



Candidate Privacy Statement

Version 3.0 | Effective date: 06 October 2026

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1. About this statement

This Candidate Privacy Statement explains how Rio Tinto collects, uses, stores and shares personal data about people who apply for roles with us, create or update a candidate profile, join our Talent Community, or otherwise take part in a Rio Tinto recruitment process.

It also explains the choices and rights you may have in relation to your personal data, and how to contact us if you have questions or concerns.

In this statement, “Rio Tinto”, “we”, “us” and “our” means the Rio Tinto Group company that is recruiting for the role you apply for, and other Rio Tinto Group companies where they are involved in handling your personal data.

For the purposes of applicable privacy laws, the Rio Tinto Group company recruiting for the role is usually the controller of your personal data. Other Rio Tinto Group companies may also be controllers where they decide why and how your personal data is used, either independently or together with the recruiting entity.

Where Rio Tinto uses service providers to process personal data on our behalf, those service providers act as processors or service providers, depending on the laws that apply. We describe the types of service providers we use in the section “Who we share your data with”.

2. Who this statement applies to

This statement applies to candidates, applicants and prospective candidates for roles at Rio Tinto.

It also applies if you create or update a profile on a Rio Tinto careers site, join our Talent Community, are referred for a role, take part in an interview or assessment, or otherwise interact with us as part of a recruitment process.

When we refer to “you” or “your”, we mean the person whose personal data we collect and use.

If you are successful in your application and become an employee or contractor, the Rio Tinto Employee Privacy Statement will apply to the personal data we collect and use about you in connection with your employment or engagement.

3. How this statement fits with other notices and policies

This statement applies alongside any information provided to you during the recruitment process, including application forms, consent notices, careers site terms, cookies notices, assessment notices, background check notices, and any local privacy notice that applies to you.

Depending on where you live, where the role is located, or the recruitment process you participate in, additional privacy notices or local notices may also apply. These notices may provide extra information about how your personal data is collected, used, stored or shared in a particular location or context. They may also explain country-specific or region-specific requirements, including local legal bases, consent requirements, local identifiers, cross-border transfer requirements, service provider or delegate disclosures, retention rules, and rights available under local privacy laws.

For example:

- if you are a California resident, you should also read the California Employee, Contractor and Applicant Privacy Notice; and
- if you live in, apply from, or apply for a role in a country where a local candidate privacy notice applies, including APAC jurisdictions where local privacy requirements apply, you should also read that local notice.

If there is any inconsistency between this statement and an additional or local privacy notice that applies to you, the additional or local notice will apply to the extent of the inconsistency.

You can contact recruitment.support@riotinto.com for information about any additional or local privacy notice that applies to you.

4. Key terms used in this statement

In this statement, “personal data” means information about an identified or identifiable person. In some countries, this is called “personal information”. We use “personal data” to include both terms.

Some types of personal data receive extra protection under privacy laws. We call this “sensitive data”. Sensitive data may include information about health, race or ethnic origin, religious or philosophical beliefs, political

opinions, trade union membership, genetic data, biometric data, sexual orientation, criminal convictions, and other information that receives special protection under applicable law.

“Applicable laws” means the privacy and data protection laws that apply to the way we collect and use your personal data.

“Privacy regulator” means the authority responsible for supervising or enforcing privacy or data protection laws in a particular country or region.

5. What personal data we collect

We collect personal data that we need to manage your application, assess your suitability for roles, communicate with you, support the recruitment process, meet our legal obligations, keep our people and sites safe, and operate our business.

The types of personal data we collect will depend on the role you apply for, where you live, where the role is located, the recruitment process you participate in, the systems or sites you use, and the legal requirements that apply. We do not collect every type of personal data about every candidate.

The personal data we may collect includes:

- contact and communications information, such as your address, email address, phone number, records of communications with you, and interactions we have with you;
- identity, background and eligibility information, such as your name, title, signature, date of birth, nationality, citizenship, residency, immigration status, work authorization, government-issued identifiers and right-to-work documents;
- application, education and professional information, such as your CV or resume, application materials, education history, academic records, achievements, qualifications, skills, professional memberships, work history, references, and information from previous employers or educational institutions;
- recruitment and assessment information, such as interview notes, assessment results, personality assessment information, application status, role preferences, willingness to relocate, current or desired salary, and other information relevant to assessing your suitability for a role;
- background check and reference information, such as information about your performance, skills, attitude, personal attributes, criminal records where relevant and permitted, credit checks where required, and biometric face match information where required or permitted in certain jurisdictions;
- digital, systems and careers site information, such as visits to Rio Tinto careers sites, IP address, device information, pages viewed, browsing behaviour, interaction with forms and applications, username and log-in credentials, and geolocation information where enabled in your device settings; and
- audio, visual or similar information, such as photographs, interview recordings, CCTV footage, or other audio, electronic or visual information collected as part of recruitment, site access, interviews or assessments.

More details about the categories of personal data we may collect are set out in Schedule 1.

6. Sensitive data

Some personal data receives extra protection under privacy laws. We call this “sensitive data”.

Depending on the role, location and recruitment process, we may collect sensitive data such as:

- health or disability information, including information needed to consider reasonable adjustments for the recruitment process, assess fitness for work, conduct pre-employment medical checks, or support health and safety requirements;
- criminal convictions or offence information, where checks are relevant for certain roles and permitted by applicable law;
- race, ethnicity, gender identity, sexual orientation, religious or philosophical beliefs, genetic information or similar information, where this is voluntarily provided by you, needed for equal opportunity, diversity and inclusion monitoring, or otherwise permitted or required by law;
- trade union membership, where relevant and permitted;
- biometric information, such as biometric face match information where required or permitted in certain jurisdictions; and

- other information that receives special protection under applicable law.

We only collect and use sensitive data where permitted by applicable law and where any additional requirements applying to sensitive data are met. Depending on the applicable law and circumstances, this may include consent where consent is appropriate and required, or another permitted basis relating to matters such as legal obligations, equal opportunity requirements, reasonable adjustments, health and safety, role suitability or emergencies.

We explain our legal reasons for using personal data and sensitive data in the section “Our legal reasons for using your data”.

7. Why we use your data

We use your personal data to manage your application, assess your suitability for roles, communicate with you, support the recruitment process, meet our legal obligations, keep people and sites safe, and operate our business.

The purposes for which we may use your personal data include the following.

Recruitment, application review and suitability checks

We use personal data to review and manage your application, assess your skills, qualifications and suitability for roles, identify candidates, shortlist candidates, arrange and conduct interviews, and support recruitment decisions.

This may include reviewing your CV or resume, application materials, work history, qualifications, skills, references, assessment results, interview feedback, right-to-work information, and other information relevant to the role.

Where we use AI-assisted tools to support application screening or prioritization, we explain this in the section “AI-assisted tools and automated decision-making”.

Interviews, assessments and candidate communications

We use personal data to communicate with you, arrange interviews, conduct in-person or online interviews, administer assessments, manage candidate queries, provide updates about your application, and keep records of recruitment-related communications.

Background checks, references and pre-employment checks

Where relevant for the role and permitted by applicable law, we use personal data to carry out background checks, reference checks, right-to-work checks, criminal history checks, credit checks, biometric face matching, pre-employment medical checks, health checks, drug and alcohol testing, or other checks required for the role, location or site.

Australia – police checks and criminal history information

For external candidates applying for roles in Australia, Rio Tinto requires a police or criminal history check as part of its pre-employment screening process for all roles, subject to applicable law.

Criminal history information is sensitive personal data. Where required, we will ask for your consent before collecting or using this information. We may obtain police check information from you, from a background checking provider acting on our behalf, or from another authorized source.

The fact that a police check identifies a criminal history or other adverse finding will not automatically result in your application being rejected. Any adverse finding will be considered in the context of the particular role and recruitment process. This may include considering the nature and circumstances of the finding, its relevance to the inherent requirements and risks of the role, the time that has passed, and any other information that is appropriate to consider.

We limit access to criminal history information to people who need the information for the recruitment and adverse findings assessment process. Depending on the circumstances, this may include, but is not limited to, authorized Talent Acquisition, People Experience, Employee Relations, Human Resources, Legal or other appropriate Rio Tinto personnel.

As part of the assessment process, we may create records documenting the adverse findings, the assessment undertaken and the reasons for the resulting recruitment decision. These records contain personal data about you and will be handled in accordance with this statement, applicable law and Rio Tinto retention requirements.

Where we use a service provider to conduct a police or criminal history check, your personal data may be disclosed to and processed by that provider for the purposes of carrying out the check and providing the results to Rio Tinto.

You may request access to or correction of personal data we hold about you in connection with a police check or adverse finding assessment, subject to applicable law and any relevant exceptions. Information about how to make a request or raise a privacy concern is set out in the sections “Your rights and how to exercise them” and “Complaints”.

Reasonable adjustments, health and safety

We use personal data, including health or disability information where permitted, to consider reasonable adjustments for the recruitment process, assess fitness for particular roles or sites, address health and safety requirements, respond to emergencies, and protect the health and safety of candidates, employees, contractors and others.

Diversity, equity, inclusion and equal opportunity

Where permitted by applicable law, we use personal data to support diversity, equity, inclusion, equal opportunity and anti-discrimination obligations. This may include monitoring and reporting on recruitment processes, fostering equal opportunity, and complying with legal obligations relating to protected characteristics.

Where possible and appropriate, reporting will use aggregated or de-identified information.

Talent Community and future opportunities

Where you ask us to do so, or where we have another legal reason, we may use your personal data to consider you for future opportunities at Rio Tinto and its affiliates, including by adding you to a Talent Community or candidate pool.

You may opt out of future recruitment communications or ask us to remove your candidate profile, as described in the section “How to unsubscribe or remove your profile”.

Access, systems and site security

We use personal data to create and manage candidate accounts, log-in credentials and access to recruitment systems, assessment platforms, Rio Tinto systems, premises or sites where relevant.

We may also use personal data to monitor access to and use of Rio Tinto systems, devices, premises and sites for safety, security, compliance and investigation purposes.

Onboarding after offer acceptance

If you accept an offer, we may use personal data to support onboarding, human resources planning and management, creation of an employee or contractor profile, and preparation for your employment or engagement with Rio Tinto.

Legal, regulatory and governance purposes

We use personal data to comply with laws, regulatory obligations, court orders, search warrants, subpoenas, government or regulator requests, health and safety obligations, anti-discrimination laws, sanctions, financial crime laws, corporate governance obligations, reporting obligations and other legal requirements.

We may also use personal data to obtain professional advice, respond to legal claims, protect our rights, property and interests, protect the rights, property and interests of others, and prevent or respond to dishonesty, misconduct, fraud, crime, malpractice, unfitness, incompetence or serious improper conduct.

Business planning, analytics and recruitment improvement

We use personal data for recruitment administration, workforce planning, talent planning, management reporting, data analytics, recruitment analytics, business improvement, systems administration, and improving the recruitment process.

We do not use every type of personal data for every purpose. The personal data we use will depend on the role, location, recruitment process, systems and sites involved, and the laws that apply.

8. Our legal reasons for using your data

Privacy laws require us to have a legal reason for collecting, using and sharing personal data. The legal reason we rely on will depend on the purpose, the type of data, your location, the role you apply for, and the laws that apply.

Where applicable, we may rely on one or more of the following legal reasons.

Consent

We may rely on your consent where this is an appropriate and lawful basis for the particular use of your personal data. In some jurisdictions or circumstances, consent may not be the appropriate legal basis, and we may rely on another basis permitted by applicable law.

Where we ask for consent, we will explain what we are asking you to agree to and any relevant consequences of choosing not to provide consent. Depending on the circumstances, consent may be given by signing a consent form, clicking an opt-in button or link, selecting a yes/no option, choosing settings in a system or preference dashboard, responding to a request, answering yes to an oral request where permitted, or voluntarily providing information for a specific purpose.

Where we rely on consent, you may withdraw your consent in accordance with applicable law. Withdrawing consent will not affect the lawfulness of processing that occurred before withdrawal. Where particular processing is required for legal, health and safety, role, site or other recruitment requirements, Rio Tinto may be able or required to continue that processing on another lawful basis, where permitted by applicable law. If no other lawful basis applies, withdrawing or declining consent may affect our ability to carry out an activity that depends on that consent.

Where we offer an equivalent alternative process if you do not consent, such as a manual review pathway for AI-assisted screening, we will explain that alternative to you.

Steps before entering into a contract

We may use your personal data where this is needed to take steps at your request before entering into an employment contract or contractor agreement. This may include reviewing your application, assessing your suitability, communicating with you, arranging interviews, making an offer, carrying out pre-employment checks, and preparing onboarding after offer acceptance.

Where we use sensitive data in connection with your application, we will also identify and rely on an additional legal reason where required by applicable law.

Legal obligations

We may use your personal data where this is needed to comply with laws, regulations, court orders, regulator requests or other legal processes.

This may include right-to-work obligations, immigration requirements, employment, tax, corporate, health and safety, anti-discrimination, equal opportunity, anti-bribery and corruption, sanctions, financial crime, reporting and record-keeping obligations.

We may also use your personal data to meet legal and regulatory obligations, provide support required by equal opportunity or discrimination laws, address health and safety requirements, respond to legal claims, or protect our rights, property, people, systems or assets.

Vital interests

We may use your personal data where this is needed to protect someone's life or respond to an emergency. This may include contacting you or your family members, providing or arranging urgent medical care, responding to a workplace incident, or managing an emergency affecting health or safety.

Legitimate interests

We may use your personal data where Rio Tinto, or a third party, has a legitimate business or operational reason to do so, and we have assessed that this is not overridden by your interests, rights or freedoms.

Our legitimate interests may include managing recruitment, reviewing applications, identifying candidates, arranging interviews and assessments, protecting our people, premises, systems, devices and assets, maintaining network and information security, preventing and detecting misconduct, fraud or crime, conducting recruitment analytics, improving recruitment processes, supporting workforce planning, managing our business, defending legal claims, and protecting our rights and interests or those of third parties.

When we rely on legitimate interests, we consider the purpose of the processing, whether the processing is necessary for that purpose, and whether your interests, rights or freedoms override our interests.

Sensitive data and specially protected data

Where we use sensitive data, criminal records information, biometric information, health information or other specially protected data, we will only do so where permitted by applicable law and where any additional legal requirements are met.

9. AI-assisted tools and automated decision-making

We may use AI-assisted tools, automated processes, data analytics or profiling to support recruitment and candidate assessment. These tools may help recruiters and hiring teams review applications more efficiently, identify information relevant to role requirements, screen or prioritize applications, support shortlisting, identify possible matches for current or future opportunities, manage recruitment workflows, and generate recruitment analytics or insights.

AI-assisted tools may generate grades, scores, match indicators, rankings, recommendations or similar outputs. These outputs may be used to support recruitment activity, but AI-assisted tools are not intended to make final recruitment or hiring decisions without human involvement. Final recruitment and hiring decisions should involve meaningful human review by a recruiter, hiring manager or other appropriate person.

Where an AI-assisted tool materially influences how applications are screened, prioritized, shortlisted, progressed or reviewed, Rio Tinto will assess the process by reference to its practical effect, including whether meaningful human review and override are available in practice.

Spotlight - AI-assisted candidate screening

Where Spotlight or another AI-assisted screening tool is used, it may assist with screening and prioritizing reviews of job applications.

The tool may assess information in your application and assign a grade, score, match indicator or similar output based on how closely your application appears to match the stated requirements of the role.

The personal data used may include your CV or resume, application responses, work history, skills, qualifications, education, certifications, language proficiency, role preferences, application history, job requisition information, role requirements, application stage or status, and recruiter actions or outcomes.

Spotlight does not make a final hiring decision or predict future job performance. It may, however, assist with screening, grading, scoring, matching or prioritizing applications by comparing application information with stated role requirements. Its output is used to support recruiter review and recruitment workflow management. Spotlight is not intended to be used to automatically reject or exclude candidates without meaningful human review.

Fetch Capabilities - candidate matching and future opportunities

Where Fetch Capabilities or another AI-assisted matching tool is used, it may assist with identifying possible matches between candidates, candidate profiles, Talent Community members, previous applicants, prospects or warm leads and current or future role opportunities.

The tool may assess information in your candidate profile, application history, CV or resume, work history, skills, qualifications, education, certifications, language proficiency, location, role preferences, previous application status, and job requisition information. It may generate a match indicator, ranking, recommendation or similar output to help recruiters identify candidates or opportunities that may be relevant.

Fetch Capabilities do not make a final recruitment or hiring decision or predict future job performance. They may, however, assist with sourcing, matching, ranking, surfacing or prioritizing candidates or opportunities. Their output is used to support recruiter review and recruitment workflow management. Fetch Capabilities are not intended to be used to automatically reject or exclude candidates without meaningful human review.

Where we rely on your consent for future opportunity matching or AI-assisted matching, you may withdraw your consent or opt out at any time. You may also ask us to stop considering you for future opportunities or remove your candidate profile, as described in the section “How to unsubscribe or remove your profile”.

Kinds of decisions or processes assisted

AI-assisted tools or automated processes may assist with:

- screening or prioritizing review of applications;
- identifying information relevant to role requirements;
- assessing whether application information appears to match stated role criteria;
- supporting shortlisting recommendations for human review;
- identifying possible matches for future opportunities, where applicable;
- supporting recruitment workflow management; and
- generating recruitment analytics or insights.

Consent, opt-out and manual review

Before you begin an application where AI-assisted screening is used, we will ask for your separate express consent, unless applicable law provides another lawful basis and local Legal has approved that approach.

We will explain how the AI-assisted tool may be used, the types of personal data it may use, the output it may generate, and how that output may be used in the recruitment process.

You do not have to consent to AI-assisted screening. If you do not consent, or if you later withdraw your consent or opt out, your application will be processed through an equivalent manual review pathway without practical disadvantage.

You may also ask us to correct personal data used in connection with AI-assisted screening, including information in your candidate profile, application, CV or resume, application responses, work history, qualifications, skills, role preferences or questionnaire responses. If Workday or another recruitment system does not allow you to amend a submitted response directly after submission, you may use Rio Tinto's manual candidate data correction form by contacting recruitment.support@riotinto.com.

Other automated tools and assessments

We may also use other digital or automated tools to support recruitment activities. For example, we may use tools to manage applications, assess role eligibility, support interview scheduling, confirm work authorization, conduct online assessments, support background checks, or help identify whether reasonable adjustments may be needed for the recruitment process.

Some online assessments or tests may use automated scoring or evaluation. Where this applies, we will provide information about the assessment and how its results may be used.

Human review and review options

A recruiter, hiring manager or other appropriate person should review relevant information before a final recruitment or hiring decision is made. This may include reviewing your application, assessment results, interview feedback, role requirements, AI-assisted outputs, and other relevant information.

You may request more information about AI-assisted tools or automated decision-making, withdraw consent, opt out of AI-assisted screening or matching where applicable, or ask for a decision to be reviewed by contacting recruitment.support@riotinto.com or another contact point notified to you.

Where applicable automated decision-making requirements apply, this statement describes the kinds of personal data used by relevant computer programs and the kinds of decisions those programs may make or substantially and directly assist a person to make.

10. How we collect your data

We collect most personal data directly from you. This may happen when you apply for a role, create or update a candidate profile, join our Talent Community, communicate with us, take part in interviews or assessments, complete forms, or use Rio Tinto careers sites or recruitment platforms.

We may also collect personal data from the systems, sites and services you use as part of the recruitment process. This may include careers sites, recruitment platforms, assessment platforms, interview tools, background check platforms, access systems, security systems, and other tools used to manage recruitment, safety, security, compliance or business operations.

In some circumstances, we may infer or generate personal data about you from other information we hold. For example, we may generate information through application review, assessment results, interview notes, recruitment analytics, reporting, system logs, or AI-assisted tools where these are used.

We may collect some personal data from other people or organizations where this is permitted by applicable law, where it is not reasonably practical to collect it directly from you, or where this is needed for recruitment, verification, safety, legal, compliance, investigation or business purposes. We give examples in the section “When we collect your data from others”.

11. If you do not provide data or withdraw consent

We do not collect or use every type of personal data or sensitive data about every candidate. The information we need will depend on the role you apply for, where you live, where the role is located, the recruitment process you participate in, the systems or sites you use, and the laws that apply.

In some cases, we need certain personal data to manage your application, assess your suitability for a role, communicate with you, carry out checks or assessments, meet our legal obligations, provide reasonable adjustments, give you access to recruitment systems or sites, or protect health, safety and security.

You do not have to provide personal data unless you choose to do so or are required to do so by law, by a recruitment process, or by requirements that apply to the role, site or location. However, if you choose not to provide information that we need, this may affect our ability to process your application, assess your suitability, communicate with you, make or progress an offer, carry out required checks, provide reasonable adjustments, or allow you to access a site, system, interview, assessment or recruitment process.

Where we rely on your consent to collect, use or share personal data, including sensitive data, you may withdraw your consent at any time. You can do this by contacting recruitment.support@riotinto.com, using a button or preference setting where one is provided, or using another method we tell you about.

Withdrawing consent will not affect the lawfulness of any processing that occurred before the withdrawal. However, it may affect what we can do after you withdraw consent. For example, it may affect our ability to include you in our Talent Community, consider you for future opportunities, process certain checks or assessments, or continue with a recruitment process where the information is required for the role, site, location, health and safety, legal or operational reasons.

If we rely on your consent for AI-assisted screening and you do not consent, withdraw your consent, or opt out, your application will be processed through an equivalent manual review pathway without practical disadvantage. More information is set out in the section “AI-assisted tools and automated decision-making”.

12. If you give us someone else's data

Sometimes you may give us personal data about another person. For example, you may provide details for a referee, reference, emergency contact, family member, dependent, beneficiary, representative, or someone else connected with your application or recruitment process.

Before you give us another person's personal data, you should make them aware that:

- you are providing their personal data to Rio Tinto;
- Rio Tinto will collect, use, store and share their personal data as described in this statement and any other privacy notice that applies; and
- they can contact us if they have questions about how we handle their personal data.

Where required by applicable law, you should also obtain their consent before providing their personal data to us.

13. When we collect your data from others

Most of the personal data we collect comes directly from you. Sometimes, however, we may collect personal data about you from other people or organizations where this is permitted by applicable law.

For example, we may collect personal data from recruitment agencies, internal recruiters, background check providers, candidate assessment providers, named referees, previous employers, educational institutions, publicly available sources, health care professionals, service providers, regulators, public authorities, or Rio Tinto employees who refer you for a role.

We may do this where it is not reasonably practical to collect the information directly from you, where we need the information for recruitment, verification, safety, legal, compliance, investigation or business purposes, or where we consider it necessary to protect your interests, Rio Tinto's interests, or the interests of another person.

14. Who we share your data with

We may share your personal data, including sensitive data where permitted, for the purposes described in this statement and where we have a legal reason to do so.

We may share your personal data with:

- Rio Tinto Group companies and related entities, including other Rio Tinto companies, affiliates and, where relevant, managed or non-managed joint venture partners involved in recruitment, hiring, onboarding, workforce planning or related business activities;
- people who need the information for recruitment or business purposes, such as recruiters, hiring managers, interviewers, assessment reviewers, human resources personnel, site access personnel, security personnel, and other Rio Tinto employees, agents or contractors who need access to perform their role or provide services to us;
- service providers who support recruitment and candidate management, such as recruitment agencies, recruitment platforms, candidate assessment providers, interview technology providers, background check providers, reference check providers, occupational health and medical providers, drug and alcohol testing providers, right-to-work or identity verification providers, travel providers and relocation providers;
- technology, systems and security providers, such as providers of network services, cloud storage, hosting, IT support, recruitment systems, workplace platforms, access systems, CCTV, security and monitoring equipment;
- professional advisers and insurers, such as legal advisers, auditors, financial advisers, consultants, brokers, insurers, health and medical advisers, global mobility advisers and other recruitment or employment-related advisers;
- operational partners and business service providers, where relevant to the role, site or recruitment process, such as facilities providers, transport providers, site access providers, medical providers, accommodation providers and other parties that help our sites and operations function;
- regulators, government agencies, courts, law enforcement bodies and other public authorities, where required or permitted by law, court order, regulatory process or legal obligation;
- actual or potential purchasers, investors, lenders or other parties involved in business changes, such as proposed or actual acquisition, divestment, investment, debt or loan sale, business transfer, restructuring or change in ownership; and
- other recipients with your permission or where required or permitted by applicable law.

In some jurisdictions, we may disclose information to law enforcement or regulatory bodies without formal notice where we are legally permitted to do so, for example in connection with suspected serious crimes or offences.

We will only share personal data where it is appropriate for the relevant purpose and subject to applicable legal requirements.

15. International transfers

Rio Tinto operates globally, so your personal data may be transferred to, stored in, or accessed from countries outside your home jurisdiction.

For example, your personal data may be accessed by Rio Tinto Group companies, affiliates, joint venture partners, recruiters, hiring managers, service providers or advisers involved in recruitment, hiring, onboarding, workforce planning, technology support, legal compliance or business administration.

Rio Tinto uses a centralized global recruitment function, which allows candidates to apply for roles in different countries. Any hiring or employment-related decision will be made by the relevant hiring entity in accordance with the laws that apply to the role and the country where the role is located.

Where we transfer personal data internationally, we will do so in accordance with applicable law. Depending on the circumstances and the laws that apply, this may include transferring personal data where:

- you have given consent, where consent is required;
- the transfer is subject to appropriate safeguards, such as standard contractual clauses or other contractual, technical and organizational protections;
- the transfer is to a country recognized by the relevant privacy regulator as providing adequate protection for personal data; or
- the transfer is otherwise permitted under applicable law.

Where required, we put in place safeguards designed to protect personal data transferred internationally. These may include contractual obligations requiring recipients to protect personal data, and technical and organizational security measures designed to keep personal data secure.

16. Cookies and similar technologies

Rio Tinto careers sites and recruitment platforms may use cookies and similar technologies to operate the site, remember your preferences, support security, understand how candidates use the site, and improve the recruitment process.

Cookies and similar technologies may collect information such as device information, browser information, IP address, pages viewed, links clicked, forms completed, and dates and times of visits.

Where required by applicable law, we will ask for your consent before using non-essential cookies or similar technologies.

You can manage cookies through your browser settings or through any cookie preference tool made available on the relevant site. More information may be provided in the applicable cookies notice or website privacy notice.

17. How we protect your data

We use technical, organizational and physical measures designed to protect personal data from unauthorized access, use, disclosure, alteration, loss or destruction.

These measures may include access controls, system security controls, monitoring, encryption or other protective technologies where appropriate, confidentiality obligations, staff training, internal policies, vendor due diligence, contractual protections, and physical security measures.

We limit access to personal data to people who need it for their role or to provide services to us, such as recruiters, hiring managers, interviewers, human resources personnel, service providers and advisers involved in the recruitment process.

We require service providers to protect personal data they handle on our behalf.

No system or method of transmission is completely secure. However, we take steps designed to protect personal data in accordance with applicable laws and Rio Tinto security requirements.

18. How long do we keep your data

We keep personal data only for as long as we need it for the purposes described in this statement, or for as long as we are required or permitted to keep it by law.

How long we keep particular records will depend on the type of information, the reason we collected it, the role you applied for, where you live, where the role is located, applicable legal or regulatory requirements, and whether the information is needed for recruitment, onboarding, talent community, background checks, site access, health and safety, legal, audit, investigation, dispute, insurance, reporting or business purposes.

We may keep candidate personal data after a recruitment process ends where this is required or permitted by law, including to comply with record-keeping obligations, respond to queries, manage legal claims, consider you for future opportunities where appropriate, improve recruitment processes, or maintain business records.

We may remove personal data for inactive candidate accounts or profiles from our systems, subject to applicable legal or regulatory obligations and Rio Tinto retention requirements.

Where we no longer need personal data, we will delete it, de-identify it, or securely archive it where retention is required or permitted by applicable law and Rio Tinto retention requirements.

You can contact recruitment.support@riotinto.com if you need more information about retention of your candidate personal data.

19. Your rights and how to exercise them

Depending on where you live, where the role is located, and subject to applicable laws, you may have rights in relation to your personal data. The scope of these rights varies between countries. These rights are not absolute, and legal exceptions and limitations may apply.

Your rights may include the right to:

- be informed about how we collect and use your personal data;
- request access to personal data we hold about you, subject to applicable law. A right of access to personal data does not necessarily entitle you to copies of complete documents, records, correspondence or files in which that personal data appears;
- ask us to correct personal data that you believe is inaccurate, incomplete or out of date;
- ask us to delete personal data in certain circumstances;
- ask us to restrict how we use personal data in certain circumstances;
- object to certain uses of your personal data, including certain automated decision-making or profiling where applicable;
- receive personal data you have provided to us in a reasonable format, where applicable;
- withdraw consent where we rely on consent, without affecting the lawfulness of processing before consent was withdrawn;
- ask for information about safeguards used for international transfers, where applicable;
- ask for human review or further information about automated decision-making, where applicable; and
- nominate another person to exercise your rights in the event of your death or incapacity, where applicable.

We assess requests in accordance with the privacy and data protection laws that apply in the relevant circumstances. Making a request does not mean that Rio Tinto is required to provide, delete, correct or restrict all information identified in the request. The scope of the applicable right, and any exceptions or limitations, will depend on the relevant law and circumstances.

A correction request does not necessarily require Rio Tinto to alter a historical record that accurately records an opinion, assessment, decision or event. Depending on applicable law and the circumstances, we may instead update the record, record a subsequent change, or note that you disagree with the information.

If you register on a Rio Tinto careers site, you may be able to access, review and update some of your personal data by logging into your account and updating your profile.

Some submitted application information, including questionnaire responses, may not be capable of being amended directly in Workday or another recruitment system after submission. If you need to correct information that you cannot update yourself, you may use Rio Tinto's manual candidate data correction form at [insert link] or contact recruitment.support@riotinto.com. We will assess the request and, where appropriate, apply the correction to your candidate profile, application record or related recruitment information.

To make a request, contact recruitment.support@riotinto.com or use another contact point or process we tell you about.

We may need to verify your identity before responding to a request. This helps us protect personal data and prevent unauthorized access or fraudulent requests.

We will respond to requests within the period required by applicable law. Where permitted by applicable law, additional time may be required for particularly complex requests or requests involving a large volume of information. If we cannot comply with your request, or can only comply in part, we will explain why, where required by applicable law.

Where local law requires additional information about your rights, including access, correction or automated decision-making transparency rights, we will provide that information in this statement, a local privacy notice, or another notice made available to you.

20. How to unsubscribe or remove your profile

You can opt out of receiving information from us about future opportunities at any time by using the unsubscribe function in emails you receive from us, by updating your preferences where this option is available, or by contacting recruitment.support@riotinto.com.

If you have registered on a Rio Tinto careers site, you may be able to delete or update some of your personal data by logging into your account and updating or deleting your profile.

If you need to correct submitted application information or questionnaire responses that cannot be amended directly through the careers site or Workday, please use the manual candidate data correction form at [insert link] or contact recruitment.support@riotinto.com

You may also ask us to remove your candidate profile from consideration for future opportunities by contacting recruitment.support@riotinto.com. In some cases, we may need to keep certain personal data after you unsubscribe, delete your profile, or ask us to remove your profile. For example, we may need to keep information where required or permitted by law, for recruitment records, legal or regulatory obligations, security, audit, dispute, claims management or business purposes.

Where we no longer need personal data, we will delete it, de-identify it, or securely archive it in accordance with applicable law and Rio Tinto retention requirements.

21. Complaints

If you have a question, concern or complaint about how we handle your personal data, please contact recruitment.support@riotinto.com or the data protection officer responsible for your country or region, if applicable.

We will review your concern and respond in accordance with applicable law.

If you are not satisfied with our response, you may have the right to make a complaint to the privacy regulator or data protection authority in your country or region.

UK data protection complaints

If UK data protection law applies to the way we handle your personal data, you may make a data protection complaint to us if you think we have not complied with applicable data protection law. You can do this by contacting recruitment.support@riotinto.com or another contact point notified to you.

We will acknowledge receipt of your complaint within 30 days of receiving it. We will take appropriate steps to consider and respond to your complaint, including making enquiries where needed, keeping you informed, and telling you about the outcome without undue delay.

You also have the right to complain to the UK Information Commissioner's Office. Where applicable, you may be asked to raise your complaint with us first so that we have an opportunity to consider and respond to it.

22. Changes to this statement

We may update this statement and any additional or local privacy notices from time to time.

Where required, we will provide you with a new or updated Statement.

If we want to use personal data we have already collected for a new purpose that is not compatible with the purpose we originally told you about, we will provide additional notice and, where required by applicable law, seek your consent before using the personal data for that new purpose.

23. Translations

Translations of this statement may be available on request.

If there is any inconsistency between a translated version of this statement and the English version, the English version will apply, unless applicable law requires otherwise.

24. Rio Tinto Group

In this statement, “Rio Tinto Group” means all companies or businesses wholly or majority owned or managed by Rio Tinto plc or Rio Tinto Limited, whether directly or indirectly.

25. Date and version

Version 3.0

Effective date: 06 October 2026

Note: this privacy statement was prepared with the assistance of enterprise AI tools, subject to human review, oversight and approval by Rio Tinto personnel. Rio Tinto remains responsible for the content of the statements and the decisions reflected in them.