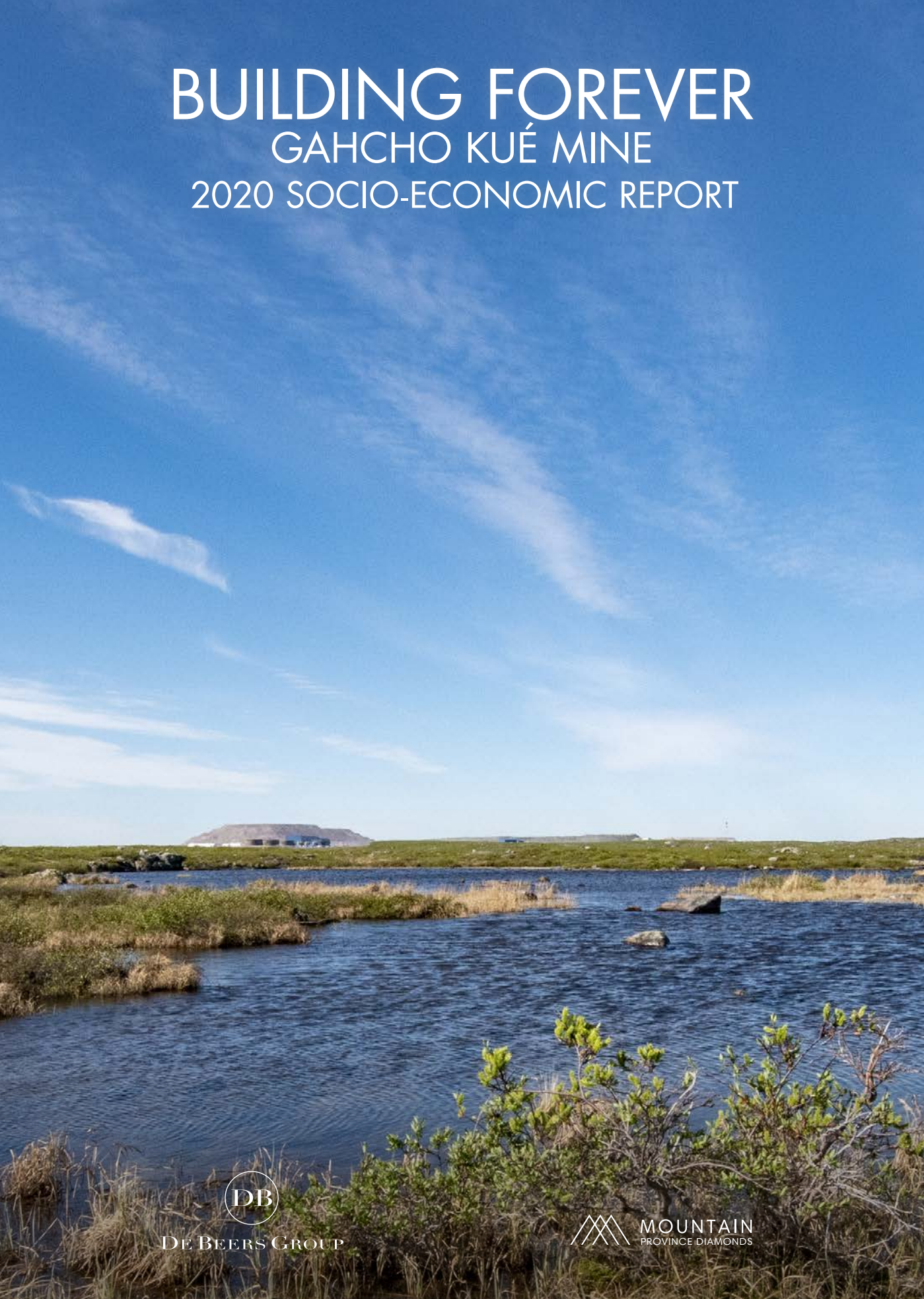


# BUILDING FOREVER

## GAHCHO KUÉ MINE

### 2020 SOCIO-ECONOMIC REPORT



DE BEERS GROUP



MOUNTAIN  
PROVINCE DIAMONDS



A gem quality 157.4 carat diamond found in November 2020 was the largest gemstone recovered at the mine.

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### Cover

Gahcho Kué mine is barely visible in the distance from a small lake a few kilometres away.

# MESSAGE FROM LEADERSHIP

## MANAGED OPERATIONS - MANAGING DIRECTOR



As I reflect back, 2020 was an extraordinary year, not only due to the staggering impact of COVID-19, but because of the tremendous resolve shown by the Gahcho Kué mine team.

As a company, we recognized that we could not stand by while communities struggled to manage the challenges resulting from the pandemic. Even though our business, like many others, was severely impacted, we developed and implemented community response plans to provide timely and critical support.

We worked with our employees to ensure that vulnerable individuals and communities were protected because above everything else, we Put Safety First – even knowing it would have an impact on production.

Our actions were driven by the responsibility to improve the lives of people in the communities where we operate. Our activities were guided through close collaboration with host communities.

That is why we focused on efforts to help communities and organizations manage the impact of the pandemic. We also provided support to two Yellowknife organizations on the front lines of combatting Gender Based Violence.

These actions also demonstrate the determination we have to deliver on our commitment to building a brighter future.

In November, De Beers Group announced the Building Forever framework, an ambitious series of

goals designed to create a positive and sustainable impact. Our goal is to improve lives in local communities through training opportunities, social and cultural support, and health and wellness programs. We plan to accelerate equal opportunity for disadvantaged communities and lead ethical practices across the diamond industry. There is also an ambitious plan to make our company carbon neutral by 2030, reduce our water footprint, and achieve a net positive impact on biodiversity.

Even before the Building Forever announcement, Gahcho Kué mine had begun to implement a five-year blueprint to put the operation on the path to achieving these goals. We look forward to further collaboration with local communities and government authorities to bring these programs to life, because this will be a shared journey that takes effort and commitment from all in order to achieve success.

As you can see in this report, Gahcho Kué mine's work to meet the commitments made in the Socio-Economic Agreement with the Government of the Northwest Territories (GNWT) has built a strong foundation for Building Forever.

### **Nompumelelo (Mpumi) Zikalala**

Managing Director  
De Beers Group Managed Operations



## HIGHLIGHTS

- 3.5 million working hours with no lost time injuries (LTI) from September 2018 to the end of 2020
- 48.6% reduction in recordable injury frequency rate since 2018
- Prestigious national John T. Ryan Award for Select Mines and Excellence Award as one of Canada's Safest Employers 2020
- 6.5 million carats recovered during FY 2020
- 3.2 million tonnes ore treated during FY 2020
- 75% of goods & services purchased in 2020 through Northwest Territories (NWT) businesses and joint ventures
- \$748,000 invested in communities through a variety of social investment programs
- 10,760 books provided free of charge across NWT through Books in Homes program, reaching \$1 million investment since 2003
- 14 women received scholarships worth almost US\$50,000 including 11 NWT residents
- The number of NWT residents working at Gahcho Kué mine increased to 296 in 2020 – representing 50% of the total workforce
- 28% of Gahcho Kué workforce is Indigenous
- 19% of the workforce is female, an increase over the previous year's 17%

# MOUNTAIN PROVINCE DIAMONDS - PRESIDENT & CEO



In the most challenging of times, the core values of an organization become ever more important. Core values provide the foundation from which a company responds to the challenges that have been presented. They are reflected in the decisions that are made each day and they are ultimately revealed in the outcomes that are achieved.

As 49% owner of Gahcho Kué mine, Mountain Province Diamonds is fortunate to have De Beers Group as its operating partner, whose core values closely align with our own. Our shared vision is evident in the positive contributions the Gahcho Kué mine Joint Venture has made toward sustainable development in Northern Canada over its operating history.

I am proud to say that our shared commitment to sustainable development has been unwavering even in the face of the unprecedented challenges presented by the COVID-19 pandemic.

Above all other achievements highlighted in the Gahcho Kué mine 2020 Socio-Economic Report, I am most proud of the mine team for rapidly developing, implementing, and embracing COVID-19 protection measures. This ensured the health and safety of our workforce and of the remote communities from which many of our team members come. The mine team's dedication to protecting the health and safety of the local communities through actions at the mine site should be acknowledged. It speaks to our resolve to contribute to

the well-being of the local people in the areas where we operate, whose ancestors have lived on the land for many generations.

Our commitment to enriching the overall well-being of local communities through our business activities includes ensuring that the socio-economic benefits of Gahcho Kué mine are shared locally. Despite the unusual challenges presented by the pandemic, the Joint Venture has continued to meet or exceed the socio-economic commitments we have made with respect to purchasing from local and Indigenous-owned businesses, employment of residents of the NWT, and our direct financial contributions to local communities. We have also continued to invest in locally led community development, education, health, sports, and cultural programs through our charitable contribution programs.

I am proud of the strong relationships that we have developed and continue to build with local communities as we work together to find the right balance between environmental and socio-economic impacts. Together, we add value for all stakeholders as we deliver ethically mined diamonds to the world. We continue to innovate to extend the mine life and at the same time extend our economic contribution in the NWT.

**Stuart Brown**  
President & CEO  
Mountain Province Diamonds

# GAHCHO KUÉ MINE - GENERAL MANAGER



The year 2020 tested each of us to our core and I am so proud of the work done at the mine in spite of the COVID-19 pandemic.

The team delivered an exceptional safety performance, overcame longer rotations, stepped up to incorporate new health and safety protocols, delivered on production goals and key projects, and earned well-deserved recognition.

By the end of the year, we had achieved more than 3.5 million hours of work without an LTI, a record that stretches back to September 2018. Since then we have seen the number of reportable injuries reduced by 48.6%.

That strong commitment to safety was evident in the many measures implemented to minimize the chance of transmission of COVID-19 at the mine and to our local communities. These measures made our work much more difficult, but it was essential to keep the mine operating and provide economic stability to our employees, contractors and the NWT economy.

We were extremely proud to receive the 2020 national John T. Ryan Award for Select Mines, the top national safety award presented annually by the Canadian Institute of Mines, Metallurgy and Petroleum (CIM). The mine's safety performance also contributed to De Beers Group earning Canada's Safest Employers Excellence Award.

The mine's Brother's and Sister's Keeper safety program was also recognized as a runner up in the inaugural Albert Milton Safety

Leadership Award, a De Beers Group recognition program launched earlier in the year.

Our community response plan refocused our social investment program into critical community support like personal protective equipment (PPE), sanitizer, food hampers and computers to support remote learning. We also awarded scholarships to 11 NWT residents, delivered a record number of books to local schools through our Books in Homes Program, and worked with our site contractors to help get a new bus on the road for Avens in Yellowknife. We were also very honoured to receive the 2020 Corporate Community Service Award from the Northwest Territories and Nunavut Association of Professional Engineers and Geoscientists (NAPEG).

Through it all, our NWT employment grew, the number of women working at Gahcho Kué mine increased, and our Northern spend continued to exceed commitments made in the Socio-Economic Agreement with the GNWT.

## **Lyndon Clark**

General Manager  
Gahcho Kué Mine

# ECONOMICS

NWT businesses received 75% of the amount spent by Gahcho Kué mine during 2020, well exceeding the target of 60%.

APPROXIMATELY \$193 MILLION WAS SPENT WITH NWT-BASED COMPANIES, INCLUDING ALMOST \$85 MILLION (44% OF NWT SPEND) WITH INDIGENOUS COMPANIES.



## BUSINESS SPEND

Gahcho Kué mine continues to focus on providing contract opportunities to Indigenous and NWT businesses through the mine's commitment to purchase 60% of goods and services from NWT businesses each year. In 2020, the mine's total NWT spend of 75% well exceeded this target for the fourth consecutive year.

Of the \$256 million spent by Gahcho Kué mine, approximately \$193 million (75%) was spent with NWT-based companies. Of this, \$85 million (33% of total spend and 44% of NWT spend) was with Indigenous companies while \$109

million (42% of the total spend and 56% of NWT spend) was with non-Indigenous Northern companies. The remaining \$63 million (25%) was spent outside the NWT.

The company's strong performance in this area can be attributed to a number of factors, including the tiered procurement structure implemented in 2017 (see page 6 for details) and ongoing engagement with the NWT business community by the Supply Chain and Social Performance teams to make them aware of upcoming opportunities (see details on following page).



A representative from one of Gahcho Kué mine's contractor companies gives an update on their driver safety program during the March Business Summit hosted in Yellowknife.

“GAHCHO KUÉ MINE'S PRODUCTION SUCCESS IS BUILT UPON OUR COMMITMENT TO WORKING SAFELY, SO IT'S ESSENTIAL THAT THE COMPANIES WE WORK WITH SHARE THAT COMMITMENT.”

**Lyndon Clark**  
General Manager, Gahcho Kué mine



Gahcho Kué mine and a number of its NWT business partners worked together to donate \$51,500 to Avens Operation Care on Wheels in October 2020. The donation helped purchase a new bus for the Yellowknife long-term care facility in record time. The new bus was delivered and ready for use by the end of the year.

## NORTHERN FOCUS AT BUSINESS SUMMITS

As part of Gahcho Kué mine's efforts to facilitate contract opportunities for Northern companies, two business summits were held in 2020. The first event took place in Yellowknife in early March, while the second was conducted virtually in September to comply with COVID-19 safety and distancing protocols.

Approximately 50 representatives from companies interested in doing business with Gahcho Kué and Snap Lake mines participated in the summits. Attendees from Northern and Indigenous companies who comprise existing and potential contractors were invited to learn about upcoming contract opportunities.

The events provided an opportunity to share best practices around safety and supply chain and for businesses

to hear an update on the operations at Gahcho Kué and Snap Lake mines.

During 2020, 12 contracts were available for proposals, including the supply of ad hoc skilled labour, hazardous waste services, and passenger and air cargo services. The Requests for Proposal that were presented have either been completed or are in progress.

"Gahcho Kué mine's production success is built upon our commitment to working safely, so it's essential that the companies we work with share that commitment," said Lyndon Clark, General Manager of Gahcho Kué mine during the March event. "We hope that by engaging on a regular basis our business partners can learn from us and we can learn from their best practices as well."

## HOW WE RANK COMPANIES WHEN AWARDING CONTRACTS

**TIER 1:** A company that is 100% Indigenous owned/equity and is associated with an Impact Benefit Agreement (IBA) partner.

**TIER 2:** A Joint Venture or Partnership company that has >70% Indigenous ownership/equity contractor and is associated with an IBA partner or an NWT company that is a 100% Indigenous owned contractor in the area of the mine's operations.

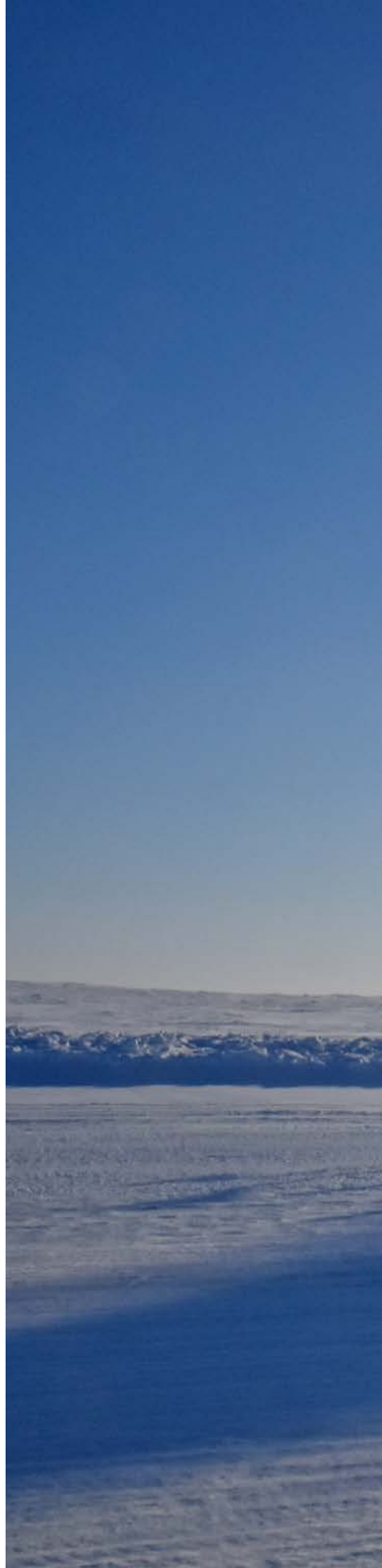
**TIER 3A:** A Joint Venture or Partnership that has 51% or greater ownership/equity by an Indigenous contractor associated with an IBA partner and is 49% or less owned by another contractor.

**TIER 3B:** Non-Indigenous 100% owned/equity NWT contractor that works closely or partners with IBA related companies and/or other Indigenous or Northern companies.

**TIER 4:** Non-Indigenous 100% owned/equity NWT contractor that operates in the area of the mine's operations.

**TIER 5:** A specialized contractor that provides specialized services to the mine site that may not be based in the NWT or is not available in the NWT.

**TIER 6:** A southern contractor with <50% Indigenous ownership.





## WINTER ROAD CAMPAIGN 2020

The annual winter road resupply program for Gahcho Kué mine was completed safely and in record time in 2020. The first loads went up the road on January 31 and the Gahcho Kué mine spur road closed at midnight on March 22, just 53 days later. The main Tibbitt-to-Contwoyto Winter Road is managed by a joint venture including De Beers Group, Diavik Diamond Mines and Arctic Canadian Diamond Company (formerly Dominion Diamond Mines).

The 2020 campaign saw a total of 1,704 truckloads of fuel, freight, equipment and backhauled material on the road to Gahcho Kué mine.

This includes 329 loads of freight, 248 truckloads of ammonium nitrate, and 61 loads of equipment backhauled out of the mine.

The biggest part of the campaign was the fuel resupply, in which just over 45 million litres of fuel were brought to site in 1,047 truckloads. The winter road program was completed successfully with no injuries and earlier than ever, despite a number of weather delays.

596

LOADS OF CARGO  
AND EQUIPMENT

45 MILLION

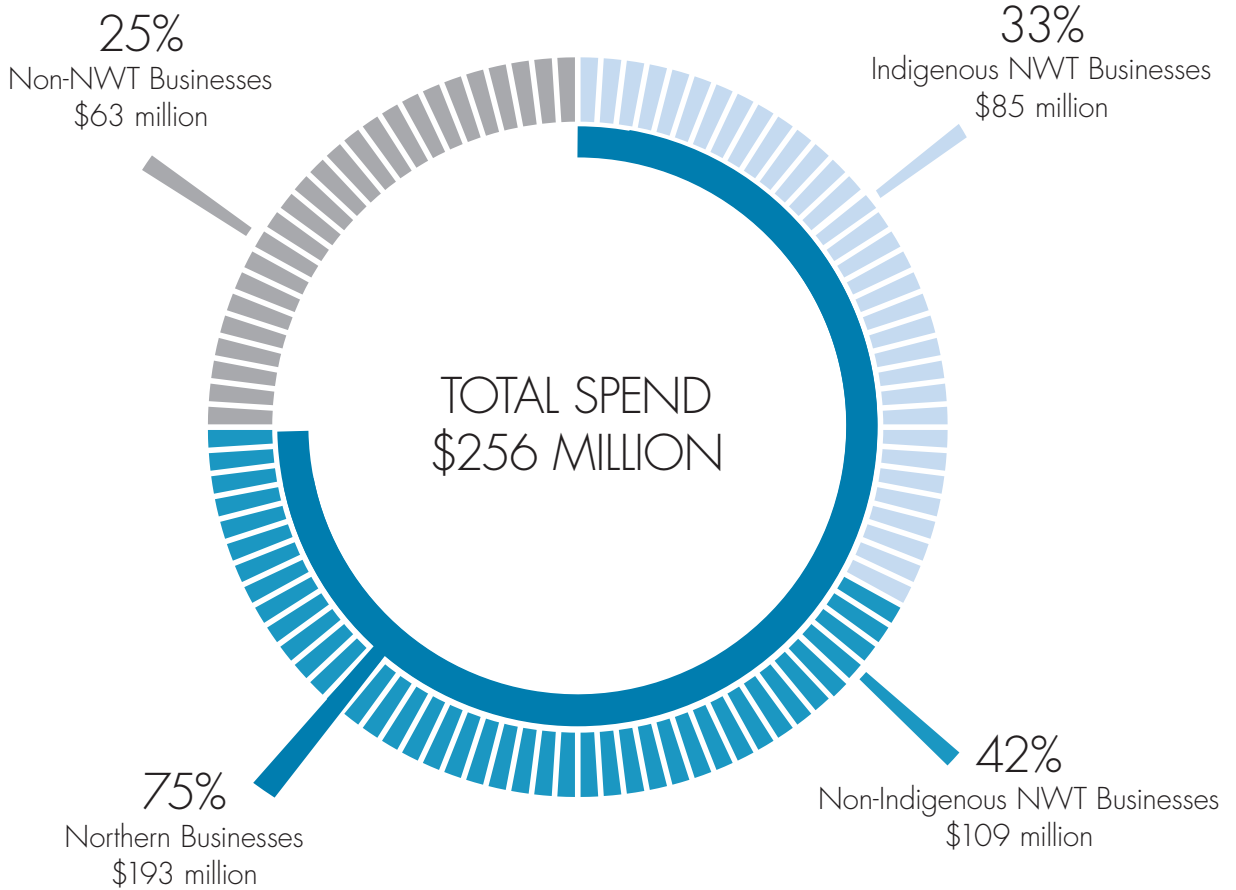
LITRES OF FUEL  
TRANSPORTED  
(1,047 TRUCKLOADS)

61

BACKHAULS  
(TRUCKLOADS)



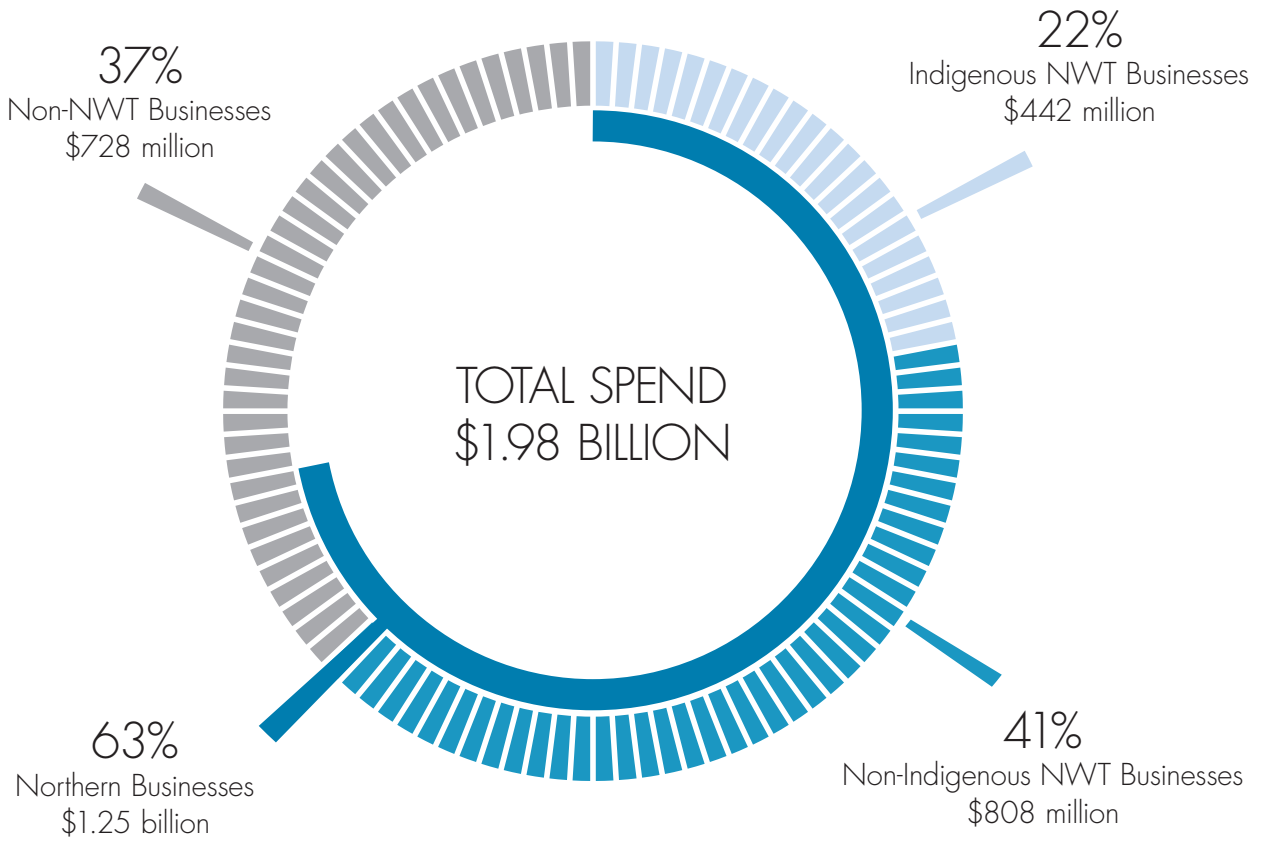
# 2020



While most of the mine's equipment and supplies are scheduled to be brought to Gahcho Kué mine during the winter road season, some time-sensitive freight must be flown in on a Hercules transport aircraft like this one in October 2020.



# 2015 - 2020



Note: A quality check analysis was carried out on cumulative spending figures since 2015 and totals have been adjusted accordingly.



# PEOPLE

Gahcho Kué mine employed 296 NWT residents in 2020, of whom 57% self-identified as Indigenous. This represents 28% of the total workforce.

THE PERCENTAGE OF FEMALE EMPLOYMENT INCREASED TO 19% IN 2020.

Employees line up for a group photo after the annual Run Under the Midnight Sun – a recreational event organized by employees at the mine. It was a 5km walk or run on the airstrip.

Environmental Officer Dana Harris examines some vegetation on the land around Gahcho Kué mine in July 2020.





Total employment at Gahcho Kué mine grew by 23 jobs in 2020 to 597 when measured in Person Years of Employment<sup>1</sup>. This growth is notable given the onset of the global pandemic caused by COVID-19 that led to shutdowns, lockdowns, and layoffs throughout the global economy. Starting in March 2020, Gahcho Kué mine initiated a policy whereby its Indigenous workforce residing in NWT's smaller communities were asked to stay home as a safety precaution to keep the virus out of their communities.

As well, employees at risk of severe complications from COVID-19 (vulnerable medical conditions) were also asked to remain at home. This workforce continued to be paid, however, their contribution to the mine's operations had to be backfilled through increased productivity from within the existing workforce and through new temporary hires. Over the summer months, 74 heavy equipment operators were employed in this capacity, contributing over 37,000 hours to the mine's operations, equivalent to 17 jobs.

NWT residents' contribution to the mine's workforce was 296 jobs in 2020, which is 50% of the total and is up 12 jobs over the 2019 number. The number of employees self-identifying as NWT Indigenous residents working

at the mine grew by the equivalent of 17 jobs, bringing their total number to 168 or 28% of the total workforce (57% of NWT residents).

NWT labour participation remains shy of the 55% employment target established as part of the Gahcho Kué mine's Socio-Economic Agreement<sup>2</sup>. However, it is worth noting that, in absolute terms, NWT resident employment now exceeds the number predicted in the mine's Environmental Impact Statement<sup>3</sup> by eight jobs.

The majority of the people working at Gahcho Kué mine are employees of De Beers Group, equal to 71% of the workforce, or 422 jobs. From within that workforce, 24% are Indigenous and living in the NWT, while 20% are non-Indigenous NWT residents. The contractor labour force equals 175 jobs, 39% of whom are NWT Indigenous residents and 24% are non-Indigenous NWT residents.

Gahcho Kué mine's NWT resident workforce drew employees from 18 communities representing every region in the NWT. Most (70%) live in Yellowknife<sup>4</sup>, but some of the territory's smallest communities are also represented, including residents from Jean Marie River and Enterprise, and Fort McPherson in the Beaufort Delta, which is over 1,200 km away from the mine site.

All of the jobs at Gahcho Kué mine have been categorized according to the skill-level required to complete the assigned work. The largest of these categories is semi-skilled jobs with 263 positions and includes most equipment operators and process plant workers. NWT residents filled 49% of these jobs. The second largest category is skilled positions with 208 jobs, which includes positions that require a professional designation such as a journeyman electrician or mechanic. It is in this category where limitations within the NWT labour market are most evident; NWT residents filled 31% of these positions. It is also a category of employment that grew in 2020, increasing by 15 jobs. NWT residents filled a large majority (95%) of the 93 unskilled positions. This actually represents a substantive increase in this job category, up from 67 jobs in 2019, and is a reversal of a downward trend that has been taking place since the mine opened.

De Beers Group supports and encourages the participation of women in all aspects of work related to Gahcho Kué mine and encourages similar commitments from its contractors<sup>5</sup>. During 2020, women filled 113 jobs at the mine (19%), up from 99 one year earlier, and 23 of these women worked in skilled, professional, or management jobs.

1) Employment calculations are based on a majority of people working at the mine on 2-week rotations. A Person Year of Employment is equal to 13 rotations of 14 days, working 12 hours each day. This represents 2,184 hours of work, which is used to calculate the number of Person Years of Employment. Please note that during 2020, 2-week rotations were extended to 4 weeks in/4 weeks out starting in March in response to the COVID-19 pandemic. For consistency we kept the calculations based upon the former 2x2 rotation.

2) See Section 3.4.3 in the Gahcho Kué Project Socio-Economic Agreement. Section 3.4.4 of that Agreement states that the achievement of NWT Resident employment is subject to the availability of NWT Residents with the required skills, training and experience and the ability to pass training program entrance requirements and that NWT Residents may or may not choose to pursue employment opportunities made available by De Beers at the Gahcho Kué Project.

3) See Section 12 of the Socio-Economic Impact Assessment Section of the Gahcho Kué

Diamond Mine Environmental Impact Statement.

4) Designated Pickup Points for the mine include Łutselk'e, Gamèti, Whati, Wekweèti, Yellowknife (which includes Behchokò, Dettah, N'dilo), Hay River, Fort Smith, Fort Simpson, Inuvik, and Norman Wells. De Beers will provide a Travel Allowance to its Gahcho Kué Project employees who reside in an NWT community that is not a De Beers designated Pickup Point.

5) See Section 4.9 of the Gahcho Kué Project Socio-Economic Agreement.

## HARASSMENT AND BULLYING POLICY

De Beers Group has a zero tolerance policy against workplace bullying and harassment. Everyone who works with us and for us is entitled to feel safe and free from harassment.

The consequences for those found guilty of harassment or bullying range from a warning to termination of employment, depending on the seriousness of the offence.

Facilitator-led Harassment and Bullying training has been rolled out to frontline staff.

### What is Bullying?

Bullying is when someone is singled out for repeated abuse. Bullies use fear and intimidation to hurt the people they want to abuse. And until they are stopped, they tend to attack the same people over and over again.

### What is Harassment?

Harassment (including sexual harassment) is any form of unwanted attention that undermines someone's self-respect and leaves them humiliated. Even a single incident can amount to harassment.

### What steps can employees and contractors take?

- Raise Concerns: Everyone has a right to protect themselves and speak up without fear of retaliation
- Call YourVoice Whistleblowing Service: An independent, secure, anonymous reporting facility available 24 hours a day, 7 days a week / 1-855-303-7713 / [www.yourvoice.debeersgroup.com](http://www.yourvoice.debeersgroup.com)

Hay River resident Chinta Unka, an Instrumentation Technician at Gahcho Kué mine, takes part in a feed the fire ceremony held at the mine on National Indigenous Peoples Day in June 2020.

Spencer Tutcho, a blaster's helper at Gahcho Kué mine, drives a loader off a drill pattern set to remove overburden from atop the Tuzo kimberlite.





## GAHCHO KUÉ MINE PROVIDES 10 PICKUP POINTS TO EMPLOYEES LIVING IN THE NWT

### PICKUP POINTS

There are 10 pickup points for employees living in the NWT from which the company provides travel to and from Gahcho Kué mine. Employees are also eligible to receive travel allowances to help them get to and from pickup points, with the aim of eliminating any travel barriers for Northerners who want to work at the mine.

- Fort Simpson
- Fort Smith
- Gamèti
- Hay River
- Inuvik
- Łutselk'é
- Norman Wells
- Wekweèti
- Whati
- Yellowknife (includes residents of Behchokò, Dettah, N'dilo)

In response to the COVID-19 pandemic, the company also implemented a hub and spoke charter system across Canada starting in May 2020 using private flight centres to avoid public airport terminals. Charters for non-NWT residents flew to the mine from Halifax, Toronto, Thunder Bay, Calgary and Vancouver. The rationale was to reduce the interaction from travel in various airports.

42,000  
HOURS OF TRAINING

907  
EMPLOYEES AND  
CONTRACTORS ATTENDED  
VARIOUS COURSES

46  
AVERAGE HOURS  
EACH EMPLOYEE SPENT  
IN TRAINING

Deanna Buckley is a millwright apprentice at Gahcho Kué mine. In 2020, she was recognized by the GNWT for achieving top marks in her Level 1 – Industrial Mechanic – Millwright training. Deanna has worked at the mine since May 2017, starting as a process operator trainee, and began her millwright apprenticeship in early 2019.

Haul trucks line up in the parking lot outside the mining department muster station. Before starting work for the day, drivers are responsible for performing a detailed inspection.



### 2020 GAHCHO KUÉ MINE TRAINING

	Life of Mine Commitment	# of 2020 Trainees	Total Trainees to end of 2020	Cumulative Program Grads
Trades	16	0	12	12
Apprenticeships	10	2	3	1
Professional Development Sponsorship	4	0	0	0
<b>TOTAL</b>	<b>30</b>	<b>2</b>	<b>15</b>	<b>13</b>

Note: Trades trainees are positions eligible for trades certification as defined by the GNWT's Apprenticeship, Trade and Occupation Certification Act.





## TRAINING FOR A LASTING LEGACY

Despite the challenges presented in 2020 by the COVID-19 pandemic, Gahcho Kué mine maintained its commitment to training and development, providing Northerners with the skills necessary for future success. Training is one of the many ways that the operation is working to leave a lasting and positive legacy in the North.

Although the trades traineeships in Processing and Protective Services were put on hold due to COVID-19, two apprentices continued their training as Millwright and Instrument Technician. Both individuals are Indigenous and reside in the NWT.

Participation in Aurora College's Northern Leadership Development Program continued in 2020 with two graduates, one of whom is a member of the Yellowknives Dene First Nation.

Gahcho Kué mine also hosted one Indigenous Surface Miner Trainee from the Mine Training Society in early 2020 before the pandemic took hold.

A total of 14 De Beers Group Scholarships for Women, offered in partnership with UN Women and Scholarships Canada, were awarded to women pursuing undergraduate studies in Science, Technology, Engineering and Math (STEM) in 2020. There were seven one-time entrance scholarships worth US\$2,175 each, and seven renewable awards worth US\$4,800 each. Of the 14 recipients, 11 reside in the NWT, and of these, four are Indigenous.

Gahcho Kué mine also employed three Mine Professionals in Training (MPiTs) during 2020, including two who lived in the NWT. MPiTs are individuals who have graduated from a university program and are hired to three-year training positions at the mine.

## PROGRESSION PLAN

Through the Departmental Progression Plan, 24 Indigenous residents of the NWT were promoted in the Mine Operations department. The program encourages operator excellence through skills development on increasingly sophisticated equipment and mining processes.

Of the 24 operators:

- Five are from North Slave Métis Alliance
- Four are from Tłı̄cho Government
- Three are from Łutselk'ę Dene First Nation
- One is from Yellowknives Dene First Nation
- One is from NWT Métis Nation
- Ten are other Northern Indigenous residents\*

\* not members of the six IBA groups partnered with Gahcho Kué mine

## MENTAL HEALTH FIRST AIDERS FOR CANADIAN EMPLOYEES

De Beers Group provided training in 2020 in mental health first aid with the goal of equipping employees with the ability to recognize, approach and assist people who are developing a mental health problem or who are in a mental health crisis.

Each Mental Health First Aider (MHFA) has been taught to recognize the symptoms of mental health issues, provide initial help, and guide a person towards appropriate professional help. Colleagues can talk to them if they are experiencing any mental health issues or have any questions about seeking help.

The aid is given until appropriate professional treatment is received or until the crisis is resolved.

In all, 15 Gahcho Kué mine employees were among 27 trained MHFAs across De Beers Group in Canada.

The aims of MHFA are to:

- Preserve life where a person may be a danger to themselves or others
- Provide help to prevent the mental health problem from becoming more serious
- Promote the recovery of good mental health
- Provide comfort to a person experiencing mental health problems

A painting class led by Yellowknife artist Robbie Craig was held for Gahcho Kué mine employees in early February 2020.





Washbay attendant Brad Sangris hoses down a lubricants truck before it can be pulled into the truck shop for maintenance.

“

SANGRIS RECOGNIZES THE IMPORTANCE OF HAVING A SAFETY FOCUS: “IF I HAVE ISSUES THAT CONCERN ME, IT’S EASY TO BRING THEM UP WITH MY BOSS OR THE SAFETY MANAGER.”

”

**Brad Sangris**  
Washbay Attendant

## WASHBAY ATTENDANT PLAYS KEY ROLE IN WORKSHOP SAFETY

Brad Sangris, a member of the Yellowknives Dene First Nation, exemplifies the commitment to professionalism and safety that is a hallmark of employees and contractors at Gahcho Kué mine.

Sangris started working at the mine in November 2019, employed by the washbay contractor Deninu Kué First Nation of Fort Resolution. Working in what is essentially an oversized car wash, he recognizes the critical safety role he plays as a member of the mobile maintenance team.

“When you’re washing the big 830’s (haul trucks), you have to make sure to wash the top and underneath the box so the mud doesn’t come down on the mechanics,” said Sangris, who recognizes the importance of the focus on safety. “If I have issues that concern me, it’s easy to bring them up with my boss or the safety manager.”

The mud is comprised of everything from powdery soil from the bottom of the mining pits to small gravel and large rocks. On the ground beside the lube truck Sangris was washing was a rock the size of a melon – certainly

large enough to seriously injure someone if it fell from height.

During a typical day he cleans up two or three large pieces of equipment before they can be moved into the workshop for repairs or preventative maintenance. The mud and gravel that’s washed off is shovelled into a pile and moved out using a Bobcat.

When not in the washbay, Sangris works as a helper in the shop, keeping the work area clean and providing support to the heavy equipment mechanics and welders.



Erin Gon is a maintenance helper in the truck shop at Gahcho Kué mine.

## **MINE JOB ENABLES ADVENTURES ON THE ROAD**

When she's not at work, one of Erin Gon's favourite activities is to jump into her camper and drive around Canada and the United States. A labourer in the truck shop at Gahcho Kué mine, she goes on these adventures during her time off with her partner, who works in a different department at the mine.

When it is time to return to work, they park the truck and camper wherever their journey ends, take a flight to Yellowknife, and then fly up to the mine. On their next rotation off site they pick up where they left their vehicle. Unfortunately, the COVID-19 pandemic interrupted their plans, but they look forward to restarting their road adventures when it is safe to do so.

Travel is one of Gon's passions and she's visited the Dominican Republic, Cuba, Mexico and driven across

Canada and the United States. She likes to keep track of her travels in a little notebook, detailing life on the road.

Gon has worked at Gahcho Kué mine since December 2016, starting out as a janitor with Bouwa Whee Catering, then hired as a labourer with De Beers Group in 2018. She feels right at home in the truck shop, working alongside team members who are outgoing and have a great sense of humour.

She hopes working in mobile maintenance is the first step toward her goal of a welding or heavy equipment technician apprenticeship. Gon is a resident of Yellowknife and a member of the Tl'cho Nation.

## WORDS MATTER, SAYS LGBTQ+ ADVOCATE

De Beers Group employees at Gahcho Kué mine and across Canada marked the International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT) in 2020 by learning about the importance of words and appropriate terminology in making LGBTQ+ employees feel safe and welcome in the workplace.

IDAHOBIT is marked annually on May 17. The company's Inclusion and Diversity team scheduled a virtual Brunch and Learn with a special presentation by an LGBTQ+ advocate. The online event was attended by employees at Gahcho Kué mine, Calgary and Toronto offices and the Victor site, along with guests from England and South Africa. Participants were encouraged to dress in bright colours and bring a favourite colourful snack or drink to the online event.

Speaker Jacq Brasseur (they/them) led an eye-opening conversation to help employees understand the importance of appropriate terminology and that some language choices can be micro-aggressions that make LGBTQ+ colleagues feel unwelcome. Jacq is originally from Yellowknife, and is now studying to achieve their Masters in Education in Regina.

Jacq offered some examples of appropriate terminology: "Using gender neutral language is a great way of supporting colleagues such as asking 'Do you have children' instead of 'Do you have a son or a daughter'. We may have colleagues that have a non-binary child. It is preferable to use terms like 'Do you have a partner or spouse' instead of 'husband or wife'."

The event ended with an insightful question and answer session that covered topics from how to thoughtfully use pronouns, providing PPE for different gender identities, and appropriate security procedures for transgender colleagues.



One of the IDAHOBIT Brunch and Learn participants created this colourful artwork with their children to help raise awareness of LGBTQ+ issues.

## AWARD-WINNING SAFETY COMMITMENT

Gahcho Kué mine reached a significant achievement in 2020, with no LTI since September 2018. As of year-end, the mine had accumulated 3.5 million working hours, and was still counting into 2021.

There was a 48.6% reduction in total recordable injury frequency rates (medical aids and LTI) since 2018, an improvement over the previous year, which had already seen a 38% reduction.

The mine continued its Brother's & Sister's Keeper program, which encourages employees to focus on their personal safety and to encourage colleagues to do the same, acknowledging the positive safety interactions that are ongoing throughout site.

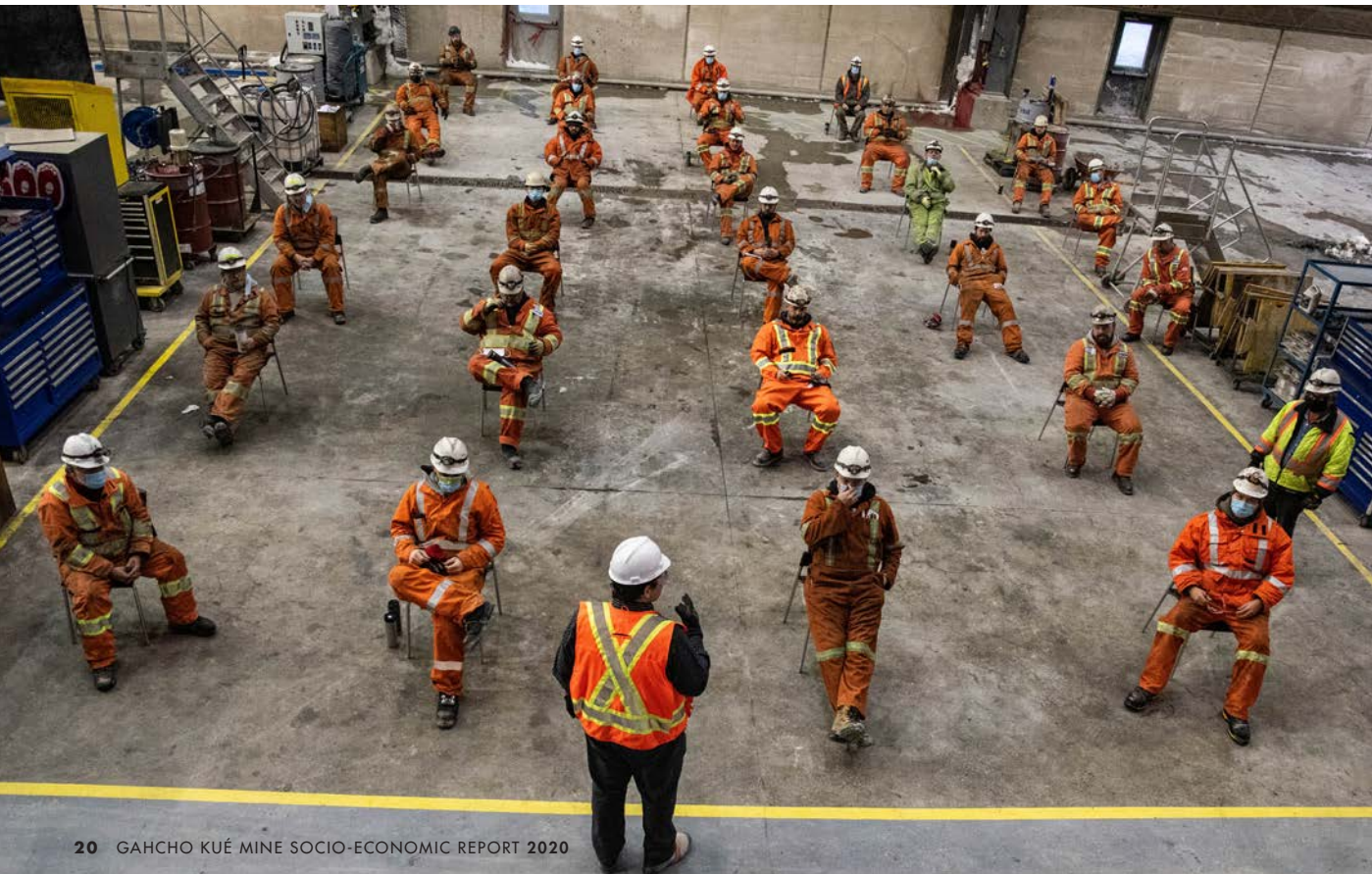
During the year, De Beers Group and Gahcho Kué mine accepted a number of safety awards, in recognition of the outstanding safety practices at the mine:

- In May, Gahcho Kué mine received the prestigious national 2020 John T. Ryan Award for Select Mines from CIM in recognition of the exceptional safety performance during the previous year. With one of the lowest injury frequency rates among operating mines in Canada, this was one of four safety awards received by Gahcho Kué mine, including the 2016 and 2019 Workplace Health and Safety Award from the Yellowknife Chamber of Commerce, and the 2017 Hatch-CIM Mining & Metals Project Development Safety Award.
- In October, the mine's performance helped De Beers Group win an Excellence Award as one of Canada's Safest Employers 2020 in the Mining and Natural Resources division, presented by Canadian

Occupational Health and Safety magazine. De Beers Group was one of two companies to receive an Excellence Award for achievements, leadership and innovation in health and safety during the past year.

- Gahcho Kué mine's health and safety team was also one of three runners up for the De Beers Group's Albert Milton Safety Leadership Award, selected from 110 entries submitted from across the company globally.

"Put Safety First is the primary value for all of us at De Beers Group, because a safe and healthy workplace is the foundation for our success," said Mpumi Zikalala, Managing Director of De Beers Group Managed Operations. "We are thrilled to be recognized for the effort our employees and contractors make to keep their brothers and sisters safe on the job every day."





Health and Safety Team members, from left: Bianca Spence, Justin Fabella and Jon Gale review submissions in the Brother's and Sister's Keeper safety program. This photo was taken prior to the start of the pandemic.

TYPE	2018	2019	2020
First Aid	44	27	43
Medical Aid	14	10	8
Lost-Time Injury	2	0	0
Property Damage	90	115	121
Near-Hit <sup>1</sup>	5,695	6,601	5,446
TRIFR *	9.33	6.51	4.79

\* Total Recordable Injury Frequency Rate (TRIFR) is calculated to 1,000,000 hours

<sup>1</sup> A Near Hit is a proactive report of a potential hazard that could, if not addressed, result in an incident or injury.

Gahcho Kué mine employees gathered at a safe distance in the truck shop to take part in a safety discussion on De Beers Group's Global Safety Day in October 2020.

## EMPLOYEE ASSISTANCE PROGRAM

All employees have access to an Employee Assistance Program (EAP) that offers a range of counselling and support services. The company ensured that employees were aware that the program was available, particularly during the pandemic, and provided information on how to access the program in regular internal communications.

In 2020, there were 98 instances of access to the EAP program, which represents a 15.15% utilization among employees.

About 20% of the contacts were related to concerns raised by employees around the effects of COVID-19.

Early in the pandemic, De Beers Group provided free access for employees to the Headspace App, which promotes mindfulness and meditation and helps enhance mental and physical health by teaching users how to manage stress, increase focus, and improve sleep.

Hearne and 5034 pits can be seen in this aerial photo taken of the mine site in July 2020. By October, water had been removed from above the Tuzo kimberlite and prestripping of the future pit had begun.





## HEALTH AND WELLNESS PROGRAMS

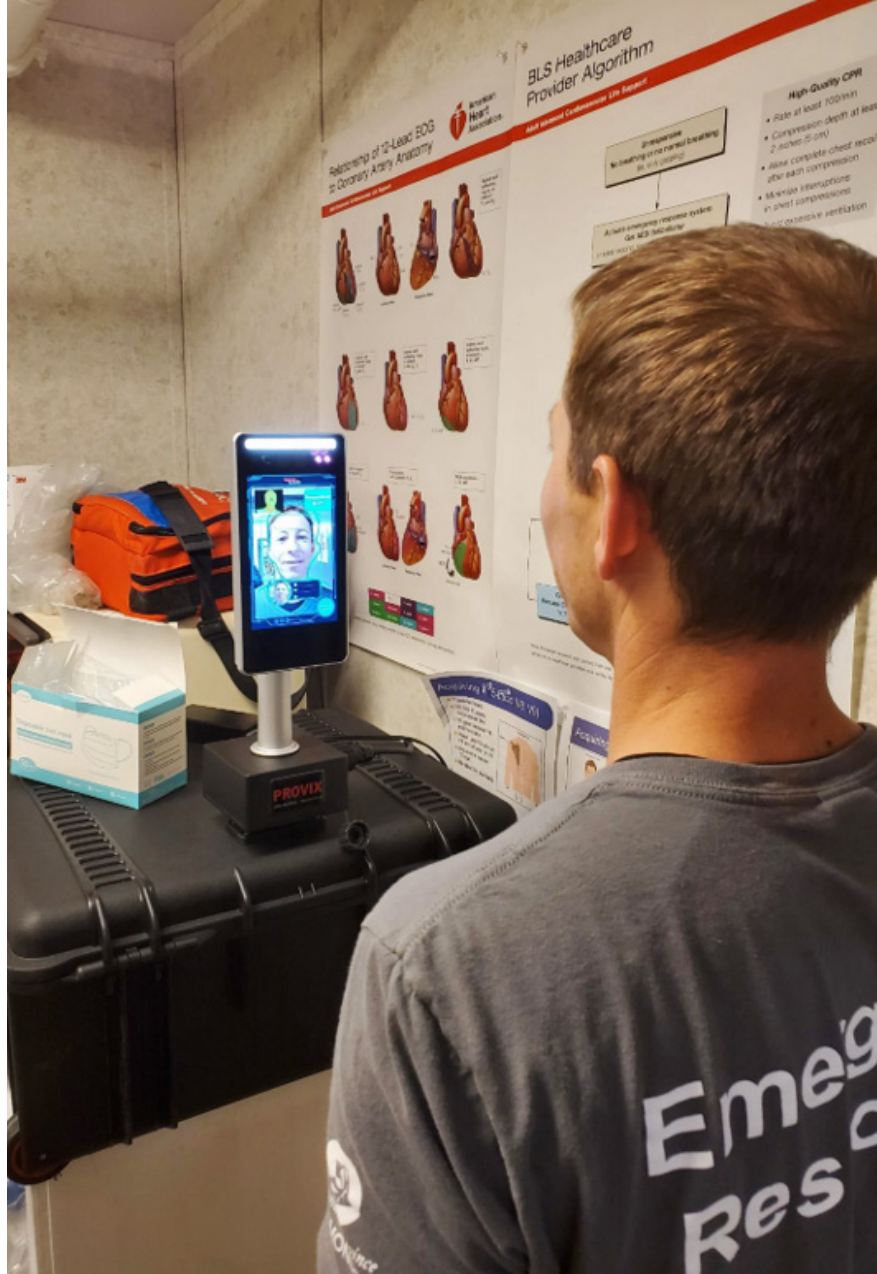
Gahcho Kué mine remains committed to educating and supporting employees through a variety of health and wellness programs. At the onset of the COVID-19 pandemic, the health and wellness team pivoted their efforts to the pandemic response.

The focus on mental health investments was of critical importance as the mine adjusted to new restrictions. This is evidenced by the programs outlined below.

- **Not Myself Today:** Three mental health campaigns were launched as part of the Not Myself Today initiative, including Learning The Basics, Working With Emotion, and Addressing Stress.
- **Mental Health First Aid:** 15 Gahcho Kué mine employees were trained in Mental Health First Aid to help their colleagues in times of crisis (see more details on page 16).
- **Fatigue Management Series:** Representatives from Sleepwell Consulting were invited to talk to employees about fatigue and the importance of maintaining a healthy routine.
- **Mental Health Peer Group Training:** 13 employees from the mine completed a four-day training session from Morneau Shepell to create a Mental Health Peer Group to help employees going through a tough time.
- **Walk to Tuk:** For the third year, three teams from the mine walked the equivalent distance from Fort Providence to Tuktoyaktuk between January and March.

The mine took immediate action in response to the COVID-19 pandemic, including:

- **Mine Site Reconfiguration:** The set-up of facilities at site was adjusted to increase physical distancing and improve hygiene practices.
- **Face Mask Campaign:** In addition to providing ready access to



A facial recognition camera capable of recording body temperature was used throughout 2020 to track temperatures of each employee on site on a daily basis – one of the COVID-19 measures implemented on the mine site.

disposable face masks, cloth masks were given to each employee to ensure they have at least two cloth face masks available for their use.

- **Inbound and Outbound Testing:** To ensure the safety of employees at the mine, all inbound and outbound employees are tested. Passengers are separated at site

so inbound employees do not interact with outbound passengers.

- **COVID-19 Hotline:** A toll-free hotline was created to assist employees who are offsite and require information regarding COVID-19 and the status of operations at the mine site.

# EMPLOYMENT REPORT

The number of NWT residents working at Gahcho Kué mine increased to 296 in 2020, representing 50% of the total workforce.

NWT EMPLOYEES FLEW  
IN FROM 18 COMMUNITIES,  
REPRESENTING EVERY REGION  
IN THE TERRITORY.

Ni Hadi Xa Environmental Monitor Garrick Lafferty measures water temperature in a stream not far from Gahcho Kué mine site. Garrick lives in Hay River, NWT.



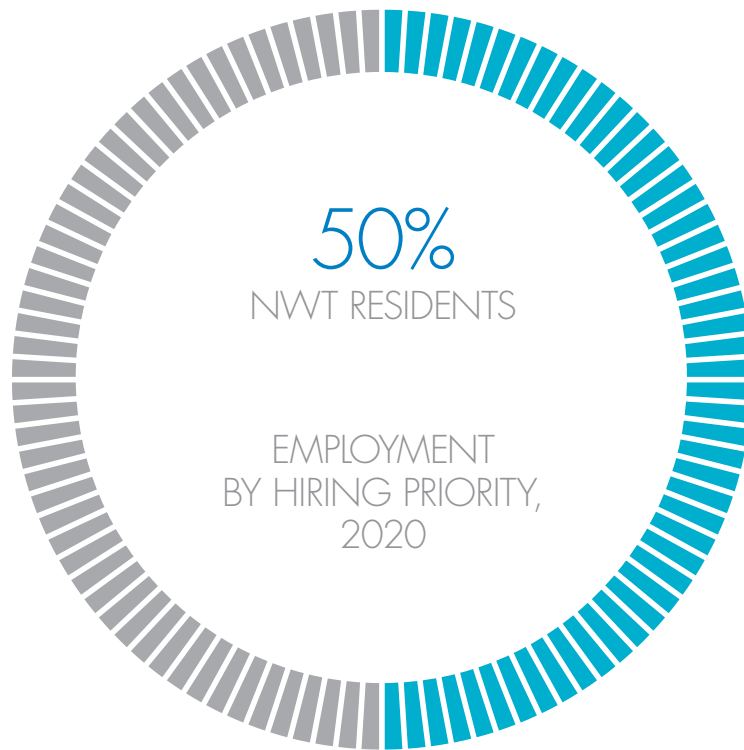


TABLE 1: EMPLOYMENT BY HIRING PRIORITY, TO THE END OF 2020

	2015	2016	2017	2018	2019	2020
PERSON YEARS						
NWT Indigenous	47	70	119	135	151	168
Other NWT Residents	94	102	117	131	133	128
<b>Subtotal NWT Residents</b>	<b>142</b>	<b>172</b>	<b>236</b>	<b>265</b>	<b>284</b>	<b>296</b>
Non-NWT	762	455	247	262	290	301
<b>GRAND TOTAL</b>	<b>903</b>	<b>628</b>	<b>483</b>	<b>527</b>	<b>574</b>	<b>597</b>
PERCENT OF TOTAL						
NWT Indigenous	5%	11%	25%	26%	26%	28%
Other NWT Residents	10%	16%	24%	25%	23%	21%
<b>Subtotal NWT Residents</b>	<b>16%</b>	<b>27%</b>	<b>49%</b>	<b>50%</b>	<b>49%</b>	<b>50%</b>
Non-NWT	84%	73%	51%	50%	51%	50%
<b>GRAND TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Note: NWT Indigenous employees who were identified as residing outside the NWT are recorded as Non-NWT Residents in this table. Any employee whose Indigenous status could not be established was identified as non-Indigenous in this table. Figures may not add up due to rounding.

Employment calculations are based on a majority of people working at the mine on 2-week rotations. A Person Year of Employment is equal to 13 rotations of 14 days, working 12 hours each day. This represents 2,184 hours of work, which is used to calculate the number of Person Years of Employment at the mine. Please note that during 2020, 2-week rotations were extended to 4 weeks in/4 weeks out starting in March as a response to the COVID-19 pandemic. For consistency we kept the calculations based upon the former 2x2 rotation.

TABLE 2: EMPLOYMENT BY HIRING PRIORITY - DE BEERS AND CONTRACTORS, 2020

	DE BEERS	CONTRACTOR	TOTAL
	PERSON YEARS		
NWT Indigenous	99	68	168
Other NWT Residents	85	43	128
Subtotal NWT Residents	185	111	296
Non-NWT Indigenous	28	4	32
Other Non-NWT Residents	209	60	270
Subtotal Non-NWT Residents	237	64	301
<b>TOTAL</b>	<b>422</b>	<b>175</b>	<b>597</b>
	PERCENT OF TOTAL		
NWT Indigenous	24%	39%	28%
Other NWT Residents	20%	24%	21%
Subtotal NWT Residents	44%	63%	50%
Non-NWT Indigenous	7%	2%	5%
Other Non-NWT Residents	50%	34%	45%
Subtotal Non-NWT Residents	56%	37%	50%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Note: NWT Indigenous employees who were identified as residing outside the NWT are recorded as Non-NWT Residents in this table. Any employee whose Indigenous status could not be established was identified as non-Indigenous in this table. Figures may not add up due to rounding.



TABLE 3A: EMPLOYMENT BY HIRING PRIORITY AND JOB CLASSIFICATION, 2020

	NWT Indigenous	Other NWT Residents	Subtotal NWT Residents	Non-NWT Residents	GRAND TOTAL
PERSON YEARS					
Management	2	7	9	5	13
Professional	0	4	4	16	19
Skilled	27	38	65	143	208
Subtotal	29	48	78	163	241
Semi-Skilled	76	55	130	133	263
Unskilled	63	25	88	5	93
Subtotal	138	80	218	138	356
<b>TOTAL</b>	<b>168</b>	<b>128</b>	<b>296</b>	<b>301</b>	<b>597</b>
PERCENT OF TOTAL BY JOB CLASSIFICATION					
Management	15%	51%	66%	34%	100%
Professional	0%	20%	20%	80%	100%
Skilled	13%	18%	31%	69%	100%
Subtotal	12%	20%	32%	68%	100%
Semi-Skilled	29%	21%	49%	51%	100%
Unskilled	68%	27%	95%	5%	100%
Subtotal	39%	22%	61%	39%	100%
<b>TOTAL</b>	<b>28%</b>	<b>21%</b>	<b>50%</b>	<b>50%</b>	<b>100%</b>
PERCENT OF TOTAL BY HIRING PRIORITY					
Management	1%	5%	3%	2%	2%
Professional	0%	3%	1%	5%	3%
Skilled	16%	29%	22%	48%	35%
Subtotal	17%	38%	26%	54%	40%
Semi-Skilled	45%	43%	44%	44%	44%
Unskilled	37%	20%	30%	2%	16%
Subtotal	83%	62%	74%	46%	60%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Note: NWT Indigenous employees who were identified as residing outside the NWT are recorded as Non-NWT Residents in this table. Any employee whose Indigenous status could not be established was identified as non-Indigenous in this table. Figures may not add up due to rounding.

Employees from the mining and survey teams use a drone and binoculars to inspect the pit walls at Gahcho Kué mine to ensure that no birds are nesting.

TABLE 3B: EMPLOYMENT BY HIRING PRIORITY AND JOB CLASSIFICATION  
(NWT AND NON-NWT INDIGENOUS), 2020

	NWT Indigenous	Non-NWT Indigenous	Total Indigenous	Other NWT Residents	Other Non-NWT Residents	GRAND TOTAL
PERSON YEARS						
Management	2.0	0.0	2.0	6.9	4.6	13.5
Professional	0.0	0.0	0.0	3.8	15.5	19.3
Skilled	27.2	9.6	36.9	37.6	133.7	208.2
Subtotal	29.2	9.6	38.9	48.3	153.8	241
Semi-Skilled	75.9	21.0	96.8	54.5	112.1	263.5
Unskilled	62.5	0.9	63.4	25.3	3.8	92.5
Subtotal	138.4	21.9	160.3	79.9	115.9	356
<b>TOTAL</b>	<b>168</b>	<b>32</b>	<b>199</b>	<b>128</b>	<b>270</b>	<b>597</b>
PERCENT OF TOTAL BY JOB CLASSIFICATION						
Management	15%	0%	15%	51%	34%	100%
Professional	0%	0%	0%	20%	80%	100%
Skilled	13%	5%	18%	18%	64%	100%
Subtotal	12%	4%	16%	20%	64%	100%
Semi-Skilled	29%	8%	37%	21%	43%	100%
Unskilled	68%	1%	69%	27%	4%	100%
Subtotal	39%	6%	45%	22%	33%	100%
<b>TOTAL</b>	<b>28%</b>	<b>5%</b>	<b>33%</b>	<b>21%</b>	<b>45%</b>	<b>100%</b>
PERCENT OF TOTAL BY HIRING PRIORITY						
Management	1%	0%	1%	5%	2%	2%
Professional	0%	0%	0%	3%	6%	3%
Skilled	16%	31%	19%	29%	50%	35%
Subtotal	17%	31%	20%	38%	57%	40%
Semi-Skilled	45%	66%	49%	43%	42%	44%
Unskilled	37%	3%	32%	20%	1%	16%
Subtotal	83%	69%	80%	62%	43%	60%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

Note: NWT Indigenous employees who were identified as residing outside the NWT are recorded as Non-NWT Residents in this table. Any employee whose Indigenous status could not be established was identified as non-Indigenous in this table. Figures may not add up due to rounding.

TABLE 4: EMPLOYMENT BY NWT COMMUNITY, 2020

	Person Years	% of Total Employment	% of NWT Employment
Yellowknife	206	34.5%	69.7%
Hay River	31	5.1%	10.3%
Behchokǫ	18	3.1%	6.2%
Łutselk'ė	0.5	0.1%	0.2%
Whati	1	0.2%	0.4%
Wekweètì	0	0.0%	0.0%
Fort Resolution	1	0.1%	0.3%
Fort Simpson	0.5	0.1%	0.2%
Fort Smith	19	3.1%	6.3%
Fort Good Hope	1	0.1%	0.3%
Fort McPherson	1	0.1%	0.2%
Fort Providence	2	0.3%	0.6%
Gamètì	2	0.4%	0.8%
Inuvik	2	0.3%	0.7%
Enterprise	1	0.1%	0.2%
Norman Wells	2	0.4%	0.7%
Tulita	1	0.2%	0.3%
Déłnę	1	0.1%	0.2%
Jean Marie River	1	0.2%	0.4%
NWT Not Identified	6	1.0%	2.0%
TOTAL NWT	296	50%	n/a
Non-NWT	301	50%	n/a
TOTAL	597	100%	100%

Note: figures may not add up due to rounding.

Haul trucks enter the bottom of 5034 pit.



TABLE 5: EMPLOYMENT BY GENDER, 2020

	PERSON YEARS	PERCENT
Men	484	81%
Women	113	19%
<b>TOTAL</b>	<b>597</b>	<b>100%</b>

TABLE 6: EMPLOYMENT BY JOB CLASSIFICATION FOR WOMEN, 2020

	PERSON YEARS	PERCENT
Management	3	2%
Professional	2	2%
Skilled	18	16%
<b>Subtotal</b>	<b>23</b>	<b>20%</b>
Semi-Skilled	44	39%
Unskilled	46	41%
<b>Subtotal</b>	<b>90</b>	<b>80%</b>
<b>GRAND TOTAL</b>	<b>113</b>	<b>100%</b>

Note: figures may not add up due to rounding.

Heavy Equipment Operator Deanna Clark is one of the 113 women who worked at Gahcho Kué mine in 2020. She was featured internationally in a video shared by De Beers Group to mark International Women's Day.





TABLE 7: NEW HIRES BY EMPLOYER, 2020

	DE BEERS	CONTRACTOR	TOTAL
NWT Indigenous	6	20	26
Other NWT Residents	4	13	16
Subtotal NWT Residents	9	33	42
Non-NWT Resident	20	18	37
TOTAL	29	50	79

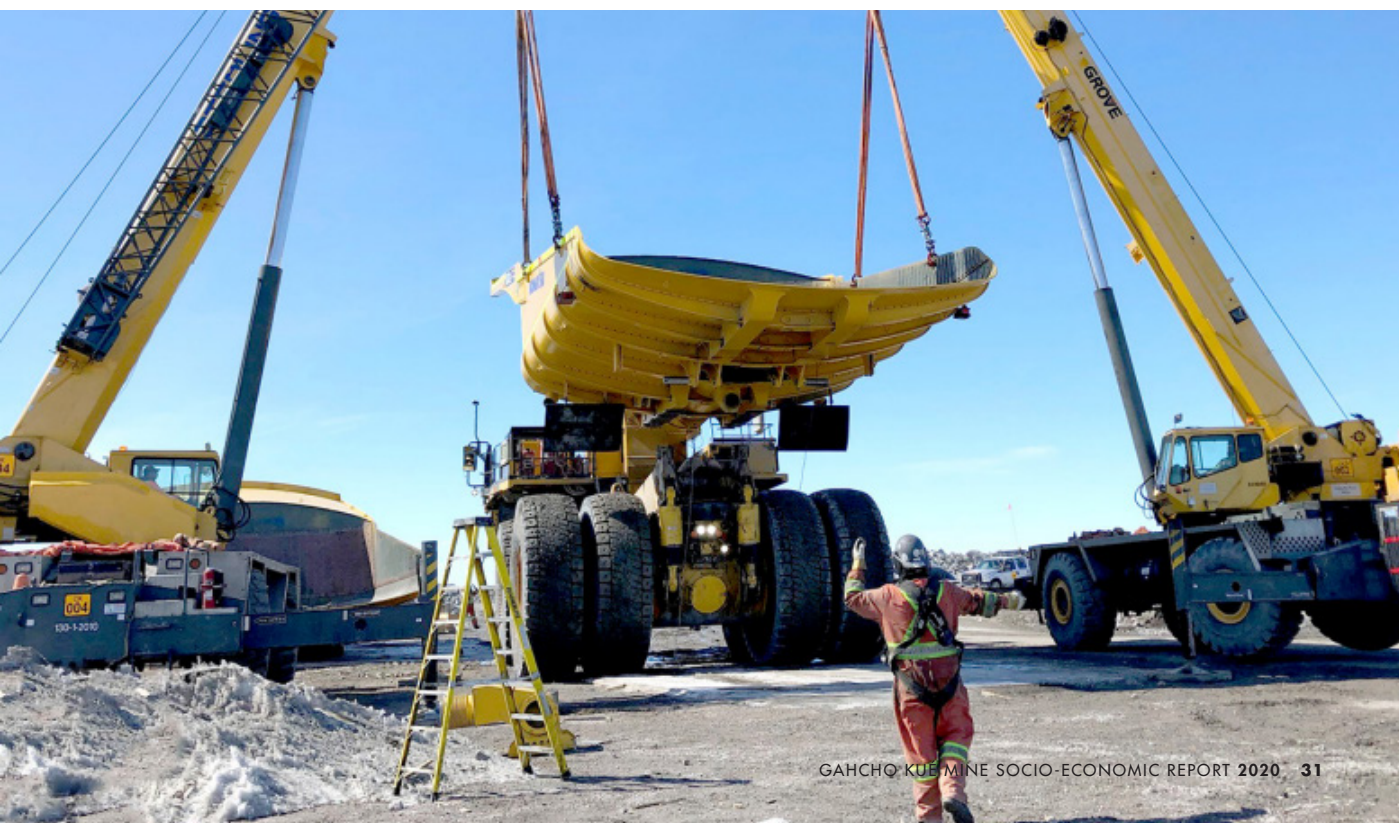
Note: The system of reporting does not distinguish between new hires and rehires; figures may not add up due to rounding.

TABLE 8: NEW HIRES BY SKILL CATEGORY, 2020

	PERSON YEARS	PERCENT
Management	0	1%
Professional	2	3%
Skilled	22	28%
Subtotal	24	31%
Semi-Skilled	34	43%
Unskilled	21	26%
Subtotal	55	69%
GRAND TOTAL	79	100%

Note: figures may not add up due to rounding.

An employee directs two crane operators working to place a new box on the back of a haul truck. The team trialled the use of a different kind of box to see if it would result in an increase in the payload that each truck could carry.



# COMMUNITIES

Funding for social investment projects in NWT communities reached \$748,000 in 2020.

THIS BRINGS THE TOTAL TO \$3.1 MILLION SINCE THE START OF OPERATIONS.

Students at the preschool at K'àlemì Dene School in N'dilo have fun at a water play station. Funds from Gahcho Kué mine helped support this program in 2020.



## SOCIAL INVESTMENT PROGRAM

Gahcho Kué mine contributes to local communities in the NWT through a variety of initiatives. We are proud to have provided a total of \$748,000 in corporate social investment in 2020, the most in any single year since the mine commenced operations.

The joint venture budgets close to \$500,000 annually to deliver on commitments made in the IBAs with six Indigenous communities. Additional funding during the year came from the Anglo American Group Foundation and De Beers Group.

Spending under this fund, provided jointly by De Beers Group and Mountain Province Diamonds, is directed by each community through its IBA committee. The committee solicits requests from

their communities and then decides how to divest the available funding. During 2020, funding went to support a variety of initiatives, including the purchase of canoes by Tlcho Government, a fish camp and hide camp for Łutsek'ė Dene First Nation, post-secondary scholarships for Yellowknives Dene First Nation, carpentry basic training for Deninu Kué First Nation, cultural activities in all NWT Métis Nation communities, and food hampers for North Slave Métis Alliance.

One of the highlights of 2020 was a collaborative fundraising campaign spearheaded by the mine that enabled Avens long term care facility in Yellowknife to purchase a new van for transporting its residents, months

ahead of schedule. In the fall, the Gahcho Kué joint venture partners committed \$20,000 to the project and asked its contractor partners to also provide donations. In the end, seven companies joined in and together we raised \$51,500 toward the Avens bus, which was on the road before the end of 2020. See photo on page 4.

Although the COVID-19 pandemic presented new challenges for NWT residents and organizations, it also provided the opportunity to pull together and contribute to community efforts to help the most vulnerable. Gahcho Kué mine was proud to partner with exceptional non-profit organizations and individuals, whose projects are featured on the following pages.

### 2020 CORPORATE SOCIAL INVESTMENT (CSI)

Below are examples of some community projects supported by Gahcho Kué mine during 2020:

1. Handgames and cultural events (H&C)
2. Fish camp and hide camp (H&C)
3. Stone carving and sewing group (H&C)
4. Purchase of canoes and sponsorship of cultural boat trip (H&C)
5. Traditional Knowledge mentorship and community activities (H&C)
6. Carpentry training (E&T)
7. Post-secondary scholarships with YKDFN (E&T)
8. Laptop purchases for schools (E&T)
9. Food hampers for communities (H&S)
10. PPE for COVID-19 management (H&S)

Heritage & Culture (H&C)	\$278,000
Education & Training (E&T)	\$245,000
Health & Safety (H&S)	\$191,000
Sport	\$25,000
Community Development (CD)	\$9,000
<b>TOTAL:</b>	<b>\$748,000</b>
CSI includes funds from De Beers Group through its De Beers Canada Fund, the Anglo American Group Foundation, and funding from Gahcho Kué mine, which is shared between De Beers Group (51%) and Mountain Province Diamonds (49%).	

11. Safety signage in playgrounds (H&S)
12. New bus for Avens Seniors Centre (H&S)
13. Youth sporting events (Sport)
14. Sod for local golf course (Sport)
15. Daycare support (CD)



## DE BEERS GROUP WINS NAPEG AWARD FOR CORPORATE COMMUNITY SERVICE

De Beers Group was proud to accept the Corporate Community Service Award from NAPEG in March 2020 in recognition of the company's efforts to leave a positive, lasting legacy in Northern communities.

The Community Service Award recognizes a member or group who has made a significant contribution to improving the quality of life for communities, and which has demonstrated consistency in carrying out community-based activities.

According to Karen Costello P.Geol., President of NAPEG, the award was presented to De Beers Group "for their dedication to communities in the NWT and contributing to a legacy in those communities through cultural, historical and social initiatives. De Beers Group's commitments do not end with employment and business spend; they have developed and implemented many programs to help build capacity in host communities, and programs aimed at offering sustainable capacity beyond the life of mine."

De Beers Group has developed a business sustainability framework called Building Forever, which is the company's holistic, integrated approach to building a better tomorrow. The program has the following four pillars, each of which are accompanied by practical but ambitious goals that the company is committed to implementing:

- Protecting the Natural World
- Partnering for Thriving Communities
- Accelerating Equal Opportunity
- Leading Ethical Practices across Industry

The second pillar in particular – Partnering for Thriving Communities – drives activities in the area of community service. We take tremendous pride in the work we do in partnership with Mountain Province Diamonds to make a positive difference in the communities.

Karen Costello, President of NAPEG, presents the Corporate Community Service Award to Lyndon Clark, General Manager of Gahcho Kué mine. De Beers Group was selected to receive the award for its "dedication to communities in the NWT".

## BOOKS IN HOMES INVESTMENT TOPS \$1 MILLION

Despite the challenges of COVID-19 that prevented direct engagement with students, promoting literacy remained a priority in 2020. The Books in Homes program, in its 17<sup>th</sup> year, reached \$1 million as the company rolled out its largest-ever literacy program in the NWT.

Founded in 2003, Books in Homes provides books free of charge to youth in primarily Indigenous communities. To date, more than 60,000 books have been handed out, including 10,760 distributed to 17 schools in 2020, the largest number of books and the most schools reached in a single year since the program began.

The initiative covers the cost to purchase books and transport them to communities, including Behchokò, Whatì, Wekweètì, Gamètì, Dettah, N'dilo, Łutselk'e, and Fort Resolution. The program expanded to incorporate other communities during the past few years, including Hay River in 2018 and Fort Smith in 2019.

In 2020, the program includes books for students attending seven Yellowknife schools and Chief Sunrise Education Centre on the K'at'ł'odeeche First Nation.

Literacy development is a key component of De Beers Group's Building Forever initiative Partnering for Thriving Communities, announced in November 2020.

"Enhancing literacy and numeracy skills is a key element within our Building Forever strategy. The inclusion of activity kits that promote science, math and engineering was a great addition and will hopefully inspire students

to pursue future roles in this area," explained Kelly Brenton, Social Performance Manager for the NWT.

Any books not selected by students will be placed into each school's library.



Gahcho Kué mine employees based in the Yellowknife office sort some of the 10,760 books distributed to NWT students through the company's Books in Homes program in late 2020.

## AMBASSADORS FOR GOOD REBUILD YELLOWKNIFE INCLUSIVE GARDEN

An inclusive garden operated by the NWT Disabilities Council is expanding and becoming more accessible thanks to a contribution from De Beers Group volunteers in Yellowknife.

The garden, featuring a dozen accessible planter boxes, was rebuilt through a contribution provided by Ambassadors for Good (AfG), an employee volunteer program offered by De Beers Group and its main shareholder, Anglo American plc.

Employees from Gahcho Kué mine were joined by members of the Disabilities Council to assemble the new garden boxes, purchased with a \$9,000 grant from the AfG program. The garden boxes are specially designed to be accessible by all people, including some that are accessible by wheelchair users.

"As a charitable organization with very limited financial and human resources, we knew that we would not be able to make such extensive

repairs on our own," said Denise McKee, the Council's Executive Director. "Fortunately, it was not long after this challenge presented itself that a representative from De Beers Group connected with our organization and introduced us to their AfG Program."



A new accessible garden operated by the NWT Disabilities Council was made possible thanks to De Beers Group's AfG program which provides funds to company volunteers who partner on projects with community organizations.

## \$200,000 DONATION FOR WOMEN'S SUPPORT ORGANIZATIONS

In April 2020, the impacts of the COVID-19 pandemic and the associated restrictions were already being felt in De Beers Group producer partner countries. In response, the company announced a US\$200,000 donation in Botswana, Canada, Namibia and South Africa to assist women's shelters and support organizations to respond to an unfortunate increase in gender-based violence.

As lockdown and social distancing measures exacerbated the risk of gender-based violence, there was a global increase in reported cases. With some support services closed,

and those that remained open under increasing demand, the funding supported the capacity of women's shelters to meet the increase in immediate needs.

The donation was split equally among the four countries. In Canada, the YWCA NWT and the Yellowknife Women's Centre received funds to manage logistics to move families to shelters. In Ontario, Living Space and the Timmins & Area Women in Crisis received funding to provide services to vulnerable individuals and families facing abuse and violence.

Bruce Cleaver, CEO of De Beers Group and UN Women HeForShe Thematic Champion, said: "De Beers Group has a longstanding commitment to support women and girls in the communities where we operate, and many need this support more than ever. The funding we are providing will assist women's support organizations to continue delivering critical services to survivors of gender-based violence during the current situation, and help protect against it in the future."

Bethany Giovanetto was one of 11 women from the NWT to receive scholarships from De Beers Group/UN Women in 2020.



#### 14 STEM SCHOLARSHIPS AWARDED TO CANADIAN WOMEN

De Beers Group was pleased to award scholarships worth almost US\$50,000 to 14 Canadian women enrolled in STEM fields last fall. The scholarships are part of De Beers Group's partnership with UN Women and the company's commitment to accelerating equal opportunity in its host countries.

Of the recipients, 11 are from the NWT, two are from Northern Ontario and one is from Nunavut. Seven US\$2,175 entrance scholarships will go to new recipients for the 2020-2021 school year, while seven women will receive a second year of funding under the 2019-2020 program.

These awards are administered by Scholarships Canada, which received more than 200 applications this year for the De Beers Group program.

"As a global leader for inclusion and diversity, it is critical that De Beers Group supports women who want to enter fields that have been traditionally dominated by men," said Mpumi Zikalala, Managing Director. "We are especially proud that all of these scholarships are supporting women from our host communities."

The scholarship recipients are enrolled in a wide variety of fields of study, including neuroscience, Bachelor of Science programs, chemical engineering, and engineering.

Since launching in 2018, a total of 53 scholarships have been awarded to Canadian women through the De Beers Group/UN Women partnership, including 30 scholarships at the University of Waterloo and University of Calgary.

## 330 COMPUTERS DONATED TO NWT SCHOOLS

In response to the educational challenges presented by the COVID-19 pandemic and the restrictions on in-class learning, we were pleased to donate 330 new laptop computers to 12 schools in nine NWT communities to improve student access to online courses.

The laptops were purchased with \$140,000 provided by the Anglo American Group Foundation. The first 117 computers were sent to schools in August 2020 and the remaining 213 computers were purchased in December for delivery in January 2021.

Education is a cornerstone of our commitment to Building Forever in the NWT because learning and literacy are integral to healthy, successful communities.

Todd Stewart, Principal of École St. Patrick High School in Yellowknife: "Thank you to De Beers for continuing to support our students through the donation of 40 computers. They will be used to support students who may not otherwise have access, and to further eliminate any barriers that may impede students' success in school. They are so important during this pandemic, as we were asked to limit the distribution of paper."

Eight iPad mini tablets were also provided to the Deninu Kué First Nation in Fort Resolution to help elders in the community remain connected to families and friends while they are isolated at home.

In addition, 10 refurbished surplus computers were donated to the Yellowknife Public Library to increase public access to the Internet. This will

enable individuals who do not have personal computers or Internet access to communicate with loved ones. The library is often a refuge for homeless and marginalized people looking for warmth and safety.

According to the Honourable R.J. Simpson, Minister of Education, Culture & Employment following the first donations at the end of summer, "Students, families and communities are preparing for the return to school this fall. Having access to technology will support students' success and their ability to adjust to modified learning environments as necessary."

Social Performance Manager Kelly Brenton displays one of the 117 computers donated to NWT schools in August 2020. A second batch of 213 computers was purchased in December.





## PPE PROVIDED TO NWT IBA COMMUNITIES

Thousands of pieces of PPE valued at close to \$12,600 were sent to six IBA communities in the NWT as part of the response to the COVID-19 pandemic. All supplies were purchased through NWT companies, including one in Hay River and one in Yellowknife.

The PPE included 20,000 pairs of gloves, 12,900 masks, 5,000 bottles of sanitizer, 3,400 medical gowns, and close to 1,500 thermometers. The supplies were divided among Tlcho Government communities, Yellowknives Dene First Nation, Łutselk'e Dene First Nation, Deninu Kué First Nation, NWT Métis Nation and North Slave Métis Alliance.

The largest single contribution went to the Tlcho education department for use in their community schools, including all 20,000 gloves, 1,000 bottles of sanitizer and 5,000 disposable masks.



Employees from Aven Manor carry boxes of PPE into the Yellowknife long-term care facility.

## NWT FOOD HAMPERS HELP VULNERABLE RESIDENTS

From the beginning of the COVID-19 pandemic, a range of support was provided to vulnerable NWT residents. In early April, \$2,000 was provided to each of the six IBA communities associated with Gahcho Kué mine to support the purchase of food hampers for community residents, especially elders.

In Yellowknife, \$1,200 was spent to provide food hampers for the Yellowknife Women's Centre and Yellowknife Sobering Centre, both of which provide support for homeless residents of the city. In addition, the Community Response Program funded eight weeks of food and cleaning supplies for the Sobering Centre. Cleaning supplies were also purchased for the Salvation Army in Yellowknife for use in its shelter.

The first group of 117 14" HP laptops, installed with Windows 10, were distributed to:

- Alex Arrowmaker School, Wekweèì
- Chief Jimmy Bruneau School, Behchokò
- Chief Sunrise Education Centre, K'atłodeeche First Nation Reserve, Hay River
- Deninu School, Fort Resolution
- Jean Wetrade School, Gamèti
- Łutselk'e Dene School, Łutselk'e
- Mezi Community School, Whatì

The second group of 213 Chromebook laptop computers and tablets were provided to:

- Chief Jimmy Bruneau School, Behchokò
- Jean Wetrade School, Gamèti
- Kalemì Dene School, N'dìlo
- Łutselk'e Dene School, Łutselk'e
- Mezi Community School, Whatì
- Yellowknife: École Allain St-Cyr, École Sir John Franklin High School, École St. Patrick High School, and Yellowknife Education District #1 Route 51 Learning Institute

## YOUR VOICE

De Beers Group provides a confidential and secure mechanism to enable employees, suppliers, business partners and other stakeholders to raise concerns about any potentially unsafe, unethical or unlawful conduct, especially actions that are misaligned with our company values.

YourVoice is an independently managed program. Concerns can be raised about, but are not limited to, the following:

- Safety
- Bribery
- Fraud
- Violence
- Abuse
- Harassment
- Bullying

All complaints made in good faith will be fully investigated and the outcomes reported back. People can raise complaints anonymously using enhanced technology to protect personal information.

## CONTACT INFORMATION

[www.yourvoice.debeersgroup.com](http://www.yourvoice.debeersgroup.com)  
Telephone: 1-855-303-7713

## OUR VALUES



### PUT SAFETY FIRST

We consider all risks to people and the environment before proceeding with any activity. We address risks before beginning any activity, even if this means stopping a task. Zero harm is always our goal.



### BE PASSIONATE

We are exhilarated by the product we sell, the challenges we face, and the opportunities we create.



### SHOW WE CARE

The people whose lives we touch, their communities, nations and the environment we share, all matter deeply to us. We will always think through the consequences of what we do so that our contribution to the world is real, lasting and makes us proud.



### BUILD TRUST

We will always listen first, then act with openness, honesty and integrity so that our relationships flourish.



### PULL TOGETHER

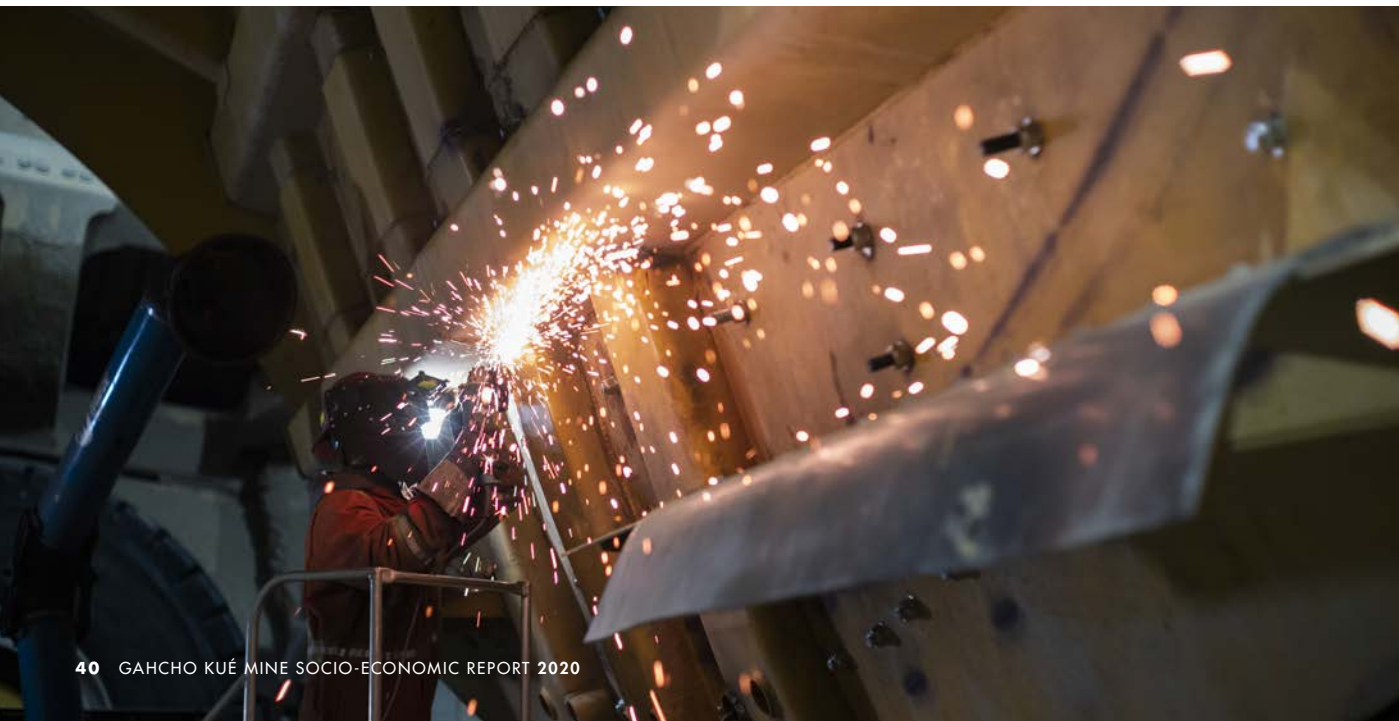
Being united in purpose and action, we will turn the diversity of our people, skills and experience into an unparalleled source of strength.



### SHAPE THE FUTURE

We will find new ways. We will set demanding targets and take both tough decisions and considered risks to achieve them. We will insist on excellent execution and reward those who deliver.

A welder repairs the rock box on a haul truck.



A 25-carat rough diamond recovered during exploration at Gahcho Kué mine can be seen in De Beers Group's Calgary operational support centre.





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