



Safest year
on record

↓ **70% decrease**
in workplace incidents

BC Works received Canadian American
Business Council **Corporate Leadership Award**

858MW of clean, renewable energy
produced in Kemano

230,000 tonnes
of export to
US markets

↑ **77% increase**
over previous years

Kemano
T2 project
received notice
to proceed

Economic



- BC Works contributed nearly **\$358 million** to the BC economy.
- \$121 million** in direct spend in BC towards **contracts and services**, including **\$56.5 million in northwest BC** alone.
- More than **\$154 million paid in annual wages** and benefits.



Environment



- All smelter emissions below permit levels**, including Fluoride, SO₂, particulate (dust) and PAH emissions.
- \$644,000 towards environmental initiatives** in the Nechako watershed, with a focus on fisheries conservation and research.



- 12,000 juvenile sturgeon released** into the Nechako River as part of Nechako White Sturgeon Recovery Initiative.

- South landfill project reached 80% completion.** Project designed to reduce leachate and improve overall ecological health in the area.



- Continued implementation of the **Eulachon Protocol in collaboration with the Haisla Nation** to conserve and protect eulachon, while sustaining power generation needs.

Governance



- Continued implementation of **Haisla Legacy Agreement**, with a focus on enhanced economic development and employment initiatives.
- Significant progress achieved regarding **Cheslatta New Day Agreement**, including identification of key areas of focus – training, jobs, and capacity development.
- Kemano T2 Project** permitting completed through various provincial agencies
- Kitimat Public Advisory Committee**, a P2 Permit requirement, underwent a consultative process to update the committee's Terms of Reference.

Social



Our people

- Employment of **1400 people**, including direct employees and contract workers.
- Fair and reasonable outcome of collective bargaining** process with Unifor, Local 2301
- Established **new framework for increasing diversity and inclusion** of our workforce
- Internship and summer co-op program** with 41 summer students and two Haisla internships.
- Company wide parental leave** was introduced
- Completed **two employee surveys** and **launched Rio Tinto 'Connect'** to increase employee engagement



Health and safety

- BC Works achieved its **safest year on record**.
- AIFR score of 0.24, far below the Aluminum Division's 0.4 average.
- Launched new initiatives focused on health and safety, including Critical Review Management, Take 5s, and the *Are you ok?* program.

Our communities

- More than **\$1.6 million invested in local community initiatives** across B.C.
- Launched focused multi-year **water engagement initiative** with Nechako Reservoir communities with the overall goal of improving our operations.
- BC Works Team participated in **more than 75 community events** in host communities.
- Hosted more than **500 visitors at our community office**, including 400 site tours.
- Increased information sharing about our operations including **54 air quality reports** and **56 reservoir reports**.