

RioTinto

Building Thriving Communities 2022



We recognise our operations are located on land and waters that have belonged to Indigenous peoples for thousands of years.

We respect their ongoing deep connection to Country and recognise the vast knowledge Indigenous peoples have of the land, water and environment.

In Western Australia, Rio Tinto operates on Baiyungu, Banjima, Muntulgura Guruma, Gija, Kariyarra, Mardudhunera, Martu, Malgnin, Miriwoong, Ngadju, Nharnuwangga Wajarri & Ngarlawangga, Ngarla, Ngarluma, Nyangumarta, Niyaparli, Palyku, Puutu Kunti Kurrama & Pinikura, Robe River Kuruma, Wadandi, Whadjuk (Noongar), Wong-Goo-Tt-Oo, Wularr, Yaburara, Yindjibarndi and Yinhawangka Country.

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

On the cover: Murujuga Land and Sea Ranger Sarah.

On this page: Sunrise at Yandicoogina on Banjima and Niyaparli country.

All figures are Australian dollars unless stated otherwise.





Foreword by Simon Trott

For more than 50 years we've been privileged to be part of Western Australia, working to build healthy, resilient communities and strong local economies.

In 2022, we supported communities where we live and work by establishing important new partnerships across Western Australia and continuing to support organisations that have been making a difference in people's lives for many years.

We aim to create enduring partnerships that generate impacts which will be felt for generations. I am proud to say the majority of our social investment spend is linked to long-term initiatives.

Rio Tinto contributes to the Western Australian economy in a variety of ways.

Our operations support communities in the regional towns of Tom Price, Dampier, Paraburdoo, Pannawonica, Karratha and Wickham.

Almost one-third of our workforce flies to our Pilbara mines from Albany, Busselton, Perth, Geraldton, Broome and Derby, which is crucial to supporting the vibrancy of regional Western Australia.

We also are one of the State's biggest employers of new apprentices and trainees.

Last year we spent \$8.6 billion with suppliers in Western Australia, a 2.5 % increase on the previous year, and we continue to strive to improve on this. Our buy local policy ensures local, Western Australian-based suppliers are our preferred choice.

We are proud of our partnerships across the state, as we work together to create outcomes and opportunities for everyone.

We are committed to being the most valued partner in Western Australia. To achieve this we must listen to the community, and we must strive to ensure our partnerships and investments create the outcomes that are needed on the ground.

Whether you are a local supplier, a community member, a grassroots organisation or one of our government partners, our mission is to deliver positive long-lasting outcomes.

Simon Trott

Chief Executive – Rio Tinto Iron Ore

Snapshot of 2022 Contribution



**\$8.6
billion**

spent with
suppliers in WA



**\$41
million**

to WA community
initiatives



**\$3.1
billion**

in royalties and other payments
to WA State Government



17,300

employees in our
Iron Ore business



6.6%

Aboriginal and
Torres Strait Islander
participation rate



111 apprentices
71 graduates
71 trainees

to Western Australia



86

Indigenous businesses
engaged



**\$75
million**

committed to Pilbara
local governments



**\$250
million**

committed to State Government
Community Investment Initiative



100

rail cars committed to be
manufactured in WA



200

grassroots organisations
supported through
Community Giving



**\$150
million**

to train and
develop our people

Strategic areas of focus

We want the communities where we live and work to be better off for having hosted us. Our partnerships are carefully chosen to make a meaningful contribution to communities.

Thriving communities

Contributing to healthy, resilient communities and wellbeing through local programs and services.



Waja Guma, culturally safe early childhood education and care program

Creating opportunities

Building diverse local economies and regional economic development. Helping children and young people reach potential through quality education, training and job opportunities.



South Regional TAFE students on a visit to one of our Pilbara mines

Supporting the United Nations Sustainable Development Goals



Caring for Country

Promoting healing and cultural knowledge sharing and long-term preservation of cultural heritage.



Niyiyaparli ranger conducting water testing

Environmental stewardship

Increasing protection and restoration of biodiversity and promoting environmental conservation, knowledge and stewardship.



Protecting turtles through the West Pilbara Turtle partnership

Walking together

Providing connection to culture opportunities for healing and strengthening families to achieve generational change.



Walking together on Yindjibarndi Country



Being a valued partner

The relationship we have with the communities where we live and work is the single longest, continuous relationship we need to maintain.

We know our operations can have a lasting impact and we have a responsibility to contribute to a shared future and a positive legacy with local communities.

In 2022, we embarked on new partnerships to deliver long-lasting positive impacts including supporting young people in regional communities, self-determination for Pilbara Traditional Owners as well as many initiatives to help build thriving communities.

These new partnerships, including Stephen Michael Foundation, Pilbara Cultural Land Management Project, Jawun and the renewal of local government partnerships are making real impacts to people's lives in the communities where we operate.

Our social investment strategy takes a long-term view, aiming to create impacts that are felt for generations.

We continued our support for many long-term community initiatives and programs, reflecting our desire to deliver meaningful and sustainable outcomes for all Western Australians.

Our partnership with the WA Museum Boola Bardip is focused within the Innovation Gallery in Perth, supporting stronger STEM skills and knowledge programs for children to promote critical thinking, problem-solving, automation, systems design, data analytics, AI and robotics.

In 2022, we contributed \$4 million to Telethon, as part of our three-year \$12 million research partnership with Telethon Kids Institute. Our funds support world-leading research in type 1 diabetes, youth mental health research as well as more than 90 charity beneficiaries devoted to children and young people's health and wellbeing.

25 years of partnership with Polly Farmer Foundation

The Polly Farmer Foundation has empowered thousands of Indigenous students across the country through education, helping them graduate from high school and pursue their ambitions through further education.

In 2022, the Foundation celebrated 25 years of working with Indigenous students across Western Australia. Rio Tinto is proud to be its founding partner and to work beside the Foundation for more than quarter of a century.

1,997 patients were transported on a Rio Tinto LifeFlight Jet

Reducing health inequality in our communities underpins Rio Tinto's 10-year, \$25 million partnership with the Royal Flying Doctor Service in Western Australia (RFDS WA).

In 2022, a third state-of-the art Rio Tinto LifeFlight Jet joined the Western Australian aeromedical fleet of the RFDS WA to strengthen and expand the service's aircraft assets.

The jets have boosted patient response times and revolutionised the way the 24-hour aeromedical service is coordinated. In 2022, 1,997 patients were transported on a Rio Tinto LifeFlight Jet.



Stephen Michael Foundation leadership program participants.



Polly Farmer Foundation participants



RFDS WA employees with the Rio Tinto LifeFlight Jet

Building skills for the future

By investing in education pathways Rio Tinto's goal is to increase the skills of young Western Australians to ensure they are ready for the work of the future.

Digital and artificial intelligence technologies are transforming the world and today's workforce will need to be agile to continually adapt as new occupations emerge.

To build the capability of local young people, we are investing in initiatives to prepare them for the future job market.

Our partnership with the Chamber of Minerals and Energy, is delivering fun and engaging educational activities in schools that are aligned with the Australian and Western Australian Digital Technologies curriculum. Already rolled out in schools across the Pilbara, the program is expanding to other regions and year levels.

Students at TAFE and Western Australian high schools now have more career options in the exciting and emerging fields of drone aviation and autonomous operations.

Our longstanding partnership with the Department of Training and Workforce Development, including all metropolitan and regional TAFEs, led to the development of the Certificate II in Autonomous Workplace Operations.

Not only is Rio Tinto investing in the skills of the future through our partnerships, but we are also investing in people through apprenticeships, cadetships, graduate and vacation student programs.

In 2022, we had an intake of 71 graduates, 111 apprentices, 71 trainees, 25 scholarships for Indigenous students and we also supported 110 vacation students.

Western Australia's resources sector is leading the world with advancements in technology, opening up new and exciting opportunities for future generations, and the possibilities are endless.

Derby District High School

Finding a job after high school can be daunting for any new graduate so we are helping train young Western Australians in skills required for the future.

In partnership with Derby District High School, we're working to offer students more career options with a program that sets graduates up for success in the emerging field of drone aviation.

Since 2021, we've funded a remote drone pilot license course at the school, with students able to achieve a Certificate III in Aviation.

The course teaches participants how to fly drones for industries like mining, defence, photography, emergency services, tourism, ranger and station work.

2022 Intake

110

Number of Vacation students

111

Number of Apprentices

71

Number of Trainees

71

Number of Graduates

25

Scholarships for Indigenous students

By investing in initiatives that build the skills of young people, we are investing in Western Australia's future.



Participant in the Derby District High School
remote drone pilot license course

Building thriving communities

Everyone should be able to choose where home is and have access to vibrant, healthy communities with strong local economies.

Through our partnerships with local governments, from Derby to Albany, Rio Tinto is investing in Western Australia and its people.

In 2022, we celebrated 10 years of partnership with both the Shire of Ashburton and the City of Karratha and we are renewing these important partnerships for another 10 years, committing a further \$75 million to the region many of our workers call home.

We support a range of local allied health services to improve access to quality health care for Pilbara communities. We have also committed \$20 million towards building a new hospital in Tom Price.

To continue to build thriving Pilbara communities we contributed \$5 million towards a new childcare centre and an emergency services building in Tom Price, delivered in partnership with the Shire of Ashburton and opened in 2022.

In partnership with the City of Karratha, we've provided affordable housing for essential service workers, contributing 34 houses in 2022 to the program.

We also support the communities where our regional workforce travel from Albany, Busselton, Geraldton, Broome and Derby, adding to the vibrancy and economic stability of regional Western Australia.

Knowing how we impact local communities, and what issues are important to them, helps us understand how we can do better.

The Local Voices survey program has been running in the Pilbara since 2017, with more than 9000 surveys completed, helping us understand what is important to the locals.

In 2022, we expanded the program to hear

Celebrated 10 years and committed a further \$75 million over 10 years to our partnerships with the City of Karratha and Shire of Ashburton.

Five-year agreement supporting local GPs in Tom Price and Paraburdoo

\$1 million to find better ways to deliver health care in the Pilbara

Supporting community hubs in Paraburdoo, Dampier and Wickham



Participants in the Waja Guma program, a culturally safe early childhood education and care program delivered by Baynton West Primary School in Karratha.

Youth development officers

We have extended support for Youth Development Officer roles in Albany, Broome, Derby, Busselton, Dunsborough and Geraldton to drive regional youth engagement and provide access to engaging events and development opportunities.

Early Years Strategy

We know that access to quality early childhood education is vital to building thriving communities. In 2022, we invested nearly \$2 million to develop new programs and partnerships in the Pilbara to support the sector, increasing availability and accessibility for families.

Programs included grants to support overseas early childhood educators to work in the Pilbara, North Regional TAFE scholarships to encourage people to enter the sector and subsidised rental accommodation to attract and retain educators in the region. We also support school holiday activity programs and out of school hours care.

We are committed to supporting a sustainable and robust sector for the future.

Walking together

We recognise the importance of Traditional Owners taking the lead in caring for their Country.

Pilbara Traditional Owners have been caring for Country for thousands of years. They are the most enduring custodians on earth.

We take our commitment to Country and its communities seriously. We have not always got it right, but through new partnerships with Traditional Owners our goal is to support self-determination for Indigenous Australians and provide connection to culture opportunities.

We recognise the importance of Traditional Owners taking the lead in caring for their Country and the long-lasting benefits for the environment and people when we combine traditional knowledge with conservation training to protect and manage land, waters and culture.



Niyaparli Rangers

Karlka Niyaparli Aboriginal Corporation's ranger program allows those with the appropriate knowledge and skills to take care of Country.

"The ranger program is an avenue to transfer knowledge to the next generation – keep language going, keep the knowledge and stories going," said Melissa Pepper, Karlka Niyaparli Ranger Coordinator.



Yindjibarndi Rangers

Yindjibarndi Aboriginal Corporation is diversifying and enhancing its ranger program, with a focus on developing the Ngurra Waba (Healthy Country) Plan and training Yindjibarndi women to become rangers.



“The Yindjibarndi ranger program is about practising, learning, and teaching our culture, especially our ngaarda ways of managing and connecting to Ngurra (Country),” said Yindjibarndi Ranger Program Manager Taryn Milroy. “It’s also very much about our people.”

Ranger programs

Understanding the impact ranger programs can have, Rio Tinto supports Karlka Niyiparli Aboriginal Corporation, Yindjibarndi Aboriginal Corporation and Murujuga Aboriginal Corporation ranger programs as well as a five-year partnership with the Pilbara Cultural Land Management Project (PCLMP).

The PCLMP is an Indigenous led partnership of twelve Pilbara Traditional Owner groups, supporting the establishment, growth and maintenance of cultural land management programs to create a vibrant and resilient land management sector for the Pilbara.

Ranger programs unlock traditional knowledge for intergenerational sharing in caring for Country and by combining traditional knowledge with conservation training, we can better protect and manage land, waters and culture.

In 2022, we entered into a new five-year partnership with the **Murujuga Aboriginal Corporation** to help more Murujuga Land and Sea Rangers to protect Aboriginal heritage and ensure the sustainable management of Murujuga National Park in the Pilbara, which is home to the largest concentration of ancient rock art in the world.

“When we talk about Murujuga, we talk about connection to Country being about a link to creation, since the beginning of time,” says Ngarluma man and former Murujuga chief executive Peter Jeffries.



PCLMP Rangers

\$1 million to more than
200 grassroots organisations



Pilbara Trailblazers received a defibrillator through Community Giving to assist in running their events.

Community Giving

There is no substitute for the continuous presence and deep local knowledge of local community organisations.

Supporting grassroots organisations through our Community Giving program means our funding goes to areas the local community identifies as needing assistance.

Listening to communities and coming up with solutions to tackle local problems is key to our community giving program.

In 2022, as part of our Community Giving program, over \$1 million was provided to more than 200 community organisations in the Pilbara and our regional source towns of Albany, Busselton, Geraldton, Broome and Derby, to help build thriving local communities.

Emama Nguda

For thousands of years Kimberley Traditional Owners have been catching and eating giant freshwater prawns called cherabin or jarramba.

This traditional food is being made into a business with the Derby-based Emama Nguda Aboriginal Corporation (ENAC) working to be the first group to commercially farm cherabin, helping protect them from being over-fished.

“There’s a great sense of pride as it’s an important bush food and has been eaten for tens of thousands of years,” said Phillip, Hatchery Manager.

Nintirri

COVID intensified the risk of family domestic violence and the need for more prevention and early intervention initiatives.

During the pandemic, the Tom Price- based Nintirri Centre saw an increase in burnout symptoms – sleeplessness, depression and anxiety. Understanding that people are at their best when they can be themselves, Nintirri set up weekly sessions where people could learn about the benefits of mindfulness in a community setting. Through Nintirri, people learnt strategies to reduce stress and anxiety, bring calm into their lives and find ways to connect.

Shelter bags for homeless in Busselton

The Shelterbag Project, initiated in the South West by the Rotary Club of Busselton Geographe Bay aims to provide people who are homeless with a Shelterbag – a light, durable, warm, waterproof, comfortable protective sleeping tent.

Pollinators entrepreneur program for school students

It’s important regional students have equal access to learning opportunities compared to their city-based peers.

We help improve access by supporting programs providing regional Western Australian students the opportunity to develop skills they’ll need for the jobs of the future. The Pollinators’ Next Generation Entrepreneur Competition encourages students in years 6–10 to think outside the box and develop innovative solutions for everyday problems.

Rowan’s Walk

Rowan’s walk began four years ago, created by young Indigenous leader Rowan Dann.

In memory of his Aunty, and in memory of others who had taken their own lives, Rowan wanted to raise awareness of the mental health challenges in his community and to honour and remember those who had lost their lives to suicide.

The walk raises awareness of suicide prevention, destigmatises mental health challenges and builds a community of support around a growing community issue.

Contributing to local business

Our mining operations are a broad ecosystem supported by a diverse range of suppliers – from Indigenous businesses to local and small enterprises.

In 2022 we spent more than \$8.6 billion with Western Australian suppliers, including locally-owned and operated businesses, and global companies with locally operated and managed branches.

Over the past two years we increased our spend with regional and Indigenous businesses by more than 80%.

Of this spend, \$618 million was spent with Pilbara-based businesses and a record \$504 million was spent with Indigenous businesses in Western Australia. This included \$439 million spent with Traditional Owner businesses – an increase of 45 per cent on the previous year.

Meet Navah

My role is Supplier Engagement Specialist in the Pilbara and I love my job. I spend most of my days engaging with local suppliers, supporting their interactions with Rio Tinto and helping facilitate successful long-term business relationships. My role is very much a conduit between external and internal stakeholders.

Providing equal access to opportunities is important to us, which is why we have expanded our local vendor base by 16% and now work with more than 200 Pilbara based businesses.

But it is much more than numbers. By spending locally, we help create jobs for local residents and new opportunities for local businesses contributing to a shared future.

We strive to make a difference by employing local people, buying local products and engaging local services – to support building the capability of communities close to our operations.

We have policies in place to use local businesses, including Indigenous businesses in Western Australia in our supply chains and introduced the Rio Tinto Buy Local program to make it easier for local businesses to engage and bid for work with us.

We will manufacture 100 rail cars in Western Australia for our Pilbara mining operations, helping grow local manufacturing.



Rio Tinto Supplier Engagement Specialist Navah with a Karratha local business.



Rio Tinto suppliers Pilbara Rail Maintenance training supervisor Mark and co-founder Chris.

\$8.6 billion
spent with Western Australian
suppliers in 2022

Pilbara Rail Maintenance

Karratha-based Pilbara Rail Maintenance (PRM) is just one of more than 200 Pilbara-based businesses we work with. This major employer in the Pilbara delivers specialist rail infrastructure services, vital to the industry and the State's economy.

"We are proud to partner with Rio Tinto in support of its key mining operations in the Pilbara," PRM Managing Director Chris Prior said. "We constantly strive for technical excellence and innovative solutions that drive new standards in the rail industry. With a local-first approach, we offer career pathways and training in a sector that has significant skills shortages."

Our people

Our people have always been and are, our most important asset. Across Western Australia we employ approximately 17,000 people, with more than 4,000 of our team members living in the communities where they work.

Our people are the footy coach at the local club, P&C presidents at the local schools, Fire and Rescue volunteers – all adding to the social fabric of regional communities.

We have an award-winning Graduate Development Program, and we are one of the State's largest employers of apprentices, trainees and new industry starters in mining.

Guided by our values of care, courage and curiosity, we have an opportunity to work together and as individuals to ensure everyone feels safe, respected and supported at work. By bringing together people from diverse backgrounds, skills and perspectives, we are able to develop the best solutions to challenges.

Pilbara residential workforce:

4,271

Participation of Women rate:

22.7%

Fly-in fly-out workforce:

10,224

Perth workforce:

3,007

Aboriginal and Torres Strait Islander participation rate:

6.6%

Employees in the community

Giving is not about the dollar amount or the time spent volunteering, but the long-lasting impact it can have.

Our employees are passionate about giving back to their communities. We support that passion by matching employee fundraising and encouraging participation in community and fundraising activities.

In 2022, we reviewed how we support our employees to contribute to the community in ways that have meaning for them.

RioCollective was launched mid-year and encompasses donation, volunteer and fundraising opportunities in partnership with Volunteering WA and Good2Give.

With a Western Australian workforce of more than 17,000, the impact our people can have is substantial.

568
RioVolunteers

28
team-based volunteering days

14
Community groups supported by
RioVolunteers

Over 2,700
charities registered on Good2Give



Gardening at Grandparents Rearing Grandchildren WA

Team-based volunteering days give our people the opportunity to develop team skills while supporting community organisations.

Volunteer time allows organisations to focus on providing their core services. Organisations like Grandparents Rearing Grandchildren WA and WA Wildlife benefited from the hard work and manual labour of RioVolunteers.

**Thank you to our community partners
who are making Western Australia
a better place.**

6718 Yandi for Change
AFL Sports Ready
Banjima Native Title
Aboriginal Corporation
Baynton West Primary – Waja Guma
Buurabalyji Thalanyji
Aboriginal Corporation
Careertrackers Indigenous
Internship Program
Central Regional TAFE
Chamber of Minerals and Energy WA
CinefestOZ Film Festival
City of Albany
City of Busselton
City of Greater Geraldton
City of Karratha
Clontarf Foundation
Dampier Primary School
Dampier Seafarers Centre
Department of Biodiversity,
Conservation and Attractions
Department of Communities
Department of Health
Department of Premier and Cabinet
Department of Primary Industries
and Regional Development

Department of Training and Workforce Development
 Derby District High School
 Earbus Foundation
 Foundation for the WA Museum Ltd
 Good2Give
 Indigenous Emerging Business Forum
 Jawun Aboriginal Corporation
 Karingal Neighbourhood Centre
 Karlka Nyiyaparli Aboriginal Corporation
 Karratha and Districts Chamber of Commerce and Industry
 Botanic Gardens & Parks Authority
 Mens Outreach Service
 Aboriginal Corporation
 Movember
 Murujuga Aboriginal Corporation
 Ngaarda Media
 Ngarlawangga
 Aboriginal Corporation
 North Regional TAFE
 Nyamal Aboriginal Corporation
 One Tree Community Services Inc
 Pannawonica School
 Paraburdoo Amateur Swimming Club

Paraburdoo Primary School
 PCYC Roebourne
 Perth Children's Hospital Foundation
 Perth Zoo
 Pilbara Inland Chamber of Commerce
 Point Samson Community Association
 Polly Farmer Foundation
 Puutu Kunti Kurrama and Pinikura
 Aboriginal Corporation
 Reach Us Pilbara
 Reconciliation WA
 Regional Chambers of Commerce & Industry
 Regional Development Australia
 Robe River Kuruma Aboriginal Corporation
 Royal Flying Doctor Service
 Scitech
 Shire of Ashburton
 Shire of Broome
 Shire of Derby/West Kimberley
 South Metropolitan TAFE
 South Regional TAFE
 State Library of Western Australia
 Stephen Michael Foundation

Channel 7 Telethon Trust
 Telethon Kids Institute
 The Careers Department
 The Nintirri Centre Incorporated
 The Y (YMCA) Family Day Care
 Tom Price Business Association
 Tom Price Medical Centre
 Tom Price Senior High School
 Tom Price Youth Support Association
 University of Western Australia
 Volunteering WA
 WA Recreational Sportfishing Council
 Wanparta Aboriginal Corporation
 West Australia Football Commission
 Western Australian Centre for Rural Health
 Wangaba Roebourne Art Group
 West Perth Football Club
 Western Australian Museum
 Winyama Digital Solutions
 Wirrawandi Aboriginal Corporation
 Yaandina Community Services
 Yindjibarndi Aboriginal Corporation
 Yinhawangka Aboriginal Corporation
 Yinjaa-Barni Art
 Aboriginal Corporation

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