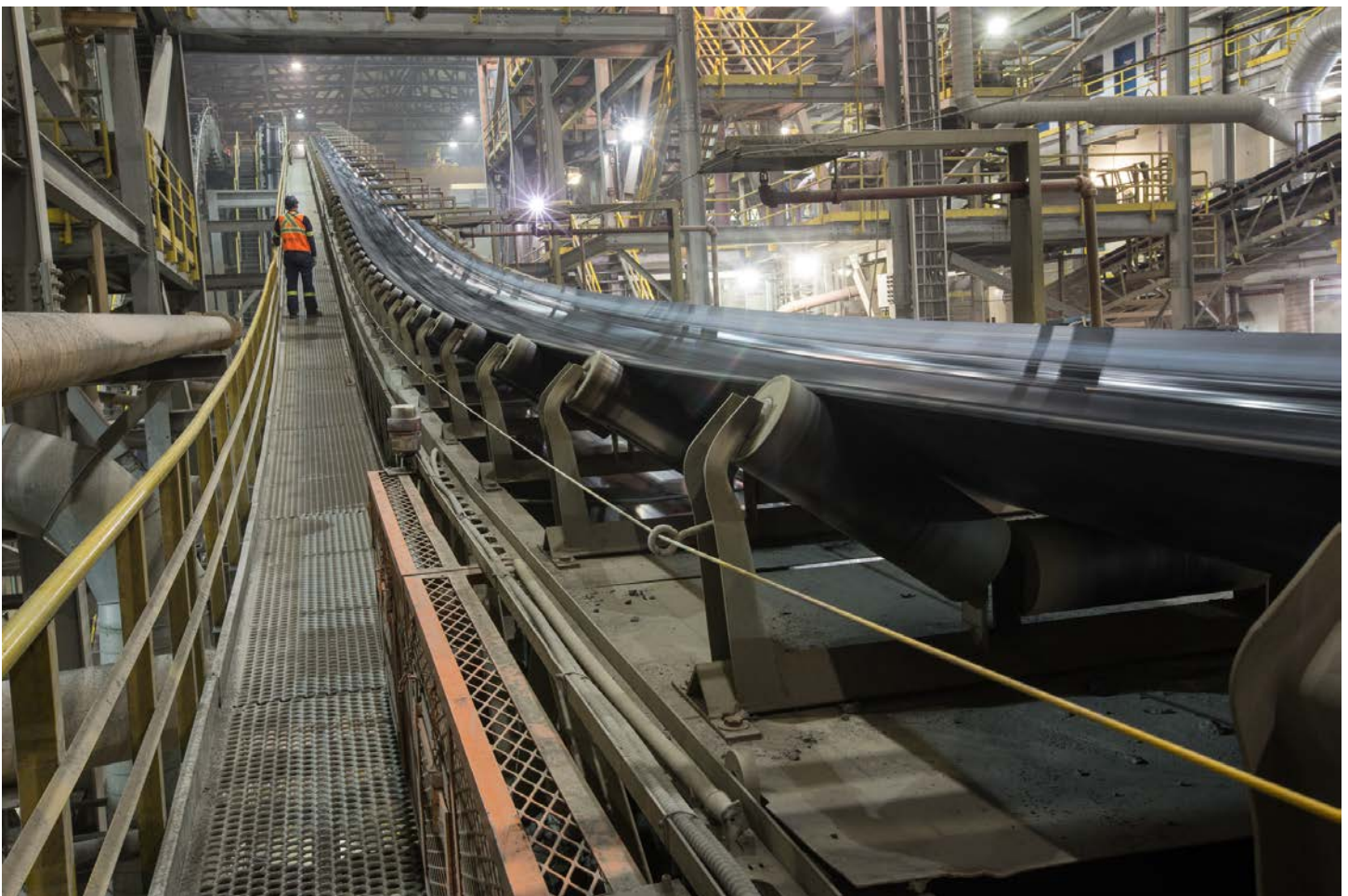


Diavik Diamond Mine

2013 socio economic monitoring agreement report

31 July 2014



Introduction	3
Highlights	4
Safety	4
Socio-economics	4
Operations	5
Training	5
Employment by priority group	6
Employment history by ethnicity (individuals)	7
Employment history by residency (individuals)	7
DDMI employment by community, priority group, job category (person years)	8
DDMI employment by community, priority group, job category (individuals)	9
Contractor employment by priority group, job category (person years)	10
Contractor employment by priority group, job category (individuals)	11
DDMI new hires by community, priority group, job category (individuals)	12
Contractor new hires by community, priority group, job category	13
Spending	14
Annual spending	14
2014 mid year spending by category and priority group	15
Mine training society	16
Training	16
Workplace learning centre	16
Northern leadership program	16
Skilled trades	17
Apprenticeship training by priority group	17
Mining Industry Human Resources Council (MiHR) certifications	17
Community initiatives	18
Donations	18
Events	18
Business and socio-economic	18

Introduction

On October 2, 1999, Diavik Diamond Mines (2012) Inc. (DDMI), operator of the Diavik Diamond Mine, entered into a Socio-Economic Monitoring Agreement (SEMA) with the Government of the Northwest Territories. The agreement was ratified by the Tlicho Government, the Yellowknives Dene First Nation, the Lutsel K'e Dene First Nation, the Kitikmeot Inuit Association, and the North Slave Metis Alliance.

The agreement specified that Diavik report information twice a year on employment and spending in the North. The annual and mid year reports are provided to the Government of the Northwest Territories.

This report is for the period 01 January 2014 through 30 June 2014. Employment data is from 30 June 2014 and based upon internal data collection systems and processes first implemented for the 2012 full-year report. Previous to the 2012 full-year report, employment data was based upon monthly and quarterly averaging.

Note that throughout the report, some figures may not add due to rounding.

The Diavik Diamond Mine, located 300 kilometres northeast of Yellowknife, Northwest Territories, Canada, is an unincorporated joint venture between Diavik Diamond Mines (2012) Inc. (60%) and Dominion Diamond Diavik Limited Partnership (40%). Diavik Diamond Mines (2012) Inc., based in Yellowknife, is a wholly owned subsidiary of Rio Tinto plc and Dominion Diamond Diavik Limited Partnership is a wholly owned by Dominion Diamond Corporation.

Highlights

Safety

Across our operations, safety will always come first. In 2014, Diavik focused on personalizing safety to influence behaviours and a site wide positive stand down focused on the importance of family.

Diavik has numerous safety programs and initiatives. Some examples of areas of focus over the past six months include:

- A monitoring plan which recognizes and puts controls in place to address critical risks.
- Through collaboration with colleagues at the Argyle Diamond Mine, colleagues completed a diamonds assurance review of Diavik's health, safety and environment systems. The review was conducted at the mine site by an Argyle team. The final report included 12 positive observations and several opportunities to improve safety systems. As part of this program, Diavik will also send teams to other Rio Tinto diamond mines to audit and learn from their systems.
- Diavik leaders held a contractors forum to review safety performance and to discuss safety programs. This forum provides an opportunity for discussion about health and safety between Diavik and contractors.
- Rio Tinto diamonds rolled out specific training for leaders with a focus on the life saving rules; the key ways in which Diavik staff operate to ensure that they work safe.
- Each month, Diavik promotes a health, safety, or environment theme to raise awareness across its workforce about key safety risks and controls to eliminate or reduce risks.

In first half 2014, Diavik's all injury frequency rate was 0.36. There were 2 lost time injuries and 0 medical treatments. At mid-year Diavik's workforce of almost 1,000 people had not experienced a reportable injury in 187 days.

Socio-economics

At June 30, the Diavik Diamond Mine employed 1010 people of whom 476 are northerners. Of the northerners, 180 are northern Aboriginal. Total overall Aboriginal employment is 244 people. During first half 2014, Diavik implemented a new northern and northern Aboriginal employee referral bonus to assist in attracting new employees.

Building on its success in 2013, Diavik continued its northern recruitment initiative for processed kimberlite containment dam construction work. As a result, 76 per cent (22 of 29) of the hires were northern. Of the 22 northern hires, 18 were northern Aboriginal peoples. Diavik also hired six co-op students to assist with the project, of which three are northern.

2014 mid-year spending was \$202.5 million, of which \$152 million (75 per cent) was northern. This is Diavik's largest northern spend percentage since 2006.

Of the northern spend; \$61 million, or 40 per cent, was with Aboriginal businesses.

During the first six months of 2014, Diavik contributed approximately \$100,000 to northern community cultural, educational, health and recreational activities.

Operations

The Diavik team is safely and successfully exceeding production targets. For the first six months of 2014 underground teams mined 1.1 million tonnes. This is a 24 per cent increase over the same six month period in 2013.

Processing and recovery teams processed 1.2 million tonnes (includes stockpile). This is a 17 per cent increase over the same six month period in 2013.

Carat production was 4.0 million. This was a 15 per cent increase over the same six month period in 2013.

In first half, the wind farm reduced Diavik's diesel fuel consumption by 2.5 million litres, reduced the mine's carbon footprint by 6,908 CO₂e, and provided 10.3 per cent of power needs. During feasibility, Diavik estimated that this renewable energy facility would, per year, deliver approximately 10 per cent on the mine's power needs, reduce CO₂ equivalent by 12,000 tonnes, and reduce fuel consumption by approximately five million litres. At mid-year, the wind farm was on track to meet these targets.

In February-March, Diavik successfully completed its annual winter ice road resupply. Diavik's load count was 2,599 (89,806 tonnes) and 83 backhauls.

Training

At mid-year, Diavik and its contractors employed 20 apprentices. All Diavik apprentices are northern and 10 are Aboriginal.

Diavik's participation in the Mining Industry Human Resources (MiHR) Councils' underground miner and mineral processor certification programs continued. At mid-year, 83 members of Diavik's workforce had achieved MiHR certifications. This national program, the first and only one of its kind in Canada, recognizes and certifies mining skills and competencies.

Employment by priority group (individuals)

During the mine approval process, Diavik committed to priority hiring of northern residents and Aboriginal peoples born in the Northwest Territories or West Kitikmeot region of Nunavut, and their descendants. Diavik's operations employment objectives are 66 per cent northern and 40 per cent Aboriginal.

Aboriginal

Tlicho First Nation	68	6.7%
Yellowknives Dene First Nation	21	2.0%
North Slave Metis Alliance	14	1.4%
Lutsel K'e Dene First Nation	6	0.6%
Kitikmeot Inuit Association	7	0.7%

Participation Agreement group Aboriginal	115	11.4%
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Other northern Aboriginal	65	6.4%
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Total northern Aboriginal*	180	17.8%
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Other Aboriginal residing in the North	24	2.4%
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Other Aboriginal not residing in the North	39	3.9%
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Total Aboriginal	244	24.1%
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Non-Aboriginal employment

Other Canadian	631	62.5%
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Other nationality	24	2.4%
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Total non-Aboriginal	655	64.9%
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Unknown**	111	11.0%
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Total employment	1010	100%
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*Under the socio-economic monitoring agreement, northern Aboriginal is defined as First Nations peoples born in the Northwest Territories or West Kitikmeot region; or a descendant of an Aboriginal person born in the Northwest Territories or West Kitikmeot region. Diavik has Participation Agreements with the Tlicho First Nation, Yellowknives Dene First Nation, Lutsel K'e Dene First Nation, North Slave Metis Alliance, and Kitikmeot Inuit Association.

**Declaration is voluntary. At mid-year 2014, ethnicity of 111 people was not known. This includes 99 individuals who chose not to declare and 12 individuals' declarations which had not been received.

Employment history by ethnicity (individuals)

	2011	2012*	2013*	Mid 2014 *
Aboriginal	313 (28%)	238 (22%)	236 (24%)	244 (24%)
Non-Aboriginal	824 (72%)	649 (61%)	645 (65%)	655 (65%)
Unknown	-	184 (17%)	116 (12%)	111 (11%)
Total	1,137	1,071	997	1010

Employment history by residency (individuals)

	2011	2012	2013	Mid 2014
Northern Aboriginal**	313 (28%)	206 (19%)	202 (20%)	205 (20%)
Other northern	329 (29%)	302 (28%)	283 (28%)	271 (27%)
Total northern	642 (56%)	508 (47%)	485 (49%)	476 (47%)
Southern	495 (44%)	563 (53%)	512 (51%)	534 (53%)
Total	1,137	1,071	997	1010

*2012 onwards data is based on improved data collection process. At mid-year 2014, some 99 individuals chose not to declare and 12 individuals' declarations had not been received. As a result, the ethnicity of 111 individuals, 11 per cent of workforce, was unknown. However, from 2012 onwards, residency data for all individuals is known through the newly implemented data collection system.

**Includes all Aboriginal peoples residing in the Northwest Territories or West Kitikmeot

DDMI employment by community, priority group, job category (person years*)

	Entry level	Semiskilled	Skilled	Professional	Management	Total
Non-Aboriginal	5.3	49.1	77.8	42.2	14.0	188.4
Aboriginal	4.2	24.4	38.5	5.0	-	72.1
Yellowknife	9.5	73.5	116.3	47.2	14.0	260.5
Non-Aboriginal	2.0	5.3	10.1	2.0	-	19.4
Aboriginal	2.3	14.0	11.5	-	-	27.8
Hay River	4.3	19.3	21.6	2.0	-	47.2
Non-Aboriginal	-	-	-	-	-	0
Aboriginal	-	-	2.4	-	-	2.4
Fort Simpson	-	-	2.4	-	-	2.4
Non-Aboriginal	0.9	-	1.0	1.0	-	2.9
Aboriginal	0.7	3.0	6.9	-	-	10.7
Fort Smith	1.6	3.0	7.9	1.0	-	13.5
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	-	1.0	1.0	-	-	2.0
Fort Resolution	-	1.0	1.0	-	-	2.0
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	0.8	2.0	0.4	-	-	3.2
Behchoko	0.8	2.0	0.4	-	-	3.2
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	2.0	-	-	-	-	2.0
Wha Ti	2.0	-	-	-	-	2.0
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	1.3	0.5	0.5	-	-	2.2
Gameti	1.3	0.5	0.5	-	-	2.2
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	-	1.0	-	-	-	1.0
Lutsel K'e	-	1.0	-	-	-	1.0
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	-	1.0	1.5	-	-	2.5
Kugluktuk	-	1.0	1.5	-	-	2.5
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	0.2	1.0	-	-	-	1.2
Dettah	0.2	1.0	-	-	-	1.2
Non-Aboriginal	-	-	1.0	-	-	1.0
Aboriginal	2.1	5.4	11.1	-	-	18.6
Other northern totals**	2.1	5.4	12.1	-	-	19.6
Non-Aboriginal	8.2	54.4	89.9	45.2	14.0	211.6
Aboriginal	13.6	53.3	73.8	5.0	-	145.7
Northern total	21.8	107.7	163.7	50.2	14.0	357.3
Southern non-Aboriginal	-	15.9	240.6	26.3	-	282.9
Southern Aboriginal	-	2.0	19.2	1.0	-	22.2
Southern total	-	17.9	259.8	27.3	-	305.1
Overall total	21.8	125.6	423.5	77.5	14.0	662.4

*Approximately 2,000 hours **Northern Aboriginal peoples residing outside Northwest Territories, West Kitikmeot

DDMI employment by community, priority group, job category (individuals)

	Entrylevel	Semiskilled	Skilled	Professional	Management	Subtotal
Non-Aboriginal	6.0	49.9	76.0	41.0	14.0	186.9
Aboriginal	4.0	23.0	34.3	5.0	-	66.3
Yellowknife	10.0	72.9	110.3	46.0	14.0	253.2
Non-Aboriginal	2.0	5.0	9.6	2.0	-	18.6
Aboriginal	3.0	13.0	11.0	-	-	27.0
Hay River	5.0	18.0	20.6	2.0	-	45.6
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	-	-	3.0	-	-	3.0
Fort Simpson	-	-	3.0	-	-	3.0
Non-Aboriginal	0.6	-	1.0	1.0	-	2.6
Aboriginal	1.0	1.0	6.0	-	-	8.0
Fort Smith	1.6	1.0	7.0	1.0	-	10.6
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	-	1.0	1.0	-	-	2.0
Fort Resolution	-	1.0	1.0	-	-	2.0
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	2.0	2.0	0.6	-	-	4.6
Behchoko	2.0	2.0	0.6	-	-	4.6
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	3.8	-	-	-	-	3.8
Wha Ti	3.8	-	-	-	-	3.8
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	1.1	-	1.0	-	-	2.1
Gameti	1.1	-	1.0	-	-	2.1
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	-	-	2.0	-	-	2.0
Kugluktuk	-	-	2.0	-	-	2.0
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	1.0	1.0	-	-	-	2.0
Dettah	1.0	1.0	-	-	-	2.0
Non-Aboriginal	-	-	1.0	-	-	1.0
Aboriginal	1.0	6.0	11.0	-	-	18.0
Other northern totals*	1.0	6.0	12.0	-	-	19.0
Non-Aboriginal	8.6	54.9	87.6	44.0	14.0	209.1
Aboriginal	16.9	47.0	69.9	5.0	-	138.8
Northern total	25.5	101.9	157.5	49.0	14.0	347.9
Southern non-Aboriginal	-	16.8	233.6	25.9	-	276.4
Southern Aboriginal	-	2.0	19.0	1.0	-	22.0
Southern total	-	18.8	252.6	26.9	-	298.4
Overall total	25.5	120.7	410.2	75.9	14.0	646.3

*Northern Aboriginal peoples residing outside the Northwest Territories or West Kitikmeot

Contractor employment by priority group, job category (person years*)

	Entry level	Semiskilled	Skilled	Professional	Management	Subtotal
Non-Aboriginal	-	4.0	17.0	-	-	21.0
Aboriginal	3.9	6.5	31.1	-	-	41.6
Tli Cho Logistics	3.9	10.5	48.1	-	-	62.6
Non Aboriginal	0.6	0.9	0.9	-	-	2.5
Aboriginal	8.4	4.1	1.1	-	-	13.6
Tli Cho casual	9.0	5.0	2.0	-	-	16.1
Non-Aboriginal	32.4	2.0	3.3	0.1	-	37.8
Aboriginal	20.9	1.0	1.0	-	-	22.9
Bouwa Whee Catering	53.3	3.0	4.3	0.1	-	60.7
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	-	-	0.7	-	-	0.7
Nahanni Construction	-	-	0.7	-	-	0.7
Non-Aboriginal	-	-	2.0	-	-	2.0
Aboriginal	-	1.0	2.0	-	-	3.0
Kitikmeot Cementation	-	1.0	4.0	-	-	5.0
Non-Aboriginal	0.9	-	-	-	-	0.9
Aboriginal	-	-	1.0	-	-	1.0
Denesoline	0.9	-	1.0	-	-	1.9
Non-Aboriginal	-	-	8.8	4.1	2.0	14.9
Aboriginal	-	0.1	0.3	-	-	0.4
Other companies	-	0.1	9.1	4.1	2.0	15.3
Non-Aboriginal	33.9	6.9	32.0	4.2	2.0	79.0
Aboriginal	33.2	12.7	37.2	-	-	83.1
Northern total	67.1	19.6	69.1	4.2	2.0	162.1
Southern non-Aboriginal	9.2	11.3	225.4	10.4	-	256.3
Southern Aboriginal	1.0	2.4	12.7	0.4	-	16.6
Southern total	10.2	13.7	238.2	10.9	-	273.0
Overall total	77.3	33.3	307.3	15.1	2.0	435.1

*Approximately 2,000 hours

Contractor employment by priority group, job category (individuals)

	Entry level	Semiskilled	Skilled	Professional	Management	Subtotal
Non Aboriginal	-	4	14	-	-	18
Aboriginal	4	6	28	-	-	38
Tli Cho Logistics	4	10	42	-	-	56
Non Aboriginal	1	-	1	-	-	2
Aboriginal	1	-	-	-	-	1
Tli Cho casual	1	-	1	-	-	3
Non-Aboriginal	30	2	3	-	-	35
Aboriginal	19	1	1	-	-	21
Bouwa Whee Catering	49	3	4	-	-	56
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	-	-	1	-	-	1
Nahanni Construction	-	-	1	-	-	1
Non-Aboriginal	-	-	2	-	-	2
Aboriginal	-	1	2	-	-	3
Kitikmeot Cementation	-	1	4	-	-	5
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	-	-	1	-	-	1
Denesoline	-	-	1	-	-	1
Non-Aboriginal	-	-	4	2	-	6
Aboriginal	-	-	-	-	-	-
Other companies	-	-	4	2	-	6
Non-Aboriginal	30	6	24	2	1	63
Aboriginal	24	8	33	-	-	65
Northern total	54	14	57	2	1	128
Southern non-Aboriginal	5	11	195	7	-	218
Southern Aboriginal	1	3	12	1	-	17
Southern total	6	14	207	8	-	235
Overall total	60	28	264	10	1	363

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

	Entry level	Semi-skilled	Skilled	Professional	Management	Subtotal
Non-Aboriginal	1	7	7	2	-	16
Aboriginal	1	2	4	1	-	8
Yellowknife	2	9	11	3	-	24
Non-Aboriginal	-	-	2	-	-	2
Aboriginal	1	3	-	-	-	5
Hay River	1	3	2	-	-	7
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	1	1	2	-	-	4
Fort Smith	1	1	2	-	-	2
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	2	-	-	-	-	2
Behchoko	2	-	-	-	-	2
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	4	-	-	-	-	4
Wha Ti	4	-	-	-	-	4
Non-Aboriginal	-	1	-	-	-	1
Aboriginal	1	1	-	-	-	2
Gameti	1	1	-	-	-	3
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	1	-	-	-	-	1
Lutsel K'e	1	-	-	-	-	1
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	1	-	-	-	-	1
Dettah	1	-	-	-	-	1
Non-Aboriginal	-	-	3	-	-	3
Aboriginal	-	1	3	-	-	4
Other northern totals**	-	1	6	-	-	7
Non-Aboriginal	1	7	12	2	-	22
Aboriginal	11	8	9	1	-	29
Northern total	13	15	21	3	-	51
Southern non-Aboriginal	1	10	17	1	-	29
Southern Aboriginal	-	1	3	-	-	4
Southern total	1	11	20	1	-	33
Overall total	14	26	41	4	-	84

*Northern resident more than 6 months at time of hire

**Northern Aboriginal peoples residing outside the Northwest Territories or West Kitikmeot

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

	Entry level	Semi-skilled	Skilled	Professional	Management	Subtotal
Non-Aboriginal	2	1	-	-	-	3
Aboriginal	3	4	-	-	-	7
Yellowknife	5	5	-	-	-	10
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	-	1	-	-	-	1
Hay River	-	1	-	-	-	1
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	-	1	-	-	-	1
Fort Smith	-	1	-	-	-	1
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	-	2	-	-	-	2
Wha Ti	-	2	-	-	-	2
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	1	-	-	-	-	1
Gameti	1	-	-	-	-	1
Non-Aboriginal	-	-	-	-	-	-
Aboriginal	-	1	-	-	-	1
Wekweeti	-	1	-	-	-	1
Non-Aboriginal	-	-	1	1	-	2
Aboriginal	2	-	1	-	-	3
Other northern totals**	2	-	2	1	-	5
Non-Aboriginal	2	1	1	1	-	5
Aboriginal	6	9	1	-	-	16
Northern total	8	10	2	1	-	21
Southern non-Aboriginal	4	2	8	2	-	16
Southern Aboriginal	2	1	1	1	-	5
Southern total	6	3	9	3	-	21
Overall total	14	13	11	4	0	42

*Northern resident more than 6 months at time of hire

Spending

Diavik committed that throughout mine construction 38 per cent of capital expenditures would be with northern businesses. Of the \$1.2 billion in construction contracts awarded during 2000-02, the value of northern contracts was \$874 million or 74 per cent. Northern Aboriginal spending during construction was \$604 million, or 51 per cent.

For operations, which began in 2003, the spend commitment is 70 per cent northern. When construction and operations spending are combined (2000-2014 mid year), total spending is \$6.2 billion, of which \$4.5 billion (72 per cent) is northern. Of the \$4.5 billion, \$2.4 billion (38 per cent) is with Aboriginal business.

Annual spending (\$millions)

	2000-2013	2014*	Total
Northern Aboriginal	2,306 (39%)	61 (30%)	2,367 (38%)
Other northern	2,036 (33%)	91 (45%)	2,127 (34%)
Subtotal northern	4,341 (72%)	152 (75%)	4,493 (72%)
Other Canadian	1,702 (28%)	51 (25%)	1,753 (28%)
Total	6,043	203	6,246

*Six months

2014 mid year spending by category and priority group (\$millions)

Category	Northern Aboriginal	Other northern	Subtotal northern	Subtotal Other	Overall Total	Category %
Outsourced labour	23.7 91%	2.1 8%	25.8 99%	0.2 1%	26.0	13%
Freight, cargo, transport	11.8 35%	21.8 65%	33.6 100%	- -	33.7	17%
Construction	1.3 4%	19.9 60%	21.2 64%	11.9 36%	33.1	16%
Human resources services	0.1 100%	- -	0.1 100%	- -	0.1	0%
Consumables	5.1 15%	6.0 17%	11.1 32%	23.5 68%	34.6	17%
Accommodations services	5.0 98%	0.1 2%	5.1 100%	- -	5.1	3%
Drilling, blasting	7.1 100%	- -	7.1 100%	- -	7.1	4%
Professional services	- -	2.2 35%	2.2 35%	4.1 65%	6.3	3%
Telecommunications	- -	0.5 83%	0.5 83%	0.1 17%	0.6	0%
Passenger transport	4.9 79%	1.3 21%	6.2 100%	- -	6.2	3%
Environmental services	0.6 75%	- -	0.6 75%	0.2 25%	0.8	0%
Fuels, lubricants	- -	32.7 100%	32.7 100%	- -	32.7	16%
Other	1.3 8%	4.0 24%	5.3 32%	11.1 68%	16.4	8%
Total spend	60.9 30%	90.6 45%	151.5 75%	51.1 25%	202.5	100%

Training

Diavik has a comprehensive training program that ensures employees are able to work safely. Every person who works at Diavik completes the on-line Diavik Safety Training System. This ensures that everyone is familiar with the standards. In addition, all new employees attend a site induction program and also receive an orientation specific to their work area.

Other site-based training includes:

- Underground mine orientation and equipment training
- Mine maintenance
- Equipment maintenance
- Specific area training (fixed plant and surface operations)
- Safety (fall arrest, confined space, job hazard analysis, isolation officer certification)
- Industrial standard first aid
- WSCC Level I and II supervisor certification
- WSCC blaster and shift boss certification
- Mine rescue certification
- Electrical hazard, ARC flash, and radiation training
- WHMIS training
- Delta-V process control
- Continuous business improvement processes such as 6 Sigma™
- Leadership communications training through the McGill Executive Institute

Workplace learning centre

Diavik maintains a workplace learning centre at the minesite. The centre is intended to help employees build their skills in tasks directly related to their daily work role as well as assisting employees upgrade education through GED preparation and GED exam invigilation. Employees who are writing exams for other courses can also write them at the minesite under supervision in the learning centre. A training adviser is available to provide learning support to apprentices who are preparing to attend technical training. In addition, the learning centre is the first point of contact for new employees and contractors. The training mine site administrators provide direction and support to all new hires as they complete the Diavik Safety Training System.

Northern leadership program

To help increase the number of qualified Aboriginal peoples at the supervisory and management level, Diavik developed an Aboriginal development program in partnership with SAIT Polytechnic. The program includes Diavik and contractor employees. As well as covering the customized curriculum which is based on Rio Tinto leadership competencies, participants are matched with a Diavik supervisor for mentoring. Since 2005, 76 individuals have completed the program. All graduates receive a certificate from SAIT recognizing their achievement. In 2010, Diavik expanded the program and two individuals with De Beers Canada, along with four DDMI employees, completed the program. In 2011, the program transitioned to Aurora College. In 2013, nine Diavik employees completed the college program.

Mine Training Society

Diavik continues its support of the NWT's Mine Training Society specifically through the underground miner training program. This program, supported by the Mine Training Society and delivered by Aurora College, includes a site based-training component where trainees complete six, two week rotations at the Diavik Diamond Mine in second half 2014. In first-half 2014, six underground candidates (all northern Aboriginal peoples) were offered six month training positions. Successful trainees usually are offered full time positions upon completion of the work term.

Skilled trades

Diavik utilizes its apprenticeship program to increase skills and provide opportunities for northern and Aboriginal employees. Diavik has committed to train between eight and 18 apprentices annually.

At mid-year, Diavik Diamond Mines (2012) Inc. supported 20 apprentices; all of whom were northern with 10 being northern Aboriginal. Five Diavik apprentices are working towards dual journeyperson certifications.

Since 2003, 40 apprentices have successfully completed their apprenticeships at Diavik and achieved journeyperson certifications from the Government of the Northwest Territories.

Apprenticeship training by priority group

Northern non-Aboriginal	10
Northern Aboriginal	10
Northern subtotal	20
Southern subtotal	0
Total	20

Mining Industry Human Resources Council (MiHR) certifications

In 2014, Diavik continued its participation in the Mining Industry Human Resources Councils' (MiHR) national certification programs for underground miners and mineral processors. MiHR certification is a national standardized certification program and one which Diavik has supported since inception in 2011. Diavik underground miners were the first in Canada to be certified under this program.

Currently, 44 members of Diavik's workforce have achieved MiHR underground miner certifications and 39 individuals have achieved MiHR mineral processor certifications.

Underground miner certifications

Northern	31
Southern	13

Overall total	44
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Mineral processor certifications

Northern	9
Northern Aboriginal	3
Subtotal northern	12
Southern	17

Overall total	39
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Community initiatives

Donations

Diavik continued to support the North and during the first months of 2014, the company launched its community contribution program which includes community champions, community safety, and healthy school grants' programs and diamond donations and scholarships programs. This program, builds upon existing programs all of which are focused on improving the quality of life for local communities. Examples of community support included:

- A multi-year \$45,000 super soccer funding partnership; approximately 1,300 youth from 25 schools across the North compete in this event
- \$30,000 for the Canadian Coast Guard Auxiliary's Yellowknife Marine Rescue Unit to assist in its efforts to upgrade its search and rescue watercraft
- Funding of \$35,000 for the Diavik Community Scholarship Fund administered by the Yellowknife Community Foundation
- \$15,000 for Weledeh school playground equipment project

In partnership with Crossworks Manufacturing, polished Diavik diamonds were donated to community organizations including the Yellowknife Community Foundation, the Yellowknife Seniors Society, and the NWT SPCA. These organizations significantly increased the value of the diamonds through auctions and raffles with proceeds supporting these organizations' community initiatives.

In June, the Kimberlite Career and Technical Centre, a training facility located in Yellowknife, celebrated its 10th anniversary. At the event, Diavik was recognized for its long-term support. Since 2003, Diavik has contributed over \$280,000 in funding support for the centre's pre-trades courses which improve skills' levels among northerners. In 2003, Diavik's initial contribution for the centre's welding program was \$75,000.

Events

Diavik contributed funding and volunteers for the annual North Slave Metis Alliance fish fry held on Aboriginal Day in at the Somba K'e Civic Plaza in Yellowknife. Staff also volunteered at the NWT and Nunavut Chamber of Mines annual miners' picnic. This event, held in Yellowknife, coincided with the annual Northwest Territories Workers' Safety and Compensation Commission's annual mine rescue competition.

Business and socio-economic

In April, Diavik and the Lutsel K'e Dene First Nation renewed their Participation Agreement demonstrating both parties commitment to their formal partnership. With the renewal, all five Diavik participation agreements have now been renewed. These agreements ensure continued training, employment, and business benefits for local communities.

As part of its continuing support of northern business, in early 2014, Diavik awarded Diavik's Edmonton jet service contract to a Yellowknives Dene company, Det'on Cho Logistics. Under the contract, Det'on Cho Logistics will partner with northern firms Summit Air and First Air to provide transportation for southern employees traveling to Diavik.