

Health, Safety, Environment, Security and Communities Policy

HSE-A-001		
Group: Policy	Function: HSESC	No. of Pages: 2
Approved: April 2024	Effective: April 2024	Auditable From: October 2024
Supersedes: HSEC Policy – January 2018		
Owner: Head of HSES	Approver: Chief Executive, Australia	Target Audience: All Rio Tinto employees and external stakeholders.
Direct linkages to other relevant policies, standards, procedures or guidance notes:		
- Our Code of Conduct - The Way We Work - HSESC Management System and Performance Standards		
Document purpose:		
The global HSESC policy embodies Rio Tinto's unified approach, aligning with Group objectives and commitments. As a formal statement of business intent, it supports how we conduct our business across diverse operations. It serves as a guide to uphold consistent practices, mitigate risks, and handle significant impacts, supporting the company's overall performance and responsibilities.		

Health, Safety, Environment, Security and Communities

We're committed to delivering leading performance in health, safety, environment, security, communities, and human rights, as outlined in our code of conduct, "The way we work". This is the foundation for our social licence, to become the best partner we can be for our employees, customers, suppliers, service providers, host countries and communities.

Nothing is more important than the health, safety and wellbeing of our employees, contractors, and the communities where we operate. We are dedicated to working together to create a physically and psychologically healthy and safe workplace for everyone.

We recognise the responsibility we are entrusted with and see ourselves as stewards of natural resources, including air, land and water, and the ecosystems they support. We aim to identify, assess and proactively manage HSESC risks, by developing and implementing plans and controls to prevent, minimise, mitigate, and remediate impacts of our operations on people and the environment.

Through proactive monitoring and securing of our operations, we're continuing to find better ways to minimise disruptions during unplanned events, while protecting people, assets, and reputation.

We strive to develop lasting relationships with communities and Indigenous Peoples by working together, learning about, and supporting their goals and aspirations, avoiding, or mitigating adverse impacts, and respecting their rights, culture, and heritage. We do this by engaging thoughtfully and authentically and forming genuine partnerships to deliver positive social outcomes. We support local businesses, employ local people, and buy local products or services to contribute to strong and resilient communities and thriving regional economies.

Our leaders, employees and contractors have a shared responsibility to prioritise ethics and transparency and build trust. We work responsibly and honour the commitments we make. We comply with relevant laws and regulations where we operate and, where these differ from commitments set out in our Policies and Standards, we follow the higher standard wherever possible.

We establish measurable objectives and targets for improving performance and provide the resources needed to meet our performance objectives. We support and encourage continual improvement by identifying, developing, and implementing better ways of working through the application of our Group-wide standards. Importantly, we have the courage and commitment to do what is right, not what is easiest.