

Bell Bay operations sustainable development

2020 Scorecard



Safety

Putting the health and safety of our people first

2 Recordable injuries	0 Recordable occupational illnesses	0.35 All Injury Frequency Rate (AIFR)
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Safety We achieved our best safety performance to date with 536 days recordable injury free, no Potential Fatal Incidents and a site AIFR of 0.35 which was outstanding. We improved our Safety Maturity Model score, achieving a target of 6.8.

Employee health and wellbeing In response to COVID-19, we did everything we could to protect our employees and their families and keep our community safe. This included introducing a four step health screening process (health questionnaire, thermal temperature screening, antibody screening, COVID-19 test) for employees, contractors and authorised visitors to the Bell Bay site. In 2021, we advanced our screening to antigen (instead of antibody) screening.

Cash

Maximising cash to increase our resilience

192,459t Hot metal tonnes	269 Local vendors 288 National vendors	\$5.9M Taxes to local, state and Australian governments
\$188.8M Local spend on goods and services	\$242M National spend on goods and services	\$35M Capitalexpenditure

People

Building a workplace where we all feel valued, connected and can grow

509 Full Time Equivalent (FTE) employees	67 Full Time Equivalent (FTE) contractors (excluding capital)	15.3% Female employees (FTE)
10 Supported apprentice positions	\$60.7M Salaries paid	

Growth

Growing our business responsibly to benefit future generations

Production In 2020 we delivered a record hot metal production of 192,459 tonnes against our previous record in 2015 of 190,710 tonnes.	Business transformation & power efficiency We banked \$27.9M savings against a target of \$20.5M from our transformation work. We implemented three power efficiency saving initiatives saving a total of \$2.7M	Economic contribution (includes salaries, partnerships, in-kind support, taxes, national supplier spend) \$309M
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Partnership

Building relationships that enable us to operate and pioneer progress

\$168,242 Community investment (includes in-kind support)	40 Community organisations supported	2 Significant community complaints	\$311,500 COVID responses
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Partner to operate

Annual Tree Planting More than 120 students from George Town participated in the smelter's annual tree planting days at Bell Bay.	The smelter donated 2,300 trees for the planting and a further 1,200 trees to local farmers in the region through Tamar Natural Resource Management.	George Town Mountain Bike Trails — We worked in partnership with George Town Council to provide access to buffer zone land to increase the trail network footprint—due to open in October 2021.
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Environmental stewardship

12 Significant environmental incidents

We launched a site-wide project focussing on reducing fume and dust exposure, including improvements to alumina unloading infrastructure.

Closure study planning commenced, which included reducing process waste stockpiles and understanding environmental closure liabilities.

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Our operation

Our Bell Bay Aluminium smelter began operating in 1955 and holds a unique place in Tasmanian and Australian history as the first aluminium smelter in the Southern Hemisphere.

We have a long and proud history in Tasmania of supporting our community and are committed to building enduring relationships built on mutual respect, collaboration and genuine partnership.

The Bell Bay smelter, known as Bell Bay Aluminium (BBA), operates as part of Rio Tinto's Pacific Operations group and is a wholly owned subsidiary of Rio Tinto.



Case studies

Shop local

The 'Why Leave Town' program is a partnership with the George Town Chamber of Commerce, Bell Bay Aluminium and the George Town Council designed to support local businesses across the municipality in response to the economic impact of COVID-19. Bell Bay contributed \$20,000 to help establish the gift card system which encourages local spending.

The partnership is one of a number of major investments the smelter supported throughout 2020 in Northern Tasmania as part of a US\$25 million COVID-19 response program made by Rio Tinto globally with the communities where we operate.

Bell Bay's Gender Diversity Champion

Brett Robins, superintendent Power Supply, was announced the winner of the Gender Diversity Champion in Australia Award at the 2020 Women in Resources Awards hosted by the Minerals Council of Australia. The award recognises a male or female for their excellence in the encouragement, promotion and advocacy for the attraction, retention and promotion of women within their company and/or the Australian resources sector.

Brett started work at Bell Bay Aluminium 25 years ago when only a handful of women worked at the smelter; fast forward to 2020 and there are close to 80 women who are part of our workforce. Over the past two years in particular, Brett has been instrumental in developing initiatives, including introducing a range of women's clothing, boots and safety equipment specifically for female employees.

Brett has two daughters and wants them to be able to work in whatever career they choose, without having to overcome challenges and obstacles that many males do not have to face. This has driven Brett to work hard, with BBA and the broader industry, to remove barriers to females who join our workforce and have ambition to succeed.

New AFL lights for the George Town Football Club

In 2020, new AFL standard lights were installed at the George Town Football Club oval as part of a \$250,000 federal government Community Development Grant. In addition to the funding, local businesses including Bell Bay Aluminium provided approximately \$100,000 worth of in-kind support to ensure the project could be delivered within budget and on time. The smelter's in-kind support came in the form of five electrical apprentices who were provided with the opportunity to work on the project under the supervision of Dennis Williams from Tas Electrical Services. This enabled our apprentices to work on a local community project that has wide-ranging benefits for the George Town community, as well as learn new skills not available to them on site. It also gave them the opportunity to work alongside other apprentices from nearby local businesses and industry.