

2024-2026

Summary Environment & Social Management Plan

Rio Tinto Gove

The purpose of this summary environment and social management plan is to provide an overview of Rio Tinto Gove's approach to environment (air and water) and social risk management. This document consolidates information from topic specific risk assessments, various management plans, standards and procedures utilised by Rio Tinto Gove. The summary environment & social management plan is not a controlled document.



Rio Tinto Gove Cultural heritage survey with Gumatj and Rirratjingu Traditional Owners

Rio Tinto Gove acknowledges the Gumatj, Rirratjingu and Galpu Traditional Owners and Custodians on whose traditional lands the Rio Tinto Gove site is located.

We value Traditional Owners' unique ability to care for Country and deep spiritual connection to it.

We honour Elders past and present whose knowledge and wisdom has ensured the continuation of culture and traditional practices.

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Rio Tinto Gove's approach to sustainability

Rio Tinto Gove aligns with the Rio Tinto approach to sustainability¹, with achieving impeccable environment, social and governance (ESG) credentials as one of our core objectives. We will strive to align our business priorities with society's expectations and ensure sustainability considerations are at the core of every decision we make.

In strong alignment with The Way We Work², the Rio Tinto Gove leadership team are committed to impeccable ESG and understand their responsibilities to protect the environment and use shared resources adequately to maintain the health, safety, and livelihoods of local communities.



Rio Tinto Gove, team member

¹ <https://www.riotinto.com/en/sustainability/our-approach>

² <https://www.riotinto.com/en/sustainability/policies>

Rio Tinto Gove site context

Rio Tinto Gove, on the Gove Peninsula, is located approximately 650km east of Darwin in the Northern Territory's East Arnhem Land. The region is very remote and not always accessible by road. Situated on a coastal peninsula, Nhulunbuy, Yirrkala and Gunyangara are the largest communities in the region. As with all of Arnhem Land, the region is rich in aboriginal culture and history, holding significant environmental value, with Indigenous Protected Areas located within to the Rio Tinto mining lease.

The Gove climate is defined by the wet season from November through to April, and the dry season from May to October. The cyclone season is from November through to April with cyclones regularly affecting the area.

Rio Tinto have been operating in the region with the bauxite mine, and previously with the Rio Tinto Gove refinery, since 2005, however, the asset has been operating under different ownership since 1971. The mining leases covers a total area of approximately 20,000 hectares, which includes a mixture of undisturbed and disturbed land consisting of active mine faces, haul roads, tailings facilities, infrastructure, rehabilitation areas, and the township of Nhulunbuy.

The mining operations are a truck and loader operation, with transportation via haul roads to a processing plant, where the raw ore is crushed, and a single high value bauxite product is produced. The mine produced 11.56 million tonnes of bauxite in 2023, shipping to both internal and external customers in Australia and Asia. Rio Tinto Gove operates under an agreement with the Gumatj, Rirratjingu and Galpu Traditional Owners, signed in 2011. This agreement provides mutual benefits including economic development, employment and training, land and environmental management, financial benefits, protection of cultural heritage and significant contracting business opportunities.

The Rio Tinto Gove alumina refinery located on the lease was in production until 2014. Currently being deconstructed, the project is the largest demolition project in Australia's history and will consist of shipping 142,000 tonnes of scrap steel, the equivalent of 21 Eiffel Towers, for recycling over approximately 10 years. The refineries associated residue disposal area (RDA) consists of eight ponds and is under the management of Rio Tinto's closure group for capping and remediation.

Mining activities are planned to end toward the end of the decade and will mean a major change for the region. Through the Gove Peninsula Future Reference Group, Rio Tinto Gove is committed to partnering with Traditional Owners, Northern Territory and Commonwealth Governments and community stakeholders to plan for a sustainable future for Nhulunbuy and the Gove Peninsula. Studies are underway to identify the most effective way to close and remediate the mine and associated infrastructure.

“ Closure is a significant investment, which we must get right to ensure economic development and opportunities to the local community. We are committed to continuing to work in deep partnership with the Traditional Owners. We share in and support their vision to see the local region rejuvenated so that it becomes a place to share the rich culture, and a business and services hub for all of Arnhem Land.

- *Kellie Parker, Rio Tinto Australia Chief Executive*

Emissions to air

Rio Tinto Gove air context

Typically, the direction and intensity of the Gove wind is predominantly from the east and south-east during the dry season, with frequent intensities of between 30 km/h and 40 km/h. While in the wet season the wind direction comes mainly from the east, north and north-west with predominant speeds of between 10 km/h and 30 km/h.

Rio Tinto Gove has measures in place to manage, monitor and mitigate its emissions from its operations to achieve compliance with its authorisation limits. The Rio Tinto Gove mine air quality management plan is published within the Gove Operations Mining Management Plan and is available on the Northern Territory Environmental Protection Authority website³.

Air objectives

Rio Tinto Gove aims to:

- Ensure air emissions from the site do not affect surrounding communities
- Satisfy all State and Commonwealth Government reporting requirements

Controlling emissions to air

Various control mechanisms are used by Rio Tinto Gove to minimise the impact of emissions to air on the community and environment.

Some of the critical controls include:

- Continuous rehabilitation of mined out areas and progressive rehabilitation of closed footprint areas.
- RDA capping activities to reduce exposed surfaces (recent works for RDA Pond 5 have greatly reduced dust emissions).
- The emission profile of equipment and machinery shall be considered when evaluating and sourcing any new equipment.
- Haul roads constructed and maintained to design criteria which includes considerations for road base.
- Dust suppression technologies used in non-trafficable exposed areas to reduce generation of dust.
- Where required, unsealed roads, access routes and exposed ground surfaces will be watered during the dry season.
- Online monitoring network around the RDA for sensitive receptors. Including real-time air quality monitoring and intermittent dust composition measurements.
- Implementation of road speed limits and regular maintenance schedules adjacent to sensitive receptors.
- Development of specific air emission plans when activities/areas are assessed as having significant risk following a risk assessment process or complaints.
- Trigger action response plans (TARPs) developed to react to dust generating activities at the RDA (for example, ceasing works when wind speeds exceed threshold).
- Maintain an Air Emission register for all site emission sources, documenting their physical characteristics and risk profiles to enable adaptive management.
- Air emission controls on equipment will be maintained in good working order.

³https://industry.nt.gov.au/data/assets/pdf_file/0005/936473/gove-operations-mining-management-plan2019.pdf

Water use and discharges to water

The Rio Tinto Gove Mining Management Plan, water management plans and discharge licence contain the context, objectives, and controls, relating to Rio Tinto Gove's water usage and discharges. The following Rio Tinto Gove documents are published and available on the Northern Territory Environment Protection Authority (NT EPA) website⁴:

- Waste discharge licence
- Mining management plan
- Marine health monitoring plan
- Water management plan

Additional to the licence and management plans, annual returns⁵ and monitoring reports completed pursuant to the water discharge licence are also published on the NT EPA website on a yearly basis.



Nhulunbuy town lagoon.

⁴ <https://ntepa.nt.gov.au/your-business/public-registers/licences-and-approvals-register/waste-discharge-licences/mining/rta-gove-pty-ltd>

⁵ An Annual Return (or Annual Audit and Compliance Report) is a self-assessment conducted by an approval holder or licensee. The NT EPA uses these reports to inform and prioritise NT EPA compliance activities.

Communities and Social Performance (CSP)

Rio Tinto Gove communities context

The mine has been in operation since 1971, with the entirety of the mine lease being located on traditional aboriginal land, as acknowledged under the *Aboriginal Land Rights (Northern Territory) Act 1976*. The Gove Peninsula has three communities, Nhulunbuy, Yirrkala and Gunyangara. The region is valued for its local environmental significance, history and culture, and recreational activities including camping and fishing. Preservation of the land and marine environment and ecosystems is a key interest for the local community.

According to the 2021 census⁶, the region of the Gove Peninsula has a population of about 5000 people, with an aboriginal population of 35 per cent, much higher than the general Australian population of 3.2 per cent. Approximately 500 people are employed directly through bauxite mining. Other than mining, the primary employment is through government, community (e.g. hospital, primary and secondary education), and retail services.

The Nhulunbuy town is located within special purpose leases held by Rio Tinto Gove. Rio Tinto Gove is authorised to provide local governance functions for the Nhulunbuy township including the provision of public utilities and public infrastructure and has incorporated a separate legal entity, the Nhulunbuy Corporation Limited, to undertake the majority of these functions on its behalf.

The Yolngu Traditional Owners place significant value on their heritage and Country. The preservation of cultural heritage, suitable rehabilitation of the refinery and residue areas, successful rehabilitation of mining lease areas, and the control of invasive species during and post operations, are of great importance to the Yolngu people, and so is of great importance to Rio Tinto Gove.

Rio Tinto Gove understands that the strength of relationships with the communities in the regions of operation, and broader society, is fundamental to the success of the business. Rio Tinto Gove regularly engages with all stakeholders and undertakes socio-economic impact assessments to understand the benefits and impacts of their activities. The latest assessment was completed in 2024 and a summary of the results is shared publicly⁷. The key benefits of Rio Tinto Gove were found to be:

- Rio Tinto contributes to the economic prosperity of the Nhulunbuy community through local employment and procurement. In 2023:
 - 500 people were employed at Rio Tinto Gove Operations.
 - Rio Tinto Gove spent \$92 million with local businesses.
- Being able to support local Indigenous business, including the Gulkula Mining, Rirratjingu Fuels and North East Arnhem Land Aboriginal Corporation (NEAL).
- Social investment in the region, including health and mental wellbeing programs, education awards and programs, and local arts and sports sponsorships.
 - In 2023, Rio Tinto Gove contributed \$214,000 in cash and in-kind contributions to the local community.

From assessment and other engagement activities, Rio Tinto Gove have implemented processes within the areas of cultural heritage access and protection, community safety and wellbeing, economic opportunities within the Gove Peninsula and easily accessible ways for community members to provide feedback and make complaints.

With closure of the mine approaching, economic opportunities and impacts in the region are of great interest to Rio Tinto and Gove key stakeholders. The Gove Peninsula Reference Group (GPRG)⁸, established in 2019 to engender a strategic approach to mitigate potential economic and other impacts and leverage opportunities associated with closure, incorporates key stakeholders including Traditional Owners, Territory and Commonwealth Governments and Rio Tinto.

⁶ <https://abs.gov.au/census/find-census-data/quickstats/2021/POA0880>

⁷ https://govefutures.nt.gov.au/data/assets/pdf_file/0010/1354906/gove-mine-closure-seia-public-summary-accessible-version.pdf

⁸ <https://govefutures.nt.gov.au/>

Community and Social Performance objectives

Rio Tinto Gove aims to build respectful, enduring relationships and create long term shared benefits with the communities in the region of operations. To achieve this, key objectives are to:

- Effectively manage social risks and impacts.
- Work in partnership with the Gumatj, Rirratjingu and Galpu Traditional Owners.
- Engage with local communities to develop and maintain robust relationships.
- Make a positive contribution to local communities.

Contributing to a sustainable post-mining regional economy and support an effective and sustainable town transition is important to Rio Tinto Gove.



Nhulunbuy community, Gove Peninsula

Working with communities

Rio Tinto Gove has various processes in place for managing impacts and maximising benefits to local communities as well as achieving the objectives outlined above. The Rio Tinto Communities and Social Performance Standard⁹ is the overarching control and requires detailed stakeholder mapping, regular community engagement and social and human rights impact and risk assessments.

Objective	Key tools and recent progress	Future priorities
Effectively manage social risks and impacts	<ul style="list-style-type: none"> • Effectively manage risks through risk management process and systems, including social and human rights risks • Environmental control mechanisms, some of which are outlined in this document (e.g. air and water) • Relating to Rio Tinto Gove operations closure: <ul style="list-style-type: none"> ○ Mine closure studies, inputs & mine life engagement ○ A Socio-economic impact assessment was completed for mine closure ○ Development of a Social Impact Management Plan, using data from the SEIA ○ Engagement with the not-for-profit company Developing East Arnhem Limited (DEAL) to support the future economic security of the region. 	<ul style="list-style-type: none"> • Gove Housing Strategy to ensure right suitability of housing within post closure environment • Implementation of Global Industry Standard for Tailings Management (GISTM) for six facilities • Relating to Rio Tinto Gove operations closure: <ul style="list-style-type: none"> ○ Strategy and implementation plan with Northern Territory Government ○ Maintaining a focus on support to a successful town transition
Work in partnership with First Nations people	<ul style="list-style-type: none"> • Rio Tinto Gove operates under an agreement with Traditional owners, signed in 2011 with the Gumatj, Rirratjingu and Galpu Traditional Owners • Engagement with Traditional Owners on mine plan • Engagement with Traditional Owners on mine rehabilitation, including native seed collection • Cultural Heritage: <ul style="list-style-type: none"> ○ A cultural heritage management plan is in place for Rio Tinto Gove, which includes cultural heritage identification, and assessment processes. This plan is independently assured by a third party. ○ Staff cultural heritage induction training ○ Perform cataloguing of artifacts and local art 	<ul style="list-style-type: none"> • Town cultural heritage review, and develop knowledge management system • Perform landscape mapping for refinery for final landform • Transformation and optimisation of Goves Geographic Information System (GIS) with ArcGIS for increased protection of cultural heritage.

⁹ Rio Tinto Communities and Social Performance Standard is available at <https://www.riotinto.com/en/sustainability/policies>

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Objective	Key activities	Future priorities
Engage with local communities to develop and maintain robust relationships	<ul style="list-style-type: none"> • Complaints and feedback mechanism, actively maintained for community feedback. A copy of this process is included at the end of this document. • A stakeholder map and stakeholder engagement plan are maintained for the site • Relating to Rio Tinto Gove operations closure: <ul style="list-style-type: none"> ○ Gove Peninsula Future Reference Group (GPFRG), support to economic transition project pipeline 	<ul style="list-style-type: none"> • Undertake Local Voices community perception monitoring¹⁰ • Relating to Rio Tinto Gove operations closure: <ul style="list-style-type: none"> ○ Review of how closure requirements are incorporated into agreements. <p>Increasing community engagements around closure</p>
Make a positive contribution to our communities	<ul style="list-style-type: none"> • Maintain a strategic community investment plan • Sponsorship and Donations - programme to invest in community (inc. small grants, in-kind, support for other community programs / initiatives, annual support) • Supporting Yolngu business development through local procurement, partnerships and training • Rio Tinto are customers of the Gulkula mine – Australia’s first 100 per cent Indigenous run and owned bauxite mine, wholly owned by the Gumatj clan • Relating to Rio Tinto Gove operations closure: <ul style="list-style-type: none"> ○ GPFRG support to develop and manage economic transition project pipeline 	<ul style="list-style-type: none"> • Relating to Rio Tinto Gove operations closure: <ul style="list-style-type: none"> ○ Reorient local Indigenous Participation program from operations to closure • Identify potential commercial opportunities for Traditional Owners throughout the closure program. Utilise Socioeconomic Impact Assessment data to develop an integrated Social Investment Plan, including Social Impact Management



Nhulunbuy Aquatic Centre

¹⁰ <https://voconigllocalvoices.com/en/>

Environment and social disclosures

The Northern Territory Environmental Protection Authority publicly discloses Rio Tinto Gove operations discharge licence, and management plans on their website¹¹:

Disclosure	Document Type	Document Link
Waste discharge licence (WDL)	Licence	https://ntepa.nt.gov.au/_data/assets/pdf_file/0007/108916/0/waste-discharge-licence-171-11-rta-gove-pty-limited-2020-2030.PDF
Mining management plan (MMP) 2019	Management Plan	https://industry.nt.gov.au/_data/assets/pdf_file/0005/93647/3/gove-operations-mining-management-plan2019.pdf
Waste discharge licence - adaptive management plan	Management Plan	https://ntepa.nt.gov.au/_data/assets/pdf_file/0005/127013/9/adaptive-management-plan.pdf
Waste discharge licence – marine health monitoring plan	Management Plan	https://ntepa.nt.gov.au/_data/assets/pdf_file/0015/127014/0/apm-ehs-039-marine-health-monitoring-program.PDF
Waste discharge licence – water management plan	Management Plan	https://ntepa.nt.gov.au/_data/assets/pdf_file/0005/118345/1/wdl171-11-water-management-plan.pdf
Annual returns and monitoring reports	Management Plan	Yearly reports located on the regulator website ¹¹

Rio Tinto Gove provides data for disclosures as part of the following programs:

Disclosure	Link
Rio Tinto Annual Report	https://www.riotinto.com/en/invest/reports
Rio Tinto water risk	https://www.riotinto.com/en/sustainability/environment/water
Rio Tinto surface water	https://www.riotintowaterdashboard.com
Australian Government National Pollutant Inventory (NPI)	https://www.dcceew.gov.au/environment/protection/npi NPI Home » NPI data » Search NPI data » Browse Search Search: RTA Gove
Clean Energy Regulator Emissions and Energy Reporting System (scope 1 & 2 greenhouse gas and energy)	https://cer.gov.au/ CER Home » Markets » Reports and Data » safeguard facility reported emissions data Search: Gove Operations

The following documents or reports are directly available on the Rio Tinto Gove website¹²:

- Rio Tinto Gove special mining lease
- Rio Tinto Gove mining ordinance
- Rio Tinto Gove pilotage standards manual

¹¹ <https://ntepa.nt.gov.au/your-business/public-registers/licences-and-approvals-register/waste-discharge-licences/mining/rta-gove-pty-ltd>

¹² <https://www.riotinto.com/en/operations/australia/gove>

Rio Tinto Gove is committed to sharing of data to aid in benchmarking and industry learning. Data is provided for this purpose as part of the following industry programs:

Program	Contents	Link
Australian Bureau of Statistics (ABS) annual surveys	<ul style="list-style-type: none">• Energy and water (annual)	https://www.abs.gov.au/
International Aluminium Institute (IAI) periodic reports and/or surveys	<ul style="list-style-type: none">• Safety sharing information (quarterly)• Sustainable development indicators (annual)• Safety performance benchmarking (annual)• Refining energy (annual)• Life cycle inventory (LCI) data and environmental metrics (5 yearly)	https://international-aluminium.org/ https://international-aluminium.org/resource/life-cycle-inventory-lci-data-and-environmental-metrics/
Australian Aluminium Council (AAC) annual surveys	<ul style="list-style-type: none">• Sustainability data (annual)	https://aluminium.org.au/

Complaints and feedback mechanism

Community Feedback and Complaints

At Rio Tinto the strength of our relationships with the communities where we operate, and broader society, is fundamental to our business. By being willing to learn from our mistakes, listening to understand and genuine partnering, we will deliver better long-term outcomes for everyone.

How can I provide feedback or make a complaint?



1800 996 508

to speak to our Communities and Social Performance team, Monday to Friday, 8am to 4pm.



GoveCommunities@riotinto.com

Complaints can be made anonymously, please let us know if you wish to remain anonymous.

What happens if my issue isn't resolved?

If a resolution cannot be reached, your complaint will be escalated to management who will reassess the issue and undertake an internal investigation to confirm the next steps.

An independent tribunal may be considered for complaints of a serious or complex nature.

RioTintoGove

What happens after I've made a complaint?

- You will be contacted by the Communities and Social Performance team within two business days.
- Every complaint will be carefully considered, and a written response will be provided. We encourage open communication and collaboration to work towards a satisfactory resolution for all involved.
- Your complaint, contact details and resolution will be recorded in accordance with our privacy and complaints management policies.

myVoice

myVoice is Rio Tinto's confidential whistleblower program.

myVoice is available to anyone who has concerns or information relating to misconduct or improper circumstances or behaviours connected to Rio Tinto.

What happens after a myVoice report is made differs from the process on the left. Details are available at <https://www.riotinto.com/en/sustainability/ethics-compliance>



1300 729 358



Internal document references

The below table references the Rio Tinto Gove related documents used to create this summary environment and social management plan.

Related Documents
<ul style="list-style-type: none">• Air Quality Management Procedure• Mine Dust Management Plan• RDA Air Quality Monitoring and Management Plan• Marine Health Monitoring Plan• Surface Water Monitoring Plan• Port oil spill emergency response plan• Drought Management Plan• Water Management Plan• Communities and Social Performance Plan
