

RioTinto

# Diavik Diamond Mine

2019 sustainable development report



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## President's message

It is my pleasure to present Diavik Diamond Mine's 2019 sustainable development report. The report includes statistics on health, safety and environment related to our site. In this document you will also find key information about our operations, data on employment and spending for the year, as well as an outline of our training programs.

I am thrilled to be back at Diavik, this time as President and Chief Operating Officer. Returning to this operation and the community of Yellowknife is very special to me and my family. It is an exciting time to be a part of the Diavik senior leadership team. We are all refocusing our efforts to meet our targets while maintaining our commitment to the safety and health of our employees and contractors.

Diavik is working hard to manage the current realities of the diamond market and considering options for the future. We are continuing our work on progressive land reclamation, studying the feasibility of mine extensions, planning and preparing for closure, all the while supporting Rio Tinto's continued drilling programs within the area.

As we move into 2020, we will continue to deliver training, employment and business benefits to local communities,



while meeting our commitments to protect the environment and generate economic prosperity for our investors. As always, our priority is the safety of our workforce with the ultimate goal of a zero harm operation. With that in mind, I encourage you to maintain a culture of safety in your home and your work.

Richard Storrie  
President and Chief Operating Officer  
Rio Tinto Diavik Diamond Mine





### Diavik at a glance

- Four ore bodies: A21, A154 South, A154 North, and A418
- Spending (2000 to 2019): C \$8.5 billion (\$6.1 billion northern, of which \$3.2 billion was Indigenous)
- Operations workforce (2019): 1,124 employees (555 northerners)
- 2019 rough diamond production: 6.7 million carats
- Reserves: 10.5 million tonnes at 2.4 carats per tonne (31 December 2019)
- Total rough diamond production: 124.1 million carats (2003 to 2019)



## Sustainable development

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

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

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



## Health and safety

The safety and health of our employees and contractors is our number one priority at Diavik.

While 2019 was another challenging year at Diavik for our safety performance, we are encouraged to see a reduction in the rate in which people are injured while at work.

Safety incident and action management was improved in 2019 with the adoption of new tracking software to record and report incidents and the introduction of our visible field leadership program.

The safety improvement plan for 2020 is about focusing on the basics. Our field leadership program will expand to include frontline safety interactions and coaching, work place inspections and job task observations will be conducted in a more structured way and safety training emphasizing the understanding of safety systems by supervisors will be a primary focus of the safety team in 2020.

Taking care of the health and wellbeing of our workforce is an important part of the way we work. In 2019, we renewed this focus and introduced a peer support program in combination with mental health first courses for employees and contractors. Through a partnership with the Government of the Northwest Territories, Diavik hosted Mental Health First Aid Training at site.

A short walking trail around the camp is available during the summer months to provide fresh air and exercise in the outdoors. Monthly promotion and education of health topics combined with activity based challenges encourage positive wellness behaviours and improved lifestyle.

A variety of events were created to appeal to different interests including small crafting projects, sport tournaments, games, and guest speakers. Diavik continues to support activities over significant holidays such as Christmas and Halloween.

Key safety performance indicators	2014	2015	2016	2017	2018	2019
Lost time injuries	3	4	6	4	8	5
Lost time injury frequency rate*	0.28	0.32	0.43	0.28	0.62	0.38
Medical treatments	3	5	8	3	10	4
All incident frequency rate**	0.55	0.73	1.00	0.49	1.39	0.69
Significant potential incidents	3	4	2	4	7	6

\* 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).





### Windpower at Diavik

Diavik operates one of the largest hybrid wind-diesel power facilities at a remote mine site in the world. Since coming on line in 2012, the windfarm has offset Diavik’s diesel use by over 30 million litres and reduced the overall GHG emissions by 84 thousand tonnes. At Rio Tinto, sustainable development is a fundamental aspect of our everyday activities, and across the entire lifecycle of our projects and operations.

### 2019 wind farm results

Energy produced	17.47 gigawatt hours
Availability	97.1%
Diesel offset	4.101 million litres
CO <sub>2</sub> offset	10,991 tonnes
Fuel savings	\$5.41 Million
Energy penetration	9.4%

### Results since start up\*

Energy produced	126.17 gigawatt hours
Availability	96.57%
Diesel offset	30.66 million litres
CO <sub>2</sub> e offset	84,194 tonnes
Fuel savings	\$36.37 millions

\* October 2012 to December 2019

Note: For calculating “Fuel Savings”, diesel price of \$1.31/Lt was used.



## Protecting water

At Diavik, protecting the long-term health of Lac de Gras is a top priority. All surface water and groundwater is collected in our Water Management System and sent to

a Water Treatment Plant before being returned to Lac de Gras. This process ensures that all water returned to the lake is safe for use by people, wildlife and aquatic life both now and into the future.

Water usage (m <sup>3</sup> )*	2017	2018	2019
<b>Fresh water used</b>			
Fresh water for plant	407,539	533,545	577,166
Potable water	72,836	72,971	70,026
Dust management	57,616	67,478	20,452
Fresh water, other	179,809**	3,387**	4,095**
<b>Total</b>	<b>717,800</b>	<b>677,381</b>	<b>671,739</b>
<b>Dewatering to North Inlet</b>			
Underground dewatering	11,280,412	10,947,309	10,570,598
A21 open pit dewatering	0	0	1,675,078
<b>Total</b>	<b>11,280,412</b>	<b>10,947,309</b>	<b>12,245,676</b>
<b>Effluent discharged to Lac De Gras</b>			
Collection ponds to Lac De Gras (clean water)	0	0	0
A21 open pit dewatering	2,995,260	2,805,760	0
North Inlet to Lac de Gras (water treated through north inlet water treatment plant)	11,375,040	13,284,836	13,334,466
<b>Total</b>	<b>14,370,300</b>	<b>16,090,596</b>	<b>13,334,466</b>
<b>Recycled/reused water within plant</b>			
Recycled processed kimberlite containment water	1,420,933	2,344,309	2,410,867
Recycled north inlet water	1,055,217	1,578,010	1,311,340
Treated sewage effluent	70,439	68,529	66,768
Collection ponds to processed kimberlite containment (silty water)	181,057	66,736	144,340
<b>Total</b>	<b>2,727,646</b>	<b>4,057,584</b>	<b>3,933,315</b>

\* 1 m<sup>3</sup> = 1,000 litres

\*\* drills and construction

## Traditional knowledge panel

Since 2011, the Traditional Knowledge (TK) Panel has guided Diavik to appropriately and meaningfully consider Traditional Knowledge 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 (Kitikmeot Inuit Association, Lutsel K'e Dene First Nation, North Slave Metis Alliance, Tlicho Government and Yellowknives Dene First Nation), and selected by their respective community members.

Panel members continue to gather at least once a year to review closure plans, share their knowledge 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.

## How the TK panel works

In June 2018, Diavik filed for an amendment to its water license to consider allowing pits (ie mine workings) to be filled with processed kimberlite (PK). This proposed change to the closure plan, known as The Processed Kimberlite to Mine Workings (PKMW) Project, triggered an environmental assessment through the Mackenzie Valley Environmental Impact Review Board (MVEIRB).

## Sustainable development



In September 2019, the Panel considered various options for pit closure, particularly the possibility of placing PK into the pits and discuss criteria for reconnecting the pit lakes to Lac de Gras.

- The TK Panel members weighed the options of making the existing containment facility (ie the processed kimberlite containment, or PKC) higher than initially planned to increase the amount of available space against the current proposal to deposit PK in mined out open pits and underground.
- The group further explored the technicalities of placing PK into the A418 mine workings – disposing of PK from future operations directly into the pit as well as possibly moving much of the PK from the PKC.
- TK Panel members expressed their concerns about healthy fish and water and considered their comfort level around potential impacts on the aquatic environment if pits are filled with PK.
- The group also discussed the timing and appropriateness of breaching a dike for mined-out pits that contained PK as well as pits that do not contain PK, and the monitoring processes and testing results that would allow for reconnecting a reclaimed pit with Lac de Gras.
- Finally, the TK Panel considered the implications of the current alternative to continue PK disposal within the current containment.

Through their work, the TK Panel developed 15 recommendations related to options for pit closure. To date, the TK panel has provided a total of 206 detailed recommendations for consideration by Diavik and other parties.

### Environmental Monitoring Advisory Board

In March 2000, the environmental agreement was signed by Diavik, the Tlcho 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 Board, including annual reports, please visit [www.emab.ca](http://www.emab.ca).

## Diavik's northern commitments

Diavik is committed to ensuring local communities benefit from the sustainable development and operations of the 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 further allows communities and governments to monitor Diavik's environmental commitments, and gives communities a forum to engage with Diavik on an ongoing basis.



**Employment**

Diavik provides significant employment opportunities to the Northwest Territories and the West Kitikmeot region of Nunavut. These opportunities include full-time and seasonal or term employment across various projects. In 2019, Diavik's workforce comprised of 1,124 employees and contractors.

Employment by gender (person years*)	
Men	975 (87%)
Women	148 (13%)
<b>Total (31 December 2019)</b>	<b>1,123</b>

Employment history (person years*)					
	2015	2016	2017	2018	2019
Northern Indigenous	213 (19%)	233 (20%)	222 (18%)	219 (20%)	242 (21%)
Other northern	333 (29%)	324 (27%)	327 (27%)	341 (31%)	313 (28%)
<b>Total northern</b>	<b>546 (48%)</b>	<b>557 (47%)</b>	<b>550 (45%)</b>	<b>560 (51%)</b>	<b>555 (49%)</b>
Southern	588 (52%)	630 (53%)	684 (55%)	553 (49%)	569 (51%)
<b>Total</b>	<b>1,134</b>	<b>1,187</b>	<b>1,223</b>	<b>1,113</b>	<b>1,124</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).

**Spending**

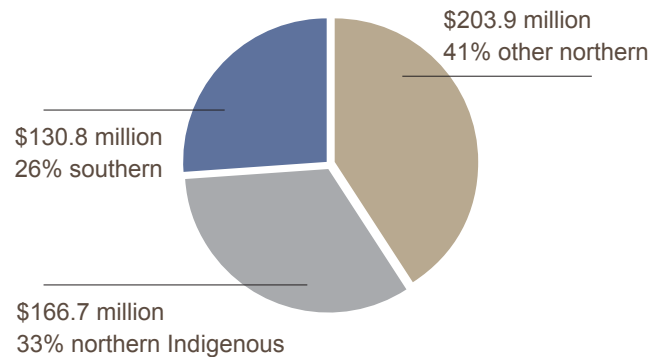
In 2019, Diavik continued to focus on northern businesses and, in so doing, ensured major benefits flowed to local firms, many of which are Indigenous.

Seventy-four per cent of spending (\$370.6 million), was with northern businesses – an increase over the \$321.9 million spent with northern companies in 2018.

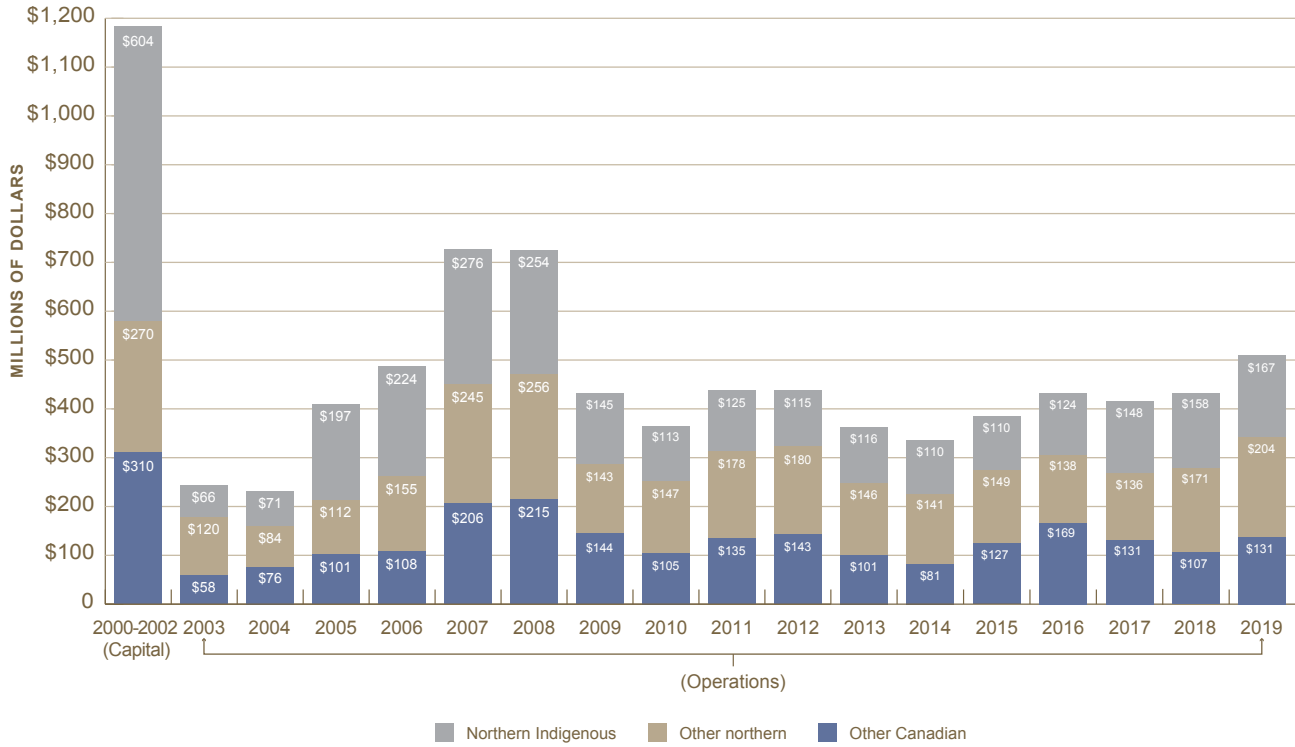
Of the 2019 northern spend, \$166.7 million was with northern Indigenous businesses – an increase over the \$158.4 million spent in 2018.

Diavik has spent \$6.1 B with northern businesses (71% of total business spend) since 2000. Of this, \$3.2 B has been spent with northern Indigenous businesses and their joint ventures.

**2019 operations spending**



Diavik annual spending



Spending by category and priority group\*

Category	Northern Indigenous	Other northern	Total northern	Southern	Total
Community relations	\$3.2	\$0.2	\$3.4	\$0.0	\$3.4
Construction	\$11.1	\$10.2	\$21.3	\$16.5	\$37.8
Consumables	\$26.2	\$144.1	\$170.3	\$59.2	\$229.5
Financial	\$0.5	\$13.2	\$13.6	\$14.6	\$28.3
Freight, cargo, transport	\$25.0	\$17.6	\$42.6	\$3.5	\$46.1
Human resources	\$0.2	\$0.8	\$1.0	\$5.7	\$6.7
Other	\$0.5	\$2.3	\$2.8	\$0.5	\$3.4
Outsourced labour	\$82.9	\$5.3	\$88.2	\$10.3	\$98.5
Passenger transport	\$10.1	\$0.2	\$10.3	\$0.2	\$10.5
Professional services	\$7.1	\$8.7	\$15.8	\$15.8	\$31.6
Telecommunications	\$0.0	\$1.3	\$1.3	\$4.4	\$5.7
<b>Total spend</b>	<b>\$166.7</b>	<b>\$203.9</b>	<b>\$370.6</b>	<b>\$130.8</b>	<b>\$501.4</b>

\* \$ millions

Some totals may not add due to rounding. Due to a financial payment system change, some 2019 payments were accrued until 2020 so these numbers may not be typical.



## Skilled trades

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

At year end, Diavik supported 22 apprentices, completing their first or second trade.

Apprenticeship training by priority group	
Northern non-Indigenous	10
Northern Indigenous	6
<b>Northern subtotal</b>	<b>16</b>
Southern subtotal	6
<b>Total</b>	<b>22</b>

### Four new journeypersons

Since 2003, 61 apprentices have successfully completed their apprenticeships at Diavik and achieved journeyperson certifications from the Government of the Northwest Territories. Of the 61, four completed their apprenticeships in 2019:

- Patrick Imbeault
- Katherine St. Ange
- Bradley Waugh
- Jack Robertson

### Top marks

In 2019, three of Diavik’s apprentices achieved top mark awards for the 2018/19 school year working at Diavik mine site:

- Jason Jonassen – Heavy Equipment Technician, Level 2
- Randall Kirkham – Industrial mechanic/millwright, Level 1
- Jack Robertson – Millwright, Level 4



### Site-based training

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

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

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

### Mining Industry Human Resources (MiHR) Council Certification

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

In 2019, three Diavik employees received certification in the following occupations:

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

### Northern leadership development program

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

As well as covering the customized curriculum, which is based on Rio Tinto leadership competencies, participants are matched with a Diavik supervisor for mentoring. All graduates receive a certificate from SAIT recognizing their achievement. In 2019, three Diavik employees graduated from the college program.

## Community contributions

**Aimed at serving and strengthening the communities of the North West Territories and West Kitikmeot, 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, business capacity and skill development; health, recreation and wellness and culture, art, and 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.

For more information on Rio Tinto's global contributions to Sustainable Development, please visit <https://www.riotinto.com/en/sustainability/sustainability-reporting>.



### 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 ensure communities across the north are supported for 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](http://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. Seven graduates received Diavik scholarships in 2019, which are administered through local high schools.

In 2019, five scholarships were awarded through the Diavik administered scholarships, which are available for first year students, and those studying in second to fourth year programs.

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

Diavik scholarships are also available for children of employees and contractors, with 32 recipients in 2019.

Diavik supports a sustainable scholarship fund at the Yellowknife Community Foundation. In 2019, three scholarships were awarded under the Diavik Community Scholarship Fund. To date, 16 northerners have received scholarships from this fund. Annual contributions to the fund allows Diavik to ensure this long-term legacy in the form of scholarships continues to grow, and to award more scholarships to northern students. In 2019, Rio Tinto Diavik also announced a new scholarship for women in the NWT and Kitikmeot region to pursue post-secondary education in science, technology, engineering and math programs.





<b>Community investment</b>		
<b>Community group</b>	<b>Activity or event</b>	<b>Amount</b>
Lutsel K'e Dene School	Traditional handgames competition	\$5,000
Yellowknife Community Foundation	Gala sponsorship	\$5,000
Yellowknives Dene First Nation	Gala YKDFN Indigenous sponsorship	\$5,000
Princess Alexandra School	On the Land Culture Training	\$8,000
Long John Jamboree	Festival sponsorship	\$3,000
City of Yellowknife	Win your Space YK	\$5,000
NWT Status of Women	Supporting Wise Women Awards	\$5,000
Sir John Franklin High School	Northern Excursion Club 2019	\$2,000
NWT Pipe Band	NWT Pipe Band banner	\$250
Chamber of Mines	Miners Picnic	\$5,000
Skills Canada NWT	Girls Power Up sponsorship	\$19,300
North Slave Metis Alliance	Indigenous Day Fish Fry	\$7,500
City of Yellowknife	Sport Field sponsorship	\$20,000
Far North Photo Festival	Sponsorship of festival	\$5,000
Chamber of Mines	Geoscience Forum	\$5,000
Community of Whati	Peer to Peer Program	\$5,000
International Kimberlite Conference	International Kimberlite Conference 2020	\$20,000
Champions for Children	Diamond donation gala sponsorship	
Kidsport	Diamond sponsorship for golf tournament	
Stanton Territorial Health Foundation	CIBC Mud Run	\$5,000
Stanton Territorial Health Foundation	Gala fundraiser	\$5,000
Stanton Territorial Health Foundation	Diamond donation gala sponsorship	
Kitikmeot Inuit Association	Kitikmeot Career Fair	\$5,000
Tides Canada/OTL Collaborative	On the Land Collaborative	\$30,000
<b>Total</b>		<b>\$168,050</b>

<b>Scholarships</b>		
Participation agreement administered		\$158,463
Diavik and partner administered scholarships		\$57,000
<b>Scholarships total</b>		<b>\$215,463</b>

## Reserves

### Proved and probable reserves 31 December 2019

Pipe	Tonnes (millions)	Carats/tonne	Carats (millions)
A21	2.9	2.5	7.1
A154S	0.85	2.0	1.7
A154N	5.3	2.5	13.0
A418	1.5	2.2	3.3
Stockpile	0.01	2.6	0.03
<b>Total</b>	<b>10.5</b>	<b>2.4</b>	<b>25.1</b>

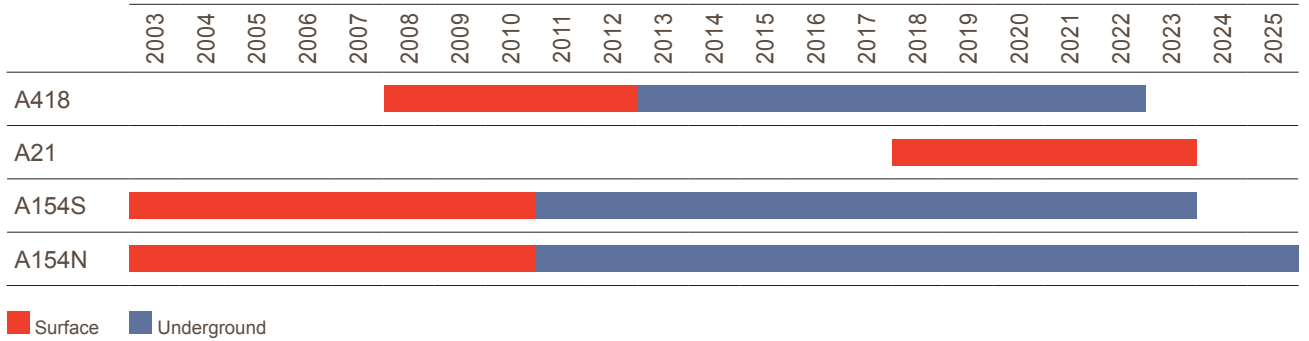
Some numbers may not add due to rounding.

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

The information that relates to reserves is based on information compiled by Chris Auld, P.Eng., a Competent Person and a full time employee of Diavik.



### Mine life



## Rio Tinto

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

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

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

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

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

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

### **Dominion Diamond Mines ULC**

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

### **Rio Tinto Diavik awards and recognition**

- 2017 Chief Executive Safety Award, Best Contractor Award
- 2017 Mining Association of Canada Towards Sustainable Mining Leadership Award
- 2015 Mining Association of Canada Towards Sustainable Mining Environmental Excellence Award presented to Diavik and Ekati diamond mines for their grizzly bear DNA study
- 2015 Natural Sciences and Engineering Research Council of Canada Synergy Award for Innovation for the Diavik waste rock test pile project
- 2013 Det'on Cho Corporation Prosperity Award
- 2013 Canadian Wind Energy Association Group Leadership Award for Diavik mine wind project
- 2013 Northwest Territories and Nunavut Association of Professional Engineers and Geoscientists Environmental Excellence Award for wind farm project
- 2019 C&D pioneering excellence safety award

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 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.

**Responsible diamonds**

Both Rio Tinto and Dominion Diamond are 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, sits on the Board of the DPA.

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

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



## Socio-economic monitoring agreement employment data

Employment data contained in this report is provided as of 31 December 2019. 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, provides Diavik employee and contractor data. **Throughout the report, some figures may not add due to rounding.**

<b>Employment by participation agreement (person years*)</b>		
Kitikmeot Inuit Association	4	0.4%
Lutselk'e Dene First Nation	7	0.6%
North Slave Metis Alliance	20	1.8%
Tlicho First Nation	83	7.4%
Yellowknives Dene First Nation	24	2.1%
<b>Total participation agreement employees*</b>	<b>138</b>	<b>12.3%</b>

<b>Indigenous employment (person years*)</b>		
Total participation agreement employees	138	12.3%
Other northern Indigenous employees	115	10.2%
Other Canadian Indigenous employees	43	3.8%
<b>Total Indigenous employees*</b>	<b>296</b>	<b>26.3%</b>

\* Declaration is voluntary.

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

<b>DDMI employment by community, priority group, job category (person years*)</b>						
<b>Northern Employment</b>	<b>Entry-Level</b>	<b>Semi-skilled</b>	<b>Skilled</b>	<b>Professional</b>	<b>Management</b>	<b>Total</b>
<b>Behchoko</b>	<b>0.1</b>	<b>4.7</b>	<b>4.7</b>	-	-	<b>9.5</b>
Canadian non-Indigenous	-	-	0.9	-	-	0.9
Other northern Indigenous	-	-	2.8	-	-	2.8
Tlicho	0.1	4.7	1.0	-	-	5.8
<b>Deline</b>	-	-	<b>1.2</b>	-	-	<b>1.2</b>
Other northern Indigenous	-	-	1.2	-	-	1.2
<b>Fort Good Hope</b>	<b>0.4</b>	<b>0.4</b>	-	-	-	<b>0.8</b>
Do not wish to declare	0.4	-	-	-	-	0.4
Other northern Indigenous	-	0.4	-	-	-	0.4
<b>Fort Providence</b>	<b>0.5</b>	<b>0.5</b>	<b>2.4</b>	-	-	<b>3.4</b>
Other Canadian Indigenous	-	-	-	-	-	-
Other northern Indigenous	0.5	0.5	2.4	-	-	3.4
<b>Fort Resolution</b>	-	<b>0.4</b>	<b>0.8</b>	-	-	<b>1.3</b>
Other northern Indigenous	-	0.4	0.8	-	-	1.3
<b>Fort Simpson</b>	<b>1.1</b>	<b>0.9</b>	<b>2.1</b>	-	-	<b>4.1</b>
Other northern Indigenous	1.1	0.9	2.1	-	-	4.1
<b>Fort Smith</b>	<b>0.5</b>	<b>2.6</b>	<b>1-</b>	-	-	<b>13.1</b>
Canadian non-Indigenous	-	-	0.9	-	-	0.9
Other Canadian Indigenous	-	-	1.8	-	-	1.8
Other northern Indigenous	0.5	2.6	7.3	-	-	10.4
Yellowknives Dene	-	-	-	-	-	-

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Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Gameti</b>	<b>0.4</b>	-	-	-	-	<b>0.4</b>
Tlicho	0.4	-	-	-	-	0.4
<b>Gjoa Haven</b>	-	-	<b>0.9</b>	-	-	<b>0.9</b>
Kitikmeot Inuit	-	-	0.9	-	-	0.9
<b>Hay River</b>	<b>0.8</b>	<b>12.4</b>	<b>24.3</b>	<b>1.9</b>	<b>0.8</b>	<b>40.2</b>
Canadian non-Indigenous	0.1	1.7	11.7	1.9	0.8	16.2
Do not wish to declare	-	1.4	-	-	-	1.4
North Slave Métis	-	1.0	2.1	-	-	3.1
Other Canadian Indigenous	0.3	0.7	0.9	-	-	1.9
Other northern Indigenous	0.3	7.7	7.4	-	-	15.4
Tlicho	0.1	-	1.3	-	-	1.4
Yellowknives Dene	-	-	0.9	-	-	0.9
<b>Inuvik</b>	-	<b>1.0</b>	-	-	-	<b>1.1</b>
Other northern Indigenous	-	1.0	-	-	-	1.1
<b>Jean Marie River</b>	-	-	<b>0.7</b>	-	-	<b>0.7</b>
Do not wish to declare	-	-	0.7	-	-	0.7
<b>Lutsel K'e</b>	-	<b>0.9</b>	<b>1.9</b>	-	-	<b>2.8</b>
Lutsel K'e Dene	-	0.9	0.9	-	-	1.8
North Slave Métis	-	-	1.0	-	-	1.0
<b>Wha Ti</b>	-	-	<b>0.9</b>	-	-	<b>0.9</b>
Tlicho	-	-	0.9	-	-	0.9
<b>Yellowknife</b>	<b>6.8</b>	<b>54.7</b>	<b>122.9</b>	<b>51.9</b>	<b>18.3</b>	<b>254.5</b>
Canadian non-Indigenous	2.3	35.7	74.4	38.8	11.2	162.3
Do not wish to declare	-	4.8	3.1	0.9	-	8.7
Lutsel K'e Dene	1.0	-	1.8	-	-	2.8
North Slave Métis	-	-	7.0	-	-	7.0
Other Canadian Indigenous	-	2.9	5.3	1.4	0.9	10.4
Other nationality	0.9	0.2	4.0	10.4	5.3	20.8
Other northern Indigenous	1.5	3.9	12.2	-	1.0	18.6
Tlicho	1.0	5.2	12.0	0.5	-	18.8
Yellowknives Dene	-	1.9	3.1	-	-	5.1
<b>Grand Total</b>	<b>10.6</b>	<b>78.6</b>	<b>172.8</b>	<b>53.8</b>	<b>19.1</b>	<b>334.8</b>

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<b>Southern employment</b>	<b>Entry level</b>	<b>Semi-skilled</b>	<b>Skilled</b>	<b>Professional</b>	<b>Management</b>	<b>Total</b>
Canadian non-Indigenous	-	10.8	160.0	34.9	1.4	207.1
Do not wish to declare	-	1.0	25.9	3.7	-	30.5
Lutsel K'e Dene	-	-	0.3	-	-	0.3
North Slave Métis	-	-	0.9	-	-	0.9
Other Canadian Indigenous	-	2.6	13.9	2.0	-	18.5
Other nationality	-	2.0	5.0	5.3	-	12.2
Other northern Indigenous	-	-	3.2	-	-	3.2
Yellowknives Dene	-	-	4.0	-	-	4.0
<b>Grand total</b>	<b>-</b>	<b>16.4</b>	<b>213.4</b>	<b>45.8</b>	<b>1.4</b>	<b>277.0</b>

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

<b>Contractor employment by community, priority group, job category (person years*)</b>						
<b>Northern employment</b>	<b>Entry level</b>	<b>Semi-skilled</b>	<b>Skilled</b>	<b>Professional</b>	<b>Management</b>	<b>Total</b>
<b>Aklavik</b>	<b>0.2</b>	<b>0.5</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.7</b>
Other northern Indigenous	0.2	0.5	-	-	-	0.7
<b>Behchoko</b>	<b>8.8</b>	<b>9.6</b>	<b>6.7</b>	<b>-</b>	<b>-</b>	<b>25.1</b>
Do not wish to declare	2.0	1.0	0.7	-	-	3.6
Tlicho	6.8	8.6	6.1	-	-	21.5
<b>Cambridge Bay</b>	<b>-</b>	<b>0.3</b>	<b>0.4</b>	<b>-</b>	<b>-</b>	<b>0.6</b>
Kitikmeot Inuit	-	0.3	0.4	-	-	0.6
<b>Dettah</b>	<b>0.5</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.5</b>
Other northern Indigenous	0.5	-	-	-	-	0.5
<b>Fort McPherson</b>	<b>-</b>	<b>-</b>	<b>1.5</b>	<b>-</b>	<b>-</b>	<b>1.5</b>
Other northern Indigenous	-	-	0.4	-	-	0.4
Tlicho	-	-	1.1	-	-	1.1
<b>Fort Providence</b>	<b>-</b>	<b>1.3</b>	<b>2.6</b>	<b>-</b>	<b>-</b>	<b>3.9</b>
Other Canadian Indigenous	-	-	0.3	-	-	0.3
Other northern Indigenous	-	1.3	2.3	-	-	3.6
<b>Fort Resolution</b>	<b>0.4</b>	<b>1.8</b>	<b>0.9</b>	<b>-</b>	<b>-</b>	<b>3.1</b>
Other Canadian Indigenous	-	0.6	-	-	-	0.6
Other nationality	-	-	0.9	-	-	0.9
Other northern Indigenous	0.4	0.3	-	-	-	0.7
Tlicho	-	0.9	-	-	-	0.9
<b>Fort Simpson</b>	<b>-</b>	<b>0.5</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>0.5</b>
Other northern Indigenous	-	0.5	-	-	-	0.5
<b>Fort Smith</b>	<b>0.8</b>	<b>0.6</b>	<b>1.5</b>	<b>-</b>	<b>-</b>	<b>3.0</b>
Canadian non-Indigenous	-	0.6	-	-	-	0.6
Other Canadian Indigenous	-	-	1.1	-	-	1.1
Other northern Indigenous	0.8	-	0.5	-	-	1.3
<b>Gameti</b>	<b>1.8</b>	<b>1.0</b>	<b>0.1</b>	<b>-</b>	<b>-</b>	<b>2.8</b>
Do not wish to declare	0.4	-	-	-	-	0.4
Tlicho	1.3	1.0	0.1	-	-	2.4

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Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Hay River</b>	<b>6.3</b>	<b>6.7</b>	<b>7.9</b>	-	-	<b>20.9</b>
Canadian non-Indigenous	0.6	0.9	4.0	-	-	5.6
Do not wish to declare	1.8	-	-	-	-	1.8
Kitikmeot Inuit	-	0.9	-	-	-	0.9
North Slave Metis	-	-	0.5	-	-	0.5
Other Canadian Indigenous	1.7	1.1	0.9	-	-	3.8
Other northern Indigenous	1.9	3.5	1.5	-	-	6.9
Tlicho	0.3	0.2	1.0	-	-	1.5
Yellowknives Dene	-	-	-	-	-	-
<b>Inuvik</b>	-	<b>0.1</b>	<b>1.2</b>	-	-	<b>1.3</b>
Canadian non-Indigenous	-	-	0.2	-	-	0.2
Other northern Indigenous	-	0.1	1.0	-	-	1.1
<b>Jean Marie River</b>	-	-	<b>1.0</b>	-	-	<b>1.0</b>
Other northern Indigenous	-	-	1.0	-	-	1.0
<b>Kugluktuk</b>	-	<b>0.9</b>	-	-	-	<b>0.9</b>
Kitikmeot Inuit	-	0.9	-	-	-	0.9
<b>Lutsel K'e</b>	-	<b>1.1</b>	-	-	-	<b>1.1</b>
Lutsel K'e Dene	-	1.1	-	-	-	1.1
<b>Tsiigehtchic</b>	-	<b>1.1</b>	-	-	-	<b>1.1</b>
Other Canadian Indigenous	-	-	-	-	-	-
Other northern Indigenous	-	1.0	-	-	-	1.0
<b>Tulita</b>	-	-	<b>1.5</b>	-	-	<b>1.5</b>
Do not wish to declare	-	-	0.7	-	-	0.7
North Slave Metis	-	-	0.1	-	-	0.1
Other northern Indigenous	-	-	0.7	-	-	0.7
<b>Wekweti</b>	<b>0.6</b>	<b>0.9</b>	<b>0.8</b>	-	-	<b>2.3</b>
Tlicho	0.6	0.9	0.8	-	-	2.3
<b>West River Station</b>	-	-	<b>1.1</b>	-	-	<b>1.1</b>
Canadian non-Indigenous	-	-	1.1	-	-	1.1
<b>Wha Ti</b>	<b>0.5</b>	<b>2.0</b>	<b>0.1</b>	-	-	<b>2.6</b>
Tlicho	0.5	2.0	0.1	-	-	2.6
<b>Yellowknife</b>	<b>69.1</b>	<b>23.6</b>	<b>50.6</b>	<b>0.8</b>	<b>0.3</b>	<b>144.4</b>
Canadian non-Indigenous	26.5	9.7	26.0	0.8	0.3	63.3
Do not wish to declare	5.1	1.9	2.9	-	-	9.9
Kitikmeot Inuit	0.5	0.3	-	-	-	0.8
Lutsel K'e Dene	-	1.2	0.3	-	-	1.4
North Slave Metis	1.3	0.3	4.1	-	-	5.7
Other Canadian Indigenous	3.0	0.1	2.4	-	-	5.4
Other nationality	12.2	0.1	0.2	-	-	12.6
Other northern Indigenous	6.3	2.7	3.7	-	-	12.7
Tlicho	5.3	5.6	8.9	-	-	19.8
Yellowknives Dene	9.0	1.6	2.2	-	-	12.7
<b>Grand total</b>	<b>89.0</b>	<b>52.0</b>	<b>77.8</b>	<b>0.8</b>	<b>0.3</b>	<b>219.9</b>

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Southern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Canadian non-Indigenous	13.3	18.5	173.3	5.0	0.1	210.2
Do not wish to declare	0.9	6.1	41.9	-	-	48.9
Kitikmeot Inuit	-	-	0.2	-	-	0.2
North Slave Metis	-	-	2.0	-	-	2.0
Other Canadian Indigenous	1.0	1.8	14.9	0.9	-	18.7
Other nationality	-	-	4.2	-	-	4.2
Other northern Indigenous	-	-	2.5	-	-	2.5
Tlicho	-	1.3	2.7	-	-	4.0
Yellowknives Dene	-	-	1.2	-	-	1.2
<b>Grand total</b>	<b>15.2</b>	<b>27.6</b>	<b>242.9</b>	<b>5.9</b>	<b>0.1</b>	<b>291.8</b>

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

DDMI new hires by community, priority group, job category (person years*)						
Northern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Behchoko</b>	-	<b>0.8</b>	-	-	-	<b>0.8</b>
Tlicho	-	0.8	-	-	-	0.8
<b>Fort Good Hope</b>	<b>0.4</b>	-	-	-	-	<b>0.4</b>
Do not wish to declare	0.4	-	-	-	-	0.4
<b>Fort Providence</b>	-	-	-	-	-	-
Other Canadian Indigenous	-	-	-	-	-	-
<b>Fort Smith</b>	<b>0.3</b>	<b>0.9</b>	<b>0.3</b>	-	-	<b>1.5</b>
Other northern Indigenous	0.3	0.9	0.3	-	-	1.5
<b>Gameti</b>	<b>0.4</b>	-	-	-	-	<b>0.4</b>
Tlicho	0.4	-	-	-	-	0.4
<b>Hay River</b>	<b>0.6</b>	<b>1.6</b>	<b>0.4</b>	-	-	<b>2.6</b>
Canadian non-Indigenous	-	-	0.4	-	-	0.4
Do not wish to declare	-	0.5	-	-	-	0.5
Other Canadian Indigenous	0.3	0.7	-	-	-	1.0
Other northern Indigenous	0.3	0.4	-	-	-	0.7
<b>Yellowknife</b>	<b>0.5</b>	<b>9.3</b>	<b>2.8</b>	<b>10.4</b>	<b>1.1</b>	<b>24.1</b>
Canadian non-Indigenous	-	5.9	1.6	3.5	-	11.0
Do not wish to declare	-	2.2	0.6	1.0	-	3.8
Other Canadian Indigenous	-	0.1	-	0.8	-	0.9
Other nationality	-	0.2	-	5.2	1.1	6.5
Other northern Indigenous	0.5	-	0.5	-	-	1.0
Tlicho	-	0.8	-	0.1	-	0.9
<b>Grand Total</b>	<b>2.3</b>	<b>12.6</b>	<b>3.5</b>	<b>10.4</b>	<b>1.1</b>	<b>29.8</b>

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<b>Southern employment</b>	<b>Entry level</b>	<b>Semi-skilled</b>	<b>Skilled</b>	<b>Professional</b>	<b>Management</b>	<b>Total</b>
Canadian non-Indigenous	-	3.8	7.5	2.4	-	13.7
Do not wish to declare	-	0.1	3.5	-	-	36
Lutsel K'e Dene	-	-	0.3	-	-	0.3
Other Canadian Indigenous	-	-	1.5	0.8	-	2.3
Other nationality	-	1.3	2.7	0.5	-	4.5
<b>Grand total</b>	<b>0.0</b>	<b>5.2</b>	<b>15.4</b>	<b>3.8</b>	<b>0</b>	<b>24.4</b>

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

<b>Contractors new hires by community, priority group, job category (person years*)</b>						
<b>Northern Employment</b>	<b>Entry-Level</b>	<b>Semi-skilled</b>	<b>Skilled</b>	<b>Professional</b>	<b>Management</b>	<b>Total</b>
<b>Behchoko</b>	<b>3.1</b>	<b>2.2</b>	<b>2.9</b>	-	-	<b>8.3</b>
Do not wish to declare	1.4	1.0	-	-	-	2.4
Tlicho	1.7	1.2	2.9	-	-	5.9
<b>Fort McPherson</b>	-	-	<b>0.4</b>	-	-	<b>0.4</b>
Other northern Indigenous	-	-	0.4	-	-	0.4
<b>Fort Providence</b>	-	<b>0.8</b>	<b>0.4</b>	-	-	<b>1.2</b>
Other northern Indigenous	-	0.8	0.4	-	-	1.2
<b>Fort Resolution</b>	-	<b>0.9</b>	-	-	-	<b>0.9</b>
Tlicho	-	0.9	-	-	-	0.9
<b>Fort Simpson</b>	-	<b>0.4</b>	-	-	-	<b>0.4</b>
Other northern Indigenous	-	0.4	-	-	-	0.4
<b>Fort Smith</b>	<b>0.8</b>	-	-	-	-	<b>0.8</b>
Other northern Indigenous	0.8	-	-	-	-	0.8
<b>Gameti</b>	<b>0.8</b>	-	<b>0.1</b>	-	-	<b>0.8</b>
Do not wish to declare	0.4	-	-	-	-	0.4
Tlicho	0.3	-	0.1	-	-	0.4
<b>Hay River</b>	<b>1.1</b>	<b>1.5</b>	<b>0.2</b>	-	-	<b>2.8</b>
Other Canadian Indigenous	0.9	-	-	-	-	0.9
Other northern Indigenous	0.2	1.5	0.2	-	-	1.9
Yellowknives Dene	-	-	-	-	-	-
<b>Lutsel K'e</b>	-	<b>0.1</b>	-	-	-	<b>0.1</b>
Lutsel K'e Dene	-	0.1	-	-	-	0.1
<b>Tsiigehtchic</b>	-	-	-	-	-	-
Other Canadian Indigenous	-	-	-	-	-	-
<b>Tulita</b>	-	-	<b>1.5</b>	-	-	<b>1.5</b>
Do not wish to declare	-	-	0.7	-	-	0.7
North Slave Metis	-	-	0.1	-	-	0.1
Other northern Indigenous	-	-	0.7	-	-	0.7
<b>Wekweeti</b>	<b>0.6</b>	-	-	-	-	<b>0.6</b>
Tlicho	0.6	-	-	-	-	0.6
<b>Wha Ti</b>	-	-	<b>0.1</b>	-	-	<b>0.1</b>
Tlicho	-	-	0.1	-	-	0.1

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Northern Employment	Entry-Level	Semi-skilled	Skilled	Professional	Management	Total
<b>Yellowknife</b>	<b>17.4</b>	<b>5.5</b>	<b>9.6</b>	<b>0.8</b>	-	<b>33.3</b>
Canadian non-Indigenous	3.8	1.8	4.0	0.8	-	10.3
Do not wish to declare	1.4	0.5	1.6	-	-	3.5
Kitikmeot Inuit	-	0.1	-	-	-	0.1
Other Canadian Indigenous	0.6	0.1	0.9	-	-	1.5
Other nationality	4.1	-	0.2	-	-	4.3
Other northern Indigenous	2.9	0.2	0.8	-	-	3.9
Tlicho	2.1	2.3	1.2	-	-	5.6
Yellowknives Dene	2.5	0.6	0.9	-	-	4.0
<b>Grand Total</b>	<b>23.8</b>	<b>11.4</b>	<b>15.1</b>	<b>0.8</b>	<b>0</b>	<b>51.1</b>

Southern employment	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Canadian non-Indigenous</b>	<b>1.4</b>	<b>4.6</b>	<b>22.9</b>	<b>1.5</b>	-	<b>30.3</b>
Do not wish to declare	-	3.2	15.5	-	-	18.6
<b>Kitikmeot Inuit</b>	-	-	<b>0.2</b>	-	-	<b>0.2</b>
North Slave Metis	-	-	0.1	-	-	0.1
<b>Other Canadian Indigenous</b>	-	<b>0.7</b>	<b>4.1</b>	-	-	<b>4.8</b>
Other nationality	-	-	2.1	-	-	2.1
<b>Other northern Indigenous</b>	-	-	<b>0.2</b>	-	-	<b>0.2</b>
Tlicho	-	-	1.7	-	-	1.7
<b>Grand total</b>	<b>1.4</b>	<b>8.4</b>	<b>46.6</b>	<b>1.5</b>	<b>0.1</b>	<b>58.0</b>

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



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