

Ehokololo lyetu nkene hatu ngeshefa

Rio Tinto

Rio Tinto oku li omukomeho muuyuni, mokufula nokulonga oonza dhiikwamanya. Iilonga yEhangano ndika muuyuni ohali eta po iifulomwa niyela mbyoka tayi kwathele okugwanitha po oompumbwe dhomuuyuni nokukwathela okwoopaleka omuthika gwonkalamwenyo. Rio Tinto oha kumike ewiliko nuumwene waakalimo yopehala noku na omulandu gwokwiinekelelwa oshinakugwanithwa pamwe neitulomo miilonga nokugandja ehokololo lyiilonga.

Opo ku monike iiyetwa po yi ihwa po kaapunguli muulethimbo, Rio Tinto oha landula omukalo gwethimbo ele neitulomo mongeshefa ndjika yEhangano. Ohatu itula mehumithokomeho lyiikwakufulwa yiyela oyindji tayi kalelele nomukalo gwa dhenga mbanda gwokulonga, tagu vulu okulonga uwanawa methigathano lyuungeshefa.

Iilongomwa ya simana oya kwatelela mo o aluminium, ongopolo, uwe iilongomwa yoonkondo (omakalamanya no uranium), oshingoli, iifulomwa yokulongithwa moofaambulika (borax, titanium, dioxide, omongwa, talc no zircon), niyelamanya. Iilonga yEhangano oyi li muuyuni auhe ihe unene oyi li muAustralia nAmerika lyokUumbangalantu noongeshefa oonene muAsia, Europa nAfrika lyokUumbugantu.

Kehe mpoka Rio Tinto ha longo, uukalinawa negameno oyo iinakugwanithwa yotango ya tulwa komeho. Otwa hala okukwathela ehumokomeho tali tsikile. Ohatu longo mekwatathano ngashi tashi vulika nooyene yiilongo moka tatu longo naakwashigwana, tatu simaneke ooveta noohedhi dhawo. Ohatu shonopeke omikalo adhihe omiwinayi nokulalakanena okwoopaleka omukalo kehe gwokulonga. Ohatu kutu miilonga aantu yomoshilongo pamithika adhihe nokushilipaleka okugandja uwanawa mehumithokomeho lyoompito adhihe.

Esindano lyetu muungeshefa inali ikwatelela owala mowino wetu nondjundo neyandjagano lyomaliko getu, ihe eitulomo wo lyetu opo tu kale omukwanehangano gomuyuni e shi okwiinekelwa nomushiinda omwanawa naakali yopehala.

Oshikalimo

Omukalo Nkene hatu longo	2
Okungeshefa okuwanawa	3
Okumanguluka nokugandja ehokololo	4
Okwiimonikilwa	4
Uuyuki mokungeshefa	4
Elongelo kumwe mewiliko	5
Ewiliko lyomeni nomukalo gwokulopota	5
Omilandu dhEhangano	7
Aakwashigwana	7
Ekuto miilonga	8
Omudhingoloko	8
Uuthemba womuntu	9
Okulonga nevi	9
Uukalinawa	10
Okwiitula mopolotika	10
Egameno	10
Ehumithokomeho tali tsikile	11
Oshigwedhelwako	12
Omauvathano gamwe taga popilwa kuRössing	12
Omishagwa dhimwe dhiigwedhelwa dhaRössing	13

Omukalo Nkene hatu longo

Nkene hatu longo, omushangwa gwomukalo gwokungeshefa gwoRio Tinto, tagu kwatele kumwe omakankameno nomulandu gwEhangano kombinga yaaniilonga. Ogwa ngongwa pamukalo ngoka opo ku shilipalekwe kutya miilonga yetu ota tu ulike omithika dhopombanda nongushu ndjoka tatu yi topoleiathana, mwa kwatelelwa okugandja ehokololo lyiilonga, uuyuki, uukwaanoshipo nuukwashili.

Omilandu moNkene hatu longo odha tokolwa kewilikongundu lyoRio Tinto konima sho kwa ningwa oonkundathana meni nokondje. Omilandu ohadhi gandjwa koongeshefa dhehangano, pamwe nomaulukilo kehe nomakwatho ngoka ga pumbiwa. Oongeshefa dhEhangano konima otadhi ga tula miilonga mokupitila momilandu dhomaihumbato dhopomahala nokugandja olopota nkene dha tulwa miilonga.

Okuza shoo kwa ningwa enyanyangidho lyotango lyaNkene hatu longo momumvo 1997, omategameno giinakugwanithwa yehangano ogi indjipala. Nonando ongushu nomalalakano getu inayi lunduluka omayamukulo getu oga huma komeho nokukoka notaga monika menyanyangidho ndika lyo opalekululwa lyomumvo 2003.

Moku li longekidha otwa mona ishewe omayeke maaniilonga nekwatho lyopondje ngoka twa pandula noonkondo. Otatu ka tsikila okutya sha kiinima ngaashi tayi holoka opo tu shilipaleke kutya Nkene hatu longo ota yamukula oompumbwe dhopethimbo.

Nkene hatu longo oku na sha newiliko alihe lyoongeshefa dhaRio Tinto nota yambidhidhwa koondokumende dhontumba, mwa kwatelelwa omikalo dheshilipaleko,

nekonakono nkoka dhi na okwiiyutha.

Ondokumende yOmauthomulandu yoongeshefa dhEhangano kayi shi andola omusholondondo gwa fatulwa muule kutya 'ino nenge tya' ihe oyu ulika omuthika omwaanawa gwokwiihumbata nomikalo dheyono, mwa kwatelelwa iinakugwanithwa, osho wo iikumiki yoomenindja mboka ye na oshinakugwanithwa oshinene shetonatelo.

Rio Tinto oku na etengameno komahangano hatu longo nago ngashi ngoka twi itula kumwe nago moka tu na iitolwa ihe katu na mo oshimpwiyu shokulonga, osho wo moka twaa li aakomeho mokulonga, aayeti yiinima naayehe mboka tu na eitulukumwe enene, opo wo gogene gu ulike omithika dha dhenga mbanda. Omahangano ota tu ga tseyithile omakankameno nomilandu dhoRio Tinto notatu longo nago mpoka tashi vulika ga tule miilonga omilandu dha fa dhetu. Rio Tinto okwi ilongekidha okwiikutha mo mekwatathano lyengeshefo ngele nakulonga natse iti iyutha kwaashoka twi itaala musho.

Okungeshefa okuwanawa

Rio Tinto ota ngeshefa opo aadhe ongushu ye ishewe a yambule po yilwe, ehala lya dhenga mbanda muuyuni noku li longa noku li pata pamukalo gwa gamenwa nopashimpwiyu noneitulomo. Moku shi ninga, oha tu landula elandulathano nomikalo dhomumwe dheliko, onkalathano nomudhingoloko monkalo yetu yiilonga ayihe.

Ohatu konakona nawa oompito dhetanitho-pungulo nokulongekidha ewiliko lya dhenga mbanda opo ku shilipalekwe uuwanawa wethimbo ele nokukandula po enwethemo ewinayi. Ohatu kambadhala opo tu yeluthe po okuninga nawa kwEhangano opo li imonikile mokuulika uuwanawa nokukwathela mehumithokomeho tali tsikile.

Otwa taamba ko okukoka nethimbo kwomahangano gopaigwana mongushu nomoshinakugwanithwa shokungeshefa. Omilandu niilonga yaRio Tinto oya longekidhwa okumona mpoka pwa nika oshiponga, okuyanda eehameko neyonuko kaantu nenge omudhingoloko gopaunshitwe nokweeta po omakwatathano ga kola miilonga nopondje yiilonga.

Mokupitila mudho, Ehangano otali kwathele onkalo ombwanawa yaakwashigwana momudhingoloko gwiiilonga yetu nokugandja iikwatheli mbyoka ya pumbiwa koshigwana. Omukalo nguka otagu koleke esindano lyEhangano.

Rio Tinto oha kwathele nokukokeka omithika odhindji dhEhangano. Otwa konga po omukalo gwoopala gwokulopota meni, nokushilipaleka okugwanitha po iinakugwanithwa yopehala nomuuyuni. Ohatu taamba nomaako gaali oonkundathana nelongelokumwe naamboka ye na ohokwe

mokutsikila okuhwepopaleka iilonga yetu moku tu uva ko nokulongathana.

Ohatu iteteke nokukutha ombinga mokukokeka nokupungula moongeshefa tadhi eta omadhiladhilo omape, okuukililiitha omikalo dhongeshefa nomakankameno ga taambwa ko muuyuni, mwa kwatelelwa ewiliko lyehangano.

Okumanguluka nokwiinekelelwa

Ohatu longo iilonga yEhangano pamukalo gwa manguluka nogwiinekelelwa, tagu ulike uuwanawa waakuthimbinga mongeshefa, aakwashigwana, aanilonga, nookastoma osho wo ayehe mboka ya gumwa kiilonga yOngundu yaRio Tinto.

Okwiimonikilwa

Eitulomo lyetu, pamakankameno nomiilonga, otali imonikilwa ngashi tashi ululika pamwe newiliko ewanawa osho wo okwiinekelwa pangeshefa.

Rio Tinto oha pititha uyelele mboka wu uvitike ko pathimbo shi nasha niilonga yOngundu osho wo onkalo yopashimaliwa. Ohatu koleke uukwashilii, meni osho wo paithikameno. Ohatu yanda ehologo lyombinga owala yimwe.

Ohatu gandja uyelele kaakalelipo, mboka wo opalela pehala mpoka oongeshefa dhEhangano tadhi longo, okupitila miikundaneki osho wo meukililo, mwa kwatelelwa mepandja lyomokomputer yetu. Ohatu gandja kutse yene uyelele wa gwana kombinga yonkalathano osho wo konkalo yomudhingoloko momahokololo gi ikalekelwa gokomumvo. Ngaka oha ga popi kombinga yEhangano. Ehangano kehe ohali humitha komeho uwindji nomwago gwomatseyithokonakono gomontaneho.

Uyelele wa nyayangidhwa otawu ulu okumonika mepandja lyokomputer, lyoRio Tinto, www.riotinto.com. Omapandja agehe ngaka gEhangano mookomputer oga kwatakanitwa kumwe nohaga gandja uyelele owindji wu nasha niilonga yopehala. Uyelele wu na oshilonga, mwa kwatelelwa iiniwe niigongi yi nasha nokupulanda osho

oshinakugwanithwa shopankalathano, otayi monika wo mepandja (mokokomputer) lyoRio Tinto.

Rio Tinto oha kongo noha taamba ko okupewa oombedi tadhi tungu. Ohatu longitha omukalo gwokukundathana osho wo omishangwa melandulathano mokupopya omayemato momahala getu giilonga. Otu na ishewe omukalo gwa manguluka gopainekelo gokugandja nokutaamba uuuyelee nenge oshimpwiyu kombinga yoshinima kehe shaRio Tinto nenge komaihumbato gaantu, nopwaa na uumbanda wokupewa uusama, okupitila moprograma yEhangano *Speak-OUT*.

Uuyuki mokungeshefa

Otwa tota ongeshefa yoRio Tinto nuuyuki noshilii ethimbo kehe, okutungila komukanka gwokwiiyutha kooveta nokomalandulathano ge yi guma nomuthika gomuuuyuni.

Ota tu popile ethigathanopo lya manguluka nolyuuyuki. Ota tu popile esimaneko lyoveta nomuthika gwopombanda gwEhangano kehe mpoka tu li muuyuni. Otwa tota po elandulathano nkoka oongeshefa adhihe dhOngundu tadhi tegelelwa dhi iyuthe. Shika oshi ikwatelela mokukokitha omukalo gwokudheula, okutonatela nokukonakona aluhe.

Oombumbo pamikalo kehe, odha indikwa. Ihatu uvaneke, nenge tu gandje nenge tu taambe oombumbo nenge kehe shimwe shoka tashi wulu okufethithwa meukililo nenge mwaa shi meukililo.

Ohatu futile owala mpoka pwa landithwa ondando yopauyuki. Ohatu longo pamwe naakwanehangano aakwetu yokungeshefa, aakalelipo naapokati, uuna twe ya tseyithile

omulandu gwaRio Tinto noya mbilipalelwa kutya itaya vulu okuninga iifutila yaa li paveta mwaa shi meukililo pehala lyEhangano.

Ohatu holola oshinima kehe sha pindikwathanwa nenge ekwatathano kehe ndyoka tali vulu okutula aantu momalimbililo ota tu kambadhala oku li yanda. Omagano nenge eshambulo (entertainment) otaga gandjwa owala nenge taga taambwa ngele oge na ekwatathano nonkalathano nenge nokungeshefa ndele ishewe opomuthika owala gwa yeleka onkalo yopehala mpoka.

Elongelo kumwe mewiliko

Rio Tinto okwi igandja opo a kaleke po omuthika gwopombanda gwokuwilika ehangano, okwiinekelelwa osho wo uunashimpwiyu.

Aakuthimbinga ayehe moRio Tinto Limited na Rio Tinto plc oye li momuthika gumwe gweliko ya fa andola ye na iitopolwa moRio Tinto ongehanganano limwe.

Aawiliki yoRio Tinto oya faathana momahanganano agehe goRio Tinto. Pamukalo ngoka omwanawa, ewilikongundu olya thikama moshinamumwe naawiliki yopombanda naamboka yopevi, taya gandja ewiliko lya tegakana lyokweeta po sha paunongo nopawino wongeshefa

Aawiliki ayehe oye na uuyeleele wa gwana po ethimbo kehe mboka ya pumbwa okulonga iilonga niinakugwanithwa yawo nawa. Aawiliki oya tota po ookomiti dhewiliko ndhoka tadhi opalele ewiliko lyehangano, omukalo omwanawa newiliko: odho *Okomiti yuupulwakombo yokuuulika nOkomiti yondjambi nOkomiti yonkalathano niinima yopamudhingoloko.*

Eitulomo lyekuthombinga pangeshefa

lyaaawiliki olya tseyika nawa. Aawiliki naaniilonga yontumba oyi indikwa okukutha iitopolwa (pakungeshefa) pethimbo lyontumba moRio Tinto. Hamuntu ta holola uuyeleele wu nasha nondando kaantu yalwe nenge taya kutha ombinga miitopolwa yongeshefa yaRio Tinto omanga yoyene ye na uuyeleele owindji.

Etonatelo lyomeni nomikalo dhokulopota Ohatu longekidha omahokololo nondjalulo yiimaliwa tayi gandja efano lyoshili kombinga yonkalo yetu.

Efulo muule kaashi shi owala omukalo ihe ogo wo omakankameno gaRio Tinto mokugandja ehokololo. Ngoka ogo omulandu gwetu ngele ota shi ya kiimaliwa nenge kaashi shi iimaliwa.

Omukalo gwetu gwomeni ohagu konakona iimaliwa, iilonga nomaiyutho osho wo oonkatu dhewiliko dha nika oshiponga. Shika osha faathana nekonakono li shi okwiinekelwa nehwepopaleko lyiiponga okugandja eshilipaleko ewanawa opo ku yandwe iifundja nenge ekanitho lyiinima.

Omumvo kehe aawiliki yEhangano lyoongeshefa ohaya udhitha ombapila yomapulo gomuule okushilipaleka kutya ewiliko lyomeni lyaRio Tinto ohali longo nawa mEhangano alihe.

Ohatu longitha omukalo gwa dhenga mbanda meyalulo lyiimaliwa nomilandu dhokulopota, hadhi longithwa aluhe nodha popilwa momakankameno gokuyalula iimaliwa.

Rio Tinto okwa tegelela aawiliki, aawiliki aakuluntu, aawiliki yiimaliwa naaniilonga yalwe mboka haya longekidha omahokololo giimaliwa yi ihumbate yaa na oshipo nomeinekelo osho wo nomautho gomithika

Okumanguluka nokwiinekelelwa (ta kutsikile)

dhomaithano gawo nenge ongeshefa.

Kehe gumwe a tseya nenge ta fekela eyono lyiinakugwanithwa yetu ota kumikwa a lopote omatompelo nenge efekelo kaawiliki aakuluntu nenge *kOkomiti yEtalululo* yaRio Tinto meukiilo, nenge mokupitila mopolograma yaRio Tinto yo *Speak-OUT*.

Omilandu dhehangano

ligwana yomuuyuni tayi indjipala oya pumbwa iifulomwa niyela opo ehumokomeho li tsikile. Ota tu ningi oshinakugwanithwa shetu oku yi gandja pamukalo ngoka tagu eta uwanawa komaluvalo ngaka naangoka gokomeho. Ohatu longitha ongushu nomithika dha tseyika kehe mpoka Ehangano tali longele, aluhe ohatu simaneke ooveta dhi ili nodhi ili, omithigululwakalo, oohedhi, nomikalo dhekuto miilonga.

Otwa itaala kutya okukala nawa nuukalinawa, egameno, omudhingoloko noshinakugwanithwa shaakalimo oya simana. Otwa tseyi wo kutya elongelokumwe ewanawa, meni nopondje oya simana opo ehanganano li tsikile okusindana. Ota tu lalakanene okuuva ko nokukala naakalimo yopehala pamukalo tagu tungu, omapangelo naayehe momahanganano gepangelo nopaumwene, mwa kwatelelwa omahanganano gaashi gepangelo.

Omisindalandu dhaRio Tinto ndhoka tadhilike ondjila yetu, otadhi landula palandulathano lyoondanda.

Aakwashigwana

Ota tu tungu ekwatathano tali kalelele naashiinda yetu ndyoka tali konekiwa kesimanekathano, elongelokumwe neitulomo lyethimbo ele.

Ewiliko ewanawa lyekwatathano naakwashigwana olya pumbiwa mokwaadha esindano lyetu mokungeshefa ngashi ewiliko lyomiilonga. Okulonga nawa otaku pula opo atuhe tu taambe oshimpwiyu shekalathano

naakwashigwana. Ota tu dhindhilike omalongekidho gopehala mokuninga Opulana yOmimvo ntano yaakwashigwana ndjoka yi na okugandjwa okuziilila pehala kehe hapu longelwa noyi na okweetwa pethimbo omumvo kehe. Oopulana otadhi ningwa dhi ikwatelela komulandu nguka notadhi longithwa monkalamwenyo ayihe yokukala po kwiilonga yEhangano.

Esimanekathano oli ikwatelela kokuuva ko kwetu iinima mbyoka ya simana kaashiinda yetu osho wo euvoko lyomushiinda kwaashoka sha simana kutse. Kehe mpoka hatu longele ohatu kambadhala okutaamba ko omithigululwakalo dhilwe, oonkalo, iithigwapo naashoka sha halika komushiinda gwetu, unene mpoka ehumokomeho lyoofambulika inaali tseyika po. Iilonga yetu yomaakwashigwana nomudhingoloko ohayi kwatakanithwa nawa nohayi pulakene wo omadhiladhilo gaantu kombinga yiilanduli yiilonga yetu.

Ohatu kumike elongelokumwe pamithika dhopaigwana, moshilongo, miitopolwa nopehala. Olya thikama meitulomo, einekelathano osho wo okwaaholeka sha. Ekwatathano lyetu naakwashigwana olya kwatelela mo epaathanomayeke okweegulula iilongithwa (iipupalekithi) iipe. Osho wo okutonatela mbyoka ya kala po noku yi pata uuna ya kulupa.

Mokuninga ngaaka ota tu kwathele ooproyeka dhaakwashigwana ndhoka tadhilike vulu okukwatha nopwaa na okweeta po onkalo yokwiikwatelela muyalwe. Ota tu kwathele wo ehumokomeho lyomiitopolwa nedheulo, ekuto miilonga noompito dhoongeshefa oonshona. Miilongo opo tayi putuka aluhe ohatu pulwa okukwathela uukalinawa, elongo nooprograma

Omilandu dhehangano (ta kutsikile)

dhuunamapya. Pamwe nelongelokumwe nayalwe ohatu kwatha mpoka tashi vulika.

Ekuto miilonga

Otwa hala elongelokumwe lya gamenwa pamithika adhihe mehanganu. Omanga tatu simaneke omithigululwakalo dha oonghedhi, oohedhi nekuto miilonga, otu na omalalakano ga faathana, unene mehulithopo lyiiponga pomahala giilonga, notwi itula meitaalo lya kola neihumbato li li moshili lyEhangano.

Rio Tinto oha kutu shi ikwatelela kompumbwe yiilonga na iha tongola shi ikwatelela komimvo, omuhoko nenge onakuziwa yonkalathano, uundume negamo lyomilalo, opolotika nenge elongelokalunga lyomuntu. Ota shi vulika tu yoolole mokukuta tango aavalelwamo mpoka sha uthwa kooveta. Ehangano ihali longitha ekuto iyethiminiko, lyevathano nenge aanona.

Okulongwa wu longe, opo nee okulonga momudhingoloko gwaa na iiponga, guukalinawa osho oshinima tashi ningwa tango. Kakele kaashoka, Rio Tinto okwiitaala okukwathela aaniilonga ya humithe komeho omagano gawo. Ohatu hwepopaleke uunongo wetu nontseyo yetu miilonga mokutalulula nkene hatu longo, okusimaneka omagano, okwiilonga, okulonga nokudheula kutya okwa pumbiwa, osho wo okugandja oompito dheihumithokomeho mEhangano.

Rio Tinto okwa tegelela aawiliki ye ya kale oshiholelwa shomaihumbato omawanawa. Ohatu kala naantu mboka hatu longo nayo pondje nesimaneko nuuyuki. Ihatu pitika ehindo miilonga nenge okulongitha pombambo oonkondo dhetu nenge inima yEhangano paumwene. Otwa simaneke

iinakugwanithwa yetu kaaniilonga pamwe natse naakuti yetu. Ohatu longele kumwe meni nopondje yoongeshefa, pamithigululwakalo nopailongo opo tu hume komeho.

Omauthomulandu goongeshefa oga eta po onkalo ombwanawa yiilonga nomalandulathano gevuliko. Ehangano ohali tula miilonga oondjambi dhi thike pamwe pwaa na eholeko osho wo omukalo gwekumiko. Rio Tinto okwa taamba ko uuthemba wakehe gumwe wokuholola kutya okwa hala a kalelwe po pangundu.

Ohatu iyutha kwaashoka sha shangwa *moNkene hatu longo* osho wo kOmauthomulandu.

Omodhingoloko

Mpoka tashi vulika ohatu keelele, nenge tatu shonopeke nokwoopaleka eyonuko lyomodhingoloko lyaa ningwe kEhangano.

Omodhingoloko gu li nawa ogwa pumbiwa omolwesindano lyongeshefa yetu. Okwiiyutha kooveta nomalandulathano agehe gomudhingoloko odho omikanka hoka hatu tungile onkalo yetu nomudhingoloko. Ota tu kwathele nokukumika iilonga kehe mokukwathela nokutula miilonga omikalo dha ziminwa kuuyuni neigandjo lyopaumwene.

Ishewe ohatu tala euveko alihe lyomodhingoloko nelongitho ewanawa lyiinima opo tu shilipaleke elongitho lyaa na oshiponga lyiinima notu shilipaleke kutya uwanawa wa lyo auhe owa gwana po.

Otwa tota po omuthika gwa andjagana gwEhangano, okukonakona nokutonatela iiponga yomodhingoloko. Shika ota shi ningwa paenkatu adhihe dhekongu

(exploration), ehumithokomeho, mokulonga nokupata, osho wo mokumona ekonakono lyekutho lyoonkondo (divestment), opo ku adhike ehwepopalo mokukala nawa nomudhingoloko. Ota tu longo wo naakwashigwana yopehala, omapangelo, ookastoma, aayeti yiinima nayalwe omolwelalakano limwe.

Otwa taamba eshilipaleko lyomulandu gwetu gwomodhingoloko, meni nopondje, hashi zi mokukonakona aluhe, mokutalulula nomoolopota. Ehangano kehe lyongeshefa ohali nyola ehokololo lya lyo lyopankalathano nomudhingoloko omolwaakali yalyo yopehala.

Uuthemba womuntu

Ota tu popile Omushangwa gwAayehe gwEtseyitho lyUuthemba wOmunu gwIlgwanahangano. Rio Tinto okwa simaneka uuthemba mboka mwaashihe tashi longwa kehangano muuyuni auhe.

Ota tu kambadhala opo tu shilipaleke kutya kehe mpoka pe na Rio Tinto pu kale ekwatathano ewanawa mokuyanda eipumomumwe lyaakwashigwana. Rio Tinto okwa simaneka nota popile esimaneke, onkalonawa nuuthemba waaniilonga yomEhangano, aakwanezimo yetu naakwashigwana moka tu li, naayehe mboka ya gumwa kiilonga yEhangano.

Mpoka uuthemba itaau simanekwa, ota tu pula omuthika gomuyuni okukaleka po nokuyanda onkalo moka taku fatululwa kutya ota tu popile eshundulo lyuuthemba womuntu. Ota tu shilipaleke kutya iilongithwa yetu yaa longithwe pombambo moku wii shudula.

Elandulathano lyEhangano mokulongitha aaniilonga yegameno oli ikwatelela

komakankameno guuthemba womuntu mwa kwatelelwa omaulikilo nengambeko mokulongitha oonkondo. Omalandulathano ngaka otaga kolekwa kedheulo notaga longithwa mokukuta aaniilonga yegameno osho wo aaniilonga yomEhangano.

Ota tu kongo oompito dhokukwathela oonkambadhala oombwanawa okupopila euvoko lya andjagana lyondilo yuuthemba womuntu, unene mpoka tau kwathele aakwashigwana yopehala lyEhangano. Ota tu kambadhala opo tu ye moonkundathana nayalwe nelalakano lyoonkambadhala dhomiilonga dhokuhumitha ko esimaneke lyuuthemba womuntu wu li pamwe noshilonga shongeshefa.

Okumona evi

Ota tu kambadhala okumona epopilo lya gwana lyomathaneke getu monkalamwenyo ayihe yiilonga yEhangano mokukwatakanitha omukalo gweliko, uungombo niinima yi nasha nomudhingoloko nonkalathano.

Oha tu mono evi noku li longitha, tatu hupitha enwethomo kaali shi okuyandwa nokulonga naakwashigwana yopehala oku ya kwatha moompumbwe dhawo pamukalo omwaanawa nogu shi okwiinekelwa ngashi tashi vulika. Moompito adhihe shika osha kwatelela mo oonkundathana tadhi tsikile naakwashigwana, omapangelo gopashigwana naayehe ya gumwa. Otwi itaala kutya shika otashi vulika shi ete ponkatu mpoka kutya twaa konakone evi nenge twaa humithe komeho iilonga yetu, nonando otwa pitikwa paveta oku shi ninga.

Unene otu na onyati mokukonakona omanga inaatu tameka oshilanduli

Omilandu dhehangano (ta kutsikile)

shenwethemo lyiilonga yetu miitopolwa yondilo noyethigululo. Ohatu longo nayalwe okutota omikalo dha yeleka dhewiliko, noku dhi tonatela opo tu shilipaleke kutya omukalo omwaanawa otagu landulwa.

Okupula uumwene wevi ohashi ziilile muumwene wopashigwana nenge mooveta dhoshilongo. Omikalo dhelongitho dhevi dhoshilongo ohadhi vulu dhi kale dha yooloka naandhoka dhopaigwana. Elalakano lyetu okutunga ontopa pokati koveta yoshilongo naandjoka yopashigwana mokuuvitha ko aantu iinima yiikundathanwa.

Mpoka eliko lya gumwa, ondilo yalyo ohayi yelekwa nofuto ya yeleka nohayi uvathanwa. Ohatu longo nayalwe mpoka pwaa na elandulathano lya sha okukwathela omapangelo ga tule melandulathano onkundathana dhi li nawa.

Pethimbo lyokufula iikwamina ohashi vulika tu longithe evi lya pitilila kwaandyoka lyomina omolwomalalakaneno gontumba. Ngaka oga kwatelela mo omagumbo, elongo, uukalinawa osho wo omahala gomainyanyudho nosho wo okulonga iikulya, etsiko lyomiti, edhiginino lyonkalo yuunshitwe negameno lyuunshitwe wopendji.

Uuna iilonga ya pata, ohatu hulitha neningo nawa lyevi ndyoka twa lundulula mokukundathana naashiinda yetu osho wo mokulongitha omikalo dha dhenga mbanda dhegameno lyuunshitwe, ooveta nomalandulathano taga opalele.

Uukalinawa

Otatu kambadhala okugamena uukalinawa wetu wokomalutu osho wo onkalonawa yaampoka hatu longo.

Aaniilonga yetu ngele oye na uukolele otashi

kwathele opo ongeshefa yi adhe esindano. Otwi itula mo mokukeelela omikithi omipe notatu kambadhala tu dhi shonopeke omumvo nomumvo mokutotha mo, okokonakona nokutonatela shoka tashi ziilile mehala.

Otwa tula po omikanka dhomuthika dhuukalinawa. Ohatu tula miilonga omikanka ndhika pamwe nelongo, sha kwatela mo omikalo nomalandulathano.

Eshilipaleko olya kwatelela mo aluhe ekonakono, nokutalulula oolopota ndhoka tadhi iyutha komilandu dheto nokomithika.

Eitulo mopolitika

Oongeshefa dhaRio Tinto ihadhi itula meukililo nenge pwaa shi meukililo mopolotika yongundu nenge dhi futile oongundu dhopolotika nenge aanapolotika yoyene.

Rio Tinto oha fala omadhiladhilo kepangelo nokuyalwe taga gumu ongeshefa ye osho wo ndjoka yaakuthimbinga, aaniilonga naayehe yi itula meipyakidhilo lyetu. Mokukwathela onkundathana ndhoka dhomontaneho, ota tu kwathele metoto po lyooveta nomalandulathano omawanawa ngoka ge na ko nasha noga opalela uuanawa wetu wengeshefo.

Kape na sha momulandu gwaRio Tinto tashi ngambeke aantu koogumwe taye shi ningi paumwene ongaakwashigwana mokwiitula momukalo gwopolotika.

Egameno

Egameno osho oshinima twa tula komutima; nelalakano lyetu opo pwaa kale nando eeameko limwe limwe.

Omaihumbato ga kehe gumwe otaga kwathele opo pwaa kale iiponga miilonga. Onkene eitulomo lya mana mo na itaali tenguka lyokutula miilonga omuthika gwa yela, omaulukilo, omikalo nomalandulathano oya pumbiwa apehe muuyuni.

Pamwe naambika ota tu tungu omuthigululwakalo gwa gamenwa ngoka tagu pula ewiiko li iyetikile, elongo nedheulo itaali hulu nomuthika neitulomo lya mana mo lya kehe gumwe miilonga.

Ohatu dhenge omuthindo mokuulika iiponga, nekonakono netonatelo lyiiponga. Ohatu yeleke eshilipaleko mokulonga, mekonakono lyomeni nolyopondje lyomambo gehangano osho wo nomikalo dhokugandja omahokololo.

Ehumokomeho tali tsikile
Oongeshefa mpoka hapu longo
Rio Tinto, ooproyeka osho wo
iilongomwa oyi na okukwathela nawa
metaaguluko lyuuyuni okuya
mehumokomeho tali tsikile.

Ohatu kwathele ehumokomeho tali kalelele mokukwathela okugwanitha po oompumbwe nomalalakano gaakali pomahala kutya odhopaliko, odhopankalathano nenge omudhingoloko. Shika ota shi ti okukaleka po ehumokomeho tali tsikile ongoshitopolwa shelandulathano nomikalo dhomatokolo gongeshefa yetu.

Mokugandja omuthindo kaantu, omudhingoloko, ekwatonawa lyoonza nomukalo gwokuwilika, nena ota tu vulu okutonatela iiponga, okweeta po oompito dhokungeshefa, okushonopeka omakanitho, okutula pevi oondando, nokukuta aaniilonga mboka aawanawa, okumona omalandithilo

omape niipumbiwa nokugandja iilongomwa iiwanawa kaalandi yetu.

Pailonga, shika oshi ikwatelela mokutseya nokupopila omakankameno nomilandu dhaRio Tinto kukehe gumwe gwetu.

Oshigwedhelwako

Omauvathano gamwe gopaigwana ga popilwa kuRio Tinto

- **Australian Minerals Industry Code for Environmental Management**
www.minerals.org.au/downloads/pdf/Code2000.pdf
- **Global Sullivan Principles of Social Responsibility**
www.globalsullivanprinciples.org/principles.htm
- **International Chamber of Commerce Business Charter for Sustainable Development**
www.iccwbo.org/home/environment/charter.asp
- **International Council on Metals and Minerals Sustainable Development Framework**
www.icmm.com
- **International Labour Organisation Convention 169: Concerning Indigenous and Tribal Peoples in Independent Countries**
www.unhchr.ch/html/menu3/b/62.htm
- **International Labour Organisation Declaration on Fundamental Principles and Rights at Work**
www.ilo.org/public/english/standards/decl/declaration/text/tindex.htm
- **Organisation for Economic Cooperation and Development Convention on Bribery and Corruption**
www.oecd.org/pdf/M00007000/M00007323.pdf
- **Organisation for Economic Cooperation and Development Guidelines for Multinational Enterprises**
www.oecd.org/pdf/M00021000/M00021070.pdf
- **United Nations Universal Declaration of Human Rights**
www.un.org/Overview/rights.html
- **United Nations Global Compact**
www.unglobalcompact.org/
- **US/UK Voluntary Principles on Security and Human Rights**
www.state.gov/www/global/human_rights/001220_fsdrf_principles.html
- **World Economic Forum Global Corporate Citizenship Statement**
www.weforum.org/pdf/GCCI/GCC_CEOstatement.pdf

Oondokumende dhomaulukilo dha gwedhwa ko dhaRio Tinto mwene

- **Business integrity guidance**
- **Compliance guidelines**
- **Corporate governance guidelines**
- **Environment standards**
- **Financial disclosure guidelines**
- **Human rights guidance**
- **Occupational health standards**
- **Rules for dealing in Rio Tinto securities**
- **Safety standards**

Oondokumende ndhika ota dhi gandja omaulukilo ga gwedhwa ko komilandu dhontumba miiopolwa yimwe yomilandu noonza oonkwawo natango ota dhi monika kombinga yaRio Tinto momakwatathano paekomputer dhomehangano nepandja lya lyo.

Omoluupu ota tu longitha edhina “Rio Tinto” okufatula Ehangano lya Rio Tinto (Rio Tinto Limited na Rio Tinto plc) osho wo omahangano ngoka taga longele kumwe, nonando agehe ngaka ohaga wilikwa paithikameno, gi ilile noga yooloka muukwatya. Ehangano lyoRio Tinto Limited olya thikama muukwatya wopaali ihe oli na eliko lyopaugumwe.



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Aagandji mayele yendulukopo Tor Pettersen & Partners.
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lyopawunonajononi ku **pureprint**.

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