

RioTinto

HARRY WINSTON

Diavik
Diamond
Mine

Diavik's community legacy projects

Highlighting our first decade
of investing in the North

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Diavik Diamond Mine –
a unique joint venture
of Rio Tinto
and Harry Winston

President's message

At Diavik, we believe in helping to advance the people and places in the North through our local community projects.

Often, this path has proved challenging, but time and again we found that the results achieved surpassed initial predictions.

I, personally, am very proud of the success of our work to support the construction of new community facilities. It is an accomplishment we share with our many partners across the North, including local communities, organizations, businesses, and governments.

I would like to take this opportunity to thank everyone involved for doing their part to help construct community projects which improve the quality of life for all northerners.

Together, we share in the successes and, more importantly, enjoy the benefits associated with the community infrastructures we have all partnered to build.



To learn more about Diavik's legacy projects, I invite you to review the pages that follow.

Of special note is that when we chose to invest in our community legacy projects, we did so with a strong sense of the values that guide us in all our work; specifically, safety, wellness, and skills development.

Looking ahead, I assure you that we at Diavik will continue to pursue new and innovative ways to add to our community legacy.

Kim Truter
President and Chief Operating Officer
Diavik Diamond Mines Inc.

Diavik at a glance

At the Diavik Diamond Mine, we operate in one of the world's most remote and challenging environments, the subarctic tundra of Canada's Northwest Territories, 300 kilometres northeast of Yellowknife.

Our story began in 1991 when the property that would become the Diavik Diamond Mine was originally staked. The initial discovery of diamonds in 1994 led to further bulk samples with promising results. However, before we could begin producing our world-class diamonds, our focus was to conduct community consultation and complete baseline studies, environmental assessment, and permitting requirements.

This was accomplished in 1999, and we began construction of our mine in 2000.

To safely open-pit mine our ore bodies, located under the waters just offshore of an island in Lac de Gras, we constructed innovative dikes, allowing us to temporarily separate the lake.

For initial mine construction, our joint venture partners, Rio Tinto and Harry Winston, would invest \$1.3 billion, and commercial open-pit production would begin in 2003.

The next phase of our mine commenced in 2010, when we began initial mining and processing of ore from our new \$800 million underground mine. With this development, our investors demonstrated their confidence in our future. Underground mining ensures our future beyond 2020... and that we continue to build upon our legacy to the North.

Our mine employs approximately 1,000 people, two-thirds of whom live in northern communities. Approximately half our northern workforce is Aboriginal. In addition to providing local employment, Diavik also provides local business benefits. Through 2010, our northern spending totalled \$3.5 billion, or over 70 per cent of our overall construction and operations spending since 2000. Of the \$3.5 billion, approximately \$2 billion is with Aboriginal business.



Our milestones and recognitions

- 2010 3 million hours without a lost time injury
- 2010 1st national John T. Ryan safety award
- 2010 Mining and processing of ore from new underground mine began; underground opening ceremony
- 2009 Selected as a Canada's top 100 employer
- 2009 Mine rescue team won territorial and North American western regional mine rescue competitions
- 2009 Spending with northern businesses surpassed \$3 billion
- 2008 3rd John T. Ryan regional safety award
- 2008 Diamond production surpassed 50 million carats
- 2007 Arctic Energy Alliance 2006 energy efficiency award



- 2007 Mining Association of Canada recognition for community outreach, processed kimberlite management, and crisis management planning
- 2006 Spending with Aboriginal businesses surpassed \$1 billion
- 2005 Progressive Aboriginal Relations Gold designation
- 2005 2nd John T. Ryan regional safety award
- 2005 PDAC E3 environmental award
- 2005 Northwest Territories and Nunavut Association of Professional Engineers and Geoscientists civic award
- 2005 Conference Board of Canada workplace literacy award
- 2004 1st John T. Ryan regional safety award
- 2003 A154 dike received NAPEGG Professional Engineering award of merit
- 2003 A154 dike received Canadian Council of Professional Engineers' national award



Diavik Diamond Mine – our investors

The Diavik Diamond Mine is an unincorporated joint venture between Diavik Diamond Mines Inc. (60%) and Harry Winston Diamond Limited Partnership (40%). Both companies are headquartered in Yellowknife, Canada. Mine operator, Diavik Diamond Mines Inc., is a wholly-owned subsidiary of Rio Tinto plc of London, England, and Harry Winston Diamond Limited Partnership is a wholly-owned subsidiary of Harry Winston Diamond Corporation of Toronto, Canada.



Our remote location

The Diavik Diamond Mine is located on a 20 square kilometre island in Lac de Gras, approximately 300 kilometres by air northeast of Yellowknife, the capital of Canada's Northwest Territories. The area is remote, and major freight must be trucked over a seasonal winter road from Yellowknife. Worker access is by aircraft to Diavik's private airstrip.

Latitude: 64° 30' 41"
Longitude: 110° 17' 23"
Elevation: 416 metres above sea level

The Diavik Diamond Mine is located:

- 100 km north of the Treeline
- 210 km south of the Arctic Circle
- 350 km south of the Arctic Ocean
- 2,850 km south of the North Pole



Our community initiatives –
part of Diavik's legacy
to the North

Aven Cottages dementia facility... a dream realized

In February 2010, many partners gathered for an emotional ceremony to celebrate the opening of the new Aven Cottages territorial dementia facility.

Described as the realization of a dream which started nearly 30 years earlier, the facility was built to meet the needs of people in the Northwest Territories with Alzheimer disease and related dementias.

Aven Cottages is a 28-bed facility in Yellowknife, located near Aven Manor, Aven Court, and Aven Ridge housing complexes as well as the Baker Centre, all managed by the Yellowknife Association of Concerned Citizens for Seniors. The facility includes open spaces for natural light and numerous pieces of northern art.

To support the development of Aven Cottages, we at Diavik shared construction management with the territorial government's Department of Public Works and Services.



The Government of the Northwest Territories financed the \$15 million construction cost.

Diavik, with support of the project's many partners, reviewed the plans and suggested how to modify the design from two floors to one, while still meeting the needs of future residents and staff. This work played a key role in reducing the final costs by several million dollars.

The Yellowknife Seniors' Society also raised funds, which would go to furnish and assist with services shared between Aven Cottages and the Baker Centre. For this successful fundraiser, Diavik provided an additional \$50,000 donation.

Bailey House men's transition centre... meeting the need



When reviewing where the need was greatest, the Yellowknife Homelessness Coalition identified a men's transition centre as its priority.

With a commitment by the coalition, federal and territorial governments, the Salvation Army, local businesses, the City of Yellowknife, and Diavik, the Bailey House men's transition centre became a reality in December 2008.

For construction, the alliance of federal, territorial, Aboriginal and municipal governments, sheltering agencies, and other non-governmental organizations, including church groups, accessed funding from the federal government National Homelessness Initiative, the Community Capacity Building Fund, and the NWT Housing Corporation.

Support for the facility also came from the City of Yellowknife, the Bailey House Fundraising Committee, and others.

A \$5.1 million centre, Bailey House was named for Reverend Gordon and Ruth Bailey, long-time Yellowknifers who opened their own home to the homeless and disadvantaged.

Our contribution to the Bailey House included construction management, funding and in-kind services estimated at over \$350,000.

Located on Franklin Avenue, next to the Salvation Army, in Yellowknife, the centre provides housing for up to 32 men from across the North as they make the transition from homelessness to self-sufficient, independent living.



Shorty Brown Arena... home-made ice



Through the efforts of our Diavik project management team and many local construction contractors, the Shorty Brown Arena, the Yellowknife Multiplex's second ice surface, was completed nearly two years ahead of the City of Yellowknife's original plan.

In addition to the early opening, the project, which boasts Canada's first laser-levelled concrete arena pad, was completed with a cost savings of \$2 million below the original projection.



A major factor in the cost savings was Diavik's strong buying power, partnerships and support garnered from local businesses and organizations, as well as the availability of our construction management group, which had recently completed construction of the \$1.3 billion Diavik Diamond Mine.

We also contributed funding, in-kind assistance, and \$2.1 million in no-interest financing to the City.

Partners for the Shorty Brown Arena included the City of Yellowknife, the local fundraising group Facilities for Kids, numerous local contractors, and Diavik.

In addition to promoting healthy lifestyles through sport, the arena, opened in 2004, also serves as a venue for trade shows and other local events.



SideDOOR... outreach programs for youth



In 2002, as part of our mine construction trades training program, local youth renovated and expanded the vacant Northwest Territories Mine Rescue Service building into what would become the SideDOOR youth centre.

The renovation was estimated at \$500,000, and two separate six-week trades training programs were required to assist in completing the renovations.

Diavik was directly involved in organizing and executing the first training program, while the SideDOOR coordinated management of the second training course.

In all, there were over 30 participants who worked with experienced trades journeypersons to receive hands-on carpentry, electrical, and plumbing training. Classroom studies promoted personal development and team building skills.

Participants also received first aid training, WHMIS, and Transportation of Dangerous Goods certificates.

Upon completion of the program, graduates had acquired skills for employment opportunities as trades helpers with construction contractors building the Diavik Diamond Mine.

Junior and senior SideDOOR programs and summer camps are among the centre's youth outreach initiatives.

The centre, located in Yellowknife, also serves as a venue for various events such as children's birthday parties.



Mammography machine... workforce makes major donation

In 2010, Diavik Diamond Mines Inc. employees and participating contractors chose to celebrate our prestigious national John T. Ryan safety award by donating \$60,850 to the CIBC Run for Our Lives Committee and the Stanton Territorial Hospital Foundation.

In doing so, employees of Diavik and participating contractors, including Arcan Construction, Bouwa Whee Catering, Denesoline Western Explosives, G&G Expediting, Gisborne Construction, Golder Associates, Kitikmeot Cementation, Lac De Gras Constructors, Lockerbie & Hole, Praetorian, Ryfan Electric, Tli Cho Logistics, and Wabi Development Corporation, played a key role in the successful campaign to raise funds for a new \$400,000 digital mammography machine for the Stanton Territorial Hospital.

The new machine's digital imaging technology will significantly improve image quality, allowing



for earlier detection and less radiation. It will also decrease exam times and speed results for all residents of the Northwest Territories.

With the 2010 contribution, our Stanton donations totalled over \$150,000, all going to new hospital equipment for the North's Stanton Territorial Hospital.



Alison McAteer House... security and safety



When we learned that the YWCA required a new security system for its Alison McAteer House, we realized immediately that we could do more than simply fund the project.

As a result, we offered our security staff's expertise to re-design the system, evaluate installation bids by local service provider companies, and supervise installation of the newer, more robust system. We also funded the total cost of \$15,000.

Our funding support was made through the YWCA's 2010 Freedom Cycle initiative, which ultimately raised a total of \$59,107, including our donation. Under this initiative, nine northerners cycled from Yellowknife to Edmonton to raise money and awareness.

The Freedom Cycle team, including two Diavik staff, started out from Yellowknife's City Hall on July 31 and, over nine days, safely cycled 1,581 kilometres to Edmonton.

With the security system complete, remaining funds will go to new furniture and appliances, and upgrading the grounds around the house.

Alison McAteer House, Yellowknife's only family violence shelter, provides a safe and anonymous place for women and children of the Northwest Territories fleeing violence. The shelter, which originally opened in 1995, was named in honour of Alison McAteer, a former YWCA Yellowknife president and city councillor. In 2010, Alison McAteer House helped 300 women and children.



Yellowknives Dene elders' homes... keeping traditional knowledge strong

The Imii Drygeese and David Sangris elders' independent homes were completed in 2001 and 2002 in the Yellowknives Dene First Nations communities of Dettah and N'dilo.

These facilities ensure elders continue to live in their home communities and that Yellowknives Dene First Nations members can more easily draw upon the traditional knowledge of their elders.

The Imii and Sangris elders' homes both include five apartment units, complete with all appliances, as well as a common area.

At Diavik, we were pleased to be among those who partnered to make these Yellowknives Dene First Nations elders' homes a reality.



Our contribution included funding for the architectural costs.



Construction trades training –
where our
community legacy projects
began

A legacy of community infrastructure

During construction of our Diavik Diamond Mine, our community-based trades training program resulted in numerous examples of new and improved community infrastructure.

The courses, which left a legacy of local community infrastructure, provided trainees with hands-on trades experience, academic and life skills, and improved levels of confidence.

Many of the participants were from small, remote northern communities.

This three-year training initiative also generated opportunities for many northerners to write the trades entrance exam.

Many graduates went on to employment with Diavik Diamond Mine's construction contractors and, as a result, we exceeded our 40 per cent mine construction northern hiring commitment. Those who may not have gone on to work at the Diavik mine still gained essential skills to assist with future development within their home communities or other projects in the North.



It is Diavik's goal to assist communities to become self-sustaining in business and development opportunities. Ultimately, the intent was that communities would take ownership of these trades training programs by accessing funds and enlisting Diavik to assist.

For example, for the first course in Behchoko, in 2000, Diavik took the lead. Subsequently, however, the community identified funding, selected projects, and then enlisted our assistance.

In another example, Diavik led a house renovation project in Kugluktuk. The community would later approach us to incorporate training in a proposed community arena upgrade.

Throughout our trades training initiative, which included 237 graduates, we partnered with communities, businesses, the North's Aurora College, community organizations, governments, and the Northwest Territories Mine Training Committee (now the Northwest Territories Mine Training Society).

Diavik played a key role in the creation and development of this non-profit society, which promotes training for mining employment opportunities. This too is part of our Diavik legacy and we continue to support the society as one of its partners.

This section provides more details on our construction trades training courses, which left a legacy of infrastructure improvements and raised skill levels in northern communities.



Behchoko warehouse and walkway

In 2000, under this trades training course, participants constructed a new cold storage warehouse for the Government of the Northwest Territories, Department of Transportation, at its Behchoko highway camp.

As well, a new concrete walkway was built for the community.

Trainees from Behchoko and Wha Ti surveyed the site, compacted the ground, prepared a concrete foundation and floor, and then constructed and wired a wood frame, metal-clad building.



Behchoko airstrip, church, and bridge



Graduates gained hands-on heavy equipment operation, concrete, and carpentry experience.

Work associated with construction of a new bridge offered concrete training. The concrete and steel bridge was constructed for vehicle traffic between the mainland and Bay Island, replacing a deteriorating wooden structure. The airstrip work was an opportunity to gain surveying and soil gradation skills.

During the summer of 2001, our trades training program returned to the Tlicho community of Behchoko to deliver community-based training courses focusing on three projects.

Trainees learned various skills by installing a new foundation and skirting at a church, building a new bridge, and completing the community's airstrip. The courses were initiated by the community of Behchoko, which identified the need, secured funding, and requested project management assistance.



Lutsel K'e boat repair

One of our earliest trades training courses was our aluminum welding course completed in Lutsel K'e in 2000.

Participants learned welding and conveyer maintenance skills from an Aurora College welding instructor. Trainees primarily gained experience in aluminum welding, and repaired boats and other equipment in the community.

This course, as was the case with our other trades training courses, generated Diavik Diamond Mine construction employment opportunities and raised local skill levels.



Wekweeti arbour

In 2001, our community-based construction trades training program concentrated on a significant upgrade for the Wekweeti arbour.

For the project, Diavik and our partners successfully completed two trade's helper training courses.

The 12 weeks of training in Wekweeti involved 30 participants from Wekweeti, Wha Ti, and Gameti, with participants converting the open-air community arbour into an all-weather structure.

Participants experienced hands-on work under the direction of experienced journeymen who taught carpentry, plumbing, electrical, and mechanical skills.



The Wekweeti arbour hosted the 2001 annual Tlicho gathering.



Wha Ti community hall renovation



Just as our community-based training course constructed a venue for the Tlicho gathering in Wekweeti in 2001, a similar course prepared a community hall in Wha Ti for the 2002 Tlicho gathering.

To upgrade the Wha Ti hall, trainees renovated the hall and expanded the building by constructing a new addition.

Participants learned carpentry, drywalling, flooring, siding, and leveling skills.

Like all our community-based construction training courses, the Wha Ti course contributed to improving the community's infrastructure and building essential construction skills for local community members.



Lutsel K'e road repair



By repairing the Austin Lake Road in 2001, trainees in the Lutsel K'e heavy equipment operator course gained practical road building skills while learning to operate, maintain, and repair heavy equipment.

In addition, participants learned other important skills such as communication, safety, goal-setting, teamwork, and planning; all while they contributed to upgrading local infrastructure.

To prepare for the road construction project, we marshalled equipment and supplies in Yellowknife and barged the materials across Great Slave Lake to Lutsel K'e.

Before road work and classroom study began, participants constructed a temporary base camp.

Shortage of road construction materials in existing pits and the condition of the existing road meant progress was slow. The experience was helpful in giving students an understanding of surface and sub-surface road construction challenges.

The group also learned about logistical challenges, including geo-technical/civil planning, poor existing road base, high moisture content of surrounding area, and the lack of accessible road building materials.



Kugluktuk recreation complex

For this construction trades course, in 2002, trainees prepared the Kugluktuk recreation complex for installation of an artificial ice surface. Trainees removed, replaced, and compacted granular material for the foundation and performed thermal barrier installation work.

They also gained heavy equipment operator experience and successfully earned their Class 3 licenses.

This initiative included a construction trades course and a cooking/housekeeping course. A number of the graduates would be given the opportunity to participate in the more intensive Diavik process plant operations training course held in Fort Smith in 2002.



Kugluktuk house renovation

Our Kugluktuk house renovation training course was designed to introduce participants to basic carpentry, electrical, and plumbing skills through a retrofit on a residence owned by the Kugluktuk Housing Association.

The association donated the house and retrofit package for the construction trades course. In addition, the community donated a hostel, equipped with a commercial kitchen. The result was a completed house, ready for occupancy.

This 2002 project included a construction trades course and a cooking/housekeeping course.



Trades personnel mentored students through each stage of the retrofit and an adult educator delivered classroom instruction.

Approximately 250 community residents and guests attended a ceremony to celebrate the graduation and enjoy a meal prepared by the cooking graduates.



Lutsel K'e arena

To assist the community of Lutsel K'e with its efforts to complete its local arena, the community followed the model created by Diavik during mine construction.

Our Diavik contribution for this project, completed in 2006, included assisting the community with project planning.

We also worked with contractors who provided their expertise to the project.

Then, to test out the new Lutsel K'e community arena, we coordinated a visit by the Kugluktuk Grizzlies youth group. The day's events included a barbeque, presentations by the Grizzlies, and a lacrosse clinic for Lutsel K'e youth.



Our ongoing
community initiatives –
continuing to invest
in the North

Apprenticeships... raising our commitment

Through our operations at Diavik, we offer an excellent opportunity to train northerners in many skilled trades, including heavy equipment operation, instrumentation, welding, and more.

Before our mining operations began, we recognized this as a potential legacy for local communities and made a commitment to employ from eight to 18 apprentices. We formalized this goal in our socio-economic monitoring agreement with the Government of the Northwest Territories and five Aboriginal groups.

Since we began mining in 2003, the average number of apprentices at our mine has been at the high end of this commitment, with almost all apprentices northern and the majority northern Aboriginal.



Through 2010, a total of 24 apprentices had successfully completed their apprenticeships at Diavik and achieved journeyperson certifications from the Government of the Northwest Territories.



In 2010, we committed to significantly increase the number of trained northern tradespeople by creating 86 new apprenticeships through 2020.

With this additional commitment, we expect to produce over 100 trained northern journeypersons.

Providing for apprenticeships and creating journeypersons is part of our overall northern employment strategy and will result in a legacy of skilled trades people within our local communities.

Training and skills... customized for the North



As we developed our operations, we knew that to achieve our northern employment commitments we would need access to a significant number of northerners with mining skills. Part of our approach was, in 1997, to help create the Mine Training Committee.

This committee ultimately served as the model for the North's Mine Training Society, which began its local training initiatives in 2004. Diavik is a founding member of this society, whose major overall funding comes through community governments, the federal Aboriginal Skills and Employment Partnership, and the Aboriginal Skills and Employment Training Strategy.

Through 2010, the Mine Training Society has assessed over 900 northerners, of whom 600 gained employment after completion of its

training programs, which include underground mining, mineral processing, heavy equipment operations, and environmental monitoring.

Our role includes minesite support for the practical training component and program funding. For example, for one 32-week Mine Training Society underground miner program, which includes 24 weeks at our minesite, we provide two-thirds of the total funding, or about \$150,000.

Of note is the fact that our mine is the pilot site for the national underground miner certification program.

In another initiative, which promotes skills development, we support the Northwest Territories chapter of Skills Canada, a non-profit organization dedicated to promoting careers in skilled trades and technology to northern youth.

Our association with Skills Canada includes hosting workshops at its annual Power Up youth conference, support for its territorial skills competition, attending its career expo, and funding of over \$100,000 since 2002.



Aboriginal development program... opening career opportunities

Our Diavik Aboriginal development program provides participants with additional training and skills to help strengthen and advance their careers.

We began delivering the program in 2005 to help increase the number of qualified Aboriginal people at the supervisory and management level at Diavik.

Delivered by SAIT Polytechnic, in collaboration with Diavik, the program is designed to give participants additional tools for future leadership capacity.

The leadership program is comprised of 10 modules addressing 16 leadership competencies, and includes over 160 hours of development training, augmented with mentoring from our staff. Course content is built around SAIT's Applied Management Certificate Program, and is customized to Diavik's needs.

Over the first five years of the program, over 50 participants had completed the program. In 2010, we expanded this program to include opportunities for the North's other diamond mines to participate.



Scholarships... supporting education

Our community legacy includes financial support for young people seeking to raise their level of education.

Our focus is to support individuals pursuing careers in mining or mine-related disciplines.

Through our scholarships program, we are investing in northern youth, and by doing so, we are investing in the future of the North.

In our first decade, our scholarship programs awarded \$1.7 million through 1,200 individual scholarships to residents of the Northwest Territories and Nunavut's West Kitikmeot region.

The majority of our Diavik scholarships are awarded through our five neighbouring Aboriginal groups with whom we have participation agreements. Additionally, we support scholarships for employee family members.

Our scholarships, donations and sponsorships, apprenticeships, and community infrastructure projects are all part of our efforts to build a better North.



Donations and sponsorships... northern and northerners

Our community donations committee supports local initiatives that develop sustainability and self-sufficiency, and enhance the quality of life for northerners.

Comprised of staff from across our operations, our committee reviews all donation requests.



Our goal is to support requests from the Northwest Territories and Nunavut's West Kitikmeot region, especially those which focus on youth, elders, Aboriginal culture, community health and wellness, partnering, and capacity building.

Our donations policy includes a two-tier review process, with meetings held six times per year. For larger funding requests, our committee reviews and provides input to members of the company's senior executive.

An example of our community support includes the Diavik 150 Canadian Championship Dog Derby. For several years we have been this event's lead sponsor and donated a total of well over \$100,000.

Another example includes donating funds for Yellowknife Gymnastics Club equipment.

As well, we entered a team in the law enforcement torch run for Special Olympics Hercules pull.



In all, over our first decade, we have distributed \$830,000 in donations and sponsorships.

In addition to funding, we also donate polished diamonds to registered charities who commit to significantly increase the gem's value by fundraising. Funds raised then contribute to improving local facilities and services for that organization.

For example, we have, for several years, donated polished diamonds to the Yellowknife Seniors' Society raffle (in 2010 we partnered with Yellowknife's Crossworks Manufacturing for our diamond donation). Proceeds are used for seniors' programs.

The Yellowknife Community Foundation is another local organization we are very proud to support. The Foundation raffles a polished Diavik diamond at its annual gala, with proceeds going to community initiatives.



Diavik –
proud of our legacy
to the North

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