

The RioTinto logo consists of the word "RioTinto" in white, sans-serif font, centered within a solid red rectangular box. The background of the entire page is a photograph of a sunset over a body of water, with two wind turbines visible on the left side of the horizon.

RioTinto

**Dominion  
Diamond Mines**

**Socio-Economic Monitoring Agreement Report**  
Diavik Diamond Mine

**2020**



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## President's Message



It is my pleasure to present the Diavik Diamond Mine 2020 Socio-Economic Report, previously titled Sustainable Development report.

In these pages we share employment and spending data and provide insight and commentary into key initiatives supporting our commitments in the areas of training, Northern hiring and procurement practices, individual well-being and community wellness. While much of the content remains the same, we've taken steps to review and deeply consider our socio-economic commitments and realign our reporting to these areas.

As with other industries, COVID-19 provided unforeseen challenges that we worked to overcome with the support of our employees, contractors, Indigenous and government partners, and customers. Our extensive precautions including on-site testing allowed us to remain in production, while keeping safety as our number one priority.

The diamond market, while impacted by COVID-19, is recovering well and we remain optimistic for a recovery to pre-pandemic levels. Our focus remains on safe production, on-site progressive land reclamation, and planning and preparing for closure in 2025,

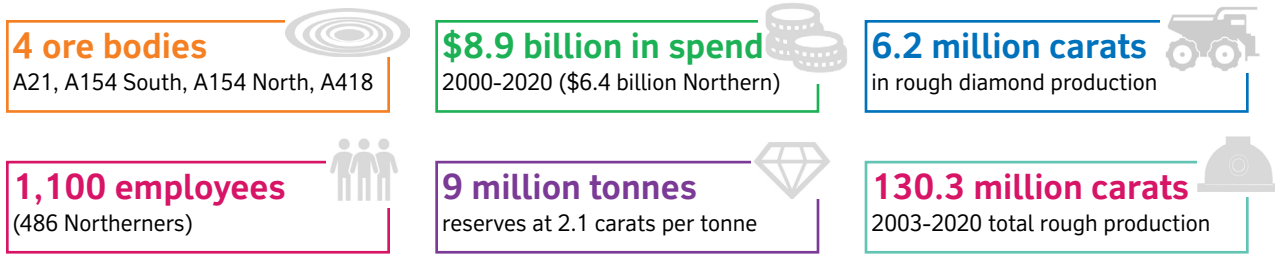
subject to market and operational factors remaining favorable for this operating plan; all the while continuing to invest in brownfield exploration, in the interests of identifying potential resource extension opportunities.

As we move into 2021, we will continue to deliver training, employment and business benefits to local communities, while meeting our commitments to protect the environment and leave a lasting legacy.

Richard Storrie,  
President and COO



# Diavik at a Glance



## Northern Commitments

The Diavik Diamond Mine is located near Yellowknife, Northwest Territories, Canada, and is committed to ensuring local communities benefit socially and economically from the operation of the mine. Commitments are formalized through a Socio-Economic Monitoring Agreement (SEMA) with the Government of the Northwest Territories and individual participation agreements with the Tłı̄chǫ Government, Yellowknives Dene First Nation, North Slave Métis Alliance, Kitikmeot Inuit Association, and Łutselk'e Dené First Nation.

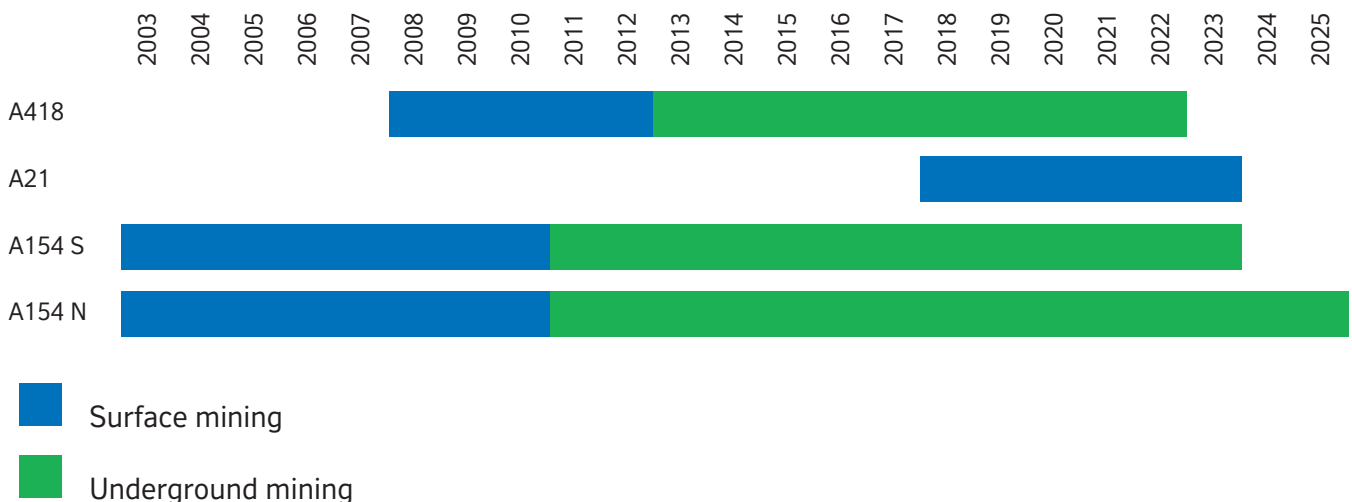
Regulatory requirements and an environmental agreement between Diavik, Indigenous partners, and federal and territorial governments formalize Diavik's commitment to environmental protection.

Both the Environmental Monitoring Advisory Board (created under the environmental agreement) and the SEMA, allow communities and governments to monitor Diavik's commitments and provides for continued and formal stakeholder engagement.

### Commitments to Communities Training

New this year, Diavik designed and implemented Commitments to Communities training for supervisors, superintendents and managers. The workshops provide participants with information and resources to ensure their teams of employees and contractors are aware of our social performance standards and organizational targets, including our SEMA and participation agreements.

## Mine Life





## Safety

Safety is our number one priority at Diavik.

Our overall health and safety performance in 2020 was encouraging with small improvements in our All Injury Frequency Rate when compared to 2019. We did, however, have three Potentially Fatal Incidents where a member of our workforce was either injured or had the potential to be.

Diavik continued to improve in several areas of Health and Safety while also managing the additional significant risk of the COVID-19 pandemic. In 2020 we focused on being ‘brilliant at the basics’ and embedding our key safety programs into our every day. Programs

included Leadership in the Field, Critical Risk Management, Rigorous Workplace and First Party Assurance, and Safety Coaching. New fitness for work programs were also rolled out in 2020 with fatigue management being one of the most significant improvements for workforce well-being.

In 2021, the COVID-19 pandemic continues to be a significant risk managed through a comprehensive framework of controls. We will continue to focus on improving health and safety through the roll-out of a front line leadership development program and providing high-quality risk-based health and safety awareness and communications.

Safety Performance Indicators	2014	2015	2016	2017	2018	2019	2020
Lost time injuries	3	4	6	4	8	5	5
Lost time injury frequency rate*	0.28	0.32	0.43	0.28	0.62	0.38	0.39
Medical treatments	3	5	8	3	10	4	3
All injury frequency rate**	0.55	0.73	1.00	0.49	1.39	0.69	0.62
Potential fatal incidents	3	4	2	4	7	6	3

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

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

# Employment and Training

As one of the North’s most significant employers, Diavik continues to provide employment opportunities to residents of the Northwest Territories and the West Kitikmeot region of Nunavut through Northern hiring practices.

These opportunities include full-time operational employment as well as seasonal term employment.

Employment by Gender*	
Men	946 (86%)
Women	153 (14%)

\*Person years

Throughout the report, some figures may not add due to rounding.

Employment History*	2016	2017	2018	2019	2020
Northern Indigenous	233 (20%)	222 (18%)	219 (20%)	242 (21%)	188 (17%)
Northern non-Indigenous	324 (27%)	327 (27%)	341 (31%)	313 (28%)	298 (27%)
<b>Total Northern</b>	<b>557 (47%)</b>	<b>550 (45%)</b>	<b>560 (51%)</b>	<b>555 (49%)</b>	<b>486 (44%)</b>
Southern	630 (53%)	684 (55%)	553 (49%)	569 (51%)	614 (56%)
<b>Total</b>	<b>1,187</b>	<b>1,223</b>	<b>1,113</b>	<b>1,124</b>	<b>1,100</b>

In 2020, Diavik’s workforce comprised of 1,100 employees and contractors.

Northern and Indigenous employment targets are part of our commitments to Indigenous partners and the Government of the Northwest Territories. In 2020 we reviewed and strengthened our recruitment policy, ensuring that hiring priorities are aligned with our commitments and support our ability to improve our future performance in this area.

Restrictions and isolation requirements due to COVID-19 meant that families were often unable to travel to visit loved ones. To support personal well-being, some employees and contractors temporarily relocated to southern locations, allowing them to spend more time with their families. This change is reflected in our Northern employment numbers and resulted in a reduction compared to 2019 performance. We are confident, however, that our numbers will increase once COVID-19 restrictions are lifted.

## 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
- COVID-19 protocols

This training often totals over 40 hours per person each year, in addition to any operating time necessary to become qualified to operate a piece of equipment.

Diavik also provides training for the safe operation of 200 pieces of equipment, including underground haul trucks and scoops, surface haul trucks, graders, dozers, loaders, and excavators.





### Skilled Trades

Diavik’s apprenticeship program increases technical and hands-on skills development and provides opportunities for employees to grow in their careers. We are committed to providing apprenticeship training to a minimum of eight apprentices at any time and have often exceeded this commitment.

COVID-19 caused some disruption this year with delays to classroom learning. However, at year end, Diavik supported 9 apprentices.

### New Journeypersons

Since 2003, 63 apprentices have successfully completed their apprenticeships at Diavik and achieved journeyman certifications from the Government of the Northwest Territories. Of those 63, two completed their apprenticeships in 2020.

### Top Marks

In 2020, three of Diavik’s apprentices achieved top mark awards for the 2019/20 school year while working at the Diavik mine site:

- Geza Rosta - Industrial Mechanic – Millwright
- Tyler Ropson - Industrial Mechanic – Millwright
- Freddy Kotchilea - Parts Technician

### Apprenticeship Training by Priority Group

Northern Indigenous	2
Northern non-Indigenous	3
<b>Total Northern</b>	<b>5</b>
Southern	4
<b>Total</b>	<b>9</b>

## Northern Leadership Development Program

In 2004 the Northern Leadership Development Program (NLDP) was developed through a partnership between Diavik, SAIT Polytechnic and Aurora College, to develop leadership competencies and increase the number of qualified Northerners at the supervisory and management level. The program includes Diavik employees and contractors.

Participants of the program are matched with a mentor; for Diavik participants, that's usually a supervisor. All graduates receive a certificate from SAIT recognizing their achievement. In 2020, five Diavik employees graduated from the program, which was held virtually for part of the year.

### Participant Interview – Rebecca Saari 2019/20 Participant

#### Where did you hear about the NLDP?

Through a co-worker who was a participant in a previous year.

#### How did you find the experience?

The NLDP was a great experience that helped considerably in both my personal and professional development. The facilitators did a great job in delivering the material and making it meaningful for every participant. The course provided information, tools, and helped develop leadership skills in many every day challenges and situations.

#### What was it like to work with your mentor?

Being a former NLDP participant, my mentor understood the material and was able to encourage me to practice the tools I'd learned. Having known me a couple of years, he was able to provide honest feedback throughout the program and continues to do so.

#### Did COVID-19 provide any additional challenges?

COVID-19 interrupted and delayed the NLDP program for a few months. The facilitators did a great job in switching to online facilitation, however everyone missed the in-person interaction.



#### What will you take away from the experience?

Some of my top takeaways include:

- Lasting friendships built with the other program participants and facilitators.
- Improved self-awareness and the ability to identify and work on my weaknesses while understanding and using my strengths.
- Tools and understanding for managing communication and conflict with others.

#### Would you recommend the program to others and why?

I would absolutely recommend the program to others, as it forces introspection and provides different perspectives in every day challenges. The program is engaging and relevant for everybody regardless of position or background.



## Scholarships

Diavik provides financial assistance for Northerners pursuing their educational goals through various scholarships. In 2020, we increased our scholarship investments, providing 64 scholarships to students across the NWT and West Kitikmeot region of Nunavut through the following programs:

### High School Scholarships

Scholarships are awarded to graduating high school students who are continuing their studies in post-secondary programs. Eight graduates received Diavik scholarships in 2020, which are administered through local high schools.

### Post-Secondary Scholarships

In 2020, 17 scholarships were awarded to Northerners in first through fourth year programs. These scholarships are administered directly by Diavik and are selected by committee. Two additional scholarships are provided annually to students attending Aurora College programs.

Diavik scholarships are also available for children of employees and contractors, with 33 recipients in 2020.

## Yellowknife Community Foundation

Diavik supports a sustainable scholarship fund with the Yellowknife Community Foundation (YCF). In 2020, six scholarships were awarded from the Diavik Community Scholarship Fund. To date, the YCF has awarded 22 scholarships to Northerners. The fund continues to grow through annual contributions from Diavik, supporting a legacy of scholarships to Northern students.

In 2019, Diavik also announced a new scholarship for women in the Northwest Territories and West Kitikmeot region of Nunavut to pursue post-secondary education in science, technology, engineering and math (STEM) programs. Two of the YCF scholarships in 2020 were awarded to women in these programs.

### Scholarships by Value

Participation agreement administered	\$120,000
Diavik administered	\$113,495
Partner administered	\$22,000
<b>Total</b>	<b>\$255,495</b>



Melissa McDonnell 2020 scholarship recipient



Jordan Takkiruaq 2020 scholarship recipient



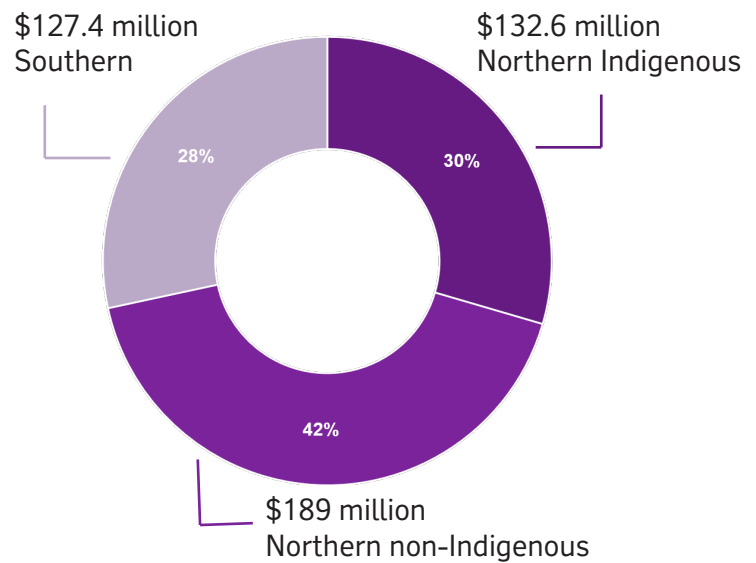
# Procurement

In 2020, Diavik continued to provide significant business opportunities to Northern firms, many of which are Indigenous-owned.

Seventy-two per cent of total 2020 spend, or \$321.6 million, was with Northern businesses. Of this, \$132.6 million was with Northern Indigenous businesses.

Since 2000, Diavik has spent \$6.4 billion with Northern businesses, or 72 per cent of the total business spend of \$8.9 billion. Of this, \$3.3 billion has been spent with Northern Indigenous businesses and their joint ventures.

## 2020 Operations Spending



Spending by Category and Priority Group*					
	Northern Indigenous	Northern non-Indigenous	Total Northern	Southern	Total
Community relations	\$5.3		\$5.3		\$5.3
Consumables	\$19.5	\$137.3	\$156.8	\$76.9	\$233.6
Financial		\$14.9	\$14.9	\$10.4	\$25.3
Freight, cargo, transport	\$36.2	\$16.0	\$52.2	\$0.3	\$52.6
Services**	\$71.5	\$20.8	\$92.4	\$39.8	\$132.2
<b>Total spend</b>	<b>\$132.6</b>	<b>\$189.0</b>	<b>\$321.6</b>	<b>\$127.4</b>	<b>\$449.0</b>

\*\$ Millions

\*\* The Services category is new this year and includes human resources, other, outsourced labour, passenger transport and telecommunications which have previously been reported separately.



## Communities

In addition to our annual community investments, in 2020 Rio Tinto pledged \$10 million (USD) to support COVID-19 community initiatives across Canada and the United States. Of this, Diavik received over C\$700,000 for local initiatives in the NWT.

Since the beginning of the COVID-19 crisis, we've worked in collaboration with new and existing partners to find solutions to the most pressing challenges facing our communities through in-kind donations of time or resources, and financial contributions.

Our local communities and partners know what is needed and are guiding us to ensure our investments are addressing the most vital needs. This includes grassroots food security initiatives, the production and distribution of COVID-19 related PPE, and additional support for our participation agreement communities.

### **Isolation Shelter**

In support of the Yellowknife Women's Society, we invested \$200,000 to provide accommodation and food for individuals who are at high medical risk of serious illness or death if they were to contract COVID-10. The funds also went to support the hiring of three additional staff at the shelter to provide

service continuity and better support the ongoing programming for residents.

### **Restart Grants**

Partnering with the NWT Chamber of Commerce, Rio Tinto supplied program funds to help local businesses comply with public health restrictions and reopen safely.

Ranging between \$500 to \$1,000, the Reopening Safety Grants were offered to Northwest Territories businesses to facilitate the purchase of PPE necessary for reopening under the NWT's Emerging Wisely Plan.

### **Infusion Pumps**

Another donation was provided to the Stanton Territorial Hospital Foundation in Yellowknife for the purchase of eight smart infusion pumps, used to deliver controlled amounts of fluids, such as nutrients and medications, into a patient's body, particularly infants and children.

The effects of COVID-19 heighten the need for smart infusion pumps since many COVID-19 hospitalized patients require antibiotics, pain relievers, muscle relaxants and other infused medications as part of their treatment.

Access to these devices supports COVID-19 preparedness planning and allows continued delivery of care following best practices. The infusion pumps will continue to be used after COVID-19, helping to support high quality care in the Northwest Territories for years to come.

We believe that we all have a role to play in protecting and supporting each other through COVID-19 and are proud to partner with communities and organizations that have been vital in the COVID-19 response.

### Traditional Knowledge Panel

Since 2011, the Traditional Knowledge (TK) Panel has guided Diavik to appropriately and meaningfully consider TK in operations and closure planning and management of the mine. The TK Panel is made up of elders and youth from Diavik’s participation agreement communities selected by their respective communities (Kitikmeot Inuit Association, Łutselk’e Dené First Nation, North Slave Métis Alliance, Tłı̄chǫ Government and Yellowknives Dene First Nation). Panel members have been meeting since 2012 and continue to gather at least once a year to review closure plans for various areas of the mine, share their knowledge in relation to each topic, and present recommendations to Diavik. In this way, they are continually building their understanding of the mine site and its closure challenges, while also directly influencing Diavik’s closure plans.

In consideration of the health and safety of those on the TK Panel, and in following the orders of the NWT’s Chief Public Health Officer concerning travel to the mine, the Panel did not meet during 2020. Plans are underway for a 2021 panel visit.

### Community Contributions

Aimed at serving and strengthening the communities of the Northwest Territories and West Kitikmeot region of Nunavut, Diavik provides annual support through its Community Contribution Program. Through one-time or multi-year agreements, financial support is offered in the form of donations and sponsorships.

The key priority areas of the program are health, safety & wellness; culture, arts and community pride; and business capacity building. 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 participation in communities, including our five local participation agreement communities.



Community Investment			
Community group	Community	Activity or event	Amount
Arctic Indigenous Wellness Foundation	Yellowknife	Healing Camp breakfast program; vehicle purchase	\$45,000
Avens	Yellowknife	Seniors recreational activities	\$7,000
City of Yellowknife	Yellowknife	Sports field sponsorship	\$20,000
Folk on the Rocks	Yellowknife	Festival Sponsorship and PPE	\$15,000

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Community group	Community	Activity or event	Amount
Food Rescue Yellowknife	Yellowknife	COVID-19 support	\$10,000
Foster Family Coalition of the NWT	NWT	Holiday activities	\$5,000
International Kimberlite Conference*	Yellowknife	2020 conference	\$20,000
Kidsport NWT	Yellowknife	Golf tournament sponsorship	\$1,730
Kitikmeot Inuit Association	Kitikmeot Region, NU	COVID-19 relief; Christmas hampers	\$18,000
Literacy Outreach Center - Adult Literacy Program	NWT	Adult Literacy Programs	\$40,000
Łutselk'e Dené First Nation	Łutselk'e	COVID-19 relief	\$12,000
Łutselk'e Dené First Nation - Environment	Łutselk'e	Girls subsistence fish camp	\$10,300
Native Women's Association of the NWT	NWT	Staff development and support	\$25,000
North Slave Métis Nation	North Slave	Food security; COVID-19 relief	\$24,500
Northern Farm Training Institute	Hay River	Internship bursaries	\$25,000
NWT Chamber of Commerce	NWT	Shop local campaign; small business grants	\$70,000
NWT Literacy Council	NWT	Literacy and learning kits	\$23,859
NWT Recreation and Parks	NWT	Curriculum development	\$25,000
NWT Tourism	NWT	Marketing; operator support	\$40,000
NWT/NU Chamber of Mines	NWT	Miners picnic - food bank contribution	\$5,000
Princess Alexandra School	Hay River	On the land culture training	\$8,000
Salvation Army NWT	Yellowknife	COVID-19 support	\$5,000
SideDoor	Yellowknife	Holiday activities	\$6,000
Stanton Territorial Hospital Foundation	NWT	Online raffles; mud bucket challenge; Infusion pumps	\$48,039
Tłıchq Government	Behchokq, Gamèti, Wekweèti and Whatì	COVID-19 relief	\$12,000
Tłıchq Imbè Program	Behchokq	Potato bucket project	\$1,774
Tides Canada/OTL Collaborative	NWT	OTL collaborative	\$30,000
Yellowknife Community Foundation	Yellowknife	Online raffles; gala sponsorship	\$15,735
Yellowknife Farmers Market	Yellowknife	Market support	\$10,000
Yellowknife Women's Society	Yellowknife	Women's shelter; COVID-19 isolation shelter	\$294,307
Yellowknives Dene First Nation	N'dilo, Dettah	Dechıta Nàowo Youth fundraiser; COVID-19 relief	\$13,000
Various	All	Personal Protective Equipment	\$5,521
YWCA NWT	NWT	COVID-19 support; vehicle	\$26,000

**\$917,765**

\*postponed



## Management

### 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 centers 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 life-cycle, 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

Dominion Diamond Mines ULC owns a 40% non-operating interest in the Diavik Diamond Mine. Dominion Diamond filed for creditor protection pursuant to the Companies' Creditors Arrangement Act ("CCAA") in April 2020. Its interest in Diavik is currently managed by FTI Consulting Canada Inc., the court-appointed Monitor in the CCAA proceedings. Dominion Diamond supplies premium rough diamond assortments to the global market.

## Employment Data

Employment data contained in this report is provided as of 31 December 2020. Additional Information on annual training, employment, business benefits, and community initiatives is included on preceding pages. The detailed tables in this section, required under the socio-economic monitoring agreement, provides Diavik employee and contractor data.

Employment by Participation Agreement	Person Years*	Percent of Total
Kitikmeot Inuit Association	3	0.3%
Łutselk'e Dené First Nation	7	0.6%
North Slave Métis Alliance	19	1.7%
Tłıchq Government	75	6.8%
Yellowknives Dene First Nation	25	2.2%
<b>Total Participation Agreement Employees**</b>	<b>129</b>	<b>11.7%</b>

Indigenous Employment	Person Years*	Percent of Total
Participation Agreement Employees	129	12%
Other Northern Indigenous Employees	98	9%
Other Canadian Indigenous Employees	47	4%
<b>Total Indigenous Employees**</b>	<b>274</b>	<b>25%</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).

\*\* Declaration is voluntary.

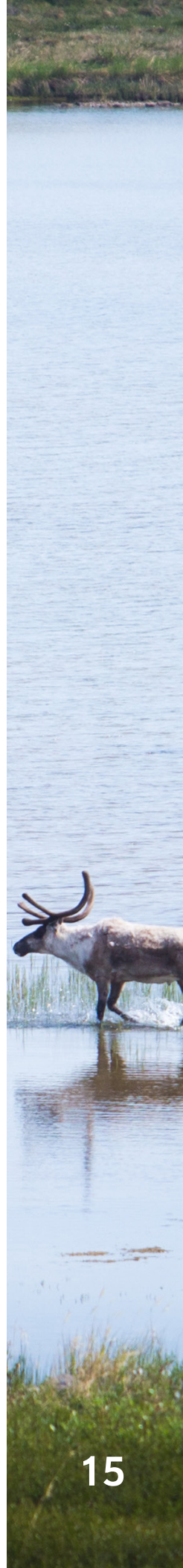
DDMI Employment by Job Category (Person Years)						
Northern Employment						
Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Behchokq	0.2	7.7	7.4			15.3
Tłıchq	0.2	6.8	2.2			9.2
Northern Indigenous			2.5			2.5
Canadian Indigenous			0.9			0.9
Canadian non-Indigenous			0.8			0.8
Did not declare		0.9	1.0			1.9

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Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Délı̄ne</b>			<b>1.4</b>			<b>1.4</b>
Northern Indigenous			1.1			1.1
Canadian Indigenous			0.3			0.3
<b>Fort Good Hope</b>		<b>0.2</b>				<b>0.2</b>
Northern Indigenous		0.2				0.2
<b>Fort Providence</b>		<b>1.0</b>	<b>5.1</b>			<b>6.1</b>
Northern Indigenous			5.1			5.1
Canadian Indigenous		1.0				1.0
<b>Fort Resolution</b>			<b>2.2</b>			<b>2.2</b>
Tłı̄chǫ			0.9			0.9
Northern Indigenous			0.8			0.8
Other nationality			0.5			0.5
<b>Fort Simpson</b>	<b>0.6</b>	<b>2.9</b>				<b>3.5</b>
Northern Indigenous	0.6	2.9				3.5
<b>Fort Smith</b>		<b>2.5</b>	<b>10.9</b>			<b>13.5</b>
Northern Indigenous		2.0	7.0			9.0
Canadian Indigenous			2.3			2.3
Canadian non-Indigenous			1.6			1.6
Did not declare		0.5				0.5
<b>Gamètı̄</b>			<b>0.8</b>			<b>0.8</b>
Tłı̄chǫ			0.8			0.8
<b>Gjoa Haven</b>			<b>0.2</b>			<b>0.2</b>
Kitikmeot Inuit			0.2			0.2
<b>Hay River</b>		<b>16.4</b>	<b>27.3</b>	<b>2.8</b>	<b>0.2</b>	<b>46.7</b>
Kitikmeot Inuit		0.9				0.9
North Slave Métis		1.2	1.3			2.5
Tłı̄chǫ			1.2			1.2
Yellowknives Dene			1.1			1.1
Northern Indigenous		8.7	9.5			18.2
Canadian Indigenous		2.3	0.7			3.0
Canadian non-Indigenous		2.4	12.8	2.8	0.2	18.2
Did not declare		0.9	0.7			1.6
<b>Inuvik</b>		<b>0.1</b>	<b>0.8</b>			<b>0.9</b>
Northern Indigenous		0.1	0.8			0.9

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Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Jean Marie River</b>			<b>0.6</b>			<b>0.6</b>
Northern Indigenous			0.6			0.6
<b>Kakisa</b>	<b>0.3</b>					<b>0.3</b>
Northern Indigenous	0.3					0.3
<b>Kugluktuk</b>		<b>0.2</b>				<b>0.2</b>
Kitikmeot Inuit		0.2				0.2
<b>Łutselk'e</b>			<b>1.6</b>			<b>1.6</b>
Łutselk'e Dené			0.9			0.9
North Slave Métis			0.8			0.8
<b>Tulita</b>			<b>1.9</b>			<b>1.9</b>
North Slave Métis			0.8			0.8
Northern Indigenous			0.8			0.8
Did not declare			0.2			0.2
<b>Whati</b>			<b>1.4</b>			<b>1.4</b>
Tłıchų			0.7			0.7
Did not declare			0.7			0.7
<b>Yellowknife</b>	<b>7.8</b>	<b>66.2</b>	<b>112.6</b>	<b>46.9</b>	<b>16.2</b>	<b>249.7</b>
Łutselk'e Dené	0.1	1.8	2.8			4.7
North Slave Métis			4.6	1.0		5.6
Tłıchų	3.7	6.4	12.1		1.0	23.1
Yellowknives Dene		3.2	5.0			8.3
Northern Indigenous	0.9	6.2	10.9		1.0	19.0
Canadian Indigenous		4.0	4.5	1.0	1.0	10.4
Canadian non-Indigenous	1.8	38.9	64.3	32.3	7.6	144.8
Other nationality	1.2	0.8	3.8	11.7	5.7	23.3
Did not declare		4.9	4.6	1.0		10.5
<b>Grand Total</b>	<b>8.9</b>	<b>97.3</b>	<b>174.4</b>	<b>49.7</b>	<b>16.4</b>	<b>346.6</b>

## DDMI Employment by Job Category (Person Years)

### Southern Employment

	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Kitikmeot Inuit		0.7				0.7
North Slave Métis			3.8	0.9		4.8
Tłı̨chǫ			1.3			1.3
Yellowknives Dene			4.9			4.9
Northern Indigenous		1.3	5.1			6.4
Canadian Indigenous		3.2	17.4	3.2		23.8
Canadian non-Indigenous		30.4	177.8	47.3	2.5	258.0
Other nationality			11.1	10.3		21.4
Did not declare		5.3	25.1	4.8		35.2
<b>Grand Total</b>		<b>41.0</b>	<b>246.6</b>	<b>66.6</b>	<b>2.5</b>	<b>356.6</b>

## Contractor Employment by Job Category (Person Years)

### Northern Employment

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Behchokò</b>	<b>6.5</b>	<b>3.2</b>	<b>4.9</b>			<b>14.7</b>
Tłı̨chǫ	5.5	3.2	4.3			13.0
Did not declare	1.1		0.6			1.7
<b>Délı̨nę</b>		<b>0.4</b>	<b>0.2</b>			<b>0.6</b>
Northern Indigenous		0.2	0.2			0.4
Did not declare		0.2				0.2
<b>Dettah</b>	<b>0.9</b>					<b>0.9</b>
Northern Indigenous	0.9					0.9
<b>Fort McPherson</b>			<b>0.1</b>			<b>0.1</b>
Tłı̨chǫ			0.1			0.1
<b>Fort Providence</b>	<b>0.1</b>		<b>0.2</b>			<b>0.2</b>
Northern Indigenous	0.1					0.1
Canadian Indigenous			0.2			0.2
<b>Fort Smith</b>			<b>0.7</b>			<b>0.7</b>
Northern Indigenous			0.7			0.7
<b>Gamètı̨</b>	<b>1.1</b>	<b>0.4</b>	<b>0.4</b>			<b>1.9</b>
Tłı̨chǫ	1.1	0.4	0.4			1.9

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Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Hay River</b>	<b>6.6</b>		<b>7.1</b>			<b>13.7</b>
Tłıchq			0.9			0.9
Northern Indigenous	3.2		1.1			4.4
Canadian Indigenous	1.2					1.2
Canadian non-Indigenous	0.3		5.0			5.3
Did not declare	1.8					1.8
<b>Inuvik</b>			<b>0.3</b>			<b>0.3</b>
Northern Indigenous			0.3			0.3
Tsiigehtchic			0.1			0.1
Canadian Indigenous			0.1			0.1
<b>Wekweètì</b>	<b>1.1</b>	<b>0.8</b>	<b>0.3</b>			<b>2.2</b>
Tłıchq	1.1	0.8	0.3			2.2
<b>Whatì</b>	<b>1.2</b>	<b>1.8</b>	<b>0.8</b>			<b>3.8</b>
Tłıchq	1.2	1.8	0.8			3.8
<b>Yellowknife</b>	<b>65.5</b>	<b>7.1</b>	<b>26.2</b>	<b>1.0</b>	<b>0.1</b>	<b>100.0</b>
Kitikmeot Inuit	0.3					0.3
Łutselk'e Dené	0.1	0.6	0.5			1.2
North Slave Métis	1.6		1.1			2.7
Tłıchq	7.3	1.3	5.1			13.6
Yellowknives Dene	9.9		0.0			9.9
Northern Indigenous	3.7		3.6			7.3
Canadian Indigenous	1.0	0.7	0.5			2.2
Canadian non-Indigenous	22.8	3.8	14.2	1.0	0.1	41.9
Other nationality	12.3	0.5	0.5			13.3
Did not declare	6.5	0.2	0.8			7.5
<b>Grand Total</b>	<b>83.0</b>	<b>13.8</b>	<b>41.3</b>	<b>1.0</b>	<b>0.1</b>	<b>139.2</b>

## Contractor Employment by Job Category (Person Years)

### Southern Employment

	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Kitikmeot Inuit			0.9			0.9
Łutselk'e Dené			0.0			0.0
North Slave Métis			1.8			1.8
Tłı̨chǫ		1.2	1.1			2.3
Yellowknives Dene	0.4					0.4
Northern Indigenous	2.4	0.4	2.2			5.0
Canadian Indigenous	1.4	1.4	8.0		0.9	11.8
Canadian non-Indigenous	8.7	11.8	152.8	0.6	5.2	179.1
Other nationality	0.6	0.2	8.0			8.7
Did not declare	0.7	3.8	42.5			47.0
<b>Grand Total</b>	<b>14.3</b>	<b>18.8</b>	<b>217.2</b>	<b>0.7</b>	<b>6.1</b>	<b>257.1</b>

## DDMI New Hires by Job Category (Person Years)

### Northern Employment

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Behchokò</b>			<b>0.1</b>			<b>0.1</b>
Tłı̨chǫ			0.1			0.1
<b>Déłı̨nè</b>			<b>0.7</b>			<b>0.7</b>
Northern Indigenous			0.3			0.3
Canadian Indigenous			0.3			0.3
<b>Fort Simpson</b>		<b>0.5</b>				<b>0.5</b>
Northern Indigenous		0.5				0.5
<b>Fort Smith</b>		<b>0.5</b>	<b>0.7</b>			<b>1.2</b>
Canadian Indigenous			0.7			0.7
Did not declare		0.5				0.5
<b>Hay River</b>		<b>2.8</b>	<b>2.4</b>			<b>5.2</b>
Northern Indigenous		1.5	0.4			1.9
Canadian Indigenous		0.8				0.8
Canadian non-Indigenous		0.6	1.3			1.9
Did not declare			0.7			0.7
<b>Kakisa</b>	<b>0.3</b>					<b>0.3</b>
Northern Indigenous	0.3					0.3

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Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Yellowknife</b>	<b>1.6</b>	<b>8.0</b>	<b>8.9</b>	<b>1.7</b>		<b>20.1</b>
Tłıchq		0.2	0.5			0.7
Yellowknives Dene		0.3	0.9			1.2
Northern Indigenous		2.5				2.5
Canadian Indigenous		0.6	1.1			1.6
Canadian non-Indigenous	1.4	3.5	6.2	1.0		12.1
Other nationality	0.2	0.6		0.7		1.5
Did not declare		0.3	0.2			0.5
<b>Grand Total</b>	<b>1.9</b>	<b>11.8</b>	<b>12.6</b>	<b>1.7</b>		<b>28.1</b>

### DDMI New Hires by Job Category (Person Years)

#### Southern Employment

	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Kitikmeot Inuit		0.7				0.7
Tłıchq			0.3			0.3
Yellowknives Dene			1.0			1.0
Northern Indigenous		0.4	0.3			0.7
Canadian Indigenous		1.3	3.0	0.3		4.6
Canadian non-Indigenous		14.2	22.1	6.2	0.5	43.0
Other nationality			1.9	3.0		4.9
Did not declare		1.8	2.4	1.5		5.7
<b>Grand Total</b>		<b>18.4</b>	<b>31.1</b>	<b>11.0</b>	<b>0.5</b>	<b>61.0</b>



## Contractor New Hires by Job Category (Person Years)

### Northern Employment

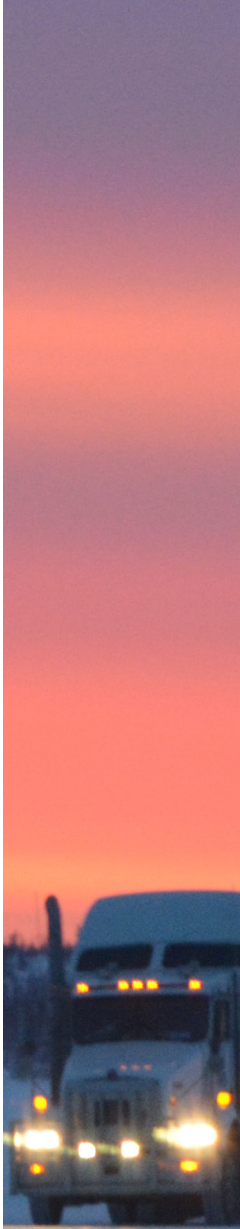
Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Behchokò</b>	<b>1.8</b>	<b>0.8</b>	<b>1.4</b>			<b>3.9</b>
Tłıchq	1.8	0.8	0.8			3.3
Did not declare			0.6			0.6
<b>Délıne</b>		<b>0.4</b>	<b>0.2</b>			<b>0.6</b>
Northern Indigenous		0.2	0.2			0.4
Did not declare		0.2				0.2
<b>Fort Providence</b>	<b>0.1</b>		<b>0.2</b>			<b>0.2</b>
Northern Indigenous	0.1					0.1
Canadian Indigenous			0.2			0.2
<b>Fort Smith</b>			<b>0.6</b>			<b>0.6</b>
Northern Indigenous			0.6			0.6
<b>Gamètı</b>	<b>0.3</b>	<b>0.2</b>				<b>0.5</b>
Tłıchq	0.3	0.2				0.5
<b>Hay River</b>	<b>0.6</b>		<b>0.8</b>			<b>1.4</b>
Northern Indigenous	0.3					0.3
Canadian Indigenous	0.3		0.8			1.1
<b>Inuvik</b>			<b>0.3</b>			<b>0.3</b>
Northern Indigenous			0.3			0.3
<b>Whatı</b>	<b>0.9</b>	<b>0.4</b>				<b>1.2</b>
Tłıchq	0.9	0.4				1.2
<b>Yellowknife</b>	<b>14.0</b>	<b>1.7</b>	<b>4.3</b>			<b>20.0</b>
Kitikmeot Inuit	0.2					0.2
Łutselk'e Dené	0.1	0.6	0.5			1.2
North Slave Métis	0.5					0.5
Tłıchq	1.4	0.2	0.4			2.0
Yellowknives Dene	1.8					1.8
Northern Indigenous	1.9		1.4			3.3
Canadian Indigenous	0.1	0.3				0.4
Canadian non-Indigenous	4.3		1.5			5.8
Other nationality	1.4	0.5	0.5			2.4
Did not declare	2.3					2.3
<b>Grand Total</b>	<b>17.5</b>	<b>3.5</b>	<b>7.8</b>			<b>28.7</b>



## Contractor New Hires by Job Category (Person Years)

### Southern Employment

	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Kitikmeot Inuit	0.2					0.2
Łutselk'e Dené	0.1	0.6	0.5			1.3
North Slave Métis	0.5					0.5
Tłıchq	4.3	1.6	1.4			7.2
Yellowknives Dene	2.2					2.2
Northern Indigenous	2.5	0.6	3.9			7.0
Canadian Indigenous	0.5	0.5	1.5			2.5
Canadian non-Indigenous	4.9	0.8	29.9	0.1		35.7
Other nationality	2.0	0.7	4.7			7.4
Did not declare	2.4	1.8	17.9			22.1
<b>Grand Total</b>	<b>19.7</b>	<b>6.6</b>	<b>59.7</b>	<b>0.1</b>		<b>86.2</b>







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