



# RioTinto

Sustainability Glossary 2025

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.

### About this glossary

This glossary contains key terms and definitions used in our external sustainability reporting, with the aim of providing further explanations or details in the context of the Rio Tinto Group.

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 **On the cover:** Seeds collected for land rehabilitation at our Gove bauxite mine, Australia.



Our 2025 reporting suite



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# Basis of reporting glossary

Term	Definition
All injuries	All injuries refer to the combination of lost time injuries and medical treatment cases. All injuries exclude first aid injuries.
Annual allocation usage	Annual allocation usage is the actual water volume used from the operation's permitted allocation over a calendar year.
Australian Carbon Credit Unit (ACCU)	An Australian Government-issued, tradable certificate that represents one tonne of carbon dioxide equivalent (CO <sub>2</sub> e) either reduced or removed from the atmosphere through verified projects under Australia's Emissions Reduction Fund (ERF). These projects include activities like reforestation, vegetation management, and savanna fire management. ACCUs are issued to individuals or businesses who run eligible projects under the ACCU Scheme and can be traded or sold on the Australian carbon market.
Biodiversity	Biodiversity is the variety of life on Earth – the different animals, plants and micro-organisms, their genes and the ecosystems in which they live.
Biodiversity baseline	A reference point describing the state of biodiversity in a given area at a specific time, used to measure change. (Source: Sustainability Directory)
Brownfield exploration	Brownfield exploration is directed at sustaining or growing our existing businesses. With processing infrastructure already in place, the cost of developing brownfield orebodies is usually lower than in a greenfield setting.
Carbon credits	A tradable unit issued by a recognised carbon crediting program that represents the reduction or removal of one tonne of carbon dioxide equivalent (CO <sub>2</sub> e) from the atmosphere. These credits are generated by projects that actively reduce greenhouse gas emissions or enhance carbon sequestration, such as afforestation, reforestation, renewable energy development or improved land management practices.
Category 1 quality water	Category 1 quality water is water of a high quality that may require minimal and inexpensive treatment (for example disinfection and pond settlement of solids) to raise the quality to appropriate drinking water standards. Category 1 water has total dissolved solids (TDS) less than 1,000 milligrams per litre and pH between 6 and 8.5.
Category 2 quality water	Category 2 quality water is water of a medium quality that would require a moderate level of treatment such as disinfection, neutralisation, or removal of solids and chemicals to meet appropriate drinking water standards. Category 2 water has total dissolved solids (TDS) between 1,000 and 5,000 milligrams per litre, or pH between 4 and 6, or 8.5 and 10. Typically, this category of water would be suitable for agricultural/livestock or irrigation use (based on local/regional/national guidelines).
Category 3 quality water	Category 3 quality water is water of a low quality with individual constituents encompassing high values of total dissolved solids (TDS), elevated levels of dissolved metals or extreme levels of pH. It would require significant treatment to remove dissolved solids and metals, and to neutralise and disinfect to meet appropriate drinking water standards. Category 3 water has TDS greater than 5,000 milligrams per litre, or TDS between 1,000-5,000 milligrams per litre or pH less than 4 or greater than 10. Typically, this category of water would not be suitable for agricultural/livestock or irrigation use.
Chemically reactive mineral waste	Mineral waste that can cause environmental or health risks, such as generating acid rock drainage (ARD) or spontaneously combusting when exposed to air and water.
Community complaint	A complaint is a notification provided by a community member, group or institution to the business (Rio Tinto) that they have suffered some form of offence, detriment, impairment or loss, as a result of Rio Tinto activities.
Consumption (water)	Water consumption is the volume of water used by the site or operational facility and not returned to the water environment or a third party.
Contractor	A contractor is a person or organisation providing services to an employer at the employer's workplace in line with agreed specifications, terms and conditions. In the context of Rio Tinto's health, safety and environmental standards, we classify contractors in 3 categories: <ul style="list-style-type: none"> <li>• Category 1: Individuals working on temporary contracts within existing operations.</li> <li>• Category 2: Companies or individuals hired for a discrete project that will be carried out in a designated area separate from existing operations.</li> <li>• Category 3: Companies or individuals contracted to carry out specific tasks or provide specified services within existing operations.</li> </ul>
Direct economic contribution	Direct economic contribution is the total value of value add, payments to suppliers, mandated social contributions, payment to landowners and social investments during the year.
Discharge (water)	Water discharge is the volume of water removed from the site or operational facility to the environment and/or a third-party receiver.
Ecological benefits	Positive contributions of ecosystems to biodiversity and human wellbeing, such as clean water, carbon storage and soil fertility.
Ecological communities	Groups of interacting species living in the same area, forming a network of relationships within an ecosystem. (Source: Britannica)

Term	Definition
Ecological value	The importance of ecosystems or species in maintaining ecological processes, biodiversity and resilience.
Ecosystems	The interaction between living things and their environment, resulting in a specific natural system. The greater the biodiversity in an ecosystem, the more resilient it is to shocks – eg monoculture forestry vs natural forests.
Ecosystem services	Benefits people obtain from ecosystems, including provisioning, regulating, supporting, and cultural services.
Emission (air) incident	Emission (air) incident refers to an environmental incident in which materials, or energy, or both are released in an uncontrolled way into the atmosphere, or to emissions that are not compliant with applicable agreements, laws or licences, including dust, noise, vibration and blasting incidents.
Employee	An employee is a person in full- or part-time employment at a Rio Tinto business and listed on the payroll.
Energy Attribute Certificate (EAC)	A category of contractual instruments used in the energy sector to convey information about energy generation to other entities involved in the sale, distribution, consumption or regulation of electricity.
Energy use	Energy use includes energy associated with the combustion of fuels, as well as energy from electricity use and generation or other sources such as steam. Energy use for anodes and reductants is evaluated from a carbon balance or from anode raw material consumption.
Environment	The intersection of natural, social, and economic systems that the global mining and metals industry must manage to achieve sustainable development, including air, land and water, and their biodiversity and social interactions and dependencies. Environment refers to the surroundings an asset operates in, including air, water, land, natural resources, flora, fauna, humans, and how they interrelate.
Equity share	The equity share approach for greenhouse gas emissions reports the equity shares of operations, in particular the economic interest the company has in the asset. If the equity or ownership of an operation changes through the reporting year, the emissions reflect what the actual emissions were at each point in time across the period.
Fatal injury (FI)	When one or more person(s) dies as a result of an injury sustained in a work-related incident regardless of the time period separating the events. Lost and restricted days are not calculated for fatalities.
Fatal occupational illness (FOI)	When one or more person(s) dies as a result of an occupational illness sustained in a work-related incident regardless of the time period separating the events. Lost and restricted days are not calculated for fatalities.
Frequency rates	<p>Frequency rates are used as a way to measure injury or illness performance, for example:</p> <ul style="list-style-type: none"> <li>All injury frequency rate (AIFR) = number of all injuries x 200,000/hours of exposure.</li> <li>Lost time injury frequency rate (LTIFR) = number of lost time injuries x 200,000/hours of exposure.</li> <li>Rate of new cases of occupational illness (NCOI) = number of all new cases of occupational illnesses x 10,000/number of employees (based on average monthly statistics).</li> </ul> <p>We use AIFR to assess performance against our goal of zero safety injuries for all employees and all categories of contractors.</p> <p>We calculate our health target (rate of new cases of occupational illness) using employee data only, for managed operations only. While we record diagnosed occupational illnesses for contractors, we do not use this data within the calculation of the rate of new cases of occupational illness. Developing operations and acquisitions after 31 December in the previous reporting year are also excluded when assessing performance against these targets. Divested and closed operations are removed from the baseline when assessing performance against these targets.</p>
Freshwater	Freshwater is potable water or high-quality raw water that satisfies Category 1 water quality requirements.
Freshwater used	<p>This category aligns with our external Global Reporting Initiative reporting requirements.</p> <p>Freshwater used is a water volume calculated using the combined volume of:</p> <ul style="list-style-type: none"> <li>imported surface water (water provided by a third party for our use)</li> <li>onsite impounded water used in process applications</li> <li>imported groundwater</li> <li>onsite groundwater, except that extracted for ground control (dewatering) and discharged without use</li> <li>freshwater withdrawn for use as cooling water that is chemically, physically or biologically modified at the final point of discharge and/or returned to the environment with a temperature change of more than 5°C.</li> </ul>
Freshwater withdrawn	<p>Freshwater withdrawn is a water volume calculated using the combined volume of:</p> <ul style="list-style-type: none"> <li>imported surface water (water provided by a third party for our use)</li> <li>onsite impounded water used in process applications</li> <li>imported and onsite groundwater</li> <li>freshwater withdrawn for use as cooling water that is chemically, physically or biologically modified at the final point of discharge and/or returned to the environment with a temperature change of more than 5°C.</li> </ul> <p>Freshwater withdrawn does not include:</p> <ul style="list-style-type: none"> <li>category 2 or category 3 quality water</li> <li>overflow of water in heavy rain conditions from impoundments which has not had its quality significantly changed by inputs and seepage</li> <li>water diverted to avoid contamination, but not subsequently withdrawn or intercepted for use (other managed water)</li> <li>water withdrawn and directly supplied to others, such as for use in agricultural or pastoral properties, for export to third parties or for town use</li> <li>freshwater withdrawn and used for hydropower generation.</li> </ul>

Term	Definition
Global Reporting Initiative (GRI)	The GRI Standards form a globally recognised, voluntary framework for sustainability reporting that enables organisations to disclose their economic, environmental, and social impacts. They consist of Universal, Sector, and Topic Standards, helping organisations identify material topics and report consistently across industries.
Greenfield	Greenfield is a term used to describe investments, sites or projects that have been previously undeveloped or unexplored for commercial purposes.
Greenhouse gas (GHG) emissions	GHG emissions are the 7 groups of gases we report against as included in the Kyoto Protocol: carbon dioxide (CO <sub>2</sub> ), hydrofluorocarbons (HFCs), methane (CH <sub>4</sub> ), nitrous oxide (N <sub>2</sub> O), perfluorinated carbon compounds (PFCs) and sulphur hexafluoride (SF <sub>6</sub> ). Nitrogen trifluoride (NF <sub>3</sub> ) emissions are not present/applicable in Rio Tinto's inventory. Details about our reporting thresholds and basis can be found in the Sustainability Fact Book "GHE emissions methodology" tab.
GHG emissions baseline	In greenhouse emissions reporting, a base year of 2018 has been selected to compare abatement and emissions reductions over time. The baseline is an adjusted equity reporting basis that allows comparability by aligning the base year and subsequent years to the current asset portfolio and economic interest.
GHG Protocol	The Greenhouse Gas (GHG) Protocol establishes comprehensive global standardised frameworks to measure and manage GHG emissions from private and public sector operations, value chains and mitigation actions. The GHG Protocol Corporate Accounting and Reporting Standard provides requirements and guidance for companies and other organisations preparing a corporate-level GHG emissions inventory. The standard covers the accounting and reporting of 7 greenhouse gases – carbon dioxide, methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulphur hexafluoride and nitrogen trifluoride.
High quality water	High quality water is water that satisfies Category 1 and Category 2 quality requirements. This category aligns with our external ICMM reporting requirements.
HIV/AIDS	HIV/AIDS refers to a disease of the human immune system (acquired immune deficiency syndrome, or AIDS) caused by the human immunodeficiency virus (HIV).
Hours of exposure	Hours of exposure is the total number of actual hours where one or more employees/contractors are working or are present as a condition of their employment and are carrying out activities related to their employment duties. For employees: this can be calculated either as "planned time + overtime – all absences" or actual time (collected by gate pass or timesheet systems) or through reasonable estimates made by a Rio Tinto supervisor. For contractors: hours worked are either provided by the vendor or through reasonable estimates made by a Rio Tinto supervisor. These hours are recorded by month, vendor, work area and organisation unit to reflect the total time spent by contractors on our sites.
Human rights	Human rights are fundamental rights that all individuals have as human beings, regardless of race, sex, nationality, ethnicity, language, religion, sexuality or any other status. They include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, and the right to work and education.
Human Rights Impact Assessment (HRIA)	Human Rights Impact Assessment is a process to identify and assess actual human rights impacts that have occurred, or are occurring, due to business activities. HRIAs are conducted by reputable external experts and include rightsholder engagement.
Human Rights Risk Assessment (HRRRA)	Human Rights Risk Assessment is a process to identify and assess potential human rights impacts that may arise from business activities, and to identify preventative and mitigative controls. HRRAs are conducted by an internal cross-functional team, sometimes with the support of external consultants, and may include input from external stakeholders and rightsholders.
Incident	An incident is a single event or continuous/repetitive series of events that results in, or could have resulted in, one or more of the following: <ul style="list-style-type: none"> <li>• an occupational injury or illness</li> <li>• damage to physical assets (plants or equipment), the environment, process, product or reputation</li> <li>• disruption to a community</li> <li>• exposure to legal liability</li> <li>• a security threat</li> </ul> We evaluate an incident both by its actual consequence and the maximum reasonable outcome for each of these potential impacts.
Indigenous and land-connected Peoples	There is no universally applicable definition of Indigenous People or land-connected People. The term "land-connected Peoples" broadly refers to groups who have enduring cultural and historical connections to particular lands, waters, territories and/or ecosystems. They may also consider themselves to be Indigenous Peoples, which generally refers to groups that self-identify as a cultural group, sharing common origins, history and language, and often have a history of colonial settlement and dispossession. Indigenous and land-connected Peoples do not always hold legally recognised land rights and are not always formally recognised as customary landowners.
Injury	Injury refers to any injury such as a cut, fracture, sprain or amputation resulting from a work-related event during a single shift. All occupational injuries are reported as safety incidents with safety impact. All occupational injuries must be recorded for employees and contractors regardless of contractor category.
Key products	Key products are defined as commodities where we obtain more than 10% of our total consolidated sales revenue. Our key products are principally aluminium, copper and iron ore.

Term	Definition
Land footprint	A land footprint is land that has been disturbed for mining, processing and related activities including infrastructure (whether currently disturbed or rehabilitated), as at 31 December of the current reporting period.
Life cycle assessment	Life cycle assessment (LCA) is the compilation and evaluation of the inputs, outputs and the potential environmental impacts of a product system throughout its life cycle.
Lost day injury (LDI) or occupational illness	A lost day injury (LDI) or occupational illness is an injury or occupational illness that results in one or more days/shifts away from work, excluding the day of the incident. The number of lost or restricted calendar days and shifts reported for lost day injuries/illness must be counted until the person is cleared by a medical practitioner and either returns in a full-time unrestricted capacity to their pre-injury/illness role or (in the case of a recordable work injury) is permanently moved to another role.
Lost time injury or occupational illness	A lost time injury or occupational illness is the total of fatal, lost day and restricted work day injuries or illnesses.
Low quality water	Low quality water is water that satisfies Category 3 quality requirements. This category aligns with our external ICMM reporting requirements.
Major hazard	<p>Potential to cause catastrophic event(s) such as a tailings and/or water storage facility failure, extreme weather event, fires and explosions, critical equipment failure, geotechnical event or loss of containment resulting in one or several of the following impacts: fatalities, major impact to environment/community, or extended cessation of operations, and/or significant financial loss.</p> <p>The characteristics of a major hazard may include:</p> <ul style="list-style-type: none"> <li>• the storage and/or use of significant amounts of energy and/or hazardous materials</li> <li>• the potential to place a substantial number of individuals “at risk”</li> <li>• special implications with regard to risk assessing, arranging emergency controls, managing hazards, or dealing with abnormal situations.</li> </ul>
Managed operation	<p>A managed operation is an operation where:</p> <ul style="list-style-type: none"> <li>• Rio Tinto wholly owns the operation</li> <li>• A management agreement is in place naming Rio Tinto as the manager, or</li> <li>• Rio Tinto management systems and processes are fully implemented.</li> </ul>
Mandated social contributions	Mandated social contributions are non-discretionary commitments which Rio Tinto is mandated to make under a legally binding agreement, by a regulatory authority or otherwise by law. They are made by Rio Tinto to a third party to deliver social, economic and/or environmental benefits for a community.
Materiality	Materiality in sustainability is the threshold at which an issue or topic becomes important enough to be reported externally, taking into account the impacts and risks, and the perceived importance from stakeholders.
Medical treatment case injury or occupational illness	<p>An injury or illness that results in loss of consciousness or requires “medical treatment” but does not result in any lost or restricted days/shifts.</p> <p>Medical treatment examples:</p> <ul style="list-style-type: none"> <li>• Administering prescription medication or non-prescription medication at prescription strength (even if the prescription is not collected or the medication not taken; excluding those circumstances listed in the advice 3 of section 7 – Guidance for classification of guidance for determining medical treatment case injury/occupational illness (MTCI/MTCOI) in the Classification of injury and illness guidance note.</li> <li>• Use of stitches, staples or glue to close a wound. Where glue is used to protect a wound (that does not require sutures) as a precaution against infection in wet environments and in place of an adhesive dressing, this may be considered a first aid treatment if supported in writing by a doctor or registered nurse.</li> <li>• Use of an eye patch beyond the shift in which the incident occurred and as a result of actual injury/damage (ie not for precautionary purposes).</li> <li>• Administration of oxygen to treat a person following work-related injury or illness (eg as a result of altitude sickness, actual or suspected decompression sickness, or exposure to toxic substances where the person is exhibiting symptoms of exposure).</li> <li>• Professional immobilisation of a limb, such as splints with rigid stays, casts or slings (beyond first aid such as temporary immobilisation devices while transporting a patient, or use of rigid finger guards).</li> <li>• Any other treatment that is not defined in the Rio Tinto Health, Safety, Environment &amp; Security and Communities (HSESC) definitions database under the definition of “First Aid Case”.</li> </ul> <p>Medical treatment does not include:</p> <ol style="list-style-type: none"> <li>a. visits to a physician or other licensed health care professional solely for observation or counselling</li> <li>b. the conduct of diagnostic procedures, such as x-rays or blood tests, and the administration of prescription medications used solely for diagnostic purposes (eg eye drops to dilate pupils), or as a single course administered on first visit for a minor injury or discomfort.</li> </ol>

Term	Definition
Mineral waste	<p>Mineral waste includes waste rock, tailings and slag.</p> <ul style="list-style-type: none"> <li>Waste rock is composed of soils or bedrock that are removed to uncover or access ore during mining.</li> <li>Tailings are a by-product of mining, consisting of the processed rock or soil left over from the separation of the commodities of value from the rock or soil within which they occur.</li> <li>Slag is generated by smelting operations and is the glassy material that remains after metals, such as copper, have been removed from the ore concentrate.</li> </ul> <p>Mineral waste is typically produced in very large volumes, and its handling and storage can directly impact the land. Mineral waste is usually permanently stored onsite, where it is used as in-pit backfill or held in engineered repositories. Most mineral waste is inert, but some is chemically reactive and must be appropriately handled to protect people, wildlife and water quality.</p>
Mitigation Hierarchy	A framework for managing biodiversity impacts through a sequence: Avoid → Minimise → Restore → Offset residual impacts.
Modern slavery	Modern slavery refers to situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception and/or abuse of power. Situations include human trafficking, forced labour, debt bondage, forced marriage and the worst forms of child labour.
Musculo-skeletal illness	<p>Musculo-skeletal illness is a condition of the musculo-skeletal system associated with repetitive work-related trauma and/or exposure over time, lasting more than one shift (see also occupational illness).</p> <p>A case is reportable where a medical practitioner diagnoses a musculo-skeletal disease that meets defined diagnostic criteria, is due to repeated workplace exposure (other than vibration) and results in medical treatment, restricted work days, lost days or permanent damage. This includes recurring musculo-skeletal conditions counted as a new case and reported only if the medical practitioner thinks the worker had fully recovered from the previous condition. This can include repetitive strain injuries, also known as occupational overuse syndrome.</p>
myVoice	<p>myVoice is Rio Tinto's confidential reporting program. The program is a key part of our commitment to living Rio Tinto values, building trust, and creating a respectful and inclusive workplace where people feel safe and comfortable to speak freely and provide feedback.</p> <p>Anyone who suspects or witnesses potential misconduct related or connected to Rio Tinto's business can make a report via myVoice. This includes current and former employees, shareholders, contractors and their subcontractors, external consultants, suppliers, customers, service providers, partners, and members of the public or the communities where we operate. The content reported and the right to anonymity may be subject to local laws. The report intake and hotline system are independently operated by a third-party service provider.</p> <p>Concerns are classified in the following case classes: personnel; business integrity; health, safety and environment; communities; finance; information security; legal; myVoice process; and other.</p>
myVoice case class – business integrity	<p>Matters regarding potential conflicts of interest, bribes, facilitation payments or kickbacks, fraud, theft, misuse of company resources, inappropriate benefits/gifts, and any other potentially unethical or unfair business practices.</p> <p>This also includes matters involving alleged circumvention of business integrity processes and controls, and alleged breaches of policies, procedures and standards.</p>
myVoice case class – communities	Matters regarding the company's activities and relationship with communities and Indigenous Peoples. Concerns raised regarding human rights including potential modern slavery indicators, child labour and allegations of other unfair labour practices
myVoice case class – finance	Concerns raised regarding falsification or misrepresentation, or failure to keep accurate financial records. Includes financial reporting irregularities, such as making false financial statements internally or externally and other activities including altering or destroying company financial records and providing false information on tax filing.
myVoice case class – health, safety and environment	<p>Matters regarding workplace health, workplace safety and security issues, including potential breaches of safety laws and regulations, safety policies, procedures, standards and local directives, local safety hazards, unsafe working conditions and practices, and any other potential or actual systemic failures or negative effects on employee health and safety.</p> <p>Also includes records of security incidents and concerns about workplace conditions that may represent dangerous physical situations to employees and others. For environmental-related cases, this includes concerns regarding potential harm to the environment or a situation that may potentially cause actual or perceived loss or damage to the environment (and also to people, and plant and equipment).</p>
myVoice case class – information security	Matters involving alleged breaches of cyber security leading to accidental or unlawful destruction, loss, alteration, unauthorised disclosure of, or access to, personal data transmitted, stored or otherwise processed.
myVoice case class – legal	Matters regarding insider trading and issues with, or alleged breaches of, contracts, the Supplier Code of Conduct, copyright or trademarks, and intellectual property. Matters may also include potentially deliberate or inadvertent disclosure or misappropriation of confidential information.
myVoice case class – myVoice process	Matters involving potential misalignment with the criteria for effective grievance mechanisms in the UN Guiding Principles on Business and Human Rights, or failure to perform a role, duty or process related to the myVoice program.

Term	Definition
myVoice case class – other	Other matters not included in a defined case class.
myVoice case class – personnel	Matters including, but not limited to, all forms of alleged bullying, harassment, sexual misconduct, discrimination and other interpersonal behaviours. Also includes potential failure to report misconduct, untruthful reporting, retaliation against those that have raised concerns or for being suspected of raising a concern, and concerns related to unfair HR processes including, but not limited to, recruitment practices, benefits and compensation, job assignment and performance, breaches of labour standards, and issues related to payroll, remuneration, and benefits and compensation.
Nature	Nature, as described by the ICMM is all life on Earth (ie biodiversity), together with the geology, water, climate and all other inanimate components that comprise our planet. Nature can also be understood through a construct of 4 physical realms – land, ocean, freshwater and atmosphere, each of which interact with people and society.
Natural capital	The stock of natural resources (eg soil, water, biodiversity) that provide ecosystem services and benefits to people.
Nature positive	Halting and reversing biodiversity loss to improve species abundance, ecosystem resilience, and natural processes.
Nature Positive Initiative	The Nature Positive Initiative gathers some of the world’s largest sustainable business and finance coalitions; standards, disclosure and targets frameworks; global conservation organisations; and science, subnational governance and Indigenous knowledge networks, to drive alignment around use of the term “nature positive” and support broader, longer-term efforts to deliver nature-positive outcomes.
Nature Position Statement	The Nature Position Statement is an ICMM requirement setting out the ICMM members’ approach to contributing to a nature positive future guided by the Kunming–Montreal Global Biodiversity Framework (GBF) 2030 targets and ICMM’s existing commitments in relation to Indigenous Peoples, climate change, water and respecting human rights as per the United Nations Guiding Principles on Business and Human Rights (UNGPs).
Nature target	Group-wide strategic target to support the progress and delivery of nature-related commitments and standards.
New case/recurrence	New case/recurrence is an injury or illness classed as new because the employee has not previously experienced an injury or illness of the same type, or when the employee has completely recovered from the previous case and a new incident has caused the condition to reappear. If not, then additional time lost is linked back to the original injury or illness and is considered a recurrence of the original injury or illness.
Noise-induced hearing loss (NIHL)	Noise-induced hearing loss (NIHL) is hearing-loss-related noise exposure as assessed by an occupational physician, an audiologist or other equivalent qualified professional. Audiometric tests must be pure tone, air conduction, hearing threshold examinations, including the test frequencies 0.5, 1, 2, 3, 4, 6 kHz and 8 kHz as a minimum. A loss without recovery plus a history of noise exposure should also be regarded as NIHL. For cases meeting the above criteria, we consider the following to determine whether a case of NIHL meets our reporting criteria: <ol style="list-style-type: none"> <li>1. Has the person been occupationally exposed to noise (eg &gt; 85 dB(A) TWA)?</li> <li>2. Have they also sustained a standard threshold shift (see definition)?</li> <li>3. Is there also non-age-corrected average hearing loss over 2, 3 and 4 KHz of the audiogram, in one or both ears, of more than or equal to 25 dB as compared with audiometric zero?</li> </ol> If the case meets these criteria, it should be recorded as a permanent damage operational illness (PDOI) if it carries a whole-body impairment of ≥ 30% as per the American Medical Association guidelines 5th edition. If the hearing loss is due to age factors alone, this is not work-related and should be excluded. Hearing loss due to a one-time high exposure is considered an injury. This excludes category 2 and 3 contractors.
No Net Loss	A state where project-related biodiversity impacts are balanced by avoidance, minimisation, restoration and offsetting measures.
Non-mineral waste	Non-mineral waste is primarily composed of the auxiliary materials that support our mining and mineral processing operations. It includes familiar materials such as used scrap metal, wood, hydrocarbons, tyres, used batteries, plastics, and office waste, as well as more specialised waste such as spent pot liners from aluminium smelters. Non-mineral waste is produced in much smaller volumes than mineral waste, and is most commonly managed through recycling, offsite treatment and disposal, or placement in on or offsite engineered landfills.
Occupational illness	Occupational illness is an illness or disease, as distinct from an injury. One event cannot be both. An occupational illness or disease results from a workplace-related exposure of more than one shift, such as noise-induced hearing loss (NIHL) or carpal tunnel syndrome. A person can only be diagnosed once with the same occupational illness or disease, unless they have completely recovered from the original case. All occupational illnesses are reported as health incidents with health impact. Also see entries for fatal injury or occupational illness; lost day injury (LDI) or occupational illness; lost time injury or occupational illness; medical treatment case injury or occupational illness; and restricted work day injury or occupational illness.

Term	Definition
Occupied building	An occupied building is a building, whether permanent or temporary (portable), that is intended to be occupied. This is typically a building where at least 2 people do a significant portion of their work or where people may gather, even for a short time (such as crib rooms). Buildings that employees visit infrequently to do brief tasks or monitor a process are not typically defined as occupied buildings.
Operational emissions intensity (t CO <sub>2</sub> e/t Cu eq)	Operational emissions intensity (t CO <sub>2</sub> e/t Cu eq) (equity) measures greenhouse gas emissions from Rio Tinto's operating activities, expressed as tonnes of carbon dioxide equivalent (t CO <sub>2</sub> e) per tonne of copper equivalent (t Cu eq) production, calculated on an equity share basis. Copper equivalent production expresses Rio Tinto's share of sales and production volumes converted into a copper equivalent basis using long-term consensus commodity prices.
Operational land holdings	Operational land holdings are split into 2 categories: <ol style="list-style-type: none"> <li>1. Land disturbed for mining, processing and related activities, including rehabilitated land. This is known as our operational footprint.</li> <li>2. Land outside our operational footprint area, which may be used in the future for mining, processing and related activities, as well as other land uses. This is known as our land holding balance.</li> </ol>
Operational withdrawal (water)	Withdrawal is the volume of water received by the site or operational facility from the water environment and/or a third-party supplier used in operations. Excludes other managed water.
Other managed water (water) – previously known as diversions	Other managed water is water that is actively managed by a site or operational facility but not used for any operational purposes. Other managed waters are reported as either withdrawals or discharges, depending upon circumstances.
Payments to landowners	Payments to landowners are non-discretionary compensation payments made by Rio Tinto to third parties under land access, mine development, native title, impact benefit and other legally binding compensation agreements.
Permanent damage injury or illness	Permanent damage injury or occupational illness refers to greater than 30% body impairment as per the American Medical Association Guidelines (5th edition) with a timeframe of which is likely to be one year or greater to be considered permanent.
Permitted surface water allocation	Permitted surface water allocation is the water volume a regulatory authority has licensed, permitted or approved for the operation to extract and use.
Plague	Plague is an infectious disease caused by the bacteria <i>Yersinia pestis</i> , usually found in small mammals and their fleas. It is transmitted between animals through fleas. Humans can be infected through: <ul style="list-style-type: none"> <li>• an infected flea's bite</li> <li>• unprotected contact with infectious bodily fluids or contaminated materials</li> <li>• inhaling respiratory droplets/small particles from a patient with pneumonic plague.</li> </ul>
Power purchase agreement (PPA)	A contractual arrangement to procure electricity, typically from renewable sources, at an agreed price. These agreements define supply volumes, pricing terms, and compliance obligations, and may be structured physically (where delivery of energy takes place) or financially (such as in the case of a virtual power purchase agreement).
Process	Process means the activities associated with the process of mining or refining, which include mining, milling, slurring, washing ore, suppressing dust, treating wastewater/sewage, generating power, operating ancillary services (such as camp, canteen, offices), irrigating rehabilitated land and washing down.
Process safety	A process safety hazard is a material with hazardous properties or energy (such as pressure or temperature or velocity) that can result in any of the following scenarios with an immediate consequence: <ol style="list-style-type: none"> <li>a. chemical and physical explosion (including molten materials)</li> <li>b. fires involving hazardous material storage, handling, and/or produced</li> <li>c. loss of containment of toxic, asphyxiant, corrosive, reactive, hot materials (including molten materials), or contaminants in bulk</li> <li>d. engulfment or physical impact or contamination from failure of bulk storage or the containment envelop of equipment</li> <li>e. open circuit of electricity for the process of reduction in a potline</li> <li>f. third-party risks of the same nature (as listed above), that could have a High or Very High health, safety, environment, or community consequence (the inherent consequence) on Rio Tinto managed operations, projects, and legacy sites.</li> </ol>
Product stewardship	Product stewardship refers to the end-to-end life cycle management of products—minimising risks while maximising environmental, health, safety, and societal benefits. It supports Rio Tinto's ambition to be a supplier of choice by ensuring that products are responsibly produced, used, and managed through to end-of-life.
Renewable energy certificates (RECs)	An REC is a market-based instrument that represents the property rights to the environmental, social, and other non-power attributes of renewable electricity generation. RECs are issued when one megawatt-hour (MWh) of electricity is generated and delivered to the electricity grid from a renewable energy resource. REC definitions and uses vary depending on the jurisdictions and are also known under different names such as Guarantees of Origin (GOs) in the EU, Renewable Energy Guarantees of Origin (REGOs) in the UK, or more generally as Energy Attributes Certificates (EACs).

Term	Definition
Restricted work day injury or occupational illness	<p>Injury or occupational illness where, as a result:</p> <ol style="list-style-type: none"> <li>the employee was assigned to another job on a temporary basis</li> <li>the employee worked at a permanent job less than full time, or</li> <li>the employee worked at his or her permanently assigned job but could not perform all the duties normally connected with it.</li> </ol> <p>Restricted work activity occurs when the employee, because of the job-related injury, is physically or mentally unable to perform all or any part of his or her normal assignment during all or any part of the normal workday or shift after which the injury occurs.</p>
Rio Tinto Management System	The Rio Tinto Management System supports standardisation of corporate and business health, safety, environment and communities management processes. The system is designed on the principles of leadership and planning, management of risk through operational control, and continuous improvement through performance review, as is the intent of common international standards such as ISO 14001:2004, ISO 9001:2001.
Safeguard Mechanism	The Safeguard Mechanism is the Australian Government's policy for reducing emissions at Australia's largest industrial facilities. It sets legislated limits – known as baselines – on the greenhouse gas emissions of these facilities. These emissions limits will decline, predictably and gradually, and are aimed at helping achieve Australia's emission reduction targets. This baseline decline rate applies to all Safeguard facilities, including existing and new facilities. Different rates may be approved for facilities classed as a trade-exposed, baseline-adjusted facility. The business with operational control of the facility must ensure its net emissions do not exceed the baseline determined by the Clean Energy Regulator.
Safety Maturity Model	The Safety Maturity Model is our framework for managing safety, which enables comparable evaluation and learning across the organisation, balancing focus across fatality elimination, and catastrophic event prevention, and reducing injuries and illnesses. The model has 4 components: leadership and engagement; risk management; work planning and execution; and learning and improvement.
Scope 1, 2 and 3 greenhouse gas (GHG) emissions	<p>Scope 1 emissions are direct GHG emissions from facilities fully or partially owned or controlled by Rio Tinto. They include fuel use, onsite electricity generation, anode and reductant use, process emissions, land management and livestock.</p> <p>Scope 2 emissions are GHG emissions from the electricity, heat or steam brought in from third parties (indirect emissions). Scope 2 emissions are reported on a:</p> <ul style="list-style-type: none"> <li>location basis, reflecting the average emission intensity of the supply</li> <li>market basis, reflecting any commercial arrangement we have with our suppliers or the surrender of renewable energy certificates, or in the absence of such claims, using the most reasonable estimate of the residual emission intensity of the supply.</li> </ul> <p>Scope 3 emissions are indirect GHG emissions generated because of activities undertaken either upstream or downstream of our operations. More information on Scope 1, 2 and 3 emissions are provided in the Sustainability Fact Book and the Scope 1, 2 and 3 Emissions Calculation and Climate Methodology and addendum.</p>
Senior management	Senior management are General Managers, Group Advisers and Chief Advisers, as well as employees in business units or in functional leadership roles who are direct reports of Executive Committee members.
Significant environmental incident	A significant environmental incident is an incident with an actual consequence rating of High or Very high. We measure and rate incidents according to their actual environmental and compliance impacts using 5 severity categories: Very low, Low, Moderate, High or Very high. High or Very high environmental incidents are reported to the relevant product group head and Rio Tinto Chief Executive as soon as possible.
Site Improvement Plan (SIP)	A Site Improvement Plan is a short term (~5 year) environment improvement initiative being delivered as part of the Nature Strategy target program. SIPs are designed to enhance performance for a material risk for air, land, water or biodiversity at a specific asset.
Social investments	Social investments are voluntary financial contributions, including in-kind donations of assets and employee time, made by Rio Tinto-managed operations to third parties to address identified community needs or social risks.
Sustainable development	Sustainable development is "development that meets the needs of the present without compromising the ability of future generations to meet their own needs". (Our Common Future, Report of the World Commission on Environment and Development, World Commission on Environment and Development, 1987. Published as Annex to General Assembly document A/42/427, Development and International Co-operation: Environment August 2, 1987. Available at: <a href="http://undocuments.net/wced-ocf.htm">undocuments.net/wced-ocf.htm</a> .)
Threatened Species	Species classified as Critically Endangered, Endangered, or Vulnerable under IUCN Red List criteria. (Source: IUCN)
Tier 1 resources	Tier 1 resources are low-cost, expandable resources that are profitable at all phases of the natural price cycle and that bring a sustainable competitive advantage.
TNFD (Taskforce on Nature-related Financial Disclosures)	An initiative developing a framework for organisations to report and act on nature-related risks and opportunities, aiming to redirect financial flows toward nature-positive outcomes.
Total greenhouse gas (GHG) emissions	Total greenhouse gas (GHG) emissions are Scope 1 GHG emissions plus Scope 2 GHG emissions minus net carbon credits retired from recognised sources in case of 100% managed basis; and Scope 1 emissions plus Scope 2 emissions in case of equity basis.

Term	Definition
Use-of-force (UOF)	Use-of-force refers to the lawful and proportional amount of force (effort) required by authorised security personnel to make an unwilling suspect or person comply to achieve a legitimate security objective. It involves the use of various means and techniques of force that are applied, from the least to the most force. The UOF is governed by country laws and is usually authorised in a progressive series of actions, referred to as a “use-of-force continuum”, that makes provision for the use of lesser, non-lethal and graduated force options.
Value add	Value add refers to the value that a business adds to the materials and services it has bought. It is equivalent to the sum of all labour payments, payables to governments, returns on capital invested in operations – including interest payments, profits paid out to shareholders, and money held in the business for future investment and to replace depreciated assets – and non-government payments. This figure includes management costs for the calendar year.
Virtual power purchase agreement (VPPA)	A financial contract between a renewable energy developer and a buyer, typically used when a direct physical connection to the energy source is not feasible. The developer sells electricity into the grid, while the buyer pays an agreed amount and receives renewable energy certificates (RECs) to claim the environmental benefits of the renewable energy generated and reduce their Scope 2 market-based emissions.
Wellbeing/wellness program	A wellbeing/wellness program is a proactive, preventive approach to help people change their lifestyle to move toward a state of optimal health – a balance of physical, emotional, social, spiritual, and intellectual health. It is an active process of enhancing awareness and skills, changing behaviour and values, and creating an environment that supports good health practices and increases people’s abilities to enjoy a balanced and fulfilling life.
Work associated (injury/illness)	For 2025 this category only pertains to chartered commuting and certain business travel incidents. An injury or illness is work associated when an incident or exposure occurs due to requirements of a person’s employment and/or is the result of the conditions in which work takes place. Work associated incidents include additional expectations or exposures workers encounter beyond their core responsibilities to perform their role. It is reasonable to assume the business can partially manage and/or mitigate the risks associated with these incidents, however, there are inherent limitations and external influences involved that may be outside of the business’s control.
Work related (injury/illness)	An injury or illness is work related if an incident or exposure occurs: <ul style="list-style-type: none"> <li>• while a worker is carrying out activities as part of their role, or</li> <li>• the work environment caused or contributed to the injury or illness.</li> </ul> Work related injury or illness also includes aggravation or exacerbation of a pre-existing injury or illness. Exacerbation temporarily worsens symptoms, while aggravation is a permanent escalation of a pre-existing condition. The work environment is the workplace, any work activity, and any work plant or equipment. It is reasonable to assume the business can manage and/or mitigate these incidents.

# Materiality descriptors

## Biodiversity and ecosystems

Our operations have an inherent impact on the environment and nature, both directly and indirectly. This occurs through land and habitat disturbance, emissions to land, water and air, and through cumulative impacts. This can subsequently impact people who rely on the environment and the services it provides. It is imperative that these impacts are understood, kept as low as reasonably practicable and are progressively restored wherever possible.

## Business integrity and governance

Integrity is underpinned by values and behaviours that guide how we work together as colleagues, and the way we engage with our external communities and stakeholders.

Our business integrity governance includes topics such as bribery and corruption, competition, conflicts of interest, benefits, sponsorships and donations, fraud and other financial crimes, data governance and privacy, and third-party due diligence. Governance is fundamentally about considering the right things, at the right time with the right people and insights.

It includes strong foundations and rules that enable the Board to oversee risks, and to support and challenge the Executive Committee, ensuring alignment of our sustainability approach to our business strategy.

## Business performance

The economic results that we achieve enable us to maximise the benefits Rio Tinto and its work deliver to the communities that host us. They include the taxes and royalties we pay, the salaries and wages of our workforce, the mandated social contributions we make to communities, and our payments to suppliers.

## Climate change

We prepare our business for the impacts of climate change by improving the physical resilience of our assets, measuring and mitigating carbon emissions from our operations, and partnering with our customers to reduce these emissions through our value chains. These measures include energy supply and demand management, developing and deploying low-carbon technology, considering the physical impacts of climate change on our portfolio, and integrating these considerations into our business processes.

## Closure, post-mining use and land rehabilitation

From design to decommissioning, we consider closure through the life cycle of assets. This incorporates remediation and any long-term management obligations, such as water treatment, including of legacy assets.

## Cultural heritage management

We are committed to preserving and protecting cultural heritage in collaboration with the communities where we operate.

## Employment and talent retention

We aim to create a workplace that is safe, inclusive, empowering and engaging. We invest in human capital by attracting, developing and retaining talent through effective training, education and development opportunities that enable professional growth.

## End-to-end materials management

There is strong consumer and investor focus on our sustainability practices, including the way we produce materials. This encompasses the full value chain – from responsible sourcing and waste management through to the accreditation and certification of our products. We also explore ways to develop our participation in the circular economy across our value chain by minimising waste, maximising the use of minerals and promoting the regeneration of natural systems.

## ESG transparency and disclosure

We believe that greater transparency and accountability are key to building trust and achieving better social and economic outcomes over the long term. This includes disclosing information about our sustainability performance, taxes paid, beneficial ownership and contractual agreements.

## Future-proof assets

Portfolio resilience in the face of changing customer needs, stakeholder expectations and business models.

## Health, safety and wellbeing

The health, safety and wellbeing of our employees, contractors and communities is core to our values.

We focus on injury prevention and elimination, mental health, reducing exposure to industrial diseases, and on improving wellbeing.

## Impact of technology

Technological development changes the type of work that we do, and how and where we do it. As we continue to automate our operations, we look for ways to help our employees and communities adapt to changing workforce requirements.

## Respect and inclusion

Fostering an inclusive workplace is not just the right thing to do, it is essential to our success. We are committed to creating an inclusive environment that values the unique perspectives and contributions of our whole workforce.

## Industrial environment impacts

We work to prevent and minimise impacts – such as from air, light and noise emissions – from our operations on the surrounding environments and communities, including management controls and programs to help manage inherent risks.

## Community relations

Mining by its very nature disturbs land and ecosystems and can affect nearby communities. We work to address community concerns, maximise benefits and reduce negative impacts. This includes how we engage communities, make agreements, and support economic and social development.

## Pandemic response and public health

We respond swiftly and collaboratively to current and future public health crises to protect the health and safety of employees and local communities, laying groundwork to support longer-term economic recovery and resilience.

## Respecting human rights

Rio Tinto respects the human rights of all people, including the communities where we live and work, our employees and contractors, workers in our value chain, and others affected by our activities and business relationships. We are committed to implementing internationally agreed human rights guidance, standards and principles as set out in our Human Rights Policy. Our salient human rights issues are those that are most likely to have severe negative impact on people through our activities and business relationships. They include: land access and use; Indigenous Peoples' rights; security; inclusion and diversity; community health, safety and wellbeing; workplace health and safety; labour rights; and managing climate change impacts and just transition. We are working to embed respect for human rights across our business, which includes strengthening our processes to prevent any involvement in adverse human rights impacts through our own activities or business relationships. When we identify negative human rights impact that we may have caused or contributed to, we commit to provide for, or co-operate in, remediation in a manner consistent with the UNGPs.

## Responsible tax and royalty payments

Our economic contributions are one part of the legacy we leave to the countries and communities where we work. They include the responsible payment of taxes and royalties to local and national governments. They also include transparency about the amounts we pay and beneficial ownership, as transparency encourages accountability.

## Risk management and cyber security

We prepare for, and respond to, internal and external events that have the potential to impact on our business. We also ensure we have risk management capabilities and technologies that prevent or mitigate the potential impact of critical incidents, data breaches, or environmental, health and safety events.

## Supply chain transparency

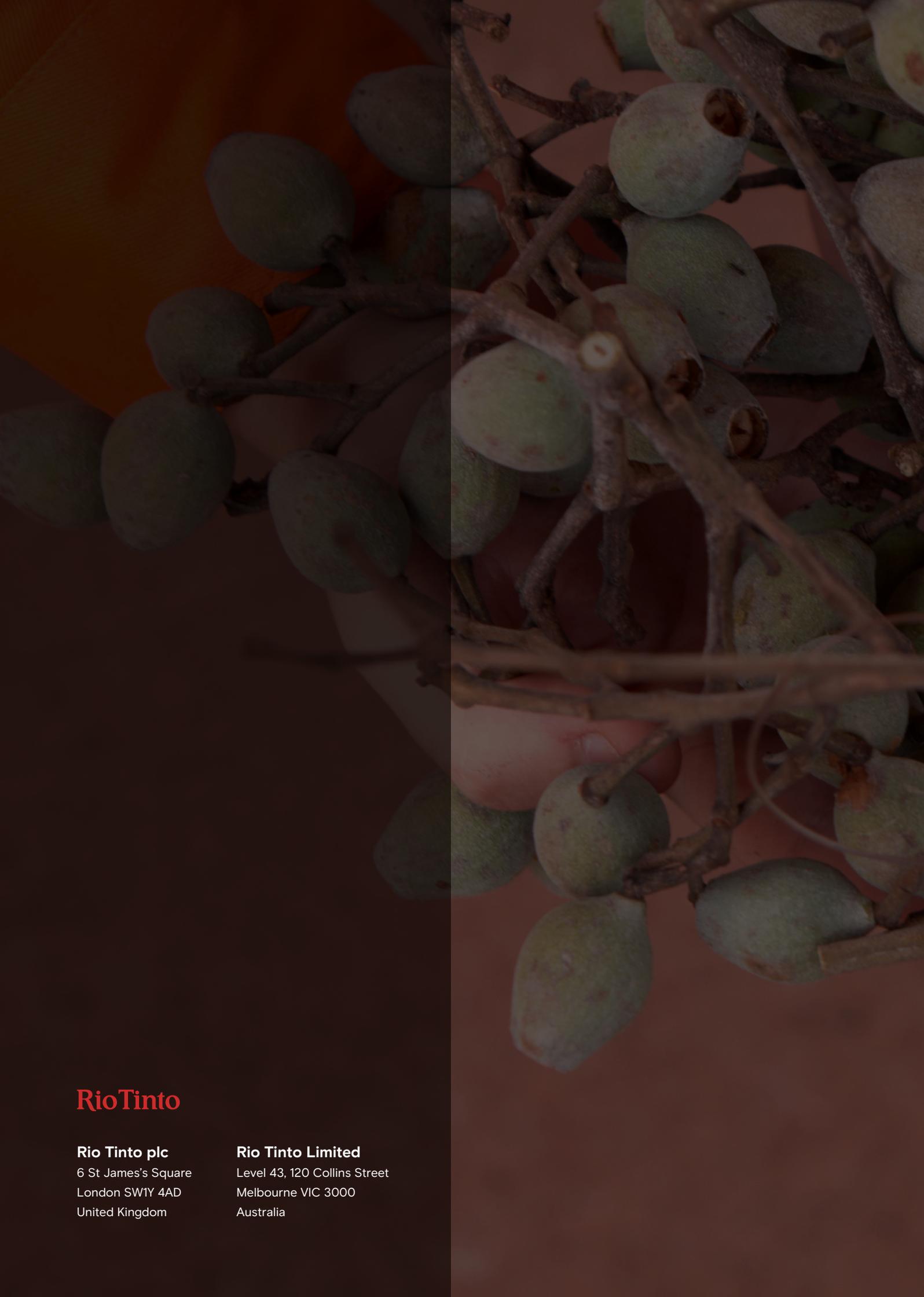
We identify, assess and address risks and opportunities within our supply chain. We aim to create strong sustainability and social licence by earning trust with partners, customers and communities.

## Tailings and mineral waste management

Our operations produce mineral waste, including tailings – residues created as part of mining, refining, smelting and water treatment processes that need to be permanently and safely stored. They include water storage facilities at some of our assets.

## Water management

Water is a key part of our operational environmental footprint and a shared resource critical to sustaining biodiversity, communities and their economic prosperity. Our processing plants, refineries, smelters and mines use water to process ore, manage dust and promote rehabilitation. In some instances, we use water to produce hydroelectricity to power our operations. Responsible water management aims to ensure that our operational water needs are balanced with those of the local communities and natural environments, and that impacts due to our operations are managed appropriately.



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