



RioTinto

Communities & Social Performance Commitments Disclosure report

October 2022

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Kellie Parker

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Chris Dark

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Chris Dark
Adam Lees
Melinda Buckland

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Melinda Buckland

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Kellie Parker

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All



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Introduction

We committed to increasing transparency and strengthening our approach to managing cultural heritage.

Our first Communities and Social Performance (CSP) Disclosure Interim report was released on 30 September 2021 with an additional update in the 2021 Annual Report.

This next, and final stand-alone CSP disclosure report, provides an update on:

1. Progress against our internal and external commitments;
2. Feedback from Traditional Owners groups in the Pilbara about how successfully these commitments are being met;
3. Findings from the independent cultural heritage management audit about our internal processes; and
4. Integration into our 'business as usual', with examples from Canada and the United States.

Future CSP commitment disclosure updates will be in our Annual Report.

Traditional Owners' feedback on our commitments

- Seven out of ten groups responded versus four groups in 2021
- Recognition on our commitment to improving:
 - Cultural heritage protection
 - Cultural awareness within our workforce

Valuable feedback will enable us to learn and improve

Pilbara Traditional Owner groups were asked for their feedback on our commitments:

01

How well do you feel you have been engaged on this commitment?

02

What have you seen over the last 12 months that demonstrates our progress on this commitment?

03

What suggestions do you have on how we can better partner, and work, with your Traditional Owner group?

Progress on our commitments

We are:

Progressing co-management approaches with Traditional Owners in the Pilbara

Increasing the Indigenous voice and addressing barriers for Indigenous people in our business

Listening to and working with external partners

Taking our learnings beyond Australia



Independent cultural heritage management audit

- **Phase one**, completed in 2022, included 20 audits across our Australian assets.
- Changes introduced over the past two years have resulted in improvements in on-ground management.
- Areas for improvement include:
 - Water management
 - Cultural artefact management
 - Integration of data
 - Increase experienced practitioners
- **Phase two**, due to be completed in early 2023, will cover assets outside of Australia.

Best practice examples

Technological Solutions

The Trimble GuidEx system used in excavators provides additional layers of protection for heritage sites.



Co-Design - Awareness Training

Cultural heritage awareness programs – implementing immersive virtual reality and immersion programs.



Next steps

We will continue to:

Rebuild relationships and regain the trust of Indigenous peoples and the wider community

Improve our engagement with Indigenous peoples and host communities across all our operations

Embed our new and refreshed systems, processes and ways of working across our entire business

Build an inclusive and diverse work culture where our people live our values



Questions





Our commitments

01

Remediating and rebuilding our relationship with Puutu Kuntj Kurrama and Pinikura people

02

Partnering and working collaboratively with Traditional Owners

03

Establishing the new Communities and Social Performance Model

04

Empowering operational management

05

Improving our governance, planning and systems

06

Reducing barriers to, and increasing, Indigenous employment

07

Increasing Indigenous leadership and developing cultural competency

08

Establishing a process to redefine and improve cultural heritage management standards and practices

09

Establishing an Australian Advisory Group

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Increasing consultation and engagement