

2025 BC Works Communities and Social Performance Report

Guided by our Communities and Social Performance (CSP) Standard, we focus on building trust through open and honest dialogue, active local and regional partnerships and a long-term commitment to sustainable development.

\$667M

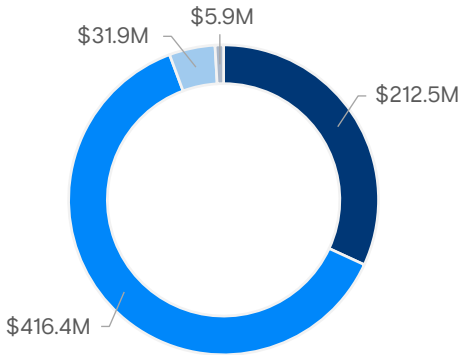
contributed to the B.C. Economy through BC Works

\$212.5M

in annual salaries, benefits and pension payments

Total Benefits Breakdown

- Employee Compensation
- B.C. Supply Chain Expenditure
- B.C. & Local Taxes
- Community Investments



B.C. Supply Chain Investment

Category	B.C. Total	Northwest B.C.	Indigenous-Affiliated
Spend (\$)	\$203M	\$128M	\$19M
Suppliers (#)	306	141	12

1146
B.C. Employees

15 Active B.C. Apprenticeships

2 Active B.C. Internships

Simon Pascoe

General Manager, BC Works



Looking back on 2025, I am proud of how our team at BC Works demonstrated resilience, collaboration, and determination through a year marked by economic uncertainty and ongoing drought conditions affecting the Nechako Reservoir. Despite these challenges, our employees and contractor partners remained focused on safety, operational integrity, and responsible production, successfully achieving our metal production targets.

We also advanced major capital projects that strengthen the long-term sustainability of our operations and ratified a new Collective Labour Agreement that provides stability for our workforce, business, and communities. As we look ahead, we remain committed to responsible production, innovation, and strong partnerships across our operating footprint, guided by our values and our responsibility to the people and communities who make our work possible.

Tayna Thorpe

Manager, Communities and Social Performance, BC Works



Joining BC Works partway through 2025 has provided a meaningful introduction to the strength of our relationships across the region. From Kitimat to the Nechako Watershed, our engagement with communities and Indigenous partners continues to be guided by Rio Tinto's Communities and Social Performance Standard, which emphasizes transparency, collaboration, and long-term positive outcomes.

This year, BC Works continued using the Local Voices tool to gather data-driven insights into community trust and priorities through surveys and ongoing feedback. As we move forward, we remain focused on strengthening partnerships, supporting locally identified priorities, and delivering meaningful social outcomes across our footprint.

2025 Aluminium Production
406,421 t/y

Emissions Management

Emission type	Units	2024	2025
Polycyclic aromatic hydrocarbon (PAH)	t/y	1.9	1.8
Gaseous fluoride	t/y	293	209.8
Gaseous fluoride intensity	kg/t Al	0.71	0.52
Sulphur dioxide (SO ₂)	t/d	30.5	29.6
Particulate matter	t/y	229	344.7

\$572K+

contributed to environmental initiatives in the Nechako Watershed, including the sturgeon hatchery, tributary restoration and integrated watershed research

5,113 GWh

of renewable energy produced

- GWh

excess energy contributed to the grid

Due to extremely low water levels in the Nechako Reservoir, there were no significant power exports in 2025.

Read the full message:

www.bcworkscspreport.com/our-commitment-2025

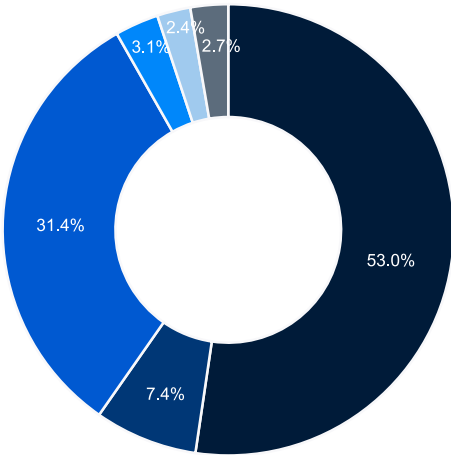
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More than \$5.9M contributed to support over 40 community organizations across the province

More than \$447.5K in social investment contributions to the Watershed

\$5.9M
in community contributions

- Culture & Heritage = \$3.1M
- Education = \$437K
- Environment = \$1.9M
- Health & Wellbeing = \$186K
- Reducing Inequalities = \$142K
- Sponsorships & Donations = \$160K



Zone01 Robotics Partnership

In 2025, BC Works continued supporting educational partnerships across Northern British Columbia, enhancing access to robotics, STEM programming, and land-based learning opportunities for students and teachers in local schools.

48 Teachers Trained
315 Students Reached

through the Zone01 Robotics workshops and student challenges across School Districts 82 and 91 since 2019.



A Journey of Partnership

The second aluminium totem pole in collaboration between Haisla Nation and Rio Tinto BC Works.



The aluminium totem pole known as gáigās, meaning origin in the Haisla language, represents the second collaborative totem pole project between Rio Tinto BC Works and Haisla Nation. Designed by Haisla language researcher and artist Ab Morrison Hayward, the pole tells the Haisla origin story through imagery connected to migration, survival, and the emergence of the Haisla people within their traditional territory. Fabricated by the BC Works Fabrication Shop using Rio Tinto aluminium produced in Kitimat, the project brought together Indigenous artistry and industrial craftsmanship through shared purpose and collaboration.

Following its fabrication, gáigās travelled to Prince George for unveiling at the BC Natural Resources Forum before returning home to Kitimat. The journey connected communities, industrial spaces, and public conversations across Northern British Columbia, reinforcing the importance of cultural visibility, partnership, and shared understanding.

Today, gáigās stands at the Kitimaat Village Youth Centre as a symbol of stewardship, learning, and the ongoing relationship between Haisla Nation and BC Works—honouring the past while creating space for future generations to connect with their story.



BC Works' 2025
Environmental report



Our Commitment to
the Nechako Reservoir



How do I make a
complaint or
offer feedback?

BC Works Site

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Email:

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Kitimat, BC V8C 2H2

Community Offices

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Mailing Address:

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PO Box 25
Vanderhoof, BC V0J 3A0

Burns Lake Office
Unit 3B - 321 Hwy 16
Burns Lake, BC V0J 1E0

Anonymous

Phone: 250-639-8383

Online: [Feedback portal](#)

**Rio Tinto 3rd party confidential
reporting program**

Phone: 1-877-224-5417