

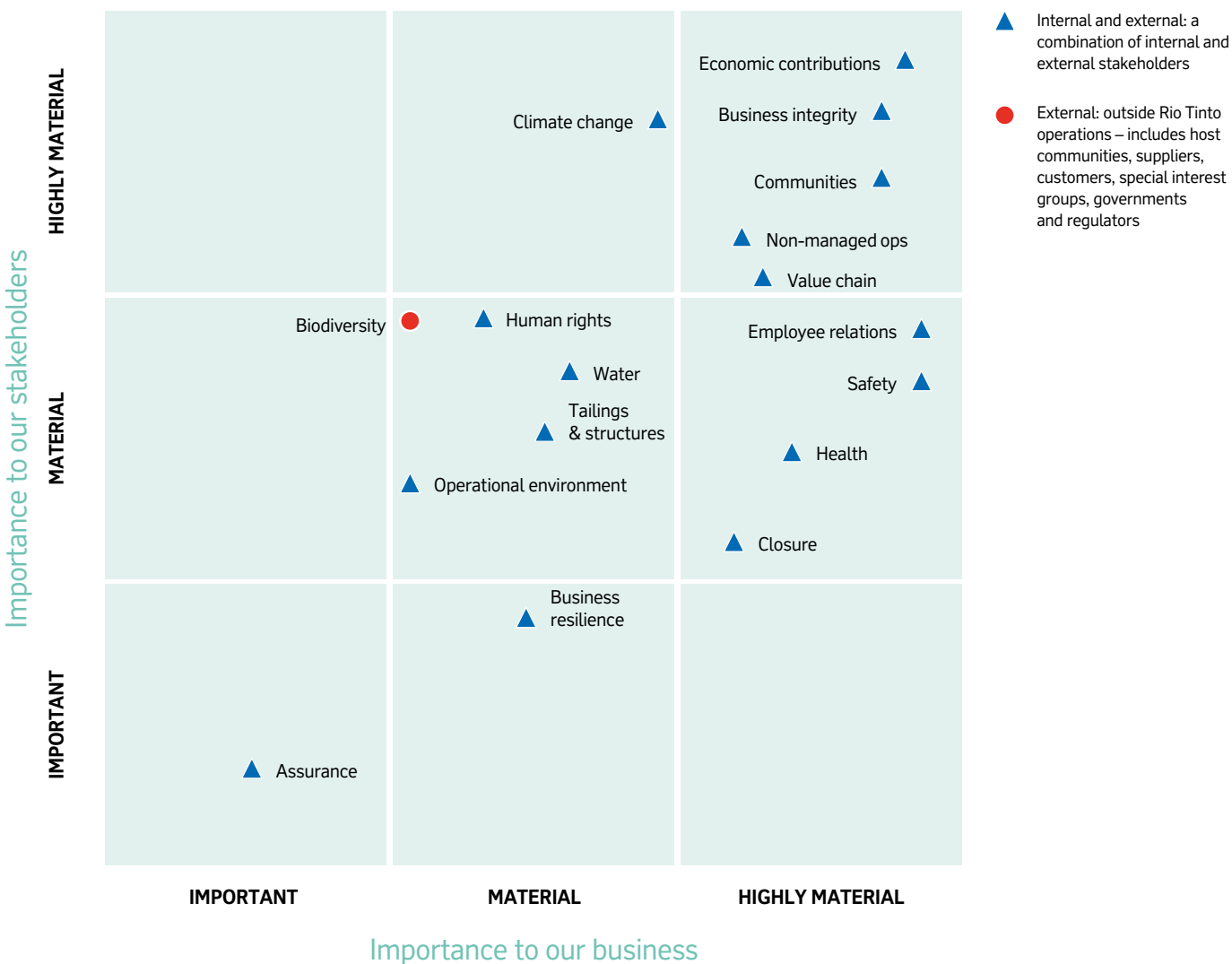
Reporting what matters

Every year we review the topics that matter most to our business and stakeholders when it comes to sustainability.

Following the Global Reporting Initiative (GRI) Standards, this year we prioritised our material topics, combining an analysis of the external environment with feedback from Rio Tinto leaders and subject matter experts while also considering stakeholder expectations. We also developed a sustainability framework, informed by this assessment and linked to the United Nations' 17 Sustainable Development Goals (UN SDGs).

As a member of the ICMM, we commit to upholding the ICMM's 10 Principles for Sustainable Development and incorporate the mandatory requirements from the ICMM position statements into our own policies, standards and practices. You can read more in our [ICMM Sustainable Development Framework](#). Our GRI index lists our disclosures and responses to the GRI Standards, as well as to relevant Mining and Metals sector supplement indicators.

We assess GRI-defined economic, environmental and social impacts across our business life cycle and align these to our sustainability framework. The boundaries of each material topic are shown in this graph.



REPORTING WHAT MATTERS CONTINUED

Biodiversity: Mining disturbs land, waters and potentially the livelihoods of neighbouring communities. We work to retain the biodiversity value of sensitive areas and contribute to regional biodiversity research and conservation efforts.

Business integrity: Adhering to the highest level of honesty, integrity and transparency when communicating our processes and performance is core to our values and vital to maintaining the trust and confidence of stakeholders.

Climate change: The ways we manage our energy use and the impacts of climate change – and how we explain our response to anticipated change – are critical as we move towards a low-carbon future. Our products are part of the solution.

Closure: We must consider social, environmental and economic aspects of the closure of our operations and facilities.

Communities: Developing strong and lasting relationships is paramount to our approach. This includes agreements, regional development and managing cultural and heritage impacts.

Economic contribution: Natural resources are a significant source of value for countries and our business alike. The direct and indirect economic value generated from our activities carries with it economic opportunity for our national, regional and community stakeholders.

Employee relations: People are our priority. Maintaining a safe, engaged, diverse and inclusive workforce is essential to maximising the value of our contributions to stakeholders. It's also core to our values.

Health: A healthy and engaged workforce contributes to productivity and is essential to maximising the value of our contributions. We focus on reducing exposures and industrial diseases, and on improving wellbeing.

Human rights: We work to respect the human rights of all people along our value chain. There's growing interest in the rigour of our systems, our due diligence and performance in our own business and our supply chain. Please see our Annual report on implementing the Voluntary Principles on Security and Human Rights and our Slavery and human trafficking statement for detailed information.

Non-managed operations: It is important that we continue to work with our partners to create positive performance outcomes.

Operational environment performance: Preventing and minimising impacts from our operations on surrounding environments and communities is essential to our licence to operate. Our management controls and programmes must help manage inherent risks.

Safety: Safety is our number one priority and a core value to our business. Its importance is fundamental and non-negotiable.

Tailings and structures: The mining and metals industry produces large volumes of tailings (mining residues) that need to be permanently and safely stored. We need to be transparent about the controls we have in place and our performance in managing them.

Value chain: Our business performance depends on our supply chain and the responsible, innovative and reliable supply of products to our core customers. Interest in and expectations of our value chain are increasing.

Water: Water is a valuable global resource and is crucial to our operations and communities alike.

Our stakeholders

Our stakeholders are vital to our success. What we learn from them helps us to create value for everyone. We consider any person or organisation with an interest in our activities a Rio Tinto stakeholder. This includes people potentially affected by our activities and those who influence our business decisions.

We work with customers, suppliers, investors, governments, civil society and workers' organisations and local communities to understand stakeholders' concerns, stay competitive, manage the unique risk profiles of our businesses and secure access to new sources of essential materials. These engagements and partnerships affect every stage of our value chain and mining life cycle.

We expect our people to engage ethically, honestly and constructively with all our stakeholders, wherever they are in the world.

Stakeholder	Areas of interest	Mode of engagement	Frequency
Employees	<ul style="list-style-type: none"> – A safe and healthy work environment – Inclusion and diversity – Wages, benefits and recognition – Workplace conditions and agreements – Career development – Strategic direction of the business – Governance and business integrity practices – Environment practices and standards 	<ul style="list-style-type: none"> – The way we work, policies and standards – Collective bargaining/contract negotiations – Conversations between leaders, managers and employees – Performance feedback process, employee engagement surveys – Employee communication channels (Rio Tinto Yammer, intranet), town hall meetings – Rio Tinto College training and development programmes – Company-wide community of practice calls 	Daily, weekly, monthly, quarterly, half annually and annually; based on the mode of engagement
Host communities	<ul style="list-style-type: none"> – Agreements, Indigenous people's rights, land access, cultural heritage – Employment and procurement opportunities – Community investment and infrastructure – Transparent distribution of direct and indirect contributions 	<ul style="list-style-type: none"> – The way we work, policies and standards, publications, communities and social performance guidance – Community forums, committees, meetings, personal communications – Participation in social and environmental assessments, socio-economic programmes, site visits, surveys – Partner-to-operate investments – Negotiated agreements – Complaints and grievance mechanisms, whistleblowing programme 	Programme-based and regular
Suppliers and contractors	<ul style="list-style-type: none"> – Our management of suppliers and contractors – Employment and procurement opportunities – Financial and operating performance – Responsible sourcing 	<ul style="list-style-type: none"> – Supplier Code of Conduct, Know Your Supplier procedure – Contract negotiations – Contractor safety programmes, participation in continuous improvement and safety initiatives – Local content agreements – Meetings and personal communications 	As and when required
Customers	<ul style="list-style-type: none"> – Product reliability, quality and regulation – Pricing and contracts – Logistics – Environment and resource stewardship – Responsible sourcing – Research and development 	<ul style="list-style-type: none"> – Site visits, meetings and personal communications – Know Your Customer procedure – Contract negotiations – Questionnaires and assessments linked to collective initiatives, certification schemes 	Continuous contact/visits

OUR STAKEHOLDERS CONTINUED

Stakeholder	Areas of interest	Mode of engagement	Frequency
Governments and regulators	<ul style="list-style-type: none"> – Taxes and royalties – Employment and procurement opportunities – Contribution to national and regional development priorities – Government regulations, permits, licences and agreements – Regulatory and legal compliance – Legislation and policy development – Closure 	<ul style="list-style-type: none"> – Yearly, half yearly and quarterly reports and disclosures – Regular meetings and communications – Regulatory filings, responses to requests for information – Participation in legislation and policy development – Submissions to government enquiries – Business conformance audits – Tours of operations and site visits – Community and social performance initiatives 	Regularly
Shareholders, investors and analysts	<ul style="list-style-type: none"> – Financial and operating performance – Reserves and resources – Mergers, acquisitions and divestments – Safety, health, environmental and community performance disclosures – Governance, business integrity practices and human rights performance – Climate change, political risk, closure and non-managed operations 	<ul style="list-style-type: none"> – Yearly, half yearly and quarterly reports, sustainability reports, market announcements, investor seminars, annual general meetings, site tours, road shows – Regular meetings and communications – Participation in sustainability and ethical indices surveys, disclosure questionnaires and benchmarking – Investor seminars on special interest topics 	Quarterly/ annually/as and when required
Non-government organisations, special interest groups and civil society	<ul style="list-style-type: none"> – Safety, health and environmental performance – Human rights including the rights of Indigenous peoples – Employee and community relations and development – Responsible sourcing – Business integrity practices and transparency – Research and development – Partnership and investment opportunities 	<ul style="list-style-type: none"> – Yearly, half yearly and quarterly reports, sustainability reports – Regular meetings and communications – Participation in multi-stakeholder initiatives, forums, conferences, working groups – Partnerships and memberships 	As and when required
Peers and industry associations	<ul style="list-style-type: none"> – Environment and resource stewardship, closure – Technology and innovation – Sharing lessons, opportunities and best practice – Policy trends, positions and development – Industry reputation and legacy 	<ul style="list-style-type: none"> – Actively participating as members of global, national and regional organisations and industry associations and their initiatives – Regular meetings and communications – Participation in industry forums, conferences, working groups 	Yearly/ as and when required
Media	<ul style="list-style-type: none"> – Transparent disclosure and information sharing 	<ul style="list-style-type: none"> – Press releases on financial and operating performance, mergers, acquisitions and divestments – Meetings and interviews 	As and when required

Voluntary commitments, external benchmarking and accreditation

We take part in a number of global, national and regional organisations and initiatives to inform our sustainability standards, management approaches and improve our performance. There are also external organisations and initiatives which assess and recognise our performance; and we participate in industry accreditation programmes for some of our products. These external stakeholders include:



International Council on Mining & Metals (ICMM)

As a corporate member, we commit to implementing and reporting on ICMM's 10 Principles for Sustainable Development. These cover corporate governance, environmental stewardship and community engagement. Our chief executive is a member of the ICMM Council, and we participate actively in various working groups.



United Nations Global Compact (UNGC)

As a signatory to the UNGC since 2000, we commit to the Ten Principles around the core values of human rights, labour standards, environmental practice and anti-corruption.

We report our implementation of these principles in our annual Communication on Progress. We're actively involved in the UNGC Local Networks and participate in advisory groups in places such as the UK and Australia.



Voluntary Principles on Security and Human Rights (VPSHR)

The VPSHR guide extractives companies on how to maintain the safety and security of their operations in line with respect for human rights. Participants, including governments, companies and non-government organisations, agree to proactively implement or support the implementation of the VPSHR. We published our [VPSHR report](#) for the first time in 2018 (previously only provided to other participants) and have committed to doing this each year.



OECD Guidelines for Multinational Enterprises

The OECD Guidelines for Multinational Enterprises are recommendations by governments to multinational enterprises operating in or from adhering countries. They include non-binding principles and standards for responsible business conduct in a global context consistent with applicable laws and internationally recognised standards. These guidelines are the only multilaterally agreed and comprehensive code of responsible business conduct that governments have committed to promoting.

Universal Declaration of Human Rights (UDHR)* and the UN Guiding Principles on Business and Human Rights (UNGPs)*

The UDHR is a milestone document in the history of human rights which sets out, for the first time, fundamental human rights to be respected. We respect and support all internationally recognised human rights consistent with the UDHR. The UNGPs are a global reference point for preventing and addressing the risk of adverse impacts on human rights linked to business. Our human rights approach is consistent with the UNGPs.



Extractive Industries Transparency Initiative (EITI)

We are a founding member of the EITI and have played an active role in this global standard since 2003. The EITI promotes open and accountable management of natural resources to make sure our activities benefit the many, not the few. We're transparent about the taxes and royalties we pay – publishing an annual *Taxes paid* report since 2010.

Global Reporting Initiative (GRI)*

GRI is an international independent organisation with an international framework and standards for sustainability reporting. We prepare our Group-level sustainable development report in line with the GRI Sustainability Reporting Standards (Core option) and the GRI Mining and Metals Sector Supplement.



United Nations' Sustainable Development Goals (SDGs)

The SDGs are a set of 17 goals and 169 targets endorsed by the UN in 2015. These present a broad sustainability agenda focused on the need to end poverty, fight inequality and injustice and respond to climate change by 2030. In 2016, our chief executive signed a public statement of support for the SDGs. These SDGs give us an important framework to show how our work with communities and other stakeholders produces tangible, long-term benefits for people. We have identified eight SDGs where we feel we can maximise our impact around the world.



Dow Jones Sustainability Indices (DJSI)

The Dow Jones Sustainability World Index is a global sustainability benchmark offered by RobecoSAM and S&P Dow Jones Indices. As a benchmark for investors, it tracks the stock performance of the world's leading companies in terms of economic, environmental and social criteria. Rio Tinto has been in the DJSI series since 2002. Our 2018 result meant we maintained our position in the Metals & Mining Sustainability Leaders Group and were included in RobecoSAM's 2018 Sustainability Yearbook.



FTSE4Good

FTSE4Good Index

The FTSE4Good Index Series measures the performance of companies demonstrating strong environmental, social and governance (ESG) practices. FTSE4Good indexes are used by a wide variety of market participants when creating or assessing sustainable investment products. We have been a constituent member of the FTSE4Good Index since becoming eligible for assessment in 2007. For 2018, our ESG rating absolute score was 4.3/5.



Carbon Disclosure Project (CDP)

The Carbon Disclosure Leadership Index is compiled by CDP, an independent, non-profit organisation that encourages companies worldwide to measure, manage and reduce their greenhouse gas emissions. We have participated in the annual questionnaire since 2010.



Corporate Human Rights Benchmark (CHRB)

The CHRB ranks 101 of the world's largest publicly traded companies in the extractives, apparel and agricultural sectors on their human rights policies and performance by conducting an open-source evidence-based assessment. Rio Tinto ranked second in the 2018 CHRB and came top of the extractives companies included in the assessment.



Responsible Jewellery Council (RJC)

The RJC is an international non-profit organisation that promotes transparent and responsible ethical, human rights, social and environmental practices throughout the jewellery industry – from mine to retail. We are a founding member and were the first mining company to be certified in 2012. We were re-certified in 2015 against the RJC Code of Practice Standard. RJC certification covers operations or activities of our businesses that produce diamonds, gold or gold in concentrates that contribute to the jewellery supply chain. This includes our diamond mines – Diavik in Canada and Argyle in Western Australia – and our Kennecott copper mine in Utah for gold. Rio Tinto Kennecott also renewed its Chain of Custody certificate for gold in 2017.



London Bullion Market Association (LBMA)

The LBMA has renewed Rio Tinto Kennecott's responsible gold certificate, which guarantees that the precious metal produced from Kennecott's refinery can be sold and traded globally. The certificate is one of the requirements for a gold refinery to get on the LBMA's Good Delivery List, universally acknowledged as the international standard for quality and responsible production. Many precious metal exchanges will accept gold bars only from refineries who appear on the list.



World Diamond Council

The World Diamond Council (WDC) is an industry organisation focused on preventing conflict diamonds from entering the global supply chain. The WDC is the voice of the international diamond industry in a tripartite collaboration with governments and civil society known as the Kimberley Process (KP). The KP secures and manages monitoring processes that have virtually eliminated the trade in conflict diamonds.



Aluminium Stewardship Initiative (ASI)

The ASI aims to create sustainability and transparency throughout the aluminium industry. It has developed the world's first global Responsible Aluminium Standard, used to assess environmental, social and governance practices across the aluminium supply chain for responsible sourcing. We were the first company in the world to receive certification under the Aluminium Stewardship Initiative (ASI). This is the highest internationally recognised standard for robust environmental, social and governance practices across the life cycle of aluminium production, use and recycling.



Proteus Partners

The Proteus Partnership was formed in 2003 as a collaborative effort between leading extractive companies and the UN Environment World Conservation Monitoring Centre (UNEP-WCMC) to improve accessibility to biodiversity data for better decision making and support the further development of global biodiversity resources. As a Proteus Partner, Rio Tinto has access to the UN Environment UNEP-WCMC online biodiversity assessment tool, which allows us to scan for potential sensitive areas in areas where we are seeking tenure before major investments are made.

* Logos were not available for inclusion in this report.

Global Reporting Initiative index

We have applied the reporting principles of GRI 101: Foundation 2016 standard in this report.

General disclosures

Disclosure number	Disclosure title	Location or explanation
102-1	Name of the organisation	Annual report
102-2	Activities, brands, products and services	Annual report – Strategic report (pages 10-15), Production, reserves and operations (pages 268-270)
102-3	Location of headquarters	Annual report – Shareholder information (page 292)
102-4	Location of operations	Annual report – Production, reserves and operations (pages 282-287)
102-5	Ownership and legal form	Annual report – Shareholder information (pages 292-298)
102-6	Markets served	Annual report – Strategic report (pages 4-73)
102-7	Scale of the organisation	Annual report – Strategic report (pages 18-19) Overview – (pages 1-7)
102-8	Information on employees and other workers	2018 Performance data (pages 66-67)
102-9	Supply chain	A responsible value chain (page 61)
102-10	Significant changes to the organization and its supply chain	Annual report – 2018 Milestones (page 1) Annual report – Chairman’s statement (pages 6-7)
102-11	Precautionary principle or approach	GRI index – Voluntary commitments, external benchmarking and accreditation (United Nations Global Compact) (page 5)
102-12	External initiatives	GRI index – Our stakeholders (pages 3-4); Voluntary commitments, external benchmarking and accreditation (pages 5-7)
102-13	Membership of associations	GRI index – Voluntary commitments, external benchmarking and accreditation (pages 5-7)
102-14	Statement from the most senior decision-maker	Chief Executive’s message (page 1) Interview with the Sustainability Committee chair (pages 48-51)
102-15	Key impacts, risks and opportunities	Annual report – Strategic report (pages 64-73); GRI index – Reporting what matters (pages 1-2)
102-16	Value, principles, standards and norms of behaviour	The way we work Overview (pages 1-7)
102-18	Governance structure	Annual report – Directors’ report (pages 76-100)
102-19	Delegating authority	Annual report – Directors’ report (pages 76-100)
102-20	Executive-level responsibility for economic, environmental, and social topics	Interview with the Sustainability Committee chair (pages 48-51)
102-21	Consulting stakeholders on economic, environmental, and social topics	GRI index – Our stakeholders (pages 3-4); Voluntary commitments, external benchmarking and accreditation (pages 5-7)
102-22	Composition of the highest governance body and its committees	Annual report – Directors’ report (pages 76-100)
102-23	Chair of the highest governance body	Annual report – Directors’ report (pages 76-77)
102-24	Nominating and selecting the highest governance body	Annual report – Directors’ report (pages 76-100)
102-25	Conflicts of interest	Annual report – Directors’ report (pages 76-100)
102-26	Role of highest governance body in setting purpose, values, and strategy	Annual report – Directors’ report (pages 76-100)
102-27	Collective knowledge of highest governance body	Annual report – Directors’ report (pages 76-100)
102-28	Evaluating the highest governance body’s performance	Annual report – Directors’ report (pages 86-88)
102-29	Identifying and managing economic, environmental, and social impacts	Annual report – Strategic report (pages 64-73); GRI index – Reporting what matters (pages 1-2)

GLOBAL REPORTING INITIATIVE INDEX CONTINUED

Disclosure number	Disclosure title	Location or explanation
102-30	Effectiveness of risk management processes	Annual report – Key performance indicators (pages 20-23) Annual report – Strategic report (pages 64-73); GRI index – Reporting what matters (pages 1-2)
102-31	Review of economic, environmental, and social topics	Annual report – Strategic report (pages 64-73); GRI index – Reporting what matters (pages 1-2)
102-32	Highest governance body’s role in sustainability reporting	Annual report – Directors’ report (page 95) Interview with the Sustainability Committee chair (pages 48-51)
102-33	Communicating critical concerns	Annual report – Strategic report (pages 64-73); GRI index – Reporting what matters (pages 1-2)
102-35	Remuneration policies	Annual report – Directors’ report (pages 101-141)
102-36	Process for determining remuneration	Annual report – Directors’ report (pages 101-141)
102-37	Stakeholders’ involvement in remuneration	Annual report – Directors’ report (pages 101-141)
102-40	List of stakeholder groups	GRI index – Our stakeholders (pages 3-4)
102-41	Collective bargaining agreements	Rio Tinto’s Human rights guidance is applicable at all sites and covers freedom of association in relation to union membership. Approximately 45% of employees are covered by collective bargaining agreements.
102-42	Stakeholder identification and selection	GRI index – Our stakeholders (pages 3-4)
102-43	Approach to stakeholder engagement	GRI index – Our stakeholders (pages 3-4) ICMM principle 10
102-44	Stakeholder topics and concerns	GRI index – Our stakeholders (pages 3-4)
102-45	Entities in consolidated financial statements	Annual report – Financial statements (pages 144-265)
102-46	Defining report content and topic boundaries	Annual report – Sustainable development (pages 52-63) GRI index – Reporting what matters (pages 1-2)
102-47	List of material topics	Annual report – Sustainable development (pages 52-63) GRI index – Reporting what matters (pages 1-2)
102-48	Restatements of information	Stated accordingly
102-49	Changes in reporting	No significant changes have been made from previous reporting period
102-50	Reporting period	1 January 2018 to 31 December 2018
102-51	Date of most recent report	12 March, 2018
102-52	Reporting cycle	Annual
102-53	Contact for questions regarding the report	Contact us at sustainability@riotinto.com
102-54	Claims of reporting in accordance with GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
102-55	GRI content index	GRI index (page 8-18)
102-56	External assurance	Annual report – Independent Limited Assurance Report (pages 290-291)

Management approach to disclosures

Wherever possible our approach is to minimise any negative impacts associated with our activities on people, communities and the environment, and seek opportunities to share the wealth and benefits our business creates.

An overview of the process used to determine our material topics together with the underlying reason why they have been deemed material for our business is provided in the “Reporting what matters” section on page 1. Further detail, including our approach to managing the underlying issues associated with these topics, is discussed in the relevant pages referenced within this section. Information on our current activities, including performance against targets, is detailed throughout this report, the GRI table and the 2018 Annual report.

More specific information, including publicly available copies of the relevant information, can be found online at www.riotinto.com where indicated for each GRI aspect below.

Material topics

Disclosure number	Disclosure title	Location or explanation
Economic performance		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Economic contributions (pages 1-2)
103-2	Management approach on economic performance	Collaborating to enable long-term economic benefits (pages 34-45) Annual Report – Sustainable development (pages 52-63)
103-3	Evaluation of the management approach	2018 performance against targets (page 35)
201-1	Direct economic value generated and distributed	Collaborating to enable long-term economic benefits (pages 34-45) Economic development (page 45) ICMM principle 9
201-2	Financial implications and other risks and opportunities of climate change	Climate change: Risks but also opportunities (pages 54-59) ICMM principle 6
201-3	Defined benefit plan obligations and other retirement plans	Annual report – Directors’ report (pages 101-112) Annual report – Financial statements (page 160)
201-4	Financial assistance received from government	No significant financial assistance has been received from governments during 2018.
Market presence		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Employee relations (pages 1-2) Pay Equity
103-2	Management approach on economic performance	Annual Report – Remuneration Committee responsibilities (page 113), Fair Pay (page 102)
103-3	Evaluation of the management approach	Pay Equity (page 26)
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	All Rio Tinto operations comply with local laws and regulations. We ensure our entry level wages are equal to minimum wages of the local regulations. Pay Equity (page 26)
202-2	Proportion of senior management hired from the local community	Gender diversity (page 26), 2018 Performance data (page 66)

GLOBAL REPORTING INITIATIVE INDEX CONTINUED

Disclosure number	Disclosure title	Location or explanation
Indirect economic impacts		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Economic contributions & Communities (pages 1-2)
103-2	Management approach on economic performance	Collaborating to enable long-term economic benefits (pages 34-45)
103-3	Evaluation of the management approach	2018 performance against targets (page 35), Regional economic development (page 45)
203-1	Infrastructure investments and services supported	Refining our approach to community investments (page 40), Regional economic development (page 45) ICMM principle 9
203-2	Significant indirect economic impacts	Collaborating to enable long-term economic benefits (pages 34-45)
Procurement practices		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Value chain (pages 1-2)
103-2	Management approach on economic performance	Collaborating to enable long-term economic benefits (pages 34-45)
103-3	Evaluation of the management approach	2018 performance against targets (page 35), Regional economic development (page 45)
204-1	Proportion of spending on local suppliers	Sourcing locally (page 41), Regional economic development (page 45)
Anti-Corruption		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Business integrity (pages 1-2), Ethics and Integrity (pages 28-33)
103-2	The management approach and its components	Annual report – Audit Committee report (pages 90-94) Ethics and Integrity (pages 28-33) ICMM principle 1
103-3	Evaluation of the management approach	Ethics and Integrity (page 31)
205-2	Communication and training about anti-corruption policies and procedures	Annual report – Ethics and Integrity (page 58), Act ethically and responsibly (page 99) The way we work Antitrust standard Business Integrity Standard
205-3	Confirmed incidents of corruption and actions taken	Annual report – Ethics and Integrity (page 58)
Energy		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Climate change (pages 1-2)
103-2	Management approach on energy	Managing our own footprint (page 57) ICMM principle 6 Climate Change Position Statement Our approach to climate change
103-3	Evaluation of the management approach	Building resilience to physical impacts (page 58)
302-1	Energy consumption within the organization	Climate change: risks but also opportunities (pages 57-59) 2018 Performance data (pages 68-69)

GLOBAL REPORTING INITIATIVE INDEX CONTINUED

Disclosure number	Disclosure title	Location or explanation
Water		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Water (pages 1-2) Water (page 18)
103-2	Management approach on water	Water (page 18) Our approach to environmental management ICMM principle 6
103-3	Evaluation of the management approach	2018 performance against targets (page 11)
303-1	Water withdrawal by source	Water (pages 18-19) 2018 Performance data (pages 68-69)
303-2	Water sources significantly affected by withdrawal of water	Water (page 18)
303-3	Water recycled and reused	Water used and recycled (page 18)
Biodiversity		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Biodiversity (pages 1-2)
103-2	Management approach on biodiversity	Biodiversity (page 21) Biodiversity ICMM principles 2,7
103-3	Evaluation of the management approach	2018 Performance data (page 68)
304-3	Habitats protected or restored	Biodiversity (page 21) Future Reef 2.0 – a clever collaboration The bee man of Kern County, California
MM1	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	2018 Performance data (page 68) In 2018, 24% of Rio Tinto’s disturbed land (excluding land disturbed for hydroelectricity dams) had been rehabilitated.
Emissions		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Climate change (pages 1-2) Our approach to climate change
103-2	Management approach on emissions	Our approach to climate change Climate change: Risks but also opportunities (page 54) ICMM principle 6
103-3	Evaluation of the management approach	2018 performance against targets (page 11)
305-1	Direct (Scope 1) GHG emissions	Climate change: Risks but also opportunities (page 58) 2018 Performance data (pages 68-69)
305-2	Energy indirect (Scope 2) GHG emissions	Climate change: Risks but also opportunities (page 58) 2018 Performance data (pages 68-69)
305-3	Other indirect (Scope 3) GHG emissions	Climate change: Risks but also opportunities (page 58)
305-4	GHG emissions intensity	Climate change: Risks but also opportunities (page 58) 2018 Performance data (page 68)
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	Air (page 21) 2018 Performance data (page 68)

GLOBAL REPORTING INITIATIVE INDEX CONTINUED

Disclosure number	Disclosure title	Location or explanation
Effluents and waste		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Operational environment (pages 1-2) Waste (page 20)
103-2	Management approach on tailings and structures and waste	Waste (page 20) Tailings and structures (page 20) ICMM principle 7
103-3	Evaluation of the management approach	2018 Waste performance data (page 22)
306-1	Water discharge by quality and destination	Water balance diagram (page 19)
306-2	Waste by type and disposal method	Waste (page 22) 2018 Performance data (page 68) ICMM principle 6
MM3	Overburden, rock, tailings and sludges and their associated risks	Tailings and structures (page 20) Waste (page 22) 2018 Performance data (page 68) Our approach to managing mineral waste and acid rock drainage ICMM principle 7
Environmental compliance		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Operational environment (pages 1-2)
103-2	Management approach on Environmental compliance	Annual report – Environmental regulations (page 140)
103-3	Evaluation of the management approach	2018 Performance data (page 68)
307-1	Non-compliance with environmental laws and regulations	Environmental fines (page 22) Annual report – Environmental regulations (page 140) 2018 Performance data (page 68) ICMM principle 6
Supplier environmental assessment		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Value chain (pages 1-2)
103-2	Management approach on Supplier Environmental Assessment	Supplier Code of Conduct
103-3	Evaluation of the management approach	Committed to transparency (page 32)
308-1	New suppliers that were screened using environmental criteria	Committed to transparency (page 32)
Employment		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Employee relations (pages 1-2)
103-2	Management approach on employment	Our values at work (pages 25-27) Employment policy Inclusion and diversity policy Why gender matters
103-3	Evaluation of the management approach	2018 Performance data (pages 66-67)
401-1	New employee hires and employee turnover	2018 Performance data (page 67)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Annual report – Remuneration report (pages 101-112)
401-3	Parental leave	Gender diversity (page 26)

GLOBAL REPORTING INITIATIVE INDEX CONTINUED

Disclosure number	Disclosure title	Location or explanation
Labor/management relations		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Employee relations (pages 1-2)
103-2	Management approach on employment	Our values at work (pages 25-27) Employment policy Inclusion and diversity policy Why gender matters
402-1	Minimum notice periods regarding operational changes	We provide the minimum notice periods required by local legislation in the regions where we operate. It is typically two to four weeks and up to three months' notice. In cases where employees are represented by labour unions, notice periods are provided by local legislation or in collective bargaining agreements. ICMM principle 3
MM4	Strikes and lock-outs exceeding one week's duration	A strike at our iron ore operations in Labrador, Canada lasted for 2 months from 27 March 2018 to 28 May 2018. Annual report – Directors' report (page 115)
Occupational health and safety		
403-1	Occupational health and safety management system	Rio Tinto management system ICMM principle 5
403-2	Hazard identification, risk assessment, and incident investigation	Rio Tinto management system Our approach to safety
403-3	Occupational health services	Rio Tinto management system Our approach to health management
403-5	Worker training on occupational health and safety	Rio Tinto management system Delivering safety and wellbeing (pages 13-16)
403-6	Promotion of worker health	Our approach to health management
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Product stewardship strategy H06 Radiation exposure control standard
403-8	Workers covered by an occupational health and safety management system	Rio Tinto management system
403-9	Work-related injuries	Delivering safety and wellbeing (pages 13-16) 2018 performance against targets (page 11) 2018 Performance data (pages 66-67)
403-10	Work-related ill health	Delivering safety and wellbeing (pages 13-16) 2018 performance against targets (page 11) 2018 Performance data (page 66)
Training and education		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Employee relations (pages 1-2)
103-2	Management approach to training and education	Our values at work (pages 25-27) ICMM principle 3, 5
103-3	Evaluation of the management approach	2018 Performance data (page 67)

Disclosure number	Disclosure title	Location or explanation
404-2	Programs for upgrading employee skills and transition assistance programme	A workforce that reflects our world (page 38) Regional economic development (page 43) Developing future skills (page 60) During 2018, 488,423 attendances were recorded for training in leadership, technical and operational skills, as well as health, safety and environment courses across the business.
404-3	Percentage of employees receiving regular performance and career development reviews	2018 Performance data (page 67)
Diversity and equal opportunity		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Employee relations (pages 1-2)
103-2	Management approach on diversity and equal opportunity	The way we work Employment Policy Inclusion and diversity policy Why gender matters
103-3	Evaluation of the management approach	2018 performance against targets (page 11) Gender diversity & Pay Equity (page 26)
405-1	Diversity of governance bodies and employees	Annual report – Directors’ report (pages 76-80) 2018 Performance data (pages 66-67)
405-2	Ratio of basic salary and remuneration of women to men	Annual report – Directors’ report (page 102) Pay Equity (page 26)
Freedom of association and collective bargaining		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Employee relations (pages 1-2)
103-2	Management approach on Freedom of association and collective bargaining	The way we work
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We recognise the right of all employees to choose to belong to a union and seek to bargain collectively. During 2018, we successfully negotiated: – Official Collective Labour Agreement (CLA) at our Alma Smelter in Quebec – Collective Bargain Agreements at Iron Ore Company of Canada, Escondida (non-managed), Richards Bay Minerals in South Africa and Oyu Tolgio in Mongolia The way we work Supplier Code of Conduct
Child, forced or compulsory labour		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Human rights (pages 1-2)
103-2	Management approach on Freedom of association and collective bargaining	The way we work Our values at work (page 25)
103-3	Evaluation of the management approach	No child, forced or compulsory labour in our operations
408-1	Operations and suppliers at significant risk for incidents of child labor	Annual report – Sustainable development (page 26)
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Annual report – Sustainable development (page 26)

Disclosure number	Disclosure title	Location or explanation
Security practices		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Human rights (pages 1-2)
103-2	Management approach on security practices	The way we work VPSHR report Our values at work – Human rights (page 27)
103-3	Evaluation of the management approach	Our values at work – Human rights (page 27)
410-1	Security personnel trained in human rights policies or procedures	Our values at work – Human rights (page 27) ICMM principle 3
Indigenous rights		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Human rights & communities (pages 1-2)
103-2	Management approach on security practices	The way we work Why agreements matter Working with shared purpose (pages 36-41)
103-3	Evaluation of the management approach	CSP grievance mechanism
411-1	Incidents of violations involving rights of Indigenous peoples	Rio Tinto business units have mechanisms in place for managing complaints, disputes and grievances. These efforts are supported by Group-level detailed guidance, which is consistent with the requirements set out in the UNGPs. Where an Indigenous agreement is in place, all such agreements have detailed requirements for the management of complaints and disputes, including external facilitation, if required. We have also made changes to our incident reporting procedures so that employees will be asked if a health, safety, environment, communities or security incident had human rights implications. This includes specific prompts relating to Land Access and Religion and Culture which include reference to various rights of Indigenous peoples. This should enable us to better capture any incidents of violations relating to these rights. In 2018 we reported 10 significant community incidents through our CSP complaints and incidents management system, none of which related to cultural heritage impacts of Indigenous communities. Our approach to communities and social performance Human rights policy Why human rights matter Why agreements matter ICMM principle 3
MM5	Operations taking place in or adjacent to Indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous peoples' communities	Indigenous peoples are impacted by 20 Rio Tinto business units (excluding exploration and evaluation projects). Of these, 13 business units have reached agreements with the affected Indigenous peoples. As a number of business units have more than one agreement, there are a total of 30 Indigenous agreements in place across Rio Tinto. Working with shared purpose – Communities (page 37) ICMM principle 3, 10

GLOBAL REPORTING INITIATIVE INDEX CONTINUED

Disclosure number	Disclosure title	Location or explanation
Human rights assessments		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Human rights (pages 1-2)
103-2	Management approach on Human rights assessments	Our values at work – Human rights (page 27) Human rights policy Why human rights matter Annual slavery and human trafficking statement United Nations Global Compact: Communication on Progress
103-3	Evaluation of the management approach	Our values at work – Human rights (page 27)
412-2	Employee training on human rights policies or procedures	Our values at work – Human rights (page 27)
Local communities		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Communities (pages 1-2)
103-2	Management approach on communities	Working with shared purpose (pages 35-37) Our approach to communities and social performance ICMM principle 9, 10
103-3	Evaluation of the management approach	2018 performance against targets (page 11)
413-1	Operations with local community engagement, impact assessments, and development programmes	Working with shared purpose (pages 34-41) 2018 performance against targets (page 11)
MM6	Significant disputes relating to land use, customary rights of local communities and Indigenous peoples	During 2018, two significant disputes in respect of land, resources use and communities formally moved to monitoring status following the signing of a joint resolution agreement in 2017. Engagement is ongoing as agreed joint actions are tracked and monitored.
MM7	Grievance mechanisms used to resolve disputes relating to land use, customary rights of local communities and Indigenous peoples	All of our sites must have a complaints, disputes and grievance mechanism in line with the UNGPs Criteria of Effectiveness for Non-Judicial Grievance Mechanisms. Working with shared purpose – Communities (page 37)
Supplier social assessment		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Value chain (pages 1-2)
103-2	Management approach on Supplier social assessment	Supplier Code of Conduct
103-3	Evaluation of the management approach	Committed to transparency (page 32)
414-1	New suppliers that were screened using social criteria	Committed to transparency (pages 30-32)
Public policy		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Business integrity (pages 1-2)
103-2	Management approach on Public policy	The way we work
103-3	Evaluation of the management approach	Annual report – Directors’ report (page 140)
415-1	Political contributions	The Group made no political donations (as defined by the UK Companies Act 2006) in the EU, Australia or elsewhere during 2018. Annual report – Directors’ report (page 140)

GLOBAL REPORTING INITIATIVE INDEX CONTINUED

Disclosure number	Disclosure title	Location or explanation
Socio-economic compliance		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Operational environment (pages 1-2)
103-2	Management approach on Socio-economic compliance	The way we work
103-3	Evaluation of the management approach	Annual report – Directors’ report (pages 97-100)
419-1	Non-compliance with laws and regulations in the social and economic area	Annual report – Directors’ report (pages 97-100) ICMM principle 4
Artisanal and small-scale mining		
MM8	Number (and percentage) of company operating sites where artisanal and small-scale mining takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	Nil
Resettlement		
MM9	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	There were no new resettlement sites in 2018. We are currently monitoring the outcomes from the resettlement of communities at our Oyu Tolgoi operations and resettling community members at our Richards Bay operation. Communities (page 37) ICMM principle 3, 10
Closure planning		
103-1	Explanation of the material topic and Boundary	GRI index – Reporting what matters: Closure (pages 1-2)
103-2	Management approach on closure	Closure: ending production (page 62) ICMM principle 6, 9
103-3	Evaluation of the management approach	Closure: ending production (page 62)
MM10	Number and percentage of operations with closure plans	Closure: ending production (page 62)
Other material topics		
103-2	Management approach on non-managed operations	Annual report – Sustainable development (page 57) Working with non-managed assets (page 23)
103-2	Management approach on Business resilience	Annual report – Strategic report (pages 4-73)