

**RioTinto**

**Diavik Diamond Mine**

**Socio-Economic Monitoring  
Agreement Report 2022**







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## DISCLAIMER

This report has been prepared for general guidance on matters of interest only. You should not act upon the information contained in this report without obtaining specific professional advice. No representation or warranty (expressed or implied) is given as to the accuracy or completeness of the information contained in this report, and, to the extent permitted by law, the authors and distributors do not accept or assume any liability, responsibility or duty of care for any consequences the reader or anyone else may incur from acting, or refraining from acting, in reliance on the information contained in this report or for any decision based on it.



## President's message



### **It is my pleasure to present the Diavik Diamond Mine 2022 Socio-Economic Report.**

In these pages we share employment and spending data and provide insight and commentary into key initiatives supporting our commitments in the areas of training, Northern hiring and procurement practices, individual well-being and community wellness.

Rio Tinto's Safety Maturity Model (SMM) provides a blueprint for managing safety and enables better evaluation and learning across the organization. While we saw an improvement in our All Injury Frequency Rate in 2022, there was an increase in potential fatal incidents at site from one in 2021, to four in 2022. Our recent performance with safety has prompted us to look within our company to see how safety can be improved – not only with statistics, but within Diavik's culture. In 2023, the mine plans to roll out new leadership and safety training to our entire workforce, including contractors.

The last truckload of ore from A418 came to surface in late December, ending more than 16 years of mining between surface and underground. During those 16 years, over 44.6 million carats were recovered. A418 was in operation since the first pit blast on December 17, 2006.

With these endings come new beginnings at Diavik. At the end of 2022, we received approval for the expansion into underground mining in the A21 pit, following a feasibility study headed by the technical services, HSE, CSP and mining operations teams. While approval has been received for Phase 1 of the project, this project will allow Diavik to operate into the first quarter of 2026. Exciting news for us at Diavik, and for the North as well.

2022 saw Diavik continue to secure funding from Rio Tinto to incorporate progressive reclamation into operational planning – making us one of the first mines to do so across the business. This underscores our commitment to an efficient, time effective and well-executed closure.

This year at Diavik we are celebrating 20 years since commercial production began. Being allowed to mine is a privilege and we honour that by working respectfully and through a sense of shared endeavour with all our partners.

As always, our focus remains on safe production, progressive reclamation, and engaging with key stakeholders – particularly in the Northwest Territories (NWT) – on our closure plans while supporting our employees, contractors, and the communities.

Angela Bigg,  
President and COO



# Northern commitments

## Diavik at a glance

### 4 ore bodies

A21, A154 South, A154 North,  
A418 (now complete)

### \$9.8b in spend

2000-2022 (\$7.1 billion Northern)

### 4.7m carats

in total rough diamond  
production 2022

### 1,230 workforce

in 2022 (42% Northerners)

### 4.4m tonnes

reserves at 2.2 carats per tonne

### 140.8m carats

2003-2022 total rough diamond  
production

The Diavik Diamond Mine (Diavik) is located 300 km northeast of Yellowknife, NWT and is committed to ensuring local communities benefit socially and economically from the operation of the mine.

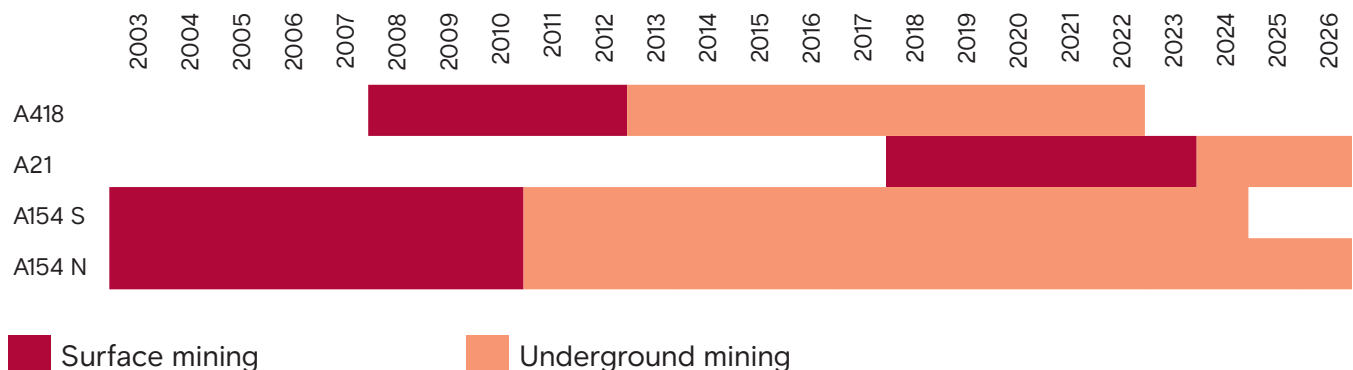
Commitments are formalized through a socio-economic monitoring agreement with the Government of the Northwest Territories and individual Participation Agreements with the Tłı̨chǫ Government, Yellowknives Dené First Nation, North Slave Métis Alliance, Kitikmeot Inuit Association, and Łutselk'e Dené First Nation.

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

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



## Mine life





# Safety

## Safety is our number one priority at Diavik

Our overall health and safety performance in 2022 was encouraging with a slight decrease in our All Injury Frequency Rate (AIFR) when compared to 2021. Our Potential Fatal Incidents (PFIs) increased from one in 2021 to four in 2022. We've continued to see a trend of hand injuries, slips, trips, and falls, along with ergonomic incidents which will become areas of focus for injury reduction.

In 2022, the Covid-19 pandemic continued to be prevalent, although at a reduced impact. As we entered in the endemic phase of Covid-19, we began to roll back the comprehensive framework

of controls that allowed Diavik to continue to safely operate through the pandemic. By the end of 2022 a significant portion of Covid-19 related protocols have been removed, or adjusted to focus on the overall health and hygiene of the workforce.

In 2023, we will continue to focus on improving health and safety through increased safety coaching, new leadership and safety training, field interactions and risk assessments, along with frontline leadership development and providing high-quality risk-based health and safety awareness and communications.

Safety Performance Indicators	2015	2016	2017	2018	2019	2020	2021	2022
Lost time injuries	4	6	4	8	5	5	1	3
Lost time injury frequency rate*	0.32	0.43	0.28	0.62	0.38	0.39	0.14	0.24
Medical treatments	5	8	3	10	4	3	4	5
All injury frequency rate**	0.73	1.00	0.49	1.39	0.69	0.62	0.71	0.63
Potential fatal incidents	4	2	4	7	6	3	1	4

\*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).

## Wind farm usage

Diavik's award winning wind farm, consisting of four turbines, has been in operation since 2013.

In 2022, the wind farm generated a total of 17.6 million kilowatt hours, saving the mine the equivalent of 4.2 million litres of diesel fuel. The wind farm also reduced Diavik's CO<sub>2</sub> output by approximately 12,044 tonnes.

Over its lifespan, the wind farm has generated 177 million kWh, saved 118,000 tonnes of CO<sub>2</sub> and saved the equivalent of 43.4 million litres of diesel fuel.



# Employment

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

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

Diavik is pleased to have increased its participation of women in the workforce by 2% over the year, from 14% in 2021 to 16% in 2022.

Employment 2022 (person years)		
Northern Indigenous	225	18%
Other Northern	294	24%
Total Northern	519	42%
Southern	712	58%
<b>Total</b>	<b>1,230</b>	<b>100%</b>

Men	1,032	84%
Women	198	16%
<b>Total</b>	<b>1,230</b>	<b>100%</b>

## 25 million hours of Northern employment

In 2022, Diavik's workforce comprised of 1,230 employees and contractors. Diavik also marked 25 million hours of Northern employment since 2003 – a significant milestone highlighting the benefits and opportunities from Diavik's presence in the North.





# MyPath

## Building capacity through planning

In 2022, Diavik began the closure transition program for employees, known as MyPath. MyPath is designed to focus on ensuring the successful transition of our workforce to their desired career outcome once their time at Diavik comes to an end. Overall, the aim is to enhance the employability of our workforce and effectively manage the personal impacts of transition. The services offered in the program will empower individuals to take ownership of their careers and develop the skills and knowledge needed to succeed in their own journey.

By offering the services and resources outlined above, MyPath will allow individuals to choose their own journey and reach their full potential.

Although all employees have the opportunity to enroll in the program, we continue to encourage employees to begin upskilling and cross-department training as soon as they would like to. There are opportunities to learn and explore building new skills at Diavik which help further an individual's career, and we always support the personal development of our people.

This will be the first program of its kind in North America, leveraging the learnings from other Rio Tinto assets that have previously closed. Diavik looks forward to providing high quality services and opportunities to employees.

### MyPath Options



# Employee spotlights

## Gene Duval

Sixteen years ago, Gene Duval from Hay River, NWT found an advertisement for an apprenticeship in the local paper.

"I was trying to become a mechanic; I was trying to go automotive," he said. "I saw this one, so I applied for it and two years later they called, and I've been coming here ever since."

Gene recalls the first day of his apprenticeship and how the day went.

"In the shop they introduced everybody, and I would work with a couple of the older guys who have been here longer," he said.

Through his apprenticeship, Gene had pop quizzes from his mentors every morning about what he learned during the previous day.

"They ask you every day what did you take away from yesterday and you eventually learn what you're doing and get better at it," says Gene.

After four years of hard work and dedication, Gene became a journeyman mechanic at Diavik and has loved the job.

"It's been good, I like it here," he said. "It's a good place to learn. People are good. They're helpful."



## Jerry Connors



Jerry Connors resides in Yellowknife, NWT and is currently a millwright at Diavik.

He can remember how he found his apprenticeship that started his career in 2006.

"I went to the Mine Training Society and Tłıchq (Logistics)," he said.

He wanted to become a Red Seal Mechanic, so this was a great opportunity to get his foot in the door.

Jerry has really enjoyed his time working at Diavik. "It's been great, I love it," he said. "I love my job."

Getting his journeyman certificate was a significant personal accomplishment for Jerry.

"It was major for me," he said.

Jerry has advice for someone who would want to work in a camp setting. "The camp life, you need to adjust to that, it's not for everybody," he said. "Being away is hard for two weeks, especially if you have a family."

It has been a real honour for Jerry to work at Diavik for over 15 years.

"Ever since I first heard about that place, I wanted to work there so bad and now that I've been there for so long, it's kind of like a dream come true for me," he says.



# Training



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

- Hazard assessment and risk control
- Workplace hazardous materials information system
- Fire extinguisher
- Work area orientations
- Isolation and arc flash isolation
- Fall protection
- Confined space
- Overhead cranes
- Rigging and hand signals
- Covid-19 protocols

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

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

## Skilled trades

Diavik’s apprenticeship program increases technical and hands-on skills development and provides opportunities for employees to grow in their careers. We committed to train between eight and 18 apprentices annually, with a focus on Northern and Northern Indigenous individuals.

## New journeyperson

Since 2003, 68 apprentices have successfully completed their apprenticeships at Diavik and achieved journeyperson certifications from the Government of the Northwest Territories. Of those, one completed their apprenticeship in 2022:

### Dalton Atwell

Heavy Equipment Technician

## Top marks

In 2022, two of Diavik’s apprentices achieved top mark awards for the 2021/22 school year while working at the Diavik mine site:

### Keegan Hnatiw

Millwright

### Dalton Atwell

Heavy Equipment Technician

#### Apprenticeship training by priority group

Northern Indigenous	3
Northern non-Indigenous	3
<b>Total Northern</b>	<b>6</b>
Southern	1
<b>Total</b>	<b>7</b>

## Northern Leadership Development Program

In 2004 the Northern Leadership Development Program (NLDP) was developed in partnership between Diavik and SAIT Polytechnic to develop leadership competencies and increase the number of qualified Northerners at the supervisory and management level. Aurora College has since taken it on and continues to offer it.

Participants of the program are matched with a mentor; for Diavik participants, that's usually a supervisor. All graduates receive a certificate from Aurora College recognizing their achievement. Participation in the program is a great first steppingstone to developing supervisory skills and is effective in preparing employees for career progression. In 2022, five Diavik employees graduated from the program, which was held virtually for part of the year.

## Scholarships

Diavik provides financial assistance for Northerners and children of employees who are pursuing their education goals through various scholarships. In addition to scholarships administered by our Participation Agreement partners, in 2022, we provided an additional 38 high school and post secondary scholarships.

### High school scholarships

Scholarships are awarded to graduating high school students who are continuing their studies in post-secondary programs. Six graduates received Diavik scholarships in 2022, which are administered through local high schools.

### Post-secondary scholarships

In 2022, two scholarships were awarded to Northerners in first through fourth year programs.

Diavik scholarships are also available for children of employees and contractors, with 30 recipients in 2022.





## Yellowknife Community Foundation

Diavik supports a sustainable scholarship fund with the Yellowknife Community Foundation. In 2022, three scholarships were awarded from the Diavik Community Scholarship Fund. To date, the Foundation has awarded 25 scholarships to Northerners. The fund continues to grow through annual contributions from Diavik, ensuring a legacy of scholarships to Northern students.

**Stream 1** – pursuing education related to mining and resource development such as geological or geomatics engineering and/or mining related trade: Allan Vickers. He is studying a Masters in Geographic Information Systems Applications at Vancouver Island University.

**Stream 2** – pursuing education related to mining support such as geology, environmental sciences, earth sciences, communications, community development, finance, or procurement: Zoe Clark. She is studying a Bachelor of Science degree, with a major in Marine Biology at Dalhousie University.

**Stream 3** – residents who identify as female and are pursuing education related to mining or resource development focused on STEM fields: Cassie Rogers. She is studying a Bachelor of Science, specializing in Environmental Engineering at the University of Waterloo.

In 2022, Diavik continued to provide support for a new Indigenous Student Tourism scholarship, introduced in 2021 and worth \$2,000. The scholarship is administered through Northwest Territories Tourism and awarded each year to an NWT resident enrolled full time in a post-secondary Tourism and Hospitality program in Canada. Awarded to Brent Villeneuve who is from Fort Simpson and is studying for his Bachelor of Tourism Management at the Thompson Rivers University.

### Scholarships by Value

Participation Agreement administered	\$162,200
DDMI administered	\$45,000
Partner administered (high schools, YCF)	\$8,000
Total	\$215,200

# Scholarship spotlights

## Brianna Brenton

Brianna is a born and raised Yellowknifer who began studying kinesiology at Dalhousie University in the fall of 2022. Having excelled in both academics and athletics, Brianna sought to combine her two passions in the study of ergonomics and body mechanics.

Brianna plans to narrow her focus on physiotherapy as her program progresses and, once graduated, return to the North and serve her community by sharing her knowledge and experiences.

Over her years of high school, she managed to balance academic performance, having a job and sports while also being a volunteer for youth sports, including helping coach U13 girls soccer for the Yellowknife Galaxy Soccer Academy.



## Jada Beck



Jada identified her Métis roots in the NWT as a strong reason for returning north to Hay River after her family had moved to Alberta. She completed a Bachelor of Science in Kinesiology at the University of Lethbridge and returned to reconnect with her roots and to do what she loves, staying active both physically in traditional activity and within her community.

During her time at post-secondary school in Alberta, Jada was active in many leadership and volunteering roles, which often intersected with sports. After some reflection Jada decided to pursue becoming

a physician, and enrolled in a Doctorate of Medicine at Queen's University, where she is now studying.

She says she wished to remain active in her community and has developed a passion for helping others, which translated into a drive to help Indigenous peoples in her chosen field of medicine.

Congratulations to Brianna, Jada, and all of the 2022 scholarship recipients.



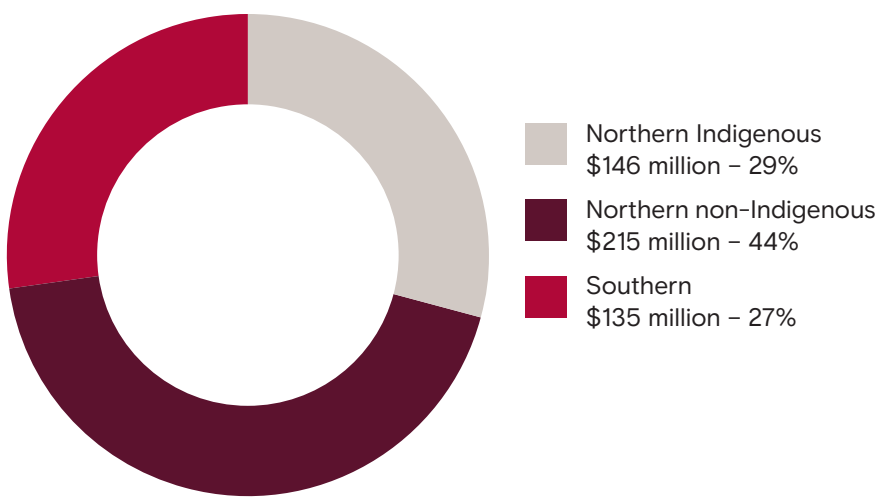
# Procurement

In 2022, Diavik continued to provide significant business opportunities to Northern firms, many of which are Indigenous-owned.

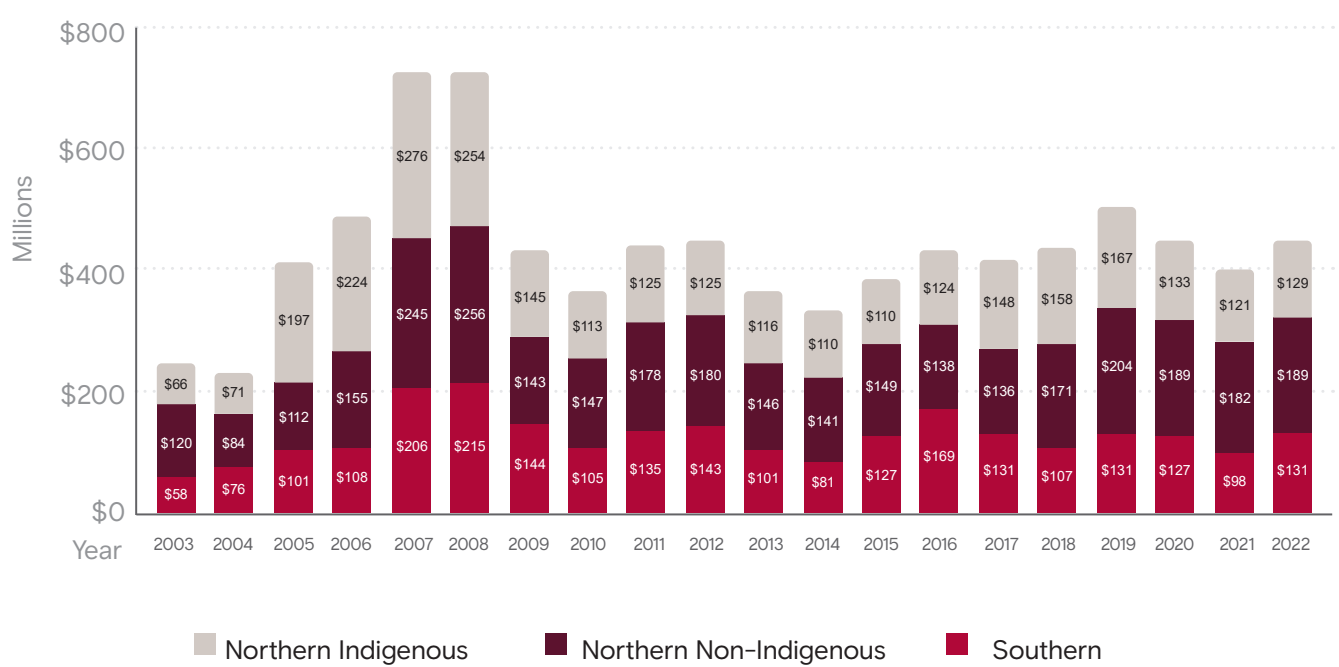
Seventy-three per cent of total 2022 spend, or \$361 million, was with Northern businesses. Of this, \$146 million was with Northern Indigenous businesses.

Since 2000, Diavik has spent \$7.1 billion with Northern businesses, or over 72 per cent of the total business spend of \$9.9 billion. Of this, \$3.6 billion has been spent with Northern Indigenous businesses and their joint ventures.

2022 Business spend



2003-2022 Business spend



## 2022 Business spend

Category	Northern Indigenous	Northern Non-Indigenous	Other Southern	Grand Total
Consumables	\$39,480,000	\$151,124,000	\$71,816,000	\$262,419,000
Financial	\$2,513,000	\$8,279,000	\$3,809,000	\$14,601,000
Freight, cargo, transport	\$24,485,000	\$3,601,000	\$6,901,000	\$34,986,000
Professional Services*	\$77,522,000	\$51,870,000	\$51,945,000	\$181,337,000
Community Relations	\$1,822,000	\$324,000	\$225,000	\$2,371,000
Grand Total	\$145,822,000	\$215,198,000	\$134,696,000	\$495,715,000

Due to rounding, numbers presented may not add up precisely to the totals provided and percentages may not precisely reflect the absolute figures.

\*Prior to 2020, the services category was broken out into human resources, other, outsourced labour, passenger transport and telecommunications.

## Procurement partnership spotlights

In 2022, there were multiple procurement initiatives of note. Diavik will spend as much as possible with Northern Indigenous firms, especially the business arms of our Participation Agreement partners. Diavik supports capacity building within the North. In 2022, the Det'on Cho Corporation, which is a subsidiary of YKDFN, entered into a partnership with Sub-Arctic Geomatics to form Det'on Cho Challenger LP. The new partnership will provide mining and construction surveying for Diavik.

The return of Rio Tinto Exploration to the Diavik property allowed Diavik to extend our contract with Great Slave Helicopters, which is affiliated with the Tłı̄chq Investment Corporation.

Looking to 2023, there are more signs of increased capacity within the business arms of our Participation Agreement partners. We expect the North Slave Métis Alliance to enter into a Participation Agreement with a southern company to also offer medical services, which opens up potential for them to bid on future medical-related requests for proposals.

The expansion of A21 underground will also provide many opportunities to our partners over the next several years.





# Communities

**Our local communities and partners know what is needed and are guiding us to ensure our investments are addressing the most vital needs.**

## Łutsël K'é Hide Camp

Diavik has continued to be a proud partner of Łutsël K'é Dene First Nation's moosehide camp, providing an important way of passing on vital traditional knowledge and cultural practices for our Indigenous partner.

Łutsël K'é is a community of the Łutsël K'é Dene, a sovereign nation in the Treaty 8 region of the NWT. The community is located on the east arm of Great Slave Lake.

Łutsël K'é has a very active hide tanning camp that sets up annually on the shores of Great Slave Lake to transfer important, critical, and rare knowledge to a diverse group of participants. The Łutsël K'é hide tanning camp is a Łutsël K'é Women's Group initiative that will celebrate its 10-year anniversary in 2023 and has grown to include many participants from Łutsël K'é and surrounding communities, other nations within Canada, and internationally.

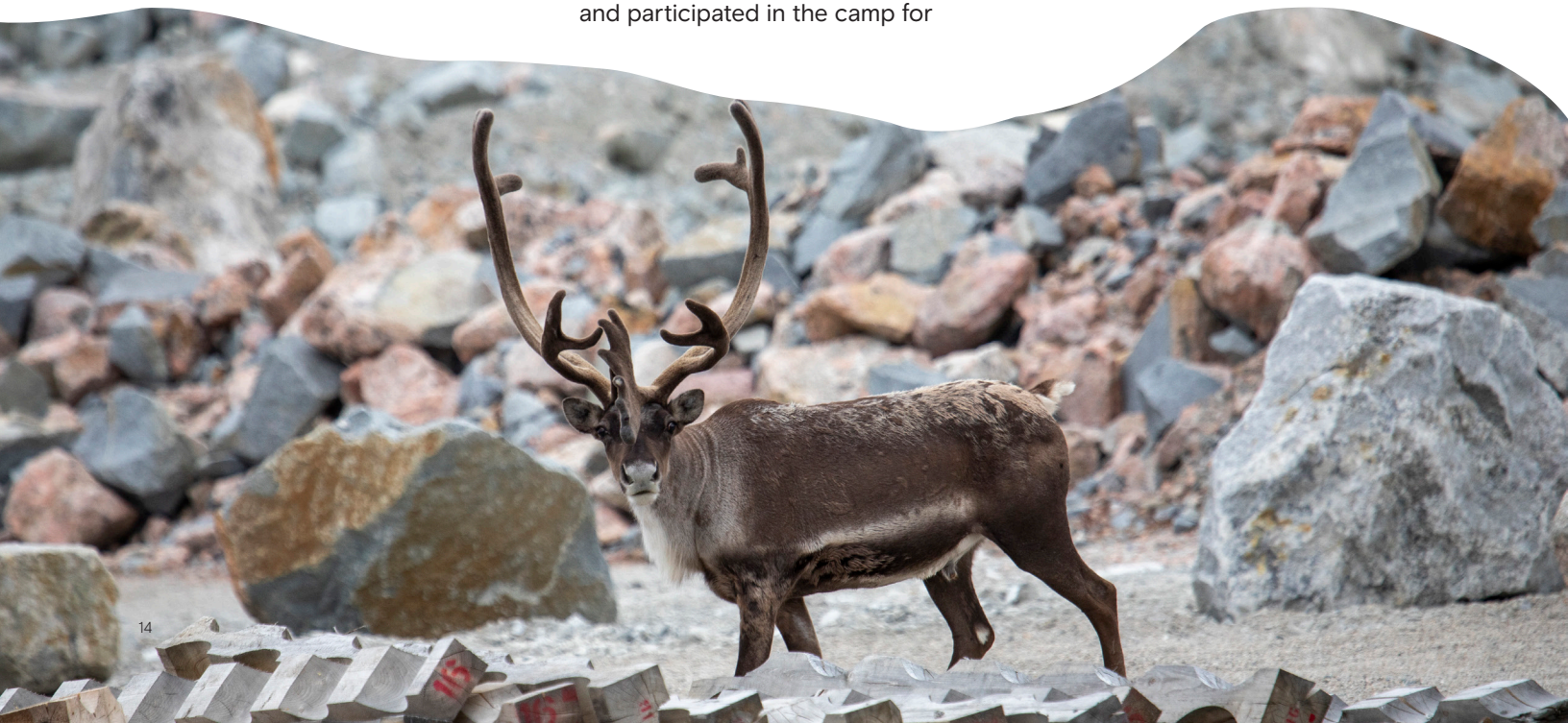
Diavik is a proud supporter of the hide tanning camp and is grateful for the opportunity to have visited and participated in the camp for

several years. Diavik has supported with a wall tent and stove, community feasts at the camp and financial contributions.

On September 21, 2022, Madeline Drybones, a highly respected Matriarch and Elder of the Łutsël K'é Dene First Nation, made her final journey from this world to the next to join loved ones and ancestors who had gone before her.

Diavik has very fond memories of Madeline, specifically at Łutsël K'é's annual hide tanning camp. To commemorate her passionate contribution to important, critical, and rare knowledge transfer, Diavik has committed to providing sponsorship to the hide tanning camp for the next three years.

Diavik is proud to support Łutsel K'é's community vision to ensure their way of life remains strong for the future of Łutsel K'é Dene.







## Traditional Knowledge

In 2022, Diavik concluded a significant portion of work with our Participation Agreement communities which will contribute to Diavik's relinquishment of the mine site to our partners in a culturally safe way. For two years, the Communities and Social Performance team completed workshops with our partners to establish a set of Cultural Use Water Quality Criteria, which was approved by the Wek'èezhii Land and Water Board (WLWB).

This work with our Indigenous partners is to ensure that water is healthy and safe not only from a western science perspective but also from a traditional cultural-use perspective. The work was based on years of input from Diavik's Traditional Knowledge Panel as well as the Aquatic Effects Monitoring Program fish camps at Lac de Gras.

This work is considered leading edge in that it values both western science and traditional knowledge. The WLWB, part of a co-management regulatory regime in the NWT, has

evaluated both sources of knowledge to establish approved criteria to ensure future traditional use of the local land and water. The criteria were initially developed with input from the Traditional Knowledge Panel. Individual workshops with potentially-affected Indigenous groups expanded and validated the criteria.

Culturally relevant criteria (approved by the WLWB in October 2022) include water that looks clear, feels cool or cold, smells clean and healthy, tastes fresh and sounds alive. Traditional uses of the land include being able to consume the water, fishing and harvesting, being able to travel through on waterways and ice, teaching cultural practices as well as practicing cultural and spiritual identity on the land.

Diavik looks forward to continued collaboration with Indigenous partners and regulators as we work together and share knowledge.



# Community contributions



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

The key priority areas of the program are health, safety and wellness; culture, arts and community pride; and education and business capacity building. The community contribution builds upon existing programs, all of which are focused on improving the quality of life for local residents.

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

In 2022, our community contributions totaled \$545,290. Thanks to volunteer efforts led by Diane Hache, in-kind Northern business support and the Yellowknife Women's Society, who partnered to provide workforce for the copper recycling project, Diavik has been able to significantly augment the community contribution funds available in the region.

Community Group	Community	Activity or Event	Amount
Aboriginal Sports Circle NWT	NWT & Nunavut	Inaugural Indigenous Summer Games	\$40,000
Arctic Indigenous Wellness Foundation	Yellowknife	Urban Indigenous Healing & Wellness Camp	\$5,000
City of Yellowknife	Yellowknife	Ruth Inch Memorial Pool and YK Fieldhouse	\$24,000
Community Government of Whati	Whati	Christmas Hampers for Elders, annual Baseball Tournament, Community Feast	\$5,000
Folk On The Rocks	Yellowknife	2022 Outdoor Music Festival	\$10,000
Foster Family Coalition of the NWT	NWT	Summer camp for children in foster care	\$10,000
Hay River Centennial Library	Hay River	Purchase new books for public library	\$2,000
Hay River Figure Skating Club	Hay River	Youth figure skating skills clinic	\$5,000

Community Group	Community	Activity or Event	Amount
Hockey NWT	Youth across the NWT	Diamond donation – NWT hockey fundraiser	\$1,610
Homebase Yellowknife	Yellowknife	Shuttle van for youth experiencing homelessness	\$20,000
Łutsel K'e Dené First Nation	Łutsel K'e	Lakeshore cleanup, annual Cisco harvest, summer student position, community Christmas feast, hide tanning camp	\$31,600
Moose Kerr School	Aklavik	2023 Grad class yearbooks	\$2,000
North Slave Métis Alliance	Yellowknife	Annual fish fry, construction for community garden	\$27,500
Northern Mosaic Network	NWT	LGBTQ2+ summer camp for youth	\$15,000
NWT & NU Chamber of Mines	NWT & NU	Geoscience Forum	\$5,000
NWT On the Land Collaborative	NWT	On the land programming	\$40,000
NWT Snowboard Association	Yellowknife	Ragged Riders Snowboard Club	\$30,000
Skills Canada NWT	NWT	Annual skills competition	\$20,000
Skills Canada NWT	NWT	Diamond donation – Trades Fundraiser	\$1,480
Speed Skating NWT	Fort Simpson, Hay River, Inuvik, Yellowknife	Arctic Winter Games and Canada Winter Games clothing	\$10,000
Sport North Federation – KidSport	NWT	KidSport programming	\$2,300
Stanton Territorial Hospital Foundation	NWT	Fundraiser for new medical equipment	\$20,000
Tłıchq Leagia Tsl Ko	Behchokq	Support for construction of new Friendship Center	\$70,000
Tree of Peace Friendship Center	Yellowknife	Christmas feast for Indigenous Elders	\$2,500
Tulita Land Corporation	Tulita	Youth pre-trades programming	\$10,000
United Way Northwest Territories	Hay River	Emergency flood relief & evacuation center support	\$16,800
Weledeh Catholic Elementary School	Yellowknife	Breakfast & lunch program	\$4,000
Yellowknife Chinese Association	Yellowknife	Chinese New Year and Lantern Festival	\$5,000
Yellowknife Community Foundation	Across NWT	Scholarships	\$20,500
Yellowknife Women's Society	Yellowknife	Programming and services	\$67,500
YK Minor Fastball Association	Yellowknife	Minor Fastball Programming	\$3,500
YWCA NWT	Yellowknife	Food security program for vulnerable Northern families	\$18,000

# Management



During this time of global change, Rio Tinto finds itself uniquely positioned to contribute to solutions in the race towards a more sustainable global economy. Our commodities are not just integral to ongoing urbanization but are also pivotal in the world's transition to renewable energy. At the same time, we recognize our substantial carbon footprint – a challenge that we're committed to addressing with urgency.

Central to our new business strategy is the acceleration of our low-carbon transition. We are intensifying our decarbonization efforts, which include the transition to renewable power, electrification of our operational processes, and introduction of electric mobile fleets. Furthermore, we are boosting our investment in research and development to expedite the creation of technologies that will help our customers reduce their carbon emissions as well.

Integral to our approach are our values: Care, Courage, and Curiosity. These aren't just words – they are a commitment. Care signifies our enduring focus on safety and environmental stewardship; Courage compels us to make bold decisions in tackling global challenges; and Curiosity fosters an innovative mindset that welcomes diverse and pioneering solutions.

Our purpose statement, "Finding better ways to provide the materials the world needs," captures our ambition and commitment to become the best operator of the assets we run, to excel in development to grow in commodities that will help the global energy transition, putting impeccable ESG at the heart of our approach and decision making, and deepen our social licence and to become the best partner we can be to our stakeholders.

Diavik is proud to have its corporate office in Yellowknife, with its senior leadership living either in Yellowknife or other communities in the NWT.



# Employment data

Employment data contained in this report is provided as of 31 December 2022. Additional 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.

\*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. Person years are being reviewed).

\*\* Declaration is voluntary.

Employment by Participation Agreement	Person Years*	Percent of Total
Kitikmeot Inuit Association	3	0.2%
Łutsel k'e Dené First Nation	13	1.0%
North Slave Métis Alliance	17	1.4%
Tłı̨chǫ Government	80	6.6%
Yellowknives Dene First Nation	23	1.9%
<b>Total Participation Agreement Employees**</b>	<b>136</b>	<b>11.1%</b>

Indigenous Employment	Person Years*	Percent of Total
Participation Agreement Employees	136	11.1%
Other Northern Indigenous Employees	83	6.8%
Other Canadian Indigenous Employees	66	5.4%
<b>Total Indigenous Employees**</b>	<b>285</b>	<b>23.3%</b>

## Diavik Employment by Job Category (Person Years)

### Northern Employment

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Behchokò		5.6	6.0			11.6
Tłıchq		5.6	4.8			10.4
Northern Indigenous			1.2			1.2
<b>Fort McPherson</b>		<b>0.4</b>				<b>0.4</b>
Northern Indigenous		0.4				0.4
<b>Fort Providence</b>		<b>0.8</b>	<b>1.0</b>			<b>1.8</b>
Northern Indigenous		0.8	1.0			1.8
<b>Fort Resolution</b>			<b>2.0</b>			<b>2.0</b>
Northern Indigenous			1.0			1.0
Other nationality			1.0			1.0
<b>Fort Simpson</b>	<b>1.2</b>	<b>3.4</b>	<b>2.2</b>			<b>6.8</b>
Northern Indigenous	1.2	3.4	2.2			6.8
<b>Fort Smith</b>		<b>4.7</b>	<b>8.2</b>			<b>12.9</b>
Northern Indigenous		1.7	6.2			7.9
Canadian Indigenous		1.1	1.0			2.1
Canadian non-Indigenous		2.0	1.0			2.9
<b>Gamètı</b>			<b>1.2</b>			<b>1.2</b>
Tłıchq			1.2			1.2
<b>Hay River</b>	<b>1.0</b>	<b>12.8</b>	<b>20.1</b>	<b>3.1</b>		<b>36.9</b>
Kitikmeot Inuit		0.9				0.9
Lutsël K'é Dené			1.0			1.0
North Slave Métis			1.0			1.0
Tłıchq			1.0			1.0
Yellowknives Dene			1.0			1.0
Northern Indigenous	1.0	6.6	7.2			14.7
Canadian Indigenous			2.2			2.2
Canadian non-Indigenous		4.0	7.7	3.0		14.8
Did not declare				0.1		0.1
<b>Jean Marie River</b>		<b>1.0</b>	<b>1.0</b>			<b>2.0</b>
Northern Indigenous		1.0	1.0			1.0
<b>Lutsël K'é</b>		<b>1.7</b>	<b>2.0</b>			<b>3.7</b>
Lutsël K'é Dené		1.7	2.0			3.7

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Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Norman Wells</b>		<b>2.3</b>				<b>2.3</b>
Northern Indigenous		2.3				2.3
<b>Rae Edzo</b>		<b>2.6</b>	<b>1.7</b>			<b>4.4</b>
Tłıchq		2.6	0.7			3.4
Northern Indigenous			1.0			1.0
<b>Tulita</b>			<b>1.1</b>			<b>1.1</b>
North Slave Métis			1.1			1.1
<b>Whati</b>		<b>1.2</b>	<b>2.2</b>			<b>3.3</b>
Tłıchq		1.2	2.2			3.3
<b>Yellowknife</b>	<b>9.8</b>	<b>58.4</b>	<b>88.4</b>	<b>26.0</b>	<b>7.6</b>	<b>190.2</b>
Kitikmeot Inuit	0.9					0.9
Lutsël K'é Dené		3.5	3.1			6.6
North Slave Métis		1.0	3.2			4.2
Tłıchq	2.9	6.3	9.4		0.1	18.8
Yellowknives Dene		5.9	4.3			10.1
Northern Indigenous		7.9	10.0			17.9
Canadian Indigenous	1.0	3.7	5.4	0.3	1.0	11.4
Canadian non-Indigenous	4.0	27.9	49.0	21.6	5.3	107.8
Other nationality	1.0		2.0	4.1	1.2	8.2
Did not declare		2.2	2.0			4.2
<b>Grand Total</b>	<b>12.0</b>	<b>94.8</b>	<b>136.9</b>	<b>29.1</b>	<b>7.5</b>	<b>280.3</b>

## Diavik Employment by Job Category (Person Years)

### Southern Employment

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
North Slave Métis		1	3.9	1		5.9
Tłıchq			4.1			4.1
Yellowknives Dené			6.6			6.6
Northern Indigenous		2.8	6.1			8.9
Canadian Indigenous		4.5	20.2	1.0		25.7
Canadian non-Indigenous		37.7	221.5	55.9		315.1
Other nationality		3	16.3	9.4		28.6
Did not declare		0.8	16.6	1.8		19.2
<b>Grand Total</b>		<b>49.8</b>	<b>295.2</b>	<b>69.1</b>		<b>414.2</b>

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## Contractor Employment by Job Category (Person Years)

### Northern Employment

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Behchokò</b>	<b>6.7</b>	<b>0.8</b>				<b>7.4</b>
Tłıchq	5.8	0.8				6.6
Other nationality	0.9					0.9
<b>Cambridge Bay</b>			<b>0.3</b>			<b>0.3</b>
Kitikmeot Inuit			0.3			0.3
<b>Délıne</b>	<b>1.5</b>	<b>0.6</b>				<b>2.0</b>
Northern Indigenous	0.9	0.6				1.48
Other nationality	0.5					0.5
<b>Fort Good Hope</b>			<b>0.7</b>			<b>0.7</b>
Canadian Indigenous			0.7			0.7
<b>Fort Providence</b>			<b>0.8</b>			<b>0.8</b>
Tłıchq			0.2			0.2
Northern Indigenous			0.6			0.6
<b>Fort Resolution</b>	<b>0.7</b>					<b>0.7</b>
Northern Indigenous	0.4					0.4
Canadian Indigenous	0.3					0.3
<b>Fort Simpson</b>	<b>0.4</b>					<b>0.4</b>
Northern Indigenous	0.4					0.4
<b>Fort Smith</b>	<b>1.3</b>		<b>1.9</b>			<b>3.2</b>
Tłıchq	1.0					1.0
Canadian Indigenous	0.4					0.4
Canadian non-Indigenous			1.9			1.9
<b>Gamèti</b>	<b>1.4</b>	<b>1.5</b>				<b>2.9</b>
Tłıchq	1.1	1.5				2.6
Northern Indigenous	0.3					0.3
<b>Hay River</b>	<b>3.2</b>	<b>2.3</b>	<b>4.6</b>			<b>10.1</b>
Tłıchq			1.0			1.0
Northern Indigenous	1.9	0.1				2.1
Canadian Indigenous	1.1	1.2				2.3
Canadian non-Indigenous	0.2		3.6			3.8
Did not declare		1.0				1.0

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Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Kakisa</b>			<b>0.7</b>			<b>0.7</b>
Northern Indigenous			0.7			0.7
<b>Lutsël K'é</b>	<b>0.6</b>					<b>0.6</b>
Lutsël K'é Dené	0.6					0.6
<b>Behchokò</b>	<b>3.9</b>	<b>1.6</b>	<b>3.3</b>			<b>8.8</b>
Tłıchq	3.2	1.6	3.3			8.1
Canadian Indigenous	0.7					0.7
<b>Tulita</b>	<b>0.1</b>					<b>0.1</b>
Northern Indigenous	0.1					0.1
<b>Wekweeti</b>	<b>0.6</b>	<b>1.8</b>				<b>2.4</b>
Tłıchq	0.6	1.8				2.4
<b>Whati</b>	<b>3.3</b>	<b>0.6</b>	<b>1.0</b>			<b>4.8</b>
Tłıchq	3.3	0.6	1.0			4.8
Wrigley	0.2					0.2
Northern Indigenous	0.2					0.2
<b>Yellowknife</b>	<b>48.4</b>	<b>8.7</b>	<b>25.9</b>	<b>98.7</b>	<b>10.5</b>	<b>192.2</b>
Kitikmeot Inuit	0.7					0.7
Lutsël K'é Dené			2.0	1.5		3.4
North Slave Métis	3.8					3.8
Tłıchq	9.5	1.0	3.7	2.9	1.0	18
Yellowknives Dene	6.2	0.1	1.0			7.3
Northern Indigenous	4.7	0.2	0.1	1.9	0.5	7.4
Canadian Indigenous	3.1		0.4	1.9	0.1	5.44
Canadian non-Indigenous	11.7	5.6	13.4	90.3	8.5	129.4
Other nationality	7.5	1.4	2.7	0.1	0.4	12.1
Did not declare	1.2	0.4	2.6	0.1		4.3
<b>Grand Total</b>	<b>71.7</b>	<b>17.9</b>	<b>39</b>	<b>98.5</b>	<b>10.4</b>	<b>237.5</b>

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## Contractor Employment by Job Category (Person Years)

### Southern Employment

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
North Slave Métis	0.1		1.1			1.2
Tłı̨chǫ	1.2	1.0	2.1			3.26
Yellowknives Dene	0.3			1.2		0.2
Northern Indigenous		0.85	1.4	0.1		2.3
Canadian Indigenous	5.6	0.4	5.9	2.0		14.0
Canadian non-Indigenous	13.1	18.1	152.6	19.3	0.7	203.7
Other nationality	1.7	3.1	13.7	4.9	0.1	23.5
Did not declare	6.1	2.5	35.7	5.4	0.3	49.9
<b>Grand Total</b>	<b>27.1</b>	<b>25.9</b>	<b>212.5</b>	<b>31.9</b>	<b>1.1</b>	<b>298.4</b>

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## Diavik New Hires by Job Category (Person Years) Northern Employment

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Behchokò</b>		<b>1.3</b>	<b>1.7</b>			<b>3.0</b>
Tłıchq		1.3	1.7			3.0
<b>Fort McPherson</b>		<b>0.4</b>				<b>0.4</b>
Northern Indigenous		0.4				0.4
<b>Fort Providence</b>		<b>0.8</b>	<b>0.4</b>			<b>1.2</b>
Northern Indigenous		0.8	0.4			1.2
<b>Fort Resolution</b>			<b>0.1</b>			<b>0.1</b>
Northern Indigenous			0.1			0.1
<b>Fort Simpson</b>			<b>0.1</b>			<b>0.1</b>
Northern Indigenous			0.1			0.1
<b>Fort Smith</b>		<b>1.6</b>	<b>1.3</b>			<b>2.9</b>
Northern Indigenous		0.7	1.3			1.3
Canadian non-Indigenous		0.9				0.9
<b>Hay River</b>	<b>1.0</b>	<b>0.8</b>		<b>0.2</b>		<b>2.0</b>
Northern Indigenous	1.0	0.6		0.2		1.9
Canadian Indigenous		0.1				0.1
<b>Jean Marie River</b>		<b>0.6</b>				<b>0.6</b>
Northern Indigenous		0.6				0.6
<b>Norman Wells</b>		<b>0.3</b>				<b>0.3</b>
Northern Indigenous		0.3				0.3
<b>Whatı</b>		<b>1.0</b>				<b>1.0</b>
Tłıchq		1.0				1.0
<b>Yellowknife</b>	<b>0.8</b>	<b>9.3</b>	<b>5.1</b>	<b>1.6</b>	<b>0.6</b>	<b>17.4</b>
Lutsël K'é Dené		2.2	0.2			2.4
Tłıchq	0.1	1.3	0.2			1.6
Yellowknives Dene			0.2			0.2
Northern Indigenous		1.1	1.8			2.9
Canadian Indigenous			0.3			0.3
Canadian non-Indigenous	0.8	4.3	2.4	1.6	0.3	9.4
Other nationality					0.2	0.2
Did not declare		0.3				0.3
<b>Grand Total</b>	<b>1.9</b>	<b>16.2</b>	<b>8.8</b>	<b>1.6</b>	<b>0.6</b>	<b>29.1</b>

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

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
<b>Behchokq̃</b>	<b>4.6</b>	<b>1.6</b>	<b>1.3</b>			<b>7.5</b>
Tłıchq̃	3.0	1.6	1.3			5.9
Did not declare	1.6					1.6
<b>Cambridge Bay</b>			<b>0.3</b>			<b>0.3</b>
Kitikmeot Inuit			0.3			0.3
<b>Fort Providence</b>			<b>0.8</b>			<b>0.8</b>
Northern Indigenous			0.6			0.6
Canadian Indigenous			0.2			0.2
<b>Fort Resolution</b>	<b>0.7</b>					<b>0.7</b>
Northern Indigenous	0.4					0.4
Canadian Indigenous	0.3					0.3
<b>Gameti</b>	<b>0.3</b>					<b>0.3</b>
Northern Indigenous	0.3					0.3
<b>Hay River</b>	<b>0.1</b>	<b>0.1</b>				<b>0.2</b>
Northern Indigenous		0.1				0.1
Canadian Indigenous	0.1					0.1
<b>Wekweti</b>		<b>0.9</b>				<b>0.9</b>
Tłıchq̃		0.9				0.9
<b>Whati</b>	<b>1.5</b>					<b>1.5</b>
Tłıchq̃	0.6					0.6
Did not declare	0.9					0.9
<b>Yellowknife</b>	<b>9.1</b>	<b>2.6</b>	<b>2.2</b>			<b>13.9</b>
Tłıchq̃	0.9		0.1			1.0
North Slave Metis	1.4					1.4
Yellowknives Dene	1.0					1.0
Northern Indigenous	2.1	0.3	0.1			2.5
Canadian Indigenous	0.9		0.4			1.2
Canadian non-Indigenous	0.8	1.4	0.5			2.8
Other nationality	2.0	0.8	0.8			3.5
Did not declare	0.1	0.4				0.5
<b>Grand Total</b>	<b>16.2</b>	<b>5.3</b>	<b>4.6</b>			<b>26.1</b>

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

Community	Entry level	Semi-skilled	Skilled	Professional	Management	Total
Tłıchq	0.2					0.2
Yellowknives Dene	0.3					0.3
Northern Indigenous	0.1		0.7			0.9
Canadian Indigenous	1.0		1.0			1.9
Canadian non-Indigenous	0.9	3.5	26.1	2.5		33
Other nationality	0.2	0.5	3.8	1.2		5.7
Did not declare	1.9		5.1	0.8		7.9
<b>Grand Total</b>	<b>4.5</b>	<b>4.0</b>	<b>36.7</b>	<b>4.5</b>	<b>0.1</b>	<b>49.8</b>

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# Rio Tinto

Rio Tinto plc  
6 St. James's Square  
London SW1Y 4AD  
United Kingdom  
**riotinto.com**  
T +44 (0)20 7781 2000

Diavik Diamond Mines (2012) Inc.  
#300, 5201-50th Avenue  
Northwest Tower 3rd Floor  
Yellowknife, NT  
Canada X1A 2P8  
**diavik.ca**  
T +1 867 669 6500