

Appendix 74

Baker Lake Community Liaison Committee Annual Report 2019



**Baker Lake Community
Liaison Committee Annual
Report**
2019



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Introduction

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

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

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

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

Section 1: Committee

Membership

Current CLC membership includes:

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



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All meetings have an interpreter.

Meeting Dates

The below table summarizes the meeting schedule for 2019:

	Scheduled Meeting Date	Actual Meeting Date	Outcome	Comments
CLC 2019-01	April 24, 2019	May 23, 2019	Complete	Rescheduled due to AWAR road closure (caribou migration)
CLC Site Visit	July 6, 2019	July 6, 2019	Complete	Nunavut Day celebrations
CLC 2019-02	August 8, 2019		Cancelled	Lack of CLC member attendance
CLC 2019-03	October 16 2019		Cancelled	Lack of CLC member attendance
CLC 2019-04	N/A	N/A	N/A	See Section 4: Recommendations

Terms of Reference

In 2019, the CLC reviewed, revised and approved an updated Terms of Reference. The updates include:

- A revised vision aligned with the Inuit Quajimajatunqangit principle “Piliriqatiginniq” (working together for a common cause)
- An additional community membership representative for ‘Men’ (in addition to current representatives: Youth, Women, and Elders)
- Allowing for additional temporary members (or subject matter experts) to supplement conversation on a specialized topic
- Updated protocol for communications and documentation
- Specifics on eligibility to receive honorariums

Section 2: 2019 Summary

Topics Discussed

The following topics were discussed during 2019 Community Liaison Committee meetings:

- CLC Terms of Reference, including vision, purpose, membership and communication
- AEM Operations general project updates
- Inuit employment statistics from 2018, including Baker Lake employment statistics



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- Caribou migration, caribou road crossings, blasting protocol during migration
- Update on progress of Amaruq fish-out
- All Weather Access Road (AWAR) closures and use of the road during closures
- Wildlife monitoring and reporting on the AWAR, including accidental wildlife fatalities
- The new Human Resources initiative on Civility and Respect in the Workplace launched at Agnico Eagle's Nunavut project sites in 2019
- Agnico Eagle's two Facebook pages
- Update on the Fuel Farm expansion and road access impacts
- Introduction to the new Education Department, including programs and initiatives and Agnico Eagle's involvement in the Iniuiniit Career Fair in Baker Lake

Outcomes

The following general outcomes came out of CLC discussion.

- CLC identified wellness, specifically mental health, as a priority area for discussion
- It is recommended that continued collaboration between Agnico Eagle, Baker Lake HTO and KIA needs to occur to discuss community concerns around road closure and caribou migration protocol. Additionally, a renewed communications plan should be developed to refresh community on caribou migration protocol and AWAR safety rules.
- CLC was satisfied with the Civility in the Workplace policy and guideline, but felt that content and design should be culturally appropriate for the northern audience
- Update on education initiatives received positively, and CLC members are open to collaboration

Additional action items were identified according to specific concerns or requests, which are not listed above.

Section 3: Traditional Knowledge and IQ

No specific traditional knowledge was provided through the CLC in 2019.

Section 4: Recommendations

In 2019, Agnico Eagle struggled to achieve community attendance at Community Liaison Committee meetings. Ideally the Community Liaison Committee represents a cross-section of the community, and includes representation from a wide range of stakeholders, community and group representatives. This diverse membership ensures that Agnico Eagle is able to consult on its operational practices effectively and ensures that the company can properly understand public concerns and aspirations in order.

In mid-2019, as Agnico Eagle faced challenges in scheduling the second CLC of the year, Agnico Eagle did an internal review of the Baker Community Liaison Committee challenges in order to address the current challenges. The analysis of the current state was:



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- According to our requirements and objectives to do proper ongoing community consultation, the type of material being discussed at the Community Liaison Committee is appropriate; however, sometimes it is not discussed at the ideal time of year
- Feedback provided by members is useful and constructive
- Attendance is a challenge – although some members attend regularly, they tend to be the same people each meeting. There is a lot of challenge to have organization representatives present at the meetings (ex. RCMP, nurses, school representatives).
- Some members may not understand the mandate of the group, and information therefore may not be getting back to the community
- The community may not be aware of the group and what it does on its behalf
- Logistics are difficult and can change (like all community events)

The analysis resulted in the following recommendations:

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

Based on the analysis and following several attempts at rescheduling the second CLC meeting of the year, Agnico Eagle decided to suspend the CLC while it revised its internal CLC procedure, reviewed with operations staff, and set up tools to increase the effectiveness of the Committee, with the intent of restarting then Committee in the new year.