



ANNUAL REPORT ON NORTHERN EMPLOYMENT AND SPENDING

2007 OPERATIONS PHASE – EKATI DIAMOND MINE

TABLE OF CONTENTS

INTRODUCTION	3
SUMMARY	4
Northern and Aboriginal Employment by Priority Group in 2007	4
Women in Traditional and Non-Traditional Positions in 2007	4
Apprentices in 2007	4
Spending in 2007	4
EMPLOYMENT	5
Operations Employment Performance by Priority Group in 2007	5
BHP Billiton Employment.....	5
Total BHP Billiton and Contractor Employment	5
BHP Billiton Contractor Employment	5
Employment Performance by Skill Level in 2007	6
Performance by Skill Group	7
Performance by Priority Group	7
Traditional and Non-traditional Occupations for Women in 2007	8
Training and Apprenticeships at BHP Billiton in 2007	9
NORTHERN SPENDING	10
Spending by Priority Group	10
Spending by Category	11
HISTORICAL EMPLOYMENT AND SPENDING PERFORMANCE	12
Employment 1999 to 2007	12
Spending 1999 to 2007	14

PREDICTIONS FROM THE ENVIRONMENTAL IMPACT STATEMENT AND ACTUAL PERFORMANCE	16
Operating Employment	16
Spending	18
APPENDIX ONE	20
Total Employee Headcount by Priority Group in 2007	20
Total Employee Headcount by Skill Level in 2007	20
Number of Women Operating Employees in Traditional and Non-Traditional Positions in 2007	21
Number of Operating Employees by Gender in 2007	21
APPENDIX TWO	22
Standard Contract Employer Practices	22
Employment Commitments	22
Definitions	22
Job Classifications	23
Traditional and Non-traditional Occupations for Women	23
Other Assumptions	23
APPENDIX THREE	24
BHP Billiton Job Categories	24
Professional Position Titles	24
Skilled Position Titles	24
Semi-skilled Positions	25
Entry Level Positions	25

INTRODUCTION

BHP Billiton Diamonds Inc. (BHP Billiton) and the Government of the Northwest Territories (GNWT) entered into a Socio-Economic Agreement (SEA) in October 1996. The Agreement addresses specific socio-economic factors that relate to the construction and operation of the EKATI Diamond Mine. This report provides the results for the operations phase for employment and spending from January 1 through December 31, 2007 according to the criteria identified in the SEA.

SUMMARY

BHP Billiton Diamonds Inc. is pleased to present the 2007 Annual Report on Northern Employment and Spending for the EKATI Diamond Mine.

Northern and Aboriginal Employment by Priority Group in 2007

- In 2007, BHP Billiton operations created 1193 person years of direct employment which included 418 and 286 person years of employment for Aboriginal northerners and Other Northerners respectively.
- Direct BHP Billiton employment represents 67% Northern Employment and 39% Aboriginal Employment which both exceed the SEA Target of 62% Northern Employment and 31% Aboriginal Employment.
- With BHP Billiton Contractor Employers included, the percentage of total Northern Employment is 59% which is below the SEA target of 62%. The 35% level of employment of Aboriginal northerners is above the SEA target of 31%.

Women in Traditional and Non-Traditional Positions in 2007

- BHP Billiton and its contractors provided 157 person years or 13% employment of women in 2007, of which 41 (26%) person years were in non-traditional positions while 116 (74%) person years were in traditional positions.
- In the 41 non-traditional positions, Aboriginal women provided 21 person years (27%) of employment while other northern and southern women provided 12 and 7 person years respectively. In total Northern Women occupied 24% of the non-traditional positions at the mine.

Apprentices in 2007

- In 2007, BHP Billiton provided a total of 28 apprentice person years of employment. Of this total, 18 apprentice person years were Aboriginal comprising 63% of the total and 7 were Other Northerners comprising 25% of the total.

Spending in 2007

- BHP Billiton's total expenditures in 2007 were \$480 million of which \$390 million was spent with Northern Business. This represented 81% of the total value goods and services purchased from Northern Business and significantly exceeded the SEA target of 70%.
- Of the spending in the North, \$125 million was with northern Aboriginal-owned businesses which represents 32% of total Northern expenditures.
- In 2007, the largest expenditure was on goods and services at 48% of BHP Billiton's total expenditures, followed by fuel at 24% and contractor costs at 17% respectively.

EMPLOYMENT

Operations Employment Performance by Priority Group in 2007

BHP Billiton Employment

Table 1 and Chart 1 provide a summary of 2007 employment by priority group for BHP Billiton and its contractors. In 2007, BHP Billiton created 648 person years of direct employment which included 250 and 183 person years of employment for Aboriginal northerners and Other Northerners respectively. The percent of total Northern Employment of BHP Billiton employees was 67% and was higher than the target set in the SEA of 62%. The 39% level of Aboriginal northerners was also over the 31% target set in the SEA.

Total BHP Billiton and Contractor Employment

In 2007, total BHP Billiton operations created 1193 person years of direct employment which included 418 and 286 person years of employment for Aboriginal northerners and Other Northerners respectively. The percent of total Northern Employment including contractor employment was 59% which was below the target set in the SEA. The 35% level of Aboriginal northerners exceeded the 31% SEA target.

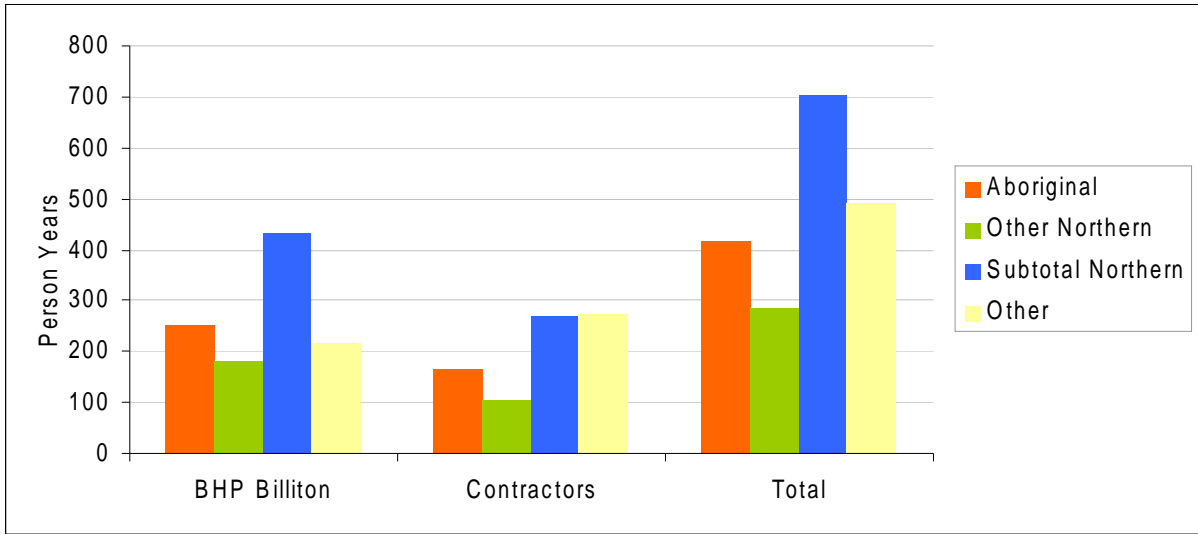
BHP Billiton Contractor Employment

Skilled trades people comprise a high proportion of the BHP Billiton Contractor labour force. As a result of the scarcity of unemployed trades people in the NWT, BHP Billiton Contractors are being more and more challenged to reach employment targets set in the SEA.

In 2007, BHP Billiton Contractors created 545 person years of direct employment which included 168 and 103 person years of employment for Aboriginal northerners and Other Northerners respectively. The percent of total Northern Employment was 50% with a 31% level of employment for Aboriginal northerners.

Table 1:					
Employment Priority Group					
	Aboriginal	Other Northern	Subtotal Northern	Other	Grand Total
(person-years)					
BHP Billiton	250	183	433	215	648
Contractors	168	103	271	274	545
Total	418	286	704	489	1193
(percent by priority group)					
BHP Billiton	39%	28%	67%	33%	100%
Contractors	31%	19%	50%	50%	100%
Total	35%	24%	59%	41%	100%

Chart 1:
Employment Priority Group



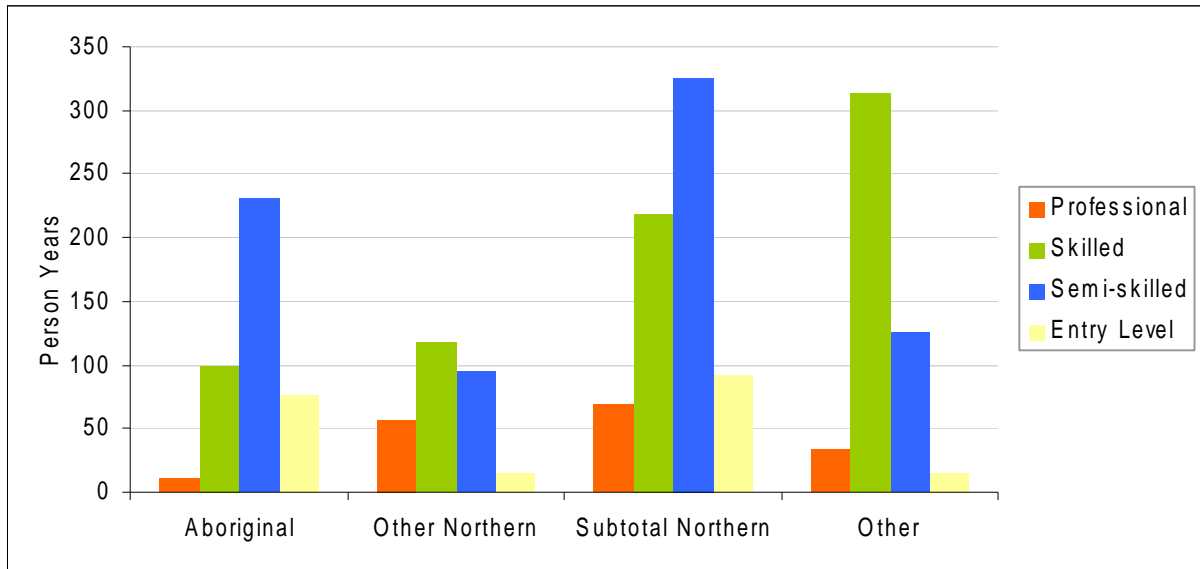
Employment Performance by Skill Level in 2007

BHP Billiton and its Contractor Employers are committed to the development of northern Aboriginal and Other Northern employees. To help meet this commitment, BHP Billiton funds a wide range of employee training programs including trades training, apprenticeships, underground mining programs, mineral processing programs, adult education and work readiness programs from which its employees and Northerners have benefited. In addition, BHP Billiton provides summer employment for students and participates in cooperative educational programs.

Table 2 and Chart 2 illustrate BHP Billiton and Contractor employment for operations by skill level at BHP Billiton in 2007.

Table 2:					
Employment by Skill Level					
	Aboriginal	Other Northern	Subtotal Northern	Other	Grand Total
(person-years)					
Professional	11	57	69	33	102
Skilled	100	118	218	314	532
Semi-skilled	231	94	326	125	451
Entry Level	76	16	92	16	108
Grand Total	418	285	705	488	1193
(percent by skill group)					
Professional	11%	56%	67%	33%	100%
Skilled	19%	22%	41%	59%	100%
Semi-skilled	45%	11%	56%	44%	100%
Entry Level	70%	15%	85%	15%	100%
Grand Total	33%	20%	53%	47%	100%

**Chart 2:
Employment by Skill Level**



In 2007, there were 1193 person years of employment comprised of 102 professional person years, 532 skilled person years, 450 semi-skilled person years, and 108 entry level person years.

Performance by Skill Group

In the Professional group, Other Northerners comprised the highest employment at 57 (56%) out of 102 professional person years of employment.

In the Skilled group Aboriginal northerners filled 100 (19%), Other Northerners filled 118 (22%) and Other Employees filled 314 (59%) of the 532 skilled person years of employment.

In the Semi-skilled group, Aboriginal northerners filled 202 (45%) person years employment; Other Northerners provided 51 (11%) person years employment while Other Employees filled 196 or 44% of the 450 semi-skilled person years of employment.

In the Entry Level group, Aboriginal northerners provided 76 (70%) of the 108 person years of employment with the remaining Entry Level person years employment shared between Other Northerners 16 (15%) and Other Employees at 17 (15%).

Performance by Priority Group

Of the total northern Aboriginal employment, 11% were in Professional positions, 19% were in Skilled positions, 45% were in Semi-skilled positions and 70% were in Entry Level positions.

Of the total other Northern Employment, 56% were in Professional positions, 22% were in Skilled positions, 11% were in Semi-skilled positions and 15% were in Entry Level positions.

Of the total southern employment, 33% were in professional positions, 59% in skilled positions, 44% in semi-skilled positions and 15% in Entry Level positions.

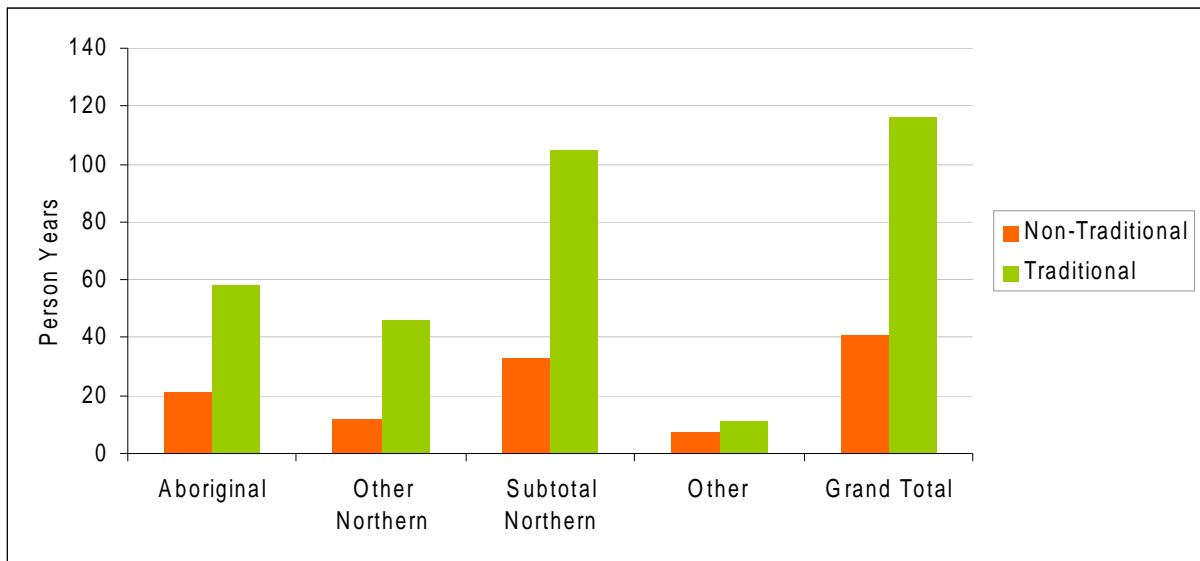
Traditional and Non-traditional Occupations for Women in 2007

BHP Billiton encourages the employment of women specifically in non-traditional occupations such as skilled trades and technical fields. In 2007, BHP Billiton’s workforce was comprised of 13% women.

Table 3 and Chart 3 show the person years worked by women for operations at BHP Billiton in both traditional and non-traditional positions in 2007.

Table 3: Women Employment in Traditional and Non-Traditional Positions					
	Aboriginal	Other Northern	Subtotal Northern	Other	Grand Total
	(person-years)				
Non-Traditional Positions	21	12	33	7	41
Traditional Positions	58	46	105	11	116
Grand Total Positions	79	58	138	19	157
	(percent by priority group)				
Non-Traditional Positions	27%	21%	24%	40%	26%
Traditional Positions	73%	79%	76%	60%	74%
Grand Total Positions	100%	100%	100%	100%	100%

**Chart 3:
Women Employment in Traditional and Non-Traditional Positions**



BHP Billiton and its Contractors provided 157 person years of employment to women in 2007 of which 41 or 26% person years were in non-traditional positions while 116 or 74% person years were in traditional positions.

In the 41 non-traditional positions, Aboriginal women provided 21 person years (27%) of employment while Other Northern and southern women provided 12 and 7 person years respectively. In total, northern women occupied 80% of non-traditional positions.

In the 116 traditional positions, Other Northern women provided 46 person years of employment while

Aboriginal northerners provided 58 person years and southerners provided the remaining 11 person years of employment.

Training and Apprenticeships at BHP Billiton in 2007

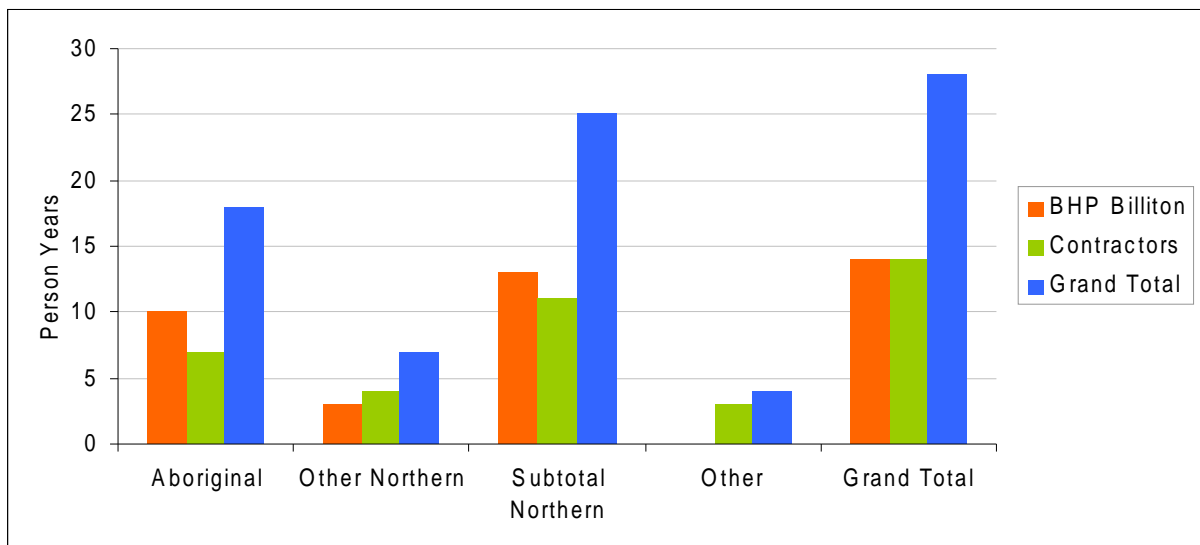
BHP Billiton and its Contractors are committed to the development of Aboriginal and Other Northern residents of the NWT. To help meet this commitment BHP Billiton sponsors a wide range of employee training programs. These include an extensive orientation program, safety training, cross cultural awareness training, money management programs as well as mine-based training progression programs, apprenticeship and support for students in post secondary studies. In addition to these programs, BHP Billiton provides opportunities for students through summer employment and co-op educational programs.

BHP Billiton also contributes significantly to underground training and development of a northern workforce and provides opportunities for new careers in its underground operations.

In 2007, BHP Billiton provided a total of 28 apprentice person years of employment. Of this total, 18 were Aboriginal comprising 63% of the total and 7 were Other Northerners comprising 25% of the total.

Table 4: Apprenticeships by Priority Group					
	Aboriginal	Other Northern	Subtotal Northern	Other	Grand Total
(person-years)					
BHP Billiton	10	3	13	0	14
Contractors	7	4	11	3	14
Grand Total	18	7	25	4	28
(percent by priority group)					
BHP Billiton	76%	22%	98%	2%	100%
Contractors	50%	28%	78%	22%	100%
Grand Total	63%	25%	88%	12%	100%

**Chart 4:
Apprenticeships by Priority Group**



NORTHERN SPENDING

BHP Billiton is committed to creating opportunities for Northern and Northern Aboriginal-owned businesses. The Northern target for operations phase spending set in the SEA is 70% of total spending. Under the SEA there is neither a separate spending target for Aboriginal-owned businesses nor a requirement to report this information. However, BHP Billiton believes that including performance results for Aboriginal-owned businesses is an important measure of our ongoing commitment to the northern economy.

Spending by Priority Group

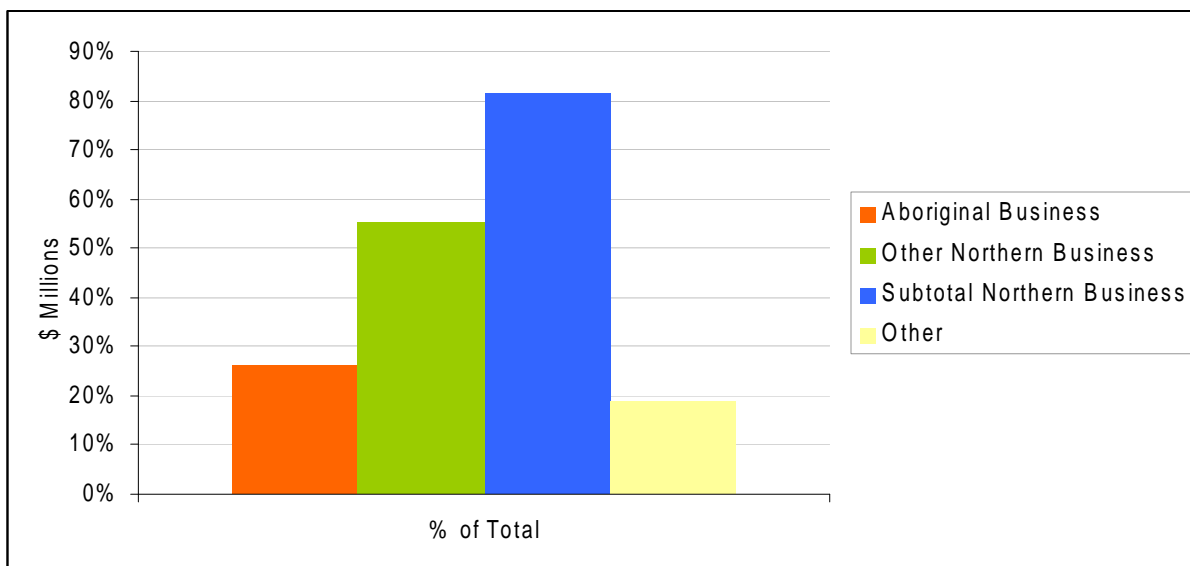
The 2007 annual spending data by priority group is presented in Table 5 and Chart 5. BHP Billiton's total expenditures in 2007 were \$480 million of which \$390 million was spent with Northern Business. This represented 81% of the total value goods and services purchased from Northern Business and significantly exceeded the SEA target of 70%.

Of the spending in the north, \$125 million was with northern Aboriginal-owned businesses which represents 32% of total Northern expenditures.

Table 5:
Expenditures by Priority Group

	(\$million)	% of Northern Total	% of Total
Aboriginal Business	125	32%	26%
Other Northern Business	265	68%	55%
Subtotal Northern Business	390		81%
Other	90		19%
Grand Total	480		100%

Chart 5:
Expenditures by Priority Group



Spending by Category

The 2007 annual spending data by category or industry is presented in Table 6. In 2007, the largest expenditure was on goods and services which represented 48% of total expenditures. Spending on fuel and contractors were the next two largest categories with each accounting for 24% and 17% of total expenditures respectively.

Table 6:		
Expenditures by Category		
	(\$000's)	% of Total
Goods and Services	231,441	48%
Fuel	112,906	24%
Contractors	79,465	17%
Land Freight	33,564	7%
Air Support	12,907	3%
Northern Labour Services	5,258	1%
Equipment	2,589	1%
Rent and Accommodations	895	0%
Community Relations	633	0%
Fees, Licences, Assessments	611	0%
Grand Total	480,269	100%

HISTORICAL EMPLOYMENT AND SPENDING PERFORMANCE

Employment 1999 to 2007

As shown on Table 7 and Charts 7A and 7B BHP Billiton has provided 6.4 thousand person years of employment for northerners from 1999 to 2007. The Northern Employment for operations has been almost evenly split between Aboriginal and Other Northerners. The level of Northern Employment represented 61% of total employment and employment for Aboriginal northerners represented 32% of total employment which exceeds the SEA employment targets.

Table 7: Employment by Priority Group										
	1999	2000	2001	2002	2003	2004	2005	2006	2007	Total
Operations - Non-Capital	(person-years)									
Aboriginal	235	312	357	401	399	410	429	336	418	3,297
Other Northerner	259	299	366	419	427	381	392	279	286	3,108
Subtotal Northern	494	611	723	820	826	791	821	615	704	6,405
Other	214	350	452	592	598	419	517	418	489	4,049
Grand Total	709	961	1,174	1,412	1,424	1,209	1,337	1,034	1,193	10,453
Aboriginal % of Total	33%	32%	30%	28%	28%	34%	32%	33%	35%	32%
Northern % of Total	70%	64%	62%	58%	58%	65%	61%	60%	59%	61%
Construction - Capital Projects	(person-years)									
Aboriginal	0	0	13	18	16	12	36	26	0	121
Other Northerner	0	0	25	26	23	40	76	47	7	244
Subtotal Northern	0	0	38	44	39	52	112	73	17	375
Other	0	0	61	92	90	156	327	262	417	1,405
Grand Total	0	0	99	136	128	208	439	334	434	1,778
Aboriginal % of Total	0%	0%	14%	13%	12%	6%	8%	8%	0%	7%
Northern % of Total	0%	0%	39%	32%	30%	25%	26%	22%	4%	21%
Grand Total	(person-years)									
Aboriginal	235	312	370	419	414	422	465	362	418	3,417
Other Northerner	259	299	390	445	450	421	468	326	304	3,362
Subtotal Northern	495	611	761	864	865	843	933	688	722	6,782
Other	214	350	512	684	688	575	844	680	906	5,453
Grand Total	709	961	1,273	1,548	1,552	1,418	1,776	1,368	1,628	12,233
Aboriginal % of Total	33%	32%	29%	27%	27%	30%	26%	26%	26%	28%
Northern % of Total	70%	64%	60%	56%	56%	59%	53%	50%	44%	55%

Chart 7A:
Employment by Priority Group (Person Years)

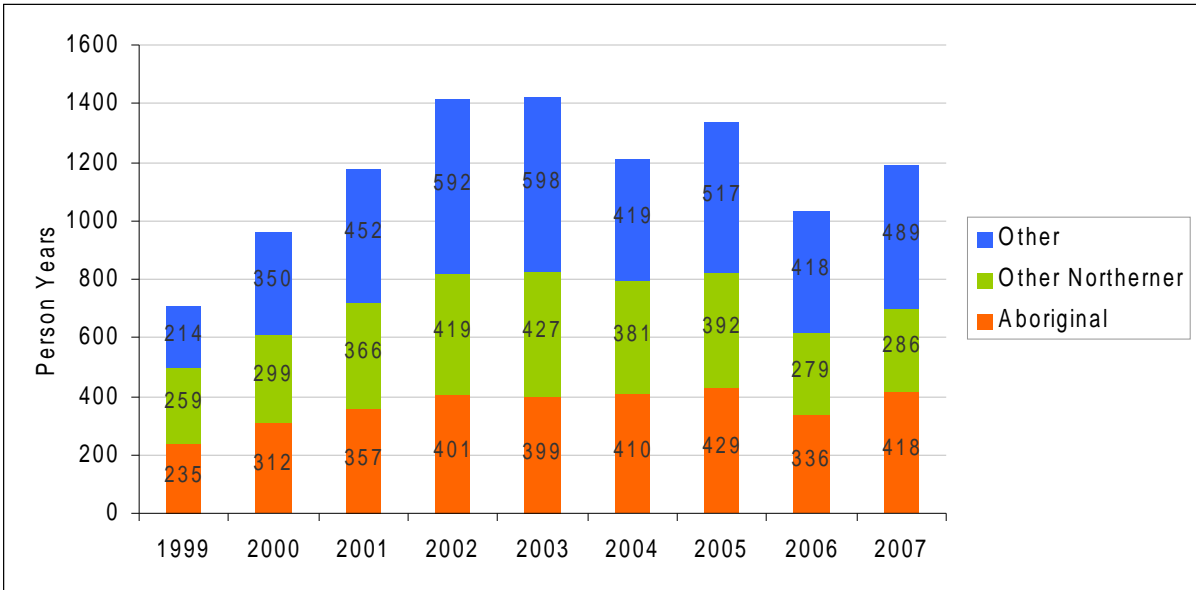


Chart 7B:
Employment by Priority Group (Percent of Total)



Spending 1999 to 2007

As shown on Table 8 and Charts 8A and 8B, BHP Billiton spent nearly \$3.7 billion with businesses during its operations phase from 1999 to 2007. A total of almost \$3 billion, representing 81% of total spending, was with Northern Businesses which substantially exceeded the SEA target of 70%.

Spending with Aboriginal businesses over the period 1999 to 2007 amounted to \$973 million which represented 26% of total spending. BHP Billiton spent \$2 billion or 55% of total spending with Other Northern businesses. Spending with Other businesses was \$684 million which represented 19% of total spending.

Table 8:										
Expenditures by Priority Group										
	1999	2000	2001	2002	2003	2004	2005	2006	2007	Total
	(millions of dollars)									
Aboriginal Business	51	67	106	123	124	121	133	123	125	973
Other Northern Business	229	193	222	231	232	201	242	203	265	2,018
Subtotal Northern Business	280	260	328	354	356	322	374	326	390	2,990
Other	76	56	58	60	61	91	100	92	90	684
Total	356	316	386	414	417	413	474	418	480	3,674
	(percent of total)									
Aboriginal Business	14%	21%	28%	30%	30%	29%	28%	29%	26%	26%
Other Northern Business	64%	61%	58%	56%	56%	49%	51%	49%	55%	55%
Subtotal Northern Business	79%	82%	85%	85%	85%	78%	79%	78%	81%	81%
Other	21%	18%	15%	14%	15%	22%	21%	22%	19%	19%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%

Chart 8A:
Expenditures by Priority Group (\$ Million)

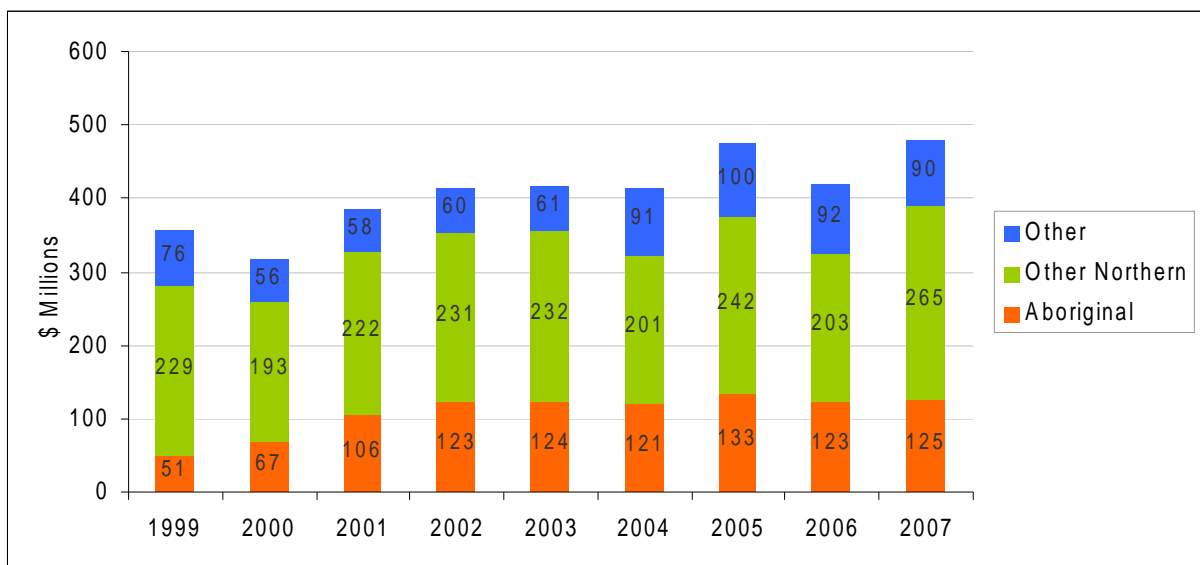


Chart 8B:
Expenditures by Priority Group (Percent of Total)



PREDICTIONS FROM THE ENVIRONMENTAL IMPACT STATEMENT AND ACTUAL PERFORMANCE

Operating Employment

The targets of 62% for total Northern Employment and 31% for northern Aboriginal employment were based on the Environmental Impact Statement (EIS)¹. In the EIS BHP Billiton had predicted that during the period of operations, the mine would provide an estimated 806 person years of employment in both 1999 and 2000 and 926 person years of employment from 2001 to 2007.

If the percentage targets adopted in the Socio-Economic Agreement are applied to the employment predictions in the EIS it translates into an expected employment of 500 northerners in total for 1999 and 2000 and 574 for 2001 to 2007.

Table 9 and Chart 9A show that with the exception of 1999, BHP Billiton has exceeded the expectations in the EIS in every year of operations to the end of 2007. Over the period 1999 to 2007, BHP Billiton provided 6.4 thousand person years of employment for northerners which was, more than the 1.3 thousand per year predicted in the EIS.

Table 9 and Chart 9B show the actual and EIS predicted employment of northern Aboriginals over the period 1999 to 2007. As with overall Northern Employment BHP Billiton has exceeded the number of Northern Aboriginal workers predicted in the EIS in every year since 2000. Over the period 1999 to 2007, BHP Billiton provided 3.2 thousand person years of employment for Aboriginal northerners which is 788 over what was predicted in the EIS.

Table 9: Actual Employment Compared to the EIS Employment Predictions										
	1999	2000	2001	2002	2003	2004	2005	2006	2007	Total
Actual BHP Billiton	(person-years)									
Grand Total	709	961	1,174	1,412	1,424	1,209	1,337	1,034	1,193	10,453
Total Northern	495	611	723	820	826	791	821	615	704	6,406
Aboriginal	235	312	357	401	399	410	429	336	418	3,297
EIS	(person-years)									
Grand Total	806	806	926	926	926	926	926	926	926	8,094
Total Northern	500	500	574	574	574	574	574	574	574	5,018
Aboriginal	250	250	287	287	287	287	287	287	287	2,509
Actual minus EIS	(person-years)									
Grand Total	-97	155	248	486	498	283	411	108	267	2,359
Total Northern	-5	111	149	246	252	217	247	41	130	1,388
Aboriginal	-15	62	70	114	112	123	142	49	131	788

¹ In the summer of 1995, BHP submitted its Environmental Impact Statement (EIS) on the EKATI Diamond Mine to the federally appointed Environmental Assessment Review Panel (EARP).

Chart 9A:
Actual Northern Employment Compared to the EIS Employment Predictions

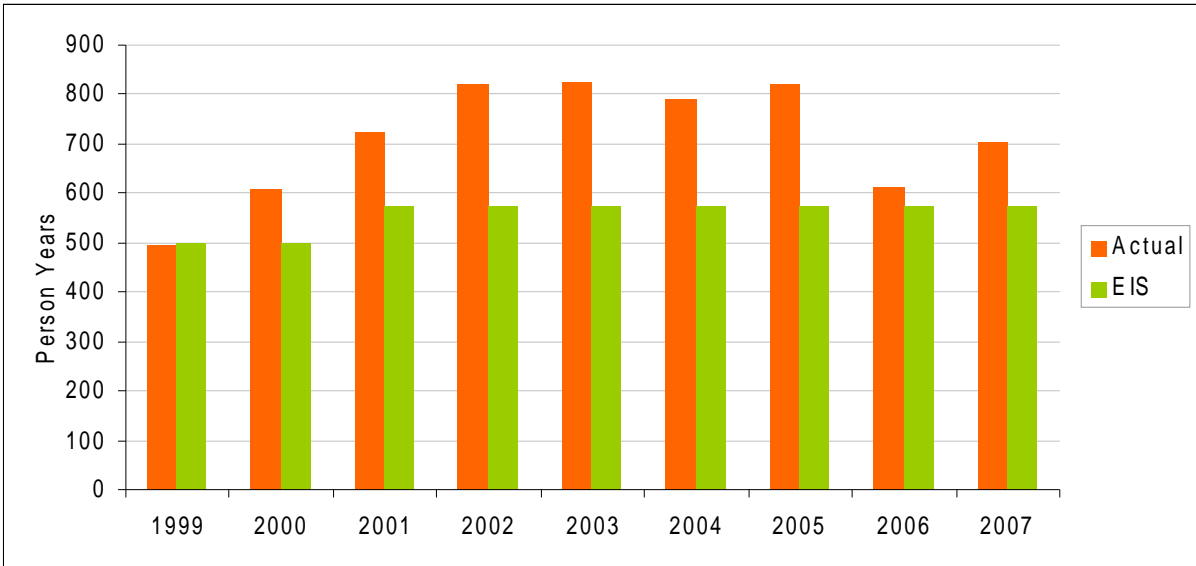
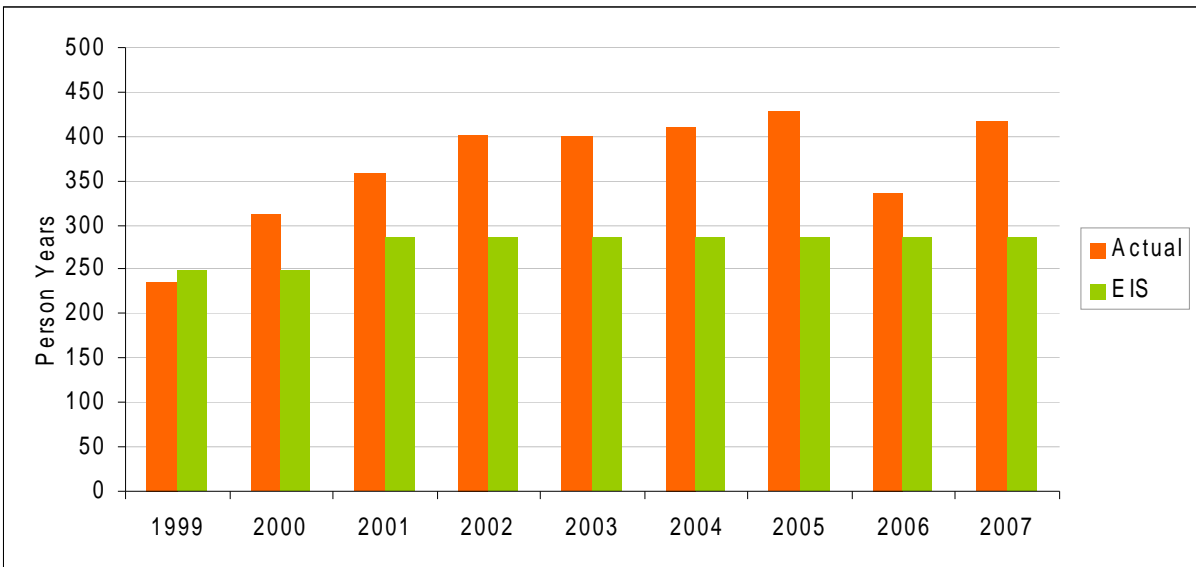


Chart 9B:
Actual Northern Aboriginal Employment Compared to the EIS Employment Predictions



Spending

The target of 70% of total spending with Northern businesses was set for the operations phase in the EIS². Table 10 and Charts 10A and 10B present actual spending data by priority group over the period 1999 to 2007.

If the target estimate of 70% is applied to actual Northern spending BHP Billiton has exceeded the EIS predictions every year since 1999. Over this period BHP Billiton has exceeded Northern spending predictions by \$418 million.

Table 10:
Actual Spending Compared to the EIS Spending Predictions

	1999	2000	2001	2002	2003	2004	2005	2006	2007	Total
(millions of dollars)										
Actual BHPB										
Grand Total	356	316	386	414	417	413	474	418	480	3674
Total Northern	280	260	328	354	356	322	374	326	390	2990
Percent of Total	79%	82%	85%	85%	85%	78%	79%	78%	81%	81%
EIS										
Total Northern Target	249	221	270	290	292	289	332	293	336	2572
Percent of Total	70%	70%	70%	70%	70%	70%	70%	70%	70%	70%
Actual minus EIS										
Actual Minus Target EIS	31	39	58	64	64	33	42	33	54	418

Chart 10A:
Actual Northern Spending Compared to the EIS Spending Predictions



² In the summer of 1995, BHP submitted its Environmental Impact Statement (EIS) on the EKATI Diamond Mine to the federally appointed Environmental Assessment Review Panel (EARP).

Chart 10B:
Actual Northern Spending Compared to the EIS Spending Predictions (Percent of Total)



APPENDIX ONE

Total Employee Headcount by Priority Group in 2007

Table 11:					
Total Operations and Capital Employment Headcount by Priority Group					
	Aboriginal	Other Northern	Total Northern	Other	Grand Total
	(headcount)				
BHP Billiton	301	220	521	259	780
Contractors	464	94	558	1332	1890
Total	765	314	1079	1591	2670
	(percent by priority group)				
BHP Billiton	39%	28%	67%	33%	100%
Contractors	25%	5%	30%	70%	100%
Total	29%	12%	40%	60%	100%

Total Employee Headcount by Skill Level in 2007

Table 12:					
Total Operations and Capital Employment Headcount by Skill Level					
	Aboriginal	Other Northern	Total Northern	Other	Grand Total
	(headcount)				
Professional	17	64	81	70	151
Skilled	105	120	225	427	652
Semi-skilled	222	72	294	359	653
Entry Level	96	26	122	50	172
Grand Total	440	282	722	906	1,628
	(percent by priority group)				
Professional	4%	23%	11%	8%	9%
Skilled	24%	43%	31%	47%	40%
Semi-skilled	50%	26%	41%	40%	40%
Entry Level	22%	9%	17%	6%	11%
Grand Total	100%	100%	100%	100%	100%
	(percent by skill group)				
Professional	11%	42%	54%	46%	100%
Skilled	16%	18%	35%	65%	100%
Semi-skilled	34%	11%	45%	55%	100%
Entry Level	56%	15%	71%	29%	100%
Grand Total	27%	17%	44%	56%	100%

Number of Women Operating Employees in Traditional and Non-Traditional Positions in 2007

Table 13:					
Women in Traditional and Non-Traditional Positions					
	Aboriginal	Other Northern	Total Northern	Other	Grand Total
	(headcount)				
Non-Traditional Positions	6	11	17	15	49
Traditional Positions	69	92	161	23	345
Grand Total Positions	75	103	178	38	394
	(percent by priority group)				
Non-Traditional Positions	8%	11%	10%	39%	12%
Traditional Positions	92%	89%	90%	61%	88%
Grand Total Positions	100%	100%	100%	100%	100%
	(percent by skill group)				
Non-Traditional Positions	12%	22%	35%	31%	100%
Traditional Positions	20%	27%	47%	7%	100%
Grand Total Positions	19%	26%	45%	10%	100%

Number of Operating Employees by Gender in 2007

Table 14:					
Employment by Gender and Priority Group					
	Aboriginal	Other Northern	Total Northern	Other	Grand Total
	(person years)				
Men	321	228	566	470	1036
Women	97	58	138	19	157
Grand Total	418	286	704	489	1193
	(percent of total)				
Men	77%	80%	80%	96%	87%
Women	23%	20%	20%	4%	13%
Grand Total	100%	100%	100%	100%	100%

APPENDIX TWO

Standard Contract Employer Practices

BHP Billiton requires all Contract Employers to support our commitments to the people of the Northwest and Nunavut Territories by preferentially hiring Northern and indigenous Northern Aboriginal Residents when it is reasonably practicable.

Employment Commitments

In the SEA the following targets are set for northern and Aboriginal employment for the operations phase of the project.

Northern Employment will equal at least 62% of total BHP Billiton and Contractor employment.

Aboriginal Employment will equal at least 50% of the Northern Resident Employment (50% of 62% = 31% of Total Employment).

Definitions

Northern Resident means a person:

- a) who maintains a self-contained domestic establishment in the Northwest Territories other than a residence at a remote work site, and who primarily resides at that domestic establishment when not residing at a remote work site or attending an educational institution full time, and
- b) who:
 - (i) has continuously been a Northwest Territories resident for a period of at least six months immediately prior to being hired, or
 - (ii) is an Aboriginal.

Aboriginal means any Indian, Inuit or Métis person who is indigenous to the Northwest Territories.

Contractor means each and every contractor and sub-contractor used by BHP Billiton for the Project.

Operational Phase means that period of time commencing on the date that the first mine goes into commercial production (when diamonds in sizable quantities are recovered and offered for sale on a regular basis) within the Claim Block, until the permanent closure of the last mine of the Project.

Job Classifications

The skills and knowledge to perform the duties of a position fall into four (4) basic categories. The classification scheme and criteria used are:

- **Professional:** Work for the position requires a university degree (e.g. accountant, engineer, geologist);
- **Skilled:** Work for the position requires a college or technical school diploma, certification in specialised trades (e.g. surveyor, technician, administrative assistant);
- **Semi-skilled:** Work for the position requires a GED and related work-experience, (e.g. equipment operator); and
- **Entry Level:** Formally referred to as an Unskilled classification, this category is now called Entry Level to accurately define the position. Work for entry level positions are non-specialised; GED is preferred, (e.g. helper).

Traditional and Non-traditional Occupations for Women

For the purposes of this report, a woman who works outside the home in a job that is not historically categorized as a female occupation is considered to be working in a non-traditional occupation.

Other Assumptions

Person-Year: For operations one person year equals 2,184 hours per year and for construction it is 2,736 hours per year.

Employee: For the purpose of this report, "employee" shall refer to the number of individuals who have worked in connection with BHP Billiton Diamonds Inc., irrespective of the number of hours worked.

Rounding: The totals in the tables in this Report may not add due to rounding to the closest whole number, after the addition of the un-rounded numbers has taken place.

APPENDIX THREE

BHP Billiton Job Categories

Professional Position Titles

President & COO EKATI
 Vice President Operations
 Manager - Business Excellence
 Manager - ECCP
 Manager - Finance
 Manager - Health & Safety
 Manager - Human Resources
 Manager - Mining
 Manager - Operations Services
 Manager - Process Plant
 Manager - Strategic Development
 Manager - Supply, Logistics, Res & Dev
 Superintendent - Business Improvement
 Superintendent - Fixed Plnt & Mobile Mnt
 Superintendent - LR Eng & Projects
 Superintendent - Mine Technical Services
 Superintendent - Operation Services
 Superintendent - Planning & Electr. Mtce
 Superintendent - Process Plant Operations
 Superintendent - Reliability & Conformance
 Superintendent - Research & Development
 Superintendent - Underground Production
 Superintendent - Underground Services
 Superintendent - Environment
 Superintendent - Exploration
 Superintendent - External Affairs
 Superintendent - Financial Analysis
 Superintendent - Financial Reporting
 Superintendent - Financial

Services
 Superintendent - Geoscience
 Superintendent - Health & Safety
 Superintendent - Human Resources
 Superintendent - Informatics
 Superintendent - Purchasing
 Superintendent - Resources
 Superintendent - Training
 Superintendent - Warehouse & Logistics
 Senior Drill Geologist
 Senior Geotechnical Engineer
 Senior Mine Geologist
 Senior Mining Engineer
 Team Leader - Drill & Blast
 Team Leader - Electrical
 Team Leader - Engineering
 Team Leader - Controls & Communication
 Team Leader - Mine Planning & Production
 Team Leader - Underground
 Team Leader - Maintenance
 Team Leader - Projects
 Team Leader - Mine Services
 Team Leader - Mobile Maintenance
 Team Leader - Plant Maintenance
 Senior Network Specialist
 Team Leader - Process Plant
 Team Leader - Production
 Team Leader - Mine Operations
 Team Leader - Plant Development
 Team Leader - Process Control
 Mine Operations Coordinator
 Information Systems Supervisor
 Reliability Engineer
 Resource Geoscientist
 Senior Environment Advisor
 Senior Financial Analyst
 Senior Health & Safety Advisor
 Senior Human Resource Advisor
 Senior Maintenance Planner

Senior Mining Engineer
 Team Leader - Compliance
 Team Leader - Contracts
 Team Leader - Document Management
 Team Leader - Exploration
 Team Leader - System Integrity, Audit & Planning

Skilled Position Titles

Permanent Black Belt
 Superintendent - Security
 Team Leader - Security
 Team Leader - Aviation
 Team Leader - Warehouse Environment Specialist
 External Affairs Specialist
 Contracts Specialist
 Document Writer
 Payroll Specialist
 Security Officer
 Senior Accounts Payable Officer
 Training Specialist
 Maintenance Planning Support Specialist
 Condition Monitoring Technician
 Database Administrator
 Geotechnical EIT
 Drill & Blast Engineer
 Electrical Engineer
 Environment Advisor
 Geotechnical Engineer
 Information Control Analyst
 Investigator
 Kimberlite Geologist
 Maintenance Planner
 Mine Planner
 Mine Planner - Production
 Mining Engineer
 Physician Assistant
 Plant Metallurgist
 Plant Operations Engineer
 Production Geologist
 Project Engineer
 Reliability Advisor
 Resource Geologist
 Web Programmer / Analyst

Aboriginal Affairs Advisor
Aboriginal Employment
Coordinator
Air Services Coordinator
Buyer
Career Development Advisor
Communications Technician
Community Relations Advisor
Cost Control Analyst
Desktop Support Technician
Dispatcher
Field Cost Control Analyst
Financial Analyst
Geological Technician
Health & Safety Advisor
Human Resource Advisor
Inventory Analyst
Mechanical Engineer
Mining Technician
Scheduler
Senior Office Administrator
Senior Payroll Specialist
Senior R&P Technician
Surveyor
Trainer
Draw Control Geotechnician
Senior Security Officer
Airport Technician
Logistics Technician
Travel Assistant
Waster Water Treatment Tech
Equipment Operator - HEO
Equipment Operator - SUPPORT
Equipment Operator - UTILITY 1
Blaster
Driller
Tool Crib Technician
Warehouse Technician
Production Technician
Support Technician
Equipment Operator - 992G/994
Equipment Operator - LOADER
Equipment Operator - UTILITY 2
Boiler Operator
Carpenter
Crane Operator
Electrician
Equipment Operator - DEMAG
Equipment Operator -
EXCAVATOR
Machinist

Millwright
Overhead Door Technician
Plumber
Welder
Process Control Technician
Lube Technician
Pipefitter

Semi-skilled Positions

Accounts Payable Officer
Administrative Assistant
Benefits & CompAdmin
Assistant
Data Administrator
Document Control Administrator
LMS Administrator
Receptionist
Wildlife Technician
Data Administrator
Environment Administrator
Maintenance Accounts
Administrator
Office Administrator
Apprentice - Crane
Apprentice - Electrical
Apprentice - Instrumentation
Apprentice - Millwright
Apprentice - Plumber
Equipment Operator - TRUCK
Diamond Sorter
Stock Control Clerk
Warehouse Attendant

Entry Level Positions

Waste Management Assistant
Drill & Blast Helper
Production Assistant
Support Assistant
Maintenance Assistant
Maintenance Planning Support
Maintenance Services Assistant
Maintenance Services
Technician
Mobile Lube Technician
Tool Crib Assistant
Diamond Cleaning Assistant



BHP Billiton Diamonds Inc.
#1102 4920-52 Street
Yellowknife, NT
X1A 3T1
Canada