



IIBA NEWSLETTER

Investing in People. Building for the Future.

CHARTING A COURSE TO STEENSBY

OCTOBER 2023 — MARCH 2024

VIP Visitors

NU Premier and QIA
at Mary River.
See page 4

High IQ

Incorporating Inuit
traditional knowledge.
See page 10

Tailored Training

Programs to get you ready
to work with us.
See page 12

Environmental Excellence

Mitigation Matters.
See page 20



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Integrating Perspective

This newsletter addresses only Baffinland's commitments under the IIBA and does not address Qikiqtani Inuit Association's (QIA) compliance with its obligations under the IIBA.



LETTER FROM THE CHIEF EXECUTIVE OFFICER

BRIAN PENNEY

If I had to sum up the last 6 months in one word, it would be a toss-up between 'busy' and 'successful'. I am pleased to report that it has been a period of both busyness and achievement for Baffinland. Over the past half-year, our teams have spread out across North Baffin, engaging with communities and sharing our exciting plans for the future.

We have spent countless hours in community centres and on flights across the territory. One notable visit in February was right in our own backyard, where we welcomed Nunavut Premier P.J. Akeeagok, the President of the Qikiqtani Inuit Association, Olayuk Akesuk, and their delegations to Mary River. Over two days, they toured the site and our operations, guided by our incredible employees and myself. A highlight was Premier Akeeagok's meeting with participants of our Aulajuttiit Inuit Leadership Development Program.

The primary focus of the Premier's visit, and most of our recent community engagements, was to provide updates on our plans to build a railway south to Steensby Inlet, creating a Southern Shipping Route and a new deep-water port.

This transition to Steensby is also why we have been actively reconnecting with the communities of Kinngait and Kimmirut. During those visits in January, we discussed details of our future shipping activities, construction timelines, environmental monitoring programs, and infrastructure planning. Our all-Inuit Northern Affairs team engaged in genuine conversations, answered questions, and documented feedback.

As part of our mandate, we also regularly consult with Elders in every community we visit, to learn and collect Inuit Qaujimajatuqangit (IQ), which we work to integrate into our operations. This traditional knowledge has guided us at Mary River and will no doubt improve our plans for Steensby.

Globally, there is increasing demand for high-grade iron ore – a critical component of green steel and a key building block of the transition to a carbon-neutral future. Mary River is among the richest deposits ever discovered, with superior chemistry and metallurgical properties. This is a strategic advantage for Baffinland, positioning us as the largest producer of premium quality direct-shipping iron ores in North America today and well into the future.

I am looking forward to the next exciting chapter for Baffinland, North Baffin, and the entire territory of Nunavut.

Qujannamiik,

Brian Penney
Chief Executive Officer

BAFFINLAND STATISTICS

OCTOBER 1, 2023
TO MARCH 31, 2024



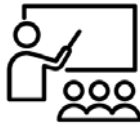
272,859

Total Hours Worked by
Inuit Employees & Contractors



60%

of active Inuit Employees
have Individual Career
Development Plans



16,274

Inuit Training Hours
(34% of Total Training Hours)



\$80.7M

Value of New Contracts with Inuit
Firms (45% of Total Contract Value)



\$5.25M

Inuit Female Payroll



\$94.9M

Inuit Contract Spend
(48% of Total Contract Value)

PAYROLL BY COMMUNITY

OCTOBER 1, 2023
TO MARCH 31, 2024

Baffinland &
Contractors

\$14.47M

POND INLET

\$2.13M

CLYDE RIVER

\$1.19K

ARCTIC BAY

\$1.73M

IGLOOLIK

\$1.13M

SANIRAJAK

\$1.71M

IOALUIT

\$3.98M

Inuit Residing
Elsewhere

\$2.58M

*Figures may not add due to rounding

HAPPENING AT MARY RIVER & MILNE INLET



Nunavut Premier P.J. Akeagok & QIA President Olayuk Akesuk Visit Mary River



Baffinland was pleased to welcome the Hon. P.J. Akeagok, Premier of Nunavut, and the Qikiqtani Inuit Association President, Olayuk Akesuk, to the Mary River mine site in February. During the two-day visit, they met with Baffinland employees and engaged in meaningful conversations.

The Premier's delegation included three senior Nunavut Ministers and the regional MLA for Tununig. The group stayed overnight at the Sailivik camp, where one of the highlights was a special Country Food Feast, followed by Inuit

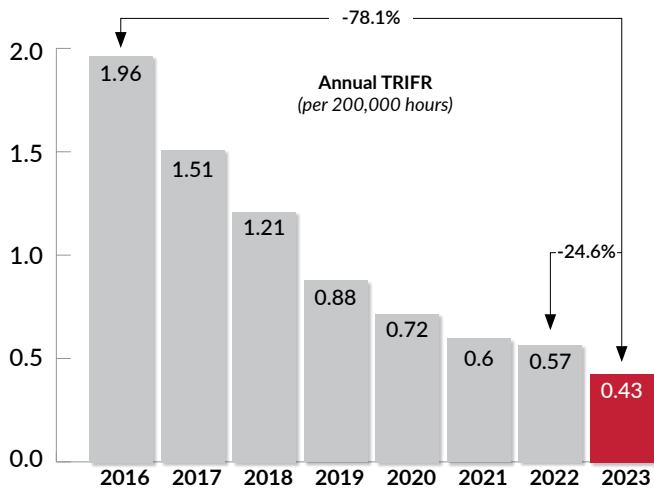
games and prizes. It began with the traditional ceremonial lighting of the qulliq, an Inuit seal oil lamp, led by Hannah Oolayou, Baffinland's Cultural Advisor at site.

Baffinland's leadership team, led by CEO Brian Penney, as well as the company's controlling shareholders from the Energy and Minerals Group, also joined the delegation's tour.

We are deeply grateful to Premier Akeagok and President Akesuk, and all of our visitors, for this meaningful engagement, and for taking the time to meet and speak with our northern employees.



Baffinland's Injury Rate Drops to Record Low



It was a positive end to 2023, as Baffinland closed the year with a record low, Total Recordable Injury Frequency Rate (TRIFR) of just 0.43. This was well below our target of 0.54. The TRIFR is the rate of recordable injuries that occur per 200-thousand hours worked. This result represents a 24.6% reduction over our 2022 result, and even more impressive, a 78.1% drop since the first full year of operations in 2016.

This performance exceeds many industry benchmarks and makes Baffinland one of the safest mines in Canada. And is a tremendous achievement by our employees and contractors.

In The Driver's Seat

In February, Baffinland employee Amy Qaumariaq reached a milestone at Mary River, when she became one of the first Inuit women to be fully trained and qualified to operate a tractor trailer. "I am proud of myself and how far I have progressed in my career at Baffinland," said Amy. "This is a great example for Inuit women in this industry, that any goal or dream is possible if you put your mind to it."

Amy graduated from QIA's Heavy Equipment Operator Training (HEOT) in Morrisburg, Ontario. She started training on the 'Highboy' in November, 2023 and now works full time for Site Services as an Operator 2.

At Baffinland, we are committed to providing tools, training and the support employees need to unleash their full potential.



BAFFINLAND SUPPORTING YOUR COMMUNITY



The Loss of a Legend

In December, Elder Qapik Attagustiak, the oldest person in Nunavut, passed away at 103 years old. Known for her deep knowledge and insights into Inuit culture, laws and traditions, Qapik was loved and respected by all right across the territory.

At Baffinland, we were proud to have formed a long-standing and mutually respectful relationship with Qapik. For years, she provided her valued and sound advice to Baffinland leadership and staff, to ensure we have effective engagement with Inuit communities across North Baffin.

Qapik attended our community engagement sessions and was known for encouraging young people to also attend, so they could learn and grow. When she was no longer able to attend our public engagements, we would visit her, in the 10-by-16 foot qammaq, or canvas hut, heated by a seal oil lamp, that she called home in Arctic Bay.

Qapik leaves behind a remarkable legacy, including 16 children and more than 200 direct descendants. She will be missed tremendously.



Baffinland Senior Advisor Paul Quassa and Elder Qapik Attagutsiak

Arctic Fresh Food Hampers

Baffinland was proud to support the Arctic Fresh Food Hamper program in February, which benefits families and communities across the Qikiqtani Region. We appreciated the opportunity to partner with Arctic Fresh, Canadian North

Airlines, and the Qikiqtani Inuit Association, who all contributed to this important initiative.

The program delivered more than 3,500 hampers of fresh and frozen food to every household in all 13 North Baffin communities. Each

food hamper, valued at over \$275, included a 3kg chicken, 3kg of pork, potatoes, apples, oranges, frozen vegetables and more.

Baffinland is committed to supporting the health and well-being of all Nunavummiut.



Baffinland Toy Drive

Our 2023 Baffinland Toy Drive was a big success! Generous employees at site, and in our Iqaluit office, showed their holiday spirit by donating well over \$2,000 in toys for children in the North Baffin communities.

Thank you to our staff, as well as our logistics and community-based teams, who arranged the transportation and distribution of the gifts to Arctic Bay, Clyde River, Igloolik, Pond Inlet and Sanirajak.

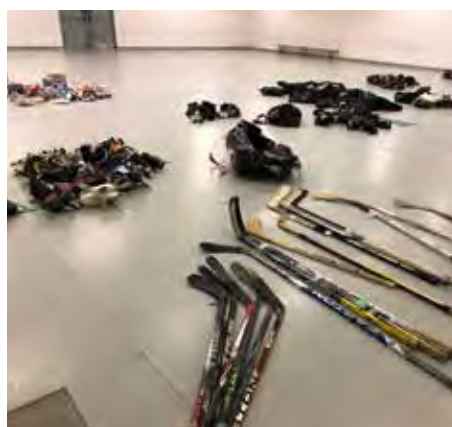


Hockey Donation

In February, young hockey players, and other children in Pond Inlet and Clyde River, received a pleasant surprise with the arrival of a significant donation of gently used and new hockey equipment, clothes and toys. People streamed into the Pond Inlet Community Hall and the Clyde River Arena as the boxes were opened and the contents distributed.

Our thanks to the Grand Valley Minor Hockey Association, the Rotary Club Drive 2020, and Lee Barter, a friend of Baffinland, who organizes annual donations through his association with Mimico/Oakville Hockey. We are also grateful to the Baffinland teams who made the donation possible, by facilitating the sealift and air transportation of the equipment.

Baffinland was proud to be part of this collaboration. We are deeply touched by the generosity of everyone who contributed, especially the young hockey players who donated their own used gear, so other children could have a chance to play.



2024 Baffinland Scholarships

As part of Baffinland's commitment to education and training for Inuit in the North Baffin communities, we are proud to offer annual scholarships to qualifying Inuit students. Each year, the program awards five \$5,000 scholarships. Many of this year's applicants are studying to be teachers, which is a profession that is in great demand in Nunavut. Scholarships are one of the many benefits that Baffinland is committed to providing to Nunavummiut.

Baffinland thanks all those who applied to our 2024 scholarship program and wishes everyone the very best as they pursue their education, training, and careers.

Please join us in congratulating this year's scholarship recipients.

2024 Scholarship Recipients

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SEREENA NATTUK
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Sanirajak - ᓂᓂᓂᓂᓂᓂᓂ



ABIGAIL ULLIKATAR
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Arctic Bay - ᓄᓂᓂᓂᓂᓂᓂᓂ



KAMIKEE AKAVAK
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Kimmiut - ᓂᓂᓂᓂᓂᓂᓂᓂ



BERNICE KALLUK
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Arctic Bay - ᓄᓂᓂᓂᓂᓂᓂᓂ



JILLIAN KYAK
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Pond Inlet - ᓂᓂᓂᓂᓂᓂᓂᓂᓂ



**INTERESTED IN LEARNING MORE?
CHECK OUT OUR BAFFINLAND
FACEBOOK PAGE**

COMMUNITY ENGAGEMENT



Re-engaging with Kinngait

In January, Baffinland's senior community engagement team visited Kinngait to re-engage with the community and provide an overview of the company's plans to build the Steensby Component.

During the tour, the Baffinland team met with members of the community, the Mayor and the Aiviq Hunters and Trappers Association, to share details of our future shipping activities, construction timelines, monitoring programs, infrastructure plans and more for the Steensby Project. They engaged in sincere dialogue, answered questions and took note of all the feedback received.

A highlight of the tour was a visit to the Kenojuak Cultural Centre, where team members saw the inspiring work of Kinngait artists in action. Art and cultural identity are strong in Kinngait (formerly Cape Dorset) and are deeply tied to the hamlet's history.

We are also pleased to welcome two new Baffinland employees from the community over the last few months. Jimmy Manning was hired as an Inuit Knowledge Holder and Adamie Nuna is the new Community Relations Guide.



Adamie Nuna, Kinngait Community Relations Guide



Re-engaging with Kimmirut

In March, Baffinland visited Kimmirut to re-connect with the community and provided an overview of our plans to build the Steensby Component.

The all-Inuit senior community engagement team, led by Baffinland's Head of Northern Affairs, Joe Tigullaraq, and Special Advisor, Paul Quassa, met with Kimmirut Mayor Maliktoo Lyta, as well as other members of the council and the Mayukalik Hunters and Trappers Association. Baffinland provided details of our future shipping activities, construction timelines, monitoring programs and infrastructure plans. The team engaged in genuine conversations, answered questions and documented the feedback received.

A key focus of our community engagements is to collect Inuit Qaujimajatuqangit (IQ), which we continue to use to better understand and manage the elements of the project. Lessons learned from our current operations are being used to improve our plans for Steensby.

We are happy to announce that our team in Kimmirut is growing. In January, Jawlie Akavak was hired as a Baffinland Inuit Knowledge Holder, and Mattoo Michael joined as a Community Relations Guide. As we move forward to develop the Steensby Component, we look forward to our team participating in many more positive meetings with Kimmirut and the other communities.



*Jawlie Akavak
Kimmirut Inuit Knowledge Holder*



*Mattoo Michael
Kimmirut Community Relations Guide*



CAREER & TRAINING OPPORTUNITIES



Over the last 6 months, Baffinland's Training and Procurement teams have spent a lot of time touring North Baffin communities training Inuit candidates interested in working with Baffinland. Global demand for Nunavut's high-grade iron ore is growing, and there has never been a better time to take the first step towards a successful career in mining.

Inuit Leadership Development Program

Baffinland was proud to offer the Aulattijit Inuit Leadership Development Program to Inuit employees who demonstrated Baffinland values, and a readiness to advance into leadership roles.

The program is innovative, culturally based, and created in partnership with Flip Learning. Input on the program was also provided by Inuit and non-Inuit employees, community representatives, the Mining Association of Canada, and the Mining Industry Human Resources Council of Canada. The



program follows the "70-20-10 framework" for adult learning - 70% of the program involves job shadowing, 20% includes mentoring and relationship-building, and 10% is course work and training.

When Premier P.J. Akeegok visited the Mary River Mine in February, he had the opportunity to meet with the program members, and later posted on his Facebook page saying, "The best part of our Baffinland visit was meeting with the Aulattijit Inuit Leadership Development Program participants."

Baffinland is committed to supporting Inuit employees in their journey to building long-lasting and rewarding careers.

Work Ready Program



WRP - Sanirajak Nov. '23



WRP Clyde River Nov. 23



WRP Igloolik Jan. '24



WRP Iqaluit Jan. '24

One of Baffinland's most successful initiatives is the five-day, Work Ready Program (WRP), which includes an introduction to mining, working at a fly-in/fly-out operation, financial literacy, and more. Many WRP graduates go on to complete the Heavy Equipment Operators training, or take our on-site training, which can lead to long-lasting employment at the mine.

The objective of the WRP is to provide Inuit with certified and transferable skills for future career and employment opportunities, which includes positions at the Mary River Project.

Employment & Training Information Session

In March, Baffinland's recruitment and training teams visited North Baffin communities, with our latest Employment and Training Information Session (ETIS) tour. Attendees learned about our many training programs, received step-by-step instructions on how to apply for different positions within the Company, and met with employees to find out what it's like to work with Baffinland. The team also spoke to excited students at local schools.

To learn more about our WRP and ETIS tours, and when they are coming to your community, please reach out to your local Baffinland Community Liaison Officer (BCLO), and follow our Employment and Training Facebook page at <https://www.facebook.com/BaffinlandEmployment>



Contracting & Procurement

Each year, Baffinland hosts free Contracting Information Sessions (CIS) in the North Baffin communities, specifically for Inuit-owned businesses and entrepreneurs. Our most recent CIS workshops were held in March, which was an exciting opportunity for Inuit firms to find out more about doing business with Baffinland, and to learn about our contracting provisions, policies and processes. During the sessions, our procurement team provided step-by-step details on how to pre-qualify and become a Preferred Inuit Firm (PIF), with early access to contract opportunities.



Preferred Inuit Firm Status

Any Inuit firm with 100% Inuit ownership can be designated as a Preferred Inuit Firm (PIF) with Baffinland and gain early access to certain contracting opportunities at the Mary River Project.

An Inuit firm must satisfy the following criteria to be designated as a PIF:

- Be registered with Nunavut Tunngavik Incorporated (NTI)
- Located and operating within the Qikiqtani Region of Nunavut
- 100% owned and operated by Inuit (not a joint venture with a larger organization)
- Have a community presence (beyond a Post Office Box) and the ability to demonstrate such presence.



For more information, contact procurement@baffinland.com or your local Baffinland Community Liaison Officer (BCLO).

Open Opportunities

We are looking for Inuit Firms to provide the Mary River site with country food (Arctic char & caribou). Baffinland must follow the Canadian Food Inspection Agency's Food Safety requirements.

To apply for a Safe Food Handling license, please see: inspection.canada.ca/food-licences/obtain-a-licence/eng/1543359915240/1543360663242

Did you know food handling safety training is available online? To get it, visit: www.trainfoodsafety.ca. If you would like more information regarding this, or any other contracting opportunities, contact procurement@baffinland.com.



MEETINGS & CONFERENCES



Prospectors & Developers Association of Canada

Baffinland CEO Brian Penney was honoured to share our vision and values at the Nunavut Tunngavik Incorporated (NTI) luncheon during the 2024 Prospectors & Developers Association of Canada (PDAC) convention in March.

Brian's speech highlighted our industry-leading initiatives to support Inuit employees, including the new Aulattijit Inuit Leadership Development Program, and individual Career Planning for all Inuit employees. In 2023, we awarded Inuit firms 42 contracts valued at \$174 million, we logged more than 34,000 Inuit training hours, and our total Inuit payroll for the year exceeded \$24 million.

We are committed to providing all Nunavummiut the tools, training and support needed to unleash their full potential, and we strive to be the territory's employer of choice.



Baffinland CEO Meets Nova Scotia Senator

Baffinland appreciates that Nova Scotia Senator Paul (PJ) Prosper took the time to meet with us in March at the Prospectors & Developers Association of Canada (PDAC) convention in Toronto.



Senator Prosper and Baffinland CEO Brian Penney, who is also from Nova Scotia, have a shared dedication to advancing the rights of Indigenous Peoples. Senator Prosper is the former Chief of Paqtnek Mi'kmaw Nation, and the former Regional Chief of Nova Scotia for the Assembly of First Nations (AFN).

During the meeting, Brian updated the Senator on our operations at the Mary River Mine, where we have many employees from Nova Scotia, and also discussed Baffinland's training and employment opportunities, and the ongoing socio-economic benefits we provide to Nunavummiut. We look forward to many more meaningful conversations with Senator Prosper in the future.



Arctic Passion Seminar



In February, Baffinland took part in the Arctic Passion Seminar in Helsinki, Finland, joining dozens of Arctic specialists and other professionals from around the world. During the conference, a wide range of topics

were discussed relating to shipping, shipbuilding and other activities in the freezing seas.

Jorgen Nyhus, Baffinland's Head of Shipping, Bulk Ore Carriage, delivered a presentation focused on our present and future shipping operations, and highlighted our industry-leading marine mitigation measures. He also shared details of our plans to build a railway south to a new shipping port in Steensby Inlet.

It was a great opportunity to share Baffinland's vision and expertise, learn about the latest technology and shipping industry news, and make new connections in the circumpolar community. Our special thanks to Aker Arctic for hosting such an insightful event.

NIRB Cumulative Effects Workshop

In February, Baffinland participated in a Cumulative Effects Assessment Framework Workshop hosted by the Nunavut Impact Review Board (NIRB) in Iqaluit. The two-day meeting was held to discuss an updated framework for the Cumulative Effects Assessment, to be incorporated into future planning for the Mary River Project.

Along with Baffinland representatives, many stakeholders took part in the two-day workshop, which included presentations and Q&As from:

- Nunavut Tunngavik Incorporated (NTI)
- Qikiqtani Inuit Association (QIA)
- Government of Nunavut
- Crown-Indigenous Relations and Northern Affairs Canada
- Canadian Transportation Agency
- Environment and Climate Change Canada
- Fisheries and Oceans Canada
- Health Canada
- Natural Resources Canada
- Parks Canada

- Transport Canada
- Hunters and Trappers Organizations & Associations (HTOs & HTAs) from Arctic Bay, Clyde River, Igloolik, Kimmirut, Kinngait, Pond Inlet
- Qikiqtaaluk Wildlife Board (QWB)
- Oceans North
- WWF Canada

Baffinland appreciated the opportunity to share our plans and hear feedback about the Project as we are committed to transparency.



Meeting with Nunavut's Member of Parliament

In February, Lori Idlout, the Member of Parliament for Nunavut, took time out of her busy schedule to meet with Baffinland in her Parliamentary office in Ottawa. The MP sat down with Baffinland's Vice President, Community & Strategic Development, Udlu Hanson, Head of Northern Affairs, Joe Tigullaraq and Senior Advisor, Paul Quassa.

During the meeting, they updated MP Idlout on our operations and community outreach. We also provided the latest on the planned Steensby project, the expansion of Baffinland community relations teams to seven communities, and the ongoing integration of Inuit Qaujimagatuqangit (IQ) into our operations. We also discussed Baffinland's many Marine and Environmental Monitoring programs.

It was a positive and productive meeting, and we look forward to more discussions with MP Idlout.



MARINE & ENVIRONMENTAL MONITORING

From ship to shore, in the air and under the sea, Baffinland continuously monitors any potential impacts the Mary River Project has on marine mammals and local communities. Our mitigation measures are adaptive and based on ongoing Inuit consultation and feedback from the communities.

Baffinland is committed to being respectful towards the environment, and we consider both science and IQ when implementing environmental best practices at Mary River, Milne Inlet and throughout our entire operation.

Annual Report to QIA & Nunavut Water Board



Every year, Baffinland prepares a detailed report for the Qikiqtani Inuit Association (QIA) and the Nunavut Water Board (NWB) to summarize all activities conducted under our Water License and Commercial Lease.

The compliance report includes data related to the volume of water extracted for any purpose at the Mary River Mine Site, Milne Inlet and along the Tote Road, as well as the results of our sewage effluent testing and water quality monitoring. Continuous monitoring programs are critical to detect any effects of the Mary River Project on the environment, to ensure a statistically strong dataset, and to comply with conditions outlined in our Water License and Commercial Lease. These annual reports are available on our website:

<https://www.baffinland.com/document-portal>

Environmental Monitoring

Environmental Monitoring at Baffinland not only seeks to minimize the impact the Project has on both the marine and terrestrial environment, but it also underpins our commitment to sustainable development. Our monitoring efforts contribute to regional research and broad scientific understanding of the North Baffin Region. Our results are shared and reviewed by both marine and terrestrial environment working groups to ensure that all stakeholders have the opportunity to make recommendations and share advice on the work we conduct. Our monitoring programs include Inuit participants from across the Qikiqtani Region.



Working Group Meetings

Baffinland is committed to ongoing dialogue with the North Baffin communities, and our teams regularly travel across the Qikiqtani Region to update Nunavummiut on our current and future plans, and to gather feedback and answer questions.

In December, our Marine Environment Working Group (MEWG) and Terrestrial Environment Working Group (TEWG) met in Iqaluit with Inuit and external collaborators across the government, to discuss our monitoring programs. Each Working Group meets at least three times a year.

The MEWG and TEWG include representatives from the Mittimatalik Hunters and Trappers Organization (MHTO), the Qikiqtani Inuit Association (QIA), the Government of Nunavut, and Government of Canada, as well as the World Wildlife Fund and Oceans North.

Our adaptive monitoring and mitigation programs are developed with direct Inuit feedback and collaboration. Baffinland is committed to responsible, sustainable development, and transparency in everything we do.



Fish Habitat Offsetting



In March, Baffinland's Inuit-led Northern Affairs team visited Igloolik and Sanirajak, to discuss a key element of the Steensby Component of the Mary River Project. The team met with members of the Qikiqtani Inuit Association, Hunters and Trappers Organizations, the Mayors and councils, as well as the MLA for the constituency of Aggu.

We discussed our plans to protect and conserve vital fish habitat throughout the region during the upcoming construction of the Steensby railway and port. Baffinland's proposed marine and freshwater habitat offsetting includes a rocky reef offset near the port. During the trip, Baffinland also gathered new Inuit Qaujimagatuqangit (IQ), which we will continue to use to better understand and manage the elements of the project.

UPCOMING 2024 SHIPPING SEASON

Preparations are well underway for the upcoming 2024 Shipping Season. This year's season will include, as in previous years, a number of monitoring and communications programs, including:

- Ship-based Inuit monitors onboard the MV Botnica to record data and report on marine mammal locations and behaviour, other vessels, ice conditions and seabird observations.
- Land-based monitors at Bruce Head to observe and investigate narwhal response to shipping along the Northern Shipping Route, using visual and Unmanned Aerial Vehicles (UAV) surveys.

- Full-time Inuit Shipping Monitors based in Pond Inlet to track and view the speed and location of all vessels and provide daily updates.

The Shipping Monitors also report on violations from non-Baffinland ships, such as cruise ships, travelling at troubling speeds or entering 'no-go' zones, identified by local Inuit as ecologically sensitive. The opening of the Northwest Passage is attracting more passenger ships to the Arctic, and the violations we have previously observed underscore the need for standardized regulations in northern waterways.



Monitoring & Mitigation

Baffinland is committed to monitoring any potential effects of shipping activities on the marine environment and the communities. We adopt and adapt our mitigation measures, based on Inuit consultation and feedback, as well as science. Here are some of the measures we implement to manage and mitigate potential issues:

- Baffinland vessels will not break through landfast ice, and wait for confirmation that the floe edge has been closed before entering Eclipse Sound. In 2024, the shipping season will only start once there is a continuous path of 3/10ths or less ice concentration between the entrance of Eclipse Sound and Milne Port.
- No more than 80 ore carriers will be chartered. In addition, where feasible, convoys will be used to further reduce total underwater sound exposure.
- Vessels will travel as closely as possible to the approved Northern Shipping Route, but may deviate at times to ensure safe sailing conditions. We have a notification system that alerts Baffinland staff if any vessel is travelling above our maximum speed of 9 knots or outside the approved Northern Shipping Route.

- A maximum of three vessels can be anchored at Ragged Island or drifting in Eclipse Sound at any one time. Drifting will be avoided if possible, unless warranted for safety.
- All Baffinland vessels follow the Standing Instructions to Masters, which provides information to vessel captains on speed limits, the shipping route, and anchorage locations.
- Ore carriers will not discharge grey water, sewage or ballast water in Eclipse Sound. Ballast water is only discharged at Milne Port, after compliance testing.
- Baffinland will continue to work with community members, Hunters and Trappers Organizations and hamlets to ensure that all concerns related to shipping activities are heard and considered.



Stay Informed this Shipping Season

Baffinland is committed to transparency. We engage with Nunavummiut regularly about all aspects of our operations, including shipping. Here is how you can stay informed:

- Shipping Monitors based in Pond Inlet are available 24 hours a day over the entire shipping season, to address community questions, comments and concerns.
- Shipping Monitors can also be reached by email at shipping@baffinland.com and by phone at 867-899-1807.
- Live tracking of vessels is available through our Automated Information System (AIS) monitoring station in Pond Inlet.
- Baffinland offers regular updates on upcoming vessel activity through local radio, marine VHF and on our Facebook Shipping page: <https://www.facebook.com/ShippingBaffinland/>
- Answers to frequently asked questions are always available on Baffinland's website, www.baffinland.com, under Operation > Shipping & Monitoring.

INTEGRATING PERSPECTIVE



We would like to recognize Inuit artist and former Communications team member Jamesie Itulu, from Pond Inlet, who created poignant illustrations to support our internal & external communications documents, reflecting Inuit cultural traditions and Baffinland's core values.



COME WORK WITH US



TO LEARN MORE, PLEASE REACH
OUT TO YOUR BCLO, AND
FOLLOW OUR EMPLOYMENT
AND TRAINING FACEBOOK PAGE





QUESTIONS? HERE IS HOW YOU CAN REACH US:

CORPORATE HEAD OFFICE

360 Oakville Place Drive, Suite 300
Oakville, Ontario, Canada L6H 6K8
Tel: 1-416-364-8820

Peter Akman

Head of Stakeholder Relations
and Communications
Peter.Akman@Baffinland.com
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Employment and Training

recruitment@Baffinland.com

Operations and Steensby Component

communityquestions@Baffinland.com

Procurement Opportunities

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