

Gladstone Operations sustainable development 2019 scorecard

SAFETY

Putting the health and safety of people first

31

Recordable injuries

32

Recordable occupational illnesses

0.71

All Injury Frequency Rate (AIFR)

Safety



We implemented our safety maturity model (SMM) in 2019 at our Rio Tinto-managed sites, which focuses on a balanced approach to safety across four key areas: leadership and engagement, risk management, work planning and execution, and learning and improvement. All sites improved their baseline scores during the year with Boyne Smelters Limited recognised as among the best for Rio Tinto globally.

Employee health and wellbeing

Yarwun's Peer Support Program 'Real Talk' launched in December which trains employees to be a listening ear to colleagues who may be facing challenges that affect their wellbeing. It follows BSL's implementation of a similar program in 2017.



CASH

Maximising cash to increase our resilience

498,751t

(aluminium)

6.5Mt (alumina)

\$267M

Capital expenditure

\$531M

Local spend on goods and services

\$1.6B

National spend on goods and services



\$30M

Taxes and royalties to local, state and Australian governments

GROWTH

Growing our business responsibly to benefit future generations

Amrun operational

Introduced Amrun bauxite into QAL and Yarwun's process, improving yield and reducing freight costs by \$15M.



Aluminium Stewardship Initiative (ASI)

Yarwun received ASI certification for responsibly produced aluminium—the highest internationally recognised standard. This sets us apart as producers of safer, smarter, sustainable products.

Economic contribution

(includes salaries, partnerships, in-kind support, taxes, total national supplier spend)



\$2B

PEOPLE

Building a workplace where we all feel valued, connected and can grow

2,606

Full Time Equivalent (FTE) employees

1,124

Full Time Equivalent (FTE) contractors

14.7%

Female employees (FTE)

95

Apprentices and trainees

\$389M

Salaries and benefits paid



People

Close to 25,000 skill and development training courses completed by all three workforces in 2019

PARTNERSHIP

Building relationships that enable us to operate and pioneer progress

\$579,525*

Community investment

114

Community organisations supported

42

Significant community complaints

Partnering to operate



Together we renewed our commitment to Here for Gladstone, focusing on two primary areas—growing local businesses and improving the welfare of Gladstone's community.

Since Here for Business was established in 2017, \$669,789 has been invested through micro loans and mentoring for local businesses. In 2019, program participants were responsible for creating 23 new jobs within the region.

Here for Community focused their 2019 efforts on developing a response plan to connect services and reduce barriers for people seeking mental health, alcohol and other drug support services.

3

Significant environmental incidents

Environmental stewardship

Two major trials were underway in 2019 at Yarwun's Queensland Research and Development Centre (QRDC) to reduce odour and carbon emissions and improve productivity at both the Yarwun and QAL refineries. Both trials will progress into 2020.



*In addition to Rio Tinto's \$126,000 contribution to the Here for Gladstone program

Gladstone Operations sustainable development

2019 scorecard



OUR OPERATIONS

Rio Tinto owns or partially owns four sites in Gladstone, making us the largest employer and economic contributor in the region. Together, we directly employ close to 3,000 people who call Gladstone home.

This sustainable development scorecard represents the contributions of the aluminium sites in our portfolio—Boyne Smelters Limited (BSL), Queensland Alumina Limited (QAL) refinery and Yarwun refinery. Success for us means:

- keeping our people safe
- maintaining a performance edge
- strong customer and partner relationships built on performance, quality and trust
- being a leading adopter of new technology
- being careful custodians of the environment and minimising our carbon footprint
- earning the privilege to operate by being valued by our communities.



CASE STUDIES

Game-changing research

Our Australian refineries (Gove, QAL and Yarwun) are part of a potentially game-changing research partnership with the University of Queensland that could turn bauxite residue into soil capable of growing plants. This is part of the work being done across Rio Tinto Aluminium to explore uses for red mud. If successful, the research could help transform the way refineries rehabilitate red mud dams and significantly improve the economic and ecological sustainability of the aluminium industry. The research partnership won the “Achieving Resilient Environments and Livelihoods” Award at the 2019 University of Queensland Partners in Research Excellence Awards.

\$19.5M invested into environmental improvement projects

In 2019, QAL invested \$19.5M into environmental improvement projects as part of the 5-Year Environmental Strategy program. The program was a commitment made by QAL to deliver year-on-year improved environmental performance. With an overall investment commitment of more than \$260M, this program includes a portfolio of projects that have been prioritised to either improve environmental performance at QAL or reduce the risk of QAL impacting the receiving environment. Its components consist of major capital expenditure combined with operational culture change. A total of 10 environmental improvement projects were completed in 2019.

BSL wins can recycling grant

BSL was part of a team in 2019 to successfully pitch an aluminium can recycling idea at Australia’s first Circular Economy Lab—a Queensland Government initiative designed to launch innovative projects that change the way we think about materials, resources and waste. BSL is working with team partner, Container Exchange (CoEx), to pilot a project which would see cans collected through CoEx re-processed at BSL, rather than offshore. BSL currently recycles approximately 900 tonnes of cans each year with the potential to increase to 4,000 tonnes each year.