

RioTinto

Our Contribution to  
Western Australia  
**2025**





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

In Western Australia, Rio Tinto operates on the Country of: Banjima, Gija, Kariyarra, Malgnin, Mardudhunera, Martu, Miriwoong and Gajerrong, Muntulgura Guruma, Nharnuwangga Wajarri and Ngarlawangga, Ngarlawangga, Ngarla, Ngarluma, Nyangumarta, Nyiyaparli, Puutu Kunti Kurrama and Pinikura, Robe River Kuruma, Wadandi Bibbulmun, Whadjuk (Noongar), Wong-Goo-Tt-Oo, Wularr, Yaburara, Yawuru, Yindjibarndi and Yinhawangka.

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

# A look **into** our impact

We thank everyone who partnered with us in 2025, continuing our long-standing tradition of collaboration across WA.

Rio Tinto is now celebrating 60 years in WA – reflecting on the people, partnerships and communities that have defined our story.

Our success has been built by generations of employees, partners and customers, from WA to Asia and beyond.

As we look ahead, our commitment to WA remains strong, focused on delivering long-term value and shared benefit.



## How the 2025 numbers add up

**\$56.97 million**  
to social investment

**1,519**  
parents took paid parental leave

**327.3 million tonnes**  
of iron ore produced (100% basis)

**\$1.2 million**  
in Community Giving grants

**11,000**  
people in our villages each night

**\$12.1 billion**  
spent with suppliers in WA

**2,873**  
houses across our Pilbara towns

**\$5.5 million**  
donated to Telethon

**19,371**  
employees across WA,  
including 10,884 FIFO\*

**\$3 billion**  
in royalties and other payments  
to State Government

\* Based on headcount, as at 31 December 2025

To find out more about what we're into, visit [riotinto.com/into](https://riotinto.com/into)

# A first for diabetes care in WA

Type 1 diabetes (T1D) is one of the most common chronic conditions in children. There are more than 1200 children living with it in WA and around 150 children are newly diagnosed each year.

Receiving a T1D diagnosis is an incredibly stressful experience, with many uncertainties, questions and feelings to unpack. Having a strong support system from the start is crucial to helping children and their loved ones navigate what lies ahead.

The Rio Tinto Children's Diabetes Centre is based at The Kids Research Institute Australia and Perth Children's Hospital.

It aims to improve the lives of children living with diabetes, by bringing together research, education and clinical care.

Encompassing the first Breakthrough T1D Centre of Excellence in Australia, the Centre is one of only 5 centres world-wide that aim to accelerate life-changing T1D research.

The Centre is part of our partnership with Telethon, helping fund medical research, essential programs and vital equipment that give WA kids the brightest possible future.

## Groundbreaking interventions

In early 2025, a unique and innovative research project resulted in the launch of WA's first Early-Stage T1D Clinic at Perth Children's Hospital.

An Australian-first, co-designed model of care, this clinic has been created in partnership with WA families, the Rio Tinto Children's Diabetes Centre, and the Perth Children's Hospital Diabetes Service.

This groundbreaking clinic is helping to provide world-class treatment and care to children who are identified as being at risk of T1D, before they start showing signs or symptoms.

Early identification helps provide families with education, ongoing resources and support. It can create opportunities for referral to any available treatments or clinical trials, which could help to slow the progression to clinical diagnosis and the need for lifelong treatment with insulin.

## Hope for families

Up until 2025, there was no specific clinic or support pathway for families whose children were identified with early-stage T1D in WA.

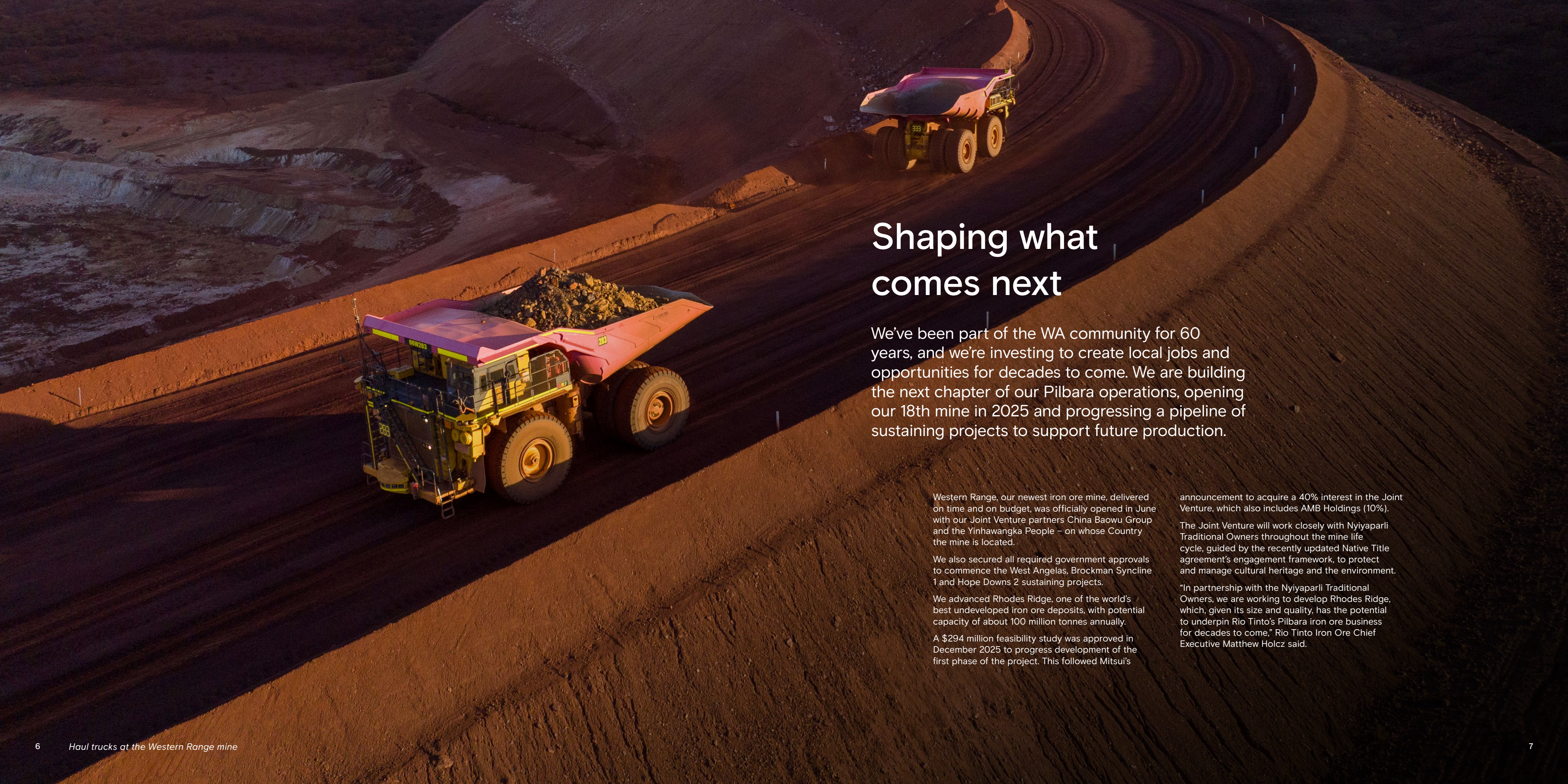
For Yvette Saint, having this service made a huge difference for her family. A mother of 4 daughters, including Emily who was diagnosed with early-stage T1D, Yvette knows only too well the importance of having the right care and education services in place.

Yvette and Emily were closely involved in the co-design of the Early-Stage T1D Clinic, where their experiences have helped to shape support services for fellow families.

"Seeing Emily begin care at the Early-Stage T1D Clinic has been a huge relief for our family," Yvette said.

"Knowing she is now in a clinical setting brings us comfort during uncertain times, and having her health closely monitored eases much of the stress we've been carrying."





## Shaping what comes next

We've been part of the WA community for 60 years, and we're investing to create local jobs and opportunities for decades to come. We are building the next chapter of our Pilbara operations, opening our 18th mine in 2025 and progressing a pipeline of sustaining projects to support future production.

Western Range, our newest iron ore mine, delivered on time and on budget, was officially opened in June with our Joint Venture partners China Baowu Group and the Yinhawangka People – on whose Country the mine is located.

We also secured all required government approvals to commence the West Angelas, Brockman Syncline 1 and Hope Downs 2 sustaining projects.

We advanced Rhodes Ridge, one of the world's best undeveloped iron ore deposits, with potential capacity of about 100 million tonnes annually.

A \$294 million feasibility study was approved in December 2025 to progress development of the first phase of the project. This followed Mitsui's

announcement to acquire a 40% interest in the Joint Venture, which also includes AMB Holdings (10%).

The Joint Venture will work closely with Nyiyaparli Traditional Owners throughout the mine life cycle, guided by the recently updated Native Title agreement's engagement framework, to protect and manage cultural heritage and the environment.

"In partnership with the Nyiyaparli Traditional Owners, we are working to develop Rhodes Ridge, which, given its size and quality, has the potential to underpin Rio Tinto's Pilbara iron ore business for decades to come," Rio Tinto Iron Ore Chief Executive Matthew Holcz said.

# Working together on Country

In May 2020, we fell far short of our values with the destruction of the Juukan Gorge rock shelters on the Native Title Determination of the Puutu Kunti Kurrama and Pinikura (PKKP) People.

We acknowledge the deep pain this caused and continue to change the way we work because of this.



PKKP Aboriginal Corporation and Rio Tinto representatives signing the new Co-Management Agreement.

## A shared responsibility

One step toward meaningful change has been listening, learning and working with the PKKP People to develop a co-management approach to how we operate on PKKP Country.

Our first Co-Management Agreement, signed in May 2025 with the PKKP Aboriginal Corporation, brings together Traditional Owners' knowledge of their Country and heritage, with our mine design and execution.

Through our landmark agreement, we share information earlier about our mine plans and work with the PKKP People to design our mines, so significant cultural heritage is preserved and co-managed.

For Pinikura Traditional Owner and Chairperson of PKKP Aboriginal Corporation, Terry Drage, this was a turning point in our relationship.

"The important thing for me about the Co-Management Agreement is about preservation of our heritage, our culture, our Country, but also it's about us, PKKP sitting at the table and having a say on what happens on our Country," he said.

"I think Rio Tinto now has a different outlook on mining and a different way they approach Traditional Owners about their Country and what happens on their Country."

Our Brockman 4, Boolgeeda and Brockman Syncline 1 operations are located on PKKP Native Title Determination.



Karlka Nyiyaparli Aboriginal Corporation RNTBC and Rio Tinto representatives signing the updated Native Title Agreement.

## Strengthening how we engage

We are committed to working in partnership with the Traditional Owners on whose land we operate, which has led to significant changes in how we mine, develop, and build more sustainable relationships.

In November 2025, we signed an updated Native Title Agreement with the Nyiyaparli People, formalising our new strengthened ways of working together.

By adopting a collaborative approach, we work together from the outset – sharing information openly and making decisions side by side – to ensure cultural heritage and the environment are respected throughout the life of a mine.

This approach ensured Nyiyaparli perspectives were central to the updated agreement, aligning community aspirations while enhancing measures to protect Country.

The updated agreement delivers long-term benefits to the Nyiyaparli People, including stronger cultural heritage and environmental safeguards.

It also offers a clearer framework for how we will engage on mine development on Nyiyaparli Country.

Karlka Nyiyaparli Aboriginal Corporation registered Native Title Body Corporate Chairperson, Leonard Michael Stream, welcomed the outcome.

"We appreciate working with Rio over the last 3 years to deliver a better deal for Nyiyaparli Country and for Nyiyaparli People that works for us both," he said.

Our Hope Downs operations are located on Nyiyaparli Country.



Yinhawangka Aboriginal Corporation and Rio Tinto representatives signing the Interim Modernised Agreement.

## Embedding co-management

We also signed an Interim Modernised Agreement with the Yinhawangka People in 2025, embedding a co-management approach to our operations on Yinhawangka Country, and laying the foundation for a full modernised agreement in 2026.

The agreement formalises how we have been working together, with open sharing of information and joint decision-making.

Yinhawangka Aboriginal Corporation Board Chairwoman, Robyn Hayden (née Tommy), said mining on Country always came with hard decisions.

"We have always been clear that Yinhawangka People must be at the centre of those decisions," Robyn said.

"This agreement with Rio Tinto reflects both parties' commitment to working in partnership, strengthening respectful communication, and ensuring Yinhawangka voices are heard.

"It creates opportunities for both our current and future generations, supporting a stronger and more sustainable future for both our People and our Country."

Our Paraburdoo operations – including Channar, Eastern Range, Western Range mines and parts of Western Turner and West Angelas mines – are located on Yinhawangka Country.

# Helping families find balance

For families juggling the demands of parenting and work, having a little extra support close to home goes a very long way.

The new Pannawonica Childcare Centre (One Tree Mangkurla-Ngaarntu Maya Children's Service) opened its doors in mid-2025 and has been embraced by the community.

Rio Tinto Superintendent Facilities Operations in Pannawonica, Bianca, was closely involved in the creation and building of the new facility, located on Robe River Kuruma Country.

As a working parent, she is watching her children thrive in the new space.

"What I love most about creating this facility is that there was so much engagement with stakeholders, community and Traditional Owners," Bianca said.

"On top of that, there is also the quality and level of amenity that's there.

"They've got amazing play equipment outside, the kids have a proper sleep room, and there are designated play areas for different ages."

The new facility is designed to foster a safe and engaging environment for children, with flexible spaces and sustainable elements that enhance the beautiful Pilbara setting.

Artwork by Robe River Kuruma Traditional Owners is also featured throughout the building, strengthening the connection to community and Country.

The centre was made possible through Rio Tinto's investment in the infrastructure, delivered in partnership with Sodexo and GBSC Yurra.



Joshua, Lucas and Macey explore the centre's playground



Bianca shares what the new facility means to her family and the wider Pannawonica community.

**How long have you lived in Pannawonica?**

16 years.

**How has the new facility benefited your family?**

It's given my kids a really good learning space to spend their time. They've got their own wonderful little age-appropriate spaces to do their own things.

**What does the community think?**

It's been a big deal. Everyone is really excited to have something brand-new for the kids, and they've extended the amount of spaces available to support more families.

**What has the impact been?**

The facility is attracting really good educators, and I think that's what makes it key to the kids enjoying and spending their time there.

**Why is this facility so important?**

I think it's imperative to be able to give families that move to places like Pannawonica the chance to work and be supported here. We don't have family around to help with the kids, so having a state-of-the-art facility helps us out. It's super important to attract really good people to come here.

# Going the distance for care

For more than 20 years, we've partnered with the Royal Flying Doctor Service (RFDS) to keep regional and remote communities across Australia connected to vital healthcare services.

Few moments in life are as stressful as when a loved one's health takes a sudden turn for the worse. For families living in remote parts of WA, that fear can be magnified by the vast distances between home and critical care.

When every minute counts, access to life-saving services is everything. That's why organisations like the RFDS matter so deeply.

Using specially equipped aircraft, the RFDS flies doctors, nurses and other healthcare professionals to communities that would otherwise be too remote to receive care.

The RFDS operates 24/7, covering vast distances across the country. Their work isn't just about emergencies – it's about making sure all Australians have access to healthcare, no matter where they live.



**Nearly \$40 million**

Contributed by Rio Tinto to RFDS WA since 2004

**3**

Rio Tinto LifeFlight PC-24 jets funded

**24/7**

emergency support



Elle with her daughter, Bayleigh

“It was incredibly humbling to be on the receiving end of that support, and to see first-hand the impact services like these can have on families during the worst days of their lives.”

**Elle**

Rio Tinto Senior Manager for Social Impact

## Elle and Bayleigh's story

Elle's concept of 'normal' changed radically in 2024 when her 9-year-old daughter, Bayleigh, was admitted to Karratha Hospital.

At the time, Elle was a Rio Tinto Maintenance Excellence Manager in the area.

After 2 weeks of severe health decline, Bayleigh's condition deteriorated rapidly. After admission to hospital, she needed an urgent transfer to Perth Children's Hospital for life-saving care.

But driving from Karratha to Perth takes nearly 16 hours – time Bayleigh didn't have to spare.

Luckily, the RFDS was able to fly Bayleigh and Elle to Perth via a Rio Tinto LifeFlight PC-24 jet, with

the medical team going to great lengths to make them comfortable.

“I couldn't have felt more supported or taken care of,” Elle said.

Bayleigh received 2 months of treatment at Perth Children's Hospital before being discharged and receiving home care.

The family has now relocated back to Perth, with Elle starting a new role as our Senior Manager for Social Impact.

“My role involves managing community investment projects like our work with the RFDS,” Elle said.

“It was incredibly humbling to be on the receiving end of that support, and to see first-hand the impact services like these can have on families during the worst days of their lives.

“I cannot thank the RFDS enough, from the bottom of my heart, for the work they do.

“It saved my daughter's life.”

# Recognising excellence

Our Rio Tinto Supplier Recognition Awards acknowledge and celebrate the outstanding contribution suppliers make to our business, local communities and the WA economy.



L-R: WA Premier Roger Cook, KBSS Managing Director Cory Byers (WA Supplier of the Year winner) and Rio Tinto Iron Ore Chief Executive Matthew Holcz.

In 2025, 230 suppliers were nominated for awards across 6 categories, with 18 finalists selected.

KBSS was named the WA Supplier of the Year at the Rio Tinto Supplier Recognition Awards in March 2026.

KBSS Engineering Managing Director, Cory Byers, said that the company was incredibly proud to be named the WA Supplier of the Year – highlighting its strong focus on safety, innovation and capability.

The company was recognised for its successful integration of V-Deck technology at our Parker Point wharf in Dampier. The KBSS team combined rope access techniques with the lightweight, modular suspended platform to allow safe access in a challenging environment.

“Innovation is a big part of how we work and we’re always talking with the Rio teams about what the sites need and how we can solve problems in safer, smarter ways,” Cory said.

“My family and I have lived in Karratha for more than 15 years, so the community really matters to us. Training locals, creating jobs and backing the region is something we genuinely care about.

“This recognition means a lot for our teams – it reflects the effort they put in every day.”

For North West Alliance Co-founder and Director, Blaze Kwaymullina, winning the Local Engagement Award was a testament to the company’s mission to keep the Pilbara clean and deliver impactful community projects.

The Indigenous business has the vital role in delivering complex waste management services across our Pilbara operations.

“It’s great to be recognised by our partners at Rio Tinto for our Caring for Country program, which helps to teach children about recycling, reducing waste and caring for local wildlife,” Blaze said.

“We created ‘Benny Bungarra’s Big Bush Clean Up’ to help children across the Pilbara learn how to care for the environment in a fun and engaging way.

“We’re proud to be bringing the story to life through puppet shows delivered during Story Time sessions at libraries across the Pilbara.”

For TIAD Enterprises’ Managing Director, Marlon Cooke, winning the Health and Safety Award shines the light on the company’s commitment to strong leadership and partnership with Rio Tinto.

The Traditional Owner business was recognised for the key role it played in rehabilitation activities at our Paraburdoo operations, supporting a positive and psychologically safe working environment.

TIAD was also recognised for empowering its workforce at our West Angelas operations, to identify and eliminate fatality risks associated with working under machinery. This led to a Tracked Elevating Device for dozer servicing to be introduced onsite.

“It’s important that everyone who works for us goes home safe,” Marlon said.

“Our leadership team is committed to working on the frontline with Rio Tinto to build and improve our safety systems.”

Rio spent a record \$12.1 billion with suppliers in WA in 2025 and increased our spend with Indigenous-owned businesses in WA by 25 per cent to \$968 million.

This included a record \$719 million with Traditional Owner businesses, located near our operations.



Paula Reeves from North West Alliance

The Rio Tinto Supplier Recognition Awards were held on 26 March in Perth. The winners were:

**WA Supplier of the Year**  
KBSS

**Care, Courage and Curiosity Award**  
Anglo-Eastern Maritime Services

**Health and Safety Award**  
TIAD Enterprises

**Environmental Sustainability Award**  
Woollahra, Soap Aid and Sodexo collaboration

**Innovation Award**  
Accenture Australia

**Local Engagement Award**  
North West Alliance

**Operational Excellence Award**  
Fenner

**Western Australian business**  
Headquartered in WA or ownership of 50% or more by a person who resides in WA.

**Indigenous business**  
50% or more Indigenous owned.

**Traditional Owner business**  
Indigenous business that is owned and operated by members of an agreement defined group.



## A home away from home

For many FIFO workers, being away from home comforts can have its challenges.

Physically demanding work and long hours are part of FIFO life, especially on large-scale construction projects like our recently completed Western Range mine.

One of our most significant iron ore projects in recent years, Western Range, is a Joint Venture between us and China Baowu Group that could sustain the existing Paraburdoo mining hub for up to 20 years.

Western Range officially opened in June 2025, following several years of dedicated construction work. During that time, a 1600-person village was installed to house our construction FIFO teams, with health and wellbeing at the forefront.

Contractor Worley was commissioned to install the temporary village. Rio Tinto Facilities Superintendent, Craig, was determined to create the right home away from home, using his 40 years of experience operating mining camps across the Pilbara.

“We wanted people out of their rooms, socialising and feeling part of something,” Craig said.

“Community plays a huge part in mental wellbeing.”

As for Rio Tinto Area Manager, Victoria, having somewhere welcoming to



return to during her FIFO shifts really helped her to settle in.

“It was great to be comfortable and get into a routine,” Victoria said.

“Seeing everyone getting outside and enjoying themselves was really nice and made it feel like home.”

### Shared moments

At the heart of the Western Range construction village was its central facilities, with 2 large kitchens, outdoor dining areas and plenty of green open spaces, all within a short walk of the accommodation.

Five dedicated gyms were also available.

The overall design added a real community feel by bringing people together. Live music, food trucks, movie nights and celebrations were also regular features.

“You’d walk through the outdoor areas and people would wave and say hi,” Victoria said.

“Everyone was just sitting outside, catching up and just enjoying themselves.

“There was a real warmth that made it a lovely place to be.”

### Active connections

Fitness and recovery were a big part of everyday life at the village. With 5 different gym spaces, there was a great balance between cardio and weight equipment to meet people’s fitness needs.

A sense of connection was also maintained by marking major milestones and holidays throughout the year.

“We really went all out to celebrate important occasions,” Victoria said.

“There were Easter events, Christmas dinners and barbeques that helped everyone feel connected to life back home.”

### A village community

In its 3 years of operations, the village played a huge part in ensuring the Western Range mine was completed on time.

“It’s what happens when you invest in people and look after them,” Craig said.

“The results speak for themselves.”

The success of the Western Range village will no doubt continue to shape the way our facilities are designed in the future. Places that are more than just somewhere to rest between shifts – but a real home away from home.



## Speaking up with purpose

Innovation and ideas often begin with a moment of discomfort – a realisation that something isn't right, and that change is both necessary and possible.

For Abidah, that moment came during her first fly-in-fly-out (FIFO) swing as a Graduate Engineer at our Mesa J operations in the Pilbara.

New to Australia and the mining industry, and navigating a male-dominated work environment, Abidah found herself unprepared when she got her period and discovered there were no sanitary products available onsite.

It was a moment of vulnerability, but also one of clarity. If she was experiencing this, surely others were too.

### The Pad Project

Abidah's experience sparked important conversations. Having returned to Perth after her swing, she began asking her team members about their experiences and whether they had access to sanitary products onsite.

"I realised there were a lot of women who had experienced the same issue," Abidah said.

"So, I decided I wanted to do something about it."

Reaching out through The Pitch, Rio Tinto's internal innovation program, Abidah proposed the Pad Project – a simple yet powerful initiative to provide free, accessible sanitary products in all Rio Tinto bathrooms globally.

Her initiative gained traction and was taken on board by the Rio Tinto Everyday Respect Task Force, with our Product Groups and Functions implementing it across sites and operations globally.

"It makes such a huge difference to be able to travel to site and know that you're covered and have access to the things you need," Abidah said.

"It's one less thing to worry about."

### A global initiative

The Pad Project didn't just get noticed around Rio Tinto. It also earned Abidah the Workplace Wellbeing Award at the 2025 Chamber of Commerce and Industry WA Diversity and Inclusion Awards.

The initiative has already resulted in lasting benefits across our many Rio Tinto sites, including improved physical wellbeing, a greater sense of belonging, operational continuity and inclusion.

For Abidah, the biggest reward from the Pad Project has been seeing the positive change that has come from asking questions and taking the initiative to make a difference.

"I thought to myself, if I could just change one woman's experience, then that would be a win," she said.

"I saw something I wanted to change, and I didn't want to wait on someone else to do it."

"I'm just very happy to know that these products are there when needed and people don't have to feel fear or discomfort while on site."

"Abidah's initiative continues to make a real difference on our mine sites and is highly valued by those who have benefited from it. With the growing number of women in our industry, this project has become even more impactful and appreciated."

**Amy McCullough**  
Fixed Plant Operator,  
Robe Valley operations

# Investing in the future

Through ongoing partnerships with businesses across WA, we are finding better ways to reduce our impact and contribute to a more sustainable future.



The NeoSmelt partnership was first announced in 2024

## Taking a collaborative approach

NeoSmelt is a consortium of leading companies, including BlueScope, Rio Tinto, BHP, Woodside Energy and Mitsui Iron Ore Development.

We are working together to develop new ways to produce lower-emissions steel from Pilbara iron ore.

It's an exciting time for NeoSmelt, with plans in place to develop Australia's largest ironmaking electric smelting furnace (ESF) pilot plant in the Kwinana Industrial Area, south of Perth.

The project aims to prove Pilbara iron ore can be used to produce lower-carbon iron using a direct reduced iron – electric smelting furnace (DRI-ESF) pathway.

In 2025, NeoSmelt welcomed the Australian Renewable Energy Agency's \$19.8 million commitment to support the pilot plant, in addition to an earlier \$75 million contribution from the WA Government.

The project is currently in the feasibility phase, with a final investment decision expected in 2026.

If approved, operations are expected to produce 30,000 to 40,000 tonnes of molten iron a year.

In 2025, Rio Tinto also signed a Joint Development Agreement with Calix to support construction of its Zero Emissions Steel Technology (Zesty™) demonstration plant in Kwinana, near NeoSmelt.

If approved, the plant could enable Pilbara iron ores to be used in lower-emissions steelmaking. We plan to invest more than \$35 million, subject to project milestones.

## Powering new possibilities

Renewable diesel helped fuel our Pilbara iron ore operations for the first time in 2025, through a partnership with leading global renewable diesel producer, Neste, and Australian fuel supplier, Viva Energy.

For Richard Cohen, who oversaw the project while serving as Rio Tinto's Managing Director Port, Rail and Core Services, the trial was exciting.

"Diesel makes up about 70% of the total carbon emissions from our Pilbara iron ore operations," Richard said.

"While electrification is the ultimate longer-term solution for repowering the majority of our fleet, we're also exploring biofuels as a complementary and nearer-term solution."

Biofuels will continue to be a focus in the future as part of our ongoing efforts to achieve net zero by 2050.

## Electrifying solutions

An industry-first collaboration between Rio Tinto, BHP and Caterpillar delivered Australia's first Cat® 793 XE Early Learner battery-electric haul trucks to BHP's Jimblebar iron ore mine in the Pilbara in late 2025 – marking the start of onsite testing.

This collaboration will allow us to test the viability of battery-electric technology as an alternative to diesel across large-scale iron ore mining operations.

Rio Tinto Iron Ore Pilbara Mines Managing Director, Andrew Wilson, celebrated the opportunity to develop new solutions.

"Decarbonising Rio Tinto's fleet across our 18 Pilbara mines is a significant challenge," he said.

"By exploring solutions like this to reduce emissions, we hope that, over time, we will be able to move away from diesel."

"No single company can achieve zero emissions haulage on its own."

"It takes the whole industry working together."

"No single company can achieve zero emissions haulage on its own. It takes the whole industry working together."

**Andrew Wilson**  
Rio Tinto Iron Ore Pilbara Mines Managing Director

**4 week**

renewable diesel trial from January to February in 2025

**10 million**

litres of renewable diesel sourced from used cooking oil



Our collaboration will allow us to test the viability of battery-electric technology

# Opening doors to possibilities

The annual Aboriginal Training and Liaison (ATAL) program is a work-ready training program that supports and empowers Indigenous Peoples across WA to develop skills for accessing employment opportunities.



“Basically, it’s shown me there’s so much I can succeed at, and it opens the door to everything.”

**Cecilia**  
2025 ATAL participant

In 2025, 27 people across Perth and Karratha graduated from the ATAL program, which has been extended to Tom Price for the first time in 2026.

Co-created with Pilbara Traditional Owner groups, including members of our Regional Implementation Committee, the 8-week ATAL program builds job-ready skills and provides access to a range of career pathways.

Participants receive training in safety, health and wellbeing, cultural awareness, workplace expectations, financial literacy, and career planning.

Since the program’s re-launch in 2023, there have been 70 graduates. Many have gone on to secure roles at Rio Tinto and other organisations and industries.

## Cecilia

For Cecilia, the program allowed her to go back to Country and family, after spending time in Perth.

As a Mum with 2 sons in the mining industry and an 8-year-old daughter, Cecilia relished the chance to be a role model for her kids.

“The ATAL program teaches you a lot,” Cecilia said.

“Basically, it’s shown me there’s so much I can succeed at, and it opens the door to everything.”

“And to all the young girls who come through out of school, I want them to know you can go out and drive a truck, get a ticket – just chuck yourself in and have a crack.”

## Preston

Having several family members who had already completed the program, 2025 ATAL participant, Preston, was even more determined to make his mark.

His long-term goal is to start his own business, with the program giving him confidence and on-the-job training.

“I was a bit of a shy guy,” Preston said.

“Coming into the classrooms I saw others who were a bit shy, so it brought it out of me to be a leader in the team.”

“I broke a few barriers in myself and others as well.”

“Afterwards we’d talk to each other like we’d known each other for years.”

## Ronan

Fresh from his success as a participant in ATAL, Ronan put his hand up to support the next cohort of participants.

“I graduated ATAL a couple of months ago,” Ronan said.

“I got an apprenticeship out of it, which starts in March 2026 – so I asked if I could come and do mentoring for the next ATAL group.”

“The mentoring is going good – I help them with the stuff they need help with and ask them if they’ve got anything going on.”

“I help with the course and seeing what students want out of it.”

# Support that's close to home

Our new 5-year partnership with Youth Focus is expanding specialist mental health support services for young people across the Great Southern region of WA.

For many young people in the region, distance and isolation have made it tough to reach out for help when it's needed most.

Andrew Wenzel, Youth Focus Great Southern Regional Manager, sees these issues first-hand.

"Some young people have been struggling for years, simply because local support wasn't there," Andrew said.

"Many find it hard to ask for help, and that's even tougher when getting help means a 300 kilometre round trip.

"Meeting young people where they are is making it easier for them to reach out."

With the launch of the Community Youth Support Program (CYSP) in Albany, Youth Focus is helping to bring support services closer to home. CYSP provides free outreach services for young people aged 12 to 25 across 13 local shires, with no GP referral needed.

Andrew said the partnership was already making a real difference.

"In the first 6 months, we've been able to offer mental health supports in places where face-to-face help just hasn't been available," he said.

"This includes Mount Barker, Katanning, Kojonup, Gnowangerup, and Denmark, where local GPs are excited about having support close by.

"I expect we'll see the impact grow as the service becomes part of the communities we're now able to visit."

Daniel Benefer, Rio Tinto General Manager Brockman 4 operations, which relies on Albany as one of its fly-in fly-out WA locations, helped launch the new partnership.

"For many of us, the Great Southern region is home," Daniel said.

"We live here, raise our families here, and we care deeply about the wellbeing of our communities."

**"We know how important mental health is to building resilient communities, and we're proud to be investing in support that's practical, local and focused on long-term wellbeing."**

**Daniel Benefer**  
Rio Tinto General Manager  
Brockman 4 operations

On the ground, Bec – a Counsellor whose full-time position is funded by the partnership with Rio Tinto – sees the impact every day.

"Being able to tailor support to each young person and their family makes the help more individual and meaningful," Bec said.

"The service gives young people who couldn't access support before a real chance for connection and hope."

*Youth Focus is one of the many community organisations we support through our ongoing partnership with Telethon.*



# Olympic dreams in the Outback

It's not every day an Olympian visits Tom Price, but that's what happened in 2025 thanks to the Rio Tinto Athletics for the Outback (AFTO) program, delivered in partnership with Australian Athletics.

Three-time Olympic pole-vaulter and World Championships bronze medallist, Kurtis Marschall, laced up his shoes at Tom Price Primary School for a morning of fun, learning and athletic inspiration.

"Rio Tinto Athletics for the Outback is such an important program for inspiring the next generation of athletes, because you never know where the next Cathy Freeman is going to come from," Kurtis said.

Launched in 2022, AFTO has quickly grown to become one of Australia's biggest regional grassroots sporting programs. With sport playing a central role in regional and remote communities, the program is giving kids the opportunity to dream big.

In 2025, more than 2,700 kids across 7 Pilbara towns got to run, jump and throw in athletics clinics delivered at their school.

Richard Meyer, Rio Tinto General Manager Greater Tom Price and Marandoo, has seen first-hand the positive effects of programs such as AFTO.

"The work that Rio Tinto does with organisations like Australian Athletics to bring these sort of opportunities to town is just fantastic and makes Tom Price a really fantastic place to live, work and play," he said.

"I really hope that the kids who participated take away a sense that anything is possible.

"That if you work really hard and are passionate about something, particularly sport, you can make a career out of it and get to the highest levels."

**20,000  
participants**

taking part in the  
program since 2022

**65 communities  
reached**

across WA, QLD and  
the NT since 2022



# Pathways to opportunity

Indigenous Scholarship program graduate, Shaun, at Marandoo



## Our Indigenous Scholarship program provides support to Indigenous students throughout their university studies.

The program is part of our shared commitment with Traditional Owner groups in the Pilbara, to support Indigenous students at university and create pathways into Rio Tinto through our Internship and Graduate programs.

### Jasmine

Growing up on a farm in Denmark, Jasmine has always been passionate about the environment.

She is currently in her final year studying Environmental Science and Management at the University of Western Australia, with support from our Rio Tinto Indigenous Scholarship program. She has been offered a graduate role at Rio Tinto, which commences in August 2026.

“The support Rio Tinto is willing to give to empower students is really important,” Jasmine said.

“My family has encouraged me to share knowledge about Aboriginal history with others in the program.

“I’ve been able to inform greater cultural awareness to help people make decisions that are culturally appropriate.

“When I join Rio Tinto, I want to help ensure we operate in a way that is good for business and the environment.”

### Shaun

For Shaun, the Indigenous Scholarship program opened up a world of opportunities.

Having completed a Bachelor of Science, he has now been part of Rio Tinto’s Graduate program for the past 2 years as a Health and Safety Graduate.

“Rio Tinto invested in my university studies and offered me a pathway forward,” Shaun said.

“It’s not just about mining – they support many other fields of study.

“It’s so much broader, because the skills you gain are transferrable and can be brought into Rio Tinto, bringing a different perspective.”

*Applications for our Rio Tinto Indigenous Scholarship program open at the beginning of each calendar year.*

# Driving positive change through partnership

Douglas gives the thumbs-up to McGovern Foundation



## Our new 5-year partnership with the McGovern Foundation is removing barriers that stop people from obtaining their driver’s licence.

The partnership funds a Perth-based driver mentor and vehicle under the Foundation’s Wanderer Program, giving one-on-one support to help learners achieve their mandatory 50 hours of supervised driving.

For Rio Tinto team member Douglas, the program is a game-changer.

Having obtained his automatic driver’s licence with support of the program previously, Douglas recently needed a manual licence to start his new role at Rio Tinto as an Operator.

“I had the same mentor every week,” Douglas said.

“He was patient and made sure I was ready for the test before I went to do my practical driving assessment.

“The McGovern Foundation made it quick and easy – I got my licence in a short period of time.”

**5**  
year partnership



**\$150 million**  
partnership

**100**  
locally-built iron ore rail cars to be built

## We're on a roll

Our first Pilbara-made iron ore rail car has rolled off the production line in Karratha as part of our \$150 million partnership with Gemco Rail and CRRC Qiqihar Railway Rolling Stock Co., with support from the WA Government.



A Gemco Rail shunter attached to a Rio Tinto ore wagon

This milestone follows the completion of 40 WA-made iron ore rail cars at Gemco Rail's Perth facility earlier in 2025.

Overall, 100 rail cars will be built as part of the partnership, with the remaining cars to be completed at a new purpose-built facility in Karratha.

The Karratha-made cars will haul iron ore from our 18 Pilbara mines to our Dampier and Cape Lambert ports, with each car carrying up to 118 tonnes of iron ore.

Having a local workshop will also support the supply of new and reconditioned rail car bearings from the Pilbara and reduce the need to transport iron ore rail cars and bearings from Perth.

Rio Tinto Iron Ore Chief Executive, Matthew Holcz, said he was thrilled to see iron ore rail car manufacturing brought to the Pilbara.

"Our WA operations haul more than 300 million tonnes of iron ore across almost 2,000km of rail tracks every year," he said.

"Local manufacturing strengthens not only our business, it also empowers local communities, supports regional jobs and creates new economic opportunities in the Pilbara."

The partnership underlines our commitment to supporting local businesses and creating new economic opportunities in the communities where we operate.

"Local manufacturing strengthens not only our business, it also empowers local communities, supports regional jobs and creates new economic opportunities in the Pilbara."

**Matthew Holcz**  
Rio Tinto Iron Ore Chief Executive



*Pilbara Festival of Basketball participants taking a break during a session, with the Perth Wildcats' Sunday Dech.*

## Being a good sport

Our partnerships with Perth Wildcats and Perth Lynx continue to deliver big wins, with basketball clinics giving kids the opportunity to build their skills alongside their basketball idols.

### Inspiring the next generation

Three days, 5 towns, 19 clinics, 1,000 kids – one unforgettable experience. Our inaugural Pilbara Festival of Basketball hit the courts in 2025, with 12 professional players and coaches from Perth Wildcats and Perth Lynx sharing their love of the sport with local kids.

Together, we brought the partnerships to inland Pilbara communities for the first time, holding the action-packed basketball clinics with schools and clubs across Karratha, Roebourne, Pannawonica, Tom Price and Paraburdoo.

For Perth Lynx Co-captain and Olympic bronze medallist, Amy Atwell, the festival was a chance to give back.

"I was one of these kids growing up, coming to basketball clinics like this," Amy said.

"Being able to share my knowledge and pass that down, knowing how much it meant to me as a kid is super cool."

Two-time NBL champion with the Perth Wildcats, Sunday Dech, took to the court with kids in Karratha, Roebourne and Pannawonica and was impressed with the talent and passion on display.

"I can tell how much love there is for basketball in the Pilbara," Sunday said.

"It's great to come up here, connect with the communities, teach the kids a few new skills and hopefully inspire them in some way."



*Perth Wildcats' Captain Jesse Wagstaff on court for the All Abilities Carnival*

### A whole new ball game

The much-loved Wildcats All Abilities Carnival was back and bigger than ever in 2025, with the carnival including both primary and secondary students for the first time.

Both carnival days gave the students the chance to take on a line-up of Wildcats players in an epic final, while learning new skills in a safe and supportive environment.

Over 500 students of all abilities across WA took part across 2 days, including 32 teams from 18 high schools and 18 teams from 10 primary schools.

Rio Tinto Iron Ore Chief Executive, Matthew Holcz, was impressed by the energy both on and off the court.

"What I'm most proud about our partnership with the Wildcats is the ability to connect the Wildcats and basketball with communities," he said.

"Just seeing the energy and excitement – it's wonderful."

# Protecting the Pilbara's ghosts

Elusive, ghostly creatures flit silently through caves at the heart of the Pilbara region. But these ghosts are more concerned with hunting than haunting.



The ghost bat

The ghost bat (*Macroderma gigas*) is Australia's only carnivorous bat – a federally-listed vulnerable species and a Matter of National Environmental Significance (MNES).

The bats are found in Queensland, the Northern Territory, the Kimberley and the Pilbara, with the latter being a biodiversity hotspot home to species found nowhere else on Earth.

We recognise our mining operations and activities risk disturbing these sensitive animals. That's why we're working closely with consultant partners, academics, government regulators and Traditional Owners to conserve roosting habitats, breeding areas and hunting grounds.

Rio Tinto Principal for Biological Assessments, Scott, said the Pilbara Environmental and Cultural Knowledge team continued to actively research ghost bats in 2025 to better understand their behaviour.

"Our team and consulting partners have been working on understanding the movement of ghost bats across the Hamersley Ranges," Scott said.

"Within these ranges, they don't just occupy one cave – they utilise multiple roosting caves across the landscape."

By fitting bats with GPS tags, we've been able to collect data on their foraging patterns, roosting preferences and movement. We've

also partnered with Australian Droid and Robot, a specialist mining robotics company based in Queensland, to use remote operated vehicles to monitor the activity of the bats.

We're working with long-term research partner, Curtin University, sharing data and collaborating on projects – to bring critical insights into bat ecology and habitat use.

And we've been working with CDM Studios, a fabrication studio based in Perth, to design and build modular artificial habitats for ghost bats that incorporate natural rock textures derived from the Pilbara region.

"Working with our key partners, we want to ensure ghost bats are protected in the Pilbara."

**Scott Reiffer**

Rio Tinto Principal for Biological Assessments

**8 years**

of the Rio Tinto Ghost Bat Monitoring program

**63km**

distance ghost bats can travel each night to hunt

# Colours of our Country celebrates 20 years

We want to give art lovers on both sides of the globe the opportunity to appreciate the rich culture.

The Colours of our Country exhibition marked its 20th anniversary in 2025. To honour this significant milestone, the exhibition took a selection of art on the road internationally for the first time.

Curated Colours of our Country exhibitions were displayed in London, Busselton and Perth to celebrate the work of Aboriginal artists from across the Pilbara.

Each location hosted an Artist in Residence, giving visitors the opportunity to gain a deeper understanding of that Pilbara artist's culture and connection to Country. Overall, the exhibition featured 19 independent artists and participating art centres, Cheeditha Art Group, Juluwarlu Art Group and Yinjaa-Barni Art Centre.

For Rio Tinto Iron Ore Chief Executive Matthew Holcz, seeing Colours of our Country showcased on a global stage was a proud moment in the exhibition's history.

"It's an incredible story and it's amazing to see where it began and what it's grown to today: 20 years, over 3,000 pieces of art sold, over \$3.6 million raised," he said.

"But most importantly, every dollar has gone back to the artists and their communities, and that's just fantastic to see."

Founded and supported by Rio Tinto, the exhibition has become a highly anticipated annual showcase, offering art enthusiasts the chance to purchase artworks while engaging with Pilbara Aboriginal artists.



Rio Tinto Iron Ore Chief Executive, Matthew Holcz, with the 2025 Colours of our Country Signature Artist and Yindjibarndi Elder, Allery Sandy

**3,185**

artworks sold since 2006

**\$3.62 million**

in art sales direct to Pilbara Aboriginal artists and art groups since 2006

"Country supplies us with everything that we need. I always look forward to Colours of our Country and seeing the variety of artists and how different everyone is."

**Allery Sandy**

2025 Colours of our Country Signature Artist



Allery Sandy's artwork, *After The Rain*, was the Signature Art Piece at the 2025 exhibition

# Celebrating inclusion with pride

As part of our 3-year partnership with Pride WA, we continued to champion individuality, together, by taking part in the PrideFEST celebrations in November 2025.



The event marked a moment for Rio Tinto to publicly reflect the culture we want, where everyone feels safe, respected and able to contribute.

Sixty of our Rio Tinto team members marched with 6,000 others in the PrideFEST Parade, cheered on by thousands of supporters.

The theme, 'We are Here,' captured something that matters in every workplace – when people feel seen and supported, they show up stronger, confidently and more engaged.

Fairday, a family-friendly community event at the Supreme Court Gardens in Perth, was also attended by more than 27,000 people. Our Rio Tinto booth was staffed by 12 volunteers, who connected with community members, families, allies and local organisations.

Jarrold, Rio Tinto Senior Advisor Employer Branding and LGBTQ+ individual, applauded the focus on Pride.

"I was given the opportunity to walk alongside my LGBTQ+ colleagues and our allies at the PrideFEST Parade," he said.

"Being cheered on by thousands of people on the sidelines is a moment I'll never forget.

"Acceptance in the workplace is so important, and I'm fortunate to be part of an organisation that not only supports but actively celebrates diversity."

During Pride Week, we proudly lit up our sky sign in rainbow colours – at the Central Park building in Perth – as a visible symbol of support.

To strengthen visibility onsite, we also ran a Pride shirt campaign to back the Perth Inner City Youth Service, who pledge to support the positive wellbeing, appreciation, active participation and voices of young people in Perth and beyond. The specially designed hi-vis shirts show how safety and respect are valued at Rio Tinto.

For Wayne, Rio Tinto Information Systems & Technology Business Partner and Global Co-lead LGBTQ+ Voices Employee Resource Group, this kind of inclusivity speaks volumes.

"Visibility builds safety, and safety unlocks potential," he said.

"I'm proud to work for Rio Tinto, where inclusion isn't treated as a luxury or a one-off event; it's a leadership capability and a daily practice.

"When leaders show up, shoulder-to-shoulder with colleagues and allies, we send a clear signal that you belong, your voice matters, and we will make space for you to thrive."

**60**

Rio Tinto participants marching in the Pride Parade

**3,000+**

visitors to the Rio Tinto Fairday booth

**12**

Rio Tinto volunteers at Fairday

**\$18,900**

raised for Perth Inner City Youth Service



Rio Tinto team members participated in the Pride Parade

LGBTQIA+ stands for Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, and Asexual. The + includes other sexual identities, such as Pansexual and Two-Spirit. LGBTQ+ is an abbreviated version used by Rio Tinto's LGBTQ+ Voices Employee Resource Group that stands for Lesbian, Gay, Bisexual, Transgender, and Queer or Questioning, with the + inclusive of all other identities, including Allies.

# Discovering new pastures

The Pilbara is rich in nature, culture and resources. While industry in the region is mostly associated with mining, it also has an enduring pastoralist history.

Rio Tinto is partnering to support the northern beef Pilbara pastoral industry, which spans 10.6 million hectares of pastoral leases across the Pilbara and plays a vital role in supporting local jobs and economic growth.

The Pilbara Innovation Partnership (PIP) aims to create a research hub to demonstrate how new innovations and technologies can support a sustainable and profitable future for pastoralists.

PIP brings together the Department of Primary Industries and Regional Development, Meat & Livestock Australia and Rio Tinto. Through the partnership, the Pilbara Extension Network (PEN) was created to deliver station-led projects driven by the priorities of local producers.

In 2025, 7 projects were launched through PEN, helping to generate insights that can benefit the northern beef industry in the long-term. Following this success, PEN will expand in 2026 with a new cohort of stations.

Nerreda, Rio Tinto Principal Advisor Communities Social Performance, was delighted with the result.

“Pastoralists have really driven the direction of our partnership,” she said.

“By backing their ideas with technical support and having the resources to test new approaches on-ground, we’re seeing practical changes that lift productivity and strengthen stewardship across the Pilbara.”

The partnership has also helped to strengthen collaboration with involved Traditional Owner groups and regional stakeholders. Youth engagement and school pathways programs in Paraburdoo and Tom Price are also helping to inspire the next generation of pastoralists.

“As we look ahead, our partnership will continue to build local capability and create long-term opportunities for young people, stations and ranger teams,” Nerreda said.

“The momentum we’re seeing shows the Pilbara’s pastoral and cultural landscape is well placed for a resilient and sustainable future.”

**\$2.6 million**

partnership investment from Rio Tinto

**5**

year partnership



# Painting the town blue

A bright blue digger isn't something you see every day. For our East Pilbara Shut team, it's a conversation starter that they hope will have a positive impact on local lives.

Working closely with Hitachi, the team painted a digger blue at our West Angelas operations to raise money for the Blue Tree Project – a mental health charity that began in WA in 2019.

Along with the blue digger, the team has also painted trees blue around town to raise awareness of mental health.

For Dean, Rio Tinto Mobile Equipment Maintenance Coordinator, the project hits close to home.

"I lost my sister to a mental health illness about 8 years ago," he said.

"She battled that for probably half her life before she passed away.

"So pretty much my whole life, mental health has been really important to me."

He said having the big blue digger onsite and blue trees around town was a good talking point.

"My kids point the blue trees out when we're driving and it's just a really good conversation starter," he said.

Breaking the silence and stigma surrounding mental health and suicide begins with openness and sharing.

It's something Christine, Rio Tinto Principal Asset Condition, is happy to see.

"I think people have started to open up and talk about it a little bit more," she said.

"This blue digger will hopefully help with that even further."



## Conversations that matter

Lifeline WA and Rio Tinto's 2-year \$860,000 partnership made a real impact across WA, focusing on outreach and capacity building in regional communities.

Our partnership centres on listening to local needs and delivering mental health training, with a focus on supporting regional communities, schools and frontline workers.

A standout initiative in 2025 was a series of interactive workshops that coincided with World Suicide Prevention Day and R U OK? Day.

Held in Broome and Derby, these sessions gave locals practical tools to recognise suicide warning signs and reduce stigma.

The outreach program also extended well beyond the Kimberley, with Lifeline WA trainers bringing workshops to schools, community groups and frontline service providers across Pannawonica, Busselton, Roebourne, Wickham, Karratha and Dampier.

Each visit focused on what mattered locally, helping build skills that remain in the community long after the sessions end.

Lifeline WA Chief Executive Officer, Lorna MacGregor, emphasised the

importance of long-term targeted outreach in regional communities.

"People living and working in regional communities face unique and often compounding barriers to accessing mental health support," Lorna said.

"We must meet people where they are, remove these barriers, and create sustainable, local pathways to support."

To complement this work, the partnership funded the behind-the-scenes training of 60 crisis supporters in 2025, strengthening Lifeline WA's capacity and ensuring more people are ready to listen and provide support whenever someone reaches out.

All this has been informed by insights from our Rio Tinto Local Voices survey, which highlights community priorities and concerns across WA to help those who need it most.

# Inspiring the next generation

The Pilbara Centre of Resources Excellence (CoRE) Academy was launched at Tom Price Senior High School in 2025, helping to expand learning through innovation.

Designed to strengthen Science, Technology, Engineering and Mathematics (STEM) education opportunities for regional students, the Pilbara CoRE Academy is part of a 3-year, \$300,000 partnership between Rio Tinto and CoRE Learning Foundation.

The initiative supports Tom Price Senior High School, with seed funding provided by the Curtin University Trailblazer program.

By integrating real-world problem-solving, field experiences and gamified education into the curriculum, the Academy is helping to make learning both engaging and relevant for Year 11 and 12 students. It also provides students with industry mentoring and pathways into the resources sector.

For CoRE Learning Foundation's Co-founder and Lead, Suzy Urbaniak, the support for the Academy has exceeded expectations.

"It's fantastic that Pilbara students will have more STEM pathways with strong links to the resource sector," Suzy said.

"These pathways are so important to the region."

Through the Academy, students explored the future of mining and automation through hands-on experiences. This included learning about the Pilbara's unique geology on a field trip to Beasley Gorge on Cheela Plains Station. Students then presented their findings to industry professionals.

Richard Cohen oversaw the partnership while serving as Rio Tinto's Managing Director Port, Rail and Core Services, and was proud of the positive impact it was having on students.

"This initiative nurtures and supports the next generation of innovative thinkers and problem-solvers who could shape our future workforce," he said.

"Walking through and seeing history in front of me helped me understand a lot more than I would have out of a textbook."

Ally

Year 11 CoRE Academy student



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