

Group Standard  
myVoice Standard

GOV-B-004		
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<b>Target audience:</b> Everybody		
<b>This Standard should be read in conjunction with:</b>  The Way We Work  Supplier Code of Conduct  Data Privacy Standard  Business Integrity Standard  Global Respect, Inclusion and Diversity Policy  Country-specific addenda and local whistleblowing procedures that may be applicable		
<b>Document purpose:</b>  This document is the Group Standard for Rio Tinto’s Global Whistleblower and Confidential Reporting Program, myVoice. This Standard sets out the principles on which myVoice is operated. It also sets out who can make a report; the types of concerns that can, and should, be reported and how; what happens after a report is submitted; and the protections for individuals who make a report via myVoice or for other involved parties.		

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## 1. Background and purpose

At Rio Tinto, we want to create and maintain a safe, respectful and inclusive workplace, with a strong ethical culture, that reflects our values. We encourage and support people to speak up, freely and without fear of retaliation. This allows us to act on and learn from issues that have the potential to cause harm to people, communities and / or risk to our business. We are committed to ensuring our response to alleged misconduct is people centric, trauma-informed, timely and proportionate.

If voicing concerns through Rio Tinto line management or other leaders, or via other usual channels (e.g. People Function, Ethics and Compliance, Health Safety & Environment) is not appropriate or feels unsafe, in the circumstances, reports should be directed to myVoice, Rio Tinto's whistleblower and confidential reporting program that allows for confidential or anonymous reporting of concerns. The myVoice program is managed by Rio Tinto's Business Conduct Office (BCO), a specialist team reporting to the Rio Tinto Chief Ethics & Compliance Officer, independent of the product groups and other functions.

This Standard, together with [country-specific addenda](#) and [local whistleblowing procedures](#) that may be applicable to a specific country, are aligned with the whistleblowing laws and regulations applicable in the countries in which we operate.

## 2. Who can make a report

Anyone who suspects or witnesses potential misconduct – such as wrongdoing, harmful or improper behaviours or practices – related or connected to Rio Tinto's business, can make a report via myVoice; this includes current and former employees, shareholders, contractors and their subcontractors (or, where the contractor is a legal entity, members of the administrative, management or supervisory bodies of these contractors and subcontractors, as well as members of their staff), external consultants, suppliers, customers, service providers, partners, members of the public or the communities where we operate, and, also their partners, dependants or dependants of the spouse and relatives.

For the purpose of this Standard, an individual(s) raising their concerns via myVoice is known as a 'reporter' and a 'respondent' is referred to an individual(s), or entity, against whom concerns of potential misconduct have been raised.

## 3. What types of concerns should be reported

### 3.1 Reportable concerns

Examples of concerns that should be reported into myVoice include, but are not limited to:

1. potential breaches<sup>1</sup> of Rio Tinto policies, standards and procedures, including Rio Tinto's Code of Conduct ('The Way We Work');
2. potential illegal conduct, such as theft; dealing in or use of illicit drugs; violence or threatened violence; intentional damage against property; fraud; money laundering; terrorist financing; violation of sanctions or trade control laws; anti-trust or competition law breaches; tax evasion; misappropriation of funds;

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<sup>1</sup> Not all breaches may be in scope for myVoice, some can be referred to other processes or business areas for further review.

offering, promising, giving, asking for, or accepting a bribe; corrupt practices;

3. failure to declare or disclose potential or actual conflicts of interest;
4. harmful and /or disrespectful behaviours such as sexual harassment, sexual harm, discrimination or harassment, racism, or bullying;
5. acts or behaviours causing danger or harm to people, communities, the environment or the financial system;
6. concerns regarding human rights, modern slavery, child labour or infringement of indigenous peoples' rights;
7. detrimental conduct or retaliation towards an individual for raising a concern or for being suspected of raising a concern or thought to be capable of doing so;
8. deficiency ineffectiveness or unfairness of myVoice investigative and non-investigative processes;
9. misuse, disclosure or misappropriation of confidential information, including information confidential to Rio Tinto, and confidential information entrusted to us by individuals or third parties;
10. misuse of Rio Tinto resources, technology systems or devices, including concerns regarding intentional or reckless breaches of protection of privacy and/or personal data, the security of networks and/or information systems;
11. falsification or misrepresentation of company books and records (including non-financial information); false expenses claims and timesheets; financial irregularities, false accounting, financial misstatements and misrepresentations;
12. potential or actual systemic failures in relation to health and safety; or
13. material failure to comply with, or breach of, legal or regulatory requirements including disclosure obligations.

### 3.2 Non applicable matters

The following would not typically be considered as reportable concerns to myVoice:

1. commercial or legal disputes;
  2. day-to-day operational matters or personal opinions or feedback;
  3. personal work-related grievances<sup>2</sup>. Examples of personal work-related grievance may include:
    - a. interpersonal conflicts and disagreements with another colleague(s) or leader(s);
    - b. challenges to opinions, feedback or decisions around performance evaluations, transfers, promotions, recruitment, redundancy, remuneration reviews or awards, disciplinary actions, or appeals against termination of employment decisions;
    - c. individual management of work-related illness or injury to workers and workers' compensation.
- For matters related to points 2. and 3. above, in the first instance, team members are encouraged to discuss with their line management or other leaders (where reporters feel comfortable and where appropriate in the circumstances), or with a local representative of the People Function; Health, Safety & Environment; or Ethics & Compliance. Current team members can contact the Employee Assistance Program (EAP) or Peer Support network for support.

Further, this Standard does not apply to deliberately false reports. Reporters should never make a report about another person or event that they know or believe to be false. Doing so is against our values and may give rise to disciplinary action.

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<sup>2</sup> Personal work-related grievances may still be raised under this Standard if they also contain information about reportable concerns (mixed report); in this case, some elements of a mixed report may be handled via other processes, such as a local grievance process as appropriate.

## 4. How to make a report

Reporters can make a report to myVoice via one of the following methods<sup>3</sup>:

1. report through the myVoice program online, by phone using the available toll-free telephone numbers, or on mobile – please visit the [myVoice](#) homepage or [riotinto.com](#);
2. report via email: **myvoice@riotinto.com**;
3. contact Care Hub for concerns related to disrespectful or harmful behaviours; Care Hub can discuss the circumstances with reporters and assist or make a report on their behalf;
4. contact a People Function, Ethics & Compliance or Health, Safety & Environment representative, who can assist or make a report on their behalf; or
5. local channels: contact an [in-country representative](#) as referred to under [country-specific addenda](#) or [local whistleblowing procedures](#) or as delegated by the BCO, to receive concerns locally who can assist or make a report on their behalf.

## 5. Confidentiality and anonymity

When contacting myVoice, reporters decide how much they want to share:

1. Reporting anonymously (local law permitting): this means that the BCO will not know who the reporter is, cannot see their contact details and will not take any deliberate steps to identify them. The BCO can still communicate with anonymous reporters through the myVoice anonymous messaging system. Reporting anonymously may limit our ability to resolve and/or investigate the concerns raised.
2. Reporting confidentially: this means that reporters consent for the BCO disclosing their identity where BCO consider it to be necessary, including to resolve or investigate the concerns, or to support and protect them, or if legally required or permitted to do so. Any concerns around identification can be discussed with the BCO, who will endeavour to resolve the identification concern in a way reporters are comfortable with.

We encourage reporters to provide as much information as possible when raising a concern via myVoice – including dates, places, relevant documents and, if possible, names of those involved. Not having this information does not prevent reporters from raising their concern, and reporters can choose to provide additional details subsequently.

## 6. What happens once a report is submitted

All reports submitted through myVoice channels are securely routed to the BCO who will acknowledge receipt to the reporter.

The Triage and Assessment Team within the BCO will assess the concerns raised and triage the concerns to the appropriate team for management and resolution. This may include directing concerns to another department, like People Function or Ethics & Compliance, Health, Safety & Environment, or other subject matter experts for investigation, resolution or other action. If there is not enough information to action a report, and if the reporter does not provide additional relevant information when requested, the report may be closed. The reporter will be notified in such cases.

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<sup>3</sup> Concerns that are raised to myVoice may not always be protected by whistleblower laws.

This may also include assigning the concerns to the Investigations Team for investigation and/or Care Hub for non-investigative resolution options. The Investigations Team and the Care Hub are teams within the BCO.

Processes operated by the BCO are designed in accordance with people-centric methodologies and guided by trauma-informed care principles of safety, trust, choice, collaboration, empowerment, and respect for diversity. Throughout the process, free wellbeing support is available through Rio Tinto EAP. Depending on the nature of the concern, there may be additional confidential guidance and support available through Care Hub to anyone affected by disrespectful or harmful behaviours, including those directly harmed, leaders, respondents, witnesses or People function representatives.

Thematic data and trends from myVoice reporting are used by the organisation to learn, improve standards and practices, and make reports both internally and externally where necessary.

## **6.1 Investigations**

Investigations will be generally conducted by one or more Investigators from the Investigation Team; in some cases, an investigation may be conducted by an external third party such as a law firm, or investigation or forensic accounting firm. The Investigations Team will follow any locally required processes that may apply in specific countries.

Reporters may be asked to provide additional details or participate in the investigation. All individuals who are involved in an investigation of a report (reporters, respondents, witnesses, other stakeholders) are treated consistently with Rio Tinto's values, as detailed in The Way We Work, and the principles of safety, integrity, respect and principles of natural justice. Respondents will be given the opportunity to respond to any allegations that relate to them before any findings of fact are made by the Investigation Team.

The Investigator will provide reporters with progress updates, as necessary, subject to any requirements regarding legal privilege, data privacy and/or confidentiality considerations. The reporter will be informed when the case is ready to be closed, however the findings and any outcome of an investigation may not be disclosed.

After the completion of a BCO Investigation, there may be a referral to locally required processes for any subsequent employee action, for example, discipline, performance management or employment termination processes, or appeal processes. In each case, those processes will be conducted by the business with support from the People Function and/or Employee Relations (as applicable).

## **6.2 Non-investigative resolution options**

Care Hub supplements myVoice by providing additional means to raise and resolve concerns related to disrespectful or harmful behaviours such as bullying and harassment, sexual harm, racism and discrimination.

If concerns reported to myVoice can be addressed through non-investigative means, Care Hub will discuss options with the reporter and/or other impacted persons. Non-investigative resolutions may include mediation, coaching, difficult conversation support, acknowledgment and apology, education and training.

Not every report will be suitable for a non-investigative resolution, and there may be circumstances in which an investigation is deemed necessary or legally required.

## **7. What protections are offered to reporters and other involved parties**

### **7.1 Confidentiality**

The BCO will make every effort to ensure information received in connection with a report remains confidential.

Sometimes, a reporter's identity may be disclosed by Rio Tinto without consent where it is legally required or permitted to do so. Information likely to lead to the identification of a reporter may be disclosed by Rio Tinto without consent where it is reasonably necessary to investigate a concern. For example, subject to legal requirements, the BCO may disclose information to:

1. external advisers including law firms or investigation or forensic accounting firms, who may conduct investigations on Rio Tinto's behalf, or provide Rio Tinto with legal advice, representation or investigation support;
2. law enforcement, regulatory authorities, or government agencies (e.g. health & safety regulators, corporate, tax, workplace or other regulators).

In addition, subject to legal requirements, information contained in a report or gathered during the BCO processes, including personal details of the respondents or other involved parties, may also need to be disclosed to Rio Tinto representatives (such as group functions, stakeholders or leaders), for the purpose of an investigative or non-investigative resolution process or to provide support, or for any subsequent local internal disciplinary, grievance, performance management processes, or disputes arising from, or related to, a report.

To help protect a reporter's identity and, the integrity of any investigation and to prevent any negative impact on the safety and wellbeing of all involved parties, we ask reporters and other involved parties to keep case details and updates by the BCO about the case, confidential. Wilful breach or disregard for the protection of confidentiality (or anonymity where applicable) of anyone involved in an investigative or non-investigative process may lead to disciplinary action.

### **7.2 Detrimental action or retaliation**

Rio Tinto does not tolerate detrimental action or retaliation towards any individual for them (or anyone else) raising a concern, including when the concern is raised through myVoice, or when an individual is suspected of raising a concern or thought to be capable of doing so. If such detrimental action or retaliation occurs, reporters should raise this immediately through myVoice.

Detrimental action or retaliation may include but is not limited to threats, intimidation, humiliation, bullying, harassment, discrimination, harm including psychological harm, injury, dismissal, suspension, loss of benefits, a negative impact on work duties, and damage to property, business or financial position or reputation.

Protection against detrimental action or retaliation also applies to all other individuals conducting, assisting or participating in an investigative or non-investigative process. The BCO will assess the risk of any

detrimental conduct or retaliation against reporters or others in relation to a report and will consider whether additional protection is needed for the relevant participants.

Note: reasonable management action taken in relation to the performance of an individual's duties will not normally be considered detrimental action or retaliation.

### **7.3 Data privacy**

The processing of personal and sensitive data undertaken as part of the myVoice program will be conducted in line with the various Rio Tinto Privacy Statements that exist at any given time (for example, the Employee Privacy Statement). In addition, processing will be undertaken in line with applicable laws, and the Rio Tinto Data Privacy Standard (or the relevant Global Privacy Policy document that exists at any given time, however named).

Personal and sensitive data will be kept for as long as necessary for the lawful purpose for which it is processed (as notified to the relevant individuals), or for the time required or permitted under local laws (whichever is the shorter).

### **7.4 Other legal protections**

This Standard does not restrict a reporter's right to communicate with regulators, law enforcement or other government agencies or external whistleblowing or reporting channels at any time when raising concerns about potential criminal conduct or public interest, or as mandated or permitted by local law. Nothing in this Standard precludes the right of the reporter, respondent and other involved parties from pursuing other external judicial and non-judicial remedies.

Not all reports made through myVoice will automatically be considered to be a whistleblowing disclosure and receive protection under local whistleblower laws (where local law exists). Certain countries may have specific whistleblowing laws that can impact on the application of this Standard, or which provide reporters with alternative local whistleblowing channels or employee reporting processes. In such instances those local processes or legal obligations or higher standards will prevail over this Standard.

For further information, please review the [country-specific addenda](#) and [local whistleblowing procedures](#) or seek independent legal advice.



## 8. Country-specific addenda

### 8.1 Australian addendum

Supplementary to Rio Tinto's Group myVoice Standard (Standard), this document ('Australian addendum') and the Standard are the whistleblowing policy for the purposes of the *Corporations Act 2001* (Cth). The Australian addendum sets out the additional requirements in place to satisfy Australia's *Corporations Act 2001* (Cth); it provides further information as required by Australian law<sup>1</sup> and in relation to the additional protections available to reporters.

The Standard and Australian addendum are available on the internet and Rio Tinto intranet. For any questions on the applicability or other aspects of this Australian addendum, please contact the Business Conduct Office via email at [myvoice@riotinto.com](mailto:myvoice@riotinto.com).

#### Application of this Australian addendum

While Rio Tinto's myVoice Standard applies to everyone, to be protected under the Australian addendum, reporters must meet all of the following criteria:

- Be an 'eligible whistleblower', as set out in Section 2;
- Have a reasonable basis to suspect that misconduct or an improper state of affairs or circumstances has occurred in connection with Rio Tinto, as set out in Section 3;
- Make their disclosure to an 'eligible recipient' or another person or entity authorised under the Australian whistleblower laws to receive disclosures, as set out in Section 4.

#### Who is an eligible whistleblower

Reporters are defined under Section 1377AAA of the *Corporations Act 2001* (Cth) and will need to meet certain criteria to be considered an eligible whistleblower, including:

- Rio Tinto current or former employee, officer, associate, individual contractor or employee of a contractor, volunteer, work experience student, individual supplier or employee of a supplier, or a relative, dependant or the dependant of the spouse of any of the above; and
- There is a connection between the report and Australia, for example the reporter is: (1) an Australian citizen; (2) Australia-based; (3) speaking up about a situation relating to an Australian Rio Tinto operation; or (4) speaking up about conduct alleged to have occurred in Australia.

#### What type of disclosures will be protected

Reporters must have reasonable grounds to suspect that misconduct or an improper state of affairs or circumstances connected to Rio Tinto has occurred – examples of misconduct are provided in the Standard<sup>2</sup>.

Personal work-related grievances are not protected under Australian laws and this Australian addendum (see the Standard for examples); however, a personal work-related grievance may still qualify for protection if:

- it contains information about misconduct (mixed report);
- it concerns a breach of employment or other laws punishable by imprisonment for a period of 12 months or more, conduct that represents a danger to the public, or relates to information that suggests misconduct beyond the reporter's personal circumstances;
- it concerns detriment for making a disclosure qualifying for protection; or

- the reporter seeks legal advice or legal representation about the operation of the whistleblower protections under the Corporations Act.

Reporters may still be protected under Australian law and this Australian addendum if their report turns out to be incorrect or is made anonymously. Any reporters deliberately making false allegations will not be protected and may be subject to disciplinary action.

## How to raise a protected disclosure

Reporters must disclose their concerns to one of the following authorised eligible recipients:

- The Chief Business Conduct Officer or the Triage and Assessment team within the Business Conduct Office, either directly or through the myVoice channels
- A director, Company Secretary or other officer of any Rio Tinto entity
- A senior leader of Rio Tinto (Managing Director, Vice President or equivalent level and above)
- An internal or external auditor (including a member of an audit team conducting an audit) or actuary
- A person registered under Australian law as a tax agent or Business Activity Statement ('BAS') agent (in relation to Rio Tinto's tax or BAS related matters).

Reporters can raise their concerns with any of the eligible recipients listed above in person, by phone, by email or by letter. Reports made directly to a line manager or Human Resources may not be protected by Australian whistleblower laws, unless they are an authorised eligible recipient as set out above. Care Hub and Investigators are not eligible recipients.

Alternatively, reporters can do one of the following:

- make a disclosure to the Australian Securities and Investments Commission ('ASIC'), the Australian Prudential Regulatory Authority ('APRA'), or another prescribed body, or (for tax-related matters) to the Commissioner of Taxation or Tax Practitioners Board; or
- make a public interest or emergency disclosure to a journalist or a parliamentarian. To make a public interest or emergency disclosure, the disclosure must have previously been made to ASIC, APRA or a prescribed body and written notice provided to the body to which the disclosure was made. In the case of a public interest disclosure, 90 days must have passed since the previous disclosure. It is important reporters understand the criteria for making a public interest or emergency disclosure and independent legal advice should be sought before doing so; or
- make a disclosure to a lawyer to obtain legal advice or representation about protections under Australian law.

## What additional protections are offered under Australian law

The table below sets out the legal protections that apply **if a reporter qualifies for protection** under Australian law. These are additional to the protections set out in the Standard.

Statutory Protection	Description
<b>Protection from</b>	Anyone who is proven to have engaged in detrimental conduct (as described at <a href="#">7.2 of the myVoice Standard</a> ) may be guilty of an offence and may be liable for

**detrimental conduct**

damages. Where detrimental conduct occurs, the reporter (or any other employee or person) can seek compensation and other remedies through the courts if they suffer loss, damage or injury because of detrimental conduct as described at [7.2 of the myVoice Standard](#)) and if Rio Tinto failed to take reasonable precautions and exercise due diligence to prevent the detrimental conduct.

**Your confidentiality will be protected**

A person commits an offence if they obtain a reporter's identity or information likely to lead to their identification ('Confidential Information') directly or indirectly because of the reporter's report and the person discloses the Confidential Information, unless:

- the reporter consented to the disclosure of the Confidential Information
- a disclosure of information likely to lead to the reporter's identity is reasonably necessary for the effective investigation of the matter and all reasonable steps are taken to reduce the risk of the reporter's identification
- the Confidential Information is disclosed to ASIC, APRA, the AFP or a person or body prescribed by regulation or (for tax- related matters) is reported to the Commissioner of Taxation
- the Confidential Information is disclosed to a lawyer for the purpose of obtaining legal advice or representation

**You will be protected from some types of liability**

For example:

- any legal action for breach of an employment contract, duty of confidentiality or another contractual obligation for making the disclosure
- attempted prosecution for unlawfully releasing information, or other use of the disclosure in a prosecution
- disciplinary action for making the disclosure

Note: these legal protections do not grant reporters immunity from liability if they are found to have participated in any misconduct they report on.

## 8.2 New Zealand addendum

Supplementary to Rio Tinto's myVoice Standard ('Standard'), this document ('New Zealand addendum') and the Standard set out the internal procedures which apply for the purpose of New Zealand's Protected Disclosures (Protection of Whistleblowers) Act 2022 ('Protected Disclosures Act') and the protections available to reporters.

The Standard and New Zealand addendum are available on the internet and Rio Tinto intranet. For any questions on the applicability or other aspects of this New Zealand addendum, please contact the Business Conduct Office via email at [myvoice@riotinto.com](mailto:myvoice@riotinto.com).

### Application of this New Zealand addendum

While Rio Tinto's myVoice Standard applies to everyone, to be protected under the New Zealand addendum, reporters must meet all of the following criteria:

- Be an 'eligible whistleblower', as set out in Section 2;
- Believe on reasonable grounds that there is, or has been, serious wrongdoing in or by Rio Tinto in New Zealand, as set out in Section 3;
- Make their disclosure in good faith to an 'eligible recipient' or another person or entity authorised under the Protected Disclosures Act to receive disclosures, as set out in Section 4.

### Who is an eligible whistleblower

Reporters will need to meet the following criteria to be considered an eligible whistleblower:

- Rio Tinto current or former employee, secondee, contractor, volunteer or a person concerned in the management of the organisation (e.g. a director or officer);
- There is a connection between the report and New Zealand, for example you are speaking up about a situation relating to a New Zealand Rio Tinto operation.

### What type of disclosures will be protected

Reporters must have reasonable grounds to believe that there is, or has been, serious wrongdoing in or by Rio Tinto which is connected to New Zealand, and must not disclose it in bad faith.

Serious wrongdoing is an act, omission or course of conduct in or by Rio Tinto that is one or more of the following:

- An offence;
- A serious risk to public health, or public safety, or the health and safety of any individual, or to the environment;
- A serious risk to the maintenance of the law, including the prevention, investigation and detection of offences or the right to a fair trial;
- An unlawful, corrupt or irregular use of public funds or public resources;
- Oppressive, unlawfully discriminatory, or grossly negligent, or that is gross mismanagement, if it is done by a person performing a function or duty or exercising (or purporting to exercise) a power on behalf of a public sector organisation or the Government.

Personal grievances may not be protected under the Protected Disclosures Act and this New Zealand addendum (see the Standard for examples) unless the reporter believes on reasonable grounds that there is, or has been, serious wrongdoing. A report will also not be a protected disclosure if the information being disclosed is subject to legal professional privilege (e.g. confidential legal advice provided to Rio Tinto). Any reporters deliberately making false allegations or who make a report in bad faith will not be protected and may be subject to disciplinary action.

Eligible whistleblowers are protected under the Protected Disclosures Act and this New Zealand addendum even if their report turns out to be mistaken and there is no serious wrongdoing, or if the report does not refer to the Protected Disclosures Act when making the disclosure, or if the disclosure is made confidentially to another person for the purpose of seeking advice about whether and how to make a protected disclosure.

## How to raise a protected disclosure

Reporters must disclose their concerns about serious wrongdoing to one of the following authorised eligible recipients:

- The Chief Business Conduct Officer or the Triage and Assessment team within the Business Conduct Office, either directly or through the myVoice channels;
- To the head or a deputy head of a New Zealand Rio Tinto operation (e.g. Chief Executive/General Manager); or
- A senior leader of Rio Tinto (Managing Director, Vice President or equivalent level and above)

Reporters can raise their concerns with any of the eligible recipients listed above in person, by phone, by email or by letter. Reports made directly to a line manager or Human Resources may not be protected by the Protected Disclosures Act, unless they are an authorised eligible recipient as set out above. Care Hub and Investigators are not eligible recipients.

Alternatively, or in addition to any disclosure made to an eligible recipient, reporters can make a disclosure to an 'appropriate authority', which is:

- The head of any New Zealand public sector organisation, including the Ombudsman and any organisations listed in Schedule 2 of the Protected Disclosures Act; or
- Any officer of the New Zealand Parliament (but not a Minister or Member of Parliament).

## What additional protections are offered under New Zealand law

The table below sets out the legal protections that apply **if a reporter qualifies for protection** under New Zealand law. These are additional to the protections set out in the Standard.

Statutory Protection	Description
<b>Protection from retaliation or victimisation</b>	<p>If an employer retaliates or threatens to retaliate against a reporter who is an employee because the person intends to make or has made a protected disclosure, the employee has a personal grievance under the Employment Relations Act 2000.</p> <p>Victimisation (as defined in the Protected Disclosures Act) of any person (which may include persons who are not employees) is not permitted, and is unlawful under the Human Rights Act 1993.</p>
<b>Your confidentiality will be protected</b>	<p>Best endeavors will be used to keep confidential information that might identify an eligible whistleblower. However, Rio Tinto is not required to keep an eligible whistleblower's identity confidential if the whistleblower consents to the release of identifying information, or if there are reasonable grounds to believe that the release of the identifying information is essential:</p> <ul style="list-style-type: none"> <li>• for the effective investigation of the disclosure; or</li> <li>• to comply with the principles of natural justice; or</li> <li>• to prevent a serious risk to public health, public safety, the health and safety of any individual or the environment; or</li> <li>• to an investigation by a law enforcement or regulatory agency for the purpose of law enforcement.</li> </ul> <p>Rio Tinto will consult with the eligible whistleblower about the release of identifying information (where required under the Protected Disclosures Act, or where practicable).</p>

<b>You will be protected from some types of liability</b>	An eligible whistleblower who makes a protected disclosure will not be liable to any civil, criminal or disciplinary proceedings because of making a protected disclosure.
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Note: these legal protections do not grant reporters immunity from liability if they are found to have participated in any misconduct they report on.