



Summary Environment & Social Management Plan

Boyne Smelters Limited (BSL)
2025-2027

The purpose of this summary environment and social management plan is to provide an overview of BSL's approach to environment (air, water, waste and land) and social risk management. This document consolidates information from topic-specific risk assessments, various management plans, standards and procedures utilised by BSL. The summary environment and social management plan is not a controlled document.



Boyne Smelters Limited, Queensland

BSL acknowledges and respects the Bailai, Gurang, Gooreng Gooreng and Taribelang Bunda Peoples on whose traditional lands BSL is located.

We value Traditional Owners' unique ability to care for Country and deep spiritual connection to it.

We honour Elders past and present whose knowledge and wisdom has ensured the continuation of culture and traditional practices.

Contents

BSL's approach to sustainability	3
BSL site context	3
Emissions to air	5
BSL air context	5
Air objectives	5
Controlling emissions to air	6
Water use and discharges to water	7
BSL site water context	7
BSL water objectives	7
Controlling discharges to water	8
Waste and by-product management	9
BSL waste and by-product context	9
Waste and by-product objectives	9
Waste and by-product controls	9
Land management	10
BSL land context	10
Land objectives	11
Land management	12
Environmental initiatives and improvement plans	13
Environment disclosures	14
Communities and Social Performance (CSP)	16
BSL community context	16
Communities and Social Performance objectives	17
Working with communities	17
Complaints and feedback mechanism	19
Internal document references	20

BSL's approach to sustainability

BSL aligns with the Rio Tinto Approach to Sustainability¹, with achieving impeccable environment, social and governance (ESG) one of our core objectives. We strive to align our business priorities with society's expectations and ensure sustainability considerations are at the core of every decision we make.

In strong alignment with The Way We Work², the BSL leadership team is committed to impeccable ESG and understand their responsibilities to protect the environment and use shared resources adequately to maintain the health, safety, and livelihoods of local communities.



Photo of BSL from above Canoe Point, Tannum Sands.

BSL site context

The BSL smelter (site) is located on Boyne Island, 25 km from the city of Gladstone, approximately 550 km north of Brisbane. The Gladstone Regional Council describes the region as the “home of a thriving 21st Century industrial base”³. Gladstone’s proximity to the Great Barrier Reef has also resulted in a well-developed ecotourism industry. In addition, traditional sectors such as agriculture and livestock still contribute extensively to the regional economy.

The Boyne Island region is approximately 120 km south of the Tropic of Capricorn, and the climate is typically dry, but prone to significant wet weather events associated with cyclones and east-coast lows. The region has a high probability of experiencing hotter and drier conditions associated with climate change and more extreme rainfall events are likely.

BSL is a long-term Queensland business, established in 1982. It is a joint venture between Rio Tinto (73.5%), YKK Aluminium (9.50%), UACJ Australia (9.29%) and Southern Cross Aluminium (7.71%). BSL is Australia’s second largest aluminium smelter, and a major local employer in the region, with 1050 direct employees and 50 contractors based at BSL.

¹ <https://www.riotinto.com/en/sustainability/our-approach>

² <https://www.riotinto.com/en/sustainability/policies>

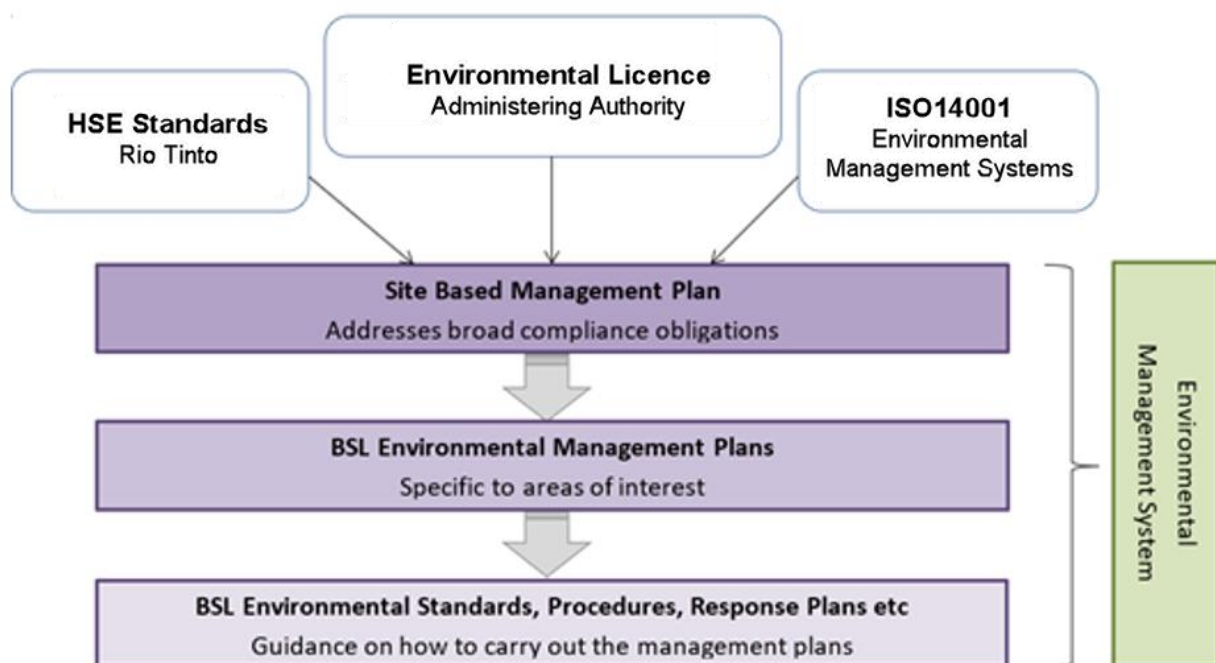
³ <https://www.gladstoneregion.info/plan/industry>

The site consumes approximately 1,000 kt of alumina, with direct supply via conveyor belt from the nearby Queensland Alumina Limited (QAL) alumina refinery, to produce approximately 500 kt of aluminium products annually. BSL produces several value-added products, including aluminium billet, Electrical Conductor (EC) grade, small form, t-foundry, and remelt. BSL supplies domestically and globally, with customers in Australia, New Zealand, Asia, Europe and North America.

The key activities performed onsite include manufacturing carbon anodes in the carbon plant, aluminium production (smelting) in reduction lines, and casting of molten metal into aluminium products. The primary operational areas are the smelter and the wharf which are connected by a conveyor and roads.

BSL considers effective management of environmental and social risks as highly important to the success of its operation. A structured management system based on the site's environmental authority, the ISO 14001 Environmental Management System standard and Rio Tinto's HSE standards is implemented and maintained. Components of the management system are depicted in the diagram below.

BSL manages its emissions to air, use of water and discharges to water to a high standard, in accordance with the requirements of its authority.



BSL Environmental Management System

BSL's management processes are regularly reviewed and/or audited by external parties for performance against relevant standards. Some of the external assurance conducted in the past three years include: independent cultural heritage management audit; Environment Authority compliance audit; ISO14001 environment management system re-certification and surveillance audits; ISO45001 Occupational Health and Safety Management, International Council on Mining and Metals (ICMM) performance expectations validation⁴.

⁴ ICMM performance expectations available for viewing within Rio Tinto's annual Sustainability Factbook <https://www.riotinto.com/en/invest/reports/sustainability-report>

Emissions to air

BSL air context

Any emissions to air that are released from BSL enter the Gladstone Airshed, and the consistent coastal winds typically provide good dispersion. Sensitive receptor zones are identified with the regulator. The nearest residential receptors to the smelter are Boyne Island (approximately 600 m to the southeast) and Tannum Sands (about 2,300 m to the southeast). The nearest industrial receptor is operations at the QAL red mud dam.

BSL has measures in place to manage, monitor and mitigate emissions from its operations to achieve compliance with its authorised licence limits. BSL regularly monitors for fluoride, nuisance emissions (dust, particulates and noise) and other chemical compounds across various operational areas according to licence requirements. The BSL environment authority is publicly available on the Queensland Government regulator's website⁵.



Carbon Bake Fume Treatment Centres (FTC) at BSL

Air objectives

BSL aims to uphold the environmental values established under the *Environmental Protection (Air) Policy 2019*, particularly:

- The qualities of the air environment are conducive to protecting the health and biodiversity of ecosystems; and
- The qualities of the air environment are conducive to human health and wellbeing.

⁵ See environmental authority information within section [Environment disclosures](#)

Controlling emissions to air

BSL has a range of controls in place to ensure potential emissions are minimised, managed, and monitored accordingly.

Some of the critical controls include:

- Emission capture and reduction equipment:
 - Reduction line gas treatment centres (GTC) – used to remove particulate matter and fluoride from gases generated in the reduction process. Continuous monitors are fitted to monitor performance. Speciality high performance dust collector bags are used and changed at regular intervals.
 - Carbon bake furnace fume treatment centres (FTC) – used to remove potential emissions from the anode baking process. Continuous monitors are fitted to monitor performance.
 - Green carbon gas scrubbers – potential emissions from the green carbon plant are scrubbed prior to release to atmosphere.
 - Raw material handling – fully enclosed pneumatic conveying used where able to reduce potential dust generation. Dust capture and removal technologies are used for all major non-enclosed conveying systems.
- Process equipment management:
 - Maintaining reduction cell conditions to minimise fluoride generation. Physical seals of reduction cells to force any gases through the gas treatment centre.
- Air monitoring program:
 - Ambient air monitoring is performed at four locations surrounding the site for gaseous fluoride and particulate fluoride.
 - Routine stack and emissions monitoring is performed at various locations for fluoride, particulates, polyaromatic hydrocarbons, and cyanide.
 - Weather monitoring including air temperature, solar radiation, relative humidity and rainfall, is used alongside dispersion modelling to assist decision making.
- Respiratory protection program:
 - PPE and routine fit testing confirmation for workforce that may be exposed to dust and fume prior to emission control systems.

The Queensland environmental regulator actively monitors the Gladstone air shed⁶, and BSL contribute financially to the operational needs of monitoring the air shed.



BSL hygiene air quality monitoring equipment

⁶ Gladstone air monitoring network stations <https://apps.des.qld.gov.au/air-quality/region/?region=gla>

Water use and discharges to water

BSL site water context

BSL receives raw and potable water from Awoonga Dam via municipal supply from the Gladstone Area Water Board. Further details related to BSL's water catchment including surface water allocations, annual usage and estimated average annual catchment rainfall runoff are publicly available on the Rio Tinto water dashboard⁷.

The site utilises water in the smelting process to chill hot metal, cool compressors, cool formed anodes, within process cooling towers, and for vehicle, equipment and structure wash down. Water is also used for domestic applications, such as ablutions, drinking water, safety showers and fire suppression.

Of the 95-hectare catchment area within BSL's operations, 75% is sealed, leading to surface water runoff. There are five defined catchment areas within the site, based on the operational department, which report to a first flush pond. All surface water from BSL is eventually discharged into Spillway Channel via the regulator-approved release point. Spillway Channel then feeds into the tidal estuary of Spillway Creek, which in turn discharges into South Trees Inlet and Gladstone Harbour.

Groundwater quality in the area is poor as it is brackish and unsuitable for stock, irrigation, domestic or industrial use. Groundwater elevations are highest in the south, extending into the centre of the BSL operational area. The contours indicate groundwater flow in three major directions towards the east, north towards the ocean, and to the west towards Spillway Channel.

The main receiving environments for water discharge from site are:

- Spillway Creek.
- Gladstone Harbour: these waters are classified as being part of the Great Barrier Reef World Heritage Area but are excluded from the Great Barrier Reef Marine Park area.

BSL has measures in place to manage, monitor and mitigate discharges to water from its operations to achieve compliance with its authorised licence limits and protect water quality. The BSL environment authority is publicly available on the Queensland Government regulator's website⁸.

BSL water objectives

BSL aims to uphold the environmental values established under the *Environmental Protection (Water and Wetland Biodiversity) Policy 2019 (Qld)* in respect of surface water, particularly:

- The suitability of the water for primary, secondary and visual recreational use.
- The suitability of water supply for industrial purposes.
- The cultural and spiritual values of the water.

BSL aims to uphold the environmental values established under the *Environmental Protection (Water and Wetland Biodiversity) Policy 2019 (Qld)* in respect of groundwater, particularly:

- The potential influence on the biological integrity of the aquatic ecosystems.
- The cultural and spiritual values of the water.
- The suitability of the water supply for industrial purposes.

The environmental values of water at BSL are particularly important due to the proximity of the site and relevant discharges' location to the Great Barrier Reef.

⁷ <https://www.riotintowaterdashboard.com/>

⁸ See environmental authority information within section [Environment disclosures](#)

Controlling discharges to water

BSL has in place a range of controls to ensure potential risks with discharges to water are minimised, managed, and monitored accordingly.

Critical Controls for Water Management	
Equipment and infrastructure for containment at source	Equipment and infrastructure for capture and quality management prior to release
• Suitable containers for transport of material • Material handling dust extraction and collection systems. • Water treatment plant for washdown area. • Many hazardous waste stockpiles are stored in sheds. • Storage areas for hydrocarbons and other hazardous liquid chemicals. • Revegetation, mulching for erosion control • Dust suppression on external waste areas.	• Pond and water monitoring control system. • Grates and silt socks in drains for debris and suspended solids reduction. • Oil interceptors and separators across site. • Specialty spill kits and spill response equipment. • Reduction line sweeper, and road sweeper equipment.
Inspection and administration controls	Monitoring of water quality performed
• Pond maintenance schedule and first flush procedures. • Routine inspections for outdoor stockpiles. • Spills response procedures developed and used across site. • Pre-discharge monitoring, including suspended solids, fluoride, pH, hydrocarbons and other potential contaminants.	• Surface water monitoring program procedure. • Sampling and analysis performed by BSL's NATA accredited environmental laboratory. • Groundwater monitoring program BSL and surrounding buffer zones. • Measuring and reporting performed according to BSL's Environmental Authority. • Long term aquatic and spillway channel monitoring is conducted by an independent environmental consultant based on the requirements established by the Port Curtis Integrated Monitoring Program (PCIMP)⁹. The data from PCIMP is utilised by the Gladstone Healthy Harbours Program (GHHP)¹⁰ to create their annual report card.

⁹ BSL is a Tier 3 partner with the GHHP. This means its member contributions for both PCIMP and GHHP help to fund and support the partnership and programs.

¹⁰ Gladstone Healthy Harbours annual report card <https://www.ghhp.org.au/>

Waste and by-product management

BSL waste and by-product context

The aluminium smelting process and associated operations generate wastes and by-products. These streams are classified as either hazardous (e.g. dross, spent cell liner, rodding room dusts, used oil, contaminated scrubber bags) or non-hazardous (e.g. paper, food scraps, plastic bottles, timber).

Non-aluminium output streams generated by BSL activities are carefully managed through a process of characterisation, segregation and storage followed by reuse or disposal. Recyclable materials are diverted from waste streams and reused in the process or in other industrial applications whenever possible.

BSL actively works with cross-functional teams within Rio Tinto (such as Technical, Procurement, Environmental, Commercial and Operational areas) to reduce waste and improve by-product management. This involves partnering with external parties to develop beneficial reuse opportunities for the by-products. This aligns with the Queensland Government's Waste Management and Resource Recovery Strategy¹¹.

BSL formerly operated waste landfills on site, consisting of ten hazardous waste and five kiln grade spar (KGS) landfill cells. They are now managed as legacy areas, with disposal to landfill no longer performed. One KGS landfill area is uncapped, however the bulk of the previously deposited material has been removed for by-product processing. BSL has ownership of a closed and capped bauxite residue disposal area (red mud dam) originally part of Queensland Alumina Limited (QAL) land.

Waste and by-product objectives

BSL aims to uphold the environmental values for waste management, including:

- Minimise the impacts to human health.
- Implement a framework for minimising and managing wastes to promote circularity.
- Uphold the principles of ecologically sustainable development.

Waste and by-product controls

A number of control measures have been implemented to ensure that land impacts from BSL's operations are mitigated.

Some of the critical controls include:

- By-product research and development program:
 - Innovative programs of work to minimise generation of waste and increase opportunities for material reuse.
- Equipment and infrastructure:
 - Chemical storage facilities have been constructed to meet the relevant standards with appropriate bunding where required.
- Maintenance and inspections:
 - Storage locations are inspected and maintained according to statutory and standard requirements for the materials they hold.
 - Routine landfill integrity inspections are conducted.
- Monitoring:
 - All landfills have groundwater monitoring bores installed on their perimeter.
 - Leachate extraction bores were established on hazardous landfills constructed after the year 2000.
- Spill and leak response:
 - Minor spills are contained by using spill kits available in each work area.
 - Site emergency response team has appropriate training to control potential situations and facilitate clean up through the Emergency Response Plan.

¹¹ <https://www.qld.gov.au/environment/circular-economy-waste-reduction/strategy-plans/strategy>

- Vendor due diligence:
 - Assessment of third parties contracted for waste removal or processing is performed to ensure correct handling and final destination of the material.

Land management

BSL land context

The Gladstone area, including part of Boyne Island, falls within the Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda Native Title Determination Area¹². The Determination Area covers approximately 4,200 km² and includes the regional centres of Gladstone and Bundaberg. Native title has been validly extinguished under Australian law on BSL's operational footprint. Notwithstanding such extinguishment of native title, BSL acknowledges the Traditional Owners have a continuing spiritual and cultural connection to Country, which is recognised and respected by BSL.

Comalco (the predecessor of Rio Tinto) purchased the land holdings for the Boyne Island Smelter in 1972 and commenced operations in 1982. Prior to this, the land was used for agricultural purposes, with pineapples as a major crop. The broad locality is dominated by natural areas including mangroves, tidal flats and the Boyne River. The Boyne Island Conservation Park is located adjacent to the buffer lands. Facing Island is approximately 5 km off the coast from Lilley's Beach, beyond which is the beginning of the Great Barrier Reef Marine Park. Within the southern portion of the Great Barrier Reef is the Capricornia Cays National Park.

BSL holds a total of 13 freehold land allotments, with a total landholding of 670.09 ha. The allotments include lots associated with the smelter, other operations, training centre and buffer zones, residential lots for company housing, and vacant land. Additionally, lands leased and managed by BSL include the BSL wharf and the South Trees haul road bridge.

The BSL buffer zone is largely undisturbed, comprising a range of habitats and biodiversity values. The buffer zone has regional value as a habitat corridor and a reserve for native flora and fauna, expanding the benefits to wildlife from the nearby Boyne Island Conservation Park. Some examples of the physical, natural and environmental value held within the zone include:

- Boyne Island Foreshore and associated coastal dunes and lowlands:
 - Supports nesting areas for the several turtle species.
 - Provides foraging habitat for migratory shorebirds.
- Adjacent South Trees Inlet and associated waterways, seagrass beds and mangrove communities:
 - Provides habitat and food for aquatic fauna.
 - Holds ecological linkages with the Great Barrier Reef.
 - Waters immediately adjoining Lilley's Beach to the eastern side of Facing Island are all part of a Dugong Protection Area and Dugong foraging is known to occur around South Trees Island and the northern end of Lilley's Beach.

While the social attributes of BSL's owned and managed land are identified in consultation with community stakeholders, many aspects are valued by the local community. These social attributes are numerous and directly or indirectly include:

- Access to the Boyne Island Foreshore and the Lilley's Beach camp area for walking, exercising, relaxing, swimming, canoeing, camping, fishing and four-wheel driving.
- Other recreational activities including bush walking, bird watching, pet dog exercising, interaction with wildlife.
- Scenic amenity to observers generally in the community, the Gladstone Harbour and residences adjoining the BSL buffer zone.
- Buffering of industrial view lines and other impacts associated with smelter activities.
- Cultural and spiritual values of the natural environment.

BSL has both industrial and residential neighbours adjacent to site which are observed in the below map. The BSL Buffer Zone (in green) adjoins the northern, eastern and southern perimeter of the smelter site and physically separates the smelter from the residential communities.

¹² Federal Court No. QUD6026/2001, NNTT number QCD2017/010

The BSL wharf is accessed by a 9 km long haul road located northwest of the smelter site, also visible within the map. BSL's wharf and associated metal product laydown pad is located adjacent to Gladstone Harbour. QAL's wharf and other facilities are located to the west, with the balance of the surrounding land comprising the BSL buffer zone.



Primary adjacent land uses:

1. Residential communities of Boyne Island and Tannum Sands.
2. Boyne Island Sewage Treatment Plant (Gladstone Regional Council) – to the southeast of site.
3. QAL's Red Mud Dams to the south and west.
4. Boyne Island Foreshore and the Gladstone Harbour to the north.
5. BSL wharf haul road.

NOTE: The BSL buffer zone encompasses further areas not shown within this map.

Map of BSL site and neighbours

BSL is situated on land with both Aboriginal and European heritage sites. Aboriginal sites, including shell middens and scatters, and the grave of early European settler William Wyndham¹³ are located within the BSL buffer zone and foreshore dunes.

BSL directly and indirectly contributes to the Port Curtis Integrated Monitoring Program (established and supported by a collaboration of Gladstone industry stakeholders), and works with local council on land management activities, such as control of feral animals (e.g. fox control).

Land objectives

BSL aims to:

- Manage BSL-owned, leased and managed land in line with community stakeholder expectations in relation to physical, natural, environmental, and cultural heritage values, as well as for the purpose of community activities on and adjacent to BSL land.
- Sustainably manage land owned, leased and/or managed by BSL in accordance with government legislation, council plans and relevant Rio Tinto group policies.

¹³ <https://apps.des.qld.gov.au/heritage-register/detail/?id=601811>

Land management

Some of the critical controls include:

- Monthly BSL buffer zone inspections.
- Management of vegetation, including removal, monitoring, and annual weed control campaign.
- Removal of feral animals as needed.
- Fire hazard control – reduction burns and maintenance of fire breaks as needed.
- Maintenance of Spillway Creek.
- Incorporation of Land Use considerations in capital planning and change management.



Pretty-faced wallaby in the Gladstone region

Environmental initiatives and improvement plans

BSL contributes to several local community, environmental preservation and education activities. These include:

- Caring for clownfish – an innovative partnership with Boyne Island Environmental Education Centre that is designed to take positive environmental stewardship action by addressing the overharvesting of wild clownfish off reef environments through captive breeding programs.
- Ecofest¹⁴ – the Gladstone region's largest environmental awareness event providing educational and informative workshops, aligning with World Environment Day.

Continuous improvement is important to BSL, and minor improvements made daily enhance the effectiveness of controls. BSL's key areas of focus for environmental improvement projects include the following key initiatives:

- BSL Repowering - As at March 2025, BSL secured 2.7GW of renewable energy under multiple purchase power agreements¹⁵.
- Aluminium Recycling – A partnership to pursue closed loop recycling of pre-consumer scrap¹⁶, blending recycled and primary aluminium to make aluminium billets that meet high quality standards.



BSL metal yard

¹⁴ <https://www.gladstone.qld.gov.au/ecofest>

¹⁵ <https://www.riotinto.com/en/news/releases/2025/rio-tinto-and-edify-energy-sign-landmark-solar-and-battery-agreement-for-rio-tintos-gladstone-operations>

¹⁶ Australian Aluminium Council define pre-consumer scrap as surplus material that arises during the manufacture and fabrication of aluminium products, up to the point where they are post-consumer to the final consumer. For example, offcuts of aluminium sheet or extrusions are considered pre-consumer scrap. Sometimes, this pre-consumer scrap can be safely recycled by aluminium smelters as its composition is known <https://aluminium.org.au/sustainability-main/recycling/>

Environment disclosures

BSL holds the following permits, issued by the Queensland State Government regulator:

Permit	Permit Type	Effective Date	Link
EPPR00590413	Prescribed ERA	20 August 2024	https://www.desi.qld.gov.au/ https://apps.des.qld.gov.au/public-register/search/ea.php
EPPG00307513	Resource Activity - Petroleum Pipeline Licence (PPL)	14 March 2016	Enter the permit number in the search function

BSL provides the following to the regulator:

- Annual BSL Environmental Monitoring Report (surface water, groundwater, air emissions).
- Monthly environmental authority compliance reports.
- Groundwater trigger investigation reports (as required).

BSL provides data for disclosures as part of the following programs:

Program	Link
Rio Tinto Annual Report	https://www.riotinto.com/en/invest/reports
Rio Tinto water risk	https://www.riotinto.com/en/sustainability/environment/water
Rio Tinto surface water	https://www.riotintowaterdashboard.com
Australian Government National Pollutant Inventory (NPI)	https://www.dcceew.gov.au/environment/protection/npi NPI Home » NPI data » Search NPI data » Browse Search BOYNE SMELTERS LTD
Clean Energy Regulator Emissions and Energy Reporting System (scope 1 & 2 greenhouse gas and energy)	https://cer.gov.au/ CER Home » Markets » Reports and Data » safeguard facility reported emissions data Search: Boyne Smelters Limited
Queensland Government Water Tracking and Electronic Reporting System (WaTERS)	https://science.desi.qld.gov.au/government/science-division/water-and-coastal/waters
Queensland Government Waste Data System (QWDS)	https://www.qld.gov.au/environment/circular-economy/waste-reduction/data-reports/qwds

BSL participates in and supports the following local environmental monitoring programs:

Program	Link
Port Curtis Integrated Monitoring Program (PCIMP) which independently monitors Gladstone Harbour health	https://pcimp.aims.gov.au/charts/index.html
Clean and Healthy Harbour Partnership	https://www.ghhp.org.au/
Clean and Healthy Air for Gladstone project, through the Gladstone air monitoring network	https://www.gladstone.qld.gov.au/air-quality

BSL is committed to sharing data to aid in benchmarking and industry learning. BSL provides data for this purpose as part of the following programs:

Program	Contents	Link
Australian Bureau of Statistics (ABS) annual surveys	Energy and water (annual)	https://www.abs.gov.au/
International Aluminium Institute (IAI) periodic reports and/or surveys	- Safety sharing information (quarterly) - Sustainable development indicators (annual) - Safety performance benchmarking (annual) - Refining energy (annual) - Life cycle inventory (LCI) data and environmental metrics (5 yearly)	https://international-aluminium.org/ https://international-aluminium.org/resource/life-cycle-inventory-lci-data-and-environmental-metrics/
Australian Aluminium Council (AAC) annual surveys	Sustainability data (annual)	https://aluminium.org.au/

Communities and Social Performance (CSP)

BSL community context

BSL understands that strong relationships with communities in the areas of operation, and broader society, is fundamental to the success of the business.

As of the last census in 2021, the Gladstone region had a population of approximately 63,000 people, representing over 10 per cent growth in population from the preceding 10 years. Six per cent of people identify as Aboriginal or Torres Strait Islander, higher than Queensland average population at 4 per cent. The region is an economic powerhouse of Queensland, with 12.5 per cent of the community working within industries in the Gladstone region¹⁷.

The coastline, particularly the Gladstone Harbour, Boyne River and surrounds, are valued as local recreational and fishing locations, providing direct access to the Great Barrier Reef Marine Park. Preservation of the local environment and marine animals of the harbour and surrounds, as well as the tourism values, are key interests for the local community.

Other topics of importance to the local community include sustainability as the region increasingly transitions to decarbonisation and hosting renewables projects, long-term water security for residents and industry and diversity of employment opportunities including in industry and tourism.



BSL team members at Gladstone Robotics Competition, supporting school students in STEM (Science, Technology, Engineering and Mathematics)

¹⁷ Gladstone Regional Council website - <https://www.gladstone.qld.gov.au/>

Its residential location means there are many important groups and stakeholders that BSL seeks to develop relationships with. Although not exhaustive, they include:

- The First Nations Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda People and their Aboriginal Corporation.
- The Gladstone Regional Council, and the Gladstone Area Water Board.
- Industrial neighbours in the Gladstone region, including QAL, Yarwun alumina refinery, Cement Australia, Alpha HPA, NRG power station, Wiggins Island coal export terminal, and the Curtis Island LNG plants.
- Community groups, including residents of Boyne Island and Tannum Sands, and the wider Gladstone community.
- Environmental groups and authorities such as the Great Barrier Reef Marine Park Authority and Gladstone Conservation Council.

BSL regularly engages with stakeholders and undertakes socio-economic impact assessments to understand the benefits and impacts of operational activities. The latest assessment was completed in 2023, and results were shared with some key stakeholders.

BSL's operation holds key community benefits including:

- Contribution to the economic prosperity of Gladstone through local employment and procurement.
As of end-2024:
 - Approximately 1050 people were employed at BSL.
 - BSL spent approximately \$37.24 million with local businesses.
- Long-term local employment and associated wages and spend increases regional economic resilience and wellbeing.
- Ongoing local procurement spend contributes to the increased viability and sustainability of local businesses and regional supply chains.
- Social investment programs such as 'Here for Gladstone' result in improvements in community liveability, vitality, and wellbeing. The 'Here for Gladstone' fund represents the community contributions of BSL, Yarwun alumina refinery and Queensland Alumina Limited (QAL).
 - In 2024, Rio Tinto contributed \$790,000 in cash and in-kind contributions through Here for Gladstone and community investment.
- The long-term residential workforce contributes to community cohesion and stability.

From the 2023 socio-economic impact assessment and other engagement activities, processes have been implemented within the areas of cultural heritage access and protection, community safety and wellbeing and easily accessible ways for community members to provide feedback and make complaints.

Communities and Social Performance objectives

BSL aims to build respectful, enduring relationships and create long term shared benefits with the communities where we operate. To achieve this, BSL's key objectives are to:

- Effectively manage social risks and impacts.
- Work in partnership with the First Nations Bailai, Gurang, Gooreng Gooreng, Taribelang Bunda Peoples.
- Engage with local communities to develop and maintain robust relationships.
- Make a positive contribution to local communities.

Working with communities

BSL has various processes in place for managing impacts and maximising benefits to local communities as well as achieving the objectives outlined above. The Rio Tinto Communities and Social Performance Standard¹⁸ is the overarching control and requires detailed stakeholder mapping, regular community engagement and social and human rights impact and risk assessments.

¹⁸ Rio Tinto communities and Social Performance Standard is available at <https://www.riotinto.com/en/sustainability/policies>

The following are the objectives of BSL's community engagement plan:

Objective	Key activities	Future priorities
Effectively manage social risks and impacts	- Socio-economic impact assessment completed in 2022-2023. - Environmental control mechanisms, some of which are outlined in this document e.g. air and water. - Regular engagement with Gladstone local disaster management authorities.	- New socio-economic impact assessment in 2027. - Review and update impact assessments where needed to support new projects. - Continue to engage with Gladstone local disaster management authorities.
Work in partnership with First Nations people	- A cultural heritage management plan is in place for BSL, which includes cultural heritage identification and assessment processes. - Training of BSL employees in community engagement, with cultural awareness and heritage as mandatory components. - Support local events (e.g. Dorrie Day, First Nations Chamber of Commerce and Industry summit).	Continue to look at opportunities to increase Indigenous employment and procurement.
Engage with local communities to develop and maintain robust relationships	Complaints and feedback mechanism, actively maintained for community feedback. A copy of this process is included at the end of this document.	Ongoing annual Local Voices community perception monitoring ¹⁹.
Make a positive contribution to our communities	- Here for Gladstone is a collaboration between BSL, Yarwun alumina refinery and QAL, aligning efforts to contribute to the community. - Local employment and procurement. - Support and participate in local events including Boyne Tannum HookUp, Ecofest, Beach Arts Music (BAM) Boyne Tannum Business Arts Community.	Strengthen regional engagement and partnerships to optimise collective benefit for regional development.

¹⁹ <https://voconiglocalvoices.com/en/riotinto/>

Complaints and feedback mechanism

Boyne Smelters Community Feedback and Complaints

The strength of our relationships with the communities where we operate, and broader society, is fundamental to our business.

By being willing to learn from our mistakes, listening to understand and genuine partnering, we will deliver better long-term outcomes for everyone.

How can I provide feedback or make a complaint?



1800 226 258



onegladstone@riotinto.com



Complaints can be made anonymously, please let us know if you wish to remain anonymous.

What happens after I've made a complaint?

- You will be contacted by the Communities and Social Performance team within two business days.
- Every complaint will be carefully considered, and a written response will be provided. We encourage open communication and collaboration to work towards a satisfactory resolution for all involved.
- Your complaint, contact details and resolution will be recorded in accordance with our privacy and complaints management policies.

What happens if my issue isn't resolved?

If a resolution cannot be reached, your complaint will be escalated to management who will reassess the issue and undertake an internal investigation to confirm the next steps.

myVoice

myVoice is Rio Tinto's confidential whistleblower program.

myVoice is available to anyone who has concerns or information relating to misconduct or improper circumstances or behaviours connected to Rio Tinto.

What happens after a myVoice report is made differs from the process on the left. Details are available at <https://www.riotinto.com/en/sustainability/ethics-compliance>



1300 729 358



Or scan

Internal document references

The below table references the BSL internal related documents used to create this summary environment and social management plan.

Related Documents
• Site Based Management Plan • Air Quality Control Management Plan • Land Use Management and Stewardship Plan • Communities and Social Performance Plan