



## Policy Statement

# Sustainable Development

De Beers Canada Inc.\* is committed to operating in accordance with the principles of sustainable development. This means ensuring that activities undertaken today meet the needs of the present without compromising the ability of future generations to meet their own needs. This requires all employees and contractors to take account of the longer term economic, social and environmental implications of their decision making and actions – not just for business but for society at large.

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

### General

*Governance* - Ensure effective corporate social responsibility principles are embedded into De Beers Canada's governance processes, integrating safety, health, environmental, social, community and economic practices.

*Shared Responsibility* – Ensure De Beers Canada employees, contractors, and agents are aware of our sustainable development commitments and foster a culture of personal accountability based on mutual caring and respect for the environment, our employees and communities in which we operate.

*Management Systems* – Ensure effective implementation and alignment of management systems compliant with appropriate international standards in areas pertaining to this policy.

*Continual Improvement* – Set objectives and targets for continuous improvement in areas that include occupational health and safety, prevention of pollution, waste generation, mineral waste management, progressive rehabilitation, biodiversity conservation, energy use, greenhouse gas emissions, and water use.

*Risk Management* – Identify, assess and manage significant risks to the environment, workplace safety and health, community engagement, and operational integrity.

*Compliance* - Maintain compliance with all relevant legal requirements, formal commitments, and DeBeers policies, and standards, including the De Beers Family of Companies Purpose, Vision, Values and Principles, exceeding them where appropriate.

*Assurance* – Regularly measure and review our progress towards meeting this policy and reporting publicly regarding our performance, including periodic independent audits.

*Transparency* - Ensure activities are conducted in an open and transparent manner.



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## Environmental

*Ecosystem Stewardship* – Be responsible and vigilant stewards of the lands and waters we occupy through the application of a precautionary approach and advanced principles in pollution prevention and adaptive management.

*Impact Assessment* – Ensure impact assessments are undertaken prior to beginning any mining activity, respecting multi-stakeholder viewpoints and traditional knowledge.

*Environmental Knowledge* – Implement a balanced approach in applying innovative technologies and scientific advances with traditional knowledge.

*Mine Closure* – Ensure each mine and facility has a decommissioning plan that addresses reducing long term local environmental and community impacts, and that these plans are periodically updated together with provisions for implementation of the final costs of closure.

## Occupational Health and Safety

*Zero Harm* – Provide a safe and healthy workplace free from injury and illness by fostering and maintaining a culture of shared responsibility based on mutual caring and respect, and the belief that injury and illness can be prevented.

*Leadership and Commitment* - Enable a culture that values personal accountability and commitment to the prevention of injury and illness through continual learning, mentoring, and cultivating positive attitudes towards risk.

## Social

*Stakeholder Engagement* - Communicate openly with governments, employees, local communities and the public, to sustain mutual understanding of environmental, social and economic issues, including the solicitation of the views from communities of interest and stakeholders.

*Aboriginal Peoples* – Ensure respectful, timely and inclusive engagement with Aboriginal peoples and respect for their knowledge, values, customs and culture wherever we work, in accordance with our “Working with Aboriginal Communities Policy” and “Community Policy and Procedure”.

*Human Potential* – Enable the development of human potential through ongoing learning that ensures equal opportunity and human rights, respecting gender, race, social, and religious or disability differences.

*Social Investment* – Make real and sustainable contributions to capacity building and the development of transferable skills in communities where we operate.

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### Economic

*Ethical Conduct* – Demonstrate honesty and integrity by applying the highest standards of moral and ethical conduct, in accordance with De Beers' Code of Business Conduct and Ethics.

*Ethical Financing* – Promote ethical financing wherever we operate, with zero tolerance for bribery, corruption, financing of terrorist activities, money laundering, or activities related to conflict diamonds that promote human suffering.

*Product Stewardship* – Build consumer confidence by promoting sustainable development across the value chain.

*Economic Development* – Make real and sustainable contributions to local and national economic development that encourages local empowerment, including local recruitment, purchasing and investment.

*Shareholder Value* – Employ our shareholder's capital effectively and efficiently.

\* *The term De Beers Canada means De Beers Canada Inc., and includes the Corporate, Exploration and Mining Divisions.*