

Weipa Operations sustainable development

2020 Scorecard



Safety

Putting the health and safety of our people first

5

Recordable injuries

1

Recordable occupational illnesses

0.26

All Injury Frequency Rate (AIFR)

Safety

In early 2020, we had five recordable injuries occur across our operations. This prompted a safety pause to reset our safety expectations and enable a strong focus on making sure that we get home safe each and every day. We finished off the year strongly with an All Injury Frequency Rate (AIFR) of 0.26 which is below our target of 0.3. By the end of the year we had achieved six months without a recordable injury.

Employee health and wellbeing

In 2020, we launched our Peer Support program, providing training to 27 volunteer employees to equip them with the skills to provide confidential and non-judgemental mental wellbeing support to workforce peers.

Cash

Maximising cash to increase our resilience

35Mt

Bauxite

\$14M

Indigenous spend on goods and services

\$195M

Taxes and royalties to local, state and Australian governments

\$64M

Local spend on goods and services

\$518M

National spend on goods and services

\$109M

Capital expenditure

People

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

1,314

Full Time Equivalent (FTE) employees

569

Full Time Equivalent (FTE) contractors

26%

Female employees

84

Apprentices and trainees

\$182.3M

Salaries and benefits paid

25%

Indigenous employees

Growth

Growing our business responsibly to benefit future generations

Cultural immersion

We recommenced our Cultural Immersion program with 10 leaders across the business participating in community and cultural activities

designed to build their cultural capability, mapped to our Community and Social Performance competencies (mandatory for leaders). Leaders spent 92 hours in the field with Traditional Owners signatory to the agreements under which we operate.

Economic contribution
(includes salaries, partnerships, in-kind support, taxes, total national supplier spend)

\$897M

Partnership

Building relationships that enable us to operate and pioneer progress

\$322,000

Community investment

56

Community organisations supported

0

Significant community complaints

\$1.6M

COVID response investment to local community

Partner to operate

We donated \$1M and formed a new partnership with Old Mapoon Aboriginal Corporation and Torres and Cape Hospital and Health Services to fund a

new **CT Scanner** for Weipa's only hospital. More locals will soon receive care closer to home, reducing the need to travel outside the community.

We also provided a \$25,000 grant to improve **Volunteer Marine Rescue's** emergency response through an upgraded radio room.

Environmental stewardship

0

Significant environmental incidents

We are continuing our research into iconic threatened species of the Western Cape, working with Traditional Owners and expert scientists (see our case study section).

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Our operation

Our Weipa operations in far north Queensland include three bauxite mines, processing facilities, ship loaders, an export wharf, two ports, power stations, a rail network and ferry terminals. The development of Amrun, our newest mine, completed in 2018, will extend the life of our Weipa bauxite operations by decades to come, significantly building on our 55-year history on the Western Cape, providing employment opportunities and supporting business growth in the region.

We are a major contributor to the regional economy on the Western Cape, including significant investment in local infrastructure to support the Weipa township. We work alongside Traditional Owners to create long-term mutual value, investing in education, employment, training, and cultural heritage management.

The major highlights at Weipa Operations for 2020 have included \$1.6M in sustainable community investment spend, our pilot Cultural Immersion Program, record production at Amrun, two record shipments onboard the Orient Calavier and the return of top soil ceremony at Amrun.



Case studies

Threatened species protection



We continued our research into iconic threatened species of the Western Cape, working with Traditional Owners and expert scientists. This year, we:

- tracked Australia's rarest bird of prey, the Red Goshawk, with the University of Queensland (UQ), Australian Wildlife Conservancy (AWC) and the Queensland Department of Environment and Science (DES)
- captured and tagged critically endangered Speartooth Sharks in Port Musgrave with the Mapoon Rangers and the University of the Sunshine Coast (USC)
- studied the Northern Quoll with Charles Darwin University (CDU) and implemented land management activities to help strengthen the local population
- Researched Marine Turtles through the Land & Sea Management Program (LSMP) and improved nest protection activities, with more than 100 turtle nests hatching along the Amrun foreshore in 2020.

Keeping it local



Rewarding and recognising our people is important to us. In 2020, we introduced the 'Let's Keep It Local' rewards program, aimed at recognising team members who demonstrate behaviours that align with our core values of Safety, Teamwork, Respect, Integrity and Excellence while at work. The program is also a way of supporting local businesses given all reward vouchers are for local organisations situated in Weipa. The rewards program is one way of showing how much we value our people while supporting local businesses at the same time. Reward vouchers are accepted at local vendors displaying our Let's keep it Local rewards poster in their store.

Careers for locals



The Land and Sea Management Program (LSMP) provides opportunities for Wik-Waya Traditional Owners and Rio Tinto to work together in land management activities, as well as gain formal training and certifications in land management and conservation. In July 2020, we converted five Wik-Waya Traditional Owners from contract members of our team to full-time, permanent Rio Tinto Land and Sea advisors. These appointments mark a significant milestone towards achieving the vision of Wik-Waya Traditional Owners—to manage their own country and provide job security, skills and education advancements and to work on and look after their own country. Six of our current eight positions in the LSMP team are now filled with full-time Wik-Waya Traditional Owners.