

## UN Global Compact

Communication on Progress 2011

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# UN Global Compact



## Statement of support from Jan du Plessis, Chairman of Rio Tinto



Rio Tinto has participated in the United Nations Global Compact since its inception in 2000. Rio Tinto remains committed to its ten principles and to promoting the Global Compact wherever we operate. As Chairman of Rio Tinto, I am proud to confirm our continued support for this important initiative.

The UN Global Compact's ten principles are reflected in Rio Tinto's policies, standards and guidance and are embedded in our overall approach to sustainable development. Among other actions taken during 2011, we have enhanced our commitment to human rights: we refreshed our human rights policy to reflect the UN Guiding Principles on Business and Human Rights, and adopted a new set of *Procurement principles* which includes our expectations of suppliers in respecting human rights. We have also launched our new *Business integrity (anti-corruption) standard* to assist our businesses and employees in countering bribery and corruption.

Here you will find our 2011 Communication on Progress and can learn more about how we are implementing all ten principles across Rio Tinto.

A handwritten signature in blue ink that reads 'Jan du Plessis'.

Jan du Plessis, Chairman Rio Tinto plc

# The ten principles

The 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 Standards

**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.

## GC Advanced Level self-assessment

All information in the Communication on Progress 2011 is compiled from our [Annual Report](#), [Sustainable Development 2011](#) and [Rio Tinto public website](#). Below is our self-assessment on how we have met the GC Advanced Level criteria and links to our implementation of the best practices. We consider a criterion is met when we communicated its implementation or planned implementation of one or more of the commonly accepted best practices suggested under each criterion.

### Strategy, Governance and Engagement

**Criterion 1:** The COP describes key aspects of the company's high-level sustainability strategy in line with Global Compact principles

Best practice	Our Implementation
Impact of broader sustainability trends on the long-term prospects and financial performance of the organisation	<a href="#">Sustainable Development 2011</a>
Major sustainability risks and opportunities in the near to medium term (3-5 years)	<a href="#">Annual Report 2011 - Sustainable development risks</a>
Social and environmental impact of the organisation's activities	<a href="#">Rio Tinto management system standard</a>
Overall strategy to manage sustainability impacts, risks and opportunities in the near to medium term (3-5 years)	<a href="#">Sustainable Development 2011 - Our sustainable development strategy</a>
Key performance indicators to measure progress	<a href="#">Key Performance Indicators</a>  <a href="#">Our performance</a>
Major successes and failures during the reporting period	<a href="#">Sustainable Development 2011 - Sustainable development overview</a>

**Criterion 2:** The COP describes effective-decision processes and systems of governance for corporate sustainability

<b>Best practice</b>	<b>Our Implementation</b>
Involvement and accountability of management (C-suite) in developing corporate sustainability strategy in line with Global Compact principles and overseeing its implementation	<a href="#">Rio Tinto management system standard</a>
Corporate governance structure (Board of Directors or equivalent) and its role in oversight of long-term corporate sustainability strategy and implementation in line with Global Compact principles	<a href="#">Corporate Governance</a>
Goals and incentive schemes for management (C-suite) to promote sustainability strategy in line with Global Compact principles	<a href="#">Sustainable Development 2011 - Goals and Targets</a>

**Criterion 3:** The COP describes engagement with all important stakeholders

<b>Best practice</b>	<b>Our implementation</b>
Regular stakeholder consultations in the area of human rights, labour, environment and anti-corruption	<a href="#">Sustainable Development 2011 - Engagement</a>
List of stakeholder groups engaged by the organisation	<a href="#">Sustainable Development 2011 - Engagement</a>
Process for stakeholder identification and engagement	<a href="#">Engagement fact sheet</a>
Outcome of stakeholder involvement	<a href="#">Sustainable Development 2011 - Communities</a>
Process of incorporating stakeholder input into corporate strategy and business decision making	<a href="#">Engagement fact sheet</a>

**Criterion 4:** The COP describes actions taken in support of broader UN goals and issues

**Best practice**

**Our implementation**

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Adoption or modification of business strategy and operating procedures to maximise contribution to UN goals and issues	<a href="#">Millennium Development Goals</a> <a href="#">United Nations Global Compact</a>
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Development of products, services and business models that contribute to UN goals and issues	<a href="#">Millennium Development Goals</a> <a href="#">United Nations Global Compact</a>
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Social investments and philanthropic contributions that tie in with the organisation's core competencies, operating context and sustainability strategy	<a href="#">Partners</a>
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Public advocacy on the importance of one or more UN goals and issues	<a href="#">Millennium Development Goals</a> <a href="#">United Nations Global Compact</a>
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Partnership projects and collective actions in support of UN goals and issues	<a href="#">Millennium Development Goals</a> <a href="#">United Nations Global Compact</a>
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## Human Rights Implementation

**Criterion 5:** The COP describes robust commitments, strategies or policies in the area of human rights

<b>Best practice</b>	<b>Our implementation</b>
Commitment to comply with all applicable laws and respect internationally recognised human rights, wherever the company operates	<a href="#">COP 2011 Principle 1</a>
	<a href="#">COP 2011 Principle 2</a>
	<i><a href="#">The way we work</a></i>
	<a href="#">Human rights guidance</a>
Statement of policy expressing commitment to respect and support human rights approved at the most senior level of the company	<a href="#">Human rights Policy</a>
	<a href="#">COP 2011 Principle 1</a>
	<a href="#">COP 2011 Principle 2</a>
Statement of policy stipulating human rights expectations of personnel, business partners and other parties directly linked to operations, products or services	<a href="#">Human rights Policy</a>
	<a href="#">COP 2011 Principle 1</a>
	<a href="#">COP 2011 Principle 2</a>
	<a href="#">Human rights guidance</a>
Statement of policy publicly available and communicated internally and externally to all personnel, business partners and other relevant parties	<a href="#">Procurement Principles</a>
	<a href="#">COP 2011 Principle 1</a>
	<a href="#">COP 2011 Principle 2</a>
	<a href="#">Human rights Policy</a>
	<a href="#">Human rights guidance</a>

**Criterion 6:** The COP describes effective management systems to integrate the human rights principles

<b>Best practice</b>	<b>Our implementation</b>
Internal awareness-raising and training on human rights for management and employees	<a href="#">COP 2011 Principle 2</a> <a href="#">Human rights guidance</a>
Operational-level grievance mechanism for those potentially impacted by the company's activities	<a href="#">Communities standard</a> <a href="#">Community complaints, disputes and grievance guidance</a> <a href="#">Human rights guidance</a>
Allocation of responsibilities and accountability for addressing human rights impacts	<a href="#">Communities standard</a> <a href="#">Human rights guidance</a>
Internal decision-making, budget and oversight for effective responses to human rights impacts	<a href="#">Communities standard</a> <a href="#">Human rights guidance</a>
Processes to provide for or cooperate in the remediation of adverse human rights impacts that the company has caused or contributed to	<a href="#">Community complaints, disputes and grievance guidance</a> <a href="#">Communities standard</a>

**Criterion 7:** The COP describes effective monitoring and evaluation mechanisms of human rights integration

<b>Best practice</b>	<b>Our implementation</b>
System to monitor the effectiveness of human rights policies and implementation, including in the supply chain	<a href="#">Procurement Principles</a> <a href="#">Internal controls</a>
Monitoring drawing from internal and external feedback, including affected stakeholders	<a href="#">Communities standard</a>
Leadership review of monitoring and improvement results	<a href="#">Communities standard</a>

Process to deal with incidents

[Communities standard](#)

[Community complaints, disputes and grievance guidance](#)

[Integrity and compliance](#)

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**Criterion 8:** The COP describes key outcomes of human rights integration

**Best practice**

**Our implementation**

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External and formal reporting of operations or operating contexts that pose risks of severe human rights impacts

[Annual Report 2011 - Non-managed and joint ventures](#)

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Outcomes of processes of remediation of adverse human rights impacts

[Sustainable Development 2011 - Resettlement and compensation](#)

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## Labour Principles Implementation

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

<b>Best practice</b>	<b>Our implementation</b>
Reference to relevant international conventions and other international instruments	<a href="#">COP 2011 Principle 4</a> <a href="#">COP 2011 Principle 5</a> <a href="#">COP 2011 Principle 6</a>
Reflection on the relevance of the labour principles for the company	<a href="#">Diversity and inclusion policy</a> <a href="#">Annual Report 2011 – Diversity and inclusion</a>
Written company policy on labour	<a href="#">The way we work</a> <a href="#">Employment Policy</a>
Inclusion of minimum labour standards in contracts with suppliers and other relevant business partners	<a href="#">Procurement Principles</a>
Specific commitments and goals for specified years	<a href="#">COP 2011 Principle 6</a> <a href="#">Sustainable Development 2011 - Goals and targets</a>

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

<b>Best practice</b>	<b>Our implementation</b>
Internal awareness-raising and training on the labour principles for management and employees	<a href="#">Annual Report 2011 – Diversity and inclusion</a>
Grievance mechanism, communication channels and other procedures for reporting concerns or seeking advice	<a href="#">COP 2011 Principle 1</a> <a href="#">Sustainable Development 2011 – People</a>

**Criterion 11:** The COP describes effective monitoring and evaluation mechanisms of labour principles integration

<b>Best practice</b>	<b>Our implementation</b>
Leadership review of monitoring and improvement results	<a href="#">Annual Report 2011 – Diversity and inclusion</a>
Process to deal with incidents	<a href="#">Sustainable Development Report 2011 – People</a>

**Criterion 12:** The COP describes key outcomes of integration of the labour principles

<b>Best practice</b>	<b>Our implementation</b>
Outcomes of due diligence and follow-up efforts to uphold the freedom of association right to collective bargaining	<a href="#">COP 2011 Principle 3</a>
Outcome of due diligence and follow-up efforts to eliminate forced labour	<a href="#">COP 2011 Principle 4</a> <a href="#">Product stewardship fact sheet</a>
Outcomes of due diligence and follow-up efforts to abolish child labour	<a href="#">COP 2011 Principle 5</a> <a href="#">Product stewardship fact sheet</a>
Outcome of due diligence and follow-up efforts to eliminate discrimination	<a href="#">COP 2011 Principle 6</a> <a href="#">Annual Report 2011 – Diversity and inclusion</a>

## Environmental Stewardship Implementation

**Criterion 13:** The COP describes robust commitments, strategies or policies in the area of environmental stewardship

<b>Best practice</b>	<b>Our implementation</b>
Reference to relevant international conventions and other international instruments	<a href="#">COP 2011 Principle 7</a> <a href="#">COP 2011 Principle 8</a> <a href="#">COP 2011 Principle 9</a>
Reflection on the relevance of environmental stewardship for the company	<a href="#">COP 2011 Principle 7</a> <a href="#">COP 2011 Principle 8</a> <a href="#">COP 2011 Principle 9</a> <a href="#">Sustainable Development 2011 -Environment</a>
Written company policy on environmental stewardship	<a href="#">Environment policy</a> <a href="#">Biodiversity strategy</a> <a href="#">Closure standard</a>
Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners	<a href="#">Procurement Principles</a>
Specific commitments and goals for specified years	<a href="#">COP 2011 Principle 8</a> <a href="#">Sustainable Development 2011 - Goals and targets</a>

**Criterion 14:** The COP describes effective management systems to integrate the environmental principles

<b>Best practice</b>	<b>Our implementation</b>
Environmental risk and impact assessments	<a href="#">Energy Efficiency Opportunities Public Report 2011 Rio Tinto Limited</a>
Assessments of lifecycle impacts of products, ensuring environmentally sound end-of-life management policies	<a href="#">Product stewardship strategy</a> <a href="#">Sustainable Development 2011 – Product stewardship</a>

**Criterion 15:** The COP describes effective monitoring and evaluation mechanisms for environmental stewardship

<b>Best practice</b>	<b>Our implementation</b>
System to track and measure performance based on standardized performance metrics	<a href="#">Sustainable Development 2011 – Performance data</a>
Leadership review of monitoring and improvement results	<a href="#">COP 2011 Principle 7</a> <a href="#">COP 2011 Principle 8</a> <a href="#">Energy and climate change fact sheet</a>

**Criterion 16:** The COP describes key outcomes of integration of the environmental principles

<b>Best practice</b>	<b>Our implementation</b>
Indicators on uses of materials and energy	<a href="#">Sustainable Development 2011 - Climate change</a> <a href="#">Energy Efficiency Opportunities Public Report 2011 Rio Tinto Limited</a> <a href="#">Sustainable Development 2011 – Performance data</a> <a href="#">COP 2011 Principle 7</a> <a href="#">COP 2011 Principle 8</a> <a href="#">COP 2011 Principle 9</a>
Indicators on emissions, effluents, and waste	<a href="#">Sustainable Development 2011 - Climate change</a> <a href="#">Energy Efficiency Opportunities Public Report 2011 Rio Tinto Limited</a> <a href="#">Sustainable Development 2011 – Performance data</a> <a href="#">COP 2011 Principle 7</a> <a href="#">COP 2011 Principle 8</a> <a href="#">COP 2011 Principle 9</a>

Indicators on the company's initiatives to promote [Energy and climate change fact sheet](#)  
greater environmental responsibility

[COP 2011 Principle 7](#)

[COP 2011 Principle 8](#)

[COP 2011 Principle 9](#)

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Indicators on the development and diffusion of [Energy and climate change fact sheet](#)  
environmentally friendly technologies

[COP 2011 Principle 9](#)

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## Anti-Corruption Implementation

**Criterion 17:** The COP describes robust commitments, strategies or policies in the area of anti-corruption

### Best practice

### Our implementation

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Publicly stated formal policy of zero-tolerance of corruption

[Business integrity \(anti-corruption\) standard](#)

[Antibribery due diligence standards](#)

[Antitrust standards and guidance notes](#)

[COP 2011 Principle 10](#)

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Commitment to be in compliance with all relevant anti-corruption laws, including the implementation of procedures to know the law and monitor changes

[Business integrity \(anti-corruption\) standard](#)

[Sustainable Development 2011 - Integrity and compliance](#)

[COP 2011 Principle 10](#)

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Statement of support for international and regional legal frameworks, such as the UN Convention against Corruption

[COP 2011 Principle 10](#)

[Sustainable Development 2011 - Integrity and compliance](#)

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Policy on anti-corruption regarding business partners

[Procurement Principles](#)

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**Criterion 18:** The COP describes effective management systems to integrate the anti-corruption principle

<b>Best practice</b>	<b>Our implementation</b>
Support by the organisation's leadership for anti-corruption	<a href="#">Sustainable Development 2011 - Internal controls</a>
Human Resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees	<a href="#">Business integrity (anti-corruption) standard</a> <a href="#">COP 2011 Principle 10</a> <a href="#">Sustainable Development 2011 - Internal controls</a>
Internal checks and balances to ensure consistency with the anti-corruption commitment	<a href="#">Business integrity (anti-corruption) standard</a> <a href="#">Sustainable Development 2011 - Internal controls</a>
Actions taken to encourage business partners to implement anti-corruption commitment	<a href="#">Business integrity (anti-corruption) standard</a>
Management responsibility and accountability for implementation of the anti-corruption commitment or policy	<a href="#">Sustainable Development 2011 - Internal controls</a>
Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice	<a href="#">COP 2011 Principle 10</a> <a href="#">Business integrity (anti-corruption) standard</a> <i><a href="#">The way we work</a></i>
Internal accounting and auditing procedures related to anticorruption	<a href="#">Sustainable Development 2011 - Internal controls</a>

**Criterion 19:** The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption

<b>Best practice</b>	<b>Our implementation</b>
Leadership review of monitoring and improvement results	<a href="#">Sustainable Development 2011 - Internal controls</a> <a href="#">COP 2011 Principle 10</a>
Process to deal with incidents	<a href="#">COP 2011 Principle 10</a>

Use of independent external assurance of anti-  
corruption programmes

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[Sustainable Development 2011 - Internal controls](#)

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**Criterion 20:** The COP describes key outcomes of integration of the anti-corruption principle

**Best practice**

**Our implementation**

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Outcomes of mechanisms for reporting concerns or seeking advice	<a href="#">Sustainable Development 2011 - Integrity and compliance</a>
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[COP 2011 Principle 10](#)

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Indicators Human Resources procedures supporting the anti-corruption commitment policy
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[Business integrity \(anti-corruption\) standard](#)

[COP 2011 Principle 10](#)

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## Value Chain Implementation

**Criterion 21:** The COP describes implementation of the Global Compact principles in the value chain

**Best practice**

**Our implementation**

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Policy on value chain, including a policy for suppliers and subcontractors
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[Procurement Principles](#)

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Communication of policies and expectations to suppliers and other business partners
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[Procurement Principles](#)

[The way we work](#)

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## Transparency and Verification

**Criterion 22:** The COP provides information on the company's profile and context of operation

Best practice	Our implementation
Legal structure, including any group structure and ownership	<a href="#">Annual Report 2011 – Governance structure</a>
Countries where the organisation operates, with either major operations or operations that are specifically relevant to sustainability	<a href="#">Our products</a>
Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	<a href="#">Annual Report 2011 – Financial review</a>
Primary brands, products, and/or services	<a href="#">Annual Report 2011 – Production, reserves and operations</a>
Direct and indirect economic value generated for various stakeholders (employees, owners, government, lenders, etc)	<a href="#">Sustainable Development 2011 - Economic contribution</a> <a href="#">Sustainable Development 2011 - Suppliers</a> <a href="#">Sustainable Development 2011 - Community contributions</a>

**Criterion 23:** The COP incorporates high standards of transparency and disclosure

Best practice	Our implementation
COP uses the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines	<a href="#">Communication on Progress 2011</a> <a href="#">GRI Checklist</a>
COP includes comparison of key performance indicators for the previous 2-3 years	<a href="#">Performance data</a>
Board, where permissible, approves COP and other formal reporting on corporate sustainability	<a href="#">Communication on Progress 2011</a>
Relevant sustainability information from COP is included in annual financial report and filings	<a href="#">Sustainable Development Report 2011</a>

**Criterion 24:** The COP is independently verified by a credible third-party

**Best practice**

**Our implementation**

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Accuracy of information in COP is verified against assurance standard	<a href="#">Sustainable Development Report 2011 – Assurance</a>
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Accuracy of information in COP is verified by independent auditors	<a href="#">Sustainable Development Report 2011 - Assurance</a>
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# Principle 1

Business should support and respect the protection of internationally proclaimed human rights

**GRI G3 indicator:** HR1, HR2, HR6, HR7

## Our approach

We support and respect human rights consistent with the [United Nations Universal Declaration of Human Rights](#) and actively seek to ensure we are not complicit in human rights abuses committed by others.

During 2011, we revised our Human Rights framework to bring it in line with our commitments under the OECD Guidelines for Multinational Enterprises and to reflect the [UN Guiding Principles on Business and Human Rights](#). The new approach has its foundations in human rights due diligence, carried out as part of our corporate processes, which allocate clear accountability to business units to manage human rights risks.

In addition to the [OECD Guidelines on Multinational Enterprises](#) mentioned above and the [UN Global Compact](#), we participate in the [Voluntary Principles on Security and Human Rights](#) and are a founding member of and support the work of the [International Council on Mining and Metals \(ICMM\)](#) in developing human rights guidance for the mining industry. We are also a member of the [UN Global Compact's Human Rights Working Group](#) and participated in human rights-related initiatives at the local network level including the Global Compact Network Australia's Human Rights Leadership Group for Business. We support the [Danish Institute for Human Rights](#) as it develops its [Human Rights and Business Country Portal](#), a free website helping business assess human rights country contexts.

Our human rights policy and procedures are supported by an online ethics and compliance training system. The training programme is now being refreshed. This will include more tailored action-learning training for high risk sites and functions.

Our businesses completed a comprehensive [Internal Controls Questionnaire \(ICQ\)](#) contributed to an annual compliance report concerning their compliance with internal controls, including those relating to human rights.

*Speak-OUT*, our confidential, free telephone line for employees to bring their concerns to senior management's attention, may be used for human rights issues. Incidents relating to human rights may also be logged through our incident reporting system. Under our [Communities Standard](#), all businesses must have a community complaints, disputes and grievance procedure.

We respect the land connection of Indigenous communities and seek specific agreements with affected communities in the development and performance of our operations. Rio Tinto seeks to operate in a manner that is consistent with the [UN Declaration on the Rights of Indigenous Peoples \(UNDRIP\)](#). In June 2011, Rio Tinto sealed land use

partnerships with five Indigenous groups across the Pilbara region of Western Australia to ensure the full engagement and participation of the region's traditional owners.

## **Case studies**

### **Rio Tinto partners with DIHR on Human Rights**

Rio Tinto and the Danish Institute for Human Rights (DIHR) have signed a three-year agreement to collaborate on developing and promoting human rights tools for international businesses and on further enhancing Rio Tinto's global human rights policies.

[Read the full media release](#)

### **Rio Tinto congratulates the winner of the 2011 Human Rights Medal**

Rio Tinto congratulates the winner of the 2011 Human Rights Medal as part of the Australian Human Rights Commission's annual awards. This is the second year Rio Tinto has sponsored the medal.

[Read the full media release](#)

### **Why Culture Heritage Matters**

A resource guide for integrating cultural heritage management into Communities work at Rio Tinto.

[Read the full guide](#)

### **Rio Tinto Gender Guide**

A resource guide for integrating gender considerations into Communities work at Rio Tinto.

[Read the full guide](#)

### **Reconciliation Action Plan**

Rio Tinto believes that support of Indigenous Australians is important for the success of our operations. We are committed to working in partnership with communities to obtain sustainable socioeconomic outcomes.

[Read the full action plan](#)

## Principle 2

Make sure that they are not complicit in human rights abuses

**GRI G3 indicator:** HR1, HR2

### Our approach

Where human rights are threatened, we seek to have international standards upheld and to avoid any involvement in human rights abuses, including through misuse of our equipment and facilities.

Our Human Rights Policy states that through appropriate contractual arrangements and procurement principles, we expect that our consultants, agents, contractors and suppliers will be made aware of and comply with *The way we work* in all their dealings with or on behalf of the Group. Rio Tinto's recently revised *Procurement principles* set out our expectations that suppliers maintain policies that respect basic human rights and dignity, without distinction on any basis, including the rights to life, liberty, and security of person, freedom from slavery and cruelty, and equal protection under relevant laws and constitutions. Suppliers are expected to have a process to assure compliance.

Our [Human Rights Policy](#) also notes that in our dealings with joint venture partners and non-controlled companies in which we participate, we will make every effort to ensure that the standards of conduct in *The way we work* are respected at all times.

The Group's security procedures draw on and are consistent with our commitment to, and active participation in, the [Voluntary Principles on Security and Human Rights](#). These procedures include guidelines and restrictions on the use of force, and are reinforced by security and human rights risk assessments for high risk sites, incident reporting, and training for Group employees and contract security personnel. We also actively encourage human rights training for public security where we identify a gap, and help to facilitate this training in certain circumstances.

### Case studies

#### Why Human Rights Are Our Business

While we have done much good work in the area of human rights, we are evolving our approach to continue to improve our human rights performance.

[Read the full article](#)

#### Rio Tinto's diamond project in India wins social awareness award

[Read the full media release](#)

**Rio Tinto wins the 2011 Global Business Coalition Health award for Community Investment in Guinea**

[Read the full media release](#)

**Rio Tinto seals comprehensive land use agreements with Traditional Owners across the Pilbara region**

[Read the full media release](#)

**Rio Tinto Reconciliation Action Plan presented today**

[Read the full media release](#)

**When mining and culture meet**

Rio Tinto is helping to protect and maintain the culture of indigenous people.

[Read the full article](#)



## Principle 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining

**GRI G3 indicators:** LA4, LA5, HR5

### **Our approach**

We recognise everyone's right to choose whether or not they wish to join a union consistent with local labour laws. We recognise the right of all employees to choose to belong to a union and seek to bargain collectively.

## Principle 4

The elimination of all forms of forced and compulsory labour

**GRI G3 indicators:** HR7

### Our approach

Rio Tinto does not use or employ forced or bonded labour. We require all recruitment to be consistent with the human rights policy, equal opportunity requirements, relevant employee protection legislation and appropriate pre-employment screening.

We employ people on the basis of job requirements and do not discriminate on grounds of age, ethnic or social origin, gender, sexual orientation, politics, religion or disability. It is of great importance to us that our employees are properly trained, and that they work in safe, healthy and environmentally responsible ways.

Our business codes of practice are designed to ensure that all staff reflect in their daily work the high ethical standards set by the company. During 2011, Rio Tinto Diamonds continued to implement its ethical guidelines for the economic, social and environmental aspects of their activities to ensure their product had not been processed by forced labour or in sweatshops.

We are also a founding member of the Responsible Jewellery Council (RJC) which has established a Code of Practices and Member Certification System covering ethical, human rights, social and environmental practices covering the entire jewellery industry supply chain from mine to retail. We have also implemented the RJC Code of Practices under which companies can become certified through third party audit. In operation from December 2009, the RJC Code is the most comprehensive certification system in the world covering the entire chain of production across the jewellery industry. It draws upon a range of international standards and instruments, including a number of International Labour Organisation principles.

In 2011, our procurement policies have been redrafted and the new *Procurement principles* released further strengthen our commitment to ensuring compliance with the UN Global Compact principles across our supply chain.

Rio Tinto also works in the area of chain of custody, providing guaranteed provenance of all its diamond production from the mine to our customers – the “Mine of Origin” programme.

We continued to combine our approach to sustainable development with Wal-Mart’s to promote a new range of responsibly produced jewellery as part of their Love, Earth® product line, using our silver and diamonds. In building this relationship, Rio Tinto provides data on how it minimise production impacts on health, safety and the environment.

### Case studies

#### **Rio Tinto Diamond: Our Collaboration Approach**

[Read the full article](#)

### **Diavik Diamond Mine 2011 Sustainable Development Report**

[Read the full report](#)

### **Rio Tinto Diamonds launches quality assurance mark**

Diamond buyers and their customers can rest assured that they are buying gems produced by highest standards of quality and integrity, with the introduction of a new brand mark from Rio Tinto Diamonds.

[Read the full article](#)

### **Rio Tinto puts the spotlight on sustainable jewelry**

[Read the full media release](#)

## Principle 5

The effective abolition of child labour

**GRI G3 indicators:** HR6

### **Our approach**

We do not use or employ child labour.

Rio Tinto's guiding principles are designed to ensure that all staff reflect in their daily work the high standards and code of ethics set by the company. During 2011, Rio Tinto Diamonds continued to implement its ethical guidelines for the economic, social and environmental aspects of the activities to reassure their product has not been processed by child labour.

We are also a founding member of the [Responsible Jewellery Council \(RJC\)](#) and are committed to promote responsible, ethical, human rights, social and environmental practices in a transparent and accountable manner throughout the industry from mine to retail. We respect the RJC Code of Practices and we do not engage in or support the employment of children.

### **Case studies**

#### **Rio Tinto Diamond: Our Collaboration Approach**

[Read the full article](#)

#### **Diavik Diamond Mine 2011 Sustainable Development Report**

[Read the full report](#)

#### **Rio Tinto Diamonds launches quality assurance mark**

Diamond buyers and their customers can rest assured that they are buying gems produced by highest standards of quality and integrity, with the introduction of a new brand mark from Rio Tinto Diamonds.

[Read the full article](#)

#### **Rio Tinto puts the spotlight on sustainable jewelry**

[Read the full media release](#)

## Principle 6

The elimination of discrimination in respect of employment and occupation

**GRI G3 indicators:** LA8, LA13, LA14, HR4

### Our approach

Rio Tinto requires all recruitment to be consistent with the human rights policy, equal opportunity requirements and relevant employee protection legislation. We believe that diversity improves business outcomes. Wherever we operate, and across every part of our business, we strive to create an inclusive culture in which difference is recognised and valued. By bringing together men and women from diverse backgrounds and giving each person the opportunity to contribute their skills, experience and perspectives, we believe that we are best able to develop innovative solutions to challenges and deliver sustainable value for Rio Tinto and its stakeholders.

What diversity and inclusion means for Rio Tinto:

- Embracing workforce diversity – age, gender, race, national or ethnic origin, religion, language, political beliefs, sexual orientation, physical ability;
- Valuing diversity of perspective – leveraging the diverse thinking, skills, experience and working styles of our employees and other stakeholders;
- Building a flexible organisation – providing opportunities for work arrangements that accommodate the diverse needs of individuals at different career and life stages;
- Respect stakeholder diversity – developing strong and sustainable relationships with diverse shareholders, communities, employees, governments, customers and suppliers.

We are committed to diversity, and aim to build an environment of inclusion where all differences are valued. Long and short term initiatives are prioritised based on need and impact. We use the following to drive action and build awareness about diversity and inclusion:

- Governance models
- Policies, practices and targets
- Leadership and cultural competence
- Stakeholder relationships
- Education and communication

Currently we are focused on increasing the representation of women and people from nationalities which are under-represented in our workforce. In 2011, women represented 35 per cent of our graduate intake, 14 per cent of our senior management, and 18 per cent of our total workforce. 21 per cent of our graduate intake in 2011 was nationals from regions where we are developing new businesses. Throughout 2011, we remained the largest private sector employer of Indigenous Australians.

In 2011, we designed an integrated graduate talent strategy to improve the way we attract, develop and retain graduates in our business.

We actively favour employment where local candidates meet job requirements and laws provide. Where local capacity does not meet our employment standards we, in partnership with communities and government, implement programmes to develop skill levels and work readiness. We help Indigenous people engage in the local economy through various strategies, including direct employment.

Our Group diversity targets for 2015 are:

- Women to represent 20 per cent of our senior management;
- Women to represent 40 per cent of our graduate intake;
- Fifteen per cent of our graduate intake to be nationals from regions where we are developing new businesses.

Some of the activities and initiatives relating to diversity that we undertook during 2011 are:

- Establishment of a Group Diversity and Inclusion Council, an internal executive advisory group helping to drive necessary changes to our processes and culture to gain the full business benefits of diversity and inclusion.
- Establishment of a diversity champions network to share best practice across businesses, geographies and functions and support the work of the Diversity and Inclusion Council.
- Development of a Group Diversity and Inclusion Policy that sets out principles and guides the direction for diversity and inclusion efforts.
- Amendment to the terms of reference of the Remuneration committee to formalise its responsibility to review remuneration by gender across the Group.
- Pilot training programmes in unconscious bias to help minimise the impact of bias in recruitment and development practices and extension of cultural competency training to enhance our capability to grow and globalise the Company.
- A commitment by the chairman to mentoring high potential female board candidates through the [FTSE100 Cross-company Mentoring Programme](#).
- Participation by the managing director Australia in the “Male champions of change” initiative of corporate leaders to promote strategies and actions to elevate women’s representation in leadership.

## **Case studies**

### **Rio Tinto Gender Guide**

[Read the full guide](#)

### **A speech by Denise Goldsworthy, Managing Director Dampier Salt and Hlsmelt in CEDA Women in Leadership Series**

[Read the full speech](#)

### **'Aboriginal Development Programme' in Diavik Diamond Mine 2011 Sustainable Development Report**

[Read the full report](#)

### **'Workforce' in Resolution Copper Mine 2011 Sustainable Development Report**

[Read the full report](#)

## Principle 7

Business should support a precautionary approach to environmental challenges

**GRI G3 indicators:** 4.11, EN26

### Our approach

We accept the need for greater climate change action and we support a precautionary approach to environmental challenges.

We believe that emissions of greenhouse gases (GHGs) resulting from human activities are contributing to climate change, and that avoiding human-caused changes to the climate is an important international goal. It is critical that we position ourselves for future carbon constraints and climate regulation. Performance expectations need to be set, plans implemented, improvements measured and follow-up actions made. High quality and timely information is necessary to maintain the improvement focus, encourage success and to correctly and reliably communicate our emissions internally and externally.

Setting targets and regular reporting against these targets is a priority and helps us to manage our performance. Reduction of our GHG intensity index is a Group key performance indicator. To achieve this target major investment is being made in new plants and technology. The operating efficiency of our ongoing operations is also critical.

With an anticipation of more widespread carbon pricing affecting our operations, accounting and reporting obligations will also increase. We are preparing for this by testing guidance material for the collection of emissions data to meet strict of audit requirements.

During 2011, we integrated reporting of GHG emissions performance with established operational, safety and financial reporting. The Group's GHG intensity index is reported to the Executive committee and the product groups every month.

Access to water is also critical to Rio Tinto's operations. We use water at every stage of our business. Each of our operations has its own set of water challenges. Some are located in water-scarce environments, while other operations need to manage surplus water from storms or groundwater. The quality of water is also a consideration as it affects production or increases operating costs. As a result, each of our operations implements our water strategy in its own way.

The water we use in our operations comes from a variety of sources, including groundwater, surface water, seawater, water from dams on site or sourced from water treatment plants. About half of our water is marine water primarily used as cooling water at our power stations. We also use significant quantities of water to generate hydroelectric power, mainly for our Canadian aluminium smelters. The source and quality of the water changes from operations to operations. At some sites, we replace high quality (portable) water with poorer quality water to help conserve local water supplies.



As there is generally a higher community and environmental demand for freshwater than poor quality water, we consider how much freshwater we withdraw to be one of our key indicators for our water performance. In 2011, our freshwater withdrawal increased by 2.3 per cent to 524 billion litres. We are targeting a six per cent reduction in our freshwater use per tonne of product between 2008 and 2013. Between 2008 and 2011, our freshwater use per tonne of product has increased by 2.7 per cent.

The increase in freshwater use per tonne of product shows that the Group freshwater use efficiency target is heavily influenced by aspects that are not directly related to water efficiency or scarcity such as heavy rainfall leading to increased water storage on site, and lower production at several businesses. Our approach to water usage is maturing to better account for such site-specific factors and we are reviewing our water targets to reflect better local or regional conditions.

## **Case studies**

### **Carbon Disclosure Project 2011 Information Request – Rio Tinto Response**

[Read the full response](#)

### **Water Disclosure Project 2011 Information Request – Rio Tinto Response**

[Read the full response](#)

### **Rio Tinto signs MoU with Jindal Steel and Power on advancing HIs melt technology**

Rio Tinto has signed a Memorandum of Understanding with Jindal Steel and Power Limited to take the next step in global commercialisation of the HIs melt technology, a technology that smelts iron ore fines directly using non-coking coals.

[Read the full media release](#)

### **Energy and climate change fact sheet**

[Read the full fact sheet](#)

## Principle 8

Undertake initiatives to promote greater environmental responsibility

**GRI G3 indicators:** EN2, EN11, EN21, EN26, MM3, 4.14

### Our approach

We seek to be the acknowledged leader in environmental performance by demonstrating good stewardship of natural resources by reducing our environmental footprint and meeting community expectations to support sustainable development. Respect for the environment is central to Rio Tinto's approach to sustainable development. We constantly look to improve our performance through consistent application of our environmental standards globally.

### Climate Change and energy use

We analyse the effects on our businesses of carbon regulation aimed at reducing emissions, including assessment of the impact of carbon prices and the impact on demand for our products. We maintain an ongoing engagement with governments in the jurisdictions where we operate, applying our extensive understanding of climate policy and regulation to help secure timely and well-designed policies and regulations on emissions reductions.

In 2011, our total GHG emissions were 43.4 million tonnes of CO<sub>2</sub> equivalent (CO<sub>2</sub>-e), an increase of 0.3 million tonnes from 2010, principally as a result of increased demand for our products. Between 2008 and 2011, Rio Tinto's GHG emissions intensity had reduced 3.8 per cent, largely as a result of the 2009 divestment of the Ningxia aluminium smelter in China.

In 2011, we began monthly reporting of our GHG emissions intensity index. Our aim is to raise the visibility and importance of our emissions performance and to prepare for when financial liabilities begin to be widely applied to emissions. All operations with annual emissions of more than 50,000 tonnes CO<sub>2</sub>-e participate. This ensures that more than 95 per cent of the Group's 2011 inventory is measured each month.

### Water

Rio Tinto takes a strategic approach to managing water that incorporates social, environmental and economic aspects. We developed our [water strategy](#) in 2005, after broad internal and external consultation. It provides a framework for managing water, and for improving our performance across the social, environmental, and economic aspects of water management.

We focus on ways to minimise the amount of water we remove from the environment, reuse it whenever we can, and return it to the environment meeting regulatory limits.

We have developed a number of programmes to help improve our performance, including:

- A Group water target that aims to reduce freshwater use per tonne of product by six per cent by 2013 from a 2008 baseline.
- A water standard that is audited and sets the minimum expectations for each operation when managing water.
- A water risk review that helps an operation assesses risk and opportunities.
- Long-term water strategies for businesses with significant water risk.

We work with organisations committed to sustainable water management such as the [Johnson Foundation at Wingspread Environmental Forum](#) in the US, the [World Economic Forum water project](#), and the [World Business Council for Sustainable Development water leadership group](#). We also work with the [International Council for Mining and Metals \(ICMM\)](#), governments and national industry water organisations to support the development of water policy.

We have used the [World Business Council for Sustainable Development global water tool](#) to identify which of our operations and projects are located in water scarce environments. Approximately 15 per cent of our freshwater withdrawal is from 26 operations in water scarce environments.

## Land

Rio Tinto aims to find and develop high-value, long-life and low-cost mineral resources. To achieve these aims, Rio Tinto has developed an internal [Land Use Stewardship Standard](#) which is mandated across all operations. The intent of this standard is to develop management plans, programmes and procedures to ensure sustainable stewardship of the land that Rio Tinto owns, leases or manages to fulfil corporate, community and other stakeholders' expectations for beneficial land-use that can be supported and sustained into the future.

With regards to mine site rehabilitation, we are committed to returning the land we have disturbed in accordance with leading environmental practice.

To achieve leading practice, Rio Tinto is reviewing its current approach to rehabilitation at the Group level over 2012 and 2013. The review will be aimed at improving the internal management infrastructure including performance measurement and accountability, integration of rehabilitation into all aspects of mine planning, improving technical support, knowledge sharing and transfer and a greater investment in research and development.

By the end of 2011, 24 per cent of our disturbed land (excluding land disturbed for hydroelectricity dams and other operational infrastructure) had been rehabilitated. External stakeholders play an important role in determining the preferred post-mining land use. Currently in most cases (79 per cent), the land we disturb is returned to native vegetation.

We belong to international and national policy development forums on land matters, and also participate in multi-lateral initiatives with organisations such as the [International Union for Conservation of Nature \(IUCN\)](#) and [the Convention on Biological Diversity](#). As a member of the [International Council for Mining and Metals \(ICMM\)](#), we help to develop industry policies and practices on protected areas and long term access to land.

## Biodiversity

To us, biodiversity refers to the variety of life on Earth – the different animals, plants and micro-organisms, their genes and the ecosystems of which they are a part. Impacts on biodiversity make our projects sensitive for regulators, external stakeholders and employees. Our business success depends on our ability to manage these issues. Through our biodiversity strategy, our goal is to have a “net positive impact”(NPI) on biodiversity. This means minimising the impacts of our business and contributing to biodiversity conservation to ensure a region ultimately benefits from our presence.

The biodiversity issues for each of our projects or operations can vary greatly, as do the opportunities for minimising negative impacts and creating positive outcomes. Our biodiversity strategy and NPI goal provide us with both a performance target (achieving regional conservation gains) and the tools to help balance the potentially conflicting actions of resource extraction and biodiversity conservation.

To achieve NPI, we first seek to understand the biodiversity features of the regions where we operate, as well as the “values” placed upon those features by our stakeholders. We then prioritise our actions, focusing on the biodiversity features that have the highest conservation significance (both globally and local) to address key business risks.

Our biodiversity assessment tools and methodologies represent significant intellectual property and are increasingly being recognised by external stakeholders as leading practice, not only within the private sector but by the conservation community as well. They include a Group-wide biodiversity values assessment protocol, a biodiversity action planning tool, and an NPI accounting and offset design methodology.

We developed the Group-wide biodiversity values assessment protocol in 2007 to assess the biodiversity values of Rio Tinto’s land holdings and surrounding areas to help prioritise action. Operations are ranked as having either “very high”, “high”, “moderate” or “low” biodiversity values.

Thirty eight operations were prioritised with either very high (26) or high (12) biodiversity values on the basis of:

- Land in proximity to biodiversity rich habitats
- Species of conservation significance
- Additional site specific contexts
- The external conservation context

## **Case studies**

### **Rio Tinto presented with global water award**

Rio Tinto's water performance has been recognised at the 2011 Global Water Awards in Berlin.

[Read the full article](#)

### **In the wettest of the wet**

Decisive action was needed at the Ranger uranium mine when water levels threatened to breach legal limits.

[Read the full article](#)

### **Balance of power**

Rio Tinto's Namibian uranium mine fronts up for the challenge: how do you reduce your own energy consumption while at the same time creating an energy source for others?

[Read the full article](#)

### **Sustainable Development**

[Read the full report](#)

## Principle 9

Encourage the development and diffusion of environmentally friendly technologies

**GRI G3 indicators:** EN2, EN26, EN27

### Our approach

We strive to improve the energy efficiency of all our operations. In addition to improving the energy efficiency of our operations, we are seeking to reduce the energy intensity of new projects through energy efficient asset design, the use of alternate sources of energy and the development of step change technologies for several of our products. Technology development will be at the heart of improved energy solutions.

We have an industry-leading knowledge and understanding of fossil fuel, nuclear and renewable generation technologies. We have built a renewable energy portfolio of demonstration projects, reviews and research into renewable energy technologies. Some examples of large energy supply projects in 2011 include:

- A full technology and economic cost analysis at Rio Tinto Coal Mozambique, to identify optimal power supply configuration
- Assessment of options for replacing existing coal-fired electricity generation with a combined-cycle plant at Kennecott Utah Copper
- An option analysis for the on-site power station at Oyu Tolgoi, Mongolia

We installed more than 20 5kW photovoltaic demonstrations/monitoring systems around our operations in 2011, mostly in Australia, to help us understand the implications of future integration of renewable energy into our activities.

Step changes in power generation technology are required to achieve ambitious climate change goals. We believe that government should invest revenues from emissions trading scheme into developing and deploying low emission technologies.

We engage with external organisations to advance our energy goals. We have been collaborating with the [Rocky Mountain Institute](#) to reduce energy use and explore various alternative energy sources. Rio Tinto and General Electric are jointly developing two key strategic technology projects. Rio Tinto's "[Mine of the Future™](#)" and GE's "[Ecomagination](#)", to develop energy efficient and ecologically friendly solutions to support the future of mining. With the Mine of the Future™ programme we are demonstrating improvements to mining processes that include unprecedented levels in automation, and remote operations that will revolutionise the way mining has been conducted for more than 100 years. Mine of the Future™ will help us improve our sustainable development performance in several areas. The programme is designed to create next generation technologies for mining operations that result in greater efficiency, lower production costs, improved health, safety and environmental performance, and more attractive working conditions.

## **Case studies**

### **'Wind farm will provide renewable energy' in Diavik Sustainable Development Report 2011**

Diavik will reduce its reliance on diesel fuel and lower its carbon footprint by constructing a wind power facility at its minesite.

[Read the full report](#)

### **Mineral resource development in a globalised world**

A speech by Rio Tinto's CEO, Tom Albanese at the China Development Forum in 2011.

[Read the full presentation](#)

### **Power of the future – On the road to renewable**

An article exploring the answer on how far solar and wind power can go towards meeting the energy needs of a global Group such as Rio Tinto.

[Read the full article](#)

### **A star is born**

It's 125 years since the foundations of modern aluminium smelting technology were laid, and today Rio Tinto Alcan technology is setting ever higher standards for the industry.

[Read the full article](#)

### **Rio Tinto boosts driverless truck fleet to 150 under Mine of the Future™ programme**

The latest development in Rio Tinto's Mine of the Future™ programme, which introduces next-generation technologies for mining operations with the aim of reducing costs, increasing efficiency and improving health, safety and environmental performance.

[Read the full media release](#)

## Principle 10

Business should work against corruption in all its forms, including extortion and bribery

**GRI G3 indicators:** S02, S03, S04

### Our approach

We prohibit bribery and corruption in all forms. We do not offer, promise, give, demand or accept any bribe or other undue advantage, whether directly or indirectly to obtain, retain or direct business or to secure any other improper advantage in the conduct of business. Nor do we allow gifts, entertainment and per diem reimbursements to be given or received as a reward or encouragement for preferential treatment.

Our new *Business integrity (anti-corruption) standard* assists our businesses and employees in countering bribery and corruption. The standard was formally launched on 9 December 2011 by the chief executive to coincide with International Anti-Corruption Day, with information cards distributed to all staff, listing the key principles. The standard is available in 20 languages. It places clear limits on permissible gifts, entertainment, travel and per diem reimbursements, above which managerial approvals are required, and requires recording of benefits (above nominal amounts) given or accepted.

Our businesses must consider and address bribery and corruption risks as part of their ongoing risk management practices. This includes performing appropriate due diligence when engaging third parties, entering into partnerships or acquiring companies.

Our *Compliance standard* sets out a process by which each Group business must: establish an audit forum; monitor compliance with internal and external material obligations; and provide annual compliance reports. Each year, the leaders of Group businesses confirm (or explain) that our internal controls are operating effectively throughout Rio Tinto and that our businesses are compliant with our financial and non-financial policies, standards and mandated practices, including those set out in *The way we work*, our global code of business conduct. It is mandatory for all our employees to adhere to the principles and policies and to undertake training on it.

*Speak-OUT*, our Group's whistleblowing programme, offers an avenue where our employees and others can report anonymously if they so choose, subject to local law, any significant concerns about any aspect of the business, or behaviour of individuals, including suspicion of violations of financial reporting, safety or environmental procedures or business integrity issues generally. This programme is confidential and is independently operated by an external service provider. In addition to the reports received by our Group business leaders, monthly reports are also distributed directly to the Chief executive and the global head of Compliance. The service is provided every day around the clock; real time translations are available in our major languages.

We have recently also introduced an enhancement of our existing HSE incidents reporting system, to enable recording of compliance incidents with a business integrity impact. All



employees will be able to access the centralised system to record a business integrity related incident, no matter where the location, for further review and investigation.

We do not directly or indirectly participate in party politics or make payments to political parties or individual politicians.

Rio Tinto is committed, in principle and practice, to maximum transparency consistent with good governance and commercial confidentiality. We work with external groups to further our commitment to transparency. We continue to support [Transparency International](#), a global civil society organisation leading the fight against bribery and corruption. We were one of the original corporate members of the steering committee which drafted [Transparency International's Business Principles for Countering Bribery](#). We are also a member of the steering committee currently reviewing those principles. Rio Tinto is also a strong supporter of the World Economic Forum's [Partnering Against Corruption Initiative \(PACI\)](#). Our chief executive serves on the board of PACI.

## **Case studies**

### ***The way we work***

*The way we work* is one of the Group's core documents and provides employees with guidance on how to conduct themselves at work and when representing Rio Tinto.

[Read the full article](#)

### ***Business integrity (anti-corruption) standard***

A new anti-corruption standard launched in 2011 to assist our businesses and employees in countering bribery and corruption.

[Read the full standard](#)