

RioTinto

Reconciliation Action Plan 2016 -2019


Progress report 2018



Reconciliation
ACTION PLAN
ELEVATE RAP

Contents

Welcome to our Elevate Reconciliation Action Plan progress report.

 Relationships – Partnerships which make a difference	6	 Respect – Recognition and acknowledgment	14	 Opportunity – Making a real difference	24
Singing for reconciliation	7	Celebrating cultural heritage and history	15	Scholarship and cadetship programmes	25
Reconciliation journey	8	Weipa cultural immersion programme	16	Pathways to success	26
Garma conversations	10	Welcome to Country	18	Work ready programme	28
Queensland Reds	10	Rehabilitation through seed collection	20	Northern haulage diesel services awards	30
Graham (Polly) Farmer Foundation	12	Cultural camps	22	Kulbardi	31
Clontarf Foundation	12			Gulkula bauxite mine and training centre	32
				Find out more	35

Aboriginal and Torres Strait Islander readers are advised that this publication may contain images of deceased persons.

Please visit riotinto.com.au for additional Reconciliation Action Plan information.

2017 contribution

\$5.5M



contributed to **Indigenous community investment**

More than **30** Land Use Agreements with **Traditional Owners**



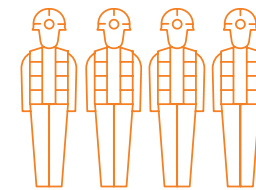
We supported **31** Indigenous students through our **Indigenous scholarships and Cadetship programme.**



We contracted **92 Indigenous businesses** with over **\$162M** in expenditure



Over **6,000** employees participated in **cultural awareness training**



Over **1,400** permanent **Aboriginal & Torres Strait Islander** employees



Welcome to Rio Tinto's 2018 Elevate Reconciliation Action Plan progress report.

Our business is committed to working in partnership with Indigenous communities where we operate through the commitments and stretch targets of our Elevate Reconciliation Action Plan. We focus our effort across areas such as Indigenous employment, education and training, and business development.

Time has taught us that genuine recognition, trust and respect between Aboriginal and Torres Strait Islander people and other Australians are fundamental in reconciliation, both within Rio Tinto and in the wider Australian community.

We were the first resources company to obtain an Elevate Reconciliation Action Plan endorsement, joining a group of organisations leading the way on reconciliation in Australia. We have a long history of working in partnership with Aboriginal and Torres Strait Islander communities – around our operations and across Australia more broadly. The value of working in partnership with Traditional Owners of the land on which we operate is evident by our land use agreements, which provide certainty to be able to plan and operate our businesses for the long term.

I am proud of the work we have done to date through our investment in programmes that benefit the wider Indigenous community; local procurement practices; employment pathways including scholarships, cadetships and other tertiary education programmes.

I acknowledge that reconciliation is something that is a collective goal. We have a long way to go and a lot of work still to do against our ambitious targets. We will continue to make progress by walking alongside Aboriginal and Torres Strait Islander people, communities, businesses, governments and more than 21,000 Australian employees to deliver our Elevate Reconciliation Action Plan.

Joanne Farrell

Group executive Health, Safety, Environment and Closure
Managing director Australia



Culturally significant Aboriginal scarred trees in Weipa, Queensland



Relationships – Partnerships which make a difference



Working with Aboriginal and Torres Strait Islander people is fundamental to our business success. In the regions where we operate we work in partnership to support economic development opportunities, create sustainable regions and build positive futures.

We do this through direct engagement and negotiation with Traditional Owners to develop complex mutually beneficial land use agreements. These agreements are negotiated over time, with good will and are specific to the local areas.

Under these agreements Rio Tinto and Traditional Owners have both made significant and specific commitments. Through the implementation phase these commitments are monitored and reported against in regular forums.

Our agreements provide certainty to be able to plan and operate our businesses for the long term, while ensuring Traditional Owners receive economic development opportunities through employment and business development which supports current and future generations to benefit from the mining activities undertaken on their land.

Commitment: Support National Reconciliation Week

CASE STUDY: Singing for reconciliation

Each year we take part in National Reconciliation Week celebrations across the nation, at our mine sites and our Australian metropolitan hubs. We are always looking for new ways to support National Reconciliation Week, respectfully recognising the past, and looking towards our bright and reconciled future.

This year for National Reconciliation Week, we supported the Gondwana Indigenous Children's Choir to perform during Dreamtime at the G' for the AFL Sir Douglas Nicholls Indigenous round. Our business is the principal partner of the Gondwana Indigenous Children's Choir, which provides opportunities for Indigenous youth to preserve and share Indigenous culture and language. Group executive Health, Safety, Environment and Closure and managing director Australia Joanne Farrell said, "The Gondwana Indigenous Children's Choir is playing a pivotal role in nurturing the undeniable passion and talent Indigenous youth have for the performing arts.

The Choirs programmes create a real pathway for Indigenous girls and boys to enter careers within the performing arts, assist in the preservation of Aboriginal and Torres Strait Islander languages and further supports Australia's drive towards reconciliation."



CLICK TO PLAY VIDEO





Commitment: Assist ten organisations to develop their own Reconciliation Action Plan over three years

CASE STUDY: Reconciliation journey

In 2011 we launched our first Reconciliation Action Plan and have embedded critical practices into our business that will contribute to reducing the gap between Aboriginal and Torres Strait Islander people and non-Aboriginal and Torres Strait Islander people and will help to improve and build strong and long-lasting relationships. Since establishing our Reconciliation Action Plan, we have come to better understand the role we can play as an industry leader in reconciliation. As a part of our Reconciliation Action Plan commitments, we have offered support and guidance to mentor other organisations in creating their own Reconciliation Action Plan and have since committed to assisting more than ten organisations.

One example of this is how we worked with the City of Perth in developing and implementing their Reconciliation Action Plan. The City of Perth Reconciliation Action Plan has a strong focus on building relationships and respect towards Aboriginal and Torres Strait Islander histories and cultures, particularly Nyoongar cultures.

On completion of the City of Perth Reconciliation Action Plan, chair of Commissioners Eric Lumsden said, “This is a proud moment for the City of Perth as we celebrate our first Reconciliation Action Plan alongside the Traditional Landowners, and acknowledging wrongs that have occurred is important as we work conscientiously and courageously to reconcile the community.”



The City of Perth Reconciliation Action Plan launch, Western Australia



Commitment: Establish a national framework for \$5m investment in programmes that support outcomes for Aboriginal and Torres Strait Islander people

CASE STUDY: Garma conversations

For the last 11 years our business has supported the Garma Festival, both financially and in-kind. The Garma Festival attracts thousands of people to East Arnhem Land in the Northern Territory every year and provides a platform to discuss issues concerning Aboriginal and Torres Strait Islander people in Australia.

Garma Festival attendees include political leaders, business leaders, academics and journalists from all over Australia, with a growing international interest and presence. The Garma Festival is committed to improving Indigenous disadvantage and has a strong focus on supporting economic development for Aboriginal and Torres Strait Islander people and communities. Whilst being a politically driven gathering, this forum acts as a great opportunity to showcase the unique and resilient culture of the Yolngu people, continuously maintained for thousands of years. The significant traditional ceremonial bunggul (dance) is performed at Garma by each clan group of the Yolngu people and is a true testament to the strength and commitment of the Yolngu people who have continued to preserve their strong and thriving culture.

CASE STUDY: Queensland Reds

The Future Indigenous Leaders programme is a partnership between our business and the Queensland Reds which started in 2013. The programme provides leadership development, coaching and mentoring for Indigenous girls and boys from the communities of Cherbourg and Woorabinda and is designed to support students to stay in school, seek employment, undertake further training and to help students become leaders in their community.

The success rate of the programme shows a 100 per cent transition rate into high school with 92 per cent school attendance, catering for over ninety participants since 2013. We are committed to supporting Indigenous education programmes that provide positive outcomes for Indigenous youth and providing pathways to employment opportunities.



The Future Indigenous Leaders programme participants in Brisbane, Queensland



Commitment: Establish a national framework for \$5m investment in programmes that support outcomes for Aboriginal and Torres Strait Islander people

CASE STUDY: Graham (Polly) Farmer Foundation

Our business has been supporting the Graham (Polly) Farmer Foundation since the programme was first established in Karratha in 1997. The Foundation is a not-for-profit organisation that works in partnership with government, community and industry to support Aboriginal and Torres Strait Islander students to graduate from secondary school and enter university, technical education or gain an apprenticeship, traineeship or direct employment.

We are proud to work with the Foundation to support the aspirations of Indigenous students. In 2017 we marked 20 years of partnering with the Foundation by renewing our partnership for a further five years, over which time we will provide \$4.5 million in additional funding to reach more students in more schools.

Rhianna Couzens, a former Graham (Polly) Farmer student and Rio Tinto employee says, “Being on the programme was the beginning of my journey, it put me on the right path and gave me opportunities I thought were beyond my reach. I was able to recognise my full potential and developed skills that I took with me to university.”

CLICK TO PLAY VIDEO



CASE STUDY: Clontarf Foundation

The Clontarf Foundation was established to improve education outcomes, discipline, life skills, and self-esteem for young Aboriginal and Torres Strait Islander youth. Through the partnership, participants are exposed to pathways into employment programmes across our operations.

In 2018 the Foundation graduates entered various pathways into our business, with four apprentices, three trainees and three university scholars. The Foundation currently caters of over 6,500 boys in 97 schools across Western Australia, Northern Territory, Victoria, New South Wales and Queensland.

Joseph Bin Omar, a West Kimberley Academy graduate says, “Being a part of the Clontarf Foundation gave me and many other young Indigenous boys a lot of purpose, confidence, stability and strength. Clontarf helped develop our leadership, teamwork, discipline, respect and helped shape many of us into good young men. If it wasn’t for the Clontarf foundation, I wouldn’t have had the drive and determination to strive towards a better way of life as a young man in today’s society.”

CLICK TO PLAY VIDEO



Graham (Polly) Farmer Foundation students in Wickham, Western Australia



Respect – Recognition and acknowledgment



Rio Tinto recognises that Aboriginal and Torres Strait Islander people in Australia have been disadvantaged and dispossessed, have special connection to land and water and have native title rights recognised by law. We understand that genuine recognition and respect is essential to working together.

Fundamental to any of our mining developments is working directly with Traditional Owners prior to development to identify areas of important cultural heritage value. Working together we aim to avoid areas of significance and together we have mapped more than 36,000 heritage sites across Australia.

Everyone who works at Rio Tinto receives online cultural awareness training as part of our induction processes and just over 6,000 of our employees took part in face to face cultural awareness training in 2017. Our senior leadership team remains committed to improving their knowledge of Indigenous Australia undertaking cultural competency training and participating in cultural immersion programmes right around the country.

Commitment: NAIDOC celebrations

CASE STUDY:

Celebrating cultural heritage and history

Our business celebrates NAIDOC week across all of our operations to recognise the contribution made by Aboriginal and Torres Strait Islander people, our employees, stakeholders, and Indigenous businesses. We are proud to support NAIDOC week as part of our commitment to celebrating the cultural heritage and history of Aboriginal and Torres Strait Islander people. NAIDOC week celebrations across our sites provide an opportunity for employees to celebrate Indigenous culture whilst increasing their knowledge about Aboriginal and Torres Strait Islander people.

This year's NAIDOC theme 'Because of her we can!', celebrated the essential role Aboriginal and Torres Strait Islander women have played - and continue to play - as active and significant role models at the community, local, state and national levels. This year we supported the National NAIDOC Aboriginal and Torres Strait Islander Women's Conference in Sydney. The event was a reflection and celebration of Aboriginal and Torres Strait Islander women achievements.

We were also pleased to once again partner with the Western Australian Football Commission for the WAFL NAIDOC round and also partnered with West Coast Fever as part of their Indigenous round to show our support and commitment to celebrating the cultural heritage of Aboriginal and Torres Strait Islander people.





Commitment: Each operational site has local cultural awareness training developed and delivered in partnership with Traditional Owners

CASE STUDY:
Weipa cultural immersion programme

Our business pioneers respectful relationships with Traditional Owners, and engages in opportunities and experiences to help learn and build an understanding on Aboriginal and Torres Strait Islander culture, country, and beliefs. Our engagement with Aboriginal and Torres Strait Islander people is based on mutual respect and recognition.

We recognise the connection of Aboriginal people to their land and actively collaborate on initiatives that preserve cultural heritage and make employees more culturally aware. The cultural immersion programme in Weipa was created to help develop insights about communities in which our business operates. The programme is designed to run deeper than pure awareness, and understand our partner to operate approach with communities through on-the-ground participation.

Fiona Kruger, manager Community Relations, Weipa says, “The programme fosters direct engagement with Weipa’s surrounding Indigenous communities, including senior Elders, in a setting that is representative of their country and culture. Weipa is leading by example through the cultural immersion programme, which grows leader cultural capability and builds upon the strong and long-lasting relationships the business maintains with local and regional host communities, based on respect and the desire to learn.”



Cultural immersion programme
Weipa, Queensland



Commitment: Each operational site has local cultural awareness training developed and delivered in partnership with Traditional Owners

CASE STUDY:

Welcome to Country

Our business has operations that are wide-spread across Australia. Engagement with Traditional Owner groups is based on mutual respect and recognition, and we understand that each Traditional Owner group has their own lore, beliefs and cultural traditions. Daniel van der Westhuizen, general manager, Weipa says, “We are privileged to be welcomed to country by Traditional Owner Elders, and take pride in engaging and being a part of such an important cultural protocol.”

Respect, trust and building relationships with Traditional Owner groups will always be a top priority for our company, and to be involved in welcome to country ceremonies are a reflection of our progress on building such significant relationships. Uncle Tony Kerindun, Wik-Waya Traditional Owner delivers a Welcome to Country in traditional Wik-Waya language to communicate with his ancestral spirits, and believes that this cultural protocol is about keeping people safe. Uncle Tony says, “We have strong beliefs and connections for this country. We carry the responsibility for what happens on our country.”

CLICK TO PLAY VIDEO



Wik-Waya Traditional Owner delivers a Welcome to Country, Weipa Queensland



Commitment: Each operational site to work directly with Traditional Owners to develop and implement cultural heritage management plans

CASE STUDY:

Rehabilitation through seed collection

In early 2018 Rio Tinto Weipa Land and Rehabilitation, in partnership with representatives of Traditional Owner groups from across the lease area, have been busy propagating and planting some 20,000 native seedlings for use in rehabilitation.

Through ongoing engagement, Traditional Owners and Rio Tinto Weipa Land and Rehabilitation have discussed the cultural and ecological significance of plants found across the bauxite plateau and selected and propagated appropriate species for use in post-mining landscapes. Amongst these seedlings includes the culturally significant and the near-threatened *Acacia Ommatosperma* for use in rehabilitation.

Land management and rehabilitation is an important focus area of our business, with management interventions currently being facilitated by Rio Tinto Weipa Land and Rehabilitation who have been working alongside the Traditional Owners of the area in which rehabilitation is taking place. This work has provided a platform for discussing opportunities for collaborative improvement of the rehabilitation outcomes through two-way learning and land management process with ongoing support of the Heritage team.

CLICK TO PLAY VIDEO



Seed collection in Weipa, Queensland



Commitment: Each operational site to work directly with Traditional Owners to develop and implement cultural heritage management plans

CASE STUDY:
Cultural camps

Following the Amrun funding announcement at the end of 2015, our Weipa operation has been working with Traditional Owners around managing country in a way that meets business and cultural aspirations. These efforts culminated into the development of the Communities, heritage and environment management plan. This plan was endorsed by Traditional Owners in 2014 and in support of the Communities, heritage and environment management plan, cultural camps are held on country each year and are driven by Wik-Waya Elders. These camps allow for Traditional Owners to teach senior operational and project leaders about Indigenous culture and connection to country.

Local school children from Aurukun are invited to attend the camp during school holidays, to support Traditional Owners pass on knowledge to younger generations and encourage young local Aboriginal people to pursue higher education and understand the connection between STEM (Science, Technology, Engineering and Mathematics) subjects and the opportunities to work on Country. Keith Nugent, managing director, Aluminium Projects, says, “These cultural camps are a great example of how working with our community stakeholders can deliver a better project at the end of the day that meets both business and stakeholder objectives.”

Wik-Waya Traditional Owner, Loyla Chevathen says, “These cultural camps have given Wik-Waya Traditional Owners an opportunity to share why certain areas are culturally significant and what they mean to us and our Elders.”



Cultural camp in Weipa, Queensland



Opportunity – Making a real difference



We will continue to work with Aboriginal and Torres Strait Islander people to develop strategies supporting education, employment and economic outcomes that deliver real benefits and improve lives. Many of our commitments and targets in this area are embedded in our business through agreement commitments that are specific to local areas where we operate.

Targets have been important to increase the overall number of Aboriginal and Torres Strait Islander employees to over 1,400 permanent employees, with Indigenous people representing more than 20 per cent of our workforce at some sites. Moving forward we will be focusing on career development, supporting tertiary students and developing opportunities for Aboriginal businesses. We also receive significant support from our many contractors and suppliers, we work with business leaders, community organisations and with governments to share and learn from our experiences and knowledge.

Commitment: Support Aboriginal and Torres Strait Islander students undertaking tertiary education studies

CASE STUDY: Scholarship and cadetship programmes

Our Indigenous scholarship and cadetship programmes support the talents and ambitions of the next generation of Indigenous leaders. We are currently supporting 31 Indigenous scholars and cadets, who as part of the programme are offered placements in our annual tertiary vacation programme, a direct pathway into the graduate programme and full time employment.

Former scholarship holder and now Rio Tinto employee, Sara Bergmann, says, “The scholarship programme helped me complete my degree as it reduced the demands of part-time work and I was able to focus on my studies.”

As well as offering financial support to scholarship and cadetship holders, our programme provides the opportunity for participants to take-part in vacation work and give an insight into future career possibilities in the business. Former cadetship holder and now Rio Tinto employee, Jamela King, says, “The programme has given me the opportunity to meet people across the company, to make contacts and to build a network. Having those relationships will be helpful with anything I choose to do in the future.”



CLICK TO PLAY VIDEO





Commitment: Support 100 pre-employment, trainee and apprenticeship opportunities

CASE STUDY: Pathways to success

We are dedicated to supporting programmes that act as a pathway into employment for Aboriginal and Torres Strait Islander people. This also includes those who are in their final years of schooling and are transitioning from high school to full-time employment. Tony Dutton, is a fantastic example of how our trainee and apprenticeship programmes have led to direct employment with our business. Tony Dutton completed a school-based traineeship with Rio Tinto's Dampier Salt operation during years ten and eleven, and upon graduating year twelve, Tony was offered a heavy diesel mechanical apprenticeship at our Marandoo iron ore operation.

"I knew I wanted to work for Rio Tinto from a young age. I also have family working with the company and I saw the opportunities and how much they enjoyed it." Tony also says, "I'm grateful that Rio Tinto gives me the option to fly in and out of my home town through its regional fly-in fly-out programme."

Another success story from our apprenticeship programme is Jacob Blain who received a mechanical fitter apprenticeship at Rio Tinto's Dampier Salt operation in 2017. Jacob Blain was also a student at the Carnarvon Clontarf Academy. When Jacob was asked why he applied for an apprenticeship with Rio Tinto he said the reason was, "To gain a trade and set myself up for a good career." When asked what advice Jacob would give to others who were also on the path to gain an apprenticeship, Jacob said, "Don't let anyone get in the way of achieving your goals."



Trainee, Cape Lambert Western Australia



Commitment: Support 100 pre-employment, trainee and apprenticeship opportunities

CASE STUDY: Work Ready programme

The Work Ready programme at the Argyle Diamond Mine continues to provide an important bridge to employment for local Aboriginal people. With a high completion rate, the programme has shown success with a total of 137 graduates since the programme began 12 years ago.

The onsite numeracy and literacy programme provides support to Indigenous apprentices and trainees, employees and contractors to improve their numeracy and literacy skills so that they can complete the technical components of apprenticeships and other accredited training programmes. These qualifications are the pathway to greatly improved employment prospects and provides employment and training opportunities for local Aboriginal people.

The success of the programme is a result of providing functional literacy and numeracy training that is individually tailored to the identified needs of participants. Communities manager, John Graham says, “This programme provides the participants with quality one-on-one time with a qualified professional away from the workplace, with the training focused on developing the skills they need to achieve their qualification.” The programme plays a key role in Argyle meeting its obligations under its Participation Agreement with Traditional Owners to provide employment and training opportunities for local Aboriginal and Torres Strait Islander people.



Trainee, Argyle Diamonds, Western Australia



Commitment: Support ten businesses a year to tender for contract work with Rio Tinto operations

CASE STUDY: Northern Haulage Diesel Services Awards

Locally-owned company Northern Haulage and Diesel Services (NHDS) was named winner of the exceptional Indigenous Business category at the prestigious 2018 Queensland Resources Council Indigenous Awards. NDHS is a 100 per cent Indigenous-owned and managed civil construction and earthmoving company, and provides general services to our A\$2.6 billion Amrun bauxite project in far North Queensland.

NDHS was recognised for its consistent safety performance, scope execution and cost management on the delivery of the Amrun Project's general services contract. The contract has also opened up new employment opportunities for people on the Western Cape and now boasts a 100 per cent local Aboriginal workforce. NHDS managing director Darrin Savo said, "Partnering with Rio Tinto at Amrun has been a chance to grow our business and provide meaningful employment opportunities for local Aboriginal people that support the sustainability for the region." Savo also said, "We are extremely

committed to the successful delivery of the general services contract and contributing to broader efforts that close the gap on Indigenous disadvantage." Rio Tinto is committed to partnerships that have positive outcomes and employment opportunities for Aboriginal and Torres Strait Islander people.



Commitment: Support ten businesses a year to tender for contract work with Rio Tinto operations

CASE STUDY: Kulbardi

To complement our existing Aboriginal Business Development programme, we launched our Local Procurement programme to further increase opportunities for local business in Western Australian. Kim Collard, founder of Kulbardi which provides stationery to our Perth office said, "The mining and resources sector has broken the welfare mentality by giving Aboriginal people the opportunity to create their own businesses and establish economic independence. Kulbardi's partnership with Rio Tinto has allowed me and my community to enjoy the fruits of the economy at the same time as living and working in our traditional homeland."

We're focusing on creating more opportunities for local suppliers to be part of our supply chain and our dedicated teams also support suppliers through our procurement process. Ultimately we want to make it easier for local suppliers to compete for contracts, which in turn enhances contributions to local economies.



CLICK TO PLAY VIDEO





Commitment: Support ten businesses a year to tender for contract work with Rio Tinto operations

CASE STUDY: Gulkula bauxite mine & training centre

We have worked with Gumatj Corporation to open a training centre and bauxite mine operation. The Gulkula regional training centre and Gulkula mining operation are 100 per cent owned by the Gumatj clan in Northeast Arnhem Land and aims to deliver sustainable economic benefits for local Yolngu people.

The Gulkula mine is a small-scale bauxite operation which delivers on-the-job training for participants, creates further employment opportunities and build sustainable local industries which benefit the traditional land owners and the clans of the Northeast Arnhem Land. The core interests of both the Gulkula mine operation and training centre are focused around education, life-long learning, job creation through community businesses and supporting the cultural and ceremonial life of Yolngu people.

Gumatj Corporation chief executive Klaus Helms says, “As a result of this training centre even more local Indigenous people will be able to build long-term careers in the mining industry. We hope to see increased Indigenous participation at our own Gove bauxite mine as participants move on from the centre and into the workforce.”

CLICK TO PLAY VIDEO



Gulkula regional training centre
Gove, Queensland

Cover artwork: “Green is the colour of hope. This colour relates to stability and endurance, giving us the persistence and strength to cope with adversity. It provides balance and harmony. Its colour can revitalise us when we are physically, mentally or emotionally exhausted from living in a dysfunctional environment. Green also nurtures us because of its link with heart. Green is anticipation of things to come – Hope.”

Roebourne artist and Ngarluma
Traditional Owner Jill Churnside



Find out more

Please visit riotinto.com.au to view our electronic Reconciliation Action Plan progress report which has links to additional resources

