



Governance & Transparency

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We have robust processes to ensure our business acts in line with the law, local regulations and values.

Our code of conduct, [The Way We Work](#), provides clear expectations for how we should conduct our business, no matter where we work or from where we are.

We also provide clear rules regarding third-party benefits, managing conflicts of interest, facilitation payments, sponsorships, donations and community support, mergers, acquisitions and joint ventures, and engaging third parties.

Governance

We know that our integrity and reputation for strong governance rests on the actions and decisions we make daily across our business.

We are committed to a culture of transparency and encourage our employees, contractors and other partners, including community members, to speak up about their issues and concerns, either through management, our Human Resources or Ethics & Compliance, our whistle-blower programme or community complaints and grievance mechanisms.

We empower and equip our people to seek guidance when faced with a business integrity dilemma – to prevent incidents, and to protect them and others from harm. This includes providing training to help build employees.

Our integrity – and reputation for strong governance – rests on the actions and decisions we make daily across our business.



Transparency

Transparency benchmarks apply to both Social and Governance categories. Our voluntary commitments and accreditations include participating in several global, regional and national organisations, initiatives, and industry accreditation programmes.

- Aluminium Stewardship Initiative (ASI)
- Extractive Industries Transparency Initiative (EITI)
- Global Reporting Initiative (GRI)
- International Council on Mining & Metals (ICMM)
- International Organisation for Standardisation (ISO)
- Rio Tinto's Sustainability Fact Book
- Rio Tinto's Annual Report
- Rio Tinto's Climate Change Report
- United Nations Global Compact (UNGC)
- United Nations Sustainable Development Goals (UNSDG)
- United Nations Universal Declaration of Human Rights (UNUDHR)
- Voluntary Principles on Security & Human Rights (VPSHR)



Regulatory Compliance

Our products meet the regulatory expectations of global markets including:

- California's Proposition 65
- European Union Conflict Mineral Regulation
- European Union's Registration, Evaluation, Authorization and Restriction of Chemicals (REACH)
- European Union's Restriction of Hazardous Substances Directive (RoHS)
- Korea's Act on the Registration and Evaluation of Chemicals (K-REACH)
- UK's Registration, Evaluation, Authorisation and Restriction of Chemicals (UK REACH)
- United States Conflict Minerals Rule under Section 1502 of the Dodd-Frank Act



Relevant Corporate Policies

Our code of conduct, [The Way We Work](#), provides clear expectations for how we should conduct our business, no matter where we work or are from.

| | |
|--|---|
| The Way We Work (TWWW) | Corporate umbrella policy on company values and detailed code of conduct incorporating guidance on health and safety, harassment and abuse, employment and inclusion, data privacy, conflicts of interest, fair competition, bribery and corruption, communities, transparent communication, discipline and termination and environmental standard. |
| Diversity And Inclusion Policy | Standard sets out our equal opportunity employment policies, outlining how we do not discriminate based on age, gender, race, national or ethnic origin, language, religion, political beliefs, sexual orientation or physical ability. Applies across all our jurisdictions. |
| Supplier Code Of Conduct | Assessment to determine if suppliers have the environmental, economic and social policies and programmes in place, draws upon internationally recognised standards and sets expectations of suppliers and subcontractors. |
| Employment Policy | Approach to labour standards including temporary workers, equal employment opportunity, working hours, vacation and leave. Covers our performance management systems. |
| Human Rights Policy | Based on the Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights. Details fair labour practices, indigenous rights, grievance mechanisms, human rights, due diligence, and rejection of child labour. |
| Risk Policy | Documented risk management programmes including guidance on training and compliance monitoring. |
| Management System Standard | Sets out management of risks associated with health, safety, environment, communities, social performance activities, product regulation and quality. |
| HSEC Policy | A comprehensive set of health, safety, environment and community policies that set out required training and compliance monitoring, and assigning responsibility for compliance. Covers systems in place to track changes in laws and regulations, with compliance overseen by the Group Internal Audit function. |
| Business Integrity Standard | Details anti-corruption and business conduct policies including our approach to gifts, hospitality and charitable contributions, grievance and whistle-blower protection procedures, and anti-corruption processes. It details mandatory training and also our reporting hotline. |
| Anti-Trust Standard | Sets out the expected behaviour regarding anti-trust law, including relevant training, and any policy differences across jurisdictions so that Rio Tinto can continue to compete robustly and respect applicable antitrust laws wherever we operate. |
| Communities & Social Performance Standard | Documented standard on community development and support programmes covering our corporate responsibilities in this area. Identifies external stakeholders and puts engagement strategies in place. |

Indices and Ratings

| Sustainability Indices | Max rating | 2023 | 2022 | 2021 | 2020 | 2019 |
|--|-------------------|-----------|-----------|-----------|-----------|-----------|
| Dow Jones Sustainability Index (DJSI) | 100 | 66 | 67 | 73 | 68 | 66 |
| FTSE4 Good | 5 | 4.0 | 4.0 | 4.0 | 4.3 | 4.3 |
| Rating Providers | Max rating | 2023 | 2022 | 2021 | 2020 | 2019 |
| CDP | A | B | C | B | B | C |
| EcoVadis | 100.0 | – | 57.0 | 55.0 | 50.0 | 53.0 |
| ISS OEKOM | A+ | C+ | C+ | C+ | C+ | C |
| ISS Corporate Solutions | | | | | | |
| Environment | | 2.0 | 2.0 | 1.0 | 1.0 | 1.0 |
| Social | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 | 1.0 |
| Governance | | 6.0 | 6.0 | 6.0 | 2.0 | 3.0 |
| MSCI | AAA | A | A | A | A | A |
| RMI (Responsible Mining Index) | 100.0 | | | – | – | – |
| Economic development | | – | 25.0 | – | 1.4 | – |
| Business conduct | | – | 57.6 | – | 3.1 | – |
| Lifecycle management | 100, 6 (2020) | – | 30.6 | – | 2.0 | – |
| Community wellbeing | | – | 27.1 | – | 1.5 | – |
| Working conditions | | – | 29.9 | – | 2.3 | – |
| Environmental responsibility | | – | 39.0 | – | 2.2 | – |
| Sustainalytics | Risk rating - Low | High | High | High | High | Medium |
| Vigeo Eiris | 100.0 | – | – | 53.0 | 53.0 | 54.0 |
| Other Initiatives | Max rating | 2023 | 2022 | 2021 | 2020 | 2019 |
| Corporate Human Rights Benchmark | 100, 26 (2020) | 43.9 | – | – | 23.5 | 76.0 |
| World Benchmarking Alliance - Nature Benchmark | 100.0 | 0.0 | 45.1 | – | – | – |
| Transition Pathway Initiative | Level 4 | Level 4 | Level 4 | Level 4 | Level 4 | Level 4 |
| Workforce Disclosure Initiative (WDI) | Responded | Responded | Responded | Responded | Responded | Responded |

* 2023 rating pending at the time of publication. # From 2018, ranking and metrics were changed from numerical to risk rating. Number restated from that originally published due to adjustments after the previous publishing date.

Contact us



startresponsible.com



start@riotinto.com



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Progress

RioTinto