

**RIO TINTO
SUSTAINABILITY COMMITTEE**

TERMS OF REFERENCE

Adopted by the Board of Rio Tinto plc and Rio Tinto Limited on 15 December 2021

1. Purpose

The purpose of the Sustainability Committee (**Committee**) is to enhance Rio Tinto's social licence to operate by supporting and monitoring the sustainable development of Rio Tinto's businesses, including the Group's contribution to the sustainable development of the communities and countries in which we operate, and to oversee the integrity of Rio Tinto's sustainability reporting and associated statements on matters within its Scope.

2. Scope

2.1. The Committee shall have oversight of the following areas:

(a) Safety, including:

(i) major hazards, including:

- A. underground safety;
- B. process safety (including molten metals);
- C. functional safety;
- D. slope geotechnical hazards; and
- E. tailings and water storage; and

(ii) critical risk management; and

(iii) safety maturity;

(b) Health, including:

(i) occupational health; and

(ii) mental health and well-being;

(c) Environment, including:

(i) water management;

(ii) air emissions, including dust;

(iii) land stewardship and biodiversity;

(iv) waste management; and

(v) closure and legacy management,

but not including climate change (strategy, projects, partnerships, physical resilience, engagement, reporting and advocacy), which shall be overseen by the Board; and

(d) Communities and social performance, including:

(i) community relations, including with traditional owners and other indigenous peoples on whose lands we operate;

(ii) cultural heritage management;

(iii) the economic and social development of the communities in which we operate, including employment, training and development, and local supply chain development;

- (iv) sustainable development issues as they relate to suppliers and supply chains, including modern slavery;
- (v) security (being the security of the Group's people and assets, including business resilience, but excluding cyber security); and
- (vi) human rights monitoring and issue management.

3. Membership

- 3.1. The Committee shall comprise three or more independent non-executive directors who shall be appointed by the Board on the recommendation of the Nominations Committee in consultation with the Committee Chair. At least one member of the Committee must have relevant skills, experience or qualifications, as determined by the Board, in sustainable development related matters.
- 3.2. The Committee Chair shall be an independent director appointed by the Board. In the Committee Chair's temporary absence, one of the other Committee members, either nominated by the Committee Chair or elected by the Committee, will act as Committee Chair. The Chair of the Board may be a member, but not Chair, of the Committee.
- 3.3. Appointment to the Committee shall be for a period of three years, which may be extended for further periods of three year at a time provided the director still meets the criteria for membership of the Committee.
- 3.4. Only members of the Committee have the right to attend Committee meetings. However, other individuals may be invited to attend for all or part of any meeting, as and when appropriate and necessary.

4. Secretary

- 4.1. The Group Company Secretary, or a nominee, shall be the secretary of the Committee.

5. Quorum

- 5.1. A quorum of the Committee shall comprise any two Committee members.
- 5.2. Members of the Committee may attend in person or participate by other means, including teleconference or video conference.

6. Meetings

- 6.1. The Committee shall meet not less than four times a year, and at other such times as any member, or the secretary of the Committee, shall require.

7. Notice of Meetings

- 7.1. Meetings of the Committee shall be called by the secretary of the Committee at the request of the Committee Chair.
- 7.2. Unless otherwise agreed, notice of each meeting confirming the venue, time and date together with an agenda of items to be discussed, shall be forwarded to each member of the Committee. Supporting papers shall (where appropriate) be sent to Committee members and to other attendees, as appropriate, at the same time, unless the Committee Chair (acting upon the advice of the Group Company Secretary), determines that it would be inappropriate for any one or more individuals to receive them.

8. Reporting procedures

- 8.1. The Committee Chair shall report to the Board after each meeting on the matters discussed and the minutes of each Committee meeting shall be received by the full Board (as appropriate).
- 8.2. The Committee will report to the Board on its work in discharging its responsibilities during the year and the outcomes of its formal annual evaluation.
- 8.3. The Committee will review and approve a summary report prepared by management each year describing the Committee's work during that year and an annual plan for the upcoming year's activities, for inclusion in Rio Tinto's annual report.
- 8.4. The Committee Chair (or another Committee member nominated by the Committee Chair) will attend the annual general meetings of the companies to respond to any shareholder questions on the Committee's activities.

9. Delegation

- 9.1. The Committee has the delegated authority of the Board in respect of the functions and powers in these Terms of Reference. The Committee may sub-delegate any or all of its powers and authority as it thinks fit, including, without limitation the establishment of sub-committees to analyse particular issues or themes and to report back to the Committee.
- 9.2. Where appropriate to ensure the ongoing operating efficiency of the Committee, the Committee may delegate responsibility to the Committee Chair to execute decisions on its behalf. In these instances, the Committee Chair would, where appropriate, solicit the views of fellow Committee members.

10. Resources

- 10.1. The Committee shall have full authority and resources to investigate all matters falling within its Terms of Reference and accordingly, the Committee may:
 - (a) obtain, at Rio Tinto's expense, any external independent professional or expert advice, as it considers necessary in connection with its purpose and, if required, secure the attendance of such advisors at its meetings;
 - (b) have such direct access to Rio Tinto's resources as it may reasonably require including access to management; and
 - (c) oversee the provision of an induction programme following the appointment of members and determine the ongoing training and development of its members, taking into account individual requirements.

11. Review and evaluation

- 11.1. The Committee will undertake an annual formal review of its effectiveness, including the role and responsibilities of the Committee, its organisation and effectiveness. This shall include a review of these Terms of Reference.

Appendix - Committee responsibilities

1. Rio Tinto policies

- 1.1. Review Rio Tinto policies relevant to the Committee's Scope.

2. Management processes and monitoring

- 2.1. Oversee management processes designed to ensure compliance with the policies that fall within the Committee's Scope including:
 - (a) alignment of sustainable development policies with laws and regulations; and
 - (b) compliance with Rio Tinto's annual targets outlined in the Sustainable development report and environmental regulations, including in relation to greenhouse gas emissions.
- 2.2. Assess the adequacy of Rio Tinto's sustainable development framework.
- 2.3. Monitor the demonstration of management commitment to the behaviours required by the policies and standards within its Scope.
- 2.4. Monitor the appropriate allocation of resources is applied to achieving compliance with the policies and standards within the Committee's Scope.
- 2.5. Receive reports from management on the implementation, operation and assurance of policies and standards within the Committee's Scope.

3. Resourcing and governance models

- 3.1. Approve the appointment and, if necessary, dismissal of:
 - (a) the Global Head of HSES; and
 - (b) the Global Head of Communities & Social Performance, or equivalent roles by whatever title.
- 3.2. Approve the sustainable development governance model.

4. Risk management

- 4.1. Advise the Board on the company's risk appetite, tolerance and strategy with respect to sustainable development risks within the Committee's Scope.
- 4.2. Ensure potentially catastrophic sustainable development risks within the Committee's Scope are appropriately captured and considered in Rio Tinto's Group risk profile.
- 4.3. Review at least annually periodic reports from management:
 - (a) identifying the Rio Tinto Group's material business risks within the Committee's Scope; and
 - (b) setting out risk management strategies, controls and assurance applied to these risks.

5. Incident reporting and the whistleblowing programme

- 5.1. Receive from Management:
 - (a) timely reports on fatalities and serious incidents within the Rio Tinto Group; and
 - (b) summaries of sustainable development incidents, recommendations for improvement, and periodic reports upon the implementation of such recommendations.
- 5.2. Ensure proportionate and independent investigation of matters within the Committee's Scope reported under Rio Tinto's whistleblowing programme, and report

to the Board any material concerns raised under the Rio Tinto’s whistleblowing programme.

6. Target setting

- 6.1. Review annually the sustainable development targets and metrics against which Rio Tinto’s sustainable development performance can be evaluated.
- 6.2. Review annually reports on Rio Tinto’s performance against those targets.
- 6.3. In relation to those components of incentive plans for the executive team which, as determined by the Remuneration Committee, relate to:
 - (a) safety; and
 - (b) other applicable sustainable development matters within the Committee’s Scope;

make recommendations to the Remuneration Committee in relation to:

- (i) the appropriate metrics for those components;
- (ii) the targets against which performance should be measured; and
- (iii) the annual performance against those targets.

7. Audit and assurance

- 7.1. Review and approve the proposed annual plan for independent audit and assurance projects relevant to the Committee’s Scope.
- 7.2. Review independent audits and assurance reports of how policies and standards relevant to the Committee’s Scope are being implemented and what results are being achieved.
- 7.3. Approve the appointment, reappointment or removal of auditors to provide an independent limited assurance report over the Sustainable development section of the annual report.

8. Reporting and external disclosures

- 8.1. Assess, review and recommend to the Board for approval both the Sustainable Development section of the annual report and other public documents related to Rio Tinto’s reporting on sustainable development matters.

Approvals History

Date	Version	Approved By	Details
06/02/2017	1.0	Sustainability Committee	Annual review and changes agreed in accordance with minutes of 6 February 2017
01/08/2017	1.1	The Board of Directors	Format change for consistency across all Committee Terms of Reference
26/02/2019	1.2	The Board of Directors	Various
24/02/2020	1.3	Sustainability Committee	Various
06/04/2020	1.4	The Board of Directors	Various
08/04/2021	1.5	The Board of Directors	Various
15/12/2021	1.6	The Board of Directors	Various