

APPENDIX 1C

SUSTAINABLE DEVELOPMENT POLICY

HSE STA 03 Sustainable Development Policy

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Document Owner:	Head of Health and Safety
Document Approver:	President and Chief Operating Officer
Related Documents:	<ul style="list-style-type: none"> • British Standards Institute OHSAS 18001:2007 Occupational Health and Safety Management Systems – Requirements • International Standards Organization ISO 14001:2004 Environmental Management Systems – Requirements with Guidance for Use • DDC Sustainable Development Policy • New Employee Orientation Program
Key Contacts:	Head of Health and Safety Superintendent – Environment Operations Environment Advisor – Compliance
Change Requests:	Head of Health and Safety
Brief Description:	This Standard describes how DDEC will implement the DDC Sustainable Development Policy, including authorization, access, communication and review.

Table of Contents

HSE STA 03 Sustainable Development Policy 1

1.0 Purpose 3

2.0 Scope, Background and Context..... 3

3.0 Responsibilities..... 3

4.0 Requirements 4

4.1 Key Elements of the Policy 4

4.2 Authorization 4

4.3 Access..... 4

4.4 Communication 4

4.5 Annual Review 5

4.6 Establishing Objectives and Targets..... 5

5.0 Definitions 5

Appendix 5

Approval Signatures Record..... 5

Revision History..... 5

1.0 Purpose

This Standard describes how DDEC will implement the DDC Sustainable Development Policy, aligned with requirements of ISO 14001 and OHSAS 18001.

2.0 Scope, Background and Context

Compliance with this Standard and DDC's Sustainable Development Policy is a requirement of all employees and contractors.

Dominion Diamonds Corporation (DDC) has developed a Sustainable Development Policy. This Sustainable Development Policy applies to all activities of Dominion Diamond Ekati Corporation (DDEC), including activities at the Ekati Diamond Mine, Sorting and Valuation Facility and Yellowknife Office. It establishes safety, health and environment expectations and describes the mechanism that DDEC will follow when communicating these expectations.

The Sustainable Development Policy aligns with the two international standards, ISO 14001 and OHSAS 18001, as well as expectations defined in the Towards Sustainable Mining (TSM) initiative published by the Mining Association of Canada (MAC). As a member of MAC, DDEC is committed to following MAC policies and programs.

3.0 Responsibilities

- a) Chairman and Chief Executive Officer (Dominion Diamond Corporation)
 - i. Establishes and maintain the DDC Sustainable Development Policy,
 - ii. Ensures that it is relevant and appropriate to the organization,
 - iii. Reviews the Sustainable Development Policy annually, with input from the management team, communicate to DDC Board of Directors, and
 - iv. Make changes to the Sustainable Development Policy as may be necessary to ensure it remains appropriate to new risks, and/or evolving activities, products and services of DDC.
- b) President and Chief Operating Officer (Dominion Diamond Ekati Corporation)
 - i. Communicates the DDC Sustainable Development Policy within the DDEC,
 - ii. Ensures that it is relevant and appropriate to the organization,
 - iii. Reviews the Sustainable Development Policy annually, with input from the DDEC management team and Occupational Health and Safety Committee, and
 - iv. Recommends changes be made to the Sustainable Development Policy to the Chairman and Chief Executive Officer as may be necessary to ensure it remains appropriate to new risks, and/or evolving activities, products and services.
- c) Operations Management Team / Superintendents / Supervisors
 - i. Communicates requirements of the Sustainable Development Policy,
 - ii. Provide assistance to all employees, contractors or suppliers in understanding company commitments,
 - iii. Monitors to ensure that the Sustainable Development Policy is implemented throughout the organization,
 - iv. Investigates and documents nonconformances with the Sustainable Development Policy, and

- v. Reviews the Sustainable Development Policy periodically and provides input into changes as may be required.
- d) Occupational Health and Safety Committee
 - i. Reviews the Sustainable Development Policy annually and provide input to management into changes as may be required.
- e) Employees and Contractors
 - i. Comply with the Sustainable Development Policy, and
 - ii. Report to management any nonconformity with the Sustainable Development Policy.

4.0 Requirements

4.1 Key Elements of the Policy

- 4.1.1 The DDC Sustainable Development Policy applies to DDEC and has been developed appropriate to the nature and scale of DDEC's activities, products and services. It reflects the identified risks in occupational safety, health and the environment. It describes DDC and DDEC's overall intentions and direction related to its occupational health and safety and environmental performance.
- 4.1.2 The Sustainable Development Policy provides the framework for action and for the setting of Health, Safety and Environment (HSE) objectives and targets.
- 4.1.3 DDC's Sustainable Development Policy includes a commitment to:
 - a) Compliance with applicable legal and other requirements,
 - b) Prevention of harm (e.g., injury, ill health and pollution), and
 - c) Continual improvement.

4.2 Authorization

- 4.2.1 The Sustainable Development Policy and any revisions shall be finalized and signed by the Chairman and Chief Executive Officer of DDC.
- 4.2.2 The President and Chief Operating Officer reviews and provides feedback to the Chairman and Chief Executive Officer on changes that may be required.

4.3 Access

- 4.3.1 The Sustainable Development Policy shall be available for internal access by employees and other internal interested parties and shall be posted on the DDEC Intranet Portal. The Sustainable Development Policy shall be posted in high traffic areas (ex. employee entrance, conference rooms, etc.).
- 4.3.2 The Sustainable Development Policy shall be available for access by external interested parties, via the DDC internet website.

4.4 Communication

- 4.4.1 DDEC will communicate commitments within the Sustainable Development Policy via the company's intranet portal, internet website, during orientation and at safety meetings.
- 4.4.2 The Sustainable Development Policy will be posted in high traffic areas including entrance ways, meeting rooms, etc.).

4.5 Annual Review

- 4.5.1 DDEC will review the Sustainable Development Policy at least once annually to assess its continuing suitability and relevance to the nature, scale and risks (environmental aspects / health and safety hazards) associated with company operations and activities.

4.6 Establishing Objectives and Targets

- 4.6.1 DDEC will consider its Sustainable Development Policy as it establishes its annual HSE objectives and targets (See *HSE STA 05 Objectives, Targets and Programs*).

5.0 Definitions

Objective: Overall goal, in terms of HSE performance, consistent with the Dominion Diamond Corporation Sustainable Development Policy, that Dominion Diamond Ekati Corporation sets itself to achieve. Objectives must relate to specific measurable improvements in the control of HSE risks.

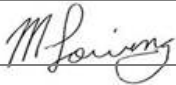

Sustainable Development Policy: Overall intentions and direction of Dominion Diamond Corporation related to its health, safety and environmental performance as formally expressed by the DDC Board of Directors. The Policy provides a framework for action and for the setting of HSE objectives and targets.

Target: Detailed performance requirement, applicable to Dominion Diamond Ekati Corporation, that arises from the health, safety and environmental objectives and that needs to be set and met in order to achieve those objectives.

Appendix

Not applicable.

Approval Signatures Record

REVIEWER ROLE	NAME	SIGNATURE	DATE
Document Owner:			
Head of Health and Safety	Mike Lowing		2014-06-05
Document Approver:			
President and Chief Operating Officer	Chantal Lavoie		2014-6-6

Revision History

REVISION	DATE	SECTION(S)	CHANGES / COMMENTS