



Definitions, Methodology & Scope

Dampier Salt

Version: January 2025

The Environment, Social, and Governance (ESG) metrics on the START Label are based on the data collected by Rio Tinto for its internal and external reporting purposes. All site-level, product-group, and corporate-level data are for Rio Tinto's managed operations and non-managed (Joint Venture) sites.

Introduction

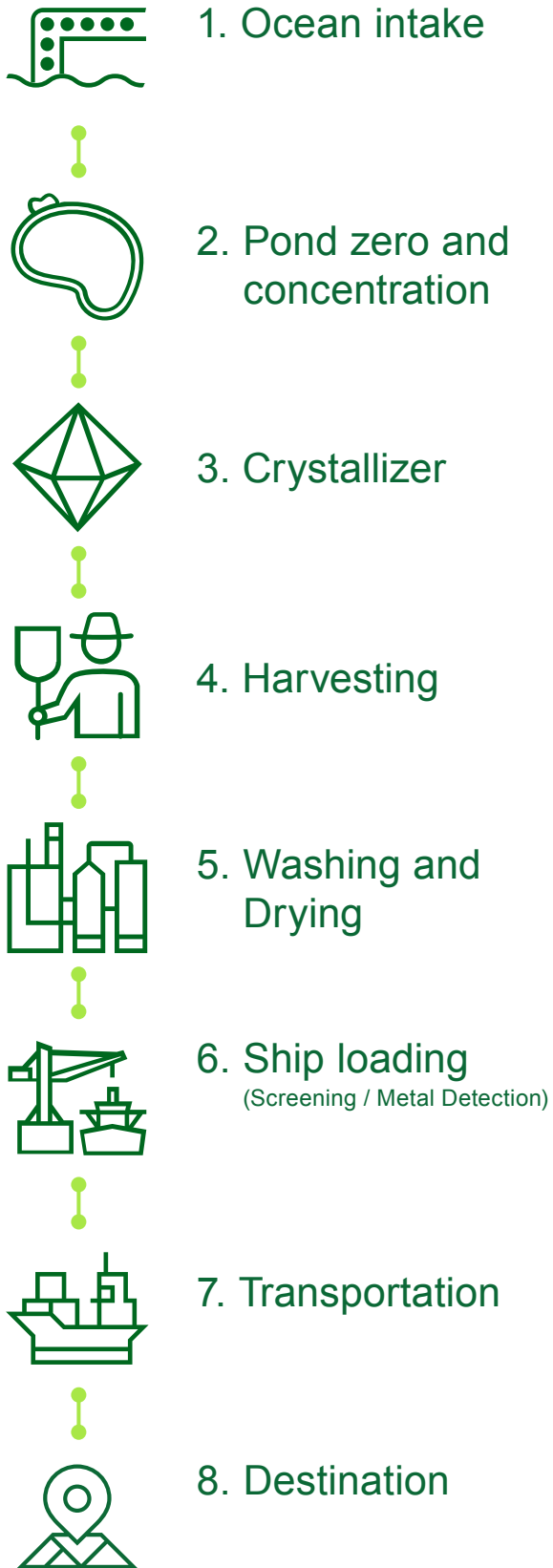
Sustainability is personal, and we believe everyone should play a part. That is why we use the term **VCare – Value Chain Care**, to reiterate the importance of caring for sustainability, and use it throughout our documents.

Sustainability is also holistic, so in our START label, we track 3 pillars – **Planet, People and Progress**.

They cover a wide spectrum of metrics, including environmental, social and governance.

This document seeks to define each metric in the **START Salt Label**.

Provenance



VCare - Chain

VCare Chain provides provenance from mine to shipping, demonstrating the linkage between responsible production, responsible sourcing and procurement.

Environmental Metrics

VCare Planet

These metrics focus on Rio Tinto's performance as a steward of the natural environment.



Greenhouse Gas Emissions

Greenhouse Gases (GHG) are atmospheric gases that absorb and emit radiation within the thermal infrared range, contributing to the greenhouse effect and global climate change. Many different GHGs are produced as a result of human activities, including carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), nitrogen trifluoride (NF₃), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), and sulphur hexafluoride (SF₆).¹

Scope 1 and 2 emissions definitions are consistent with the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD)'s Greenhouse Gas (GHG) Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) (2015).

Scope 1 and 2 emissions are calculated using the Australian National Greenhouse and Energy Reporting (Measurement) Determination 2008, which provides the methods and criteria for calculating greenhouse gas emissions and energy data under the Australian National Greenhouse and Energy Reporting Act 2007. Scope 2 emissions are calculated using the location-based method.

The emissions are expressed as tons of CO₂e per tonne of finished product, and are on 100% Rio Tinto equity basis. CO₂ equivalent (CO₂e) is the universal unit of measurement factoring the global warming potential of each of the seven greenhouse gases, expressed in one unit of CO₂. It is used to evaluate releasing (or avoid releasing) different greenhouse gases on a common basis.²

Total Scope 3 emissions refer to **Shipping Emissions** only, derived from high-level estimates using Tank-to-Wake (TTW) equivalent Energy Efficiency Operating Indicator (EEOI) factors, based on vessel class, size (DWT), and aggregated 2023 data. Emissions, expressed in tons of CO₂, are based on cargo carried and nautical miles covered as per the START label, without disclosure of specific voyage data.

Scope 3 emissions reported cover the ballast leg, laden leg, and port stay associated with the voyage.

¹ Adapted from World Resource Institute / World Business Council for Sustainable Development's Greenhouse Gas Protocol: A Corporate Reporting and Accounting Standard, March 2004 (the GHG Protocol) (www.ghgprotocol.org)

² <https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf>

³ <https://docs.wbcsd.org/2014/05/CSI-Protocol-for-Water-Reporting.pdf>

⁴ <https://www.wri.org/data/aqueduct-water-risk-atlas>

The greenhouse gas emissions have been audited at the company level, with testing done at selected sites **excluding** Dampier Salt and Port Hedland. For more details, refer to the auditor's assurance statement at page 40-41 of the 2023 Rio Tinto Climate Change Report



Water Management

Stewardship of a precious resource such as water is crucial to Rio Tinto's operations and communities.

Total water consumed is the total water withdrawn minus total water discharged or returned. Total water consumed is the total water incorporated into the products and onsite uses and includes water evaporated and water lost via transmission.³

Additional information on water management standards can be found on Rio Tinto's website at [Water Quality Protection and Water Management Standard](#).

The Aqueduct Water Risk Atlas, developed by the World Resources Institute (WRI), evaluates, maps, and scores water risks globally based on 12 indicators, including baseline water stress. Baseline water stress measures the ratio between total water withdrawal and available renewable surface freshwater supply.⁴

Environmental Metrics



Biodiversity IUCN Red Listed Species

The IUCN Red List is a critical indicator of the health of the world's biodiversity. Far more than a list of species and their status, it is a tool to inform and catalyse action for biodiversity conservation and policy change, critical to protecting the natural resources we need to survive.

It provides information about the range, population size, habitat and ecology, use and/or trade, threats, and conservation actions to help inform necessary conservation decisions. The IUCN Red List Categories and Criteria are intended to be an easily and widely understood system for classifying species at high risk of global extinction. It divides species into nine categories:

- Not Evaluated, Data Deficient, Least Concern, Near Threatened, Vulnerable, Endangered, Critically Endangered, Extinct in the Wild, and Extinct.⁶

Additional information on biodiversity protection standards can be found on Rio Tinto's website at [Biodiversity Protection & Natural Resource Management Standard](#). The START Label's site data is based on annual figures.

The START Label's biodiversity data is provided at a business unit level.



Certifications

ISO 9001:2015 certification demonstrates that the business follows internationally recognized quality management standards. This certification ensures that products and services meet customer expectations through consistent quality, continuous improvement, and effective processes.

Halal certification ensures that products meet strict Islamic value and stipulates that the product is processed, produced, stored and handled in accordance with Halal standards. This certification provides confidence that the products are free from prohibited ingredients and are made with ethical practices that align with high standards of quality and integrity.

Kosher certification guarantees that products comply with Jewish dietary laws, ensuring they are processed, produced, stored and handled according to strict guidelines.

⁶ Adapted from ISO 14021:2016

Social Metrics



VCare - People

These metrics pertain to Rio Tinto's management of its relationships with its employees, suppliers, customers, and the communities where it operates.



Safety Performance

Safety is a core value, and nothing is more important to Rio Tinto than our employees, contractors, and communities' safety and well-being. Safety extends beyond personal safety, so we also have robust standards, processes, and tools embedded across our business to protect the environment and ensure respect for the communities in which we operate.

All Injury Frequency Rate (AIFR) = (Sum of All Injuries AI) x 200,000 ÷ hours of exposure. AIFR is the sum of lost time injuries and medical treatment cases. Over the past ten years, the severity of injuries and our AIFR have fallen significantly.

Critical Risk Management (CRM) is fatality elimination through an increased understanding of critical risks and critical controls embedded at the front line. We are committed to zero fatalities and a zero-harm work environment and have maintained our focus on CRM to verify that critical controls are in place.

A Potential Fatal Incident (PFI) is an incident with a safety impact that has the potential to result in a single or multiple fatalities (MRC = major or catastrophic). This number excludes an actual fatality.

The START Label's safety data is provided at a DSL business unit level across the 2 sites.



Contribution to Communities

Rio Tinto engages communities in inclusive ways, respecting dignity, rights, culture and way of life. Our vision is to strengthen communities to sustain and drive their progress. We aim to maximise social and economic development and minimise potential issues, like noise and dust. We plan our business for the long term and aim to play a positive role in society and the communities in which we operate, where many of our employees and their families live.

Additional information on communities and social performance standards can be found on Rio Tinto's website at [Communities & Social Performance Standard](#).

The community investments data in the START Label is provided at a Group corporate level.



Third-Party Assessment

Our [Supplier Code of Conduct](#) sets out the expectations of our suppliers and their subsidiaries and subcontractors with respect to key issues, including human rights. It also clarifies that we may choose not to work with suppliers who do not meet our expectations.

In 2021, we amalgamated our "Know your Supplier" (KYS) and "Know Your Customer" (KYC) procedures in to a single "Know your Third Party" (KYTP) Procedure. This simplified procedure aligns risk criteria and articulates the mandatory due diligence requirements for all third parties we engage with, including customers, suppliers, contractors, divestment targets, and joint venture partners.

Due-diligence processes help identify the potential risks of engaging, renewing, or extending a relationship with a third party, whether these risks relate to potential human

rights impacts, bribery, corruption, money laundering, trade sanctions or denied rights party transactions. We apply this procedure to all-new third parties and renewals of contracts and engagements with existing third parties meeting the KYTP risk criteria relating to activity, country, and value per business engagement. We perform system-based monitoring on relevant third parties centrally following the completion of the third-party due-diligence screening, relating to any new enforcement actions or sanctions-related alerts, and where applicable, additional factors such as significant changes in counterparty data.

The data in the START Label is provided at a corporate level.

Governance Metrics

VCare - Progress

These metrics account for Rio Tinto's leadership, executive compensation, internal controls, shareholder rights, and the relationship between shareholders and management.



Ethics & Compliance Training

[The Way We Work](#) clarifies that we do not offer, pay or accept bribes, no matter where we operate, the situation, or who is involved.

Employees must complete an annual online Ethics and Compliance training tailored to suit the risks they are most likely to encounter in their roles. In 2020, Rio Tinto also provided additional risk-based training to employees and contractors in 23 countries and launched enhanced business integrity training online, covering integrity-driven decision-making, anti-bribery and corruption, anti-money laundering, and fraud for higher-risk roles. In 2020, Rio Tinto also developed our ethics ambassadors programme to extend the sharing and reach of integrity insights and championing an integrity-driven culture across the business.

The data in the START Label is provided at a corporate level.

Additional information on business integrity standards can be found on Rio Tinto's website at [Business Integrity Standard](#).



Diversity

At all levels of Rio Tinto's workforce, we want to reflect the communities in which we operate, so we focus on employing local candidates and, where needed, work with local communities and governments to develop skills and work readiness in communities.

Additional information on diversity and inclusion can be found on Rio Tinto's website at [Rio Tinto - People](#).

The data in the START Label is provided at a corporate level.



Whistleblower Programme

In 2021, we launched our enhanced confidential reporting programme, myVoice, a complaints mechanism designed to help people voice concerns about potential misconduct or improper behaviour. myVoice is available to our people, suppliers (and their employees and contractors), community members, other stakeholders, and the public.

The myVoice programme permits reports to be made confidentially and anonymously, subject to local laws.

Reports to myVoice can relate to concerns about the conduct of the business or/and individuals, including suspicion of violations of our standards, policies, procedures, human rights including modern slavery, safety and environmental issues, financial reporting, fraud, and business integrity issues in general.

Additional information and the myVoice procedure can be found on Rio Tinto's website at [myVoice](#).

The data in the START Label is provided at a corporate level.

Transparency

VCare - Accountability

Our voluntary commitments related to the Social category include commitments to several global standards and international norms, and participation in several international, regional, and national organisations, initiatives, and industry accreditation programmes.

These include:

- [United Nations Guiding Principles on Business and Human Rights](#)
- [United Nations Universal Declaration of Human Rights](#)
- [Voluntary Principles on Security and Human Rights \(VPSHR\)](#)
- [United Nations Declaration on the Rights of Indigenous Peoples](#)
- [OECD Guidelines for Multinational Enterprises](#)
- [United Nations Global Compact's 10 Principles](#)
- [International Council on Mining and Metals Principles for Sustainable Development and Performance Expectations](#)
- [International Finance Corporation's Environmental and Social Performance Standards](#)
- [Mining Association of Canada's Toward Sustainable Mining](#)

We also [publish](#) reports and statements related to the Social category including:

- [Annual Modern Slavery and Human Trafficking Statement](#)
- [Annual Report to the Voluntary Principles Initiative](#)

Respecting human rights is central to our values and the way we work – wherever we operate.

At Rio Tinto, we know we can affect human rights everywhere we work and beyond our operations. We also know that what we do in one location may affect people's trust in how we respect human rights elsewhere. Rio Tinto is committed to respecting internationally recognised human rights as set out in the Universal Declaration of Human Rights and implementing the UN Guiding Principles on Business and Human Rights.

This commitment includes following a range of other international standards and guidelines, including the VPSHR, the OECD Guidelines for Multinational Enterprises, and the UN Global Compact's 10 Principles.

Rio Tinto publicly reports on its human rights performance, including publishing an Annual Report to the Voluntary Principles Initiative on implementing the VPSHR and our annual Modern Slavery Statement.

Our human rights performance is also assessed through various external initiatives, including the Aluminium Stewardship Initiative (ASI), Copper Mark, the Mining Association of Canada's Towards Sustainable Mining, and the Mining Principles from the International Council on Mining and Metals (ICMM).

Additional information on Rio Tinto's approach to human rights, including our Human Rights Policy, our implementation of external and internal standards, and our salient human rights issues, can be found on our [Human Rights webpage](#).

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