

# Our Engagement

# 2022

To celebrate Raglan Mine's 25<sup>th</sup> anniversary, we launched Family Days. Activities were organized in Quebec and Nunavik for our employees and their families.

Our **Engagement Booklet** highlights our latest efforts to uphold our commitments to the environment, prevention, and local communities. It is for our employees, contractors, and partners in Nunavik.

MINE RAGLAN







**A**nother memorable year is drawing to a close. 2022 was tough for many of us at Raglan Mine. The labour dispute took a toll, especially as it came on the heels of the pandemic, which had already turned our lives upside down over the past two and a half years. Now it's time to focus on the road ahead and the challenges and successes it will bring.

We took home the John T. Ryan Award and the F.J. O'Connell trophy yet again in 2021. Both awards are a tribute to our workers' firm commitment to health and safety.

We also celebrated Raglan Mine's 25<sup>th</sup> anniversary on December 4.

I would like to invite all our employees, contractors, and partners across the province to continue cultivating the respect and team spirit that have united us for the past 25 years. Here's to the next 25 years of success and prosperity!

Happy reading!



**Pierre Barrette**  
Vice-President

## The Raglan Agreement

The Raglan Agreement was signed in 1995—two years before our mining operations even began. Written in accordance with the James Bay and Northern Quebec Agreement, it summarizes the mutual agreement of Makivik Corporation, the northern villages of Salluit and Kangiqsujuaq—supported by their respective landholding corporations (Qaqqalik LHC and Nunaturlik LHC)—and the Société Minière Raglan du Québec Itée (Raglan Mine).

Ensure the **safety** of all employees and other people working in the region.

Promote the **effective and environmentally responsible** development and operation of Raglan Mine.

Ensure that Inuit are direct recipients of the **socio-economic benefits** generated while Raglan Mine is in operation.

### RAGLAN AGREEMENT COMMITMENTS

**Employ**  
Inuit workers.

Make financial arrangements to ensure Inuit receive **direct economic benefits**.

Ensure **ongoing collaboration** between Raglan Mine and Inuit stakeholders.

Everyone at Raglan Mine strives to meet and exceed the commitments to local communities set out in the Raglan Agreement.



# Arvik I

## Happy birthday!

The Arvik I—which means “bowhead whale” in Inuktitut—celebrated its first anniversary in May 2022.

It has helped us achieve a long list of improvements:

**+50%**  
carrying capacity

**-27%**  
CO<sub>2</sub> emissions

**No delays**  
due to ice because  
of increased engine  
power

**Streamlined**  
operations at the  
Deception Bay wharf for  
improved health and safety



Annie Tertiluk, godmother of the Arvik I

## Official Christening

It's a seafaring tradition for godmothers to be chosen for new vessels as a symbol of good fortune and protection. Annie Tertiluk became the godmother of the Arvik I at the Port of Québec on September 1.

Ms. Tertiluk toured the vessel, offered a blessing, and was the honoured guest at a special Captain's dinner.



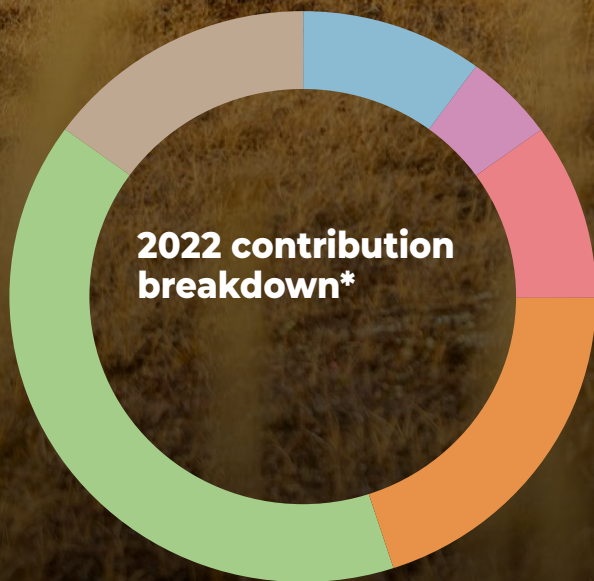


# Social and Community Engagement

Our social and community engagement initiatives aim to build fair and equitable relationships with our employees, Nunavimmiut, and the other communities we work with.

## Making a Difference

In 2022, we invested nearly \$700,000 in initiatives to benefit Nunavik and communities further south.



<b>EDUCATION</b>	<b>10%</b>
<ul style="list-style-type: none"> <li>• Raglan Education Fund</li> <li>• Comité sectoriel de main-d'œuvre de l'industrie des mines</li> <li>• Mining Matters</li> </ul>	
<b>HEALTH</b>	<b>5%</b>
<ul style="list-style-type: none"> <li>• Pingngupaa Challenge</li> <li>• Movember</li> <li>• Food donations for employees</li> <li>• Akkivik – Mini Puttautiit suicide prevention conference</li> <li>• Christmas baskets in the communities (Salluit and Kangiqsujaq)</li> </ul>	
<b>CULTURE</b>	<b>10%</b>
<ul style="list-style-type: none"> <li>• Fishing with Salluit elders</li> <li>• Akkivik – Kangiqsujaq Inuttitut singing group</li> <li>• Traditional Indigenous sculptures for retired employees and events</li> </ul>	
<b>SOCIAL</b>	<b>20%</b>
<ul style="list-style-type: none"> <li>• Akkivik – Salluit Youth Committee (Piqalujait)</li> <li>• Festival des guitares du monde en Abitibi-Témiscamingue</li> <li>• Rouyn-Noranda Huskies</li> </ul>	
<b>ENVIRONMENT AND R&amp;D</b>	<b>40%</b>
<ul style="list-style-type: none"> <li>• Research Institute on Mines and Environment (RIME)</li> <li>• R&amp;D projects (UQAT-Greening project in Iqaluk, KRG Ice Monitoring project)</li> </ul>	
<b>OTHER</b>	<b>15%</b>
<ul style="list-style-type: none"> <li>• Donations of goods and services such as gasoline and transport of materials by boat for communities</li> </ul>	

\* Some data current as of September 30, 2022.



## Akkivik

Akkivik, which means “to give a leg up” in Inuktitut, is a donation selection program established in 2018 with representatives from Salluit, Kangiqsujuaq, and Raglan Mine. It supports projects that foster direct, long-term social and economic development in our two host communities. Here’s an overview of the projects that received funding in 2021–22.



### Fire department

This year, we provided financial support to the Kangiqsujuaq Fire Department. It enabled the department to purchase jaws of life so it can intervene quickly in car accidents.



### Inuttit Singing Group

This initiative teaches Kangiqsujuaq youth traditional Inuit singing, throat singing, and drum dancing to help keep Inuktitut and Inuit culture strong and vibrant. Participants also learn how to make traditional Inuit clothing, which they wear during performances.

## Other Ways of Giving Back

Each year, we offer our host communities a range of non-monetary contributions:

- **Cleaning the Deception Bay airstrip for landing requests**
- **Helping with emergency repairs on vehicles**
- **Donating materials and equipment (right of first refusal program)**

**The right of first refusal program** gives our stakeholders priority access to surplus equipment from Raglan Mine. We catalogue the items, so it’s easy for them to select the ones they want.



We partnered with Family Houses in Salluit and Kangiqsujuaq to distribute blankets last spring. The initiative was a hit in both communities.



There were fewer mine workers from May to September, which meant big surpluses at our kitchen. We seized the opportunity to give back by donating perishable food items to the community.





## Words Matter

Held in Laval and Salluit, Raglan Mine's first round of workshops on Inuktitut mining terminology was a big success with our Nunavimmiut partners and Raglan Mine employees.

The initiative aims to develop a shared vocabulary of mining terms. Participants worked together to define and translate key words to Inuktitut.

The next workshop will be held in Kangiqsujuaq in 2023.

## Finally Gone Fishing

After two years of pandemic, a lucky group of Raglan Mine employees went on a fishing trip with Salluit elders last April.

The event, which takes place at Lake Pangaligiak (François-Malherbe), allows Sallumiut to reconnect with this traditional place and is a learning experience for our employees.



New Isuarsivik Centre in Kuujuaq



We were pleased to provide soapstone to Isuarsivik Regional Recovery Centre for community sculpture workshops and the centre's clients as part of the Qullialuk Project.

## Engaged up North and Down South

Our main activities are in Nunavik, but we also supported a number of initiatives further south this year, including:

### Comité sectoriel de main-d'œuvre de l'industrie des mines (CSMO)



Given the current labour shortage, it's important for us to help promote the mining industry and attract new talent.

That's why we were pleased to contribute to CSMO's new mining career guide. Employees Maxime Fouquet (cook), Frédéric Lord (computer technician), and Winnie Shaw (senior engineer) were involved in the project, which aimed to raise awareness about careers in the mining sector.



### Non-Traditional Trade Scholarship

This program at Centre de formation professionnelle de Val-d'Or recognizes the efforts of students training in fields traditionally dominated by the opposite sex.



### UQAT Foundation's Building the Future Campaign

This is the biggest campaign in the history of Université du Québec en Abitibi-Témiscamingue (UQAT) and its foundation. It aims to fund 16 major projects that will have significant impacts on the institution's anchor regions. Raglan Mine has contributed to the development of new infrastructure at the Research Institute on Mines and Environment (RIME).



Maxime Fouquet, Frédéric Lord and Winnie Shaw (left to right).

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## Social and Community Engagement at a Glance

**MINE CLOSURE  
SUBCOMMITTEE**  
*meetings*

**AKKIVIK  
SUBCOMMITTEE**  
*meeting*

**RAGLAN  
COMMITTEE**  
*meetings*

**ENVIRONMENTAL  
FORUM**  
*(held in Salluit)*



# Tamatumani

Creating jobs for Nunavimmiut is a key part of our sustainable economic development efforts in the communities where we operate. That's where Tamatumani fits in.



## What is Tamatumani?

Established in 2008, Raglan Mine's Tamatumani program ("second start" in Inuktitut) aims to attract and retain as many Inuit workers as possible. It manages the entire recruitment process for Nunavimmiut, offers basic and technical training, and provides onboarding support for new Inuit employees.



### Stope School

This training program is designed for Inuit without mining experience who wish to become underground miners.



### Apprenticeship

This option is offered for a wide range of trades and pairs Inuit employees with senior staff to help them learn on the job.

Amount invested in the Tamatumani program since it was established in 2008.

**\$43**  
MILLION



### Core Skills Development

This needs-based program supports Inuit employees in developing professional skills such as reading and writing, math, computer tools, and so on.



### Rapid Inuit Development and Employment (RIDE) Program

This program is designed to accelerate the promotion of qualified and motivated Inuit employees to high-level positions.

**26** people currently enrolled in the Tamatumani program.

Employees who completed a training program in 2022.

**12**

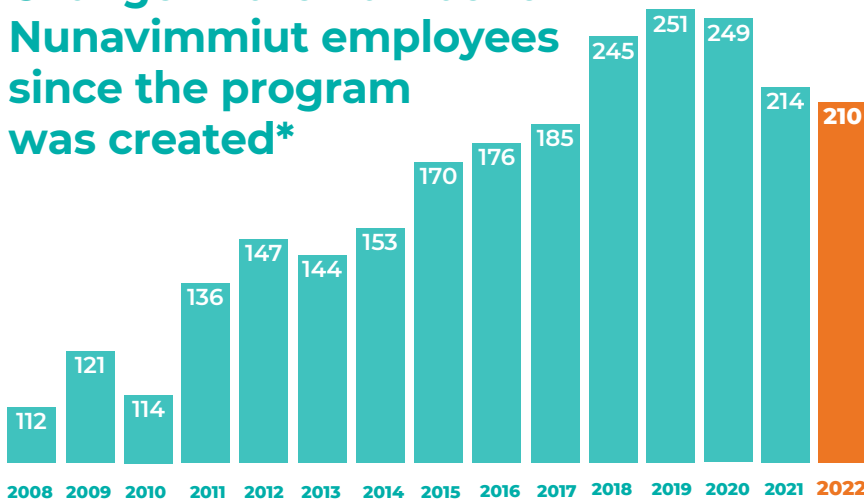


### Personalized Training

Tamatumani provides personalized training to heavy equipment mechanics, operators, welders, and more, empowering Nunavimmiut to achieve their ambitions.



## Change in the number of Nunavimmiut employees since the program was created\*



**In 2022, Nunavimmiut employees accounted for 17.5% of the mine site's workforce.**

\* Data current as of October 21, 2022. The number of Inuit employees declined in 2022, due to the COVID-19 pandemic and labour dispute at Raglan Mine.

## Employees who completed training programs in 2022 at a glance



**Andrew Obed**, a resident of Kangiqsualujuaq, completed a 6-month Volvo articulated truck operator course in April 2022. Andrew has worked at Raglan Mine for 10 years, first as a janitor in the dry room and then as a day labourer at Surface Services. He is now a Class 3 heavy equipment operator and will eventually continue on and learn to operate loaders.



**Susie Mae Alaku** (right) of Kangiqsujuaq and **Judith Naluiyuk** (left) of Salluit are currently training to become environmental officers. After the two-year program they will be qualified to take on the role at Raglan Mine for their respective villages.

## Raglan Fund for Education

In accordance with the Raglan Agreement, the Raglan Fund for Education provides a minimum of \$50,000 annually in scholarships to students from Nunavik who are pursuing post-secondary, college, or university studies.



**50**

Estimated number of Nunavimmiut students who will receive Raglan Education Fund scholarships in 2022.



**Siasi Karnarjuak** has been with Raglan Mine since 2013. She started as a counsellor at the Inuit Employment Centre, then became a coordinator for Tamatumani, and is now taking on a new challenge as a community relations and engagement coordinator (in training).

As a liaison officer for Salluit since spring 2022, **Bélinda Ikey** has played a key role in facilitating relations between Raglan Mine, Sallumiut, and local and government organizations.





# Environment

Raglan Mine is mindful of the complexity of the Arctic climate and is committed to recognizing, measuring, and understanding the potential environmental impacts of its activities and developing a mitigation plan. It promotes proactive commitments from stakeholders to better identify environmental concerns.

## In 2022, our two wind turbines saved\*:



Nearly

**5,744**

**tonnes of  
greenhouse gas**



Over

**2,058,874**

**litres of diesel**



The equivalent of

**1,929**

**cars off the road**

\*Data available as of November 1, 2022.



## 2022 Environmental Initiatives

### Green Energy

In 2021, an array of photovoltaic solar panels was installed by Tugliq Energy. An assessment of solar power generation in Nunavik's climate is currently underway and should be completed by the end of 2022.



A telecommunications tower powered entirely by renewable energy is being installed at KM 52.

The Environment Department is currently working with Tugliq Energy to test an electric truck at the mine site.



### Spill Management

Twelve spill kits have been installed in our vehicles and six kits for heavy vehicles are on the way. More kits will be installed progressively.

### Dust Control



We have more than doubled the amount of road where dust suppressant is applied. We have gone from 30 to 75 km.

We are still conducting tests to determine the optimal dust management solution at Donaldson Airport. Our initial 2021 trial of a dust suppressant in harsh winter conditions was inconclusive and we are currently testing a new product.



### R&D

UQAT is working with organizations such as TERRE-NET, Ouranos, Ministère de l'Énergie et des Ressources naturelles du Québec, and Natural Resources Canada to determine the future climatic conditions (normal and extreme) at Raglan Mine. The research aims to prevent long-term impacts of climate change on site restoration systems.



### ISO 14001

Raglan Mine is proud to have ISO 14001 certification and take part in Towards Sustainable Mining initiatives.



## Water Sampling

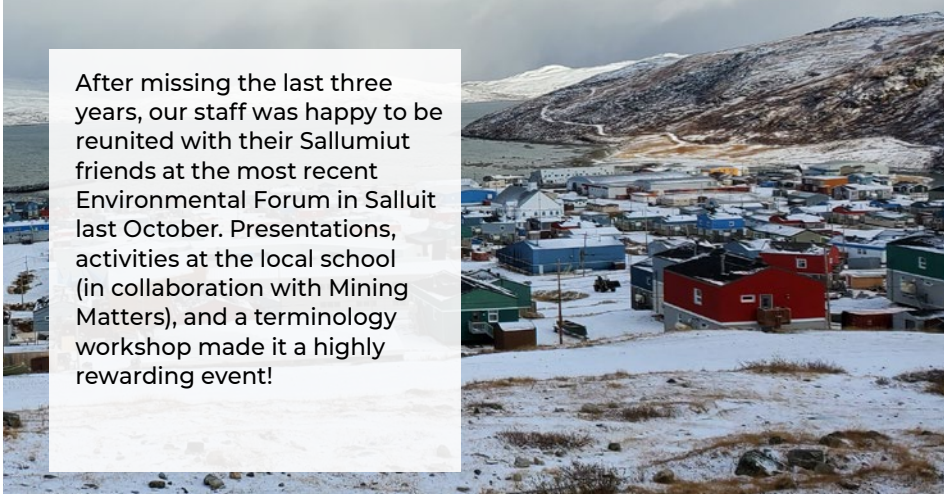


Raglan Mine conducts three annual water sampling campaigns to monitor water conditions from our operating site all the way to Deception Bay!



Suzie Mae, environmental officer (in training) at the Environment Department during the September 2022 sampling period, when samples were taken at 24 different water points.

## Environmental Forum



After missing the last three years, our staff was happy to be reunited with their Sallumiut friends at the most recent Environmental Forum in Salluit last October. Presentations, activities at the local school (in collaboration with Mining Matters), and a terminology workshop made it a highly rewarding event!



High school students in Salluit take part in an event organized by Mining Matters that introduces them to the mining industry.

## Dean's Award

Last spring, the Mine Closure Plan Subcommittee received the Dean's Research Partner Award from Memorial University of Newfoundland and Labrador. The award recognizes individuals and organizations that have made a significant contribution to a humanities and social sciences research project.

While we plan to continue our operations for at least another 20 years, the subcommittee has been working in close collaboration with local Inuit communities since 2018 to develop a socially and environmentally acceptable closure plan.





# Prevention

Workplace health and safety is a top priority at Raglan Mine. We are committed to identifying and analyzing the risks involved in each task, assessing the performance of critical controls, promoting safe behaviour, and focusing on prevention.

## Prevention Actions, Goals, and Results\*

In total, our employees carried out over

# 125,000

prevention actions in 2022!

Action	Description	2022 Objective	2022 Result
<b>Incidents</b>	Prevention of events with minor or major consequences	2,500	✓
<b>Hazardous conditions</b>	Situations where a hazard was corrected by an employee before an incident occurred	16,500	✓
<b>Behavior observation (ADI)</b>	Interactions with employees in the field using the ADI approach	8,985	●
<b>Stop Work</b>	Stoppage of work that could pose a risk of injury or property damage	200	✓

\* Data as of November 16, 2022. The labour dispute at Raglan Mine may have affected some of the results in this table.



### Trilingual Prevention

We post all our signs in three languages to make sure everyone understands our safety warnings.

## Two Health and Safety Awards!

### 2021 John T. Ryan National Trophy

This is the third consecutive year and the fourth time in our 25 years of operation that we have won the John T. Ryan National Award for top health and safety performance in the metal mines category. The award is handed out by the Canadian Institute of Mining, Metallurgy and Petroleum (IMMP).

### 2021 F.J. O'Connell Trophy

The Raglan Mine has been awarded the prestigious 2021 F.J. O'Connell Trophy by the Québec Mining Association (QMA) in the "Underground operations, more than 400,000 hours worked" category. It's the second consecutive year and the 15th time in 25 years that we have won the award.



# Raglan News



Raglan Mine's Communications, Public Affairs and Community Engagement team is entirely composed of women, 50% of whom are Inuit.

## Move Over, Guys!

The number of women working at Raglan Mine has steadily increased over the years.

### IN 2022:

283 ↑

women are employed directly by Raglan Mine. They account for

22% ↑

of our workforce.

63 ↑

of them are based in the South.

220 ↑

are based in the North.

113 ↓

of them are Nunavimmiut.

40% ↓

of the women working at Raglan Mine are Nunavimmiut.



## Leisure Committee

The Leisure Committee is a big contributor to employee well-being.

Raglan Mine recognizes the committee's importance by matching employee contributions.

The committee spearheaded two big wins this year:

- **Launch of OneWeb internet service, which is 10 times faster than the previous iteration, with speeds of up to 75 Mbps.**
- **Opening of Spot Core-Z, a place for employees to get together and relax after their shifts.**



## Truth and Reconciliation Commission

Orange shirts were distributed at the mine site as well as in Salluit and Kangiqsujaq on September 30 to honour the victims of residential schools, the survivors, their families and their communities.

They featured an illustration by Salluit artist Peta Tayara that symbolizes Indigenous unity and resilience.



Kangiqsujaq



Site minier

We loved meeting all the families that attended the Port of Québec's Maritime Family Festival last summer. It was an opportunity to explain our mining operations and the nickel journey that connects Deception Bay, Nunavik to Nikkelverk, Norway.





