

An aerial photograph of a mining operation at sunset. The sun is low on the horizon, casting a golden glow over the scene. In the center, there is a large, multi-story industrial building with a flat roof, surrounded by a body of water. The water reflects the sunlight, creating a shimmering effect. The surrounding landscape is hilly and appears to be a mining site, with various structures and roads visible. The sky is filled with soft, golden clouds. On the right side of the image, there are several thin, white, wavy lines that curve across the frame, adding a decorative element to the background.

**RioTinto**

# Putting Purpose into Practice

**Sinead Kaufman,**  
Chief Executive, Rio Tinto Minerals

6 February 2023



# Report into Workplace Culture at Rio Tinto

## Content Warning

We wish to advise that this report contains personal stories of those who have experienced bullying, sexual harassment and racism. As a reader, you may experience a range of emotions, particularly if you have directly experienced or witnessed these types of harmful behaviours yourself. Please use your available support networks.



# Our Purpose

**Finding better ways to provide the  
materials the world needs**



# Our Values

## Care

For people's safety, communities  
and planet

## Courage

To try new things, speak up and do  
what's right

## Curiosity

For collaboration, learning and  
innovation



# QMM

## Sustainable mine vision

- 8MW solar plant
- 12MW wind plant
- Nature-based solutions and afforestation



# QMM – Sustainable mine vision



8MW Solar plant - a major step towards reducing our carbon emissions



Nature-based solutions – an integral part of our decarbonisation journey



# RBM

## So much more than mining

- Supplier Development Program: 122 host community suppliers
- Host community suppliers receive +20% of RBM contestable spend
- R249 million committed for SLP3



# RBM – So much more than mining



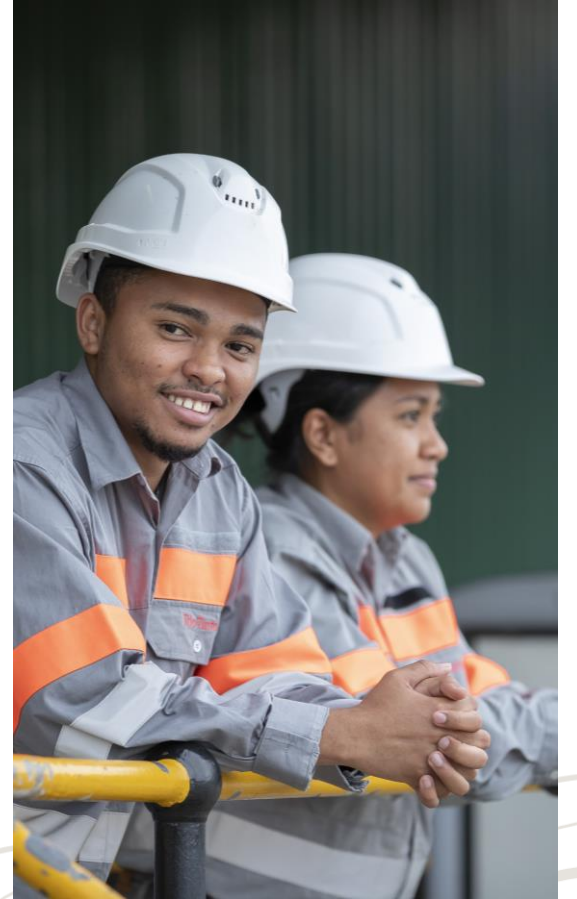
Income generating projects – creating employment through SLP



Supplier Development Program – supporting host community businesses



# Committed to “Finding Better ways”





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