

Human Rights Policy

CSP-A-001

Group: Policy	Function: Communities and Social Performance Area of Expertise	No. of Pages: 3
Approved: October 2022	Effective: January 2023	Supersedes: Human Rights Policy October 2015
Owner: Global Head of Communities and Social Performance	Approver: Rio Tinto Board (Sustainability Committee)	Target Audience: This Policy applies to all of our directors, officers, employees and core contractors ¹ as well as our managed operations and projects.

Direct linkages to other relevant policies and standards:

- *The way we work*
- Employment Policy
- Health, Safety, Environment and Communities Policy
- Inclusion and Diversity Policy
- Joint Venture Policy and Standard
- Supplier code of conduct
- Biodiversity Protection & Natural Resource Management Standard
- Business Integrity Standard
- Communities and Social Performance Standard
- Data Privacy Standard
- Group Security Standard
- Land Management & Rehabilitation Standard
- Management System Standard
- Process Safety Standard
- Procurement Standard
- Risk Management Standard
- Tailings Policy, Management of Tailings & Water Storage Standard
- Related procedures and guidance notes

Document purpose:

The Human Rights Policy articulates the fundamental elements of the Group's approach to human rights and how the Group demonstrates its commitment to respect internationally recognised human rights in line with the UN Guiding Principles on Business and Human Rights.

¹ Core contractors refers 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.

Human Rights Policy

Rio Tinto respects and supports the dignity, wellbeing and human rights of all people including the communities where we live and work, our workforce and others affected by our activities and business relationships. We seek opportunities to promote access to, and positively impact on, human rights. This means putting people at the centre of our decision-making.

We expect non-managed joint ventures and non-controlled companies in which we participate to respect internationally recognised human rights. We expect our suppliers to respect internationally recognised human rights including as set out in our Supplier Code of Conduct; and we expect our marine partners to respect internationally recognised human rights including as set out in the Maritime Labour Convention (MLC). We engage and collaborate with our customers to advance respect for internationally recognised human rights.

Our commitments

We respect internationally recognised human rights including those set out in the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights (collectively the International Bill of Human Rights) and the ILO Declaration on Fundamental Principles and Rights at Work.

We are committed to implementing the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, the IFC Performance Standards, the Voluntary Principles on Security and Human Rights (Voluntary Principles), the United Nations Global Compact's ten principles, the MLC, and the International Council on Mining and Metals (ICMM) Mining Principles.

We are committed to providing our workforce, community members affected by our operations, workers in our value chain, and others with access to effective grievance mechanisms. Where we identify we have caused or contributed to an adverse human rights impact, we are committed to providing for, or cooperating in, its remediation through legitimate processes. We may play a role in remediating harm that we are directly linked to through our products, services or operations.

We acknowledge and respect the internationally recognised human rights of Indigenous Peoples, including those established under the UN Declaration on the Rights of Indigenous Peoples, and their and other land-connected peoples' relationship to lands, waters, culture and cultural heritage. We are committed to demonstrating progress towards, or achievement of, Free, Prior and Informed Consent of affected Indigenous communities across all stages of the asset lifecycle in accordance with the ICMM Indigenous Peoples and Mining Position Statement.

We respect the livelihoods and health of communities impacted by our operations, their right to clean drinking water and sanitation, rights relating to the ownership or use of land and natural resources and the right to a safe, clean, healthy and sustainable environment.

We acknowledge links between human rights and managing climate change and other environmental impacts including access to and quality of water. We support a low-carbon transition that is rights-respecting, socially inclusive and just. We also acknowledge links between human rights and other social and governance issues including corruption, and we are committed to transparency and strong governance.

We respect the labour rights of our workforce and the workers in our value chain, including relating to health and safety, non-discrimination, freedom of association and collective bargaining and working hours. We reject any form of modern slavery including forced labour, debt bondage, forced marriage and trafficking; child labour; or other labour exploitation in our activities and value chain.

We are committed to security arrangements at our operations that respect human rights in line with the Voluntary Principles and are also committed to promoting their awareness and adoption.

We support an open civic space. We respect the rights of human rights defenders and the peaceful exercise of their rights relating to our activities. We do not condone, and are committed to not causing or contributing to, threats, intimidation or attacks against them in exercising these rights. We also recognise

the importance of engaging our business partners on rights-respecting treatment of human rights defenders relating to our activities.

How we implement our commitments

We undertake due diligence to identify, prevent, mitigate and account for any involvement we may have in adverse human rights impacts through our own activities or through our business relationships across the asset lifecycle. This includes looking for opportunities to use or build our leverage with business partners to prevent or mitigate adverse human rights impacts in which we may be involved, in line with the UNGPs.

Wherever we operate, we engage with communities and other stakeholders, including civil society and workers' organisations, to understand how we may impact on human rights. We prioritise consultation with potentially affected people and pay particular attention to impacts we could have on at-risk, marginalised or vulnerable groups.

We integrate human rights into our business including through risk management, impact assessment and incident reporting processes, grievance mechanisms and training. We prioritise action around our group-wide salient human rights issues – those human rights at risk of the most severe negative impact through our activities and business relationships.²

We have a strict governance framework providing corporate oversight for all security arrangements at our operations. This includes robust controls on the use of force and limiting the use of armed security providers on our sites. We facilitate human rights training in line with the Voluntary Principles for public and private security providers and operational leaders, including those working in conflict zones.

We comply with applicable laws wherever we operate. Where these differ from the commitments in this policy, we follow the higher standard; where they conflict, we will comply with the law while seeking ways to honour the principles of internationally recognised human rights.

While our Board has overarching accountability for our human rights approach, everyone at Rio Tinto has a role to play in the day-to-day implementation of our human rights commitments.

² Our current list of salient human rights issues is available at <https://www.riotinto.com/sustainability/human-rights>. We are committed to regularly reviewing this list.