

Governance and assurance

This chapter presents a portfolio of statements from relevant internal and external stakeholders. These statements relate primarily to our governance and risk management processes, our management of relevant and material issues and the reporting process. This “mission-guided” approach to assurance extends beyond the more traditional territory of verifying the accuracy of specific performance data. Instead, it empowers different stakeholders to comment in their areas of expertise on how well we are managing and reporting on issues identified as being “relevant and material” by stakeholders (p8).

Statements presented in this chapter should be read alongside the questions, voices, case studies and interviews with key stakeholders presented throughout this report. Together, these viewpoints provide a unique and collective insight into how well we are responding to, managing and reporting on issues identified as important by our stakeholders.

The Multi-Stakeholder Forum has been instrumental in shaping the content of this chapter. In particular, we have followed recommendations from the Multi-Stakeholder Forum to rename this chapter “Governance and assurance” in order to reflect the broad coverage of statements contained herein. This also reflects our intent to recognise the difference between those statements prepared by De Beers Internal Audit and Maplecroft (i.e. as first and second party statements on governance and reporting), and those prepared by independent third parties.

Highlights

Actions taken to address recommendations from the Multi-Stakeholder Forum include:

- ◆ Recognising that the first and second party statements are not technically assurance statements
- ◆ Ensuring all statements consistently specify dates and locations of completion and include signatures from each respective organisation
- ◆ Using an additional non “big four” organisation to provide assurance and recommendations on our Kimberley Process compliance. The Government Diamond Office of the United Kingdom was seen as more appropriate given its role as a stakeholder in and enforcer of the Kimberley Process
- ◆ Placing emphasis on performance with respect to “relevant and material issues” rather than the standard assurance of specific performance data
- ◆ Balancing both positive and negative stakeholder viewpoints and discussing dilemmas throughout the report

97

The number of workbooks submitted to Société Générale de Surveillance (SGS) for their review of the De Beers Best Practice Principles Assurance Programme



Analysing diamonds using ultraviolet light

Guide to our portfolio of governance and assurance statements

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On internal audit and risk management processes

DE BEERS
A DIAMOND IS FOREVER

De Beers Internal Audit (DBIA) is an independent, objective assurance and consulting activity designed to add value and improve the operations of the De Beers Family of Companies. DBIA has been mandated by the Audit Committee, a sub-committee of the Board of De Beers Société Anonyme (DBsa), to ensure that the major risks facing the Family of Companies are identified and given appropriate audit focus. Risk management, internal control and governance processes are systematically reviewed to help the Family of Companies accomplish its objectives. DBIA submits an annual audit report to the Audit Committee on the status of governance, internal control and the appropriateness of risk management.

All DBIA reviews are performed in accordance with the International Standards for the Professional Practice of Internal Auditing, as prescribed by the Institute of Internal Auditors (IIA). Our Quality Assurance and Improvement Programme (introduced in line with IIA Standards 1300) found DBIA to be “generally compliant” with the IIA Standards, the highest rating on the degree of conformity scale.

Statement from De Beers Internal Audit on selected material issues including internal auditing, the Best Practice Principles, the Assurance Programme for the Principles, the Kimberley Process and anti-money laundering

Risk-based internal auditing

DBIA follows a prescriptive, documented risk-based audit methodology that culminates in its annual report on risk management, the internal control environment and governance to the Audit Committee. The audit plan is derived from the De Beers Enterprise Risk Management system. DBIA consults on and assists with the facilitation of risk management workshops at all levels to ensure a complete and appropriate risk management system.

The risk management process collates information from value centres and offices globally to business units and ultimately to enterprise level. Audit work includes a thorough review of internal systems, procedures and programmes of work for each business function and area of major business risk. DBIA also collates and reviews reports from managers on the integrity of internal controls, the safeguarding of assets and risk management, as well as ethical, social and environmental matters. It also considers reports produced by external assurance providers. These include audit coverage by Diamond Security, Aon Risk Management, Société Générale de Surveillance (SGS), Deloitte & Touche and others.

The DBIA annual audit report to the DBsa Audit Committee, which was submitted in February 2009, included the following opinion:

“I can confirm that in my opinion the internal controls are adequate to ensure that the financial records may be relied on for preparing the reports to directors and shareholders, and for maintaining accountability for assets and liabilities.

In my opinion, in all material instances, assets are adequately protected and used as intended with appropriate authorisation and all significant business risks have been identified and appropriate mitigating strategies are in place.

No matters have come to my attention during the year ended 31 December 2008 that indicate any breakdown of such magnitude has occurred in the functioning of these internal controls, procedures and systems of the Group, which in my opinion, would affect the fairness of presentation of such reporting, and therefore financial decisions based thereon. It must be noted that the extent to which sales in 2009 will be affected as a result of the global economic crisis and recession is not yet known. Mitigating responses include restructuring plans and steps to ensure access to ongoing funding of operations. I share management’s view that the Group has sufficient resources to remain in business for the foreseeable future.”

Best Practice Principles

In 2008 the scope of DBIA's review of the Best Practice Principles (BPP) Assurance Programme was focused on ensuring that the programme continued to be supported by good governance. The scope also provided for detailed, on-site verification reviews of 20 BPP workbooks to supplement the review work conducted by SGS. The specific objective of the reviews was to verify responses within the BPP workbooks. No material breaches were identified during such reviews and all improvement opportunities have been agreed with management.

The scope of the 2009 review, which is currently in progress, will provide for a desktop review to ensure that due diligence has been applied in the completion of all BPP workbooks submitted to SGS. It will also continue to include the verification of submitted workbooks.

Assurance Programme for the Principles

DBIA participates on the Principles Committee to ensure good governance directs the Assurance Programme for the Principles, and to ensure the integrity of the development process. DBIA consulted on risk identification and assessment, and also ensured alignment with and integration into the existing Enterprise Risk Management process.

Note on Kimberley Process compliance

The Kimberley Process is a joint government, diamond industry and civil society initiative that requires participants to certify diamond shipments are conflict free. Compliance with the Kimberley Process is a legal requirement for participating countries.

A review of fact-finding reports, issued by independent auditors, confirms that relevant business units comply with the requirement for De Beers to have its compliance with the Kimberley Process externally assessed.

These reviews sought to assess De Beers compliance with respect to the Kimberley Process Certification Scheme on the international trade in rough diamonds, in accordance with European Council Regulation (EC) No 1574/2005. The assessments related to the period commencing 1 January 2008, and ending 31 December 2008.

The major Kimberley Process compliance criteria are also reviewed as part of the third party verified BPP Assurance Programme. No material breaches or instances of non-compliance with the Kimberley Process were identified in the 2008 BPP assurance cycle.

Implementation of the Anti-Money Laundering Policy

In 2006, De Beers developed and communicated a policy on Anti-Money Laundering and Combating the Financing of Terrorism. The policy reflects the deep-seated commitment of the Family of Companies to maintaining the continued confidence of its stakeholders and the integrity of its product.

DBIA's 2008 review of the implementation and progress of the policy found that all business units, applicable group functions, and shared services have implemented the policy.

Good progress has been made on the introduction of the required background checks on customers and suppliers. De Beers UK and De Beers Marine Namibia are implementing processes to further enhance these checks. All staff affected by the policy have received relevant training. DBCM's Voorspoed mine has recently been opened and a schedule has been developed for full implementation of the policy.



Phillip Barton

Group Manager, DBIA
De Beers Corporate Headquarters
Johannesburg, South Africa
2 April 2009

On reporting

Statement from Maplecroft on the reporting process, including the reporting methodology, the AA 1000 Principles and recommendations for future reporting



Background

This statement is intended to provide insight into the reporting process. Maplecroft professionals involved in the reporting process are experts in their respective disciplines and are trained auditors in accordance with the ISO 14001 and SA 8000 standards. Maplecroft recognises that it is not an independent party.

Maplecroft has worked with the Family of Companies since 2000. We have been involved in data collection and analysis, the development of the BPPs, the APPs and in the production of the Report to Stakeholders 2005/6 and the Report to Society 2007, as well as the Operating and Financial Review 2006 and 2007. Both the Report to Stakeholders 2005/6 and the Report to Society 2007 won sustainability reporting awards from the Association of Chartered Certified Accountants (ACCA) South Africa. Maplecroft also advised on the development of policies on anti-corruption, political donations, security services and human rights, and draft guidelines on stakeholder engagement. De Beers has contracted Maplecroft to assist in the production of its Report to Society for the 2008 and 2009 reporting cycles.

This statement is an account of:

- Our experience of compiling content, checking and processing data, and writing and designing this report
- Our coordination and facilitation of the Multi-Stakeholder Forum and the Diamond Dialogues in London, as well as the writing of reports summarising discussions at each event. This statement also confirms the accuracy of questions explored by the Multi-Stakeholder Forum and included in this report
- Our experience of engagement with discipline experts, the APP team, the Principles Committee and other relevant De Beers employees, both in person and through telephone interviews and other correspondence

Methodology

Maplecroft worked closely with De Beers to include as much relevant quantitative data as possible. Maplecroft is satisfied that the Report to Society 2008 offers a more comprehensive and more robust set of data than the Report to Society 2007.

The validity of the original data was not checked at source by Maplecroft. Maplecroft worked closely with relevant De Beers discipline experts in the compilation, analysis and review of this data across the economic, ethical, employee, community and environmental domains. We also carried out rigorous peer review within Maplecroft to ensure the accurate and comprehensive representation of original data. Any anomalies or gaps in data that could not be resolved by Maplecroft were referred back to relevant employees within De Beers for clarification.

Maplecroft supplemented primary data with extensive interviews, as well as the review of a range of documents, articles, agendas, minutes and presentations. Maplecroft was given a high degree of access to discipline experts for the purpose of information gathering, clarification and review. We also prepared drafts of all text and worked closely with discipline experts in the refinement of report content to ensure the information presented is fair, accurate and in line with the expectations of stakeholders. In response to stakeholder feedback, Maplecroft worked with De Beers to present information in new and innovative ways in order to improve accessibility, ease of review and sign-posting. Examples include the use of navigation panels at the start of each chapter, as well as free-standing "feature" pages that focus on specific issues of interest to stakeholders within each chapter.

All work completed by Maplecroft is informed by best practice initiatives and standards. This includes the United Nations Millennium Development Goals, the United Nations Global Compact, the Global Reporting Initiative (GRI) G3 Guidelines and the AA 1000 assurance standard.

AA 1000 principles

We believe De Beers has made significant progress with respect to being fully compliant with the AA 1000 principles of materiality, completeness and responsiveness.

Materiality

This report presents a coherent framework for identifying issues relevant and material to stakeholders. Maplecroft can verify that the Diamond Dialogues and the Multi-Stakeholder Forum were critical in identifying and prioritising most of the issues presented in this report. Questions posed to De Beers at these events were answered frankly and transparently. Our work with De Beers supports the accuracy of relevant statements presented in this report, most notably the answers provided in the "questions from stakeholders" panels. Specific quotes and questions from the Multi-Stakeholder Forum have been accurately reproduced within this report.

Our role in the reporting process enables us to confirm that De Beers reports on issues that previous assurance statements and reviews identified as needing to be addressed. This includes progress reporting on beneficiation, contributions to development, and actions to reduce greenhouse gas emissions and adapt to climate change. A number of key events during 2008 have implications for certain issues of interest to stakeholders. These include the sale of Williamson Diamonds Limited, which changed the focus of De Beers activities to empower local artisanal miners (p75). Likewise, the global economic downturn has placed greater focus on possible mitigating actions, as well as consequences for contributions to government revenues (p19), beneficiation partnerships (p27), conflict sensitivity (p35), consumer expectations (p42), the ongoing provision of anti-retroviral treatment to retrenched employees (p58), retrenchments (p66) and social investment activities (p81).

Completeness

Our inspection of documents and enquiry of discipline experts did not identify any material shortfalls with respect to completeness of reporting. Our enquiry found De Beers to support the need for greater transparency in its disclosures. De Beers was proactive in seeking comment on, and promoting discussion of, potentially difficult issues. This is reflected in this report, which includes frank discussion of a range of challenges and dilemmas, including:

- Impacts of the global economy (p2, p27)
- Contractor fatalities (p48)
- Improving HIV/Aids management (p58)
- Employee retrenchments (p66)
- Water scarcity and use (p91)
- Energy security and climate change (p92)

Responsiveness

This principle requires De Beers to demonstrate how it is responding to stakeholder concerns and interests.

De Beers has honoured its commitment to engage the Multi-Stakeholder Forum in future reporting cycles, and participant recommendations have significantly influenced the content and form of this report. Examples can be found in a significant shift in focus towards the impact of the global economic downturn on the Family of Companies, increased use of "summary" information in the introduction and feature pages of each chapter, and an estimated 10% reduction in the overall length of the report. The fact that the Multi-Stakeholder Forum and the Diamond Dialogues were attended by former participants suggests that stakeholders continue to find these engagements constructive and worthwhile.

There is still room for improvement in terms of responding to stakeholder suggestions relating to the identification of clear, quantitative performance targets. The identification of Group targets for each of the discipline areas would do much to enhance benchmarking, comparability and measurability of performance. It would also enable the Family of Companies to demonstrate more tangibly its commitment to concrete improvement. Our inspection of agendas, briefing materials and minutes prepared for the Principles Committee and ECOHS Committee enables us to confirm that a number of material sustainability issues and risks are being tracked by the Family of Companies. These activities suggest De Beers is committed to continuous improvement in managing its sustainability risks and responsibilities and in contributing to sustainable development.

The De Beers statement that it has applied the GRI G3 guidelines at level A+ is fairly stated. We understand this report will be submitted to the GRI for checking.

Find out more



www.maplecroft.com



www.global-risks.com

Recommendations

Key areas for improvement:

Corporate Social Investment expenditure

Data on Corporate Social Investment (CSI) and expenditure on Social and Labour Plans (SLPs) in South Africa could be better aligned. This would help demonstrate that SLP expenditure is increasingly taking the place of voluntary CSI disbursements. It would also better explain that despite a fall in CSI spending in South Africa, net spending on social and labour issues (i.e. including SLPs) is increasing. Reporting could also benefit from more detailed explanation as to the relationship between CSI and SLP spending, and the role of SLPs in the wider social investment strategy.

Online content

Whilst De Beers has made efforts to transfer "static" text online, the company should further explore synergies offered by increased reliance on online content to complement material in the report. This will enable De Beers to respond better to stakeholder requests for more succinct and accessible report content, whilst also offering parallel online reporting that satisfies as fully as possible the requirements of the GRI G3 guidelines. Experience from the 2007 reporting cycle suggests that using this approach would improve the likelihood of a GRI A+ rating, as it would allow for ongoing performance updates and the presentation of information in a form that is closely aligned with the GRI structure.

Ethnicity

Whilst the identification of the ethnicity of employees is a legal requirement in certain locations (e.g. South Africa), it has posed challenges in terms of processing employee data from De Beers operations in the United Kingdom. A significant number of employees in the United Kingdom declined to identify their ethnicity. Because relevant data were dependent upon the ethnic identity of respondents, this meant a significant number of employees were excluded from analysed results. Maplecroft recommends that data templates issued in the United Kingdom remove references to ethnicity as they are of limited relevance and are likely to reduce the accuracy of analysed data.

Role of discipline Principals

We have been impressed by the degree to which discipline Principals have made themselves available during the reporting process. The rigour of sign-off has been notable, with Principals and experts demonstrating a strong desire to ensure the highest levels of accuracy and to ensure a comprehensive and meaningful account of their activities. We look forward to continued high levels of engagement in future reporting cycles.

Best Practice Principles

De Beers has made considerable advances in accounting for its ethical and social performance over the years and has required high standards of those with whom it works at all stages of the diamond pipeline. It is critical that the current economic situation is not allowed to undermine the important progress made and that documentation about BPP assessments and actions is kept up.

Future reports

We recommend that future reports should also look to address the following:

- Quantitative targets that are meaningful and measurable, particularly with respect to the effectiveness of sustainability actions and/or efficiencies
- Long-term milestones and targets, particularly in relation to climate change, carbon emissions and water
- Forward-looking scenario planning to understand and manage future risks and challenges in partnership with stakeholders
- Enhanced content on anti-corruption risks, training and scenarios as well as practices undertaken by different functional areas
- Further analysis of the development impact of social investment projects and SLPs

We believe this report presents a relevant and complete statement of the sustainability performance of the Family of Companies. This report will be used as the 2008 Communication on Progress for the United Nations Global Compact.

Alyson Warhurst

**Professor Alyson Warhurst
Dr Kevin Franklin
Gus Macfarlane**

Maplecroft, United Kingdom, 14 April 2009

On the BPP Assurance Programme



Appointment of SGS

Following a tender process beginning in April 2003, SGS was invited to present their proposal and following responses to additional information were advised of their selection as the verification partner in July 2003.

SGS is the world's largest independent verification and certification organisation and has no commercial interests. As part of this contract SGS has undertaken not to provide any consultancy or related services to any parties involved in the BPP programme so as to ensure that this strict independence is maintained at all times.

Scope of work

The scope of work undertaken by SGS as the BPP verifier for the 2008 cycle comprised the following:

- Desktop review of a sample of the workbooks submitted by DTC Sightholders and all those submitted by the De Beers Family of Companies. This process verifies that all required workbooks have been submitted; that all questions have been answered; that the responses to the questions support the compliance status declared in each case and to test that conclusion by requesting supporting evidence on a random number of questions.
- Verification visits on up to 10% of the declared facilities to check that the original first party assessments have been undertaken thoroughly both by discussing this with the assessor and by seeking first-hand evidence of compliance with the issues concerned.
- An extraordinary audit to review allegations of serious breaches at one of the Sightholder's facilities.
- Provision of information relating to the compliance status of Sightholders' and De Beers' facilities and details of any significant issues. This information is provided in accordance with the confidentiality requirements set out in the revised Supplier of Choice Ombudsman Terms of Reference.

Statement from SGS on the De Beers Group 2008 cycle of the De Beers Best Practice Principles (BPPs), including scope, work undertaken, the BPP programme, verification methodology, key findings and recommendations

Work undertaken on De Beers Group facilities

97 workbooks were submitted across all eligible De Beers facilities covering 74 of their own facilities and 23 contractors.

Workbooks were not submitted for two facilities as these had had recent visits following up on previous issues.

Full reviews were conducted and completed during the cycle and 10 verification visits were undertaken during this cycle including three visits to contractors. In addition, a follow-up visit was undertaken at one facility at which Major Infringements had been found in the 2007 cycle.

The BPP programme

The BPPs follow major international standards for Corporate Social Responsibility (CSR) and business partner evaluation and follow all national and international legal requirements.

The compliance process requires an in-depth evaluation and the investment of resources to complete self-audits. In the case of the De Beers Family of Companies this has included submission for contractors, regardless of the level of business represented by De Beers, at an earlier stage than is required for Sightholders. De Beers has set itself a high level of commitment and expectation of compliance.

Verification methodology

The verification process is undertaken in three stages:

- In the country of operation, workbooks are reviewed by a qualified Social Accountability auditor, cross-trained in Environmental Management and briefed on the requirements of the BPPs.
- Local reviews are then submitted to a central review point where these are cross-checked to ensure consistency by country and key points.
- A sample of 10% of facilities is selected centrally for onsite verification to check the effectiveness of the first party assessments and to evaluate at first hand the situation on the ground.

As in the last cycle, briefing of all assessors was undertaken to ensure that any changes to questions and interpretation were fully understood and a standard breach classification table was drawn up and circulated. This was reviewed during the course of the year as queries were raised and the distribution of this table was controlled through the BPP extranet.

Key findings

The majority of workbooks were received within the required timescales. A small number of contractor workbooks were received rather late and had to be actively chased, but communication around anticipated delivery dates was maintained so as to ensure that reviews could still be fully completed as required.

Further improvement to the completion and level of detail contained in the workbooks was demonstrated with the majority of ratings confirmed by the SGS review.

Most infringements in the De Beers-owned facilities found in the course of previous cycles have been rectified with evidence of implementation verified either on site or through the workbooks. Some issues remain outstanding, however, including final verification of corrective actions for a Major Infringement which has been outstanding since 2006.

The verification visits confirmed the majority of findings from the first party reviews.

Overall summary

There were no Material Breaches identified during first or third party assessments.

One facility was found to still have a Major Infringement in relation to business issues and in particular to the need to go beyond local legal requirements in relation to Anti-Money Laundering (AML) compliance. An improvement plan has been developed but evidence of completion is still awaited.

A further 11 facilities had Minor Infringements. Corrective Action Plans have been received for all infringements and are in the process of completion and review.

This is an improvement since the 2007 cycle, especially as the majority of infringements relate to new facilities opened in the last 12 months. The majority of infringements relate to central policies and procedures not having been fully implemented at new operational centres and the corrective actions are reasonably straightforward.

Recommendations for improvement

During the assessment process open communication was maintained with the De Beers compliance team and a number of recommendations were made for improvements.

Recommendations made include:

- The need to ensure that workbooks are based on full assessments rather than documentary review so as to ensure that underlying issues are discovered and reported on.
- Focusing on underlying issues in the Improvement Opportunities identified to effect significant improvement in meeting their compliance objectives.
- Identification of best practice operations, as highlighted through the business unit reports and dissemination of their approach to promote learning between sites.



Effie Marinos

SGS United Kingdom Ltd
16 February 2009

On Kimberley Process compliance



Foreign &
Commonwealth
Office

The Kimberley Process (KP) was set up in January 2003 to combat the trade in illicit "conflict" diamonds.

Based on a collaborative approach between governments, the rough diamond industry and NGOs, the Kimberley Process seeks to remove these diamonds from the legitimate trade by imposing common standards on producer and trader nations and the worldwide rough diamond industry.

The KP is currently made up of 49 participating members, representing 75 countries (the European Union (EU) as one participant). It includes all the major traders and producers and is estimated to cover more than 99% of the world's trade in rough diamonds.

Statement from the United Kingdom Government Diamond Office on compliance with the Kimberley Process at DTC (now renamed De Beers UK Limited)

Participants in the KP are not allowed to trade in rough diamonds with non participants, and each shipment of rough diamonds must be accompanied by a valid KP certificate detailing the carat weight, value, destination address and custom codes for the shipment. Rough diamond shipments are routinely checked by participants to ensure compliance with the KP.

The Government Diamond Office (GDO) is responsible for implementing the KP in the United Kingdom. We work closely with the international community, other government departments, civil society and the rough diamond industry to ensure the requirements of the KP are met by the United Kingdom.

DTC (now renamed De Beers UK Limited) is one of the principal importers and exporters of rough diamonds into and out of the UK. In 2008 the GDO issued over 1,000 KP certificates to accompany DTC exports of rough diamonds to destinations outside of the EU.

The GDO has a close working relationship with all actors in the rough diamond industry, including DTC. Since the beginning of the KP, the GDO has undertaken over 35 independent inspections of DTC shipments to ensure compliance with the KP.

Additionally, as part of its commitment to industry self regulation, DTC is subject to an annual audit by independent auditors to ensure continued compliance with the KP and the industry system of warranties. The GDO works closely with DTC's independent auditors to this end.



Dev Shah

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13 January 2009

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Environmental information

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Acronyms

AP	Assurance Programme
APPs	Assurance Programme for the Principles
ART	Anti-Retroviral Treatment
BEE	Black Economic Empowerment
BPPs	De Beers Best Practice Principles
DBCM	De Beers Consolidated Mines
DBDJ	De Beers Diamond Jewellers
DBIA	De Beers Internal Audit
DDI	Diamond Development Initiative
DTC	Diamond Trading Company
DTCB	Diamond Trading Company Botswana
ECOHS	Environment, Community, Occupational Hygiene, Health and Safety
HDN	Historically Disadvantaged Namibian
HDSA	Historically Disadvantaged South African
KPCS	Kimberley Process Certification Scheme
LTIFR	Lost Time Injury Frequency Rate
LTISR	Lost Time Injury Severity Rate
MCDP	Mwadui Community Diamond Partnership
NDTC	Namibia Diamond Trading Company
NIHL	Noise Induced Hearing Loss
NWT	Northwest Territories (Canada)
OIFR	Occupational Illness Frequency Rate
SASA	South African Sea Areas
SEAT	Socio-Economic Assessment Toolbox
SHE	Safety, Health and Environment
SLP	Social and Labour Plan
VCT	Voluntary Counselling and Testing

Whistle blowing hotline

Any person wishing to use our whistle blowing hotline may do so in the following manner.

By telephone

By telephone to the applicable tip-off anonymous country toll free number:

De Beers - South Africa	0800 003 518
De Beers - Namibia	0800 003 518 or 061-309058
De Beers - Botswana	71119753 (Mascom)
De Beers - United Kingdom	0808 234 2168
De Beers - Canada	18664511590
De Beers - Israel	1809455111
De Beers - Japan	00531270008
De Beers - Belgium	080075977
De Beers - Angola	+27 (0) 31 571 5772
De Beers - DRC	+27 (0) 31 571 5773
De Beers - Tanzania	+27 (0) 31 571 5774
De Beers - India	+27 (0) 31 571 5775
De Beers - China	+27 (0) 31 571 5776

In writing

In writing with details regarding the background and history of the information being disclosed, giving names, dates and places where possible.

Disclosures made in writing should be posted to:

South Africa (FreePost)

KZN 138,
Umhlanga Rocks
4320,
South Africa

Other countries (postage not paid)

KZN 774,
Umhlanga Rocks
4320,
South Africa

Email, website and fax

Written disclosures may also be submitted via:

Email

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(South Africa) 0800 00 77 88

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Our Principles

Three guiding Principles define the way we do business, inform our understanding of what is right and wrong, and describe what is important to us. These are supported by an extended set of specific Principles that cover the economic, ethics, employees, community and environment aspects of our activities.

Sustainable development through partnership

The Family of Companies is committed to operating in accordance with national legislation and towards the goal of sustainable development. This means ensuring that we consider and take responsibility for the longer term economic, social and environmental implications of the decisions we make today – not only for our own business but also for the broader societies in which we operate. We will work with our partners in government to ensure that diamonds, a finite resource, are transformed into economic wealth and improved quality of life and wellbeing for all those stakeholders touched by our business along the diamond pipeline.

Diamond dreams and development

We will work to address the poverty and socio-economic deprivation that affects many of the communities where we operate. We will work with governments to help realise their long-term visions and, through education, training and shared decision making, to ensure the success of programmes that help build the capabilities of their citizens. In particular, we will partner with our stakeholders to address the priority of HIV/Aids. We will also work meticulously through the Kimberley Process, the industry's system of warranties, and our Principles to ensure conflict diamonds are eliminated from world diamond flows.

Accountability and “living up to diamonds”

The Principles Assurance Programme translates our Principles into practice and provides a framework for measuring continuous improvement in performance over time. Through peer review across the Family of Companies, we will help each other achieve this goal. The implementation, monitoring and reporting of these Principles through the Assurance Programme, including a willingness to open up our performance to third party scrutiny, will ensure that our stakeholders are able to rely on our high standards and know that we are “living up to diamonds”.