

HUMAN RESOURCE MANAGEMENT

De Beers Canada Inc. is committed to building a strong organizational culture that is shaped by empowered employees and inspirational leaders who demonstrate a deep belief in the company's purpose, vision and values.

This will be achieved through:

- developing human resource management practices that are effective and flexible, inspire continuous improvement and support the company's business strategy;
- recognizing and rewarding employees' contributions to the business and remaining alert and responsive to their expressions of concerns and needs;
- ensuring that sound corporate governance is in place and adhering to legislative employment compliances (inclusive of the exclusion of child or forced labour);
- valuing and embracing diversity and inclusion as an element that enhances organizational strength;
- encouraging and supporting team concepts and team building techniques;
- generating a climate of opportunity and challenge where individuals can fulfill personal goals and aspirations as well as meeting those of the company;
- fostering a clear understanding with each employee of his or her job, accountabilities and expected standards of performance through ongoing constructive feedback and regular and meaningful performance reviews;
- developing a remuneration and rewards philosophy which encourages the company's desired values and behaviours while supporting the business strategy;
- nurturing a climate of open and frank communication by and between all levels of the organization; and
- making all reasonable efforts to achieve a high quality of work-life balance.

We are constantly striving to realign and refocus Human Resource strategic business imperatives with a view to improving the Return on Investment (ROI).

To learn more about human resource management in De Beers Canada Inc. and to access the company's human resource policies, employees are invited to visit "Human Resources" on the De Beers Canada Inc. intranet.

To learn more about labour, employment and human rights law, employees are invited to look at:

- Employment standards provides minimum standards of employment for employers and employees in the workplace. The various provincial standards can be located on websites: <http://www.rhdcc.gc.ca/asp/gateway.asp?hr=/en/lp/lo/lswel/provincial.shtml&hs=lxn> and http://www.rhdcc.gc.ca/asp/gateway.asp?hr=/en/lp/spila/clli/eslc/01Employment_Standards_Legislation_in_Canada.shtml&hs=lxn
- The Canadian Human Rights Programme can be located on websites: http://www.patrimoinecanadien.gc.ca/progs/pdp-hrp/canada/freedom_e.cfm and http://www.pch.gc.ca/progs/pdp-hrp/links-liens/index_e.cfm.