

# White Paper

Nalunaq Gold Mine Project

Hearing responses - SIA

## 1. Grønlands politi / Greenland Police

[Translated from Danish]

No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA
1.1	Entry into Greenland from a country that is not part of the Schengen cooperation will require to be done via an approved border crossing, where the police carry out border checks. The same requirements apply to persons who have to leave Greenland to a country that is not part of the Schengen cooperation.	The comment is taken into account.	MLSA notes that the comment has been implemented into the revised SIA.	The SIA is updated in the relevant sections with information on the use of approved border crossings and a link to information at <a href="http://www.nyidanmark.dk">www.nyidanmark.dk</a>
1.2	It is noted that the SIA refers to Greenland Police statistics from 2019. The yearly statistics for 2023 is expected to be published March 1, 2024.	The statistical data used in the report from 2019, was the most updated statistics available at the time of drafting the SIA.	The MLSA takes note of Nalunaq A/S' comment.	None.

## 2. Søfartsstyrelsen / Danish Maritime Authority

[Translated from Danish]

No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA
2.1	Under the "working conditions" it could be mentioned that conditions on board used vessels fall under the supervision of the Danish Maritime Authority. This could possibly also have significance for sections 1.4.4 and 7.5.1, if the Danish Maritime Authority has to inspect vessels in the area.	Noted – no answer is required by Nalunaq A/S.	The MLSA notes that the comment has been implemented into the revised SIA.	The SIA is updated in the relevant sections with information regarding inspection by the Danish Maritime Authority.
2.2	The Danish Maritime Authority must be notified of the establishment of a jetty etc., so that shipping can be informed about this and charts etc. can be updated. Ship transport is assumed to be described in more detail in an NSI (sailing risk assessment). The DMA requests to receive the NSI 3 months prior to exploitation activities.	Nalunaq A/S has initiated the preparation of a Navigation Safety Investigation (NSI) which follows the applicable principles and requirements for content.	The MLSA notes that Nalunaq A/S has initiated the necessary NSI.	None.

### 3. Forsvarskommandoen / Defence Command Denmark

No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA
3.1	No comments relevant for the SIA	-	-	-

### 4. Grønlands Erhverv / Greenland Business Association

[Translated from Danish]

No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes SIA
4.1	Since the SIA itself mentions that training will be available for the Greenlandic workforce in relation to the project needs, GE assumes that, if possible, this also applies to the positions that the SIA mentions will be occupied by foreign labour.	Nalunaq A/S will ensure continuous skills development so that, in the long term, foreign labour can, to the extent possible, be replaced by Greenlandic labour.	The MLSA takes note of Nalunaq A/S' comment.	None.
4.2	It is also assumed that the experience gained from the previous gold exploration is used in the current project to the extent possible, so that the project can be carried out responsibly and for the benefit of Greenlandic society with due consideration for health, economy, employment, safety and environment.	Experience from the previous mine operations will be used for the benefit of the mine and the Greenlandic society.	The MLSA takes note of Nalunaq A/S' comment.	None.

### 5. Jewelry workshop Kassoq by Palle Møller

[Translated from Danish]

No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA
5.1	When reopening the Nalunaq gold mine, it should be a requirement that Amaroq Minerals produce certified Greenlandic gold, documenting its origin and environmentally sound extraction. In addition, it would be appreciated, if possible, for locals to buy raw stones with visible gold, for	The process for selling gold produced at Nalunaq is still subject to Government approval. We are open to entering into a dialogue with the Government and local communities to	The MLSA finds that generally sale to local small enterprises will not always be identical to sale relating to larger enterprises. Therefore, a documentation of	None.

	<p>the purpose of stone collections or as gemstones.</p>	<p>investigate the option of selling gold to local businesses, and/or produce documentation of origin, if prescribed by the Government.</p>	<p>origin may not always be relevant in all types of sales. However, the MLSA takes notes of the suggestion to look into when and how it may be beneficial to ensure documentation of origin in different types of sale.</p> <p>The MLSA takes special note of the suggestion to look into options of ensuring locals access to buying minerals directly from Nalunaq A/S. The MLSA expects to raise this topic in the talks relating to the IBA.</p>	
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## 6. NUKISSIORFIIT / The Greenlandic Energy Company

[Translated from Danish]

No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA
6.1	<p>As the affected area is outside Nukissiorfiit's supply area, the project is not considered to affect operations in the surrounding settlements. Nukissiorfiit consider it positive that a hydropower plant will be built and will follow the studies with great interest.</p>	<p>It should be noted that the construction of a hydropower plant is not included in the current project description and therefore impacts associated with</p>	<p>The MLSA notes that Nukissiorfiit does not expect that the current project, without an hydropower option, will not affect</p>	None.

		the construction of a hydropower plant has not been assessed in the SIA. Construction of a hydropower plant will require a separate SIA to be conducted.	Nukissiorfiits supply operations.	
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## 7. Ministry of Children and Youth

[Translated from Danish]

No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA
7.1	No comment.	-	No comment.	-

## 8. Arbejdstilsynet/ Danish Working Environment Authority

[Translated from Danish]

No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA
8.1	It is not the Greenland Working Environment Authority that is responsible for the working environment at the workplace, it is the companies. We propose that it be written instead: "The Greenland Working Environment Authority, which supervises the working environment at the workplace".	The comment is taken into account.	The MLSA notes that the comment has been implemented into the revised SIA.	The SIA is updated in relevant sections with information on the Company's responsibility for the working environment and the Danish Working Environment Authority as supervisory authority, so that

				this division is clear.
8.2	Mine rescue equipment will be available in the area, "under the supervision of the Greenland Working Environment Authority.". The chosen wording may give the impression that the equipment is under continuous control by the Danish Working Environment Authority or approved by the Danish Working Environment Authority. That's not the case; It is the responsibility of companies to continuously ensure a safe and healthy working environment, including that rescue equipment is sufficient.	The comment is taken into account.	The MLSA notes that the comment has been implemented into the revised SIA.	As above.

## 9. Air Greenland

[Translated from Danish]

No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA
9.1	<p><u>Use of Greenlandic companies</u> In relation to dialogue, Air Greenland welcomes this. Dialogue should be divided into two main tracks:</p> <ul style="list-style-type: none"> <li>a. Scheduled services, including passenger service contracts</li> <li>b. Other commercial air services and services</li> </ul> <p>Air Greenland Group is a professionally run airline under Danish and Greenlandic company law, and in a position to solve all types of air transport services in Greenland and to invest in additional capacity if there is a commercially viable basis.</p>	Noted – no answer is required from Nalunaq A/S	The MLSA takes note of Air Greenlands A/S' suggestions on how the airline and Nalunaq A/S may enter into agreements. Such agreements are considered to be an item to be discussed between Air Greenland and Nalunaq A/S.	None.
9.2	<p>2. <u>Pressures on public infrastructure and services, including transport infrastructure</u> (Section 12) Air Greenland sees itself in a position to expand capacity in the region if the Nalunaq Gold Project results in such a</p>	The comment is taken into account.	The MLSA notes that the comment has been implemented into the revised SIA.	The SIA is updated in the relevant sections with information

	<p>significant increase that there is a commercial basis for expanding the existing timetable. Dialogue on expanding capacities for airborne scheduled traffic should primarily take place between Air Greenland and Nalunaq A/S or its owner representatives. Section 12.1 on Air transport concerning, among other things, the development of airport extensions has not been updated with latest status if airport construction.</p>			<p>regarding the air transport.</p>
9.3	<p><b>3. Aviation and transport services</b>  Air Greenland, as the provider of the service contract for airborne passenger transport in South Greenland, will be interested to discuss the impact of Nalunaq A/S on traffic flow.  Air Greenland generally encourages that minimum standard for work and rest regulations, as well as avia on safety, be defined more clearly in relation to classification criteria for transport tasks in Greenland. Minimum standards for air transport operators should be set on the basis of internationally recognised industry standards, such as the Basic Avia on Risk Standard (BARS), which is increasingly being demanded by major international players in mineral research and extraction, although not yet is a legal requirement in Greenland.</p>	<p>Noted – no answer is required from Nalunaq A/S</p>	<p>The MLSA takes note of the comment.</p>	<p>None.</p>
	<p>In cases where Greenlandic providers exist, given the size of the Nalunaq Gold Project, it should be possible to bid for services in tenders, with classification criteria - especially price, quality and local anchorage/ownership, included.</p>	<p>Procurement of services will be conducted following Nalunaq A/S procurement policy, considering local content.</p>	<p>The MLSA notes that Nalunaq A/S has a procurement policy in place. On a more general note, the MLSA refers to the Licensee's obligation to - as a point of departure - to apply Greenlandic workforce and Greenlandic enterprises. The License may make</p>	<p>None.</p>

			use of foreign work force and foreign enterprises, provided that the Greenland options are not technically or commercially competitive	
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## 10. WWF Kalaallit Nunaanni / WWF Greenland

[Translated from Danish]

No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA
7.1	All comments concern the EIA. Therefore, the reader is referred to consult the EIA Report.	-	-	-

## 11. Kommune Kujalleq / Kujalleq Municipality

[Translated from Danish]

No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA
11.1	It is extremely important that the local workforce, as well as local companies, get optimal opportunities to service/work within all kinds of mining activities.	Noted – no answer is required from Nalunaq A/S	The MLSA fully supports the municipality's comment. The MLSA refers to the Licensee's obligation to - as a point of departure - to apply Greenlandic workforce and Greenlandic enterprises. The License may make use of foreign work force and	None.



			foreign enterprises, provided that the Greenland options are not technically or commercially competitive	
11.2	Attention is drawn to possible smuggling and use of non-legal substances, special doping and narcotics. It is important that there is a clear policy in this area which applies to all persons who have daily or occasional access to the mining area.	The comment is taken into account.	The MLSA takes note that Nalunaq A/S has a zero-tolerance policy towards euphoric substances. The issue of smuggling of narcotics is a serious issue for all of society. The MLSA will share the municipality's concern with the Tax Agency.	The SIA is updated clarifying that there is zero-tolerance for euphoric substances in the mining area, and that this is specified in win contracts for staff and suppliers.
11.3	Regarding the infrastructure, the municipality is interested in AMARQQ's needs in relation to port facilities in Nanortalik, as well as possible adjustments needed.	Noted – no answer is required from Nalunaq A/S	The MLSA notes that infrastructure needs will continue to develop throughout the lifetime of the mine. Continuous dialogue with relevant authorities will be needed.	None.

## 12. Sulinermik Inuussutissarsiateqartut Kattuffiat

[Translated from Danish]

No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA
12.1	The trade union SIK is ready to start collective bargaining with the owners of Amaroq Minerals for the employees who will work in the Nalunaq Gold Mine.	Noted – no answer is required from Nalunaq A/S	MLSA has no specific comment to this but will encourage the parties to enter into direct communication.	None.
12.2	The work at the Nalunaq Gold Mine is planned as a rotation arrangement with 30 days in the mine area and 26 days at home for posted foreign labor and local labor, 14 days in the mine area and 14 days at home. SIK would like to enter into a dialogue about this in connection with entering into an agreement with the company.	Noted – no answer is required from Nalunaq A/S	The MLSA notes that Nalunaq A/S, like all employers, must adhere to Greenlandic regulations for the labour market. The MLSA takes note of SIK's suggestion to enter into an agreement with Nalunaq A/S. As this is a topic for the parties of the labour market, the MLSA has no specific comment to this, but will encourage the parties to enter into direct communication.	None.
12.3	SIK is satisfied that the use of Greenland's workforce is accommodated in the construction phase as well as in the operational phase. In particular, that both skilled labor and unskilled labor are catered for. Especially for the local area's attraction of labor from Nanortalik and its surrounding settlements.	Noted – no answer is required from Nalunaq A/S	The MLSA notes that Nalunaq A/S - as a point of departure - is obliged to apply Greenlandic workforce and Greenlandic enterprises. Likewise, Nalunaq	None.

			A/S, like all employers, must adhere to Greenlandic regulations for the labour market.	
12.4	SIK emphasizes that the working conditions and the working environment are in accordance with Greenlandic and Danish legislation and international standards. SIK considers it important that a workplace valuation (APV) is prepared before the construction phase, so that it is in accordance with the requirements in executive order no. 1169 on workplace valuations in Greenland.	Nalunaq A/S will adhere to Greenlandic and Danish regulation, as well as international standard as required.	The MLSA notes that Nalunaq A/S - as a point of departure - is obliged to apply Greenlandic workforce and Greenlandic enterprises. Likewise, Nalunaq A/S, like all employers, must adhere to Greenlandic regulations for the labour market.	None.
12.5	SIK emphasizes that Nalunaq A/S should be in regular dialog with Kujalleq Municipality and have regular meetings with the local area in Nanortalik and the settlements boards (bygdebestyrelsern).	Noted – no answer is required from Nalunaq A/S, as this is already taken into account.	The MLSA notes that regular meetings with the Municipality will be an inherent part of the IBA negotiations.	None.
12.6	SIK would like to see that corporate tax and income tax benefit South Greenland, helping minimize unemployment, and that the royalties benefit the local community, such as schools, daycare, culture and sports associations – especially in Nanortalik and surrounding settlements.	Noted – no answer is required from Nalunaq A/S, as this is already taken into account.	The MLSA notes that Nalunaq A/S – like any other mining company – is subject to the normal tax regime. The distribution of taxes will be in accordance with the tax regulations in place at any given time.	None.
12.7	SIK would like Nalunaq A/S to buy local food from local hunters and fishermen.	Noted – no answer is required from Nalunaq A/S, as this is already taken into account.	The MLSA expects to raise this topic in the talks relating to the IBA.	None.

## **Questions from public hearing meetings related to the SIA report.**

**Translation services were provided during the meeting.**

**Speakers used their preferred language from the options: Greenlandic, Danish, English.**

### 13. Public meeting in Narsarsuaq 29/01/2024, at Hotel Narsarsuaq

No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA
13.1	<p>[Translated from Greenlandic]</p> <p>Whom is it, up to Government, or to whom? I would like to ask when it is supposed to get closed?</p>	<p>[English]</p> <p>The mine will start production this year. Currently, we have seven-year mine life. Every year, we drill further up in the mountain. So, we always try to maintain the mine life.</p>	<p>[Translated from Danish]</p> <p>It is not up to Naalakkersuisut. What is important to us in the administration is that when it (the mine) closes, there is money to re-establish and get the area back to, as far as possible, the way it looked before and clean up. So, when we give a permit, we hope the mine can run well for many years, but it is important to us that they (the company) also have the money to leave the area properly when they do leave it. So, we provide a framework around the project, and then it is up to the company how they can get business out of it.</p>	None.
13.2	<p>[Translated from Greenlandic]</p> <p>When will it start bringing benefits?</p>	<p>[English]</p> <p>As a company we will be putting out the information, minimum quarterly, on what we are spending on taxes, what our investments are. We will be very focused on getting the mine into production.</p>	<p>[Translated from Danish]</p> <p>In relation to when we make money. We are already doing this a little now, in the way that we can see in the analyses available that Greenland is making money in the raw materials area. There are already employees who pay taxes, and when the mining companies hire boats, buy food, and so on,</p>	None.
No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA

			there is a development in the local communities where we can see there is a turnover. But even if there is a turnover, it requires that the mining operation has a profit (before Greenland really makes money). Where we currently make money in the raw materials area is from the daily operations, and at one point or another they also start to make a profit, and then we also get some money for the raw materials fund, which we share with Denmark.	
13.3	[English]  You're talking about producing electricity, with windmills or hydropower plants, is, it included in the license to operate, or will that be like a separate project, that you will get everything, information in, and the people in the area can say, you know, what they think about it, or how is that going to be?	[English]  The short answer is no, it's not possible, they're licensed firms, however, it's the vision of the company, and it's something we're bringing up here, to the ministers here, and they have to listen to it, and the mayor. On our mining sites, we need diesel generators to heat the Camp, to run the process plant, and so on.  What we want to start is the dialogue with the government saying, we can buy electricity of power plants, we can help you build the power plants, and by the way, your local towns can then benefit, because effectively, we are helping, generating revenue for that power plant. We haven't started a formal dialogue with the government	[Translated from Danish]  If green energy is to be developed so that it becomes part of the (mine) project, then this activity will also be subject to an EIA. There will therefore also be a citizen involvement process in connection with the development of green energy.	None.
<b>No.</b>	<b>Questions/comments</b>	<b>Nalunaq A/S' answer/comment</b>	<b>Comments from authorities</b>	<b>Changes to SIA</b>

		about this, but this is very much our intention to do that, and we would want to do that, because then we leave something long term behind, and its good business for us.		
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#### 14. Public meeting at Tasiusaq 30/01/2024, at the school

No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA
14.1	[Translated from Greenlandic]  How many years of operations are planned?	[English]  Currently we have 7 years. But we believe we can operate for 20 years. What we do every year is we drill further and further in, to make the life of the mine longer.		None.
14.2	[Translated from Greenlandic]  Where can we look for work?	[Translated from Greenlandic]  If I can get a good internet connection, I'll show a Facebook group. You should be able to see in this various future workplace jobs something that could be key. If you are on Facebook you can join the group  <b>Additional information</b> all jobs are posed on <a href="http://www.suli.gl">www.suli.gl</a>		None.
14.3	[Translated from Greenlandic]  Is there a canteen?	[Translated from Greenlandic]  There is a small kind of canteen, three cooks are working there.		None.
No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA

14.4	[Translated from Greenlandic] How does the cleaning staff work?	[Translated from Greenlandic] They have one week off after first working three four weeks. The staff themselves can decide amicably that, in any case, they will run for three or four weeks. 14 days and then taking time off. Or after first working for three weeks, then they have one week off.		None.
14.5	[Translated from Greenlandic] Will language become an obstacle?	[Translated from Greenlandic] [Summary of answer: English is not a requirement for employment at the mine]		None.
14.6	[Translated from Greenlandic] How long do they work in the kitchen?	[Translated from Greenlandic] [Summary of answer: the flexible time standard schedule for the work at kitchen was explained – after working four weeks, there are two weeks off]		None.
14.7	[Translated from Greenlandic] If you have 60 employees, would you say that there will be an increase in the number of employees? Who will be needed, more cleaners and kitchen staff?	[English] There will be more jobs available. It is very helpful for us if you reach us, it doesn't have to be cleaning, any kind of work. It is important for us to know your background. Even though there is no opening tomorrow, there are likely to be openings in the future. The sooner we know, the sooner we can plan.		None.
<b>No.</b>	<b>Questions/comments</b>	<b>Nalunaq A/S' answer/comment</b>	<b>Comments from authorities</b>	<b>Changes to SIA</b>



14.8	<b>[Translated from Greenlandic]</b>  When you don't have internet, when you don't have Facebook, how can you look for work?	<b>[Translated from Greenlandic]</b>  Summary of answer: There are contact details available to phone a company representative. There are forms for an express of interest which can be filled in and sent to the company.  <b>Additional information</b> We have appointed a HR Manager in Greenland who will be visiting towns and settlements and making a list of people who are interested in working in the Mine.		None.
14.9	<b>[Translated from Greenlandic]</b>  General comments with regard to local waste management system and regulation on use of incinerators.	<i>No answer from the company was requested.</i>		None.

## 15. Public meeting in Nanortalik 31/01/2024, Virtual

No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA
15.1	<b>[Translated from Greenlandic]</b>  How many days does one work in Nalunaq? And long are the working hours? How are the wages? Is there 24-hour work?	<b>[Translated from Greenlandic]</b>  Summary of the answer: We have different types of employment depending where your workplace is. In most cases, you work for 3 or 4 weeks on the site and then have 1 or 2		None:

		<p>weeks leave and go back to work. Wages vary depending on where you work. However, wages are not too different in different areas. Not all teams work 24/7. Some do though, of course in two shifts. Some teams, like health and safety teams have day and night shifts. And when there is full production in the mine work will be 24/7.</p> <p>No matter where you come from, Greenland, Iceland or anywhere from the world, the wages are the same for a person doing the same job. Wages do not depend on country of origin. We make sure that.</p>		
No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA
15.2	<p>[Translated from Greenlandic]</p> <p>Will the hunters and fishermen be to able to sell their products too?</p>	<p>[English]</p> <p>Yes, we have done this last summer, we will also continue to do that. But we are also working on how we should buy from locals, for example from farmers, if that is going to be directly or via companies. This is work in progress, but we have also at site local fishermen and so on. So we are very much likely to</p>		None.

		look into that. So right now all of it is bought in Nanortalik.		
15.3	[Translated from Greenlandic]  If hunters can sell their catch at the site?	[English]  We can definitely look into that. Yes.		None.
15.4	[Translated from Greenlandic]  Would it be possible [for the school in Nanortalik] to take on field trip to Nalunaq for the older students?	[English]  Thank you very much for very good point. You hit a point that we put a huge emphasis on, and we want to do this in as good manner as we can. So just to give you some examples, of what we have been planning. But we will very much like to continue with you, as a teacher in Nanortalik, and see if we could cooperate for example for a field trip as you mentioned. We want		None.
<b>No.</b>	<b>Questions/comments</b>	<b>Nalunaq A/S' answer/comment</b>	<b>Comments from authorities</b>	<b>Changes to SIA</b>
		to raise the interest from a young age, but we are also talking about things like we are doing tree planting, so we would want the younger generation to come to site to participate in that. Also going to the mine, to see the site, this is something what we are very much interested in and welcome to do		

		for the community and the same time learn from the community.		
15.5	<p><b>[Translated from Greenlandic]</b></p> <p>Nanortalik does not have any educational institutions, as Qaqortoq and Narsaq. Nalunaq is a very large company that invests. Nalunaq is very close to Nanortalik. These big companies operating in there, will they be donating money if something is being started?</p>	<p><b>[English]</b></p> <p>Each company that we have make contract with, have a requirement they take a training program and train people in the jobs. So each contract, if that is an international company that they hire Greenlandic people. We will pressure them to hire more and more Greenlandic people. It is easier to local company to hire Greenlandic people, because it is more straight forward.</p>		None.
<b>No.</b>	<b>Questions/comments</b>	<b>Nalunaq A/S' answer/comment</b>	<b>Comments from authorities</b>	<b>Changes to SIA</b>
		<p><b>Additional information</b></p> <p>We will also continue helpful dialogue with the Mining School in Sisimiut to explore further training opportunities for the people of South Greenland</p>		
15.6	<p><b>[English]</b></p> <p>The question is more about if the company is willing to invest in people in Nanortalik. Because Nanortalik is the closest town to the mine. If there is foundations you want to build for Nanortalik.</p>	<p><b>[English]</b></p> <p>So what we focus on - and this is up for discussion in the agreement, the key focus are on the actual people who live for example in</p>		None.

		<p>Nanortalik and what we can bring to that. If we can generate tax revenues but we will rather put it hands on the Government. But we are very interested in continued dialogue about Nanortalik, which is the closest town. To think about any foundations each company contribute to the education. We can make an example how it has been done, you probably all know about the South Greenland Boat Charter Poul Erik, he started a business with Nalunaq 8 years ago and he has</p>		
<b>No.</b>	<b>Questions/comments</b>	<b>Nalunaq A/S' answer/comment</b>	<b>Comments from authorities</b>	<b>Changes to SIA</b>
		<p>grown dramatically his business. This is what we want to continue to do for Nanortalik.</p>		
15.7	<p>[Translated from Greenlandic] When does work start or when will it be possible to apply for a job?</p>	<p>[Translated from Greenlandic] Recruitment is ongoing. Whenever there is a job opening then we do post them in jobportal sulig.gl and Facebook. Other companies we use however also recruit workers when they need them. Again, recruitment will be</p>		None.

		ongoing with increasing numbers of job openings.		
15.8	<b>[Translated from Greenlandic]</b>  If one is to work in the mine, will there be a need for operators of trucks and scoops.	<b>[English]</b>  In the mine we need to drill, we need to blast, we need to scoop, and we need trucks and we need mechanics. We need electricians, in the mine and in the processing plant, we need controllers who control the machinery and then the maintenance.  <b>[Translated from Danish]</b> In the SIA, there is actually a list of what kind of roles and what kind of jobs are needed, so you have a look at the list.		None.

## 16. Public meeting in Alluitsup Paa 31/01/2024, Virtual

No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA
16.1	<b>[Translated from Greenlandic]</b>  You said that you are employing around 60 workers, I would like to ask if you still need more workers?	<b>[Translated from Greenlandic]</b>  There are different jobs at Nalunaq. There are many different job opportunities, and you can get job application forms by emailing us or giving us a call. I will send different information concerning whom		None.

		can apply and to which job.		
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## 17. Public meeting in Qaqortoq 01/02/2024, at Hotel Qaqortoq

No.	Questions/comments	Nalunaq A/S' answer/comment	Comments from authorities	Changes to SIA
17.1	<p>[Translated from Greenlandic]</p> <p>Summary of the question: What are the wider benefits for the local communities, besides the taxation for the gold?</p>	<p>[English]</p> <p>To answer your question, thank you, we have to pay 2,5% Royalties for everything we sell. And then, all of the investment we put in, we obviously invest mostly in people because they conduct the work. Then we have corporation tax, and obviously any other types. Right now, a minimum of 10 companies, probably more local companies, are working for us, HK transport services, an electrician company in town and I can go on and on . Most of the employees, and more than 60% of our employees on site are Greenlandic. So we understand really well, that the success of our company, will have to mean success for this community. For us to be successful, you will be successful.</p>	<p>[Translated from Danish]</p> <p>For many years, we have lacked a proper overview of the money we receive from the raw materials area. We are changing it so that later this year we can see how much we actually earn as a society. But what we do know is that we are making good money from the raw materials industry today, even though we only have one mine that is actually in operation. What we can see is that every time a company carries out exploration or has other activities, they buy goods locally, they buy flight time with helicopters, they buy transportation with boats, they buy food, they hire people, and that brings tax revenue locally, and it provides activity in the businesses of the local surrounding towns. So, there are two values. There are the funds we put into the raw</p>	None.

		That's why we have invested in this community. But most of all, we have been	materials fund. It's not very much at the moment because it's	
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		<p>private investors in this country for the past three to four years. But on these numbers, we are listed on three different markets, stock exchanges, Iceland, London, and Canada. This means that all of the things I'm telling you will be published, you would be able to see, access everything, it's all in the open.</p> <p>We are also going to make our first sustainability report. This will take all of these matters into account. So this means that, measurements like this would all be in the open for you to see. And I think also, on the environmental matters, it's extremely important for us, in today's world. The government obviously make sure we do that, but we have to do it also for our investors because people won't invest in anything (that is</p>	<p>about royalties and so it's revenue-based, and we don't have very many active mines.</p> <p>But we can see that it gives a lot locally, and it also gives money to the national treasury. So, it is good for our country to have these activities, but of course we must ensure that the environmental requirements are met. So, it's not just a matter of making money, but doing it in a proper way. But we can see that it gives a lot locally, and it also gives money to the national treasury. So, it is good for our country to have these activities, but of course we must ensure that the environmental requirements are met. So, it's not just a matter of making money, but doing it in a proper way. But there is actually money to be made, and we'll soon come up with a number to prove it.</p> <p>What the analyzes show regarding the social economy is that</p>	



		not environmentally sound). But this is equally as important, or more important,	what we earn the most as a society, or benefit the most from, is when a person who has a low	
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		than any profit or anything like that, and we need to report on that.	paying jobs get higher pay, either through education or a better paying job. It is of great importance to society. And it has even more significance for society when a person who does not have a job today gets a job. It is of huge importance both for the municipality and for the individual and for the national treasury. If we are to develop as a society, employment is one of the most important things.	
17.2	[Translated from Greenlandic]  Summary of the question: Concerns about pollution in fishing areas near mine	[English]  It's just the only thing I can say is, as a fisherman myself, we will make sure that we will be extremely cautious because this is one of the biggest enjoyments for myself (and the community) to be part of. This is why it's important to us to leave behind things as well as we possibly could. So, to your question earlier, that we are obviously doing mining, we're making a hole in the mountain, and we		None.

		understand that. We're not saying.		
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		<p>we're not doing anything, but it's the question of how we can minimize the impact and try to make the site as a kind of a long-term opportunity for Greenlanders, rather than just mine and then leave. This is why we think about energy, we think about reforestation, we think about all of these different initiatives that we're working in around them.</p> <p><b>Additional Information</b> Also see answer to 17.3</p>		
17.3	<p>[Translated from Greenlandic]</p> <p>I am however kind of apprehensive of possible pollution of the water. There is a very large discharge of water at the site after all and I am concerned about the claims that the water will be cleaned very thoroughly. The process water. Which contents are going to be removed. Also, is the discharged water going to be as clean as the water before mining starts? That is what I like to know since it is claimed that process-water</p>	<p>[Translated from Danish]</p> <p>An extensive monitoring program is being made, and one of the things we focus a lot on is precisely the water. And the water must comply with all the requirements set by the authorities. This means that the water must be clean in the Kirkespir river, it also means in relation to the fish in the sea that nothing should</p>		None.

	is going to be thoroughly cleaned before it is discharged.	come out of the project that damages the sea in any way. But a program is		
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		being made, it includes that regular samples are taken to document the water quality, and if we see some things that change in the wrong direction, then action is taken in relation to carrying out purification, so that the water in the Kirkespir river not affected.		
17.4	<p><b>[Translated from Danish]</b></p> <p>It surprises me that you (the company), in relation to the household waste, want to burn it, how did you get permission to do so? Are you allowed to burn waste? Is it still possible to burn waste in settlements or the cities? I am anxious to hear whether you have been granted a dispensation.</p>	<p><b>[English]</b></p> <p>What we have designed for all the rest of the list that we have, we have an incinerator, which has been built on the newest technology. But we have been in discussion with the municipality about whether the waste should be taken to a location, for example Nanortalik or another place, so we're happy to do that. But our technology is sort of set up and it just matters that it is as clean as humanly possible. The same thing goes with any kind of human waste. We have, waste plant, a septic tank, and a waste plant so</p>		None.

		effective you can almost drink from it, which is not always		
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		the case from the towns in Greenland. So, we are very proud of that because we want to have that at the top of the agenda - I mean by this , (I don't know ) if you know that I've worked in the energy industry in Iceland and other countries.		
17.5	<b>[Translated from Danish]</b>  I would like to have many tourists here in South Greenland, and sometimes there is also talk of tourists coming to the mines. Is it something that has been highlighted in the societal analysis?	<b>[English]</b>  We are all interested here in South Greenland to add more tourism, and for the opportunity is that mining companies, for example, mining company, or call it, heavy industry, work alongside tourism. Let me explain why. There will be more flights back in from South Greenland, there would be more services for boat charters, there would be more activity in hotels, that would be more helicopters here. This can all be utilized for the benefit of tourism.		None.
17.6	<b>[Translated from Danish]</b>  It is mentioned that there are few musk oxens. The municipality intent to count	<b>[English]</b>  Our experience with the musk oxen in the valley is that they	<b>[Translated from Danish]</b>  We have been told in the EIA report that there are relatively few	None.

	the musk oxes in the area because the hunters say	generally stay high up in the valley. However, I have met	musk oxen. If it turns out that there are more musk oxen in the	
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	there are many – how will this affect the project? Can hunting be done?	musk oxen further down. There are especially a couple of times some males that have stayed down by the tent camp. But what I have seen is peaceful coexistence with the mining project. As far as I know, there have been no conflicts with musk oxen. I imagine they might still be there, sort of. Surely, they can also be up in the valley? As for the mining operation itself, you can't have musk oxen walking around when there are people driving around on the roads, but outside the mine area itself, you can have musk oxen, like everywhere else.	area than we thought, then of course it is something we have to decide on. But it is new to us if there are problems with the animals or a conflict with someone hunting in the area. But it is of course something that we will decide on and assess how it should be handled.	
17.7	<b>[Translated from Danish]</b>  Summary of the question: How will the mine take responsibilities for euphoric substances control, to avoid that substances are brought in by workers from abroad?	<b>[English]</b>  The camp operation is completely dry. This means when I went there, like 2 weeks ago, with my, I do an induction, I walk in, and the person called Ulrik that receives me, I hand over my back as the CEO of the company, and he searched the back, my back, everybody's		The SIA is updated clarifying that there is zero-tolerance for euphoric substances in the mining area, and that this is specified in contracts for staff and suppliers.

		back. This is an operation, we think about the health and		
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		<p>safety of our people, and there is nothing allowed in relation to that at all on site. If you come on site under alcohol or ask for anything like that, you are sent back. That's because we have to operate and work with him, and that's how we want to build on as well because we are working on the ground. But more importantly, it's really important that the spirit in the camp and the commentary is correct. Our employees, wherever they're coming from, they need to also all the uphold of Amaroq, Amaroq has a mission to create what we say a Greenlandic legacy. How they behave outside of Nalunaq will also impact how we review their work, meaning if there is someone coming from Canada, and he behaves badly in this town, we will most of the time know about it, and we won't accept it. There are excuses, and then there are some actions taken. This is</p>		

		extremely important for us because we know in small		
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		<p>communities something is happening like that, that will impact us as our image and how we operate.</p> <p><b>Additional information</b> We have a Drug and Alcohol Policy which all employees and sub-contractors have to sign which clearly states we operate a zero tolerance approach.</p>		
17.8	<p>[Translated from Danish]</p> <p>Will the project affect the port of Nanortalik. There will be transport to the harbor from time to time, and we know that when cruise tourism comes, they complain about the lack of space. Will there be an effect on these activities during the summer period?</p>	<p>[This question not answered during the meeting. Answer can be provided by the company, in addition to the minutes.]</p> <p><b>Additional Information</b> Most of the time, cargo is directed straight to Nalunaq bay, it doesn't come to Nanortalik. We will only store containers in Nanortalik in exceptional circumstances like in bad weather when it is impossible to discharge the cargo in the bay. The intended cargo volumes will be actually lower than during exploration</p>		None.

		and initial mobilization fro construction phase.		
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17.9	[Translated from Greenlandic]  Which authority will look after the working conditions of workers on the site, not only in the mine itself. Are the Working Environment Authorities responsible for the auditing the working conditions of for instance workers at the camp?	[English]  So, first of all, it is our responsibility to make sure the health and safety of our people are adhered to. We have a full-time health and safety team on site and have an officer that follows every single health and safety issue and each individual. To give you an example. We would wake up in the morning and go to breakfast, and there is toolbox meeting. Meeting means what I am going to do today. All procedures have been written for every single task and they are monitored. Every single piece of equipment is done to the highest standard, and this we report on quarterly. If something happened, any variations, different things. The health and safety of our employees comes before any profit or anything in that nature, and it is actually a requirement in the markets we are listed on. This, we will also report to the government on a	[Translated from Danish]  There are several supervisory obligations. As already said, the company has its share of the individual employees and around the mine, and then there are several agencies that step in on an ongoing basis and check whether the conditions we have set are being followed. Our agencies are watching, and then there is also the Working Environment Authority, which has focused on the employees and the conditions under which they work. They also come for inspection. The Working Environment Authority is under Danish competence, so it is not something the Self-government decides, but of course we have a collaboration with them, and they also come to do checks and they do that at all mines throughout the country and on trawlers and all places where there is dangerous work. So, we have the Working Environment Authority and the rules that are there, and the mine must also live up	None.



		regular basis and keep them up to date.	to them, i.e. the rules set by the Working Environment Authority.	
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			And then there are the other inspections we do. You can never avoid that accidents will happen, but the purpose of these rules is to minimize the risk and ensure that when they do happen, we hear about them and then we can react to them and get things fixed, that are wrong. So, there are control functions in place.	
17.10	<b>[Translated from Greenlandic]</b> You are considering having trainees, who will be responsible for the education; the Company or Municipality of Kujalleq?	<b>[English]</b>  We will do the training. Each contractor is required to hire Greenlanders and train them, and over time we will replace foreigners with local employees, step by step, once they get their qualifications. We want people not only to come to get training but also qualifications that they can use anywhere. This is for operator roles, working on diggers, trucks, and it can be in the office and the camp. We are also training young geologists. We bring in people who are learning geology, partnering with them by looking at core,		None.

		and we are bringing them into the University of the		
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		Arctic, helping them to finish school. So we are actually helping people to go higher and higher in the organization. That is something we put pride in and focus on, so we have as many young people within the organization as possible, because our intention is to grow here, within the community.		
17.11	<p><b>[Translated from Greenlandic]</b></p> <p>Concerning green energy. The Company will initially use diesel for power generation and wants to construct maybe two small hydropower generators during operational phase. What percentage these generators can provide? Very large hydropower plants are shown in the picture, but in the report there are only small plants.</p>	<p><b>[English]</b></p> <p>If in Nalunaq we were to develop wind and hydro energy there, it would be smaller scale, and it would not supplement all of the energy need that we would need for the plant, so it would maybe 1/3 of our energy requirements. So, what we would want to do is to explore options, for example of the Tasiilaq where you have closer to a 5 MW power option. We would look to see if, because we don't need all 5 MW, the municipality and Nanortalik could use what they need, and then we could use the rest of it. By doing that, based on</p>	<p><b>[Translated from Greenlandic]</b></p> <p>Concerning the question; I would like to tell that we are aware of that diesel will be phased out, also internationally. Currently international community has not set a date for final phasing out. We have hoped that date would be set in Dubai recently for finally phasing out use of the polluting fuels like diesel, gasoline etc. However, it is now expected that these dirty energy sources will become more expensive than clean energy sources next 15 years. We will participate from Greenland in that endeavor. Large lake like Tarsartuup Tasersua, Tasersiaq in</p>	None.

		the economic model, number one, it is obviously very good	Maniitsoq area. If these are developed there will four times	
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		<p>for the environment, but it is also economical because running on diesel, the cost of energy is very expensive. Whereas, for hydropower, it is expensive to build them but once they are operating it is less expensive and more secure.</p> <p>So, that is the kind of dream we have, to create these kinds of energy infrastructures also for Qaqortoq and Narsaq.</p> <p>And we should also think about the town focusing on the Narsaq to run completely on renewable energy.</p> <p>One of the factors of this, now referring to my old industry which is renewable energy, is the shift in terms of energy demand actually dipping. From diesel to electricity, would make a significant impact. It's really helpful for the government because they don't have to import all these fuels. This is the benefit we have in Iceland; 90%</p>	<p>energy of all the energy consumption in Greenland; in marine navigation, airplanes, household heating and illumination. So, it is our very clear objective that mines that cannot be supplied with hydropower will be supplied with wind energy. If it is not possible, then our goal is we become capable of producing clean fuel ourselves. As members of the global community our goal is to phasing out dirty carbon based energy production by 2050; therefore future is bright here in Greenland in terms of these goals. The future is bright because our objective is to produce our own clean fuel instead spending much money for importing polluting carbon based fuels like we do today. So, we are participating in global effort.</p>	

		of our energy is renewable, geothermal, and		
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		hydro power. We built it when we got the aluminum smelters in Iceland; the industry built it and following that, tourism grew, etc., just like what we're trying to say. A lot of money can come from the mines, and then they will finish, but can we leave something behind for the longer period? That's the discussion we need to have with the government. We haven't made any agreements; this is just our wish right now. We would want to do this right, and we need to work and try to see if it can be done.		
17.12	<b>[Translated from Danish]</b>  Can you tell us a bit about the process around the IBA-agreement. How is the process following approval?	<b>[English]</b>  The IBA process will start after this process (public hearing), and we are here to listen to what you want and what interest you have regarding this project. As a company we have been having weekly or bi-weekly meetings with the		None.

		government here in South Greenland and with communities to understand what we l		
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		<p>can do to contribute - what are the initiatives that we can take to contribute. The workstreams that we have been working on have involved focusing on environment, cooperation between Iceland and Greenland, but also farmers' cooperation, people's cooperation and so on.</p> <p>What we have also heard in these meetings are wishes, for example in Nanortalik there was a teacher who said that "we will be very interested if we could organize trips with students from Nanortalik to the mine, have activities there etc". And there were suggestions for what the company can do for the community, for example in terms of investing in the community. So these are all things that we will be taking in and looking to put into the IBA. think it is really important, and I am really pleased and grateful that you are all here today</p>		

		having these questions and thoughts. We also want your		
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		information and what you think, so we can take that into account in the IBA agreement.		
17.13	[Translated from Greenlandic]  Summary of the comment: Suggestions for Nalunaq to support the local communities and provide financial contributions for various social activities.	[English]  This is definitely something we would consider in the IBA. It is important for us to be part of the community in as integrated a way as possible because it will thrive on people, and it will benefit us as well. So, we will definitely take this into account. Thanks for the suggestion.		None.