

RioTinto

 **Dominion**
Diamond Mines

Diavik Diamond Mine

2018 sustainable development report



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President's message

Welcome to our 2018 sustainable development report. In this document you will find key information about our operations, a summary of data on employment and spending for the year as well as an outline of our training programs. The report also includes statistics on health, safety, and environment.

This year marked a key milestone with the inauguration of our new A21 pipe, bringing a fourth pipe to production as we started surface mining in the summer months of 2018. Another landmark last year was the record tonnage processed at our processing plant. We are proud to say that the hard work from all teams in delivering A21 and processing ore at a record breaking level was done with safety as a first priority.

The sustainable development report is an important document that gives some context behind our operations and reports to multiple stakeholders on our targets. We are pleased to share the results of our work as we continue to develop our operations while delivering benefits to our stakeholders and shareholders, now and for many years to come.



Building on a successful 2018, we will be able to continue to deliver training, employment, and business benefits to local communities, meet our commitments to environmental protection, and generate economic prosperity for our investors. We continue to improve our safety programs to ensure it is our focus every day, in everything that we do. In closing, please place safety first in all that you do at work and at home.

Patrick Boitumelo
President and Chief Operating Officer
Rio Tinto Diavik Diamond Mine



Sustainable development

At Diavik, sustainable development is integrated into everything we do. Our operations provide benefits and opportunities for local communities, businesses, and governments. We work with all our stakeholders to deliver substantial and lasting benefits.

Through a responsible approach to mineral development, we ensure we maintain our license to operate. This also creates the opportunity to plan, implement, and deliver sustainable contributions to social well-being, environmental stewardship, and economic prosperity, within strong governance systems.

By continually engaging with communities, governments, employees, customers, and businesses, we continue to ensure our business is safe, healthy, and strong.

Rio Tinto Diavik awards and recognition

- 2017 Chief Executive Safety Award, Best Contractor Award
- 2017 Mining Association of Canada Towards Sustainable Mining Leadership Award
- 2015 Mining Association of Canada Towards Sustainable Mining Environmental Excellence Award presented to Diavik and Ekati diamond mines for their grizzly bear DNA study
- 2015 Natural Sciences and Engineering Research Council of Canada Synergy Award for Innovation for the Diavik waste rock test pile project
- 2013 Canadian Wind Energy Association Group Leadership Award for Diavik mine wind project
- 2013 Northwest Territories and Nunavut Association of Professional Engineers and Geoscientists Environmental Excellence Award for wind farm project

Rio Tinto

Rio Tinto has a clear purpose: as pioneers in metals and mining, we produce materials essential for human progress. And, by doing so efficiently and effectively, we aim to deliver superior returns to our shareholders while safeguarding the environment and meeting our obligations to wider society.

Safety is our number one priority and is core to everything we do.

Attracting, developing and retaining the best people is crucial to our future success. We continue to strengthen our technical and commercial capabilities through our centres of excellence for these areas, and are committed to building a diverse and inclusive workforce throughout the organization.

A portfolio of world-class assets – multi-decade sources of essential materials that deliver attractive returns throughout the cycle as well as material long-term growth opportunities – are at the heart of our approach.

Partnerships and collaboration are essential to the long-term success of our business. We work closely with technology partners, local suppliers, governments, community groups, industry leaders, and NGOs at all stages of the mining lifecycle, from exploration to rehabilitation and closure. We believe this gives us a competitive edge and also allows us to work more thoughtfully, and deliver real benefits to all our stakeholders.

We seek to generate value from mine to market and prioritize value over volume in our investment decisions. We also work to maximize value in other ways; for example, by working to develop new markets for our materials and by focusing on operating excellence to improve efficiency.



Dominion Diamond Mines ULC

Dominion Diamond Mines ULC is Canada's largest independent diamond producer and one of the largest rough diamond producers in the world by value. The company has ownership interests in two major producing diamond mines located in the Northwest Territories in Canada. The company operates the Ekati Diamond Mine, in which it owns a controlling interest, and holds a 40 per cent interest in the Diavik Diamond Mine. Rio Tinto owns a 60 per cent interest in, and operates, Diavik Diamond Mine.

Between the two mining operations, diamonds are currently produced from a number of separate kimberlite pipes, providing a diversity of diamond supply as well as reduced operational risk. The company supplies premium rough diamond assortments to the global market through its sorting and selling operations in Canada, Belgium, and India.

Dominion Diamond maximizes the sales value of its rough stones from the Ekati and Diavik diamond mines, and maintains a preferred position as a supplier of rough diamonds to the world's diamond manufacturers (cutters and polishers) through the Canadamark™ hallmark. The company deals directly with clients, and tailors rough diamond parcels to the client's particular needs.

Dominion Diamond's Canadamark™ hallmark program is a strategic initiative to assure the integrity of the supply chain of Canadian diamonds from mine to retail, and gives the end consumers of diamond jewellery confidence in the origin and history of their polished diamonds.

Dominion Diamond is committed to ensuring that all aspects of its business – including diamond mining and the sale of rough diamonds – reflect the highest standards of conduct.

Sustainable development

Both Rio Tinto and Dominion Diamond are founding members of the Responsible Jewellery Council. Established in 2005, the council is a not-for-profit industry organization with a mandate to promote responsible, ethical, social, and environmental practices throughout the diamond and gold jewellery supply chain from mine to retail.

In 2015, Rio Tinto and Dominion Diamond joined several of the world's other leading diamond mining companies to form the Diamond Producers Association (DPA) to maintain and enhance consumer demand for, and confidence in, diamonds. Dominion Diamond's Executive Vice-President of Diamonds, Jim Pounds, is the Vice-Chair on the Board of the DPA.

Canada subscribes to an international system of certification and warranties known as the Kimberley Process, which provides assurance that diamonds are ethically sourced all the way to the diamond jewellery retailer. Both Rio Tinto and Dominion Diamond have taken an active leadership role in the World Diamond Council, which represents the diamond industry in the Kimberley Process.

Dominion Diamond has supported the Diamond Empowerment Fund – an international not-for-profit organization supporting education initiatives in diamond producing countries – on a number of programs aimed at raising awareness of the positive impact diamonds have around the world in the communities in which they are mined.

Diavik's northern commitments

Diavik Diamond Mines (2012) Inc., located in Yellowknife, Northwest Territories, Canada, is committed to ensuring local communities benefit from the sustainable development of its mine. Commitments are formalized through individual participation agreements with the Tlicho Government, the Yellowknives Dene First Nation, the North Slave Metis Alliance, the Kitikmeot Inuit Association, and the Lutsel K'e Dene First Nation.

Diavik also has a socio-economic monitoring agreement with the Government of the Northwest Territories, which was signed by Indigenous partners. Regulatory requirements and an environmental agreement between Diavik, Indigenous partners, and federal and territorial governments formalize Diavik's environmental protection commitment. The Environmental Monitoring Advisory Board, created under the environmental agreement and the socio-economic monitoring agreement, allows communities and governments to monitor Diavik's environmental commitments.





Diavik at a glance

- Four ore bodies: A21, A154 South, A154 North, and A418
- Spending (2000 to 2018): C \$8.0 billion (\$5.7 billion northern, of which \$3.0 billion was Indigenous)
- Operations workforce (2018): 1,113 employees (560 northerners)
- 2018 rough diamond production: 7.3 million carats
- Reserves: 11.5 million tonnes at 2.4 carats per tonne (31 December 2018)
- Total rough diamond production: 117.4 million carats (2003 to 2018)



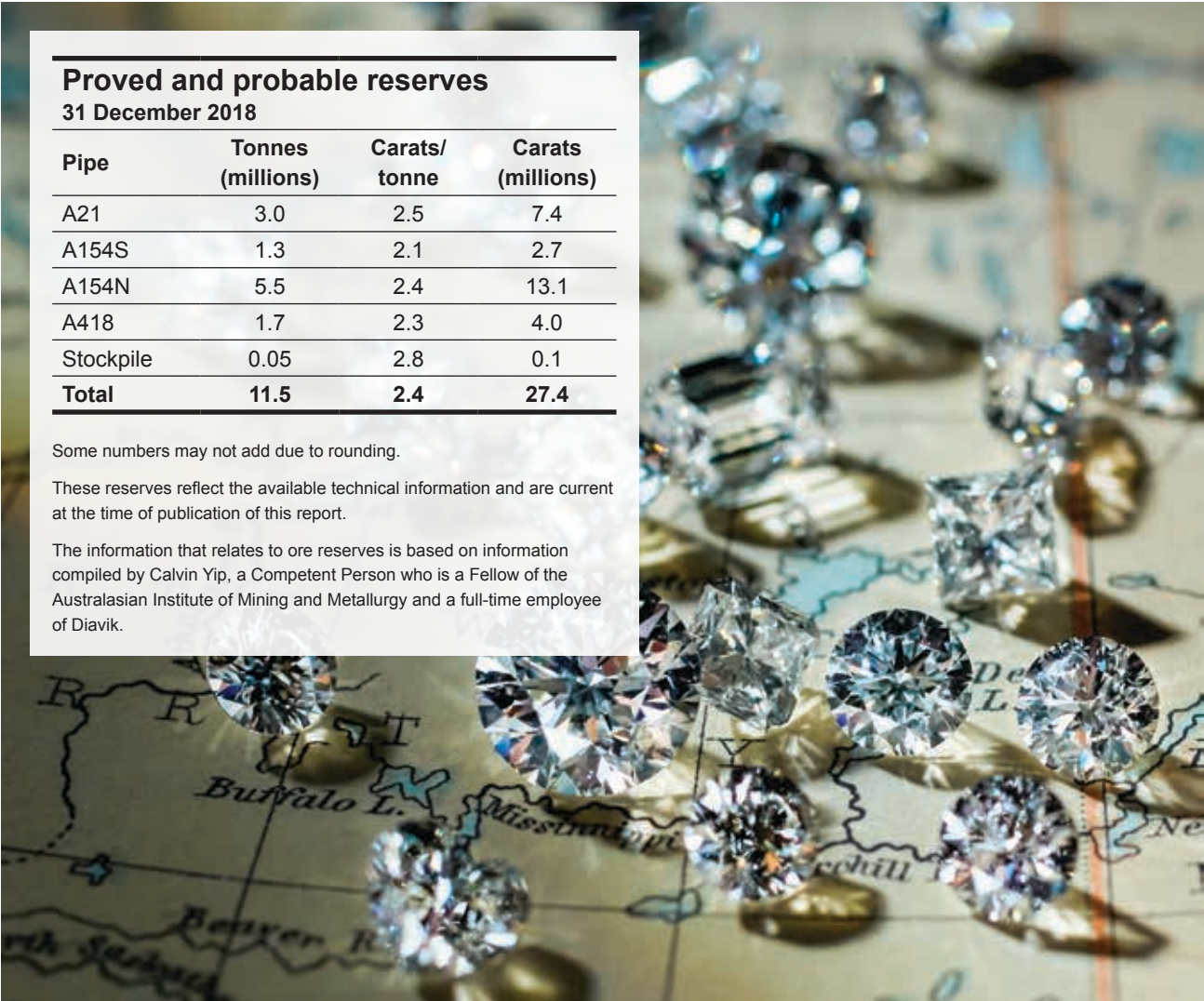
Reserves

Proved and probable reserves			
31 December 2018			
Pipe	Tonnes (millions)	Carats/tonne	Carats (millions)
A21	3.0	2.5	7.4
A154S	1.3	2.1	2.7
A154N	5.5	2.4	13.1
A418	1.7	2.3	4.0
Stockpile	0.05	2.8	0.1
Total	11.5	2.4	27.4

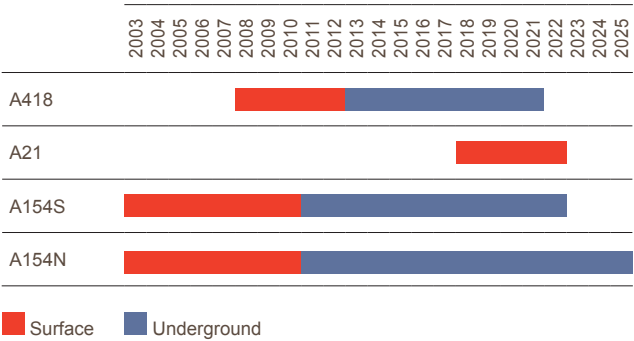
Some numbers may not add due to rounding.

These reserves reflect the available technical information and are current at the time of publication of this report.

The information that relates to ore reserves is based on information compiled by Calvin Yip, a Competent Person who is a Fellow of the Australasian Institute of Mining and Metallurgy and a full-time employee of Diavik.



Mine life



Employment

Diavik provides significant employment opportunities to the Northwest Territories and the West Kitikmeot region of Nunavut.

These opportunities include full-time operational employment as well as seasonal term employment across various projects. In 2018, Diavik's workforce comprised of 1,113 DDML employees and contractors.



Employment by gender (person years*)	
Men	960 (86%)
Women	153 (14%)
Total (31 December 2018)	1,113

Employment history (person years*)				
	2015	2016	2017	2018
Northern Indigenous	213 (19%)	233 (20%)	222 (18%)	219 (20%)
Other northern	333 (29%)	324 (27%)	327 (27%)	341 (31%)
Total northern	546 (48%)	557 (47%)	550 (45%)	560 (51%)
Southern	588 (52%)	630 (53%)	684 (55%)	553 (49%)
Total	1,134	1,187	1,223	1,113

* 1 person year equals 2,184 hours (based on a two weeks on two weeks off rotation, which equals 12 hours/day x 14 day/rotation x 13 rotations/year).

Spending

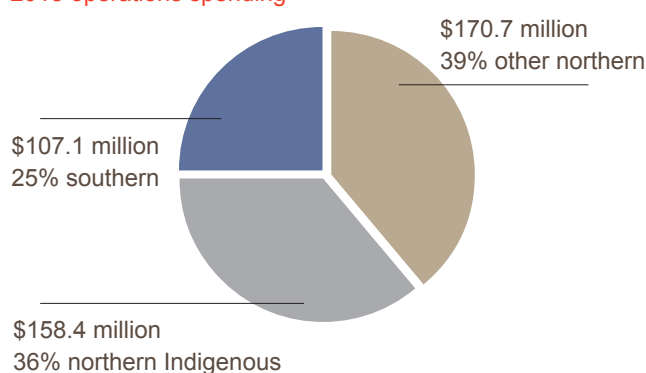
In 2018, Diavik continued to focus on northern businesses and, in so doing, ensured major benefits flowed to local firms, many of which are Indigenous.

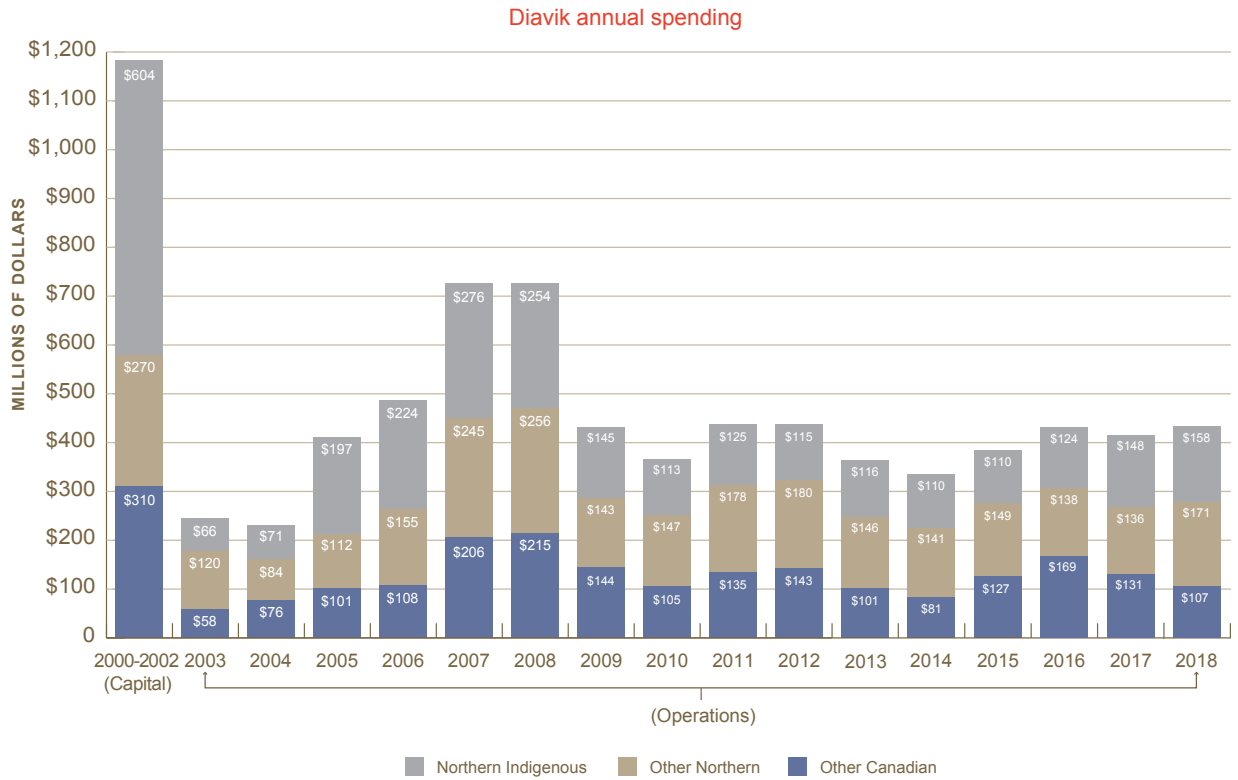
Seventy-five per cent of spending, \$329.1 million, was with northern businesses – an increase over the \$283.6 million spent with northern companies in 2017.

Of the 2018 northern spend, \$158.4 million was with northern Indigenous businesses – an increase over the \$148.0 million spent in 2017.

Since 2000, Diavik has spent \$5.7 billion with northern businesses, or 71 per cent of the total business spend of \$8.0 billion. Of the \$5.4 billion in northern spend, \$3.0 billion has been spent with northern Indigenous businesses and their joint ventures.

2018 operations spending





Spending by category and priority group*					
Category	Northern Indigenous	Other Northern	Total Northern	Southern	Total
Community relations	\$5.1	\$0.1	\$5.2	\$0.1	\$5.3
Construction	\$0.2	\$0.0	\$0.2	\$13.0	\$13.2
Consumables	\$23.4	\$124.6	\$148.1	\$40.2	\$188.3
Financial	\$0.0	\$13.0	\$13.0	\$8.4	\$21.4
Freight, cargo, transport	\$25.0	\$18.6	\$43.6	\$2.3	\$45.9
Human resources	\$0.1	\$1.0	\$1.1	\$0.8	\$1.9
Other	\$0.5	\$0.2	\$0.7	\$0.0	\$0.7
Outsourced labour	\$88.7	\$8.5	\$97.2	\$26.8	\$124.0
Passenger transport	\$7.4	\$0.3	\$7.7	\$0.0	\$7.7
Professional services	\$8.0	\$3.1	\$11.1	\$11.8	\$22.9
Telecommunications	\$0.0	\$1.1	\$1.2	\$3.6	\$4.8
Total spend	\$158.4	\$170.7	\$329.1	\$107.1	\$436.1

* \$ millions

Some totals may not add due to rounding.



Skilled trades

Diavik has committed to train between eight and 18 apprentices annually. Diavik's apprenticeship program increases skills and provides opportunities for employees.

At year end, Diavik supported 16 apprentices, completing their first or second trade.

Apprenticeship training by priority group	
Northern non-Indigenous	7
Northern Indigenous	6
Northern subtotal	13
Southern subtotal	3
Total	16

Three new journeypersons

Since 2003, 60 apprentices have successfully completed their apprenticeships at Diavik and achieved journeyperson certifications from the Government of the Northwest Territories. Of the 60, three completed their apprenticeships in 2018:

- Dylan Coumont, Heavy Equipment Technician
- Morgan Hall, Industrial Mechanic/Millwright
- Matonabee Paulette, Electrician

Top marks

In 2018, six of Diavik's apprentices achieved top mark awards for the 2017/18 school year while working at Diavik mine site:

- Jason Jonassen – Heavy Equipment Technician, Level 2
- Randall Kirkham – Industrial Mechanic/Millwright, Level 1
- Bradley Waugh – Industrial Mechanic/Millwright, Level 3
- Morgan Hall – Industrial Mechanic/Millwright, Level 4
- Sharwyn Bourke-MacPherson – Instrument Technician, Level 2
- Brent Doverspike – Instrument Technician, Level 4

Site-based training

For all employees and contractors, Diavik provides extensive health and safety training, including:

- Hazard assessment and risk control
- Workplace hazardous materials information system
- Fire extinguisher
- Work area orientations
- Isolation and arc flash isolation
- Fall protection
- Confined space
- Overhead cranes
- Rigging and hand signals

Diavik also provides training for safe operation of 200 pieces of equipment, including underground haul trucks and scoops, surface haul trucks, graders, dozers, loaders, and excavators. All employees and contractors complete work-related training. Often, this totals over 40 hours per person each year.

Mining Industry Human Resources (MiHR) Council Certification

Diavik works with MiHR to help employees receive national mining worker certification. The Canadian Mining Certification Program (CMCP) is the industry standard for validating the skills, knowledge, and experience of workers in the mining sector.

In 2018, six Diavik employees received certification in the following occupations:

- Minerals Processing Operator – Level 1
- Underground Miner – Level 1

Northern leadership development program

To help increase the number of qualified northerners at the supervisory and management level, Diavik developed a northern leadership development program in partnership with SAIT Polytechnic and Aurora College. The program includes Diavik and contractors.

As well as covering the customized curriculum, which is based on Rio Tinto leadership competencies, participants are matched with a Diavik supervisor for mentoring. All graduates receive a certificate from SAIT recognizing their achievement. In 2018, three Diavik employees graduated from the college program.



Community contributions

Aimed at serving and strengthening the communities of the Northwest Territories and West Kitkimeot, Diavik provides support through its community contribution program. Through one-time or multi-year agreements, financial support is offered through donations and sponsorships.

The key priority areas of the program are: education and skill development; health and wellness; and culture, art, community pride. The community contribution builds upon existing programs, all of which are focused on improving the quality of life for local residents.

Diavik also contributes to local communities through in-kind volunteering and participating in the communities, including our five local participation agreement groups.

On the Land Collaborative

In 2016, Diavik became a funding partner to the *On the Land Collaborative*. Through the *On the Land Collaborative*, Diavik is able to support communities across the north to participate in land-based activities.

The NWT *On the Land Collaborative* brings together government, charitable, corporate, and other partners to combine efforts and make it easier for communities in the Northwest Territories to access money and resources for land-based projects. The Collaborative supports projects that: get people out on the land; connect community members to their land, culture, and traditions; build or strengthen partnerships; enhance community capacity; and are sustainable. For more information, visit www.nwtontheland.ca.



Scholarships

Diavik provides financial assistance for northerners pursuing their education goals through various scholarships.

High school scholarships are awarded to graduating students who are continuing studies into post-secondary programs. Six graduates received Diavik scholarships in 2018, which are administered through local high schools.

In 2018, six scholarships were awarded through the Diavik administered scholarships, which are available for first year students and those studying in second to fourth year programs.

Two scholarships are provided annually to students attending Aurora College programs.

Diavik scholarships are also available for children of employees and contractors, with 30 recipients in 2018.

Diavik supports a sustainable scholarship fund at the Yellowknife Community Foundation. In 2018, two scholarships were awarded under the Diavik Community Scholarship Fund. To date, 13 northerners have received scholarships from this fund. Annual contributions to the fund allows Diavik to ensure this long-term legacy in the form of scholarships continues to grow, and to award more scholarships to northern students.

In 2018, Rio Tinto Diavik also funded a new scholarship for women in the NWT and Kitikmeot region to pursue post-secondary education in science, technology, engineering, and math programs.

Community investment		
Community contributions program	Activity	Amount
NWT Chamber of Mines	Miner's picnic	\$5,000
City of Yellowknife	Drowning prevention swim	\$500
Mackenzie Recreation Association	Recreation leader training	\$10,000
Hay River Rotary Club	Diamonds and Ice event sponsorship	\$2,100
City of Yellowknife	Win Your Space YK	\$5,000
Jimmy Hikok Ilihakvik, Kugluktuk	After school cultural programming	\$5,000
Whati Community Government	Dreamcatcher Youth Conference	\$1,310
Tides Canada/On the Land Collaborative	On the Land activity funding	\$30,000
NWT Chamber of Mines	NWT Geoscience Forum	\$5,000
Arctic Winter Games	2018 Arctic Winter Games sponsorship	\$10,000
NWT Kidsport	Peterson and Auger fundraising golf tournament	\$1,000
YWCA NWT	Rockhill fire fund	\$15,000
Stanton Territorial Health Foundation	Gala table	\$5,000
NWT Chamber of Mines	Max awards	\$540
City of Yellowknife	Indoor field sponsorship	\$25,000
Whati Community Government	Christmas hamper and meals	\$2,500
Tree of Peace Friendship Centre	Elder's feast	\$1,500
Yellowknife Community Foundation	Scholarships	\$25,000
Yellowknife Community Foundation	Gala sponsorship	\$6,200
North Slave Metis Alliance	Fish fry	\$5,000
Donations and sponsorships total		\$160,650

Scholarships		
Participation agreement administered		\$156,662
DDMI and partner administered scholarships		\$58,500
Scholarships total		\$215,162

Health and safety

Safety is our number one priority at Diavik.

In 2018 we continued to address safety performance as a matter of priority, including developing an integrated safety improvement plan for 2019. This plan includes a visible field leadership program, as well as improving work planning through quality pre-start meetings, and risk reduction through rapid problem solving and quality investigations.

For health programming, we focused on targeted programs to reduce exposure to health hazards such as silica and reduce manual handling risk. We are also improving our fitness for work by implementing pre-employment and periodic medical screening.

Key safety performance indicators	2014	2015	2016	2017	2018
Lost time injuries	3	4	6	4	8
Lost time injury frequency rate*	0.28	0.32	0.43	0.28	0.62
Medical treatments	3	5	8	3	10
All incident frequency rate**	0.55	0.73	1.00	0.49	1.39
Significant potential incidents	3	4	2	4	7

* Lost time injury frequency rate (injuries x 200,000 hours ÷ total hours worked).

** All incident frequency rate (lost time injuries + medical treatments x 200,000 hours ÷ by hours worked).



Windpower at Diavik

The Diavik Diamond Mine operates one of the largest hybrid wind-diesel power facilities at a remote mine site in the world. Since coming on line in 2012, the windfarm has offset Diavik's diesel use by over 26 million litres and reduced the overall GHG emissions by 73 thousand tonnes. At Rio Tinto, sustainable development is a fundamental aspect of our everyday activities, and across the entire lifecycle of our projects and operations.



2018 wind farm results		Results since start up*	
Energy produced	17.898 gigawatt hours	Energy produced	108.698 gigawatt hours
Availability	94.70%	Availability	96.03%
Diesel offset	4.459 million litres	Diesel offset	26.559 million litres
CO ₂ e offset	11,950 tonnes	CO ₂ e offset	73,203 tonnes
Fuel savings	\$4.78 million	Fuel savings	\$30.96 million
Energy penetration	9.30%		

* October 2012 to December 2018

Note: For calculating "Fuel Savings", critical diesel price of \$1.072/L was used.

Water usage (m ³)*				
	2015	2016	2017	2018
Fresh water used				
Fresh water for plant	404,206	369,534	407,539	533,545
Potable water	73,988	83,196	72,836	72,971
Dust management	47,512	69,622	57,616	67,478
Fresh water, other	50,826**	58,541***	179,809***	3,387***
Total	576,532	580,893	717,800	677,381
Underground dewatering				
	11,617,635	11,258,984	11,280,412	10,947,309
Effluent discharged to Lac de Gras				
Collection ponds to Lac de Gras (clean water)	0	0	0	0
A21 open-pit dewatering			2,995,260	2,805,760
North Inlet to Lac de Gras (water treated through north inlet water treatment plant)	11,903,811	13,832,886	11,375,040	13,284,836
Total	11,903,811	13,832,886	14,370,300	16,090,596
Recycled/reused water within plant				
Recycled processed kimberlite containment water	1,118,940	1,756,029	1,420,933	2,344,309
Recycled north inlet water	1,124,851	670,884	1,055,217	1,578,010
Treated sewage effluent	71,261	81,632	70,439	68,529
Collection ponds to processed kimberlite containment (silty water)	288,817	310,136	181,057	66,736
Total	2,603,869	2,818,680	2,727,646	4,057,584

* 1 m³ = 1,000 litres

** drills

*** drills and construction



Traditional knowledge panel update

The traditional knowledge (TK) panel was established to facilitate appropriate and meaningful accommodation of TK in environmental management and monitoring, most notably as it relates to closure planning for the mine. The 11th session brought together Elders and youth selected by their community organizations to focus on exploring options for processed kimberlite (PK) placement for operations and closure/post-closure – in relation to Diavik’s Water License amendment application to place PK in to the mine workings – and to “see with their own eyes” the open-pit and underground mining areas (A154 and A418) and processing plant. The TK panel applied their knowledge of water quality, fish movement, behaviour, and feeding patterns, as well as observations made during previous site visits, to identify concepts, values, understandings, and complexities to be considered for fish use and healthy water in the areas of Lac de Gras where the open-pit and underground mines are located as well as for monitoring (watching) fish and water after the mine closes.

The TK panel developed 16 specific recommendations relating to water quality, fish health, and watching/monitoring. Five key themes were identified during the session:

- Contamination in the mine areas remains one of the biggest concerns, particularly around water. Water quality was at the core of almost all of the recommendations made during this session.
- Stability of the pits (cracks, fissures) and underground areas are a significant concern, particularly around the potential for water leakage.
- When considering options for PK, the significance of climate change impacts and wind behaviour must be acknowledged and part of any plan.
- Results presented from the PK toxicology study previously recommended by the panel helped people feel more comfortable about various disposal options for PK in mine areas.

- Caring for and protecting the land for future generations is at the forefront of people’s minds, particularly in relation to watching/monitoring PK materials, water quality, and fish health, habitat, and movement.

The TK panel session report, titled “Options for Processed Kimberlite”, summarizes the discussion held and considerations identified by panel members for each theme. To date, the TK panel has provided a total of 195 detailed recommendations for consideration by DDML and other parties. Each TK panel report and a tracking table that captures all panel recommendations, as well as DDML’s response to each, are shared with community organizations and submitted to the Wek’wëezhì Land and Water Board as part of DDML’s closure reporting requirements.

Environmental Monitoring Advisory Board

In March 2000, the environmental agreement was signed by Diavik, the Tlicho Government, the Yellowknives Dene First Nation, the Lutsel K’e Dene First Nation, the Kitikmeot Inuit Association, the North Slave Metis Alliance, the Government of the Northwest Territories, and the Department of Indian Affairs and Northern Development.

Through the agreement, the Environmental Monitoring Advisory Board was established as a not-for-profit organization that works independently and at arm’s length from Diavik and the other parties to the agreement. The Board’s mandate is to assist with the implementation of the environmental agreement. It also serves as an external reviewer of Diavik’s environmental performance.

For more information on Diavik’s Environmental Monitoring Advisory Board, including annual reports, please visit www.emab.ca.

Socio-economic monitoring agreement employment data

Employment data contained in this report is provided as of 31 December 2018. Information on annual training, employment, business benefits, and community initiatives is included on preceding pages. The detailed tables in this appendix, required under the socio-economic monitoring agreement, provide Diavik employee and contractor data. Throughout the report, some figures may not add due to rounding.

Employment by participation agreement (person years*)		
Kitikmeot Inuit Association	11	0.9%
Lutselk'e Dene First Nation	8	0.7%
North Slave Metis Alliance	22	2.0%
Tlicho First Nation	77	6.9%
Yellowknives Dene First Nation	25	2.2%
Total participation agreement employees*	143	12.8%

Indigenous employment (person years*)		
Total participation agreement employees	143	12.8%
Other northern Indigenous employees	86	7.7%
Other Canadian Indigenous employees	73	6.6%
Total Indigenous employees*	302	27.1%

* Declaration is voluntary.

* 1 person year equals 2,184 hours (based on a two weeks on two weeks off rotation, which equals 12 hours/day x 14 day/rotation x 13 rotations/year).

DDMI employment by community, priority group, job category (person years*)						
Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Behchoko	0.7	2.2	2.3	-	-	5.2
Canadian non-Indigenous	-	-	0.5	-	-	0.5
Other northern Indigenous	-	-	0.8	-	-	0.8
Tlicho	0.7	2.2	1.0	-	-	3.9
Deline	-	-	1.0	-	-	1.0
Other northern Indigenous	-	-	1.0	-	-	1.0
Fort Good Hope	-	0.9	-	-	-	0.9
Other northern Indigenous	-	0.9	-	-	-	0.9
Fort Providence	0.6	0.9	3.2	-	-	4.7
Other northern Indigenous	0.6	0.9	3.2	-	-	4.7
Fort Resolution	-	1.0	0.9	-	-	1.9
Canadian non-Indigenous	-	0.2	-	-	-	0.2
Other northern Indigenous	-	0.8	0.9	-	-	1.7
Fort Simpson	0.4	1.1	1.5	-	-	3.0
Other northern Indigenous	0.4	1.1	1.5	-	-	3.0
Fort Smith	0.5	1.4	8.6	-	-	10.5
Canadian non-Indigenous	-	-	0.9	-	-	0.9
Other Canadian Indigenous	-	0.7	0.8	-	-	1.5
Other northern Indigenous	0.5	0.7	6.9	-	-	8.1

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Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Gjoa Haven	-	-	0.9	-	-	0.9
Do not wish to declare	-	-	-	-	-	-
Kitikmeot Inuit	-	-	0.9	-	-	0.9
Hay River	1.3	10.4	24.5	0.9	-	37.2
Canadian non-Indigenous	0.9	2.3	10.1	0.9	-	14.2
Do not wish to declare	-	0.7	0.5	-	-	1.2
North Slave Metis	-	0.2	2.1	-	-	2.4
Other Canadian Indigenous	-	-	1.8	-	-	1.8
Other northern Indigenous	-	7.2	6.8	-	-	14.1
Tlicho	0.4	-	2.3	-	-	2.7
Yellowknives Dene	-	-	0.9	-	-	0.9
Inuvik	-	0.9	1.0	-	-	1.8
Other northern Indigenous	-	0.9	1.0	-	-	1.8
Jean Marie River	0.1	-	1.1	-	-	1.3
Do not wish to declare	-	-	1.1	-	-	1.1
Other Canadian Indigenous	-	-	-	-	-	-
Other northern Indigenous	0.1	-	-	-	-	0.1
Lutsel K'e	0.0	0.9	1.9	-	-	2.8
Do not wish to declare	-	-	-	-	-	-
Lutsel K'e Dene	-	0.9	0.9	-	-	1.7
North Slave Metis	-	-	1.0	-	-	1.0
Norman Wells	0.4	-	-	-	-	0.4
Other northern Indigenous	0.4	-	-	-	-	0.4
Rae Edzo	0.4	2.0	3.7	-	-	6.2
Other northern Indigenous	-	-	2.0	-	-	2.0
Tlicho	0.4	2.0	1.7	-	-	4.2
Wha Ti	-	-	1.0	-	-	1.0
Tlicho	-	-	1.0	-	-	1.0
Yellowknife	5.7	59.2	129.2	43.2	18.8	256.2
Canadian non-Indigenous	3.7	37.5	82.1	34.8	13.0	171.1
Do not wish to declare	-	3.4	2.8	-	0.3	6.6
Kitikmeot Inuit	-	-	-	-	-	-
Lutsel K'e Dene	1.0	-	2.1	-	-	3.1
North Slave Metis	-	1.7	5.3	-	-	7.0
Other Canadian Indigenous	-	3.4	5.8	1.0	0.9	11.1
Other nationality	0.4	-	5.5	5.5	4.6	16.1
Other northern Indigenous	0.5	5.9	9.8	1.0	-	17.2
Tlicho	-	4.0	11.1	1.0	-	16.0
Yellowknives Dene	-	3.3	4.7	-	-	8.1
Grand total	10.2	80.9	180.8	44.2	18.8	335.0

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Southern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Canadian non-Indigenous	-	10.6	161.9	30.3	2.1	204.8
Do not wish to declare	-	0.6	26.0	0.9	-	27.5
North Slave Metis	-	-	0.9	-	-	0.9
Other Canadian Indigenous	-	1.9	13.6	1.0	-	16.5
Other nationality	-	0.6	2.4	4.6	-	7.6
Other northern Indigenous	-	0.9	1.8	-	-	2.7
Yellowknives Dene	-	-	3.1	-	-	3.1
Grand total	-	14.5	209.7	36.8	2.1	263.1

* 1 person year equals 2,184 hours (based on a two weeks on two weeks off rotation, which equals 12 hours/day x 14 day/rotation x 13 rotations/year).

Contractor employment by community, priority group, job category (person years*)						
Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Aklavik	0.3	-	-	-	-	0.3
Other northern Indigenous	0.3	-	-	-	-	0.3
Behchoko	0.9	3.2	1.2	-	-	5.3
Do not wish to declare	-	0.3	0.2	-	-	0.5
Kitikmeot Inuit	-	0.7	-	-	-	0.7
Tlicho	0.9	2.2	1.0	-	-	4.1
Cambridge Bay	-	0.9	0.8	-	-	1.7
Kitikmeot Inuit	-	0.9	0.8	-	-	1.7
Dettah	0.9	-	-	-	-	0.9
Other northern Indigenous	0.9	-	-	-	-	0.9
Fort McPherson	-	0.5	0.4	-	-	0.9
Other northern Indigenous	-	0.5	0.2	-	-	0.7
Tlicho	-	-	0.2	-	-	0.2
Fort Providence	0.2	1.3	2.2	-	-	3.6
Other Canadian Indigenous	0.2	0.5	1.1	-	-	1.7
Other northern Indigenous	-	0.8	1.1	-	-	1.9
Fort Resolution	0.8	1.2	0.2	-	-	2.3
Do not wish to declare	-	0.1	-	-	-	0.1
Other Canadian Indigenous	-	1.0	-	-	-	1.0
Other nationality	-	-	0.2	-	-	0.2
Other northern Indigenous	0.8	0.1	-	-	-	0.9
Fort Simpson	-	0.9	0.1	-	-	1.0
Other northern Indigenous	-	0.9	0.1	-	-	1.0
Fort Smith	1.5	1.6	2.5	-	-	5.6
Canadian non-Indigenous	-	1.6	0.2	-	-	1.7
Other Canadian Indigenous	-	-	1.3	-	-	1.3
Other northern Indigenous	0.8	-	1.0	-	-	1.8
Tlicho	0.7	-	-	-	-	0.7
Gameti	1.7	0.5	-	-	-	2.2
Tlicho	1.7	0.5	-	-	-	2.2

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Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Hay River	7.7	7.3	11.4	1.0	-	27.4
Canadian non-Indigenous	1.1	1.7	3.5	1.0	-	7.3
Do not wish to declare	1.9	-	-	-	-	1.9
Kitikmeot Inuit	-	0.9	-	-	-	0.9
North Slave Metis	-	0.3	0.3	-	-	0.6
Other Canadian Indigenous	1.3	1.5	1.3	-	-	4.2
Other northern Indigenous	2.8	1.9	5.1	-	-	9.8
Tlicho	0.4	0.9	1.3	-	-	2.6
Inuvik	-	0.1	1.8	-	-	1.9
Canadian non-Indigenous	-	-	0.6	-	-	0.6
Other northern Indigenous	-	0.1	1.2	-	-	1.3
Jean Marie River	-	-	1.6	-	-	1.6
Other northern Indigenous	-	-	1.6	-	-	1.6
Kugluktuk	-	1.4	0.9	-	-	2.3
Kitikmeot Inuit	-	1.4	0.9	-	-	2.3
Lutsel K'e	-	0.7	-	-	-	0.7
Lutsel K'e Dene	-	0.7	-	-	-	0.7
Rae Edzo	3.0	7.4	5.5	-	-	15.9
Canadian non-Indigenous	-	0.3	1.3	-	-	1.6
Do not wish to declare	0.5	-	0.9	-	-	1.4
Tlicho	2.5	7.1	3.3	-	-	12.9
Tsiigehtchic	-	0.9	-	-	-	0.9
Other northern Indigenous	-	0.9	-	-	-	0.9
Tulita	-	-	0.2	-	-	0.2
Other northern Indigenous	-	-	0.2	-	-	0.2
Wekweti	-	0.9	0.9	-	-	1.8
Tlicho	-	0.9	0.9	-	-	.8
West River Station	-	-	-	-	-	-
Canadian non-Indigenous	-	-	-	-	-	-
Wha Ti	1.3	2.1	0.9	-	-	4.3
Canadian non-Indigenous	-	-	0.8	-	-	0.8
Tlicho	1.3	2.1	0.1	-	-	3.5
Yellowknife	69.1	20.5	54.1	-	0.5	144.1
Canadian non-Indigenous	29.1	9.0	28.4	-	0.4	67.0
Do not wish to declare	3.8	0.4	1.5	-	-	5.7
Kitikmeot Inuit	2.8	0.3	-	-	-	3.1
Lutsel K'e Dene	-	1.4	0.9	-	-	2.3
North Slave Metis	2.2	-	6.5	-	-	8.7
Other Canadian Indigenous	3.6	1.1	3.5	-	-	8.3
Other nationality	9.3	-	-	-	-	9.4
Other northern Indigenous	3.9	1.4	2.9	-	-	8.2
Tlicho	4.9	4.9	9.4	-	-	19.2
Yellowknives Dene	9.4	2.0	1.1	-	-	12.5
Grand total	87.5	51.2	84.8	1.0	0.5	224.9

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Southern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Canadian non-Indigenous	14.9	19.8	175.8	4.6	1.0	216.2
Do not wish to declare	0.6	5.7	34.7	0.1	-	41.1
Kitikmeot Inuit	-	-	0.5	-	-	0.5
North Slave Metis	-	-	1.4	-	-	1.4
Other Canadian Indigenous	1.0	1.8	13.9	1.0	-	17.7
Other nationality	-	0.2	3.5	-	0.1	3.8
Other northern Indigenous	2.4	1.1	2.1	-	-	5.6
Tlicho	-	0.1	2.2	-	-	2.3
Yellowknives Dene	-	-	0.9	-	-	0.9
Grand total	18.9	28.8	235.1	5.7	1.1	289.5

* 1 person year equals 2,184 hours (based on a two weeks on two weeks off rotation, which equals 12 hours/day x 14 day/rotation x 13 rotations/year).

DDMI new hires by community, priority group, job category (person years*)						
Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Canadian non-Indigenous	1.1	4.2	3.4	3.4	0.1	12.2
Behchoko	-	-	0.5	-	-	0.5
Fort Resolution	-	0.2	-	-	-	0.2
Hay River	-	0.6	0.8	-	-	1.4
Yellowknife	1.1	3.3	2.1	3.4	0.1	10.1
Do not wish to declare	-	0.6	-	-	-	0.6
Yellowknife	-	0.6	-	-	-	0.6
Lutsel K'e Dene	-	-	-	-	-	-
Yellowknife	-	-	-	-	-	-
Other Canadian Indigenous	-	-	-	-	-	-
Jean Marie River	-	-	-	-	-	-
Other nationality	0.4	-	-	0.2	0.7	1.4
Yellowknife	0.4	-	-	0.2	0.7	1.4
Other northern Indigenous	2.3	2.8	2.0	-	-	7.1
Fort Providence	0.6	-	-	-	-	0.6
Fort Simpson	0.4	-	0.5	-	-	0.9
Fort Smith	0.5	-	0.6	-	-	1.1
Hay River	-	0.1	-	-	-	0.1
Inuvik	-	0.9	-	-	-	0.9
Norman Wells	0.4	-	-	-	-	0.4
Yellowknife	0.5	1.8	0.9	-	-	3.2
Tlicho	1.6	0.3	1.9	-	-	3.8
Behchoko	0.7	-	0.3	-	-	1.1
Hay River	0.4	-	-	-	-	0.4
Rae Edzo	0.4	-	-	-	-	0.4
Yellowknife	-	0.3	1.6	-	-	1.9
Yellowknives Dene	-	1.0	-	-	-	1.0
Yellowknife	-	1.0	-	-	-	1.0
Grand total	5.5	8.8	7.3	3.6	0.8	26.0

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Southern employment	Entry level	Semi-skilled	Skilled	Professional	Total
Canadian non-Indigenous	-	4.4	10.3	4.9	19.7
Do not wish to declare	-	-	0.7	-	0.7
Other Canadian Indigenous	-	-	0.3	-	0.3
Other nationality	-	0.6	-	0.3	0.9
Yellowknives Dene	-	-	0.4	-	0.4
Grand total	0.0	5.0	11.7	5.2	21.9

* 1 person year equals 2,184 hours (based on a two weeks on two weeks off rotation, which equals 12 hours/day x 14 day/rotation x 13 rotations/year).

Contractors new hires by community, priority group, job category (person years*)				
Northern employment	Entry level	Semi-skilled	Skilled	Total
Canadian non-Indigenous	6.8	6.7	3.2	16.6
Fort Smith	-	0.7	-	0.7
Hay River	-	0.7	-	0.7
Inuvik	-	-	0.6	0.6
Rae Edzo	-	0.3	-	0.3
West River Station	-	-	-	-
Yellowknife	6.8	5.0	2.6	14.3
Do not wish to declare	0.5	0.4	0.4	1.3
Behchoko	-	0.3	-	0.3
Rae Edzo	0.5	-	-	0.5
Yellowknife	-	0.1	0.4	0.5
Kitikmeot Inuit	-	1.4	-	1.4
Behchoko	-	0.7	-	0.7
Kugluktuk	-	0.5	-	0.5
Yellowknife	-	0.3	-	0.3
Lutsel K'e Dene	-	0.7	-	0.7
Lutsel K'e	-	0.7	-	0.7
North Slave Metis	-	0.3	1.8	2.1
Hay River	-	0.3	0.2	0.6
Yellowknife	-	-	1.6	1.6
Other Canadian Indigenous	0.7	1.9	4.2	6.8
Fort Providence	0.2	0.5	1.1	1.7
Fort Smith	-	-	1.3	1.3
Hay River	-	0.6	-	0.6
Yellowknife	0.6	0.8	1.8	3.2
Other nationality	1.9	-	0.2	2.2
Fort Resolution	-	-	0.2	0.2
Yellowknife	1.9	-	-	2.0

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Northern employment	Entry level	Semi-skilled	Skilled	Total
Other northern Indigenous	3.3	6.6	3.9	13.8
Aklavik	0.3	-	-	0.3
Dettah	0.9	-	-	0.9
Fort McPherson	-	0.5	0.2	0.7
Fort Providence	-	0.8	0.3	1.1
Fort Resolution	0.5	0.1	-	0.6
Fort Simpson	-	0.9	-	0.9
Fort Smith	0.3	-	-	0.3
Hay River	0.3	1.9	2.0	4.3
Inuvik	-	0.1	1.2	1.3
Tsiigehtchic	-	0.9	-	0.9
Yellowknife	1.0	1.4	0.2	2.6
Tlicho	3.7	4.3	2.4	10.4
Behchoko	-	1.2	0.5	1.7
Fort McPherson	-	-	0.2	0.2
Gameti	1.1	0.2	-	1.3
Hay River	0.4	-	0.4	0.8
Rae Edzo	0.5	1.4	0.1	2.0
Wha Ti	0.3	0.4	-	0.7
Yellowknife	1.3	1.1	1.2	3.5
Yellowknives Dene	0.8	0.1	1.1	2.0
Yellowknife	0.8	0.1	1.1	2.0
Grand total	17.7	22.5	17.1	57.4

Southern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Canadian non-Indigenous	1.3	10.1	21.2	0.5	-	33.2
Do not wish to declare	0.3	2.1	0.4	-	-	2.8
Kitikmeot Inuit	-	-	0.5	-	-	0.5
North Slave Metis	-	-	0.4	-	-	0.4
Other Canadian Indigenous	-	0.9	2.5	-	-	3.4
Other nationality	-	0.2	1.4	-	-	1.6
Other northern Indigenous	-	-	0.1	-	-	0.1
Tlicho	-	0.1	0.8	-	-	0.9
Grand total	1.7	13.3	27.4	0.5	0.0	43.0

* 1 person year equals 2,184 hours (based on a two weeks on two weeks off rotation, which equals 12 hours/day x 14 day/rotation x 13 rotations/year).



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Document control #: CCOM-009-0319 RO
31 March 2019