



2018

Ekati Diamond Mine

Socio-Economic Agreement Report



Contents

CEO’s Message 3

Community Development..... 5

Health and Safety 7

Environment 9

Employment 11

Business Spend 21

Appendix A: Position Listings 29

Appendix B: Interpretations and Definitions..... 35





CEO's Message

Dominion Diamond Mines ULC (Dominion) is pleased to present the 2018 Socio-Economic Agreement (SEA) report for the Ekati Diamond Mine, in which we describe the results of our commitments to the Government of the Northwest Territories (GNWT) as set out in the SEA.

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

2018 was an exciting year for the company, as Dominion commemorated the 20th Anniversary of production with celebrations at the Ekati mine and in Yellowknife, including over 100 guests.

At the end of the year, we were proud to announce the recovery of the largest gem-quality diamond found in North America to date. The 552-carat yellow stone was found at the Diavik Diamond Mine in October.

As a private company, Dominion places a high priority on relationships with our stakeholders, including our employees and contractors; Impact Benefit Agreement (IBA) groups and Northern communities; the governments of the Northwest Territories and Nunavut; and our Northern business partners.

The company is proud to maintain our commitment to the land, the environment, and the communities.



Shane Durgin
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 values the relationships we have built over the years with Northern communities, as well as local and territorial organizations. We are proud to partner with these groups on a number of exciting and inspiring projects.

The company is committed to working with the Ekati mine's IBA groups on socially significant sustainable development projects, as identified by the communities themselves.

Dominion is guided by the Ekati Mine Engagement Plan, which outlines the activities that play a significant role in maintaining our partnerships with the communities. We hold regular community and IBA meetings, workshops and site visits, and include Elders and youth in Traditional Knowledge and environmental monitoring projects.

Contributions

Through IBA payments, scholarships, and donations, Dominion contributed over **\$5 million** in 2018 to communities in the Northwest Territories and Kugluktuk, Nunavut.



Ekati Plus Programs

The company's Ekati Plus initiative includes the Ekati Plus Community Development Program, the Ekati Plus Post-Secondary Scholarship Program, and the Ekati Plus School Partnership Program.

Below is a list of the projects that we were proud to support in 2018 under the Ekati Plus Community Development Program.

- 2018 Arctic Winter Games
- Arctic Indigenous Investment Conference
- Behchokq – Chief Jimmy Bruneau School
- Canadian Championship Dog Derby
- Centre for Northern Families
- CIBC/Stanton Territorial Hospital Foundation – MUD Run
- City of Yellowknife – Win Your Space
- Crush Volleyball Club
- Deninu Kue First Nation – Cultural Week
- Deninu Kue First Nation – Minor Hockey Equipment
- Deninu Kue First Nation / Fort Resolution Métis Council – Dog Derby
- Dettah – Kaw Tay Whee School
- Fort Resolution – Deninu School
- Fort Resolution Métis Council – National Indigenous Peoples Day Celebration



- Foster Family Coalition
- Fostering Open eXpression among Youth (FOXY)
- Gamètì – Jean Wettrade Gameti School
- Gamètì – Sewing Skill Development Program
- Habitat for Humanity
- Kule Crook – Fiddle Program
- Kugluktuk – Jimmy Hikok Ilihakvik School
- Kugluktuk Hamlet – Career Liaison Officers
- Literacy Outreach Program – Aurora College
- Łutsel K'e Dene First Nation – Desnethche Gathering
- Łutsel K'e Dene First Nation – Pop-Up Café
- Łutsel K'e Dene First Nation – Youth Wellness Conference
- Łutsel K'e Dene School
- N'dilo – K'alemi Dene School
- North Slave Métis Alliance – National Indigenous Peoples Day Celebration
- Northern Arts & Cultural Centre (NACC) Storytelling Festival
- Northern Youth Abroad
- NWT Disabilities Council
- NWT On The Land Collaborative
- NWT Parks & Recreation – Walk to Tuk
- NWT SPCA
- NWT/Nunavut Skills Canada
- Salvation Army
- Sir John Franklin High School – Dry Graduation
- St. Patrick High School – Dry Graduation
- Stanton Territorial Hospital Foundation
- Status of Women Council – Wise Women's Award
- Team NT – 15U Girls Nationals Basketball
- Tides Canada – Northern Youth Leadership
- Tree of Peace – Christmas Feast for Elders
- UP Community Services
- Wekweètì – Alexis Arrowmaker School
- Whatì – Justice Program
- Whatì – Mezi Community School
- Whatì – Youth Handgames Program
- Yellowknife Community Foundation
- Yellowknife Food Bank
- Yellowknife Women's Centre
- Yellowknives Dene First Nation – Akaitcho AGM
- Yellowknives Dene First Nation – Community Development Officer
- YWCA NWT



Health and Safety

Dominion remains committed to promoting a culture of safety, responsibility, and caring at the mine and in our corporate offices. In order to encourage our workforce to think proactively about how to prevent incidents before they happen, the company has increased its focus on reporting both safety hazards and "near miss" events. A strong reporting culture has had a direct impact on the reduction of injuries over time at the Ekati mine.

The company has also continued running the Zero Incident Process (ZIP) program, a behaviour-based safety initiative which aims to change the way people think about safety.

By giving employees the tools to take control of their thoughts and feelings, they can learn how to make safe choices both at work and in their home environments. We have achieved our goal under the program, with 96% of our workforce trained in ZIP.

Wellness at Site

At the Ekati mine, Physician Assistants provide a full range of medical services and testing for both occupational and personal health matters.

Their interventions continue to play a valuable role in keeping our workforce safe and medically supported while working at the mine, which is located a significant distance from traditional healthcare facilities.

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 proud to report that during 2018, the Ekati mine achieved an AIFR of **0.52**, which is close to the previous year's impressive AIFR of 0.50.

As our safety achievement has improved, our target has become more ambitious, from 0.76 in 2017 to a target of 0.50 in 2018. We are proud of all our employees and contractors who remain committed to promoting a culture of safety and showing the courage to care for their colleagues.





Environment

Dominion understands the importance of the Arctic tundra environment and is committed to mining in the safest, most environmentally responsible way.

Environment Protection

The Ekati mine operates under several environmental permits and agreements, including water licences and land use permits issued by the Wek'eezhii Land and Water Board; the Environmental Agreement between the GNWT, the Government of Canada and the company; and fisheries authorizations issued by the Government of Canada.

Dominion has several environmental programs at the mine including the Wildlife Effects Monitoring Program, the Aquatic Effects Monitoring Program, the Air Quality and Emissions Monitoring Program, and the Reclamation and Closure Program.

Caribou Management

The Ekati mine has in place comprehensive wildlife management programs to ensure minimal impact on caribou and other wildlife. Dominion partnered with Indigenous groups and Northern communities to develop and implement the Caribou Mitigation Plan. We use a number of methods to monitor caribou at the mines, and participate with government and

other stakeholders in caribou and wildlife monitoring workshops.

Dominion supports initiatives such as the 'Boots on the Ground' and 'Moccasins on the Ground' programs, which are Indigenous-driven environmental monitoring programs. These programs monitor the caribou herds, habitat, and the impacts on the caribou.

The programs draw on the Traditional Knowledge of Elders and harvesters, and rely on their ways of travelling and assessing the conditions on the land.





Energy Management

Dominion recognizes the impact of climate change on the Northern landscape and believes in doing our part to protect the environment. Our efforts are focused on reducing our greenhouse gas (GHG) emissions and improving our energy efficiency.

Some examples of these efforts include:

- Energy reduction campaign with eye-catching stickers and posters
- Replacing traditional light bulbs with LED lights
- Installing timers on bathroom lights and fans
- Outbuilding Reduction Strategy to close down high energy consumption buildings
- Energy For You (EFOY) fuel cell technology that runs on alternate fuel sources
- Idle management strategy for vehicles

Waste Management

Dominion has worked hard to transform how waste is managed at the Ekati mine to improve sustainability and limit environmental impacts.

Dominion has received particular recognition for being the first northern mine to compost a significant portion of its waste through its award-winning industrial composting unit. Today, over half of the waste generated at the Ekati mine is composted.

Reclamation Projects

Dominion understands the importance of reclaiming the Ekati mine site so that it can be returned to a viable Northern environment at the end of operations.

The goal of reclamation is to keep the site safe for human and wildlife use. In one area of the mine, there is some exciting work going on to research the best way of reclaiming the area.

This involves arranging rocks and plantlife in a variety of patterns to determine which pattern allows the vegetation to grow best, and which offers protection from erosion. Combined with assistance from community members and elders, scientists and technicians at Dominion are looking at what kind of vegetation may work best (*pictured above*).



Employment

Dominion is committed to promoting an environment where people can 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 supports their continuing education. The program also enables 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 2018, the Ekati mine had **51 individuals in the apprenticeship program**, both with Dominion and Contractors.

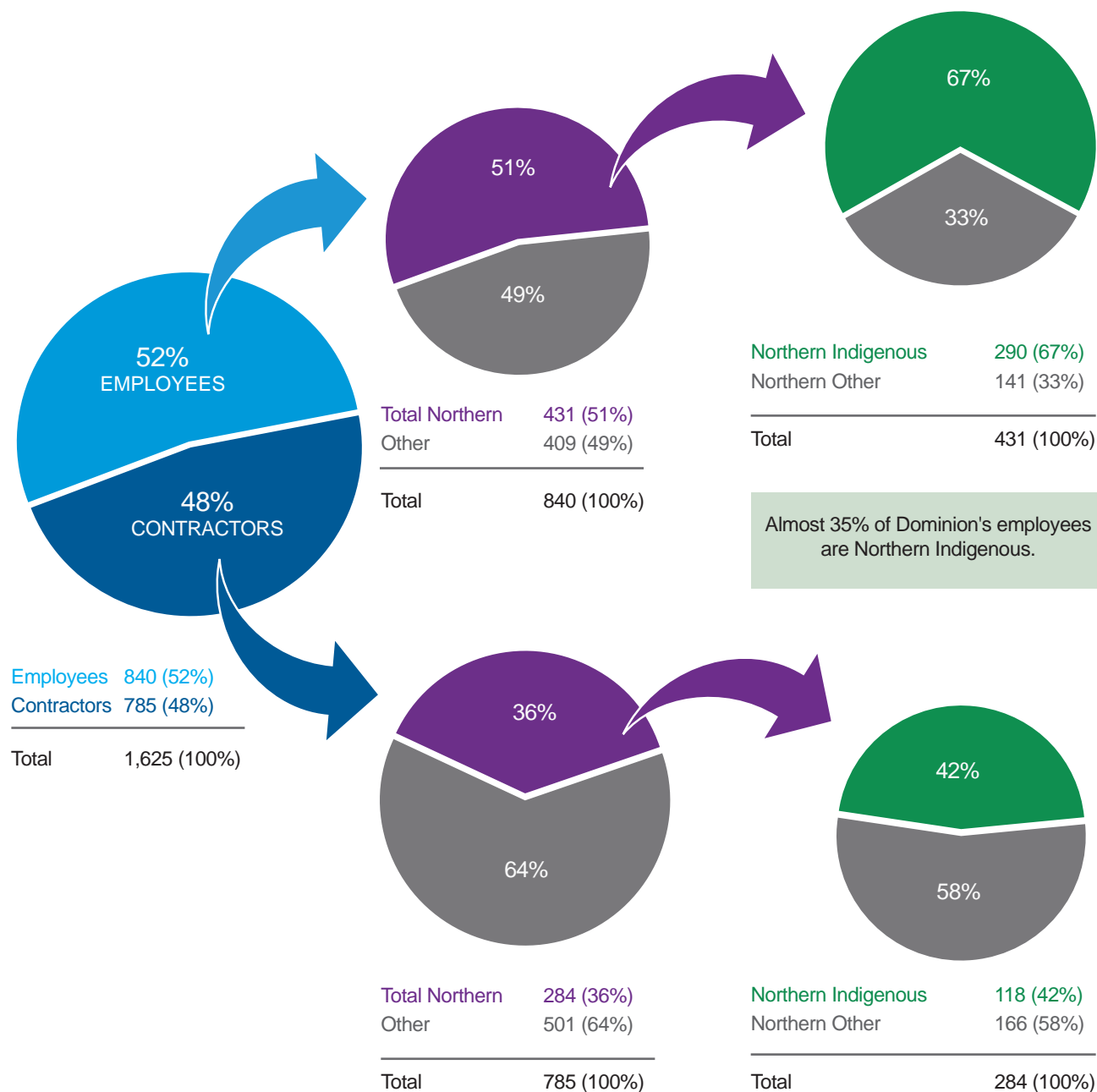


EMPLOYMENT BY PRIORITY GROUP

TABLE 1: PERSON YEARS (%)

	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total	Indigenous
Employees	290 (67%)	141 (33%)	431 (51%)	409 (49%)	840 (100%)	324
Contractors	118 (42%)	166 (58%)	284 (36%)	501 (64%)	785 (100%)	139
Total*	408 (57%)	307 (43%)	715 (44%)	910 (56%)	1,625 (100%)	463

*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	Indigenous
Management	1	13	14	25	39	1
Professional	1	8	9	69	78	1
Skilled	82	76	158	254	412	97
Semi-skilled	169	37	206	59	265	185
Entry	38	7	45	3	48	39
Total	291	141	432	410	842	323

TABLE 2B: CONTRACTORS – PERSON YEARS

Management	1	3	4	4	8	1
Professional	0	5	5	21	26	0
Skilled	15	66	81	354	435	24
Semi-skilled	30	59	89	96	185	34
Entry	72	34	106	26	132	81
Total	118	167	285	501	786	140

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

Management	2 (11%)	16 (89%)	18 (38%)	29 (62%)	47 (100%)	2
Professional	1 (7%)	13 (93%)	14 (13%)	90 (87%)	104 (100%)	1
Skilled	97 (41%)	142 (59%)	239 (28%)	608 (72%)	847 (100%)	121
Semi-skilled	199 (67%)	96 (33%)	295 (66%)	155 (34%)	450 (100%)	219
Entry	110 (73%)	41 (27%)	151 (84%)	29 (16%)	180 (100%)	120
Total	409 (57%)	308 (43%)	717 (44%)	911 (56%)	1,628 (100%)	463

EMPLOYMENT BY GENDER AND PRIORITY GROUP

TABLE 3A: EMPLOYEES – PERSON YEARS (%)

	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total
Men	256 (88%)	116 (82%)	372 (86%)	355 (87%)	727 (87%)
Women	34 (12%)	25 (18%)	59 (14%)	54 (13%)	113 (13%)
Total	290 (100%)	141 (100%)	431 (100%)	409 (100%)	840 (100%)

Indigenous
283
40
323

TABLE 3B: CONTRACTORS – PERSON YEARS (%)

Men	65 (55%)	151 (76%)	216 (68%)	456 (91%)	672 (82%)
Women	53 (45%)	48 (24%)	101 (32%)	45 (9%)	146 (18%)
Total	118 (100%)	199 (100%)	317 (100%)	501 (100%)	818 (100%)

73
67
140

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

Men	321 (79%)	267 (79%)	588 (79%)	811 (89%)	1,399 (84%)
Women	87 (21%)	73 (21%)	160 (21%)	99 (11%)	259 (16%)
Total	408 (100%)	340 (100%)	748 (100%)	910 (100%)	1,658 (100%)

356
107
463



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	26 (79%)	18 (72%)	44 (76%)	48 (89%)	92 (82%)	32
Traditional	7 (21%)	7 (28%)	14 (24%)	6 (11%)	20 (18%)	9
Total	33 (100%)	25 (100%)	58 (100%)	54 (100%)	112 (100%)	41

TABLE 4B: FEMALE CONTRACTORS – PERSON YEARS (%)

	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total	Indigenous
Non-traditional	7 (13%)	6 (40%)	13 (19%)	22 (49%)	35 (31%)	10
Traditional	46 (87%)	9 (60%)	55 (81%)	23 (51%)	78 (69%)	57
Total	53 (100%)	15 (100%)	68 (100%)	45 (100%)	113 (100%)	67

TABLE 4C: FEMALE EMPLOYEES AND CONTRACTORS – PERSON YEARS (%)

	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total	Indigenous
Non-traditional	33 (38%)	24 (60%)	57 (45%)	70 (71%)	127 (56%)	42
Traditional	53 (62%)	16 (40%)	69 (55%)	29 (29%)	98 (44%)	66
Total	86 (100%)	40 (100%)	126 (100%)	99 (100%)	225 (100%)	108

FEMALE EMPLOYMENT BY SKILL LEVEL

TABLE 4D: FEMALE EMPLOYEES AND CONTRACTORS – PERSON YEARS (%)

	Management	Professional	Skilled	Semi-skilled	Entry	Grand Total
Employees	7 (6%)	22 (19%)	30 (26%)	44 (39%)	11 (10%)	114 (100%)
Contractors	0 (0%)	4 (4%)	23 (21%)	26 (23%)	59 (53%)	112 (100%)
Total	7 (3%)	26 (12%)	53 (23%)	70 (31%)	70 (31%)	226 (100%)

APPRENTICESHIPS BY PRIORITY GROUP

TABLE 5A: APPRENTICESHIPS – HEADCOUNT

	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total
Employees	11	2	13	0	13
Contractors	2	17	19	19	38
Total	13	19	32	19	51

Indigenous
11
2
13

TABLE 5B: APPRENTICESHIPS – PERSON YEARS

	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total
Employees	12	2	14	0	14
Contractors	1	12	13	7	20
Total	13	14	27	7	34

Indigenous
12
1
13

EMPLOYMENT BY PRIORITY GROUP

TABLE 6: PERSON YEARS – EMPLOYEES AND CONTRACTORS

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
Northern Indigenous	422	465	362	418	419	442	359	321	390	380	460	500	500	478	408	8,075
Northern Other	421	468	326	294	313	433	364	351	381	326	342	462	420	329	307	7,381
Total Northern	843	933	688	712	732	875	723	670	771	706	802	962	920	807	715	15,455
Other	574	843	681	905	807	788	577	651	870	779	737	858	969	927	910	14,325
Grand Total	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	1,625	29,778
Northern % of Total	59%	53%	50%	44%	48%	53%	56%	51%	47%	48%	52%	53%	49%	47%	44%	52%
Indigenous % of North- ern Total	50%	50%	53%	59%	57%	51%	50%	48%	51%	54%	57%	52%	54%	59%	57%	52%

Total column includes years 1999 - 2018 (table only shows 2004 - 2018 data).

GRAPH 7: ACTUAL EMPLOYMENT COMPARED TO THE ENVIRONMENTAL IMPACT STATEMENT (EIS) EMPLOYMENT PREDICTIONS

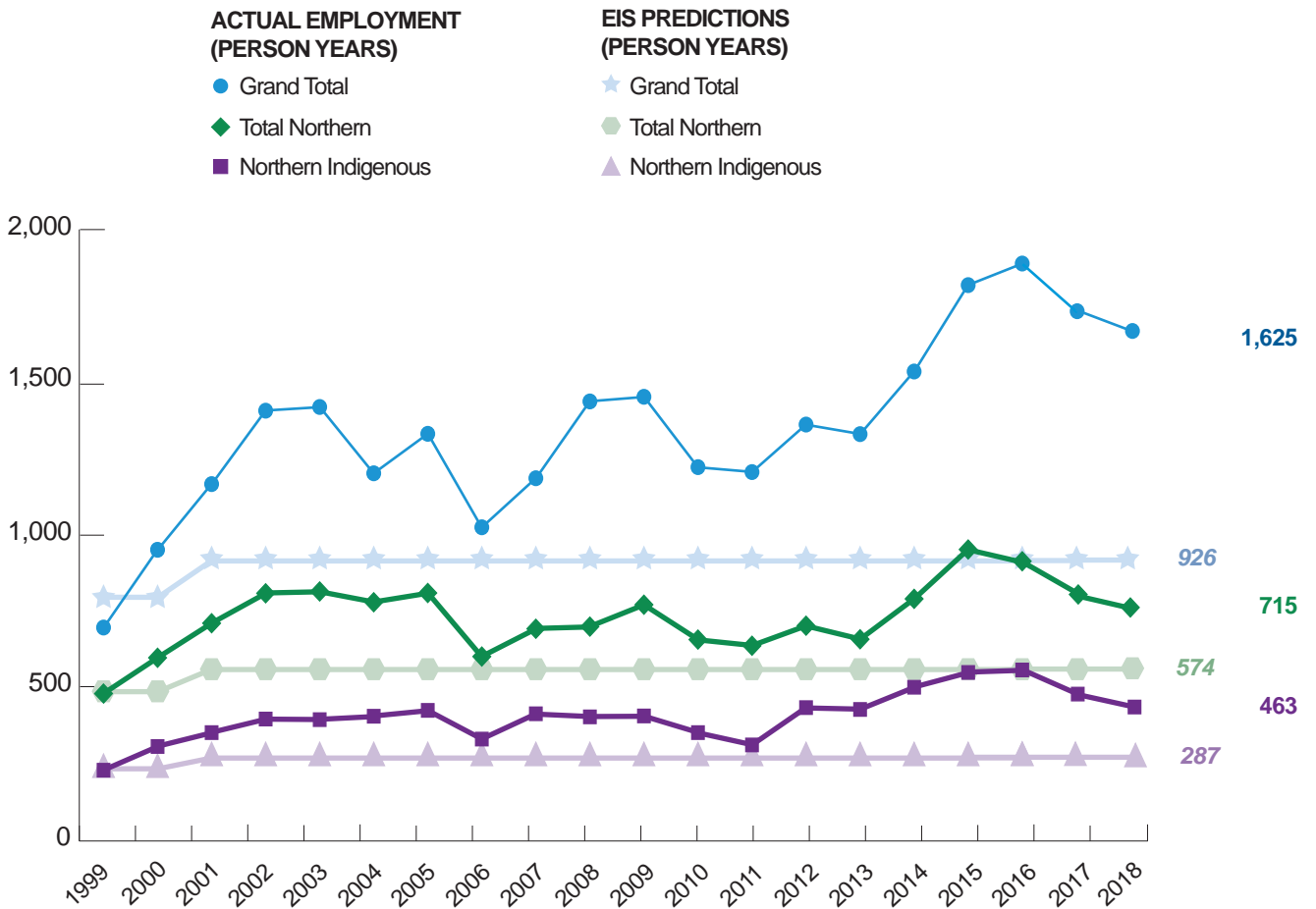


Table shows employee and contractor numbers.

TOTAL OPERATIONS AND CAPITAL EMPLOYMENT BY PRIORITY GROUP

TABLE 8: HEADCOUNT (%)

	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total
Employees	306 (66%)	155 (34%)	461 (51%)	451 (49%)	912 (100%)
Contractors	152 (35%)	279 (65%)	431 (26%)	1,247 (74%)	1,678 (100%)
Total	458 (51%)	434 (49%)	892 (34%)	1,698 (66%)	2,590 (100%)

Indigenous
338
175
513

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

TABLE 9A: EMPLOYEES

	Northern Indigenous	Northern Other	Total Northern	Other	Grand Total	Indigenous
Management	1	13	14	33	47	1
Professional	1	10	11	77	88	1
Skilled	76	78	154	268	422	92
Semi-skilled	168	38	206	64	270	183
Entry	60	16	76	9	85	61
Total	306	155	461	451	912	338

TABLE 9B: CONTRACTORS

Management	1	4	5	15	20	1
Professional	0	28	28	118	146	1
Skilled	15	107	122	898	1,020	24
Semi-skilled	38	82	120	162	282	42
Entry	98	58	156	54	210	107
Total	152	279	431	1,247	1,678	175

TABLE 9C: CONTRACTORS AND EMPLOYEES (%)

Management	2 (11%)	17 (89%)	19 (28%)	48 (72%)	67 (100%)	2
Professional	1 (3%)	38 (97%)	39 (17%)	195 (83%)	234 (100%)	2
Skilled	91 (33%)	185 (67%)	276 (19%)	1,166 (81%)	1,442 (100%)	116
Semi-skilled	206 (63%)	120 (37%)	326 (59%)	226 (41%)	552 (100%)	225
Entry	158 (68%)	74 (32%)	232 (79%)	63 (21%)	295 (100%)	168
Total	458 (51%)	434 (49%)	892 (34%)	1,698 (66%)	2,590 (100%)	513





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 2018 Numbers

In 2018, there was an overall increase in spend compared to the previous year due largely to an increase in freight costs, spending for capital and development projects, and the timing of the purchase of certain commodities such as fuel.

2018 Business Spend Summary

In 2018, total overall spend for the Ekati mine increased to **\$524 million** from \$488 million in 2017.

Dominion spent **\$302 million** with Northern Businesses, a slight decrease from the 2017 Northern Business spend of \$307 million.

Over **\$151 million**, or 50% of Northern Business spend, went to Indigenous Businesses in 2018, a significant increase from the \$124 million (40%) spent with Indigenous Businesses in 2017.

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



TABLE 10: EXPENDITURES BY PRIORITY GROUP

	Expenditures	% of Total Northern	% of Total Spend
Indigenous Businesses	\$151,066,000	50%	29%
Other (Non-Indigenous) Northern Businesses	\$150,774,000	50%	29%
Total Northern	\$301,840,000	100%	58%
Other (Non-Northern) Businesses	\$221,992,000	n/a	42%
Total Spend	\$523,832,000	n/a	100%

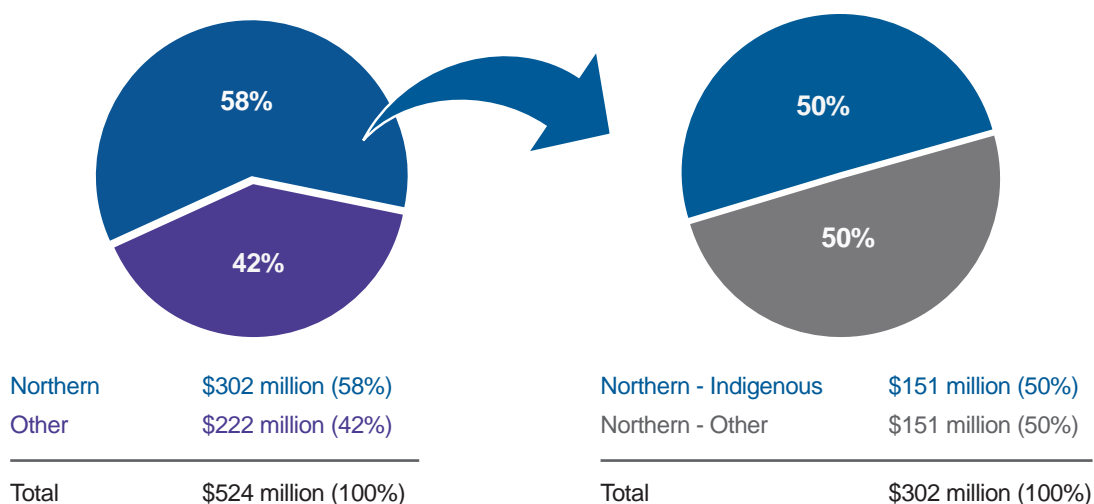
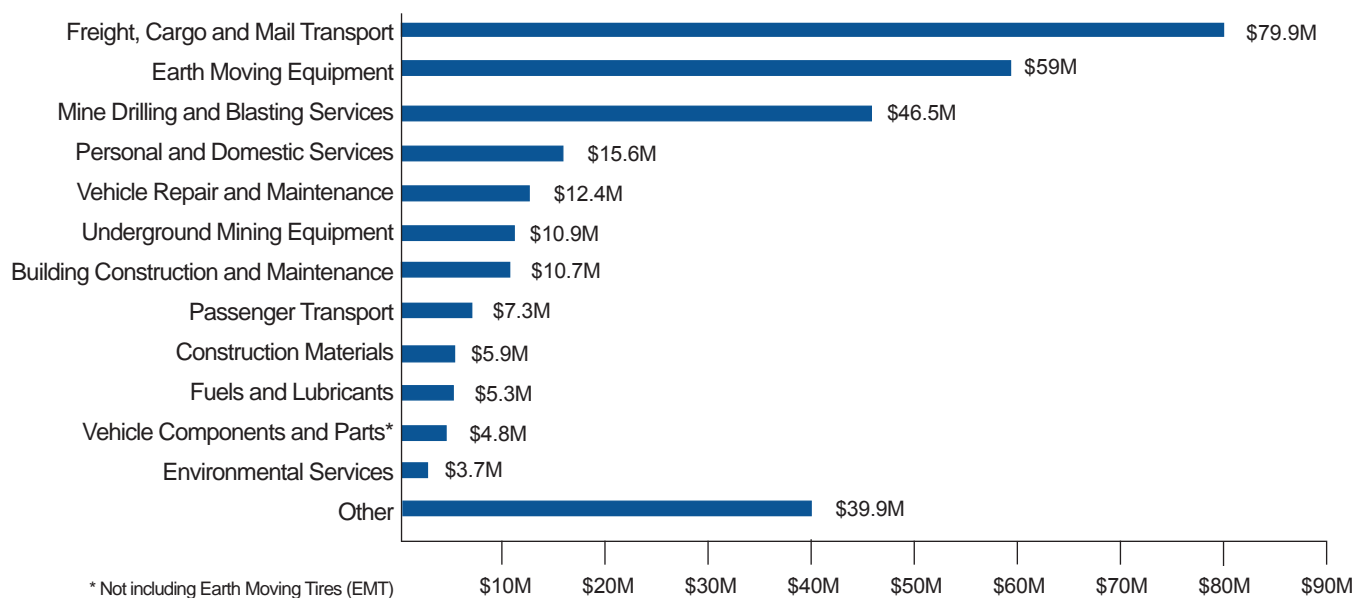

TABLE 11: NORTHERN EXPENDITURE BY CATEGORY


TABLE 12A: EXPENDITURES BY PRIORITY GROUP – MILLIONS OF DOLLARS

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
Indigenous Businesses	121	133	123	125	98	72	71	75	108	88	79	97	144	124	151	2,080
Other Northern Businesses	201	242	203	265	180	106	101	122	157	157	197	161	191	183	151	3,724
Total Northern	322	375	326	390	278	178	172	197	265	245	276	258	335	307	302	5,804
Other	91	100	92	90	58	90	113	130	134	149	189	190	204	181	222	2,344
Total Spend	413	475	418	480	336	268	285	327	399	394	465	448	539	488	524	8,148

TABLE 12B: EXPENDITURES BY PRIORITY GROUP – %

Indigenous Businesses	29%	28%	29%	26%	29%	27%	25%	23%	27%	22%	17%	22%	27%	25%	29%	26%
Other Northern Businesses	49%	51%	49%	55%	54%	40%	35%	37%	39%	40%	40%	36%	35%	38%	29%	46%
Total Northern	78%	79%	78%	81%	83%	66%	60%	60%	66%	62%	59%	58%	62%	63%	58%	71%

Total column includes years 1999 - 2018 (table only shows 2004 - 2018 data).

The 2017 figures have been revised to exclude government spend, royalties and donations.

TABLE 13: ACTUAL SPENDING COMPARED TO THE ENVIRONMENTAL IMPACT STATEMENT (EIS) SPENDING PREDICTIONS – MILLIONS OF DOLLARS

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	Total
Actual Total Spend	413	475	418	480	336	268	285	327	399	394	465	449	539	488	524	8,148
Actual Northern Spend	322	375	326	390	278	178	172	197	265	245	276	258	335	307	302	5,804
Northern Percent of Total	78%	79%	78%	81%	83%	66%	60%	60%	66%	62%	59%	57%	62%	63%	58%	71%
Northern Target Percent	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%
Northern Target: Calculated at 70%	289	333	293	336	235	188	200	229	279	276	326	316	377	342	367	5,704
Actual Minus Target	33	43	33	54	43	-10	-28	-32	-14	-31	-50	-58	-42	-35	-65	100

Northern target spend is 70% of total spend.

Total column includes years 1999 - 2018 (table only shows 2004 - 2018 data).

The 2017 figures have been revised to exclude government spend, royalties and donations.

TABLE 14: NORTHERN SPEND BY GEOGRAPHICAL LOCATION

Location	Expenditure
Fort Resolution	\$72,000
Behchokò	\$262,000
Fort Smith	\$602,000
Hay River Reserve	\$4,900,000
Yellowknife	\$269,423,000
Other	\$26,582,000
Total Northern	\$301,840,000







Appendices



Appendix A: Position Listings

FEMALE TRADITIONAL POSITIONS

Positions	Skill Level	Positions	Skill Level
Accounts Payable Administrator	Semi-skilled	LMS Administrator	Semi-skilled
Administrative Assistant	Semi-skilled	Master Data Specialist	Skilled
Administrative Specialist	Semi-skilled	Occupational Hygienist	Professional
Adult Educator	Professional	Recruiter	Skilled
Camp/Travel Service Administrator	Semi-skilled	Senior Advisor, Communities	Professional
Community Relations Advisor	Skilled	Senior HR Officer	Professional
Document Controller	Semi-skilled	Summer Student, Communications	Entry
Health & Wellness Coordinator	Semi-skilled	Summer Student, Communities	Entry
HR Business Partner	Professional	Summer Student, HR	Entry
HR Officer	Skilled	Team Leader, Aviation	Skilled
Junior HR Officer	Skilled	Travel Coordinator	Semi-skilled



FEMALE NON-TRADITIONAL POSITIONS

Positions	Skill Level	Positions	Skill Level
Airport Technician	Skilled	Diamond Nonning Specialist	Semi-skilled
Apprentice, Carpenter	Semi-skilled	Diamond Technical Specialist	Semi-skilled
Apprentice, Crane Operator	Semi-skilled	Dispatcher Surface	Semi-skilled
Apprentice, Electrical	Semi-skilled	Dispatcher UG	Semi-skilled
Apprentice, Instrumentation	Semi-skilled	Draw Control Geologist	Professional
Apprentice, Millwright	Semi-skilled	Draw Control Technician	Skilled
Apprentice, Parts Technician	Semi-skilled	Emergency Response Coordinator	Skilled
Apprentice, Plumber	Semi-skilled	Engineer, Drill & Blast	Professional
Assistant, Blaster Surface	Semi-skilled	Engineer, Drill & Blast OP	Professional
Assistant, Maintenance	Entry	Engineer, Electrical	Professional
Assistant, Process Plant	Entry	Engineer, Geotechnical OP	Professional
Assistant, Production	Entry	Engineer, Mine Planning OP	Professional
Assistant, Waste Management	Entry	Engineer, Mine Planning UG	Professional
Assistant Team Leader, Surface Mining	Skilled	Engineer, Projects	Professional
Blaster	Skilled	Engineer, Reliability	Professional
Business Analyst	Professional	Env. Advisor, Fisheries	Professional
Business Improvement Advisor	Professional	Env. Advisor, Permitting	Professional
Chief Exploration Geologist	Management	Env. Advisor, Waste	Professional
Condition Monitoring Technician	Skilled	Env. Advisor, Wildlife	Professional
Coop Student, Accounting	Semi-skilled	Env. Coordinator	Skilled
Coop Student, Maintenance Engineer	Semi-skilled	Env. Monitor	Entry
Coop Student, Metallurgy	Semi-skilled	Env. Specialist	Skilled
Coop Student, Mining Engineer	Semi-skilled	Env. Specialist, Compliance	Skilled
Cost Analyst	Professional	Env. Specialist, Fish & Aquatics	Skilled
Diamond Cleaning Specialist	Semi-skilled	Env. Specialist, Operations	Skilled
		Env. Specialist, Sable	Skilled

Positions	Skill Level
Equip. Op. Excavator Shovel	Skilled
Equip. Op. Production Loader	Semi-skilled
Equip. Op. Road Train	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
Geologist in Training	Professional
Geotechnical Engineer in Training	Professional
Geotechnical Engineer OP	Professional
Geotechnical Technician	Skilled
Head of Environment	Management
Head of Health, Safety & Facilities	Management
Head of Supply Chain	Management
Health & Safety Advisor	Skilled
Heavy Equipment Technician	Skilled
HVAC Technician	Skilled
Hygiene Advisor	Professional
Instructional Design Specialist	Professional
Internal Auditor	Professional
Inventory Analyst	Skilled
Investigator, Security	Skilled
JP Boiler Operator	Skilled
JP Carpenter	Skilled

Positions	Skill Level
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
Junior Mine Engineer	Professional
Junior Project Controls	Skilled
Lead Geotechnical Engineer	Professional
Lead Surveyor	Skilled
Lube Truck Technician	Semi-skilled
Lubetech UG Mobile	Semi-skilled
Lubrication Specialist	Professional
Maintenance Planner	Skilled
Manager, Financial Planning & Analysis	Management
Manager, Misery Project Deep	Management
Manager, Procurement	Management
Metallurgical Lab Technician	Skilled
Metallurgist in Training	Professional
Mine Engineer in Training	Professional
Mineral Processing Trainee	Entry

Positions	Skill Level
Mining Controller	Management
Mining Engineer, Misery Deep	Professional
Permitting Advisor	Skilled
Physician Assistant	Professional
Procurement Lead	Skilled
Procurement Specialist	Skilled
Procurement Specialist, Buyer	Skilled
Procurement Specialist, Contracts	Skilled
Production Geologist	Professional
Project Controls Specialist	Skilled
Project Coordinator	Professional
Project Geologist	Professional
Project Metallurgist	Professional
Reliability Advisor	Professional
Reliability Engineer	Professional
Resource Geologist	Professional
Risk & Safety Advisor	Skilled
Security Officer	Skilled
Senior Analyst, Investor Relations	Professional
Senior Financial Accountant	Professional
Senior Geologist	Professional
Senior Inventory Analyst	Professional
Senior Maintenance Advisor	Skilled
Senior Maintenance Planner	Skilled
Senior Manager, Fox Deep	Management
Senior Manager, Major Projects	Management
Senior Manager, Mine & Site Technical Services	Management

Positions	Skill Level
Senior Manager, Plant & Asset Optimization	Management
Senior Manager, Production	Management
Senior Manager, Strategic Planning	Management
Senior Metallurgist	Professional
Senior Procurement Specialist	Skilled
Senior Project Engineer	Professional
Senior Surveyor	Skilled
Senior Team Leader, Processing	Professional
Senior Warehouse Advisor	Skilled
Service Advisor	Skilled
Service Delivery Coordinator	Skilled
Services Coordinator	Semi-skilled
Summer Student, Environment	Entry
Summer Student, Maintenance	Entry
Supervisor, Procurement	Professional
Supervisor, Reporting & Data	Skilled
Supply Chain Business Analyst	Skilled
Supt. Asset Management	Management
Supt. Construction	Management
Supt. Diamond Control	Management
Supt. Electrical Services	Management
Supt. Environment	Management
Supt. Fixed Plant Maintenance	Management
Supt. Logistics	Management
Supt. Materials Management	Management
Supt. Mine Technical Services	Management
Supt. Mining	Management

Positions	Skill Level
Supt. Misery UG Engineering	Management
Supt. Mobile Maintenance	Management
Supt. Permitting	Management
Supt. Processing	Management
Supt. Project Controls	Management
Supt. Site Services	Management
Supt. Training	Management
Supt. UG Construction	Management
Supt. UG Mining	Management
Surface Mining Trainee	Entry
Surveyor	Skilled
Team Leader, Controls & Communication	Skilled
Team Leader, Drill & Blast	Professional
Team Leader, Electrical Services	Skilled
Team Leader, Env. Mine Planning	Professional
Team Leader, Env. Operations	Professional
Team Leader, Env. Projects	Professional
Team Leader, Facilities	Skilled
Team Leader, Fixed Plant	Skilled
Team Leader, Geology	Professional
Team Leader, Geotechnical	Professional
Team Leader, Health & Safety	Professional
Team Leader, Hydrocarbons	Skilled
Team Leader, Logistics	Skilled
Team Leader, Maintenance	Skilled
Team Leader, Maintenance Engineering	Professional

Positions	Skill Level
Team Leader, Maintenance Planning	Skilled
Team Leader, Maintenance Services	Skilled
Team Leader, Mine Planning	Professional
Team Leader, Process Plant	Skilled
Team Leader, Projects	Professional
Team Leader, Recovery	Skilled
Team Leader, Road Services	Skilled
Team Leader, Sample Plant	Skilled
Team Leader, Security	Skilled
Team Leader, Site Services	Skilled
Team Leader, Special Projects Maintenance	Skilled
Team Leader, Surface Mining	Skilled
Team Leader, Surveying	Skilled
Team Leader, Training	Skilled
Team Leader, UG Mobile Maintenance	Skilled
Team Leader, UG Services	Skilled
Team Leader, Warehouse	Skilled
Technician, Communications	Skilled
Technician, Mobile Lube	Semi-skilled
Technician, Process Control	Skilled
Technician, Process Plant	Skilled
Technician, Tool Crib	Skilled
Technology Delivery Specialist	Skilled
Trainee Condition Monitoring	Semi-skilled
Training Advisor	Skilled

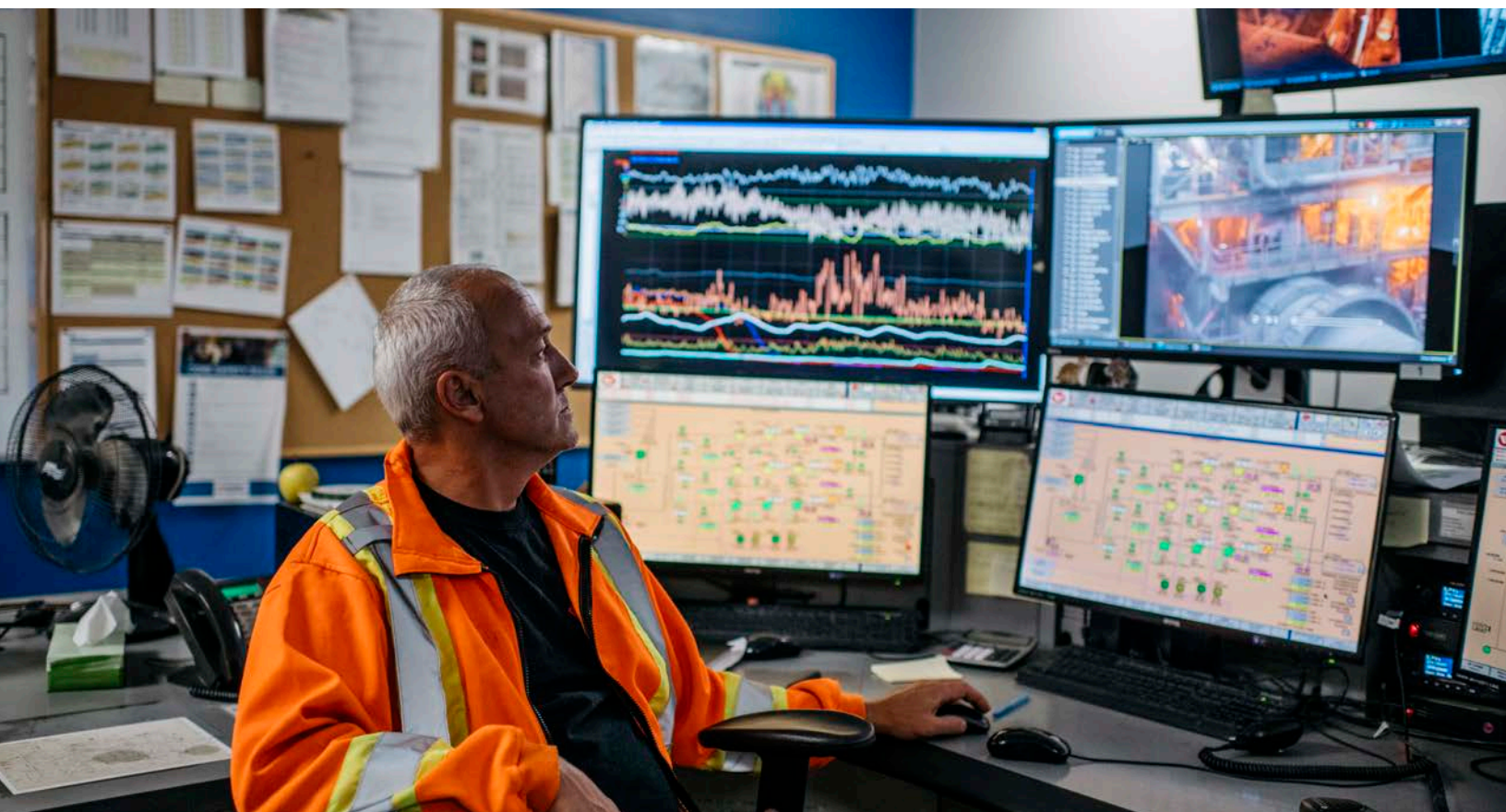
Positions	Skill Level
UG Equip. Op. Scoop	Skilled
UG Equip. Op. Sizer Conveyor	Semi-skilled
UG Mine Trainee	Entry
VP, Internal Audit & Risk	Management
VP, Marketing	Management
VP, Projects	Management
VP, Treasury	Management

Positions	Skill Level
Warehouse Labourer	Entry
Warehouse Technician	Skilled
Waste Water Treatment Technician	Skilled
Weekly Scheduler	Professional
Wildlife Advisor	Skilled
Wildlife Technician	Semi-skilled

ABBREVIATIONS IN POSITION LISTINGS

Env.	Environmental
Equip. Op.	Equipment Operator
HR	Human Resources
JP	Journeyman

OP	Open Pit
Supt.	Superintendent
UG	Underground
VP	Vice President



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 following classification and criteria are used.

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 4D. 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).

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.

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

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.

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

Northern Other: A Northern Resident who does not meet the definition of Indigenous as used in this report.

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.





Dominion Diamond Mines

Dominion Diamond Mines ULC
#900, 606 4 Street SW
Calgary, AB T2P 1T1
Tel: +1.403.910.1933
Fax: +1.403.910.1934
www.ddmines.com