

# Pacific Operations - Gladstone sustainable development

2020 Scorecard  
(includes our Yarwun, BSL and QAL operations)



Safety			Putting the health and safety of our people first		
<b>12</b>	<b>27</b>	<b>0.29</b>			
Recordable injuries	Recordable occupational illnesses	All Injury Frequency Rate (AIFR)			
<b>Safety</b>	In our second year of adopting the Safety Maturity Model (SMM), all sites showed significant improvements, with BSL ranked as among the top performers in Rio Tinto globally. SMM measures performance against leadership and engagement, risk management, work planning and execution, and learning and improvement.				
<b>Employee health and wellbeing</b>	All Gladstone sites have now adopted the Peer Support program, providing training to volunteer employees to equip them with the skills to provide confidential and non-judgemental mental wellbeing support to workforce peers.				

Cash			Maximising cash to increase our resilience		
<b>6.87Mt</b>	<b>\$489.6M</b>	<b>\$1.5B</b>			
Alumina	Local spend on goods and services	National spend on goods and services			
<b>507,236t</b>					
Aluminium					
<b>\$271.5M</b>	<b>\$1.2B</b>	<b>\$24.6M</b>			
Capital expenditure	State spend on goods and services	Taxes and royalties to local, state and Aust governments			

People			Building a workplace where we all feel valued, connected and can grow		
<b>2,637</b>	<b>1,160</b>				
Full Time Equivalent (FTE) employees	Full Time Equivalent (FTE) contractors				
<b>137</b>	<b>\$395.2M</b>	<b>15.6%</b>			
Apprentices and trainees	Salaries and benefits paid (AUD)	Avg % female employees (FTE)			

Growth			Growing our business responsibly to benefit future generations		
<b>Tailings management</b>					
Yarwun and QAL manage tailings facilities or red mud dams to store red mud (a by-product of alumina refining). To support the continued safe, sustainable future of these facilities, work commenced to review planning and response documents to ensure alignment to the recently released Global Tailings Standard.					
			<b>Economic contribution</b> (includes salaries, partnerships, in-kind support, taxes, total national supplier spend)		<b>\$1.95B</b>

Partnership						Building relationships that enable us to operate and pioneer progress					
<b>\$846,800</b>	<b>75</b>	<b>39</b>	<b>\$380,800</b>	<b>Partner to operate</b>					<b>3</b>	<b>Environmental stewardship</b>	
Community investment	Community organisations supported	Significant community complaints	COVID response investment to local community	BSL celebrated 15 years offering students an authentic workplace learning environment through EBITS in 2020. Yarwun donated \$20,000 to <b>Westowe Rural Fire</b>	<b>Brigade</b> to increase their capacity to serve the region. And QAL continued its partnership with <b>Gladstone Wildlife Carers</b> by supporting the Habits for Habitat program.			Together, we donated \$1.25M over five years to the <b>Royal Flying Doctor Service (Queensland)</b> to improve remotely delivered health care services (see case study over).	Significant environmental incidents	In its second year of the 5-Year Environment Strategy (5-YES), QAL invested \$72M into environmental improvement projects and completed a total of 14 major projects (see case study).	

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## Our operations

Rio Tinto is proudly the largest employer and economic contributor to the Gladstone region.

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. Together, we directly employ more than 2,600 people who call Gladstone home.

In our 50 years of operation in the region, we have worked hard to uphold our values—hiring and buying locally, taking care of the environment, making no compromises when it comes to safety and supporting others in the community who make Gladstone a great place to live and work through partnerships, sponsorships and donations.



## Case studies

### Rapid screening

In 2020 we introduced a multi-layered COVID-19 screening program at our Gladstone sites. The four layers of screening apply to all employees, contractors and visitors:

- Pre-entry questionnaires completed at the start of a shift pattern or return to a site after a weekend break to determine health and wellbeing and recent travel.
- Temperature screening, either through a thermal screener at site entry (pictured) or thermometers issued to the workforce and checked at pre-start meetings.
- Antibody screening (pinprick blood tests) conducted prior to site entry for those who had been outside a defined region in the previous 14 days, completed on site by our health partner, Sonic HealthPlus. More than 13,300 east coast employees had antibody screens in 2020 and in early 2021 we adopted the recently approved antigen nasal swab screen as a more effective screening tool.
- Diagnostic tests for anyone who received a non-negative antigen screen result. There were zero confirmed cases of COVID-19 from these tests.

### COVID-19 recovery

As part of a US\$25M global response to supporting communities battling the impacts of COVID-19, Rio Tinto Aluminium's Pacific Operations has allocated \$4.9M to Australian and New Zealand communities in their economic and health recovery. Flagship donations to benefit Gladstone include a \$1.25M pledge to The Royal Flying Doctor Service (Queensland Section) to improve emergency and remotely delivered health care services across regional Queensland. The partnership will fund construction and maintenance of a new patient transfer facility in Weipa and maintenance of the existing facility in Gladstone. It will also contribute to a world-class Aeromedical Retrieval Simulation Hub in Bundaberg which will use virtual reality and other technology to attract and train aeromedical professionals. Other Gladstone donations include \$100,000 to develop Gladstone's first mental health hub, Mindcare, \$80,000 to Not-For-Profit House to help local charities resume services and \$24,000 to local schools to help them return students to the classroom.

### Enviro investment

In its second year of the 5-Year Environment Strategy (5-YES), QAL invested \$72M into environmental improvement projects and completed a total of 14 major projects. The program was a commitment made by QAL to deliver year-on-year improved environmental performance. With the investment increased from its original estimate of \$270M to a now fully scoped \$400M, the complex portfolio of more than 60 projects has been prioritised to either improve environmental performance at QAL, or reduce the risk of QAL impacting the receiving environment.

Since the start of the program in 2019, 23 projects have now been completed, 20 in construction and many more in feasibility and design phases (as at December 2020). Total investment to date is \$108M, over half of which has been spent on goods and services with local companies.