

Rio Tinto

Modern Slavery Statement 2024



Contents


From our Executive Committee	1
Progress and impact evaluation	2
1. Our structure, business and value chains	4
2. Identifying, assessing and addressing risks	9
Risks in our operations	10
Risks in our value chains	12
3. Remediation	21
4. Training	23
5. Assessing effectiveness	24
6. Collaboration	25
7. Consultation across our business	26
Appendix 1: Performance	28
Appendix 2: Governance documents	29
Appendix 3: Reporting criteria and UNGPs	30
Appendix 4: Our 2024 reporting entities	31
About this Statement	33

Many of our operations are located on land and waters that have belonged to Indigenous and land-connected Peoples for thousands of years. We respect their ongoing deep connection to, and their vast knowledge of, the land, water and environment. We pay our respects to Elders, both past and present, and acknowledge the important role Indigenous and land-connected Peoples play within communities and our business.



Our 2024 reporting suite

Scan the QR code or visit riotinto.com/reports

 **On the cover:** View to the town of Superior from East Plant at Resolution Copper, US.
On this page: Rincon lithium project, Argentina.



From our Executive Committee



“ Modern slavery is a serious worldwide issue. We recognise the risk it poses to our business and supply chains, and we are committed to preventing it.

Over the past year, we have worked hard to identify and address modern slavery risks. For example, a supplier identified an instance of modern slavery – which involved children performing hazardous work in our supply chain in 2024. While we are encouraged by the quick and responsible action taken by our supplier to address and remedy this incident (see page 22 for more details), it underscores why preventing harms such as child labour requires ongoing diligence by us and our partners. Through broader regional economic development and community programs, we are working to address the root causes of these issues. Progress has been made, but there is still much work left to do.

We recently published a summary of an independent Human Rights Impact Assessment for our iron ore project in Guinea, alongside our progress report on implementing the recommendations. We are committed to being transparent about our challenges and opportunities and are taking action to address the recommendations in the assessment.

To strengthen our efforts, build internal capability and make sure human rights considerations are at the heart of our decision making, we introduced an innovative human rights learning program for over 2,000 of our leaders. The program included virtual events, a mandatory self-directed e-module and a toolkit to cascade learnings throughout our business.

Everyone at Rio Tinto has a role to play in preventing modern slavery. Alongside my colleagues, I am committed to strengthening our approach, and making real, lasting improvements.

Thank you for your support as we continue to tackle modern slavery together.

Jakob Stausholm

Chief Executive



“ To become Best Operator, we need to partner with suppliers that align with our values, meet our expectations and demonstrate their commitment to improving ESG performance.

Bold Baatar

Chief Commercial Officer



“ Respecting human rights is a key part of our social licence to operate. We work together with partners such as civil society organisations to drive collective impact. We have a responsibility to respect the human rights of people, both inside and outside of our business, in alignment with international expectations and local law.

Isabelle Deschamps

Chief Legal, Governance
& Corporate Affairs Officer



“ As a global company, we are committed to living and leading by our values, and building an inclusive organisation that reflects the societies and communities we operate in.

Georgie Bezette

Chief People Officer



“ Respect for human rights and treating people with dignity is at the heart of our business. We are building a culture where everyone in our business and value chains feels safe, respected and empowered to bring their best, every day.

Kellie Parker

Chief Executive Australia

Progress and impact evaluation

We use a theory of change model to evaluate the impact of our modern slavery approach and measure our progress. This guides our priorities, so we can focus our efforts on where we can have the greatest impact. The table below outlines how we measured our progress during 2024, highlighting key activities, associated outcomes and intended impacts.

Objective

This is what we want to achieve



Empower

Empowering people to identify and assess human rights risks and impacts in order to drive better risk management for human rights



Embed

Embedding human rights due diligence into our operating model and management systems for sustainable change



Engage

Engaging with third parties that align with our values and commercial requirements to jointly address human rights risks



Enable

Improving awareness and access to our grievance mechanisms to enable people to speak up and provide effective remedy

2024 key activities

This is what we did

- Designed and began implementing a 3-year human rights learning strategy to uplift capability across the Group
- Delivered baseline awareness to all employees through Code of Conduct training, and used a risk-based approach to tailor training for leaders in higher-risk roles, subject matter experts and external third parties
- Conducted cross-functional risk and control mapping exercise for improved modern slavery risk management
- Reviewed and updated the human rights content of our third-party questionnaire
- Designed and are piloting a new platform to automate and strengthen our third-party risk management processes
- Appointed global panel of supplier auditors and piloted a supplier audit program
- Updated and published our *Supplier Code of Conduct* and *Sustainable Procurement Principles*
- Established a risk-based approach to incorporating modern slavery clauses in supply contracts
- Improved accessibility to myVoice, our confidential grievance reporting channel, through introducing a new mobile intake route, and updating the website to now be available in 14 languages
- Delivered a global digital myVoice awareness campaign, supported by various local engagements
- Designed and piloted an approach to investigate contractor human rights allegations raised via myVoice

2024 performance

This is how we performed and the risks we identified

- 48,456 employees completed Code of Conduct training with baseline human rights awareness
- 2,175 employees in higher-risk roles completed human rights training
- 2,047 employees completed modern slavery training
- 8 human rights sessions delivered to over 300 external participants from Simandou, Oyu Tolgoi and our Marine partners
- Conducted 59 asset human rights risk assessments (140% increase in the last 3 years)
- Published a summary of an independent Human Rights Impact Assessment of our iron ore project in Guinea, which included interviewing 400 rights holders
- Completed 174 specialist human rights reviews of suppliers
- 7 supplier action plans agreed and implemented following specialist human rights reviews
- 3 supplier audits completed across 4 sites, which included interviewing 54 rights holders
- 100% of own time-chartered fleet and 40% of voyage-chartered fleet inspected for health, safety and environment (includes human rights) issues
- One substantiated case of the worst forms of child labour reported (and addressed) by a supplier (sub-Saharan Africa)¹
- One allegation with a forced labour indicator in relation to a contractor was unsubstantiated after an independent investigation (US)
- One allegation of forced labour was unsubstantiated after an internal investigation, but labour rights violations were substantiated (Asia)

Future commitments

This is what we commit to do in 2025 and beyond

- Apply feedback from the 2024 learning program and relaunch the higher-risk roles training
- Work to develop outcome measurement metrics to measure the impact of our learning program
- Continue to mature our human rights and environmental due diligence practices
- Use risk assessments, complaints and incident data to inform updated analysis of salient human rights risks
- Embed our updated modern slavery control framework into our enterprise risk management tools
- Refine human rights considerations into vendor engagements eg request for tender, evaluation tools, onboarding
- Sustainably integrate the supplier labour rights audit program into our annual work plans
- Continue to agree and monitor supplier action plans
- Complete inspections on 100% of our owned fleet and complete 350 inspections on voyage and time-chartered fleet vessels
- Continue to improve the effectiveness of our grievance mechanisms, such as identifying and addressing barriers preventing individuals from speaking up
- Progress our data analytics capability to provide business leaders with insights that enable our people to strengthen processes and culture, locally and globally
- Monitor, and act upon, any *Maritime Labor Convention* incidents occurring on vessels calling at our facilities

Example indicators of effectiveness

This is how we measure whether we've been successful

- In the short term we expect to see an increase in incidents tagged with a human rights impact
- In the long term we expect to see improved human rights capability
- In the short term we expect to see a continued increase in the quantity and quality of human rights assessments across our assets
- In the long term we expect to see human rights due diligence integrated into broader management systems
- In the short term we expect to see an increased number of human rights action plans implemented with third parties
- In the long term we expect suppliers to be able to meet our expectations in vendor tendering and onboarding processes
- In the short term we expect to see people being aware of, and feeling safe to use, grievance mechanisms, leading to an increase in complaints and grievances, eg myVoice reports
- In the long term we expect that recommendations and actions implemented by the business as a result of myVoice and other grievance processes, help improve management controls and prevent recurring misconduct

For more information see Section 4 (Training).

For more information see Section 2 (Identifying, assessing and addressing risks) and Section 5 (Assessing effectiveness).

For more information see Section 2 (Identifying, assessing and addressing risks).

For more information see Section 3 (Remediation).

1. The worst forms of child labour includes work which, by its nature or circumstances in which it is carried out, is likely to harm the health, safety or morals of children as defined in Article 3(d), ILO Convention (No. 182) (Worst Forms of Child Labour Convention, 1999).


1. Our structure, business and value chains

Our portfolio of more than 60 operations¹ and projects includes iron ore, copper, aluminium and a range of other minerals and materials. We operate in 35² countries, where our 53,000 employees³ are working to find better ways to provide the materials the world needs. We have over 20,000 suppliers in more than 27 countries, with more than US\$31 billion in contestable spend.⁴

Our mine-to-market life cycle

We own and operate mining and processing operations spanning a range of countries and commodities, and we manage projects across growth, execution and closure. Our ability to create value is underpinned by the quality of our assets, the capabilities of our people, our approach to safety, our operational performance, innovative partnerships, and disciplined capital allocation.



 To find out more about our products, operations and projects, visit riotinto.com/ourbusiness

1. We operate as a combined Group consisting of Rio Tinto plc (registered in England and Wales) and Rio Tinto Limited (registered in Australia). We are headquartered in London and Melbourne, with key offices in Perth, Brisbane, Singapore and Montreal, and a presence in many other locations.

2. Includes all countries where we have mines and production facilities, main exploration activities, and other countries where we have a significant presence through activities including research and development, commercial, sales and corporate functions.

3. Includes our total workforce based on managed operations (excludes the Group's share of non-managed operations and joint ventures) as of 31 December 2024, rounded to the nearest 1,000. Any references to employees represents the average number of employees for the year and excludes Non-Executive Directors, contractors and people not available for work. Any references to contractors refers to category 1 contractors for managed operations only. Refer to page 80 of our 2024 Annual Report for more information.

4. Contestable spend includes capital and operating expenditure and excludes spend such as: donations and gifts; fees to government or legal authorities; intercompany payments; membership and association fees; taxes; employee payments and expenses; costs associated with semi-finished goods; and spend from non-managed entities. Queensland Alumina Limited is reported separately under this Statement.

Our value chains

We are helping develop more secure and sustainable value chains. Our Commercial team is responsible for procurement (buy), marine and logistics (move), and sales and marketing (sell) activities. The Commercial team is the key interface between our assets and the market (customers and suppliers).

Buy – supply chains

We work with more than 20,000 suppliers in more than 27 countries, generating more than US\$31 billion in contestable spend.

Our contestable spend is managed by our Global Procurement, Marine and Logistics, and Studies and Projects teams. With more than 630 employees working in 13 global locations, Global Procurement manages the majority of this spend through a category management approach and business partnering teams. Our Purchase-to-Pay team¹ provides transactional support for most of the spend. We work in partnership with our suppliers to manage complex global supply chains in ways that benefit our customers, our business and communities.

We support local businesses, employ local people and buy local products, especially from Indigenous, small and regional businesses. In 2024, we spent more than A\$926 million with Indigenous owned suppliers across Australia – an increase of 27.7% from 2023. We are also increasing our spend with local and Indigenous businesses in North America, and spent US\$216 million with Indigenous suppliers in this region in 2024.

Move – our marine and logistics supply chains

Our Marine team is responsible for providing safe freight services for our business, and our Logistics team manages third-party truck, rail and containerised shipments, totalling 180,000 shipments annually.

We are the world's largest dry bulk shipper by volume. Our owned fleet of 17 vessels carries approximately 350 seafarers onboard, and we charter more than 230 vessels at any given time with approximately 290 ship owners. These charters have nearly 6,000 seafarers onboard 2,730 voyages, and carry more than 335 million tonnes of cargo annually.

Our owned and chartered vessels are supported by 65 shore-based Rio Tinto employees with expertise across safety, vetting, assurance, environment, operations, chartering, engineering and fleet optimisation.


We manage a small proportion of carriers (approximately 85,000 to 95,000 container boxes a year) for other containerised shipping requirements.

Sell – our customers

In 2024, we generated US\$53.6 billion in revenue, working with 1,730 customers.

Our customers' needs are central to our operational decision making. Using the insights generated from everything we buy, sell and move around the world, our Sales and Marketing team works closely with customers to ensure we deliver products that meet their specific requirements.

We periodically survey our customers and the insights help us deliver new and better products and services. Where possible, we partner to co-develop solutions that support our environmental and social commitments.

 **Image:** Purpose-built harvest units moving reclaimed salt along the harvest line at our Dampier operation, Western Australia.

1. The Purchase-to-Pay team supports business operations from master data maintenance to the purchasing and payment of goods and services.



On this map we show Rio Tinto’s operations, workforce and supply chain. We highlight the top 12 countries that account for more than 94% of our contestable spend with our average number of employees, contractors and suppliers by region.¹

While we recognise modern slavery risks occur in every country, its prevalence varies. We have incorporated the independent Walk Free Global Slavery Index’s estimated prevalence rate of modern slavery for our top 12 countries. Please see below to learn more about the Walk Free Global Slavery Index.

For more information about our approach to identifying modern slavery risks, see pages 9–13.

Regional summary²

This table provides a snapshot of employee and contractor headcount, contestable spend and number of suppliers by region.

Australia and New Zealand
25,724 employees
3,132 contractors
41.6% of contestable spend (US\$12.5bn)
7,621 suppliers

Americas
16,134 employees
734 contractors
26.8% of contestable spend (US\$8bn)
9,377 suppliers

Asia
6,681 employees
215 contractors
17.5% of contestable spend (US\$5.2bn)
1,863 suppliers

Africa
3,294 employees
165 contractors
6.3% of contestable spend (US\$1.8bn)
1,621 suppliers

Europe
1,206 employees
64 contractors
6.4% of contestable spend (US\$1.9bn)
2,968 suppliers

Operations and projects

- Iron Ore
- Copper
- Aluminium
- Minerals

Mines | Projects | Smelters, refineries, processing plants and power and shipping facilities remote from mine | Non-managed operations

Understanding the Walk Free Global Slavery Index

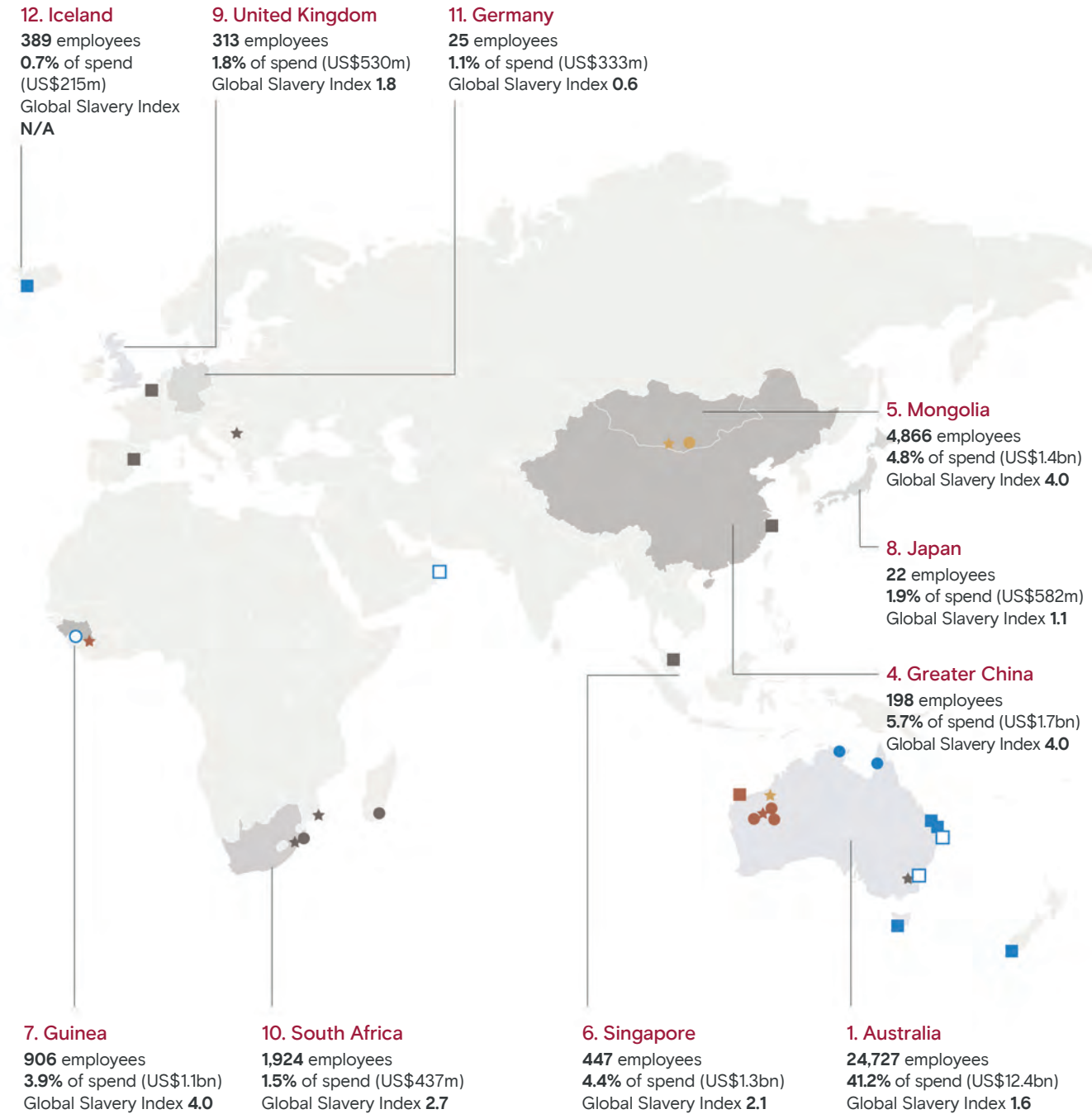


Estimated prevalence of modern slavery is per 1,000 people. Our top 12 spend countries illustrated above are all below an estimated prevalence of 4.6 per 1,000. Prevalence should be read in conjunction with government response and vulnerability to obtain a more comprehensive picture of modern slavery risk. Note this dataset does not currently report a prevalence estimate for Iceland. Data sourced from the Global Slavery Index 2023 Dataset, Minderoo Foundation, available from: www.globalslaveryindex.org.

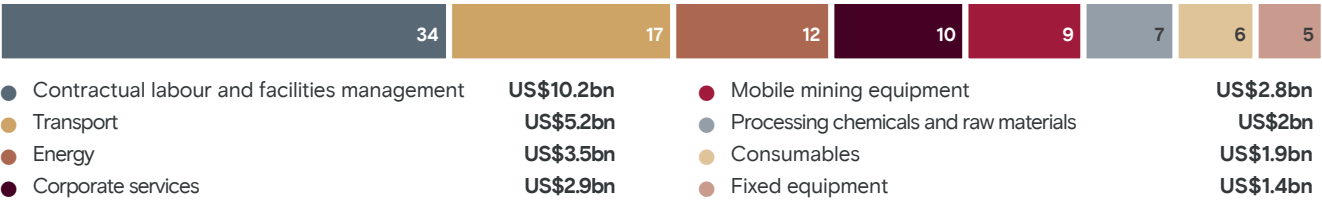
1. This map shows the approximate location of our managed and non-managed operations. At some locations, multiple operations or projects of the same type exist within close proximity (as defined by the key). Due to the scale of the map, the key should be considered indicative of the type of operation or project present at each location, not the number. Employee headcount included our total workforce based on managed operations (excludes the Group’s share of non-managed operations and joint ventures) as of 31 December 2024. Rates have been calculated based on average monthly headcount for the year.

2. Includes our total workforce based on managed operations (excludes the Group’s share of non-managed operations and joint ventures) as of 31 December 2024. Rates have been calculated based on average monthly headcount for the year.

3. In 2024, the top 5 sourcing categories of contestable spend relating to our Canadian assets and operations were contracted labour and facilities management (US\$1bn), transport (US\$840m), processing chemicals and raw materials (US\$643m), consumables (US\$451m) and fixed equipment (US\$336m). The top 5 countries of supplier location relating to our Canadian assets and operations were Canada, United States, Greater China, Singapore and Germany.



Understanding our contestable spend (%)



US\$31bn

Total contestable spend⁴

4. Contestable spend includes capital and operating expenditure and excludes spend such as: donations and gifts; fees to government or legal authorities; intercompany payments; membership and association fees; taxes; employee payments and expenses; costs associated with semi-finished goods; and spend from non-managed entities. Refer to page 9 of our 2024 Annual Report for more information.

Our people

We are committed to respecting the human rights of everyone, in all areas of our business. Across our product groups, operations and functions, our people play key roles in developing our approach to human rights and helping us all recognise and address the risks of modern slavery.

We invest in building a diverse workforce representative of the communities in which we operate, recognising that an inclusive workplace allows our people to feel safe and respected.

53,039

employees¹

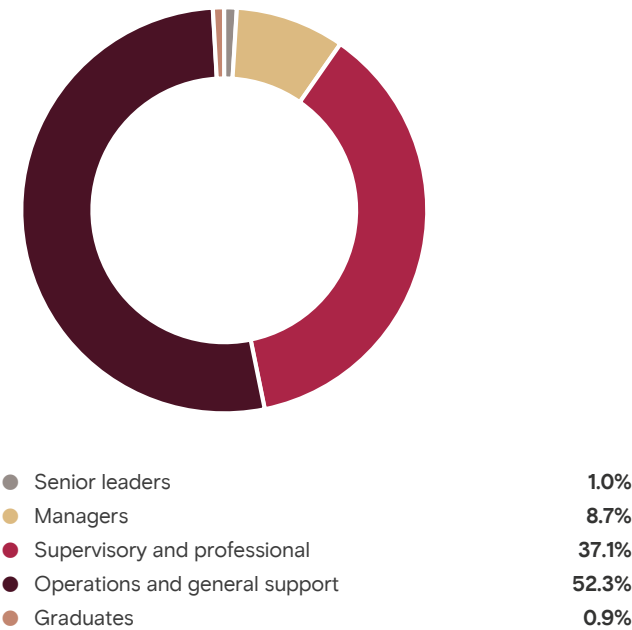
4,310

average number of contractors² in 2024

6,084

new hires joined the business in 2024, of which 1,821 were contractors becoming permanent employees

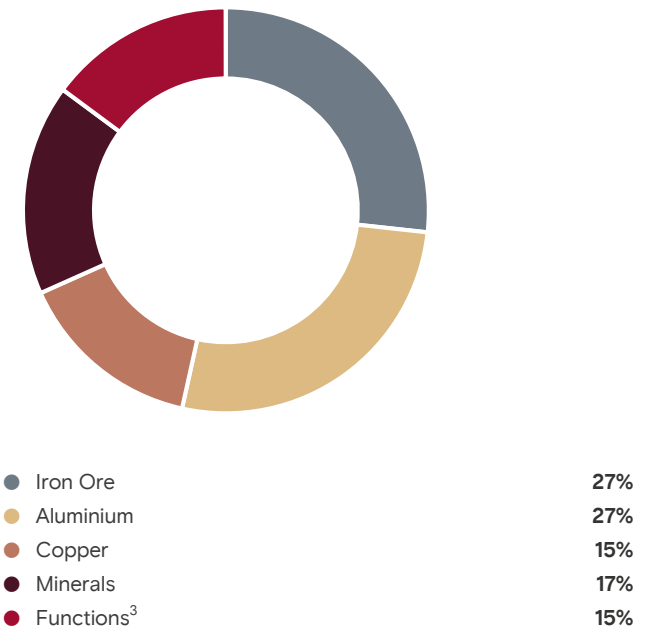
Employee distribution by role



Employee and contractor breakdown by region



Employee distribution by product group



1. Includes our total workforce based on managed operations (excludes the Group's share of non-managed operations and joint ventures) as of 31 December 2024. Any references to employees represents the average number of employees for the year and excludes Non-Executive Directors, contractors and people not available for work. Refer to page 80 of our 2024 Annual Report for more information.

2. Any references to contractors refers to category 1 contractors for managed operations only. Category 1 contractors are engaged on temporary contracts to provide services under the direction of Rio Tinto leaders. Rates have been calculated based on average monthly headcount in the year.

3. Functions refers to our global functions including Commercial, Development and Technology, Finance, IS&T, Human Resources, and Legal, Governance & Corporate Affairs.

2. Identifying, assessing and addressing risks

We aim to continuously improve our governance, systems, processes and capabilities to identify, assess and address modern slavery risks across our business and value chains.

Board and management accountabilities

Rio Tinto plc and Rio Tinto Limited have a common Board of Directors. The Sustainability Committee of the Board oversees strategies to manage social and environmental risks. The Committee supports and monitors the sustainable development of our business, including our contributions to the communities and countries where we operate. It also oversees the integrity of our sustainability reporting as outlined in its terms of reference.

The Committee reviews the effectiveness of management policies and procedures relating to suppliers and supply chains, including modern slavery, and human rights monitoring. While our Board has overarching accountability for our human rights approach, everyone in the business plays a role in meeting our human rights commitments, including identifying and reporting concerns.

Day-to-day management of the business is delegated by the Board to the Chief Executive, who further delegates to other members of the Executive Committee and certain management committees. The Executive Committee is accountable for managing modern slavery risks across all product groups and functions.

Human rights specialists in our Communities and Social Performance (CSP) Area of Expertise oversee our overall human rights approach. In 2024, we also strengthened our in-house human rights capability across our business.



To read more visit riotinto.com/corporategovernance

Policies, standards and procedures

We have a range of policies, standards and procedures that outline our commitment to respect human rights, including freedom from modern slavery. These apply to all reporting entities in the Group.

These documents are regularly reviewed, and describe the mandatory requirements of our workforce, business partners and others linked to our operations or value chains. To action our human rights commitments, we align asset-level policies, standards and broader business policies with our *Human Rights Policy*, which is approved by the Board.

As stated in our *Human Rights Policy*, we require our consultants, agents, contractors and suppliers to respect internationally recognised human rights and promote compliance via our *Supplier Code of Conduct* and contractual arrangements.

The Policy also describes our expectations of third parties, including joint venture partners and non-controlled companies, and how we will work with them. Throughout this Statement, we outline key governance documents and how they help us assess and address modern slavery risks. Appendix 2 summarises the key documents relevant to our modern slavery approach.

Identifying modern slavery risks

When identifying modern slavery risks in our value chains we review the risk profile of the:

- **third party**, eg does it have human rights and responsible sourcing policies and procedures, workforce training and effective grievance mechanisms
- **worker**, eg is the workforce at higher risk for modern slavery due to factors such as whether the work is out of sight or temporary, or whether there are low barriers to entry, or recruitment by labour agencies
- **country**, eg is there effective law enforcement and strong laws to combat modern slavery, or is the population at higher risk due to poverty, discrimination or conflict.

Identifying modern slavery risk is complex and no single indicator is sufficient to determine risk alone. For example, a supplier in a higher-risk country with a potentially vulnerable workforce may have excellent labour management practices to mitigate risks. In comparison, a supplier in a lower-risk country and with a lower-risk worker profile may have very poor management practices, increasing labour and modern slavery risks.



To read more about our Group-wide approach to risk management, see page 88 of our *2024 Annual Report*.

Assessing modern slavery risks

Assessing modern slavery risks takes place within our broader human rights approach which is founded on the UN Guiding Principles on Business and Human Rights (UNGPs). When assessing human rights risks, we focus on harm faced by people before considering risks to the business (such as legal, financial and reputational damage).

Our risk management framework includes:

- human rights consequence descriptors aligned with the UNGPs concept of “severity” of impacts
- human rights taxonomy aligned with our salient human rights issues and internationally recognised human rights, including modern slavery
- Group modern slavery controls to support consistent and quality risk management.

We also consider the potential for us to be involved in an adverse human rights impact by causing or contributing to it through our own actions or omissions (or through a third party) or by being directly linked to it through our business relationships arising from our products, services or operations.

Salient human rights issues

We prioritise our efforts on human rights issues that could severely impact people through our operations or business relationships. These issues consider our operational footprint, value chains and external contexts. Modern slavery is incorporated under “Labour rights” and is a priority focus area.



Risks in our operations

We identify and assess modern slavery risks connected to our operations across our mine-to-market life cycle, from exploration to closure.

Risks in our workforce

We are committed to safe and effective working relationships at all levels of our business. *The Way We Work* – our Code of Conduct – makes it clear that we respect the internationally recognised human rights of our workers and expect our employees to do the same.

Our *Employment Policy* and associated standards require our business to implement equitable and transparent remuneration and incentive systems, and recognise everyone's right to choose whether or not they wish to be represented collectively. The Policy contains a commitment that we do not employ forced, bonded or child labour.

We undertake regular measures to mitigate the risk of modern slavery and labour exploitation of our people, including:

- undertaking an annual review of employee remuneration against living wage benchmarks
- assessing whether the recruitment agencies we work with are reputable and have ethical recruitment practices
- not requiring recruitment fees to be paid to Rio Tinto by job seekers, and paying all recruitment fees where we work with third-party recruiters
- not holding original personal identification documents¹
- implementing processes that prevent us from hiring job seekers without the appropriate work rights and skills checks being completed, including through strong controls and regular audits
- complying with applicable laws, including in relation to working conditions
- providing all employees with a written contract which sets out the terms and conditions of their employment
- promoting myVoice, our confidential grievance reporting channel, at all assets.

Risks in the communities where we operate

We work hard to avoid or minimise adverse impacts in the areas and communities where we operate. We continue to strengthen our social performance capacity and capability, to support our Best Operator ambition. The *Communities and Social Performance Standard*, which applies to all managed operations, requires every asset to conduct regular social risk assessments to identify actual or potential adverse human rights impacts.

Higher-risk assets must also complete an independent human rights impact assessment at least every 5 years.

Over the last 3 years, we have increased the number of human rights risk assessments (HRRAs) across our managed assets by 140%, completing 59 in 2024 (2023: 24; 2022: 4).² These assessments now cover a full range of operational risks that may have human rights consequences. Most were conducted in-house by cross functional teams, drawing on insights from asset-based or external experts. See Section 3 about an identified case of modern slavery in the communities close to where we operate in sub-Saharan Africa, which was escalated to us by a supplier.

Key labour rights and modern slavery themes that came out of the HRRAs in 2024 included:

- **right to safe and decent work** – worker welfare including contractor management and seafarers, with a focus on pay practices, working hours and access to grievance mechanisms
- **freedom from discrimination** – with a focus on the implementation of the *Everyday Respect Report* recommendations.

HRRAs are vital for assessing our operations' human rights risk profile. In 2025, we will review the maturity of human rights due diligence at our assets, providing a road map for local teams to mature their due diligence and identify areas that need targeted support.



Read more about our CSP work on pages 76-85 of our *2024 Annual Report*.

Risks with joint venture partners and non-controlled companies

Our Joint Venture Policy states that we strive to ensure our joint venture partners and the non-controlled companies we engage with respect our human rights commitments. We share our expectations about human rights with joint venture partners through appropriate contractual arrangements and engagement protocols, and we screen all new joint venture partners for human rights under our third-party risk management (TPRM) approach (see page 12).

Our governance of managed and non-managed joint ventures requires an annual attestation certification signed by the Rio Tinto lead responsible for overseeing the relationship with the joint venture. More broadly, we look for ways to help joint venture partners further respect human rights. At non-managed operations, this may include sharing best practice around complaints handling, supporting human rights assessments, discussing human rights issues at joint management meetings and making our human rights specialists available to build capacity and deliver training.

2024 performance

Our key updates include:

- achieved accreditation as a Living Wage Employer from the Fair Wage Network
- increased the quantity of human rights risk assessments by 140% over the last 3 years
- expanded our Human Rights team, including dedicated support at Simandou and for value chains
- launched Local Voices, our global community perception monitoring program, to help inform our planning and decision making
- conducted a cross-functional risk and control mapping exercise to identify business-level controls in place to detect and mitigate modern slavery risk
- launched the Workday platform to: increase access to and consistency of people data; support us in effectively monitoring employee movement and retention; and understand the experience of our workforce and their capabilities.

2025 priorities

Our priorities include:

- embedding our updated modern slavery control framework into our enterprise risk management tools
- continuing to implement Local Voices across global assets in scope
- benchmarking the maturity of human rights due diligence conducted at our managed assets
- reviewing our Group-wide salient issues.

1. Passports are under the Master's care on Rio Tinto-owned vessels in line with industry practice and are available upon request.
2. Of the 59 HRRAs completed in 2024, 3 assessments related to Canadian assets and operations (Diavik, Laterrière and an exploration project in Canada). None of these assessments identified modern slavery as a material risk.

Respect for human rights at the Simandou project

The Simandou project in south-east Guinea is Africa's largest mining and related infrastructure project. It will feature high-grade iron ore and integrated rail and port infrastructure which will service independent mining operations.

We are committed to developing the SimFer¹ scope of the Simandou project in line with our *Human Rights Policy* commitments and we will transparently report on the human rights risks and impacts associated with our mining operations.

Embedding human rights due diligence

A critical due diligence step is conducting various assessments, which to date for the SimFer scope of the Simandou project involved:

- **Grievance mechanism assessment** – evaluating the effectiveness of local grievance mechanisms against the UNGPs.
- **Environmental and Social Impact Assessment (ESIA)** – conducting an independent ESIA for the SimFer port, mine and rail spur, which included a detailed human rights chapter on potential impacts on local communities and the environment.
- **Human Rights Impact Assessment (HRIA)** – completing an independent assessment. Conducted by independent human rights consultancy, Article One, this involved interviews with over 400 rights holders, including employees, contractors, community members and civil society groups.
- **Third-party specialist reviews on contractors** – conducting 54 human rights reviews on third-party contractor labour providers and suppliers of goods and services (in particular construction, transport, security and cleaning services).

These assessments were informed by various other inputs, such as community and social, cultural heritage and health and safety assessments, as well as supplier pre-qualification reviews and security evaluations.

Salient human rights risks

These assessments provided critical insights into areas posing the greatest potential harm to people or the natural environment, allowing us to prioritise risk mitigation and prevention actions. They identified opportunities to promote human rights through livelihood programs, community social investment and other initiatives. The SimFer scope of the Simandou project's salient human rights risks identified in the HRIA include:

- **safe and decent work** – pay practices, working hours and working conditions for employees, contractors and supply chain workers
- **modern slavery** – addressing risks of child and forced labour, particularly within subcontractor or sub-supplier relationships
- **land access and resettlement** – managing issues relating to land access, resettlement and impacts on cultural heritage sites
- **community health, safety and wellbeing** – addressing issues such as water access, noise pollution and other environmental impacts.

Common findings in our third-party specialist reviews on contractors included inadequate labour practices, a lack of due diligence processes, and an absence of accessible, effective grievance mechanisms.



To read more about our progress in implementing the HRIA recommendations, visit <https://simfer-sa.com/en/disclosures/>

Safety incidents in 2024

Tragically in October 2024, Morlaye Camara, an employee of one of our contractors at the SimFer Port Project in Morebaya, part of the Simandou project, was injured, and subsequently passed away. The right to life and right to safe and decent work remain our highest priorities, and following a thorough review to understand the circumstances that led to the event, we have shared the lessons learned from this tragic incident with our leaders and partners, encouraging them to reflect on how these relate to their teams and workplaces, and act upon what we have learned.

Partnering with joint venture partners

We continue to engage with our joint venture partners on human rights issues. We have governance mechanisms in place for engagement, including monthly working group meetings to align and coordinate on activities including salient human rights issues.

Actions taken in 2024

We established a Human Rights team in Conakry to prevent and mitigate human rights risks. The team engaged with, and provided training to, local stakeholders.

Efforts in 2024 relating to labour rights included:

- **providing training on child labour** to employees and contractors, including a child labour guidance toolkit in English and French
- **engaging with key contractors** to build awareness and understanding of our human rights expectations on labour rights
- **investigating reports of labour rights abuses** by reviewing cases escalated by our Third-Party Risk Management team on contractors, or other cases alleging labour rights abuses
- **improving contractor policies** by working with contractors to improve their human rights policy framework and recruitment procedures, and to establish grievance mechanisms as a condition of engagement
- **implementing human rights action plans** with ongoing monitoring through supplier relationship meetings facilitated by contract managers
- **signed union agreements** with union partners and labour authorities of Guinea. This is applicable to contractors working for mine construction, setting minimum standards on employment, wages, working time, transport, meals and industrial relations.

1. Rio Tinto SimFer is a joint venture between Rio Tinto, Chalco Iron Ore Holdings, and the Government of the Republic of Guinea. Rio Tinto is the majority shareholder and managing partner of Rio Tinto SimFer.



Image: Employees at the Simandou Project, Guinea.



Risks in our value chains

We recognise the risk of modern slavery may be higher in our value chains and we adopt a holistic, integrated approach to identifying and assessing modern slavery risks.

Our approach

We work in partnership with third parties in our value chains – whether a supplier, marine business partner, logistics provider or customer – to identify and assess modern slavery risks at various stages of the engagement.

This section outlines the key stages and opportunities for us to identify and assess risks within the value chains across the following business functions:

- Procurement (“buy”)
- Marine and Logistics (“move”)
- Sales and Marketing (“sell”)

Higher-risk human rights categories¹

We prioritise our human rights due diligence efforts on third-party categories that carry higher human rights risk. In 2024, these categories included:

- building and grounds maintenance services and building products
- catering services
- cleaning and waste removal services
- construction services
- specific renewables goods²
- security services
- temporary labour
- transport (including by rail, sea and road), logistics and warehousing services.

Our Human Rights team monitors emerging human rights risks and trends, and works with the third-party risk management (TPRM) team to review higher-risk categories.

Third-party risk management

Our TPRM approach is critical in assessing the business integrity exposure from the third parties with which we do business.

Rio Tinto’s *Business Integrity Standard and Know Your Third Party*³ (KYTP) Procedure sets out the requirements and mandatory third-party due diligence and risk management processes. This applies to all third parties, including suppliers, customers, contractors, consultants, distributors, agents, vessels, joint venture partners and any other third parties to which a Rio Tinto reporting entity makes payment, or from which it receives payment.

We undertake risk-based due diligence on all third parties with which we intend to establish a business relationship. At a minimum, all third parties are assessed for critical risks, including, for example, whether they appear on various sanctions and human trafficking watch lists.

Depending on the third-party, we also assess a range of business integrity risks, such as bribery and corruption, money laundering, terrorist financing, tax evasion and other financial crimes, politically exposed persons, and other reputational risks. Human rights reports can include:

- labour rights concerns
- public allegations on human rights issues
- third parties operating in countries with weak law enforcement or high rates of corruption
- related ethics and compliance risks.

Where certain human rights risk indicators are identified, the TPRM team may recommend the report is escalated to our Human Rights team for specialist review.

Ongoing monitoring

If the risk can be mitigated or managed, the engagement may proceed subject to appropriate controls. If the risk is significant and cannot be overcome or sufficiently managed, the third-party engagement will be prohibited. All third-party engagements are subject to ongoing monitoring and periodic reviews to ensure risks associated with the third-party relationship are assessed and managed. The continuous monitoring process is implemented on a risk-based approach with priority given to higher-risk third-party engagements.

Specialist human rights reviews

Our Human Rights team regularly conducts specialist reviews of third parties with a higher human rights risk exposure. A specialist human rights review includes assessing the indicators outlined on page 9, in addition to other information.

2024 performance

Our key updates include:

- completed over 14,000 third-party due diligence reports,⁴ which included 174 supplier reports escalated for specialist human rights review (see page 13)
- designed and are piloting a new platform to automate and strengthen TPRM processes
- progressed our approach towards identifying and assessing human rights risk associated with specific renewables goods
- reviewed and updated the human rights content of our third-party questionnaire
- updated TPRM processes in Guinea and South Africa to identify localised risks

2025 priorities

Our priorities include:

- launching the new integrated TPRM platform, which includes a revised third-party questionnaire and improved risk criteria
- continuing to mature and strengthen our human rights and environmental due diligence practices in compliance with relevant legal requirements
- reviewing the KYTP Procedure to reflect relevant risk exposure and regulatory requirements
- progressing our approach to drawing on independent risk indices to inform country risk and supply chain risk profiles.

1. Details of supplier categories and countries related to our Canadian assets and operations can be found on page 6 and in footnote 1 on page 13.
2. Determined on a risk-based approach with respect to limited categories of equipment used in renewable energy projects.
3. The KYTP Procedure is mandatory for all business functions and managed operations within the Rio Tinto Group. Where contractually agreed, we also support our business partners for non-managed operations. Highly limited exemptions apply, such as non-contestable legally required tax or statutory payments to government authorities, and expense payments to employees.
4. In 2024, over 1,700 third-party due diligence reports related to our Canadian assets and operations.

Risks identified in 2024

We completed 174 specialist human rights reviews, which included assessing direct suppliers, sub-contractors and joint venture partners.¹ Highlights included:

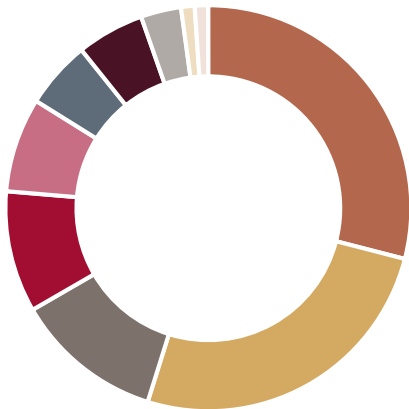
- 25% of suppliers lacked an accessible and trusted grievance mechanism.
- 50% of suppliers had not fully established measures to conduct risk-based human rights due diligence on their supply chain.
- The majority of small to medium-size suppliers did not have human rights commitments, including lack of policies or procedures in place to address forced or child labour.

Actions taken in 2024

To address risks identified in our specialist reviews, we develop action plans in collaboration with the third party. Examples of actions agreed in 2024 included:

- improving policy, governance and commitments
- agreeing to contract clauses that provide us with audit rights
- offering training to support, in particular, small to medium-size third parties in building capability
- providing more information on employee practices, including recruitment or onboarding procedures
- creating or updating grievance mechanisms to align with the UNGPs.

Human rights reviews by supplier category



	2024	2023
Construction	30%	41%
Transport	27%	26%
Specific renewables goods	8%	5%
Building or maintenance	10%	7%
Security services	8%	7%
Cleaning services and waste management	8%	6%
Temporary labour hire	6%	1%
Catering services	1%	8%
Computers and electronics	2%	0%

While the category spread of third-party reports escalated for human rights review remained largely consistent with 2023, reviews of construction suppliers were lower in 2024 reflecting project activities.


Human rights reviews by third-party location



	2024	2023
Africa	49%	42%
Asia	23%	26%
Central and South America	15%	24%
Australia and New Zealand	5%	4%
Europe	5%	4%
United States and Canada	3%	1%

For more information on the reports relating to third parties based in Africa in 2024, see page 11.

1. In 2024, 6 specialist human rights reviews were conducted over suppliers relating to Canadian assets and operations. These suppliers were prioritised for due diligence as they were from supplier categories that may have higher human rights risks including security, temporary labour hire, waste removal and building maintenance. Suppliers were based in various countries including Canada, US, China, Germany and Luxembourg.

 **Image:** Workshop at the Rio Tinto Logistics Base, Conakry, Guinea.



Partnering with suppliers on human rights due diligence

Over the past 3 years, we have collaborated with a range of suppliers to reach our ambition of net zero Scope 1 and 2 emissions across our operations by 2050. This aligns with our values and environmental, social and human rights commitments. This included developing a robust, risk-based due diligence process for equipment we purchase in connection with renewable energy generation, and storage projects we are developing.

Key lessons we have learned over this period are set out below.

1. Establishing clear criteria for evaluating suppliers' human rights performance is crucial.

Our criteria for suppliers of equipment we purchase in connection with renewable energy generation or storage projects we are developing included:

- **governance:** alignment of supplier's policies and procedures with human rights standards
- **supply chain:** degree to which suppliers can provide transparency over their supply chain and management approach of their own suppliers
- **assurance:** evidence of internal and external assurance such as third-party audits
- **workforce:** ability to identify and mitigate workforce risks.

Through these evaluations, we worked with our preferred suppliers on a set of actions designed to improve environmental and social performance, including labour rights outcomes.

2. Building trusted commercial relationships with suppliers is key to collaborating on ESG priorities.

Through open dialogue, including face-to-face engagements and site visits, covering topics such as industry standards, traceability protocols, labour practices and manufacturing processes, we learned that many of the relevant equipment suppliers are already refining their ESG goals to align with industry expectations.

3. Cross-functional collaboration is essential when managing risks such as commercial relationships, environmental management, human rights, reputational and legal concerns.

To build effective governance and accountability, we established an internal working group comprising commercial, Third-Party Risk Management and Human Rights teams to collaborate on enhanced due diligence. This working group submits their assessments on applicable suppliers to a governance body – the TPRM Committee. This committee comprises senior executives to ensure consistent decision making on specified risks, including human rights.

In 2024, a total of 6 assessments of suppliers of equipment used in connection with renewable energy projects were submitted to the TPRM Committee.

4. Setting clear actions and shared objectives with suppliers aligns both parties towards common goals, allowing for both commercial and ESG expectations to be met.

One way we may do this is by working with suppliers to establish a set of shared actions which are agreed upon as part of the contract award process. Examples of areas for joint action may include:

- enhancing traceability
- using labour rights assessments
- updating policies and procedures including grievance mechanisms.

We will invest in continued due diligence through collaboration as we work to meet our decarbonisation goals and implement our human rights commitments.



For information about our approach to decarbonisation, see our *2025 Climate Action Plan* at riotinto.com/climatechange



Image: We are deploying a range of wind and solar projects as we target net zero Scope 1 and Scope 2 emissions across our operations by 2050.

Our Buy approach

We have embedded modern slavery risk identification and mitigation steps into our global procurement category management life cycle.



Our procurement approach

Our global procurement category management life cycle encompasses 5 phases of strategic sourcing. It is a continuous cycle comprising mandatory compliance and best-practice requirements to guide our procurement of goods or services. Within these 5 phases, the suppliers' risks, including modern slavery, can be identified and managed by leveraging tools such as our category risk matrix, request for tender questionnaires, supplier evaluation criteria, contract clauses and supplier performance management activities. This is in addition to the TPRM processes described on page 12.

Governance

Our *Group Procurement Standard* is applicable to all procurement activities across the Group.

In 2024, we launched our *Sustainable Procurement Principles* and updated our *Supplier Code of Conduct* to strengthen our human rights expectations of suppliers, their subsidiaries and subcontractors. We expect our suppliers to:

- refrain from using modern slavery, or employing children or anyone under the minimum age in their operations
- include labour and human rights expectations in their contracts with their own third parties
- provide fair remuneration and working conditions
- maintain speak-up or grievance procedures, appropriate to the size and complexity of their operations, to ensure observed or suspected misconduct can be reported by their employees or contractors effectively, and without fear of intimidation or retaliation
- take measures appropriate to the nature and context of their business to conduct risk-based human rights due diligence on their supply chain.

Contract terms and conditions

In 2024, we completed a review of our global contract templates and developed guidance for contract managers on embedding human rights expectations into our contracts. We have a risk-based approach for incorporating modern slavery clauses. Our Human Rights team continues to provide support during negotiations for higher-risk contracts.

Supplier prequalification

We may conduct supplier prequalification assessments to identify vendors to support a product or project need.

For example, our Shanghai-based sourcing team is able to engage with suppliers in Greater China and provide an early assessment of their capability and performance in advance of sourcing requests. Prequalification assessments include a desktop review and an in-person site visit, and consider manufacturing capability, commercial performance, labour rights, safety and business integrity. This collaboration fosters innovation and mutual learning opportunities, and improves our responsible sourcing practices.

Supplier Relationship Management

Our Supplier Relationship Management (SRM) engagements include regular meetings with key suppliers to drive value as part of a two-way relationship. SRM meetings are embedded for the life of the contract, and are a key mechanism to initiate human rights and modern slavery discussions with our suppliers, including:

- encouraging two-way dialogue on modern slavery and human rights risks
- communicating our human rights due diligence expectations
- highlighting and sharing best practice
- discussing opportunities for further supply chain transparency.

Our Human Rights and Global Procurement teams continue to equip SRM owners to lead these conversations, so that we can better understand our supplier risk profiles and leverage industry best practice with our key suppliers.

While the focus of our modern slavery approach is based on risk and not spend, these SRM engagements provide an important opportunity to influence broader respect for human rights in our supply chains. For example, in 2024, we requested details from many of our largest suppliers on Scope 3 emissions and human rights performance.

Leveraging category risk insights

We support category leads in identifying third-party risks by embedding a category risk matrix and providing training. This considers human rights risk indicators such as vulnerability to child labour, forced labour, trafficking, risks of discrimination, and country risk indicators.

By doing this, we seek to empower our Global Procurement teams to identify, manage and mitigate modern slavery risks across the procurement life cycle stages.

Building on our pilot of an artificial intelligence powered platform in 2023, we continue to use this system to gain insights into multi-tiered supply chains and continue to map our supply chain. We continue to explore ways to integrate more data that will embed respect for human rights into our broader supplier risk management frameworks.



Read more about how we work with suppliers at riotinto.com/suppliers

Responding to changes in supplier risk profile

Where a risk or incident has been identified, our Human Rights team, TPRM team and SRM owner agree on a response and mitigation actions. For example, we may inspect or audit a supplier's premises and records. In addition, if the TPRM team identifies any significant risks relating to a supplier as part of its ongoing monitoring (as described on page 12) the previous third-party due diligence assessment will be reviewed to determine required changes to the risk rating and risk mitigation measures.

Our preference is to work with suppliers in partnership, recognising that human rights issues in value chains are shared and complex. However, if risks can't be mitigated or the supplier provides incomplete or inaccurate information, we may end the relationship.

Engaging with suppliers

In 2024, our Global Procurement and Human Rights teams collaborated during a tender process for the provision of contingent labour providers to support our managed assets in Australia and New Zealand.

To enhance category maturity across the sector, we delivered a series of human rights and modern slavery training sessions for select vendors. This allowed us to articulate how our *Supplier Code of Conduct* operates in practice, and to outline our expectations of suppliers on responding to modern slavery risks.

The engagements provided an opportunity for cooperative dialogue, allowing both parties to share where they see the greatest risks of modern slavery within the labour hire sector, and demonstrated our commitment to a partnership approach with our suppliers.

2024 performance

Our key updates include:

- launched our *Sustainable Procurement Principles* and updated our *Supplier Code of Conduct* to strengthen our human rights expectations of suppliers, their subsidiaries and our subcontractors
- established a risk-based approach for incorporating modern slavery clauses in our global contract templates
- delivered our labour rights assessment pilot project, including implementing a panel of social auditors to review suppliers across 3 key regions.

2025 priorities

Key priorities include:

- continuing to embed the category risk matrix into the Global Procurement sourcing process
- further refining human rights considerations into vendor questionnaires such as request for tender, evaluation and onboarding tools
- improving our internal capability and identifying ways to build awareness and improve ongoing supplier engagement on modern slavery risks
- sustainably integrating the supplier audit program into our annual work plan.

Designing an effective labour rights supplier audit program

Pilot program

We know that it is critical to engage directly with potentially affected rights holders to meaningfully identify modern slavery risks. Delivering on our 2023 commitments, we launched a pilot program to evaluate supplier performance on labour rights.

Recognising that audits are a point-in-time snapshot and there are risks of coaching or audits becoming a check-box exercise, we focused on designing an assessment program that will identify potential risks and deepen our relationships with suppliers.

Developing a fit-for-purpose process

In 2024, our Global Procurement team led a cross-functional working group through designing the program, including aligning on auditor selection, category engagement and supplier selection.

We appointed a panel of social auditors who carried out 3 primary audits of suppliers (which included 2 subcontractors) across Canada, Australia, and the UK. Suppliers were selected on category risk, financial spend, and relationship factors.

In Canada and the UK, we commissioned audits of selected workplace and facilities management suppliers. These involved 25 worker interviews, 2 site visits, and a review of supplier policies and procedures. In Australia, we commissioned an audit of a site works supplier, which involved 29 worker interviews across 2 sites.

We are collaborating with suppliers to address all findings and improvement opportunities, which related to working hours, record keeping and governance. There were no findings of modern slavery.

Looking ahead to drive impact

We are continuing to explore ways to design a long-term, sustainable supplier audit program that can effectively and efficiently identify and help prevent risks of slavery.

This may include integrating human rights due diligence into other supplier audit processes, such as those for environment, safety, health or commercial purposes.

We seek to maintain the balance between integrating modern slavery risk criteria into broader supplier assessment processes, using our Human Rights team to conduct investigations or engaging external auditors.

In 2025, we will progress our approach by focusing on higher-risk categories and/or locations, and embedding the labour rights assessment sustainably into our annual work plans.

Our Move approach – our marine and logistics partners

Our teams work to identify and assess modern slavery risks in our marine and logistics supply chain, with our goal being to provide safe, rewarding and decent work for all.

Our 3 welfare priorities for owned and chartered vessels are:

- 1) ensuring human rights are respected
- 2) supporting seafarer mental wellbeing
- 3) creating safe and inclusive environments.

All vessels

Controls to manage human rights risks for both our owned vessels and chartered fleet include:

- **Fair terms of employment:** All crew must be employed under agreements that align with the Maritime Labor Convention (MLC) and other key conventions for safety, security and protection of the marine environment. Each ship management company must demonstrate an agreement outlining fair terms of employment including collective bargaining agreements covering pay, working and rest hours, repatriation and other entitlements. In addition, we require all crews on board vessels to be employed under agreements aligned with International Transport Workers' Federation (ITF)¹ standards and unions of the relevant countries. These agreements are verified by Port State Control regimes, and vessels are subjected to ITF inspections (whether part of a routine inspection or at the request of the crew). All seafarer employment on our owned and chartered fleet meets the requirements for decent work.
- **Access to internet:** As part of our crew welfare shore strategy, we are working to provide free and reliable internet connectivity to seafarers when vessels call at our managed port facilities.
- **Shore leave:** We support recreational rest time for seafarers during a port stay (known as shore leave) by providing financial support to seafarer centres, including arranging transportation from our own port facilities.

- **RightShip vetted:** Vessels must meet our minimum safety criteria, including RightShip safety scores, for both the vessel and its operator to call at our terminals. We promote adherence to seafarers' rights and wellbeing by encouraging owners and operators to undertake the self-assessment of the Sustainable Shipping Initiative Code of Conduct.
- **Digital risk profiling tool:** Our digital risk profiling tool, known as Safety Assessment by Intelligent Learning (SAIL), provides safety data analytics for risk profiling of vessels and companies. SAIL enhances RightShip vetting protocols and strengthens communication with operators and owners on incident trends and risk mitigation.
- **Onboard vessel inspections:** To ensure safety and operational performance, and reduce environmental risks for vessels carrying our cargo, we conduct regular vessel inspections. We review living and working conditions of seafarers on board, including policies addressing mental and recreational wellbeing, confidential access to external support, safe and hygienic accommodation spaces, and availability of medical care. We adopt a risk-based approach to determining vessels for inspection, supported by digital analytical tools and considering factors such as trading area and performance history of the vessel and operators.

Chartered vessels fleet

We recognise the challenges of monitoring living and working conditions on chartered vessels to encourage meaningful human rights due diligence. Key steps to assessing risks in our chartered vessels fleet include:

- **Pre-vetting questionnaire:** This includes checks on employment conditions, if the vessel has an ITF Agreement (or equivalent), crew changes and the contract term length for seafarers.
- **Third-party risk management (TPRM) approach:** Our contracted shipping counterparties are assessed in line with our TPRM approach and KYTP Procedure (see page 12), and must comply with our policies and standards.

- **Designated Owners and Operators (DOO) Program:** Launched in February 2023, this program sets requirements for our commercial partners to achieve Designated Owner or Operator status. It focuses on improving safety and crew welfare performance based on industry best practices and human rights standards. By joining, partners commit to improving practices, sharing lessons learned, being subject to audits, receiving training and proactively reporting. Verification includes self-assessments and onboard coaching sessions, referred to as "master coach vessel visits". During these visits, experienced shipboard masters provide coaching to the crew at sea on consistently applying safe working practices. Additionally, our office-based Principal Master Coaches conduct audits and desktop reviews of shipping companies' safety management systems to verify onboard practices. Recommendations are agreed and implemented collaboratively.
- **Incident management:** There are contractual requirements for ship owners to report incidents. This must be done in line with an agreed incident escalation matrix, and involves working with our DOO partners to proactively share fleet-related incidents, for collective learnings. We also have a management and restriction process to respond to any incident of non-conforming vessels. This process includes monitoring for risks such as crew members' contract length on board, crew welfare, and living and working conditions.
- **Engagement:** We encourage owners, operators and our team members to share safety concerns and work to enhance our safety performance through face-to-face or online sessions, external bulletins and fleet circulars. Trending safety concerns are discussed, and industry speakers are invited to share learnings and feedback.

1. The International Transport Workers' Federation (ITF) represents the interests of seafarers worldwide by working to (i) improve conditions for seafarers and (ii) ensure adequate regulation of the shipping industry to protect the interests and rights of the workers.

Owned vessels

For our owned vessels that we operate via ship managers, we have additional welfare and human rights-related initiatives including:

- **Wellness sessions:** We provide monthly wellness sessions with a psychologist for those on board and on shore leave (along with their families). These are designed to help them understand and discuss strategies to self-assess wellbeing, recognise concerns, and learn about tools to self-manage or seek support.
- **Everyday Respect:** We monitor and review facilities onboard our vessels to foster a safe, inclusive and positive working and living environment. This includes private rooms and bathrooms, cultural and religious safe spaces, provision of hygiene products, separate locker facilities, gender appropriate personal protective equipment and personal laundry bags. We are a member of the Global Maritime Forum All Aboard Alliance to promote gender equality.
- **Ship management contracts:** We outline our expectations in our ship management contracts and conduct regular audits of management offices to verify compliance.
- **Quarterly vessel inspections:** Alongside annual health, safety and environment inspections, our ship managers, third-party inspectors and port captains conduct broader safety and operational inspections at least once per quarter, as permitted by vessel schedules. Rio Tinto team members also regularly conduct Leadership in the Field coaching and engagement as part of deploying our Safety Maturity Model.
- **Training:** We provide training and support (including awareness raising on human rights and modern slavery issues) to officers and crew members, to help our shipping managers understand our expectations (see Section 5).

Shipyards

There are broader risks in the marine value chain, in particular in shipyards. To maintain our vessels, which is a critical regulatory requirement, we need to dry dock vessels in shipyards at regular intervals. We recognise there may be a range of labour rights risks, including modern slavery, associated with shipyard work such as:

- workers are exposed to health and safety risks
- shipyards may also employ temporary or short-term contract labour through agencies that can carry potential labour exploitation risk
- shipyards may be located in regions known for weaker governance on labour rights standards.

To address these risks, we continue to undertake periodic due diligence on dry docking business partners such as:

- a physical audit of the shipyards
- assessing shipyards on a range of criteria, including human rights, and whether the shipyard has appropriate policies and processes on key risk areas such as forced labour, child labour, recruitment processes, anti-discrimination and harassment processes, and access to grievance mechanisms.

Engagement with shipyards has enabled us to set expectations around modern slavery risk management.

Logistics, container shipping and other marine assessments

We also manage a small proportion of carriers for other shipping requirements, alongside a range of third parties for truck and rail requirements. Our *KYTP Procedure*, *Procurement Standard* and *Supplier Code of Conduct* apply to all logistics vendors. We acknowledge the vessels used to transport mined and refined materials can involve a range of potential modern slavery and other human rights risks, which may be closely connected to welfare and safety risks. Recognising we have a different commercial relationship with carriers to our owned vessels or chartered fleet, we conduct human rights due diligence appropriate to our leverage, aligned with the UNGPs. This includes:

- **Review and verification:** We regularly review our carriers' commitments to modern slavery through their own reporting obligations. We also have a supply chain assurance program designed to assess risks with dangerous goods which also creates in-field opportunities to engage with suppliers.
- **Strategic supplier engagement:** In 2024, we engaged with key carriers on various commercial and ESG risk criteria, including modern slavery.
- **Commercial evaluation:** We continued to include modern slavery bidding requirements when selecting our preferred carriers, to encourage bidders to review our *Modern Slavery Statement* and agree to our human rights requirements as set out in our *Supplier Code of Conduct*. We also continued to review the modern slavery statements of carriers (where published) to understand their maturity and approach towards managing risks, and to identify any opportunities for collaboration.

Risks identified in 2024

While we did not identify any modern slavery allegations or incidents within our marine and logistics value chains, we were made aware of one alleged breach of the MLC on chartered vessels, reported by the Australian Maritime Safety Authority (AMSA). The allegation was related to inadequate supply of fresh provisions, however, upon investigation this was found to be unsubstantiated. MLC-related allegations captured by AMSA are followed up by RightShip. This provides us the opportunity to engage with the operators and to prevent recurrences of harmful behaviours and practices.

Examples of how we engage include:

- **Reviewing investigation outcomes and root causes:** Where appropriate, we communicate learnings through engagement workshops, and health and safety circulations, to drive awareness, and to ensure that safety management systems are implemented onboard.
- **Conducting office audits to verify that steps were taken to close out agreed actions:** In severe cases, we may choose to discontinue working with the ship owner or operator, or to restrict the vessel or owner for a period of time. We did not take such an action in 2024.

We continue to uphold our commitment to zero fatalities, zero permanent disabilities and zero personal injuries on board. However, we remain deeply concerned for Mr Gel Aguaviva, a crew member aboard our bulk carrier RTM Zheng He, managed by Anglo Eastern, who was reported missing on 26 December 2024. Despite a search and rescue operation led by the Philippine Coast Guard, Mr Aguaviva has not been found. Investigation and assessments are ongoing.

2024 performance

Our key updates include:

- achieved zero permanent disabilities, and 70% reduction of reported personal injuries onboard chartered vessels, compared to a 2022 baseline
- reduced critical shipboard incidents at our terminal facilities by 40% compared to a 2022 baseline, through increased vessel inspections and safety maturity assessments by implementing the DOO Program
- increased the number of designated owners in our DOO Program to 27, now representing 50% of our overall shipped volume on chartered fleet
- delivered 4 safety engagement sessions with owners and operators, reaching a total of around 972 participants, of which 115 were in-person
- completed physical audits of 2 shipyards
- continued membership of the All Aboard Alliance, a Global Maritime Forum initiative
- trained 200 seafarers on our owned vessel fleet (28% of total available crew, noting we take a phased approach and those not trained in 2023 or 2024 will receive training in 2025)
- completed 402 health, safety and environment inspections, which include human rights considerations, achieving our 2024 target. This included inspecting 100% of our own time-chartered fleet (185 inspections) and 40% of our voyage-chartered fleet (217 inspections)
- continued to expand and strengthen the capabilities of our Marine Safety and Vetting functions, including assessments of safety risks and potential exposures to human rights and modern slavery for our chartered fleet
- reviewed the modern slavery statements of vendors submitting bids for a global container tender
- exceeded our commitment to deliver more than 30 verifications across our logistics supply chain.

2025 priorities

Key priorities include:

- continuing to monitor, and act upon, any MLC-related incidents occurring on vessels calling at our facilities
- completing inspections on 100% of our owned fleet and completing 350 inspections on voyage and time-chartered fleet vessels
- enhancing safety maturity across our owned fleet
- continuing to deliver human rights training for officers and crew on owned fleet
- focusing on embedding our DOO Program with current members including the roll out of a coaching program onboard vessels (called “master coach vessel visits”) – our target is to complete 50 master coach visits in 2025
- our target is that by the end of 2027, all time-chartered activities are managed by ship owners and operators who are part of the DOO Program, delivering its objectives.

Our Sell approach – customers

We aim to engage and collaborate with our customers to advance respect for human rights, including through product stewardship.

Meeting our customers' needs

Our customers' needs are central to our operational decision making, and we collaborate closely with customers to deliver products that meet their specific requirements.

We may engage with customers, investors and benchmarking initiatives on our modern slavery risk management and broader human rights performance. For example in 2024, our Human Rights team reviewed 11 in-depth requests for information from customers, particularly from South Korea and Japan. The requests covered ESG issues including forced labour.

Through our product stewardship teams, we are involved in several value chain initiatives, including Towards Sustainable Mining and ICMM, as well as commodity specific working groups, and certification standards such as the Aluminium Stewardship Initiative (ASI), the Copper Mark, and the Responsible Jewellery Council.

Standards set by these organisations include human rights requirements and involve independent audits at least every 3 years. For example, the ASI and ICMM initiatives contain performance criteria on preventing involvement in forced and child labour.

In late 2023, ASI audited our Pacific Aluminium operations under the updated 2022 *ASI Performance Standard*. The certification audit identified several minor non-conformances, including issues related to human rights due diligence and impact assessments. After addressing these non-conformances, Pacific Aluminium underwent a re-audit in October 2024 and successfully received certification.



For more information and the full list of asset certifications and accreditations, see our *2024 Sustainability Fact Book*

2024 performance

Our key updates include:

- completed over 600 third-party due diligence reviews on customers as part of our TPRM approach (see page 12)
- responded to stakeholder enquiries (customers, investors, benchmarking initiatives) on our human rights performance.

2025 priorities

Key priorities include:

- participating in the ICMM Consolidated Mining Standard Initiative consultation process
- continuing to engage external verification service providers to conduct independent assurance of the applicable sustainability performance standards for our operating assets, aligning with our audit schedule for 2023 to 2025.

 **Image:** Port of Los Angeles, California, US.



3. Remediation

If a human rights incident occurs despite our efforts to prevent it, we seek to mitigate the situation in line with our values, commitments, policies and standards.



Have you identified an issue?

myVoice is our global whistleblowing and confidential reporting program that can be used to raise concerns: Access myVoice.

Our approach to grievance mechanisms

We are committed to providing our people, and those affected by our business, access to effective grievance mechanisms. These are publicly available for any individual to use to raise complaints relating to our operations and our supply chains, including any concerns about modern slavery.

Asset-level grievance mechanisms

Our *Communities and Social Performance Standard* requires managed sites to have an asset-level complaints and grievance mechanism consistent with the UNGPs' effectiveness criteria. We promote these mechanisms locally in a number of ways, including via community newsletters, asset signage and posters. Concerns can be raised with us via email or telephone, a third party trusted by the complainant, or other means.

Recourse or appeals mechanisms are also available when a grievance cannot be resolved. This is handled on a case-by-case basis and may involve an internal review committee, mediation or a third-party arbitrator.

Our asset-level grievance mechanisms are available for any individual to use, including our suppliers.

myVoice

We encourage and support our people, and workers in our supply chain, to speak up if they have concerns about potential misconduct or harmful behaviour.

In addition to our asset-level channels, our myVoice program is in place to enable confidential and anonymous reporting,¹ including protected whistleblower disclosures. myVoice is operated by the Business Conduct Office (BCO), which reports to our Chief Ethics & Compliance Officer, and provides regular program insights to the Board and the Group Ethics and Compliance Committee. The BCO consult our Human Rights team when they receive reports through myVoice that have indicators of modern slavery or labour practices that may have a severe human rights impact.

myVoice is available in multiple languages to our workforce, suppliers (and their employees and contractors), community members and the public.

In 2024, we improved the accessibility of myVoice by introducing the ability for reporters to raise concerns via mobile. We also delivered a global digital myVoice awareness campaign, supported by a number of local engagements.

Subject to local laws, reports to myVoice can relate to concerns about the business or behaviours of individuals, including suspected violations of our standards, policies and procedures, human rights, safety and environment, financial reporting, and fraud or other business integrity issues. The BCO assesses concerns and selects the appropriate issue type, which includes categories for unfair labour practices, as well as for modern slavery.

Our Code of Conduct, *The Way We Work*, and our *Supplier Code of Conduct* encourage people to report concerns – including breaches of these codes – either directly to their Rio Tinto contact or via myVoice. Suppliers are required under the standard global supply contract to notify us directly if they reasonably suspect an actual or potential breach of our contracts, including modern slavery provisions.

The number of concerns raised through myVoice continues to increase yearly, with 1,920 reports in 2024 (2023: 1,614). The reporting rate per 100 headcount rose to 3.4 in 2024 from 2.9 in 2023, with over half of reporters (54%) happy to reveal their identity, despite the small increase seen in anonymity rates in 2024 (46% up from 40% in 2023).

Care Hub

In 2023, the BCO launched Care Hub, a confidential service designed to provide more channels for our people to raise concerns, and greater access to a range of support as well as non-investigative resolution options. It is available to anyone directly or indirectly impacted by disrespect and harmful behaviours at work, such as bullying, harassment, sexual harm, racism and discrimination. Care Hub has been widely accessed across Rio Tinto, supporting over 675 individuals during 2024 (and around 250 in 2023), as well as facilitating resolution options other than investigations.



Read more about Care Hub on page 87 of our 2024 Annual Report.

2024 performance

Our key updates include:

- progressed updates to the myVoice procedure and framework for rollout in 2025, including further alignment to the UNGPs
- upgraded the technology behind the myVoice reporting tool
- updated our internal classification approach (known as “issue types”) to encourage improved modern slavery identification and reporting
- delivered a global digital myVoice awareness campaign, supported by various local engagements
- increased the number of regional and multilingual investigators (by 2), panel firms (by 13), and Care Hub support partners
- designed and piloted an approach to investigate contractor human rights allegations raised via myVoice
- continued to build on partnerships between the BCO and the Human Rights team on investigations
- improved the accessibility of myVoice by introducing a new mobile intake route and making the myVoice website now available in a total of 14 languages.

2025 priorities

Our priorities include:

- embedding the updated myVoice Procedure to reflect enhancements to our framework and process
- progressing our data analytics capability to provide business leaders with insights that enable our people to strengthen processes and culture, locally and globally
- continuing to raise awareness of myVoice and Care Hub programs
- continuing to identify and address barriers preventing individuals from speaking up.

1. The content reported and the right to anonymity may be subject to local laws.

Responding to modern slavery

Our approach

We may learn about a human rights allegation through our grievance mechanisms, a business partner or other stakeholders such as a civil society organisation, media outlets or a workers' association. We are committed to investigating incidents and recognise we may need to involve law enforcement.

If we identify we have caused or contributed to a human rights impact, we are committed to providing for, or cooperating in, its remediation through legitimate processes. We may play a role in remediating harm that we are directly linked to through our products, services or operations.

We continue to use the *Walk Free and Human Rights Resources and Energy Collaborative Response and Remedy Framework* to inform the ongoing development and improvement of our remediation policies and procedures, and reference this guidance in our training initiatives.

Identifying human rights consequences

Our health, safety, environment, communities and security (HSECS) management system prompts users to record whether an event (such as a complaint or incident), has a potential or actual human rights impact. Users can add further detail by tagging the impacted human right (a "human rights consequence").

Other relevant reporting channels include our locally managed employee relations case management system, which tracks a range of labour-related issues that have been investigated and any actions taken in response.

In 2024, there were no HSECS events recorded that related to modern slavery. There were 26 events recorded with human rights as a primary or secondary impact, of which 21 had human rights as the primary impact relating to workplace discrimination or harassment. The Human Rights team conducted a second-line assurance review of all events tagged with a communities impact.

The review revealed that targeted support is needed to improve the identification and recording of human rights impacts. We will continue to build the capabilities of our teams to accurately identify human rights consequences and categorise impacts in the appropriate systems.

Supplier reports in 2024

One case of modern slavery outside our operations in sub-Saharan Africa was identified by a third-party sourcing crushed ore from a local quarry for civil works. This third-party notified us that they observed children in the quarry, some of whom they believed to be working. They also identified safety risks in the quarry, including a lack of personal protective equipment (PPE), tools, sun protection, hygiene and water. The third-party purchased a mobile crusher eliminating the need to source crushed ore from the quarry. They took steps to mitigate and prevent exposure to further dangerous conditions including:

- raising awareness among local quarry workers' families about the dangers and unacceptability of child labour; this led to quarry workers signing a pledge that no children would be allowed into the quarry
- providing water and PPE to the adult quarry workers
- building a shelter, installing better road signs and demarcating working areas to improve safety in the quarry
- increasing rates paid to quarry workers to help with school books and other household expenses.

We are exploring opportunities for economic diversification through our regional economic development and social investment programs to provide alternative and resilient livelihoods.

We also received a second report relating to a contractor that had indicators of forced labour in the US. The local asset-based team received the complaint directly via email and escalated it to the Human Rights team. An external labour rights auditor was engaged to conduct an independent audit. There was no finding of forced labour but the auditor did identify minor improvement opportunities around time-keeping and the provision of PPE.

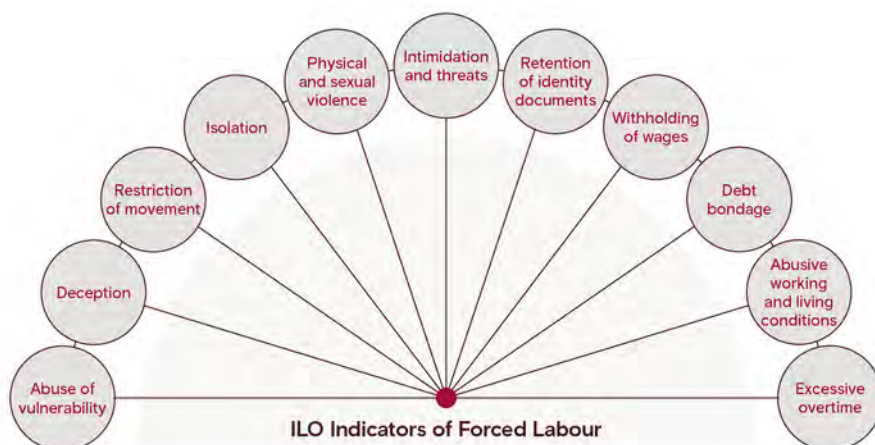
myVoice reports in 2024

No instances of modern slavery were identified through myVoice in 2024. When assessing whether modern slavery may be present, we are guided by the International Labour Organization (ILO) indicators of forced labour.¹ Each case requires investigation and consideration from the perspective of the reporter to determine if forced labour exists. For a finding of forced labour there must be at least one indicator of forced labour with a threat of penalty and involuntariness.²

In 2024, the BCO received 28 reports that had alleged indicators of forced labour (primarily around pay practices and worker benefits). Most of the reports related to third parties, suppliers or contracting companies.

One of those cases reported via myVoice (based in Asia), had indicators of both a threat of penalty and involuntariness that triggered a deeper investigation. The Human Rights team conducted an assessment in partnership with the asset's procurement, human resources and legal teams. There was no finding of forced labour, however there were labour rights violations that are being addressed with the contractor. An additional 2 contractor assessments are planned for early 2025.

Of the 28 matters received in 2024, 25 matters have been closed out and 3 remain under investigation.



1. International Labour Organization, *ILO Indicators of forced labour*, Special Action Program to Combat Forced Labour.

2. Article 2(1) of the ILO Forced Labour Convention, 1930 (No. 29) defines forced labour as: "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself [or herself] voluntarily".

4. Training

Respect for human rights is everyone’s responsibility. Our people are crucial in responding to human rights risks, and our training program needs to empower them with the tools to identify risk indicators, assess the risk, and report concerns appropriately.

Our strategy

In 2024, we developed a 3-year learning strategy that builds on our efforts to demystify, integrate, operationalise and personalise human rights. This strategy equips learners with tools to navigate human rights issues within our business, supply chain and communities, placing people at the centre of risk management and decision making.

Using a risk-based approach, we divided learners into 3 cohorts based on their exposure to potential human rights harm, with training tailored to their roles:

- 1) **all employees** – general awareness
- 2) **higher-risk roles** – role-specific training
- 3) **subject matter experts** – topic-specific training

"One of the most impactful trainings I have attended in a long time. An innovative approach which was well put together and delivered. We need out-of-the-box thinking in our learning programs as it leaves lasting impact."

– Feedback on the Human Rights in Action learning program for higher-risk roles.

Engaging with business partners (suppliers, joint venture partners, marine business partners, communities, and other stakeholders) is key to our learning strategy. This engagement improves understanding of our expectations and helps address ecosystem changes needed for long-term sustainable change and shared risk management in our value chains.

Finally, our learning strategy also includes continuous learning opportunities such as toolkits, guidance materials, share packs, digital campaigns, our annual Human Rights Day campaign, ongoing internal communications and internal human rights networks for real-time conversations and learning. While not tracked, these initiatives are critical for driving capability uplift across our business.

A risk-based approach to training

All employees

In 2024, we launched a new annual Code of Conduct training. This mandatory training sets the foundation for our work, guiding ethical decision making and promoting a safe and respectful environment. It incorporates human rights and modern slavery, illustrating the values, commitments and behaviours we expect of our people. The training is available in 2 formats: an e-module (for digitally connected employees) or a video (for site-based employees). It empowers our people to seek guidance on human rights issues, helping to prevent incidents and harm from occurring.

Higher-risk roles

In 2024, we developed and launched the Human Rights in Action program. It is mandatory for senior leaders in higher-risk roles, but is also available to any interested employee.

Higher-risk roles were identified based on criteria including seniority, role, and external context – looking at whether that leader may be exposed to significant human rights risks. Designed by learning and human rights experts, the program combines behavioural science, and experiential- and scenario-based learning to enhance awareness and capability at senior levels. The program includes:

- online webcast in multiple languages
- scenario-based self-directed learning
- interactive toolkit

We use storytelling and interactive learning to help leaders apply a human rights lens to daily decision making and cascade human rights knowledge throughout the business. We will apply feedback from the 2024 program and relaunch the course in 2025. In addition, we are working with learning experts to develop outcome learning metrics to measure the impact of our learning program more broadly.

Our Executive Committee attended an immersive face-to-face session which included working through a human rights issue integrated with other code of conduct issues.

Subject matter experts

Recognising there are some roles within the business that need enhanced topic-specific support, we have developed a subject matter expert series to provide training directly related to specific business areas on salient human rights issues including:

- **security** – Voluntary Principles on Security and Human Rights
- **commercial** – Modern slavery e-module
- **communities** – cultural heritage and cultural awareness

The Human Rights team provides bespoke in-person sessions to teams across the business and developed guidance and tools on specific issues. For example, in 2024 we developed a Child Labour Guidance toolkit to promote understanding of how to identify and prevent child labour.

 **Read more** about Voluntary Principles on Security and Human Rights training in our *Voluntary Principles on Security and Human Rights annual report*.

Training	2024 completions
Code of Conduct	27,050 completions of the online e-module and 21,406 of the offline version (total 48,456 completions)
Human Rights in Action	2,175 completions (85%) ¹
Voluntary Principles on Security and Human Rights	2,483 completions
Modern slavery e-module	2,047 completions (71%)
Internal in-person training	20 bespoke face-to-face sessions on human rights delivered to over 200 people across our business
External in-person training	8 sessions delivered to over 300 external participants from Simandou, Oyu Tolgoi and our Marine partners

1. This completion total includes over 400 senior leaders in high-risk roles supporting our Canadian assets and operations.

5. Assessing effectiveness

An effective response to modern slavery seeks to put the interests of survivors of modern slavery and related exploitation first.

To measure our progress, we track the effectiveness of our actions in several ways:

- internal assurance
- internal tracking of due diligence
- monitoring asset and Group-level grievance mechanisms
- engaging with benchmarks, business partners and external stakeholders for input and feedback
- applying an impact measurement evaluation framework to our modern slavery approach (see page 2).

Three lines of defence model	Responsibilities	Examples in 2024
1st – All operational and functional leadership	Own, manage and monitor the effectiveness of their risks and controls, including self assessment of control effectiveness and verification.	Continued use of the human rights self-assessment tool. Completed 59 human rights risk assessments (2023: 24).
2nd – Internal standard owners (Centres of Excellence, Areas of Expertise and Group functions)	Define performance requirements and proactively engage with the 1st line, providing technical expertise and objective assurance, and oversight of risk and control effectiveness.	Continued guidance to the 1st line on human rights self assessments, tools and processes. Mapping our modern slavery risk and control environment (see below).
3rd – Group Internal Audit (GIA)	Independent objective assurance to evaluate the effectiveness of risk management, internal control and governance.	No modern slavery related assessments were conducted by GIA in 2024, however they will review various seafarer welfare and human rights metrics in early 2025.

Internal assurance

We have a 3 lines of defence model in place across the business to help improve assurance coverage and effective human rights (including modern slavery) risk management. We continue to adopt a multi-year approach to Group Internal Audit (GIA) assurance over our human rights and modern slavery risk program. In 2025, our GIA team will review various seafarer welfare and human rights metrics.

Monitoring via our KYTP Procedure

Monitoring the implementation of our *Know Your Third Party (KYTP) Procedure* and related processes is a vital part of managing our modern slavery risks connected to our third parties.

Colleagues receiving a due diligence report with mitigation actions are responsible for implementing the actions and for the ongoing monitoring of the related risks. The ongoing dialogue between our Human Rights team and relevant functions and operations on modern slavery continues to help build internal capacity and strengthen the implementation of the *KYTP Procedure*.

Monitoring via our grievance mechanisms

Incident and grievance mechanisms help to highlight systemic or repeat issues, and potential gaps in how they are being managed. Section 3 details these processes and recent updates.

Learning from external stakeholders

We engage with a range of stakeholders for input and feedback (see Section 6). We participate in certification schemes and other voluntary initiatives to help us and others assess our performance (see Section 2).

We engage with various benchmarks concerning modern slavery statements in Australia and the UK. We use benchmarks to continue to improve our human rights performance. These include the Churches, Charities and Local Authorities (CCLA) Modern Slavery UK Benchmark, Monash University Benchmark, EcoVadis, Corporate Human Rights Benchmark, Child Rights Benchmark, Dow Jones Sustainability Index and Workforce Disclosure Initiative.

Our score for the Monash University Benchmark has remained at “A” for our 2023 Statement, and our score improved to “leading” for the CCLA 2024 benchmark.

In 2024, through these engagements, we have identified and taken action to address several potential areas for improvement, including:

- working towards a living wage
- preventing child labour through supporting education and ensuring children’s health and safety
- increasing disclosure on monitoring effectiveness of efforts.

Mapping our modern slavery risk and control environment

Building on our 2023 work to develop Group-level human rights controls aligned with the UNGPs, we conducted a cross-functional risk and mapping exercise to document existing controls. A control being a measure or action implemented to manage and mitigate risks.

We focused on identifying controls that would mitigate modern slavery risks within our supply chain. The assessment was part of a broader risk management uplift to map key areas of risk and encourage enhanced and consistent risk management.

The assessment involved a range of functions to review risks at different stages of supplier management – such as initial sourcing, ongoing supplier management, incident management and engaging with affected rights holders.

Multiple modern slavery related controls were mapped and assessed, including:

- contract clauses
- third-party due diligence process
- procurement category management life cycle
- myVoice
- specialist human rights reviews


This exercise was challenging, when trying to apply traditional risk management concepts to the issue of modern slavery. However, this process improved our understanding of where controls may be missing and where control classifications could be updated. We will work to implement these controls in 2025 and continue to monitor for improvements in our risk management approach.

6. Collaboration

Combating modern slavery requires collective, multi-stakeholder action focused on mitigating root causes, building capacity across value chains and providing robust support for survivors.

Key engagements in 2024

Multi-stakeholder forums	<p>We engaged in the following key forums:</p> <ul style="list-style-type: none">– ICMM, as co-chair of the human rights working group and related events, including supporting on updated tools for practitioners and attending the human rights practitioners workshop in Johannesburg and Lima– UN Global Compact and the Modern Slavery Community of Practice– UN Annual Forum on Business and Human Rights– Human Rights Resources and Energy Collaborative, taking a leadership role in convening this practitioner-led forum which in 2024 included knowledge sharing from experts on the Voluntary Principles on Security and Human Rights and forensic analysis to trace raw materials, developing guidance on human rights training, participating in a roundtable dialogue hosted by Walk Free and the University of Western Australia, and supporting an internship program with the University of Western Australia.
Civil society organisations (CSOs)	<p>We hold annual roundtables with civil society organisations and members of our Board, Executive Committee and senior subject matter experts. Civil society engagements help us to understand societal expectations across ESG issues, detect risks and identify further opportunities to collaborate.</p> <p>In 2024, 25 organisations participated in our roundtable discussions, held in person in Melbourne, London and Montreal. We also expanded our outreach to CSOs in Europe, Guinea, the US and Canada. Key human rights-related themes discussed in 2024 included the Panguna Mine Legacy Impact Assessment, our approach to seafarer welfare, risks at Simandou and our work with Indigenous Peoples in the regions where we operate. CSOs appreciated the open and constructive discussion, and the approach to thematic presentations on assets. For more information, see page 107 of our 2024 Annual Report.</p>
Engaging with worker representatives	<p>Recognising the links between respect for labour rights and preventing modern slavery, we continue to engage in constructive dialogue with workers’ organisations at local and global levels. This includes:</p> <ul style="list-style-type: none">– working sessions with our main union stakeholders– traditional industrial relations steering committee meetings involving our workers’ organisations at a global level and IndustriALL– initiating dialogue with International Labour Organization (ILO) representatives to explore joint initiatives. <p>In 2024, ILO attended our industrial relations steering committee plenary meeting. The agenda included broader discussion on the <i>Everyday Respect Report</i> and how to support ESG priorities for Rio Tinto projects. Read more about our engagements with union partners and labour authorities of Guinea on page 11.</p>
Engaging with investors	<p>We engage with investors and respond to their queries about our modern slavery approach. In 2024, we met with 8 investors and analysts to discuss various queries related to our human rights performance, including briefings on our 2023 <i>Modern Slavery Statement</i>.</p>

 **For more information** about our broader engagement with stakeholders in 2024, see pages 106-108 of our 2024 Annual Report

 **Image:** Employees working together, Brisbane, Australia.



7. Consultation across our business

We work to improve consultation, to embed our approach to combat modern slavery.

Ongoing consultation

We consult and engage with product groups, assets and functions when identifying, assessing and managing human rights risks (including modern slavery), including through:

- working groups
- regional conferences
- training and awareness raising
- risk management sessions
- investigations and incident management
- specialist human rights-related support

These activities help embed our human rights approach across our business.


Consultation to develop this Statement

This Statement was prepared through cross-functional collaboration, including between human rights specialists within the Community and Social Performance Area of Expertise, External Affairs, Communications, Ethics & Compliance, Human Resources, Legal and Commercial across our functions, assets and product groups.

All managed reporting entities (listed in Appendix 3) were given an opportunity to review the draft Statement and to attend information briefing sessions on the Statement, and opportunity to ask questions. In addition, owned and controlled entities were consulted and provided a copy of the draft Statement, inviting comment and questions.

Queensland Alumina Limited

This Statement is also made on behalf of Queensland Alumina Limited (QAL), which is a reporting entity under the *Australian Modern Slavery Act* (Australian MSA). The consultation process also included engaging with key employees at QAL on its modern slavery risks, relevant policies and procedures, and identifying opportunities for continuous improvement. To fulfil its reporting obligations under the Australian MSA, additional information is provided in relation to QAL's modern slavery approach, including noting where QAL follows key Rio Tinto policies and procedures, and any key differences in approach.

 **Image:** The Safe Production System team working at our Laterrière plant in the Saguenay-Lac-Saint-Jean region, Canada.



Queensland Alumina Limited (QAL)

QAL is the owner and operator of one of the largest alumina refineries in the world. The refinery is located in Gladstone, Queensland and produces around 3.8 million tonnes of the world's best smelter grade alumina per year. QAL operates on a tolling basis, in that QAL does not engage directly or indirectly in the production of alumina for its own account. During 2024, QAL was jointly owned by Rio Tinto (80%) and Alumina & Bauxite Company Ltd (20%)¹, however due to the sanctions imposed on Russian individuals and entities in 2022, Rio Tinto was funding 100% of QAL and taking 100% of the alumina production.

QAL's operations include a wharf and storage facility on South Trees Island, and the operation employs approximately 1,000 people. In addition, QAL engages approximately 600 contractors each day who are based on site. During the reporting period, QAL's total spend was approximately A\$985 million with 87 suppliers located in 6 countries. The main categories of spend related to the procurement of:

- raw materials and energy (caustic soda, coal, gas, water, power and lime)
- maintenance services
- maintenance materials (valves and pipework)
- operating supplies (fuels and lubricants)
- project goods and services for capital expenditure.

QAL has its own supplier code of conduct which sets out the company's expectations that suppliers:

- ensure all workers are of local legal age and prevent the use of child labour
- affirm there is no forced or bonded labour
- respect the rights of workers to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively
- ensure fair remuneration and work conditions for all workers.

QAL is focused on high-quality supplier due diligence and incorporates a number of Rio Tinto standards and procedures into its work practices. In relation to supplier due diligence, selected new suppliers are screened by Rio Tinto's Third-Party Risk Management team under the *Know Your Third Party Procedure*. Use of the procedure is based on a threshold value and risk assessment. The majority of vessels that berth at the QAL wharf are Rio Tinto-owned vessels or Rio Tinto-chartered vessels, which are managed in accordance with Rio Tinto's Marine approach.

QAL has its own community grievance mechanism (Real-time Online Community System (ROCS)) available 24/7 via phone and online. During the reporting period, no modern slavery or other labour issues were raised through this mechanism. QAL has a whistleblower service which incorporates access to myVoice and is available to employees, suppliers and contractors of QAL. No modern slavery concerns were raised during the reporting period.

 For more information visit qal.au

1. Alumina & Bauxite Company Ltd is a subsidiary of United Company Rusal IPJSC.

2024 performance

During 2024, QAL worked to further embed modern slavery risk management into everyday practices through the work of its cross-functional steering committee.

Key activities overseen by the committee in 2024 included:

- increasing awareness of the QAL whistleblower program and Rio Tinto myVoice programs with employees and contractors
- identifying controls for human rights risks identified through risk management
- revising and publishing the supplier code of conduct on the QAL website
- extending supplier questionnaires based on risk, not just spend, to identify potential modern slavery risks in the QAL supply chain.

2025 priorities

In 2025, QAL will continue to focus on the gaps identified in the 2023 *Modern Slavery Statement*, including training and working with suppliers on improvement initiatives identified through supplier questionnaires. Focus areas for 2025 include:

- monitoring the awareness and use of the QAL ROCS and Rio Tinto myVoice programs
- training for employees and contractors, with refresher training for identified higher-risk roles
- reviewing identified human rights risks and controls
- reviewing the QAL Code of Conduct with reference to human rights and modern slavery

 Image: Queensland Alumina Limited, Gladstone, Australia.

Appendix 1

Our performance

As part of our commitment to demonstrating year-on-year continual improvement and transparency, we have summarised examples of how we have performed against key commitments made in our *2023 Modern Slavery Statement*. We have also indicated where we have achieved key outcomes, where work has been completed, is on track and continuing (ie is multi-year in nature) or where work has not progressed.

2023 commitment	Reference	Status
Strengthening governance		
Continuing to use and refine our approach to drawing on independent risk indices and data to inform country risk profiles.	Page 12	On track and continuing
Group-level human rights controls will be further tested, refined and validated by subject matter experts in 2024.	Page 24	On track and continuing
Human rights self-assessment tool will be formalised in 2024.	Page 10	Completed
Enhance our third-party risk management approach by finding ways to continue to simplify our processes, including introducing automated workflows and further risk-based refinements to operating procedures, such as the current human rights questionnaire set issued to third parties.	Page 12	On track and continuing
Continuing to improve and simplify human resources processes to drive efficiency and effective risk management.	Page 10	On track and continuing
Release updated version of the <i>Supplier Code of Conduct</i> .	Page 15	Completed
Managing risk		
Continuing to increase the quantity and quality of human rights risk assessments at our managed assets.	Page 10	On track and continuing
Implement inherent category risk matrix.	Page 15	Completed
Continue trialling the AI supply chain platform in 2024, to identify opportunities to integrate a more data-driven approach to embedding respect for human rights in our broader supplier risk management frameworks.	Page 15	On track and continuing
Continue to work towards our target of all ship owners and operators to meet our DOO Program expectations by 2027.	Pages 17 and 19	On track and continuing
Completing at least 400 inspections, representing 100% of our time-chartered fleet (based on fleet predictions), and an additional 30% of our voyage-chartered fleet (not already inspected in 2023). We will continue to inspect 100% of our owned fleet.	Page 19	On track and continuing
Maturing TPRM governance and assessment practices in the renewable energy sector.	Page 14	On track and continuing
Maintaining a greater focus on TPRM practices tailored to needs of specific countries or regions.	Page 12	On track and continuing
Building capability		
Develop a 3-year learning strategy.	Page 23	Completed
By the end of 2024, 100% of employees in high-risk human rights roles will complete job-specific human rights training annually.	Page 23	Achieved 85% - training is ongoing
By the end of 2026, 100% of employees will complete general human rights training annually.	Page 23	On track and continuing
Refresh the modern slavery e-module with updated case studies and information on the new Canadian modern slavery law.	n/a	Not progressed in 2024 - planned for 2025
Continuing to increase awareness of human rights and modern slavery through campaigns and programs to improve capability.	Page 23	On track and continuing
Human Rights team to promote the Child Labour Guidance Note and checklist to help teams identify child labour related risks.	Page 23	On track and continuing
Continuing to introduce mandatory human rights training for all officers and crew on our owned vessels.	Pages 17, 18 and 19	On track and continuing
Hosting global roadshows to educate leaders about myVoice and Care Hub, and setting up a campaign to improve employee awareness.	Page 21	Completed
Assessing effectiveness		
Developing our supplier audit program by establishing supplier selection criteria for audits, focusing on categories with heightened risks and leveraging the inherent category risk matrix and appointing a social auditor panel.	Page 16	Completed
Implementing "Local Voices", our Group-wide community perceptions monitoring program, which will also provide insight into potential human rights risks where we operate.	Page 10	On track and continuing
Delivering field verifications for 30 logistics suppliers as part of our ongoing Supply Chain Assurance Program.	Page 18	Completed 30 field verifications
Continue to engage external verification service providers to conduct independent assurance of the applicable sustainability performance standards for our operating assets.	2024 Sustainability Fact Book	On track and continuing
Continuing to expand our data analytics capability and tracking the impact of the Business Conduct Office's interventions.	Page 21	On track and continuing
Other		
Ongoing monitoring of regulatory developments impacting TPRM, such as the proposed EU CS3D, sanctions and certain trade controls.	n/a	On track and continuing
Expanding the channels of reporting to services, and the support available through Care Hub.	Page 21	On track and continuing
Systematic program enhancements to sanctions compliance.	n/a	On track and continuing

Appendix 2

Governance documents

Our Group policies are formal statements of business intent outlining the manner in which the Group intends to conduct our affairs and act in specific circumstances. Our Group standards define the minimum acceptable requirements for behaviours and conditions in respect of a particular activity or area of practice, which, if not met, could materially impact the Group. Our Group procedures describe how a Group policy statement, a Group standard, or a legal, regulatory or corporate governance requirement should be implemented and the key activities involved. Where hyperlinked, documents are available on our website, and all governance documents are internally available.

Document	Overview	Read more
Code of Conduct – <i>The Way We Work</i>	Includes our commitment to respect human rights and operate consistently with the UNGPs. It is provided to potential employees during the offer process and is included in induction material for our people. Our supplier contracts require suppliers to comply with our Code of Conduct.	Page 10, 21
<i>Supplier Code of Conduct</i>	Based on internationally recognised standards and sets out our expectations of suppliers (and their subsidiaries and subcontractors) with respect to key issues, including human rights.	Pages 3, 9, 15, 16, 18, 21
<i>Sustainable Procurement Principles</i>	Outlines the expectations we have for ourselves and guides our organisation during the procurement process. The principles help us procure goods and services that align with our commitment to impeccable ESG performance, respect for human rights and responsible business practices.	Pages 3, 15, 16
<i>Human Rights Policy</i>	Articulates our commitments and how we implement them based on international human rights standards and frameworks. It specifically outlines our rejection of any form of slavery, forced or child labour. It also sets expectations of third parties including suppliers, marine partners and joint venture partners. Our standards describe how the <i>Human Rights Policy</i> should be implemented.	Page 9, 11
<i>Employment Policy</i>	Outlines our expectations for safe and healthy working environments for our employees and an expectation that people are treated with dignity, fairness and respect. The <i>Recruitment Approvals Standard</i> , <i>Talent Acquisition Framework Standard</i> and <i>Assessment and Selection Standard</i> describe how the <i>Employment Policy</i> should be implemented.	Page 10
<i>Joint Venture Policy</i>	Outlines our expectations for joint venture partners (including non-managed operations) to support our corporate commitments and core principles.	Page 10
<i>Business Integrity Standard</i>	Outlines the key principles for business decision making, business behaviours and requirements for managing business integrity risks.	Page 12
<i>Communities and Social Performance Standard</i>	Defines how we engage communities and outlines the steps we take to identify and manage social, economic, cultural and human rights impacts. It applies to all our businesses and managed operations.	Pages 10, 21
<i>Group Procurement Standard</i>	Establishes the minimum requirements for the sourcing and procurement of goods and services within the corporate offices, Rio Tinto product groups, business units and Group functions. It requires new and renewing suppliers to be subject to the <i>Know Your Third Party Procedure</i> .	Page 15
<i>Designated Owners and Operators Standard</i>	Outlines requirements for our commercial partners, which can be adopted on a voluntary basis. It is designed to incentivise commercial partners to adopt this status to work with Rio Tinto, and like-minded partners to improve overall safety and crew welfare performance. Requirements are aligned with industry best practice and human rights standards (such as the <i>Dry Bulk Management Standard</i> and <i>Sustainable Shipping Initiative Crew Welfare Toolkit</i>).	Pages 17, 19
<i>Know Your Third Party Procedure</i>	Sets out mandatory processes to assess the risks – including human rights risks (such as modern slavery) – relating to third parties with which we engage, such as our customers, suppliers, contractors and joint venture partners.	Pages 12, 17, 18, 24, 27
<i>myVoice Procedure</i>	Provides guidance about how to voice concerns relating to Rio Tinto using our confidential reporting program, myVoice.	Pages 3, 10, 21, 22, 27

Appendix 3

Reporting criteria and UNGPs

This table is an index to reference where in this Statement we are addressing the reporting criteria in UK, Australia and Canada laws, and elements of the UNGPs.

UK Modern Slavery Act recommended reporting criterion	Australian Modern Slavery Act mandatory reporting criterion	Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act mandatory reporting criterion	Elements of the UN Guiding Principles	Reference in this Statement
Organisation's structure, its business and its supply chains.	Identify the reporting entity. Describe the reporting entity's structure, operations and supply chains.	Entity's structure, activities and supply chain.	N/A	Section 1 (Our structure, business and value chains) Appendix 4 (Our 2024 reporting entities)
Parts of the organisation's business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk.	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	The parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk.	Identifying and assessing impacts.	Section 2 (Identifying, assessing and addressing risks)
Organisation's policies in relation to slavery and human trafficking; its due diligence processes in relation to slavery and human trafficking in its business and supply chains; the training about slavery and human trafficking available to its staff.	Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes.	The entity's policies and due diligence processes in relation to forced labour and child labour. Any measures taken to remediate any forced labour or child labour. Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains. The training provided to employees on forced labour and child labour.	Policy commitment. Acting on findings.	Section 2 (Identifying, assessing and addressing risks) Section 3 (Remediation) Section 4 (Training) Appendix 3 (Governance documents)
Organisation's effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate.	Describe how the reporting entity assesses the effectiveness of such actions.	How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.	Tracking responses, processes to enable remediation, including alignment with the effectiveness criteria.	Section 5 (Assessing effectiveness) Appendix 1 (Our performance) Progress and impact evaluation
N/A	Describe the process of consultation with (i) any entities the reporting entity owns or controls; and (ii) for a reporting entity covered by a joint statement, the entity giving the statement.	N/A	N/A	Section 7 (Consultation across our business) Appendix 4 (Our 2024 reporting entities)
	Include any other information that the reporting entity, or the entity giving the statement, considers relevant.			Section 6 (Collaboration) About this Statement
	N/A		Communicating on how impacts are addressed.	Progress and impact evaluation Section 5 (Assessing effectiveness)
		Steps taken during the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the organisation or of goods imported into Canada by the organisation.		Progress and impact evaluation Section 3 (Remediation) Appendix 1 (Our performance)

Appendix 4

Our 2024 reporting entities

This Statement is made on behalf of Rio Tinto Limited, an Australian Modern Slavery Act (Aus MSA) reporting entity, and Rio Tinto plc, a UK Modern Slavery Act (UK MSA) reporting entity, which are the respective Australian and UK listed parent companies of the Rio Tinto dual listed companies structure, and the Group's major holding companies, as well as the following entities in Australia, the UK and Canada.

Entity	Description
Australian MSA reporting entities¹	
Alcan Holdings Australia Pty Limited (ABN 41 105 326 663)	Conducts financing activities for various Rio Tinto Australian entities.
Alcan Primary Metal Australia Pty Ltd (ABN 25 055 787 909)	Tomago Aluminium Joint Venture participant (36.05% interest).
Alcan South Pacific Pty Ltd (ABN 47 009 726 078)	Holds a bauxite mining lease in Cape York (Weipa) and is party to the Alcan Reorganisation Act (Qld).
Australian Coal Holdings Pty Limited (ABN 79 000 066 491)	Holding company for legacy entities associated with former coal assets.
Boyne Smelters Limited (ABN 90 010 061 935)	Incorporated joint venture vehicle for the BSL Joint Venture (73.5% owned by Rio Tinto) which operates the BSL aluminium smelter on behalf of, and as agent for, the participants in the joint venture.
Cathjoh Holdings Pty Limited (ABN 64 094 265 871)	Tomago Aluminium Joint Venture participant (15.5% interest).
Channar Mining Pty Ltd (ABN 48 009 127 039)	Channar Mining Joint Venture participant (60% interest) and raises finance for the joint venture that develops and operates the Channar iron ore mine.
Dampier Salt Limited (ABN 30 008 706 590)	Joint venture company that owns and operates the Dampier Salt business (68.36% owned by Rio Tinto).
GPS Energy Pty Limited (ABN 36 063 207 456)	Gladstone Power Station Joint Venture participant (22.125% interest).
GPS Nominee Pty Limited (ABN 49 063 213 552)	Holding company of a Gladstone Power Station Joint Venture participant.
Hamersley Holdings Limited (ABN 50 008 446 222)	Holding company for Australian assets involved in the mining, transport and export of iron ore, exploration for mineral deposits, servicing of sales contracts, participation in shipping ventures, raising of finance for such purposes and investment of surplus funds.
Hamersley Iron – Yandi Pty Limited (ABN 56 009 181 793)	Holds Yandicoogina mineral leases relating to iron ore operations.
Hamersley Iron Pty Limited (ABN 49 004 558 276)	Undertakes mining and transportation of iron ore, invests surplus funds and provides services to the Channar Mining Joint Venture and Bao-Hi Ranges Joint Venture.
Hamersley WA Pty Ltd (ABN 53 115 004 138)	Participant in the unincorporated joint venture for the development of the Hope Downs deposits in the Hope Downs Joint Venture (50% interest).
Hope Downs Marketing Company Pty Ltd (ABN 58 115 712 117)	Undertakes marketing for the Hope Downs Joint Venture (50% owned by Rio Tinto).
Mount Bruce Mining Pty Limited (ABN 78 008 714 010)	Holds mineral lease and mining interests (iron ore).
North Limited (ABN 22 005 233 689)	Holds the North Group of companies, which includes owners of iron ore, uranium and copper mines, and Rio Tinto's shares in Energy Resources of Australia (52% interest).
North Mining Limited (ABN 78 000 081 434)	Owens interest in Robe River Iron Associates Joint Venture (35% interest), which undertakes iron ore mining, as well as interests in Yarraloola Pastoral Co (35%) and Yalleen Pastoral Co. Pty Ltd (34%).
Pacific Aluminium Pty Limited (ABN 57 008 447 943)	Dampier Salt Limited Joint Venture participant (68.363% interest) and holding company of Rio Tinto Aluminium (Holdings) Limited.
Pechiney Consolidated Australia Pty Limited (ABN 39 076 569 769)	Holding company of a Tomago Aluminium Joint Venture participant.
Peko-Wallsend Pty Ltd (ABN 78 000 245 054)	Holding company, including for Energy Resources of Australia (publicly listed uranium company) shares (34.3% interest).
Pilbara Iron Company (Services) Pty Ltd (ABN 35 107 210 248)	Supports Pilbara Iron Pty Ltd in the provision of administration services.
Pilbara Iron Pty Ltd (ABN 75 107 216 535)	Operates the various infrastructure and non-infrastructure assets formerly owned and/or operated by each of Hamersley Iron Pty Ltd and the Robe River Associates Joint Venture.
Queensland Alumina Limited (ABN 98 009 725 044)	Incorporated joint venture vehicle for the Queensland Alumina Limited (QAL) Joint Venture (80% owned by Rio Tinto).
Rio Tinto Aluminium (Bell Bay) Limited (ABN 91 009 483 201)	Operates the Bell Bay aluminium smelter.
Rio Tinto Aluminium (Holdings) Limited (ABN 37 004 502 694)	Holding company of companies involved in bauxite mining, alumina production and primary aluminium smelting.
Rio Tinto Aluminium Bell Bay Sales Pty Limited (ABN 11 160 684 391)	Sales entity for the Bell Bay aluminium smelter.
Rio Tinto Aluminium Limited (ABN 51 009 679 127)	Boyne Smelters Limited Joint Venture participant (51.85% interest), Queensland Alumina Limited Joint Venture participant (38.61% interest) and Australian holding company for aluminium assets including RTA Weipa Pty Ltd and RTA Yarwun Pty Ltd, which operate the Weipa bauxite mine and the Yarwun alumina refinery respectively. Foundation Member of Developing East Arnhem Limited (DEAL).
Rio Tinto Investments One Pty Limited (ABN 31 093 137 323)	Holding company including for Rio Tinto Investments Two Pty Limited.
Rio Tinto Investments Two Pty Limited (ABN 54 093 137 485)	Holding company including for North Limited.
Rio Tinto Limited (ABN 96 004 458 404)	Major holding company for Australian operations.
Rio Tinto Services Limited (ABN 62 004 219 738)	Provides internal corporate administration and general services for the Rio Tinto Limited group of companies, predominantly in Australia.
Rio Tinto Shared Services Pty Limited (ABN 69 113 306 077)	Provider of shared transactional services including financial services, human resources and facilities management.
Robe River Limited (ABN 90 008 478 493)	Holds 60% interest in Robe River Mining Co Pty Ltd, which holds a 30% interest in Robe River Iron Associates Joint Venture.
Robe River Mining Co. Pty Ltd (ABN 71 008 694 246)	Holds 30% interest in and manages Robe River Iron Associates Joint Venture.

1. Australian Coal Holdings Pty Limited (ABN 79 000 066 491) is a new reporting entity. GPS Power Pty Limited (ABN 34 009 103 422) is no longer a reporting entity.

Entity	Description
Australian MSA reporting entities (cont.)	
RTA AAL Australia Limited (ABN 13 008 589 080)	Holding company for aluminium assets, including Swiss Aluminium Australia Limited, which operates the Gove bauxite mine and facilities.
RTA Boyne Limited (ABN 22 008 650 600)	Boyne Smelters Limited Joint Venture participant (7.49% interest).
RTA Holdco Australia 1 Pty Ltd (ABN 17 128 762 318)	Holding company including of RTA AAL Australia Limited.
RTA Holdco Australia 5 Pty Ltd (ABN 38 128 785 599)	Queensland Alumina Limited Joint Venture participant (41.39% interest).
RTA Pacific Pty Limited (ABN 35 004 546 436)	Holding company of Pacific Aluminium (New Zealand) Limited.
RTA Weipa Pty Ltd (ABN 54 137 266 285)	Owns and operates the Weipa bauxite mine and facilities and operates the Weipa Town Authority and Cape Kids Child Care, and holds mining leases in Weipa.
RTA Yarwun Pty Ltd (ABN 73 137 266 301)	Owns and operates the Yarwun alumina refinery.
RTPDS Aus Pty Ltd (ABN 21 099 346 899)	Manages investments in related entities including receiving dual listed company dividends from Rio Tinto Limited.
Swiss Aluminium Australia Limited (ABN 92 008 589 099)	Owns and operates the Gove bauxite mine and facilities and member of Nhulunbuy Corporation Limited.
Technological Resources Pty Limited (ABN 12 002 183 557)	Holds trademarks and patents in relation to mine technology innovation.
UK MSA reporting entities¹	
Borax Europe Limited	Markets and distributes borates, mainly throughout Europe.
Rio Tinto European Holdings Ltd	Investment holding company for the Group.
Rio Tinto International Holdings Limited	Holding company.
Rio Tinto London Limited	UK-based nominee company.
Rio Tinto OT Management Limited	Recharges the Group services and international assignee (expatriates) labour costs, at cost, in connection with the Group's role to provide operational services to the Oyu Tolgoi project. Charges a management fee for provision of management services in relation to the project.
Rio Tinto Western Holdings Limited	Consolidated parent of the US group of companies.
RTA Holdco 4 Limited	Head Tax Consolidation Entity for various RTA Australian subsidiaries. Holds Alcan Holdings Australia Pty Ltd (being the head cash management entity for various RTA Australian subsidiaries).
Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act reporting entities²	
Diavik Diamond Mines (2012) Inc.	Diamond mining and processing company. Subsidiary of Rio Tinto Canada Inc.
Iron Ore Company of Canada	Joint venture between Rio Tinto (58.7%), Mitsubishi Corporation (26.2%) and the Labrador Iron Ore Royalty Corporation (15.1%) involved in iron ore mining and iron pellets production. Parent entity to the iron ore business in Canada; ultimate interest is held by Rio Tinto Limited.
Pechiney Reynolds Quebec, Inc.	Holds a 50.1% interest in the Aluminerie de Bécancour, Inc. aluminium smelter. Ultimate interest is held by Rio Tinto plc.
Quebec North Shore and Labrador Railway Company Inc.	Company that owns and operates a railway. Subsidiary of Iron Ore Company of Canada.
Rio Tinto Alcan Inc.	Bauxite mining, alumina refining and aluminium smelting company. Parent entity to the aluminium business in Canada; ultimate ownership is held by Rio Tinto plc.
Rio Tinto Canada Inc.	Holding company and parent entity to the minerals and exploration business in Canada; ultimate ownership is held by Rio Tinto plc.
Rio Tinto Fer et Titane inc.	Titanium dioxide feedstock; high purity iron and steel production company. Subsidiary of Rio Tinto Canada Inc.

1. Rio Tinto Iron Ore Atlantic Limited is no longer a UK reporting entity.

2. Rio Tinto Exploration Canada Inc is no longer a Canadian reporting entity.

About this Statement

The Rio Tinto Group has prepared this Statement to meet the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canadian MSA), the Australian Modern Slavery Act 2018 (Aus MSA) and the UK Modern Slavery Act 2015 (UK MSA). It covers the period 1 January 2024 to 31 December 2024 for the Australian MSA, UK MSA and Canadian MSA reporting entities identified in Appendix 4, the reporting entities' owned and controlled entities and our managed joint venture operations or assets.

This Statement does apply to Queensland Alumina Limited, which reports under this Statement. This Statement does not apply to any of our other non-managed joint ventures. We have highlighted our work to identify overarching risks relating to, and to set expectations of, non-managed joint ventures for alignment with our core standards.

This Statement uses the Australian MSA definition of modern slavery, which includes slavery, servitude, forced labour, debt bondage, forced marriage, trafficking in persons, deceptive recruiting for labour or services and the worst forms of child labour. The UK Government uses a similar definition.

The information in this Statement applies to all reporting entities unless we are aware of a reporting entity having different policies or processes to those of the Rio Tinto Group to identify and manage modern slavery risks. In those cases, we have provided additional information.

The Rio Tinto Group consists of Rio Tinto plc (registered in England and Wales as company number 719885 under the United Kingdom's Companies Act 2006 and listed on the London Stock Exchange) and Rio Tinto Limited (registered in Australia as ABN 96 004 458 404 under the Australian Corporations Act 2001 (Cth) and listed on the Australian Securities Exchange) and their owned and controlled entities.

Rio Tinto plc and Rio Tinto Limited operate together under a dual listed structure and are referred to in this report as Rio Tinto. The words "we", "us", "our" and "ourselves" are used to refer to the companies of the Rio Tinto Group in general. These terms are used for convenience. They are not intended to convey how the Group is structured, managed or controlled from a legal perspective. Any reference to "our people" includes our directors, officers, employees and category 1 contractors (being a contractor who provides services under the direction of Rio Tinto leaders).

The Australian MSA requires reporting on modern slavery risks in a reporting entity's operations and supply chains. We use "business" in place of "operations" as for us, the term "operations" has a specific meaning to describe operating mines, smelters and refineries, and may not encompass all business activities.

For the purposes of our reporting under the Australian MSA and the UK MSA, this Statement was approved on 30 April 2025 by the combined Rio Tinto Limited and Rio Tinto plc Board on behalf of all Australian MSA and UK MSA reporting entities in the Rio Tinto Group. The Statement has been signed by the Chief Executive of Rio Tinto (page 1).

For the purposes of reporting under the Canadian MSA, this Statement was approved on 7 April 2025 by Rio Tinto Canada Inc., Rio Tinto Alcan Inc. and Pechiney Reynolds Quebec, Inc. on 9 April 2025 by Iron Ore Company of Canada, on behalf of all Canadian MSA reporting entities in the Rio Tinto Group. An attestation, as required by the Canadian MSA, by a director of each of Rio Tinto Canada Inc., Iron Ore Company of Canada, Rio Tinto Alcan Inc. and Pechiney Reynolds Quebec, Inc. is available on our website.

This 2024 Statement is our 5th under the Australian MSA, 9th under the UK MSA, and 2nd under the Canadian MSA. Appendix 3 explains how we have addressed the reporting criteria of each of these Acts.

This Statement has not been externally assured; however, an internal verification process has supported the integrity of our disclosures, alongside external legal reviewers.

We welcome feedback at humanrights@riotinto.com



Rio Tinto plc
6 St James's Square
London SW1Y 4AD
United Kingdom

Rio Tinto Limited
Level 43, 120 Collins Street
Melbourne VIC 3000
Australia