



IIBA NEWSLETTER

Investing in People. Building for the Future.

SUSTAINABLE FUTURE

OCTOBER 2022 TO MARCH 2023

STRAIGHT STATS

The details on engagements, employment, training and contracting. [See page 2](#)

WORKING TOGETHER

Community programs focused on building a bright future. [See page 4](#)

WHAT IS GREEN STEEL?

Nunavut's high grade iron ore and the green future. [See page 8](#)

BUILDING YOUR BUSINESS

Inuit business opportunities and first access to contracts. [See page 13](#)



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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

A new year always brings fresh perspective and an opportunity to refocus. This year, our focus is on supporting all Nunavummiut and the territory as a whole, to be better positioned and ready to play its part in the global green economic and environmental shift.

Undoubtedly, the world needs to reduce its carbon footprint. Projects in renewable energy such as solar power and wind farms, the shift from gasoline to electric vehicles, and building the infrastructure needed to support the new green economy, will all be needed. While other minerals and metals are also vital, the modern world as we know it, is built on steel. And for the latest environmental shift, green steel, developed from high-grade, low impurity iron ore, is at the foundation of virtually every aspect. As a result, it is predicted, demand for high-grade iron ore will grow fivefold over the next three decades.

That is where we come in. Nunavut's high-grade iron ore is among the richest iron ore deposits ever discovered, and the Mary River Mine produces the highest-grade direct shipping iron ore in the world. It is already the greenest route to new steel on earth. Our products will always be in high demand and are significant enablers in the decarbonization of the steel industry.

Our Sustaining Operations Proposal (SOP), which has been registered with the Nunavut Impact Review Board (NIRB), is focused on ensuring there is uninterrupted work at the Mary River Mine for the foreseeable future. The SOP contains no proposed changes to current operations with respect to ore extraction and processing at the Mine Site, however will provide us the longer-term stability to evaluate proceeding with the previously approved Southern rail option; the Steensby project.

For the mine to remain economically viable for the long-term, we must make the switch from trucking to a rail-based operation and increase our output. This switch will improve our cost structure and help us remain competitive through the commodity price cycles. The Steensby Project which is already approved under our existing Project Certificate and Water License is designed to achieve these objectives. While we evaluate the Steensby option, the SOP will allow us to sustain operations, maintain important commercial relationships, and continue to provide employment and benefits to communities on North Baffin Island. Ultimately, this will allow Nunavut to capitalize on the global shift towards a greener future.

We remain focused on creating jobs and economic opportunities, engaging with communities and stakeholders to build the path forward that is mutually beneficial for the long-term, and solidifying our place as a partner in the development of Nunavut's future.

We are proof to global markets and ESG-conscious investors that low-carbon mining operations with no chemical processing, zero tailings, or use of process water are both possible and profitable in Canada.

Together, we will put Nunavut, and all Nunavummiut, at the heart of this global environmental shift, because the world needs Nunavut's high-grade iron ore.

A handwritten signature in black ink, appearing to read 'Brian Penney', written in a cursive style.

Brian Penney
Chief Executive Officer

BAFFINLAND STATISTICS

2022 INUIT PAYROLL & PROCUREMENT (OCT 1, 2022 - MARCH 31, 2023)



233,218

Total Hours Worked by
Inuit Employees & Contractors



\$76.2M

Inuit Contract Spend
(34% of total)



\$2.20M

Inuit Female Payroll



26,457

Inuit Training Hours
(47% of Total Training Hours)



\$55.00M

Value of New Contracts with Inuit
Firms (43% of Total Contract Value)



\$3.00M

Non-Inuit Female Payroll

2022 MEETINGS (ANNUAL)



15

Working Groups
(TEWG, MEWG, MRSEWG)



19

Regulatory/Permitting
(NIRB, NWB, NPC)



130

Community/Inuit
(QIA, Hamlets, HTOs)



42

Government
(GN, GoC)



168

Total Meetings
(Some meetings overlapped)



Out for Public Review

- Community & Stakeholders
- IQ Framework

2022 REGIONAL, TERRITORIAL & NATIONAL BENEFITS (ANNUAL)



\$22.03M

Payments to QIA



\$16.28M

Payments to GN



\$40.04M

Federal, Provincial & Territorial
Income Tax Paid



#1

Largest private employer
in Qikiqtani Region



\$1.06M

Payments to HTOs



\$163.1M

QC Companies
Contracts Awarded

INUIT PAYROLL

OCTOBER 1, 2022 TO
MARCH 31, 2023

Baffinland &
Contractors

\$12.03M

POND INLET

\$1.93M

CLYDE RIVER

\$1.30M

ARCTIC BAY

\$1.68M

IGLOOLIK

\$1.15M

SANIRAJAK

\$1.70M

IOALUIT

\$2.32M

Inuit Residing
Elsewhere

\$1.98M

*Figures may not add due to rounding

TRAINING PROGRAMS IN THE COMMUNITIES



Active, meaningful community engagement has been a priority for Baffinland since the company's inception. We focus on listening, learning, responding to concerns, and fostering a culture of understanding and participation. We regularly visit the communities, holding Education, Training, Recruitment and Procurement sessions, as well as public meetings, career fairs and technical workshops.

Anyone interested in participating in upcoming community engagement events, learning about a career with us, or how to access training or contracting opportunities, is encouraged to visit their local Baffinland Community Liaison Officer (BCLO).

Employment & Training Information Sessions

Our popular Employment and Training Information Session (ETIS) toured the communities twice in the last six months, in November 2022 and March 2023. Attendees of the sessions met current employees, heard how to develop their skills through our many training programs, got step-by-step instructions on how to apply for different positions, and learned more about Baffinland and our core company values. Sessions were held in the Community Halls in Arctic Bay, Clyde River, Igloolik, Pond Inlet, Sanirajak and at the Frobisher Inn in Iqaluit.

In our most recent tour, we also visited local schools, to inspire young people to consider a future in mining. When the students heard the long and diverse list of career options available, including Heavy Equipment Operator, Electrician, Geologist, Wildlife officer and Office Administrator, one trainer said he saw “eyes pop up in excitement” and that many students visited the ETIS event afterwards, to learn more.



Bid Simulation Workshop



Inuit-owned businesses and entrepreneurs took part in our Bid Simulation Workshop in Iqaluit in March. The free session offered a detailed, step-by-step walkthrough of Baffinland's procurement process for mining and/or construction-related contracts, and is intended to support smaller businesses with limited experience in bidding for contracts. Candidates also learned how to become a Preferred Inuit Firm (PIF) with Baffinland, and gain early access to various contracting opportunities valued up to \$3M at the Mary River Project. Businesses interested in working with Baffinland can contact procurement@baffinland.com and submit a pre-qualification questionnaire at any time.

Upcoming Contracting Information Sessions

For those who missed our Iqaluit Bid Simulation Workshop, our Procurement and Contracting teams will be touring the five communities in the near future for our Contracting Information Session (CIS) tour. These sessions give Inuit-owned firms all the answers to their questions about doing business with Baffinland. It's an exciting opportunity to learn how to pre-qualify to become a Preferred Inuit Firm (PIF) and get early access to contracting opportunities. As at all our community events, an interpreter will be present and refreshments will be provided.

To learn more about our contracting process, our CIS tour, or to apply for PIF status, please email procurement@baffinland.com or contact your local BCLO.

Work Ready Program

Barely a week goes by without our popular Work Ready Program (WRP) touring one of the communities, helping Nunavummiut launch their careers in mining. The free, five-day WRP uses traditional and Inuit teaching methods to deliver courses that include an Introduction to Mining, Money Management and the challenges of working at a fly-in, fly-out operation.



Many WRP graduates go on to complete our Heavy Equipment Operators training, or take our On-Site training, leading to long-lasting employment at Baffinland.



ON-SITE WORK READY PROGRAM



Following the community WRP, is the opportunity to apply to our innovative On-Site Work Ready Program at the Mary River Mine. The newest group of trainees graduated in March, 2023, and had all previously completed our Heavy Equipment Operators training in Morrisburg, Ontario.

For three weeks, participants rotated through three different departments of their choice, including Road Maintenance, Site Services, Procurement & Logistics, Mine Operations, and others. For this session, we also added Shiploading as an option, as we gear up for the 2023 Shipping Season.

Through job-shadowing and hands-on training, they gained valuable skills and experience for their future careers in mining. Some of the participants said they enjoyed working with fellow Inuit, and are now looking forward to someday mentoring future generations from their communities.

Interested in becoming part of the great Baffinland team? Learn more about our exciting training and career opportunities at www.baffinland.com, or contact your local BCLO.

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Employment & Training Facebook Page

It is now easier than ever to start a career at Baffinland. We have created a new Facebook page, dedicated to our many Employment and Training opportunities. While you can still find updates on our main Baffinland page - www.facebook.com/BaffinlandIronMines - the new Facebook page will be the first to post job offers, and will also provide more details and resources. Please like and follow our Employment & Training Opportunities page here: www.facebook.com/BaffinlandEmployment

Q-STEP

All of our training and employment programs are offered in partnership with the Qikiqtani Inuit Association (QIA), the Government of Canada, the Government of Nunavut, and Kakivak. They fall under the umbrella of the Qikiqtani Skills and Training for Employment Partnership (Q-STEP), designed to provide Inuit with certified and transferable skills and qualifications.

Steensby Engagement Tour

For those who missed our Iqaluit Bid Simulation Workshop, our Procurement and Contracting teams will be touring the five communities in the near future for our Contracting Information Session (CIS) tour. These sessions give Inuit-owned firms all the answers to their questions about doing business with Baffinland. It's an exciting opportunity to learn how to pre-qualify to become a Preferred Inuit Firm (PIF) and get early access to contracting opportunities. As at all our community events, an interpreter will be present and refreshments will be provided.

To learn more about our contracting process, our CIS tour, or to apply for PIF status, please email procurement@baffinland.com or contact your local BCLO.

We plan to expand our existing Monitoring Programs south, and new programs will be added, including Walrus Monitoring. We will form a new Community Working Group to develop, finalize and implement the new programs. While the Steensby plan is already approved under our existing Project Certificate, we still have to apply for additional permits, including Fisheries Act Authorizations for the railway and port infrastructure. Throughout this process, we will continue to communicate our plans with communities, the QIA, GN and other stakeholders. We are listening.



Meeting with Nunavut's MP, Lori Idlout

Our meeting with Nunavut Member of Parliament, Lori Idlout, on Parliament Hill early this year was a productive one. The NDP MP sat down with Baffinland's Vice President of Community & Strategic Development, Udlu Hanson, and Peter Akman, Head of Stakeholder Relations & Communications, to discuss the many benefits of Baffinland's Mary River Mine for Idlout's Nunavut constituents, from employment and training opportunities, to our industry-leading environmental mitigation measures, to funding and programs for community members



We welcomed the opportunity to highlight our company values of integrity and environmental stewardship, and shared updates on our adaptive monitoring and mitigation programs. With demand growing for Nunavut's high-grade iron ore in the global shift to net zero, we are optimistic about the future of the territory and its people, and look forward to working together to achieve our common goals.

Baffinland is committed to ongoing, meaningful engagement, and we look forward to more discussions with Lori Idlout.

WHAT IS GREEN STEEL AND WHY DOES IT MATTER?

Green steel is steel that's made with electricity from non-fossil fuel sources, instead of coal, which gives it a much lower carbon footprint. Nunavut's high-grade iron ore is of such pure quality, there is no chemical processing, no tailings, and no use of process water. We mine it, crush it and ship it. That makes it more energy-efficient, and ideal for producing green steel.

Iron ore itself does not contain carbon or any other greenhouse gases. Carbon dioxide is created when coal-fed blast furnaces are used to make steel. That's why steel-makers are now switching to cleaner energy options, like hydrogen. Major automakers, including GM, Volvo and Mercedes, have also pledged to become carbon neutral by 2040. Which means green steel, made from high-grade iron ore, is in great demand.

Steel is used in everything from bridges and buildings, to cars and consumer goods. The steel-making industry is responsible for about 11% of global greenhouse gas emissions. That's why the shift to green steel, using high-grade iron ore, is so critical. And it places Nunavut and Baffinland at the centre of the clean energy shift.



SCHOLARSHIP WINNERS SPOTLIGHT

As part of our commitment to education and training for Inuit in North Baffin communities and across Nunavut, we are proud to offer annual scholarships to qualifying Inuit students. Scholarships are one of many benefits that Baffinland provides through Article 8.8.2 of the Mary River Inuit Impact and Benefit Agreement (IIBA).

We are pleased to announce the winners of this year's Scholarship program. The program is open to all Inuit students enrolled under the Nunavut Agreement and pursuing a post-secondary education. The program provides five \$5,000 Scholarships each year, however we heard from so many impressive and deserving applicants, we have awarded a sixth scholarship this year.

Here are this year's winners:

- **Tara Tunraluk**, from Arctic Bay, is studying Pre-Health Sciences at Nunavut Arctic College. Tara believes nothing is impossible, and says her ultimate goal is to become a doctor, and help the people of Nunavut get the medical care they need. She also wants to encourage students to stay in school.
- **Rosalynn Atsiqtaq**, from Clyde River, is in her first year of Environmental Technology at Nunavut Arctic College. She says she wants to better understand the Arctic environment, Climate Change and how it affects wildlife.
- **Letia Kalluk**, from Arctic Bay, has been actively involved in her community for years. She is currently living in Newfoundland, pursuing a Bachelor of Science in Nursing. Her goal is to become a Labour & Delivery nurse.
- **Dylan Mablick**, from Pond Inlet, is a two-time winner, after also receiving a Baffinland Scholarship in 2021 to study Advanced Inuit Studies in Nunavut Sivuniksavut. Dylan has big dreams, and is now at Carleton University, studying Human Rights & Social Justice, with a minor in Indigenous Studies.
- **Geneva Pikuyak**, from Sanirajak, is taking the Teachers Education Program at Nunavut Arctic College. She has always been actively involved in her community, and hopes to give back as a teacher once she graduates.
- **Nikita Ungalaq**, from Igloolik, has travelled the world with the Inuit Traditional Circus. She was also a volunteer at the Canada World Youth Program in Nicaragua in 2012, where she conducted workshops for elementary school students. Nikita is currently taking Inuit Studies.



Baffinland congratulates all the Scholarship winners. We are committed to Inuit education and training throughout the region. Based on this year's group of winners, the future is very bright.

HAPPENING AT MARY RIVER & MILNE INLET



Baffinland's Inuit Cultural Advisors conduct regular workshops at Mary River and Milne Inlet, offering employees an opportunity to learn traditional Inuit skills, ranging from Qulliq Lighting and Parka Making to sewing Sealskin wallets and cooking Bannock.



CONNECTING WITH COMMUNITIES!

Baffinland's Community Liaison Officers (BCLOs) have never been more accessible. In the five communities Igloolik, Arctic Bay, Sanirajak, Pond Inlet and Clyde River – the BCLOs are the face of Baffinland. And now they're on Facebook as well. Check out the links below to read their bios, and learn more about what they offer to community members, including regular updates on our training and employment opportunities, how to apply for them, and any other questions you might have about Baffinland. We encourage you to follow your local BCLO page, so you don't miss any exciting news. Of course you can also follow us:

www.facebook.com/BaffinlandIronMines



Erica Koonark - Pond Inlet

www.facebook.com/pond.inlet/



George Iqalukjuak - Clyde River

www.facebook.com/clyderiverBCLO/



Lena Angutiqjuaq - Igloolik

www.facebook.com/IgloolikBCLO/



Cora Natanine - Arctic Bay

www.facebook.com/arcticbayBCLO/



Ragilee Nangmalik - Sanirajak

www.facebook.com/SanirajakBCLO/

BACK TO BUSINESS

Baffinland is pleased to take part in some of the premier mining conferences and industry events in North America, to keep up-to-date on the latest innovations, and share our vision of the future of the Mary River Mine.

Northern Lights

In February 2023, our senior leaders attended the annual Northern Lights Conference in Ottawa, which celebrates “all the North has to offer,” from vibrant culture to robust business opportunities. CEO Brian Penney delivered a keynote speech, and Vice President, Community & Strategic Development, Udlu Hanson joined a panel discussion. Both were excited to highlight the critical importance of Nunavut’s High-Grade Iron Ore in the global green energy and economic transition. They also shared our approach to supporting Nunavummiut as the change-makers and visionaries for their communities. By investing in people, we are investing in development. Listening to each community, we continue to learn what their vision for the future looks like and strive to support their ideas by supplementing, creating, or supporting access to existing resources.

AME Roundup

Baffinland was pleased to attend and support the Association of Mineral Exploration (AME) Roundup convention in Vancouver in January 2023. The theme of this year’s conference was ‘Critical to the Future,’ underlining the vital role of mining, in moving towards a greener and more sustainable future.

We would like to thank the Nunavut Chamber of Mines for hosting ‘Nunavut Night’ and putting the territory in the spotlight. We are keen to continue supporting and highlighting the importance of Inuit engagement in responsible resource development. Collaboration is key!

Prospectors & Developers Association of Canada (PDAC)

Baffinland’s Vice President, Community & Strategic Development, Udlu Hanson, delivered a key speech at the Prospectors & Developers Association of Canada (PDAC) convention in Toronto, in March 2023. She shared the short-term and long-term steps Baffinland is taking to lower our carbon footprint in the journey to a net-zero future. Udlu was part of a panel discussion about decarbonization in the mining industry, where she spoke about our Climate Change Strategy, and how it is being developed in collaboration with Inuit. Nunavut is poised to become the largest producer of direct shipping high-grade iron ore in North America - a critical ingredient in the development of the global green economic energy transition.



CONTRACTING & PROCUREMENT

Preferred Inuit Firm Status

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

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

- a) Registered with Nunavut Tunngavik Incorporated (NTI)
- b) Located and operating within the Qikiqtani Region of Nunavut
- c) 100% owned and operated by Inuit (not a joint venture with a larger organization)
- d) Demonstrable community presence (beyond a Post Office box)

Those interested are encouraged to contact the Kakivak Association: www.kakivak.ca/en/contact or email procurement@baffinland.com.

Business Capacity and Start-up Fund

Inuit who wish to improve their business, or start a new one, are encouraged to apply to the Business Capacity Start-up Fund (BCSF). The BCSF is designed to support the start-up and capacity development of Inuit businesses, and is administered by QIA's subsidiary, the Kakivak Association. The program aims to assist Inuit firms in the following areas:

- Locating start-up capital and financing
- Management development
- On-going business management
- Financial management
- Contracts and procurement
- Human resources management

For more information please see the application guide located on QIA's website:

www.qia.ca/wp-content/uploads/2017/05/Business-Capacity-Start-up-Fund-Program-Guidelines.pdf

To apply, contact your local BCLO or go to the Kakivak Association's website:

www.kakivak.ca/en/applications

Are you an Inuit firm? Are you registered with Nunavut Tunngavik Inc. (NTI)? Baffinland uses the NTI registry to notify Inuit firms about all upcoming contracting opportunities. Please register with NTI and update your contact information to ensure you are receiving our communications regarding these opportunities. Register here: <https://inuitfirm.tunngavik.com/>

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 licence, please see: inspection.canada.ca/food-licences/obtain-a-licence/eng/1543359915240/1543360663242

Did you know food handling safety training is available online? Here's how to get it: trainfoodsafety.ca/

If you would like more information regarding this, or any other contracting opportunities, contact procurement@baffinland.com

MARINE & ENVIRONMENTAL MONITORING

From ship to shore, in the air and under the sea, Baffinland closely monitors any potential impacts of our shipping activities on marine mammals and local communities. Our mitigation measures are adaptive, based on ongoing Inuit consultation and feedback from the affected communities. All of our operational decisions are guided by Inuit Qaujimajatuqangit (IQ).

Annual Report to QIA and 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 the Water License and Commercial Lease.

You can find the annual reports on our website: www.baffinland.com/_resources/document_portal



Caribou Aerial Surveys

High over North Baffin, scientists and Inuit observers worked together to study caribou in the Qikiqtani region in March, 2023. Baffinland launched a series of aerial surveys to gather caribou numbers and distribution data. Our survey team included three biologists and two Inuit observers – one each from Pond Inlet and Arctic Bay – as well as representatives of the Qikiqtani Inuit Association.

Based on direct input from the Mittimatalik Hunters and Trappers Organization (MHTO) during consultations in Pond Inlet in February, the survey area was expanded from the initial proposed size. All wildlife observations were recorded for further analysis and we look forward to sharing the results when they become available.



Preparing for the 2023 Shipping Season

The preparations are well underway for the upcoming 2023 Shipping Season. This year's season will include, as we have done for prior 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.

Baffinland has voluntarily implemented strict mitigation measures to reduce the potential impact of our shipping activities on marine mammals, especially narwhal. Our ships stay within a narrow Northern Shipping Route, travel in convoys to reduce total underwater sound, and are restricted to a maximum speed of 9 knots – a new industry standard.

We also avoid ice breaking in the spring, until no land-fast ice is confirmed, to protect narwhal during calving season. This decision is a direct response to Inuit input.

Stay Up-to-Date This Shipping Season

Baffinland is committed to transparency. We engage with community members regularly about all aspects of our operations, including shipping.

- Shipping Monitors, based in Pond Inlet, are available 24 hours a day over the entire shipping season, to address community questions, comments and concerns.
- They could also be reached by email – shipping@baffinland.com – and by phone – 867-899-1807
- Live tracking of vessels was available through our Automated Information System (AIS) monitoring station in Pond Inlet
- We offered regular updates on upcoming vessel activity through local radio, marine VHF and on our Facebook Shipping page: www.facebook.com/baffinland.shipping.7/
- Answers to frequently asked questions are always available on Baffinland's website, www.baffinland.com, under Operation > Shipping & Monitoring.
- The website also provides 24-hour access to the locations of vessels traveling to and from Milne Port.
- Learn more details about our 2022 Shipping Season here: baffinland.com/_resources/pdf/A1-Shipping-and-Marine-Monitoring-Summary-2022-Season.pdf

MEET THE BAFFINLAND TEAM

We are proud of our talented and diverse workforce, and are pleased to shine the spotlight on some of our team members, and a few of the different career paths at Baffinland

AMANDA AKEEAGOK, ADMINISTRATIVE ASSISTANT ENVIRONMENT DEPARTMENT

Amanda Akeegok started with Baffinland as a janitor, and she continued to develop her skills to become Administrative Assistant with the Environment Department. Her role includes everything from data input to collecting samples at site for analysis. Amanda says, “trusting my own skills and handling conflict with positivity has helped me thrive.” Her advice to women considering a career in mining: “You need to have a backbone, and to go above and beyond.”



STEVEN TAQTU, MINE DEVELOPMENT SUPERVISOR

Steven is a prime example of hard work paying off. He was hired as a general labourer in 2014, and was recently promoted to Mine Development Supervisor. Along the way, he gained valuable experience as a Haul Truck Operator, working his way up the fleet. Now, Steven is responsible for safely and efficiently preparing road construction projects, and all drilling & blasting activities. When he's not at the mine, Steven enjoys spending quality time with his family and hunting on the land

Are you interested in starting a career with us? Learn more about our exciting training and employment opportunities at www.baffinland.com, or contact your local BCLO.

JEANNIE MANNIAPIK, HUMAN RESOURCES ADVISOR INUIT RELATIONS

As a Human Resources Advisor specializing in Inuit Relations, Jeannie Manniapik says she's most proud of helping Inuit women never give up on their careers. Jeannie joined Baffinland in 2021, to help more women succeed and become role models. She sees challenges as opportunities, saying, "When you have courage, and work with positivity and pride, the possibilities are endless." Her advice to women considering entering mining: "Come, show us what you are made of. You are more than capable of working in a mine. If I can do it, you can too!"



DEBORAH QANATSIQAQ, LEAD INTERPRETER/ TRANSLATOR

Deborah, Baffinland's Lead Interpreter/Translator, first joined us in 2012 as Community Liaison Officer (BCLO) in her hometown, Sanirajak. Deborah is proud that with her support, out of the five communities, Sanirajak has, at times, had the most Inuit employees working at the Mary River Mine. She then took a year off for a Management Studies Certificate course at Nunavut Arctic College, which she graduated from with honours. Deborah was rehired as BCLO in 2017, and eventually moved to the Translation team, where she was recently promoted to Lead Translator.

MANASEE ULAYUK, MANAGER, COMMUNITY RELATIONS

Manasee recently joined the Baffinland team as our Community Relations Manager in Sanirajak. In a sense, he's been doing community outreach throughout his whole career. Manasee previously worked in the Nunavik village of Inukjuak as a Parish Priest, while overseeing six other parishes in the region. Since 2018, Manasee has been part of the Anglican Council of Indigenous people (ACIP), which is part of the worldwide Anglican Church. He has also worked in various positions in the Nunavut government.





QUESTIONS? HERE IS HOW YOU CAN REACH US

Corporate Head Office

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Peter Akman

Head of Stakeholder Relations
Peter.Akman@baffinland.com
1-289-834-0744

Employment and Training

recruitment@baffinland.com

Operations and Proposed Expansion

communityquestions@baffinland.com

Procurement Opportunities

procurement@baffinland.com

Northern Head Office and Baffinland Community Liaison Officers

622 Queen Elizabeth Way
Iqaluit House, Suite 102
P.O. Box 849
Iqaluit, NU X0A 0H0

Iqaluit

Joseph Tigullaraq
Head of Northern Affairs
Joseph.Tigullaraq@baffinland.com
1-867-975-2502
1-867-222-6622

Pond Inlet

Erica Koonark
Erica.Koonark@baffinland.com
1-867-899-1844

Arctic Bay

Cora Natanine
Cora.Natanine@baffinland.com
1-867-439-8847

Clyde River

George Iqalukjuak
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1-867-924-6444

Igloolik

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