

# Communities and social performance

## Asset progress against local employment performance targets (2016-2020)

Target statement – local employment		Unit	2019	2020 target
<b>Copper &amp; Diamonds</b>				
Argyle Diamonds	At least 25% of the permanent employee and contractor workforce based at site will be local Indigenous people who reside in the East Kimberly region.	%	13.2 <sup>1</sup>	25
Diavik	By 2020, at least 66% of employees and contractors will be residents of the Northwest Territories and the Kitikmeot region of Nunavut.	%	49 <sup>2</sup>	66
Oyu Tolgoi	By 2020, 25% of site-based employees and contractors will reside in the South Gobi aimag.	%	21	25
Resolution	By 2020, at least 75% of employees will be Layer 1 personnel (being those living within a 40 mile radius of the site).	%	82	75
Rio Tinto Kennecott	Improve workforce diversity (%).	%	7	7.1
<b>Energy &amp; Minerals</b>				
Energy Resources of Australia	By 2020, at least 40% of all employees and category 1 contractors will reside in Jabiru.	%	20 <sup>3</sup>	40
Iron Ore Company of Canada	By 2020, at least 29% of the total employees will be from historically underrepresented groups (including female employees; visible minorities and indigenous employees).	%	33	29
Jadar	By 2020, at least 60% of all employees will be Serbian citizens.	%	87	60
QIT Madagascar Minerals	By 2020, at least 80% of total employees will be residents of Fort Dauphin and local municipalities including Ampasy Nahampoana; Mandromondromotra, Andrakaraka, Iafiatsinana, Ambinagnibe.	%	80	80
Richards Bay Minerals	By 2020, at least 35% of total employees will be residents of the Mbonambi, Sokhulu, Mkhwanazi and Dube host communities.	%	38	35
Rio Tinto Fer et Tintane Lac Tio (Havre Saint-Pierre)	By 2020, at least 90% of employees and contractors will be local residents of Havre-Saint-Pierre (reported as # people).	# ppl	245	250
Rio Tinto Fer et Tintane Lac Tio (Sorel-Tracy)	By 2020, at least 65% of total employees will be local residents of Pierre-de-Sorel and Contrecoeur.	%	63	65
Rio Tinto Minerals Boron	10% of new hires at RTB Boron Operations will be US veterans by 2020 rounded for 10%.	%	7 <sup>4</sup>	10
<b>Aluminium</b>				
Gove	By 2020, increase the percentage of local Indigenous employees by > 1.5% per year.	%	4.5 <sup>5</sup>	10.1
ISAL	By 2020, 20 new apprentices shall commence an apprenticeship at ISAL (cumulative target).	# ppl	15	20
Jonquière Saguenay	By 2020, at least 40% of graduates recruited will be female.	%	57	40
Kitimat	≥ 25% of Haisla First Nations people secure employment following pre-employment programme supported by Rio Tinto.	%	n/a*	≥ 25%
Weipa	By 2020, at least 18% of total employees will be local Indigenous people.	%	14	18
Yarwun	Increase the percentage of total employees who are female by 2% each year.	%	16.6	18.6
<b>Iron Ore</b>				
Dampier Salt	% of employees/contractors residing in regional townships.	%	88	95
Rio Tinto Iron Ore^	Rio Tinto Iron Ore will achieve a local employment target of 15.7% of Pilbara residential roles filled by Pilbara Indigenous people.	%	11.9	15.7

\*Notes: N/A – data not available ^Notes: Rio Tinto iron ore (RTIO) reports as a product group

<sup>1</sup> Argyle Diamonds: asset approaching closure phase

<sup>2</sup> Diavik: Progress towards target is 74%. 'On track' means 75% or greater progress towards 2020 targets.

<sup>3</sup> Energy Resources of Australia: asset approaching closure phase

<sup>4</sup> Rio Tinto Minerals Boron: Progress towards target is 70%. 'On track' means 75% or greater progress towards 2020 targets.

<sup>5</sup> Gove: Additional management actions introduced from December 2019, including refocus of the Indigenous Participation function at the asset.

# Communities and social performance

## Asset progress against local procurement performance targets (2016-2020)

	Target statement – local procurement	Unit	2019	2020 target
<b>Copper &amp; Diamonds</b>				
Argyle Diamonds	By 2020, total contestable procurement spend from local Indigenous businesses based in the East Kimberly region will be maintained in line with the 2016 baseline.	\$m	5.7	5.2
Diavik	By 2020, at least 70% of total contestable procurement spend will be from businesses based in the Northwest Territories.	%	70	70
Oyu Tolgoi	By 2020, at least 25% of the operational procurement spend will be from local suppliers in the South Gobi region.	%	24	25
Resolution	By 2020, at least 25% of total contestable procurement spend will be from Layer 1 businesses (within 40 mile radius of Resolution).	%	42	25
Rio Tinto Kennecott	By 2020, maintain 50% (+/- 5%) spend with Tier I suppliers (those operating in Wasatch Front) and Tier II suppliers (those operating in the State of Utah).	%	62	45
<b>Energy &amp; Minerals</b>				
Energy Resources of Australia	By 2020, at least 20% of the total contestable procurement spend will be from local Indigenous businesses based within the West Arnhem Region, NT	%	20	20
Iron Ore Company of Canada	By 2020, at least 10% of total contestable procurement spend will be from each of the provinces.	%	3.13 <sup>6</sup>	10
Jadar	By 2020, at least 60% of Serbian-based contestable procurement spend will be from Serbian businesses.	%	39 <sup>7</sup>	60
QIT Madagascar Minerals	By 2020, at least 10% of total contestable procurement spend will be from local suppliers in Fort Dauphin and municipalities including Ampasy Nahampoana; Mandromondromotra, Andrakaraka, Ilafiatsinana, and Ambinagnibe.	%	11	10
Richards Bay Minerals	By 2020, at least 15% of total contestable procurement spend will be from local suppliers in Mbonambi, Sokhulu, Mkhwanazi and Dube host communities.	%	13	15
Rio Tinto Fer et Tintane Lac Tio (Havre Saint-Pierre)	By 2020, at least 50% of total procurement spend from local suppliers based in Havre-Saint-Pierre or Minganie	\$m	5.8	5.6
Rio Tinto Fer et Tintane Lac Tio (Sorel-Tracy)	By 2020, at least 35% of total procurement spend on services will be from Pierre-de-Sorel and the Contrecoeur.	%	32	35
Rio Tinto Minerals Boron	By 2020, at least 25% of total contestable procurement spend is from California-based businesses.	%	42	25
<b>Aluminium</b>				
Gove	By 2020, we will support at least 5 local or Indigenous businesses each year to participate in capability building initiatives to increase capacity, competitiveness and sustainability.	# business	5	5
ISAL	By 2020, Icelandic companies will be invited to bid for total of US\$1 million worth of goods and services that were provided by overseas suppliers as of 2016.	\$m	0.75	1
Jonquière Saguenay	By 2020, increase procurement spend from First Nations businesses in the Saguenay-Lac-St-Jean region to \$3 million.	\$m	5.2	3
Kitimat	By 2020, ≥ 35% of total contestable procurement spend will be from local businesses in Northwest British Columbia.	%	47	35
Weipa	By 2020, we will support at least 5 local or Indigenous businesses each year to participate in capability building initiatives to increase capacity, competitiveness and sustainability.	# business	47	5
Yarwun	By 2020, at least 8 local businesses will be established and/or expanded with support received through the Gladstone Here for Business program.	# business	5 <sup>8</sup>	8
<b>Iron Ore</b>				
Dampier Salt	% of DSL combined expenditure in regional townships from businesses/contractors.	%	19	18
Rio Tinto Iron Ore <sup>^</sup>	Rio Tinto Iron Ore will achieve a local procurement target of 15.7% of Pilbara business expenditure with Pilbara Indigenous businesses.	%	52.3	15.7

<sup>^</sup>Notes: Rio Tinto iron ore (RTIO) reports as a product group

<sup>6</sup> Iron Ore Company of Canada: 2020 management actions include identification of barriers, such as geography and local Indigenous business numbers and capacity.

<sup>7</sup> Jadar: Project in Pre-Feasibility stage, some variances to project timelines since 2015-16.

<sup>8</sup> Yarwun: 2020 management actions include additional focus on Gladstone Here for Business Program.