

Rio Tinto



Aboriginal policy
and programmes
in Australia

About Rio Tinto

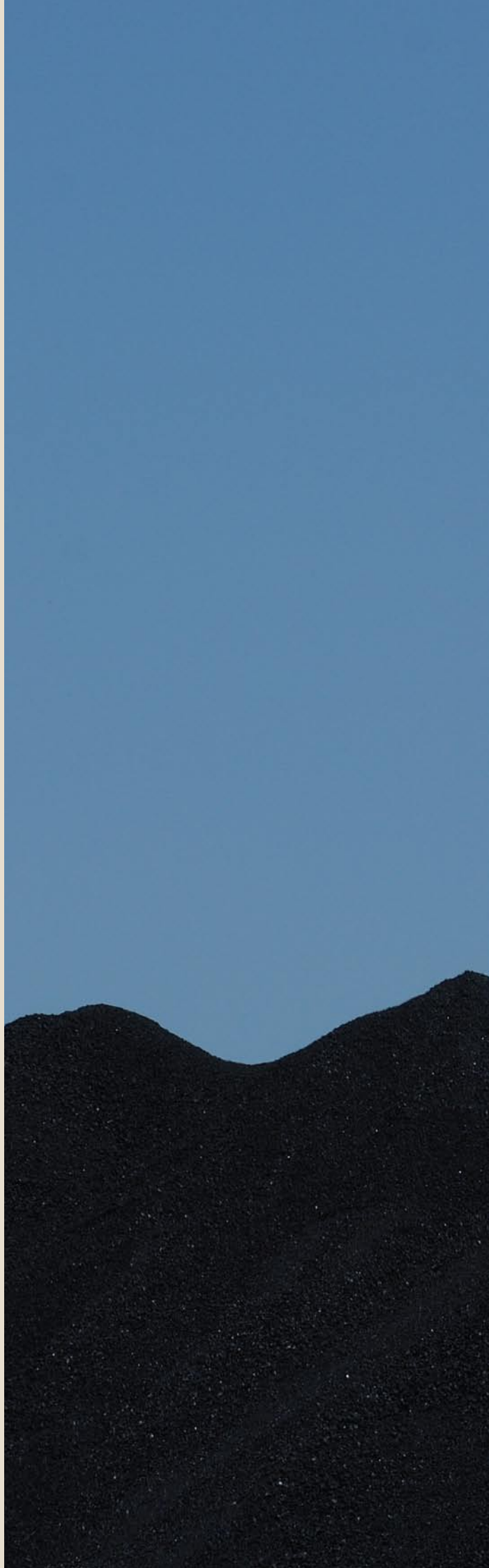
Rio Tinto is a leading international mining group, listed in both the United Kingdom and Australia. Rio Tinto's business is finding, mining and processing mineral resources. The Group's objective is to maximise the overall long term return to shareholders through a strategy of investing in large, cost competitive mines driven by the quality of each opportunity, not the choice of commodity.

Major products are aluminium, copper, diamonds, energy (coal and uranium), gold, industrial minerals (borax, titanium dioxide, salt, talc) and iron ore. Activities span the world, but are strongly represented in Australia and North America, with significant businesses in South America, Asia, Europe and southern Africa.

Rio Tinto's businesses in Australia make up around one third of its global assets, and include the Australian parts of Rio Tinto Alcan, Iron Ore, HIsmelt, Northparkes, Argyle Diamonds, Energy Resources of Australia, Dampier Salt, Three Springs Talc, Coal Australia and Coal & Allied. Rio Tinto also manages Australian and south Asian exploration from a base in Perth.

Rio Tinto's Australian corporate headquarters, its global shipping centre and worldwide technical services presence are based in Melbourne. In Australia, Rio Tinto employs approximately 16,000 people.

Mining is a long term, capital intensive business, in which assets are often situated in remote locations. The extended timescales mean that if Rio Tinto is to deliver financial returns to host governments, local communities and shareholders, we need economic, environmental and social stability.



This booklet outlines Rio Tinto's Aboriginal and Torres Strait Islander policy and programmes in Australia.

Rio Tinto first developed our policy in 1995, recognising the economic, political, social and cultural impacts our business can have on Indigenous people and communities.

For more than a decade, we have developed and refined a number of programmes and approaches, working with Indigenous organisations and communities, governments and others to do so.

There has been significant learning for all of us along the way. Rio Tinto has come to appreciate that continual learning and adaptation of our programmes is critical to ensure that initiatives remain both relevant to our business and reflect the aspirations of Indigenous Australians.

We recognise increased employment participation by Indigenous people can maximise their opportunities to be part of the mainstream economy and benefit from the wealth generated by the mining industry in Australia. Many of our programmes focus on increasing education, training and employment options for Indigenous people to enable them to find and keep jobs in our businesses.

We also recognise our contribution to regional development goes beyond providing a local employment base. Our aim is to build strong regional economies – built through initiatives such as enterprise and small business development, industrial services and procurement, tourism and cultural activities, sports and recreation, agribusiness and joint ventures – for the benefit of our business and the community.

Stephen Creese
Managing director – Rio Tinto Australia





Community capacity building

Rio Tinto recognises that the economic activity generated by mining operations can be a major contributor to regional development and local employment.

We promote the idea of strong regional economies, whereby local communities and Rio Tinto work together to build and benefit from the economic opportunities generated by the presence of a mining operation.

For Rio Tinto, the advantages of a strong regional economy include access to a pool of local employees, locally provided services and supplies, stable local government, access to institutions such as banks, schools and health facilities, and an attractive community and lifestyle for employees.

For communities, advantages include economic independence through training, direct and indirect employment and business development.

Rio Tinto delivers programmes for community capacity building in the areas of employment, education and training, and enterprise facilitation.

Employment

In the mid 1990s less than half a per cent of Rio Tinto's Australian workforce was Indigenous. By 2008 this number had risen to eight per cent – 1,500 of our Australian workforce are Indigenous employees.

Increasing Indigenous employment around our mining operations delivers mutual benefit to Rio Tinto's businesses and to Indigenous communities. It allows Indigenous people to participate in the mainstream economy and to benefit from the wealth generated by mining. Equally, the skills shortage is a serious issue for the mining industry and Rio Tinto sees Indigenous employment as a strategic response.

The social and education barriers for Indigenous people wishing to enter the workforce require a long term approach. In Rio Tinto, Indigenous employment opportunities are accompanied by education, training and support programmes. Mentoring and cultural awareness training for all employees helps create a supportive workplace.

Rio Tinto businesses set targets to increase success in recruiting and retaining Indigenous employees. To help meet these, our operations directly oversee recruitment, selection, training and career development programmes and ensure that these programmes are culturally appropriate and relevant to Indigenous people.

All employees and contractors at Rio Tinto operations are required to undertake cross cultural education. Rio Tinto businesses have developed two way learning and cultural competencies programmes, which are facilitated by local Aboriginal Traditional Owners who introduce people to the local Indigenous culture and traditions.

Within the workplace, the emphasis is on long term full time employment and success is measured by the number of Indigenous people retained in our workforce. Rio Tinto's retention rate for new Indigenous employees beyond 26 weeks exceeds 80 per cent, with the high retention rate attributed to:

- Family and community support programmes that assist Indigenous employees and their families to settle into both the working environment and residential mining towns
- Pre-vocational training and support in developing workplace communication and life skills
- Mentoring of Indigenous employees, usually by experienced Indigenous employees who provide advice and support during the critical first year of employment
- Cross cultural education programmes and effective workplace communication.

Case studies

Aboriginal employment at Rio Tinto continues to grow

At many Rio Tinto operations mining is carried out on Aboriginal land, making it important to include local communities directly in the day to day operation of the site.

Aboriginal employment numbers at Rio Tinto continue to grow and it is rewarding to note Aboriginal employees are working in increasingly diverse roles across our operations.

Aboriginal employment in the mainstream workforce at our Argyle Diamond mine in the East Kimberley has reached 25 per cent. The success at Argyle is due to specially tailored recruitment practices to meet the different needs of the local community.

The most effective recruitment practice at Argyle Diamonds is the one-and-a-half-day assessment programmes which provide applicants with feedback on their current skill levels and guidance on the training they require.

Rio Tinto's ERA operation has set a target of a 20 per cent Aboriginal workforce by the end of 2009. In 2007, ERA employed a liaison officer specifically responsible for publicising training and employment opportunities in local Aboriginal communities, as well as providing support for existing Aboriginal employees. Through good mentoring, training and retention programmes, ERA achieved 18 per cent Aboriginal employment by mid 2008.

Cadetships providing work experience and employment with Rio Tinto

Rio Tinto was one of the first private sector organisations to participate in the Commonwealth Government's National Indigenous Cadetship Project (NICP). This initiative aims to generate professional employment opportunities for Indigenous students following tertiary study.

Since 2000, Rio Tinto has supported 58 students in various stages of their tertiary studies in fields such as law, commerce, environmental science, archaeology, anthropology, geology, engineering, human resources, occupational therapy, medicine and public affairs. Thirteen cadets have now graduated and are working in professional roles, and eight are working full time for the company.

Kathleen Clancy was given the opportunity to work in a variety of roles across three Rio Tinto businesses as part of her cadetship while completing her Bachelor of Communication at the University of Queensland in Brisbane.

Kathleen has since been accepted into the Rio Tinto graduate programme in a communications role with Rio Tinto's Information Systems and Technology function where she works on a variety of projects including writing and editing communications materials, multimedia projects and stakeholder and issues management.

"Among other things the Rio Tinto Indigenous Cadetship gave me the opportunity to get experience in the workforce while completing my studies. This has proven invaluable as it has given me a headstart in my career," Kathleen said.

"I feel confident in my role as a graduate and I know that I have a support network at Rio Tinto to mentor me over the coming years."

Dale Jones also completed an Indigenous cadetship with Rio Tinto and now works as a project engineer on the underground operations at Argyle Diamonds.

As well as her engineering role, Dale has also taken on voluntary community relations functions in liaising with Traditional Owners and organising their visits to the Argyle mine site.

"Traditional Owners are encouraged to see an Aboriginal woman working in a professional role at Argyle," Dale said.

Education and training

Rio Tinto is committed to supporting improved education services – from early childhood to vocational and higher education. Where Rio Tinto companies have worked in partnership with local education providers there has been marked improvement in educational outcomes for students.

Rio Tinto supports a variety of education programmes to:

- Address low literacy and numeracy levels
- Support young Aboriginal students to fit in to a regular school format
- Provide encouragement to continue studies beyond lower secondary school
- Provide adult vocational education and training to become work-ready.

We work in close partnerships with existing education institutions to develop and deliver the education and training programmes, providing both the financial support and, where appropriate, facilities, materials and management advice. Working with education experts ensures the programmes deliver real and long lasting results. Equally, working closely with communities ensures programmes are specifically tailored to meet local circumstances.

Case studies

Argyle Diamonds brings vocational training to site

In partnership with the Kimberley TAFE, Argyle Diamonds has developed an innovative new vocational education model which has overcome many of the barriers associated with delivering training in remote locations.

Argyle was concerned that Aboriginal trainees and apprentices going to Perth for technical study suffered from a lack of support. Some of the issues that arose with young people travelling away from home to complete their job training included getting lost in a big city and feeling overwhelmed.

To address this, Argyle has invested \$500,000 in a dedicated site facility. The facility enables Argyle to operate a fully functioning trade training centre on the mine site with fly in fly out teaching services for traineeships and apprenticeships.

The partnership also aims to increase the level of care and support provided to young apprentices and trainees when they need to be in Perth for study.

Rio Tinto supports early literacy learning

Rio Tinto has been a supporter of the Parents and Learning (PaL) programme since 1999. This is an early literacy programme which encourages parents to take a role in their child's education and increase their confidence as parents and educators.

PaL believes it increases motivation among parents to participate in reading activities with their children, and allows children participating in the programme to work to improve their level of literacy.

Rio Tinto supports PaL in a number of locations around Australia, including Napranum and Mapoon in Cape York Queensland, Echuca in Victoria and Newcastle in New South Wales. Rio Tinto is currently supporting the programme to extend into Western Australia, with an initial focus on the Roebourne community in the Pilbara.

Enterprise facilitation

Rio Tinto believes it is in the Group's own interest to support the development of a strong economy around our long life operations. Strong regional economies can better support Rio Tinto operations during their active life and enable communities to be sustainable when the operations eventually close.

Local economies can stagnate through over reliance on resource rents and passive welfare. Additionally, being a primary industry with high labour productivity, mining cannot provide sufficient employment to achieve comprehensive economic development on its own. However, properly managed, local Aboriginal enterprises can take advantage of the money the mining operation brings into the community and the readiness of the mine and miners to invest and spend, provided local goods and services are available. The opportunity for communities to develop economically is greater if efforts are directed into catalysing local businesses. Rio Tinto can encourage these businesses by purchasing, where possible, from local contractors, suppliers and service providers.

Rio Tinto also supports Aboriginal enterprise development by providing an interface with the wider world, especially through advice on technology and financial matters, access to knowledge, capital and mentor networks.

Case studies

The Indigenous Stock Exchange

Rio Tinto has actively supported the development of the Indigenous Stock Exchange (ISX) network to increase Indigenous access to business knowledge and capital expertise.

The ISX is an innovation that encourages people to invest in social and business enterprises. It has been very effective in identifying business opportunities in communities by working with the permission of elders of the community, supporting existing Indigenous organisations within the community, and communicating through trusted Indigenous community leaders. All community trading floors involve extensive community consultation starting from the elders and moving to the grass roots of the community.

YNOTs Training Company

YBE - Nabalco Operating Training School (YNOTS) is an Indigenous training company and a partnership venture between YBE, an Aboriginal contractor business, and Rio Tinto Alcan.

Based in north-east Arnhem Land, YNOTS provides training in operating mining and earthmoving equipment, office administration and workplace skills such as literacy, numeracy, safety and communications.

Participants of the programme receive technical and industry specific training in mining which allows them to work anywhere in Australia. The programme aims to gear employees with transferable skills to access jobs of a higher capability so their careers do not remain at the entry level.

Since YNOTS was established in 2001, more than 20 people each year have successfully completed the course and gained nationally recognised certificates. YNOTS is accredited by the Northern Territory Employment and Training Authority.





Mine regional development and land access agreements

Rio Tinto's policy of increasing opportunities for Indigenous Australians is reflected in our agreement making with Aboriginal Traditional Owners and Aboriginal groups affected by our operations.

Rio Tinto businesses enter into agreements both for exploration (land access agreements) and mining (mine regional development agreements).

We negotiate formal, binding agreements with host Indigenous communities based on mutual obligation, with the goal of ensuring that communities are materially better off as a result of our activities and empowered to drive their own destinies.

Rio Tinto currently has more than 100 land access agreements and ten mine regional development agreements.

Mine regional development agreements provide a long term foundation for building relationships with local communities and cover areas such as: a formal recognition of Indigenous land interests; distribution and management of mining benefits; employment, training and contracting; cultural heritage protection; land management and access; environmental co management; cross cultural training and community support for the operation going forward.

Mine regional development agreements set up an institutional partnership between the host community and the business for the life of the operation. It is through these partnerships that Indigenous communities and operations then jointly seek to engage Government and others on the development needs of the region.

Rio Tinto has a preference for agreements that are registered Indigenous Land Use Agreements (ILUAs) under the federal Native Title Act (NTA). Where practical, we seek to elevate these agreements to the status of regional agreements with the inclusion of state governments in tripartite arrangements. Typically these agreements take some years to conclude and involve substantial independent advice and assistance for Indigenous communities to ensure they are entered into on the basis of fully informed consent.

The mine regional development agreements usually provide for the establishment of community-controlled trusts, enabling benefits to be channelled into community development purposes. Typically, community controlled trusts established under Rio Tinto agreements have a number of funds that provide both for the needs of current generations as well as accumulating capital to ensure an asset in perpetuity for successive generations. Following a substantial investment in training and capacity building, community controlled trusts are now driving community development with their own programmes, and initiating partnerships with government and NGOs across health, housing, education and support for law and culture.

The Argyle Diamond Mine Participation Agreement is the most recently registered ILUA. Rio Tinto Iron Ore is well on the way to reaching regional development agreements with Traditional Owner groups across all of its Pilbara operations and Rio Tinto Alcan has formally commenced an agreement making process for the recently acquired Gove operation.

Our agreements also provide a strong basis for the cultural heritage management plans at our operations. Rio Tinto requires each business to develop a formal strategy that often goes beyond legal requirements.

Following are examples of such agreements:

The Yandi Land Use Agreement

The Yandi Land Use Agreement was concluded in March 1997 between Hamersley Iron, and the Gumula Aboriginal Corporation, representing the native title claimants of land covered by the company's Yandicoogina iron ore project (the Innawonga, Bunjima and Niaboli people).

This was the first major land use agreement to be concluded in the Pilbara region after the 1992 Mabo decision. Negotiations were initially outside the scope of the Native Title Act and as the agreement pre-dated the 1998 NTA amendments, it could not be registered as an ILUA.

The Eastern Guruma Agreement

In 2002, an agreement was reached between Hamersley Iron and the Guruma people in the Pilbara region of Western Australia. The involvement of the Guruma people in all future development of mines by Hamersley Iron on Guruma land is guaranteed. Regional development is intrinsic to the agreement. It was the first "future act regional agreement" by a mining company in Australia.

The Western Cape Communities Co-Existence Agreement

This agreement was signed by Comalco Aluminium (now Rio Tinto Alcan), 11 Traditional Owner groups, four community councils, the Cape York Land Council and the Queensland Government in 2001. It covers Rio Tinto Alcan's bauxite mining operations in the Western Cape York region of north Queensland. It is a regional agreement that sets the framework for regional development with comprehensive local Indigenous participation. The motivation for the agreement lay outside the native title process, but registration under the Native Title Act was achieved in August 2001. The Queensland Government, as a party to the agreement, contributes to the benefit stream that flows to local people.

The Argyle Diamond Mine Participation Agreement

Following four years of relationship re-building and negotiation, the Argyle Participation Agreement was registered in 2005 as an Indigenous Land Use Agreement.

Within the agreement, Argyle recognises the land interests of Traditional Owners and actively supports their claim for the highest level of native title rights. Traditional Owners support Argyle to mine into the future, including the development of an underground mine. Traditional Owners participate in the benefits of the operation in a range of ways.

Aboriginal employment is now around 25 per cent of the mine workforce, with a target of 40 per cent. Aboriginal businesses are now contracted by Argyle, and Traditional Owners receive a percentage of the operation's profits that are managed by two community trusts, the Gelganyem Trust and the Kilkayi Trust. The majority of the mining agreement benefits accumulate in a capital fund that will provide an independent income in perpetuity post mine life and ensures intergenerational benefit. The balance of the agreement benefits are applied to current community development. Through community initiated programmes, and community sponsored partnerships, Traditional Owners are now drivers of the region's socioeconomic development.

Pilbara Regional Agreements

Rio Tinto's Iron ore business and seven Pilbara native title claim groups signed Binding Initial Agreements (BIA's) in 2006 over mine development areas in the Pilbara region.

These initial agreements provide Traditional Owners' consent and support for Rio Tinto's present and future operations and commit the parties to conclude comprehensive agreements. The subsequent comprehensive agreements will focus on broader socioeconomic and social issues and will include contracting opportunities, employment, training and general capacity building opportunities with each native title group.

A broader regional development framework is also being negotiated. The framework seeks to enhance existing relationships and provide a greater level of interaction between all Pilbara Aboriginal groups. It is also aimed at encouraging all parties, including the State, to a shared approach on regional development in which Aboriginal people are partners in driving socioeconomic development of the Pilbara.

Coal Agreements

Coal Australia and the Wangan Jagalingou people executed an Indigenous Land Use Agreement in May 2008, which enables mining and associated activities within the native title claim area (43,722 sq km). The ILUA, covering the Blair Athol and Clermont resources, accommodates any legal legacy issues, current mining activity and any potential future Rio Tinto mining activity.

Rio Tinto and the Kangoulu people executed an agreement in June 2008 that enables mining and associated activities within the portion of the native title claim area west of the Mackenzie River (13,444 sq km). Although not an ILUA, the agreement is structured in a form that will enable it to be converted and registered as an ILUA when the Kangoulu are in a position to do so. This agreement covers the Kestrel and Valeria resources.

In these agreements Rio Tinto recognises Traditional Owners' relationship to the land, establishes a dedicated agreement implementation officer and programme at each mine site, and sets up a formal committee structure to implement the agreement. An Aboriginal Community Development Fund is established in each region. The programmes that the agreements will fund will focus on business development, education, heritage and cultural conservation, training and employment, sport and community activities. The purpose of the funds is to help Aboriginal communities improve their sustainability, lifestyles, careers and income.





Cultural heritage and land management

Rio Tinto recognises and respects the significance of the cultural heritage of Aboriginal people who have traditional ownership or historical connections to land on which Rio Tinto operates.

Rio Tinto businesses work in partnership with Indigenous communities to support the protection of their cultural heritage.

Formalised cultural heritage management is a significant part of compliance management, but also plays an important role in a business's relationship with local Traditional Owners. Rio Tinto has heritage and land management processes agreed between its businesses and relevant Indigenous groups in all its land access agreements.

Cultural heritage management systems

Rio Tinto requires all of its businesses to develop a cultural heritage management system that ensures a consistently high standard of protection, without compromising the ability of Aboriginal and other community groups to manage their own heritage.

While Rio Tinto businesses must comply with cultural heritage statutory requirements, they frequently take a more proactive approach and achieve a higher standard matching local community expectations. This can include training, such as the nationally accredited archaeological assistants training course developed by Rio Tinto's iron ore business.

Land management

Rio Tinto recognises Aboriginal Traditional Owners as the custodians of their lands.

Wherever Rio Tinto has a mining lease, our business and the Traditional Owners aim to work together on land management.

In accordance with an access agreement if one exists, Rio Tinto businesses agree to first seek the consent of Traditional Owners before conducting any new work on mining lease areas.

Case studies

Rio Tinto Alcan Weipa builds scarred tree monuments with local Traditional Owners

Scarred trees have spiritual significance to many Aboriginal people, as well as cultural and archaeological importance. The trees have been cut by their ancestors for the purpose of making implements or collecting food. These same ancestors, as spirits, hold the living responsible for the care of heritage items.

Rio Tinto Alcan's Weipa bauxite mine in Cape York Peninsula is situated on land rich in culturally significant sites. Under the Western Cape Communities Co-existence Agreement, the management of these sites needs to be mutually agreed between Rio Tinto Alcan and Traditional Owners.

The Traditional Owners requested that a number of scarred trees in the area scheduled for mining could be relocated to another location and used to construct a monument open to the public.

The first monument was erected at Prunung and displays 17 scarred trees with information signs explaining the cultural heritage of the land.

Key to success in this negotiation was the formation of a Ground Disturbance Working Group, where community relations, heritage management and mine planning teams worked together with the Traditional Owners. The close coordination between the teams meant that the outcome was embraced by everybody.

Since the first monument was erected at Prunung, three other Traditional Owner groups have requested that relocated scarred trees be used in monuments. There are currently six monuments in different areas of the mining lease.

This unexpected solution to a heritage management issue has greatly enhanced the existing goodwill between the company and Traditional Owners.

Archaeological Assistants Training Course

The Archaeological assistants training course is an initiative that gives Aboriginal people an opportunity to enhance their skills and knowledge in archaeological theory and practice.

It covers the identification, recording and management of archaeological sites and artefacts.

The course was developed by Rio Tinto's iron ore business following numerous requests from local Aboriginal communities.

After participating in heritage survey work, many Aboriginal people found that they wanted a greater level of knowledge and skills in the field. Many also expressed a desire to explore career prospects in archaeology.

On completion of the course, participants receive a statement of attainment for partial completion of certificate II in metalliferous mining, with an emphasis on assisting field surveys. Certificate II is a nationally recognised qualification under the Australia Quality Training Framework.





Rio Tinto Aboriginal Fund

The Rio Tinto Aboriginal Fund was established in 1996 as part of our strategy of working in active partnership with Indigenous Australians. The Fund is one of the ways we support and engage with Indigenous Australians outside of our direct negotiations regarding land access and development.

By concentrating on Indigenous people and communities not directly affected by mining or exploration, the Fund's activities complement the community capacity building work undertaken by Rio Tinto businesses in their regions.

The Fund seeks to improve the status and build the capacity of Aboriginal and Torres Strait Islander people and communities. It does this by supporting initiatives in the areas of; health, education, social justice, youth and leadership, and cultural celebration.

The Fund operates independently of Rio Tinto, with a board that includes prominent Aboriginal leaders, and annually distributes \$1.8 million directly to Indigenous initiatives. Programmes which are initiated by a community or community organisation are particularly valued. Over the years recipient programmes have varied considerably in size, scope, location and timeframe.

Education

Indigenous Australian Engineering Summer School

The Indigenous Australian Engineering Summer School has been supported annually by the Rio Tinto Aboriginal Fund since 1998.

It seeks to increase representation of Indigenous students at tertiary institutions, especially in engineering disciplines. The Summer School is run by Engineering Aid, a philanthropic organisation that provides engineers and related services to assist disadvantaged communities in Australia and overseas.

Each year, about 20 Indigenous senior secondary students from across Australia are selected to attend the school. The costs of travel, accommodation and transport are met by the Fund and other supporters.

The University of New South Wales, the University of Sydney and the University of Newcastle have all hosted the Summer School. The students experience campus life, learn about various engineering applications and hear how engineering skills can benefit Indigenous communities. Indigenous role models from various professions discuss educational opportunities.

Some of the graduates have entered the Rio Tinto National Indigenous Cadetship programme. The school has also prompted young Aboriginal Australians to pursue a wide range of other educational opportunities.

Cultural celebration

Bangarra Dance Theatre

The Bangarra Dance Theatre is Australia's leading Aboriginal contemporary dance company.

The Fund is supporting Bangarra's Artist Professional and Education Development programme (PEDP) from 2008 to 2011. This support builds on previous funding since 1999 and, in particular, support for the Junior Dancer Development programme from 2004 to 2007. The PEDP is a natural progression from the junior programme and helps the young artists nurtured under that programme acquire the skills and knowledge needed to become the next generation of cultural teachers. Their efforts will inspire young Aboriginal Australians to link contemporary aspiration with cultural identity.

The PEDP artist is selected annually from second or third year dancers who demonstrate strong artistic ability plus a commitment to Aboriginal culture. He or she will be a supervised leader in the workshops and classes that the company conducts in the various communities that it visits. In 2008, these included Adelaide, Alice Springs, Darwin, Cairns, Murray (Mer) Island, Townsville, Rockhampton, Mackay and Gladstone. In addition, the PEDP artist will be given strong support to evolve as an artist within the Bangarra company.

Youth & leadership

National Indigenous youth engagement strategy

Approximately 60 per cent of Indigenous Australians are less than 25 years old, with 40 per cent less than 14 years of age.

At the other end of life, the average life span of Indigenous Australians is 17 years shorter than the national average. These statistics demonstrate the importance of involving young Indigenous Australians in the future of their nation as early as possible.

This is why Reconciliation Australia, in partnership with the National Indigenous Youth Movement of Australia (NIYMA), has developed an Indigenous youth engagement strategy. It started in January 2007 and involves a series of workshops held around Australia to discover what Indigenous young people think about local and national issues. Ultimately, their thoughts and priorities will be used to frame a common vision and national agenda for Indigenous youth.

Reconciliation Australia wants Indigenous youth to have a say in improving its own, and the nation's, future. At the same time the 18 month process increases the capacity of the NIYMA, which has a key role in organising the workshops and a National Youth Gathering. The Fund supports this initiative along with Oxfam and the Telstra Foundation.

Health

Diabetes management and care programme

The Unity of First People of Australia (UFPA) has established a diabetes management and care programme at several remote communities in Western Australia's Kimberley region. The programme involves a partnership between the UFPA and the Aboriginal community. An important part of the programme is working with Aboriginal community members from the beginning.

UFPA representatives, respecting the social and cultural realities of Aboriginal community life, explain to community members that the programme involves major changes to lifestyle and eating habits and that community members should assume ownership of their own health.

The UFPA programme has achieved positive changes in knowledge, attitude and behaviour relating to food, nutrition, exercise and disease. There have also been improvements in weight control and pathology test results, leading to a reduced risk of developing diabetes and cardiovascular disease.

It is the acknowledgement of the importance of Aboriginal culture and tradition and the holistic preventative nature of the programme that distinguishes the UFPA programme from conventional public health programmes. The Rio Tinto Aboriginal Fund has been a key supporter of the UFPA's community-based approach since it was introduced to the Noonkanbah community in 2002.

Social justice

Kanyini and the oral history of Australia's Stolen Generation

The film *Kanyini*, a joint effort between Melanie Hogan who directed it and Bob Randall a Yankuntjatjara elder from central Australia who features in it, won a number of Australian and overseas awards when it was released in 2006.

Born in 1934, to an Aboriginal mother and a Scottish father, Bob Randall was forcibly taken from his family and raised in government institutions. *Kanyini* has been acclaimed as an important means of creating a growing understanding of Australia's history and as a way of reconciling Australians to their recent Aboriginal history. It gives non-Aboriginals some idea of the difficulties faced by Aboriginal Australians.

The Fund, amongst other supporters, provided funding for *Kanyini*. The film's success has prompted Melanie and Bob, along with others, to embark on a new project to record the experiences of members of the Stolen Generation in valuable historical archives, accessible on line. The Fund has supported the initial development of the project and preparation of its prospectus.

Rio Tinto's policy worldwide is to recognise and work with local and land connected peoples in the planning of our operations. In 1995 we developed our Australian Aboriginal and Torres Strait Islander Policy.

Our policy is based on recognition and respect for Aboriginal and Torres Strait Islander people and is implemented through four key approaches:

- Community capacity building
- Mine regional development and land access agreements
- Cultural heritage recognition and protection
- The Rio Tinto Aboriginal Fund.

In implementing the policy, Rio Tinto is committed to the process of reconciliation between Indigenous and non-Indigenous Australians. This is supported by *The way we work*, Rio Tinto's global policy framework for business practice, which encourages mutual respect and active partnership in community relationships.

Effectively contributing to communities requires a good understanding of the socio economic environment in which we operate, as well as communities' own vision for the future.

Rio Tinto has developed a framework for implementing our communities' policy that includes clear direction for developing and implementing multi-year communities plans, baseline community assessments, mutually accepted and understood consultation procedures and cultural heritage and community assistance programmes.

Each Rio Tinto operation is required to develop its own, locally designed community relations plan that meets Rio Tinto requirements, is locally appropriate and is integrated into operational business planning and updated annually.

The Rio Tinto Aboriginal and Torres Strait Islander Policy

In all exploration and development in Australia, Rio Tinto will consider Aboriginal and Torres Strait Islander people's issues.

Where there are traditional or historical connections to particular land and waters, Rio Tinto will engage with Aboriginal and Torres Strait Islander stakeholders and their representatives to find mutually advantageous outcomes.

Outcomes beneficial to Aboriginal and Torres Strait Islander people will result from listening to them. Economic independence through direct employment, business development and training are among the advantages that Rio Tinto will offer. Strong support will be given to activities that are sustainable after Rio Tinto has left an area.

This policy is based on recognition and respect. Rio Tinto recognises that Aboriginal and Torres Strait Islander people in Australia:

- Have been disadvantaged and dispossessed
- Have a special connection to land and waters
- Have native title rights recognised by law.

Rio Tinto respects Aboriginal and Torres Strait Islander peoples':

- Cultural diversity
- Aspirations for self-sufficiency
- Interest in land management.

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Photos

Cover

A new inductee at Argyle Diamonds takes part in a traditional Menthe smoking ceremony, hosted by the local aboriginal community.

Photo: Anthony B. Bannister, 2006

Foreword

Raw coal stock at Rio Tinto Coal Australia
Photo: Pete Oxford, 2006

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Rosli Wheelock, Mine Surveyor at Mesa J. Rio Tinto Iron Ore, Western Australia.

Photo: Christian Sprogoe Photography, 2006

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Boab tree at sunset, near Argyle Diamonds
Photo: Garth Oriander, 2006

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Rock art at the Dampier operations site.
Photo: Christian Sprogoe, 2006

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Milpirri 2007. Tracks Dance & Lajamanu Community.

Photo: Peter Eve, 2007

For convenience, we use 'Rio Tinto' to describe Rio Tinto Limited and Rio Tinto plc and their affiliated companies, although all of these are independently managed, separate and distinct entities. Rio Tinto plc and Rio Tinto Limited are combined in a dual listed companies structure as a single economic entity.

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