Celebrating Western Australian communities
2018
Local initiatives

Supporting young people in the regions
Broome • Geraldton
Busseston • Albany

Award winning partnerships continue to make our towns flourish
Pilbara

Connecting our kids to nature
Perth

Celebrating 20 years of education support for Indigenous students
Pilbara

Busselton Ironman support until 2020
Busseston

Statewide priorities

Saving lives with Royal Flying Doctor Service

Developing Australia’s first automation qualifications

Celebrating a decade of conserving biodiversity

Catalysing our employees passion for giving back

Helping small businesses dream big

Elevating our reconciliation journey

Foreword

Welcome to our 2018 Celebrating Western Australian communities review. Year on year we are lucky to work alongside many of our partners on activities and programmes that deliver real benefits to communities around Western Australia.

This review provides insight into some of the key 2018 community initiatives that are part of our ongoing commitment to WA, many of which build on long-term partnerships.

Last year we contributed $19.71 million to 163 community programmes across the State and provided $4.22 million of in-kind support. I am proud our contribution enabled the successful delivery of many initiatives delivered by our innovative community partners across many areas of WA.

We celebrated some exciting milestones in 2018, including 20 years with the Graham Poly Farmer Foundation, ten years with Conservation Volunteers Australia and the renewal of one of our longest running partnerships with Scitech for a further five years. These partnerships have all made significant long-term contributions to the communities in which we work, and are something we as Western Australians should all be proud of.

We supported the launch of two new Rie Tinto Life Flight jets which will make a significant difference to closing the medical gap between metropolitan and regional communities.

We continued to invest in STEM projects which will enable future generations to work and play in our great State. This includes an exciting $2 million partnership with South Metropolitan TAFE to develop the first WA accredited, nationally recognised, qualifications in automation.

We contributed funding towards the Wicksam and Porabooroo community hubs, which are now both open for the respective communities to enjoy. Both will enhance lives in the regions with their innovative and community driven designs.

We observed another win for the highly popular Rie Tinto Nature scape facility, with a Premier’s Science Award – which recognised the importance of connecting kids with nature and providing hands on education experiences.

We took further steps on our reconciliation journey, with the completion of a significant new data report which will help determine key priorities as we continue to work towards closing the gap for Aboriginal men and women.

We are proud of what has been achieved in 2018 and the work leading up to this. It’s really important we continue to invest in a broad range of initiatives which reach people of all levels within the community and provide real and lasting benefits.

We will continue to embrace innovations of tomorrow to ensure continuous improvement in all that we do.

We hope you enjoy this review of our community contributions and celebration of our wonderful State.

Chris Salisbury
Chief executive, Rio Tinto
HEALTH

How do we help save thousands of lives a year?

“This new fleet is really changing the future of emergency services in Western Australia.”

– Stefan Buys, managing director Pilbara Mines

The latest addition to the Royal Flying Doctor Service (RFDS) fleet in Western Australia – the Rio Tinto LifeFlight Pilatus PC-24 – is a ‘game-changer’.

Rio Tinto managing director Pilbara Mines Stefan Buys said the new jet will reduce flight times and provide better outcomes for regional Western Australian patients.

“This new jet is really changing the future of emergency services in Western Australia by closing the gap between regional patients and the medical services they need,” Stefan said.

Our $10 million commitment to the RFDS over four years has resulted in investment of two LifeFlight jets saving lives across the State, with no one in WA more than three hours from critical care.

“We’ve been partnering with RFDS for more than 14 years now, and they are our largest single community investment partner, providing a vital aeromedical service,” Stefan said.

“We are proud of our $22.5 million investment over this time. It’s amazing just how many people’s lives are touched by RFDS each year, people who have either been patients themselves or had a loved one requiring the service.”

The RFDS is the world’s most far-reaching medical service, with its teams of pilots, doctors and nurses transporting patients from every corner of Western Australia to hospitals in Perth and other urban centres.
INNOVATION

How are our students developing skills for our mines of the future?

It’s the buzzword of the moment – but what is STEM and why is it so critical to the future?

Standing for science, technology, engineering and maths – STEM subjects across all levels of education are becoming increasingly important in helping people navigate technology and its integration into every aspect of modern living, including our workplaces.

We also understand that changes in technology and automation are transforming many industries and will require the current and future workforce to have a different skill set.

That’s why we are proud to support a STEM-literate society, starting at primary school, continuing through high school and into further education at TAFE or university.

We support several educational programmes designed to stimulate a passion for STEM.

Different skills needed for smart mining

The Pilbara is fast becoming the Silicon Valley of mining. Importantly, this is not just about what work we do, but how we work. We all know how important that sense of purpose and contribution is to all generations. With innovations come exciting work, new ways of contributing and importantly opportunities for diversity in workforce participation.

In 2017 we committed up to $7 million in partnership with the Western Australian Government, South Metropolitan TAFE and our industry partners to develop Australia’s first nationally recognised vocational qualifications in automation.

These pioneering automation qualifications will be piloted throughout 2019. They aim to provide our people, other workers in the resources sector and people looking to join it, with the skills and knowledge needed to succeed in an increasingly STEM-based industry.

“We are at the forefront of innovative technology in the mining industry, so we have a contribution to make in creating a STEM-literate society.”

– Scott Browne, vice president Human Resources

Rio Tinto vice president Human Resources Scott Browne said we are working with all education levels to ensure the next generation is ready for the jobs of the future.

“We are at the forefront of innovative technology in the mining industry, so we have a contribution to make in creating a STEM-literate society,” Scott says. “We need employees who are completely comfortable with science and technology because this is the way of the future.”

“The collaboration will ensure our WA workforce sustains a competitive advantage over the changing industrial landscape. Sufficient skill levels can only be achieved if government, industry and the education sector work together effectively.”
Another five years inspiring and upskilling young people

One of our largest-standing partnerships is with SceTech, whose mission is to increase awareness, interest, capability and participation of all Western Australians in STEM subjects.

In 2018, we signed a new five-year partnership worth $4.4 million to continue the work that has directly influenced more than two million Western Australians since 2003. Our 15-year partnership has been effective in inspiring and upskilling the WA community, in support of enabling a future workforce with a high level of STEM skills and abilities.

Each year, hundreds of thousands of Western Australians visit SceTech, enjoying and learning from its large-scale interactive exhibitions that reflect the latest innovations in science and technology. This includes the Rio Tinto Innovation Central gallery, which encourages visitors to invent, build and create, developing critical thinking and problem-solving skills essential for a future workforce.

SceTech also runs several outreach programs that take STEM into schools, community centers and libraries across the state.

“Our support allows SceTech’s team to share their passion for STEM with students statewide, all the way from early childhood to those students making choices about their careers,” said Rio Tinto managing director Planning Integration and Assets Matt Holtz.

Our partnership also covers the RoboCup Junior WA Championships, a two-day event where teams from schools across the state guide robots through a series of challenges.
LOCAL COMMUNITY

How are we working with local government to create vibrant communities?

What makes a vibrant and liveable community? And how can we help to support these services and facilities where our employees and their families live?

This question is at the forefront of Rio Tinto’s mind – that’s why we are working with all levels of government to create communities that attract people to the regions and make their experience a positive one.

Supporting young people in the regions

In 2018 we provided $60,000 to four local governments in Broome, Geraldton, Albany and Busselton – key regions connected to our mine sites where our fly-in, fly-out (FIFO) employers live.

The funding supports each local government to employ a Youth Development officer, who develops inclusive activities for engaging youth through holiday programmes and weekend events providing life skills and leadership development, while building support networks in the community.

“It’s like nothing we have ever seen in the Pilbara”

– Chris Salisbury, chief executive Iron Ore

Justin Francesconi, superintendent Community Engagement, said the officers are an essential part of the community in our FIFO towns.

“The youth of today could be our employees of tomorrow, so it’s important we are investing in their communities while creating a pipeline of talent,” Justin said.

“The Youth Development officers target our community’s youth through a diverse range of inclusive events but through these activities they also support the wellbeing of our Rio Tinto employees and their families.”
"It’s like nothing we have ever seen in the Pilbara. It includes a state-of-the-art library, multi-function theatre space, rooftop terrace space for cinema and outdoor events and a modern outdoor amphitheatre.”

– Chris Salsbury, chief executive Iron Ore

Award winning partnerships continue to make our towns flourish

Our award winning partnerships with the Shire of Ashburton and City of Karratha continued to grow in 2018, with $7.8 million contribute towards infrastructure projects and community development programmes.

Construction was full steam ahead on the new Paraburdoo Community Hub, a multipurpose facility which includes new oval and pool amenities, a purpose-built 24-hour gymnasium, refurbishment of the existing sports hall and the new home of the Karranga Neighbourhood Centre.

Rio Tinto managing director Rail, Port & Core Services Ivan Vella said he was excited to see how the next phase of our partnership with the Shire of Ashburton would deliver on community priorities.

“It is a fantastic demonstration of how a ‘hands-on’ collaborative approach and a shared vision can achieve real and sustainable outcomes for communities,” said Ivan.

Following the renewal of our partnership with the City of Karratha in 2017, for a further five years and $7.7 million, we continue to make strides to improve infrastructure and services.

One major project making waves is the $16 million (18 million Rio Tinto contribution) Wickham Community Hub where work commenced in 2018.

Opened in May 2019, it is helping to attract and retain families to live, work, invest and play in the region.

The hub provides a central space for the community to come together, featuring a community library, early learning and youth centres, and water playground. It also provides office space, which can be leased by community groups and includes upgrades to the community hall and two multipurpose function rooms.

Rio Tinto chief executive Iron Ore Chris Salsbury said another key piece of social infrastructure opened in 2018 is the Red Earth Arts Precinct in Karratha, of which Rio Tinto contributed $2 million towards construction.

“It’s like nothing we have ever seen in the Pilbara. It includes a state-of-the-art library, multi-function theatre space, rooftop terrace space for cinema and outdoor events and a modern outdoor amphitheatre,” he said.

Community Infrastructure and Services Partnership (CISP) agreements provide for the delivery of infrastructure projects, local services and public events for the communities neighbouring Rio Tinto operations.

Through the CISP agreements Rio Tinto has contributed $23 million to date, which has been matched by $22 million of external funding.
“Nature play is a way of luring young people away from computers and television to give them the chance to play the way people used to”
– Jacqui Kennedy, Kings Park Visitor Service and Community manager

We are proud to support several community education programmes designed to connect people of all learning levels to their environment.

Connecting our kids to nature
Already recognised as one of the world’s leading nature spaces and education facilities designed to link children to their natural world, Rio Tinto Naturescape Kings Park can now add another notch to its ‘nature’ belt.

Rio Tinto Naturescape Kings Park took out the Premier’s Science Award for the Chevron Science Engagement Initiative of the Year in 2018, recognising its innovative approach to science education.

Since launching in 2011, through strong partnership with Rio Tinto, there have been more than half a million visitors to Rio Tinto Naturescape, amongst them over 20,000 students annually who are immersed in the educational programmes delivered in the outdoor ‘living classrooms’.

These programmes, linked to the WA school curriculum and mixed with unstructured free time to explore the precinct, have been a key to their popularity with schools.

Kings Park Visitor Service and Community manager Jacqui Kennedy said the partnership with Rio Tinto has been fundamental to the success of the facility.

“We both share a long-term goal of providing innovative environmental education and creating a legacy for future generations.”

“Nature play is a way of luring young people away from computers and television to give them the chance to play the way people used to,” said Jacqui.

Zara Fisher, Rio Tinto vice president – Health, Safety and Environment, said the main aim is to inspire the next generation to ultimately become custodians of our natural environment.

“Environmental stewardship and sustainability are important values for us. Rio Tinto Naturescape is a wonderful example of all these values and interests coming together for the benefit of the whole community,” said Zara.
**Ten years of environmental education recognised**

In 2018 we celebrated 10 years of our highly successful partnership with Conservation Volunteers Australia, proving meaningful and long-lasting partnerships can be achieved between the resources sector and local communities.

Since May 2009, Rio Tinto has partnered with Conservation Volunteers Australia, the Department of Education and the Department of Biodiversity, Conservation and Attractions to deliver the Rio Tinto Earth Assist programme.

The partnership with Rio Tinto provides opportunities for learning about the environment, conservation and giving back to the community.

Conservation Volunteers Australia WA regional manager Tristan Duke said it is a "hands-on" environmental education programme.

"Rio Tinto Earth Assist has an innovative approach to getting students and schools excited about conservation and land management. It aims to educate and inspire young people by providing volunteering opportunities in their communities," said Tristan.

It has delivered more than 80,000 student volunteering hours to conservation projects and impacted more than 17,000 students since 2009.

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**“Rio Tinto Earth Assist has an innovative approach to getting students and schools excited about conservation and land management.”**

– Tristan Duke, Conservation Volunteers Australia regional manager WA

Students can get actively involved in conservation through the Rio Tinto Earth Assist programme.

**Turtle partnership extended for a further three years**

Protecting and understanding local wildlife in the communities in which we operate is the driver behind our partnership with the Department of Biodiversity, Conservation and Attractions.

The partnership brings industry, government and the community together to monitor turtle population and breeding at sites across the Pilbara coast, including Bells Beach and Rosemary Island.

In 2018 we signed a further three-year funding commitment to deliver the Rosemary Island Turtle Monitoring Programme.

Operating since 1986, the programme oversees intense fieldwork that involves tagging nesting turtles, counting tracks, understanding nest success and investigating egg morphology.

Funds from Rio Tinto will help expand turtle research and monitoring, determine potential human use impacts such as camping, and help deliver targeted education campaigns across the region.

A turtle nesting along the Pilbara coast
EDUCATION

How are we supporting our regional students to reach their full potential?

“We must work together with Pilbara schools as we are all aiming for the same goal – high quality education and learning outcomes for all students regardless of whether they live in the city or a regional or remote area.”

— Linda Dawson, general manager Communities and Communications

We support a number of education programmes targeted at all levels of learning to provide positive pathways for young people living in the communities that neighbour our operations.

Celebrating 20 years of education support for Indigenous students

We celebrate our 20-year partnership in 2018 with The Graham (Polly) Farmer Foundation (GFF), renewing our support for another five years.

The $4.4 million commitment will assist hundreds more Indigenous students to graduate from high school, complete further education and gain employment.

Ria Tinto, general manager Communities and Communications Linda Dawson said we are proud to support 20 years of education for young Indigenous people.

“It is our long-term commitment to provide opportunities for Indigenous children and youth to help achieve their goals and aspirations,” she said.

“Generations of young Indigenous people have gone through the programme, with some graduates’ children now participating,” said Linda.

The partnership with the GFF is one of many that form part of our education strategy to provide positive pathways of employment for Indigenous people across the state.

Part of the GFF suite of programs is the new After School Learning Club which launched in Paraburdoo in 2018 and Ria Tinto has committed to support for five years.

The Learning Club is an academic and social enrichment program for Aboriginal students in Years 3 – 6 who attend Paraburdoo Primary School.

Paraburdoo Primary School principal Ruth Proslmeig said a creative and nurturing learning environment for students starting out on their educational journey is crucial.

“As well as deepening maths and literacy attainment, the aim of the programme is to strengthen leadership capacity, encourage creativity and innovation, and enable collaboration across the school and wider community,” Ruth said.

The Learning Club is part of a state-wide network of after-school educational programs managed by The Department of Education and The Graham (Polly) Farmer Foundation, of which Ria Tinto is proud to support.”
"It is our long-term commitment to provide opportunities for Indigenous children and youth to help achieve their goals and aspirations."

– Linda Dawson, general manager Communities and Communications

Collaborating with schools to develop personalised initiatives

As part of our contribution to the Tom Price and Paraburdoo communities, we continued to work with local primary and secondary schools on community-based engagement programmes in 2018.

Rio Tinto general manager Communities and Communications Linda Dawson said it is essential we engage with schools within our regional footprint.

“We must work together with Pilbara schools as we are all aiming for the same goal – high quality education and learning outcomes for all students regardless of whether they live in the city or a regional or remote area,” Linda said.

“Schools represent a community hub – they link young people, teachers, and parents, tertiary and VET training providers, community groups and local businesses.”

The Inland School Engagement Plan provides a positive platform to engage with students, teaching staff and parents, who also represent current and future Rio Tinto employees and family members.

It also gives Rio Tinto the opportunity to contribute a renewed focus on learning within the Science, Technology, Engineering and Mathematics (STEM) frameworks, one of our key priorities for promoting community education and future employment.

Preparing senior students for their future

Our business understands that developing young people to take on locally available opportunities, potentially within the mining industry, is important for local economic growth in the immediate to long-term future.

The Tom Price Senior High School Student Pathways partnership was formalised in 2018 under a new agreement that focuses on key trades training activities such as professional presentation, mock assessment, work experience and mechanical aptitude training.

Tom Price Senior High School vocational education programme coordinator Jody Thomas-Smith said each of these activities would help prepare students with important skills they can use when making decisions about their future career.

“It allows young people in the region to pursue study paths in their secondary learning years to help achieve their desired employment.”

“We build on the existing school curriculum and provide prospects for local experience and future employment after they complete their education, opportunities they may not normally be exposed to,” said Jody.

Rio Tinto supports the programme through a $15,000 funding commitment over three years.

Students can undertake work experience as part of the programme.

Tom Price Senior High School students visiting the workshop as part of the Student Pathways programme.
“We remain committed to supporting activities and businesses that enhance the wellbeing and engagement of the community.”

– Linda Dawson, general manager Communities and Communication

Our Employees

How do we support the passions of our employees?

We continue to work alongside our employees to support projects they are passionate about, and, in turn, so are we.

Hay provides drought relief for farmers

When the east coast of Australia was struggling with the severity of drought conditions in late 2018, Rio Tinto employees wanted to help.

They saw an opportunity for Rio Tinto to assist the nationwide drought effort through the delivery of hay from Western Australia as part of a convoy organised by charity group – the Rapid Relief team.

Given the severity of the drought and the urgency of the relief effort, Rio Tinto sourced 75 tonnes of hay from a local customer near Perth. This was delivered as part of the Rapid Relief team convoy to New South Wales which provided about 2,000 bales for drought-stricken farmers to feed their livestock.

Hay from our agriculture projects in the Pilbara was transported about 1,500 kilometres from Tom Price by our freight transport operator Matic Transport, who generously donated a truck and driver to the relief effort.

Rio Tinto Iron Ore chief executive Chris Sailsbury said as a company with a longstanding commitment to regional Australia it is important to do our bit to help those in need.

As land users in remote regions, we understand and appreciate the immense pressure brought about by drought. Together with the generous support of Matic Transport, teams across Rio Tinto came together to enable this donation to help our east coast farmers,” said Chris.

Rio Tinto use excess water from our mining operations to grow hay which is then sold to pastoralists throughout the Pilbara and Kimberley regions in Western Australia.

The hay donation follows a cash contribution of $100,000 from Rio Tinto to the Queensland drought response.
Busselton Ironman support until 2020

We renewed our support of the global Ironman triathlon event in Busselton in 2018 for a further three years – one of the largest events of its type in Australia and a volunteering favourite for our employees.

“Spectators come from all over to cheer on the athletes as they swim, ride and run along our beautiful Geoghegan Bay, Tuart Forest and the Busselton foreshore,” said Justin Francesconi, Rio Tinto superintendent Community Engagement.

Rio Tinto’s $120,000 three-year partnership with the Busselton Chamber of Commerce and Industry (BCCI) supports more than 1,500 volunteers at the event, many of them our own employees and their families.

Rio Tinto general manager Communities and Communications Linda Dawson said Busselton is the largest regional fly-in fly-out (FIFO) hub and we recently celebrated ten years of FIFO from Busselton to our Pilbara operations.

“We know our FIFO employees living in the South West make a valuable contribution to the region. They’ve set down roots here, their children attend local schools and they support local businesses and local events.”

“As such, we remain committed to supporting activities and businesses that enhance the wellbeing and engagement of the community,” said Linda.

Since 2012, we have partnered with the BCCI to enable the delivery of this regional event which attracts more than 10,000 people and generates a benefit to the local South West economy of more than $13 million.

Movember goes national

Possibly the ‘harmest’ campaign Rio Tinto supports, as part of our Team Rio Tinto programme is Movember.

The annual fundraising event involves the growth of moustaches or ‘mo-ving’ during the month of November to raise awareness of men’s health issues, such as prostate cancer, testicular cancer and men’s suicide.

Each year ‘Mo-Bros’ and ‘Mo-Sistas’ raise funds for the Movember Foundation, aiming to change the face of men’s health.

For the first time in 2018, the campaign went national across all Rio Tinto operations in Australia and we also increased the charity organisation cap amount for matched giving funds from $20,000 to $40,000.

“The changes to our Team Rio Tinto programme was a success with $160,000 raised including $40,000 worth of matched funds from Rio Tinto – a great result,” said Chris Salisbury, Rio Tinto chief executive Iron Ore.

“It is always a fun, engaging activity for all our employees to get involved in and certainly a good water cooler conversation – we look forward to what hairy situations we will get into next year.”
PROCUREMENT

How do we help small businesses dream big?

“We’re improving our procurement practices to increase opportunities for businesses in Western Australia, in turn helping boost local economies.”

— Brian Lee, director North West Mining & Civil Pty Ltd

Creating more opportunities for local businesses

Securing suppliers close to our operations is an important part of strengthening local economies and communities and this is being driven by our Local Procurement Programme.

Rie Tinto senior manager Local Procurement Lareesa Lynch said we implemented an online Local Procurement Portal to provide greater transparency for upcoming work opportunities.

“We want to make it easier for local businesses to work with us. The portal extends visibility of upcoming work packages, enabling local businesses to compete for contracts,” said Lareesa.

“We are committed to building trusted, long term partnerships with businesses in Western Australia and encouraging greater economic participation through local procurement and employment.”
Building local business capability

In partnership with the Regional Chambers of Commerce & Industry Western Australia (RCCWA) we are helping strengthen Pilbara local businesses through the delivery of a Business Capability Enhancement Programme.

This includes workshops and events delivered by the local member of the Chambers of Commerce and Industry in Karratha and Tom Price.

“Together, we’re aiming to strengthen and develop the capabilities of local businesses in the Pilbara to improve their chances of securing work with Rio Tinto,” said Ivan.

“It’s great that companies such as Rio Tinto encourage and support Aboriginal people to create their own businesses.”
— Dave Pidek, owner Pindari

Supporting small business to thrive

From humble beginnings as a small-scale labour hire company, Indigenous-owned business Pindari has become a significant supplier of blue collar workers to the resource industry.

Dave Pidek established Pindari 17 years ago to enable Indigenous people to get involved in and benefit from the mining industry, with Aboriginal men and women making up approximately 30 percent of its 110-strong workforce.

Dave welcomed Rio Tinto’s reduction of its payment terms to Australian suppliers to 30 days net in 2017, a big help for a small business.

Under the arrangement, Rio Tinto pays businesses with spend under $1 million within 30 days of receipt of a correct invoice, a change that has benefited more than 5,500 suppliers.

“Cash flow is important for a business of our size so Rio Tinto’s 30-day payment term gives us peace of mind and the confidence to keep growing the business,” said Dave.

“I am proud of my Aboriginal heritage and wanted to give something back to my community. It’s great that companies such as Rio Tinto encourage and support Aboriginal people to create their own businesses.”

Prioritising local suppliers

In a win for local suppliers, Tom Price’s North West Mining & Civil Pty Ltd (NWMC) was awarded a contract in 2018 to provide skilled labour at its Greater Brockman operations.

NWMC provides workers for the Mobile Equipment Maintenance (MEM) team, which requires qualified and experienced people to erect, alter and dismantle scaffolding safely to maintain the fleet of mobile equipment.

NWMC is an owner-operated civil construction services business which has been operating in Tom Price and surrounds since 2014.

Director Brian Lee said working with Rio Tinto had enabled NWMC to develop into a well-established local business.

“We’ve gone from three employees to 48 in four years. Winning local contracts enables us to further grow as a business and support our local community and having a local workforce helps other local businesses and organisations grow too,” Brian said.

A NWMC contractor at our Greater Brockman operations.
How are we tracking on our reconciliation journey?

What progress have we made as a business towards identifying and improving needs and priorities for the Pilbara Aboriginal community?

Report drives next steps towards reconciliation

A drive to understand our progress and what we can do to elevate our reconciliation journey led to Rio Tinto establishing the Regional Implementation Committee (RIC) in 2016, and in turn the committee’s RIC report launched in 2018. Made up of eight Pilbara Traditional Owner groups and Rio Tinto representatives, the committee’s purpose is to provide a regional forum to address joint commitments made to training, employment and business development.

The RIC report, now available for analysis, investigated changes in baseline social indicators for Pilbara Aboriginal people, originally recorded prior to the mining boom, in the early 2000s.

Rio Tinto chief executive iron Ore Chris Saidbury said the RIC report had some positive findings but still showed we have a way to go.

“The report ultimately aims to identify tangible information about what is currently occurring in Pilbara Aboriginal communities and what can be done to improve the wellbeing of Aboriginal people in the region,” said Chris.

“It looked at Aboriginal social indicators relating to population, participation in the regional labour market, income status, education and training, housing and infrastructure, health status and outcomes, and crime and justice,” Chris said.

Against a background of accelerated growth in the Aboriginal resident population, the report suggests there has been a clear improvement in employment outcomes with more people employed, higher incomes, increased housing availability, higher school retention rates and fewer avoidable deaths.

Armed with the information of the RIC report, the committee is now focused on identifying the priorities of the community to develop and agree on immediate to long-term actions.

“The past 50 years have taught us that genuine recognition, trust and respect between Aboriginal and Torres Strait Islander people and the Australian people are fundamental in reconciliation, both within Rio Tinto and in the wider Australian community.”

— Joanne Farrell, Group executive Health, Safety and Environment and managing director Australia
The wrap on RAP

Our second Reconciliation Action Plan (RAP), which launched in 2016, is coming to the close of its three-year term. So how are we tracking and what still needs to be done?

The RAP outlined how it would build deeper engagement between Indigenous communities and Rio Tinto operations around Australia between 2015-2019.

Joanne Farrell, Rio Tinto Group executive Health, Safety and Environment and managing director Australia said the RAP reset the bar for our reconciliation commitment in Australia, setting targets across areas such as Indigenous employment, education and training, and business development.

“We will continue to make progress by walking alongside Aboriginal and Torres Strait Islander people, communities, businesses, governments and our nearly 20,000 Australian employees to implement our Reconciliation Action Plan,” said Joanne.

“We were the first resources company to obtain an Elevate RAP endorsement, joining a group of organisations leading the way on reconciliation in Australia.”

Karen Mundine, chief executive officer of Reconciliation Australia, said Rio Tinto is uniquely placed to work collaboratively with traditional land owners to sustainably and respectfully manage resources to minimise impact on the landscape and create opportunities for Aboriginal and Torres Strait Islander communities.

“We are proud to be the first resources company to obtain an Elevate RAP, the highest possible phase achievable in Reconciliation Australia’s RAP programme”
— Joanne Farrell, Group executive Health, Safety and Environment and managing director Australia

Key highlights so far in the RAP 2016-2019 period

We have invested in programmes which benefit the wider Indigenous community, including local procurement practices and employment pathways.

- Each year we take part in National Reconciliation Week and NAIDOC Week celebrations across the nation, at our mine sites and metropolitan hubs.
- We assisted ten organisations to develop their own Reconciliation Action Plan over three years.
- We established a national framework for a $5 million investment in programmes that support outcomes for Aboriginal and Torres Strait Islander people.
- Each operational site has local cultural awareness training developed and delivered in partnership with Traditional Owners.
- Each operational site works directly with Traditional Owners to develop and implement cultural heritage management plans.
- We support Aboriginal and Torres Strait Islander students undertaking tertiary education studies.

We invest in community programmes that benefit the wider Indigenous community.