

RioTinto



Diavik Diamond Mine

2017 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 47,000 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 aluminum, copper, diamonds, gold, industrial minerals (borates, titanium dioxide, and salt), iron ore, and uranium.

For 145 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.

At Diavik, 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 Mines ULC

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

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

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

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

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

Sustainable development

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

In 2015, Rio Tinto and Dominion Diamond joined 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-Chair on the Board of the DPA.

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

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.

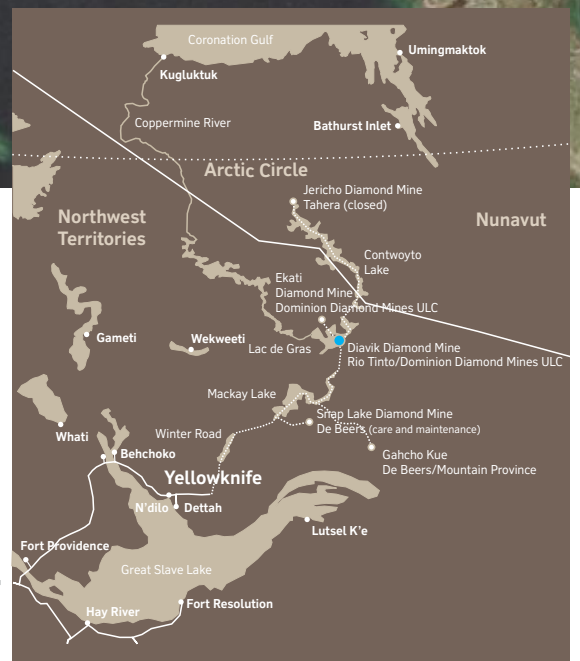
Diavik also has a socio-economic monitoring agreement with the Government of the Northwest Territories, which was signed by Indigenous partners. Regulatory requirements and an environmental agreement between Diavik, Indigenous partners, and federal and territorial governments formalize Diavik's environmental 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.



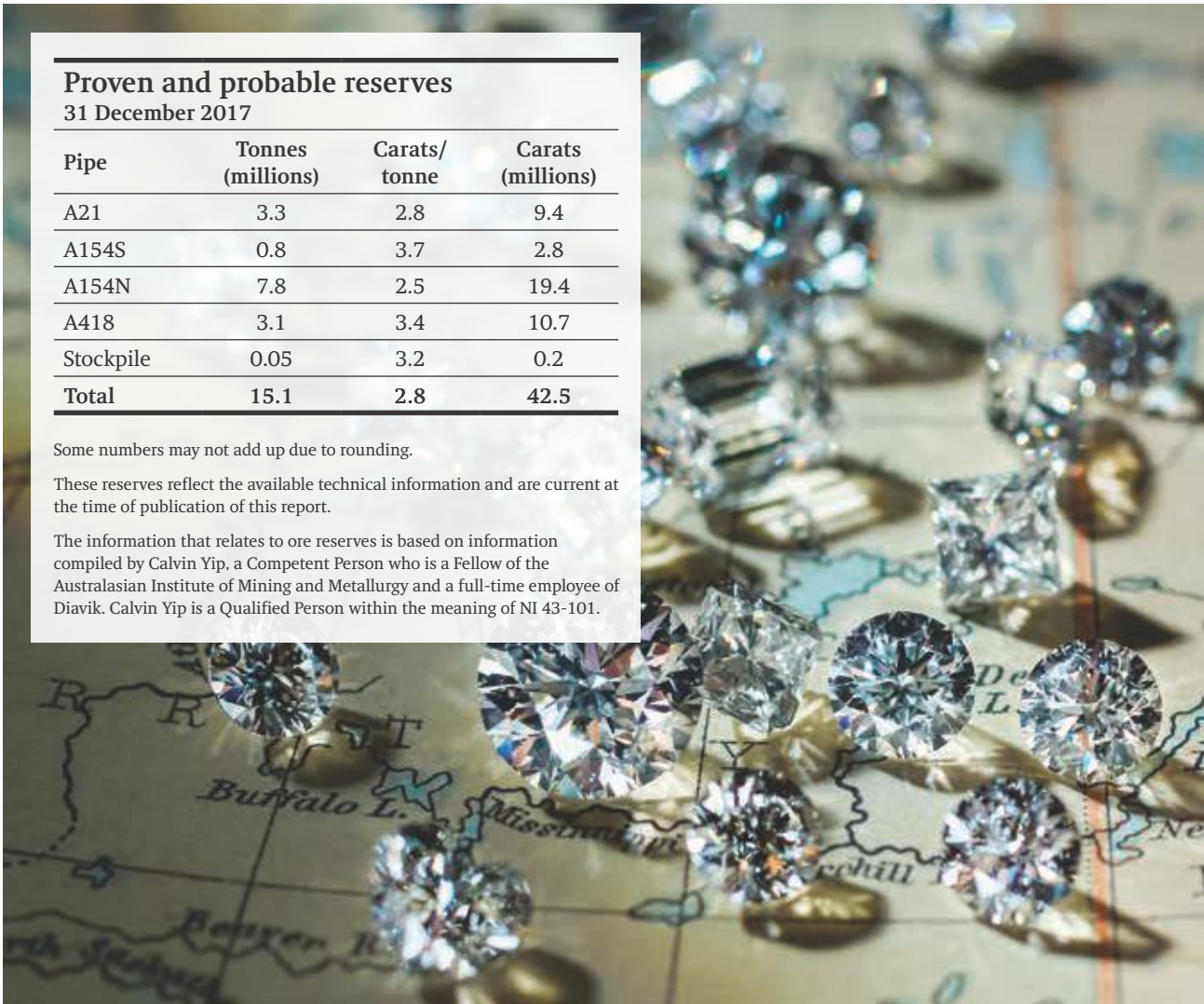
Satellite image 14 July 2017

Diavik at a glance

- Four ore bodies: A21, A154 South, A154 North, and A418
- A21 kimberlite ore body development ahead of schedule and on budget
- Spending (2000 to 2017): C \$7.6 billion (\$5.4 billion northern, of which \$2.8 billion was Indigenous)
- Operations workforce (2017): 1,233 employees (550 northerners)
- 2017 rough diamond production: 7.5 million carats
- Reserves: 15.1 million tonnes at 2.8 carats per tonne (31 December 2017)
- Total rough diamond production: 111.7 million carats (2003 to 2017)



Reserves



Proven and probable reserves 31 December 2017

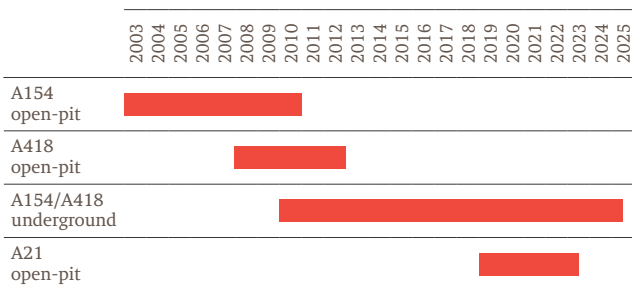
Pipe	Tonnes (millions)	Carats/tonne	Carats (millions)
A21	3.3	2.8	9.4
A154S	0.8	3.7	2.8
A154N	7.8	2.5	19.4
A418	3.1	3.4	10.7
Stockpile	0.05	3.2	0.2
Total	15.1	2.8	42.5

Some numbers may not add up 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. In 2017, Diavik's workforce comprised of 1,233 DDMM employees and contractors.



Employment by gender	
Male	1,078 (87%)
Female	155 (13%)
Total (31 December 2017)	1,187

Employment history (individuals)				
	2014	2015	2016	2017
Northern Indigenous	194 (20%)	213 (19%)	233 (20%)	222 (18%)
Other northern	254 (27%)	333 (29%)	324 (27%)	327 (27%)
Total northern	448 (47%)	546 (48%)	557 (47%)	550 (45%)
Southern	500 (53%)	588 (52%)	630 (53%)	684 (55%)
Total	948	1,134	1,187	1,223

Spending

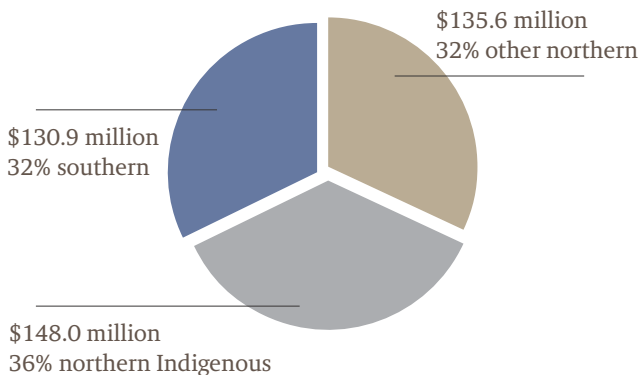
In 2017, Diavik continued to focus on northern businesses and, in so doing, ensured major benefits flowed to local firms, many of which are Indigenous.

Sixty-eight per cent of spending, \$283.6 million, was with northern businesses – an increase over the \$261.6 million spent with northern companies in 2016.

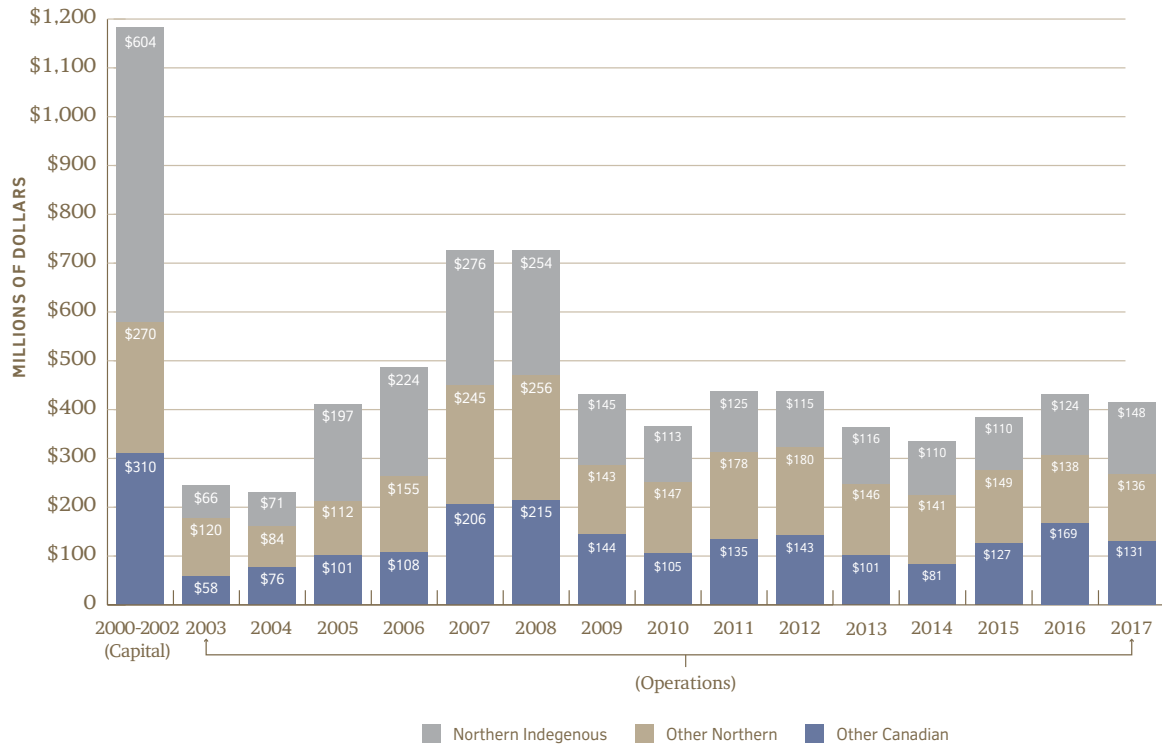
Of the 2017 northern spend, \$148.0 million was with northern Indigenous businesses – an increase over the \$123.7 million spent in 2016.

Since 2000, Diavik has spent \$5.4 billion with northern businesses, or 71 per cent of the total business spend of \$7.6 billion. Of the \$5.4 billion in northern spend, \$2.8 billion has been spent with northern Indigenous businesses and their joint ventures.

2017 Operations Spending



Diavik Annual Spending



Spending by category and priority group*

Category	Northern Indigenous	Other Northern	Total Northern	Southern	Total
Community relations	\$4.9	\$0.2	\$5.1	\$0.1	\$5.2
Construction	\$0.6	\$3.0	\$3.6	\$4.0	\$7.6
Consumables	\$19.9	\$85.5	\$105.5	\$49.1	\$154.5
Financial	\$148.0	\$12.3	\$12.3	\$7.3	\$19.6
Freight, cargo, transport	\$25.0	\$23.4	\$48.4	\$7.1	\$55.5
Human resources	\$0.0	\$1.2	\$1.3	\$0.5	\$1.8
Other	\$0.5	\$0.2	\$0.7	\$0.1	\$0.8
Outsourced labour	\$83.1	\$5.7	\$88.8	\$43.7	\$132.6
Passenger transport	\$7.1	\$0.7	\$7.8	\$0.0	\$7.8
Professional services	\$6.8	\$2.3	\$9.1	\$16.1	\$25.2
Telecommunications	\$0.0	\$1.0	\$1.0	\$2.8	\$3.9
Total spend	\$148.0	\$135.6	\$283.6	\$130.9	\$414.5

* \$ 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 24 apprentices, completing their first or second trade.

Apprenticeship training by priority group	
Northern non-Indigenous	9
Northern Indigenous	8
Northern subtotal	17
Southern subtotal	7
Total	24

Two new journeypersons

Since 2003, 57 apprentices have successfully completed their apprenticeships at Diavik and achieved journeyperson certifications from the Government of the Northwest Territories. Of the 57, two completed their apprenticeships in 2017:

- Brent Doverspike, Instrument Technician
- Blaine Talbot, Parts Technician

Top marks

In 2017, four of Diavik's apprentices achieved top mark awards for the 2016/17 school year, including one from Bouwa Whee Catering, working at the Diavik mine site:

- Brandon Head – Welder Level 3
- Brent Doverspike – Instrument Technician Level 3
- Morgan Hall, Industrial Mechanic – Millwright Level 3
- Tristan Campbell, Industrial Mechanic – Millwright Level 4
- Seka Champagne – Cook Level 1



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.

Mining Industry Human Resources (MiHR) Council Certification

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

In 2017, 25 Diavik employees received certification in the following occupations:

- Minerals Processing Operator – Level 1
- Minerals Processing Operator – Level 2
- Surface Miner – Level 2
- Underground Miner – Level 1
- Underground Miner – Level 2 Production

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.

In 2017, four Diavik employees participated in the college program.

Community contributions

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

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

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

On The Land Collaborative

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

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

Scholarships

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

High school scholarships are awarded to graduating students who are continuing studies into post-secondary programs. Five graduates received Diavik scholarships in 2017, which are administered through local high schools.

In 2017, six scholarships were awarded through the Diavik administered scholarships, which are available for first year students, and those studying in second to fourth year programs.

Two scholarships were also awarded in 2017 through the Diavik scholarship for northern students attending Aurora College programs.

Diavik scholarships are also available for children of employees and contractors, with 29 recipients in 2017.

Diavik supports a sustainable scholarship fund at the Yellowknife Community Foundation. In 2017, two scholarships were awarded under the Diavik Community Scholarship Fund. To date, 11 northerners have received scholarships from this fund. Annual contributions to the fund allow Diavik to ensure this long-term legacy in the form of scholarships continues to grow, and to award more scholarships to northern students.

Community volunteering

Diavik employees volunteered at various community events in 2017, including the North Slave Metis Alliance fish fry, NWT and Nunavut Chamber of Mines Miner’s Picnic, NWT Track and Field Championships, and City of Yellowknife Win Your Space YK.

Community investment	
Community contributions program	
NWT Track and Field	\$10,000.00
NSMA Fish Fry	\$5,000.00
NWT and Nunavut Chamber of Mines (Miner’s Picnic)	\$5,000.00
NWT Geoscience Forum	\$5,000.00
NWT Aboriginal Sport Circle	\$15,000.00
Tides Canada for NWT On The Land Collaborative	\$30,000.00
2018 Arctic Winter Games	\$15,000.00
NWT Literacy Council	\$15,000.00
Inuit Tattoo Revitalization Project	\$5,000.00
City of Yellowknife Win Your Space YK	\$5,000.00
YWCA Sunshine Tenasco Workshops	\$2,500.00
Stanton Territorial Hospital Foundation	Diamond donation
Salvation Army (Yellowknife)	\$3,000.00
Yellowknife Community Foundation – Diavik scholarship fund	\$10,000.00
Sir John Franklin High School	\$10,000.00
Folk on the Rocks	\$10,000.00
Donations and sponsorships total	\$145,500.00

Scholarships	
Participation agreement administered	\$156,662
Other DDMI scholarships	\$59,500
Scholarships total	\$216,162

Health and safety

Safety is our number one priority at Diavik.

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

* 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).

2017 wind farm results		Results since start up*	
Energy produced	17.2 gigawatt hours	Energy produced	90.8 gigawatt hours
Availability	92.35%	Availability	96.30%
Diesel offset	3.9 million litres	Diesel offset	22.1 million litres
CO ₂ e offset	10.45 tonnes	CO ₂ e offset	61.253 tonnes
Fuel savings	\$4.18 million	Fuel savings	\$26.18 million
Energy penetration	9.2%		

* October 2012 to December 2017

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

Water usage (m ³)*				
	2014	2015	2016	2017
Fresh water used				
Fresh water for plant	428,018	404,206	369,534	407,539
Potable water	72,175	73,988	83,196	72,836
Dust management	50,494	47,512	69,622	57,616
Fresh water, other	0	50,826**	58,541***	179,809***
Total	550,687	576,532	580,893	717,800
Underground dewatering				
	11,737,313	11,617,635	11,258,984	11,280,412
Effluent discharged to Lac de Gras				
Collection ponds to Lac de Gras (clean water)	0	0	0	0
A21 Open Pit Dewatering				2,995,260
North Inlet to Lac de Gras (water treated through north inlet water treatment plant)	11,438,537	11,903,811	13,832,886	11,375,040
Total	11,438,537	11,903,811	13,832,886	14,370,300
Recycled/reused water within plant				
Recycled processed kimberlite containment water	1,259,135	1,118,940	1,756,029	1,420,933
Recycled north inlet water**	1,190,855	1,124,851	670,884	1,055,217
Treated sewage effluent	70,945	71,261	81,632	70,439
Collection ponds to processed kimberlite containment (silty water)	201,558	288,817	310,136	181,057
Total	2,722,493	2,603,869	2,818,680	2,727,646

* 1 m³ = 1,000 litres

** drills

*** drills and construction



Traditional knowledge panel update

The traditional knowledge (TK) panel was established to facilitate appropriate and meaningful accommodation of TK in environmental management and monitoring, most notably as it relates to closure planning for the mine. The tenth session brought together Elders and youth selected by their community organizations to focus on the design and closure of the south country rock pile (SCRP) so that it is safe for caribou movement after the Diavik mine is closed, and for initial discussions on post-closure monitoring.

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 in relation to the SCRP, and for monitoring (watching) wildlife and water after the mine closes. The TK panel developed 23 specific recommendations relating to caribou movement and closure watching/monitoring programs. Four key themes were identified during the session:

- Implementing traditional and other ways to direct caribou movement will help keep them safe;
- The SCRP should generally follow those recommendations put forth by the TK panel for the NCRP, with efforts to make it as small and smooth as possible;
- Caribou must be monitored; and
- Watching/monitoring is important – a future session is required to further develop ideas around this.

The TK panel session report, titled "Watching/Monitoring and the South Country Rock Pile", summarizes the discussion held and considerations identified by panel members for each theme. To date, the TK panel has provided a total of 179 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 shared with community organizations and submitted to the Wek'wëezhii 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.

Socio-economic monitoring agreement employment data

Employment data contained in this report is provided as of 31 December 2017. Information on annual training, employment, business benefits, and community initiatives is included on preceding pages. The detailed tables in this appendix, required under the socio-economic monitoring agreement, provide Diavik employee and contractor data. Throughout the report, some figures may not add due to rounding.

Employment by participation agreement (individuals)		
Kitikmeot Inuit Association	7	0.6%
Lutsel'k'e Dene First Nation	8	0.7%
North Slave Metis Alliance	17	1.4%
Tlicho First Nation	84	6.8%
Yellowknives Dene First Nation	26	2.1%
Total participation agreement employees*	142	11.5%

Indigenous employment (individuals)		
Total participation agreement employees	142	11.5%
Other northern Indigenous employees	87	7.1%
Other Canadian Indigenous employees	57	4.6%
Total Indigenous employees*	286	23.2%

* Declaration is voluntary.

DDMI employment by community, priority group, job category (person years*)						
Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Behchoko	0.0	6.8	5.0	0.0	0.0	11.8
Other northern Indigenous	0.0	0.9	1.9	0.0	0.0	2.9
Tlicho	0.0	5.8	3.1	0.0	0.0	8.9
Deline	0.0	0.0	1.3	0.0	0.0	1.3
Other northern Indigenous	0.0	0.0	1.3	0.0	0.0	1.3
Fort Providence	0.0	2.3	3.2	0.0	0.0	5.5
Other northern Indigenous	0.0	2.3	3.2	0.0	0.0	5.5
Fort Resolution	0.0	0.6	0.9	0.0	0.0	1.4
Other northern Indigenous	0.0	0.6	0.9	0.0	0.0	1.4
Fort Simpson	0.0	0.0	2.1	0.0	0.0	2.1
Other Canadian Indigenous	0.0	0.0	0.9	0.0	0.0	0.9
Other northern Indigenous	0.0	0.0	1.2	0.0	0.0	1.2
Fort Smith	0.0	1.6	7.3	0.0	0.0	8.9
Canadian non-Indigenous	0.0	0.0	0.9	0.0	0.0	0.9
Other Canadian Indigenous	0.0	1.5	0.0	0.0	0.0	1.5
Other northern Indigenous	0.0	0.2	6.4	0.0	0.0	6.6

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Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Hay River	2.0	10.2	24.0	0.8	0.0	37.0
Canadian non-Indigenous	0.9	1.8	9.6	0.8	0.0	13.1
Do not wish to declare	0.0	0.6	0.4	0.0	0.0	1.0
North Slave Metis	0.0	0.2	2.1	0.0	0.0	2.2
Other Canadian Indigenous	0.0	0.0	2.0	0.0	0.0	2.0
Other northern Indigenous	1.0	7.7	7.2	0.0	0.0	15.9
Tlicho	0.0	0.0	2.0	0.0	0.0	2.0
Yellowknives Dene	0.0	0.0	0.8	0.0	0.0	0.8
Inuvik	0.0	0.0	0.9	0.0	0.0	0.9
Other northern Indigenous	0.0	0.0	0.9	0.0	0.0	0.9
Jean Marie River	0.2	0.0	1.0	0.0	0.0	1.3
Do not wish to declare	0.0	0.0	1.0	0.0	0.0	1.0
Other northern Indigenous	0.2	0.0	0.0	0.0	0.0	0.2
Lutsel K'e	0.0	0.9	1.0	0.0	0.0	1.9
Lutsel K'e Dene	0.0	0.9	0.0	0.0	0.0	0.9
North Slave Metis	0.0	0.0	1.0	0.0	0.0	1.0
Tuktoyaktuk	0.0	0.0	0.1	0.0	0.0	0.1
Other northern Indigenous	0.0	0.0	0.1	0.0	0.0	0.1
Whati	0.0	0.0	1.0	0.0	0.0	1.0
Tlicho	0.0	0.0	1.0	0.0	0.0	1.0
Yellowknife	4.4	61.3	134.2	42.9	14.0	256.8
Canadian non-Indigenous	3.0	40.6	86.6	33.8	8.9	172.9
Do not wish to declare	0.8	3.1	2.1	0.0	0.9	6.9
Kitikmeot Inuit	0.0	0.0	0.9	0.0	0.0	0.9
Lutsel K'e Dene	0.5	0.0	3.0	0.0	0.0	3.5
North Slave Metis	0.0	2.5	3.5	0.0	0.0	6.1
Other Canadian Indigenous	0.0	1.4	5.4	0.4	0.0	7.2
Other nationality	0.0	0.0	5.5	7.7	4.3	17.5
Other northern Indigenous	0.1	7.4	11.4	1.0	0.0	19.8
Tlicho	0.0	4.5	11.0	0.0	0.0	15.5
Yellowknives Dene	0.0	1.8	4.7	0.0	0.0	6.5
Northern total	6.5	83.6	182.0	43.7	14.0	329.9

Southern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Canadian non-Indigenous	0	13.6	172.5	23.3	1.1	210.5
Do not wish to declare	0	1.2	27.3	2.0	0.0	30.5
Other Canadian Indigenous	0	1.8	14.5	0.0	1.0	17.4
Other nationality	0	1.3	4.1	4.1	0.0	9.5
Other northern Indigenous	0	0.9	1.2	0.0	0.0	2.2
Yellowknives Dene	0	0.0	2.9	0.0	0.0	2.9
Southern total	0	18.8	222.6	29.5	2.1	272.9

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

Contractor employment by community, priority group, job category (person years*)						
Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Behchoko	9.1	7.8	6.0	0.0	0.0	22.9
Canadian non-Indigenous	0.0	0.0	1.0	0.0	0.0	1.0
Do not wish to declare	0.0	0.0	1.2	0.0	0.0	1.2
Other Canadian Indigenous	0.3	0.0	0.0	0.0	0.0	0.3
Tlicho	8.8	7.8	3.9	0.0	0.0	20.5
Cambridge Bay	0.1	0.3	0.1	0.0	0.0	0.5
Kitikmeot Inuit	0.1	0.3	0.1	0.0	0.0	0.5
Fort Providence	1.5	0.0	1.0	0.0	0.0	2.5
North Slave Metis	0.7	0.0	0.0	0.0	0.0	0.7
Other northern Indigenous	0.8	0.0	1.0	0.0	0.0	1.8
Fort Resolution	0.6	0.8	0.0	0.0	0.0	1.4
Do not wish to declare	0.1	0.8	0.0	0.0	0.0	0.9
Other northern Indigenous	0.5	0.0	0.0	0.0	0.0	0.5
Fort Simpson	0.0	0.0	0.2	0.0	0.0	0.2
Other northern Indigenous	0.0	0.0	0.2	0.0	0.0	0.2
Fort Smith	3.4	0.9	2.0	0.0	0.0	6.3
Canadian non-Indigenous	0.0	0.9	0.5	0.0	0.0	1.4
Other Canadian Indigenous	0.5	0.0	0.0	0.0	0.0	0.5
Other northern Indigenous	2.0	0.0	1.5	0.0	0.0	3.5
Tlicho	0.9	0.0	0.0	0.0	0.0	0.9
Gameti	2.5	1.0	0.0	0.0	0.0	3.5
Tlicho	2.5	1.0	0.0	0.0	0.0	3.5
Hay River	10.2	4.4	7.3	0.9	0.0	22.9
Canadian non-Indigenous	1.5	1.8	3.9	0.9	0.0	8.2
Do not wish to declare	2.2	0.0	0.0	0.0	0.0	2.2
Kitikmeot Inuit	0.0	0.9	0.0	0.0	0.0	0.9
North Slave Metis	0.6	0.0	0.2	0.0	0.0	0.8
Other Canadian Indigenous	1.6	0.9	0.2	0.0	0.0	2.7
Other northern Indigenous	4.0	0.0	1.4	0.0	0.0	5.4
Tlicho	0.3	0.8	1.0	0.0	0.0	2.1
Yellowknives Dene	0.0	0.0	0.7	0.0	0.0	0.7
Jean Marie River	0.0	0.0	0.2	0.0	0.0	0.2
Other northern Indigenous	0.0	0.0	0.2	0.0	0.0	0.2
Kugluktuk	0.0	0.5	0.8	0.0	0.0	1.3
Kitikmeot Inuit	0.0	0.5	0.8	0.0	0.0	1.3
Lutsel K'e	0.0	0.0	0.9	0.0	0.0	0.9
Lutsel K'e Dene	0.0	0.0	0.9	0.0	0.0	0.9
Tulita	0.0	0.0	0.1	0.0	0.0	0.1
Other northern Indigenous	0.0	0.0	0.1	0.0	0.0	0.1
Wekweeti	0.0	0.8	0.9	0.0	0.0	1.6
Tlicho	0.0	0.8	0.9	0.0	0.0	1.6

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Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Whati	3.3	1.8	0.7	0.0	0.0	5.8
Canadian non-Indigenous	0.5	0.0	0.2	0.0	0.0	0.6
North Slave Metis	0.2	0.0	0.0	0.0	0.0	0.2
Tlicho	2.6	1.8	0.6	0.0	0.0	5.0
Yellowknife	82.2	16.0	43.5	0.5	0.2	142.4
Canadian non-Indigenous	26.3	5.7	27.4	0.0	0.2	59.6
Do not wish to declare	5.2	0.9	2.1	0.0	0.0	8.3
Kitikmeot Inuit	3.5	0.0	0.0	0.0	0.0	3.5
Lutsel K'e Dene	1.0	0.5	1.5	0.0	0.0	3.0
North Slave Metis	3.3	0.8	0.9	0.0	0.0	5.0
Other Canadian Indigenous	5.4	1.1	1.6	0.0	0.0	8.0
Other nationality	7.3	0.0	0.4	0.0	0.0	7.6
Other northern Indigenous	8.7	1.6	2.4	0.0	0.0	12.8
Tlicho	9.1	3.6	7.0	0.5	0.0	20.2
Yellowknives Dene	12.6	1.7	0.2	0.0	0.0	14.4
Northern total	112.8	34.3	63.7	1.4	0.2	212.5

Southern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Canadian non-Indigenous	26.9	24.9	241.6	12.2	1.5	307.0
Do not wish to declare	1.0	3.7	39.0	1.0	0.9	45.6
North Slave Metis	0.0	0.0	0.9	0.0	0.0	0.9
Other Canadian Indigenous	0.2	1.7	13.7	1.0	0.0	16.7
Other nationality	1.4	2.8	20.6	5.9	8.6	39.3
Other northern Indigenous	2.0	1.1	1.9	0.0	0.0	5.1
Tlicho	1.4	0.6	0.9	0.0	0.0	2.9
Yellowknives Dene	0.4	0.0	0.1	0.0	0.0	0.4
Southern total	33.4	35.0	318.6	20.0	11.0	417.9

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

DDMI new hires by community, priority group, job category (individuals)						
Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Behchoko	0	1.0	0	0	0	1.0
Tlicho	0	1.0	0	0	0	1.0
Fort Providence	0	1.0	0	0	0	1.0
Other northern Indigenous	0	1.0	0	0	0	1.0
Fort Resolution	0	1.0	0	0	0	1.0
Other northern Indigenous	0	1.0	0	0	0	1.0
Fort Smith	0	2.0	0	0	0	2.0
Other Canadian Indigenous	0	1.0	0	0	0	1.0
Other northern Indigenous	0	1.0	0	0	0	1.0

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Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Jean Marie River	1.0	0	0	0	0	1.0
Other northern Indigenous	1.0	0	0	0	0	1.0
Yellowknife		15.0	4.0	2.0	4.0	25.0
Canadian non-Indigenous	0	8.0	2.0	2.0	3.0	15.0
Do not wish to declare	0	1.0	0	0	0	1.0
North Slave Metis	0	1.0	0	0	0	1.0
Other Canadian Indigenous	0	2.0	1.0	0	0	3.0
Other nationality	0	0	0	0	1.0	1.0
Other northern Indigenous	0	1.0	1.0	0	0	2.0
Tlicho	0	2.0	0	0	0	2.0
Northern total	1.0	20.0	4.0	2.0	4.0	31.0

Southern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Canadian non-Indigenous	0	6	4	2	0	12
North Slave Metis	0	0	1	0	0	1
Other nationality	0	1	0	1	0	2
Other northern Indigenous	0	0	1	0	0	1
Southern total	0	7	6	4	0	17

Contractors new hires by community, priority group, job category (individuals)

Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Canadian non-Indigenous	24	4	23	0	1	52
Behchoko	0	0	1	0	0	1
Hay River	2	0	2	0	0	4
Whati	1	0	1	0	0	2
Yellowknife	21	4	19	0	1	45
Do not wish to declare	3	0	0	0	0	3
Yellowknife	3	0	0	0	0	3
Kitikmeot Inuit	2	0	0	0	0	2
Yellowknife	2	0	0	0	0	2
Lutsel K'e Dene	1	2	1	0	0	4
Yellowknife	1	2	1	0	0	4
North Slave Metis	7	0	6	0	0	13
Fort Providence	2	0	0	0	0	2
Hay River	1	0	1	0	0	2
Whati	1	0	0	0	0	1
Yellowknife	3	0	5	0	0	8

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Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Other Canadian Indigenous	6	2	5	0	0	13
Fort Smith	1	0	0	0	0	1
Hay River	0	0	2	0	0	2
Yellowknife	5	2	3	0	0	10
Other nationality	2	0	0	0	0	2
Yellowknife	2	0		0	0	2
Other northern Indigenous	24	4	10	0	0	38
Fort Providence	2	0	0	0	0	2
Fort Resolution	1	0	0	0	0	1
Fort Simpson	0	0	1	0	0	1
Fort Smith	6	0	2	0	0	8
Hay River	4	0	3	0	0	7
Jean Marie River	0	0	2	0	0	2
Tulita	0	0	1	0	0	1
Yellowknife	11	4	1	0	0	16
Tlicho	36	8	12	0	0	56
Behchoko	15	5	8	0	0	28
Gameti	4	1	1	0	0	6
Whati	3	0	0	0	0	3
Yellowknife	14	2	3	0	0	19
Yellowknives Dene	10	2	2	0	0	14
Hay River	0		1	0	0	1
Yellowknife	10	2	1	0	0	13
Nunavut	1	2	3	0	0	6
Kitikmeot Inuit	1	2	3	0	0	6
Cambridge Bay	1	2	1	0	0	4
Kugluktuk	0		2	0	0	2
Northern total	116	24	62	0	1	203

Southern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Canadian non-Indigenous	20	15	145	13	3	196
Do not wish to declare	1	0	8	0	0	9
Other Canadian Indigenous	1	1	3	0	0	5
Other nationality	1	1	16	8	6	32
Other northern Indigenous	0	1	0	0	0	1
Tlicho	1	0	0	0	0	1
Yellowknives Dene	1	0	1	0	0	2
Southern total	25	18	173	21	9	246



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