

Group Policy

Global Respect, Inclusion and Diversity Policy

HR-A-003

Group:
Standard, Policy

Function:
Human Resources

No. of Pages:
2

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Supersedes: [HR-A-002 Inclusion and Diversity Policy](#)

Owner:
Head of Talent Area of
Expertise

Approver:
Chief People Officer

Target Audience:
All employees and core contractors. Core contractors refer to category 1 and category 2 contractors and any external contractors, agents, consultants and other service providers who perform internal duties or roles having access to internal systems or who otherwise act for and on behalf of Rio Tinto.

Direct linkages to other relevant policies, standards, procedures or guidance notes:

- The Way We Work (Code of Conduct) - [Our Code of Conduct - The Way We Work](#)
- Group Employment Policy - [HR-A-001 Employment Policy](#)
- Human Rights Policy - [CSP-A-001 Human Rights Policy](#)
- Business Integrity Standard - [GOV-B-001 Business Integrity Standard](#)
- Business Integrity Procedure - [GOV-C-002 Business Integrity Procedure](#)
- myVoice standard - [GOV-B-004 myVoice standard](#)

Document purpose:

- To define the global principles for Rio Tinto's commitment to foster a safe, inclusive, and respectful environment at Rio Tinto, free from violence and harassment, within the Company and in markets where it operates.

At Rio Tinto, respect, inclusion and diversity are not just values, but are essential to driving creativity, innovation and growth. We are committed to fostering safe, inclusive, and respectful working relationships at every level, so that every team member feels welcomed and valued, regardless of race, ethnicity, gender identity, sexual orientation, age, disability, religion, neurodiversity, or any other status. When our people feel safe, respected, and included at work, they flourish and perform at their best. This commitment guides our actions and decisions toward creating a more respectful and equitable workplace.

We promote a sense of belonging for all team members, where diverse perspectives are valued and free from bias. Our policies, practices and culture demonstrate our commitment to respect, inclusion and diversity. We actively recruit, develop and retain diverse talent to create an inclusive environment where all voices are heard.

We remain dedicated to continuous learning and improvement, embedding respect, inclusion and diversity as core elements of our culture and operations.

This policy applies to everyone working under the direction of Rio Tinto, including team members, contractors, partners, and suppliers. Understanding your role in making Rio Tinto a safer, inclusive, and more respectful organisation is essential.

As a member of the Rio Tinto team, you are required to:

- Treat others with dignity and respect.
- Comply with this Policy, and "The Way We Work."
- Ensure your behaviour does not adversely affect others' health and safety.
- Complete all Equity, Diversity & Inclusion, Respectful Behaviour, and any other training assigned to you.
- Take action by being an active upstander if you witness harmful behaviours and support those who have experienced harm. The intervention can depend on the situation and may include one or a combination of the following:
 - Direct: speak up directly at the time of the incident.
 - Indirect: connect with the person being disrespectful/causing harm after the incident.
 - Distraction: de-escalate the situation at the time of the incident by distracting rather than confronting.
 - Protocol: Seek support from an internal support specialist as outlined later in this document and may include a reporting option.

Leaders have additional responsibilities to:

- Demonstrate equal, inclusive and respectful treatment of candidates during recruitment and team members throughout employment, ensuring a fair and welcoming process for all.
- Help everyone, including contractors, understand this Policy and their accountabilities within it.
- Ensure that workplace procedures and people practices carried out are inclusive and free from bias and discrimination.
- Encourage reporting of discrimination, harmful or inappropriate behaviour.
- Build psychological safety within their teams, promoting a safe, respectful and inclusive work environment and enabling open conversations about harmful behaviours.
- Take immediate action and support if harmful behaviours are suspected.
- Conduct risk assessments to manage and mitigate the risk of harmful behaviours.

At Rio Tinto, we do not accept harmful behaviours. These behaviours undermine the safety and well-being of individuals and include:

Bullying: Unreasonable behaviour that intimidates, offends, or humiliates.	Workplace-related Violence: Physical assault or threats in the workplace.
Harassment: Persistent behaviour causing someone to feel offended, humiliated, or threatened. Includes physical, verbal, and non-verbal actions.	Racism: Any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of denying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms
Sexual Harassment: Unwanted conduct of a sexual nature that offends, intimidates, degrades, or humiliates.	
Discrimination: Unfavourable treatment based on personal attributes.	Victimisation or Retaliation: Punishing someone for reporting harmful behaviours or participating in investigations.
Vilification: Public actions that incite hatred, severe contempt, or ridicule.	

Rio Tinto does not accept discrimination based on the following personal attributes:

Age	Parental status or family, carer, or kinship responsibilities
Race or colour	Political belief or activity
Gender identity	Industrial activity (including being a member of a union or employer association)
Sex or sex characteristics (e.g. genitalia)	Experiences of family or domestic violence
Nationality (including descent, national extraction, or ethnic, social, or national origin)	Association with a person who has, or is believed to have, any of the above attributes
Religious belief or activity	Sexual orientation
Physical or mental disability, impairment, or health (including HIV/AIDS status)	Marital or family status
Pregnancy or potential pregnancy, or because a person breastfeeds or expresses milk	Any other attribute protected in the country in which you work.

If you experience or witness any form of harmful behaviour, we encourage you to address the concern at your earliest opportunity. You can seek support of:

- A leader, a colleague, or any member of the People team,
- A member of your Health, Safety, and Environment team,
- Peer Support Network,
- Care Hub,
- Ethics & Compliance, or Legal teams.

If your concern relates to misconduct or harmful behaviours connected to Rio Tinto, you can report it confidentially through [myVoice](#). Alternatively, your leader, colleague or a member of our People or Health and Safety teams, or [Care Hub](#) can assist in reporting on your behalf. Our leaders are committed to fostering psychological safety, so that you can raise concerns without fear of retaliation, and Care Hub offers person-centered and trauma-informed support to help you navigate resolution and recovery options.

All reported incidents will be taken seriously and reviewed promptly and impartially. Professional counselling services are available through our [Employee Assistance Programme](#) (EAP) to support anyone impacted.

We will not use Non-Disclosure Agreements to prevent individuals from sharing their experiences of harmful behaviours. We believe in transparency and the right of individuals to speak about their experiences without fear of retribution.

We respect internationally recognised human rights, including the International Labour Organisation's Violence and Harassment Convention, 2019 (No. 190) and are committed to preventing and addressing all forms of workplace violence and harassment, including gender-based violence.

We commit to protecting the health, safety, and well-being of everyone working with Rio Tinto, whether at our physical workplaces, online, offsite, from home, in interactions with third parties or at work-related events. We foster a culture of respect and psychological safety where people feel empowered to take action to address harmful behaviour without fear of retaliation or victimisation.

As we continue to advance our global operations, our dedication to a respectful, inclusive, and diverse workplace remains unwavering. This policy not only sets the standard for our people but also paves the way for future initiatives that will further enrich our workplace culture.