

WORKING WITH ABORIGINAL COMMUNITIES

De Beers Canada* acknowledges the status of aboriginal people of Canada and their constitutionally entrenched rights. In working with aboriginal people, De Beers Canada will ensure that this status and their rights are respected, and will work to strike a balance between these considerations and other economic, social and environmental responsibilities.

De Beers Canada will apply the following principles in all of its activities and undertakings with aboriginal people in Canada:

It is recognized that aboriginal people have a historical occupation, usage and reliance on the land as well as a respect for the land and environment, which is enshrined in their traditions and practices. Arising from this is a far-reaching wisdom and knowledge about the land and natural environment. This knowledge will be actively solicited and considered in the planning and management of De Beers Canada's activities.

De Beers Canada believes that meaningful consultation and communication regarding activities, programmes and developments are necessary. Consultation forms the basis for relationships and the De Beers Canada process will be:

- timely (adequate notice; time to evaluate and respond)
- informative (sufficient detail and explanation to allow understanding)
- comprehensible (presented in an understandable manner)
- ongoing (process acknowledges feedback; reports on how used)
- responsive (changes based on feedback where relevant/possible)

De Beers Canada believes that projects must benefit and add to the sustainability of local communities. Socio-economic development will be a primary focus through community participation in employment and business opportunities in all stages of the mineral development process from exploration, evaluation, mine development, production and closure.

De Beers Canada's key corporate values of integrity, reliability and honesty in association with genuine respect for individuals and communities, non-discrimination, best practice standards, health and safety, protection of the environment, teamwork and innovation will be promoted at all times.

* Unless otherwise stated, the term De Beers Canada means De Beers Canada Inc. and includes the Corporate, Exploration and Mining Divisions.