UN Global Compact

Communication on Progress 2018

Content

Chief executive's statement of support for the UN Global Compact

Rio Tinto has participated in the UN Global Compact since its establishment in 2000. Since then, we have been supporting and promoting this important initiative around the world. As Chief executive of Rio Tinto, I am pleased to confirm our continued participation and ongoing commitment for the Global Compact and its local networks across many countries. This included hosting the inaugural meeting of the Global Compact Network Australia's Modern Slavery Community of Practice to help further meaningful modern slavery reporting and risk management by Australian business.

We especially value the UN Global Compact's leadership in encouraging further private sector contribution to the United Nations Sustainable Development Goals and to climate action. This is in line with our sustainability strategy, which we updated in 2018. Our approach is designed to deliver sustained value by investing in the key areas that we feel can make the biggest contribution and strengthen our competitive advantage, whether by strengthening our ability to secure access to capital or to new resources, or by attracting new partners, while at the same time being part of the solution to societal challenges we all share.

We express this strategy in three pillars, each designed to capture issues material to our stakeholders and to our business.

The first pillar is foundational: running a safe, responsible and profitable business, which includes respecting the human rights of the people that we work with and the environment in which we operate.

The second pillar builds on the first, and focuses on the success of our communities, including our contribution to the resources available to their government: collaborating to enable long-term benefits where we operate.

The third pillar is about our shared future: pioneering human progress including through the materials we produce and the innovations we bring to market, aligned with the priorities of the coming low-carbon economy.

We believe these pillars align with the UN Global Compact's Ten Principles as well as the UN Sustainable Development Goals, enabling us to ensure we are operating as a truly sustainable business for the long run.

Here you will find our 2018 Communication on Progress and further information on how we implement the Ten Principles in practice.

J-S Jacques
Chief executive, Rio Tinto

THE GLOBAL COMPACT
WE SUPPORT

This is our **Communication on Progress**
in implementing the principles of the
United Nations Global Compact.

We welcome feedback on its contents.

UN Global Compact Communication on Progress 2018 and GC Advanced COP self-assessment

Below is our self-assessment on how we have met the GC Advanced Level criteria and links to our implementation of best practices, followed by our report on the Ten Principles. We consider a criterion is met when we communicated its implementation or planned implementation. We have referenced and included links to a number of publicly available documents that explain our work in more detail, including our 2018 Sustainable Development report.

The Ten Principles

The UN Global Compact asks companies to embrace, support and enact, within their sphere of influence, a set of core values in the areas of human rights, labour standards, the environment, and anti-corruption. The principles enjoy universal consensus and are derived from:

- The Universal Declaration of Human Rights
- The International Labour Organization's Declaration on Fundamental Principles and Rights at Work
- The Rio Declaration on Environment and Development
- The United Nations Convention Against Corruption

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: Make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labour;

Principle 5: The effective abolition of child labour; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Implementing the Ten Principles into strategies & operations

Criterion 1: The COP describes mainstreaming into corporate functions and business units

Best practices	Our Implementation
Place responsibility for execution of sustainability strategy in relevant corporate functions (procurement, government affairs, human resources, legal, etc) ensuring no function conflicts with company's sustainability commitments and objectives	'Sustainability Committee report' in Annual Report 2018 'Message from the chair of the Sustainability Committee' in Sustainable Development (SD) Report 2018 Corporate governance *The way we work*
Align strategies, goals and incentive structures of all business units and subsidiaries with corporate sustainability strategy	'Sustainability Committee report' in Annual Report 2018 Overview in SD Report 2018 Corporate governance
Assign responsibility for corporate sustainability implementation to an individual or group within each business unit and subsidiary	'Sustainability Committee report' in Annual Report 2018 'Message from the chair of the Sustainability Committee' in Sustainable Development (SD) Report 2018 Rio Tinto Sustainability Committee Terms of Reference
Design corporate sustainability strategy to leverage synergies between and among issue areas and to deal adequately with trade-offs	'Sustainability Committee report' in Annual Report 2018
Ensure that different corporate functions coordinate closely to maximize performance and avoid unintended negative impacts	'Sustainability Committee report' in Annual Report 2018 Sustainable Development Report 2018

Criterion 2: The COP describes value chain implementation

Best practices	Our Implementation
Analyze each segment of the value chain carefully, both upstream and downstream, when mapping risks, opportunities and impacts	'A responsible value chain' in SD Report 2018 'Respecting human rights: our statement on modern slavery 2018' Report on implementation of the Voluntary Principles on Security and Human Rights 2018
Communicate policies and expectations to suppliers and other relevant business partners	Supplier code of conduct 'A responsible value chain' in SD Report 2018 'Human rights' in SD Report 2018 'Respecting human rights: our statement on modern slavery 2018' Report on implementation of the Voluntary Principles on Security and Human Rights 2018
Implement monitoring and assurance mechanisms (e.g. audits/screenings) for compliance within the company's sphere of influence	'Governance report' in Annual Report 2018 'A responsible value chain' in SD Report 2018 'Human rights' in SD Report 2018 'Respecting human rights: our statement on modern slavery 2018' Report on implementation of the Voluntary Principles on Security and Human Rights 2018
Undertake awareness-raising, training and other types of capacity building with suppliers and other business partners	'Human rights' in SD Report 2018 'Respecting human rights: our statement on modern slavery 2018' Non-managed assets section in Annual Report 2018 Report on implementation of the Voluntary Principles on Security and Human Rights 2018

Robust human rights management policies & procedures

Criterion 3: The COP describes robust *commitments, strategies or policies* in the area of human rights

Best practices	Our implementation
Commitment to comply with all applicable laws and respect internationally recognized human rights, wherever the company operates (e.g., the Universal Declaration of Human Rights, Guiding Principles on Human Rights) (BRE1 + ARE1)	*The way we work* Human rights policy 'Human rights' in SD Report 2018 *Why human rights matter* Statement on the role of civil society organizations Employment policy
Integrated or stand-alone statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company (BRE 1 + BRE5 + ARE 1 + ARE 5)	Human rights policy 'Human rights' in SD Report 2018
Statement of policy stipulating human rights expectations of personnel, business partners and other parties directly linked to operations, products or services (BRE 1)	Supplier code of conduct Human rights policy 'Human rights' in SD Report 2018 Rio Tinto Procurement Report on implementation of the Voluntary Principles on Security and Human Rights 2018
Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant parties (BRE 1 + BRE 5 + ARE 1 + ARE 5)	*The way we work* Human rights policy Approach to communities and social performance 'Human rights' in SD Report 2018

Criterion 4: The COP describes effective *management systems* to integrate the human rights principles

Best practices	Our implementation
Process to ensure that internationally recognized human rights are respected	'Human rights' in SD Report 2018 *Why human rights matter* *Why agreements matter* 'Respecting human rights: our statement on modern slavery 2018' Report on implementation of the Voluntary Principles on Security and Human Rights 2018 Extra disclosures to Corporate Human Rights Benchmark detailing Communities Standard and relevant Communities Guidance Notes
On-going due diligence process that includes an assessment of actual and potential human rights impacts (BRE 2 + BRE 3 + ARE 2 + ARE 3)	'Human rights' in SD Report 2018 'Respecting human rights: our statement on modern slavery 2018' *Why human rights matter* Extra disclosures to Corporate Human Rights Benchmark detailing Communities Standard and relevant Communities Guidance Notes Report on implementation of the Voluntary Principles on Security and Human Rights 2018
Internal awareness-raising and training on human rights for management and employees	'Human rights' in SD Report 2018 *Why human rights matter* Report on implementation of the Voluntary Principles on Security and Human Rights 2018 'Respecting human rights: our statement on modern slavery 2018'

Operational-level grievance mechanisms for those potentially impacted by the company's activities (BRE 4 +ARE 4)	'Human rights' in SD Report 2018
	Approach to communities and social performance
	Why human rights matter
	Why gender matters
	Why cultural heritage matters
	'Respecting human rights: our statement on modern slavery 2018'
	Extra disclosures to Corporate Human Rights Benchmark detailing Communities Standard and relevant Communities Guidance Notes
	"Ethics and Integrity" in SD report 2018
Allocation of responsibilities and accountability for addressing human rights impacts	'Human rights' in SD Report 2018
	Why human rights matter
	Why gender matters
	Why cultural heritage matters
	Why agreements matter
	'Respecting human rights: our statement on modern slavery 2018'
	Report on implementation of the Voluntary Principles on Security and Human Rights 2018
Internal decision-making, budget and oversight for effective responses to human rights impacts	'Human rights' in SD Report 2018
	Rio Tinto Sustainability Committee Terms of Reference
	Respecting human rights: our statement on modern slavery 2018
	Why human rights matter
	Why gender matters
	Why cultural heritage matters
	Report on implementation of the Voluntary Principles on Security and Human Rights 2018
Processes to provide for or cooperate in the remediation of adverse human rights impacts that the company has caused or contributed to (BRE 3+ BRE 4 + ARE3 + ARE 4)	Approach to communities and social performance
	Why human rights matter
	Respecting human rights: our statement on modern slavery 2018
	"Ethics and Integrity" in SD report 2018
	Extra disclosures to Corporate Human Rights Benchmark detailing Communities Standard and relevant Communities Guidance Notes

Process and programs in place to support human rights through: core business; strategic philanthropic/social investment; public policy engagement/advocacy; partnerships and/or other forms of collective action (BRE 6 + ARE 6)	'Human rights' in SD Report 2018
	Why human rights matter
	Why gender matters
	Why cultural heritage matters
	Why agreements matter
	Report on implementation of the Voluntary Principles on Security and Human Rights 2018
	Respecting human rights: our statement on modern slavery 2018

Criterion 5: The COP describes effective *monitoring and evaluation mechanisms* of human rights integration

Best practices	Our implementation
System to monitor the effectiveness of human rights policies and implementation with quantitative and qualitative metrics, including in the supply chain (BRE3 + ARE3)	'Human rights' in SD Report 2018 *Why human rights matter* Respecting human rights: our statement on modern slavery 2018
Monitoring drawn from internal and external feedback, including affected stakeholders	*Why human rights matter* Approach to communities and social performance *Why agreements matter* Respecting human rights: our statement on modern slavery 2018
Leadership review of monitoring and improvement results	*Why human rights matter* Respecting human rights: our statement on modern slavery 2018
Process to deal with incidents the company has caused or contributed to for internal and external stakeholders (BRE 4 + ARE 4)	'Human rights' in SD Report 2018 Approach to communities and social performance *Why human rights matter* Respecting human rights: our statement on modern slavery 2018 Extra disclosures to Corporate Human Rights Benchmark detailing Communities Standard and relevant Communities Guidance Notes "Ethics and Integrity" in SD report 2018
Grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue (BRE4 + ARE4)	'Human rights' in SD Report 2018 *Why human rights matter* Approach to communities and social performance 'Respecting human rights: our statement on modern slavery 2018' "Ethics and Integrity" in SD report 2018 Extra disclosures to Corporate Human Rights Benchmark detailing Communities Standard and relevant Communities Guidance Notes

Outcomes of integration of the human rights principles	‘Human rights’ in SD Report 2018
	Why human rights matter
	Why agreements matter
	‘Respecting human rights: our statement on modern slavery 2018’
	Report on implementation of the Voluntary Principles on Security and Human Rights 2018
	Statement on the role of civil society organizations

Robust labour management policies & procedures

Criterion 6: The COP describes robust *commitments, strategies or policies* in the area of labour

Best practices	Our implementation
Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments in company policies	*The way we work* Human rights policy Employment policy
Reflection on the relevance of the labour principles for the company	*The way we work* Employment policy Inclusion and diversity policy Human rights policy 'Our values at work' in SD Report 2018 'Respecting human rights: our statement on modern slavery 2018'
Written company policy to obey national labour law, respect principles of the relevant international labour standards in company operations worldwide, and engage in dialogue with representative organization of the workers (international, sectoral, national).	'Our values at work' in SD Report 2018 *The way we work* Employment policy Inclusion and diversity policy Human rights policy
Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners	'Human rights' in SD Report 2018 'Our values at work' in SD Report 2018 Supplier code of conduct *The way we work* 'A responsible value chain' in SD Report 2018
Specific commitments and Human Resources policies, in line with national development priorities or decent work priorities in the country of operation	Employment policy Inclusion and diversity policy 'Our values at work' in SD Report 2018

Criterion 7: The COP describes effective *management systems* to integrate the labour principles

Best practices	Our implementation
Risk and impact assessments in the area of labour	Risk management' in Annual Report 2017 'Respecting human rights: our statement on modern slavery 2018'
Allocation of responsibilities and accountability within the organization	Employment policy Inclusion and diversity policy 'Governance report' in Annual Report 2018
Internal awareness-raising and training on the labour principles for management and employees	'Human rights' in SD Report 2018 'Respecting human rights: our statement on modern slavery 2018'
Active engagement with suppliers to address labour-related challenges	'Human rights' in SD Report 2018 'Respecting human rights: our statement on modern slavery 2018' 'A responsible value chain' in SD Report 2018
Grievance mechanisms, communication channels and other procedures (e.g., whistleblower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in agreement with the representative organization of workers	'Human rights' in SD Report 2018 'Our values at work' in SD Report 2018 "Ethics and Integrity" in SD report 2018 Extra disclosures to Corporate Human Rights Benchmark detailing Communities Standard and relevant Communities Guidance Notes

Criterion 8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration

Best practices	Our implementation
System to track and measure performance based on standardized performance metrics	'Our values at work' in SD Report 2018 Employment policy Inclusion and diversity policy
Audits or other steps to monitor and improve the working conditions of companies in the supply chain, in line with principles of international labour standards	'Respecting human rights: our statement on modern slavery 2018' 'A responsible value chain' in SD Report 2018 'Human rights' in SD Report 2018
Process to positively engage with the suppliers to address the challenges (i.e., partnership approach instead of corrective approach) through schemes to improve workplace practices	'A responsible value chain' in SD Report 2018 *Why gender matters* 'Respecting human rights: our statement on modern slavery 2018
Outcomes of integration of the Labour principles	'Our values at work' in SD Report 2018 'Respecting human rights: our statement on modern slavery 2018 ' *Why gender matters* 'Respecting human rights: our statement on modern slavery 2018

Robust environmental management policies & procedures

Criterion 9: The COP describes robust *commitments, strategies or policies* in the area of environmental stewardship

Best practices	Our implementation
Reference to relevant international conventions and other international instruments (e.g. Rio Declaration on Environment and Development)	'Protecting the environment' in SD Report 2018 'Sustainable Development' in Annual Report 2018
Reflection on the relevance of environmental stewardship for the company	'Protecting the environment' in SD Report 2018 'Sustainable Development' in Annual Report 2018 Rio Tinto Climate change report
Written company policy on environmental stewardship	Health, Safety, Environment and Communities policy
Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners	Supplier code of conduct Rio Tinto Climate change report
Specific commitments and goals for specified years	'Protecting the environment' in SD Report 2018 'Sustainable Development' in Annual Report 2018 Rio Tinto Climate change report

Criterion 10: The COP describes effective *management systems* to integrate the environmental principles

Best practices	Our implementation
Environmental risk and impact assessments	'Protecting the environment' in SD Report 2018 'Sustainable Development' in Annual Report 2018 Rio Tinto Climate change report
Assessments of lifecycle impact of products, ensuring environmentally sound management policies	'Protecting the environment' in SD Report 2018 'Sustainable Development' in Annual Report 2018 Rio Tinto Climate change report
Allocation of responsibilities and accountability within the organisation	Governance report in Annual Report 2018 Rio Tinto Climate change report
Internal awareness-raising and training on environmental stewardship for management and employees	'Sustainable Development' in Annual Report 2018
Grievance mechanisms, communication channels and other procedures (e.g. whistleblower mechanisms) for reporting concerns or seeking advice regarding environmental impacts	'Sustainable Development' in Annual Report 2018 'Ethics and Integrity' in SD report 2018 Extra disclosures to Corporate Human Rights Benchmark detailing Communities Standard and relevant Communities Guidance Notes

Criterion 11: The COP describes effective *monitoring and evaluation mechanisms* for environmental stewardship

Best practices	Our implementation
System to track and measure performance based on standardized performance metrics	'Protecting the environment' in SD Report 2018 Rio Tinto Climate change report 'Performance data' in SD Report 2018
Leadership review of monitoring and improvement results	'Governance report' in Annual Report 2018 Rio Tinto Climate change position statement
Process to deal with incidents	'Sustainable Development' in Annual Report 2018 Rio Tinto management system
Audits or other steps to monitor and improve the environmental performance of companies in the supply chain	'Protecting the environment' in SD Report 2018
Outcomes of integration of the environmental principles	'Protecting the environment' in SD Report 2018 Rio Tinto Climate change report 'Performance data' in SD Report 2018

Robust anti-corruption management policies & procedures

Criterion 12: The COP describes robust *commitments, strategies or policies* in the area of anti-corruption

Best practices	Our implementation
Publicly stated formal policy of zero-tolerance of corruption (D1)	'Governance report' in Annual Report 2018 *The way we work* Business integrity standard
Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procedures to know the law and monitor changes(B2)	*The way we work* Business integrity standard 'Ethics and integrity' in Annual Report 2018
Statement of support for international and regional legal frameworks, such as the UN Convention against Corruption (D2)	'Ethics and integrity' in Annual Report 2018
Detailed policies for high-risk areas of corruption (D4)	'Ethics and integrity' in Annual Report 2018
Policy on anti-corruption regarding business partners (D5)	*The way we work* Business integrity standard

Criterion 13: The COP describes effective *management systems* to integrate the anti-corruption principle

Best practices	Our implementation
Support by the organization's leadership for anti-corruption (B4)	'Ethics and integrity' in Annual Report 2018
Carrying out risk assessment of potential areas of corruption	'Ethics and integrity' in Annual Report 2018
Human Resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees (B5 + D8)	'Ethics and integrity' in Annual Report 2018
Internal checks and balances to ensure consistency with the anti-corruption commitment (B6)	'Ethics and integrity' in Annual Report 2018
Actions taken to encourage business partners to implement anti-corruption commitments (D6)	Supplier code of conduct *The way we work*
Management responsibility and accountability for implementation of the anti-corruption commitment or policy (D7)	'Governance report' in Annual Report 2018
Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice (D9)	'Ethics and integrity' in Annual Report 2018 Extra disclosures to Corporate Human Rights Benchmark detailing Communities Standard and relevant Communities Guidance Notes
Internal accounting and auditing procedures related to anticorruption	'Ethics and integrity' in Annual Report 2018

Criterion 14: The COP describes effective *monitoring and evaluation mechanisms* for the integration of anti-corruption

Best practices	Our implementation
Leadership review of monitoring and improvement results (D12)	'Governance report' in Annual Report 2018 'Taxes paid: our economic contribution 2018'
Process to deal with incidents (D13)	'Director's report' in Annual Report 2018
Public legal cases regarding corruption	'Chairman's statement' in Annual Report 2018 'Director's report' in Annual Report 2018
Use of independent external assurance of anti-corruption programmes	'Governance report' in Annual Report 2018
Outcomes of integration of the anti-corruption principle	'Governance report' in Annual Report 2018 'Taxes paid: our economic contribution 2018'

Taking action in support of broader UN goals and issues

Criterion 15: The COP describes core business contributions to *UN goals and issues*

Best practices	Our implementation
Align core business strategy with one or more relevant UN goals/issues	*The way we work* Human rights policy Health, Safety, Environment and Communities policy Sustainable Development Report 2018
Develop relevant products and services or design business models that contribute to UN goals/issues	'Business model and strategy' in Annual Report 2018 *The way we work* Approach to communities and social performance Human rights policy
Adopt and modify operating procedures to maximize contribution to UN goals/issues	*The way we work* Approach to communities and social performance Human rights policy Statement on the role of civil society organizations

Criterion 16: The COP describes strategic social investments and philanthropy

Best practices	Our implementation
Pursue social investments and philanthropic contributions that tie in with the core competencies or operating context of the company as an integrated part of its sustainability strategy	'A responsible value chain in SD Report 2018'
	Case study: Delivering benefits for generations to come
	Case study: Powering South Africa's local businesses
'Coordinate efforts with other organizations and initiatives to amplify and not negate or unnecessarily duplicate the efforts of other contributors	'Human rights' in SD Report 2018
	'Our stakeholders' in SD Report 2018
Take responsibility for the intentional and unintentional effects of funding and have due regard for local customs, traditions, religions, and priorities of pertinent individuals and groups	'Working with shared purpose' in SD Report 2018
	Case study: Changing perspectives: understanding connection to land

Criterion 17: The COP describes advocacy and public policy engagement

Best practices	Our implementation
Publicly advocate the importance of action in relation to one or more UN goals/issues	'Sustainable Development' in Annual Report 2018
	'Our integrated sustainability approach' in the SD Report 2018
	'Human rights' in SD Report 2018
	The way we work
	Human rights policy
	Report on implementation of the Voluntary Principles on Security and Human Rights 2018
	Respecting human rights: our statement on modern slavery 2018
	Joint letter to Australian Government on Modern Slavery Act

Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues

'Communities' in SD Report 2018

Respecting human rights: our statement on modern slavery 2018

Report on implementation of the Voluntary Principles on Security and Human Rights 2018

Criterion 18: The COP describes partnerships and collective action

Best practices	Our implementation
Develop and implement partnership projects with public or private organizations (UN entities, government, NGOs, or other groups) on core business, social investments and/or advocacy	'Communities' in SD Report 2018 'Our stakeholders' in SD Report 2018 Protecting the environment' in SD Report 2018 'Human rights' in SD Report 2018 'Governance report' in Annual Report 2018 *Why human rights matter* *Why gender matters* *Why cultural heritage matters* *Why agreements matter* 'A responsible value chain' in SD Report 2018 Report on implementation of the Voluntary Principles on Security and Human Rights 2018 Respecting human rights: our statement on modern slavery 2018
Join industry peers, UN entities and/or other stakeholders in initiatives contributing to solving common challenges and dilemmas at the global and/or local levels with an emphasis on initiatives extending the company's positive impact on its value chain	'Communities' in SD Report 2018 'Our stakeholders' in SD Report 2018 Protecting the environment' in SD Report 2018 'Human rights' in SD Report 2018 'Governance report' in Annual Report 2018 *Why human rights matter* *Why gender matters* *Why cultural heritage matters* *Why agreements matter* Respecting human rights: our statement on modern slavery 2018 Report on implementation of the Voluntary Principles on Security and Human Rights 2018 Joint letter to Australian Government on Modern Slavery Act

Corporate sustainability governance and leadership

Criterion 19: The COP describes CEO commitment and leadership

Best practices	Our implementation
CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact	'Chief executive's message' in SD Report 2018
CEO promotes initiatives to enhance sustainability of the company's sector and leads development of industry standards	'Chief executive's message' in SD Report 2018 'Respecting human rights: our statement on modern slavery 2018'
CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation	'Chief executive's message' in SD Report 2018 'Overview' in SD Report 2018
Make sustainability criteria and UN Global Compact principles part of goals and incentive schemes for CEO and executive management team	'Chief executive's message' in SD Report 2018

Criterion 20: The COP describes Board adoption and oversight

Best practices	Our implementation
Board of Directors (or equivalent) assumes responsibility and oversight for long-term corporate sustainability strategy and performance	'Governance report' in Annual Report 2018
Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability.	'Governance report' in Annual Report 2018 'Sustainability Committee report' in Annual Report 2018 'Message from the chair of the Sustainability Committee' in Sustainable Development (SD) Report 2018 Rio Tinto Sustainability Committee Terms of Reference

| Board (or committee), where permissible, approves formal reporting on corporate sustainability (Communication on Progress) | 'Governance report' in Annual Report 2018

'Respecting human rights: our statement on modern slavery 2018' |

Criterion 21: The COP describes stakeholder engagement

Best practices	Our implementation
Publicly recognize responsibility for the company's impacts on internal and external stakeholders	'Our stakeholders' in SD Report 2018 'Human rights' in SD Report 2018 Human rights policy
Define sustainability strategies, goals and policies in consultation with key stakeholders	'Our stakeholders' in SD Report 2018 'Communities' in SD Report 2018 *Why human rights matter* 'Human rights' in SD Report 2018 *Why agreements matter*
Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance	'Our stakeholders' in SD Report 2018 'Communities' in SD Report 2018 Approach to communities and social performance *Why human rights matter* Statement on the role of civil society organizations
Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns, and protect 'whistle-blowers'	'Our stakeholders' in SD Report 2018 'Human rights' in SD Report 2018 'Engaging our employees' in SD Report 2018 'Governance report' in Annual Report 2018 Approach to communities and social performance *Why human rights matter* *Why agreements matter* Statement on the role of civil society organizations