



DOMINION
DIAMOND

2016

Ekati Diamond Mine
Socio-Economic
Agreement Report





Contents

- CEO'S MESSAGE.....3
- COMMUNITY DEVELOPMENT5
- HEALTH AND SAFETY7
- EMPLOYMENT..... 9
- BUSINESS SPEND19

- APPENDICES..... 25
 - APPENDIX A: POSITION LISTINGS 27
 - APPENDIX B: INTERPRETATIONS AND DEFINITIONS 33



CEO's Message

Dominion Diamond Ekati Corporation (Dominion, or the company) is pleased to present the 2016 Socio-Economic Agreement (SEA) Report for the Ekati Diamond Mine. In this document, we report on a number of areas as required in the agreement between the company and the Government of the Northwest Territories (GNWT).

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

We are proud of our accomplishments at the Ekati mine and are dedicated to promoting the safety, development and well-being of our employees and contractors, and upholding our commitment to the land, the environment, and the communities.

As we look to the future, Dominion is focused on a number of projects in development, most notably the Sable and Jay pipes. These projects will keep the Ekati mine operating for many years, providing more jobs and opportunities for the North.

Corporate Social Responsibility

We invite you to visit responsibility.ddcorp.ca for our combined Corporate Social Responsibility and Annual Report. There you can read about the great work our employees and contractors are doing and the positive actions we are taking as a company.



Brendan Bell
Chief Executive Officer



About the Company

Dominion Diamond Corporation 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 Impact Benefit Agreement (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. For more, visit responsibility.ddcorp.ca.



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.

2016 Community Development Projects

- Behchokò – Chief Jimmy Bruneau Regional School
- Behchokò – Elizabeth Mackenzie Elementary School
- Breakfast for Learning in Northern Schools
- Canadian Aboriginal Minerals Association (CAMA) Conference
- Canadian Championship Dog Derby
- Christmas Hampers for IBA Communities
- Deninu Kue First Nation – Youth at Risk Summer Student Protective Equipment
- Dettah – Kaw Tay Whee School
- Food Rescue
- Fort Resolution – Deninu School
- Fort Resolution – Pre-Trades Demonstration



- Fostering Open eXpression among Youth (FOXY)
- Gamèti – Sewing Skills Development
- Gamèti – Healing Workshops
- Gamèti – Jean Wetrade Gamèti School
- Gamèti – Traditional Skill Development
- Inuit Tattoo Revitalization Project
- Kitikmeot Inuit Association – Naonaiyaotit TK Project
- Kugluktuk – Elders and Youth Program
- Kugluktuk – Jimmy Hikok Ilihakvik School
- Kugluktuk High School
- Literacy Outreach Centre – Aurora College and Yellowknife Association for Community Living (YACL)
- Łutsel K'e – Denesoline Pop-Up Café
- Łutsel K'e – Denesoline Youth Centre
- Łutsel K'e Dene First Nation – Desnethche / Kache Spiritual Gathering
- Łutsel K'e Dene First Nation – Reindeer Shipment
- Łutsel K'e Dene First Nation – TK Commitment Agreement
- Łutsel K'e Dene First Nation – Youth Handgames Program
- Łutsel K'e Dene School
- N'dilo - K'alemi Dene School
- North Slave Métis Alliance – Business Development Consultant
- North Slave Métis Alliance – National Aboriginal Day Celebration
- Northern Arts and Cultural Centre (NACC)
- Northern Youth Abroad
- NWT Breast Health – Living the Journey
- NWT Disabilities Council
- NWT SPCA
- On the Land Funders Collaborative
- Opportunities North Conference
- SideDoor Youth Ministries
- Skills Canada NWT
- Snowking Festival
- Tides Canada – Northern Youth Leadership Initiative
- Tłı̄chǫ – Arts and Training Workshop
- Tłı̄chǫ – Ekwo Naowo Monitoring Program
- Tłı̄chǫ – Reviving Training Canoe Trip
- Unlimited Potential (UP) Community Services
- Wekweèti – Alexis Arrowmaker School
- Wekweèti – Healing Workshop (Phase II)
- Wekweèti – Traditional Clothing Workshop
- Whatì – Justice Program
- Whatì – Mezi Community School
- Whatì – Youth Centre
- Whatì – Youth Handgames Program
- Whatì – Youth Sewing Instruction Program
- Yellowknife Catholic Schools – Youth Handgames
- Yellowknife High Performance Ski Team
- Yellowknives Dene First Nation – Goyatiko Dene Language Conference
- Yellowknife Women's Society – Centre for Northern Families Vehicle
- YWCA NWT



Health and Safety

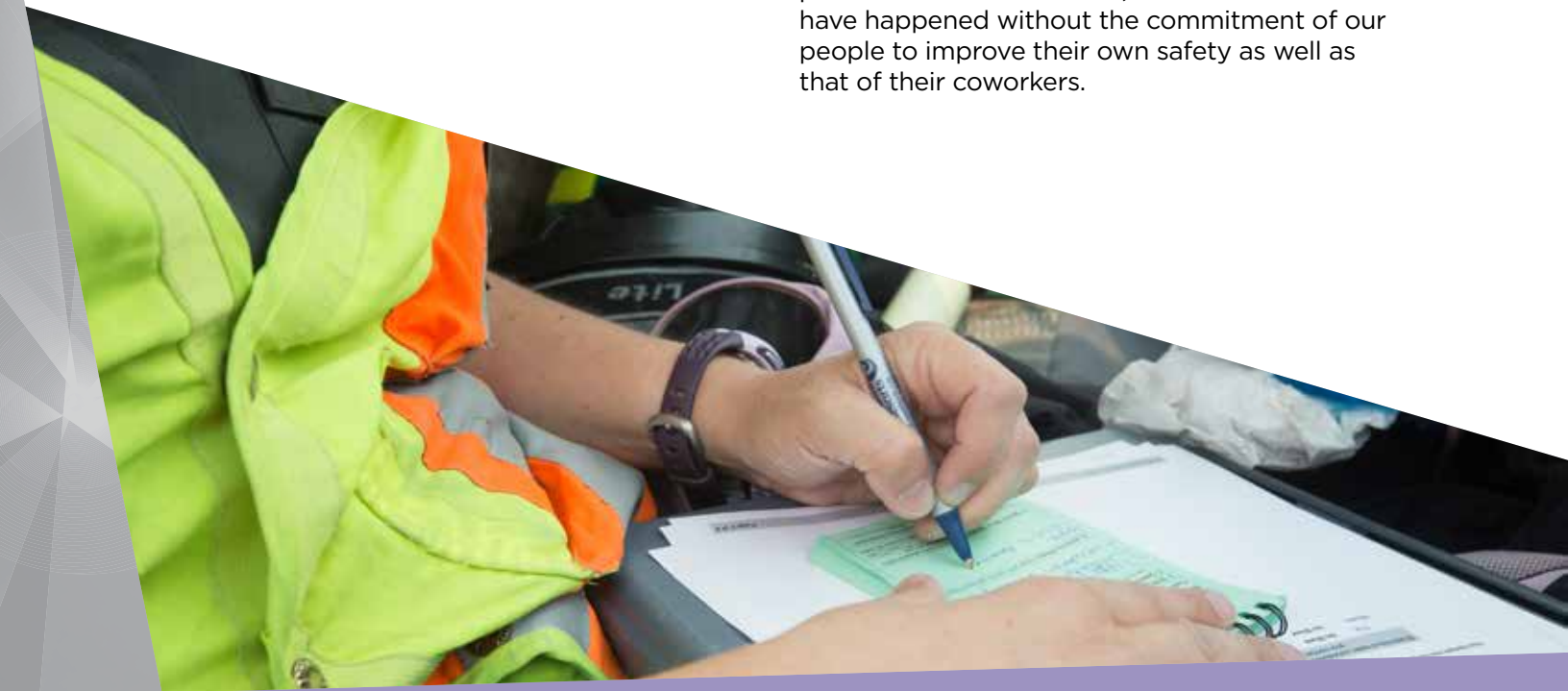
At Dominion, safety is not only a priority; it is a core value. While priorities change, values are ingrained and constant. A goal of Zero Harm drives our health and safety culture.

Around our operations you will often hear, “Safety is not about protecting you **from** something, it’s about protecting you **for** something.” We are committed to making sure that our employees and contractors get home safely to their loved ones.

Achievement: All Injury Frequency Rate

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.

During 2016, the Ekati mine achieved an **AIFR of 0.77**, which is a significant improvement over the previous year’s AIFR of 1.06. We are extremely proud of this achievement, which could not have happened without the commitment of our people to improve their own safety as well as that of their coworkers.







Employment

Dominion is committed to the development of our people, which includes both employees and contractors. We aim to build capacity within our workforce by offering leadership training, apprenticeships, and skills competitions.

We value the hard work and dedication of all our staff. Although contractors are not direct employees of Dominion, they are treated with the same respect and are expected to uphold our values and Code of Ethics and Business Conduct. Contractors participate in many of our employee programs, including health and safety, internal communications, and select training programs.

Apprenticeships

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

Further apprenticeships are offered by our contractor partners in parts, welding, mechanics, and heavy duty technicians. In 2016, the Ekati mine had **61 individuals in the apprenticeship program**, both with Dominion and contractors.

Dominion is committed to enhancing the skills of our workforce and encouraging professional development to drive personal growth and success. Through the achievements of our employees and contractors, our business will continue to thrive, and the goal of building a sustainable Northern workforce will be achieved.

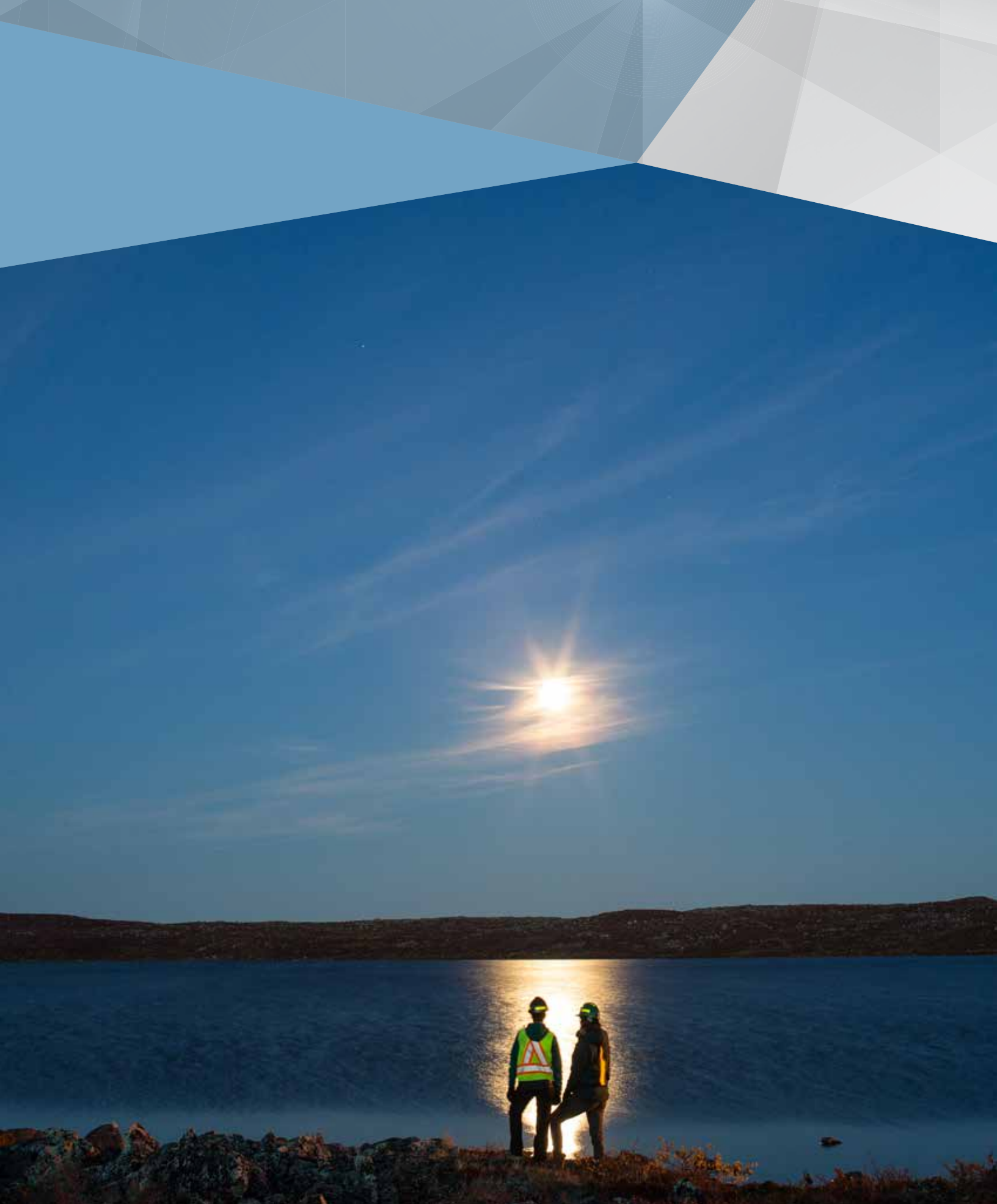
2016 Highlights

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 2016, Dominion employed **595 Northern Residents** directly (not including contractors). This makes up 63% of employees, exceeding the 62% Northern target.

Of these, **57% were Northern Aboriginal**, exceeding the SEA target of 50% Aboriginal employment. Looking at overall employment, Northern Aboriginal employees made up 36%* of our employees (not including contractors).

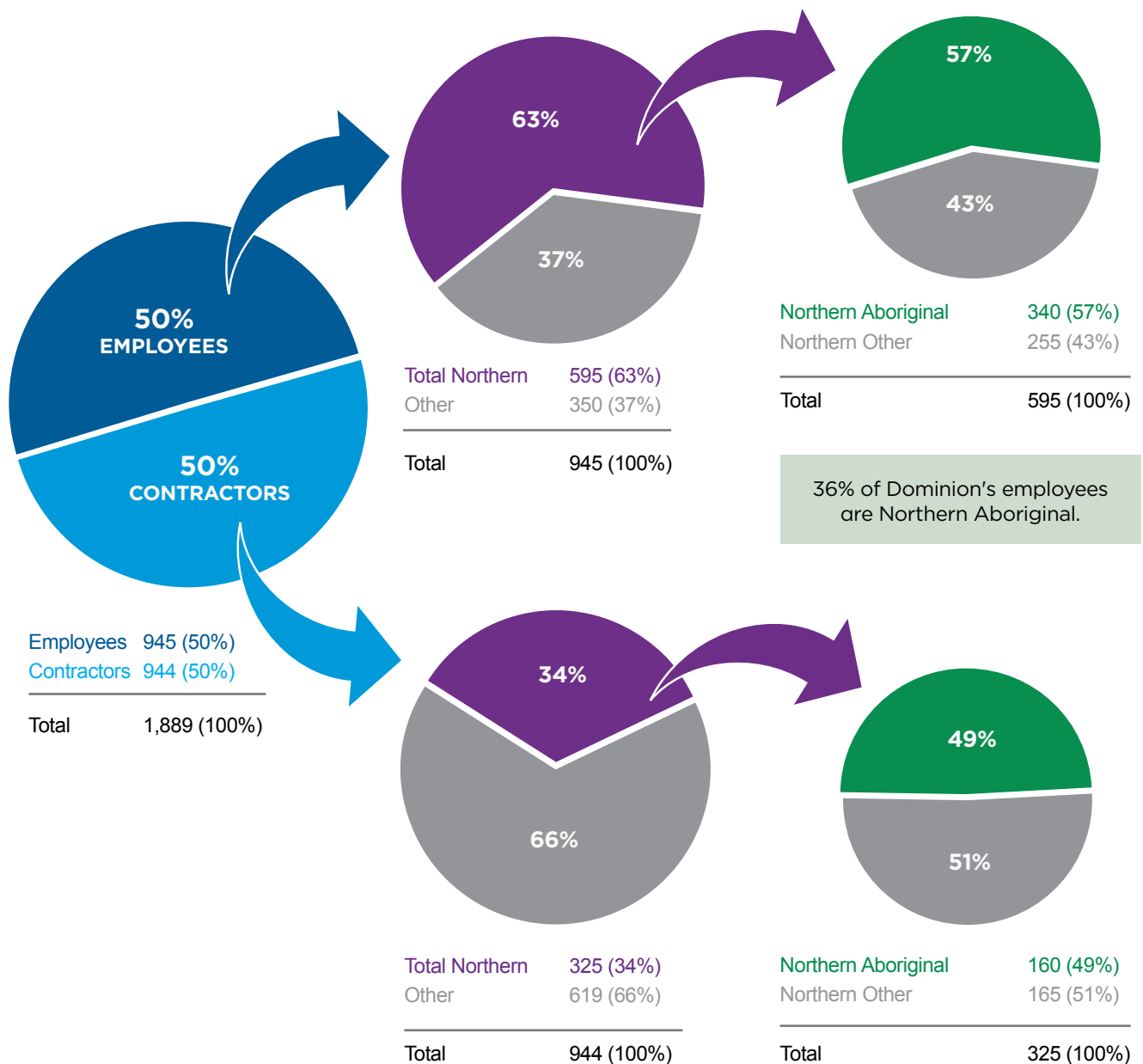
** 340 out of 945 employees*



EMPLOYMENT BY PRIORITY GROUP

TABLE 1: PERSON YEARS (%)						
	Northern Aboriginal	Northern Other	Total Northern	Other	Grand Total	Indigenous Aboriginal
Employees	340 (57%)	255 (43%)	595 (63%)	350 (37%)	945 (100%)	371
Contractors	160 (49%)	165 (51%)	325 (34%)	619 (66%)	944 (100%)	189
Total*	500 (54%)	420 (46%)	920 (49%)	969 (51%)	1,889 (100%)	560

* 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 Aboriginal	Northern Other	Total Northern	Other	Grand Total	Indigenous Aboriginal
Management	4	33	37	10	47	4
Professional	0	38	38	54	92	0
Skilled	99	125	223	241	465	119
Semi-skilled	196	52	248	44	292	207
Entry	41	7	48	1	49	41
Total	340	255	595	350	945	371

TABLE 2B: CONTRACTORS – PERSON YEARS

Management	1	4	5	23	28	3
Professional	0	5	5	27	32	0
Skilled	26	56	82	386	468	40
Semi-skilled	67	67	134	147	280	76
Entry	66	33	99	37	136	69
Total	160	165	325	619	944	189

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

Management	5 (12%)	37 (88%)	42 (57%)	32 (43%)	75 (100%)	7
Professional	0 (0%)	44 (100%)	44 (35%)	81 (65%)	124 (100%)	0
Skilled	125 (41%)	180 (59%)	306 (33%)	628 (67%)	933 (100%)	160
Semi-skilled	263 (69%)	119 (31%)	382 (67%)	191 (33%)	572 (100%)	282
Entry	107 (73%)	39 (27%)	146 (79%)	38 (21%)	185 (100%)	111
Total	500 (54%)	420 (46%)	920 (49%)	969 (51%)	1,889 (100%)	560

EMPLOYMENT BY GENDER AND PRIORITY GROUP

TABLE 3A: EMPLOYEES - PERSON YEARS

	Northern Aboriginal	Northern Other	Total Northern	Other	Grand Total
Men	285	185	470	321	791
Women	55	70	125	29	154
Total	340	255	595	350	945

Indigenous Aboriginal
312
59
371

TABLE 3B: CONTRACTORS - PERSON YEARS

Men	101	144	245	583	828
Women	59	21	80	37	116
Total	160	165	325	619	944

118
71
189

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

Men	386 (54%)	329 (46%)	715 (44%)	903 (56%)	1,619 (100%)
Women	114 (56%)	90 (44%)	204 (76%)	66 (24%)	270 (100%)
Total	500 (54%)	420 (46%)	920 (49%)	969 (51%)	1,889 (100%)

429
130
560



FEMALE EMPLOYMENT (TRADITIONAL AND NON-TRADITIONAL ROLES)

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

	Northern Aboriginal	Northern Other	Total Northern	Other	Grand Total	Indigenous Aboriginal
Non-traditional	35 (44%)	45 (56%)	80 (75%)	27 (25%)	107 (100%)	38
Traditional	20 (44%)	25 (56%)	45 (95%)	2 (5%)	47 (100%)	21
Total	55 (44%)	70 (56%)	125 (81%)	29 (19%)	154 (100%)	59

FEMALE EMPLOYMENT BY SKILL LEVEL

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

	Management	Professional	Skilled	Semi-skilled	Entry	Grand Total
Employees	8 (5%)	28 (18%)	53 (34%)	57 (37%)	8 (5%)	154 (100%)
Contractors	1 (1%)	4 (4%)	16 (14%)	38 (33%)	56 (48%)	116 (100%)
Total	9 (3%)	32 (12%)	69 (25%)	96 (35%)	64 (24%)	270 (100%)

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

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

	Northern Aboriginal	Northern Other	Total Northern	Other	Grand Total	Indigenous Aboriginal
Non-traditional	63 (56%)	55 (61%)	118 (58%)	49 (73%)	167 (62%)	73
Traditional	51 (44%)	35 (39%)	86 (42%)	18 (27%)	104 (38%)	57
Total	114 (100%)	90 (100%)	204 (100%)	66 (100%)	270 (100%)	130

APPRENTICESHIPS BY PRIORITY GROUP

TABLE 6A: APPRENTICESHIPS – HEAD COUNT

	Northern Aboriginal	Northern Other	Total Northern	Other	Grand Total	Indigenous Aboriginal
Employees	18	4	22	0	22	19
Contractors	14	15	29	10	39	14
Total	32	19	51	10	61	33

TABLE 6B: APPRENTICESHIPS – PERSON YEARS

Employees	19	5	23	0	23	19
Contractors	12	8	20	4	23	12
Total	30	12	43	4	47	30

EMPLOYMENT BY PRIORITY GROUP

TABLE 7: PERSON YEARS – EMPLOYEES AND CONTRACTORS

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
Northern Aboriginal	419	415	422	465	362	418	419	442	359	321	390	380	460	500	500	7,189
Northern Other	445	450	421	468	326	294	313	433	364	351	381	326	342	462	420	6,746
Total Northern	864	865	843	933	688	712	732	875	723	670	771	706	802	962	920	13,933
Other	684	688	574	843	681	905	807	788	577	651	870	779	737	858	969	12,487
Grand Total	1,548	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	26,419
Northern % of Total	56%	56%	59%	53%	50%	44%	48%	53%	56%	51%	47%	48%	52%	53%	49%	53%
Aboriginal % of Northern Total	48%	48%	50%	50%	53%	59%	57%	51%	50%	48%	51%	54%	57%	52%	54%	52%

Total column includes years 1999 - 2016 (table only shows 2002 - 2016 data)

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

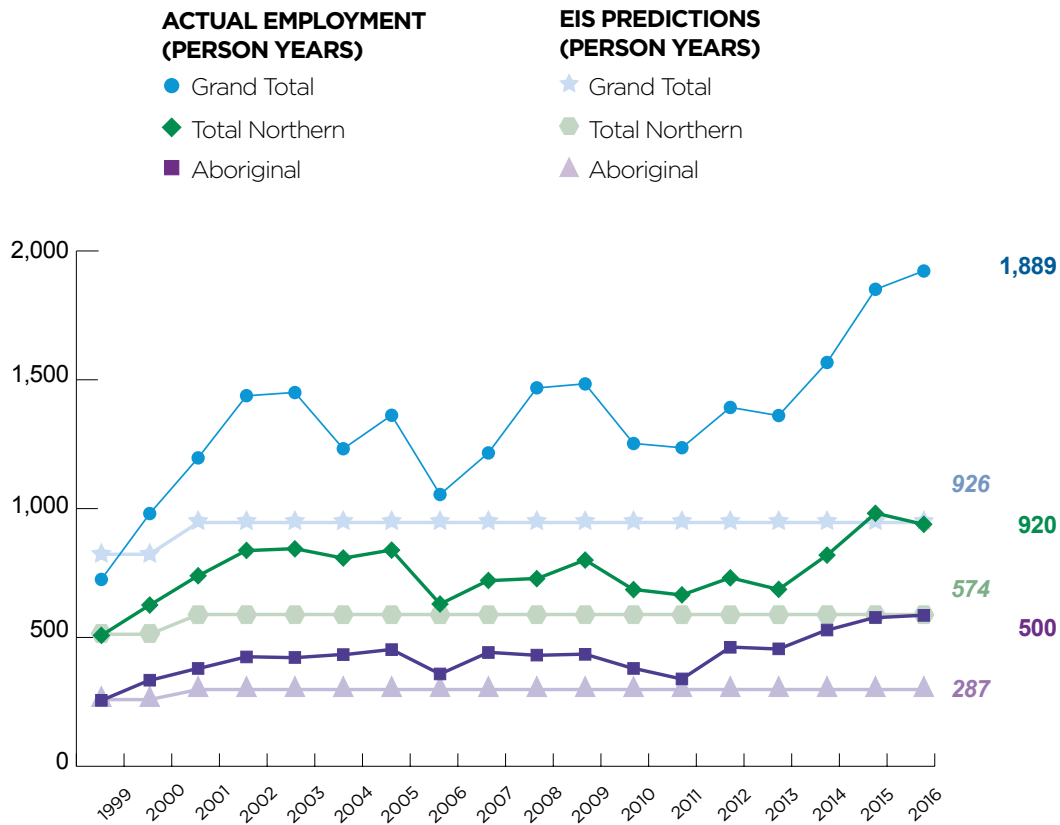


Table shows both employee and contractor numbers.

TOTAL OPERATIONS AND CAPITAL EMPLOYMENT BY PRIORITY GROUP

	Northern Aboriginal	Northern Other	Total Northern	Other	Grand Total	Indigenous Aboriginal
Employees	364 (57%)	275 (43%)	639 (64%)	367 (36%)	1,006 (100%)	394
Contractors	231 (36%)	406 (64%)	637 (30%)	1,479 (70%)	2,116 (100%)	269
Total	595 (47%)	681 (53%)	1,276 (41%)	1,846 (59%)	3,122 (100%)	663

TOTAL OPERATIONS AND CAPITAL EMPLOYMENT BY PRIORITY GROUP AND SKILL LEVEL - HEAD COUNT

TABLE 10A: EMPLOYEES

	Northern Aboriginal	Northern Other	Total Northern	Other	Grand Total	Indigenous Aboriginal
Management	4	35	39	11	50	4
Professional	0	42	42	55	97	0
Skilled	99	128	227	244	471	118
Semi-skilled	203	57	260	55	315	213
Entry	58	13	71	2	73	59
Total	364	275	639	367	1,006	394

TABLE 10B: CONTRACTORS

Management	2	14	16	78	94	5
Professional	1	38	39	142	181	1
Skilled	31	163	194	934	1,128	52
Semi-skilled	88	119	207	250	457	97
Entry	109	72	181	75	256	114
Total	231	406	637	1,479	2,116	269

TABLE 10C: CONTRACTORS AND EMPLOYEES (%)

Management	6 (11%)	49 (89%)	55 (38%)	89 (62%)	144 (100%)	9
Professional	1 (1%)	80 (99%)	81 (29%)	197 (71%)	278 (100%)	1
Skilled	130 (31%)	291 (69%)	421 (26%)	1,178 (74%)	1,599 (100%)	170
Semi-skilled	291 (62%)	176 (38%)	467 (60%)	305 (40%)	772 (100%)	310
Entry	167 (66%)	85 (34%)	252 (77%)	77 (23%)	329 (100%)	173
Total	595 (47%)	681 (53%)	1,276 (41%)	1,846 (59%)	3,122 (100%)	663





Business Spend

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

Aboriginal Businesses have secured numerous contracts at the Ekati mine, including contracts for mining services, explosives and blasting supply, catering, transportation services, and janitorial services, as well as freight, cargo, and mail transportation services.

As shown in the highlights on the right, there was an increase in both Northern Business and Aboriginal Business expenditures in 2016.

The increase in Northern Business expenditure can be attributed to additional earth moving equipment, building construction, and cargo/freight services. The additional Aboriginal Business expenditure is a result of increased building construction and cargo/freight services.

2016 Highlights

In 2016, total overall spend for the Ekati mine increased from almost \$449 million in 2015 to **\$539 million**.

Dominion spent over **\$335 million** in the North, representing 62% of total spend. This is an increase over the 2015 Northern Business spend of \$258 million, which was 58% of total expenditures.

Over **\$144 million**, or 43% of Northern Business spend, went to Aboriginal Businesses in 2016, a significant increase over the \$97 million spent with Aboriginal Businesses in 2015.

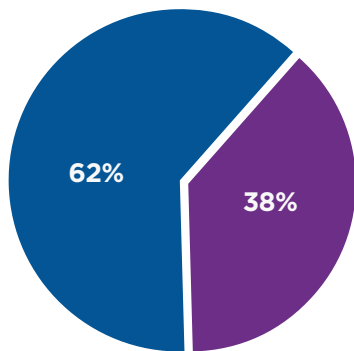
Note: Government and donation payments in 2016 that were not commercial business spend are not reflected in this report.



TABLE 11: EXPENDITURES BY PRIORITY GROUP

	Expenditures	% of Total Northern	% of Total Spend
Aboriginal Businesses	\$144,137,000	43%	27%
Other (Non-Aboriginal) Northern Businesses	\$191,203,000	57%	35%
Total Northern	\$335,340,000	100%	62%
Other (Non-Northern) Businesses	\$203,818,000	n/a	38%
Total Spend	\$539,158,000	n/a	100%

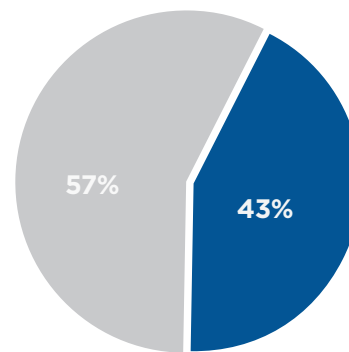
2016 EXPENDITURE



Northern \$335 million (62%)
 Other \$204 million (38%)

 Total \$539 million (100%)

2016 EXPENDITURE BY PRIORITY GROUP



Northern Aboriginal \$144 million (43%)
 Northern Other \$191 million (57%)

 Total \$335 million (100%)

TABLE 12: NORTHERN EXPENDITURE BY EXPENDITURE CATEGORY

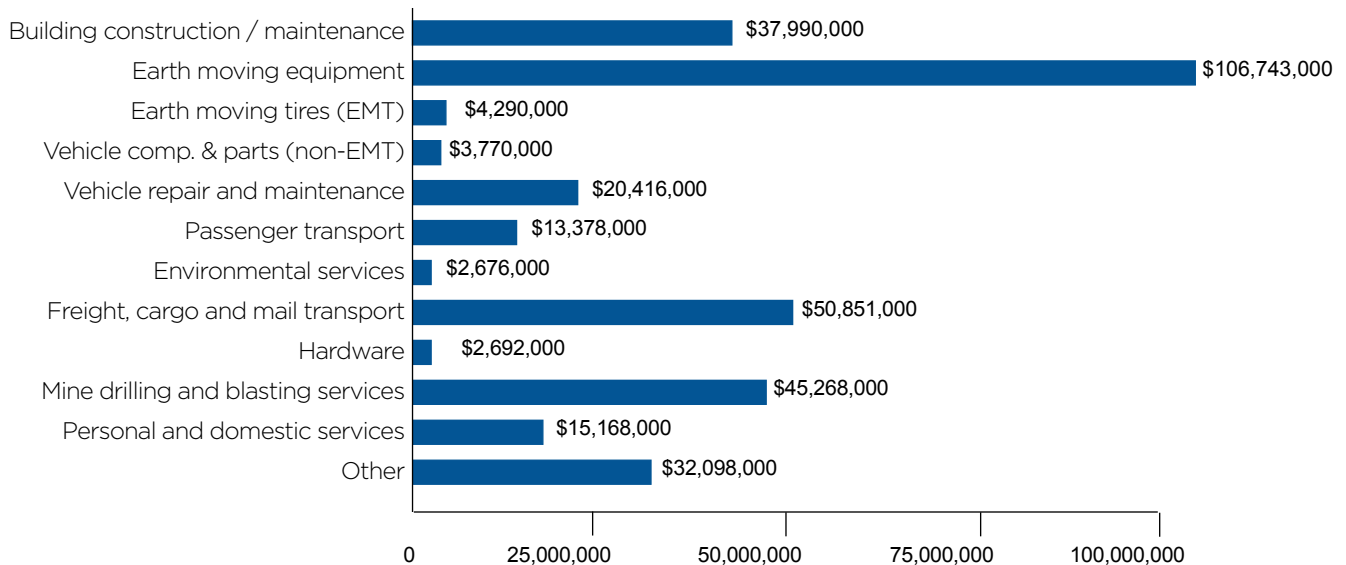


TABLE 13A: EXPENDITURES BY PRIORITY GROUP - MILLIONS OF DOLLARS

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
Aboriginal Businesses	123	124	121	133	123	125	98	72	71	75	108	88	79	97	144	1,805
Other Northern Businesses	231	232	201	242	203	265	180	106	101	122	157	157	197	161	191	3,390
Total Northern	354	356	322	375	326	390	278	178	172	197	265	245	276	258	335	5,195
Other	60	61	91	100	92	90	58	90	113	130	134	149	189	190	204	1,941
Total Spend	414	417	413	475	418	480	336	268	285	327	399	394	465	449	539	7,136

Total column includes years 1999 - 2016 (table only shows 2002 - 2016 data)

TABLE 13B: EXPENDITURES BY PRIORITY GROUP - %

Aboriginal Businesses	30%	30%	29%	28%	29%	26%	29%	27%	25%	23%	27%	22%	17%	22%	27%	25%
Other Northern Businesses	56%	56%	49%	51%	49%	55%	54%	40%	35%	37%	39%	40%	40%	36%	35%	48%
Total Northern	86%	85%	78%	79%	78%	81%	83%	66%	60%	60%	66%	62%	59%	58%	62%	73%

Total column includes years 1999 - 2016 (table only shows 2002 - 2016 data)

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

	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
Actual Total Spend	414	417	413	475	418	480	336	268	285	327	399	394	465	449	539	6,278
Actual Northern Spend	354	356	322	375	326	390	278	178	172	197	265	245	276	258	335	4,674
Northern Percent of Total	86%	85%	78%	79%	78%	81%	83%	66%	60%	60%	66%	62%	59%	57%	62%	74%
Northern Target Percent	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%
Northern Target: Calculated at 70%	290	292	289	333	293	336	235	188	200	229	279	276	326	316	377	4,396
Actual Minus Target	64	64	33	43	33	54	43	-10	-28	-32	-14	-31	-50	-58	-42	278

Northern target spend is 70% of total spend

Total column includes years 1999 - 2016 (table only shows 2002 - 2016 data)

TABLE 15: NORTHERN SPEND BY GEOGRAPHICAL LOCATION

Location	Expenditure
Behchokò	\$10,000
Fort Smith	\$541,000
Hay River Reserve	\$7,333,000
Yellowknife	\$327,456,000
Total Northern	\$335,340,000







Appendices



Appendix A: Position Listings

FEMALE TRADITIONAL POSITIONS

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

FEMALE NON-TRADITIONAL POSITIONS

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

Positions	Skill Level
Env. Coordinator	Skilled
Env. Monitor, Fish Out	Entry
Env. Specialist, Powerline	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	Semi-skilled
Health & Safety Systems Technician	Semi-skilled
Head of Env. & Communities	Management
Head of Health & Safety	Management
Head of Supply Chain	Management
HR SAP Specialist	Skilled

Positions	Skill Level
HVAC Technician	Skilled
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
Logistics Specialist	Skilled
Lubrication Specialist	Semi-skilled
Maintenance Engineer, Energy & Automation	Professional
Maintenance Planner	Skilled
Maintenance Project Engineer	Professional
Maintenance Systems & Accreditation Lead	Skilled
Manager, Business Process	Management
Manager, Financial Analysis Corporate	Management
Manager, Financial Reporting	Management

Positions	Skill Level
Material Master Specialist	Skilled
Metallurgical Lab Technician	Skilled
Metallurgist in Training	Professional
Mine Planner	Professional
Mining Controller	Professional
Operations Coordinator	Professional
Physician Assistant	Professional
Plant Metallurgist	Professional
President & COO	Management
Procurement Lead, Jay	Skilled
Procurement Lead, Sable	Skilled
Procurement Specialist	Skilled
Procurement Specialist, Buyer	Skilled
Procurement Specialist, Contracts	Skilled
Production Engineer	Professional
Production Geologist	Professional
Project Analyst	Professional
Project Control Specialist	Skilled
Project Coordinator	Skilled
Project Engineer	Professional
Project Geologist	Professional
Project Metallurgist	Professional
Reliability Advisor	Skilled
Reliability Engineer	Professional
Resource Geologist (MTS)	Professional
Resource Geologist (SD)	Professional
Road Train Operator	Skilled

Positions	Skill Level
SAP Integration Lead	Skilled
Scheduler	Professional
Security Officer	Skilled
Security Technical Analyst	Professional
SharePoint Administrator	Skilled
Specialist, Permitting	Skilled
Specialist, Technical	Skilled
Sr. Env. Advisor Permitting	Professional
Sr. Env. Advisor Reclamation	Professional
Sr. Financial Analyst	Professional
Sr. Maintenance Advisor	Skilled
Sr. Maintenance Planner	Skilled
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, Strategic Planning	Management
Sr. Manager, Technical Services	Management
Sr. Project Engineer	Professional
Sr. Surveyor	Skilled
Sr. Team Leader, Processing	Professional
Sr. Team Leader, Surface Mining	Professional
Summer Student, Environment	Entry
Summer Student, Maintenance	Entry
Summer Student, Mineral Processing	Entry

Positions	Skill Level
Summer Student, Supply Chain	Entry
Summer Student, Training	Entry
Supervisor, Accounting	Professional
Supervisor, Contracts	Professional
Supervisor, Disbursements	Skilled
Supervisor, Purchasing	Professional
Supervisor, Reporting & Data	Skilled
Supply Chain Business Analyst	Skilled
Supply Chain Compliance Coordinator	Skilled
Supt. Electrical	Management
Supt. Environment	Management
Supt. Facilities	Management
Supt. Fixed Plant Maintenance	Management
Supt. Geosciences	Management
Supt. Information Technologies	Management
Supt. Jay Construction Operations	Management
Supt. Mine Planning	Management
Supt. Mining	Management
Supt. Mobile Maintenance	Management
Supt. Operational Readiness	Management
Supt. Planning & Maintenance Engineering	Management
Supt. Processing	Management
Supt. Project Engineering	Management
Supt. Sable Construction Operations	Professional

Positions	Skill Level
Supt. Security	Management
Supt. Site Services	Management
Supt. Training	Management
Supt. Underground Mining	Management
Supt. Warehousing	Management
Surveyor	Skilled
Team Leader, Aviation	Skilled
Team Leader, Communications	Skilled
Team Leader, Community Development	Skilled
Team Leader, Corporate & Product Security	Skilled
Team Leader, Development	Skilled
Team Leader, Draw Control	Professional
Team Leader, Drill & Blast	Professional
Team Leader, Env. Operations	Professional
Team Leader, Env. Permitting	Professional
Team Leader, Env. Projects	Professional
Team Leader, Facilities	Skilled
Team Leader, Geology	Professional
Team Leader, Geotechnical	Professional
Team Leader, Health & Safety	Professional
Team Leader, Inventory Control	Skilled
Team Leader, Maintenance Planning	Skilled
Team Leader, Maintenance Services	Skilled
Team Leader, Mine Planning	Professional

Positions	Skill Level
Team Leader, Mobile Maintenance	Skilled
Team Leader, Plant Maintenance	Skilled
Team Leader, Process Plant	Skilled
Team Leader, Projects	Professional
Team Leader, Recovery	Skilled
Team Leader, Reliability	Professional
Team Leader, Security	Skilled
Team Leader, Site Services	Skilled
Team Leader, Special Projects Maintenance	Skilled
Team Leader, Surface Maintenance	Skilled
Team Leader, Surface Mining	Skilled
Team Leader, Survey	Skilled
Team Leader, Training	Skilled
Team Leader, Training Administration	Skilled
Team Leader, UG Maintenance	Skilled
Team Leader, UG Mobile Maintenance	Professional
Team Leader, UG Services	Skilled
Team Leader, Warehouse	Skilled
Technician, Airport	Skilled
Technician, Communications	Skilled
Technician, Geotechnical Underground	Skilled

Positions	Skill Level
Technician, Mobile Lube	Skilled
Technician, Process Control	Skilled
Technician, Process Plant	Skilled
Technician, Tool Crib	Skilled
Trainee Condition Monitor	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 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 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 Aboriginal employment for the Operations phase of the project:

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

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 Aboriginal residents 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

Aboriginal: A First Nations, Inuit, or Métis person who is indigenous to the Northwest Territories (and Nunavut after 1999).

Indigenous Aboriginal: An Aboriginal who is indigenous to the Northwest Territories or Nunavut and resides anywhere.

Northern Aboriginal: An Aboriginal who is indigenous to the Northwest Territories or Nunavut and resides in the North.

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

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

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 Aboriginal

Operational 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

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



DOMINION
DIAMOND

Dominion Diamond Corporation
#1102 4920 - 52 Street
Yellowknife, NT X1A 3T1
Tel: +1.867.669.6100
Fax: +1.867.669.9293
www.ddcorp.ca

™ Dominion Diamond Corporation logo is a trademark owned by Dominion Diamond Corporation.