



B

BEAUTY WITH INTEGRITY



## TABLE OF CONTENTS



BEAUTY WITH  
INTEGRITY

FOREWORD	06
INTRODUCTION	12
DOING BUSINESS RESPONSIBLY	17
OUR MINES, OUR LEGACY	21
The Diavik diamond mine	21
✿ Welcoming the winds of change	23
✿ Building indigenous businesses	25
✿ Giving wildlife the right of way	27
Snow Scale	31
The Argyle diamond mine	47
✿ Honouring the land and its people	49
✿ Art increases cultural understanding	51
✿ Sharing the good fortune, far and wide	53
Treasuring the treasures	56
EPILOGUE	63



*Beauty*

*with*

*Elegance*

*Elegance*



## FOREWORD

BEAUTY WITH  
INTEGRITY

When love is in the air and two people decide they want to build a life together, the most likely symbol of their bond is, was and forever shall be, a diamond.

Yet let's widen the focus. Just as today we recognise the romantic scene above could be played out between a man and a woman or those of the same gender; between civil partners or those getting married; that it could take place anywhere from a mountain top to a metro station; so too has the story of the diamond itself gone through a reboot.

Diamonds, more than any other gem, signify the purity and eternity of true love. To match this, the diamond business itself has come a long way to make sure all of the facets of an industry that sits on the fault line between heavy machinery and the ultimate luxury, can be held up to the light.

Intensely scrutinised for more than three decades, responsible practitioners in the diamond industry have made quantum shifts towards better practices and have emerged holding to the highest standards. The most enduring advertising tag line of all time - still in common usage over half a century since it was coined by one of the original Mad Men of New York's Madison Avenue - promises us that diamonds are forever. Those in the business today recognise that with this privilege comes considerable responsibility.

Right across the global business of luxury we are witnessing a radical shift in consumer demand, where those who seek fulfilment for their desires and dreams also want to be sure these do not come at a cost for any other person or for our fragile planet.

It takes great skill to cut and polish a diamond. Equally it takes enormous effort, from both machine and man (and that definitely includes women) to bring diamonds from deep within the earth to the surface. Today, every effort is made by those who bring these peerless gems from mine to market, to make sure the fairy story of the world's most romantic gems is fair.

*Today's diamonds must be 360 degree beautiful*



## FOREWORD

BEAUTY WITH  
INTEGRITY

Rio Tinto's "Beauty with Integrity" takes us on an epic journey to the furthest reaches of the earth, to shine a light on a beautiful endeavor to bring to earth diamonds that are radiant in all directions.

Let's travel now to some of those places; first to Australia, to the East Kimberley region of Western Australia, in the red hot north of an island continent. At Rio Tinto's Argyle mine the smallest diamonds can be the most valuable if they are in the rich red of a cardinal's robes or of the most vivid violet. Argyle produces the world's finest pink diamonds, in every shade along that spectrum. It also produces gems in colours you never knew existed for diamonds; flame oranges, burnt siennas, seductive champagnes and deep cognacs.

Standing in the vastness of the Australian landscape, the biggest surprise is not so much that anyone ever found diamonds here, but that anyone ever set foot on this desert land at all, so tough is this environment. Then one is reminded of the custodians of this land; Australia's first people who see not an empty desert but a rich and deeply loved country, imbued with heritage and dreamings.

*a rich and deeply loved country,  
imbued with heritage and dreamings*

The Argyle diamond mine is located on a site sacred to the women of the Gija and Mirriuwung people. It is from them that essential lessons have been learned that are now adopted as best practice across a global diamond industry. It is here that lessons in how to co-exist for true and measurable mutual benefit began and continue to this day.

Let's now travel to the Diavik diamond mine, in the Barren Lands of Northern Canada, the source of some of the world's most scintillating solitaires, discovered beneath a frozen lake some 200 kilometers from the Arctic Circle. The journey to reach Diavik takes you from Calgary on the Prairies, onwards to Edmonton, then Yellowknife and from then, on an awe inspiring drive of 12 hours due north, up a seasonal road over frozen lakes made entirely from ice.



FOREWORD

BEAUTY WITH  
INTEGRITY

Late in 2015, a diamond of more than 187 carats, which rates as the largest gem quality rough diamond ever found in North America, was recovered from the Diavik mine. In tribute to this frozen land where the Aurora Borealis - the Northern Lights - dance across the night sky, it was named the Diavik Foxfire, after the brush strokes of light which appear as if painted across the heavens by the tail of the Arctic fox.

We don't yet know whose neck the Diavik Foxfire will first adorn, once the diamond is cut and polished to perfection and fashioned into an extraordinary piece of jewellery by one of the world's great masters. Yet we do know the story of its discovery; of the engineer who secured the sustainable energy flow that brought it to the surface; of the geologist who ensured the safety of the ice dikes that held back a frozen lake to make it possible to reach; of the miner on whose 12 hour underground shift it was found; and of the environmentalist who made sure the migratory route of the caribou was not disturbed in the process.

Today's story of diamonds includes extraordinary people, people who are not kings and queens or Hollywood royalty. Whilst mankind has been seduced by both the beauty of diamonds and their myths and legends for millennia, modern true stories are even more compelling.

From Canada and Australia, two lands sparsely populated, let's make our final destination one of the world's most populated nations, India, with its rich jewellery heritage of the Maharajas and its many thousands of skilled artisans who have learnt to unlock the beauty and the value of Rio Tinto's diamonds. Here in Gujarat state, diamond cutting and polishing factories have flourished, communities have been empowered and a new jewellery manufacturing industry has made these small - but exquisite - records of the earth's history available to those who before could only dream of being their custodians.



FOREWORD

BEAUTY WITH  
INTEGRITY

# Diamonds change lives

They can also turn cliches upside down. In 1953, Marilyn Monroe shimmied and sang about diamonds being a girl's best friend. In the modern age, they are a woman's best friend; whether she works in the industry, purchases diamonds for herself or wears something beautiful that has empowered other women at every step of its journey.

Happy ever after? That requires careful planning. Today, Rio Tinto plans for the end of a mine's life from its very beginning. In the past, a diamond legacy meant a rich inheritance of gems, of value so great they were stored in a bank vault. Diamonds remain seductive beyond all other precious gemstones. They keep their value throughout the generations and so today, while that meaning remains, another has been added to the diamond lexicon. Today a diamond legacy also means mining with true awareness while leaving no trace behind.

At that point, a new story begins.

Marion Hume  
International fashion editor

*Beauty*  
*with*  
**INTEGRITY**  
*Le*





## INTRODUCTION

BEAUTY WITH  
INTEGRITY

As they have done throughout the centuries, diamonds continue to enthral us with their beauty and mystique.

This is not surprising: the earth's very history dances at their core.

Given their pure and ancient provenance, and their inevitably diminishing availability, it is hard to imagine that our passion for diamonds will ever fade.

What is shifting rapidly, however, are expectations of the diamond business as new generations heed the call to live more thoughtfully and ethically to protect the long-term future of our planet.

Today's consumer wants to know that the diamond they are buying is not just rare and beautiful, but has an honourable pedigree, that the process of extracting it from the earth, refining it and taking it to the market has been a careful and respectful one and has not done any harm.

### an honourable pedigree

This is a very reasonable expectation that is steadily reshaping the diamond industry for the better and I am proud of the leading role that Rio Tinto Diamonds is playing in this regard.



## INTRODUCTION

BEAUTY WITH  
INTEGRITY

As the following pages show, we have been in the vanguard of reform in the diamond industry for some time, not only building the integrity of our own mining practices but supporting those we work with to do the same.

We want all of our customers to be confident that the journey their diamond makes from the mine to the market is a worthy one: that landscapes and cultures are treated respectfully; that local communities around our mine sites prosper; that safe and fair working conditions are provided to our employees; and that we deal honestly and fairly with our industry partners.

As the world's largest producer of natural coloured diamonds and a major gem producer, we aim to set an impressive benchmark for the rest of the diamond industry. While our journey continues, and there is still more we can do, I am confident that we are on the right track and making a very positive difference.

I hope this publication assures you of that, too.

Arnaud Soirat

Chief Executive Rio Tinto, Copper & Diamonds







these ancient, constant lands

## DOING BUSINESS RESPONSIBLY



BEAUTY WITH  
INTEGRITY

Rio Tinto operates its diamond mining in remote landscapes where nature takes centre stage and centuries-old cultural traditions remain strong.

It is here in these ancient, constant lands – where our status as temporary visitors cannot help but be brought home to us every day – that our ethical footprint begins.

As the profiles of our mine sites illustrate, we value the diverse landscapes that are home to our operations, for they are not only the very lifeblood of our business but precious resources in themselves. Being allowed to mine here is a privilege, and we honour that by working respectfully.

While mining operations are by their nature environmentally intrusive, we tread as lightly as we can. Programs to protect delicate environments and safeguard natural wildlife and their habitats are designed and implemented in close collaboration with local communities long before mining begins.

Core amongst our values for staff is a ‘run it as if you own it’ philosophy that encourages everyone on our mine sites to take a thoughtful approach to energy use so that we can minimise our carbon footprint. Our energy management initiatives range from close monitoring of the energy efficiency of our operations to the use of alternative energy systems to help us significantly reduce our reliance on diesel fuel.

We also know that, while we may create a strange and busy presence in these otherwise still landscapes, our time here offers opportunities for building stronger futures for the people who have traditionally lived in these lands. Between 18 and 25 per cent of our employees at Argyle and Diavik are indigenous. Our resources are also being used to strengthen the capacity of local communities through the creation of training, education and employment programs, local business development initiatives and support for community development projects.

Our goals are realistic and they are long-term: much discussion and planning with our neighbours will ensure that these programs are delivering benefits long after we have gone.

Our role as a significant producer of rough diamonds together with developing downstream markets for our products relies on being able to trust our business partners to behave honourably, which is why we are involved in industry-wide initiatives to improve business practices.

This is our DNA.

*Beauty*  
with  
**INTEGRITY**





## OUR MINES, OUR LEGACY THE DIAVIK DIAMOND MINE



BEAUTY WITH  
INTEGRITY

Picture a landscape where temperatures reach minus 40 degrees, winters are long, snow and ice cover the ground for eight months of the year and daylight can be uncomfortably scarce. From its location on top of the world, where it is too cold for trees to grow, the ethereally beautiful Northwest Territories, is home to Canada's finest raw luxury...diamonds.

The Diavik diamond mine is located just below the Arctic Circle on the bed of a vast northern lake, Lac de Gras, in one of the world's most delicate ecosystems.

The remote, frozen landscape presented significant construction challenges following the discovery of diamonds in the area in the early 1990s: innovative new engineering technologies had to be developed to build a rockfill dike that would hold back the waters of Lac de Gras without blemishing their pristine quality. Construction of the mine was completed in early 2003, with the dike attracting Canada's highest award for engineering excellence and establishing an engineering model never before seen across the Tundra.

Operating as an open cut mine for the first decade of its life, Diavik became a fully underground mine in 2012, extending its operations until approximately 2024. The Diavik mine is well-known for its output of predominantly large, white gem-quality diamonds and for its high social and environmental standards of mining.

Situated in a region of Canada with limited economic options, Diavik is using its mining operations to develop new opportunities for local communities, especially indigenous communities.

develop new opportunities for local communities,  
especially indigenous communities

Participation Agreements are in place with five local indigenous groups to oversee capacity-building opportunities that will ensure the benefits from Diavik will continue to flow long after the mine closes.

# Welcoming the winds of change

OUR MINES, OUR LEGACY  
THE DIAVIK DIAMOND MINE  
Welcoming the winds of change



BEAUTY WITH  
INTEGRITY

Looming one hundred metres above the flat, barren, icy landscape, Diavik's four wind turbines proudly announce to visitors the mine's commitment to sustainability.

The first large-scale wind energy facility to be built in Canada's Northwest Territories, construction of the wind farm followed several years of research into renewable energy options for Diavik, which is otherwise reliant on diesel for all its energy needs.

Given the isolation of the site, and its extremely cold climate, the C\$31 million project presented a number of knotty transport, construction and engineering challenges – and no guarantee of success.

Thankfully, innovative ways were found to prevent the turbines freezing into inaction in temperatures plummeting below minus 40 degrees and, four years on, the wind farm is delivering around 10 per cent of the mine's energy needs and significantly reducing its carbon footprint.

The wind farm has attracted a national wind energy award, with Diavik now considered a global leader in delivering cold climate renewable energy.

a leader in delivering  
cold climate renewable energy



## Building indigenous businesses

### OUR MINES, OUR LEGACY THE DIAVIK DIAMOND MINE

Building indigenous businesses



BEAUTY WITH  
INTEGRITY

Since it began operations just over a decade ago, Diavik has achieved much in improving prospects for northern communities with few economic options, especially indigenous communities.

Training programs and apprenticeships have played an important role in connecting indigenous people with the varied employment opportunities available at Diavik and, with a view to the longer term, indigenous people are also being supported to develop their own businesses that are sustainable outside the context of the mine. Key to this is providing opportunities to build the skills and confidence these businesses need to take their operations to the next level.

## Training programs and apprenticeships have played an important role

Bouwa Whee Catering is a prime example of a local indigenous company that, having got its start at the mine, has been able to steadily build its capacity with Diavik's business support. Bouwa Whee Catering not only provides full-time catering, camp management, housekeeping and janitorial services to Diavik but has been able to extend its operations to other mines.

Diavik's efforts in supporting local indigenous businesses have not gone unnoticed. As early as 2005, the Canadian Council for Aboriginal Business recognised Diavik as a gold-level member of its Progressive Aboriginal Relations program which is designed to publicly recognise organisations that are good business partners, committed to prosperity in indigenous communities. Diavik was the first mine in northern Canada to attain this level of recognition.

## Giving wildlife the right of way



### OUR MINES, OUR LEGACY THE DIAVIK DIAMOND MINE

Giving wildlife the right of way



BEAUTY WITH  
INTEGRITY

As a guest in a very wild and precious landscape, where grizzlies roam and caribou follow centuries-old migratory paths across the tundra, it is a given for Diavik that wildlife have the right of way.

Much work is being done to ensure that no damage is done to the water resources that provide a habitat for local wildlife, particularly caribou, whose existence is so important to the traditional lifestyles and culture of local indigenous people.

Local knowledge and involvement is drawn on to ensure the water quality in the lakes and drainage systems is preserved, new fish habitats are created in the lakes around the mine site, and the ongoing palatability of different fish species is assured.

## an innovative research project

An innovative research project into acid rock drainage is also safeguarding against the possibility that Diavik's waste rock could create harm for fish and other aquatic life long after the mine has closed.

Diavik has also collaborated with its neighbouring mine in recent years on the largest grizzly bear study ever undertaken in the Northwest Territories, to establish if mining has influenced their abundance and distribution. This involved the collection of grizzly bear DNA samples over a 16,000 square kilometre area, drawing on the advice of community elders and land users as to where the 112 bear posts used to gather the grizzly bear hair samples for DNA analysis were best located.

Both mines were very pleased to discover, via this award-winning study, that the local grizzly bear population is stable or increasing.



IB

The purest ice from the purest ice



OUR MINES, OUR LEGACY  
SNOW SCALE

The purest ice from the purest ice:



BEAUTY WITH  
INTEGRITY

SHOULD YOU BE SEARCHING FOR THE MOST SPECTACULAR SOLITAIRE RING, YOU MIGHT HEAD TO LONDON'S BOND STREET, NEW YORK'S FIFTH AVENUE OR, IN PARIS, THE PLACE VENDOME. SHOULD YOUR QUEST BE THE SOURCE OF THE STONE, YOU WILL NEED TO GO CONSIDERABLY FURTHER....





BEAUTY WITH  
INTEGRITY

SNOW SCALE

IN MARCH 2015 INTERNATIONAL FASHION EDITOR MARION HUME TACKLED THE ICE AND THE COLD TO VISIT THE DIAVIK DIAMOND MINE. HERE IS HER ACCOUNT OF THAT TRIP, AS TOLD AT KENSINGTON PALACE, AT THE UNVEILING OF THE DIAVIK FOXFIRE, THE LARGEST GEM QUALITY ROUGH DIAMOND UNEARTHED IN NORTH AMERICA.

YOU NEED GUTS  
PIONEERING SPIRIT AND  
VERY WARM CLOTHES TO BRING  
THE PUREST ICE FROM  
THE PUREST ICE. WHITE  
DIAMONDS FROM JUST  
BEYOND THE ARCTIC CIRCLE.



BEAUTY WITH  
INTEGRITY

SNOW SCALE

TODAY, THE LUXURY BUSINESS IS - AT LAST - OBSESSED WITH PROVENANCE. WE WANT TO KNOW WHERE BEAUTIFUL THINGS COME FROM. WE WANT TO KNOW - WE SHOULD DEMAND TO KNOW - THAT BY THE TIME THEY REACH US, THEY HAVE DONE NO HARM.

SO LET ME DRAW YOUR ATTENTION TO A THING OF TRUE BEAUTY.

THE WIND TURBINE AT THE DIAVIK DIAMOND MINE. ONE OF FOUR AT DIAVIK, THE WIND TURBINES LOOM 100 METRES ABOVE THE SNOW.

YET INDUSTRIAL LUBRICANTS FREEZE AT MINUS 20.

COGS CAN'T ROTATE.

BLADES CAN'T TURN.

SO HOW IS THIS POSSIBLE?

WHEN DIAVIK'S MANAGER OF OPERATIONAL EXCELLENCE CHALLENGED GLOBAL PRODUCERS OF WIND TECHNOLOGY TO DESIGN A POWER SOURCE FOR 64 DEGREES NORTH,

ALL BUT ONE SAID IT COULD NOT BE DONE.

THE ONE CAME UP WITH THE FIRST EVER WIND TURBINE WITH NO GEAR BOX MEANING NO GEAR BOX TO FREEZE.

FOUR OF THESE TURBINES WERE SHIPPED FROM GERMANY ACROSS THE ATLANTIC TO THUNDER BAY, TRANSPORTED BY ROAD ACROSS CANADA, TO YELLOWKNIFE, CAPITAL OF THE NORTHWEST TERRITORIES.

AND THE GATEWAY TO THE WINTER ROAD TO DIAVIK.



SNOW SCALE

BEAUTY WITH  
INTEGRITY

TODAY, THE TURBINES ARE THE ONLY TALL STRUCTURES FOR MILES.  
 TOGETHER, THEY CAN GENERATE UP TO 56% OF THE POWER NEEDED BY A VAST  
 SUBTERRANEAN DIAMOND MINE.  
 NOT EVERY DAY.  
 THERE ARE LOW WIND DAYS.  
 THERE ARE NO WIND DAYS.  
 BUT WHAT THEY GENERATE HUGELY REDUCES RELIANCE ON DIESEL.  
 HOW MUCH DID IT COST TO BRING CLEAN ENERGY TO THE EQUATION  
 OF CLEAN DIAMONDS?  
 \$30 MILLION DOLLARS.  
 WITH NO GUARANTEE IT WOULD WORK.  
 THE GAMBLE WAS TAKEN BY A NAMIBIAN, LIEZL VAN WYK, WITH DEGREES IN  
 ELECTRICAL ENGINEERING, HIGH VOLTAGE ENGINEERING AND AN MBA.  
 SHE IS JUST ONE AMONG MANY AT DIAVIK, MAKING DIAMONDS SHINE BRIGHTER.  
 IN MARCH 2015, I WAS OFFERED THE LAST SEAT IN THE LAST CONVOY NORTH  
 BEFORE THE SPRING MELT.  
 I ARRIVED IN YELLOWKNIFE LATE AT NIGHT.  
 RUGGED UP, I HEADED OUT, CUT THE LIGHTS IN THE HIRE CAR.  
 THAT NIGHT, I SAW THE NORTHERN LIGHTS FOR THE VERY FIRST TIME  
 THE AURORA BOREALIS  
 AND THE SPARKS FLYING ACROSS THE SKY THEY CALL FOXFIRE.



SNOW SCALE

BEAUTY WITH  
INTEGRITY

# DAWN

A 12 HOUR DRIVE OVER ICE BEGINS.  
 NO SOUND.  
 SNOW SCALE.  
 THE EYE TRICKS THE MIND.  
 TO ME IT WAS UNFATHOMABLE.  
 TO THE MAN NEXT TO ME, IT IS HIS BACKYARD.  
 I HAD THE PRIVILEGE OF ACCOMPANYING ONE OF THE FIRST NATIONS CHIEFS,  
 ON THIS JOURNEY OVER TRADITIONAL LAND.

“ THIS LAND IS ME,  
 I BELONG TO IT,  
 HE TOLD ME.”

DIAVIK IS AN INSPIRED COLLABORATION BETWEEN INDIGENOUS  
STAKEHOLDERS AND A MODERN MINING COMPANY, GUESTS IN THE PRISTINE LAND  
OF THE CARIBOU.

OLD WISDOM.

NEW KNOWLEDGE.

*Beauty*  
*with*  
INTEGRITY



SNOW SCALE

BEAUTY WITH  
INTEGRITY

DIAMOND PRODUCTION BEGAN IN DIAVIK IN 2003.  
IT BECAME A FULLY UNDERGROUND OPERATION IN 2012  
YET EVERYTHING WILL BE GONE BY 2024.  
DIAMOND PIPES ARE FINITE.

SO FROM THE BEGINNING, THERE WAS A LEGACY PLAN FOR THE END,

## TO LEAVE NO TRACE BEHIND.

THE OLD STORY OF DIAMONDS - AND WE KNOW IT WAS NOT A PLEASANT STORY -  
WAS OF THE RICH MAN IN HIS TOP HAT MARCHING ONTO THE POOR MAN'S LAND.

USING THE POOR MAN'S BLOOD AND SWEAT TO EXTRACT WHAT LAY BENEATH.

THE RICH MAN GETTING RICHER,  
LEAVING THE POOR MAN POORER.

ACROSS THE GLOBE NOW, THE DIAMOND BUSINESS STRIVES TO BE AS  
TRANSPARENT AS THE NATURAL TREASURES THAT ARE ITS REASON FOR BEING.

AND AT LAST, AT DUSK, WE ARRIVE AT DIAVIK.

# DUSK



SNOW SCALE

BEAUTY WITH  
INTEGRITY

DID IT GLOW WITH WELCOME, LIKE A SWISS SKI CHALET AFTER A LONG DAY  
ON THE SLOPES?

NO. IT LOOKED MORE LIKE A GIANT IKEA SUPERSTORE DESIGNED TO BE FLAT  
PACKED AND TAKEN AWAY.

LOGISTICALLY, DIAVIK IS EXTRAORDINARY.

STAFF, FROM THE CHEFS TO THE DRILLERS, FLY IN AND OUT ON TWO  
WEEKLY CYCLES.

NINE HUNDRED PEOPLE.

ABOUT 500 PEOPLE ON SITE AT ANY ONE TIME.

12 HOUR SHIFTS.

250 PEOPLE ARE ASLEEP, WHILE THE REST ARE AWAKE.

BREAKFAST IS SERVED FROM 5AM TO 8AM, 5PM TO 8PM,

## IT'S TIME TO TAKE YOU UNDERGROUND.

COMING TOWARD YOU IS A TRUCK THE SIZE OF A FOUR STORY HOUSE.

THE WOMAN DRIVING IT IS HIGHLY SKILLED.

KELLY IS PROUD OF HER JOB.

PROUD TO BE ABLE TO SAVE TO PUT HER DAUGHTER THROUGH COLLEGE.

"I WANT HER TO GO TO LAW SCHOOL. TO BE A LAWYER FOR OUR PEOPLE,"  
SHE TELLS ME.



SNOW SCALE

BEAUTY WITH  
INTEGRITY

DIAMONDS HAVE ALWAYS BEEN ABOUT DREAMS.  
NOW, THEY INCLUDE THE DREAMS OF THOSE WHO BRING THEM TO THE SURFACE.  
SPARKS FLY IN KELLY'S EYES WHEN SHE IMAGINES HER DAUGHTER'S FUTURE.  
FOXFIRE.

JOBS ARE WELL PAID.

BUT THIS IS NOT EASY MONEY.

IT COMES WITH LONG INTERVALS AWAY FROM HOME - WITH PARTNERS  
AND PARENTS HELPING OUT WITH CHILD CARE.

THE PRESIDENT OF DIAVIK, MARC CAMERON, STRESSES THE NEED TO BUILD  
A FAMILY, A COMMUNITY ON SITE. THE EQUAL RESPONSIBILITY FOR THE  
COMPANY TO PROVIDE SUPPORT TO SHORE UP FAMILIES,  
COMMUNITIES AT HOME.

MEET TRAVIS.

HIS DREAM AS A LITTLE BOY, BORN OF THE FIRST NATION PEOPLE, TLICHO, WAS  
TO DRIVE ONE OF HIS TONKA TRUCKS.

NOW HE DOES - FAST "SKID TESTS" ON DIAVIK'S ICY AIRPORT RUNWAY, MAKING  
SURE IT IS SAFE FOR PLANES TO LAND.

SPARKS IN HIS EYES AS HE DESCRIBES THAT THRILL.

FOXFIRE.

# FOXFIRE

SNOW SCALE



BEAUTY WITH  
INTEGRITY

THE AURORA BOREALIS DANCES ACROSS THE VAST NIGHT SKY AT DIAVIK.  
BEAUTIFUL, AS YOU SPIN RIGHT ROUND TO WATCH.

WHICH IS HOW A 187.7 CARAT, 360 DEGREE BEAUTIFUL, ROUGH DIAMOND  
EARNED ITS NAME.

WHAT NEXT FOR FOXFIRE?

THE DIAMOND WILL PASS INTO THE HANDS OF ONE OF THE MOST SKILLED GEM  
COMPANIES OF THE WORLD.

MAYBE WE WILL SEE IT AGAIN ADORNING THE NECK OF AN ACTRESS, UP ON THE  
OSCAR PODIUM.

THE ANCIENT GREEKS BELIEVED THAT DIAMONDS WERE THE TEARS OF THE GODS.  
BUT NO MORTAL SHOULD WEEP FOR THEM.

THE CURRENT TERM FOR THE PUREST WHITE DIAMOND IS D FLAWLESS,  
MEASURED BY CLARITY, COLOR, CUT, AND CARAT WEIGHT.

IN A TRUE VALUE CHAIN DIAMONDS SHOULD BE HELD UP TO THE LIGHT.

THE BEST LEGACY THE DIAMOND MINE ON THE FROZEN EDGE OF THE WORLD  
MIGHT AIM FOR IS TO BE DD FLAWLESS;

DIAVIK D FLAWLESS, WITH ALL EFFORTS MADE TO BE FAIR, A PART  
OF WHAT IT IS TO BE FABULOUS.

DIAMONDS HAVE ALWAYS BEEN ABOUT DREAMS.  
WHEN THESE COME TRUE, WITH THE DISCOVERY OF A TRULY RARE  
DIAMOND, SPARKS FLY.  
LET'S WATCH FOXFIRE LIGHT A NEW WAY.

Let's watch Foxfire light a new way.



*Beauty*  
*with*  
INTEGRITY





## OUR MINES, OUR LEGACY THE ARGYLE DIAMOND MINE



BEAUTY WITH  
INTEGRITY

Picture a landscape where temperatures climb towards 45°C, a land that is harsh, unforgiving, difficult to traverse, yet with an almost mystical beauty that has captured Europeans from the first glimpse they had of it almost two centuries ago. The East Kimberley region of Western Australia is a place of both beauty and great promise, providing Australia with its most beautiful export...diamonds.

The Argyle diamond mine was established in the rugged and remote East Kimberley region of Western Australia in 1983. This modern and technologically sophisticated mining operation today is the largest producer of naturally coloured diamonds, including Argyle's signature pink diamonds.

The mine transitioned from open pit to underground mining in 2013 and has a mine life through to around 2021.

The Argyle mine sits on the traditional lands of Aboriginal people who are believed to have lived in this region for more than 50,000 years. The Traditional Owners of the mine's lease area believe that the land and its people were created by the Ngarranggarni, sometimes referred to as The Dreaming, a living belief system that links a person's day-to-day activities and relationships to the land.

Argyle is located in a wild and sparse landscape, rich in beauty and traditional culture, although subject to social and economic disadvantage. Argyle is using its presence in this landscape to build prospects for local people, including the Traditional Owners who have generously permitted mining to occur on their land.

# a wild and sparse landscape



# Honouring the land and its people

## OUR MINES, OUR LEGACY THE ARGYLE DIAMOND MINE

Honouring the land and its people



BEAUTY WITH  
INTEGRITY

When the Argyle Participation Agreement was registered in 2005, it set the benchmark for land use agreements between the mining industry and indigenous people in Australia.

The signing of the Agreement followed several years of relationship-building and negotiation between Argyle and the Miriuwung, Gidja, Malignin and Woolah peoples, the Traditional Owners of the land on which the Argyle mine lease is situated.

The Argyle Participation Agreement has created not only income streams for future generations of Aboriginal people in the East Kimberley, tied to Argyle's profits, but also significant education and employment opportunities. Equally important, it has provided a voice for Aboriginal people in mining decisions affecting their interests; the decision for Argyle to mine underground, for example, could not have proceeded without the permission of the Traditional Owners.

A decade on, this partnership continues to deliver in significant ways: traineeships and employment programs are steadily developing the skills base of local Aboriginal people and Argyle continues to support the development of independent Aboriginal businesses that can provide contracting services to the mine. These businesses, which have scope to operate beyond the mining industry, are proving important contributors to regional capacity-building.

### important contributors to regional capacity-building

Economic development, while important, is of course not the only benefit of this evolving partnership: the cultural understandings shared in the workplace and in community contexts are doing much to build bridges between Aboriginal and non-Aboriginal people in the East Kimberley and further the cause of reconciliation.



Art increases cultural understanding

OUR MINES, OUR LEGACY  
THE ARGYLE DIAMOND MINE

Art increases cultural understanding



BEAUTY WITH  
INTEGRITY

The bold and vivid paintings by the Traditional Owners of the Argyle mine are helping to create a shared understanding of the richness of their culture and their country. Along the way these artists have transformed the East Kimberley into one of the most important art producing regions in Australia, receiving national and international recognition.

one of the most important  
art producing regions in Australia

For example, on the roof of the Musée du Quai Branly in Paris, Traditional Owner and Gija woman, Lena Nyadbi's large-scale art installation, Dayiwul Lirlmim (Barramundi Scales), depicts the Dreamtime story of the Argyle diamond mine. Spanning almost 700 square meters this monumental painting can be seen by the seven million visitors per year to the Eiffel Tower.

In 2014, "Country to Coast", the single largest exhibition of Aboriginal art solely from the Kimberley region, was celebrated in Europe, including artworks from the late Paddy Bedford (1922-2007), a renowned cultural leader and Traditional Owner of the Argyle mine.

These unique forms of artistic expression that have flourished over the life of the Argyle mine bear witness to a remarkable group of cultural leaders and their legacy for future generations of indigenous and non indigenous Australians.



Sharing the good fortune, far and wide

OUR MINES, OUR LEGACY  
THE ARGYLE DIAMOND MINE

Sharing the good fortune, far and wide



BEAUTY WITH  
INTEGRITY

The small, coloured diamonds that flow from Argyle have generated not only significant opportunities for the East Kimberley region of Western Australia but also the diamond manufacturing centres in Gujarat, India, where a trusted partnership sees around 250,000 diamond artisans cutting and polishing Argyle's plentiful gems for the international market.

around 250,000 diamond artisans  
cutting and polishing Argyle's gems

This relationship was established in the late 1980s, when Argyle looked to the developing diamond industry in India to provide the support and expertise it needed to shape its plentiful, but hard-to-cut gems for the US market. In return, Rio Tinto has helped to steer the responsible growth of the Indian diamond manufacturing industry, developing management tools – such as its ground breaking Business Excellence Model – to encourage the improvement of workplace, social and environmental practices to global standards.

India is today the powerhouse of the world diamond industry, thanks in no small part to the supportive role that Rio Tinto has played. Along the way, conditions and opportunities for Indian workers have improved significantly with the industry opening up new career and income opportunities for many people, especially for women. In recent years, for example, Rio Tinto has supported the development of an all-women diamond cutting and polishing factory in Ahmedabad, in the western state of Gujarat, where female workers from low-income families and previously lowly-paid jobs are able to learn new skills and significantly boost their earnings.

# INTEGRITY





TREASURING THE TREASURES

BEAUTY WITH  
INTEGRITY

Today's luxury world makes so many claims to "RARE".

LUXURY goods, many produced in multiples and original only through the customisation of initials or personal monograms, are deemed 'one offs'.

ARGYLE PINK DIAMONDS, IN CONTRAST, ARE TRULY RARE.

THE GLOBAL SUPPLY OF PINK DIAMONDS IS LIMITED BOTH BY THE CIRCUMSTANCES OF THE MOMENT OF THEIR CREATION - OVER THREE BILLION YEARS AGO - AND THE GEOGRAPHY UNDER WHICH THEY LIE. IN SHORT, IT IS EXTRAORDINARY THAT WE HAVE ANY OF THESE EXCEPTIONALLY BEAUTIFUL DIAMONDS AT ALL.

CAREFUL CUSTODY, BEGINNING WITH RESPECT FOR THE LAND ITSELF AND ITS DEEP SIGNIFICANCE TO AUSTRALIA'S FIRST PEOPLES IS THE HALLMARK OF ARGYLE PINK DIAMONDS.



TREASURING THE TREASURES

BEAUTY WITH  
INTEGRITY

WESTERN AUSTRALIA'S EAST KIMBERLEY REGION, THE BIRTHPLACE OF ARGYLE PINK DIAMONDS, IS AN ANCIENT LAND, ITS PEOPLES DATING BACK AT LEAST 50,000 YEARS. TO GENERATIONS OF MEN AND WOMEN, THEIR STORIES GO BACK EVEN FURTHER, TO THE DREAMTIME OF THE SPIRIT WORLD AND THE NGARRANGGARNI STORIES PASSED DOWN IN A BELIEF SYSTEM WHICH GOES BACK TO THE FORMATION OF THE WORLD. IT IS THROUGH THIS ORAL HISTORY THAT THE ABORIGINAL PEOPLE OF AUSTRALIA UNDERSTAND THE RELATIONSHIP WITH THEIR COUNTRY.

ALL MINING AT ARGYLE IS UNDERTAKEN WITH THE PERMISSION OF THE TRADITIONAL OWNERS WHO ARE PHYSICALLY AND SPIRITUALLY STILL VERY PRESENT IN THE LANDSCAPE.

LET'S NOW TRAVEL FROM THE TRADITIONAL OWNERS OF THE ARGYLE PINK DIAMONDS TO THOSE WHO TRANSFORM THE RARE GEMS, THE MASTER CRAFTSMEN LOCATED AT ARGYLE'S STATE-OF-THE-ART MANUFACTURING FACILITY IN PERTH, WESTERN AUSTRALIA.





TREASURING THE TREASURES

BEAUTY WITH  
INTEGRITY

THESE MODERN DAY **ALCHEMISTS** ARE **ENTRUSTED** WITH CUTTING AND POLISHING THE PINNACLE OF THE ARGYLE PRODUCTION, SPENDING MONTHS ON A SINGLE DIAMOND TO HONOUR ITS EXTRAORDINARY HERITAGE. DRAWING ON THEIR EXTENSIVE SKILL, JUDGEMENT AND **ARTISTRY** – AND THEIR SCIENTIFIC UNDERSTANDING OF HOW LIGHT MOVES THROUGH THE COMPLEX STRUCTURE OF A PINK DIAMOND – THEY ARE ABLE TO DRAW OUT THE INHERENT COLOUR AND BEAUTY OF EACH STONE, FROM THE SOFTEST PALE PINK TO THE DEEPEST REDS AND VIOLETS.

EACH YEAR, **ARGYLE SELECTS THE FINEST** OF THESE POLISHED DIAMONDS FOR THE ANNUAL ARGYLE PINK DIAMONDS TENDER, A MUCH-ANTICIPATED EVENT ON THE DIAMOND INDUSTRY CALENDAR WHERE SELECTED DIAMOND COLLECTORS, CONNOISSEURS AND HIGH-NET-WORTH INDIVIDUALS ARE INVITED TO BID FOR THE DISTINCTIVE STONES. WITH PINK DIAMONDS COMPRISING **LESS THAN ONE PER CENT** OF ARGYLE'S ANNUAL PRODUCTION, THESE GEMS ARE INDEED THE RAREST OF THE RARE AND OFTEN FETCH RECORD-BREAKING PRICES.

THEY ARE ALL ENGRAVED WITH A UNIQUE MICROSCOPIC INSCRIPTION AS A PERMANENT RECORD OF THEIR BIRTHPLACE, AND INDEED A SMALL NUMBER WILL BE NAMED, TO ENSURE THERE IS A PERMANENT RECORD OF THEIR CONTRIBUTION TO THE HISTORY OF THE WORLD'S MOST IMPORTANT DIAMONDS.

TREASURING THE TREASURES



BEAUTY WITH  
INTEGRITY

BEYOND ITS ANNUAL TENDER OFFERING ARGYLE PINK DIAMONDS CAREFULLY MANAGES THE DISTRIBUTION OF THE REMAINDER OF ITS MINISCULE VOLUME OF POLISHED PINK DIAMONDS. THOSE INVITED TO USE ARGYLE PINK DIAMONDS IN THEIR JEWELLED CREATIONS ARE KNOWN AS THE SELECT ATELIERS OF ARGYLE PINK DIAMONDS.

THERE ARE ONLY 35 JEWELLERS WORLDWIDE WHO HAVE BEEN GRANTED THIS EXCLUSIVE ACCESS, SELECTED FOR THEIR UNRIVALLED CRAFTSMANSHIP AND DEEP ENGAGEMENT WITH THE **AUSTRALIAN STORY OF PROVENANCE**. EACH SELECT ATELIER HAS BEEN INSTRUMENTAL IN CREATING THE GLOBAL PHENOMENON OF ARGYLE PINK DIAMONDS AND HAS CAPTURED THE IMAGINATION OF CONNOISSEURS AND COLLECTORS AROUND THE WORLD. MANY OF THEIR JEWELLERY PIECES HAVE BEEN YEARS IN THE MAKING AND ARE IRREPLACEABLE.

TODAY, ARGYLE PINK DIAMONDS INFLUENCE STRETCHES INTO MANY SPHERES AND MANY CONTINENTS. FROM THE REMOTE AND HAUNTINGLY BEAUTIFUL EAST KIMBERLEY REGION OF WESTERN AUSTRALIA, TO RED CARPET EVENTS OR QUIETLY **APPRECIATING IN VALUE** IN PRIVATE COLLECTIONS, ARGYLE'S BEAUTIFUL BOUNTY – BE IT PINK, RED, BLUE, OR VIOLET – HAS AN EXTRAORDINARY PROVENANCE AS THE RAW LUXURIES OF AUSTRALIA.

**AND NOWHERE ELSE ON EARTH.**



They are buying a dream.

## EPILOGUE



BEAUTY WITH  
INTEGRITY

The sparkle of a diamond is seductive: it alerts your desires and lures you in, but before getting hooked, today's customer wants to know the pressing question on everyone's mind: is my gem sustainability sourced?

The global diamond industry was faced with that question 10 years ago in the controversial movie *Blood Diamond*. Buying a diamond was no longer about colour, clarity, cut and carat weight – customers enquired about “conflict-free”.

It is estimated that 99 per cent of diamonds are now conflict-free and are sourced from legitimate Kimberley Process-compliant countries. Few industries have gone so far to self-regulate as the diamond industry did when it developed the Kimberley Process in 2003 to ensure diamond purchases were not financing violence by rebel movements and their allies seeking to undermine legitimate governments.

Rio Tinto is well positioned to respond to the growing market interest in diamond provenance. Long before the introduction of the Kimberley Process, Rio Tinto was keeping all its diamonds productions separate, selling by mine and country of origin.

For Rio Tinto, operating our diamonds business in an ethical and sustainable way generates new business possibilities – we don't see it as a constraint, but as a field of opportunity.

We also know that when our customers buy a precious diamond, they are buying more than just a valuable object: they are connecting with something timeless, something inspirational, something beyond their everyday experience.

They are buying a dream.

We want those dreams to be as good and pure as they can be.



