

# Rio Tinto

## Community Development Plan Rio Tinto Iron Ore 2025 Summary



Our operations are located on land and waters that have belonged to Indigenous Peoples for thousands of years. We respect their ongoing deep connection to Country and recognise their vast knowledge of the land, water and environment.

We pay respects to Elders, both past and present, and further acknowledge the important role that Indigenous Australians continue to play within our business, communities and the nation.





## Overview

In Western Australia, **Rio Tinto Iron Ore (RTIO)** is made up of an integrated network of 18 iron ore mines and 4 independent port terminals, which is connected by a rail network spanning nearly 2,000 kilometers, and is supported by town, community, and utility infrastructure. Because of our operations, we are proud to have a significant impact, directly and indirectly, on community and social benefits in the State of Western Australia, including:

1. Local skills development and training opportunities for Western Australians, including those from the Pilbara region.
2. Community development activities for Western Australian communities, including communities in the Pilbara region.
3. Contributions to town services and facilities in local government areas (LGA's) close to where we work and live.
4. Attracting a regionally based workforce to work within our economic ecosystem.
5. Upholding the highest standards of governance, ethical conduct, and transparency.

# Introduction

Rio Tinto Iron Ore is pleased to present our revised **Community Development Plan** (CDP). This 2025 CDP supersedes the 2016 CDP developed by RTIO and satisfies the requirement to submit a CDP under several State Agreements. Within this CDP, we outline our key strategies that will support our contribution to Western Australia.

## Community Development Plan

The CDP aims to address RTIO's strategies for achieving community and social benefits and focuses on the following key community and social outcomes:

- 1. Local skills development and training opportunities to promote work readiness for persons living in Western Australia, including those living in the Pilbara**
- 2. Regional development activities in the Pilbara and elsewhere within Western Australia**
- 3. Community projects, town services and facilities**
- 4. Supporting a regionally based workforce**
- 5. Transparent, values-based ethical business**

By addressing these outcomes holistically, this CDP seeks to create a lasting positive impact for local communities, businesses, and the broader Pilbara region, including:

- Significant partnerships with the City of Karratha and Shire of Ashburton, including a 10-year \$75 million partnership entered with both local governments in 2022.
- The development, accreditation and ongoing support for three Vocational Education and Training qualifications in Automation under a partnership with the Western Australian Government and South Metropolitan TAFE.
- Ongoing support to the Royal Flying Doctor Service Western Operations, enabling the purchase, commissioning and use of three state-of-the-art Rio Tinto LifeFlight jets.

- Significant contributions to the Telethon Trust and Telethon Kids Institute.
- Ongoing long-term partnerships to support educational opportunities in metropolitan and regional Western Australia including partnerships with The Graham (Polly) Farmer Foundation and Scitech, the former of which has now been in place for over 20 years.
- Support for our Regional FIFO communities, including City of Albany, City of Busselton, City of Greater Geraldton, Shire of Derby/West Kimberley and Shire of Broome.

RTIO acknowledges that achieving these strategies will require collaboration with Government agencies and local government and may be affected by Government budgetary decisions.

All operational activities undertaken by RTIO contribute directly and indirectly to the community and social well-being of the Pilbara region, and as a result, make up part of the plan, as noted below.

## Our contributions include:



### **Royalties to the State Government:**

Significant payments that support public programs and initiatives.



### **Full Payment of Local Government**

**Rates:** Ensuring municipalities have resources to enhance local services and infrastructure.



### **Employment Opportunities:**

Creation of direct and indirect jobs through operations, construction, and materials procurement.



### **Secondary Processing Obligations:**

Commitment to undertake value-adding activities when production triggers are reached.

# 1. Local skills development and training opportunities

RTIO is committed to being a global industry leader in building critical skills, by delivering training programs that align with our core business.

## Measurable outcomes

- Define pathways for Indigenous People and in particular, Traditional Owners, in recruitment or internal transfer or promotional opportunities. Our ambition is to sustain greater than 8% Indigenous People employment across Iron Ore.
- Provide career paths which support tertiary students and develop opportunities for Indigenous businesses both with Rio Tinto and the broader community.
- Support and invest in education pathways which target critical skills in Science, Technology, Engineering and Mathematics (STEM), innovation and automation qualifications.
- Invest in the development of our people and manage all traineeships, apprenticeship, graduate and vacation student programs to ensure a steady stream of talented and diverse individuals from local communities join our business. Further information on the program can be found [here](#).
- Connect our people to industry leaders, technical experts and to the latest in technology and innovation.
- Continue implementing our culture change agenda (including the actions outlined in the Everyday Respect Report 2021 and Progress Review 2024).

## 2. Regional development activities

RTIO is committed to providing the Pilbara region and our regional source communities with social and economic opportunities so they can live and grow sustainably, through our strategic approach to community engagement, local government partnerships, sponsorships, social investment, and local procurement.

### Measurable outcomes

- Partner with local government to deliver community projects and engagement strategies that respond to local priorities, address regional issues, and drive social change through our relationships with the City of Karratha, Shire of Ashburton and Shire of East Pilbara.
- Make informed decisions on planning and investment strategies that align with community needs, by understanding the social context of our operations, conducting extensive stakeholder engagement, and listening to community feedback and sentiment.
- Partner with Traditional Owners, Aboriginal and Torres Strait Islander Peoples and seek to elevate their voices in guiding our engagement, actions, advocacy, standards, policies and procedures
- Global commitment by 2027, 70% of our social investment will be partnerships that drive positive, enduring outcomes for communities focusing on four impact themes that address critical issues for the communities where we operate: Human Rights; Culture Heritage and Place; Community Capacity and Connections; and Economic and Just Transition.
- Support community groups and Indigenous Peoples with donations and in-kind support when they need it most.
- Encourage and advocate for our people to actively participate with local not-for-profits and community organisations by rewarding volunteering efforts and matching employee fundraising.

- Partner with local and Indigenous businesses in the communities we operate in or near through our *Buy Local* initiative, to source the goods and services we need.
- Support local business growth through provision of training and connect local businesses to procurement and project opportunities through the *Grow Local* Western Australia program in partnership with Regional Chambers of Commerce and Industry WA.
- Offer small Australian suppliers shorter payment terms to ensure they are paid within 14 days of receipt of a valid invoice.
- Identify and establish long term contributions to sustainable regional economic opportunities.



# 3. Community projects, town services and facilities

RTIO is committed to upholding town amenities where we are responsible for provision of facilities, housing and utilities for our operational and public use.

## Measurable outcomes

- Offer residential and commercial properties at subsidised rates to employee tenants, and some community tenants (subject to availability).
- Collaborate with local government authorities and service providers to enhance capacity for service worker accommodation where applicable, enabling housing allocation to contribute to sustainable community development.
- Continue supporting the enhancement of community assets and infrastructure across Dampier, Karratha, Wickham, Tom Price, Paraburdoo, and Pannawonica.
- Continue maintenance and refurbishment of Rio Tinto-owned houses for employee tenants.
- Work with service providers that manage, operate and maintain our accommodation and other facilities in town to explore opportunities for local Pilbara based businesses.
- For partially normalised towns, continue to work with local Government, State Governments and community groups to progress asset transfer and other normalisation processes, subject to relevant approvals and agreements. Continued normalisation of town assets will support the communities where we live and work.
- Continue to work closely with the Department of Fire and Emergency Services (DFES), local councils and other government agencies, to protect our operations, our people and the broader community.
- Deliver infrastructure projects which contribute to the availability of water supply in Karratha and Dampier.

# 4. Supporting a regionally based workforce

RTIO is committed to supporting a residential workforce where a town hosts our operations and deliver social and economic benefits to regional and remote WA communities.

## Measurable outcomes

- Attract and retain a dynamic and diverse workforce from regional source communities through our regional FIFO strategy.
- Continuing to fly team members from Albany, Derby, Geraldton, Busselton and Broome to our Pilbara mine sites, supporting the vibrancy and economic stability of these regional communities.
- Support partnerships with local governments and organisations in regional communities with a focus on addressing the needs and priorities of communities and making long term impacts.
- Support skills and training development opportunities for regional community members through partnerships.
- Continue to support employment pathways for people living in regional WA, offering flexible lifestyle choices and employee engagement opportunities in regional source towns.
- Support the wellbeing of our regional employees and their families.

# 5. Transparent, values-based ethical business

RTIO is committed to upholding the highest standards of governance, ethical conduct, and transparency, ensuring our actions are guided by integrity, accountability, and a dedication to building trust with our stakeholders.

## Measurable outcomes

- Promote and encourage community feedback through our formal process of receiving, managing, resolving and, where necessary, remedying complaints and grievances.
- Our statement of business practices '*The way we work*' sets out the principles and standards of conduct required by everyone in the business with respect to the way we manage the economic, social and environmental challenges of our operations and our commitments to sustainable development.
- Globally we are a member company and signatory to several initiatives that maintain this commitment to corporate responsibility and sustainable development.

# Conclusion

The **Community Development Plan** outlines RTIO's commitment to sustainable regional growth, social investment, and ethical business practices in Western Australia.

It focuses on local skills development, infrastructure investment, and regional workforce expansion, to enhance economic opportunities and improve the quality of life for Western Australians.

By prioritising partnerships with Indigenous groups, government agencies, and local businesses, the plan seeks to foster meaningful, long-term social and economic benefits, particularly in the Pilbara region. Initiatives such as education pathways, training programs, and infrastructure projects further reinforce Rio Tinto's role in strengthening community resilience and regional prosperity.

By integrating social responsibility with operational excellence, the plan serves as a blueprint for a more inclusive and prosperous future for Western Australia's regional communities.