



RioTinto

Supplier Code of Conduct

March 2022



Delivering our promises

Building on the strengths of our business, and the safety of our people remaining our number one priority, Rio Tinto's core values of care, courage and curiosity are simple, human and inclusive of what is important to us.

Our values reflect the qualities essential to our future and serve as our foundation to do business the right way with customers and communities and you, our suppliers.

In everything we do, we hold ourselves accountable to the highest industry standards and our own stringent requirements for ethical conduct. This is not only the right thing to do, it is, critical to maintaining trust and our social license to operate.

At Rio Tinto, we find, mine and process the Earth's mineral resources with a relentless drive for improvement through innovative thinking and disciplined delivery. Our activities span the world and our products include aluminium (and bauxite and alumina), copper, diamonds, gold, industrial minerals (borates, titanium dioxide, salt) and iron ore. The metals and minerals we supply help make modern life work and help the world to grow.

You, as one of our suppliers, play a vital role in helping us deliver the promises we make. We all rely on the trust of each other, our host communities, governments, customers, investors and others. We will only succeed if we collaborate and can build trust together.

This Supplier Code of Conduct, which draws upon internationally recognised standards and Rio Tinto's The way we work, sets our expectations of you, your subsidiaries and subcontractors. We may elect to not work with or cease to work with suppliers who do not meet our expectations.

Working together, all of us will ensure we do business the right way.

If you have questions regarding this Supplier Code of Conduct, or about our expectations of our suppliers and business partners, please email suppliercodeofconduct@riotinto.com.

1. Health and safety performance

We commit to the goal of everyone going home safe and healthy every day. We work with suppliers who share this commitment by:

- Providing a safe and healthy working environment for employees and subcontractors including provision of appropriate personal protective equipment.
- Taking all practical and reasonable measures to eliminate workplace fatalities, injuries and disease.
- Ensuring any worker housing, if provided, is safe, healthy and sanitary, while respecting workers' dignity and right to privacy.

2. Governance and legal compliance

We compete ethically and lawfully in all activities.

We work with partners and suppliers who commit to:

- Comply with all applicable laws and regulations.
- Ensure personal activities and interests, and those of employees and subcontractors, do not conflict with their responsibilities to Rio Tinto.
- Not commit, or become involved in, bribery or corruption of any form, including facilitation payments.
- Maintain policies and practices to allow violations, misconduct, or grievances to be reported by workers and addressed without fear of retaliation.

3. Labour and human rights

In line with core international business and human rights standards, we are committed to respecting internationally recognised human rights, including those set out in the Universal Declaration of Human Rights and the International Labour Organisation Declaration on Fundamental Principles and Rights at Work. We expect our suppliers to respect internationally recognised human rights by:

- Working to implement core international business and human rights standards, including the UN Guiding Principles on Business and Human Rights.
- Not using forced or compulsory labour or any other form of modern slavery.*
- Preventing the use of child labour including checking all workers are of local legal age.
- Providing fair remuneration and work conditions for all workers.
- Promoting humane treatment and preventing harassment and unfair discrimination.
- Respecting workers' rights to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively.
- Respecting the privacy of employees and customers and complying with all laws in the collection, use and protection of personal information.

*As defined in the Australian Modern Slavery Act (Cth) 2018, including trafficking in persons, slavery, servitude, forced labour, forced marriage, debt bondage and the worst forms of child labour.

4. Environmental performance

We are committed to protecting the environmental values of the regions where we operate and maintaining good product stewardship for the long term. We work with suppliers who share our commitment as demonstrated by:

- Promoting a culture that values the environment and acts to protect the environment in which they operate.
- Continuously improving environmental and resource management – reduce, reuse and recycle.
- Measuring, managing, and reporting environmental data in accordance with applicable laws and regulations.
- Ensuring products manufactured or contracted to manufacture do not contain conflict minerals.

5. Emergency preparedness and business resilience

We work with suppliers who have adequate emergency preparedness and response plans for safeguarding their employees, operations, and security of supply in times of natural events, major catastrophe, pandemic disease, and unforeseen events.

6. Host communities

We develop strong and lasting relationships with our local and regional host communities based on respect, a desire to learn and mutual benefit. We work with suppliers who support social, economic, and institutional development of communities by:

- Supporting community engagement initiatives aimed at employing, procuring, and building capacity within host communities where they operate.
- Participating in relevant disease prevention programs, such as HIV/AIDS, tuberculosis, and malaria prevention, when applicable to their operations.

7. Information and reporting

We build trust by communicating openly and honestly. We work with suppliers who provide information that is timely, accurate and relevant including:

- Maintaining accurate financial books and business records, including invoicing, in accordance with all applicable legal and regulatory requirements and accepted accounting practices.
- Reporting on economic, social and environmental performance to meet regulatory and contractual requirements.
- Ensuring the intellectual property rights of other parties (patents, trademarks, copyright, and confidential information) are respected.

8. Management commitment

Suppliers who work with Rio Tinto share our commitment to the principles raised in this Supplier Code of Conduct by adopting and promoting the commitments in the code and encouraging their subcontractors to do the same.

We are committed to a culture of transparency and encourage employees, contractors, suppliers and other stakeholders to speak up about their issues and concerns.

As a supplier to Rio Tinto, you and your workers have access to myVoice, Rio Tinto's confidential and independently operated multilingual whistleblowing service.

myVoice is a confidential, independent and safe way to report concerns or misconduct directly to us. It offers an avenue for reporting concerns about the business or an individual's behaviour. This can include suspicion of violations of Rio Tinto's policies and procedures, human rights, safety, environmental, financial reporting, fraud or business integrity issues in general. All information received is managed securely and confidentially.

We strongly encourage any supplier (including their workers) who becomes aware of any circumstance or action that may not comply with this Supplier Code of Conduct or Rio Tinto's The way we work to discuss these concerns with their Rio Tinto contact or report it via myVoice.

If you have a concern, don't ignore it; let us know via myVoice at myvoice@riotinto.com.

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