

# PILITAK

## ENTERPRISES

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### WILDLIFE MONITORING AND MITIGATION PLAN

Arctic Bay Small Craft Harbour

DFO ET025-260070

Submitted to:

Public Services and Procurement Canada

Rev 00: May 2026





May 18, 2026

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May 19, 2026

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**List of abbreviations**

<b>Abbreviation</b>	<b>Full Name</b>
CCME	Canadian Council of Minister of the Environment
EM	Environmental Monitor
ESC	Erosion and sediment control
DFO	Fisheries and Oceans Canada
HTA	Hunter and Trapper Association
MBR	Migratory Bird Regulation
MMO	Marine Mammal Ob
NWB	Nunavut Water Board
NIRB	Nunavut Impact Review Board
PEL	Pilitak Enterprises Ltd
PSPC	Public Services and Procurement Canada
SARA	Species at Risk Act
SCH	Small Craft Harbour
TSS	Total suspended solids
WMMP	Wildlife Monitoring and Mitigation Plan

## 1. INTRODUCTION

This document presents a detailed Wildlife Monitoring and Mitigation Plan (WMMP) for the construction of the small craft harbour in Arctic Bay.

The construction project was awarded to Pilitak Enterprises Ltd (Pilitak) in February 2026 by Public Services and Procurement Canada (PSPC) for the Department of Fisheries and Ocean (DFO). At the end of August 2026, heavy equipment, camp facilities and material will be delivered by sealift to Arctic Bay. The project consists mainly of the construction of a new breakwater with fixed wharf, a boat launch ramp, small craft floating docks laydown area and lighting. The new marine infrastructure will be constructed during the summers of 2027, 2028 and 2029 while preparation work will be carried out during the fall of 2026. The work areas are presented in the Figure 1.

This plan sets out the measures and procedures that will be implemented to monitor wildlife and avoid conflict with it during construction, wherever possible. It also proposes mitigation measures for certain specific activities.

Despite the fact that everyone is responsible of the application of this plan on site, the Environmental Monitor (EM) will be the designated person for the training, the monitoring, and the reporting.

This plan will be in effect at the beginning of the 2026 construction season and will be updated accordingly, as needed.

## 1.1 ADDITIONAL DOCUMENTATION

The latest version of the following documents, which have been issued for the current project, must be used in conjunction with the present plan:

Document	Current Revision
Contract specifications and drawings	Issued for tender
Contractor Construction Environment Protection Plan CCCMP	Rev-01
Traffic Management Plan	Rev-00
Spill Prevention and Response Plan	Rev-00
Quarry Blasting and Management Plan	To be submitted for review
Health and safety and Emergency Response Plan	Rev-00
Archeological Resource Discovery Plan	To be submitted for review

The conditions of the following licences and permits issued for this project shall be complied with:

Permit/licence	
Nunavut Planning Commission (NPC)	No. 149437
Nunavut Impact Review Board (NIRB)	No. 21UN004
Nunavut Water Board (NWB)	8BCABH2125
Fisheries Act Authorization (FAA)	20-HCAA-00155
Environment and Climate Change Canada (ECCC)	PNR-00214-1
Transport Canada (TC)	2021-603772
Natural Resources Canada (NR Can)	To be issued

## 1.2 REGULATORY FRAMEWORK

The following acts, regulations and documents relating to wildlife protection shall be taken into account when applying the current plan:

### Fisheries Act

- Section 34.4(1): No person shall carry on any work, undertaking or activity, other than fishing, that results in the death of fish.

- Section 35(1): No person shall carry on any work, undertaking or activity that results in the harmful alteration, disruption or destruction of fish habitat.
- Section 36: Subject to Subsection (4), no person shall deposit or permit the deposit of a deleterious substance of any type in water frequented by fish or in any place under any conditions where the deleterious substance or any other deleterious substance that results from the deposit of the deleterious substance may enter any such water.
- Marine Mammal Regulations (MMR)
- Aquatic Invasive Species Regulations
- Sections 6 to 10 prohibit any person to import, possess, transport, release, or introduce members of species set out in Part 2 of the schedule into or within areas detailed within the schedule, unless otherwise exempt as outlined within Sections 11 to 17.

#### Species at Risk Act (SARA)

- Section 2(1): wildlife species means a species, subspecies, variety or geographically or genetically distinct population of animal or plant.
- Section 32(1): No person shall kill, harm, harass, capture or take an individual of a wildlife species that is listed as an extirpated species, an endangered species or a threatened species.
- Section 33: No person shall damage or destroy the residence of one or more individuals of a wildlife species that is listed as an endangered species or a threatened species, or that is listed as an extirpated species if a recovery strategy has recommended the reintroduction of the species into the wild in Canada.
- Section 36(1): If a wildlife species that is not listed has been classified as an endangered species or a threatened species by a provincial or territorial minister, no person shall: (a) kill, harm, harass, capture or take an individual of that species that is on federal lands in the province or territory; (b) possess, collect, buy, sell or trade an individual of that species that is on federal lands in the province or territory, or any part or derivative of such an individual; or (c) damage or destroy the residence of one or more individuals of that species that is on federal lands in the province or territory.
- -Section 58(1) prohibits the damage or destruction of any part of designated critical habitat of a threatened, endangered, or extirpated species.

#### Migratory Birds Convention Act (MBCA)

- Migratory Birds Regulations

- Section 6: Subject to subSection 5(9), no person shall (a) disturb, destroy or take a nest, egg, nest shelter, eider duck shelter or duck box of a migratory bird, or (b) have in his possession a live migratory bird, or a carcass, skin, nest or egg of a migratory bird except under authority of a permit therefor.

Nunavut Wildlife Act

- Section 90(1): No person shall intentionally feed a wild animal
- Section 90(2): No person shall deposit or place in, on or about a place an attractant, if there is a reasonable likelihood that it would endanger a person, a wild animal or a domestic animal
- Section 72(1): Unless lawfully harvesting eggs, no person shall injure, molest or destroy an egg of a bird
- Section 72(2): Unless lawfully harvesting down, no person shall injure, molest or destroy (a) the nest of a bird when the nest is occupied by a bird or its eggs; or (b) the nest of any bird of prey or prescribed bird.
- Section 73(1): No person shall, unless authorized by a licence, (a) engage in any activity, other than harvesting, that is likely to result in a significant disturbance to a substantial number of wildlife; or (b) break into, destroy or damage any abode of a bear, fox, beaver, muskrat, weasel, wolf or wolverine outside any municipality or prescribed area.

## 2. SPECIES LIKELY TO BE FOUND AT CONSTRUCTION SITES

Wildlife, including Threatened or Endangered species protected under the Species at Risk Act (SARA), could be present within the Project area, including the small craft harbour, along the haul road, at the quarry, or nearby the camp area. The species that could be seen are presented in the sections below.

### 2.1 GROUND SPECIES

identified Ground species that may be present at the haul road, nearby the camp, and quarry sites are listed hereunder. The Threatened or Endangered species protected under the Species at Risk Act (SARA) are indicated with bold red characters.



Brown Lemming



Arctic Hare



Peary Land Collared Lemming



Red fox



Baffin Island wolf



Arctic fox



**Wolverine - Special Concern under SARA,  
Nunavut: Vulnerable**



Barren-Ground Caribou



Hermine



**Polar bear - Special Concern under SARA,  
Nunavut: Vulnerable**

## 2.2 MARINE MAMMAL

Identified Marine mammal species that may be present nearby the future marine facilities are listed hereunder.



**Atlantic Walrus, Special Concern under SARA**



Harp seal



Arctic ringed seal



Hooded seal



Bearded seal



Beluga Whale



Bowhead whale



Narwhale



Killer Whale

## 2.3 BIRDS

The Migratory Bird Regulation (MBR 2022) protects migratory birds, their eggs, and their nests, by prohibiting activities that can cause them harm. Unless a person holds a permit or, the regulation contains prescribed authorisation, them to do so, they are it is prohibited to do the following activities:

- Capture, kill, take, injure or harass a migratory bird or attempt to do so.
- Destroy, take, or disturb an egg.
- Damage, destroy, remove, or disturb a nest, nest shelter, eider duck shelter or duck box.  
unless the following exceptions apply:
  - the nest does not contain a live migratory bird or a viable egg.
  - the nest was not built by a species that is listed in Schedule 1 of MBR 2022.

### 2.3.1 Birds considered likely to nest in the working area



American Pipit



Common Raven



Arctic Tern



Hoary Redpoll



Baird's Sandpiper



Common Redpoll



Horned Lark



Snow Bunting



Northern Wheatear



Eider Duck



Purple Sandpiper



Snow Goose



Rock Ptarmigan



Canada Goose

### 2.3.2 Species at risk that could potentially be observed

The Threatened or Endangered species protected under the Species at Risk Act (SARA) that could potentially be seen in the project area are presented below.



**Buff breasted sandpiper**  
*Special Concern under SARA, Nunavut: Vulnerable*



**Peregrine Falcon**  
*Special Concern under SARA*



**Ivory Gull**  
*Endangered under SARA, Nunavut: critically imperilled*



**Red Knot rufa**  
*Endangered under SARA,  
Nunavut: imperilled*



**Red-necked Phalarope**  
*Special concern under SARA, Nunavut: Vulnerable*



**Ross's Gull**  
*Threatened under SARA, Nunavut:  
critically imperilled*

## 3. POTENTIAL IMPACT AND MITIGATION MEASURES

### 3.1 ATTRACTING WILDLIFE

Every effort will be made to ensure that wildlife is not attracted or encouraged to linger at the project area. The effort will include the measures described within the following sections.

#### 3.1.1 Waste handling practice

All waste will be stored such that it is not accessible to wildlife. Domestic waste containers shall be kept closed (e.g., equipped with lids, covers/ tarps over skips) at all time except when bins are being emptied or filled, to prevent scavenging by wildlife and domestic animals, as well as to control odour. The domestic waste containers will be emptied daily and the waste will be transported to the local waste disposal facility.

#### 3.1.2 No feeding or harassing wildlife

It is strictly forbidden to feed or harass any wildlife. Upon a first offence, the worker will receive a written warning. In the event of a second offence, the worker will be terminated.

#### 3.1.3 Cleanliness

All sites must be kept clean, free of litter and garbage to avoid attracting wildlife. No food or beverage should be dumped out or left behind.

### 3.2 HABITAT DISTURBANCE AND/OR WILDLIFE DISTURBANCE

#### 3.2.1 Noise

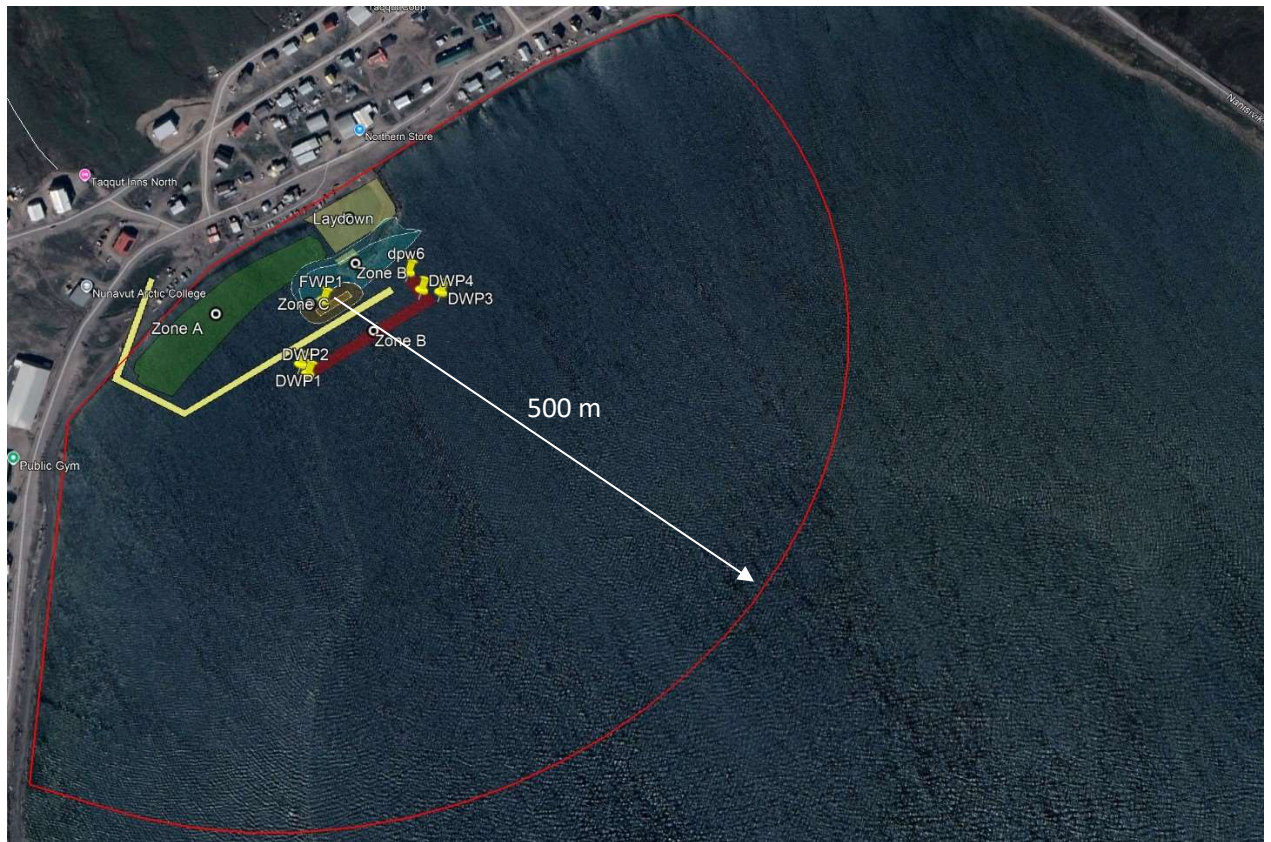
High levels of ambient noise and vibrations resulting from construction activities, as well as instantaneous pressure changes from blasting, can affect terrestrial and marine wildlife, causing changes in behaviour or avoidance of affected areas. In the case where sensitive species or feature (e.g., nest) would be identified nearby a work site, as detailed in section 3.2.3, a buffer or an exclusion zone will be implemented by the EM to ensure wildlife are not disturbed.

The noise generated during the marine facility construction may result in disturbance to marine mammals if they are present in the Arctic Bay during these activities. Underwater noise emissions have also the potential to adversely affect marine fish, resulting in avoidance of the area, accidental mortality, and injury to fish.

Construction of the temporary and fixed wharves includes installing steel sheet piling below the seabed level. All sheet piles will be installed using a vibro-hammer. If the vibratory equipment is not suitable, an impact hammer will be used to reach the designed depth. Construction of the temporary wharf will take place in July 2027, while construction of the fixed wharf will take place in June 2028. As indicated in the Fisheries Act Authorization issued for this project, *“A qualified environmental professional(s) shall conduct acoustic monitoring during pile driving to verify water noise levels”*. *A minimum 500 m marine mammal exclusion zone shall be established around the construction activities (pile driving site) and monitored as outlined in the Arctic Bay Application.*

Before the piling work begins, an exclusion zone for marine mammals will be established at a minimum distance of 500 metres from the piling area. This zone could be extended according to the preliminary results of the underwater acoustic monitoring programme. An experienced and qualified marine mammal observer will be present at all times during the pile driving and will monitor for marine mammals within the exclusion zone for at least 30 minutes prior to the start of pile driving. If a marine mammal enters the exclusion zone, pile driving shall be suspended until the individual has left the exclusion zone or has not been sighted for 30 consecutive minutes. Visual references will be established to ensure that the entire exclusion zone is covered. Visual markers could be added when needed. In iced conditions, a drone will be used before starting the sheet piling operations to verify the presence of breathing holes within the exclusion zone. This allows the marine mammal observer to focus their observations on these specific areas.

If a marine mammal is observed close to or inside the exclusion zone, the MMO shall advise the EM and the site superintendent immediately. The EM will issue a stop work order to assess the situation, determine the necessary actions and implement the appropriate mitigation measures before work can resume.

**Figure 6.10.2:** Marine Mammal Exclusion Zone

The following mitigation measures will be applied to avoid or reduce conflicts with the marine fish and wildlife during the piling activities:

- An experienced and qualified marine mammal observer (MMO) will be present at all times during the pile driving.
- The MMO will confirm that no marine mammal has been observed within the exclusion zone for 30 minutes prior to initiating piling.
- If a marine mammal enters the exclusion zone, impact pile driving will be suspended until the individual has left the exclusion zone or has not been sighted for 30 consecutive minutes.
- Soft start procedures with vibratory piling equipment: initiate the hammer at 40-60% reduced energy, followed by 1 minute of inactivity prior to resuming the piling works.
- Soft start procedure for impact hammering: provide an initial set of three strikes from the impact hammer, followed by 1 minute waiting period, then followed with two subsequent three strike sets.

- Considering that piling activities could occur during the iced-season, in-air sound level shall not exceed the in-air acoustic threshold of 100 dB re 20µPa when pinnipeds are observed within the exclusion zone.
- Project-related vessels shall maintain vigilance for marine mammals, document sightings, and employ minimum distances and best practices if within 100 m of any marine mammals.
- Construction equipment operators must remain vigilant for marine mammals and ensure that the minimum approach distances are maintained.

### 3.2.2 Vehicle traffic

Speed limits, as presented in the Traffic Management Plan, will be implemented and enforced on all roadways. Wildlife will be given the right-of-way so as not to chase, weary, harass or injure animals on the road.

### 3.2.3 Quarry operations

A pre-construction survey and sweep for wildlife (including migratory and marine birds) will be conducted by a qualified professional prior to initiating work. In the event a sensitive species or wildlife habitat feature is identified, buffers (work exclusion zones) will be implemented to minimize disturbance to wildlife. Any protected feature that is harmed, destroyed, or disturbed will be reported, and may result in immediate notification to appropriate Ras.

During the fall of 2026, if present, the surface soil will be removed from the area where drilling and blasting will be conducted the following year in order to discourage bird nesting. During the following construction seasons, the EM will periodically perform nest monitoring. If an occupied bird's nest or roost is observed within or near a work area, the environmental monitor will issue a stop work order and establish a temporary buffer zone of 100 metres. The environmental monitor will contact a biologist to determine the appropriate setback and buffer area, which will be established according to:

- The degree of tolerance of the observed specie
- The previous exposure of birds to disturbance
- The level of disturbance
- The landscape context

No disturbance will be permitted within the buffer area until nesting is completed and the young have left the nest.

Mitigation measures to reduce the negative effects on migratory birds include situating activities and infrastructures away from bird nests and roosts, timing blasting outside of migratory bird breeding season (where possible), avoiding large congregations of foraging birds and restricting activities where they occur, and surveying the area for migratory birds before beginning construction activities and implementing buffers or exclusions zones if a sensitive species or feature (e.g. nest) is identified to eliminate disturbance.

### 3.2.4 Sedimentation & dust

As part of the Erosion and Sediment Control (ESC) Plan elaborated for the project, measures are proposed to reduce the sedimentation that could be induced by the construction operations. The sedimentation into water bodies could lead to perturbation and or destruction of fish habitats. The dust control measures are also described into the ESC Plan. The excess of dust could also generate wildlife habitats perturbation. The proper dust control measures and the erosion and sediment control measures will contribute to mitigate the negative impacts on wildlife and wildlife habitat.

During the construction of the breakwater and the dredging activities, the following mitigation measures will be implemented in order to reduce the sediment mobilization:

- Rock material used for in-water construction to be free of fines that could affect water quality.
- Dredging activities will be scheduled to avoid periods of high wind and wave action that may increase re-suspension of sediment.
- When possible, floating silt curtains may be installed.
- If visual monitoring identifies sediment run-off, total suspended solids (TSS) or turbidity shall be measured and compared to the Canadian Council of Ministers of the Environment (CCME) guidelines for the protection of aquatic life, as detailed in the ESC Plan.
- If materials need to be stockpiled, it will be stored in a manner that prevents entry into nearby waterbodies.

## 3.3 CHANGE OF WILDLIFE BEHAVIOR

Change of wildlife behavior could result from the project activities as heavy vehicle traffic, in-air and/or underwater noise, camp operations etc. The following mitigation measures, as described in other sections, will also contribute to minimize the impacts on wildlife behavior:

- Proper waste management.
- Dust control.

- Sediment control.
- Speed limits for land vehicle.
- Noise control.
- Vessel vigilance measures for marine wildlife.

### 3.4 LOSS OF WILDLIFE HABITAT

Marine construction activities in the intertidal zone will result in the loss and alteration of foraging habitat for some mammals and birds and may result in some avoidance. However, due current human activity in the area, the value of this habitat is low. Therefore, the impacts of habitat loss and alteration in this area are considered minimal. It is unlikely that large mammals, will occupy the small craft harbour site, quarry, or haul road sites given that most large mammals having large home ranges, are wide ranging, tend to avoid human development, and are more likely be passing through. Therefore, the loss or alteration of habitat is not expected to negatively impact these species. However, the work sites boundaries will be flagged to prevent inadvertent loss or alteration of habitat outside of the designated Project footprint.

The small craft harbour, haul road, and quarry sites are already subject to human activity, so the effects of habitat avoidance due to noise and general activity on terrestrial wildlife during construction are considered minimal. However, increased vehicle activity may disturb foraging and nesting migratory birds along the haul road. Mitigation measures were already discussed in the section 3.2.

### 3.5 WILDLIFE INJURY OR MORTALITY

Increased traffic, equipment operation, construction activities, blasting, and potential fuel or contaminant spills may increase the risk of injury and mortality to terrestrial wildlife, including nesting birds, nestlings, and eggs. Mitigation measures to reduce wildlife injury and mortality include implementing and enforcing vehicle speed limits, storing food and waste in a manner that does not attract wildlife, enforcing a zero-tolerance policy regarding the harassment, disturbance, or feeding of wildlife, and reporting and tracking wildlife sightings.

All aquatic works shall cease if any fish kill, injury, or signs of stress to aquatic wildlife are observed near the site, until the Environmental Monitor (EM) provides guidance for the continuation of work. The presence of any dead or injured wildlife (including birds, bird eggs, and nests) observed during any work or activities in and around the SCH, haul road, or quarry shall be reported immediately to

the EM and the Site Superintendent. All work within the affected area shall be suspended until further guidance is provided by the EM.

### **3.6 WILDLIFE PROTECTION IN CASE OF SPILL**

The Spill Prevention & Response Plan elaborated for this project covers the emergency measures to be taken in the case where a spill of harmful/deleterious substance would occur within different environments (land, water, snow and ice). Regardless of the environment in which a spill would occur, an adequate wildlife system deterrent will be installed in order to avoid wildlife (terrestrial or marine) and migratory birds from being contaminated.

## 4. WILDLIFE MONITORING

Wildlife sightings shall be reported immediately and tracked in order to respond appropriately to emerging trends. Even if there will be a wildlife monitor or/and a marine mammal observer on duty, it is everyone's responsibility to report the presence of any wildlife. A daily wildlife observation report will be filled by the environmental monitor in order to describe which species were observed and the mitigation measures that were undertaken to avoid the disturbance of wildlife. The death of any wildlife including birds, fish and marine mammals known to have been caused by construction activities should be indicated in the daily wildlife observation report.

### 4.1.1 Presence of large congregation of wildlife and birds

It is very unlikely to encounter caribous or muskox nearby the community of Arctic Bay. In the case where it would happen, the animals movement will be monitored and a stop work order will be issued if the herd would be observed at less than 300 meters from the construction sites or the roads. The activities would resume in the area only when the animals would have left the 300 meters buffer zone.

Some marine mammal species are found in group and it is not unusual to observed them in the Arctic Bay. As per example, the Narwhales can be seen in September and November in group of several individuals animals. The exclusion zone of 500 meters will remain as a mitigation measures. A stop work order could be issued by the EM in the case where the marine mammals would be seen close to the work area. The HTA will be consulted to make sure that the work at the harbour do not interfere with the hunter's activities when Narwhale or other marine mammal species are present in the bay.

According to local residents, large colonies of seabirds and waterbirds are rarely observed in the harbour area. In the event that such colonies are encountered, the following measures shall apply:

- Stay off seabird and waterbird colonies
- Maintain appropriate buffer zones around colonies
- Avoid any disturbance of migratory birds

### 4.1.2 Presence of polar bear

Any polar bear sightings shall be reported immediately to everyone on-site and to the hamlet authorities. The displacement of the bear will be followed by the wildlife monitor. If the bear is

coming to close to the camp or working sites, bear deterrent could be used. The wildlife monitor is not authorized to kill any animal. In the case where a bear would keep coming nearby the camp or working site, the proper actions will be taken by the collaboration of the hamlet authorities.

#### **4.1.3 Presence of caribou**

From the local knowledge, Caribou do not come nearby Arctic Bay. However, in the event caribou are sighted, protection measures will be implemented according to those outlined in Appendix I of the North Baffin Regional Land Use Plan. The presence of caribou must be reported immediately to the EM who will implement the appropriate measures.

#### **4.1.4 Presence of marine mammals**

The presence of marine mammals at the harbour construction site will be monitored by all personnel during the construction of the breakwaters and dredging operations. If a worker observes a marine mammal, they shall notify the EM, who will take the appropriate actions. During the piling activities, the 500 meters exclusion zone will apply. The marine mammal observer will be responsible for monitoring activities. Any marine mammal observed near the exclusion zone shall be reported immediately to the EM, who will issue a stop-work order if the marine mammal enters, or is at risk of entering, the exclusion zone.

## 5. TRAINING AND REPORTING

### 5.1 TRAINING

All workers will be trained in relation to the wildlife expected to occur in the area, including traditional knowledge, through site induction and toolbox sessions. The current plan will be explained with emphasis on the following topics:

- The responsibility of everyone to protect wildlife and wildlife habitat.
- Guidance to staff on how to avoid staff/wildlife interactions.
- Ongoing education related to the dangers of improper food waste disposal and feeding wildlife.
- Bear awareness training.
- No feeding and harassing of wildlife policy.
- No littering policy.
- No hunting policy.

### 5.2 REPORTING

Sightings of wildlife species, with particular attention to species at risk, will be recorded on the daily environmental report (including time, date, location, activity, and proximity to Project personnel). Wildlife sightings will be tracked in order to respond appropriately to emerging trends.

Results of the WMMP will be reported annually to the NIRB who will make the reports available for review and comment by applicable parties.

## 6. HEALTH AND SAFETY IN RELATION WITH WILDLIFE

As presented in the section 2 of this document, many animals could be encountered in Arctic Bay and the surrounding areas. Special attention should be taken for the following animals:

- Polar Bears
- Wolverines
- Wolves
- Foxes and dogs

Interaction with polar bears could be lethal. Wolverine and wolves represent also a potential danger for the workers. It is not rare that a fox infected by rabies could infect dogs and humans. Rabies is an acutely infectious viral disease of the central nervous system (CNS), which is typically transmitted in the saliva of infected animals. In foxes, symptoms include seizures, inability to drink (hydrophobia), disorientation, being in a “zombie-like” state and, in some cases, biting at objects and other animals. In humans, early diagnosis with wound cleaning and vaccination following a bite has a good prognosis; once symptoms have manifested, however, rabies is invariably fatal. Anyone being bite by a dog or a fox should be going to the local health center for medical attention.

It is strictly forbidden to disturb, harass or feed wildlife. Activities to be done in isolated areas or activities to be done by walking, should require the presence of a wildlife monitor equipped with a riffle and a portable radio. When a Polar bear is sighted, it must be reported immediately by using channel 2 of the FM radio. The environmental monitor will contact the hamlet authorities and the hunter and trapper association. Deterrent kits will be available at the camp kitchen and at the site office.

All personal will attempt the worker orientation seminar where interaction with wildlife will be discussed. Safety precautions, as some presented here below, will also be discussed:

- Be aware of the risks associated with working in areas where wildlife encounters are more likely to occur.
- Always look around before leaving a vehicle or buildings checking for polar bears outside doors, around stairs, corners of buildings, material storage, and especially when the visibility is limited.
- Demonstrate extra caution while working outside during evening hours and hours of darkness, or when fog or blowing snow reduces visibility.
- When a Polar Bear Monitor is assigned to a work group, remain within their line of sight when performing field work.
- Never approach a polar bear or linger in exposed areas to take photographs.
- Operators must be responsible for the cleanliness of their vehicles and equipment (including pickup truck beds) - always remove food/garbage.