

RioTinto



Our Contribution to Western Australia
2023



Our operations are located on land and waters that have belonged to Indigenous Peoples for thousands of years. We respect their ongoing deep connection to Country and recognise their vast knowledge of the land, water and environment.

In Western Australia, we operate on Baiyungu, Banjima, Muntulgura Guruma, Gija, Kariyarra, Kiwirrkurra, Mardudhunera, Martu, Malignin, Miriwoong, Ngadju, Nharnuwangga Wajarri & Ngarlawangga, Ngarlawangga, Ngarla, Ngarluma, Nyalpa Pirniku, Nyangumarta, Nyiyaparli, Palyku, Puutu Kunti Kurrama & Pinikura, Robe River Kuruma, Wadandi Bibbulmun, Whadjuk (Noongar), Wong-Goo-Tt-Oo, Wularr, Yaburara, Yindjibarndi and Yinhawangka Country.

We pay respects to Elders, both past and present, and further acknowledge the important role that Indigenous Australians continue to play within our business, communities and the nation.

Though every effort has been made to ensure factual accuracy, Rio Tinto does not make any guarantee, warranty, representation or undertaking, whether expressed or implied, in relation to the accuracy or completeness of the information, or opinions, contained within this publication.

Sunrise at Yandicoogina on Banjima, Nyiyaparli and Yinhawangka Country

Our contribution to Western Australia

For almost 60 years Rio Tinto has been privileged to be part of Western Australia, working to build healthy, resilient communities and strong local economies.

With 18,000 people coming to work every day at Rio Tinto, we continue to be one of the largest employers in our State.

Our operations support communities in the Pilbara towns of Tom Price, Dampier, Paraburdoo, Pannawonica, Karratha and Wickham.

We also support regional towns where our 3,500-strong regional fly-in fly-out workforce and their families live, including those in Busselton, Broome, Albany, Geraldton and Derby.

By partnering with local businesses, we help to create jobs and training opportunities – driving local innovation and new industries.

In 2023, we worked with more than 2,400 suppliers in Western Australia and spent \$8.8 billion.

In the Pilbara, we spent \$835 million with local businesses, of this \$499 million was spent with Pilbara-based Indigenous businesses. More than 80 per cent of these businesses were Traditional Owner businesses.

Throughout 2023 we signed a renewable energy agreement with the Yindjibarndi Energy Corporation and joined forces with Gemco Rail to bring local iron ore rail car manufacturing to the Pilbara. We also donated a further \$4 million to Telethon; began an exciting new partnership with the Perth Lynx and Perth Wildcats basketball teams; and partnered with Perth Children's Hospital Foundation to create an accessible play space embracing Noongar culture.

We also entered the second year of our \$75 million 10-year partnership with the City of Karratha and Shire of Ashburton.

We continue to support cultural, heritage and environmental mapping, monitoring and management through our partnership with the Pilbara Ranger Network, a group of 10 Traditional Owner groups.

This publication showcases many of the ways we made positive contributions across our State in 2023.

Over the next three years, we expect to invest more than \$15 billion in new mines, infrastructure and equipment in the Pilbara, sustaining thousands of jobs – and livelihoods.

This builds on the \$10 billion of investment in four new mines in the Pilbara over the past three years.

Our plans include Rhodes Ridge, which could become the biggest iron ore mine ever built in Australia.

If we work together with the communities around us and seize our opportunities, we'll continue to generate jobs and opportunities for generations to come – creating an exciting future for us all.

Simon Trott
Chief Executive
Rio Tinto Iron Ore

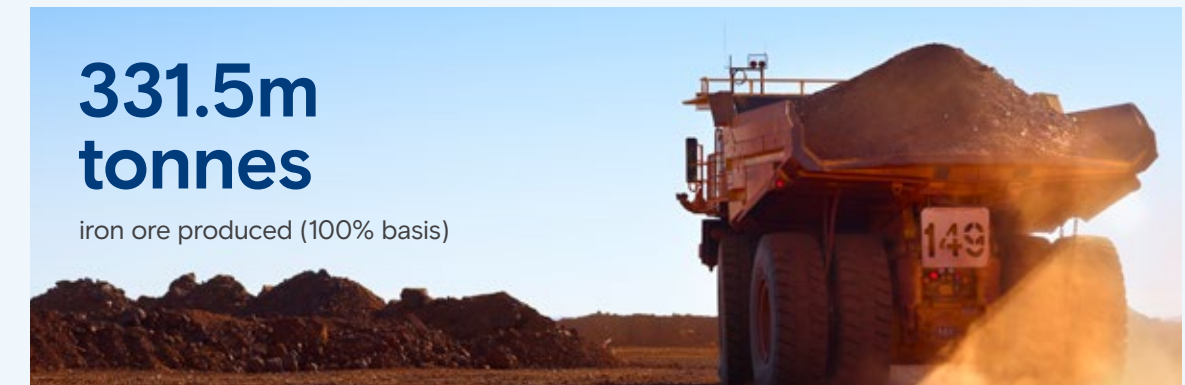


\$53 million
to community initiatives

\$8.8 billion
spent with suppliers in Western Australia



\$3.4 billion
in royalties and other payments to WA State Government

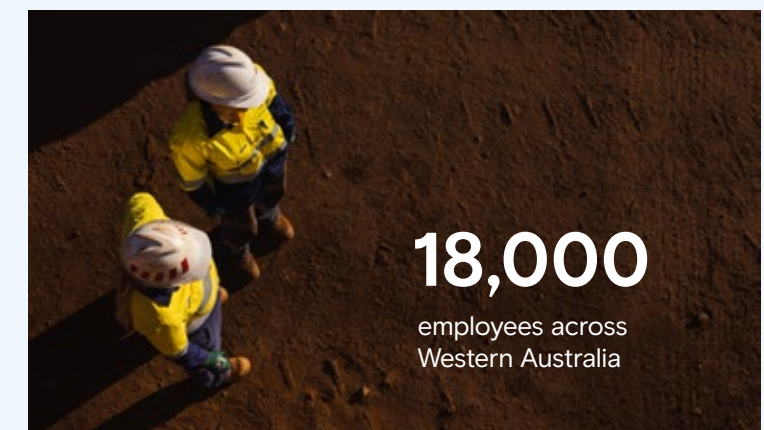


331.5m tonnes
iron ore produced (100% basis)



50% reduction
in Scope 1 and 2 emissions by 2030*

*group targets



18,000
employees across Western Australia

Our people

Every second week, Amy and Mitch cross paths in the air.

The husband and wife duo, who work at our West Angelas iron ore mine in the Pilbara, combine their fly-in fly-out mining careers with a sunshine-filled, coastal lifestyle in Perth's southern suburbs, with their three young children.

Amy says her time off is all about quality time at home – entertaining friends, going to the beach or kids' weekend sport.

"We are so lucky," Amy said.

"Our weekends are filled with sport, down the beach and spending quality time with our family."

Amy and Mitch are part of our nearly 18,000 strong workforce in Western Australia, which is made up of employees and contractors.

Our people are, and always will be, our most important asset.

Without them, we couldn't run our 17 iron ore mine sites, four port terminals and nearly 2,000 kilometres of rail in Western Australia.



Amy's flexible work schedule allows her to spend more time at the beach with her family

More than 4,000 of our employees live and work in the Pilbara, and are important members of their local communities. Other team members like Amy and Mitch come from all across the state, flying from Perth, Albany, Busselton, Geraldton, Broome and Derby.

More than 3,000 people make up our Perth workforce.

18,000

employees and contractors

10,700

Fly-in fly-out workforce

"Rio Tinto provides us the flexibility so we both have amazing careers and can be present with our children."

Amy
Maintenance Planner



We're teaming up

We're teaming up with Perth Wildcats and Perth Lynx to grow basketball in Western Australia from emerging young talent to the elite level of competition.

Lynx star Amy Atwell and Wildcats champion Bryce Cotton share what basketball means to them.

Amy

Where did you grow up? I grew up in South Perth, and I loved it.

What basketball club did you first play at? I played all my junior basketball for the Willetton Tigers.

What was your childhood dream? To play professional sport, ideally basketball, and to represent Australia in my chosen sport.

What advice do you have for young West Aussies who want to play elite basketball? Everyone has their own path and their own journey. Don't get caught up in comparing yourself to others or thinking you should be something/somewhere by a certain age. Work hard and have fun, and the rest will take care of itself.

How important is basketball to Western Australia? Team sports like basketball taught me so much growing up. I became part of a community. Kids especially build healthy social networks that allow them to create a new social circle and develop friendships outside of school. By training, winning and losing together, athletes learn teamwork and a sense of belonging.

What impact would you like the Rio Tinto partnership to have? The most exciting thing about this partnership for me is the support for women in sport. We are at such an amazing moment in time right now with women's sport thriving around Australia. More investment in women's sport will help us take the game to the next level and inspire more girls to chase their dreams.

Supporting the Lynx to operate at their maximum WNBL sanctioned salary cap



Amy Atwell

Age **25** Position **Guard**



#11



Bryce Cotton

Age **31** Position **Guard**

Rio Tinto



Developing high-potential teenage athletes at the new Rio Tinto Perth Wildcats Academy

Bryce

Where did you grow up? I grew up in Tucson, Arizona.

What basketball club did you first play at? The grassroots of basketball in my city wasn't strong growing up, as a result I played for a bunch of random local teams over the years.

What was your childhood dream? My goal was always to play in the NBA since I was a very young child, so it was a vindicating feeling when I played in my first NBA game.

What advice do you have for young West Aussies who want to play elite basketball? If you want to play elite basketball, you have to work on your game constantly and believe in your end goal regardless of the current circumstances you are in - be it good circumstances or "bad".

How important is basketball to Western Australia? I feel like basketball is really starting to grow in WA and in the years to come it will only get stronger.

What impact would you like the Rio Tinto partnership to have? It will be great, with the help of Rio Tinto, to be involved with basketball clinics and programs to help grow the game and give the youth in regional areas of WA an opportunity to channel their energy into something fun. Getting guidance, opportunity and fun all wrapped into one with this great cause.

Left: Amy Atwell and Bryce Cotton

We are finding better ways™ to provide the materials the world needs to decarbonise.



We're working with Caterpillar and Komatsu to explore battery electric haulage solutions.



We are working with Traditional Owners to progress studies and approvals for approximately 300MW of solar projects in the Pilbara.



Together with BHP and BlueScope, we're investigating the development of Australia's first electric smelting furnace pilot plant. If successful, this could reduce steelmaking CO₂ emissions by over 80% - when compared with the current blast furnace method.



Enabling the low carbon transition

We are working with partners, customers, community stakeholders and government to position our iron ore business for a decarbonised future.

In 2023, we signed a Memorandum of Understanding with the Yindjibarndi Energy Corporation to explore opportunities to collaborate on renewable energy projects on Yindjibarndi Country in the Pilbara.



Gudai-Darri Solar Farm

50% reduction
in Scope 1 and 2 emissions by 2030*

Net zero
Scope 1 and 2 emissions by 2050*

Develop
1 gigawatt
of solar and wind power in the Pilbara

*group targets

Making steel from iron ore uses a lot of energy. Because of this, and the fact it's used in so many things, steelmaking is responsible for around 8% of all global CO₂ emissions.

That's why finding low carbon technologies for steelmaking is critical - and we're investigating several solutions.

Together, we will study and evaluate a range of opportunities including wind and solar power as well as battery energy storage systems.



Michael holding a piece of Biolron™ DRI*

One of those solutions is Biolron™, which has the potential to reduce CO₂ emissions by up to 95% during steelmaking when combined with renewable energy, compared with the current blast furnace method.

Biolron™ uses raw biomass (such as wheat straw, sugarcane bagasse and barley straw) and microwave energy instead of coal for the iron to steel conversion process. We've proven it works at a small-scale pilot plant, and now we're planning to test it on a larger scale.

*DRI: Direct Reduced Iron

Left: Simon Trott with Michael Woodley, Chief Executive Yindjibarndi Aboriginal Corporation

Building thriving communities

We're committed to working with local partners to create vibrant and healthy communities across Western Australia.

In 2023, we entered the second year of our \$75 million, decade-long partnerships with the City of Karratha and Shire of Ashburton, building on our enduring investment in the Pilbara.

Our partnerships with local governments deliver essential infrastructure and services, creating a legacy that will be felt for generations.

We are proud to support the City of Karratha in the annual Red Earth Arts Festival, the FeNaCING Festival, as well as the Cossack Art Awards, one of the richest art awards in regional Australia.

We continued to support the Wickham Community Hub and The Base, providing local young people with a safe space to go to.

In Tom Price and Paraburdoo we've partnered with the Shire of Ashburton to build multipurpose courts and new changerooms, which are a game changer for local basketball and netball players.

Paraburdoo resident Jodie coordinates and coaches the local Aussie Hoops Junior program at the new multipurpose courts for her grandkids.

"We have 30 kids just in the juniors who come down each week to learn new skills and spend time with their friends. It's a great community atmosphere, and they're being active," Jodie said.



Keen basketballer Maya on the new Tom Price courts

We've celebrated a decade working with the City of Busselton to deliver youth services in the South West. Our partnerships with CinefestOZ and the Busselton IRONMAN help attract thousands of visitors to the international events every year.

In Broome we've supported Men's Outreach Service Aboriginal Corporation to deliver the multi award-winning youth suicide prevention program, Alive and Kicking Goals. In Derby our support of the Ngunga Women's Group helped to preserve Indigenous language for generations to come.

The Digital Technologies program, a partnership with the Chamber of Minerals and Energy which is delivering education in automation and data science, continued to be rolled out to primary and high school students in the Pilbara.



Partnering with the Tom Price Cadets for a decade



\$75 million

over 10 years with
City of Karratha and
Shire of Ashburton



Busselton IRONMAN participant and volunteers

Busselton IRONMAN

Volunteers are the heart of any community.

We've partnered with Busselton IRONMAN volunteer program for more than a decade, helping draw thousands of visitors to the South West to watch and compete in the bucket-list race, adding around \$14 million to the local economy each year.

More than 700 volunteers gave 5,000 hours to support the event in 2023.

Yinjaa-Barni Art Centre

Yinjaa-Barni Art Centre is getting ready for the world stage.

Yinjaa-Barni Art Centre Manager Talitha Sprigg has big plans, including taking Roebourne art to a global audience.

"My role is to get their artwork out there and exhibit it in various spaces... getting it out into the art world, around Australia and in exhibits around the world," Talitha said.

The gallery is not only a local tourist attraction and successful business, it's also a community hub, with artists coming in daily to paint and connect.

In 2023 we entered a new three-year partnership to support the Yinjaa-Barni Art Centre.

Colours of our Country Aboriginal Art Exhibition

Bringing Pilbara
Aboriginal artworks
to Perth for
18 years

**\$3.3 million
in art sales***

direct to Pilbara
Aboriginal artists
and art groups

*Colours of our
Country total art
sales since 2006



Right: Yinjaa-Barni Art Centre artist Marlene

Shaping the early years

Access to quality early childhood education and care is vital to building thriving communities. We've committed more than \$13 million between 2022 and 2026 to improve the availability of early childhood services in the Pilbara and increase access for local families.

At the heart of quality early childhood education and care are a team of dedicated educators.

To help ease pressure on Pilbara early childhood services we have provided grants for overseas early childhood educators to come to the Pilbara, education scholarships as well as business grants to establish family day care.

We partnered with the City of Karratha to support the Wickham school holiday program, with more than 1,300 bookings made.

The Waja Guma early childhood education program for Aboriginal children grew even bigger, moving to new premises with 36 children and their families attending regularly.

Waja Guma means "little children learning together" in Ngarluma language and is a partnership with Baynton West Primary School in Karratha.



We opened the Pilbara's newest early learning centre in Tom Price



Contributing to local business

We work with businesses both big and small to support our operations. Every year, we spend billions of dollars with local suppliers across Western Australia, particularly in the Pilbara, helping to build thriving and resilient regional communities.

In 2023, we worked with more than 2,400 suppliers in Western Australia, spending \$8.8 billion with suppliers across the state.

Partnering with local businesses not only helps create local jobs, it builds training opportunities and career pathways for people who live in the regions where we operate.

In the Pilbara, we spent \$835 million with local businesses. Of this, \$499 million was spent with Pilbara-based Indigenous businesses. More than 80 per cent of these businesses were Traditional Owner businesses.

We increased our spend with Western Australian Indigenous businesses by 35 per cent, compared to the previous year, to a record \$593 million.

By increasing opportunities for Indigenous and local suppliers, we can improve the long-term economic vibrancy in the communities where we operate.

Since 2018, we have increased our annual spend with suppliers in Western Australia by 78%, as part of our ongoing commitment to support the communities where we operate.

Our Buy Local Program was established in 2017 to support local businesses big and small.



\$8.8 billion spent with 2,400 suppliers in Western Australia



\$593 million spent with Indigenous businesses in Western Australia



\$875 million spent with local businesses near our operations



MundaMurra

Stewart Drage is proud of how quickly his civil and mining business MundaMurra has grown in just four years.

Success for the Nyiyaparli Traditional Owner means building the 100 per cent Aboriginal owned and managed company to a point where it can benefit the broader community.

MundaMurra continues to strengthen, through the "hard-working hands" of its team members.

The Pilbara Aboriginal business recently won a contract to deliver Dampier's East Intercourse Island Water Tank Refurbishments, expanding its crew from 45 to more than 100 over the next two years.

"Our relationship with Rio Tinto provides stability for the business," Stewart said.

KBSS

Karratha-based supplier KBSS provides engineering, maintenance and support services.

"As a local business, we're part of the community. One of the big drivers for us is maintaining our local values," KBSS founder and managing director Cory Byers said.

Niamh, our Supplier Engagement Specialist based in Karratha, works closely with KBSS and other new and existing suppliers, focussing on keeping it local.

"These local businesses pass on their success. They support the local football teams, community organisations and the not-for-profits. The whole community benefits," Niamh said.

Supplier Recognition Awards

In 2023 we hosted our inaugural Supplier Recognition Awards, which is now a yearly event. These awards recognise our valued suppliers and the contribution they make to us and the local community.

New industry in the Pilbara

We've established a new partnership with Gemco Rail to manufacture ore cars in the Pilbara. We'll purchase 100 locally crafted ore cars, with 60 produced at a new Karratha facility.

Left: Supplier Engagement Specialist Niamh with members of the KBSS team

Partnering for healthier tomorrows

The Challenge

We care about the health and wellbeing of regional and remote communities across Western Australia, including what medical services are locally available.

That's why we're partnering with the State Government, industry and the not-for-profit sector to reimagine what it means to deliver health care in the Pilbara.

By investing \$1 million into The Challenge, we're helping to find a world-leading, research-based technology solution for the ongoing challenge of providing quality health care in the outback.

In 2023, 10 finalists were shortlisted as part of the project and given 12 months and seed-funding to prove their ideas.

The innovative solutions range from advanced artificial intelligence and wearable technology to virtual reality experiences to improve

health outcomes. One finalist is a Western Australian language app – *Lyfe Languages* – which breaks down barriers by connecting Indigenous patients with medical professionals.

The best solution will be awarded a \$5 million prize to develop their solution in Western Australia.

“There are no Indigenous languages in Google languages... now I can have a conversation with that person with a touch of a button in their own language.”

Dr Gareth Baynam, Lyfe Languages Founder – finalist in The Challenge



The Challenge finalists from across the state have shared their stories



In 2023
Rio Tinto
LifeFlight jets
clocked up*

4,440 hours flying
2,015 patients retrieved
2,336 landings

2,549,472 km flown
460 patients transported as a result of injuries and accidents

*data from December 2022 to November 2023



Children's ear health

Good ear health and hearing in childhood is critical to achieving positive educational outcomes.

Our partnership with the Earbus Foundation gives the communities of Tom Price, Paraburdoo, Wakathuni and Bellary Springs access to ear health specialists who can diagnose middle ear disease. Early intervention can prevent hearing loss in Indigenous and at-risk children, helping each child reach their full potential through listening and learning.

When every moment counts

Western Australia is a vast landscape. It is a place where people live and work in some of the remotest parts of the world.

So, when critical medical support is needed, the Royal Flying Doctor Service (RFDS WA) is there to help.

Our enduring 20-year partnership with RFDS WA has helped fund three Rio Tinto LifeFlight PC-24 jets, boosted patient response times and gives Western Australians access to the world's most advanced aero-medical fleet.

Being a valued partner

Our social investment strategy takes a long-term view. We partner with organisations that share our vision of a better future for all Western Australians, and in 2023 we contributed \$53 million in social investment to the State.

Mental wellbeing is a core part of our safety culture. That's why in 2023, we were privileged to enter a new partnership with Lifeline WA to provide crucial suicide prevention support to people in need. Lifeline, Western Australia's leading suicide prevention agency, recently experienced a staggering increase in demand for its services.

Our partnership with Lifeline WA will help people access crucial support when they need it most and more mental health programs will reach regional communities.

As one of Telethon's largest corporate donors, we supported 107 beneficiaries and mental health research through our partnership with Embrace @ Telethon Kids Institute.

Embrace's Senior Researcher Dr Alix Woolard says her team's work tackles obstacles placed in front of children and young people.



Embrace's Dr Alix Woolard

"Research helps us to develop the right support at the right time for our children, young people and their families and carers," Dr Woolard said.

In 2023, we joined with the Perth Children's Hospital Foundation to design and deliver "Waalbiirniy Waabiny Boodja", a healing nature space for families and staff at the hospital.

We've supported 235 grassroots community organisations with more than \$1 million through our Community Giving program.

We listen to what communities want and need from us through our Local Voices program, surveying Western Australians from Broome to Albany.

"Our partnership with Rio Tinto allows us to train and deploy 120 new crisis supporters over the life of the partnership, providing an extraordinary boost to our crisis support capacity here in WA."

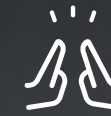
Lifeline WA Chief Executive Lorna MacGregor



For the first time in their history, Lifeline WA has responded to more than 100,000 conversations



\$53 million in social investment



867 initiatives supported



New Lifeline partnership



Right: Georgiana, psychology student and Lifeline volunteer

Our culture

We are finding better ways™ to live our values and build an environment of trust, where everyone feels safe, respected, and empowered to bring the best version of themselves to work. Diversity in all forms, including gender, cultural background, different abilities, ages and stages of life brings with it a range of perspectives, skills and experience that we all benefit from.

The representation of women in our business continues to be an important focus. In 2023, our Transferable Pathways Program and other initiatives like Balance Boost improved the representation of women and Indigenous people.

“The culture they are driving, what they want to achieve and what they deliver each day is one of inclusion. My ideas, my conversations and questions have been welcomed.”

- Alana, Production Superintendent and Transferable Pathways Program participant

We continually work towards a stronger representation of Indigenous Australians in our business, achieving 6.9% Aboriginal and Torres Strait Islander participation in Western Australia in 2023.

We re-established the Aboriginal Training and Liaison program in the Pilbara, through a co-design process with the Traditional Owner groups we work with. This work-ready program empowers participants with employment skills for different jobs and industries, not just mining.



We co-designed the Aboriginal Training and Liaison program in the Pilbara

When you're part of our team, your psychological health is as important as your physical health. Our Leadership Academy teaches future and current leaders to be upstanders and foster a physically and psychologically safe workplace, putting people at the heart of how we work. We also have social workers, psychologists, counsellors and chaplains based at our Pilbara sites.

We have established a global network of Employee Resource Groups (ERGs) to help us find better ways to elevate diverse voices. These employee-led groups bring people with a shared identity together with their allies. We have three ERGs - LGBTQ+, neurodiversity, and gender equality and we plan to broaden our scope in 2024.



Dhiren - Neuroinclusion Pilot Program participant



24.5% participation of women

(up from 22.7% in 2022)



96.5% Iron Ore employees completed cultural awareness training



Care for Mob is a cultural safety initiative, aiming for all employees to feel safe, supported and respected



Kevin

Winner of 2023 Graduate People's Choice Award
Graduate Mining Engineer, Perth

"Our graduate cohort is so diverse. We have people from different parts of the world. People who've studied different things. People from different demographics and cultures."

Future skills

We're building critical skills and investing in education pathways, to ensure Western Australia is ready for the work of the future.

By investing in people, through apprenticeships, traineeships, graduate and internship programs, our goal is to increase skills right here in Western Australia.

We make sure our people have access to industry leaders, technical experts and the latest in technology and innovation so they are empowered to develop, grow and learn.

We want people to bring their whole selves to work and unleash their true potential – so we're committed to diverse and inclusive pathways.

These pathways include our school work experience program, pre-apprenticeship in schools program and school-based traineeships.

We work closely with universities and TAFE in Western Australia, offering career opportunities within our business and connecting lecturers with mining industry placements.

We've established Training Hubs to help people new to mining form support networks and feel confident on a mine site so they are set up for success from their very first day on site.



Asharnti

Ngarluma Traditional Owner
Aboriginal Training and Liaison program participant, who progressed into an Engineering and Fabrication Apprenticeship

"From mining culture, language, the business, the protocols, the roles and responsibilities – I have learned a lot. I've enjoyed the exposure to Rio Tinto – how big the company really is. Salt to ore, to trains to ships. It's been good."



Chance

2023 Rio Tinto Apprentice of the Year
Electrical Apprentice, Yandicoogina

"The part I love the most about my apprenticeship was the support I got from my fellow team mates."

In 2023 we supported*

259 apprentices	32 trainees	126 graduates	98 summer vacation students
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\$150 million

invested to train and develop our people

*as at 31 December 2023

Improving our villages



More than
2,400 rooms
refurbished



Built new social
hubs and
wellbeing rooms



10 village
gyms upgraded



Ray enjoying the gym at our Yandicoogina village

Ray has been a fly-in fly-out worker for five years, most recently calling our Yandicoogina village home.

In 2023 we invested more than \$200 million to improve accommodation and facilities at our villages. We made important changes to improve social connections, wellbeing, safety and security.

As part of ongoing investments to improve the felt experience by our people, we have refurbished more than 2,400 rooms, built new social hubs, wellbeing rooms and upgraded 10 village gyms.

Ray describes recent upgrades at the village as not just improving safety and wellbeing, it's also created a more welcoming environment for everyone.

"The room refurbishments have had a huge impact on residents," Ray said.

"Returning to a new, well-designed, comfortable space after work has greatly improved day-to-day life."

She said the revamped villages including new social facilities, are fostering a sense of belonging and community.

"We now have more choice in how we socialise and connect with colleagues after work. By prioritising mental health, the site is sending a clear message: everyone's wellbeing matters," Ray said.

Left: Gudai Darri Village

Employees giving back

Our people rally together and support charities and grassroots community groups across Western Australia.

RioGivers is our workplace giving program, making it easier for our employees to get involved in causes close to their heart.

We support our people's efforts to volunteer, donate or fundraise in their community.

In 2023, RioGivers supported 363 charities and community groups, including: Foodbank, Grandparents Rearing Grandchildren, Royal Flying Doctor Service of Australia, RSPCA Australia, Starlight Children's Foundation Australia, Beyond Blue, Cancer Council of Australia and Tom Price Community Garden.

\$2 million

donated to the Kimberley flood relief as part of our global disaster response program



RioGivers participants Jason and Elle making meals with the Salvation Army

Individual volunteering

Where a team member volunteers 50 hours or more at a registered charity or local community group, they'll receive a \$500 donation.

Donate

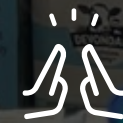
We match our employee donations, dollar-for-dollar, to any Australian registered charity.

Fundraise

We will contribute to the funds our team members raise, based on the number of employees actively participating in the fundraising activities.

Team volunteering days

We partner with Volunteering WA to help our teams do team-based volunteering days, giving our people the chance to develop new skills, build connections and support local organisations.



\$396k in employee donations
\$467k matched by Rio Tinto

\$864k total donations,
supporting 262 charities



87 Team-based
volunteering days

906 Volunteers
on team days

Right: RioGivers participants Beau, Samantha and Kate donating their time and energy to Foodbank

Balancing resources with conservation

Scott has hiked up and down thousands of gullies and crawled into hundreds of caves on a quest to document the environmental values of the Pilbara region.

For more than a decade the senior ecologist has experienced the harsh Pilbara landscape, but he continues to be amazed by its rugged beauty and unique biodiversity, which he describes as a big jigsaw puzzle.

“Every piece, no matter how small or isolated, links up in some way, in terms of ecology, to the next piece,” Scott said.

Scott is part of our Pilbara Environmental Cultural Knowledge team, which is the largest in-house biological team in Western Australia’s resources industry.

We are committed to protecting Western Australia’s unique biodiversity and take a regional approach to understanding and managing our cumulative impact in the Pilbara.

As environmental stewards, we design and operate mines to minimise our impacts and leave a positive legacy when our operations cease.

Our extensive research and surveying has contributed to building knowledge of the Pilbara’s environment, and the discovery of two plant and five animal species.

In 2023, we rehabilitated 4.5 square kilometres of ex-pit landforms and legacy areas. This is part of our plan to increase rehabilitation, in partnership with Pilbara Aboriginal businesses.

The team works with Traditional Owners to undertake monitoring of the land and animals in a culturally safe way.



We have done extensive research into protected microbats in the region, including the Pilbara leaf-nosed bat and ghost bat

Sustainable mine closures

Argyle diamond mine

We are committed to closing mines safely and responsibly.

A major rehabilitation program is underway at our Argyle diamond mine in the Kimberley, that’s expected to take more than ten years to return the area to its traditional custodians.

Working with Traditional Owners, 88 culturally significant Boab trees have been identified and relocated to minimise impact from infrastructure removal and earthworks activities.

Indigenous owned and operated local contractor, MDM Mining and Civil, is undertaking this and other rehabilitation work.



We are the first resources company to create a dedicated ethnobiology role, working with Traditional Owners to better understand cultural and environmental values to reduce our impact



We support the Western Australian Biodiversity Science Institute helping to address biodiversity knowledge gaps



Nearly 8 tonnes of local native seed collected for the rehabilitation of our Argyle diamond mine in the Kimberley

“Every piece, no matter how small or isolated, links up in some way, in terms of ecology, to the next piece”

Scott

Senior Ecologist,
Pilbara Environmental
Cultural Knowledge team





"I have been using these skills and new technology to check on Country... I am looking forward to using drones as part of cultural and fire scar mapping."

Noel Taylor
Niyaparli Traditional Owner and
KNAC Ranger Project Officer

Noel Taylor, Niyaparli Traditional Owner
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the Pilbara Ranger Network. Photo by Danielle Wheatley

A shared future

Pilbara Ranger Network

We recognise the importance of Pilbara Traditional Owners taking the lead in caring for their Country.

We partner with the Pilbara Ranger Network, which is a collection of 10 Pilbara Traditional Owner Groups, who are taking the lead in keeping their Country, culture and people strong.

Through his ranger work, Noel monitors his local land and is bridging the gap between traditional knowledge and modern conservation practices.

Noel, a Niyaparli Traditional Owner and Ranger, got his drone qualification through the program.

"One of the best things about the job so far has been having the opportunity to get my drone licence and to use those skills as part of the work I do," Noel shared.

\$12.1 million

over 5 years towards
ranger programs

Jabaja Homemaker & Culinary Education Program



Shilo in the kitchen for the Jabaja Homemaker & Culinary Education Program

Learning to cook, understanding healthy eating and budgeting are just some of the skills being shared with participants of the Jabaja Homemaker and Culinary Education Program in Roebourne.

Beyond the practical skills, Jabaja provides a safe space for people in the course to come together, have a yarn and support each other.

Salvation Army program coordinator Danielle Black says the program is having real impact.

"When someone learns a skill here, they take it home and teach it to their friends and family and it slowly increases the capacity of the whole community," she said.

The Jabaja program is a collaboration between The Salvation Army and Yaandina Community Services, which we proudly support.

Jabaja is the Ngarluma word for food.



Jabaja is dishing up more
than just healthy meals

Connecting to culture



We are working closely with communities and Traditional Owners in Western Australia to make sure we understand what is important to them.

This is critical in building a more inclusive, understanding and diverse workplace. We want our people to have a deep understanding of Australia's Indigenous history so they have the skills to build strong, trusted relationships with local Indigenous communities and employees.

Our Cultural Connection program for leaders and Cultural Awareness Training for new and existing employees, is where they learn about Indigenous Australian's connection to Country, spirituality, creations, relationships, language groups and history.

Leadership and inclusion

We are fast-tracking Indigenous Australians into professional and leadership roles, to make sure we have better diversity at our decision making tables.

Sebastian, a proud Yupungathi man, was one of the first participants in our Indigenous Leadership Program in 2021.

A diesel fitter by trade, Sebastian has worked in many specialist roles across Australia and now, he's putting his leadership skills to the test, tackling a new challenge as Production Superintendent in our Dampier Salt business.

"To be honest, if I'd seen this job come up a few years ago, I don't think I'd have applied for it. But the Indigenous Leadership Program was a life-changing experience, personally and professionally. The program has opened doors for me. It's led to some amazing places, which for now have brought me right here to Port Hedland," Sebastian said.

Our Indigenous Leadership Program supports Indigenous employees to accelerate their career journey within our business.

Above: Sebastian, one of the first participants in our Indigenous leadership program
Right: Travis, spent time on Ngarluma Country as part of his six-week secondment

Jawun

Our people can now take part in a six-week cultural immersion secondment opportunity with Indigenous organisations and communities across Australia, as part of our partnership with Jawun.

When on secondment, our people use their skills to support the Indigenous organisation they are placed with, while learning about Indigenous culture and history.

Capability Development Superintendent, Travis, spent his time on Ngarluma Country (Karratha) working with local Aboriginal Corporations – including Ngarliyarndu

Bindirri Aboriginal Corporation and Murujuga Aboriginal Corporation – using his people skills to help the organisations to develop and train their people.

"This is a great opportunity to give back, and in return you get the opportunity to explore this beautiful Country, and learn from the local Indigenous People," he said.

This two-way learning opportunity has already deepened our cultural understanding and contributes to a more culturally aware workplace.

2023 Indigenous Emerging Business Forum platinum sponsor

supporting employment and business development opportunities for Indigenous Peoples.



Pilbara's emergency edge

Whether the emergency is fire, flood, medical, accident or intervention, it's a relief to know that when needed, our emergency response team is there and they are a valued part of the Pilbara's emergency response.



Our team responded to Glenda's SOS call

We work closely with Department of Fire and Emergency Services (DFES), local councils and other government agencies, to protect our operations, our people, and the community. But teamwork takes practice, and so does emergency management.

For the last three years, DFES and Rio Tinto responders have come together for Pilbara X – a series of complex scenarios involving firefighting, road crash and medical emergencies. Pilbara X goes beyond a training exercise, giving emergency responders an opportunity to test response plans and build key relationships needed to be a successful team.

The communities of Pannawonica, Paraburdoo and Tom Price benefit from our people taking their skills into the community through Rio Tinto funded Volunteer Fire and Rescue Service brigades. Their local knowledge helps navigate challenging landscapes, predict fire behaviour, and respond effectively.

Our long-standing partnerships with DFES, St John Ambulance Service and industry are providing a link between us and the community.



We respond to around **50 bushfires** every year



We attended **70 off-site emergency incidents**



200 Emergency Response team members are Fire, State Emergency Service, St John or Marine Rescue volunteers

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