

EXT-A-001

Group Policy	<i>Title:</i> Human Rights Policy		
	<i>Function:</i> External Affairs and Communications		
	<i>No. of Pages:</i> 2		
	<i>Approved :</i> October 2015	<i>Effective:</i> October 2015	<i>Supersedes:</i> Human Rights Policy May 2012
<i>Owner:</i> Global Head of External Affairs and Communications	<i>Approver:</i> Rio Tinto Executive Committee	<i>Target Audience:</i> This Policy applies to all employees (permanent, contract or temporary)	
<i>Direct Linkages to other relevant Policies, Standards, Procedures or Guidance notes:</i>			
<p>Employment; Health, Safety, Environment and Communities; Inclusion and Diversity policies.</p> <p>Communities and Social Performance and Group Security Standards.</p> <p>Human rights guidance, Communities and Social Performance guidance, Implementing security and human rights principles guidelines and Procurement principles.</p>			
<i>Document purpose:</i>			
<p>The Human Rights Policy articulates the fundamental elements of the Group’s approach to human rights and how the Group demonstrates its commitment to respect human rights in line with the Universal Declaration of Human Rights and other international frameworks.</p>			

Human rights policy

Rio Tinto respects and supports the dignity, well being and human rights of our employees, the communities in which we live and those affected by our operations.

Our approach to human rights is based upon the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. We undertake due diligence activities to identify, prevent and mitigate adverse human rights impacts of our operations. This includes conducting stand-alone studies where necessary, as well as integrating human rights into existing corporate processes.

Wherever we operate, we engage with communities to understand the social, cultural, environmental and economic implications of our activities. We provide communities with easily accessible complaints mechanisms and we listen to and take actions to address complaints. We work to optimise the benefits and reduce the negative impacts of our activities, both for local communities and the countries where we operate.

We acknowledge and respect Indigenous peoples' connections to lands and waters, consistent with the UN Declaration on the Rights of Indigenous Peoples.

We reject any form of slavery, forced or child labour.

We support and implement the Voluntary Principles on Security and Human Rights and ensure relevant employees and contractors are trained in accordance with these principles. We impose strict controls on the use of force and limit the use of firearms on our sites as far as possible. We work with external stakeholders, as well as public and private security forces to promote understanding and implementation of the Voluntary Principles and avoid security arrangements at our sites contributing to human rights harm, including through misuse of our equipment and facilities.

Through appropriate contractual arrangements and procurement principles, we make our consultants, agents, contractors and suppliers aware of and expect their compliance with our human rights commitments. We strive to ensure our joint venture partners and non-controlled companies in which we participate also respect our commitments to uphold human rights.

This policy provides the foundation to our human rights approach. Our policies on Employment; Health, Safety, Environment and Communities and Inclusion and Diversity also contain human rights commitments.