

UNITED NATIONS GLOBAL COMPACT 2021

United Nations Global Compact Communication on Progress and 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 2021 Annual Report and Sustainability Fact Book.

Chief Executive's statement of support for the UN Global Compact (2020 and 2021)

Rio Tinto has supported the UN Global Compact (UNGC) since its inception more than 20 years ago. We value the UNGC's leadership in promoting the private sector's contribution to realisation of the United Nations Sustainable Development Goals (UN SDGs) and to addressing climate change. In 2020 we re-examined our approach to the UN SDGs to identify how we can work more effectively with governments, civil society and others to pursue meaningful impact on development. We decided to primarily focus on the two goals – SDG 12 (responsible consumption and production) and SDG 8 (decent work and economic growth) – that we feel are most aligned to operating our business responsibly and where we can make our greatest impact.

2020 was a difficult year for Rio Tinto. Our destruction of the rock shelters at Juukan Gorge, in Western Australia, was a breach of our values. We have been working closely with the Puutu Kuntj Kurrama and Pinikura (PKKP) people to rebuild trust in our relationship and remediate the site where possible under their guidance. We have also made a number of commitments to rebuild trust with our other Traditional Owner partners, and the Indigenous community more broadly. We've been listening more to affected stakeholders to learn how we can do better. We are modernising existing agreements with Traditional Owners and increasing the number of Indigenous people in leadership roles in our business to ensure these voices are heard. We undertook a comprehensive review of our approach to Communities and Social Performance which has resulted in a significant organisation restructuring, increased technical expertise, more meaningful engagement with communities and an update of our standards and procedures. In September 2021 we released our first Communities and Social Performance Commitments Disclosure Report which details our progress against the commitments.

While there has been broad consensus on the need to address climate change for decades, there has not been sufficient action. In 2021 we launched our new business strategy, with the low carbon transition at its heart. We brought forward our 15% reduction target for our own Scope 1 & 2 emissions to 2025 and set a 50% reduction target for 2030. Rio Tinto has a significant role to play in decarbonising our operations and producing the commodities required to transition to a low carbon future. We see ourselves as long-term stewards of natural resources, including land and water, and the ecosystems they support. We also understand that the energy transition is as much about people and communities as it is about the environment and climate change. We are committed to supporting a just transition that is fair, socially inclusive, recognises the specific risks to marginalised and Indigenous groups within host communities and that helps provide opportunities for continued access to decent work, good health and sustainable livelihoods.

Over the past two years, our people have demonstrated resilience and flexibility in helping us manage the impact of COVID-19 across our business. I am immensely proud and grateful of their efforts to protect the health and safety of our people, keep our operations running while also partnering with governments and other local authorities to support our neighbouring communities manage the impacts of the pandemic. This collaboration of government, business and community, seen all over the world, is a shining example of what can be achieved when we work together.

As Chief Executive of Rio Tinto, I am pleased to confirm our continued participation and ongoing commitment to the Global Compact and its local networks across many countries.

Jakob Stausholm

Topic	Criterion	Best practice	Our implementation		
Implementing the Ten Principles into strategies & operations	Criterion 1: The COP describes mainstreaming into corporate functions and business units	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 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 Sustainability section of the Annual Report		
		Assign responsibility for corporate sustainability implementation to an individual or group within each business unit and subsidiary	Sustainability Committee Report in Annual Report 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		
		Analyse each segment of the value chain carefully, both upstream and downstream, when mapping risks, opportunities and impacts	Value Chain Modern Slavery & Human Trafficking Statement 2020 Voluntary Principles on Security and Human Rights Annual Report 2020		
	Criterion 2: The COP describes value chain implementation	Communicate policies and expectations to suppliers and other relevant business partners	Supplier code of conduct Value Chain Human Rights Voluntary Principles on Security and Human Rights Annual Report 2020		
		Implement monitoring and assurance mechanisms (e.g. audits/screenings) for compliance within the company's sphere of influence	Governance Report in the Annual Report Value Chain Human Rights Voluntary Principles on Security and Human Rights Annual Report 2020		
		Undertake awareness-raising, training and other types of capacity building with suppliers and other business partners	Human Rights Voluntary Principles on Security and Human Rights Annual Report 2020		
		Robust human rights management policies & procedures	Criterion 3: The COP describes robust commitments, strategies or policies in the area of human rights	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, UN Guiding Principles on Business and Human Rights) (BRE1 + ARE1)	The Way We Work Human rights policy 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 + BRES + ARE 1 + ABE 5)	Human rights policy Human Rights
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 Rio Tinto Procurement Voluntary Principles on Security and Human Rights Annual Report 2020				
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 Our approach to communities and social performance Human Rights				
Process to ensure that internationally recognized human rights are respected	Human Rights Why human rights matter Why agreements matter Modern Slavery & Human Trafficking Statement 2020 Voluntary Principles on Security and Human Rights Annual Report 2020				
Criterion 4: The COP describes effective management systems to integrate the human rights principles	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 Modern Slavery & Human Trafficking Statement 2020 Why human rights matter Voluntary Principles on Security and Human Rights Annual Report 2020			
	Internal awareness-raising and training on human rights for management and employees	Human Rights Why human rights matter Voluntary Principles on Security and Human Rights Annual Report 2020			
	Operational-level grievance mechanisms for those potentially impacted by the company's activities (BRE 4 + ARE 4)	Modern Slavery & Human Trafficking Statement 2020 Human Rights Our approach to communities and social performance Why human rights matter Why gender matters Why cultural heritage matters Modern Slavery & Human Trafficking Statement 2020 Ethics & Compliance			
	Allocation of responsibilities and accountability for addressing human rights impacts	Human Rights Why human rights matter Why gender matters Why cultural heritage matters Why agreements matter Modern Slavery & Human Trafficking Statement 2020 Voluntary Principles on Security and Human Rights Annual Report 2020			
	Internal decision-making, budget and oversight for effective responses to human rights impacts	Human Rights Rio Tinto Sustainability Committee Terms of Reference			

			<p>Modern Slavery & Human Trafficking Statement 2020</p> <p>Why human rights matter</p> <p>Why gender matters</p> <p>Why cultural heritage matters</p> <p>Voluntary Principles on Security and Human Rights Annual Report 2020</p> <p>Our approach to communities and social performance</p> <p>Why human rights matter</p> <p>Modern Slavery & Human Trafficking Statement 2020</p> <p>Ethics & Compliance</p> <p>Human Rights</p> <p>Why human rights matter</p> <p>Why gender matters</p> <p>Why cultural heritage matters</p> <p>Why agreements matter</p> <p>Voluntary Principles on Security and Human Rights Annual Report 2020</p> <p>Modern Slavery & Human Trafficking Statement 2020</p> <p>Human Rights</p> <p>Why human rights matter</p> <p>Modern Slavery & Human Trafficking Statement 2020</p> <p>Human rights policy</p> <p>Our approach to communities and social performance</p> <p>Why agreements matter</p> <p>Voluntary Principles on Security and Human Rights Annual Report 2020</p>
		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)	
		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)	
	Criterion 5: The COP describes effective monitoring and evaluation mechanisms of human rights integration	System to monitor the effectiveness of human rights policies and implementation with quantitative and qualitative metrics, including in the supply chain (BRE3 + ARE3)	<p>Leadership review of monitoring and improvement results</p> <p>Why human rights matter</p> <p>Modern Slavery & Human Trafficking Statement 2020</p> <p>Human Rights</p> <p>Our approach to communities and social performance</p> <p>Human rights policy</p> <p>Voluntary Principles on Security and Human Rights Annual Report 2020</p>
		Grievance mechanisms that are legitimate, accessible, predictable, equitable, transparent, rights-compatible, a source of continuous learning, and based on engagement and dialogue (BRE4 + ARE4)	<p>Ethics & Compliance</p> <p>Human Rights</p> <p>Why human rights matter</p> <p>Our approach to communities and social performance</p> <p>Modern Slavery & Human Trafficking Statement 2020</p>
		Outcomes of integration of the human rights principles	<p>Human Rights</p> <p>Why human rights matter</p> <p>Why agreements matter</p> <p>Modern Slavery & Human Trafficking Statement 2020</p> <p>Voluntary Principles on Security and Human Rights Annual Report 2020</p> <p>Statement on the role of civil society organizations</p>
Robust labour management policies & procedures	Criterion 6: The COP describes robust commitments, strategies or policies in the area of labour	<p>Reference to principles of relevant international labour standards (ILO Conventions) and other normative international instruments in company policies</p> <p>Reflection on the relevance of the labour principles for the company</p> <p>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).</p> <p>Inclusion of reference to the principles contained in the relevant international labour standards in contracts with suppliers and other relevant business partners</p> <p>Specific commitments and Human Resources policies, in line with national development priorities or decent work priorities in the country of operation</p>	<p>The Way We Work</p> <p>Human rights policy</p> <p>Employment policy</p> <p>The Way We Work</p> <p>Human rights policy</p> <p>Employment policy</p> <p>Inclusion and diversity policy</p> <p>Ethics & Compliance</p> <p>Modern Slavery & Human Trafficking Statement 2020</p> <p>Ethics & Compliance</p> <p>The Way We Work</p> <p>Employment policy</p> <p>Inclusion and diversity policy</p> <p>Human rights policy</p> <p>Human Rights</p> <p>Ethics & Compliance</p> <p>Supplier code of conduct</p> <p>The Way We Work</p> <p>Value Chain</p> <p>Employment policy</p> <p>Inclusion and diversity policy</p> <p>Ethics & Compliance</p>
	Criterion 7: The COP describes effective management systems to integrate the labour principles	<p>Risk and impact assessments in the area of labour</p> <p>Allocation of responsibilities and accountability within the organization</p> <p>Active engagement with suppliers to address labour-related challenges</p> <p>Grievance mechanisms, communication channels and other procedures (e.g., whistle-blower mechanisms) available for workers to report concerns, make suggestions or seek advice, designed and operated in agreement with the representative organization of workers</p>	<p>Risk Management in 2020 Annual Report</p> <p>Modern Slavery & Human Trafficking Statement 2020</p> <p>Employment policy</p> <p>Inclusion and diversity policy</p> <p>Governance Report in the Annual Report</p> <p>Human Rights</p> <p>Modern Slavery & Human Trafficking Statement 2020</p> <p>Human Rights</p> <p>Modern Slavery & Human Trafficking Statement 2020</p> <p>Value Chain</p> <p>Human Rights</p> <p>Ethics & Compliance</p>
	Criterion 8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration	<p>System to track and measure performance based on standardized performance metrics</p> <p>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</p> <p>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</p> <p>Outcomes of integration of the Labour principles</p>	<p>Ethics & Compliance</p> <p>Employment policy</p> <p>Inclusion and diversity policy</p> <p>Modern Slavery & Human Trafficking Statement 2020</p> <p>Value Chain</p> <p>Human Rights</p> <p>Value Chain</p> <p>Why gender matters</p> <p>Modern Slavery & Human Trafficking Statement 2020</p> <p>Value Chain</p> <p>Modern Slavery & Human Trafficking Statement 2020</p> <p>Why gender matters</p>
Robust environmental management policies & procedures	Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship	<p>Reference to relevant international conventions and other international instruments (e.g. Rio Declaration on Environment and Development)</p> <p>Reflection on the relevance of environmental stewardship for the company</p> <p>Written company policy on environmental stewardship</p> <p>Inclusion of minimum environmental standards in contracts with suppliers and other relevant business partners</p>	<p>2021 Sustainability Fact Book</p> <p>Sustainability section of the Annual Report</p> <p>2021 Sustainability Fact Book</p> <p>Sustainability section of the Annual Report</p> <p>Climate Change Report 2021</p> <p>Health, safety, environment and communities policy</p> <p>Supplier code of conduct</p> <p>Climate Change Report 2021</p>

		Specific commitments and goals for specified years	2021 Sustainability Fact Book Sustainability section of the Annual Report Climate Change Report 2021
Criterion 10: The COP describes effective <i>management systems</i> to integrate the environmental principles	Environmental risk and impact assessments	Assessments of lifecycle impact of products, ensuring environmentally sound management policies	2021 Sustainability Fact Book Sustainability section of the Annual Report Climate Change Report 2021
		Allocation of responsibilities and accountability within the organisation	Value Chain Climate Change Report 2021 Governance Report in the Annual Report Climate Change Report 2021
		Internal awareness-raising and training on environmental stewardship for management and employees	Sustainability section of the Annual Report
		Grievance mechanisms, communication channels and other procedures (e.g. whistleblower mechanisms) for reporting concerns or seeking advice regarding environmental impacts	Sustainability section of the Annual Report
		System to track and measure performance based on standardized performance metrics	Ethics & Compliance 2021 Sustainability Fact Book Sustainability section of the Annual Report Climate Change Report 2021
		Leadership review of monitoring and improvement results	Climate Change Report 2021 Governance Report in the Annual Report Climate Change Report 2021
Criterion 11: The COP describes effective <i>monitoring and evaluation mechanisms</i> for environmental stewardship	System to track and measure performance based on standardized performance metrics	Process to deal with incidents	Sustainability section of the Annual Report Rio Tinto management system
		Audits or other steps to monitor and improve the environmental performance of companies in the supply chain	Value Chain
		Outcomes of integration of the environmental principles	2021 Sustainability Fact Book Sustainability section of the Annual Report Climate Change Report 2021
		Publicly stated formal policy of zero-tolerance of corruption (D1)	Governance Report in the Annual Report 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 Business integrity standard Ethics & Compliance
		Statement of support for international and regional legal frameworks, such as the UN Convention against Corruption (D2)	Business integrity standard Ethics & Compliance
Robust anti-corruption management policies & procedures	Publicly stated formal policy of zero-tolerance of corruption (D1)	Detailed policies for high-risk areas of corruption (D4)	Sustainability section of the Annual Report Ethics & Compliance
		Policy on anti-corruption regarding business partners (D5)	The Way We Work Business integrity standard
		Support by the organization's leadership for anti-corruption (B4)	Sustainability section of the Annual Report
		Carrying out risk assessment of potential areas of corruption	Sustainability section of the Annual Report
		Human Resources procedures supporting the anti-corruption commitment or policy, including communication to and training for all employees (R5 + D8)	Sustainability section of the Annual Report
		Internal checks and balances to ensure consistency with the anti-corruption commitment (B6)	Sustainability section of the Annual Report
Criterion 13: The COP describes effective <i>management systems</i> to integrate the anti-corruption principle	Support by the organization's leadership for anti-corruption (B4)	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 the Annual Report
		Communications (whistleblowing) channels and follow-up mechanisms for reporting concerns or seeking advice (D9)	Sustainability section of the Annual Report Ethics & Compliance
		Internal accounting and auditing procedures related to anticorruption	Sustainability section of the Annual Report Ethics & Compliance
		Leadership review of monitoring and improvement results (D12)	Governance Report in the Annual Report Taxes Paid Report 2020
		Process to deal with incidents (D13)	Directors' Report in the Annual Report Chairman's Report in the Annual Report Directors' Report in the Annual Report Governance Report in the Annual Report
Criterion 14: The COP describes effective <i>monitoring and evaluation mechanisms</i> for the integration of anti-corruption	Leadership review of monitoring and improvement results (D12)	Public legal cases regarding corruption	Governance Report in the Annual Report
		Use of independent external assurance of anti-corruption programmes	Governance Report in the Annual Report
		Outcomes of integration of the anti-corruption principle	Taxes Paid Report 2020
		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 2021 Sustainability Fact Book Sustainability section of the Annual Report
		Develop relevant products and services or design business models that contribute to UN goals/issues	2021 Sustainability Fact Book Sustainability section of the Annual Report
		Adopt and modify operating procedures to maximize contribution to UN goals/issues	2021 Sustainability Fact Book Sustainability section of the Annual Report
Criterion 15: The COP describes core business contributions to UN goals and issues	Align core business strategy with one or more relevant UN goals/issues	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	Sustainability section of the Annual Report
		Coordinate efforts with other organizations and initiatives to amplify and not negate or unnecessarily duplicate the efforts of other contributors	Communities 2021 Sustainability Fact Book Sustainability section of the Annual Report
		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	Communities
Criterion 16: The COP describes strategic social investments and philanthropy	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	Publicly advocate the importance of action in relation to one or more UN goals/issues	2021 Sustainability Fact Book Sustainability section of the Annual Report Voluntary Principles on Security and Human Rights Annual Report 2020 Modern Slavery & Human Trafficking Statement 2020 Climate Change Report 2021
		Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues	Presentations & Webcasts
		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	2021 Sustainability Fact Book Sustainability section of the Annual Report Human Rights Governance Report in the Annual Report Value Chain Modern Slavery & Human Trafficking Statement 2020
Criterion 17: The COP describes advocacy and public policy engagement	Publicly advocate the importance of action in relation to one or more UN goals/issues	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	2021 Sustainability Fact Book Sustainability section of the Annual Report Human Rights Governance Report in the Annual Report Value Chain Modern Slavery & Human Trafficking Statement 2020 Communities
		Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues	Presentations & Webcasts
		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	2021 Sustainability Fact Book Sustainability section of the Annual Report Human Rights Governance Report in the Annual Report Value Chain Modern Slavery & Human Trafficking Statement 2020
Criterion 18: The COP describes partnerships and collective action	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	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	2021 Sustainability Fact Book Sustainability section of the Annual Report Human Rights Governance Report in the Annual Report Value Chain Modern Slavery & Human Trafficking Statement 2020 Communities
		Commit company leaders to participate in key summits, conferences, and other important public policy interactions in relation to one or more UN goals/issues	Presentations & Webcasts
		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	2021 Sustainability Fact Book Sustainability section of the Annual Report Human Rights Governance Report in the Annual Report Value Chain Modern Slavery & Human Trafficking Statement 2020

Corporate sustainability governance and leadership	Criterion 19: The COP describes CEO commitment and leadership	CEO publicly delivers explicit statements and demonstrates personal leadership on sustainability and commitment to the UN Global Compact CEO promotes initiatives to enhance sustainability of the company's sector and leads development of industry standards	Chief Executive's Statement in the Annual Report Chief Executive's Statement in the Annual Report Modern Slavery & Human Trafficking Statement 2020
		CEO leads executive management team in development of corporate sustainability strategy, defining goals and overseeing implementation Make sustainability criteria and UN Global Compact principles part of goals and incentive schemes for CEO and executive management team	Chief Executive's Statement in the Annual Report Our Approach to Sustainability Chief Executive's Statement in the Annual Report
	Criterion 20: The COP describes Board adoption and oversight	Board of Directors (or equivalent) assumes responsibility and oversight for long-term corporate sustainability strategy and performance Board establishes, where permissible, a committee or assigns an individual board member with responsibility for corporate sustainability. Board (or committee), where permissible, approves formal reporting on corporate sustainability (Communication on Progress)	Governance Report in the Annual Report Governance Report in the Annual Report Sustainability Committee in the Annual Report Rio Tinto Sustainability Committee Terms of Reference Governance Report in the Annual Report Modern Slavery & Human Trafficking Statement 2020
	Criterion 21: The COP describes stakeholder engagement	Publicly recognize responsibility for the company's impacts on internal and external stakeholders Define sustainability strategies, goals and policies in consultation with key stakeholders Consult stakeholders in dealing with implementation dilemmas and challenges and invite them to take active part in reviewing performance Establish channels to engage with employees and other stakeholders to hear their ideas and address their concerns, and protect 'whistle-blowers'	Human rights policy Statement on the role of civil society organisations 2021 Sustainability Fact Book Sustainability section of the Annual Report Communities Why human rights matter Human Rights 2021 Sustainability Fact Book Sustainability section of the Annual Report Communities Why human rights matter Statement on the role of civil society organisations 2021 Sustainability Fact Book Sustainability section of the Annual Report Communities Statement on the role of civil society organisations myVoice Procedure

