

2017

Ekati Diamond Mine

Socio-Economic Agreement Report



Dominion
Diamond Mines



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CEO's Message

Dominion Diamond Ekati ULC (Dominion) is pleased to present the 2017 Socio-Economic Agreement (SEA) Report for the Ekati Diamond Mine in which we report on a number of areas as outlined in the agreement with the Government of the Northwest Territories (GNWT).

Dominion is continuing to make a positive difference in the North through support for education, training, employment, community development, and business opportunities.

In November 2017, Dominion was acquired by the Washington Companies, and I was pleased to join the company as CEO. I have long admired Dominion's deep ties and commitment to the North and I look forward to continuing that legacy.

The company has transitioned from a publicly traded entity to a privately owned business. As a private company, Dominion is stakeholder-focused rather than shareholder-focused. Our priority stakeholders include our employees and contractors; the Impact Benefit Agreement (IBA) groups and Northern communities; the governments of the Northwest Territories and Nunavut; and the Northern business community.

As we look to the future, Dominion is focused on a number of projects, in particular the underground potential at Misery pit and the Jay project. We have also reinvigorated our exploration programs.

With the support of our stakeholders, these projects will keep the Ekati mine operating for many years, providing ongoing opportunities for the North.

The company remains committed to maintaining our strong partnership with the GNWT and upholding our commitment to the land, the environment, and the communities.



Patrick Evans
Chief Executive Officer



About the Company

Dominion is a Canadian mining company and one of the world's largest producers and suppliers of premium rough diamonds to the global market.

The company operates the Ekati Diamond Mine, in which it owns a controlling interest, and owns 40% of the Diavik Diamond Mine, both of which are located in the Northwest Territories.





Community Development

Dominion is committed to the empowerment and sustainability of Northern communities. We work hard to build strong relationships with IBA groups and are proud to partner with these groups on a variety of community development projects.

Dominion is guided by the Ekati Mine Engagement Plan, which outlines the activities that are significant in maintaining our partnerships with the communities.

We hold regular community and IBA meetings, workshops and site visits, and involve Elders and youth in Traditional Knowledge (TK) and environmental monitoring projects.

Contributions

Through IBA payments, scholarships, and donations, Dominion contributed over **\$6.1 million** to communities in the Northwest Territories and Nunavut in 2017.



Ekati Plus Community Development Program

Through our Ekati Plus program, Dominion is pleased to be able to support projects and organizations that build resilient, sustainable communities.

2017 Community Development Projects

- 2018 Arctic Winter Games
- Behchokq – Chief Jimmy Bruneau School
- Canadian Championship Dog Derby
- Centre for Indigenous Environmental Resources
- Centre for Northern Families
- City of Yellowknife – Ruth Inch Memorial Pool – Water Safety Week
- Crush Volleyball Club
- Deninu Kue First Nation – Mission Island Building
- Dettah – Kaw Tay Whee School
- Diamond Girls Basketball 14U
- Fort Resolution – Deninu School
- Fort Resolution – Deninu School Playground Equipment
- Fostering Open eXpression among Youth (FOXY)
- Gamèti – Handgames Program



- Gamètì – Jean Wetrade Gameti School
- Gamètì – Sewing Skill Development Program
- Habitat for Humanity
- Inuit Tattoo Revitalization Project
- Kugluktuk – Jimmy Hikok Ilihakvik School
- Literacy Outreach Program
- Łutsel K'e Dene First Nation – Pop-Up Café
- Łutsel K'e Dene First Nation – Safety Gear
- Łutsel K'e Dene School
- N'dilo – K'alemi Dene School
- North Slave Métis Alliance – Aboriginal Day Celebration
- North Slave Métis Alliance – Business Development Officer
- Northern Arts & Cultural Centre (NACC) Storytelling Festival
- Northern Youth Abroad
- NWT SPCA
- NWT Track & Field Championships
- NWT/NU Skills Canada
- On The Land Collaborative
- Parks & Recreation – Walk to Tuk
- Rainbow Coalition of Yellowknife
- SideDoor Youth Ministries
- Sir John Franklin High School
- Stanton Territorial Hospital Foundation
- Sundogs Soccer Club 15U
- Tides Canada – Northern Youth Leadership
- Tłıchq Government – Community Action Research Team (CART) – Tse Whii Tse Dah
- Tłıchq Government – Khon Go Cho Complex
- Tree of Peace – Elders Christmas Feast
- UP Community Services
- Wekweèti – Alexis Arrowmaker School
- Wekweèti – First Medical Response
- Wekweèti – Moose Hide Tanning Program
- Whati – Mezi Community School
- Whati – Youth Handgames Program
- Yellowknife Community Foundation
- Yellowknife Search and Rescue
- Yellowknife Soccer Club
- Yellowknives Dene First Nation – Community Development Officer
- Yellowknives Dene First Nation – Feasibility Project



Health and Safety

Dominion remains committed to promoting a culture of safety, responsibility, and caring. In order to encourage our workforce to think proactively about how to prevent accidents before they happen, the company has increased its focus on reporting "near misses"; when an incident almost occurs, but is prevented due to a proactive thought or action.

The company also instituted a Job Observations program as part of our commitment to Zero Harm. Although the initiative is still developing, Dominion is committed to increasing compliance in the future.

Through the program, managers and team leaders are able to have more face-to-face discussions with their teams. This allows them to recognize positive behaviours in the workplace and create opportunities for improvement. The program focuses on three areas:

- Health and Safety – is the work being performed to a high standard of health and safety?
- Business Excellence – is there a better or more efficient way to do the work?
- Training – does training need to be enhanced for the individual being assessed?

Wellness at Site

At the Ekati mine, physician assistants provide a full range of medical services for the workforce's occupational health and personal health matters.

The company also employs two wellness coordinators who create and implement a range of specialized fitness and health activities, including group fitness classes, one-on-one personal training, and medical surveillance testing.

AIFR Safety Achievement

One of the ways Dominion measures safety achievements is through the **All Injury Frequency Rate (AIFR)**, which includes lost-time injuries, restricted work duties, and medical treatment cases.

Dominion is extremely proud to report that during 2017, the Ekati mine achieved an AIFR of **0.50**, which is a significant improvement over the previous year's AIFR of 0.77 and far exceeds the ambitious target of 0.76 that we set at the beginning of the year. We are very proud of everyone who worked so hard to promote a culture of safety and reach this significant milestone.





Employment

Dominion is passionate about developing our people and encouraging them to learn, grow, and take on new responsibilities.

We build capacity within our workforce by offering leadership training, apprenticeship positions, and adult education initiatives, all of which encourage our people to strive for growth and development.

Our workforce includes both employees and contractors, all of whom are vital to the success of our company. Although contractors are not direct employees of Dominion, they are treated as members of the same family and are therefore extended the opportunity to participate in adult education and similar programming on site.

Workplace Policies

Dominion is committed to ensuring that the Ekati mine is a welcoming workplace for all employees, and is working to encourage more women to enter the mining industry. The company has a number of policies and procedures in place, which employees and contractors alike are expected to comply with, including:

- Code of Ethics and Business Conduct
- Harassment and Discrimination Policy

- Whistleblower Protection Policy
- Privacy and Protection of Personal Information Policy
- Invitee Access Agreement

Apprenticeships

The Ekati mine offers apprenticeships in carpentry, millwrighting, plumbing, mobile crane operation, machining, electrical, warehousing, and instrumentation.

All apprentices have the opportunity to work closely with the onsite adult educator who ensures they are progressing. The program also supports participation in skills competitions, which help apprentices to develop knowledge and confidence in their abilities.

Further apprenticeships are offered by our Contractor partners in parts, welding, mechanics, and heavy duty technicians. In 2017, the Ekati mine had **54 individuals in the apprenticeship program**, both with Dominion and Contractors.



Background to 2017 Numbers

2017 saw the relocation of Dominion's corporate office to Calgary, in an effort to reduce costs and ensure the long-term success of the mine. This resulted in a reduction in our Northern employment numbers.

2017 Employment Summary

The SEA sets targets for employment at the Ekati mine as a means of building capacity in the North and contributing to the economic well-being of Northern communities.

In 2017, Dominion employed **498 Northern Residents** directly (not including contractors). This makes up 54% of employees.

Of these, **62% were Northern Indigenous**, exceeding the SEA target of 50% Indigenous employment.

Looking at overall employment, Northern Indigenous employees made up 33% of our employees (not including contractors).

There was some encouraging progress made with Contractors, as we saw an increase in both the proportion of Northern workers and Northern Indigenous workers.

The percentage of Northerners in the Contractor workforce increased from 34% in 2016 to **38%** in 2017, while the percentage of Northern Indigenous Contractors increased from 49% to **54%**.

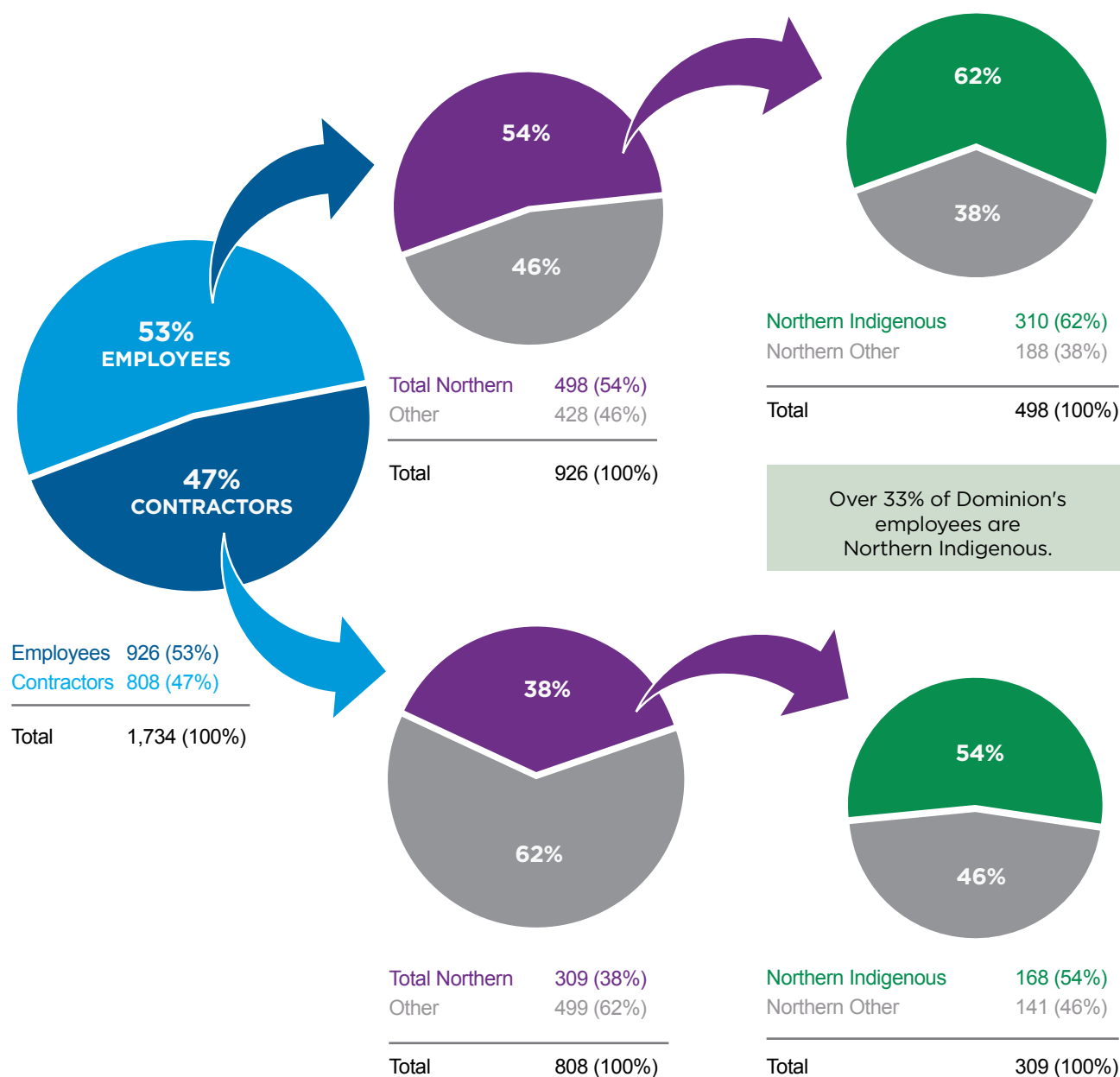
Overall, the percentage of Northern Indigenous employees and contractors combined increased from 54% to **59%**.

EMPLOYMENT BY PRIORITY GROUP

TABLE 1: PERSON YEARS (%)

	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total	Indigenous
Employees	310 (62%)	188 (38%)	498 (54%)	428 (46%)	926 (100%)	346
Contractors	168 (54%)	141 (46%)	309 (38%)	499 (62%)	808 (100%)	180
Total*	478 (59%)	329 (41%)	807 (47%)	927 (53%)	1,734 (100%)	526

* The totals in this report may differ slightly, due to rounding to the closest whole number after the addition of the non-rounded numbers has taken place.



EMPLOYMENT BY SKILL LEVEL

TABLE 2A: EMPLOYEES – PERSON YEARS

	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total
Management	3	16	19	27	46
Professional	2	24	26	80	106
Skilled	94	94	188	248	436
Semi-skilled	174	44	218	71	289
Entry	37	8	45	2	47
Total	310	188	498	428	926

Indigenous
3
2
115
189
37
346

TABLE 2B: CONTRACTORS – PERSON YEARS

Management	0	4	4	11	15
Professional	0	4	4	21	25
Skilled	26	49	75	322	397
Semi-skilled	59	47	106	116	222
Entry	83	38	121	30	151
Total	168	142	310	500	810

1
0
31
62
85
179

TABLE 2C: EMPLOYEES AND CONTRACTORS – PERSON YEARS (%)

Management	3 (13%)	20 (87%)	23 (38%)	38 (62%)	61 (100%)
Professional	2 (7%)	28 (93%)	30 (23%)	101 (77%)	131 (100%)
Skilled	120 (46%)	143 (54%)	263 (32%)	570 (68%)	833 (100%)
Semi-skilled	233 (72%)	91 (28%)	324 (63%)	187 (37%)	511 (100%)
Entry	120 (72%)	46 (28%)	166 (84%)	32 (16%)	198 (100%)
Total	478 (59%)	328 (41%)	806 (46%)	928 (54%)	1,734 (100%)

4
2
146
251
122
525

EMPLOYMENT BY GENDER AND PRIORITY GROUP

TABLE 3A: EMPLOYEES – PERSON YEARS (%)

	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total
Men	269 (87%)	141 (75%)	410 (82%)	369 (86%)	779 (84%)
Women	41 (13%)	47 (25%)	88 (18%)	59 (14%)	147 (16%)
Total	310 (100%)	188 (100%)	498 (100%)	428 (100%)	926 (100%)

Indigenous

298 (86%)

47 (14%)

345 (100%)

TABLE 3B: CONTRACTORS – PERSON YEARS (%)

Men	108 (64%)	122 (87%)	230 (74%)	462 (93%)	692 (86%)
Women	61 (36%)	19 (13%)	80 (26%)	37 (7%)	117 (14%)
Total	169 (100%)	141 (100%)	310 (100%)	499 (100%)	809 (100%)

112 (62%)

68 (38%)

180 (100%)

TABLE 3C: EMPLOYEES AND CONTRACTORS – PERSON YEARS (%)

Men	377 (79%)	263 (80%)	640 (79%)	831 (90%)	1,471 (85%)
Women	102 (21%)	66 (20%)	168 (21%)	96 (10%)	264 (15%)
Total	479 (100%)	329 (100%)	808 (100%)	927 (100%)	1,735 (100%)

410 (78%)

115 (22%)

525 (100%)



FEMALE EMPLOYMENT (TRADITIONAL AND NON-TRADITIONAL ROLES)

TABLE 4A: FEMALE EMPLOYEES - PERSON YEARS (%)

	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total	Indigenous
Non-traditional	29 (73%)	31 (66%)	60 (69%)	49 (84%)	109 (75%)	35 (74%)
Traditional	11 (28%)	16 (34%)	27 (31%)	9 (16%)	36 (25%)	12 (26%)
Total	40 (100%)	47 (100%)	87 (100%)	58 (100%)	145 (100%)	47 (100%)

FEMALE EMPLOYMENT BY SKILL LEVEL

TABLE 4B: FEMALE EMPLOYEES AND CONTRACTORS - PERSON YEARS (%)

	Management	Professional	Skilled	Semi-skilled	Entry	Grand Total
Employees	10 (7%)	35 (24%)	51 (35%)	42 (29%)	8 (5%)	146 (100%)
Contractors	1 (1%)	2 (2%)	17 (15%)	33 (28%)	64 (55%)	117 (100%)
Total	11 (4%)	37 (14%)	68 (26%)	75 (29%)	72 (27%)	263 (100%)

FEMALE EMPLOYMENT BY PRIORITY GROUP (TRADITIONAL AND NON-TRADITIONAL ROLES)

TABLE 5: FEMALE EMPLOYEES AND CONTRACTORS - PERSON YEARS (%)

	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total	Indigenous
Non-traditional	56 (55%)	40 (61%)	96 (57%)	73 (75%)	169 (64%)	66
Traditional	45 (45%)	26 (39%)	71 (43%)	24 (25%)	95 (36%)	48
Total	101 (100%)	66 (100%)	167 (63%)	97 (100%)	264 (100%)	114

APPRENTICESHIPS BY PRIORITY GROUP

TABLE 6A: APPRENTICESHIPS – HEADCOUNT

	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total
Employees	15	2	17	0	17
Contractors	8	18	26	11	37
Total	23	20	43	11	54

Indigenous

15
8
23

TABLE 6B: APPRENTICESHIPS – PERSON YEARS

Employees	15	2	17	0	17
Contractors	8	14	22	7	29
Total	23	16	39	7	46

15
8
23

EMPLOYMENT BY PRIORITY GROUP

TABLE 7: PERSON YEARS – EMPLOYEES AND CONTRACTORS

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Total
Northern Indigenous	415	422	465	362	418	419	442	359	321	390	380	460	500	500	478	7,667
Northern Other	450	421	468	326	294	313	433	364	351	381	326	342	462	420	329	7,074
Total Northern	865	843	933	688	712	732	875	723	670	771	706	802	962	920	807	14,740
Other	688	574	843	681	905	807	788	577	651	870	779	737	858	969	927	13,415
Grand Total	1,553	1,417	1,776	1,369	1,617	1,539	1,663	1,300	1,321	1,641	1,485	1,539	1,819	1,889	1,734	28,153
Northern % of Total	56%	59%	53%	50%	44%	48%	53%	56%	51%	47%	48%	52%	53%	49%	47%	52%
Indigenous % of Northern Total	48%	50%	50%	53%	59%	57%	51%	50%	48%	51%	54%	57%	52%	54%	59%	52%

Total column includes years 1999 - 2017 (table only shows 2003 - 2017 data)

GRAPH 8: ACTUAL EMPLOYMENT COMPARED TO THE ENVIRONMENTAL IMPACT STATEMENT (EIS) EMPLOYMENT PREDICTIONS

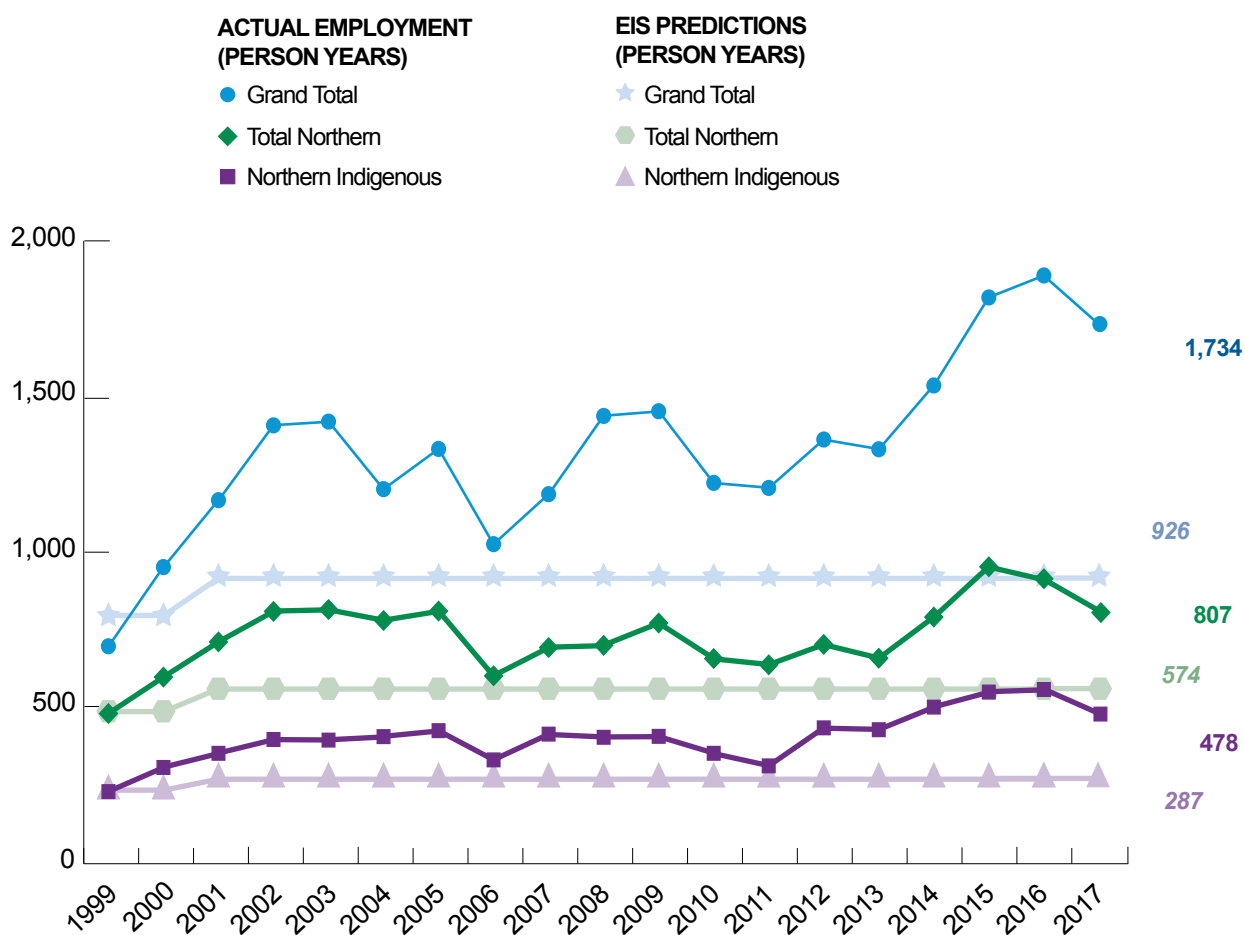


Table shows employee and contractor numbers.

TOTAL OPERATIONS AND CAPITAL EMPLOYMENT BY PRIORITY GROUP

TABLE 9: HEADCOUNT (%)						
	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total	Indigenous
Employees	319 (60%)	217 (40%)	536 (53%)	469 (47%)	1,005 (100%)	352
Contractors	262 (51%)	252 (49%)	514 (33%)	1,066 (67%)	1,580 (100%)	276
Total	581 (55%)	469 (45%)	1,050 (41%)	1,535 (59%)	2,585 (100%)	628

TOTAL OPERATIONS AND CAPITAL EMPLOYMENT BY PRIORITY GROUP AND SKILL LEVEL – HEADCOUNT

TABLE 10A: EMPLOYEES

	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total	Indigenous
Management	4	17	21	32	53	4
Professional	3	32	35	100	135	3
Skilled	91	104	195	256	451	112
Semi-skilled	180	50	230	77	307	192
Entry	41	14	55	4	59	41
Total	319	217	536	469	1,005	352

TABLE 10B: CONTRACTORS

Management	0	6	6	32	38	2
Professional	2	20	22	105	127	3
Skilled	35	93	128	684	812	40
Semi-skilled	90	70	160	196	356	94
Entry	135	63	198	49	247	137
Total	262	252	514	1,066	1,580	276

TABLE 10C: CONTRACTORS AND EMPLOYEES (%)

Management	4 (15%)	23 (85%)	27 (30%)	64 (70%)	91 (100%)	6
Professional	5 (9%)	52 (91%)	57 (22%)	205 (78%)	262 (100%)	6
Skilled	126 (39%)	197 (61%)	323 (26%)	940 (74%)	1,263 (100%)	152
Semi-skilled	270 (69%)	120 (31%)	390 (59%)	273 (41%)	663 (100%)	286
Entry	176 (70%)	77 (30%)	253 (83%)	53 (17%)	306 (100%)	178
Total	581 (55%)	469 (45%)	1,050 (41%)	1,535 (59%)	2,585 (100%)	628





Business Spend

Dominion is committed to maintaining positive working relationships with Contractors to build capacity for Northern Businesses and to promote economic growth.

Indigenous Businesses have secured numerous contracts at the Ekati mine, including contracts for mining services; explosives and blasting supply; catering and janitorial services; and freight management and transportation services, including air freight, passenger flights, and ground transportation.

Background to 2017 Numbers

In 2017, there was an overall reduction in spend compared to the previous year. This was driven primarily by two factors: cyclical project and capital spending; and variable consumable requirements as dictated by mine production activities.

In particular, building construction and maintenance spending, which was particularly high in 2016 due to project and capital requirements, dropped in 2017.

2017 Business Spend Summary

In 2017, total overall spend for the Ekati mine dropped slightly from \$539 million in 2016 to **\$476 million**.

Dominion spent **\$307 million** with Northern Businesses, a slight decrease from the 2016 Northern Business spend of \$335 million. However, the percentage compared to total spend increased from 62% to 64%.

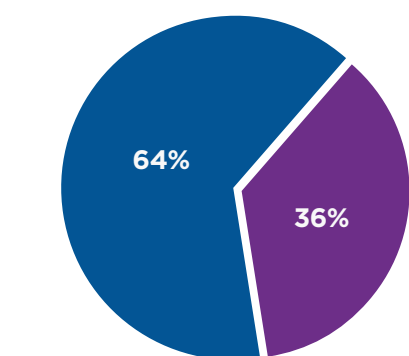
Over **\$123 million**, or 40% of Northern Business spend, went to Indigenous Businesses in 2017, a decrease from the \$144 million spent with Indigenous Businesses in 2016.

Note: Government and donation payments in 2017 that were not commercial business spend are not reflected in this report.

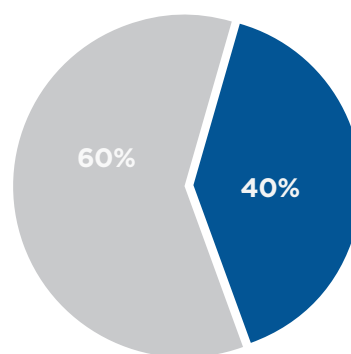


TABLE 11: EXPENDITURES BY PRIORITY GROUP

	Expenditures	% of Total Northern	% of Total Spend
Indigenous Businesses	\$123,226,000	40%	26%
Other (Non-Indigenous) Northern Businesses	\$183,464,000	60%	39%
Total Northern	\$306,690,000	100%	64%
Other (Non-Northern) Businesses	\$169,244,000	n/a	36%
Total Spend	\$475,935,000	n/a	100%

2017 EXPENDITURE


Northern \$307 million (64%)
 Other \$169 million (36%)
 Total \$476 million (100%)

2017 EXPENDITURE BY PRIORITY GROUP


Northern Indigenous \$123 million (40%)
 Northern Other \$183 million (60%)
 Total \$307 million (100%)

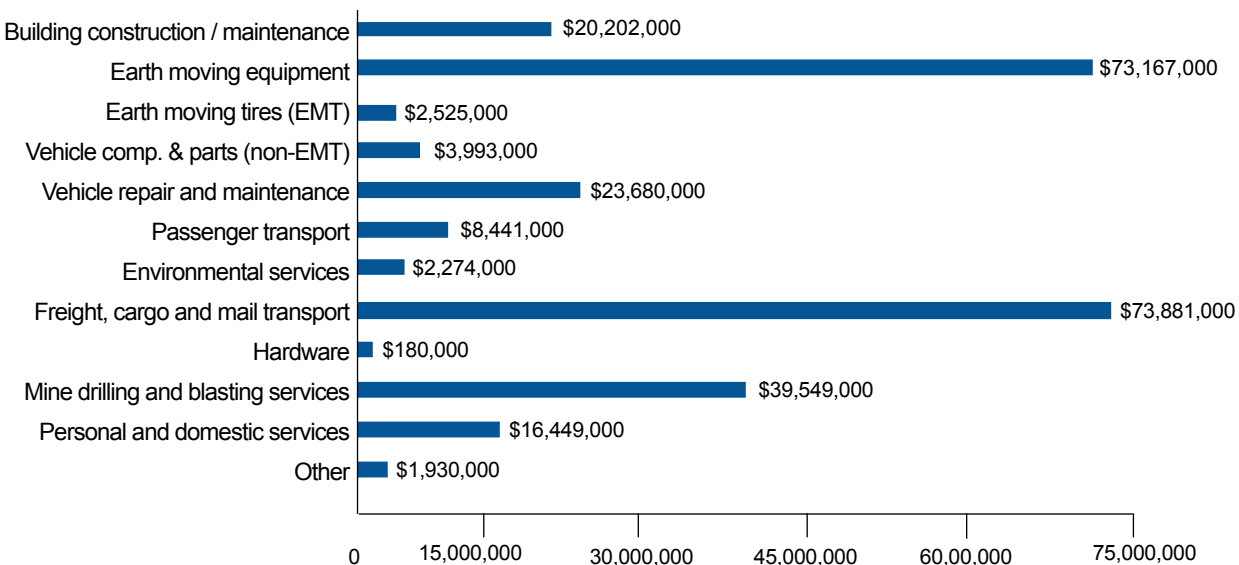
TABLE 12: NORTHERN EXPENDITURE BY EXPENDITURE CATEGORY


TABLE 13A: EXPENDITURES BY PRIORITY GROUP – MILLIONS OF DOLLARS

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Total
Indigenous Businesses	124	121	133	123	125	98	72	71	75	108	88	79	97	144	123	1,928
Other Northern Businesses	232	201	242	203	265	180	106	101	122	157	157	197	161	191	183	3,573
Total Northern	356	322	375	326	390	278	178	172	197	265	245	276	258	335	307	5,502
Other	61	91	100	92	90	58	90	113	130	134	149	189	190	204	169	2,110
Total Spend	417	413	475	418	480	336	268	285	327	399	394	465	448	539	475	7,611

Total column includes years 1999 - 2017 (table only shows 2003 - 2017 data)

TABLE 13B: EXPENDITURES BY PRIORITY GROUP – %

Indigenous Businesses	30%	29%	28%	29%	26%	29%	27%	25%	23%	27%	22%	17%	22%	27%	26%	25%
Other Northern Businesses	56%	49%	51%	49%	55%	54%	40%	35%	37%	39%	40%	40%	36%	35%	39%	47%
Total Northern	85%	78%	79%	78%	81%	83%	66%	60%	60%	66%	62%	59%	58%	62%	65%	72%

Total column includes years 1999 - 2017 (table only shows 2003 - 2017 data)

TABLE 14: ACTUAL SPENDING COMPARED TO THE ENVIRONMENTAL IMPACT STATEMENT (EIS) SPENDING PREDICTIONS – MILLIONS OF DOLLARS

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Total
Actual Total Spend	417	413	475	418	480	336	268	285	327	399	394	465	449	539	475	7,611
Actual Northern Spend	356	322	375	326	390	278	178	172	197	265	245	276	258	335	307	5,502
Northern Percent of Total	85%	78%	79%	78%	81%	83%	66%	60%	60%	66%	62%	59%	57%	62%	65%	72%
Northern Target Percent	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%
Northern Target: Calculated at 70%	292	289	333	293	336	235	188	200	229	279	276	326	316	377	333	5,328
Actual Minus Target	64	33	43	33	54	43	-10	-28	-32	-14	-31	-50	-58	-42	-26	174

Northern target spend is 70% of total spend

Total column includes years 1999 - 2017 (table only shows 2003 - 2017 data)

TABLE 15: NORTHERN SPEND BY GEOGRAPHICAL LOCATION

Location	Expenditure
Behchokò	\$147,000
Fort Smith	\$487,000
Hay River Reserve	\$6,104,000
Yellowknife	\$278,664,000
Other	\$21,287,000
Total Northern	\$306,690,000







Appendices



Appendix A: Position Listings

FEMALE TRADITIONAL POSITIONS

Positions	Skill Level	Positions	Skill Level
Accounts Payable Administrator	Semi-skilled	Occupational Hygienist	Professional
Administrative Assistant	Semi-skilled	Payroll Specialist	Skilled
Administrative Specialist	Semi-skilled	Property Coordinator	Semi-skilled
Adult Educator	Professional	Receptionist	Semi-skilled
Air Services Coordinator	Semi-skilled	Senior Advisor, Benefits	Skilled
Air Services Specialist	Semi-skilled	Senior Advisor, Payroll Systems	Skilled
Benefits Specialist	Skilled	Senior Finance Administrator	Skilled
Camp/Travel Service Administrator	Semi-skilled	Summer Student, Communications	Entry
Communications Specialist	Skilled	Summer Student, Communities	Entry
Community Relations Advisor	Skilled	Summer Student, HR	Entry
Document Control Specialist	Semi-skilled	Superintendent, Communications	Management
Document Controller	Semi-skilled	Superintendent, HR	Management
Executive Assistant	Skilled	Travel Administrator	Semi-skilled
Health and Wellness Coordinator	Semi-skilled		
HR Administrator	Semi-skilled		
HR Business Partner	Professional		
HR Officer	Skilled		
Junior HR Officer	Skilled		
LMS Administrator	Semi-skilled		
Manager, Disbursements	Management		

FEMALE NON-TRADITIONAL POSITIONS

Positions	Skill Level	Positions	Skill Level
12-Week Scheduler	Professional	Coop Student, Mining Engineer	Semi-skilled
Apprentice, Carpenter	Semi-skilled	Coop Student, Production Engineer	Semi-skilled
Apprentice, Crane	Semi-skilled	Coop Student, Strategic Planning	Semi-skilled
Apprentice, Electrical	Semi-skilled	Coordinator, Information Management	Skilled
Apprentice, Machinist	Semi-skilled	Cost Analyst	Professional
Apprentice, Millwright	Semi-skilled	Cost Control Analyst	Professional
Apprentice, Parts Technician	Semi-skilled	Defalsifier	Semi-skilled
Apprentice, Plumber	Semi-skilled	Diamond Cleaning Specialist	Semi-skilled
Apprentice, Technician Process Control	Semi-skilled	Diamond Nonning Specialist	Semi-skilled
Assistant, Maintenance	Entry	Diamond Technical Specialist	Semi-skilled
Assistant, Production	Entry	Dispatcher	Semi-skilled
Assistant, Waste Management	Entry	Draw Control Geologist	Professional
Assistant TL, Surface Mining	Skilled	Draw Control Technician	Skilled
Bird Monitor	Entry	Emergency Response Coordinator	Skilled
Blaster	Skilled	Engineer, Drill & Blast	Professional
Blaster Assistant	Semi-skilled	Engineer, Electrical	Professional
Business Analyst	Professional	Engineer, Geotechnical	Professional
Business Improvement Advisor	Professional	Engineer, Mine Planning	Professional
Chief Advisor, Community & Government Relations	Management	Engineer, Mine Planning UG	Professional
Chief Exploration Geologist	Management	Engineer, Underground Drilling	Professional
Condition Monitoring Technician	Skilled	Env. Advisor, Compliance	Professional
Coop Student, Engineer	Semi-skilled	Env. Advisor, Fisheries & Aquatics	Professional
Coop Student, Environment	Semi-skilled	Env. Advisor, Operations	Professional
Coop Student, Finance	Semi-skilled	Env. Advisor, Traditional Knowledge	Professional
Coop Student, Mechanical	Semi-skilled		

Positions	Skill Level
Env. Advisor, Wildlife	Professional
Env. Coordinator	Skilled
Env. Monitor, Fish Out	Entry
Env. Specialist, Compliance	Skilled
Env. Specialist, Operations	Skilled
Env. Specialist, Sable	Skilled
Equip. Op. Excavator Shovel	Skilled
Equip. Op. Production Loader	Semi-skilled
Equip. Op. Support	Semi-skilled
Equip. Op. Surface Drill	Skilled
Equip. Op. Truck	Semi-skilled
Equip. Op. Utility 1	Semi-skilled
Equip. Op. Utility 2	Semi-skilled
Financial Accountant	Professional
Financial Analyst	Professional
General Counsel	Management
Geotechnical Engineer Lead	Professional
Graduate Mining Engineer	Professional
Graduate Geologist	Professional
Health & Safety Advisor	Skilled
Health & Safety Support Technician	Skilled
Health & Safety Systems Technician	Skilled
Head of Environment	Management
Head of Health, Safety & Facilities	Management
Head of HR	Management
Head of Supply Chain	Management

Positions	Skill Level
HR SAP Specialist	Skilled
HVAC Technician	Skilled
Hygiene Advisor	Professional
Instructional Design Specialist	Professional
Inventory Analyst	Skilled
Investigator	Skilled
JP Boiler Operator	Skilled
JP Carpenter	Skilled
JP Crane Operator	Skilled
JP Electrician	Skilled
JP Machinist	Skilled
JP Millwright	Skilled
JP Overhead Door Technician	Skilled
JP Pipefitter	Skilled
JP Plumber	Skilled
JP Rebuild Technician	Skilled
JP Scaffolder	Skilled
JP Welder	Skilled
Junior Engineer	Professional
Lead Geotechnical Engineer	Professional
Lead Senior Environment Advisor	Professional
Lubrication Specialist	Skilled
Maintenance Engineer, Energy & Automation	Professional
Maintenance Planner	Skilled
Maintenance Systems & Accreditation Lead	Professional

Positions	Skill Level
Manager, Corporate Planning & Financial Analysis	Management
Manager, Financial Analysis Corporate	Management
Manager, Financial Planning	Management
Manager, Financial Reporting	Management
Manager, Processing	Management
Manager, Strategic Planning	Management
Manager, Technical Services	Management
Manager, Treasury	Management
Management Systems & Accreditation Lead	Professional
Material Master Specialist	Skilled
Metallurgical Lab Technician	Skilled
Metallurgist in Training	Professional
Mine Planner	Professional
Mining Engineer - Misery	Professional
Physician Assistant	Professional
Platform Services Lead	Professional
Plant Metallurgist	Professional
President & COO	Management
Procurement Lead	Skilled
Procurement Specialist	Skilled
Procurement Specialist, Buyer	Skilled
Procurement Specialist, Contracts	Skilled
Production Geologist	Professional
Production Technician	Skilled
Project Analyst	Professional

Positions	Skill Level
Project Controls Lead	Professional
Project Control Specialist	Skilled
Project Coordinator	Skilled
Project Engineer	Professional
Project Geologist	Professional
Project Metallurgist	Professional
Reliability Advisor	Professional
Reliability Engineer	Professional
Resource Geologist	Professional
Road Train Operator	Skilled
Sable Project Manager	Management
SAP Integration Lead	Skilled
Scheduler	Professional
Security Officer	Skilled
Security Technical Analyst	Professional
SharePoint Administrator	Skilled
Specialist, Permitting	Skilled
Specialist, Technical	Skilled
Sr. Advisor, Communities	Professional
Sr. Analyst, Investor Relations	Professional
Sr. Env. Advisor Permitting	Professional
Sr. Env. Advisor Reclamation	Professional
Sr. Financial Accountant	Professional
Sr. Financial Analyst	Professional
Sr. Inventory Analyst	Professional
Sr. Maintenance Advisor	Skilled
Sr. Maintenance Planner	Skilled

Positions	Skill Level
Sr. Manager, Fox Deep	Management
Sr. Manager, Jay Construction	Management
Sr. Manager, Maintenance	Management
Sr. Manager, Major Projects	Management
Sr. Manager, Mining	Management
Sr. Manager, Plant & Asset Optimization	Management
Sr. Manager, Production	Management
Sr. Manager, Strategic Planning	Management
Sr. Manager, Taxation	Management
Sr. Manager, Technical Services	Management
Sr. Metallurgist	Professional
Sr. Project Analyst	Professional
Sr. Project Engineer	Professional
Sr. Surveyor	Skilled
Sr. Team Leader, Surface Mining	Professional
Service Coordinator	Semi-skilled
Summer Student, Environment	Entry
Summer Student, Finance	Entry
Summer Student, Maintenance	Entry
Summer Student, Training	Entry
Supervisor, Accounting	Professional
Supervisor, Contracts	Professional
Supervisor, Disbursements	Skilled
Supervisor, Procurement	Professional
Supervisor, Reporting & Data	Skilled
Supply Chain Business Analyst	Skilled

Positions	Skill Level
Supply Chain Compliance Coordinator	Skilled
Supt. Construction Operations	Management
Supt. Diamond Control - Sort House	Management
Supt. Electrical	Management
Supt. Environment	Management
Supt. Facilities	Management
Supt. Fixed Plant Maintenance	Management
Supt. Geosciences	Management
Supt. Information Technology	Management
Supt. Jay Construction Operations	Management
Supt. Logistics	Management
Supt. Mine Planning	Management
Supt. Mining	Management
Supt. Misery Underground	Management
Supt. Mobile Maintenance	Management
Supt. Operational Readiness	Management
Supt. Planning & Maintenance Engineering	Management
Supt. Processing	Management
Supt. Procurement	Management
Supt. Project Engineering	Management
Supt. Sable Construction Operations	Management
Supt. Security	Management
Supt. Site Services	Management
Supt. Training	Management
Supt. Underground Mining	Management

Positions	Skill Level	Positions	Skill Level
Supt. Warehousing	Management	Team Leader, Plant Maintenance	Skilled
Supply Chain Business Analyst	Professional	Team Leader, Process Plant	Skilled
Surface Mining Trainee	Semi-skilled	Team Leader, Projects	Professional
Surveyor	Skilled	Team Leader, Recovery	Skilled
Team Leader, Aviation	Skilled	Team Leader, Reliability	Professional
Team Leader, Compliance	Professional	Team Leader, Risk & Safety	Professional
Team Leader, Controls & Communication	Skilled	Team Leader, Road Services	Skilled
Team Leader, Corporate & Product Security	Skilled	Team Leader, Security	Skilled
Team Leader, Draw Control	Professional	Team Leader, Site Services	Skilled
Team Leader, Drill & Blast	Professional	Team Leader, Special Projects Maintenance	Skilled
Team Leader, Env. Permitting	Professional	Team Leader, Surface Maintenance	Skilled
Team Leader, Env. Projects	Professional	Team Leader, Surface Mining	Skilled
Team Leader, Facilities	Skilled	Team Leader, Survey	Skilled
Team Leader, Geology	Professional	Team Leader, Training	Skilled
Team Leader, Geotechnical	Professional	Team Leader, UG Engineering	Professional
Team Leader, Health & Safety	Professional	Team Leader, UG Maintenance	Skilled
Team Leader, Logistics	Skilled	Team Leader, UG Mobile Maintenance	Skilled
Team Leader, Maintenance Planning	Skilled	Team Leader, UG Services	Skilled
Team Leader, Maintenance Services	Skilled	Team Leader, Warehouse	Skilled
Team Leader, Metallurgy	Professional	Technician, Airport	Skilled
Team Leader, Metallurgy & Recovery	Professional	Technician, Communications	Skilled
Team Leader, Mine Planning	Professional	Technician, Geotechnical Underground	Skilled
Team Leader, Mobile Maintenance	Skilled	Technician, Mobile Lube	Skilled
		Technician, Process Control	Skilled

Positions	Skill Level
Technician, Process Plant	Skilled
Technician, Tool Crib	Skilled
Trainee Condition Monitoring	Semi-skilled
Training Advisor	Skilled
Treasury Analyst	Professional
UG Equip. Op. Bolter	Semi-skilled
UG Equip. Op. Haul Truck	Semi-skilled
UG Equip. Op. Scoop	Semi-skilled
UG Manager - Misery Deep	Management
UG Op. Sizer Conveyor	Semi-skilled
VP Group Controller	Management
VP Internal Audit & Risk	Management
Warehouse Advisor	Skilled
Warehouse Attendant	Semi-skilled
Warehouse Inventory Technician	Skilled
Warehouse Labourer	Entry
Warehouse Technician	Skilled
Waste Water Treatment Technician	Skilled
Weekly Scheduler	Professional
Wildlife Coordinator	Skilled
Wildlife Technician	Semi-skilled

Appendix B: Interpretations and Definitions

Interpretations / Guidance

Employment Commitments

In the SEA, the following targets are set for Northern Resident employment and Indigenous employment for the Operations Phase of the project:

- Northern Resident employment will be 62% of total Dominion and Contractor employment
- Indigenous employment will equal at least 50% of Northern Resident employment

Business Spend Commitments

The SEA target for Northern Business spend is 70% of the total annual value of goods and services purchased during the Operations Phase.

Job Classifications

The skills and knowledge to perform the duties of a position fall into five basic categories. The classification scheme and criteria used are:

Management: Characterized by high levels of responsibility, accountability and subject matter expertise. Expertise is acquired through either formal education or extensive occupational experience.

Professional: Work for the position requires a university degree (e.g. accountant, engineer, geologist).

Skilled: Work for the position requires a college or technical school diploma, certification in specialized trades (e.g. surveyor, technician, administrative assistant).

Semi-skilled: Work for the position requires a GED and related work-experience, (e.g. equipment operator).

Entry: Formerly referred to as Unskilled, this category is now called Entry to accurately define the position. Work for Entry level positions is non-specialized; GED is preferred.

Nunavut

The SEA was signed on October 22, 1996, prior to the division of the Northwest Territories and the creation of the Nunavut Territory. Employment and business expenditure data from the Hamlets of Kugluktuk and Cambridge Bay are also included in this report.

Rounding

The totals in the tables in this report may differ slightly, due to rounding to the closest whole number after the addition of the non-rounded numbers has taken place.

Standard Contract Employer Practices

Dominion requires all contract employers to support our commitments to the people of the North by preferentially hiring Northern Residents and Indigenous individuals when it is reasonably practicable.

Traditional and Non-Traditional Occupations for Women

As per the SEA, Dominion is required to report the number of women working in traditional and non-traditional occupations. For the purpose of this report, a woman who works outside the home in a job that is not historically categorized as a female occupation is considered to be working in a non-traditional occupation.

For more accurate reporting, Dominion has also included female employment by skill level as shown in Table 4B. Classifications for traditional and non-traditional positions are reported in Appendix A.

Definitions in this Report

Contractor: Every contractor and sub-contractor used by Dominion for the project.

Headcount: The number of individuals who have worked in connection with Dominion, irrespective of the number of hours worked.

Indigenous: A First Nations, Inuit, or Métis person who originates from the Northwest Territories (or Nunavut after 1999).

Northern Indigenous: An Indigenous person who resides in the North.

North / Northern: The region covered by the Northwest Territories and Nunavut.

Northern Resident: A person who maintains a self-contained domestic establishment in the Northwest Territories (or Nunavut) other than a residence at a remote work site, and who primarily resides at that domestic establishment when not residing at a remote work site or attending an educational institution full time, and who:

- I. Has continuously been a Northwest Territories (or Nunavut) resident for a period of at least six months immediately prior to being hired, or
- II. Is Indigenous

Operations Phase: That period of time commencing on the date that the first mine goes into commercial production (when diamonds in sizable quantities are recovered and offered for sale on a regular basis), within the claim block, until the permanent closure of the last mine of the project.

Person Year: For operations, one person year equals 2,080 hours per year. For construction, one person year equals 2,736 hours per year.

With Capital: Data will include values from capital projects.

Without Capital: Data will exclude capital projects and reflect operational work performed by our major contractors.

Definitions of Businesses

Indigenous Business: A business that is wholly owned by, or in partnership with, an Indigenous group. Indigenous Businesses have a physical presence in the Northwest Territories; Kugluktuk, Nunavut; or Cambridge Bay, Nunavut, and have self-declared themselves to be an Indigenous Business regardless of where the business is headquartered and/or whether it is ultimately parented by an Indigenous Business.

Northern Business: A business organization, which may be an incorporated company, unincorporated joint venture, partnership, proprietorship or cooperative acting for the benefit of any Northern Resident in which Northern Residents shall have substantial management authority or in which Northern Residents shall have a significant working interest.



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