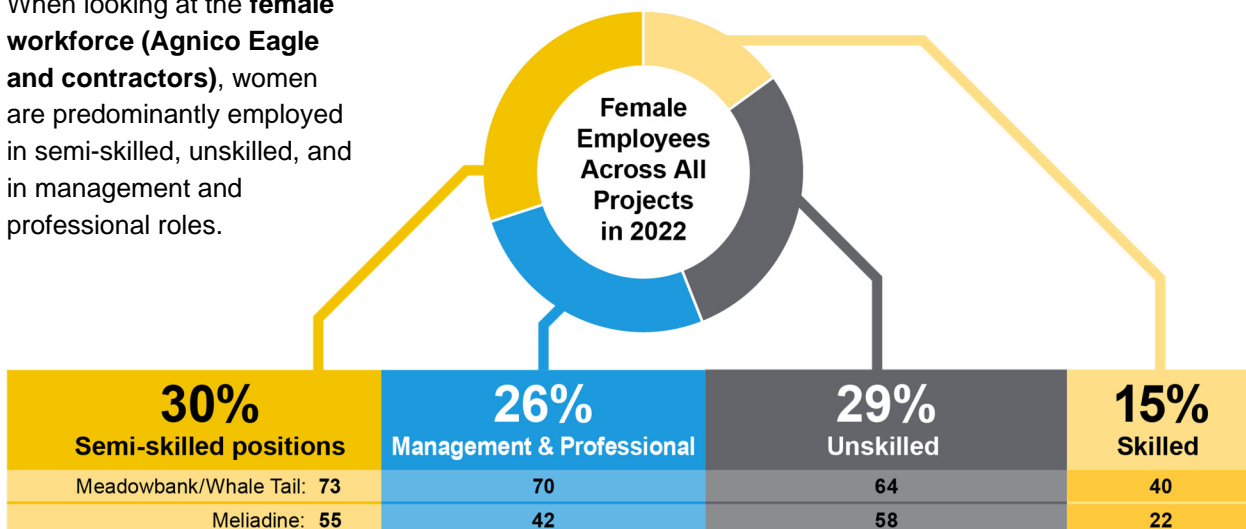


#### Contractors



Agnico Eagle has **13 active gender-oriented programs** to encourage greater gender equality and increase the hiring, retention, and promotion of women at the Agnico Eagle Kivalliq Projects.

When looking at the **female workforce (Agnico Eagle and contractors)**, women are predominantly employed in semi-skilled, unskilled, and in management and professional roles.



## SUMMARY OF MITIGATION MEASURES

Several measures and initiatives are in place to encourage and increase women’s participation, skills, career advancement, and retention in project roles at Meadowbank, Whale Tail and Meliadine. More specifically, these initiatives include diversity training, mentorship for female employees, scholarships for advancement into leadership roles, sharing of success stories, and providing 100% of base salaries to those who cannot work on-site during pregnancy / maternity leave / parental leave. Additional programs are under development.

Mitigation measures are described in detail in Appendix A.

## 2.1 Gender-specific initiatives

### Predictions

#### MEADOWBANK

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

#### WHALE TAIL

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

#### MELIADINE

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

### Data & Trends

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 continues to identify and work to mitigate systemic barriers to the participation and advancement of women in the mining industry. Agnico Eagle is focused on eliminating systemic barriers, which can affect Inuit and women, by developing inclusive leadership behaviours so that everyone has a sense of belonging and equal access to opportunities and career advancement <sup>15V</sup>.](#)

Chart 10 outlines gender-specific initiatives and gender-based components of other initiatives that are active at Agnico Eagle Kivalliq projects.

Chart 10. Gender-specific initiatives

Program	Description	Action in 2022
<b>Active Programs</b>		
Civility at Workplace Program	Workplace training to address sexual behaviour, sexual harassment, and diversity issues.	No update for 2022. Planning to work with Pauktuutit Inuit Women of Canada to review the Civility at the Workplace training.
International Women in Resource Mentoring Program (IWRMP)	The program provides mentees with an opportunity to work closely with a mentor on professional and individual growth with the goal of building the next pipeline of female leaders in the industry. The program also offers webinars on additional leadership topics and opportunities for participants to connect and network.	Several Agnico Eagle employees participated in the program as mentees and mentors. In 2022, one (1) Inuit woman and one (1) non-Inuit woman, both residing in Nunavut, participated in this program.  Going forward Agnico Eagle will continue to support the IWRMP designed to attract, retain, and promote women in mining and help them realize their full potential.



Program	Description	Action in 2022
Dr. Leanne Baker Scholarship and Development Program	The 2-year Scholarship and Development Program supports up to six (6) women at a time working for Agnico Eagle and facilitates their advancement into leadership positions.	In 2022, the program had two (2) female participants who received up to \$10,000 for educational/professional development support and were each matched with a mentor from management to support them on their journey.
Baker Lake Prenatal Nutrition Project (BLPNP)	This community-based health promotion program supports the health and wellbeing of expectant mothers and new mothers and their babies and young children.	In 2022, aligned with the Baker Lake Wellness Plan, the Baker Lake Prenatal Nutrition Project received the second-year funding of the 3-year contribution agreement of \$128,000. In 2022, \$42,500 was contributed towards this program (in addition to \$64,000 contributed in 2021).
Baker Lake Camp Engies	Camp Engies, a not-for-profit, volunteer-led camp created by women in engineering, inspires and supports young women to pursue engineering.	In 2022, Agnico Eagle contributed \$10,000 of in-kind support for this activity which was held in-person, in Baker Lake. A weekend of activities was provided to a group of girls from Grades 5 to 8, including covering the cost related to airfare, accommodation, food and logistics.
Maternity Leave Program	Agnico Eagle pays 100% of base salaries to those who cannot work on-site during pregnancy, maternity leave, and parental leave.	In 2022, women unable to remain on-site due to pregnancy were eligible for this program.
Representation on Collaboration Committee	Collaboration Committee Members (CCM) represent their colleagues while discussing issues, concerns, solutions, meeting with management to discuss or resolve issues, supporting employees & representing them at annual negotiations.	As of 2022, there were six (6) Inuit women in the Collaboration Committee in Meadowbank. There are currently no women in the Meliadine Collaboration Committee.
Addressing Inuit Women's Economic Security and Prosperity in the Resource Extraction Industry	This is a webinar entitled Addressing Inuit Women's Economic Security and Prosperity in the Resource Extraction Industry, led by the Pauktuutit Inuit Women of Canada and the Firelight Group. The webinar also includes a panel discussion.	In 2021, Agnico Eagle's IIBA Coordinator participated as a panelist in the webinar. In addition, Agnico Eagle agreed to work with the Pauktuutit Inuit Women of Canada, to review Human Resource policies, the Civility at Workplace program, as well as coordinating a visit at the sites to have a better understanding of the work environment. For 2022, a participation report was not available.
Tusaajugut – Grievance Mechanism	Tusaajugut, the formal Nunavut Community Communication System, addresses questions, comments and concerns from individuals and organizations in the Kivalliq region, including gender specific barriers, challenges, and issues.	In 2022, seven (7) communications were received via Tusaajugut. The communications included four (4) complaints and three (3) inquiries. Per category, one (1) complaint was related to the environment, and three (3) to logistics. All received complaints were resolved by the end of 2022.
Education Development (SHAD Program)	Financial support to support female students pursuing education in science and technology.	Agnico Eagle supported a young female student from Rankin Inlet to participate in a 1-month camp in Ontario, as part of the SHAD program. The individual is interested in furthering their education in the science and technology field. The attendance in the camp, which is STEM based, will help their applications to university.  Agnico provided \$2,000 for transportation cost, provided a laptop, and flew the student's immediate family on Nolinor to Montreal for the family to attend the last day of the camp where students presented their projects.

Program	Description	Action in 2022
Women Berry Harvester Group	Baker Lake women harvesters provide advice on identification of berry harvesting locations so to help Agnico Eagle enhance its dust management in areas of importance.	Held a field trip on August 23, 2022 with local women harvesters to identify popular berry picking locations. Provided insights on how to work together on learning more on dust mitigation
Employment Information Session	A 'Women in Mining' video to present during employment information sessions to show women that there are many opportunities at Agnico Eagle Mines, beyond unskilled positions.	In 2022, Agnico Eagle's Inuit Recruitment team developed a total of 10 videos promoting job opportunities. Three (3) videos targeted women in their positions. The videos allowed employees to share their experience at the mine site and their progressive career development. Presentation of the videos took place during Employment Information Session (EIS) and at the Rankin Inlet Kivalliq Trade Show.  In 2023, Agnico Eagle is planning to develop another series of videos to continue sharing employment opportunity with a focus on women in mining.
Pre-employment Program	Program focused on two initiatives: <ul style="list-style-type: none"> <li>• A workshop on workplace harassment.</li> <li>• A Buddy System, whereby new female employees are paired with another female 'buddy' to help increase the on-site comfort levels of new employees.</li> </ul>	In 2022, the Pre-Employment Program provided a workshop on harassment. The workshop explained what behaviours or actions are considered harassment in plain language and showed the process of how to make a harassment complaint.  The Buddy System program is in development via Inuit employees' onboarding process. The Inuit Recruitment team is assessing the feasibility of this support in alignment with the operational demand. Other support options are also being reviewed

(Agnico Eagle Mines, 2022)

## Interpretation

Agnico Eagle continues to develop its policy and programs to encourage greater gender equality. At present, 13 programs are active. While no predictions were made in the FEISs of these projects concerning gender issues, Agnico Eagle is working to refine and enhance its awareness and response to gender issues.

## 2.2 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.

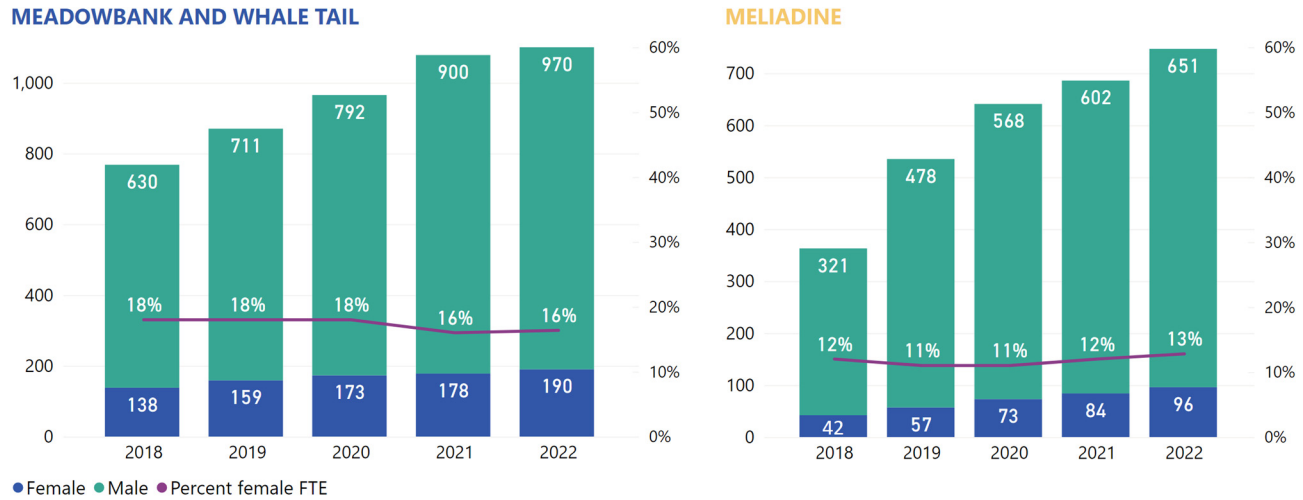
#### MELIADINE

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

## Data & Trends

Chart 11 presents the numbers and rates of female employment by Agnico Eagle at Meadowbank / Whale Tail and Meliadine.

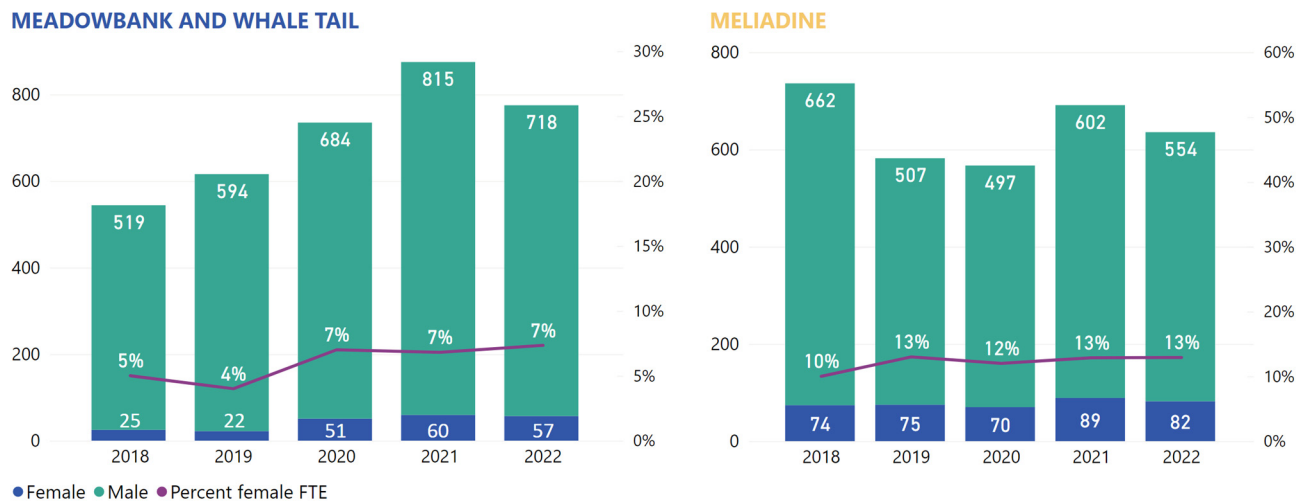
Chart 11. Project employment by gender (FTEs)



(Agnico Eagle Mines, 2022)

Chart 12 presents the numbers and rates of female contractors at Meadowbank / Whale Tail and Meliadine.

Chart 12. Contractor employment by gender (FTEs)



(Agnico Eagle Mines, 2022)

## Interpretation

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 <sup>15v</sup> (Agnico Eagle Mines, 2020a). The total number of female employees working for Agnico Eagle has gradually increased since 2018; however, for contractors, it slightly decreased in 2022. Overall, in 2022, 425 FTEs were female employees across

all Agnico Eagle Kivalliq projects, representing an increase from 411 FTEs in 2021. In general, the female FTE rate across all sites was 13%.

In Canada, women are generally underrepresented in the mining industry, comprising approximately 19% of total employment in mining (Statistics Canada, 2023c). Three dimensions critical to women’s progression in the mining industry include initial recruitment, medium-term retention, and the promotion of women up through the organization (McKinsey, 2020). These dimensions are challenged by the gender pay gap (i.e., initial recruitment), feelings of being sidelined in technical roles or roles that are not challenging enough (i.e., retention), and not receiving equal recognition and promotion / opportunity to grow compared to male coworkers (i.e., promotion).

The KLMA provided some additional insight into female employment at Agnico Eagle mines. First, there is a disproportionate number of women who may not be considered labour market participants under conventional measurement by Statistics Canada, largely due 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 increase Kivalliq employment further. The KLMA also indicated that turnover at the mine is highest among Inuit women; potential reasons for this could include not liking camp life, being away from family and children, family situations, childcare challenges, and/or not liking the job (KLMA, 2021).

Thus, opportunities remain for the industry to boost female recruitment, retention, and advancement. One of these initiatives is the distribution of ‘Women in Mining’ videos by Agnico Eagle intended to improve awareness and focus hiring efforts towards Inuit women <sup>15v</sup>. Additional initiatives are described in Section 2.1.

### 2.3 Project employment by gender and skill level

#### Predictions

##### MEADOWBANK

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

##### WHALE TAIL

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

##### MELIADINE

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

#### Data & Trends

Chart 13 presents statistics with respect to the gender, ethnicity, and skill level for Agnico Eagle employees for 2022.

Chart 13. Agnico Eagle employment (FTEs) by gender, ethnicity, and skill level, 2022

	Unskilled		Semi-skilled		Skilled		Management & Professional	
<i>Meadowbank / Whale Tail</i>								
<b>Inuit</b>	<b>96</b>	<b>47%</b>	<b>107</b>	<b>52%</b>	<b>2</b>	<b>1%</b>	<b>2</b>	<b>1%</b>
Female	42	62%	24	35%	1	1%	2	2%
Male	54	39%	83	60%	2	1%	0	0%

	Unskilled		Semi-skilled		Skilled		Management & Professional	
<b>Non-Inuit</b>	<b>4</b>	<b>0%</b>	<b>376</b>	<b>39%</b>	<b>256</b>	<b>27%</b>	<b>317</b>	<b>33%</b>
Female	2	2%	33	27%	23	19%	64	52%
Male	2	0%	343	41%	233	28%	253	30%
<b>Meliadine</b>								
<b>Inuit</b>	<b>11</b>	<b>13%</b>	<b>63</b>	<b>76%</b>	<b>3</b>	<b>0%</b>	<b>6</b>	<b>8%</b>
Female	1	8%	14	81%	0	0%	2	12%
Male	10	15%	48	74%	3	0%	4	7%
<b>Non-Inuit</b>	<b>3</b>	<b>0%</b>	<b>280</b>	<b>42%</b>	<b>173</b>	<b>9%</b>	<b>207</b>	<b>31%</b>
Female	2	3%	25	32%	14	1%	37	47%
Male	0	0%	255	44%	159	8%	171	29%

(Agnico Eagle Mines, 2022). Estimates in the table are rounded and sum of numbers may vary.

Chart 14 presents statistics with respect to the gender, ethnicity, and skill level for contractor employees for 2022.

Chart 14. Contractor employment (FTEs) by gender, ethnicity, and skill level, 2022

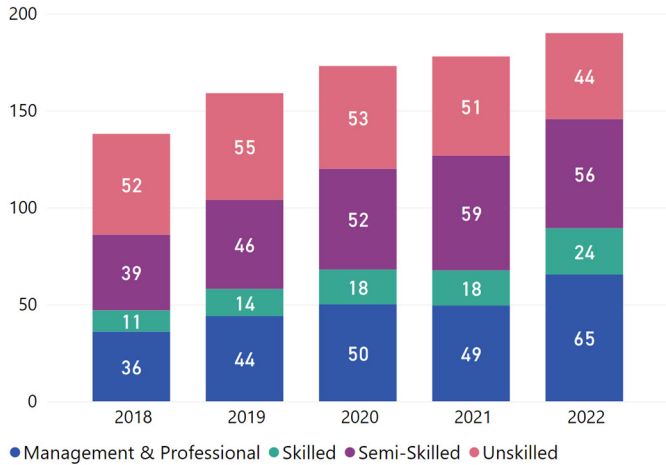
	Unskilled		Semi-skilled		Skilled		Management & Professional	
<b>Meadowbank / Whale Tail</b>								
<b>Inuit</b>	<b>4</b>	<b>19%</b>	<b>18</b>	<b>77%</b>	<b>1</b>	<b>5%</b>	<b>0</b>	<b>0%</b>
Female	0	0%	2	100%	0	0%	0	0%
Male	4	20%	17	75%	1	5%	0	0%
<b>Non-Inuit</b>	<b>86</b>	<b>11%</b>	<b>323</b>	<b>43%</b>	<b>298</b>	<b>40%</b>	<b>44</b>	<b>6%</b>
Female	19	35%	15	27%	16	30%	4	8%
Male	67	10%	308	44%	281	40%	40	6%
<b>Meliadine</b>								
<b>Inuit</b>	<b>44</b>	<b>68%</b>	<b>19</b>	<b>29%</b>	<b>1</b>	<b>0%</b>	<b>0</b>	<b>1%</b>
Female	18	82%	4	18%	0	0%	0	0%
Male	26	61%	15	34%	1	0%	0	1%
<b>Non-Inuit</b>	<b>113</b>	<b>20%</b>	<b>230</b>	<b>40%</b>	<b>193</b>	<b>14%</b>	<b>34</b>	<b>6%</b>
Female	36	61%	12	19%	8	1%	4	6%
Male	77	15%	218	43%	185	13%	31	6%

(Agnico Eagle Mines, 2022)

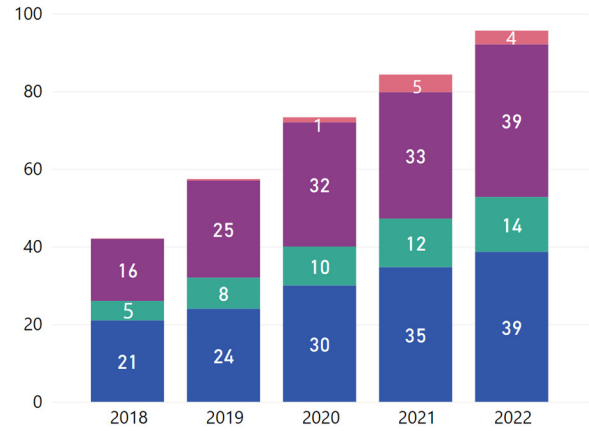
Chart 15 shows the number of Agnico Eagle female employees represented within each of the skill level categories, and Chart 16 shows this metrics for contractors.

Chart 15. Agnico Eagle female employment (FTE) by skill level

**MEADOWBANK AND WHALE TAIL**



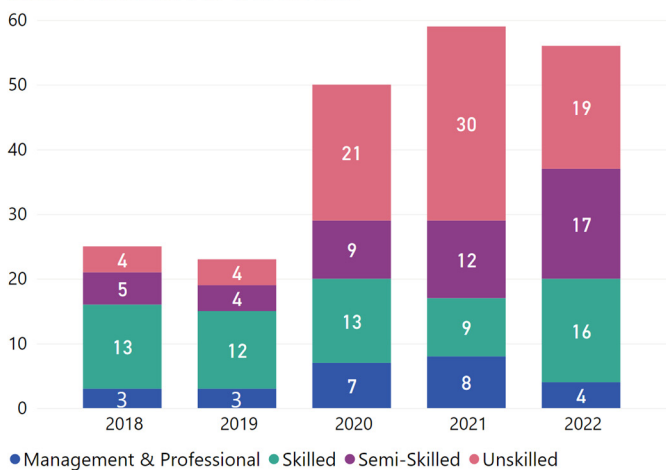
**MELIADINE**



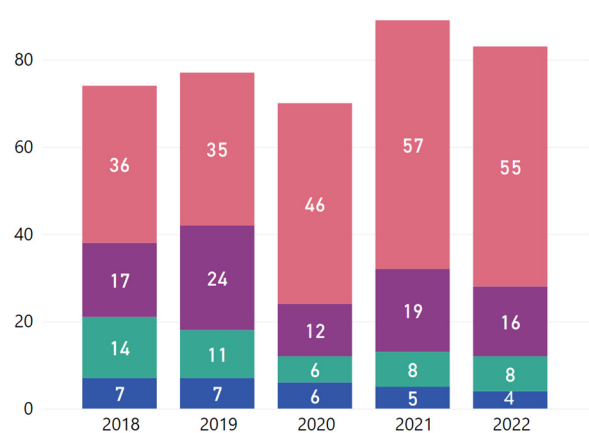
(Agnico Eagle Mines, 2022)

Chart 16. Contractor female employment (FTE) by skill level

**MEADOWBANK AND WHALE TAIL**



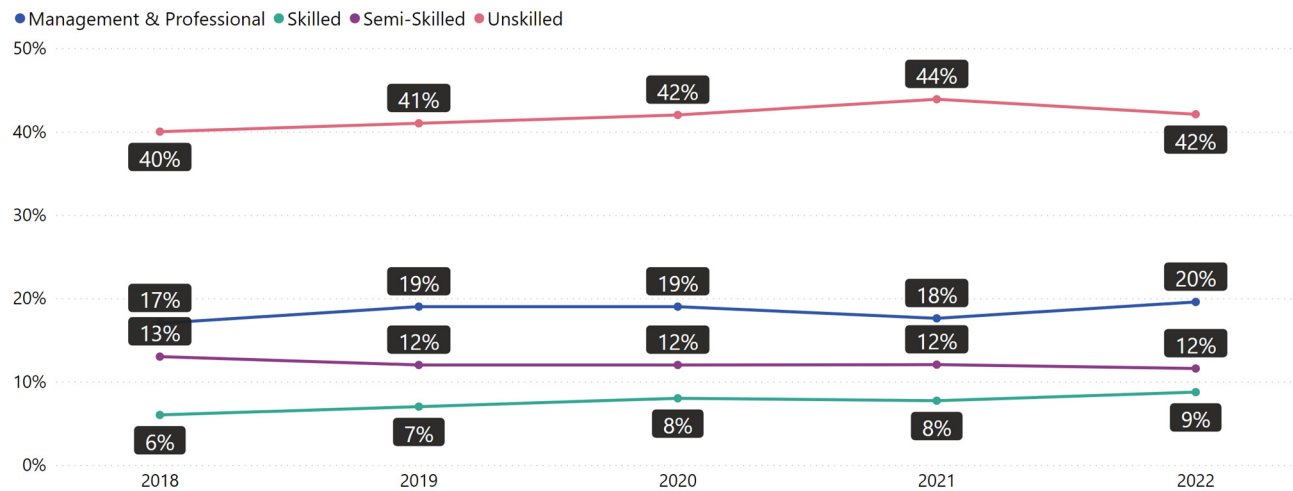
**MELIADINE**



(Agnico Eagle Mines, 2022)

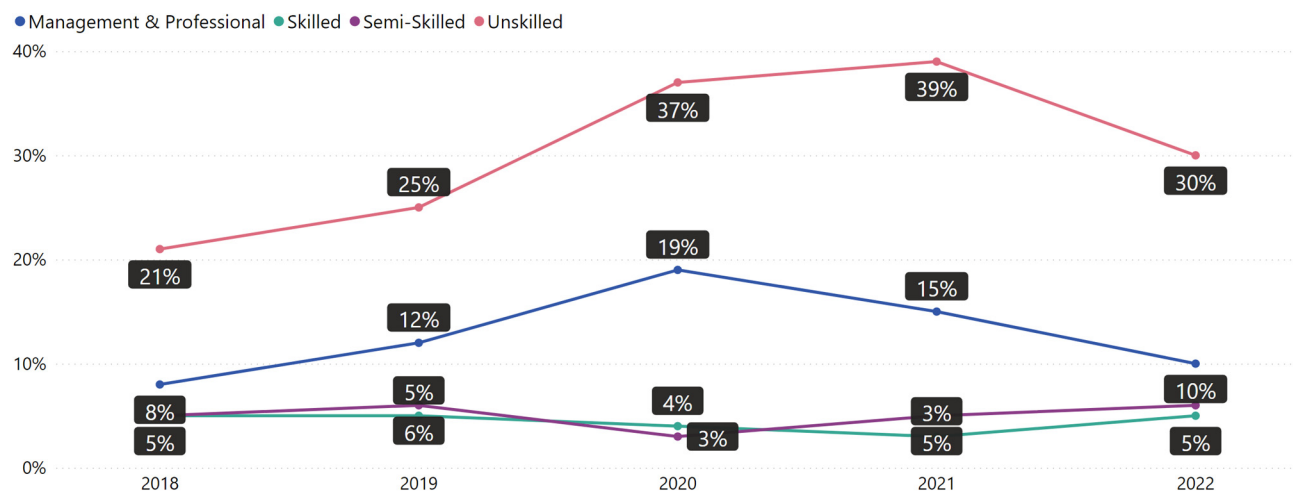
Chart 17 depicts the proportion of jobs in each skill level that are held by female employees at Agnico Eagle Projects, and Chart 18 shows this metric for contractors.

Chart 17. Proportion of skill levels held by female employees hired by Agnico Eagle (FTEs)



(Agnico Eagle Mines, 2022)

Chart 18. Proportion of skill levels held by female employees hired by contractors (FTEs)



(Agnico Eagle Mines, 2022)

## Interpretation

Agnico Eagle and contractor employment by gender and skill level is similar to others in the mining industry, where females are generally underrepresented in mining. By FTE, female Agnico Eagle and contractor employees comprise 34% of unskilled work effort, 9% of semi-skilled work effort, 7% of skilled work effort, and 18% of work effort related to management and professional positions. Of total female employment (Agnico Eagle and contractors), and across all the Projects, 29% of female employees are in unskilled positions, 30% are in semi-skilled, 15% in skilled, and 26% in management and professional positions.

Regarding Agnico Eagle employment, the most significant growth has occurred in the number of women employed in jobs that are semi-skilled and management and professional jobs. Further, when looking at the proportion of Agnico Eagle employees in each skill level by gender, female employees hold 42% of all unskilled

jobs. In all other categories, females hold less than one-fifth of the available positions (20% for management and professional, 12% for semi-skilled, and 9% for skilled).

Contractor female employment decreased in 2022, with 30% working in unskilled roles, 10% in management and professional, 6% in semi-skilled, and 5% in skilled roles.

While no predictions were made regarding project employment by gender and skill level, this data shows that there are opportunities to grow the proportional representation of women within most of the skill levels (except unskilled positions where they are nearing parity). [Agnico Eagle is working to increase female representation in diverse skill levels. Therefore, since 2021, two \(2\) programs \(IWRMP & Dr. Leanne Baker Scholarship and Development Program, described in Section 2.1\) were initiated to advance women at Agnico Eagle Kivalliq Projects and allow them to have equal access to opportunities and career advancement <sup>ISV</sup>.](#)



# 3 Income

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## 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.” (Golder Associates, 2014, 9-192).

## OVERVIEW OF FINDINGS

In 2022, total income paid to Inuit employees increased at both sites to **\$22.0M** at Meadowbank/Whale Tail, and **\$10.6M** at Meliadine, for a total of \$32.6M in 2022.

A cumulative total of **\$271.9M** of employment income has been paid to Inuit employees since 2010.

## SUMMARY OF MITIGATION MEASURES

Programs aimed at encouraging greater educational attainment, recruiting local employees, supporting professional development and skill advancement, and increasing local procurement that hire local workers can all positively affect income indicators in the Kivalliq region.

Mitigation measures are described in detail in Appendix A.

### 3.1 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).

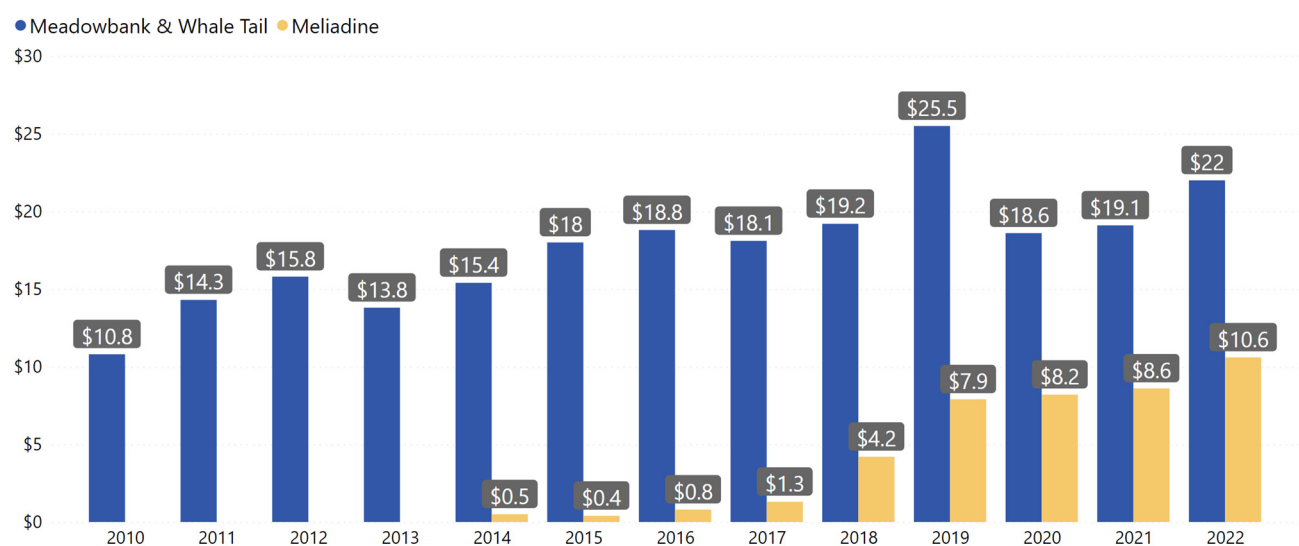
##### MELIADINE

“Project would directly and indirectly contribute to disposable income of employees and other local people.” (Golder Associates, 2014, 9-192).

## Data & Trends

Chart 19 shows employment income paid to Agnico Eagle’s Inuit employees from 2010 to 2022 by project. This metric does not include income paid to Inuit contractors.

Chart 19. Income paid to Agnico Eagle project Inuit employees (\$M)



(Agnico Eagle Mines, 2022)

## Interpretation

Total income paid to Inuit employees (excluding contractors) in 2022 was \$32.6M, representing an 18% increase since 2021. Income paid to Inuit workers represented 12% of total income paid to Agnico Eagle employees on both sites in 2022. With 85% 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, in line with FEIS predictions. By the end of 2022, Agnico Eagle has paid a cumulative total of \$271.9M of employment income to Inuit employees of all Agnico Eagle projects since 2010.

Differing skill level requirements influences average income across projects. 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 FEIS goal of increasing ‘disposable income’. The pre-existing high cost of living in Nunavut, high inflation in Canada resulting from the COVID-19 pandemic and the conflict in Ukraine, 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. This consumes a large proportion of earned disposable income. [Continuing to support Inuit employees with money management and financial planning through Agnico Eagle programs could have a significant positive impact on the financial stability of households](#) <sup>ISV</sup>.

## 3.2 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

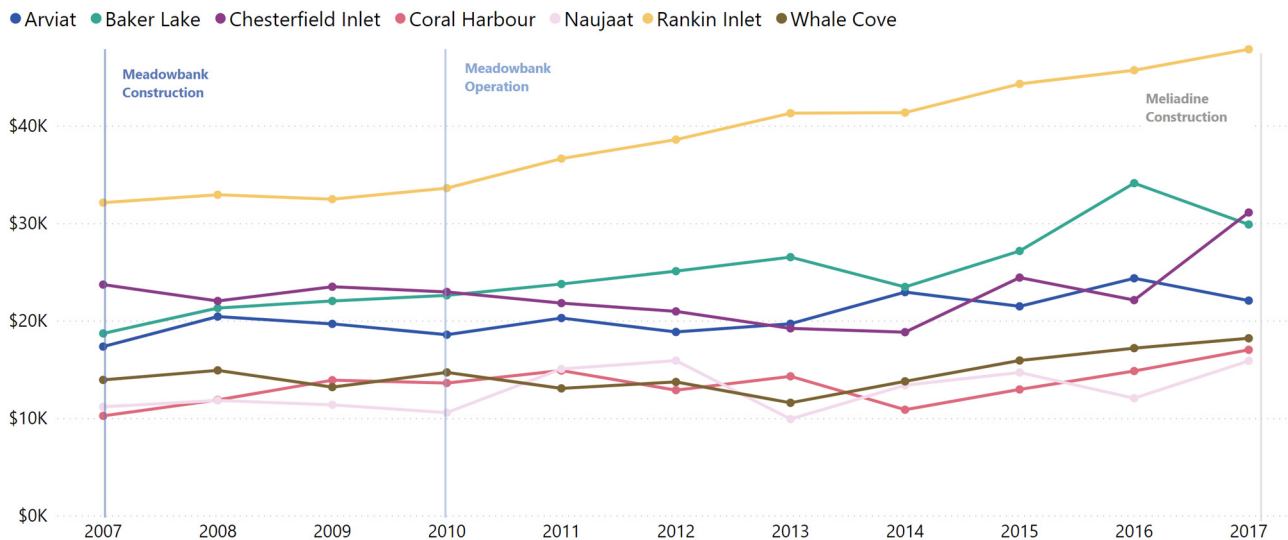
*“Project would directly and indirectly contribute to disposable income of employees and other local people.”* (Golder Associates, 2014, 9-154).

### Data & Trends

Chart 20 shows the median income of tax filers in each Kivalliq community from 2000 through to 2017. No data has been available since 2018.

Chart 20. Median employment income of tax filers by Kivalliq community

The most recent update to this dataset is available for 2017. Lack of more recent data for this indicator makes it challenging to accurately understand the impacts of the Agnico Eagle Kivalliq Projects.



(Agnico Eagle Mines, 2022)

## Interpretation

Baker Lake and Rankin Inlet have generally been the two communities with the highest median employment income for the Kivalliq region. Rankin Inlet employment income has risen steadily since 2006. In 2017, Chesterfield Inlet surpassed Baker Lake. While there is a direct relationship between the level of Agnico Eagle employment and community median income, other factors influence each community (e.g., the extent of spin-off effects, unrelated economic development, changes in public sector employment), and these factors may mask the effect of Meadowbank / Whale Tail and Meliadine employment income. This effect is most notable for communities with relatively few Agnico Eagle employees or 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).

# 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

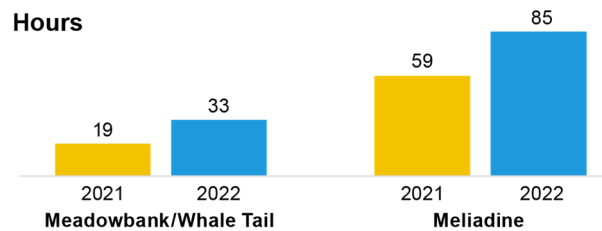
**Meadowbank:** “The potential impacts of education and training are considered of medium magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit.” (Cumberland Resources Ltd., 2006, p. 121).

**Whale Tail:** “The Expansion Project will provide workforce training and support community education” (Golder Associates, 2018, p. 12).

**Meliadine:** “The Project should have substantial, and mostly positive, effects on education in the Kivalliq region.” (Golder Associates, 2014, p. 9-215).

## OVERVIEW OF FINDINGS

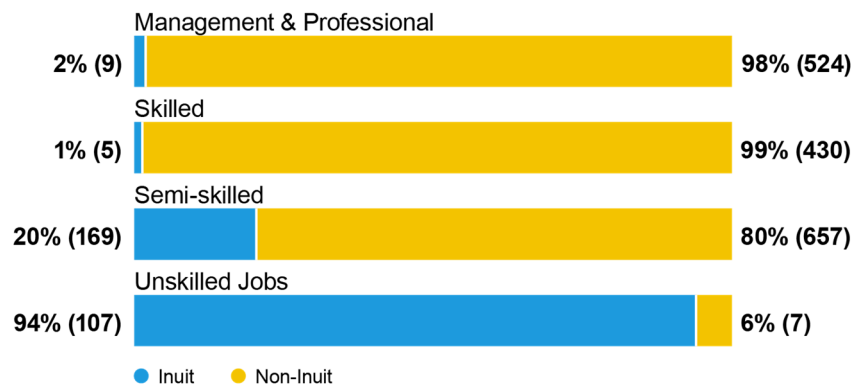
At Meadowbank / Whale Tail and Meliadine, the average number of hours of specific training increased for Inuit employees in 2022. Specific training helps employees develop competencies related to a specific position.



In 2022, Agnico Eagle partnered with Iliitaqsiniq (Nunavut Literacy Council) to redesign and officially launch the Sanajiksanut Program, the primary program through which Agnico Eagle recruits and hires new Inuit employees. The Program seeks to ensure the recruitment process is inclusive and accessible for Inuit candidates.



In 2022, Inuit employees held most of the unskilled roles (94%) at Agnico Eagle's Kivalliq Projects and 20% of the semi-skilled roles. Management & professional and skilled positions were mostly staffed by non-Inuit employees.



In 2022, Agnico Eagle made **\$638,196** in contributions to **school-based initiatives**, with investments since the beginning of operations totalling over \$3.2 million.

## SUMMARY OF MITIGATION MEASURES

Agnico Eagle supports programs and initiatives intended to increase educational and skills attainment among Kivalliq residents, as well as training, career development, and upward mobility programs for existing employees <sup>ISV</sup>:

- Summer employment programs offered to the children of all Agnico Eagle employees (both Inuit and non-Inuit) that are undertaking post-secondary education.
- Super Operator Program to teach the basics of maintenance principles.
- Training Formula program to improve the proficiency of Agnico Eagle trainers.
- Provision of funding that supports education-based initiatives.
- Arviat Community Training Programs to support a community-based drilling school.
- MoU with the GN to increase the number of students in the Kivalliq region who can successfully transition from high school to trades and mining-related career opportunities.
- Adult Educators to support pre-trades skills and/or studying for trades and apprenticeships.
- Mining Matters programs to educate young people on earth sciences, the minerals industry, and career opportunities.
- Career fairs held in the Kivalliq region.
- Apprenticeship Program that combines on-the-job learning and in-school technical instruction to allow Inuit employees the opportunity to be educated and trained in nine (9) trades.

- Trades Awareness Skills and Knowledge Week (TASK Week) program to allow students to focus on one trade for the entire week.
- 10-day community-based pre-employment training provided by Iliqaqinaq as part of the Sanajiksanut Program.
- Trainee Programs such as Haul Truck, Underground, Long-Haul Truck and Process Plant to develop existing Inuit employees.
- Career Path programs to support upward mobility of Inuit employees in their chosen career of interest.
- Career development and training delivered to Inuit employees hired by contractors.

Mitigation measures are described in detail in Appendix A.

## 4.1 Investment in education-based initiatives

### 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 Expansion Project will provide workforce training and support community education.”* (Golder Associates, 2018, p. 12).

#### MELIADINE

*“Although much of the training will be led and administrated by AEM, [training programs and funding would] “spill over” to the local and regional education systems.”* (Golder Associates, 2014, p. 9-211).

### Data & Trends

Agnico Eagle offers two (2) summer employment programs that are accessible to students. One of them is from Agnico Eagle’s company-wide policy that offers a summer employment program to the children of all Agnico Eagle employees (both Inuit and non-Inuit) that are undertaking post-secondary education. The other is the Inuit Summer Employment Program, initiated in 2019, targeting Inuit students in high school or post-secondary education. This program tries to match students to positions in their areas of interest.

In 2022, Agnico Eagle had four (4) Inuit Summer Students based in Rankin Inlet working with the Community Relations department, three (3) in Meliadine working with the Environment department, and one (1) working with the Maintenance department at Meliadine.

Chart 21 shows Agnico Eagle’s investments in education-based initiatives in 2022.

Chart 21. Agnico Eagle investments in education-based initiatives (In thousands of dollars), 2022

Program Name	Program Type	Contributions in 2022	Total Contributions 2010-2022
TASK weeks	External	-	\$85
Internal Education Programs - Hiring of Adult Educator and Academic Material	Internal	\$94	\$514

Program Name	Program Type	Contributions in 2022	Total Contributions 2010-2022
Internal Education Programs - RISE Program at Meadowbank / Whale Tail	Internal	\$86	\$86
Internal Education Programs - RISE Program at Meliadine	Internal	\$122	\$122
Internal Education Programs (Take Our Kids to Work Day)	Internal	-	\$4
Kivalliq Science Educators Community Programs (KSEC)	External	-	\$255
Mining Matters Science Program (and Career Days since 2022)	External	-	\$415
Career Days, includes Mining Matters support	External	\$11	\$11
MOU with GN Department of Education	External	-	\$700
Non-IIBA bursaries/ scholarships	External	-	\$12
ILITAQSINIQ (Nunavut Literacy Council)	External	\$275	\$475
KIA Scholarships	External	\$60	\$398
Summer Camp Sponsorship	External	\$30	\$50
Career Awareness	External	\$60	\$60
Other education and social investments	External/ Internal	-	\$34
<b>TOTAL</b>		<b>\$638</b>	<b>\$3,221</b>

(Agnico Eagle Mines, 2022)

## Interpretation

In 2022, Agnico Eagle provided \$638,196 in contributions to school-based initiatives, with investments since the beginning of operations totalling over \$3.2M. [The initiatives that were supported in 2022 included <sup>15V</sup>:](#)

- Adult Educators.** For employees who are pre-apprentices and apprentices, the Adult Educator works with the employees to improve maths skills based on the types of questions they will see in technical training, test taking skills, reading comprehension, and scientific concepts. The goal is for the apprentice to be well prepared to attend technical training. For relief supervisors and leaders, Adult Educators provided one-on-one support to build leadership skills such as communication, resilience, managerial courage, organization, leading your peers, and professionalism.
  - In 2022, a full-time Adult Educator was present at Meadowbank Complex from March until December (activities were paused from January to March due to COVID-19). The Adult Educator worked with four (4) Inuit employees in the apprenticeship program, as well as five (5) Inuit who were in relief supervisor or leader roles.
  - In October 2022, the Adult Educator role was extended to also cover the Meliadine Mine Site. At Meliadine, the Adult Educator worked with four (4) Inuit employees in the apprenticeship program, as well as three (3) Inuit who were in relief supervisor or leader roles.
  - The total funding for Adult Educators in 2022 was \$93,996.
- RISE Program.** The Adult Educator role also supports the Rapid Inuit Specific Education (RISE) Program, which was created to prepare Inuit for future employment opportunities (see Appendix A for more



information). In 2022, \$86,280 was provided as part of the RISE Program at the Meadowbank Complex, and another \$121,920 was provided at Meliadine.

- **Career Days.** In November 2022, with the support of Mining Matters, Agnico Eagle conducted 2-day mining awareness activity - Career Days - in Baker Lake. Both elementary and high school students participated, and the event was opened to the public in the evening. The Career Days informed participants about mining activities at Agnico Eagle's sites in the Kivalliq region, Agnico Eagle's Nunavut operations, career opportunities, and future projects. The event aimed to increase interest in youth regarding careers in the mining industry. A total of 130 students participated in the event and approximately 150 members of the community attended; total sponsorship for this event was \$11,000.
- **Career Awareness.** Career Awareness videos were released in 2022, with the goal of raising awareness about mining and careers in mining. The videos have been adapted to the Nunavummiut context: content is provided in visual manners, supported by text or audio explanations, that are clear, short, straight to the point, and easily accessible to Nunavummiut. For example, the Mining Cycle video shows and explains all the cycles a mine in plain language and using visual support. In 2022, the total fund for this initiative was \$60,000.
- **Ilitaqsiniq (Nunavut Literacy Council).** Agnico Eagle provided \$100,000 to Ilitaqsiniq (Nunavut Literacy Council) to support the implementation of training programs leading to increased literacy and numeracy of the Kivalliq population. This contribution supports preparedness for the Kivalliq population to join the active workforce. Funding is provided annually to Ilitaqsiniq (Nunavut Literacy Council). Agnico Eagle also paid \$175,000 to Ilitaqsiniq to deliver pre-employment training.
- **KIA Scholarship.** Agnico Eagle signed three (3) IIBA (Meadowbank, Whale Tail and Meliadine). Based on the IIBA, in 2022, Agnico Eagle provided \$30,000 in KIA scholarship funding as per Whale Tail and Meliadine Agreements, for a total in 2022 of \$60,000, and total to date of \$398,000.
- **Summer Camp Sponsorship (Recreation and Parks Association of Nunavut, RPAN).** In 2022, Agnico Eagle sponsored summer camps hosted by RPAN in Kivalliq and Kitikmeot Communities. The summer camps supported the training of the local youth leaders that coordinated the camps. Youth aged 5 to 12 years old participated in various camp activities on various topics such as health, fitness, wellness, as well as science. The total sponsorship for this was \$60,000 in 2022 (\$30,000 for each summer camp).

Another vehicle to promote educational achievement is the Trades Awareness Skills and Knowledge Week (TASK Week). This full week program allows students to focus on one trade for the entire week. However, in 2022, TASK Week was not held due to COVID-19.

In 2022, Agnico Eagle did not receive any request for funding from KSEC.

A Memorandum of Understanding (MoU) signed between Agnico Eagle, and the Government of Nunavut identified ten (10) priority areas for collaboration, including education. However, in 2022, no meeting was held with the Government of Nunavut (GN) Representatives from the Department of Economic Development and Transportation regarding the MoU.

Agnico Eagle's contribution and support of education-based initiatives is in line with the FEIS predictions for Whale Tail and Meliadine.

## 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

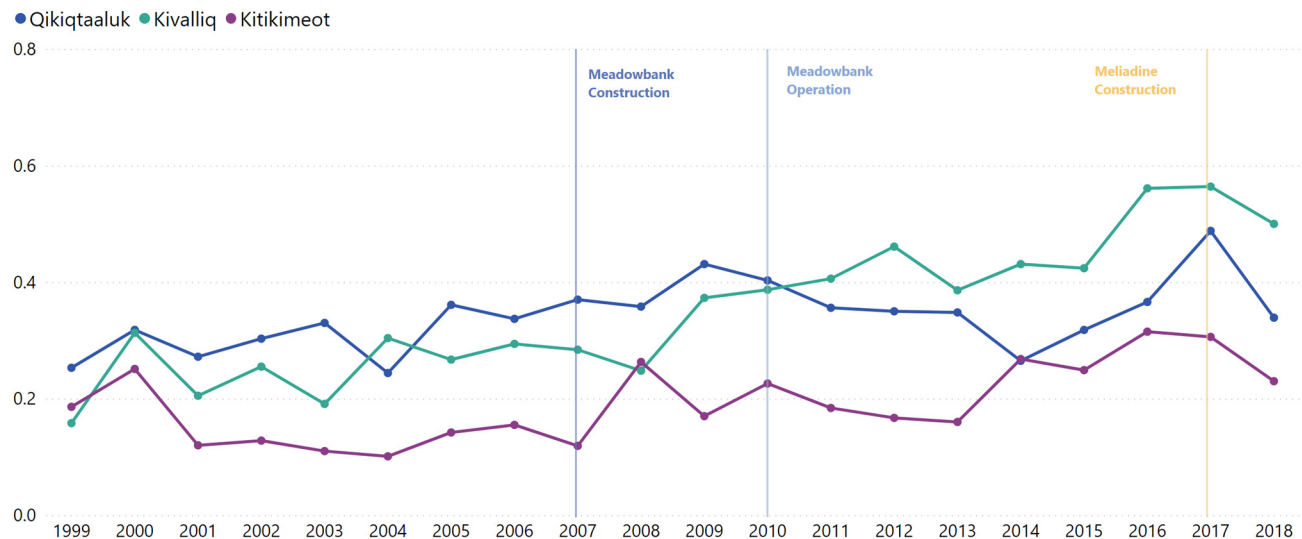
*“Expected increases in educational achievement and labour force capacity.” (Golder Associates, 2014, p. 9-303).*

### Data & Trends

Chart 22 provides secondary school graduation rates by region between 1999 and 2018, the latest year for which data is available.

Chart 22. Secondary school graduation rate by region

The most recent update to this dataset is available for 2018. Lack of more recent data for this indicator makes it challenging to accurately understand the impacts of the Agnico Eagle Kivalliq Projects.



(Department of Education, 2019)

### 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. In 2017, graduation rates in the Kivalliq region were at an all-time high, being consistently higher than those in the other two regions (since 2010). However, in 2018, there was a general decrease in graduation rates in Nunavut, which was also experienced in the Kivalliq region. More recent data (since 2018) on secondary school graduations is not available. Lack of recent data makes it challenging to assess the FEIS predictions.

In 2021, 43% of people living in Nunavut reported having at least a high school diploma, compared to 82% for all of Canada (Statistics Canada, 2022a). Direct engagement with Agnico Eagle employees in 2022 identified a need for Agnico Eagle to be more present in schools and communities to promote jobs and other opportunities in mining (Agnico Eagle Inuit & Nunavummiut Employment Survey, 2022)

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)

Agnico Eagle contributes to several initiatives that address these challenges, including literacy and adult education programs, apprenticeships, summer employment opportunities, and various scholarships and bursaries <sup>15V</sup>.

## 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, 2018, p. 12).

#### 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. 9-x).

*"The Project will build capacity through learning and should influence education and training opportunities in Nunavut in a constructive way, both through increased number of training programs but also through increased motivation to complete studies due to increased employment opportunities."* (Golder Associates, 2014, p. 9-214).

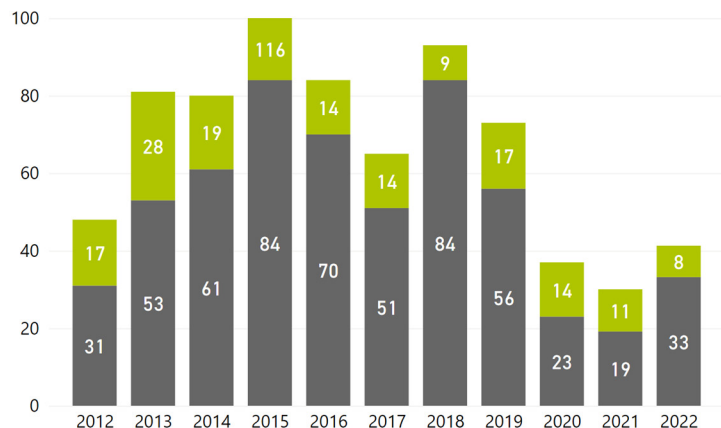
### Data & Trends

From 2010 to 2019, Agnico Eagle invested \$9.4M in externally delivered mine training and education programs such as the Kivalliq Mine Training Society (KMTS, cash and in-kind), Arviat Diamond Drillers & Welders Program, and sponsorship of Skills Canada Nunavut for the territorial and national skills competition. Similar investments did not take place in 2020, 2021 or 2022 as the KMTS does not exist anymore, and the Arviat Community Training Program was suspended.

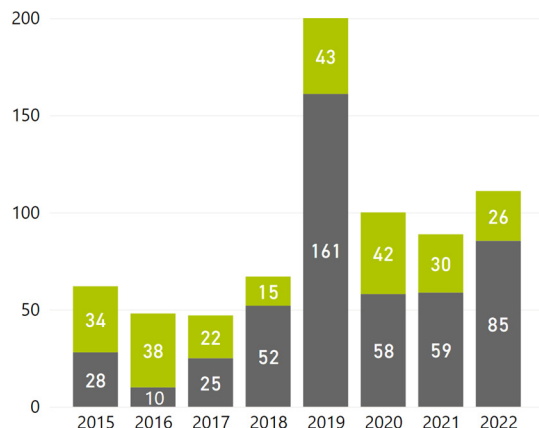
Chart 23 shows the average specific training hours provided to Inuit and non-Inuit employees. This is calculated by dividing the total number of specific training hours by the number of FTEs.

Chart 23. Average specific training hours provided to Agnico Eagle employees

**MEADOWBANK AND WHALE TAIL**



**MELIADINE**



● Inuit ● Non-Inuit

(Agnico Eagle Mines, 2022)

**Specific training** is focused on developing individual competencies related to a specific position. This training qualifies individual employees 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 24 shows the participants in and/or graduates of a range of career and skills programs supported by Agnico Eagle.

Chart 24. Participation in career and skills programs

Program	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Arviat Diamond Drillers & Welders Program Graduates	24	18	18	15	6	-	-	-	-	-
Underground Trainee Program										
<i>Participants</i>	-	-	-	-	-	8	8	8	4*	8
<i>Graduates</i>	-	-	-	-	-	-	8	4	4	7
Haul Truck Trainee Program										
<i>Participants</i>	19	33	28	34	26	43	8	7	2*	8
<i>Graduates</i>							6	4	2	8
Process Plant Trainee Program	-	-	-	-	-	-	-	-	-	-
Long Haul Truck Trainee Program	-	-	-	-	-	-	-	1	-	3

\*continued training from prior year (Agnico Eagle Mines, 2022)

The **Underground Trainee Program** at Meliadine is a 42-day (462-hour) program that has been managed by Nunavut Arctic College and supported by Agnico Eagle. The training program intends to develop skilled workers, who can, upon completion of the program, be hired by the Underground Department. At the Meadowbank Complex, Agnico Eagle created a trainee program affiliated with CMAC. This program is a 42 days (504-hour) program. Trainees go through the Underground Common Core, given by a CMAC Instructor on-site, followed by training by Agnico Eagle trainers. By the end of the program, the trainees have the knowledge, the practice, and the experience to work in general labor.

The **Haul Truck Trainee Program**, run at Meadowbank, is a 42-day (504-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 (e.g., dishwashers, janitors, chambermaids.).

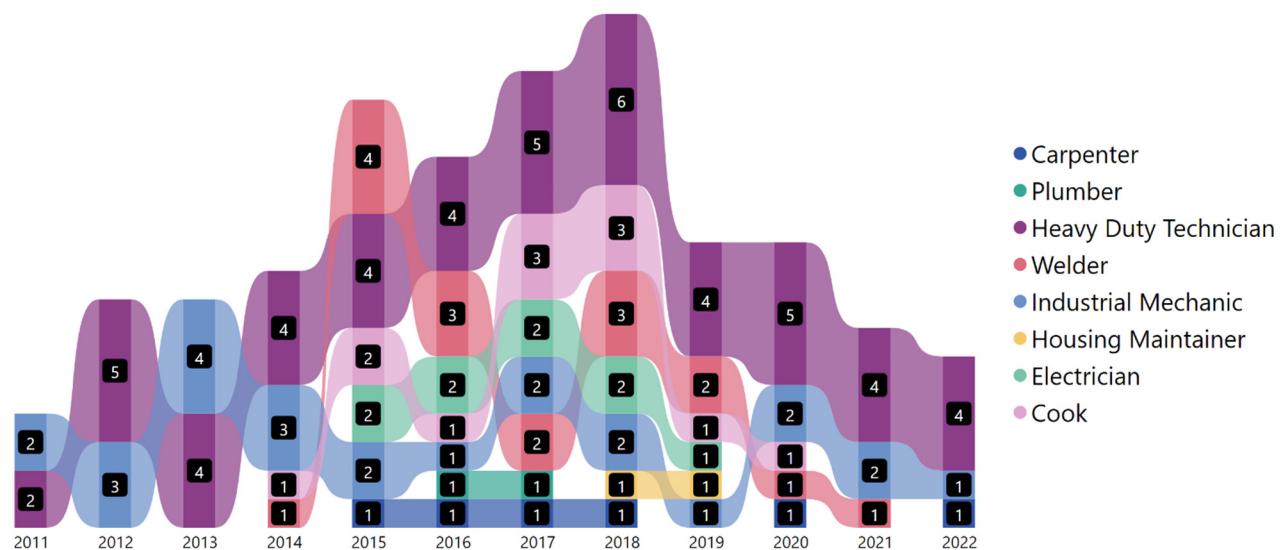
A **Process Plant Trainee Program** is a 28-day program provides employees with an understanding of the mining and milling process and trains them to be competent and certified to fill positions as a process plant helper or a utility person.

The **Super Operator Program** is an extension of the Process Plant Trainee Program. This 168-hour training is provided to employees who have completed the Process Plant Trainee Program. 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 (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 mining department. A maximum of four (4) trainees is permitted at a time with one (1) trainer to provide the best training possible.

Chart 25 shows the number of Inuit employees in pre-apprenticeship or apprenticeship roles at Meadowbank, categorized by the type of apprenticeship (such as heavy-duty technician, industrial mechanic, and others).

Chart 25. Pre-apprenticeship and apprenticeship participation by type, Inuit employees



(Agnico Eagle Mines, 2022)

## Interpretation

Agnico Eagle's financial investments in externally delivered training programs have dropped substantially since 2016 due to the KMTS loss of federal funding and the loss of funding for the Arviat training programs in 2019. KMTS does not exist anymore, and the Arviat Community Training Program is suspended, as such, there is no opportunity for Agnico Eagle to invest in these programs. [In response to this situation, Agnico Eagle increased internal spending to maintain the investment levels required by the IIBA with the KIA <sup>ISV</sup>.](#) 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 2022, Agnico Eagle spent above the allocated \$3.6M (total of \$4,070,106) as it was agreed between Agnico Eagle and the KIA that 2020 and 2021 unspent amounts (total of \$1.7M) would be spend progressively in the future years.

Agnico Eagle continues to support training efforts across projects. At Meadowbank / Whale Tail and Meliadine, specific training increased for Inuit employees in 2022, however, it decreased for non-Inuit employees.

Training efforts for 2022 were as follows:

- Eight (8) trainees were enrolled in the **Underground Trainee Program**, and of those, seven (7) successfully completed the program.
- Eight (8) trainees completed the **Haul Truck Trainee Program** at Meadowbank. At Meliadine, a similar program has not been rolled out yet.
- Three (3) trainees completed the **Long-Haul Truck Trainee Program** at Meadowbank.
- Agnico Eagle successfully reintegrated the **Process Plant Trainee Program** at Meliadine. At Meadowbank, Agnico Eagle had to delay this program twice due to a planned and unplanned shut down in the mill. A new trainee program will start in 2023. There were no graduates from this program in 2022.
- The **Super Operator Program** was on hold in 2022.
- Further, in 2022, one (1) employee completed their apprenticeship training with Agnico Eagle, achieving a Millwright Red Seal. Two (2) apprentices went to technical training in Alberta.
  - At Meadowbank one (1) pre-trades apprentice successfully passed their trades entrance exam. Meadowbank had a total of two (2) pre-apprentices (both terminated), and three (3) apprentices (one (1) terminated). In total, two (2) apprentices successfully completed the program.
  - At Meliadine one (1) pre-trades apprentice successfully passed their trades entrance exam. Meliadine had a total of one (1) pre-apprentice, and three (3) apprentices. In total four (4) apprentices (including pre-apprentice) successfully completed the program.
  - Total number of pre-apprenticeship and apprenticeship at the end of 2022 was six (6), compared to seven (7) in 2021, ten (10) in 2019 and 2020, and down from a peak of 18 in 2018.
- Agnico Eagle has not participated in the **Arviat Community Training Program** since 2020.

Since 2017, there has also been an additional \$1M spent annually on initiatives to support achieving 50% **minimum Inuit employment**, of which half (\$500k) is given to the KIA to spend and half (\$500k) is spent by Agnico Eagle.

Agnico Eagle operates the **Career Path Program**, which identifies the incremental steps that an employee must 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 2022, the Energy and Infrastructure Career Path and the Underground Career Path were reviewed at Meliadine and the Meadowbank Complex, and the Underground and Mine Operations Career Path were enhanced.

Agnico Eagle's **Inuit Employment Growth Initiative** works to increase career opportunities for Inuit, optimize development and training programs for Inuit talent, and reduce turnover by increasing Inuit employee engagement. In 2022, a steering committee was formed to oversee the three (3) pillars of the project, namely the Development Pillar, the Retention Pillar, and the Recruitment Pillar. Agnico Eagle participated in an external benchmarking exercise to understand and measure the best practices in attracting, recruiting, retaining, and developing Indigenous talent <sup>ISV</sup>.

- **Development Pillar.** The working committee reviewed current training initiatives to understand their impact on employees. Following consultations and workshops, the apprenticeship program was revised to provide further support to apprentices. Additionally, an MoU was signed with Northwestern Polytechnique, increasing the support on campus for Agnico Eagle's employees which now includes a city tour and the service of a den-person. Cross-cultural training is also under review through an Inuit firm based in Arviat (Aqqiumavvik Society). A training and development strategy for 2023 was developed to focus on initiatives that match both the interest of employees and needs of the organizations.

- **Retention Pillar.** A Retention Committee, including Human Resources professionals from both mines and Inuit agents, was created. This committee reviewed the current Inuit retention practices and provided recommendations to improve retention. Four (4) focus groups were held in Baker Lake to understand the best retention measures and what Agnico Eagle could do better to retain its Inuit talents; a total of 37 Agnico Eagle Inuit employees participated in the focus groups. In addition, Agnico Eagle promoted the Healing by Talking program. Many cultural activities took place on-site, including an Inuit Arts and Crafts market, which was held twice, both times successfully.
- **Recruitment Pillar.** Strategic Inuit workforce planning sessions were held with each department to maximize the recruiting efforts towards the needs to increase the number of Inuit in various positions in the organization. In September 2022, at the Kivalliq Trade Show, the new Sanajiksanut Program was launched. This Program is an update of the former “labour pool” and focuses on prioritizing skills rather than credentials. Sanajiksanut integrates the recruitment of Inuit with Agnico Eagle’s contractors, includes a series of inspiring videos of role models, and creates a new branding for the Agnico Eagle recruitment activities. Sanajiksanut was developed in collaboration with Ilitaqsinik (Nunavut Literacy Council). Agnico Eagle also launched in-community initiatives, such as a Career Awareness Campaign, and an Agnico Eagle Career Day in Baker Lake. Further initiatives will be developed in 2023.

Findings in this section are aligned with the FEIS predictions for Meadowbank / Whale Tail and Meliadine.

## 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, 2018, p. 12).

Total composition of employment includes 154 entry level jobs, 493 semi-skilled jobs, 323 skilled jobs, and 202 professional and management jobs. Workers from Nunavut are expected to fill 154 entry level positions, 305 semi-skilled positions, 29 skilled positions, and 4 management positions. (Golder Associates, 2018, p.10-11).

#### MELIADINE

*“Increased opportunities for on-the-job training will enhance the capacities of local workers, which can be applied elsewhere when the work with Meliadine comes to an end.”* (Golder Associates, 2014, p. 9-211).

*“Out of the 700<sup>8</sup> positions, about 55% will be unspecialized. Other positions include management positions (2%), skilled positions (30%), and supervisor and professional positions (13%).”* (Golder Associates, 2014, p. 9-182).

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<sup>8</sup> This is based on an estimated total number of predicted jobs of 1,400, based on a rotation of 700 positions for two (2) weeks on, two (2) weeks off.

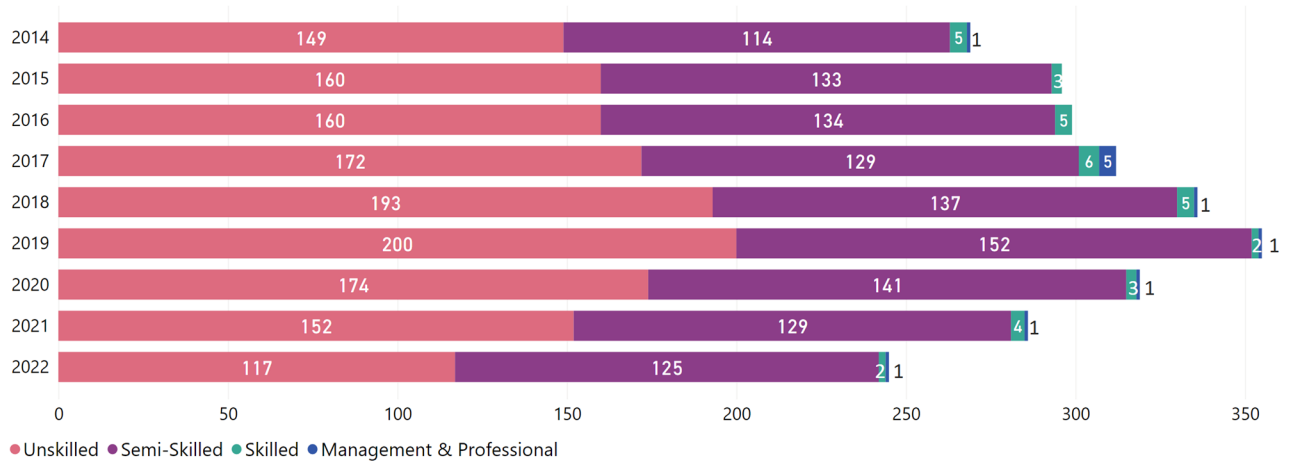


## Data & Trends

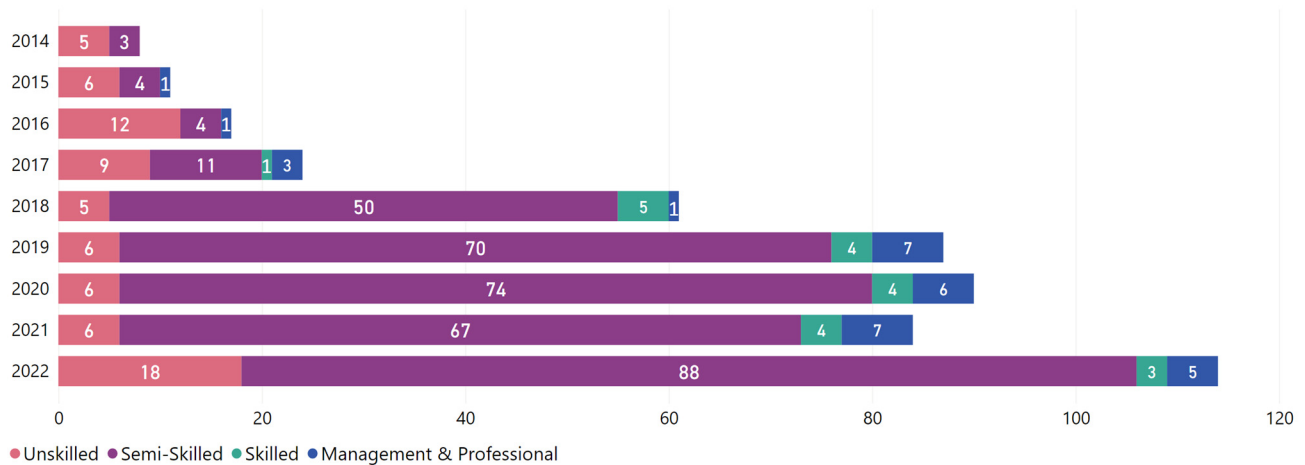
Chart 26 shows the number of Inuit employees at each skill level between 2014 and 2022.

Chart 26. Project Agnico Eagle Inuit employees by skill-level

### MEADOWBANK AND WHALE TAIL



### MELIADINE



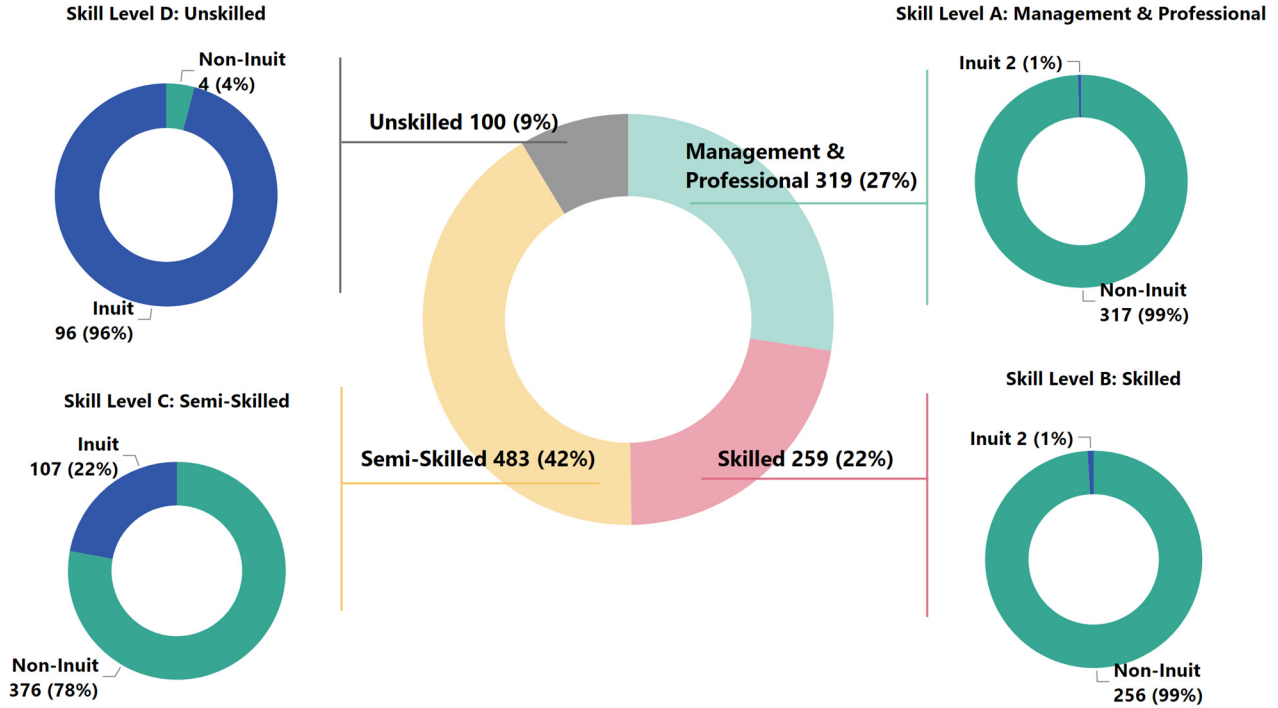
(Agnico Eagle Mines, 2022)

Chart 27 below shows the relationship between job skill levels and proportion of Inuit labour.

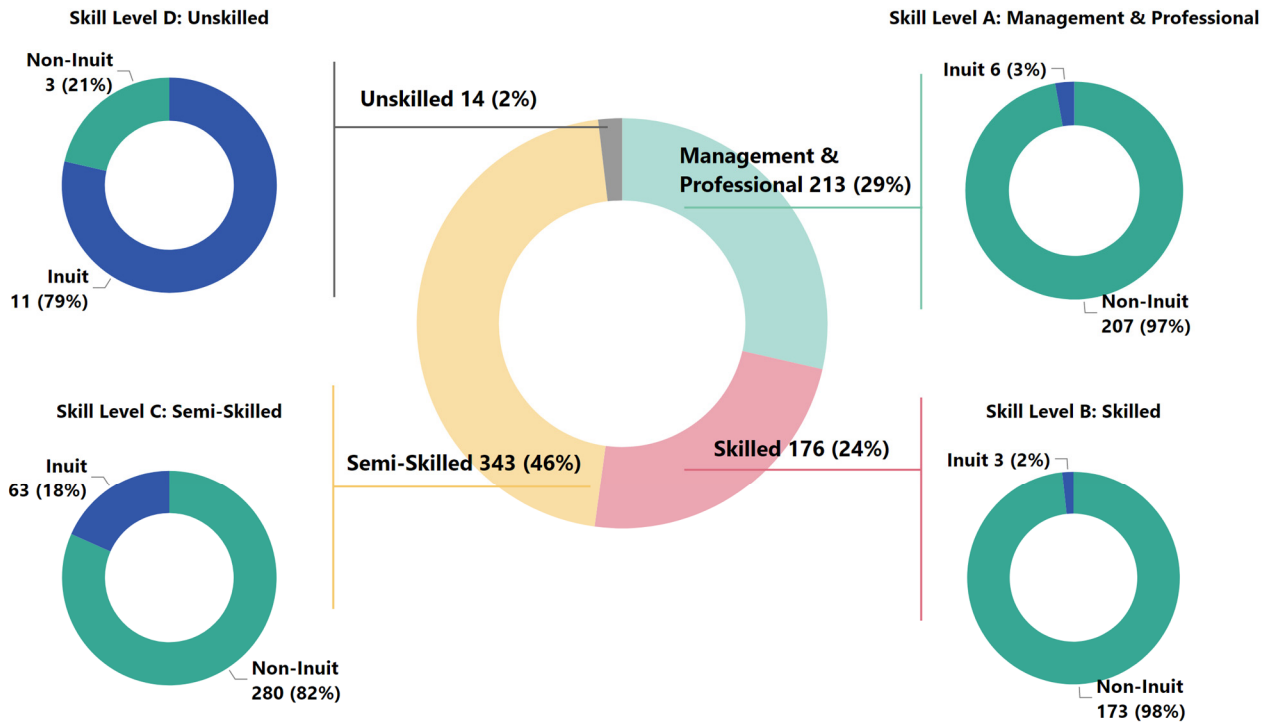


Chart 27. Agnico Eagle FTEs by skill level (Inuit and non-Inuit), 2022

**Meadowbank / Whale Tail**



**Meliadine**



(Agnico Eagle Mines, 2022)

## Interpretation

In 2022, the number of Inuit employees continued to decrease in semi-skilled and unskilled job categories at Meadowbank, but remained constant for management & professional, and decreased for skilled positions. At Meliadine, the number of unskilled and semi-skilled employees increased in 2022, while the number of employees in skilled and management & professional decreased. Overall, most unskilled jobs and a quarter of semi-skilled jobs are held by Inuit employees, while Inuit employees are underrepresented in management & professional / skilled roles.

For overall employment by skill level, Meadowbank / Whale Tail had 100 FTEs in unskilled roles, 483 in semi-skilled, 259 in skilled, and 319 in management and professional, while for Meliadine these metrics were respectively 14 unskilled, 343 semi-skilled, 176 skilled and 213 management and professional.

The COVID-19 pandemic impacted the delivery of training and career advancement programs to Nunavut-based workers. Nunavut-based employees were therefore not able to participate in existing and newly developed career paths or other programs that would allow skill and career advancements in 2020 and 2021 that reduced the progress towards those commitments.

There are several longer-term barriers identified in the KLMA to retention and advancement of Inuit in the workplace. These include family needs, cultural priorities, language barriers, and access to support programs. Ultimately, there are three (3) pathways through which higher skilled employment can be achieved: (1) direct hiring, (2) greater retention, or (3) internal career progression. The IWBS Study (Mining Industry Human Resources Council (MiHR), 2018a) also identified several challenges to increasing Inuit representation in higher-skilled positions through internal advancement programs, including inadequate skillsets, high absentee rates, impact of cultural norms, and lack of adequate time and space for training.

Overall, despite the investments Agnico Eagle has been making since project initiation, as well as COVID-19 challenges in recent years, the data point to limited success at growing the number of Kivalliq Inuit labour in higher-skilled positions. It should be noted that the metrics in this section focus on Agnico Eagle employees, however, the FEIS predictions for Whale Tail and Meliadine are for the total direct operational workforce, including Agnico Eagle and contractor employees. As such, based on total employment:

- The FEIS prediction for Whale Tail for total employment by skill level is exceeded.
- The FEIS prediction for Whale Tail for Inuit employment by skill level is not met.
- The FEIS prediction for Meliadine for total employment by skill level is not met; there is no specific FEIS prediction for Inuit employment by skill level.

## 4.5 Trade certificates / apprenticeships in Nunavut

### Predictions

#### MEADOWBANK

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

#### WHALE TAIL

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

#### MELIADINE

*“AEM will also provide assistance to those who wish to develop the skills which can better position them for Meliadine employment and contracting. Such assistance would include pre-employment programs, educational institution-based programs such as apprenticeship and technician programs, and training for businesses.”*

(Golder Associates, 2014, p. 9-216).

### Data & Trends

At the time of this report, data on trade certificates and apprenticeships by Kivalliq community was not available. Agnico Eagle-specific apprenticeship data is provided in Section 4.3.

# 5 Contracting and Business Opportunities

## IMPACT / GOAL STATEMENT

Increased opportunities for Inuit-owned and local businesses

## OVERARCHING FEIS PREDICTIONS

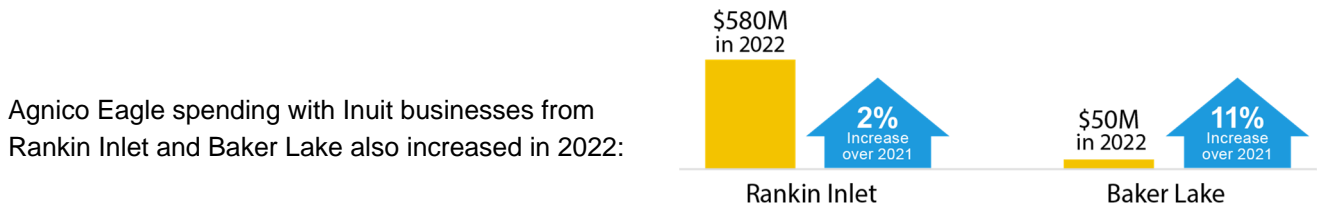
**Meadowbank:** “The potential impacts of employment are likely to take some time to gain full momentum, and overall are considered of high magnitude, positive, long term and of high significance, specifically to those individuals and their families who are able to benefit.” (Cumberland Resources Ltd.,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

**Whale Tail:** The Project will generate “continued local economic activity” (Golder Associates, 2018, p. 6)  
“The Expansion Project will sustain local business development and contracting” (Golder Associates, 2018, p. 8).

**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.” (Golder and Associates, 2014, 9-192).

## OVERVIEW OF FINDINGS

**Agnico Eagle spending with Inuit businesses in 2022 increased by 3%** compared to 2021, accounting for 70% of total procurement in 2022.



Total contract expenditures in Nunavut in 2022 reached **\$844M**

**\$497M** at Meadowbank / Whale Tail

**\$347M** at Meliadine.



## SUMMARY OF MITIGATION MEASURES

While procurement is a beneficial impact, enhancement measures are implemented to maximize benefits to Inuit businesses. Agnico Eagle IIBAs contain a prequalification procurement process which requires all suppliers to prequalify in categories to submit a tender; this process also gives preference for hiring Inuit businesses. Additional IIBA obligations detail assistance to Inuit businesses to promote and facilitate their access to Agnico Eagle’s business opportunities as well as entrepreneurial training.

Mitigation measures are described in detail in Appendix A.

## 5.1 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

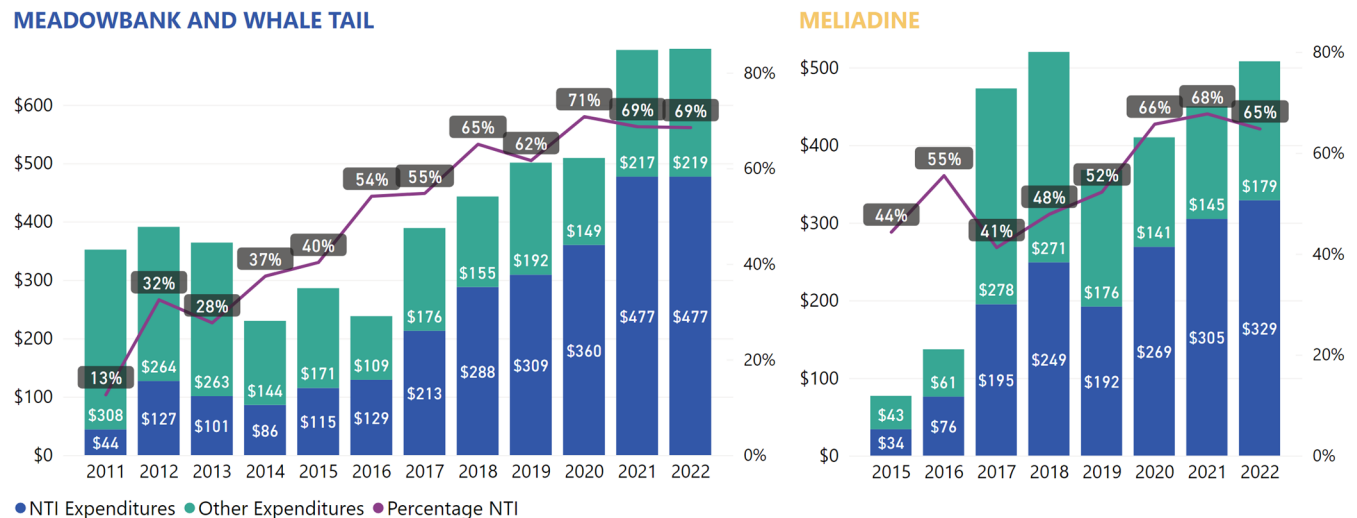
\$866M (2012 dollars) over 3.5-year construction phase on contracted goods and services; 20% (\$175M) in Kivalliq (Golder Associates, 2014, 9-177). \$127M over 10-year operations phase; 20% (\$25M annually) in Kivalliq (Golder Associates, 2014, 9-183).

### Data & Trends

Chart 28 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.<sup>9</sup>

Chart 28. Contract expenditures on NTI-registered businesses (\$M)

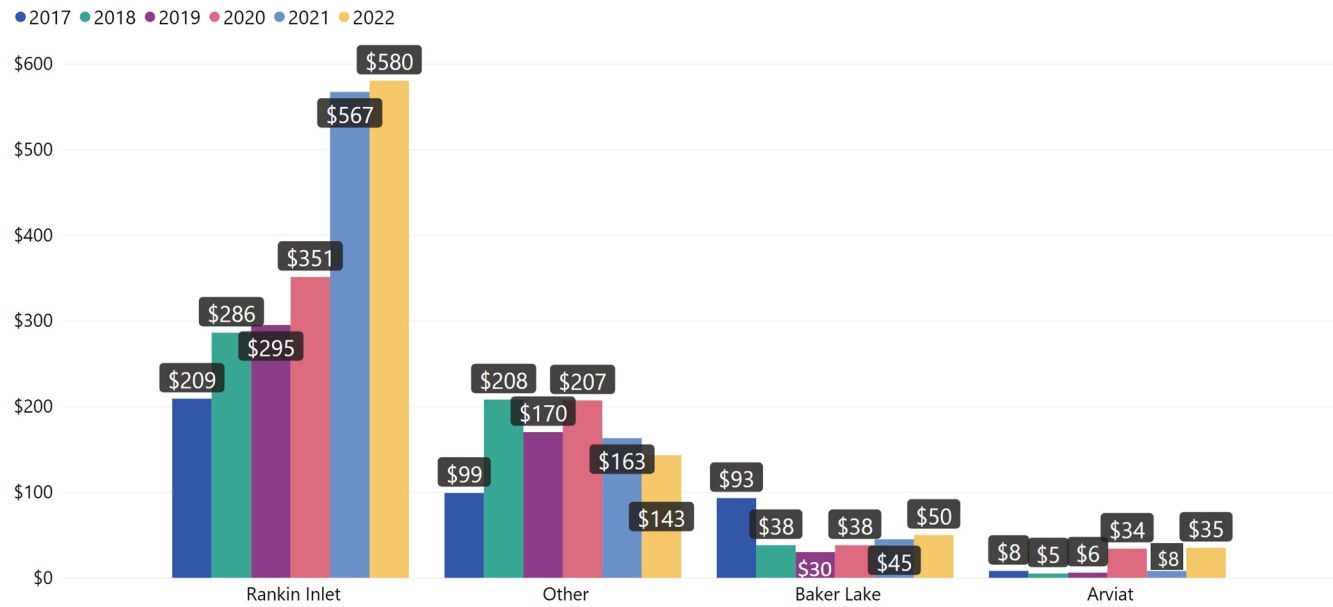


(Agnico Eagle Mines, 2022)

<sup>9</sup> NTI maintains a registry of Inuit firms in accordance with Article 24 of the *Nunavut Land Claims Agreement*.

Chart 29 further breaks down contract expenditures across all Agnico Eagle projects with NTI-registered businesses by the community in which those businesses are registered.

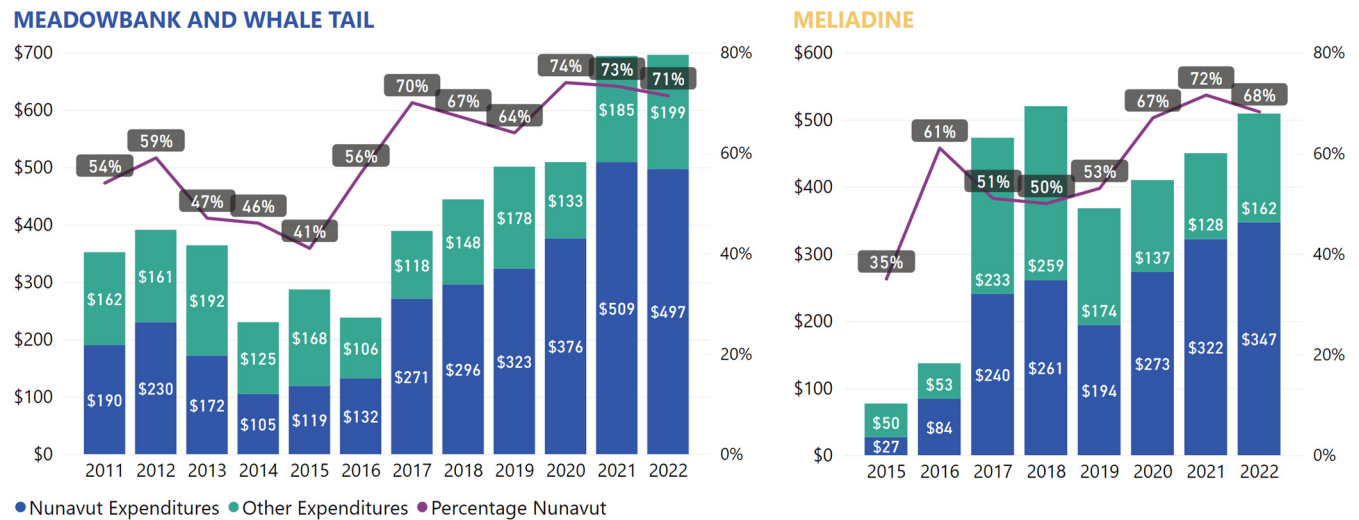
Chart 29. NTI-registered business expenditures by Nunavut community (\$M)



(Agnico Eagle Mines, 2022)

Chart 30 shows the value and proportion of contract expenditures awarded 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 28.

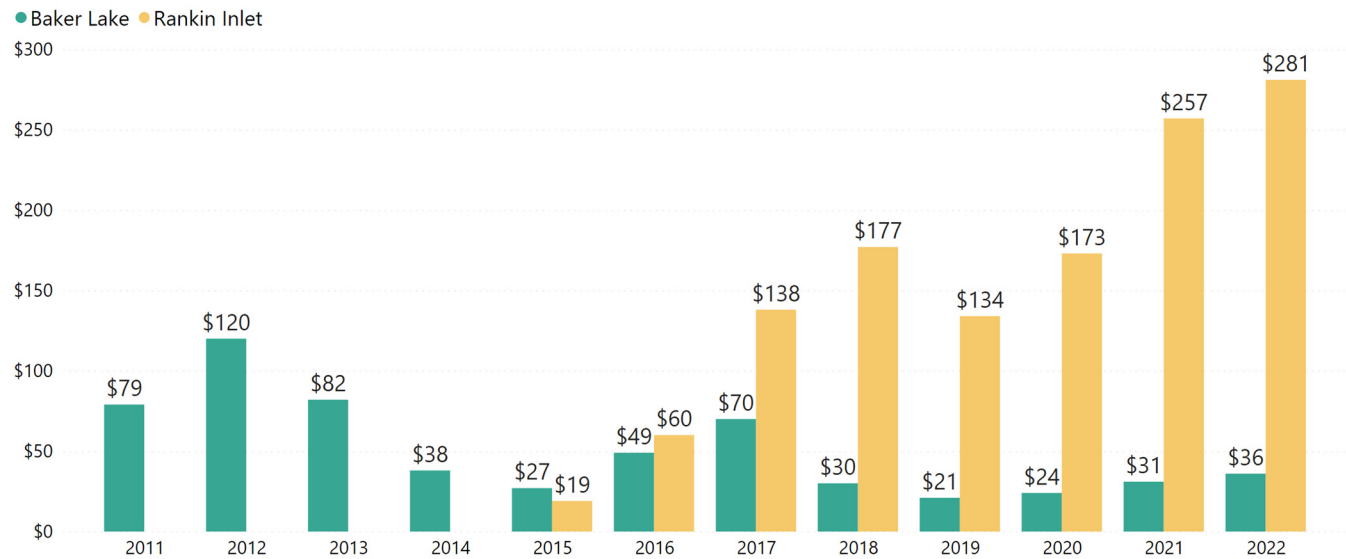
Chart 30. Contract expenditure on Nunavut-based businesses (\$M)



(Agnico Eagle Mines, 2022)

Chart 31 shows the value from contract expenditures on Baker Lake-based and Rankin Inlet-based businesses.

Chart 31. Contract expenditures from Meadowbank / Whale Tail on Baker Lake-based businesses and from Meliadine on Rankin Inlet-based businesses (\$M)



(Agnico Eagle Mines, 2022)

## Interpretation

Agnico Eagle projects continued to create opportunities for Kivalliq-based and Inuit-owned businesses in 2022. Contracting to NTI businesses across both projects increased by 3%, from \$782M in 2021 to \$806M in 2022, representing 70% of total procurement at both projects (an increase from 68% in 2021). There has been an almost continual rise in procurement awarded to NTI firms as a proportion of total spending. 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. At a community level, procurement from NTI businesses reached \$580M in 2022 in Rankin Inlet, representing a 2% increase over 2021 levels, while procurement from Baker Lake NTI businesses increased to \$50M, representing a 10% increase from 2021 levels.

Regarding FEIS predictions:

- At a territorial level, Agnico Eagle’s contract expenditures in 2022 reached \$497M at Meadowbank / Whale Tail, exceeding the FEIS prediction for Whale Tail of \$271M.
  - FEIS prediction for Whale Tail in Baker Lake (32% of \$223M) was not met, with \$36M in spending in 2022 from Meadowbank / Whale Tail on Baker Lake-based businesses.
  - FEIS prediction for Rankin Inlet (67% of \$223M) was exceeded, with \$316M in spending in 2022 from Meadowbank / Whale Tail on Rankin Inlet-based businesses (based on NTI procurement, thus the actual total is expected to be higher).
  - FEIS prediction for Kivalliq (\$223M) was also exceeded, with \$367M spent in Kivalliq in 2022 (based on NTI procurement, thus the actual total is expected to be higher).
- Meliadine FEIS prediction of \$25M annually in Kivalliq is exceeded, as Agnico Eagle procured \$281 just from Rankin Inlet-based businesses, with the total for Kivalliq of \$297M (the \$297M total is based on NTI procurement, thus the actual total is expected to be higher).

Through the implementation of the Meliadine IIBA in 2015, Agnico Eagle moved to a prequalification procurement process, which requires all suppliers to pre-qualify in categories prior to submitting a tender. Also noteworthy, NTI-registered companies are eligible for preference points. In 2022, Agnico Eagle had 914 pre-qualification categories. By the end of 2022, Agnico Eagle received a total of 6,135 submissions from 119 NTI firms to be pre-qualified for specific categories.

In 2022, Agnico Eagle introduced the Workshop and Assistance Ecosystem project. The objectives of this project were to identify all available business trainings and financial supports for Kivalliq businesses and assess where Agnico Eagle has added value when supporting Inuit firms. Prior to this, Agnico Eagle was delivering trainings that were already offered by other organizations in the region. Agnico Eagle wanted to support those organizations to build local capacity instead of duplicating efforts and creating unnecessary competition. In 2022, Agnico Eagle was able to develop the Kivalliq Business Support ecosystem and also launch the Kivalliq Business Capacity building program that allows interested Inuit firms to receive mentorship for specific business challenges or needs.

In 2022, Agnico Eagle continued to advertise contracting and business opportunities via northern magazines and local newspapers. Communications and advertisements were maintained on recently launched social media pages. To ensure benefits creation in the region, the Business Opportunities Committee, formed by KIA and Agnico Eagle representatives, decided to [explore new channels for business advertisement](#). [One of the results was the creation of business newsletters that are targeted to Inuit firms. Newsletters promote prequalification sessions for new and mining-related businesses in the region, provide information about available business support for all Inuit firms, and share information about Piliqiqatigiikta \*Let's work together\* program for all prequalified businesses](#) <sup>15V</sup>. Agnico Eagle is also in discussions with Kivalliq organizations and local associations regarding a joint effort to communicate business opportunities to local firms.



# 6 Health and Safety

## IMPACT / GOAL STATEMENT

Strong health and safety culture. Zero workplace accidents.

## OVERARCHING FEIS PREDICTIONS

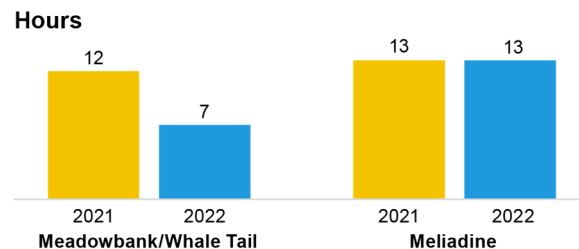
**Meadowbank:** The FEIS considers both the health and safety of workers and the public and recognizes that one may affect the other. *“Health and safety of workers and the population at large is subject to legislation and perhaps more importantly to best practices. Health and safety training also has 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. 9-246).

## OVERVIEW OF FINDINGS

In 2022, mandatory training delivered to Inuit employees averaged 7 hours at Meadowbank / Whale Tail and 13 hours at Meliadine, representing a **decrease in health and safety training at Meadowbank / Whale Tail over 2021 levels**. Note that mandatory training was significantly higher in 2021 to support the re-integration of the Nunavut workforce following their return to work.



Project combined lost-time and light duty accident frequency significantly decreased at Meadowbank / Whale Tail from the previous year; while it showed a small increase at Meliadine over 2021, the accident frequency rate remained significantly lower at Meliadine than in past years.

## SUMMARY OF MITIGATION MEASURES

Programs in place to support a strong health and safety culture and minimize health and safety incidents include:

- Provisions of on-site clinics and programs to support personal and work-related health needs.
- Provision of mandatory health and safety training on a regular basis to all employees.
- Creation of the Emergency Response Team (ERT) of internal employees that volunteer to respond to on-site emergencies such as fires.
- Communication by the Health & Safety Departments at each operation (Meadowbank’s Daily Communicator and Meliadine Minutes) that covers various safety topics, incidents from the day before, mitigation measures and other related health and safety preventative information for employees.
- Joint Occupational Health & Safety Committee (JOHSC) Committee Training sessions offered by external consultants.

Mitigation measures are described in detail in Appendix A.

## 6.1 Health and safety training

### Predictions

#### MEADOWBANK

There are no specific predictions in the Meadowbank FEIS regarding health and safety training at Meadowbank.

#### WHALE TAIL

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

#### MELIADINE

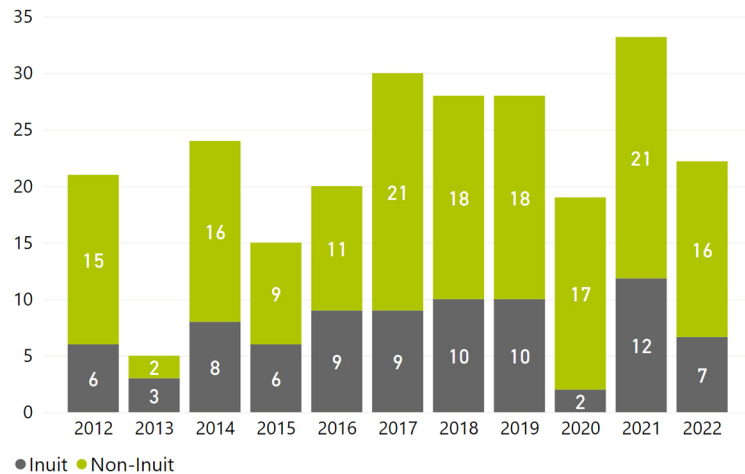
*“Project health and safety training may improve health and safety at mine site and outside of the workplace.”* (Golder Associates, 2014, p. 9-246/271).

### Data & Trends

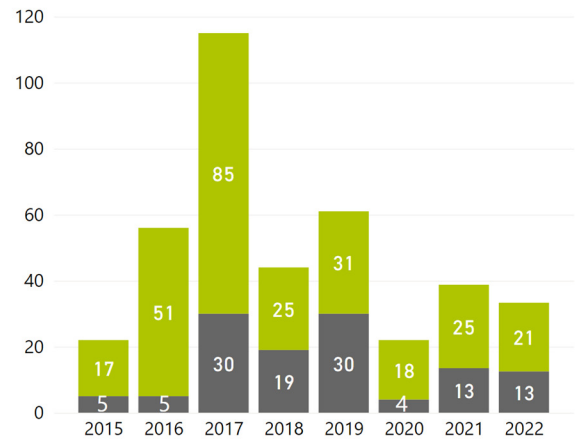
Chart 32 shows average mandatory training hours provided to Inuit and non-Inuit employees each year.

Chart 32. Average mandatory training hours per FTE provided to Agnico Eagle Inuit and non-Inuit employees

#### MEADOWBANK AND WHALE TAIL



#### MELIADINE



● Inuit ● Non-Inuit

(Agnico Eagle Mines, 2022)

Mandatory training includes:

**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.

**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.

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

### Interpretation

In 2022, the level of mandatory training of Inuit employees decreased at Meadowbank Complex and remained unchanged at Meliadine from the year before. However, in 2021 there was a marked increase in mandatory training hours at both locations attributable to the re-integration of the Nunavut-based workforce following their return to work after having been sent home in 2020.

Agnico Eagle provides ERT training and maintains Emergency Response and Mine Rescue teams for both sites:

- In 2022, Meadowbank Complex ERT consisted of 114 active Emergency Response and Mine Rescue members, including six (6) Inuit team members. Eight (8) basic mine rescue courses were given in 2022 to onboard new ERT members for both Meadowbank and Amaruq. In total, 75 training sessions were given, which included weekly practices, mock scenarios, and specialized trainings.
- In 2022, Meliadine ERT consisted of 73 active Emergency Response and Mine Rescue members, including three (3) Inuit team members.
- In 2022, Agnico Eagle hosted their own ERT competition with Meadowbank and Meliadine to promote training between the ERT teams, and to get both mines to share best practices related to emergency rescue <sup>ISV</sup>.

Continued delivery of health and safety training at both sites is aligned with the FEIS predictions.

## 6.2 Health and safety on-site

### Predictions

#### MEADOWBANK

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

#### WHALE TAIL

While the Expansion project’s planned activities are expected to yield an overall positive effect on worker and public health and safety, there remains “*potential risks associated with accidents and emergencies.*” (Golder Associates, 2018, p. 13).

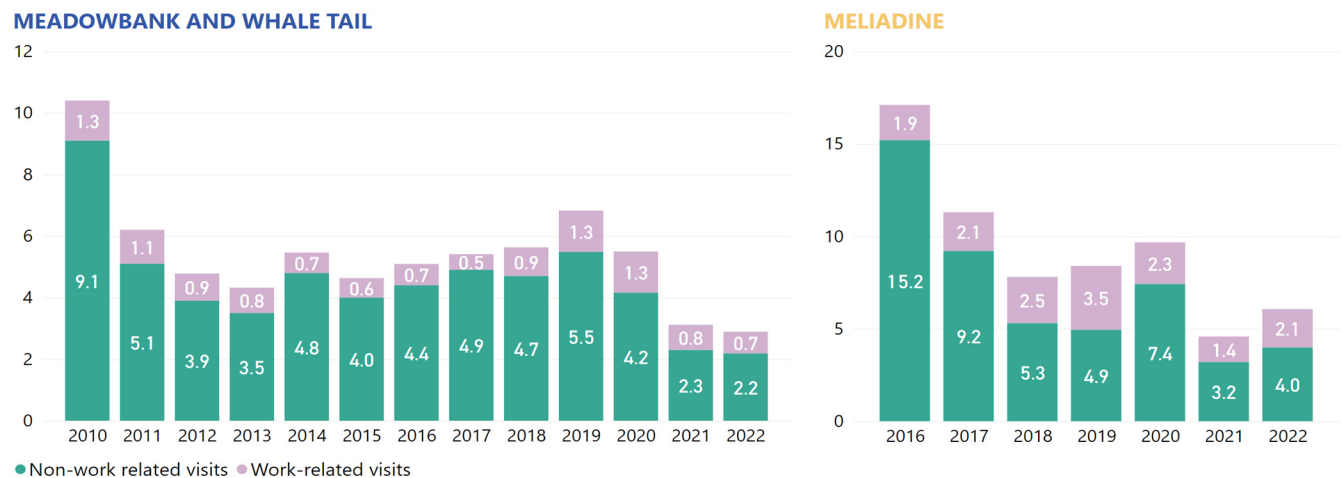
#### MELIADINE

There are no specific 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 33 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 attacks).

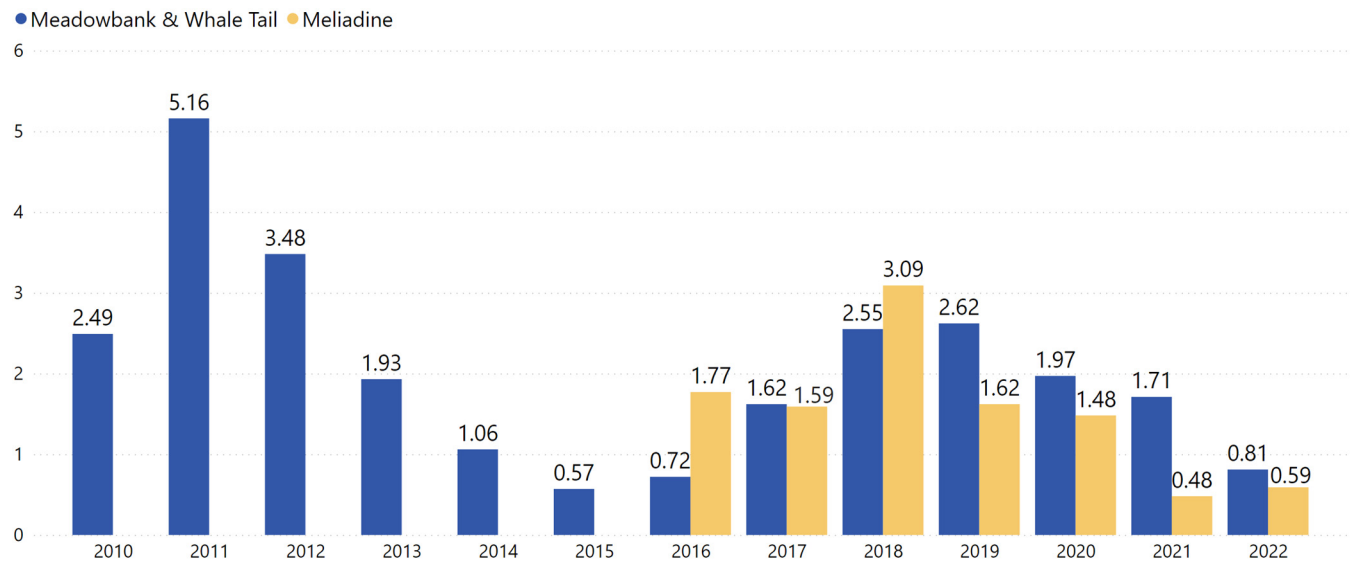
Chart 33. Average (per-FTE) visits by project Agnico Eagle employees to clinic for work-related or other reasons



(Agnico Eagle Mines, 2022)

Chart 34 shows the combined lost-time and light-duty accident frequency, per 200,000 person-hours worked.

Chart 34. Project combined lost-time and light duty accident frequency (per 200,000 person-hours)



(Agnico Eagle Mines, 2022)

## Interpretation

The use of the on-site clinics declined in 2022 at Meadowbank / Whale Tail but increased slightly at Meliadine. On-site clinics were used mostly for non-work-related reasons, with work related reasons representing approximately 25% of all visits at Meadowbank / Whale Tail, and 35% at Meliadine. [On-site clinics serve an important function in addressing community needs in addition to work needs, reducing the pressure on the region's healthcare infrastructure <sup>15V</sup>.](#)

Further, in 2022, project combined lost-time and light duty accident frequency (per 200,000 person-hours) continued to decrease at Meadowbank / Whale Tail but slightly increased at Meliadine.

Visits to on-site clinics and on-site incidents continue to be low, however, the potential risks associated with accidents and emergencies (FEIS prediction for Whale Tail) remains.

# 7 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...dependent 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. 9-53).

“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. 9-45).

## OVERVIEW OF FINDINGS

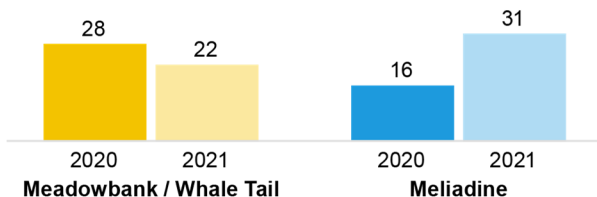
The number of Inuit and non-Inuit moving into and out of Nunavut – and between Baker Lake and Rankin Inlet – as a result of Agnico Eagle operations remains minimal.

At Meadowbank / Whale Tail, the **number of Inuit employees residing outside Nunavut slightly decreased**, while at Meliadine that number almost doubled in 2022.

**To date, there is no indication of people moving into Kivalliq communities because of mining.**

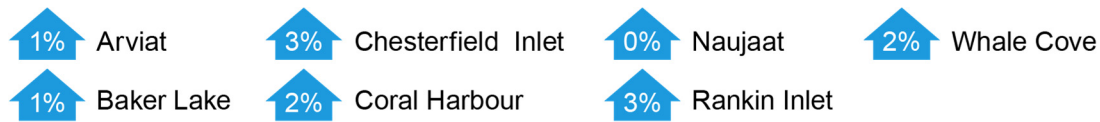


### Inuit Employees Residing Outside of Nunavut



Regarding contractor employment, Meadowbank / Whale Tail had seven (7) Inuit employees (total 1.2 FTE) and Meliadine had 13 Inuit employees (total 4.5 FTE) living outside Nunavut in 2022.

The change in population in Kivalliq communities between 2011 and 2022 has varied by community:



There was an overall population **increase of 6%** in the Kivalliq region (based on population estimates).

## SUMMARY OF MITIGATION MEASURES

As per Agnico Eagle’s IIBAs, each of the Kivalliq communities is a point of hire. Agnico Eagle 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 Eagle 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 the potential incentive to move between communities or to the Kivalliq region for work reasons.

Mitigation measures are described in detail in Appendix A.

## 7.1 Employee migration

### Predictions

#### MEADOWBANK

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

#### WHALE TAIL

“Project employment opportunities could spur migration to Baker Lake and Rankin Inlet.” (Golder Associates, 2018, p. 15).

#### MELIADINE

“Project construction and operations will be a force of change in Kivalliq, with anticipated in-migration to Rankin Inlet.” (Golder Associates, 2014, p. 9-101).

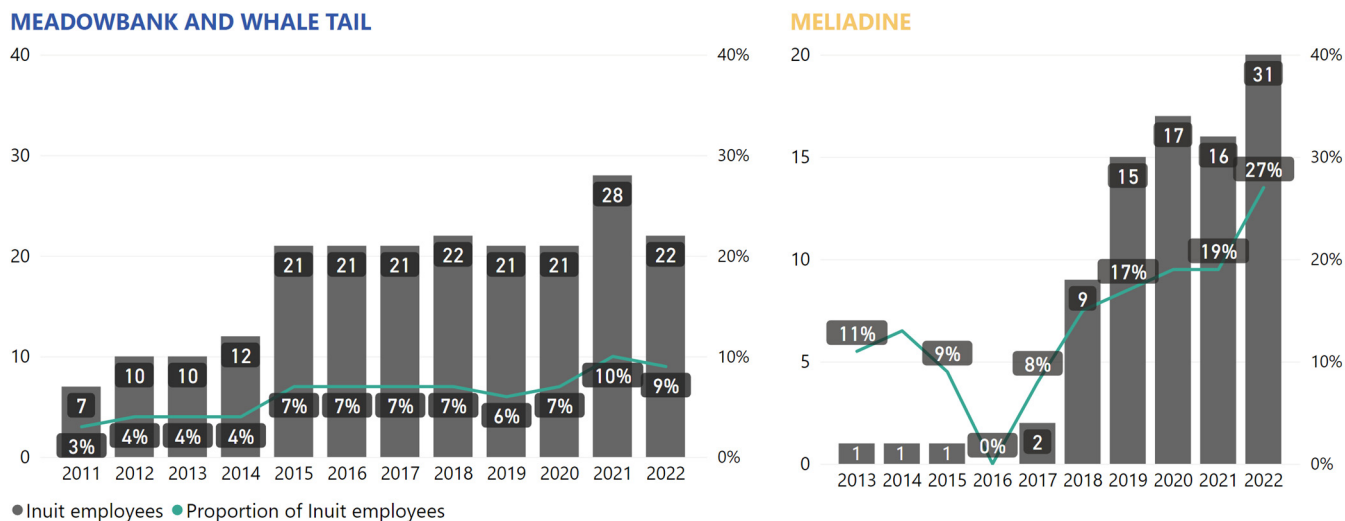
### Data & Trends

Agnico Eagle monitors the movement of employees into- and out of Nunavut. In 2022, net employee movements included:

- Eight (8) Inuit employees moving out of Nunavut.
- No employees moving into Nunavut.
- No net migration impacts were reported for Baker Lake or Rankin Inlet.

Chart 35 shows the number and proportion of Agnico Eagle Inuit employees who are currently residing outside Nunavut.

Chart 35. Project Agnico Eagle Inuit employees residing outside Nunavut



(Agnico Eagle Mines, 2022)

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.

Regarding contractor employment, Meadowbank / Whale Tail had seven (7) Inuit employees (total 1.2 FTE count) and Meliadine had 13 Inuit employees (total 4.5 FTE) living outside Nunavut in 2022, representing 5% of total Inuit employment that year.

### Interpretation

At Meadowbank / Whale Tail, the number of Inuit employees residing outside Nunavut has remained relatively flat since 2015, with the exception of 2021 where there was a peak of 28 employees living outside the region (likely attributable to the fact that Nunavummiut employees did not have access to the site for extended periods in 2021 to prevent the spread of COVID-19 to communities). At Meliadine, there was a steep increase in the number of Inuit employees residing outside Nunavut, from none (0) in 2016 to 31 in 2022, accounting for 27% of the Inuit workforce in 2022.

The number of Inuit and non-Inuit employees moving into and out of Nunavut – and between Baker Lake and Rankin Inlet – remains minimal. Employment at Agnico Eagle’s projects provides Inuit employees 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, and the lower cost of living and educational and job opportunities elsewhere in Canada, may also contribute to out-migration.

The predictions for Meadowbank / Whale Tail and Meliadine are therefore not supported by the data as minimal migration has been experienced to date by Baker Lake and Rankin Inlet. Engagement with Agnico Eagle employees in 2022 revealed that, of the 149 respondents, 42 (28%) indicated they wanted to move in the next 12 months. When asked why they wanted to move, only 45 responses were provided in total, and of those, one (1) person wanted to move back to Nunavut, 31 wanted to move south from Nunavut, and 12 wanted to move within Nunavut. Most common reasons associated with the desire to move in 2022 included being closer to friends and family, better access to services, better housing and being closer to work (Agnico Eagle Inuit & Nunavummiut Employment Survey, 2022).

## 7.2 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

“Project employment opportunities could spur migration to Baker Lake and Rankin Inlet.” (Golder Associates, 2018, p. 15).

#### MELIADINE

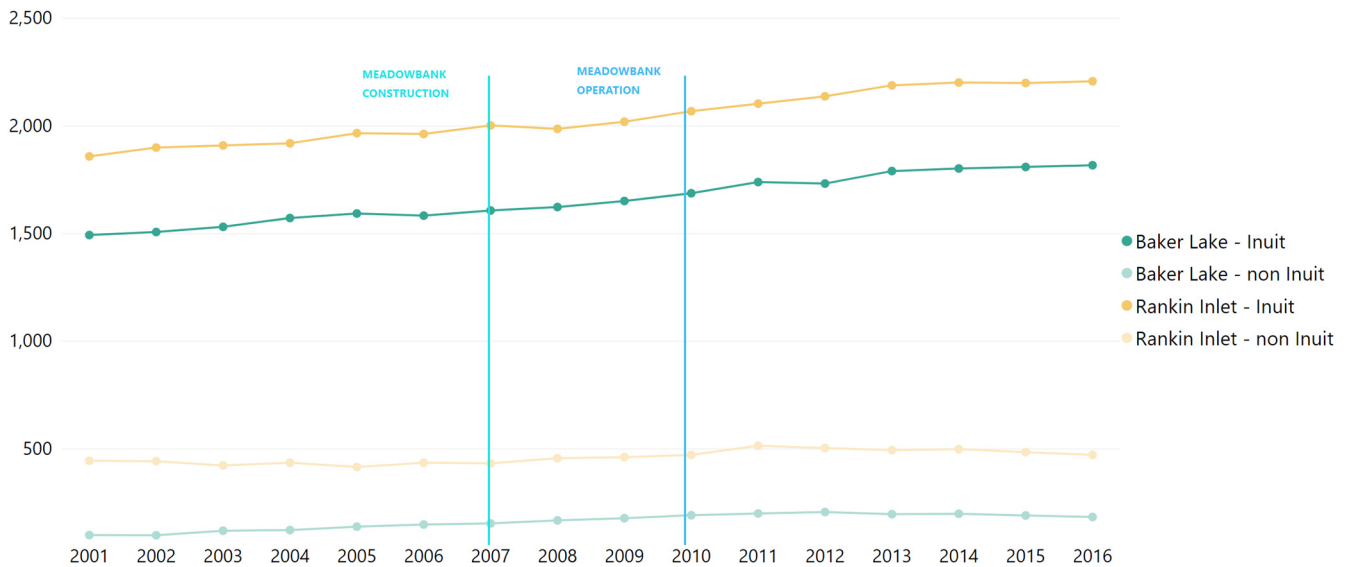
“Project construction and operations will be a force of change in Kivalliq, with anticipated in-migration to Rankin Inlet.” Golder Associates, 2014, p. 9-101).

### Data & Trends

Chart 36 shows the population estimates of Rankin Inlet and Baker Lake, Inuit, and non-Inuit population from 2001 to 2016 (population by Inuit status is only available up to 2016 from the GN). The 2021 Census of Population further informs that in 2021, based on a 25% sample, 1,870 (91%) Inuit lived in Baker Lake and 2,475 (84%) Inuit lived in Rankin Inlet, suggesting continued growth in both communities.

Chart 36. Population estimates of Rankin Inlet and Baker Lake, Inuit and non-Inuit.

The most recent update to this dataset is available for 2016. Lack of more recent data for this indicator makes it challenging to accurately understand the impacts of the Agnico Eagle Kivalliq Projects.

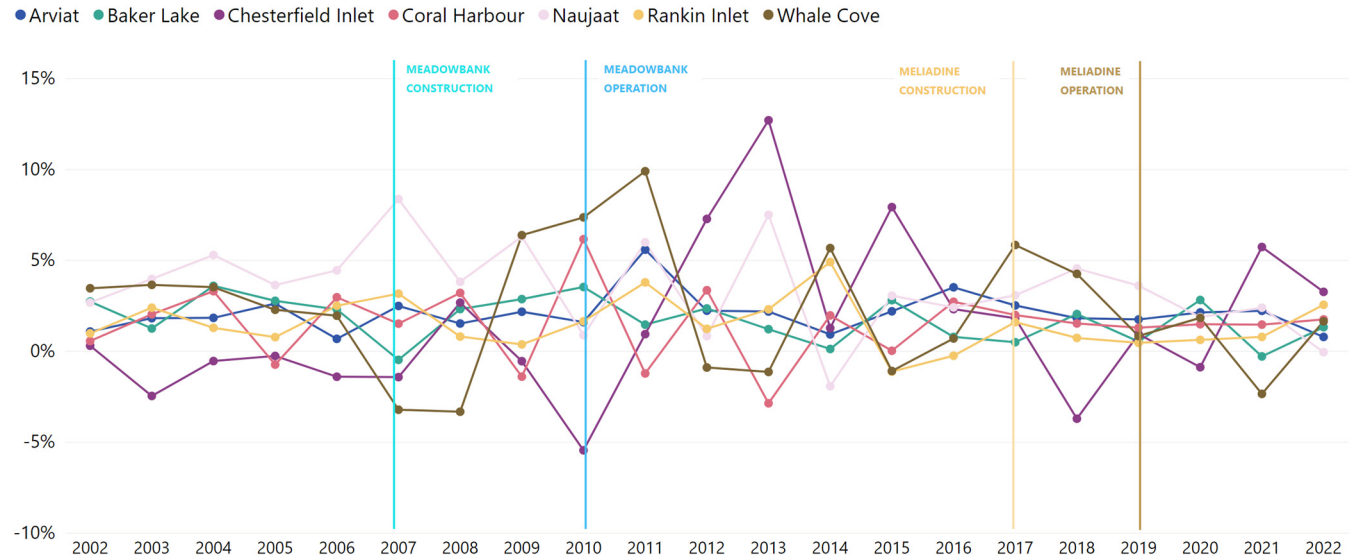


(Nunavut Bureau of Statistics, 2016a)



Chart 37 shows the annual (year-over-year) change in the population for Kivalliq communities based on population estimates prepared by Statistics Canada.

Chart 37. Annual change in population estimates of Kivalliq communities



(Statistics Canada, 2023a)

## Interpretation

Population changes result from the interaction of three (3) variables: births, deaths, and migration. Historical data on population change, based on Statistics Canada population estimates, shows notable variations on an annual basis, without specific trends at a community level. The 2021 Census of Population however suggests that, between 2016 and 2021, the population decreased in Baker Lake (<1%) and Chesterfield (9%), while it increased in Arviat (8%), Coral Harbour (16%), Naujaat (13%), Rankin Inlet (5%), and Whale Cove (8%) (Statistics Canada, 2022a). Despite the annual variation in population numbers, the ratio of Inuit to non-Inuit employees in Rankin Inlet and Baker Lake remained stable from 2001 to 2016 (the last year for which data is available).

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, countering FEIS predictions for both mine sites.

# 8 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

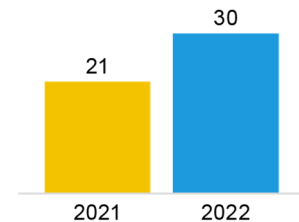
**Meadowbank:** “The impacts on social services and infrastructure, of low to medium magnitude, are considered largely positive in the medium term and of moderate significance. There is some potential for closure to have a negative impact on social service delivery.” (Cumberland Resources Ltd., 2006,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

**Whale Tail:** “Project-induced in-migration could increase demand for services and infrastructure in Baker Lake and Rankin Inlet.” (Golder Associates, 2018, p. 17-18).

**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. 9-299).

## OVERVIEW OF FINDINGS

In 2022, 30 employees were referred to **community health care** centres, representing a slight increase in referrals over the previous years. Since 2018, 70% of referrals to community health care centres have been for non-work-related conditions.



**7 Incidents** at Meadowbank / Whale Tail required the use of GN health services in 2022, a decrease from 14 reported in 2021.

## SUMMARY OF MITIGATION MEASURES

Local community infrastructure and services capacity were considered in the project design for Meadowbank / Whale Tail and Meliadine, leading to several operational decisions, including having on-site clinics and on-site airstrips. Further, payment of taxes and royalties, and Agnico Eagle’s economic programs, contribute to improving 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.

Mitigation measures are described in detail in Appendix A.

## 8.1 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 employees 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

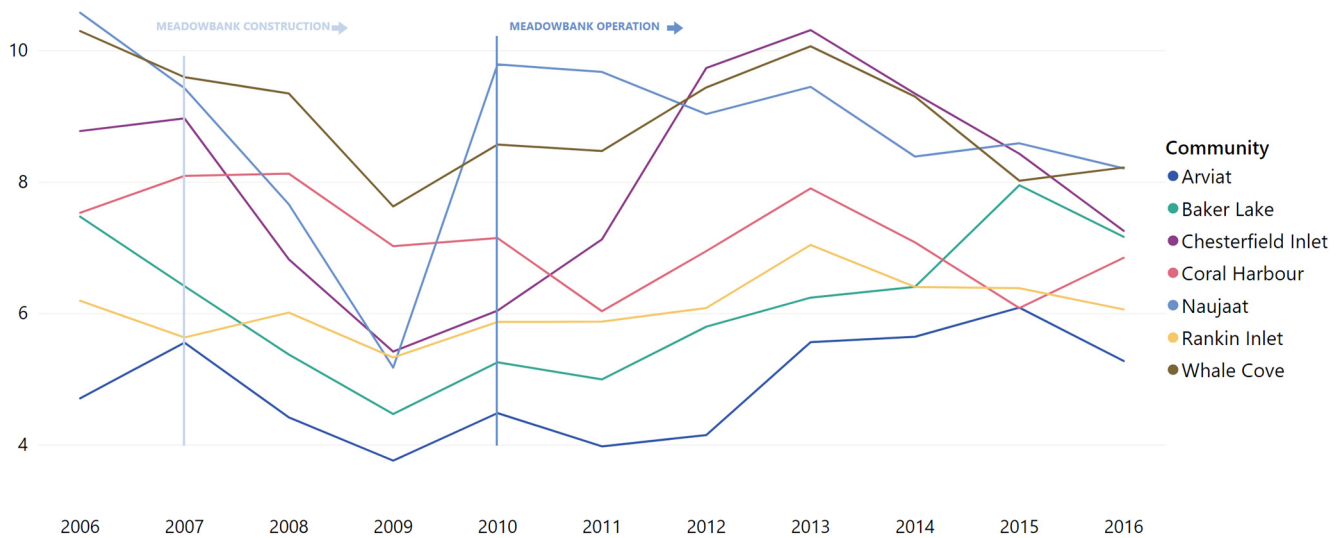
*“Health services in the hamlet [Rankin Inlet] are likely to experience some level of increased demand.”*  
(Golder Associates, 2014, p. 9-288).

### Data & Trends

Chart 38 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 38. Kivalliq community health centre visits per capita

The most recent update to this dataset is available for 2016. Lack of more recent data for this indicator makes it challenging to accurately understand the impacts of the Agnico Eagle Kivalliq Projects.

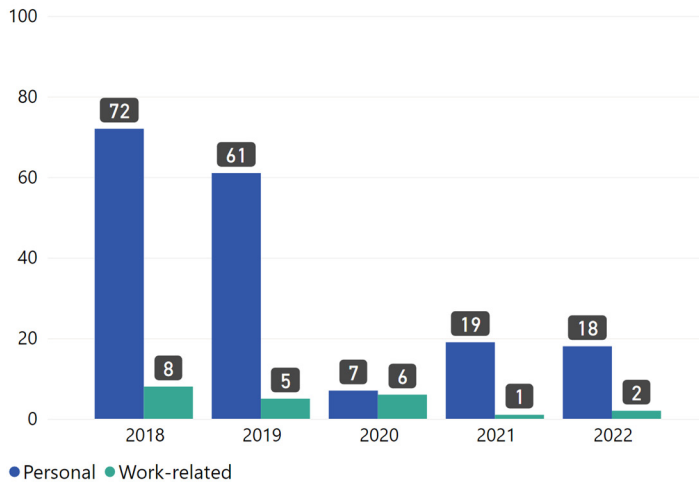


(GN Department of Health, 2018)

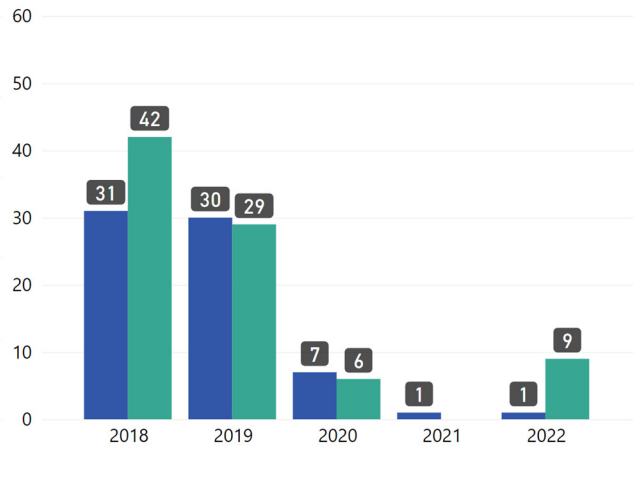
Chart 39 shows the number of Inuit employees referred to community health centre for both personal and work-related reasons.

Chart 39. Employees referred to community health care centre (personal and work-related)

**MEADOWBANK AND WHALE TAIL**



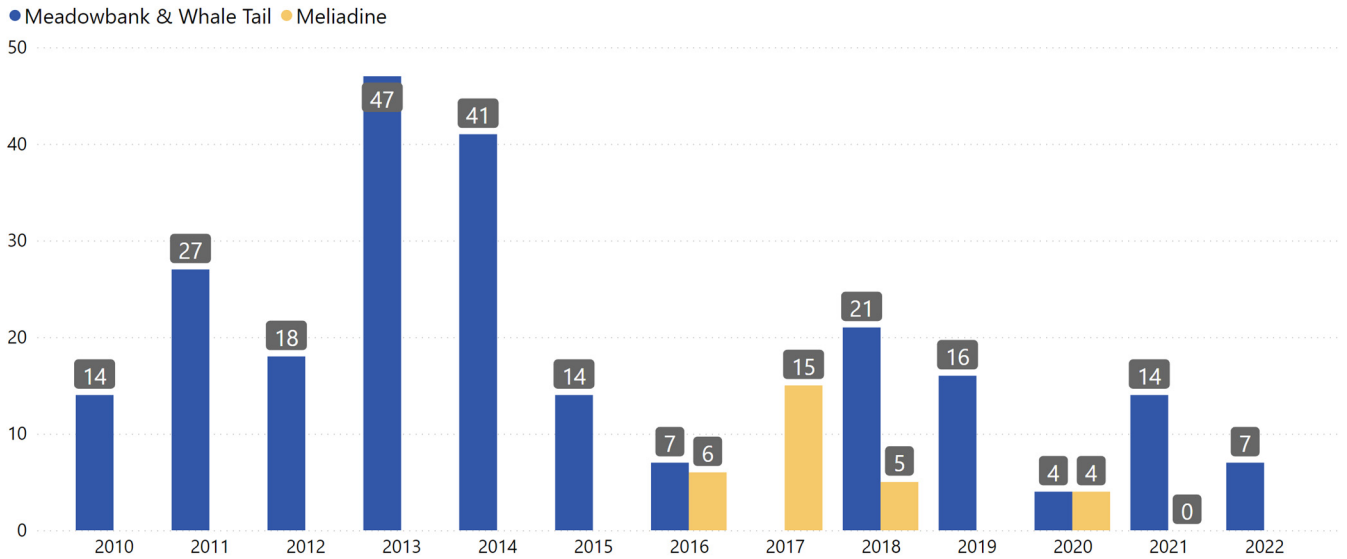
**MELIADINE**



(Agnico Eagle Mines, 2022)

Chart 40 shows the incidents requiring use of GN health services from 2010 to 2022.

Chart 40. Incidents requiring use of GN emergency health services



(Agnico Eagle Mines, 2022)

**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 FEIS predictions. Health centre visits per capita do not show any clear trends, except for all communities generally settling into a range of 5 to 9 visits per capita per year. The GN Department of Health stopped updating this dataset five (5) years ago, making it challenging to identify any recent trends.

In 2022, 30 employees were referred to community health care centres, representing a slight increase in referrals over the previous years (21 employees in 2021). Of these 30 referrals, 11 were work-related and the remaining were for personal reasons. Since 2018, 70% of referrals to community health care centres have been for non-work-related conditions. 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 requiring the use of GN health services decreased from 14 in 2021 to seven (7) in 2022.

## 8.2 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

*“An increase in population as a result of the Project will have an associated effect on increased demand for goods shipped by land, sea and air”* and *“Project traffic on local roads will interact with local traffic, acting as a nuisance to local road users, and potentially increasing the risk of collisions.”* (Golder Associates, 2014, p. 9-290).

### 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 all-weather access roads (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 all-terrain vehicle (ATV).

2022 estimates of use for this infrastructure directly related to Meadowbank are as follows:

- Use of Baker Lake Airport to access commercial flights was very limited due to COVID-19 and estimated at around 10 passengers per month for November and December.
- Use of other Nunavut airports to access commercial / chartered flights included no flights from January to November. In November and December, this included chartered flights to Coral Harbour, Naujaat, Arviat, Rankin Inlet and commercial flights to Whale Cove and Chesterfield Inlet.
- Ten (10) vessels were received in Baker Lake for 154,125 m<sup>3</sup>.
- Baker Lake Community Centre was used three (3) times for Agnico Eagle Career Day, Family Day, and Christmas Feast.

**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. Agnico Eagle uses their own barge landing and boat launch area. In 2022, Agnico Eagle used their own area 95% of the time, and only used the community barge landing and boat launch area 5% of the time. The AWAR connecting Rankin Inlet to the Meliadine mine was constructed and paid for by Agnico Eagle from kilometre 7, with the addition of a new bridge spanning Char River on the Hamlet's section of road.

2022 estimates of use of infrastructure directly related to Meliadine are as follows:

- Use of Rankin Inlet Airport to access commercial was very limited due to COVID-19 and estimated at around 10 passengers per month for November and December.
- 260 flights using Rankin Inlet airstrip for cargo and passengers.
- Nine (9) vessels received in Rankin Inlet for 121,397 m<sup>3</sup>.
- Use of Rankin Inlet Community Hall included two (2) times for Agnico Eagle Family Day and Christmas Feast.
- The community boat launch area for barge landings was not used.
- Use of Hamlet roads to transport goods from the barge to the operations followed COVID-19 protocols.
- No use of the community tank farm during commissioning of the Agnico Eagle tank farm.

## 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 is greater use of public infrastructure in Rankin Inlet from Meliadine compared to use of public infrastructure 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. As such, while not resulting from in-migration, there is an increase in the use of public infrastructure. However, it is challenging to determine if the FEIS predictions for both projects are supported.

## 8.3 Social assistance

### 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

The Whale Tail FEIS makes no specific predictions on the subject of social assistance in Kivalliq.

#### MELIADINE

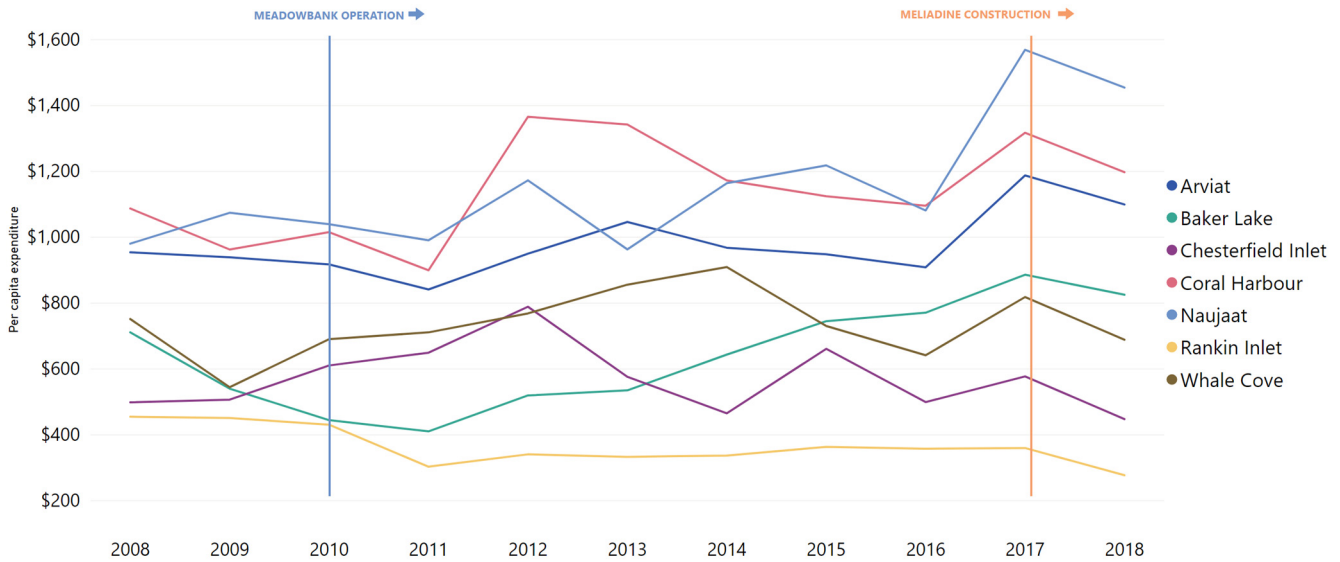
*“The increase in population as a result of Project induced in-migration may affect demand on social services in Rankin Inlet.”* (Golder Associates, 2014, p. 9-288).

## Data & Trends

Chart 41 shows per capita social assistance expenditures (in dollars) for Kivalliq communities over time.

Chart 41. Per capita social assistance expenditures by community

The most recent update to this dataset is available for 2018. Lack of more recent data for this indicator makes it challenging to accurately understand the impacts of the Agnico Eagle Kivalliq Projects.



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

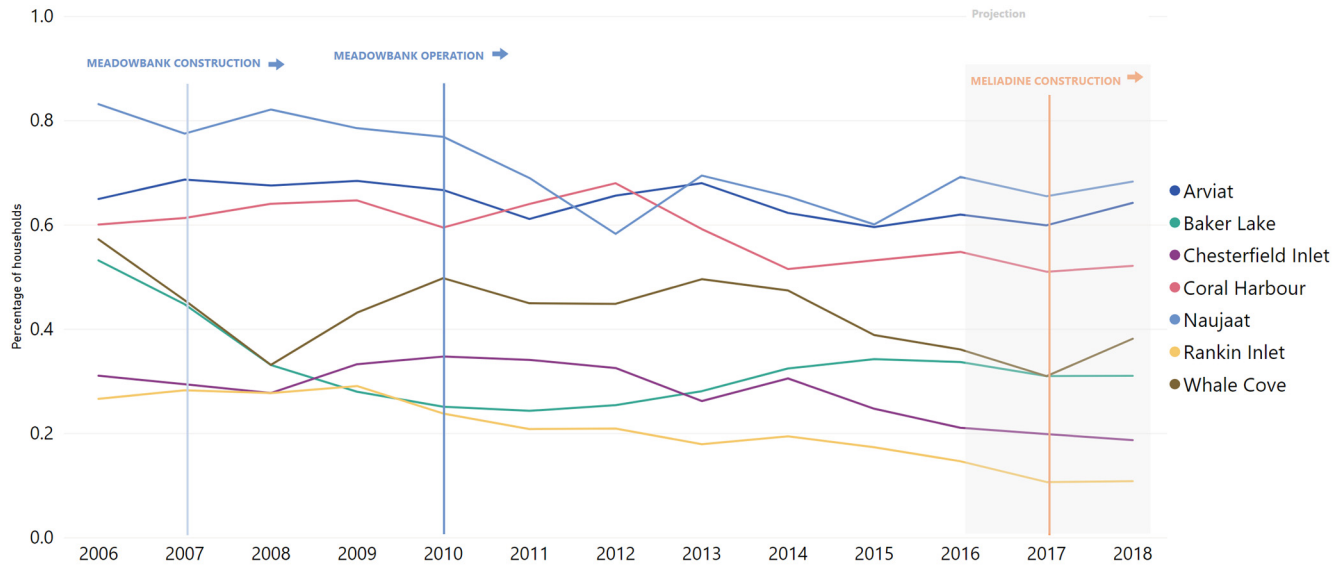
**Social assistance**, i.e., income support, is a program of last resort for Nunavummiut, and is provided by the Government of Nunavut in the form of monthly financial payments to help individuals meet a minimum standard of living. All residents of Nunavut between the ages of 18 and 59 can apply for 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 42 shows the percentage of households receiving social assistance by Kivalliq community.

Chart 42. Percentage of households receiving social assistance by community

The most recent update to this dataset is available for 2018. Lack of more recent data for this indicator makes it challenging to accurately understand the impacts of the Agnico Eagle Kivalliq Projects.





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

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.

## Interpretation

In 2018, per capita social assistance expenditures declined in all Kivalliq communities, however, the percentage of household receiving social assistance by community increased in Arviat, Naujaat, and Whale Cove. No new data is available since 2018. The percentage of households receiving social assistance has been steady or declining across the region over the past decade, with the population centre of Rankin Inlet having consistently lower rates. Despite declines from historical highs, social assistance data do not show a strong correlation between Agnico Eagle-related employment and social assistance requirements, which are likely also influenced by other factors. Lack of recent data makes it challenging to assess the accuracy of FEIS predictions.



# 9 Individual and Community Wellness

## IMPACT / GOAL STATEMENT

Contribute and collaborate to enhance individual and community wellness.

## OVERARCHING FEIS PREDICTIONS

**Meadowbank:** “Individual and community wellness is intimately associated with potential impacts on traditional ways of life...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:** “The Expansion Project is not expected to change the impacts on community health and cohesion stemming from additional incomes predicted in the Approved Project FEIS, including: Substance abuse, Sexual misconduct, Family violence, Crime, Income disparity, Social disparity.” (Golder Associates, 2018, p. 14)  
“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).

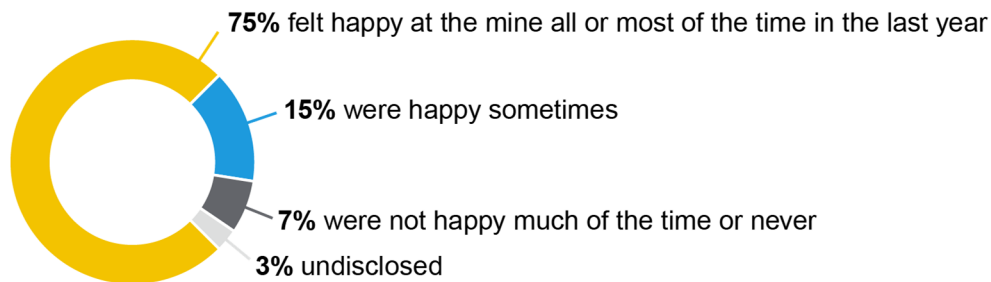
**Meliadine:** “Project may lead to higher levels of substance abuse, resulting in increased family violence, [...] increased alcohol consumption leading to crime, [...] increased social inequality leading to higher crime rates.” (Golder Associates, 2014, 9-249). “Rotational employment may lead to a breakdown of family cohesion, including increased family violence.” (Golder Associates, 2014, 9-249).

## OVERVIEW OF FINDINGS

### Agnico Eagle continues to support mental health initiatives on-site and in communities.

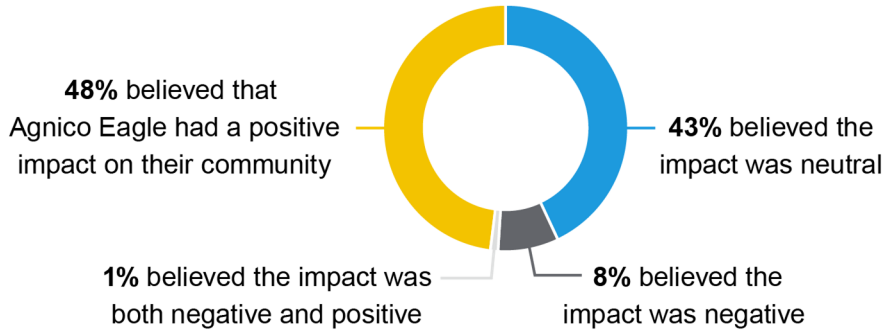
In 2022, Agnico Eagle administered an **Inuit and Nunavummiut Employment Survey** to gather data and insights on the perceptions of the projects’ impacts on culture and traditional lifestyle, health and well-being, housing and migration, and other topics.

#### Inuit and Nunavummiut Employment Survey results regarding feeling happy:



**62%** of survey respondents worried about their family and financial situation and felt lonely while at work.

**Perceptions of Agnico Eagle impact:**

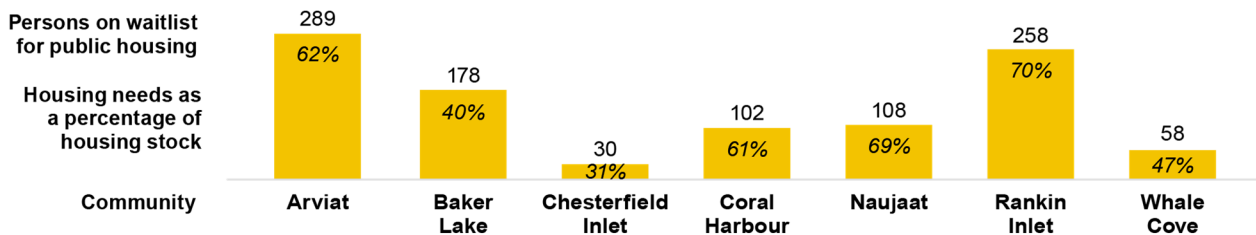


Crime rates in the Kivalliq tend to be higher in Rankin Inlet, with Baker Lake and Coral Harbour also having higher **crime rates** since 2018; **in 2021**, the crime rate increased in all communities compared to 2020 and crime in Rankin Inlet reached its highest level since 2001.

Mischief, disturbing the peace, and assault were the most common offences in Rankin Inlet, Baker Lake, and Chesterfield Inlet.

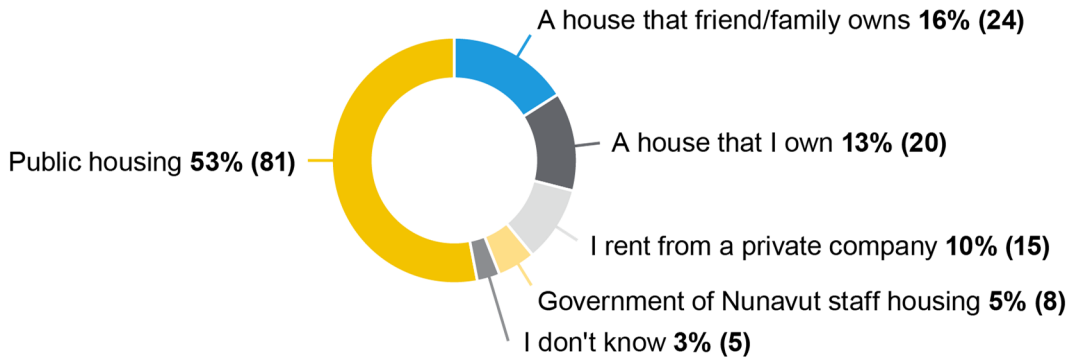


In 2022, there was a **1.7% annual increase in the demand for public housing**, with 1,023 people on the waitlist in the Kivalliq region. Only the communities of Coral Harbour and Naujaat had a slight decrease in the number of persons on housing waitlists compared to 2021.

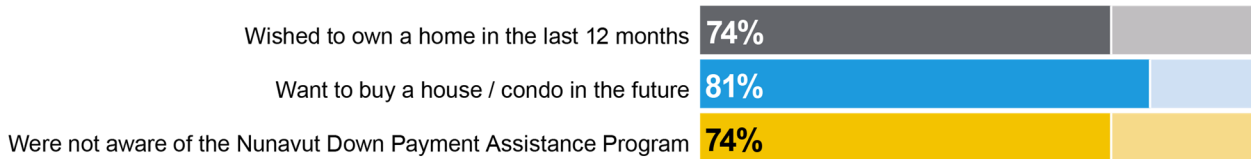


Lack of housing in Chesterfield Inlet is rated as **“serious”**, in all other communities it is rated as **“critical need.”**

**Inuit and Nunavummiut employees who responded to the employment survey live in:**

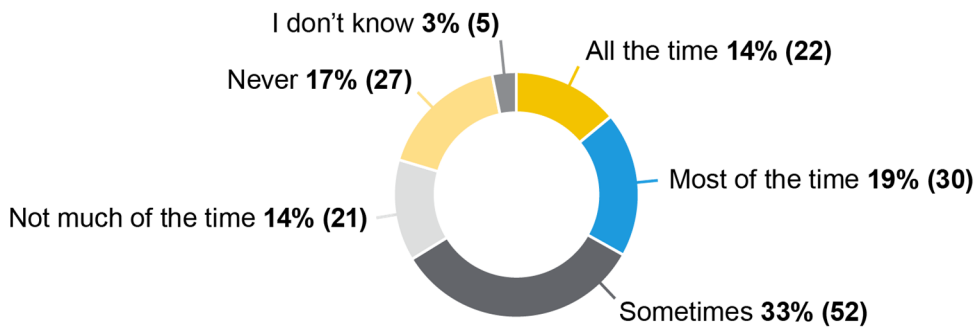


**Home ownership aspirations of Inuit and Nunavummiut employees who responded to the employment survey:**

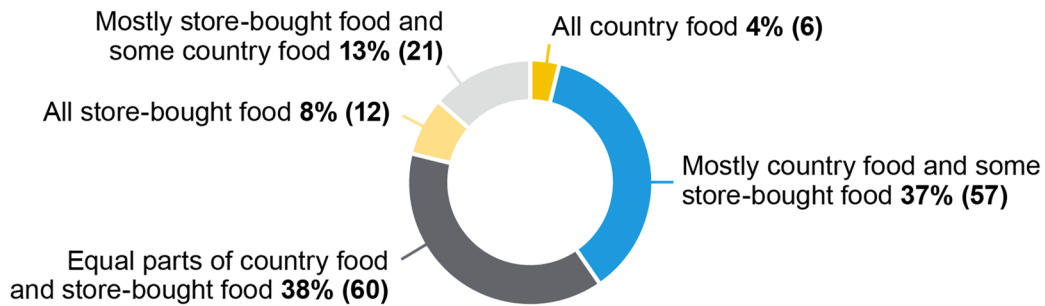


In 2022, Agnico Eagle supported several community-based organizations that **support food security** issues and provided **\$173,500 in monetary support** for food security initiatives.

However, food security remains an important issue for employees. **When Inuit and Nunavummiut employees were asked about whether they worry about food:**



**When asked about diet:**



**SUMMARY OF MITIGATION MEASURES**

Agnico Eagle has programs in place to encourage employee and community wellness on-site and in the Kivalliq region. These include <sup>15v</sup>:

- Community Liaison Officers Program to provide a point of contact in each community to facilitate communications and provide information on project activities, provide services, and coordinate activities.
- Community Mental health support and on-site training sessions,
- Site clinics preventative health outreach, including sexual health and mental health information and resources.
- Employee Assistance Programs (EAP), including financial literacy training and pre-employment training
- Elder visits, special events, spouse visits, site tours, and summer camp.
- Baker Lake wellness support for communities that includes funding and provision of wellness initiatives.
- Community Funding Agreements to invest in community-based activities to enrich cultural and social well-being.
- Baker Lake and Rankin Inlet Liaison Committees to discuss and plan for community needs.

Mitigation measures are described in detail in Appendix A.

## 9.1 Agnico Eagle Programs

### Predictions

#### MEADOWBANK

There are no specific predictions in the Meadowbank FEIS regarding community wellness programs and usage at Meadowbank.

#### WHALE TAIL

*“The Expansion Project continues the benefits [positive wellness effects] to communities predicted in the Approved Project FEIS” (Golder Associates, 2018, p. 18).*

#### MELIADINE

There are no specific 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 Assistance Programs (EAP), including financial literacy training and pre-employment training.
- Overnight site visits for spouses of employees over Christmas and New Year at Meadowbank Complex.
- Elder visits, including for special events.

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

## Interpretation

Agnico Eagle continues to provide individual and family wellness planning. The EAP was used 190 times in 2022, representing an increase in use since 2021 when it was accessed 120 times, but being below 2020 use (208 times).

Agnico Eagle continues to support mental health initiatives on-site and in communities. In 2022, on-site mental health initiatives included:

- **Meadowbank Complex:** Communications around mental health are provided via the Meadowbank Complex Human Resources and Health & Safety teams that send monthly communications and awareness initiatives. Agnico Eagle continues to offer and promote its Employee Assistance Program for immediate help to employees that need it. In 2022, no mental health training was offered at Meadowbank Complex, mostly due to COVID-19.
- **Meliadine:** In 2022, Meliadine hired a psychologist to be on-site for the full month of January to help employees and contractors cope with the impact of COVID-19.

Community mental health initiatives supported by Agnico Eagle in 2022 included:

- **Coral Harbour Mental Health <sup>ISV</sup>** – In 2022, 15 young individuals were taken on a 2-day trip on the land. Agnico Eagle provided \$10,000 in monetary contribution towards this activity. The purpose of the trip was to conduct small group discussions on suicide prevention and mental health. Traditional counselling methods were used during the trip to convey the following messages: drugs and alcohol are non-essential to life, suicide is never an option, and there is always someone out there to provide help. The group was also taught about Inuit traditions and how to access food during winter.
- **Coral Harbour Suicide Prevention <sup>ISV</sup>** – A local certified mental health professional in Coral Harbor trained ten (10) adults in the community on suicide prevention and early intervention. Agnico Eagle provided \$8,500 in monetary contribution towards this training.
- **Nunavut Embrace Life Council <sup>ISV</sup>** – Agnico Eagle supported the annual, territory-wide Mental Health Art Contest with a monetary contribution of \$2,500.

In 2022, Meadowbank Complex clinics offered the Hepatitis A and B vaccination, and flu vaccination to workers. Due to COVID-19 site response, less preventive health actions were taken, however the clinic personnel responded to injury or illness trends by promoting good health practices or offering awareness sessions to

workers, such as awareness for being in contact with sodium chloride. The clinic personnel conducted pre-employment medical assessment to Nunavummiut and for Emergency Response Team (ERT) and Mine Rescue annual medical examination. Finally, the Medical Surveillance Program was restarted, however it was interrupted due to COVID-19. In 2022, the Meliadine clinic continued to offer free flu shots. In addition, Agnico Eagle continued to offer Twinrix vaccinations (Hepatitis A and B) to specific workers, as well as Td (Tetanus and Diphtheria) vaccines as needed.

Each year, Agnico Eagle invites the residents of Baker Lake to an on-site tour at Meadowbank Mine. In 2022, due to COVID-19 and other precaution measures this initiative was cancelled. In December 2022, Meliadine staff organized a tour for about 20 visitors from local communities. This included a bus tour and a camp visit, including visiting the new gymnasium. During the tour, Agnico Eagle set up booths for different departments to provide information to the community members about their work and services. Also in 2022, Agnico Eagle's Meadowbank Complex and Meliadine invited employee spouses from Kivalliq communities to site for Christmas and New Year's celebrations. In total, six (6) spouses from Baker Lake joined the celebration.

The **Baker Lake Prenatal Nutrition Project** (BLPNP), in alignment with the Baker Lake Wellness Plan, is a community-based health promotion program that helps expectant and new mothers have healthy pregnancies and young babies. Some activities also include fathers-to-be and fathers. Pre-schoolers are also able to attend with their mothers. In 2021, Agnico Eagle contributed \$64,000 towards this program and another \$42,500 in 2022, out of the \$128,000 agreed three-year amount. In addition, Meadowbank Complex and Meliadine clinics continued promoting safe sexual health practices by distributing condoms and raising awareness.

Planned **Financial Literacy Trainings** on-site and in the community were cancelled in 2020 and 2021 due to the COVID-19 pandemic. Basic financial literacy training continues to be included in the Pre-employment training program and is also accessible through the EAP. Similarly, in 2022, while initiatives were planned to improve Financial Literacy Training to support Inuit employees, the initiatives did not take place due to COVID-19 related challenges. Existing measures were kept and made available, including financial training via pre-employment training, available resources through EAP, and one-on-one assistance upon request.

## 9.2 Perceptions of health & wellness

### Predictions

#### MEADOWBANK

There are no specific predictions in the Meadowbank FEIS regarding the perceptions of health and wellness in the Kivalliq region.

#### WHALE TAIL

*"Project incomes [and rotational employment] may affect family and community health and cohesion."*  
(Golder Associates, 2018, p. 14-15).

#### MELIADINE

*"Perceptions of Project effects may lead to mental stress and changes in behaviour (i.e., diet)."*  
(Golder Associates, 2014, p. 9-271).

## Data & Trends

In 2022, Agnico Eagle developed an Inuit and Nunavummiut Employment Survey to gather data and insights on the perceptions of the projects' impacts on health and wellness. The results of this initiative are described below <sup>10</sup>.

In 2022, 48% of survey respondents indicated they believed that Agnico Eagle had a positive impact on their community, 43% believed the impact was neutral, 8% responded negatively, and 1% believed the impact was both negative and positive. This represents an improvement over 2019 survey results when 42% of respondents believed Agnico Eagle had a positive impact and 57% believed it was neutral (Agnico Eagle Inuit & Nunavummiut Employee Survey, 2019; Agnico Eagle Inuit & Nunavummiut Employment Survey, 2022).

Regarding **workplace culture and values**, 87% of respondents strongly (57%) or somewhat (30%) agreed that respect and consideration of others and positive working relationships were encouraged in the workplace. The survey found that 83% of respondents had discussed important work values (working hard, being on time, being safe) with children and youth in their homes and communities (Agnico Eagle Inuit & Nunavummiut Employment Survey, 2022).

Regarding **mental health and wellness**, 75% of respondents felt happy at the mine all or most of the time in the last year, 15% were happy sometimes, and 7% were not happy much of the time or never. The survey found that 79% of participants reported that they spent time at the mine with someone they like some, most, or all the time, 61% had someone to talk to if they felt worried or needed support at the mine some, most, or all the time (Agnico Eagle Inuit & Nunavummiut Employment Survey, 2022).

Worrying about their **family situation** is one of the most difficult things at work for 62% of respondents, with loneliness and worries about their financial situation also noted as significant difficulties. While 51% of respondents reported that they worried about keeping their job some, most, or all the time, fewer than 11% reported a work-related issue as the most difficult challenge (such as challenges with camp life, type of work, or relationships with supervisors and colleagues) (Agnico Eagle Inuit & Nunavummiut Employment Survey, 2022).

Regarding **personal relationships**, more than half (52%) reported that their personal relationships were about the same since starting to work at the mine. A higher number reported that their relationships were better (25%) than worse (8%); 16% were unsure (Agnico Eagle Inuit & Nunavummiut Employment Survey, 2022).

Regarding **financial health**, 66% survey respondents reported that they were struggling with paying bills and debt. About 22% reported that they could not pay most of their bills on time and were falling behind on debt, with 44% occasionally falling behind. Similarly, 54% responded they were not saving any money in the past year, 74% were not aware of the Nunavut Down Payment Assistance Program, but 74% indicated they wished to own a home in the last 12 months. When asked what they wished to buy, 81% indicated a house / condo. Approximately 66% of respondents did not seek financial advice in the past year; 57% felt they did not know where to start to look for financial advice, said there was no financial advice in their community, or felt uncomfortable talking about money (Agnico Eagle Inuit & Nunavummiut Employment Survey, 2022).

Regarding **COVID-19 related measures**, a majority strongly (57%) or somewhat (27%) agreed that they felt satisfied with the return-to-work integration plan; 84% of respondents strongly (48%) or somewhat (36%) agreed that they felt safe working at the mine with the hygiene measures in place. Similarly, a majority of respondents strongly (50%) or somewhat (39%) agreed that they felt informed about the COVID-19 initiatives put in place by Agnico Eagle (Agnico Eagle Inuit & Nunavummiut Employment Survey, 2022).

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<sup>10</sup> Questions in this section were answered by 125 to 157 respondents.



## Interpretation

The 2022 Inuit and Nunavummiut Employment Survey revealed many positive results and limited negative impacts. Agnico Eagle’s presence in Nunavut communities is perceived to have a positive or neutral impact, and respondents were satisfied with how Agnico Eagle handled the response to the pandemic. Most respondents agreed that positive working relationships were encouraged and that they felt happy working for Agnico Eagle projects. However, while personal relationships have improved or remained the same among those who responded to the survey, respondents often worried about families when on-site, felt lonely, and/or worried about keeping their job. Many also struggled with their financial situation and often find it challenging to pay all bills and debt.

Regarding the FEIS predictions for Whale Tail and Meliadine, it is challenging to determine if survey results support the stated predictions.

## 9.3 Criminal violations

### Predictions

#### MEADOWBANK

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

#### WHALE TAIL

*“Project incomes may affect family and community health and cohesion [crime].”* (Golder Associates, 2018, p. 14).

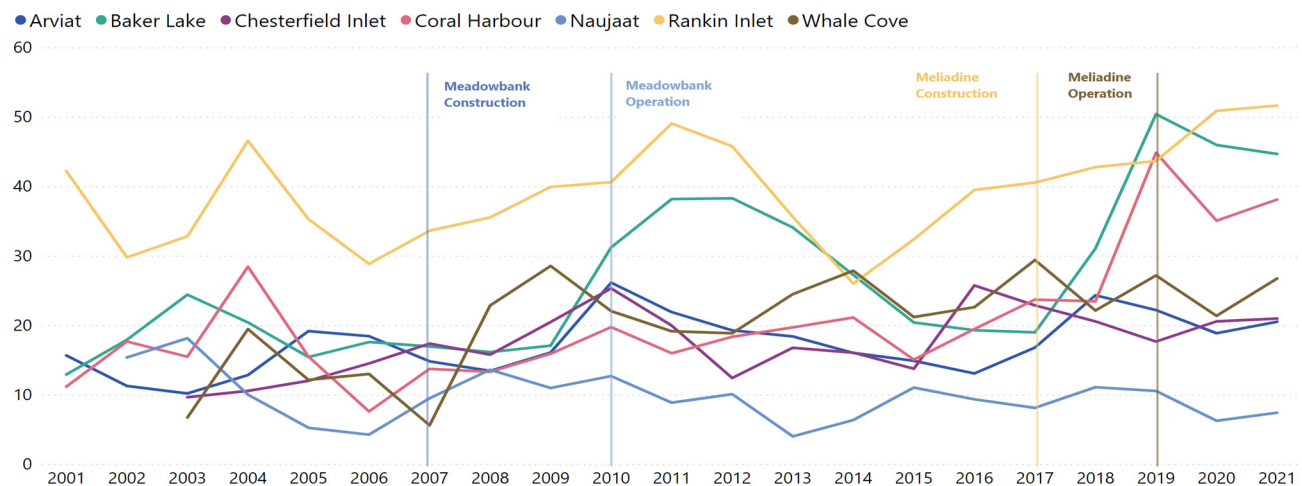
#### MELIADINE

*“Increased incomes from direct, indirect and induced Project employment may lead to illegal behaviours [increase in crime]”* (Golder Associates, 2014, p. 9-271-272).

### Data & Trends

Chart 43 shows the criminal violations rate (number of violations per 100 people<sup>11</sup>) for each community in the Kivalliq region from 2001 to 2021, the latest year for which data is available.

Chart 43. Criminal violations per hundred people by Kivalliq community



Data prior 2019 is from (Statistics Canada, 2018a). Data for 2019 to 2021 was obtained from (Statistics Canada, 2022b).

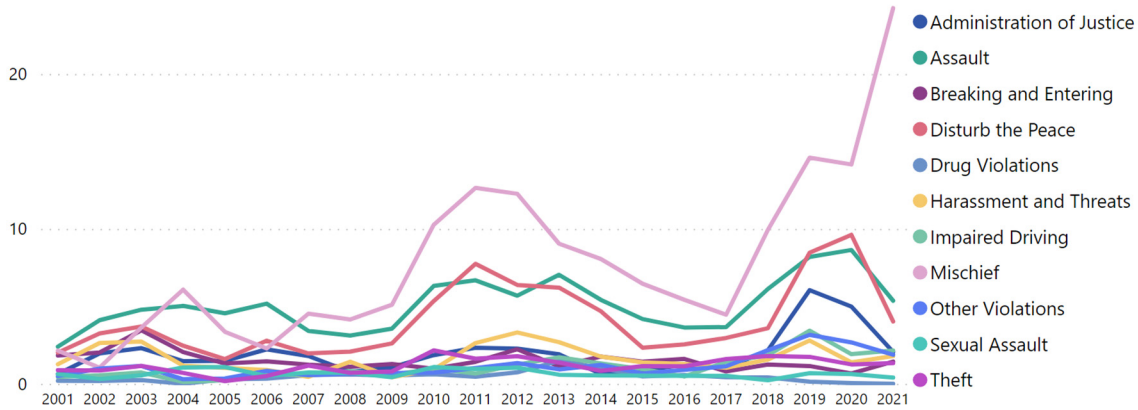
<sup>11</sup> Note that StatsCan provides criminal violation data per 100,000 people. The report authors use a per 100 people measurement that is more intuitive in a Nunavut context.



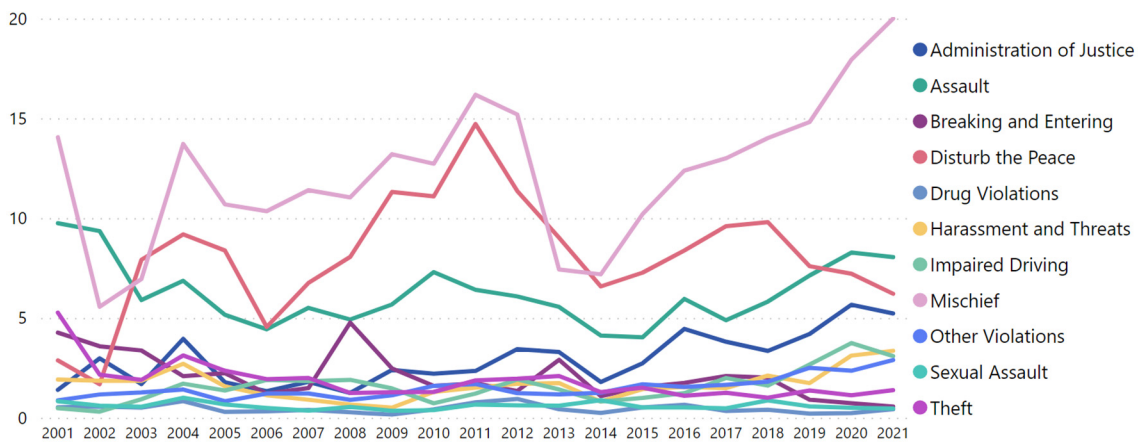
Chart 44 shows the criminal violations rate by type for Baker Lake, Rankin Inlet and Chesterfield Inlet 2001 to 2021, the latest year for which data is available.

Chart 44. Criminal violations per hundred people by type (Baker Lake, Rankin Inlet, Chesterfield Inlet)

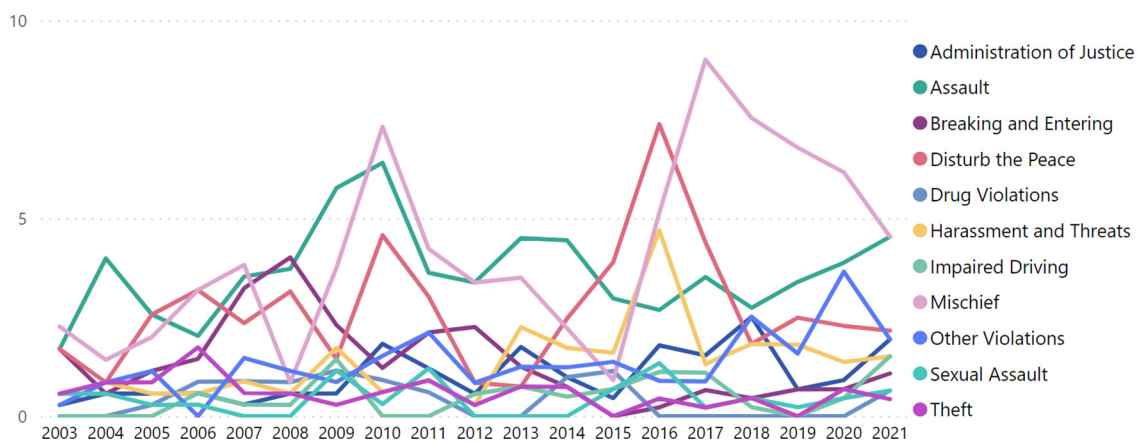
### Baker Lake



### Rankin Inlet



### Chesterfield Inlet



Data prior 2019 is from (Statistics Canada, 2018b). Data for 2019 to 2021 was obtained from (Statistics Canada, 2022b).

## Interpretation

Crime rates in the Kivalliq tend to be higher in Rankin Inlet, with Baker Lake and Coral Harbour also having higher crime rates since 2018. In 2021, the crime rate increased in most communities compared to 2020; crime rate in Baker Lake slightly decreased while crime rate in Chesterfield Inlet remained unchanged. Crime in Rankin Inlet reached its highest level since 2001, exceeding high crime periods of 2004 and 2011 in the community. Baker Lake and Coral Harbor reached highest crime rates in 2019, both exceeding community-specific historical averages and previous crime peaks; in 2021, while the crime rate increased in both communities, it remained below 2019 crime levels. By category, mischief, disturbing the peace, and assault tend to be more common in Rankin Inlet, Baker Lake, and Chesterfield Inlet.

There are several 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 callouts are believed to be related to alcohol (Buell, 2006). A related study (Godfrey, 2017) supports this, finding that proximity to 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, fluctuating crime rates make it challenging to assess if the FEIS predictions of increased crime are accurate, as for many communities or types of crime, crime rates continue to remain within previously recorded levels. Changes in crime are expected to result from complex interactions of socio-economic challenges at a community level, and recent COVID-19 challenges may also contribute to this context, along with the potential impacts of Agnico Eagle operations and mining-related income levels.

## 9.4 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 in-migration could increase demand for services and infrastructure in Baker Lake and Rankin Inlet [health care]." (Golder Associates, 2018, p. 17).*

#### MELIADINE

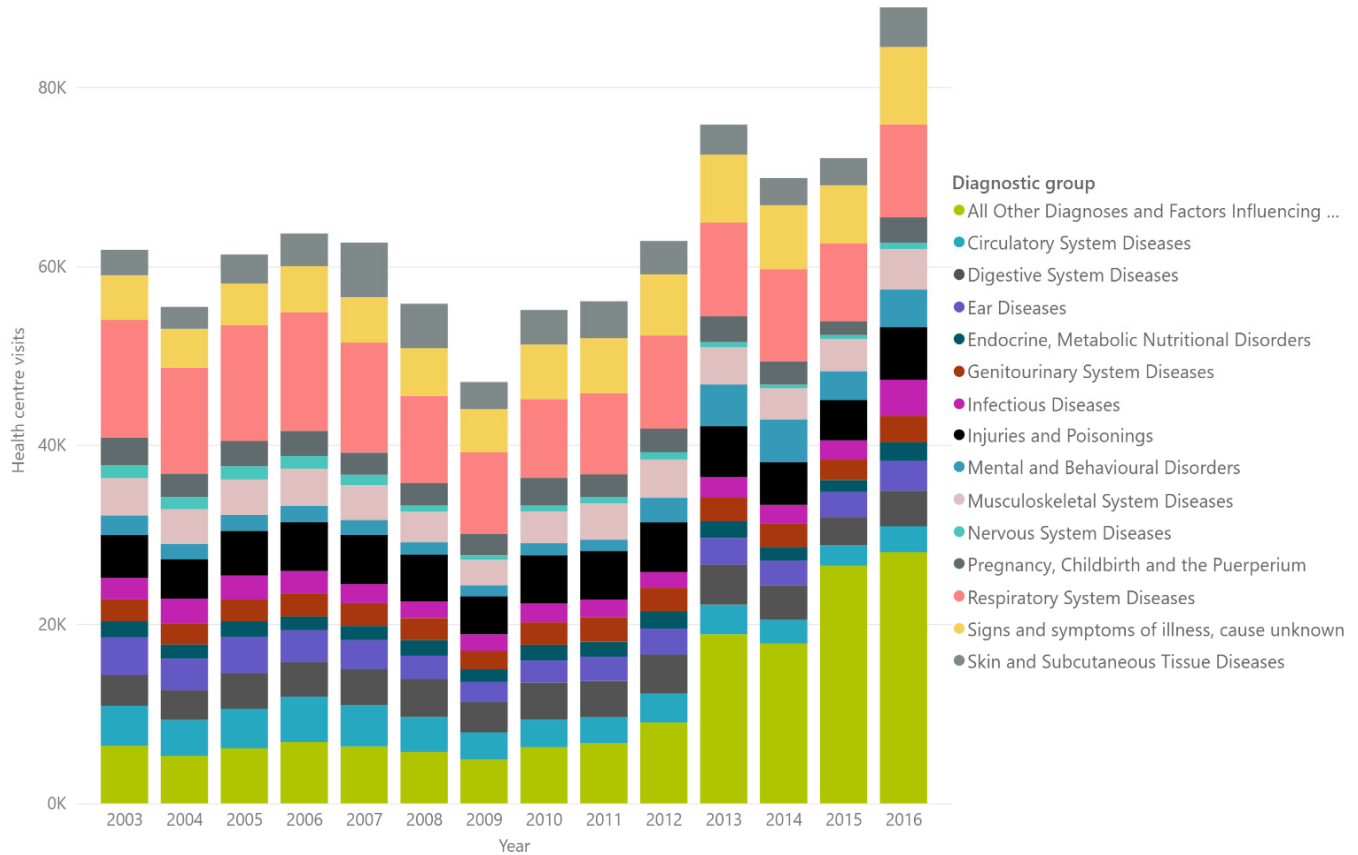
*"Project-induced in-migration may increase demand on health services." (Golder Associates, 2014, p. 9-284).*

### Data & Trends

Chart 45 below provides an overview of health center visits by reason for visit from 2003 to 2016. No data is available from 2017 to present.

Chart 45. Kivalliq community health center visits by reason for visit

The most recent update to this dataset is available for 2016. Lack of more recent data for this indicator makes it challenging to accurately understand the impacts of the Agnico Eagle Kivalliq Projects.



(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%. Several 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 available, and an individual's willingness to seek help. Without additional information, it is difficult to attribute changes in health centre use to Agnico Eagle's Kivalliq Projects.

## 9.5 Housing

### Predictions

#### MEADOWBANK

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

#### WHALE TAIL

“Project-induced in-migration could increase demand for housing in Baker Lake and Rankin Inlet.” (Golder Associates, 2018, p. 16).

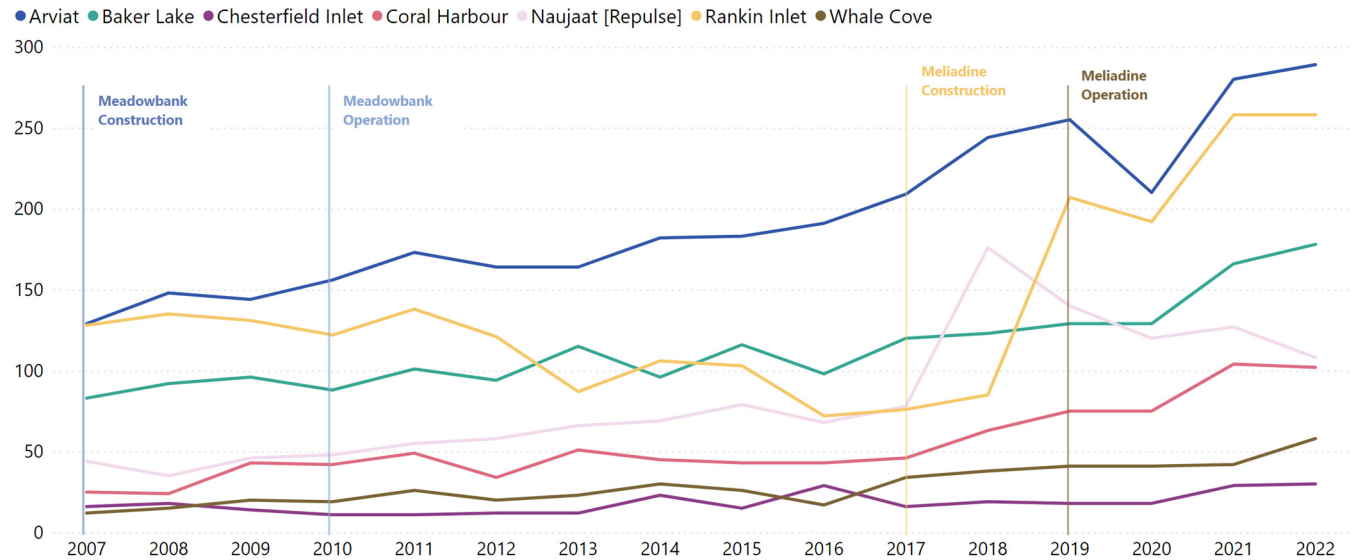
#### MELIADINE

“Project-induced in-migration may increase demand on local housing.” (Golder Associates, 2014, p. 9-284).

### Data & Trends

Chart 46 shows the number of people in the Kivalliq region who were on a waiting list for public housing, presented by community.

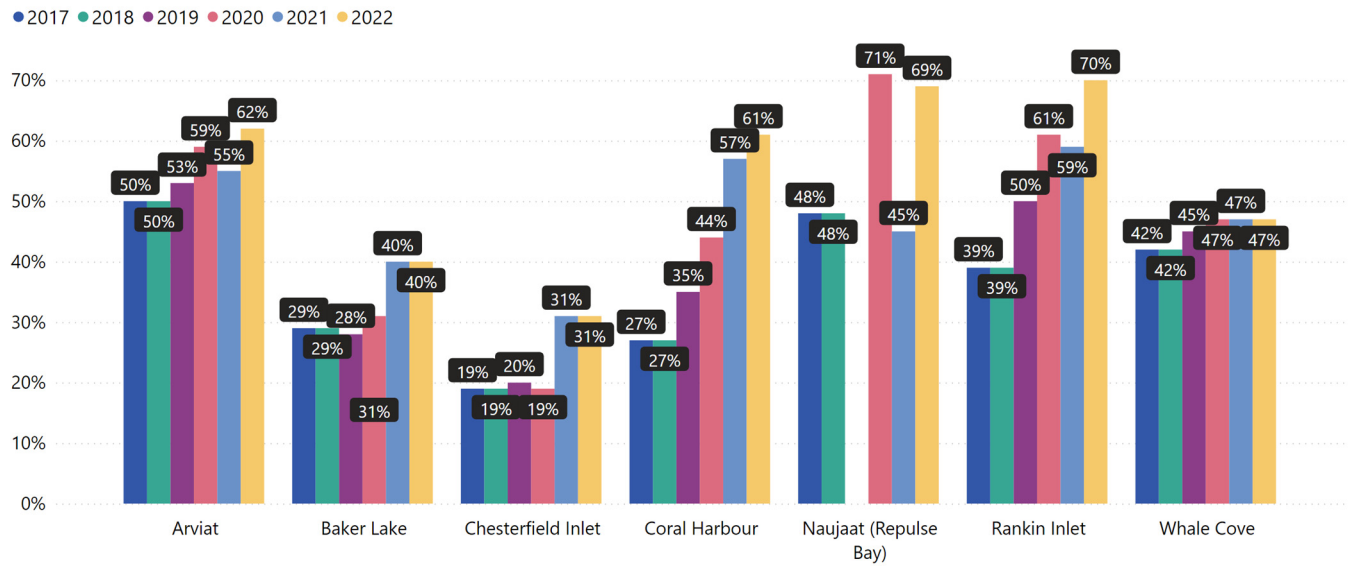
Chart 46. Persons on waitlist for public housing by community



(Nunavut Housing Corporation, 2023b)

Chart 47 show the housing needs by community as a percentage of housing stock (each community's housing demand).

Chart 47. Housing Needs by Community as a Percentage of Housing Stock

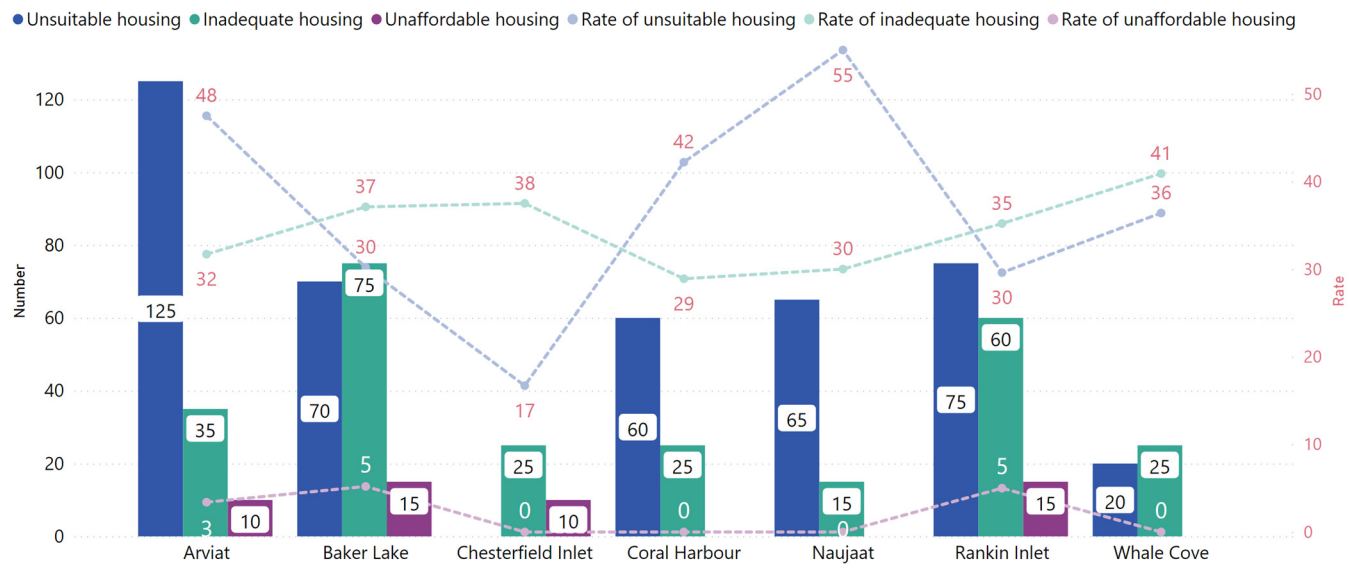


(Nunavut Housing Corporation, 2023a). Data for 2019 for Naujaat was not available.

Chart 48 shows the number / rates of households living in dwellings considered unsuitable, inadequate, or unaffordable based on 2016 Census data. Comparable information for 2021 was not available at the time of preparing this report.

Chart 48. Number of People in Core Housing Need

The most recent update to this dataset is available for 2016. Lack of more recent data for this indicator makes it challenging to accurately understand the impacts of the Agnico Eagle Kivalliq Projects.



(Statistics Canada, 2018c)

The 2022 Inuit and Nunavummiut Employment Survey asked several questions regarding housing. With respect to the type of housing respondents live in, 53% indicated that they lived in public housing, 16% in a house owned by a friend/family, 13% owned their houses, 10% rented from a private company, and 5% lived in government housing. The majority of respondents' households consisted of 5 (12%) or more than 5 (32%) people; 36% lived in households with 3 and 4 people, and 20% reported double and single occupancy. In terms of the number of bedrooms, almost half of the respondents had 3 (22%) or more than 3-4 bedrooms (24%); 46% lived in a 2-bedroom unit and 9% of employees lived in a 1-bedroom (Agnico Eagle Inuit & Nunavummiut Employment Survey, 2022).

Regarding aspirations to own a house, 74% indicated they wished to own a home in the last 12 months and 81% indicated they want to buy a house / condo in the future. The survey found that 74% of respondents were not aware of the Nunavut Down Payment Assistance Program but that 46% of respondents were able to put money aside for a house, vacation, truck, retirement, or other purchase (Agnico Eagle Inuit & Nunavummiut Employment Survey, 2022).

## **Interpretation**

The number of people on public housing waitlists is trending upward in most Kivalliq communities, being generally highest in Arviat and Rankin Inlet. In 2022, 1,023 people were on a public housing waitlist in the Kivalliq region, representing a 1.7% increase over 2021 demand, and only the communities of Coral Harbour and Naujaat had a slight decrease in the number of persons on waitlists.

Based on housing needs as a percentage of housing stock, the Kivalliq communities with the highest needs are Rankin Inlet (70%), Naujaat (69%), Arviat (62%), Coral Harbour (61%), Whale Cove (47%), and Baker Lake (40%) (all rated as 'critical need'), and Chesterfield Inlet (31%, rated as 'serious'). This represents deteriorating conditions in all Kivalliq communities. According to Nunavut Tunngavik's assessment in 2020, 37% of Nunavut's population was in core housing need and a further 48% of Nunavut's residents resided in housing that was functionally unsustainable. The assessment further indicated that 35% of Nunavut households did not have enough bedrooms. As of March 31, 2022, the waitlist for public housing across Nunavut was 3,201 meaning the housing supply cannot keep up with demand.

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. Further, new housing construction is challenging and expensive in the remote communities of the Kivalliq region, and one would expect communities with higher population density to have more people on waitlists, and that the number of people on waitlists would increase with increases in population.

While there is potential for mining projects to impact housing supply and demand, it appears likely that the current housing situation in the Kivalliq stems from a number of concurrent factors, including demographic growth, lack of available community infrastructure for residential development, financial education on home ownership and innovative construction systems adapted for the North.

## 9.6 Food security

### Predictions

#### MEADOWBANK

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

#### WHALE TAIL

*“Regular incomes can help lift or keep people out of poverty; provide access to nutritious food.”* (Golder Associates, 2018, p. 20).

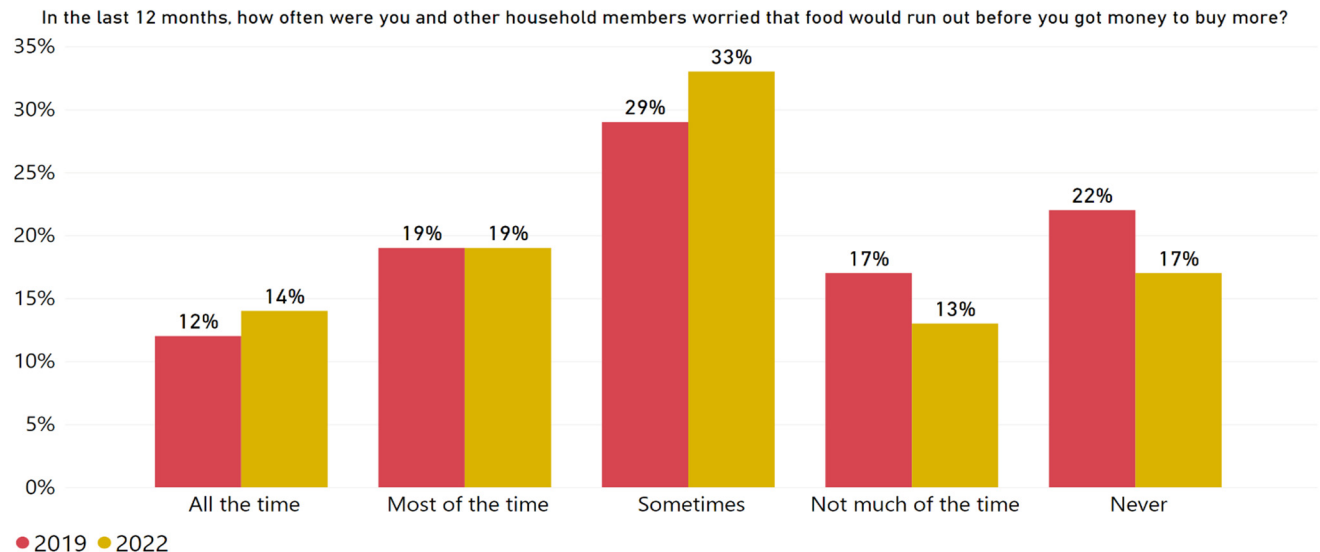
#### MELIADINE

*“Perceptions of Project effects may lead to mental stress and changes in behaviour (i.e., diet)”* (Golder Associates, 2014, p. 9-110) *“Project employment may increase time and resources available for harvesting nutritious country foods.”* (Golder Associates, 2014, p. 9-24). Potential *“Changes in availability and quality of traditional foods”* (Golder Associates, 2014, p. 9-97).

### Data & Trends

Chart 49 presents the 2019 and 2022 Inuit and Nunavummiut Employment Survey results pertaining to food security. In 2022, 66% reported that they were worried their food would run out before they got more money all, most or some of the time, a slight increase from 60% in 2019; in 2022, 30% never or not much of the time worried about food running out compared to 39% in 2019. In the 2022, 4% of respondents indicated their diet to be all country food, 37% consumed mostly country food and some store-bought food, 38% consumed equal parts country food and store-bought food, 13% consumed mostly store-bought food and some country food, and 8% consumed all store-bought food. Further, more than two-thirds of respondents participated in hunting, trapping and fishing activities.

Chart 49. Survey results pertaining to food security

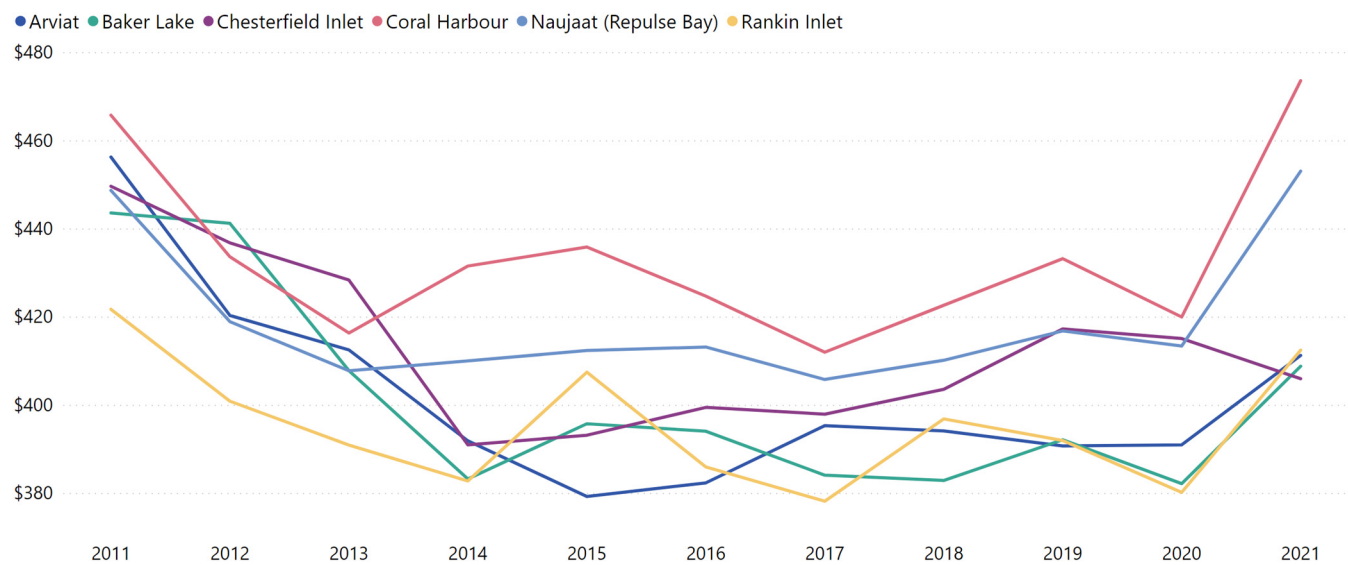


(Agnico Eagle Inuit & Nunavummiut Employee Survey, 2019; Agnico Eagle Inuit & Nunavummiut Employment Survey, 2022)

Chart 50 shows the cost of the Revised Northern Food Basket (RNFB) from 2001 to 2021. Information for 2022 was not available at the time of preparing this report.



Chart 50. Cost of Revised Northern Food Basket (RNFB)



(Government of Canada, 2021)

The **RNFB** is based on the average cost of 67 foods that represent current food consumption patterns of northern residents – a family of four (4), with dependents including a boy and a girl (aged 9 to 13). The RNFB is designed to meet energy requirements of people with “low-active” lifestyles, representing the minimum level of activity recommended for the maintenance of good health. The RNFB can be used to understand changes in the cost of food at a community level, and therefore serve as a proxy indicator for food security.

In 2022, Agnico Eagle provided gift cards to cover grocery expenses to the Inuit employees sent home for 10-day isolation. In total, Agnico Eagle provided \$24,400 in food security support for the families of Inuit employees sent home for isolation <sup>15V</sup>.

Agnico Eagle ran a community-based program review within the Kivalliq region to understand the challenges related to existing food security and active lifestyle programs and develop a related investment strategy around these themes.

In 2022, Agnico Eagle supported several community-based organizations that support food security issues. In total, Agnico Eagle provided \$173,500 in monetary support for food security initiatives. Below are the descriptions of support provided by Agnico Eagle:

- **Coral Harbour Sakku School** – Agnico Eagle provided \$10,000 to Coral Harbour Sakku School to provide a food station that included a toaster, bread, and a selection of spreads (peanut butter, jams, etc.), as well as a fruit basket, to ensure that no student gets hungry throughout the day.
- **Baker Lake Abluqta Society** – Agnico Eagle committed in 2019 to support local food bank by entering into a 5-year agreement with Baker Lake Abluqta Society to support the reduction of food insecurity in the community. In 2022, which was year four (4) out of the 5-year agreement, Agnico Eagle contributed \$100,000.
- **Rankin Inlet HTO Bowhead Hunt Tag** – Agnico Eagle contributed \$8,000 to the Bowhead Whale Hunt Committee of Rankin Inlet, which was approved by Kivalliq Wildlife Board to hunt a bowhead whale.
- **Coral Harbour HTO Bowhead Whale Hunt** – Agnico Eagle contributed \$8,000 to the Bowhead Whale Hunt Committee of Coral Harbour, which was approved by Kivalliq Wildlife Board to hunt a bowhead whale.



- **Baker Lake Prenatal program** – Agnico Eagle initiated a 3-year contribution agreement with the Baker Lake Prenatal Nutrition Project (BLPNP), with a total funding contribution of \$128,000. In 2022, \$42,500 was contributed towards this program.
- **Baker Lake Hot meals program** – Agnico Eagle contributed \$5,000 towards this program where, on a monthly basis, local women prepare hot meals for about 20-40 community members.

## Interpretation

The Nunavut Food Security Coalition outlines the four (4) 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 the RNFB can serve as a proxy indicator for the cost of food and potential changes in food security. The RNFB tends to be higher in Coral Harbour and Naujaat, being likely impacted by the geographical location of those communities. While the cost of the RNFB was generally stable from 2014 to 2020, there was an overall increase in the cost of the RNFB in 2021, this being in line with the high inflation experienced elsewhere in Canada. By community, the 2020 to 2021 change in the RNFB was the following: Arviat (+5%), Baker Lake (+7%), Chesterfield Inlet (-2%), Coral Harbour (+13%), Naujaat (+10%), and Rankin Inlet (+8%); the RNFB is not available for Whale Cove.

Inuit and Nunavummiut Employment Survey conducted in 2022 revealed that two-thirds of respondents worried about food running out, representing an increase in this metrics over 2019 results. Further, the share of respondents not worried about food also decreased in 2022, pointing to a growing share of employees concerned about food security. This could be, at least, partially attributed to the continued high inflationary pressures in Canada in 2022 resulting from supply challenges related to the COVID-19 pandemic and other political uncertainties (e.g., Russian invasion of Ukraine) (Statistics Canada, 2023b).

[Agnico Eagle continues to make notable efforts to reduce food insecurity in the Kivalliq Region, and in 2022 contributed \\$197,900 to various programs and initiatives](#)<sup>15V</sup>. Overall, it is believed that the income earned by project employees as well as Agnico Eagle’s financial support provided to programs aimed at improving food security, contribute to reducing the number of food insecure people or/and the magnitude of food insecurity in Kivalliq communities, being aligned with the FEIS prediction for Whale Tail.

## 9.7 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.

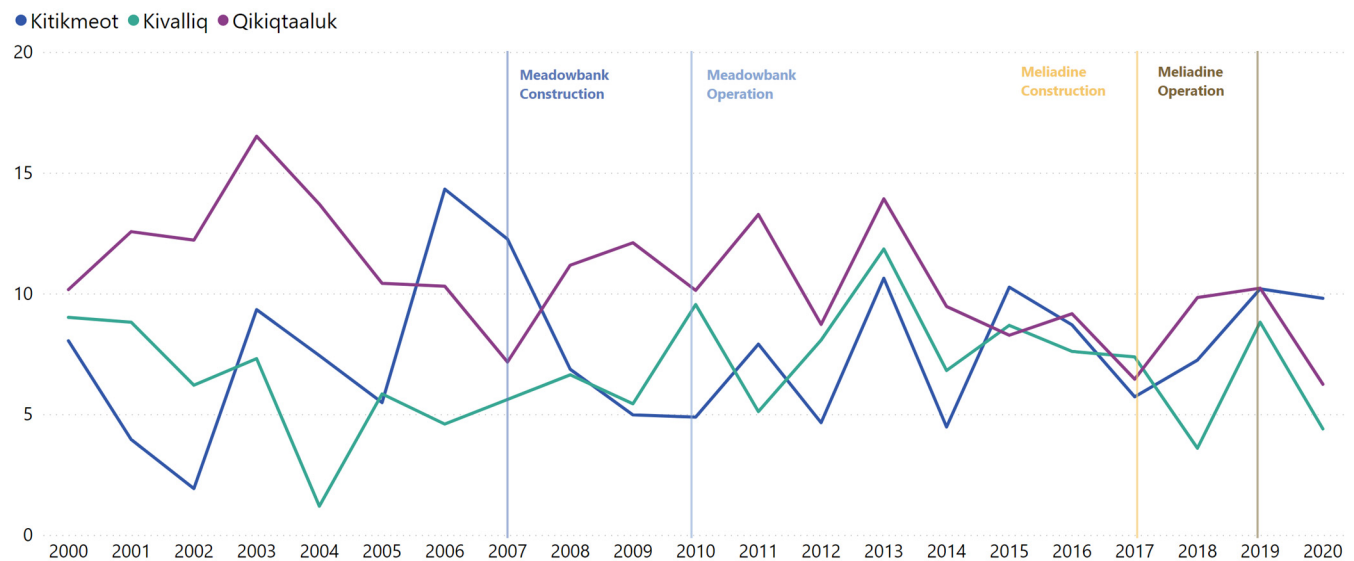
#### MELIADINE

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

### Data & Trends

Chart 51 shows the suicide rate per 10,000 people by region from 2000 to 2020, the latest year for which data is available.

Chart 51. Suicides per 10,000 people by region



(Department of Justice, 2021)

## Interpretation

Suicide rates in Kivalliq remain at crisis levels, being 6 times the rate of suicide in Canada in 2020. The Kivalliq region had the lowest suicide rate in Nunavut, but only marginally. 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. 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 National Inuit Suicide Prevention Strategy, released in 2016, 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.

[Agnico Eagle understands the mental health challenges in the Kivalliq region, and in 2022 it supported the following community mental health initiatives <sup>ISV</sup>:](#)

- A 2-day trip on the land to conduct small group discussions on suicide prevention and mental health.
- Training for ten (10) adults in Coral Harbor by a local certified mental health profession on suicide prevention and early intervention.
- Support for the annual, territory-wide Mental Health Art Contest.

Section 9.1 further describes these initiatives and highlights Agnico Eagle's on-site mental health initiatives.

# 10 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:** “Rotational employment can [...] have negative effects on cohesion, taking workers away from their communities and families for extended periods of time, and can erode traditional values.” (Golder Associates, 2018, p. 12)

**Meliadine:** The “Project may contribute to weakening of traditional culture.” (Golder Associates, 2014, p. 9-271)  
“The Project may result in a reduction of cohesion due to higher levels of inequality in the family or community.” (Golder Associates, 2014, 9-271)

## OVERVIEW OF FINDINGS

Agnico Eagle employees continue to participate in **traditional activities**. Nearly all survey participants indicated that they had participated in some form of traditional and cultural activities in the last 12 months, such as family gatherings, hunting, trapping, fishing, traveling on the land, gathering plants and berries, building cabins and igloos, sewing and crafts, and community events.

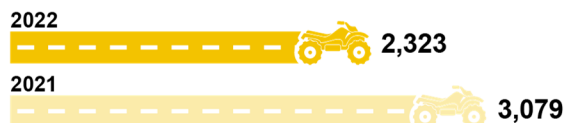
**When asked about their participation in traditional activities since they started working at the mine:**

- 3% participated more
- 25% participated less
- 39% participated the same
- 33% didn't know

The **use of Inuktitut** on-site declined in 2022 at both mine sites. The 2022 Inuit and Nunavummiut Employment Survey results indicated that it is important to Inuit employees that they can speak Inuktitut at the mine site and that, for most, working at the mine had not impacted their use of Inuktitut at home. However, **16% of respondents indicated that they felt they spoke Inuktitut less at home** as a result of working at the mine.

The **use of the All-Weather Access Road (AWAR)** for traditional activities decreased at both sites.

### Meadowbank/Whale Tail



### Meliadine



In 2022, the **Kivalliq Inuit Elders' Advisory Committee** met three (3) times to draft and approve the Term of References, provide an update on Agnico Eagle activities, and collect comments and concerns on the Meliadine Extension Windfarm.



In 2022, Agnico Eagle's Meadowbank Complex and Meliadine celebrated Nunavut Day and restarted activities to support Inuit Arts and Crafts. Also, six (6) country food nights were hosted at Meadowbank Complex and two (2) at Meliadine.

## SUMMARY OF MITIGATION MEASURES

To encourage respect and support for Inuit culture at Meadowbank and Meliadine, Agnico Eagle provides cross cultural training, access to traditional foods, supports Inuit arts and crafts, hosts cultural events, and provides documentation and services in Inuktitut.

Mitigation measures are described in detail in Appendix A.

## 10.1 Perceptions of culture and traditional lifestyle

### Predictions

#### MEADOWBANK

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

#### WHALE TAIL

*“Rotational employment can [...] have negative effects on cohesion, taking workers away from their communities and families for extended periods of time, and can erode traditional values”* (Golder Associates, 2016, p. 12).

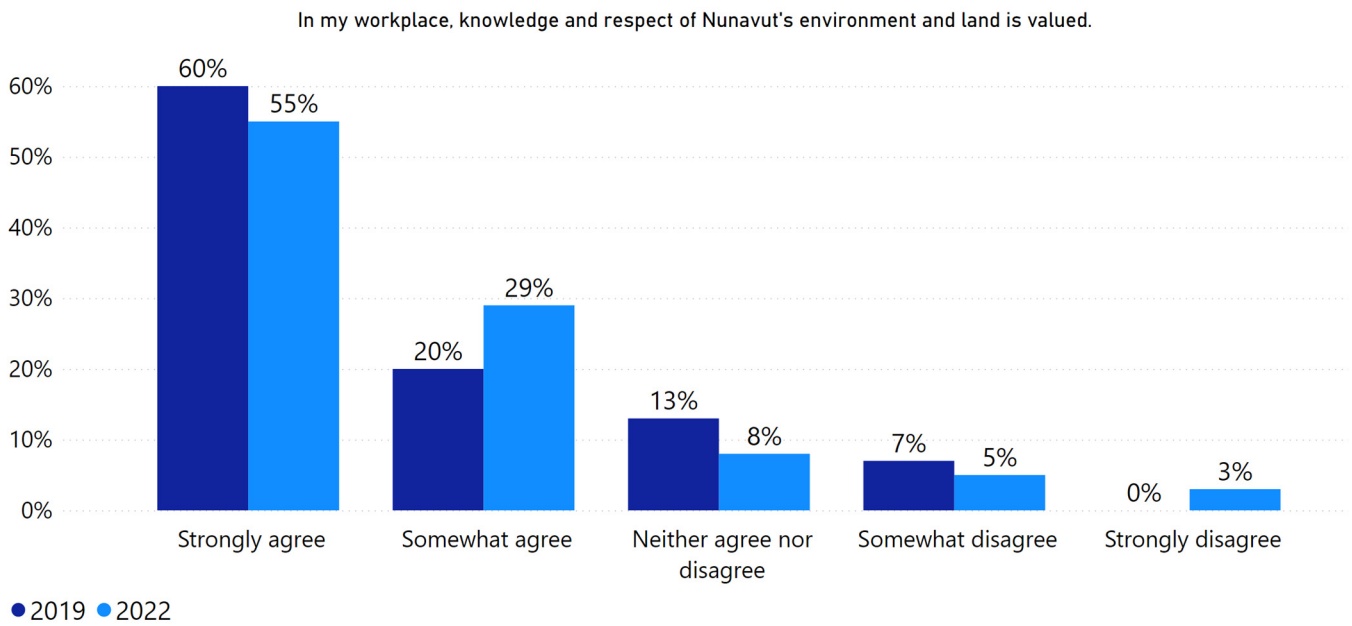
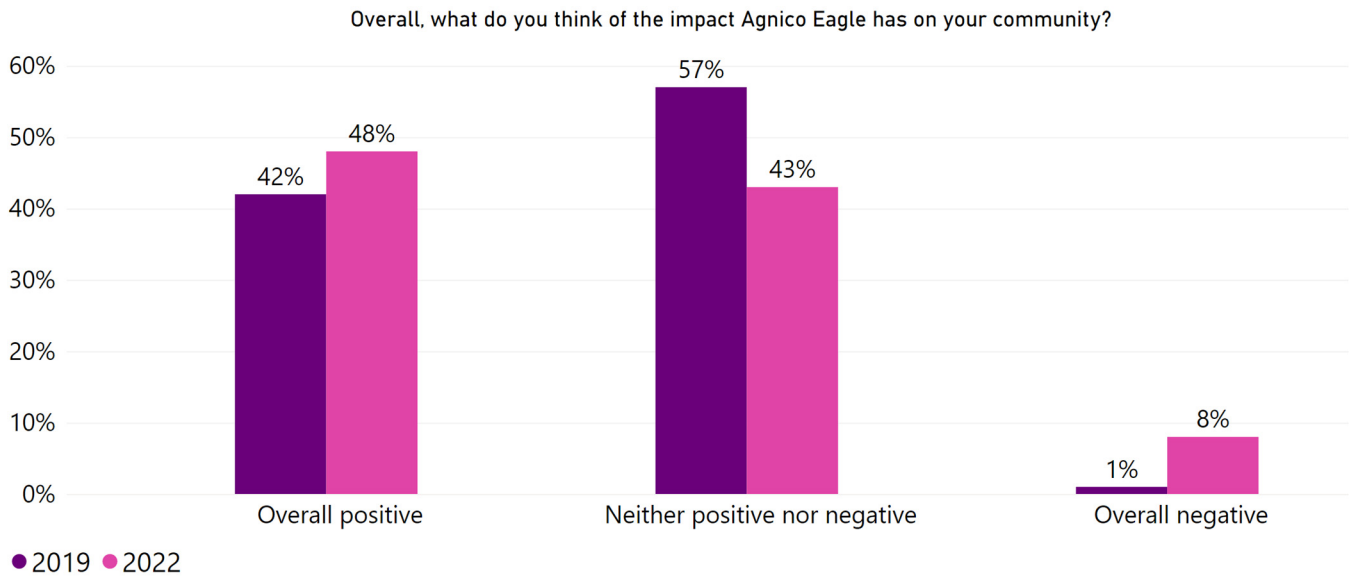
#### MELIADINE

*“The Project may contribute to weakening of traditional culture”* (Golder Associates, 2014, p. 9-246).

### Data & Trends

Chart 52 below presents the survey results from 2019 and 2022 pertaining to the perceived impacts of Agnico Eagle on local communities.

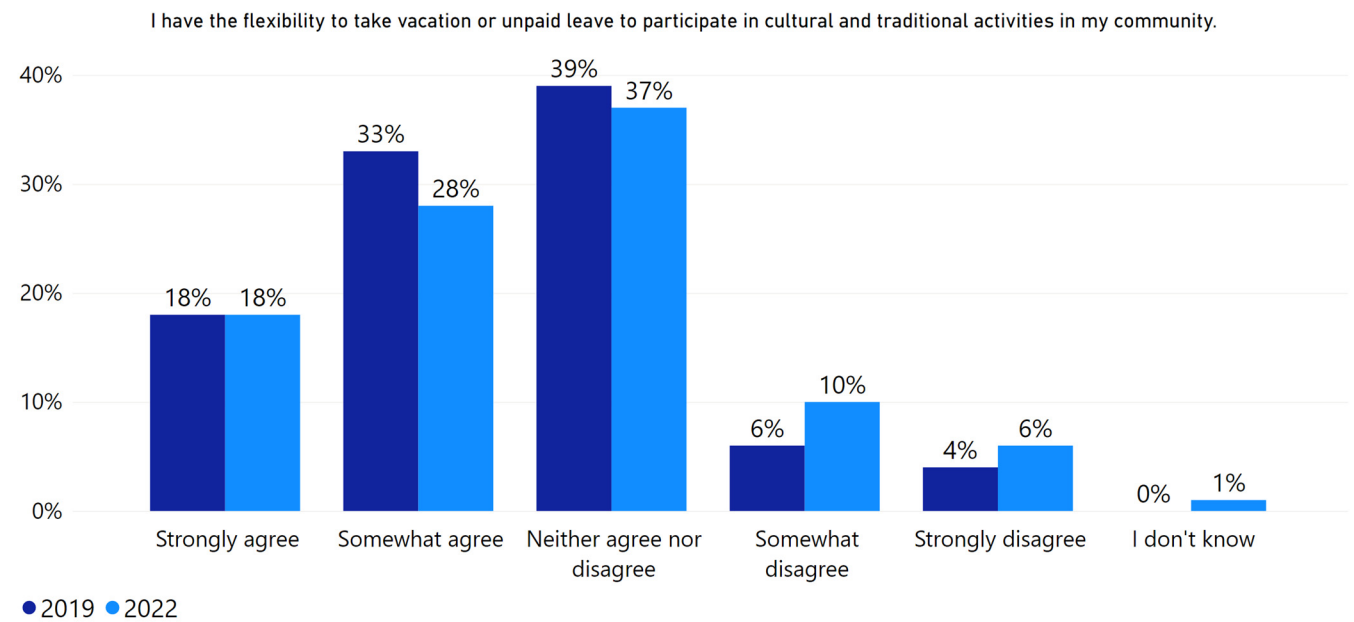
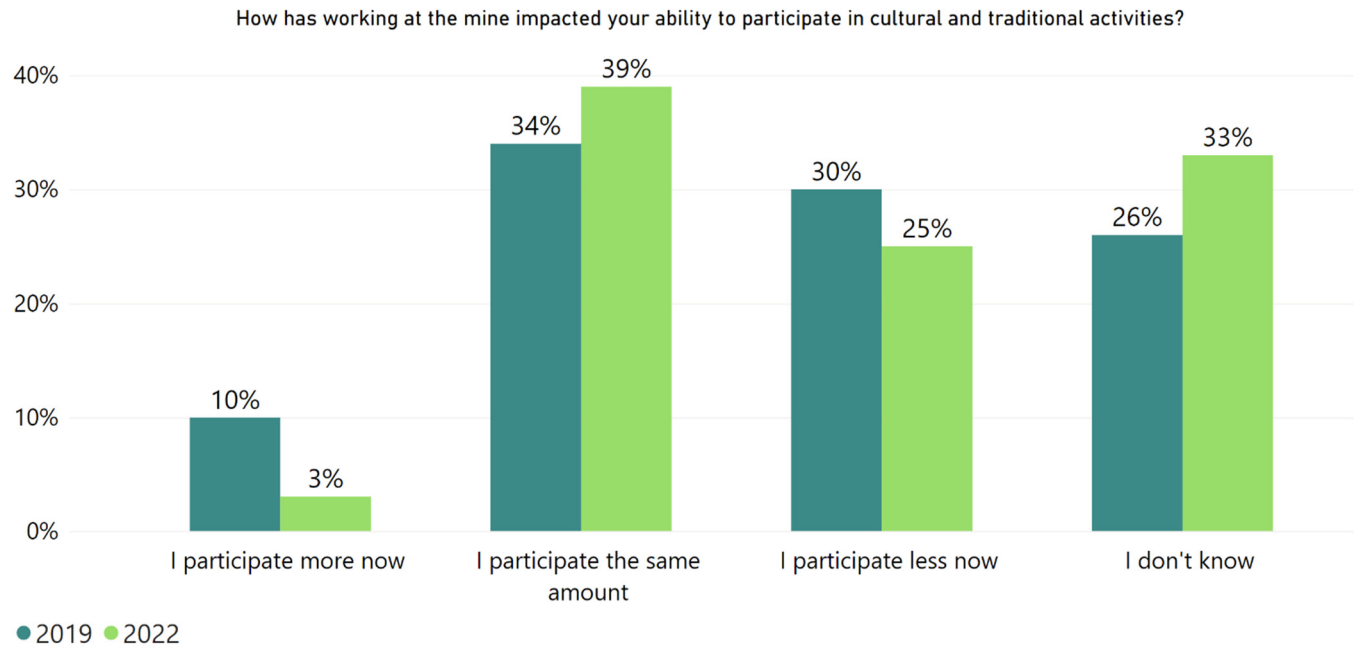
Chart 52. Survey result of perceived overall impact of Agnico Eagle on communities



(Agnico Eagle Inuit & Nunavummiut Employee Survey, 2019; Agnico Eagle Inuit & Nunavummiut Employment Survey, 2022)

Chart 53 provides survey results from 2019 and 2022 pertaining to the impact of the mines on the ability of employees to participate in cultural and traditional activities.

Chart 53. Survey results pertaining to impact of mining on participation in cultural and traditional activities



(Agnico Eagle Inuit & Nunavummiut Employee Survey, 2019; Agnico Eagle Inuit & Nunavummiut Employment Survey, 2022)

## Interpretation

In 2022, 48% of Inuit employees indicated that Agnico Eagle has had a positive impact on their community; 43% indicated that the impact has been neutral, and 8% of employees responded negatively; 1% indicated that the impact was both positive and negative.

Regarding Agnico Eagle's value of knowledge and respect of Nunavut's environment and land, 84% of respondents strongly (55%) or somewhat (29%) agreed that knowledge and respect of Nunavut's environment and land is valued by the mining company, but 8% somewhat or strongly disagreed. Further, in comparison with 2019 results, employees' participation in cultural activities has decreased according to the 2022 results; while 3% indicated they participated more in traditional activities, 39% stated that their participation had not changed, and 25% indicated that their participation had decreased. The majority of respondents also strongly (18%) or somewhat (28%) agreed that Agnico Eagle and contractors provided flexibility to participate in cultural and traditional activities, while 37% neither agreed or disagreed, but 16% somewhat or strongly disagreed.

Nearly all survey participants indicated that they had participated in some form of traditional and cultural activities in the last 12 months, with about one quarter participating in family gatherings, hunting, trapping, and fishing, and traveling on the land, a similar result as in 2019. Other activities included gathering plants and berries, building cabins and igloos, sewing and crafts, and community events.

Decreasing participation in cultural and traditional activities, as well as perceptions about having insufficient time to participate in such activities, are aligned with the FEIS predictions for Whale Tail and Meliadine, which anticipated that the project may contribute to weakening of traditional culture.

## 10.2 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

*"Rotational employment can [...] have negative effects on cohesion, taking workers away from their communities and families for extended periods of time, and can erode traditional values"* (Golder Associates, 2018, p. 12).

#### MELIADINE

*"The Project may contribute to weakening of traditional culture"* (Golder Associates, 2014, p. 9-246).

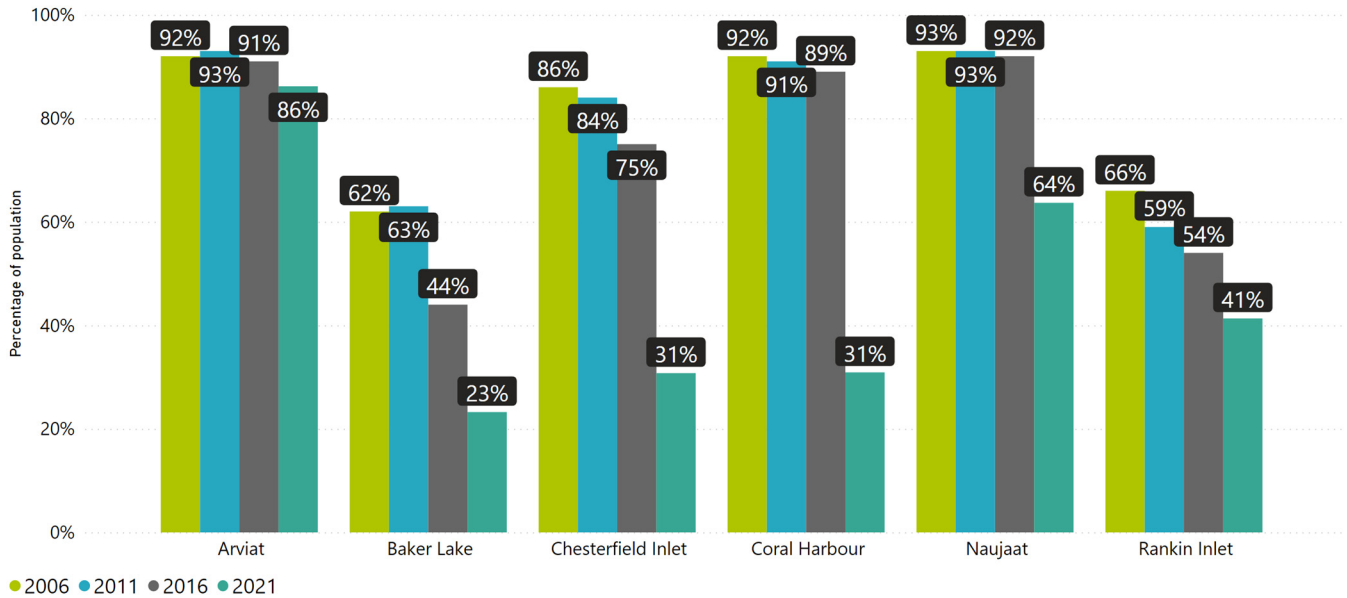
*"The proposed AWAR would improve [community] access into the LSA, Meliadine Lake, and cabin locations in the portion of the RSA close to the LSA."* (Golder Associates, 2014, p. 9-103).

The Project may have a negative impact on the use of culturally important areas / impacts on access to areas for hunting, fishing, marine harvesting, travelling, recreational, and religious activities (Golder Associates, 2014, p. 9-102).

## Data & Trends

Chart 54 shows the proportion of the total community population that identifies Inuktitut as their mother tongue, by Kivalliq community.

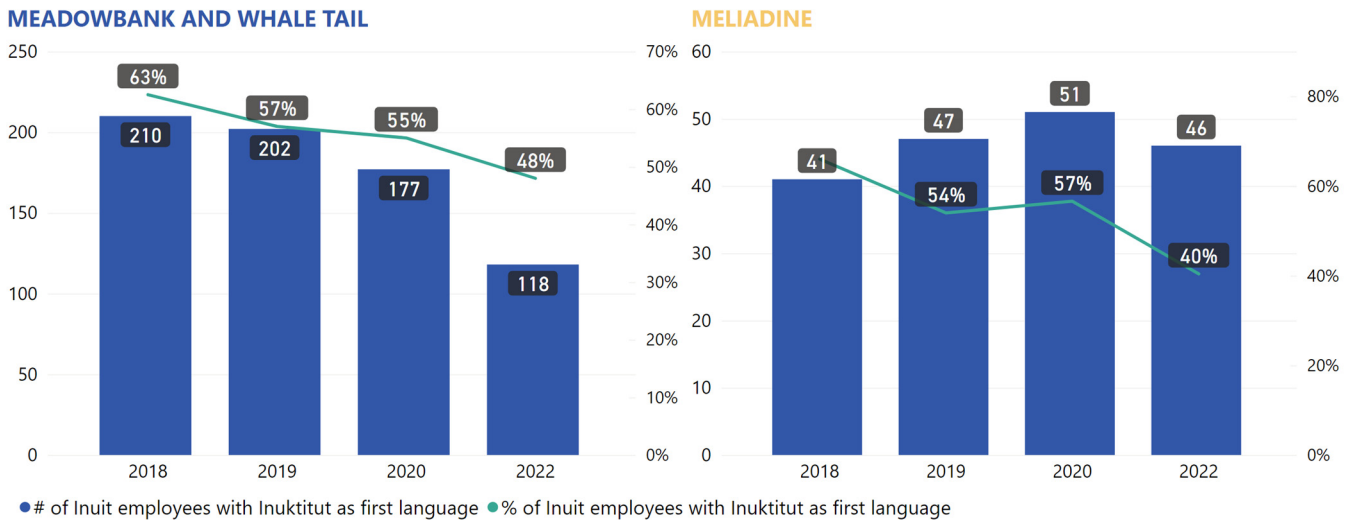
Chart 54. Proportion of total population identifying Inuktitut as their mother tongue by community



(Statistics Canada, 2016b; Statistics Canada, 2011b; Statistics Canada, 2006b; Statistics Canada, 2022a)

Chart 55 shows the number of Agnico Eagle employees that use Inuktitut as their first language.

Chart 55. Number of Agnico Eagle Employees with Inuktitut as First Language

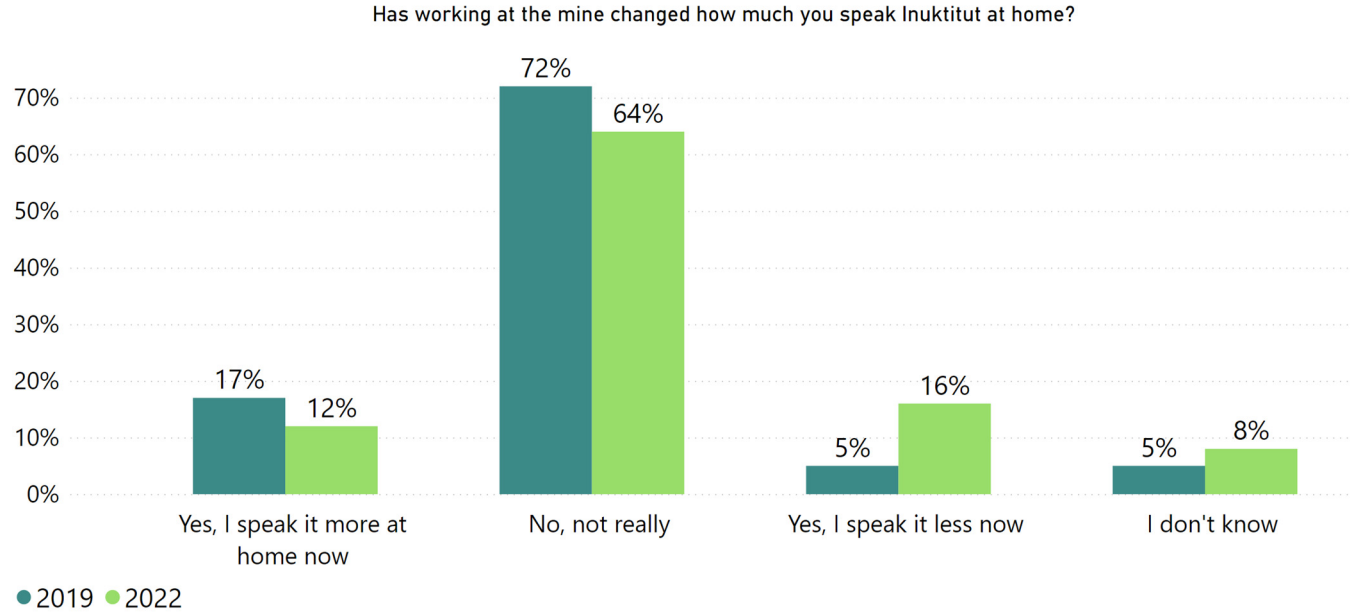
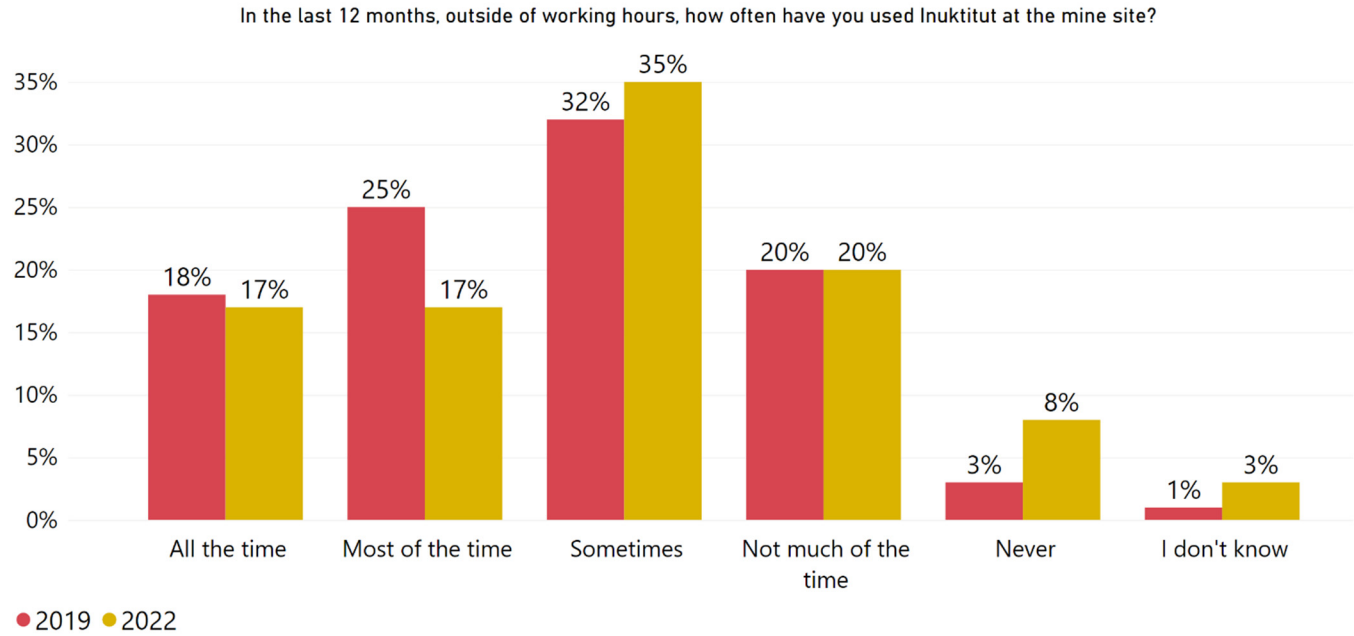


(Agnico Eagle Mines, 2022). Data for 2021 is not available for this indicator.



Chart 56 below presents the 2019 and 2022 Inuit and Nunavummiut Employment Survey results pertaining to the use of Inuktitut.

Chart 56. Survey results pertaining to use of Inuktitut



(Agnico Eagle Inuit & Nunavummiut Employee Survey, 2019; Agnico Eagle Inuit & Nunavummiut Employment Survey, 2022)

In 2022, 69% of respondents to the 2022 Inuit and Nunavummiut Employment Survey reported that they used Inuktitut at the mine outside of working hours some, most, or all the time, a decrease from 75% in 2019. The survey reported that 76% of respondents said that it is somewhat or very important for them to use Inuktitut at the workplace, and 64% reported that working at the mine has not changed how much they speak Inuktitut at home.

Agnico Eagle applies the **Inuit Language Protection Act** to facilitate the use of the Inuktitut language at their sites by providing documentation and services in Inuktitut, such as policies, employee handbooks, recruitment materials, online mandatory training materials, directional and safety signage, human resource counsellors, Community Coordinators, and religious events. Note that the Nunavut Mine Act requires, for safety reasons, that all work communications during operating hours use English as the common language.

In 2021, Agnico Eagle officially launched its **Nunavut Language Policy** (Nunavumi Uqausilirinik Maligaq) for all Kivalliq operations. To support the launch, a promotion campaign was rolled out, including at General Manager meetings and through online assessments for contractors. [The Language Policy was established in consultation with the Kivalliq Inuit Association \(KIA\), and complies to Agnico Eagle Inuit Impact Benefit Agreements, the Inuit Language Protection Act and the Mine Health and Safety Act <sup>ISV</sup>.](#) In 2022, sites continued to integrate Inuktitut uses in their operations. Following Nunavut Language Policy (Nunavumi Uqausilirinik Maligaq) implementation in 2021, multiple initiatives were launched in 2022:

- **Process Plant Training:** Training departments on-site continuously work to better integrate Inuktitut language into training content. As an example, in 2022, the Meliadine Process Plant released microlearning videos – short training videos – to develop safety awareness and show working procedures. All videos include Inuktitut support and script resources if needed.
- **Health and Safety:** Health and Safety departments proceeded with safety signages review. This included the translation of all AWAR signs between Meliadine Mine site and Rankin Inlet. All road users can now follow safety measures in both English and Inuktitut.
- **Inuit Recruitment:** Sanajiksanut job postings were reviewed and simplified to better support Inuktitut translation and ensure job postings in communities are accessible to all.
- **Social Activities:** All sites celebrated Nunavut Day by organizing social and cultural activities. At Meadowbank Complex, Agnico Eagle welcomed a recognized Elder who presented Inuit traditional hunting gear, games, clothing and proceeded with storytelling. All presentations were done both in English and Inuktitut, following by comment and question period.
- **Human Resources (HR):** All sites ensure services to employees in both English and Inuktitut via the support of HR representatives providing services and counselling in Inuktitut. These representatives also assist employees and candidates during interviews and facilitate communication. The HR department also assists Inuit employees to understand policies, procedures, and employee benefits, as well as listens to and brings forward any concerns that employees may have to management.
- **People Development:** Development and training programs, such as RISE and mentorship of Inuit workers, were reviewed in 2022. As needed, programs modified content and language to ensure participants' comprehension. Such programs target team leaders on how to become supervisors, and apprentices and other Inuit employees who are interested in career development.

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, and 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 \(HTOs\) <sup>ISV</sup>.](#)

The AWAR that connects Rankin Inlet to Meliadine was used for traditional activities by the community 3,353 times in 2022 (compared to 3,368 times in 2021). The AWAR that connects Baker Lake to Meadowbank was used for traditional activities by the community 2,323 times in 2022 (compared to 3,079 times in 2021).

In 2021, Agnico Eagle developed a **Kivalliq Elders' Advisory Committee (KEAC)** comprised of 21 Elders from Baker Lake, Chesterfield Inlet, Rankin Inlet, Whale Cove, and Arviat to integrate Inuit Qaujimajatuqangit (IQ), Inuit Societal Values (ISV) and community knowledge into exploration, planning, workforce, wellness, and operational plans. The selection of the committee members was led by Agnico Eagle's IQ Coordinator through consultations with wildlife organizations and local leaders <sup>ISV</sup>. The first in-person meeting with the committee members was in June 2021. The initial meeting addressed matters such as terms of reference, honorariums, hearing equipment, materials, interpretation, third-party facilitation, recording of meeting minutes and agenda topics. The first meeting provided an opportunity to bring the elders to our Meliadine. The second in-person meeting was in November 2021. The agenda topics were to review the draft Terms of Reference, honorarium payments, election of committee Chair and Vice Chair. Agnico Eagle organized a Meliadine site visit with the permission of the Chief Public Health Officer of Nunavut. The Agnico Eagle Adult Educator gave a presentation to the Elders on training opportunities. This presentation was the highlight of the meeting, according to the committee members. As such, the Elders requested that a standard agenda topic for every meeting be training updates for Inuit.

In 2022, three (3) meetings took place with the KEAC:

- Meeting #1 was a general meeting with KEAC to draft and approve the Kivalliq Elders Advisory Committee Term of References.
- Meeting #2 was the executive meeting for KEAC to provide an update on Whale Tail and Meliadine Extension and confirm continued participation from KEAC Members.
- Meeting #3 was to meet with the KEAC to collect comments and concerns on Meliadine Extension Windfarm. Overall, no major concerns from the group were collected about the project.

Agnico Eagle also supports cross-cultural understanding and celebration. After two (2) years without celebrations, Agnico Eagle's Meadowbank Complex and Meliadine celebrated Nunavut Day. The festivities included dinners consisting of freshly cooked caribou, beluga, arctic char, and Inuit meals. Everyone gathered to watch a throat singer performance and participated in traditional games and square dance. There was also a presentation of traditional Inuit hunting gear, games, and clothing.

Agnico Eagle sites also restarted activities to support Inuit Arts and Crafts. At Meadowbank Complex, Arts and Crafts were shown at Nunavut Days celebration. Local Elder and family were present at site to showcase Inuit traditional hunting gear, games and clothing. Demonstration was also made on how to use hunting tools hand made with caribou bones, skin and/or ligament. At Meliadine, Arts and Craft fairs were organized in November 2022 to allow Inuit employees at site and local artists from Rankin Inlet to present and sell articles to mine site employees. Around 15 local artists participated in the 2-day fair at site.

In total, in 2022, Agnico Eagle made monetary contributions of \$129,186 to support community traditional activities. Cultural and traditional activities supported by Agnico Eagle included:

- Arviat Inummariit Music Festival Arviat Nunavut
- Rankin Inlet Christmas Charity Ball
- Baker Lake Festival by the Lake
- Chesterfield Inlet Nunavut Day BBQ

- Whale Cove Easter Activity
- Coral Harbour 50th anniversary celebrations
- Elders Activity
- Chesterfield Inlet Fishing derby
- Coral Harbour Bowhead hunt

## Interpretation

The data on language use is suggestive of a decline in the prevalence of Inuktitut. The proportion of the population that identified Inuktitut as their mother tongue declined in all communities from 2006 to 2021. The decline in Coral Harbour was the most notable, with a decline of 58 percentage points over the 2006 to 2021 period, with most of that happening over the last five (5) years (2016 to 2021). To date, Arviat has the highest prevalence of Inuktitut use, and the lowest rate of decline. The use of Inuktitut on-site also declined in 2022 for both mine sites. The 2022 Inuit and Nunavummiut Employment Survey results indicate that it is important to Inuit employees that they can speak Inuktitut at the mine site and that, for most, working at the mine had not impacted their use of Inuktitut at home. However, 16% of respondents indicated that they felt they spoke Inuktitut now less at home as a result of working at the mine. It is challenging to determine if these findings support the FEIS predictions for Meadowbank or Whale Tail.

Regarding traditional activities, 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 the community for traditional activities such as caribou harvesting. [Caribou are central to the socio-economic and cultural wellbeing of Inuit in the Kivalliq region, and Agnico Eagle participates in several 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 ISV.](#)

Agnico Eagle continues to support cross-cultural understanding and celebration at both sites that include arts and crafts events, Nunavut Days celebration, local Elder and family showcasing Inuit traditional hunting gear, games, and clothing on-site, and local artists presenting and selling articles to mine site employees.

Agnico Eagle, in partnership with Aqqiumavvik, is also working to develop new content for the Cross-Cultural Awareness Training to include IQ and ISV values and to be more interactive by adding to-do-activities.

## 10.3 Country food use at project

### Predictions

#### MEADOWBANK

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

#### WHALE TAIL

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

#### MELIADINE

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

## Data & Trends

At Meadowbank / Whale Tail and Meliadine, there is a 5-week rotational menu. Twice during this cycle, arctic char or caribou is offered as an option. Agnico Eagle also holds country food events at its projects, with Meadowbank / Whale Tail hosting 12 in 2019 and 1 in 2020, and Meliadine hosting 11 in 2019 and 3 in 2020. In 2021, due to the COVID-19 pandemic and restrictions on large gatherings, no country food nights/events were hosted. In 2022, Meadowbank complex hosted six (6) country food nights, with approximately 30 individuals participating in total. In 2022, Meliadine hosted two (2) country food nights; while the events were very popular, a total count of attendee was not tallied. Both sites served country food meals as part of its standard menu (caribou and Arctic char).

The Meadowbank / Whale Tail country food kitchen – available to Inuit employees – was used by 118 attendees in 2019 and 30 attendees in 2020. The Meliadine country food kitchen was used by 500 attendees in 2019 and 127 attendees in 2020. Country food kitchens were not used in 2021 due to COVID-19. In 2022, 20 employees at Meadowbank and 30 at Meliadine accessed country food kitchens.

## 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<sup>15V</sup>. The number of country food events has grown over time but dropped in 2020 and 2021 due to COVID-19. Restrictions on social gatherings on-site and fewer Inuit employees on-site both contributed to a decline in country food consumption at the projects. Country food kitchen usage has declined over time, even before COVID-19, at Meadowbank / Whale Tail, despite stable numbers of Inuit employees, but had grown substantially at Meliadine prior to the pandemic. In 2022, both sites hosted country food night and had employees accessing the country food kitchens.

# 11 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

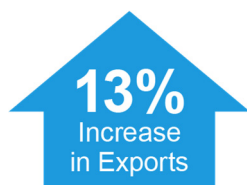
**Meadowbank:** “The economic impacts on the economy of Nunavut, of high magnitude, are positive over the medium term and of high significance, particularly during the construction phase.” (Cumberland Resources Ltd., 2006, p. 129)

**Whale Tail:** “The Expansion Project will continue to contribute to territorial economic activity.” (Golder Associates, 2018, p. 7)

**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. 9-299)

## OVERVIEW OF FINDINGS

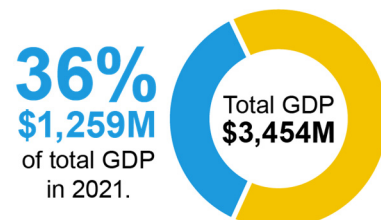
In 2022, Agnico Eagle **payments from taxes and royalties**, and from Inuit Impact and Benefit Agreement (IIBA) commitments to the Nunavut Tunngavik Incorporated (NTI) and Kivalliq Inuit Association (KIA), increased by 12% to **\$173M**, for a total to-date impact of **\$775M** from all sources.



In 2021, Nunavut experienced its **smallest trade deficit since 2002**, down to \$479M, due to both decreasing imports and increasing exports.



**Mining** continues to contribute substantially to territorial gross domestic product (**GDP**), accounting for approximately



## SUMMARY OF MITIGATION MEASURES

There are no specific mitigation measures needed for the Nunavut Economy VSEC as all impacts are believed to be beneficial. Maximizing benefits for the Nunavut economy is achieved through Agnico Eagle’s actions to maximize local employment and local contracting, and by ensuring community health, safety, and well-being.

Mitigation measures are described in detail in Appendix A.

## 11.1 Royalties and taxes

### Predictions

#### MEADOWBANK

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

#### WHALE TAIL

*“The Project’s operational government revenue impact from taxes is projected to be approximately \$307 million, of which 14% (\$41.5 million) would accrue to Nunavut.”* (Golder Associates, 2018, p. 8).

#### 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. 9-192).

### Data & Trends

Chart 57 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 either combined or separate, depending on the year and payment.

Chart 57. Project payments, royalties, and taxes (\$M)

#### Meadowbank:

Site / Payment	2010-2013*	2014	2015	2016	2017	2018	2019	2020	2021	2022	Total
GN payroll taxes			\$3.4	\$2.9	\$2.8						\$9.1
GN property tax	\$4.8	\$1.8	\$1.8	\$1.8	\$1.8	\$2.1	\$2.2	\$2.6	\$2.8	\$3.3	\$25.1
GoC payroll taxes			\$30.9	\$31.3	\$30.4						\$92.6
KIA IIBA payments						\$2.5					\$2.5
NTI royalties		\$2.8	\$4.5	\$7.0	\$14.1	\$7.7	\$0.0	\$0.0	\$2.9	\$1.6	\$40.7
NTI Payments							\$5.0	\$10.8	\$16.3	\$16.8	\$48.9
<b>Sub-Total</b>	<b>\$4.8</b>	<b>\$4.6</b>	<b>\$40.6</b>	<b>\$43.1</b>	<b>\$49.1</b>	<b>\$12.3</b>	<b>\$7.2</b>	<b>\$13.5</b>	<b>\$22.0</b>	<b>\$21.7</b>	<b>\$218.8</b>

(Chart 57 continued on next page)

**Meadowbank and Whale Tail:**

Site / Payment	2010-2013*	2014	2015	2016	2017	2018	2019	2020	2021	2022	Total
GN payroll taxes						\$2.9	\$3.7	\$4.0	\$4.7	\$6.1	\$21.4
GoC payroll taxes						\$32.7	\$38.7	\$40.9	\$48.7	\$57.2	\$218.3
<b>Sub-Total</b>						<b>\$35.7</b>	<b>\$42.4</b>	<b>\$44.9</b>	<b>\$53.5</b>	<b>\$63.3</b>	<b>\$239.7</b>

**Whale Tail:**

Site / Payment	2010-2013*	2014	2015	2016	2017	2018	2019	2020	2021	2022	Total
KIA IIBA payments					\$6.5						\$6.5
KIA royalties							\$2.1	\$7.1	\$10.4	\$12.0	\$31.6
NTI royalties							\$3.9	\$10.8	\$13.4	\$15.1	\$43.3
<b>Sub-Total</b>					<b>\$6.5</b>		<b>\$6.0</b>	<b>\$18.0</b>	<b>\$23.7</b>	<b>\$27.1</b>	<b>\$81.4</b>

**Meliadine:**

Site / Payment	2010-2013*	2014	2015	2016	2017	2018	2019	2020	2021	2022	Total
GN payroll taxes			\$0.3	\$0.2	\$0.5	\$1.5	\$2.6	\$3.1	\$3.5	\$4.4	\$16.0
GN property tax						\$1.5		\$2.1	\$2.2	\$2.5	\$8.2
GoC payroll taxes			\$1.3	\$1.6	\$5.4	\$17.8	\$30.0	\$34.9	\$39.1	\$42.9	\$173.1
KIA IIBA payments			\$1.5	\$1.5							\$3.0
KIA royalties							\$4.9	\$9.3	\$10.1	\$10.8	\$35.0
<b>Sub-Total</b>			<b>\$3.1</b>	<b>\$3.3</b>	<b>\$5.9</b>	<b>\$20.8</b>	<b>\$37.4</b>	<b>\$49.4</b>	<b>\$54.9</b>	<b>\$60.6</b>	<b>\$235.4</b>

\*Consists of annual payments of \$1,200,000 for the period of 2010 to 2013.

(Agnico Eagle Mines, 2022)

**Interpretation**

In 2022, payments from taxes, royalties, and IIBA commitments to the NTI and KIA increased by 12% compared to 2021 totaling 173M, for a total to-date impact of \$775M from all sources. Largest increases were noted from the Meadowbank/Whale Tail payroll taxes (from \$48M in 2021 to \$57M in 2022) as well as Meliadine payroll taxes (from \$39M in 2021 to \$43M in 2022). In 2022, the Meadowbank NTI royalties decreased by \$1M (from \$2.9M in 2021 to \$1.6M in 2022). 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 57 does not include additional payments to the KIA such as land use/rental payments, water compensation, payments associated with quarrying permits, and production leases.

As predicted in the projects' FEISs, these payments collectively constitute a positive impact on government revenues, exceeding stated predictions, and support the provision of public services and infrastructure in the Kivalliq communities.



## 11.2 Trade Balance

### Predictions

#### MEADOWBANK

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

#### WHALE TAIL

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

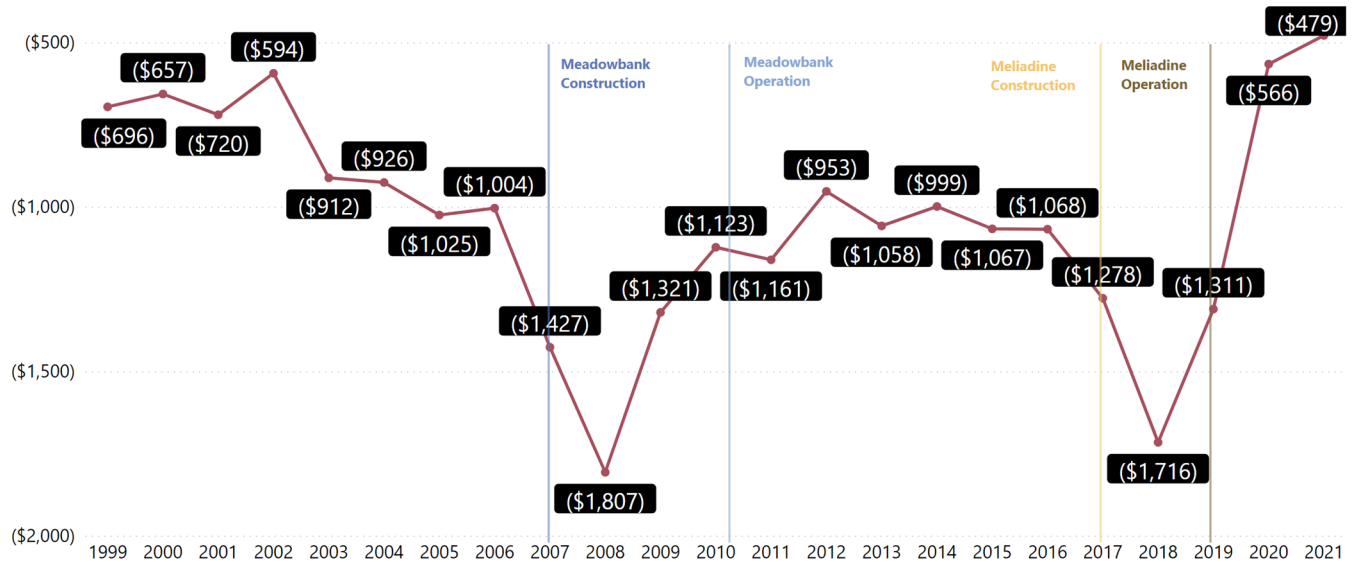
#### MELIADINE

“During ramping up, peak activity and ramping down, the Project would add to a trade deficit” (Golder Associates, 2014, p. 9-153). “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 [...] however, the mine outputs from 2017 and onwards will start offsetting this effect, which should bring the trade deficit down to \$1,126M.” (Golder Associates, 2014, p. 9-162/163).

### Data & Trends

Chart 58 depicts Nunavut’s trade balance from 1999 to 2021 (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 58. Nunavut trade balance (\$M)



(Agnico Eagle Mines, 2022)

### Interpretation

Nunavut’s trade balance was steady from 2010 to 2017, with noticeable declines in 2008 and 2018 coinciding with the years of Agnico Eagle mine construction as predicted in the FEIS, as large construction projects tend to increase the trade deficit. In 2021, the trade deficit rebounded to the lowest level on record since 2002, being

attributed to both decreasing imports and increasing exports. Meliadine’s FEIS prediction that the project will increase Nunavut’s trade deficit does not appear to be accurate.

## 11.3 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, 2014, p. 7).

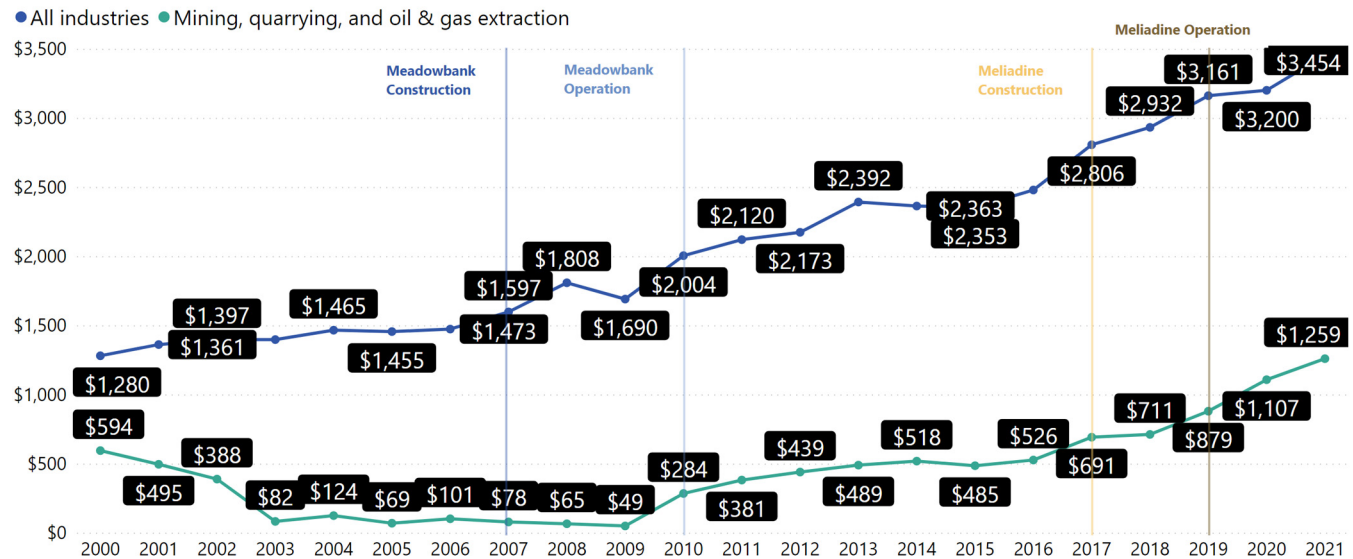
#### MELIADINE

“It is estimated that the Project will add \$522 million cumulatively to Nunavut’s GDP over the construction phase.” During a 10-year operations period, 2017 to 2027, it is expected that the Project will add an annual \$272 million to the Territorial GDP.” (Golder Associates, 2014, p. 9-161/165).

### Data & Trends

Chart 59 shows the value of Nunavut gross domestic product (GDP), in chained 2012 dollars, from 2000 to 2021.

Chart 59. Nunavut GDP by all industries and mining, quarrying and oil & gas (\$M)



(Statistics Canada, 2021b)

## **Interpretation**

Nunavut's GDP has been trending upwards since 2010, with a sharp increase that year due to partial recovery from the 2009 global recession, and 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, partially attributed to Agnico Eagle's activities in the Kivalliq region. The average annual rate of GDP growth from 2011 to 2021 was 5% for all industries, and 15% for mining. In 2021, mining accounted for approximately \$1,259M or 36% of total GDP (\$3,454M), compared to 35% in 2020. 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 other important projects in the years leading up to 2014. Higher GDP in 2017, and the continued upward trend since then, also coincides with the construction (2017) and operation (2019) of Meliadine. These GDP increases are in line with FEIS predictions.

## Appendix A: Existing Management and Mitigation

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
RISE Program	Employment	<p>In 2019, the Rapid Inuit Specific Education (RISE) Program was created to prepare Inuit for future employment opportunities with Agnico Eagle and increase Inuit employee retention, satisfaction, and salary. In 2022, the program was reviewed for optimization and improvement by a multi-disciplinary working committee. Current and past program participants were also interviewed. The review produced 40 recommendations, which were compiled into a master action plan that was executed in 2022. Few items remain for 2023. Program was officially launched in operations in Q4 (guidelines, policy and brochure shared with all departments) and presented in weekly management meetings at Meadowbank / Whale Tail and Meliadine.</p> <ul style="list-style-type: none"> <li>• Branch 1 – Workplace Essential Skills: Key action is to be able to identify employees who may benefit from this branch as soon as they start to work by reviewing the pre-employment assessment forms, completed during the pre-employment program.</li> <li>• Branch 2 – Apprenticeship: 30 recommendations were made, and most actions have been executed.</li> <li>• GN offers virtual tutoring services (VLS - Virtual Learning Strategist), and each Apprentice is required to sign up.</li> <li>• A memorandum of understanding (MoU) was signed with Northwestern Polytechnic College (NWP) to offer individualized support to each Apprentice while at school. The MoU includes airport pickup/drop off, orientation meeting and town tour with a dedicated support person "Den Mother", bi-weekly check-in meetings with "Den Mother", welcome basket with essential household items, breakfast and lunch meal plans, shipping of PPE. Two (2) Apprentices benefitted from this "package" in Q4 2022, generating very positive feedback. Four (4) Apprentices will benefit from this package in 2023.</li> <li>• Branch 3 – Leadership: eight (8) recommendations were made, and actions have been executed; there were nine (9) employees in the program at the end of 2022.</li> </ul>
Nunavut Leadership Development Program (LDP)	Employment	<p>The LDP launched in 2017 is composed of five (5) modules to develop leadership skills of employees in supervisory roles. In Q3 of 2022, Agnico Eagle hired an Organizational Development Specialist to deliver Modules 1-4 of the LDP. In total, two (2) sessions (Module 1 - Communication and Module 2 - Coaching) were delivered at Meliadine and one (1) session (Module 2 - Coaching) at Meadowbank Complex in Q4. Module 3 (Mobilizing) was developed and is ready to be launched onsite in 2023. Module 4 (Courage) development is underway.</p>
Sanajiksanut	Employment	<p>Sanajiksanut (or the Sanajiksanut Program) is the primary vehicle through which Agnico Eagle recruits and hires new Inuit employees. In 2021, Agnico Eagle and KIA agreed to modify the existing process through a Memorandum of Understanding (MoU). As a result, the Work Readiness and the Mandatory Trainings were combined to become the Pre-employment Training Program (10-day community-based training).</p>

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		<p>This change reduced the number of steps for applicants and decreased the delay in applicants gaining employment.</p> <p>In 2022, the Sanajiksanut Program was redesigned and officially launched. The vision for the Sanajiksanut is to have a recruitment process and approach that is inclusive and accessible for Inuit candidates. The new recruitment process is forward looking to ensure that a new and qualified generation of Inuit employees excels in various positions at Agnico Eagle's mine sites. The Sanajiksanut Program is based on four (4) key principles: partnership with Ilitaqsiniq (Nunavut Literacy Council), Inuit workforce planning, recruitment process changes, and mining awareness.</p> <p>The Sanajiksanut Program consists of four (4) steps: Employment Information Sessions, Online Application Process Facilitated by Employment Information Sessions, Pre-Employment Training Program, and Labour Pool List Coordinated by the Labour Pool Coordinator.</p>
Sanajiksanut – Step 1: Employment Information Sessions	Employment	As part of the Sanajiksanut (formerly Labour Pool Process), employment information sessions are to be conducted in all Kivalliq communities to give information about the mines, the work lifestyle, and career opportunities as well as knowing how to apply online. In 2022, employment information sessions were held in various communities. While sessions were canceled during the Q1 of 2022 because of COVID-19, activities resumed in May 2022. Agnico Eagle completed a total of 17 sessions with 78 attendees.
Sanajiksanut – Step 2: Online Application Process Facilitated by Employment Information Sessions	Employment	The second step in the Sanajiksanut (formerly Labour Pool Process) is to apply online. To facilitate online application in the communities, Agnico Eagle 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 2022, CLOs were present in six (6) communities most of the year. However, by the end of 2022, only four (4) CLOs were present in the following communities: Rankin Inlet, Baker Lake, Arviat, Coral Harbour.
Sanajiksanut – Step 3: Pre-employment Training Program	Employment	In 2021, the Work Readiness and the Mandatory Trainings were combined to become the Pre-employment Training Program (10-day community-based training). This change reduced the number of steps to decrease the delay in applicants gaining employment. The program is for those individuals who have applied online who do not have work experience relevant to the positions for which Agnico Eagle hires. IQ principles and Adult Educator Principles are integrated in the training approach. In 2022, five (5) Pre-employment Training programs and five (5) other related trainings were completed by 80 participants in total.
Sanajiksanut – Step 4: Labour Pool List Coordinated by the Labour Pool Coordinator	Employment	The Labour Pool List is a list of candidates who have successfully completed the steps of the Sanajiksanut. These candidates are eligible for opportunities with Agnico Eagle or Agnico Eagle's contractors. The list is managed by the Labour Pool Coordinator. In 2022, the Labour Pool List was updated following each step of the Sanajiksanut. Since the changes in the recruitment process, Agnico Eagle was able to hire 160 Inuit employees.
Summer Student Employment Program	Employment	Agnico Eagle's company wide policy offers summer employment programs to the children of all Agnico Eagle 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. In 2022, Agnico Eagle employed four (4) Inuit Summer Students based in Rankin

<b>Program / Initiatives</b>	<b>Related VSEC</b>	<b>Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)</b>
		Inlet with the Community Relations department, three (3) in Meliadine working with the Environment department and one (1) working with the Maintenance department in Meliadine.
Super Operator Program	Employment	The Super Operator Program is an extension of the Process Plant Trainee Program. This 168-hour training teaches the basics of maintenance principles 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. Due to COVID-19 the program continued to be on hold in 2021 and 2022.
Training Formula (formerly 'Training Curriculum')	Employment	The Training Formula program provides tools, tips, guidelines, and standards to improve the proficiency of Agnico Eagle trainers. The formal manual addresses training theory, standards, and delivery.
Kivalliq Science Educators Community (KSEC)	Employment Education & Training	In 2019, Agnico Eagle entered into a 5-year agreement to invest \$25,000 each year in the Kivalliq Science Educators Community. In 2020, Agnico Eagle had contributed \$25,000 towards delivery of virtual science related initiatives with Kivalliq schools, but due to COVID-19 and restrictions surrounding the pandemic, Agnico Eagle did not participate in any KSEC initiatives and programs. In 2022, Agnico Eagle did not receive any request for funding from KSEC.
Kivalliq Mine Training Society (KMTS)	Employment Education & Training	The KMTS is an Inuit-private sector partnership created to strengthen the Kivalliq region labour force. The KMTS enjoyed financial support from the Nunavut Department of Economic Development and Transportation and Agnico Eagle Mines. A major focus of the KMTS program has been to support Agnico Eagle's Mine Training Initiatives. Since 2017, KMTS was no longer able to receive funding to support program delivery to Agnico Eagle and communities. KMTS no longer exists.
Arviat Community Training Programs	Employment Education & 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, Government training agencies, the KIA, and drilling companies provided partnership investments. In 2022, the program was suspended.
MoU with GN	Employment Education & Training	A Memorandum of Understanding was signed in 2012 to establish a strengthened partnership between the Government of Nunavut (GN) Department of Education and Agnico Eagle, with a focus on increasing the number of students in the Kivalliq region who can successfully transition from high school to trades and mining-related career opportunities. Agnico Eagle was able to have one (1) meeting in 2021 with GN Representatives from the Department of Economic Development and Transportation. However, in 2022, no meeting was held regarding the MoU.
Adult Educators	Employment Education & Training	For employees who are pre-apprentices and apprentices, the Adult Educator works with the employees to improve maths skills based on the types of questions they will see in technical training, test taking skills, reading comprehension, and scientific concepts. The goal is for the apprentice to be well prepared to attend technical training. For relief supervisors and leaders, Adult Educators provided one-on-one support to build leadership skills such as communication, resilience, managerial courage, organization, leading your peers, and professionalism. In 2022, one (1) full-time Adult Educator was present at Meadowbank from March until December (activities were paused from January to March due to COVID-19). The Adult Educator worked with four (4) Inuit employees in the

<b>Program / Initiatives</b>	<b>Related VSEC</b>	<b>Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)</b>
		apprenticeship program, as well as five (5) Inuit who were in relief supervisor or leader roles. In October 2022, the Adult Educator role was extended to also cover the Meliadine Mine Site. At Meliadine, the Adult Educator worked with four (4) Inuit employees in the apprenticeship program, as well as three (3) Inuit who were in relief supervisor or leader roles. The total funding for Adult Educators in 2022 was \$93,996.
Take Our Kids to Work (TOKTW)	Employment Education & Training	In 2022, as in 2020 and 2021, Take Our Kids to Work (TOKTW) activities were cancelled due to bad weather and COVID-19 restrictions.
Mining Matters	Employment Education & Training	Mining Matters programs educate young people on earth sciences, the minerals industry, and career opportunities. In November 2022, with the support of Mining Matters, Agnico Eagle conducted Career Days at Baker Lake. The Career Days informed the communities of the Kivalliq about the mining activities, the AEM Nunavut operations, the various career opportunities, and the future projects to come. A total of 130 students participated and approximately 150 members of the community attended.
Role Model Program	Employment Education & Training	The Role Model program began in 2015 to recognize exemplary Inuit employees. Role models are nominated and chosen by a committee annually. 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. In 2022, one (1) Role Model from Meadowbank complex and one (1) from Meliadine were still continuing the program since 2017.
Career Path Program	Employment Education & Training	The Career Path Program was designed in 2012 to support upward mobility of Inuit employees, with the intention of only having internal promotions for Inuit, and for no external candidates (southerners) to be hired to fill a position that is part of the program. In 2022, the E&I (Energy & Infrastructure) Career Path and the Underground Career Path were reviewed at Meliadine and Meadowbank Complex. The Underground and Mine Operations Career Path were enhanced.
Kivalliq Career Fairs	Employment Education & 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. In 2022, Agnico Eagle organized 'Career Days' at Baker Lake on November 9 & 10. Agnico Eagle partnered with Mining Matters to organize Mining Awareness activities that were targeting the youth to increase interest in careers at the mining industries. The Sanajiksanut Team was there to meet with potential candidates and have them apply to potential job opportunities. Also, Inuit employee Role Models participated at the event to speak about their career path and experience working at the Agnico Eagle mine site. Lastly, Career Awareness Videos were presented at the fair showing Agnico Eagle Inuit employees speaking about their position and why they like working for Agnico Eagle.
Training and Learning Management System	Employment Education & Training	The Training Management System (TMS) as well as the Learning Management System (LMS) were initially implemented in 2013 to ensure better management of training activities and to monitor the proper management of the e-learning training. In 2022, the Training Chart was deployed and implemented. The training chart is a tool used as part of the TMS to track compliance of training requirements based on employee position.

<b>Program / Initiatives</b>	<b>Related VSEC</b>	<b>Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)</b>
Apprenticeship Training ('Apprenticeship Program' and 'Pre-Apprenticeship Program')	Employment Education & 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 nine (9) trades: baker, cook, carpenter, millwright, electrician, heavy duty equipment technician, welder, housing maintainer and plumber. Logistical, material, educational and financial support is provided to our Apprentices. The total number of pre-apprenticeship and apprenticeship at the end of 2022 was six (6).
Education Initiatives Portfolio promotion	Employment Education & Training	Agnico Eagle developed a portfolio summarizing all the education initiatives that are available for the Kivalliq schools. This includes Trades Awareness Skills and Knowledge Week (TASK week), role model visits, career fair, life skills workshops, TOKTW, regional summer camp, local summer camps, financial workshops, and Mining Matters programs.  In 2022, Agnico Eagle organized a 2-day mining awareness activity in Baker Lake. Both elementary and high schools participated, and the event was opened to public in the evening. In November 2022, with the support of Mining Matters, Agnico Eagle conducted Career Days at Baker Lake. The Career Days informed community members about mining activities, Agnico Eagle's Nunavut operations, various career opportunities, and future projects. A total of 130 students participated, and approximately 150 members of the community attended.
E-Learning Training	Employment Education & Training Health and Safety	Before coming to site for the first time, newly hired employees must complete their Mandatory Training online, which consists of six (6) modules: General Induction, Workplace Hazardous Materials Information System (WHMIS), Fire Suppression, Job Hazard Analysis and Work Card, Spill Response, and Occupational Health and Safety. Two (2) new e-learning lessons were developed and added to the General Induction in 2017: the Inuit Impact and Benefit Awareness module (IIBA), and the Archaeology module. In 2022, the Mill Induction and Chemical Awareness e-learning modules for Meliadine were developed and launched, and a development project to turn Fall Protection, Respiratory Protection, Lock Out, Confined Space and SOP Underground into e-learning is in-progress at Meadowbank. The creation of a Radio Protection e-learning is also in the plan.
TASK Week	Employment Education & Training	The Trades Awareness Skills and Knowledge Week (TASK Week) was initiated in 2012 is a full week program that allows students to focus on one trade for the entire week. TASK week is aligned with Agnico Eagle's IIBA commitments and is a joint initiative between Jonah Amitnaaq Secondary School (JASS). In 2021 and 2022, no TASK Week was held due to the COVID-19 pandemic.
Community Liaison Officers Program (formerly "Community Coordinators Program")	Employment Education & Training Individual and community Wellness	Community-based Agnico Eagle Coordinators provide a point of contact in each community to facilitate communications, provide services, and coordinate activities in locating employees or potential employees, organize and hold information sessions in the community on Agnico Eagle projects and initiatives, provide Agnico Eagle updates to the Hamlet Council, and distribute Agnico Eagle information and promotional materials. In 2022, CLOs were present in six (6) communities most of the year. However, by the end of 2022, there were four (4) CLOs present in the following communities: Rankin Inlet, Baker Lake, Arviat, Coral Harbour.



<b>Program / Initiatives</b>	<b>Related VSEC</b>	<b>Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)</b>
Financial Literacy Training	Income Education & Training Individual and Community Wellness	In 2022, while initiatives were planned to improve financial literacy training to support Inuit employees, the initiatives did not take place due to COVID-19 related challenges. However, existing measures were kept and made available: financial training via Pre-Employment training, available resources through Employee Assistance Program (EAP), and One-on-One assistance upon request.
Contractor Training Programs	Employment Contracting & Business Opportunities Education & 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. In 2022, contractor training program was listed under the COVID-19 Unavoidable Event list. This impacted obligation was resumed in December 2022 which did not provide required time to develop and launch training programs and initiatives with local workforce. Once resumed, IIBA committees formed by representatives of Agnico Eagle, and the Kivalliq Inuit Association, reviewed all contractors falling under this obligation. Identified contractors were contacted and initiatives are being put in place. Agnico Eagle is looking forward to having contractor training program implemented in early 2023.
Agnico Eagle Nunavut IIBA Procurement Process	Contracting & Business Opportunities 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 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 (3) sites followed the updated procurement process.
IIBA Pre-qualification Assistance, Workshops and Entrepreneurial Training	Contracting & Business Opportunities Nunavut Economy	As per the IIBAs, Agnico Eagle 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.  In 2022, Agnico Eagle introduced its Workshop and Assistance Ecosystem project. The objective of this project was to list all available business trainings and financial supports for Kivalliq businesses and see where Agnico Eagle has added value when supporting Inuit firms. With current processes and activities, Agnico Eagle was delivering trainings that were offered by other organizations in the region. Agnico Eagle wants to support those organizations to build local capacity instead of duplicating efforts and create unnecessary competition. Through 2022, Agnico Eagle was able to develop the Kivalliq Business Support ecosystem and also launch Kivalliq Business Capacity building program that allow interested Inuit firms to receive mentorship on specific business challenges or needs.
Haul Truck Trainee Program	Employment Education & Training	The Haul Truck Trainee program is a 42-day (504 hour) program at Meadowbank / Whale Tail to certify haul truck operators, and includes training on a simulator, in the classroom, and on the job. The program is aimed at existing employees in entry level positions (e.g., dishwashers, janitors, chambermaids). To provide the best training possible to all the trainees, there is a maximum of four (4) trainees at a time with one (1) trainer. A similar program has not been introduced at Meliadine.
Long Haul Trainee Program	Employment Education & 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.

<b>Program / Initiatives</b>	<b>Related VSEC</b>	<b>Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)</b>
Process Plant Trainee Program	Employment Education & Training	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.
Underground Trainee Program	Employment Education & Training	At Meliadine, this is a 42-day (462-hour) program that has been managed by Nunavut Arctic College and supported by Agnico Eagle. The intent is to have more skilled workers when they complete the program and are hired for our Underground Department. At the Meadowbank Complex, Agnico Eagle created a trainee program affiliated with CMAC. It's a 42 days (504-hour) program. Trainees will go through the Underground Common Core, given by a CMAC instructor on-site, followed by our trainers training program. By the end of the program, the trainees will have the knowledge, the practice, and the experience to work in general labor.
Education Department Summary	Education & Training	In 2020 many Education initiatives were cancelled due to COVID-19 pandemic, so Agnico Eagle took this opportunity to review the framework of the education programs for Kivalliq youth. The review ensured that Agnico Eagle targeted as many youths as possible through novel initiatives and programs for better mining awareness. In 2022, Agnico Eagle organized a 2-day mining awareness activity in Baker Lake. A total of 130 students participated and approximately 150 members of the community attended.
Site Visits	Education & Training Individual and community Wellness	In 2020, one (1) site visit was possible before COVID-19 pandemic restrictions were put in place. Teachers from Simon Alaittuq School Teachers visited the Meliadine site, with a total of 18 participants. In 2022, (as in 2021) no student or educational institution visits were organized.
Mental Health	Individual and Community Wellness	In 2022, Meliadine hired a psychologist to be on-site for the full month of January to help employees and contractor cope with the impact of COVID-19. In 2022, no mental health training was offered at Meadowbank, due to COVID-19. Communication around mental health are provided via two (2) service providers that send monthly communication and awareness initiatives provided by the Meadowbank HR and H&S team. Agnico Eagle continues offering and promoting its Employee Assistance Program for immediate help to employees that need it.
Emergency Response Team (ERT) Training	Education & Training Health and Safety	In 2022, Meadowbank and Whale Tail Emergency Response Team (ERT) consisted of internal employees that volunteered to respond to emergencies such as fire and medical emergencies. There were 114 active Emergency Response and Mine Rescue members, including six (6) Inuit. Eight (8) basic mine rescue courses were given in 2022 to onboard new ERT members for both Meadowbank and Amaruq. In total, 75 training sessions were given that included weekly practices, mock scenarios, and specialized trainings. There are two main factors that explains the reduced number of Nunavummiut as ERT members: 1) four (4) of the Basic Courses were given during the period that Nunavummiut were staying at their communities due to the COVID Pandemic; 2) the underground operations started in 2022 which required new Mine Rescue members, and there are currently no Nunavummiut working underground.  Meliadine ERT consists of 73 active members, three (3) of whom are Inuit. In 2022, Agnico Eagle hosted their own ERT competition with Meadowbank and Meliadine to promote training amongst ERT and to get both mines to share best practice in term of emergency rescue.

<b>Program / Initiatives</b>	<b>Related VSEC</b>	<b>Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)</b>
Inuktitut Use	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 documentation and services in Inuktitut, such as policies, employee handbooks, recruitment materials, online mandatory training materials, directional and safety signage, human resource counsellors, Community Coordinators, and religious events. Note that the Nunavut Mine Act requires, for safety reasons, that all work communications during operating hours use English as the common language.
Inuit Arts and Crafts	Culture and Traditional Lifestyle	At both sites, local Arts and Crafts vendors are invited to showcase work and sell to interested employees.
Cultural Events	Culture and Traditional Lifestyle	Agnico Eagle sites support cross-cultural understanding and celebration. This includes Nunavut Day celebration, arts & crafts events, Elder visits and presentations, and other activities.
Cross Cultural Training Program	Culture and Traditional Lifestyle	Implemented in 2010 at Meadowbank, the Cross-Cultural Training Program has been provided to numerous employees. It is a five (5) hour in-class training course that allows employees from different cultures and backgrounds to understand each other's culture to improve understanding and communication at the workplace. This program is mandatory for all Agnico Eagle employees and contractors who will be on-site for six (6) months or more. In 2022, the training content and delivery were reviewed, and the decision was made to put the training on hold until it could be revamped. The training did not enhance cultural awareness and was too Agnico Eagle-centric. Aqqiumavvik was selected as the partner to develop new content for the training to include IQ and ISV values and to be more interactive by adding to-do-activities. The delivery of the training is expected in 2023.
Access to Country Food	Culture and Traditional Lifestyle Individual and community Wellness	In 2022, Meadowbank complex hosted six (6) country food nights. Approximately, 30 individuals participated in total. In 2022, Meliadine hosted two (2) country food nights. The events were very popular, however a total count of attendee was not tallied. Both sites serve country food meals as part of its standard menu (e.g., caribou and arctic char).
Site Tours for Rankin Inlet Residents	Individual and community Wellness	In December 2022, Meliadine staff organized a tour for about 20 visitors from local communities. This included a bus tour and a camp visit, including visiting the new gymnasium and set up booths from departments to provide information to the community members.
Summer Camp	Individual and community Wellness	Agnico Eagle sponsors summers camps hosted by Recreation and Parks Association of Nunavut (RPAN) in the communities of Baker Lake, Whale Cove, and Coral Harbor. The summer camps support the training of the local youth leaders that coordinated those camps. Youth aged 5 to 12 participated in various activities on topics such as health, fitness, wellness, and science. In 2022, Agnico Eagle sponsored (\$30,000) summers camps hosted by RPAN in communities of Kivalliq and Kitikmeot. The summer camps supported the training of the local youth leaders that coordinated those camps.
Baker Lake Wellness Report & Implementation Plan	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. These reports are posted on the Agnico Eagle website. Qualitative community-based research was conducted to capture how Baker

<b>Program / Initiatives</b>	<b>Related VSEC</b>	<b>Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)</b>
		Lake residents define and perceive their Hamlet's wellness. In 2022, Agnico Eagle also completed the fourth year out of the 5-year, \$500,000 agreement of its partnership with Abluqta Society with a contribution of \$100,000. The Abluqta Society's main mandate is to provide food and clothing to those in need in Baker Lake. Governed by a small board of directors, Abluqta runs a Thrift Shop and a monthly Food Hamper program.
Community Funding Agreements	Individual and community Wellness	In 2015, Agnico Eagle initiated new community activity agreements (Community Initiatives Fund Agreements) to invest in community-based activities that will enrich cultural and social well-being. Each hamlet is responsible for the allocation of the funds in alignment with the purpose and is guided by the Agnico Eagle Donations Policy Agreement. In 2021, Arviat, Baker Lake, Rankin Inlet, Whale Cove, and Chesterfield Inlet had Community Initiative funds available to claim from Agnico Eagle. Baker Lake, Rankin Inlet and Chesterfield requested funds through this agreement. In 2022, Rankin Inlet signed a Community Funding Agreement and received donation as per the agreement.
Baker Lake Community Liaison Committee	Individual and community Wellness	Agnico Eagle hosts meetings with the Meadowbank Community Liaison Committee 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 (4) times per year. In 2022, a new version of the Community Liaison Committee in Baker Lake was implemented to encourage a dialogue exchange between Agnico Eagle and the local sub-groups (youth, women, Elders, etc.). A newspaper, containing operational activities and achievements, including a section on how to reach out to the company for questions/ concerns/ suggestions, was produced and sent to the members of the Baker Lake Community Liaison Committee. Engagement with specific community sub-groups will allow better understanding of the issues and provide a venue for stakeholder sub-groups to advise Agnico Eagle Management for solutions.
Rankin Inlet Community Liaison Committee	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 was looking to establish a separate CLC in Rankin Inlet, but this was not done due to COVID-19.
Sexual Health	Individual and community Wellness	In 2022, Meadowbank and Whale Tail, Meliadine clinics continued promoting safe sexual health practises by distributing condoms in all camps. The Meadowbank and Whale Tail site continued to bring topics of safe sexual health via the Daily Communicator.
Spouse Visits	Individual and community Wellness	In 2022, Agnico Eagle's Meadowbank Complex and Meliadine invited spouses to site for Christmas and New Year from Kivalliq communities. In total, six (6) spouses from Baker Lake joined the celebration.
Elder Counselling	Individual and community Wellness Health and Safety	Agnico Eagle Community Relations team hired an Inuit Qaujijamatuqangit (life by experience) and wildlife coordinator to assist on gathering elder knowledge on matters relating to caribou protection measures, and our operations on the AWAR.

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
Preventative Health	Individual and community Wellness Health and Safety	<p>In 2022, Meadowbank and Whale Tail clinics offered the Hepatitis A and B vaccination, and flu vaccination to workers. Due to COVID-19 site response, less preventive health actions were taken, however the clinic personnel responded to injury or illness trends by promoting good health practices or offering awareness sessions to workers, such as awareness for being in contact with sodium chloride. The clinic personnel conducted pre-employment medical assessment to Nunavummiut and for Emergency Response Team (ERT) and Mine Rescue annual medical examination. Finally, the Medical Surveillance Program was restarted, however it was interrupted due to COVID-19. In 2022, 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.</p>
Health clinic and presentations	Individual and community Wellness Health and Safety Community Infrastructure and Services	<p>In 2022, Meadowbank Complex Health &amp; Safety Department continued the Daily Communicator, a two-pager communication that is sent sitewide daily covering various safety topics, incidents from the 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.</p> <p>In 2021, Meliadine Minutes to replicate what is done at Meadowbank. In 2022, Meliadine Health &amp; Safety Department rolled out a new investigation program that includes a training to all supervisors on how to conduct effective investigations. The end goal with the new program is to have a better understanding of the root cause of the incidents and take appropriate, sustainable corrective actions.</p>
JOHSC Committee Training	Education & Training Health and Safety	<p>In 2022, at Meadowbank, 16 employees received the induction training (1h) for onboarding as new Joint Occupational Health &amp; Safety Committee (JOHSC) members. In addition, 13 employees received the certification training (24 hrs). Currently, the committee has 99 members; six (6) members are female, representing 6% of the committee; six (6) members are Inuit, representing 6% of the committee.</p> <p>In 2022, Meliadine revamped the OHSC to implement a more effective approach. New members were voted with a new co-chair. Since its revamp in May, there had been 14 OHSC meetings. Each OHSC member interacts with workers from their department, inspects workspaces, and discusses the portfolio of H&amp;S projects they are actively working on. The Meliadine OHSC is made of 20 hourly members and 13 management members. The Meliadine OHSC is lead by 4 co-chairs, 2 hourly and 2 salaried.</p>
Use of infrastructure	Community Infrastructure and Services	<p>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. 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.</p>

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
Kivalliq Inuit Elders' advisory committee	Culture and Traditional Lifestyle	In 2021, Agnico Eagle developed a Kivalliq Inuit Elders' advisory committee comprised of 21 Elders from Baker Lake, Chesterfield Inlet, Rankin Inlet, Whale Cove, and Arviat to integrate Inuit Qaujimagatuqangit (IQ), Inuit Societal Values (ISV) and community knowledge into exploration, planning, workforce, wellness, and operational plans. The selection of the committee members was led by Agnico Eagle's IQ Coordinator through consultations with wildlife organizations and local leaders. In 2022, three (3) meetings took place with the Kivalliq Elder's Advisory Committee.
Food Security Program/Initiative	Individual and community Wellness	In 2022, Agnico Eagle provided gift cards to cover grocery expenses to the Inuit employees sent home for 10-day isolation. In total, Agnico Eagle provided \$24,400 in food security support for the families of Inuit employees sent home for isolation. Agnico Eagle also supported several community-based organizations that support food security issues. In total, Agnico Eagle provided \$173,500 in monetary support for food security initiatives.
Inuit Employment Growth Initiative (Inuit 2.0)	Education & Training	<p>Started at the end of 2021, a working committee was formed in the context of the Inuit Employment Growth Initiative due to new appointments in the management team in 2020/2021, a growing Nunavut portfolio and the need to increase Inuit employment at Nunavut operations. This committee includes 14 Agnico Eagle employees representing Inuit employment, community relations, training, and organizational development. In 2022, a steering committee was formed to oversee the three (3) pillars of the project, namely the <b>Development Pillar, the Retention Pillar, and the Recruitment Pillar</b>. The Inuit Growth Project works to increase career opportunities for Inuit, optimize development and training programs for Inuit talent, and reduce turnover by increasing Inuit employee engagement. Agnico Eagle participated in an external benchmarking exercise to understand and measure the best practices in attracting, recruiting, retaining, and developing Indigenous talent.</p> <ul style="list-style-type: none"> <li>• <b>Development.</b> The working committee reviewed current training initiatives to understand their impact on employees. Following those consultations and workshops, the apprenticeship program was revamped to provide further support to our apprentices, including the signature of a MoU with Northwestern Polytechnique, increasing the support on campus for our employees which now includes a city tour and the service of a den-person. The cross-cultural training is also under review through an Inuit firm based in Arviat (Aqqiumavvik Society). In 2022, a training and development strategy for 2023 was developed to focus on initiatives that match both the interest of employees and needs of the organizations.</li> <li>• <b>Retention.</b> A Retention Committee, including Human Resources professionals from both mines and Inuit agents, was created. This committee reviewed the current Inuit retention practices and provided recommendations to improve retention. Four (4) focus groups were held in Baker Lake, and a total of 37 Agnico Eagle Inuit employees participated to discuss the retention measures and what Agnico Eagle could do better to retain its Inuit talent. In addition, Agnico Eagle made the promotion of the Healing by Talking program offered by the GN. Many cultural activities took place on-site, including an Inuit Arts and Crafts market, which was held very successfully twice.</li> </ul>

Program / Initiatives	Related VSEC	Mitigation Measure/Benefit Enhancement (Purpose/Description/Outcomes)
		<ul style="list-style-type: none"> <li>• <b>Recruitment.</b> The 2023 strategic Inuit workforce planning sessions were held with each department to maximize the recruiting efforts towards the needs to increase the number of Inuit occupying various types of positions in the organization. In September 2022, at the Kivalliq Trade Show, the new program Sanajiksanut was launched. This program ensures is a revamp of the former 'labour pool', it focuses on prioritizing skills rather than credentials, it integrates the recruitment of Inuit with Agnico Eagle's contractors, includes a series of inspiring videos of role models, and creates a new branding for the Agnico Eagle recruitment activities. This program was developed in collaboration with Iliatqiniq. Agnico Eagle also launched in-community initiatives, such as a Career Awareness Campaign, and an AEM Career Day in Baker Lake. Further initiatives will be developed in 2023.</li> </ul>
Good Deeds Brigade	Employment COVID-19 Initiative	The Good Deeds Brigade (GBD) was launched in 2020 to ensure Agnico Eagle Nunavummiut employees, who were sent home for safety reasons due to the COVID-19 pandemic, could continue to work within their communities. In collaboration with local organization of communities, projects were identified for which Agnico Eagle Nunavummiut workforce could contribute. Program ended during the summer of 2021 because of the return to work of Nunavummiut employees.
Good Deeds Day	Initiative	In 2022, Agnico Eagle launched the Good Deeds Day initiative, where both mine sites provided employees to volunteer for a day on environmental-focused initiatives. A community cleanup day was organized by the Rankin Inlet Hamlet, supported by 20 employees from Meliadine. In addition, a landfill cleanup was performed in both Rankin Inlet and Baker Lake where hazardous and non-hazardous materials were removed in seacans and shipped south. Agnico Eagle's employees who participate in the initiative continue to receive project wages for time volunteered.
Community Support	COVID-19 Initiative	Since the beginning of the COVID-19 pandemic in 2020, Agnico Eagle as been supportive of the Kivalliq communities by providing hygiene products (e.g., mask, hand sanitizer) and monetary support for food security.

## Appendix B: Detailed Employment Data

The table below provides a detailed breakdown of headcount data by employee location, Inuit status and project as of December 2022.

Employee Location	Meadowbank + Whale Tail			Meliadine		
	Inuit	Non-Inuit	Total	Inuit	Non-Inuit	Total
<b><i>Kivalliq Community</i></b>						
Arviat	50	0	<b>50</b>	11	0	<b>11</b>
Baker Lake	138	1	<b>139</b>	5	0	<b>5</b>
Chesterfield Inlet	2	0	<b>2</b>	4	0	<b>4</b>
Coral Harbour	5	0	<b>5</b>	18	0	<b>18</b>
Naujaat	9	0	<b>9</b>	1	0	<b>1</b>
Rankin Inlet	16	0	<b>16</b>	40	0	<b>40</b>
Whale Cove	2	0	<b>2</b>	3	0	<b>3</b>
<b><i>Other Nunavut</i></b>						
Kitikmeot	1	0	<b>1</b>	0	0	<b>0</b>
Qikiqtani	0	0	<b>0</b>	1	0	<b>1</b>
<b><i>Other Canada</i></b>						
Alberta	1	16	<b>17</b>	3	29	<b>32</b>
British Columbia	0	13	<b>13</b>	0	15	<b>15</b>
Manitoba	3	7	<b>10</b>	3	5	<b>8</b>
New Brunswick	1	30	<b>31</b>	0	34	<b>34</b>
Northwest Territory	0	0	<b>0</b>	0	0	<b>0</b>
Nova Scotia	2	14	<b>16</b>	1	7	<b>8</b>
Newfoundland & Labrador	0	20	<b>20</b>	0	8	<b>8</b>
Ontario	12	207	<b>219</b>	16	101	<b>117</b>
Prince Edward Island	0	1	<b>1</b>	0	1	<b>1</b>
Quebec	3	690	<b>693</b>	8	510	<b>518</b>
Saskatchewan	0	6	<b>6</b>	0	2	<b>2</b>
<b><i>Other</i></b>						
International	0	0	<b>0</b>	0	0	<b>0</b>
<b>Grand Total</b>	<b>245</b>	<b>1,006</b>	<b>1,251</b>	<b>114</b>	<b>712</b>	<b>826</b>



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# Appendix D: Other Key Sources of Information

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## **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. 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.

## **Kivalliq Labour Market Analysis**

The 2021 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. As per the Agnico Eagle's IIBAs, the KLMA is updated annually, and was completed in 2021. The purpose of the KLMA is to provide an objective and independent analysis of the availability of Kivalliq Inuit labour to supply Agnico Eagle's projects in the region.

## **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.

## **Agnico Eagle'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". Guiding criteria include that the plan is Locally Driven, Opportunity-Based, Sustainable, Resilient, and Planned for success.

## **Agnico Eagle's Inuit & Nunavummiut Employment Survey**

In 2019, Agnico Eagle developed an Inuit Employment Survey to gather data and insights on the perceptions of the projects' impacts on culture and traditional lifestyle, along with other topics. Results are integrated throughout the VSEC sections where relevant. In 2020 and 2021, Agnico Eagle was planning to roll out the Survey, but this has been delayed, due to the impacts of COVID-19. A survey was rolled out in 2022 and the results are included in this SEMR.

# Appendix E: 2022 Inuit and Nunavummiut Employment Survey

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In 2022, Agnico Eagle administered an Inuit and Nunavummiut Employment Survey to gather data and insights on perceptions of the Projects’ impacts on culture and traditional lifestyle, health and well-being, housing and migration, and other topics. In total, 157 Inuit responded to the survey (of whom 136 lived in Nunavut and 21 lived outside of Nunavut), and an additional two (2) respondents who lived in Nunavut but are non-Inuit, for a total participation of 159 Inuit and Nunavummiut employees. It should be noted that, while 159 employees participated in the 2022 survey, not all questions were answered by all participants. As a result, the number of respondents varied by question. Detailed survey results for each question are included below.

## Demographics

### Question 1: Who do you work for?

	Respondents	% of total
Agnico Eagle	128	82%
Contractor	23	15%
I don't know	5	3%
<b>Total</b>	<b>156</b>	<b>100%</b>

Survey respondents included Agnico Eagle employees (82%) and those employed by contractors (15%); 3% of respondents were unsure of their employer.

### Question 2. How long have you been working at the mine?

	Respondents	% of total
1 year or less	20	13%
1-3 years	32	20%
3-5 years	50	32%
5+ years	55	35%
<b>Total</b>	<b>157</b>	<b>100%</b>

The survey captured a balanced distribution of employees who had been working at the mine for a short time (1 year or less, 1-3 years), medium amount of time (3-5 years) and longer period of time (5+ years). Of 157 respondents, 13% worked at the mine one year or less, 20% worked at the mine 1-3 years, 32% worked at the mine 3-5 years, and 35% worked at the mine for more than 5 years.

A lower share of long-term employees (5+years) could be attributed to interacting factors such as changing requirements for Project roles (transition from contractor to operational workforce), COVID-19 challenges that prevented Nunavummiut from working at the site in 2020 and 2021, and / or Inuit retention challenges. Inuit employment levels are described in Section 1.2, including initiatives implemented by Agnico Eagle to increase Inuit employment and Inuit retention. Initiatives aimed at addressing Inuit turnover rates are described in Section 1.4. Additional initiatives are included in Appendix A. Existing Management and Mitigation.

### Question 3. What is your gender?

	Respondents	% of total
Female	58	36%
Male	101	64%
<b>Total</b>	<b>159</b>	<b>100%</b>

By gender, 36% of respondents were female and 64% were male. A higher proportion of men in the survey group speaks to the general underrepresentation of women in the mining sector. In Canada, women comprise approximately 19% of total employment in mining (Statistics Canada, 2023c). Opportunities remain for the industry and Agnico Eagle to increase female recruitment, retention, and advancement. One such initiative is the distribution of ‘Women in Mining’ videos by Agnico Eagle intended to improve awareness and address the hiring efforts towards Inuit women. Additional gender-specific initiatives implemented by Agnico Eagle can be found in Section 2.1 and in Appendix A. Existing Management and Mitigation.

### Question 4. Are you an Inuk employee?

	Respondents	% of total
Yes, I am Inuk	157	99%
No, I am not Inuk	2	1%
<b>Total</b>	<b>159</b>	<b>100%</b>

In total, 157 Inuit responded to the survey and two (2) respondents were non-Inuit who lived in Nunavut, for a total participation of 159 Inuit and Nunavummiut employees.

### Question 5. Do you live in Nunavut?

	Respondents	% of total
Yes, I live in Nunavut	138	87%
No, I live outside of Nunavut	21	13%
<b>Total</b>	<b>159</b>	<b>100%</b>

87% of survey respondents live in Nunavut, with 13% living outside of Nunavut.

## Perceptions About Well-Being

### Question 6. In the last 12 months, how often did you feel happy at the mine?

	Respondents	% of total
All the time	40	25%
Most of the time	79	50%
Sometimes	23	15%
Not much of the time	9	6%
Never	1	1%
I don't know	5	3%
<b>Total</b>	<b>157</b>	<b>100%</b>

When asked about feeling happy at the mine in the last 12 months, 75% of respondents felt happy all or most of the time, 15% of respondents reported they were happy sometimes, 6% were not happy much of the time, and 1% reported they were never happy at the mine. These results point to a general satisfaction associated with working for Agnico Eagle Kivalliq Projects. Agnico Eagle makes efforts to understand the perceptions of health and wellness of employees working at both mine sites and implements initiatives aimed at improving well-being such as on-site family visits, country food nights, cultural activities, access to EAP and mental health support.

### Question 7. In the last 12 months, how often did you spend time with someone you liked to be with at the mine?

	Respondents	% of total
All the time	38	24%
Most of the time	39	25%
Sometimes	46	29%
Not much of the time	20	13%
Never	4	3%
I don't know	9	6%
<b>Total</b>	<b>156</b>	<b>100%</b>

78% of respondents spent time at the mine with someone they liked (all the time 24%, most of the time 25% or sometimes 29%); 13% indicated not much of the time, 3% never, and 6% were unsure.

**Question 8. 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?**

	Respondents	% of total
All the time	22	14%
Most of the time	33	21%
Sometimes	40	26%
Not much of the time	23	15%
Never	26	16%
I don't know	12	8%
<b>Total</b>	<b>156</b>	<b>100%</b>

61% of respondents indicated they had someone to talk to for emotional support at the mine all the time, most of the time, or sometimes; approximately 31% answered not much of the time or never, and 8% were unsure. Due to the remote and rotational nature of employment at Agnico Eagle Kivalliq Projects, there can be feelings of isolation and loneliness among employees. Agnico Eagle provides EAP and mental health support accessible to employees and supports special events and spousal visits to improve access to emotional support.

**Question 9. In the last 12 months, how often have you worried about keeping your job?**

	Respondents	% of total
All the time	27	17%
Most of the time	19	12%
Sometimes	34	22%
Not much of the time	40	26%
Never	25	16%
I don't know	11	7%
<b>Total</b>	<b>156</b>	<b>100%</b>

More than half of respondents (51%) worried about keeping their job some, most, or all the time compared to 42% of respondents who worried not much or never. While specific reasons for worrying were not investigated in the survey, other survey questions can provide some insights into the high proportion of respondents worried about job security. For example, Question 10 shows that 48% of respondents felt confident most of the time that they had the skills to do the job while 12% felt that sometimes or not much of the time. Similarly, Question 24 shows that some respondents worried about relationships with supervisors and colleagues. Measures and programs implemented by Agnico Eagle to encourage Inuit employment and skill / career progression are described in Section 1.2 and 4.4 respectively as well as in Appendix A. Existing Management and Mitigation.



**Question 10. In the last 12 months, how often have you felt confident that you have the skills to do your job?**

	Respondents	% of total
All the time	60	38%
Most of the time	76	48%
Sometimes	17	11%
Not much of the time	2	1%
Never	0	0%
I don't know	2	1%
<b>Total</b>	<b>157</b>	<b>100%</b>

Most survey respondents (86%) felt confident that they have the skills to do their job most or all the time; 11% felt confident sometimes and 1% not much of the time. Agnico Eagle's investment in education-based initiatives described in Section 4.1, Agnico Eagle's efforts towards Project training and education described in Section 4.3, and health and safety training described in Section 6 are aimed at increasing the skill levels, job confidence, and career advancement for Inuit employees. These efforts contribute to the feeling of confidence in one's skills.

**Question 11. 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 the community?**

	Respondents	% of total
Yes	130	83%
No	26	17%
<b>Total</b>	<b>156</b>	<b>100%</b>

The survey revealed that 83% of respondents had discussed important work values (working hard, being on time, being safe) with children and youth either at their homes or in communities, while 17% had not. Passing on positive and strong work values to the younger generation can benefit children and youth, including through increasing their interest in preparing for jobs in the mining sector and supporting industries and encouraging them to pursue further education. Section 4.2 reports on educational attainment levels in Kivalliq communities.

**Question 12. Overall, how has working at the mine affected your personal relationships (family, friends, spouse, partner)?**

	Respondents	% of total
Overall, my personal relationships are better since working at the mine	39	25%
Overall, my personal relationships are about the same	81	52%
Overall, my personal relationships are worse since working at the mine	12	8%
I don't know	25	16%
<b>Total</b>	<b>157</b>	<b>100%</b>

Personal relationships for most Inuit and Nunavummiut respondents have improved or remained the same since obtaining employment with Agnico Eagle Kivalliq Projects (77%). More than half (52%) reported that their personal relationships were about the same since starting to work at the mine and 25% reported their relationships have improved. However, 8% indicated that their relationships have worsened and 16% were unsure. Improved or stable relationships could be, at least partially, attributed to stable employment at Agnico Eagle Kivalliq Projects and a stable source of income for personal and family needs; however, degradation of personal relationships could be due to the remote and rotational nature of employment at Agnico Eagle Kivalliq Projects, or potentially attributed to income effects that can lead to unsafe or unhealthy behaviours. It is challenging to investigate these complex interactions. Agnico Eagle provides EAP and mental health support to employees and supports special events and spousal visits to improve access to emotional support.

### Financial Health

**Question 13. In the last 12 months, how would you say your family is doing paying bills and debt?**

	Respondents	% of total
We pay all of our bills with no problem	39	25%
We pay most of our bills with no problem	1	1%
We pay most of our bills and dept on time but sometimes can't	68	44%
We can't pay most of our bills on times, and we are falling behind on payments	35	22%
I don't know	13	8%
<b>Total</b>	<b>156</b>	<b>100%</b>

Regarding financial health, 26% of respondents indicated they were able to pay all or most of their bills on time, while 66% of survey respondents reported that they were struggling with paying bills and debt either some of the time (44%) or most of the time (22%). Continuing to support Inuit employees with money management and financial planning through Agnico Eagle programs could have a positive impact on the financial stability of employees and their households. Although new and planned financial literacy trainings to support Inuit employees did not take place in 2022 due to COVID-19 related challenges, existing measures were kept and made available, including financial training via pre-employment training, available resources through EAP, and one-on-one assistance upon request.

**Question 14. In the last 12 months, have you put money aside for a house, vacation, truck, retirement or other reasons?**

	Respondents	% of total
Yes	71	46%
No	85	54%
<b>Total</b>	<b>156</b>	<b>100%</b>

When asked about the ability to put money aside in the last 12 months for a house, vacation, truck, retirement, or other reasons, 54% of survey respondents have not put aside money, while 46% have. This is aligned with findings in Q13 that show that 66% of respondents struggled to pay bills on time some or most of the time. Basic financial literacy training continues to be included in the pre-employment training program and is also accessible through the EAP. Agnico Eagle also plans to deliver financial literacy trainings in coming years. These initiatives can help Inuit employees set financial goals and learn about financial management.

**Question 15. In the last 12 months, did you wish to own a home?**

	Respondents	% of total
Yes	116	74%
No	40	26%
<b>Total</b>	<b>156</b>	<b>100%</b>

While 74% of respondents wished to own a home in the last 12 months, owning a home can be challenging in Nunavut due to the limited housing supply and high cost for new house construction. Analysis conducted in the 2022 SEMR points to high demand for housing and long waitlists for public housing. Agnico Eagle continues to support initiatives to allow project employees to pursue home ownership. One of these initiatives is the Kivalliq Region Energy Efficiency Worker Housing Program, a collaborative process facilitated by Agnico Eagle and partners to develop an open-source housing design that is energy-efficient and affordable for the residents and mineworkers of Baker Lake (Natural Resources Canada, 2019).

Section 9.6 of the SEMR tracks aspirations regarding home ownership, housing conditions, and housing needs in the Kivalliq region and identifies the current housing situation as stemming from concurrent factors, including demographic growth, lack of available community infrastructure for residential development, financial education on home ownership and innovative construction systems adapted for the North.

**Question 16. What do you wish to buy?**

	Respondents	% of total
House	99	79%
House-Vehicle	1	1%
House-Cabin	1	1%
Condo	1	1%
Truck	1	1%
I don't know	23	18%
<b>Total</b>	<b>126</b>	<b>100%</b>

When asked about plans to buy a house, 82% of respondents indicated they would like to buy a house or a condo. This, together with the results of Question 41 which show that only 13% of respondents live in a house they own, further points to the housing challenges in the region.

**Question 17. Do you think Agnico Eagle should help you save for a down payment?**

	<b>Respondents</b>	<b>% of total</b>
Yes	78	62%
No	8	6%
I don't know	40	32%
<b>Total</b>	<b>126</b>	<b>100%</b>

Further, while 62% of respondents believed that Agnico Eagle should help them save for a down payment, 6% did not think so, and almost one third (32%) were unsure.

**Question 18. Are you aware of the Nunavut Down Payment Assistance Program (NADP)?**

	<b>Respondents</b>	<b>% of total</b>
Yes	33	26%
No	92	74%
<b>Total</b>	<b>125</b>	<b>100%</b>

74% of respondents were not aware of the Nunavut Down Payment Assistance Program (NDAP). As such, the survey has identified a need to promote and inform Inuit employees of the NDAP and other relevant homeownership programs available in the region that could help them become a homeowner.

**Question 19. In the last 12 months, did you seek out of any financial advice from friends, family, professionals or on the internet?**

	<b>Respondents</b>	<b>% of total</b>
Yes	52	34%
No	101	66%
<b>Total</b>	<b>153</b>	<b>100%</b>

When asked about seeking financial advice from friends, family, professionals, or the internet, 66% of respondents did not seek financial advice in the last 12 months, pointing to the need for delivering information campaigns on available resources within Agnico Eagle and in the community, as well as continuing financial literacy training for Inuit employees.

**Question 20. Why did you not seek out financial advice? Check all that apply.**

	Respondents	% of total
I don't know where to start	41	36%
There is no financial advice available in my community	12	10%
I don't have the time	12	10%
I am not interested in receiving financial advice	11	10%
I don't feel comfortable talking about money	7	6%
There is no financial advice in my workplace	2	2%
Other	14	12%
Multiple answers	16	14%
<b>Total</b>	<b>115</b>	<b>100%</b>

In a follow up question about reasons for not seeking out financial advice, 36% of respondents did not know where to start searching for financial advice. The survey found that 10% indicated they were not interested in receiving financial advice, 10% did not have time, and a further 10% indicated there was no financial advice available in their community. The survey also found that 6% felt uncomfortable talking about money and 12% did not seek out financial advice for other reasons. This survey question received multiple answers from 14% of respondents. As mentioned above, information about specific financial resources in Kivalliq communities, how to access those services and what services are available, and financial literacy training are needed to support Inuit employees with their financial planning.

## Food Security and Country Foods

**Question 21. In your time off, do you describe your diet to be?**

	Respondents	% of total
All country food	6	4%
Mostly country food and some store-bought food	57	37%
Equal parts of country food and store-bought food	60	38%
All store-bought food	12	8%
Mostly store-bought food and some country food	21	13%
<b>Total</b>	<b>156</b>	<b>100%</b>

Regarding diet, most of respondents consume both country food and store-bought food (88%), with the mix between the two varying from 37% who eat mostly country food with some store-bought food, and 38% who eat equal parts country and store-bought food. Only 4% consume all country food, and 8% consume only store-bought food. Section 10.3 describes Agnico Eagle's commitment to make country foods and a country food kitchen accessible to Nunavummiut employees while on-site; country food meals are offered as part of the standard menu twice a week (caribou and Arctic char). The Meadowbank Complex and Meliadine also host country food nights and other events that offer country foods.

**Question 22. 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?**

	Respondents	% of total
All the time	22	14%
Most of the time	30	19%
Sometimes	52	33%
Not much of the time	21	14%
Never	27	17%
I don't know	5	3%
<b>Total</b>	<b>157</b>	<b>100%</b>

Many respondents to the survey worry about food running out before getting money to buy more; 66% of respondents reported they were worried their food would run out before they got more money all, most or some of the time; 14% indicated they do not worry much of the time and 17% never worried about food running out. Cost of food in Kivalliq communities and across Nunavut is high. This results from the remote nature of the communities and the high shipping cost of food and essential supplies that require sea or air cargo carriers. The high inflation rate in Canada resulting from supply challenges related to the COVID-19 pandemic and other political uncertainties (e.g., Russian invasion of Ukraine) also contribute to the high cost of food. Agnico Eagle continues to make efforts to reduce food insecurity in the Kivalliq Region, and in 2022 contributed \$173,500 to various programs and initiatives that support food security and \$24,000 in gift cards to cover grocery expenses for the Inuit employees sent home for a 10-day isolation period.

**Family**

**Question 23. What is the most difficult for your spouse when you are away for work?**

	Respondents	% of total
Loneliness	18	14%
Management of emergency situation	6	5%
Management of the household (ex.: grocery, maintenance, errands)	27	20%
Taking care of kids	27	20%
All of the above	1	1%
Other	42	32%
Multiple answers	10	8%
Not available	1	1%
<b>Total</b>	<b>132</b>	<b>100%</b>

While away for work, the most difficult areas for a spouse to manage include management of the household (e.g., getting groceries, running errands, and household maintenance), taking care of children, and loneliness. Family situations where Inuit employees and/or their spouses find employment at the mine challenging likely contribute to

the higher turnover rates for Inuit employees. Difficulty with household management, taking care of children and loneliness can also reduce the well-being of employees and their families when on site.

**Question 24. What is the most difficult for you when you are at work?**

	Respondents	% of total
Camp-life (ex: toilet, food, camp activities, gym, etc.)	4	3%
Loneliness	20	13%
Relationships with supervisors and colleagues	13	9%
Worries about my family situations	49	33%
Worries about my financial situation	10	7%
Type of work	6	4%
All of the above	1	1%
Its hard in the evenings (homesick)	1	1%
Nothing	2	1%
Other	30	20%
Multiple answers	14	9%
<b>Total</b>	<b>150</b>	<b>100%</b>

Worrying about family and / or loneliness were also among the most difficult areas identified by survey respondents when at work (mine site). Relationships with supervisors and colleagues and worries about their financial situation were also noted as difficulties for some. Many respondents indicated other (20%) as an answer, and some provided multiple answers (9%). Family situations where Inuit employees and/or their spouses find employment at the mine challenging likely contribute to the higher turnover rates for Inuit employees. Section 1.4 provides information on programs Agnico Eagle is undertaking to address Inuit turnover and exit interview concerns. Section 9.1 summarizes Agnico Eagle’s wellness programs for community members and employees.

**Question 25. In the last 12 months, what type(s) of traditional and cultural activities have you participated during your time off?**

	Respondents	% of total
Family get togethers	16	11%
Hunting, trapping and fishing	17	11%
Travelling on the land (Ex: hiking, long walks, dog sledding, ATV and snowmobiling)	7	5%
Sewing and crafts	1	1%
Other	21	14%
Multiple answers	88	59%
<b>Total</b>	<b>150</b>	<b>100%</b>

Nearly all survey participants indicated that they had participated in some form of traditional and cultural activities in the last 12 months. Participating in family gatherings, hunting, trapping, and fishing, and traveling on the land were the most commonly listed activities. Multiple answers included gathering plants and berries, building cabins and igloos, sewing and crafts, and community events.

## Culture and Traditional Activities

### Question 26. How has working at the mine impacted your ability to participate in cultural and traditional activities?

	Respondents	% of total
I participate more now	4	3%
I participate the same amount	59	39%
I participate less now	39	25%
I don't know	51	33%
<b>Total</b>	<b>153</b>	<b>100%</b>

Employees' participation in cultural activities was noted as being the same since working at the mine for 39% of respondents. Three percent of respondents reported that they participated more in traditional activities since working at the mine, and 25% reported that their participation had decreased. One-third of respondents (33%) were unsure how working at the mine has impacted their ability to participate in cultural and traditional activities.

Agnico Eagle continues to support traditional activities on site and in Kivalliq communities. In 2022, Agnico Eagle celebrated Nunavut Day at both mine sites and restarted activities to support Inuit Arts and Crafts. Agnico Eagle also made monetary contributions of \$129,186 to support community traditional activities. Cultural and traditional activities supported by Agnico Eagle are described in Section 10.2.

### Question 27. In the last 12 months, outside of working hours, how often have you used Inuktitut at the mine site?

	Respondents	% of total
All the time	26	17%
Most of the time	27	17%
Sometimes	55	35%
Not much of the time	31	20%
Never	13	8%
I don't know	5	3%
<b>Total</b>	<b>157</b>	<b>100%</b>

Inuktitut continues to be used at the mine site outside of working hours. In the last 12 months, 69% of respondents used Inuktitut at the mine outside of working hours some, most, or all the time; 20% did not use it much and 8% never used Inuktitut.



**Question 28. Has working at the mine changed how much you speak Inuktitut at home?**

	Respondents	% of total
Yes, I speak it more at home now	19	12%
No, not really	98	64%
Yes, I speak it less now	24	16%
I don't know	13	8%
<b>Total</b>	<b>154</b>	<b>100%</b>

For most respondents (76%), working at the mine has increased or has not changed how much they speak Inuktitut at home. Sixteen percent (16%) indicated they speak Inuktitut less at home after having started working at the mine.

**Question 29. How important is it to you to be able to use (speak, read, or write) Inuktitut at the mine site?**

	Respondents	% of total
Very important	59	38%
Somewhat important	59	38%
Not at all important	16	10%
I don't know	21	14%
<b>Total</b>	<b>155</b>	<b>100%</b>

When asked about the importance of being able to use (speak, read, or write) Inuktitut at the mine site, an equal number of respondents (38%) answered that it is very or somewhat important to speak Inuktitut at the mine site; 10% did not think it was important, and 14% were unsure.

Findings in Section 10.2 of the report indicate a decreasing trend in the number of Agnico Eagle employees with Inuktitut as a first language and report fewer employees using Inuktitut in 2022 compared to previous years. Agnico Eagle continues to integrate Inuktitut across their operations through Agnico Eagle's Nunavut Language Policy (Nunavumi Uqausilirinik Maligaq) as well as other Inuktitut-focused initiatives described in Section 10.2 to encourage the use of Inuktitut when on site and in communities. These include providing documentation and services in Inuktitut, such as policies, employee handbooks, recruitment materials, online mandatory training materials, directional and safety signage, and human resource counsellors.

## Workplace

**Question 30. In my workplace, respect for coworkers, positive working relationships, and consideration of other is encouraged.**

	Respondents	% of total
Strongly agree	89	57%
Somewhat agree	47	30%
Neither agree nor disagree	15	9%
Somewhat disagree	3	2%
Strongly disagree	3	2%
<b>Total</b>	<b>157</b>	<b>100%</b>

Regarding workplace culture and values, 87% of respondents strongly or somewhat agreed that respect and consideration of others and positive working relationships were encouraged in the workplace. Ten percent (9%) neither agreed nor disagreed, and 4% somewhat or strongly disagreed. To encourage respect and support for Inuit culture at Meadowbank Complex and Meliadine, Agnico Eagle provides cross-cultural training and supports traditional activities. Agnico Eagle also provides pre-employment and workplace training to address sexual behaviour, harassment, and diversity issues.

**Question 31. I have the flexibility to take vacation or unpaid leave to participate in cultural and traditional activities in my community.**

	Respondents	% of total
Strongly agree	27	18%
Somewhat agree	43	29%
Neither agree nor disagree	56	37%
Somewhat disagree	15	10%
Strongly disagree	9	6%
<b>Total</b>	<b>151</b>	<b>100%</b>

When asked about having the flexibility to take vacation or unpaid leave to participate in cultural and traditional activities, 47% of respondents strongly (18%) or somewhat (29%) agreed that Agnico Eagle and contractors provided flexibility to participate in cultural and traditional activities, while 37% neither agreed or disagreed. Sixteen percent (16%) somewhat or strongly disagreed.

**Question 32. In my workplace, knowledge and respect of Nunavut’s environment and land is valued.**

	<b>Respondents</b>	<b>% of total</b>
Strongly agree	84	55%
Somewhat agree	44	29%
Neither agree nor disagree	13	8%
Somewhat disagree	8	5%
Strongly disagree	5	3%
<b>Total</b>	<b>154</b>	<b>100%</b>

Regarding Agnico Eagle’s value of knowledge and respect of Nunavut’s environment and land, 84% of respondents strongly (55%) or somewhat (29%) agreed that knowledge and respect of Nunavut’s environment and land is valued by the mining company, and 8% somewhat or strongly disagreed. Eight percent (8%) neither agreed nor disagreed. As such, Agnico Eagle is perceived mostly positively by respondents when it comes to demonstrating knowledge of and respecting the environment and land.

**Question 33. In my workplace, I am supported in developing new job-related skills through observation, mentoring and practice.**

	<b>Respondents</b>	<b>% of total</b>
Strongly agree	68	44%
Somewhat agree	52	33%
Neither agree nor disagree	23	15%
Somewhat disagree	8	5%
Strongly disagree	4	3%
<b>Total</b>	<b>155</b>	<b>100%</b>

The survey found that 77% of respondents strongly agreed or somewhat agreed they are supported in developing new job-related skills through observation, mentoring and practice. While 15% neither agreed nor disagreed, 8% somewhat or strongly disagreed with this statement. This could be interpreted as up to 57% of respondents feeling that Agnico Eagle could do a better job at supporting employees in developing new job-related skills. These results suggest there is an opportunity for increasing the understanding at both mine sites with respect to skill aspirations and skill development needs of Project employees. Section 4.1 describes Agnico Eagle’s investments in education-based initiatives and Section 4.3 summarizes Agnico Eagle’s commitments and efforts to Project training and education.

## Place of Residence

### Question 34. Where do you live?

	Respondents	% of total
Arviat	18	12%
Baker Lake	71	45%
Chesterfield Inlet	3	2%
Coral Harbour	7	4%
Other Nunavut Region	1	1%
Other Southern Region	20	13%
Rankin Inlet	31	20%
Whale Cove	4	3%
<b>Total</b>	<b>155</b>	<b>100%</b>

By community, survey respondents were from Baker Lake (45%), Rankin Inlet (20%), Arviat (12%) and other Kivalliq communities, or rest of Nunavut; 13% were Inuit living outside of Nunavut.

### Question 35. Have you moved in the last 12 months?

	Respondents	% of total
Yes	14	9%
No	140	91%
<b>Total</b>	<b>154</b>	<b>100%</b>

The survey found that while the majority of respondents had stayed in the same residence in the last 12 months, 9% had moved to another location.

### Question 36. What community do you live in before?

	Respondents	% of total
Arviat	3	12%
Baker Lake	7	28%
Chesterfield Inlet	1	4%
Coral Harbour	2	8%
Naujaat	1	4%
Other Nunavut Region	1	4%
Other Southern Region	2	8%
Rankin Inlet	7	28%
Whale Cove	1	4%
<b>Total</b>	<b>25</b>	<b>100%</b>

For those who indicated they moved in Question 35, as well as other respondents who moved beyond the 12-month window, when asked about their previous place of residence, 28% previously lived in Baker Lake, another 28% in Rankin Inlet, and 12% in Arviat, with others from the rest of Nunavut or the South.

While 10 respondents moved from Nunavut to a Southern Region, only one respondent moved from a Southern Region back to Nunavut. The remaining cases included moving within a community and moving from one northern community to another. Factors unrelated to the mines, such as the housing shortage and limited access to community infrastructure and services, may be contributing to employee migration within or outside of Nunavut. This is further investigated in Question 37 and Section 7 of the report.

**Question 37. Why did you move?**

	Respondents	% of total
Be closer to friends/family	5	22%
Better housing	2	9%
Closer to work	1	4%
To find a job	1	4%
School	1	4%
Other	8	35%
Multiple answers	5	22%
<b>Total</b>	<b>23</b>	<b>100%</b>

Of the 23 respondents who answered this question, the most common reasons associated with moving in the last 12 months included being closer to friends and family, better access to services, better housing and being closer to work. The survey found that 8 respondents indicated “other” reasons. The survey shows that personal factors contribute to decisions to move, in addition to other factors unrelated to the mines such as housing, work and education.

**Question 38. Do you want to move in the next 12 months?**

	Respondents	% of total
Yes	42	28%
No	106	71%
I don't know	1	1%
<b>Total</b>	<b>149</b>	<b>100%</b>

When asked whether they want to move in the next 12 months, the majority of respondents (71%) indicated they do not, while just under a third of respondents (28%) indicated they would like to move. The desire to stay in their own community can likely be attributed to a combination of family reasons, work, education, and infrastructure.

### Question 39. Where do you want to move?

	Respondents	% of total
Arviat	2	4%
Chesterfield Inlet	1	2%
Naujaat	2	4%
Other Nunavut Region	3	7%
Other Southern Region	31	69%
Rankin Inlet	4	9%
Whale Cove	1	2%
Nowhere	1	2%
<b>Total</b>	<b>45</b>	<b>100%</b>

A large majority of those who indicated they want to move in the next 12 months (or beyond that time window) (69%) want to move to another Southern region. One respondent (2%) wanted to move back to Nunavut, and 12 wanted to move within Nunavut (28%). As described in Section 7.1, the number of Inuit and non-Inuit employees moving into Nunavut – and between Baker Lake and Rankin Inlet – remains minimal, however, there is growing outmigration or desire to migrate to Southern communities.

### Question 40. Why do you want to move?

	Respondents	% of total
Be closer to friends/family	10	21%
Better housing	4	8%
Closer to work	3	6%
Access to services	5	10%
I don't know	2	4%
Other	8	17%
Multiple answers	16	33%
<b>Total</b>	<b>48</b>	<b>100%</b>

When asked about the reasons for wanting to move, the most common answers included being closer to friends and family (21%), better access to services (10%), better housing (8%), being closer to work (6%) and multiple answers as a combination of those above.

# Households Characteristics

## Question 41. What type of housing do you live in?

	Respondents	% of total
Public housing	81	53%
A house that friend/family owns	24	16%
A house that I own	20	13%
I rent from a private company	15	10%
Government of Nunavut staff housing	8	5%
I don't know	5	3%
<b>Total</b>	<b>153</b>	<b>100%</b>

With respect to the type of housing respondents live in, 53% indicated that they lived in public housing, 16% in a house owned by a friend/family, 13% owned their houses (of these 20, 7 lived outside Nunavut and 13 lived in Nunavut), 10% rented from a private company, and 5% lived in government housing. 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.

## Question 42. Including yourself, how many people live in your household?

	Respondents	% of total
1	12	8%
2	18	12%
3	26	17%
4	29	19%
5	19	12%
More than 5	49	32%
<b>Total</b>	<b>153</b>	<b>100%</b>

44% of respondents' households consisted of 5 or more people. Just over a third of respondents (36%) lived in households with 3 or 4 people, and 20% reported double and single occupancy. Assessment of housing conditions in Section 9.5 shows deteriorating conditions in all Kivalliq communities, a high rate of unsuitable housing, and a large number of people on the waitlist for public housing. As noted earlier, the current housing situation in the Kivalliq stems from a number of concurrent factors such as population changes, lack of available community infrastructure for residential development, financial education on home ownership and innovative construction systems adapted for the North.

**Question 43. How many of your household members are people under the age of 18?**

	Respondents	% of total
0	6	5%
1	46	37%
2	29	24%
3	17	14%
More than 3	23	19%
More than 5	1	1%
<b>Total</b>	<b>122</b>	<b>100%</b>

Most (95%) of survey respondents had at least one household member under the age of 18; 37% indicated they have one (1) member in the household under the age of 18, 24% have two (2) members, 33% have three or more than three members under the age of 18.

**Question 44. How many bedrooms does your household have?**

	Respondents	% of total
1	14	9%
2	71	46%
3	34	22%
More than 3	35	23%
More than 3- 4 bedroom	1	1%
<b>Total</b>	<b>155</b>	<b>100%</b>

In terms of the number of bedrooms, almost half (46%) of the respondents had households with 3 rooms or more; 46% lived in a 2-bedroom unit, and 9% of employees lived in a 1-bedroom. This, together with question 42, suggests that 24% of respondents had 5 or more than 5 people living in a residence of 3 or fewer bedrooms. To compare, according to Nunavut Tunngavik’s assessment, 35% of Nunavut households did not have enough bedrooms. Additional information on housing in the Kivalliq is provided in Section 9.5

**Training and Education**

**Question 45. Do you feel that Agnico Eagle should be more present in school promote mining opportunities?**

	Respondents	% of total
Yes	143	93%
No	9	6%
I don’t know	1	1%
<b>Total</b>	<b>153</b>	<b>100%</b>



93% of respondents felt that Agnico Eagle should be more present in schools to promote mining opportunities. There is an opportunity for Agnico Eagle to increase its presence and promotion in local communities and schools. Agnico Eagle implemented various initiatives and programs to promote educational awareness and achievement. These are described in Section 4.1, along with Agnico Eagle’s investments in education-based initiatives available in the Kivalliq. Recent initiatives include Trades Awareness Skills and Knowledge Week (TASK week), Ilitaqsiniq (Nunavut Literacy Council), career days, scholarships, summer camps, and building career awareness.

**Question 46. Do you feel that Agnico Eagle is present enough in your community?**

	Respondents	% of total
Yes	71	47%
No	78	52%
I don't know	1	1%
<b>Total</b>	<b>150</b>	<b>100%</b>

Aligned with the results of question 45, 52% of respondents felt that Agnico Eagle was not present enough in Kivalliq communities; 47% answered positively and 1% was unsure.

**Question 47. Where should Agnico Eagle be more present?**

	Respondents	% of total
Community events	4	5%
High schools, colleges, and trade schools, etc.	14	16%
Career fairs	4	5%
Others	2	2%
Multiple answers	51	58%
<b>Total</b>	<b>88</b>	<b>100%</b>

When asked about where Agnico Eagle should be more present, 16% of respondents felt Agnico Eagle could be more present in educational institutions. This question had multiple responses selected by 58% of respondents, whose responses suggested that Agnico Eagle should be more present in colleges, community events, career fairs, and other events.

**Question 48. Have you ever used one these tools?**

	Respondents	% of total
Trainee Programs (Haul Truck, Process Plant, Long Haul Truck, etc.)	21	25%
Online job posting	14	16%
Apprenticeship program	5	6%

	Respondents	% of total
Community Employment Information Session	4	5%
Leadership Program (RISE)	1	1%
Other- work experience trip	1	1%
Others	23	27%
Multiple answers	16	19%
<b>Total</b>	<b>85</b>	<b>100%</b>

In terms of recruitment tools used by Inuit employees, Trainee Programs, and online job postings were most commonly cited. Multiple answers were recorded by 19% of respondents, with responses pointing to community employment information sessions and apprenticeship programs. Additional information on the list of programs implemented by Agnico Eagle can be found in Section 1 and Section 4, as well as Appendix A: Existing Management and Mitigation.

## Health and Safety

### **Question 49. I feel satisfied with the return-to-work integration plan and have confidence to safely complete my task.**

	Respondents	% of total
Strongly agree	85	57%
Somewhat agree	40	27%
Neither agree nor disagree	16	11%
Somewhat disagree	4	3%
Strongly disagree	3	2%
<b>Total</b>	<b>148</b>	<b>100%</b>

Regarding COVID-19 related measures, 84% of respondents strongly or somewhat agreed that they felt satisfied with the return-to-work integration plan; 11% neither agreed nor disagreed, and 5% somewhat or strongly disagreed. Agnico Eagle follows the latest public health measures to protect workers from the spread of COVID-19. Agnico Eagle teams adapted to the various changes in COVID protocols, from the discontinuation of the mandatory retest to the reintegration of Agnico Eagle's COVID positive employees at work, keeping in mind the best interest of all. All employees, consultants and visitors were tested at their respective hubs and the on-site COVID-19 laboratory remained open for symptomatic employees as well as volunteers, allowing them to get tested as needed while on-site. As the situation is in constant evolution, all remaining measures are subject to change based on the state of the pandemic throughout Canada, Nunavut, and Agnico Eagle sites.

**Question 50. I feel safe working at the mine with the hygiene measures in place.**

	Respondents	% of total
Strongly agree	73	48%
Somewhat agree	54	36%
Neither agree nor disagree	14	10%
Somewhat disagree	8	5%
Strongly disagree	2	1%
<b>Total</b>	<b>151</b>	<b>100%</b>

Further, 84% strongly or somewhat agreed that they felt safe working at the mine with the implemented hygiene measures in place. Nine percent (10%) provided a neutral response, and 6% somewhat or strongly disagreed.

**Question 51. Overall, I felt well informed about the COVID-19 initiatives put in place by AEM (i.e., no contact policy, Nunavut Goods Deeds Brigade, COVID-19 protocols and Testing Programs, etc.)**

	Respondents	% of total
Strongly agree	76	50%
Somewhat agree	59	39%
Neither agree nor disagree	12	8%
Somewhat disagree	3	2%
Strongly disagree	1	1%
<b>Total</b>	<b>151</b>	<b>100%</b>

Overall, 89% of respondents strongly or somewhat agreed that they felt well informed about the COVID-19 initiatives put in place by Agnico Eagle (i.e., no contact policy, Nunavut Goods Deeds Brigade, COVID-19 protocols and Testing Programs, etc.); 8% neither agreed nor disagreed, and 3% somewhat or strongly disagreed.

**Question 52. Overall, do you think Agnico Eagle has a [positive, neutral, negative] impact on your community?**

	Respondents	% of total
Overall, I think Agnico has a positive impact	73	48%
Overall, I think Agnico's impact is neither positive nor negative [neutral]	66	43%
Overall, I think Agnico has a positive and negative impact	1	1%
Overall, I think Agnico has a negative impact	13	8%
<b>Total</b>	<b>153</b>	<b>100%</b>

When asked about Agnico Eagle's overall impact on their community, 91% thought the impact was positive or neutral; 1% thought the impact was both positive and negative, and 8% thought the impact was negative.