

# Diavik Diamond Mine

2016 sustainable development report





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Cover photo, and numerous images throughout this report, by Dave Brosha.



## 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 licence 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

Rio Tinto is a leading global mining group that focuses on finding, mining, and processing the Earth's mineral resources. Supporting world-class assets is a world-class workforce of 51,000 people working in over 35 countries. Their safety is always the first concern.

Rio Tinto fosters a culture of innovation, where people are proud to achieve and are always learning. With headquarters in the UK, the Group comprises Rio Tinto plc – a London and New York Stock Exchange listed company, and Rio Tinto Limited – which is listed on the Australian Securities Exchange. Rio Tinto is strongly represented in Australia and North America, and also has significant businesses in Asia, Europe, Africa, and South America.

Businesses include open-pit and underground mines, mills, refineries, smelters and power stations, research and service facilities, railways, ports, and ships.

Major products are aluminium, copper, diamonds, gold, industrial minerals (borates, titanium dioxide, and salt), iron ore, thermal and metallurgical coal, and uranium.

For more than 140 years, Rio Tinto has been unlocking the wealth held in the Earth's mineral resources. Some of its mines have been in operation and generating value for more than a century.

Our vision is to be a company that is admired and respected for delivering superior value, as the industry's most trusted partner. We work with local communities to create benefits.

As a global resource industry leader, we are always looking for new answers to the complex global and local challenges, including resource scarcity, climate change, community employment, and regional economic development.





### Dominion Diamond Corporation

Dominion Diamond Corporation is Canada's largest independent diamond mining company and is listed on both the Toronto and New York stock exchanges. The company has ownership interests in two major producing diamond mines, both located in the low political risk environment of the Northwest Territories in Canada.

Dominion Diamond operates the Ekati Diamond Mine, in which it owns a controlling interest, and also owns 40 per cent of the 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. It maximizes the sales value of its rough stones from the Ekati and Diavik mines, and maintains a preferred position as a supplier of rough diamonds to the world's diamond manufacturers (cutters and polishers) by dealing directly with them and tailoring rough diamond parcels to the client's particular needs.

Dominion Diamond's own 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 Corporation 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 Diamonds and Dominion Diamond Corporation 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 Diamonds and Dominion Diamond joined five 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-Chairman 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 from conflict-free sources all the way to the diamond jewellery retailer. Both Rio Tinto Diamonds and Dominion Diamond have taken an active leadership role in the World Diamond Council, which represents the diamond industry in the Kimberley Process.

More recently, Dominion Diamond has partnered with 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, allow communities and governments to monitor Diavik's environmental commitments.







Satellite image 23 August 2014

### Diavik at a glance

- A21 kimberlite ore body development on schedule and on budget
- Four ore bodies: A21, A154 South, A154 North, and A418
- Spending (2000 to 2016): C \$7.2 billion (\$5.1 billion northern, of which \$2.6 billion was Indigenous)
- Operations workforce (31 December 2016): 1,187 employees (557 northerners)
- Total mine life: 16 to 22 years (currently in year 15)
- 2016 rough diamond production: 6.7 million carats
- Reserves: 16.3 million tonnes at 2.8 carats per tonne (31 December 2016)
- Total rough diamond production: 104.2 million carats (2003 to 2016)



## Reserves

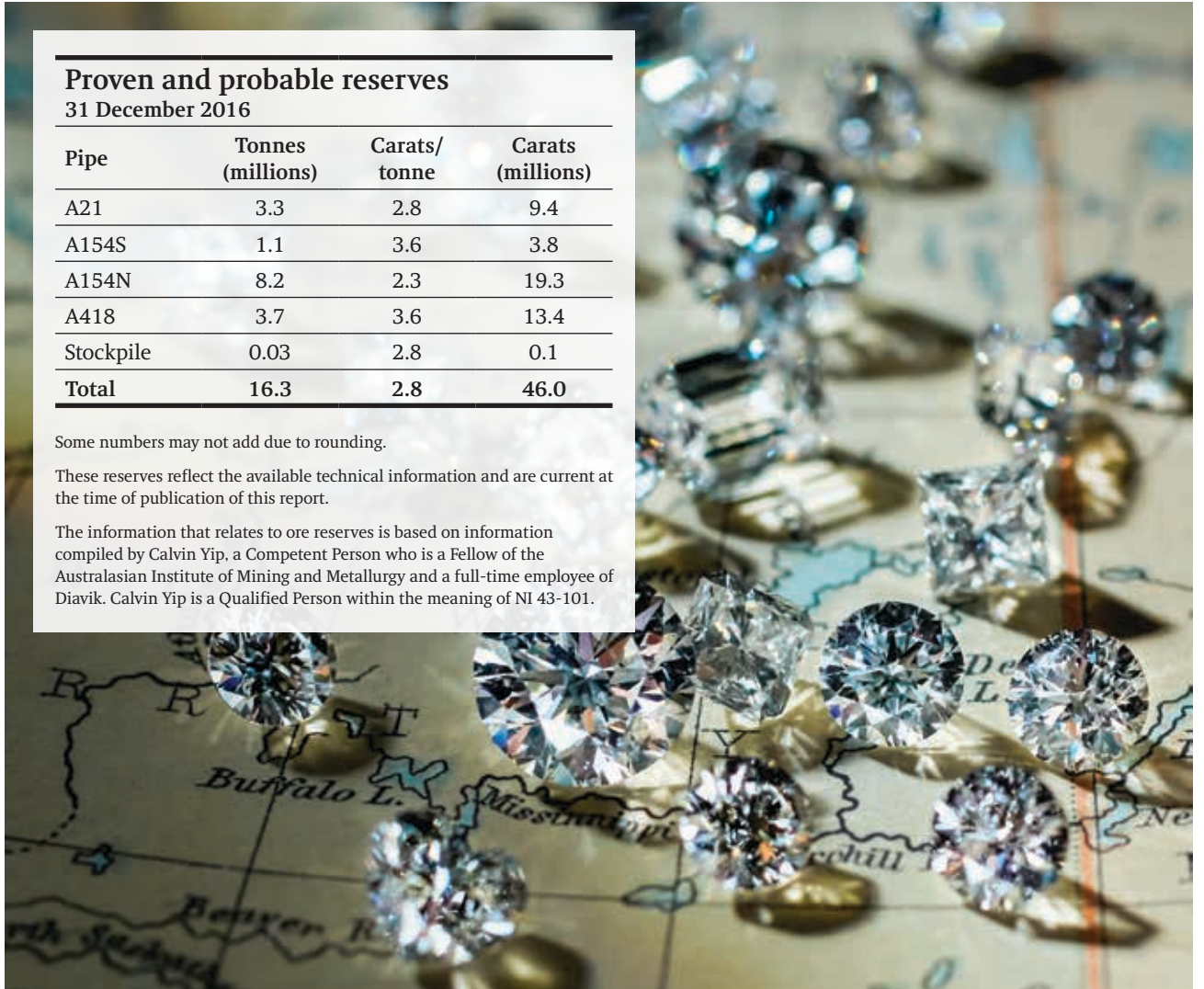
### Proven and probable reserves 31 December 2016

Pipe	Tonnes (millions)	Carats/tonne	Carats (millions)
A21	3.3	2.8	9.4
A154S	1.1	3.6	3.8
A154N	8.2	2.3	19.3
A418	3.7	3.6	13.4
Stockpile	0.03	2.8	0.1
<b>Total</b>	<b>16.3</b>	<b>2.8</b>	<b>46.0</b>

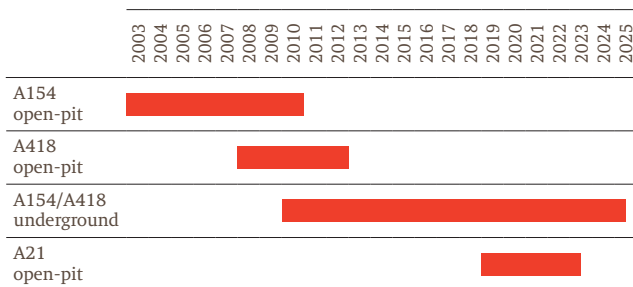
Some numbers may not add due to rounding.

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. Calvin Yip is a Qualified Person within the meaning of NI 43-101.



### Mine life



Mine schedule subject to market conditions, further resource evaluation, continued mine planning, etc.



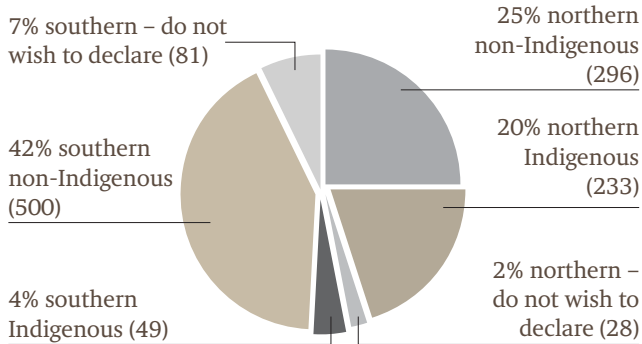


# Employment

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.

2016 Operations Employment (DDMI and Contractors)  
Total 1,187 employees (31 December 2016)



Employment by gender	
Male	1,038 (87%)
Female	149 (13%)
<b>Total (31 December 2016)</b>	<b>1,187</b>

Employment history (individuals)				
	2013	2014	2015	2016
Northern Indigenous	202 (20%)	194 (20%)	213 (19%)	233 (20%)
Other northern	283 (28%)	254 (27%)	333 (29%)	324 (27%)
<b>Total northern</b>	<b>485 (49%)</b>	<b>448 (47%)</b>	<b>546 (48%)</b>	<b>557 (47%)</b>
Southern	512 (51%)	500 (53%)	588 (52%)	630 (53%)
<b>Total</b>	<b>997</b>	<b>948</b>	<b>1,134</b>	<b>1,187</b>





**Spending**

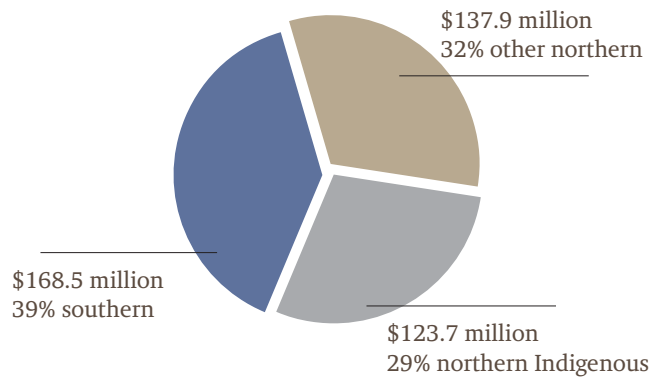
In 2016, Diavik continued to focus on northern businesses and, in so doing, ensured major benefits flowed to local firms, many of which are Indigenous.

Sixty-one per cent of spending, \$261.6 million, was with northern businesses – an increase over the \$259.2 million spent with northern companies in 2015.

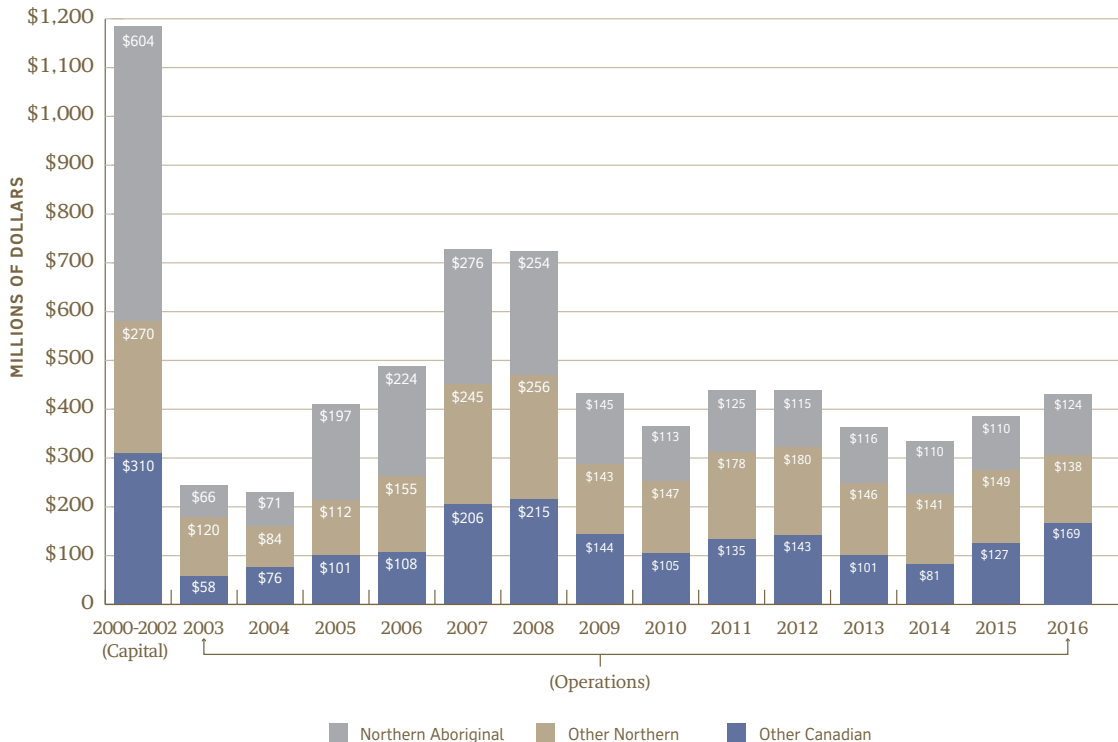
Of the 2016 northern spend, \$123.7 million was with northern Indigenous businesses – an increase over the \$109.8 million spent in 2015.

Since 2000, Diavik has spent \$5.2 billion with northern businesses, or 72 per cent of the total business spend of \$7.2 billion. Of the \$5.2 billion in northern spend, \$2.6 billion has been spent with northern Indigenous businesses and their joint ventures.

**2016 Operations Spending**



**Annual Spending**







## Spending by category and priority group\*

Category	Northern Indigenous	Other Northern	Total Northern	Southern	Total
Community relations	\$5.1	\$0.2	\$5.3	\$0.3	\$5.6
Construction	\$7.1	\$15.1	\$22.2	\$6.9	\$29.1
Consumables	\$15.0	\$71.2	\$86.2	\$51.3	\$137.5
Financial	\$0.0	\$11.8	\$11.8	\$9.3	\$21.1
Freight, cargo, transport	\$21.6	\$27.1	\$48.6	\$1.8	\$50.4
Human resources	\$0.1	\$0.9	\$0.9	\$3.4	\$4.3
Other	\$0.0	\$0.7	\$0.7	\$1.0	\$1.7
Outsourced labour	\$68.1	\$5.8	\$73.9	\$68.9	\$142.8
Passenger transport	\$6.6	\$0.4	\$7.0	\$0.0	\$7.0
Professional services	\$0.3	\$3.5	\$3.7	\$24.5	\$28.2
Telecommunications	\$0.0	\$1.2	\$1.2	\$1.1	\$2.3
<b>Total spend</b>	<b>\$123.7</b>	<b>\$137.9</b>	<b>\$261.6</b>	<b>\$168.5</b>	<b>\$430.1</b>

\* \$ 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 31 apprentices, with 21 being northerners; of the 21 northerners, 11 are northern and Indigenous.

Apprenticeship training by priority group	
Northern non-Indigenous	10
Northern Indigenous	11
<b>Northern subtotal</b>	<b>21</b>
Southern subtotal	10
<b>Total</b>	<b>31</b>

### Two new journeypersons

Since 2003, 55 apprentices have successfully completed their apprenticeships at Diavik and achieved journeyperson certifications from the Government of the Northwest Territories. Of the 55, two completed their apprenticeships in 2016:

- Tristan Campbell, Millwright
- Brandon Head, Welding

### Top marks

In 2016, six Diavik apprentices achieved top mark awards for the 2015/16 school year, including:

- Blaine Talbot, Parts Technician Level 1
- Brandon Head, Welder Level 2
- Brent Doverspike, Instrument Tech Level 2
- Gez Rosta, Industrial Mechanic – Millwright Level 1
- Morgan Hall, Industrial Mechanic – Millwright Level 2
- Tristan Campbell, Industrial Mechanic – Millwright Level 3







### Site-based training

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

- Job hazard analysis
- Workplace hazardous materials information system
- Transportation of dangerous goods
- Fire extinguisher
- Work area orientations
- Isolation and arc flash
- 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.



### Workplace learning centre

Diavik maintains a workplace learning centre at the mine site. The centre is intended to help employees build their skills in tasks directly related to their daily work role as well as assist employees in upgrading education through General Education Development preparation and exam invigilation.

Employees writing exams for other courses can do so at the mine site under supervision in the learning centre.

A training adviser is available to provide learning support to apprentices preparing to attend technical training.

The learning centre is the first point of contact for new employees and contractors.

### 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 2010, Diavik expanded the program and made it available to De Beers Canada. In 2011, the program transitioned to Aurora College. In 2016, four Diavik employees participated in the college program.

## Community contributions

Diavik continues to support the North through its community contribution program, which includes grants for community champions, community safety, and healthy school programs, and diamond donations.

The community contributions initiative builds upon existing programs, all of which are focused on improving the quality of life for local residents.

Scholarship programs – Diavik supports three different scholarship programs – provide financial assistance for northerners pursuing their education goals. The diamond donations go to community organizations that leverage the value of the donation to raise funds for local programs. Through these donations, organizations generated funds for local communities and northerners.

Diavik also contributes to local communities through in-kind volunteering and with community investments to the five local participation agreement groups.

### Northerners awarded Diavik Communities Scholarships

In 2016, Julianna Neudorf and Jessica Norris were the recipients of the Diavik Communities Scholarships. To date, nine northerners have received scholarships from this fund.

By adding to the fund annually, which is administered by the Yellowknife Community Foundation, Diavik continues to improve its sustainability. Creating this longer-term legacy will allow the Foundation to award more scholarships to young northerners.

### Community volunteering

Diavik staff volunteered at various community events in 2016, including the North Slave Metis Alliance fish fry, the NWT and Nunavut Chamber of Mines miners picnic, City of Yellowknife bike rodeo, and Yellowknife Community Foundation gala.



Community Investment	
Community Contributions Program	
Bosco Homes winter activities	\$1,000.00
Lutselk'e safety programs	\$1,000.00
Yellowknives Dene First Nation safety programs	\$1,500.00
Yellowknives Dene First Nation youth sports jerseys	\$1,600.00
Yellowknife Minor Hockey – girls' AWG team	\$2,000.00
Hay River Curling Club	\$2,000.00
Kitikmeot Inuit Association celebration	\$2,000.00
Lutsel K'e Dene First Nation Youth Centre	\$2,000.00
NWT Soccer	\$2,000.00
Soaring Eagle Friendship Centre	\$2,000.00
Ulukhaktok Western Drummers and Dancers	\$2,000.00
Uncle Gabe's Friendship Centre	\$2,000.00
YWCA Girls' Space	\$2,000.00
YWCA Inspire luncheon	\$2,000.00
Kát'odeeche First Nation	\$2,500.00
City of Yellowknife bike rodeo	\$4,000.00
Stanton Territorial Hospital Foundation	\$4,500.00
Foster Family Coalition of NWT	\$5,000.00
Kidsport NWT	\$5,000.00
North Slave Metis Alliance fish fry	\$5,000.00
SideDoor	\$5,000.00
K'álemi Dene School cultural activities	\$7,500.00
Kaw Tay Whee School literacy program	\$7,500.00
Yellowknife Community Foundation	\$10,000.00
Diavik Super Soccer	\$12,500.00
Aboriginal Sport Circle of the NWT	\$15,000.00
Tides Canada for NWT on the land fund collaborative	\$15,000.00
<b>Donations and sponsorships total</b>	<b>\$123,600.00</b>

Scholarships	
Participation agreement administered	\$156,022
Other DDMI scholarships	\$46,500
<b>Scholarships total</b>	<b>\$202,322</b>



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

\* 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).

## Wind farm reducing reliance on diesel

2016 wind farm results		Results since start up*	
Energy produced	14.3 gigawatt hours	Energy produced	73.6 gigawatt hours
Availability	97.7%	Availability	97.5%
Diesel offset	3.4 million litres	Diesel offset	18.2 million litres
CO <sub>2</sub> e offset	9,030 tonnes	CO <sub>2</sub> e offset	50,801 tonnes
Fuel savings	\$4.1 million	Fuel savings	~\$22 million
Energy penetration	7.6%		

\* October 2012 to December 2016

Water usage (m <sup>3</sup> )*			
	2014	2015	2016
<b>Fresh water used</b>			
Fresh water for plant	428,018	404,206	369,534
Potable water	72,175	73,988	83,196
Dust management	50,494	47,512	69,622
Fresh water, other	0	50,826**	58,541***
<b>Total</b>	<b>550,687</b>	<b>576,532</b>	<b>580,893</b>
<b>Underground dewatering</b>			
	11,737,313	11,617,635	11,258,984
<b>Effluent discharged to Lac de Gras</b>			
Collection ponds to Lac de Gras (clean water)	0	0	0
North Inlet to Lac de Gras (water treated through north inlet water treatment plant)	11,438,537	11,903,811	13,832,886
<b>Total</b>	<b>11,438,537</b>	<b>11,903,811</b>	<b>13,832,886</b>
<b>Recycled/reused water within plant</b>			
Recycled processed kimberlite containment water	1,259,135	1,118,940	1,756,029
Recycled north inlet water**	1,190,855	1,124,851	670,884
Treated sewage effluent	70,945	71,261	81,632
Collection ponds to processed kimberlite containment (silty water)	201,558	288,817	310,136
<b>Total</b>	<b>2,722,493</b>	<b>2,603,869</b>	<b>2,818,680</b>

\* 1 m<sup>3</sup> = 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 ninth session brought together Elders and youth selected by their community organizations to focus on planning for safe caribou movement after the Diavik mine is closed, and to review and determine if the panel supports the final closure plan for the north country rock pile (NCRP).

The TK panel applied their knowledge of historical caribou migrations and behaviour, as well as observations made during previous site visits, to identify concepts, values, understandings, and complexities to be considered for wildlife movement across the site at closure. The TK panel developed 25 specific recommendations relating to caribou management and monitoring at closure as well as the closure plan for the NCRP. Five key themes were identified during the session:

- The current closure plan for the NCRP is generally supported;
- Implementing traditional and other ways to direct caribou movement will help keep them safe;

- Caribou must be monitored;
- Caribou populations are suffering and need urgent help; and
- Ongoing stewardship must be encouraged through the development of a robust community-based monitoring program.

The TK panel session report, titled “Focus on Caribou”, summarizes the discussion held and considerations identified by panel members for each theme. To date, the TK panel has provided a total of 156 detailed recommendations for consideration by DDMI and other parties. Each TK panel report and a tracking table that captures all panel recommendations, as well as DDMI’s response to each, are submitted to the Wek’wèezhì Land and Water Board as part of DDMI’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](http://www.emab.ca).

## Socio-economic monitoring agreement employment data

This report combines the Diavik sustainable development report, required by Rio Tinto, and the Diavik socio-economic monitoring agreement report, required by the Government of the Northwest Territories and northern Indigenous groups. Employment data contained in this report is provided at 31 December 2016. 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.

<b>Employment by participation agreement (individuals)</b>		
Tlicho First Nation	82	6.9%
Yellowknives Dene First Nation	26	2.2%
North Slave Metis Alliance	15	1.3%
Lutselk'e Dene First Nation	7	0.6%
Kitikmeot Inuit Association	4	0.3%
<b>Total participation agreement employees*</b>	<b>134</b>	<b>11.3%</b>

<b>Indigenous employment (individuals)</b>		
Total participation agreement employees	134	11.3%
Other northern Indigenous employees	87	7.3%
Other Canadian Indigenous employees	61	5.1%
<b>Total Indigenous employees*</b>	<b>282</b>	<b>23.7%</b>

\* Declaration is voluntary. At year-end 2016, 109 employees did not wish to declare their ethnicity.

<b>DDMI employment by community, priority group, job category (person years*)</b>						
Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Behchoko</b>	0.5	6.1	6.4	0	0	13
Tlicho	0.5	6.1	3.7	0	0	10.3
Do not wish to declare	0	0	0.8	0	0	0.8
Other northern Indigenous	0	0	1.9	0	0	1.9
<b>Deline</b>	0.7	0	1.8	0	0	2.5
Other northern Indigenous	0.7	0	1	0	0	1.7
North Slave Metis Alliance	0	0	0.8	0	0	0.8
<b>Dettah</b>	0	0.5	0.8	0	0	1.3
Yellowknives Dene	0	0.5	0.8	0	0	1.3
<b>Fort Good Hope</b>	0	0.1	0	0	0	0.1
Other northern Indigenous	0	0.1	0	0	0	0.1
<b>Fort Providence</b>	0	0.9	3	0	0	3.9
Other northern Indigenous	0	0.9	2.6	0	0	3.5
Tlicho	0	0	0.4	0	0	0.4
<b>Fort Resolution</b>	0	1	1.2	0	0	2.2
Other northern Indigenous	0	1	1.2	0	0	2.2
<b>Fort Simpson</b>	0	0	3.7	0	0	3.7
Other northern Indigenous	0	0	2.6	0	0	2.6
Other Canadian Indigenous	0	0	1.1	0	0	1.1

Continued next page



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<b>Fort Smith</b>	<b>0</b>	<b>4.1</b>	<b>10.5</b>	<b>0.8</b>	<b>0</b>	<b>15.4</b>
Yellowknives Dene	0	0.5	0	0	0	0.5
Other northern Indigenous	0	2.4	8.4	0	0	10.8
Other Canadian Indigenous	0	0.4	0	0	0	0.4
Non-Indigenous	0	0	0.8	0.8	0	1.6
<b>Gameti</b>	<b>0</b>	<b>0.2</b>	<b>1.5</b>	<b>0</b>	<b>0</b>	<b>1.7</b>
Tlicho	0	0.2	1.5	0	0	1.7
<b>Gjoa Haven</b>	<b>0</b>	<b>0.9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.9</b>
Kitikmeot Inuit	0	0.9	0	0	0	0.9
<b>Hay River</b>	<b>1.9</b>	<b>13.6</b>	<b>26.1</b>	<b>1.2</b>	<b>0</b>	<b>42.8</b>
Other Canadian Indigenous	0	0.7	1.8	0	0	2.5
Do not wish to declare	0	0	0.9	0	0	0.9
North Slave Metis Alliance	0	1.7	2.7	0	0	4.4
Tlicho	0	1.1	0.5	0	0	1.6
Yellowknives Dene	0	0	0.9	0	0	0.9
Other northern Indigenous	0.9	8.2	8.4	0	0	17.5
Non-Indigenous	1	1.9	10.9	1.2	0	15
<b>Inuvik</b>	<b>0</b>	<b>0</b>	<b>0.9</b>	<b>0</b>	<b>0</b>	<b>0.9</b>
Other northern Indigenous	0	0	0.9	0	0	0.9
<b>Jean Marie River</b>	<b>0</b>	<b>0</b>	<b>0.6</b>	<b>0</b>	<b>0</b>	<b>0.6</b>
Other northern Indigenous	0	0	0.6	0	0	0.6
<b>Lutselk'e</b>	<b>0</b>	<b>0</b>	<b>0.9</b>	<b>0</b>	<b>0</b>	<b>0.9</b>
Lutselk'e Dene	0	0	0.9	0	0	0.9
<b>N'dilo</b>	<b>0</b>	<b>0</b>	<b>0.6</b>	<b>0</b>	<b>0</b>	<b>0.6</b>
Yellowknives Dene	0	0	0.6	0	0	0.6
<b>Norman Wells</b>	<b>0</b>	<b>0.7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.7</b>
Non-Indigenous	0	0.7	0	0	0	0.7
<b>Whati</b>	<b>0.1</b>	<b>0</b>	<b>1.4</b>	<b>0</b>	<b>0</b>	<b>1.5</b>
Tlicho	0.1	0	0.9	0	0	1
Do not wish to declare	0	0	0.5	0	0	0.5
<b>Yellowknife</b>	<b>10</b>	<b>70.2</b>	<b>144.1</b>	<b>42.1</b>	<b>14.3</b>	<b>280.7</b>
Non-Indigenous	4.9	45.5	98.9	37.8	14.3	201.4
Do not wish to declare	0.7	3.5	4.3	1.3	0	9.8
Kitikmeot Inuit	0	0.5	0.1	0	0	0.6
Lutselk'e	0.9	1.4	1	0	0	3.3
North Slave Metis Alliance	0.8	2	3.4	0	0	6.2
Other Canadian Indigenous	0	2.4	6	0.7	0	9.1
Other northern Indigenous	2.6	6.9	15	2.3	0	26.8
Tlicho	0.1	6	9.3	0	0	15.4
Yellowknives Dene	0	2	6.1	0	0	8.1
<b>Northern total</b>	<b>13.2</b>	<b>98.3</b>	<b>203.5</b>	<b>44.1</b>	<b>14.3</b>	<b>373.4</b>

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Southern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Non-Indigenous	0	29.1	191.8	30.1	0.1	251.1
Do not wish to declare	0	1.7	30	1.8	0	33.5
Other Canadian Indigenous	0	1.7	18.5	1.2	0	21.4
Yellowknives Dene	0	0.8	2.8	0	0	3.6
North Slave Metis	0	0	0.3	0	0	0.3
Other northern Indigenous	0	0	1.5	0	0	1.5
<b>Southern total</b>	<b>0</b>	<b>33.3</b>	<b>244.9</b>	<b>33.1</b>	<b>0.1</b>	<b>311.4</b>

\* 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).

<b>Contractor employment by community, priority group, job category (person years*)</b>						
Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Behchoko</b>	<b>5.9</b>	<b>9.3</b>	<b>4.2</b>	<b>0</b>	<b>0</b>	<b>19.4</b>
Tlicho	5.1	9.2	3.5	0	0	17.8
Do not wish to declare	0	0.1	0.7	0	0	0.8
Other northern Indigenous	0.8	0	0	0	0	0.8
<b>Fort Providence</b>	<b>0</b>	<b>0</b>	<b>0.6</b>	<b>0</b>	<b>0</b>	<b>0.6</b>
Other northern Indigenous	0	0	0.6	0	0	0.6
<b>Fort Resolution</b>	<b>0</b>	<b>1</b>	<b>1.2</b>	<b>0</b>	<b>0</b>	<b>2.2</b>
Other northern Indigenous	0.7	0	0.5	0	0	1.2
Do not wish to declare	0.5	0.8	0	0	0	1.3
<b>Fort Smith</b>	<b>0.9</b>	<b>4.1</b>	<b>10.5</b>	<b>0.8</b>	<b>0</b>	<b>16.3</b>
Tlicho	0.9	0	0	0	0	0.9
Other northern Indigenous	0	0	0.9	0	0	0.9
Non-Indigenous	0	0.9	0.4	0	0	1.3
<b>Gameti</b>	<b>0.4</b>	<b>0.6</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>
Tlicho	0.4	0.6	0	0	0	1
<b>Hay River</b>	<b>9.6</b>	<b>4.4</b>	<b>4.9</b>	<b>1</b>	<b>0</b>	<b>19.9</b>
Other Canadian Indigenous	1.4	0.8	0	0	0	2.2
Do not wish to declare	2.7	0	0	0	0	2.7
North Slave Metis Alliance	0.2	0	0	0	0	0.2
Kitikmeot Inuit	0	0.7	0	0	0	0.7
Tlicho	0	0.9	0.9	0	0	1.8
Other northern Indigenous	4.4	0.4	0.8	0	0	5.6
Non-Indigenous	0.9	1.6	3.2	1	0	6.7

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<b>Kugluktuk</b>	<b>0</b>	<b>0.9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.9</b>
Kitikmeot Inuit	0	0.9	0	0	0	0.9
Lutselk'e	0	0	1	0	0	1
Lutselk'e Dene	0	0	1	0	0	1
<b>Wekweeti</b>	<b>0</b>	<b>0.9</b>	<b>0.7</b>	<b>0</b>	<b>0</b>	<b>1.6</b>
Tlicho	0	0.9	0.7	0	0	1.6
<b>Whati</b>	<b>0.7</b>	<b>1.3</b>	<b>0.8</b>	<b>0</b>	<b>0</b>	<b>2.8</b>
Tlicho	0.7	1.3	0.8	0	0	2.8
<b>Yellowknife</b>	<b>62.8</b>	<b>12.1</b>	<b>32.4</b>	<b>1.1</b>	<b>0.1</b>	<b>108.5</b>
Non-Indigenous	24.1	5.2	20.2	0.1	0.1	49.7
Do not wish to declare	5.3	0.9	2	0	0	8.2
Kitikmeot Inuit	2.1	0	0	0	0	2.1
Lutselk'e	0.8	0	1.5	0	0	2.3
North Slave Metis Alliance	0.9	1	0	0	0	1.9
Other Canadian Indigenous	6	0.2	1.3	0	0	7.5
Other northern Indigenous	6.6	0.9	1.5	0	0	9
Tlicho	7.1	2.8	5.9	1	0	16.8
Yellowknives Dene	9.9	1.1	0	0	0	11
<b>Northern total</b>	<b>80.3</b>	<b>34.6</b>	<b>56.3</b>	<b>2.9</b>	<b>0.1</b>	<b>174.2</b>

<b>Southern employment</b>	<b>Entry level</b>	<b>Semi-skilled</b>	<b>Skilled</b>	<b>Professional</b>	<b>Management</b>	<b>Total</b>
Non-Indigenous	21.9	17.6	196.5	8.4	8.08	252.48
Do not wish to declare	0.7	1.9	42.4	0.7	0.7	46.4
Other Canadian Indigenous	0	1.1	13.5	0.8	0	15.4
Tlicho	1.2	0	0.9	0	0	2.1
Yellowknives Dene	0	0	0	0	0	0
North Slave Metis	0	0	1	0	0	1
Other northern Indigenous	0.5	0.3	2.5	0	0	3.3
<b>Southern total</b>	<b>24.3</b>	<b>20.9</b>	<b>256.8</b>	<b>9.9</b>	<b>8.78</b>	<b>320.68</b>

\* 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
Behchoko	0.3	1.4	0.7	0	0	2.4
Tlicho	0.3	1.4	0.7	0	0	2.4
Fort Good Hope	0	0.1	0	0	0	0.1
Other northern Indigenous	0	0.1	0	0	0	0.1
Fort Providence	0	0	1.2	0	0	1.2
Other northern Indigenous	0	0	0.8	0	0	0.8
Tlicho	0	0	0.4	0	0	0.4
Fort Resolution	0	0	0.3	0	0	0.3
Other northern Indigenous	0	0	0.3	0	0	0.3
Fort Smith	0	0.8	0.5	0	0	1.3
Yellowknives Dene	0	0.5	0	0	0	0.5
Other northern Indigenous	0	0.3	0.5	0	0	0.8
Gameti	0	0.2	0	0	0	0.2
Tlicho	0	0.2	0	0	0	0.2
Gjoa Haven	0	0.9	0	0	0	0.9
Kitikmeot Inuit	0	0.9	0	0	0	0.9
Hay River	0.9	0.9	3.1	0	0	4.9
North Slave Metis Alliance	0	0	0.5	0	0	0.5
Tlicho	0	0	0.5	0	0	0.5
Other northern Indigenous	0.9	0.9	1.1	0	0	2.9
Non-Indigenous	0	0	1	0	0	1
Jean Marie River	0	0	0.6	0	0	0.6
Other northern Indigenous	0	0	0.6	0	0	0.6
Norman Wells	0	0.7	0	0	0	0.7
Non-Indigenous	0	0.7	0	0	0	0.7
Whati	0	0	0.5	0	0	0.5
Do not wish to declare	0	0	0.5	0	0	0.5
Yellowknife	3.44	5.8	14.4	4.32	1.9	29.86
Non-Indigenous	2.04	4.1	10.6	3.92	1.9	22.56
Do not wish to declare	0	0.5	0	0.4	0	0.9
Kitikmeot Inuit	0	0	0.1	0	0	0.1
North Slave Metis Alliance	0.8	0	0.8	0	0	1.6
Other Canadian Indigenous	0	0.7	0.3	0	0	1
Other northern Indigenous	0.6	0.4	1.6	0	0	2.6
Tlicho	0	0.1	1	0	0	1.1
<b>Northern total</b>	<b>4.64</b>	<b>10.8</b>	<b>21.3</b>	<b>4.32</b>	<b>1.9</b>	<b>42.96</b>

Southern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Non-Indigenous	0	12.4	12.5	2.4	0	27.3
Other Canadian Indigenous	0	0	1.2	0	0	1.2
<b>Southern total</b>	<b>0</b>	<b>12.4</b>	<b>13.7</b>	<b>2.4</b>	<b>0</b>	<b>28.5</b>

\* 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 new hire by community, priority group, job category (person years*)						
Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Behchoko	3.5	1.6	0.6	0	0	5.7
Tlicho	2.9	1.5	0.6	0	0	5
Do not wish to declare	0	0.1	0	0	0	0.1
Other northern Indigenous	0.6	0	0	0	0	0.6
<b>Fort Smith</b>	<b>0</b>	<b>0</b>	<b>1.3</b>	<b>0</b>	<b>0</b>	<b>1.3</b>
Other northern Indigenous	0	0	0.9	0	0	0.9
Non-Indigenous	0	0	0.4	0	0	0.4
<b>Gameti</b>	<b>0.4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.4</b>
Tlicho	0.4	0	0	0	0	0.4
<b>Hay River</b>	<b>2.5</b>	<b>0.8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3.3</b>
Do not wish to declare	0.9	0	0	0	0	0.9
Other northern Indigenous	0.7	0	0	0	0	0.7
Non-Indigenous	0.9	0.8	0	0	0	1.7
<b>Yellowknife</b>	<b>25.1</b>	<b>1.4</b>	<b>3.7</b>	<b>0.1</b>	<b>0.1</b>	<b>30.4</b>
Non-Indigenous	8.7	0	2.8	0.1	0.1	11.7
Do not wish to declare	2.2	0	0	0	0	2.2
Kitikmeot Inuit	0.8	0	0	0	0	0.8
Lutselk'e	0.2	0	0	0	0	0.2
North Slave Metis Alliance	0	1	0	0	0	1
Other Canadian Indigenous	4	0	0.3	0	0	4.3
Other northern Indigenous	3.3	0.4	0.6	0	0	4.3
Tlicho	3.8	0	0	0	0	3.8
Yellowknives Dene	2.1	0	0	0	0	2.1
<b>Northern total</b>	<b>31.5</b>	<b>3.8</b>	<b>5.6</b>	<b>0.1</b>	<b>0.1</b>	<b>41.1</b>

Southern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Non-Indigenous	11	12.2	67.7	2.5	4.9	98.3
Do not wish to declare	0.7	0	2.7	0.7	0.7	4.8
Other Canadian Indigenous	0	0.2	2.7	0	0	2.9
Tlicho	1.2	0	0	0	0	1.2
Other northern Indigenous	0.5	0.3	1.2	0	0	2
<b>Southern total</b>	<b>13.4</b>	<b>12.7</b>	<b>74.3</b>	<b>3.2</b>	<b>5.6</b>	<b>109.2</b>

\* 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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