
Voluntary Principles on Security and Human Rights

Annual Report 2020

1. Commitment to the Voluntary Principles on Security and Human Rights

As a company committed to high standards across sustainability and to running a safe, responsible and profitable business, Rio Tinto is a proud founding participant of the Voluntary Principles Initiative (VPI) and is committed to following the Voluntary Principles on Security and Human Rights (VPSHR). Our company policies on security and human rights draw explicitly on the VPSHR and we are committed to integrating the VPSHR into all our security arrangements. We believe in the potential of the VPSHR to help companies to respect human rights. This is particularly important in regions where it is challenging to provide responsible security for mining operations, including where local private or public security providers may need additional training to carry out their duties with respect for human rights, and where engagement of public officials is important in order to highlight the relevance of human rights norms.

It follows that we would like to see the VPSHR continue to develop into a truly global standard. This includes working towards both home and host governments strengthening their commitment to implementation and working together to ensure that companies in the extractive sector, and their security providers are able to operate with respect for human rights.

Our commitment to the VPSHR is set out in Rio Tinto's Group-wide [Human rights policy](#) and [The way we work](#), our global code of business conduct. Our security and human rights work is guided by our broader human rights approach, which is set out in our [Human rights policy](#). This includes that we respect and support human rights consistent with the Universal Declaration of Human Rights. Our [policies and standards](#) on Employment; Health, Safety, and Environment; Communities; and Inclusion and Diversity also contain human rights commitments, including relating to security and human rights.

In addition to the VPSHR, we implement the [UN Guiding Principles on Business and Human Rights](#) (UNGPs). We have also voluntarily committed to upholding a range of other international standards and guidelines, including the [OECD Guidelines for Multinational Enterprises](#) and the [UN Global Compact](#).

The actions we take to respect human rights help us maintain our licence to operate by building strong relationships with local communities, employees, and business partners. Our human rights performance, including how we have addressed significant incidents, is discussed in our online [Annual report](#) and [Sustainability Fact Book](#). You can also read about how our VPSHR commitment ties into our communities and social performance work in [Why human rights matter](#).

To avoid human rights violations through our security arrangements, we continue to conduct security and human rights analyses of our security operations, and we ensure relevant employees and contractors are trained in accordance with these principles. We provide practical guidelines, toolkits, and training on implementing the VPSHR. Our online VPSHR training is also mandatory for all security personnel at high-risk sites and is strongly recommended for all other security personnel in Rio Tinto businesses. Security and human rights information is also included in our Group-wide Human Rights Training Programme available to our business leaders and managers.

We impose strict controls on the use of force and minimise the use of armed security at our sites. We work with external stakeholders, as well as public and private security providers, to promote understanding and implementation of the VPSHR.

In 2020, Rio Tinto Security Area of Expertise (Group Security) continued supporting sites with VPSHR implementation, supporting conflict prevention, and continuing to strengthen Rio Tinto's security and human rights governance framework with the addition of a fact sheet to raise awareness with key stakeholders. Group Security also works closely with our human rights specialists within our External Affairs and Communities teams implementing Rio Tinto's broader human rights approach.

Whilst not an issue directly related to our management of security and human rights, the destruction of the Juukan rock shelters in the Pilbara in Australia in May 2020 represented a tragic failure within the company's approach to human rights management more broadly. We have worked intensively to learn the lessons from Juukan and to apply them to all aspects of communities and social performance and broader human rights work. The COVID-19 pandemic also had a significant impact on in-person delivery of VPSHR-related training during 2020 due to global travel restrictions, alternative work arrangements, and social distancing requirements. Nonetheless, our sites continued to have access to online resources and tools through the company portal. In addition, all our sites have access to support from Group Security as and when required.

2. Transparency

We report annually on our human rights performance (inclusive of security and human rights implementation) through our online [Annual report](#), [Sustainability Fact Book](#) and [Modern Slavery Statement](#).

In 2020 we published our fourth [Modern Slavery Statement](#), where we outline the policies, standards and processes that contribute to our control framework to respect human reports and help protect against our involvement in modern slavery. Our 2020 Modern Slavery Statement includes information on our work with security providers to help them to identify red flags for modern slavery, including trafficking.

Since 2017, Rio Tinto's [VPSHR report](#) has been published online at riotinto.com and made publicly available by the [Voluntary Principles Initiative \(VPI\)](#). We are committed to ensure our communities, business partners, investors and governments understand our approach to respecting human rights through our security arrangements. To that end we have committed to publish a full VPSHR report annually.

Also in 2020, we were ranked as the second extractive company and third overall in the [Corporate Human Rights Benchmark \(CHRB\)](#). This Benchmark ranks 230 of the world's largest companies on their human rights policies and performance and includes specific indicators around security and human rights. While we were pleased with this ranking, we know we need to keep working and continue to improve our performance, noting the CHRB has appended a statement to our 2019 and 2020 results on the Juukan Gorge event.

In 2020 we continued to strengthen how we manage human rights-related workstreams across functions within our organisation. This involved our security advisors working more closely with teams such as [Ethics & Compliance](#), [Procurement](#) and [Marine](#) to help identify, manage and assure risks associated with security and human rights.

3. Engagement in the VPI

In 2020, Rio Tinto participated in the following VPSHR activities, meetings, and working groups:

- Attended the online meetings of the VPI
- Attended meetings of the Canadian Government Working Groups on the VPSHR
- Participated in online VPSHR Corporate Pillar meetings (throughout 2020)

4. Examples of promoting awareness of the Voluntary Principles throughout the organisation, including within the value chain

2020 efforts to promote VPSHR awareness throughout Rio Tinto included:

- Continuing to raise awareness of and implement our security and human rights governance framework, through which we implement the VPSHR, by supporting sites to implement our:
 - » Security standard;
 - » Security risk analysis and management group procedure (inclusive of security and human rights risks and mitigating controls);
 - » Security and human rights group procedure; and
 - » Security and Safety weapons and firearms group procedure.
- Maintaining remote/virtual contact and engagement with high-risk sites on security and human rights issues by our Group Security team during the pandemic.
- Providing continuous support to priority sites with security risks analysis and management (inclusive of security and human rights risks).
- Delivering and maintaining VPSHR training for business leaders, persons responsible for security, private security personnel, and public security forces (see Section 13 for details)
- Providing guidance to sites and Business Resilience Teams (BRTs) on conflict prevention and effective management of security and human rights risks.

- Engaging with other functions as appropriate to help them to prevent and mitigate security and human rights risks, including working with Rio Tinto Marine on how best to engage with chartering parties on the use of armed private maritime security contractors for high risk voyages. As a result of this ongoing work, all transits through promulgated high-risk areas, requiring armed private security contractors were suspended in 2020. These activities will only be resumed once agreement has been reached on best practices to be implemented.
- Supporting Rio Tinto sites with due diligence checks, contracting, and training of private security providers.
- Training our internal security auditors to assess site compliance on Rio Tinto Security standard implementation (inclusive of security and human rights requirements).

5. Examples of promoting and advancing implementation of the VPSHR internationally

2020 efforts to globally promote and advance VPSHR implementation included:

- Participating in International Council on Mining and Metals (ICMM) Security and Human Rights Working Group meetings, as well as broader ICMM meetings around business and human rights.
- Participating in the 2020 Annual UN Business and Human Rights Forum and 2020 Australian Dialogue on Business and Human Rights which both discussed how to respect human rights in times of crisis.
- Sharing VPSHR governance, guidance, tools and training with ALCOA Corporation in particular through our joint venture with the Alumar refinery in Brazil.
- Throughout 2020 members of Group Security participated in Mining Security Working Group of Canada.
- Informal meetings with extractive industry peers considering membership of the VPSHR, advocating the benefits of membership and sharing an overview of our approach to implementation.

Our Group Security and External Affairs functions continue to engage with stakeholders on our security and human rights approach.

6. Policies, Procedures and Related Activities

Further to our [Human rights policy](#) and [The way we work](#), implementation of the VPSHR is supported by the following:

- The *Rio Tinto Security standard*: Outlining the Group-wide requirements to protect our people, assets, information (non-digital), and reputation in line with the VPSHR and respecting the rights of those affected by our security arrangements.
- The *Rio Tinto Security and safety weapons and firearms Group procedure*: Specifying the site requirements for authorisation, management, strict control, and mitigation of the risks of the presence and use of weapons and firearms for security and/or safety purposes.
- The *Rio Tinto Security and human rights group procedure*: Ensuring that our business security practices and arrangements protect and respect human rights, with special emphasis on:
 - » Implementing the VPSHR (including risk analysis, engagement with public security forces, and engagement with our private security suppliers).
 - » Working with external stakeholders, including public and private security providers, to promote understanding and implementation of the VPSHR.
 - » Imposing controls to manage the deployment of security weapons, firearms, and K9 security.

- » Proactively identifying and managing business practices and decisions that may result in conflict with stakeholders, thus eliminating the need for armed security intervention and potential for force abuse.
- Our [Communities and social performance \(CSP\) standard](#): requires all sites to ensure that site Security and CSP functions collaborate to implement the VPSHR as they relate to local communities, relevant to local and operational context. Guidance notes and processes on social risk analysis and environmental and social impact assessment also make it clear that security and human rights risks should be included as part of community and social performance practices.
- Our [Supplier code of conduct](#) which sets expectations of our suppliers to uphold fundamental human rights including promoting humane treatment and preventing harassment and unfair discrimination.
- The *Know your supplier procedure*: A standardised integrity due diligence process to identify the potential legal, ethical, or reputational risks of engaging or renewing a supplier, including around security and human rights with particular requirements around due diligence on all private security providers providing services to Rio Tinto.
- The Rio Tinto *Security and human rights toolkit* including guidelines on the use of force and engagement with public security forces; template training plans; security and human rights clauses for agreements with security providers; and checklists on private and public security weapon and firearm controls.
- Rio Tinto *Security and human rights training* (see Section 13 for details).
- Rio Tinto *Joint Venture (JV) Participation Policy* highlights that we strive to ensure our JV partners and the non-controlled companies in which we participate respect our commitments to uphold human rights.
- Rio Tinto's statement on the [Role of Civil Society Organisations](#) which recognises the valuable role that civil society organisations can play in supporting and advocating for responsible business conduct and supports the existence of an open civic space.

7. Efforts to increase employee awareness and implementation of the VPSHR

Group Security continues to use a combination of engagement tools to drive employee implementation of the VPSHR. These include site visits, coaching, internal audits, VPSHR training delivery, and use of a VPSHR train-the-trainer approach.

Our *Security training guidance notes* provide sites with clear direction on when and how to train colleagues, including business leaders, on security and human rights. (Refer to Section 13).

In 2020, we hosted a number of internal awareness-raising activities around human rights where we explained our commitment to the VPSHR amongst other core international business and human rights standards. These included webinars for the Procurement team on modern slavery.

8. Risk assessment

The Rio Tinto Security Standard mandates all sites to conduct an annual site security risk assessment to identify risks linked to abuse of force, weapons, firearms, and potential human rights abuse. In order to ensure that these risks are considered, a standard risk assessment tool has been developed, which guides our sites to assess risks related to the aforementioned. Group Security provides regular training on how to facilitate risk assessments, and reviews outputs from these risk assessments. Where inconsistencies or gaps are identified, sites are engaged to ensure a clear understanding of the risk and controls required.

The methodology used for this assessment involves the collection and review of relevant information and engaging with multi-disciplinary representatives (e.g. Communities & Social Performance, Human Resources, HSES, Security, Operations, Procurement, and Security providers - as required by the local context) to help analyse security risks, as well as identify and analyse the potential for violence, conflict, and security and human rights abuses. If relevant, sites are obliged to implement adequate controls to manage these risks effectively. Group Security also uses the results of security risk analyses to:

- Identify sites at high and critical risk of security and human rights abuses
- Monitor and support sites with control implementation (as required)
- Direct effort and prioritise support

Where a site is considered to have a high or critical inherent security and human rights risk, a site visit will be conducted by Group Security to identify and assess potential security and human rights issues and to recommend adequate controls to manage these risks. Gaining a greater understanding of the security and human rights situation at a particular site is achieved through a range of actions from examining the preparedness of security personnel to respond to security and human rights incidents, through to interviews with key external stakeholders, such as local government officials, local police, and military commanders, our private security suppliers, and local community leaders. These interviews occur in consultation with local and Group security, as well as Communities and Social Performance (CSP) teams (amongst others), to encourage both local ownership and alignment with Group-wide standards. Group Security monitors and supports sites with the implementation of controls recommended during these visits.

Unfortunately, the COVID-19 pandemic has had a significant impact on in-person site visits due to global travel restrictions. Group Security has however maintained contact with priority sites through regular virtual meetings and some limited on-ground assessments and engagements, focussing on providing advice and implementation support (Refer Section 10).

Our procurement process for contracting security suppliers includes a due diligence analysis of the human rights performance of all private security providers, as mandated by our *Know Your Supplier* procedure.

9. Engagements with security forces

Security and human rights incidents can be reported in three ways:

1. Through our health, safety, environment, security and communities incident reporting system which provides a specific classification for security and human rights incidents. Our *Group procedure on HSEC incident management* provides direction and guidance to sites and Group Security on dealing with security incident reporting and investigation (including allegations or incidents involving security and human rights abuses);
2. Through myVoice - Our whistleblowing programme, myVoice is available to employees, contractors, suppliers (and their employees and contractors), community members, other stakeholders and the public to bring allegations of issues and inappropriate behaviour to the attention of senior management. Subject to local law, reports to myVoice can relate to any topic including concerns about material violations of laws or company standards, policies or procedures – this includes issues around human rights and security. More information on myVoice is available by accessing this [Link](#); and
3. Through site community complaints, disputes and grievance mechanisms, as required under our Communities and social performance (CSP) Standard. These procedures must be operated in line with the criteria of effectiveness for operational-level grievance mechanisms in the UNGPs. This includes being publicly available, locally appropriate, and easily accessible to all community members affected by Group operations and businesses. Complaints must be addressed and the actions to resolve the matter recorded and reported. 2020 targets require all sites to effectively capture and manage community complaints, and to reduce the number of repeat and significant complaints each year. In 2020, 100% (21 out of 21 asset groupings) have met or are 'on track' to achieve their 2021 significant complaints target. 95% (20 out of 21 asset groupings) have met or are 'on track' to achieve their 2021 repeat complaints target. You can read more in our [Sustainability Fact Book](#).

All security and human rights incidents reported via the above channels are escalated to the Group Security team for investigation and coordination of an appropriate management response

In 2020, we continued to monitor the effectiveness of our control framework to ensure that we prevent any involvement in adverse human rights impacts and, importantly, that we also have a mechanism to provide remediation if we have caused or contributed to human rights harm.

Our *Security and human rights group procedure* requires our sites to report, record, and investigate any incidents involving actual or alleged security and human rights abuses in accordance with the HSES Incident management group procedure. This includes violations of international humanitarian law, as well as any intentional firearms discharge, accidental discharge, pointing, injury, damage, allegations of unsafe or unauthorised use, force, abuse, or legal inquiry resulting from the use of security weapons, firearms, or K9 security.

Our business leaders, Group Security, and Group Ethics & Compliance functions are committed to fully supporting and cooperating with any resulting inquiry or investigation, and we expect our security providers (private or public) to work meet this standard. This includes implementing the measures necessary to limit, reduce, prevent, or deter reoccurrence of such an allegation or incident.

Direction on the identification, reporting and investigation of potential breaches of [The way we work](#), our policies, procedures or laws by any Rio Tinto employee, contractor, or security supplier, or business partner is provided in our Group Ethics & Compliance *Investigations procedure* and *Investigations manual*. This includes wrongdoing adversely impacting human rights.

10. Overview of country operations selected for reporting

The COVID-19 pandemic has had a significant impact on in-person delivery of VPSHR-related training during 2020 due to global travel restrictions, alternative work arrangements, and social distancing requirements. Nonetheless, our sites have access to online VPSHR implementation and training resources and tools through the company portal. In addition, all sites have access to subject matter experts to support implementation and material incidents via Group Security.

In spite of this, in 2020 Group Security was able to support the implementation of VPSHR at the following sites:

- Madagascar, QMM operations: Group Security was able to deliver in-person training at our QMM operation in Madagascar in early March 2020 through the delivery of a VPSHR Train-the-Trainer module to selected personnel in the security function. In addition, at QMM we worked with private and public security providers to deliver bilingual VPSHR training in both French and English.
- A second line assurance activity in the form of a 'Weapons and Firearms Decision Review' (ref: GSEC_UOF-200-401 Security & Safety Weapon and Firearms Group Procedure) was also conducted by Group Security at QMM during this visit and improvement opportunities identified for site implementation.
- South Africa, Johannesburg Office: A Weapons and Firearms Decision Review was conducted by Group Security at our Johannesburg Office, and improvement opportunities identified for site implementation.



Image 1: Rio Tinto Management Services Johannesburg office – Firearms Decision Review – April 2020

- Brazil, Alumar (JV Partner): During 2020, Group Security shared Rio Tinto’s VPSHR Programme with our Joint Venture partner Alcoa at Alumar, Brazil to support its implementation of the VPSHR. Virtual meetings were held with Alumar security leadership to discuss program content and implementation strategy.
- There were preliminary discussions with a JV partner in Guinea on VPSHR implementation and it was agreed that Group Security would assist with providing the complete two-day VPSHR training module to selected personnel once a site visit is possible.



Image 2: VPSHR Train-the-Trainer course participants – March 2020, QMM, Fort Dauphin, Madagascar



Image 3: VPSHR Train-the-Trainer course – March 2020, QMM, Fort Dauphin, Madagascar

11. Engagements with stakeholders on country implementation

Refer sections 4, 5 and 10.

12. VPSHR considerations in the selection of private security providers and formulation of contractual agreement with private security providers, as well as arrangement with public security forces

Rio Tinto's *Security supplier management guidance notes* expand on Rio Tinto procurement and supplier management requirements and give further guidance to sites on engaging with suppliers providing security-related services in addition to the *Know your supplier procedure*. Specifically, our sites are required to conduct pre-qualification checks on potential security suppliers, including:

- Criminal background checks, where possible.
- Consideration of whether the potential security supplier has:
 - » A management system that contains security procedures, a drug and alcohol policy, and code of conduct.
 - » An employee selection procedure that includes: pre-employment medical screening, assessment of fitness for work evaluation, and confirmation of employee competencies and qualifications.
 - » A formal process for reporting and investigating incidents.
 - » Security-related technical capabilities and competencies (including training).
 - » Adequate control measures to manage weapons and/or firearms used for security purposes (if applicable).
 - » Legal and/or regulatory compliance to provide professional or security-related services (e.g. security provider registration and weapon and firearm licensing).
- Results from due diligence investigations conducted by Group Ethics & Compliance as part of our *Know your supplier procedure*, including allegations of past human rights abuse.

Our sites must also ensure that all contractual agreements with security suppliers include clearly defined roles and responsibilities of both Rio Tinto and the supplier, as well as the competencies and training required. Contractual agreements with suppliers providing guarding services must also include a signed *Security and human rights addendum* (in use since December 2015) to be respected by the security provider, with specific focus on security and human rights training requirements, technical skills and proficiency, ethics and conduct, as well as controls for the use of force, weapons and firearms by private security personnel. In addition, we expect all security suppliers to comply with our [Supplier code of conduct](#), which includes a human rights section and our standard global supply contract and purchase order terms and conditions, as well as our Marine chartering standard contract, have included modern slavery provisions since 2019. Our standard suite of contracts for use in major projects was also updated in 2020 to include modern slavery provisions.

Group Security continues to support sites (as required) with the selection and contracting of private security providers with guidance notes on *Engaging public security forces* and *Ad hoc or emergency public security forces support* providing clear guidelines to sites on how to engage and work with public security forces.

Sites intending to establish a formal agreement or a Memorandum of Understanding (MoU) with public security forces, or that wish to provide any type of support to a public security forces are required to secure the approval of both our Chief Advisor Group Security and the relevant product group or function chief executive. For this purpose, sites are required to collect all relevant information and assess the risk of using public security, as well as the risk of providing logistical or financial support to these agencies.

If approved, sites will continue to work with our legal counsel and the relevant government agency to develop a formal written agreement or MoU that details security and human rights considerations, Rio Tinto business expectations, and the logistical or financial support that will be provided. Our sites will then take the steps necessary to ensure that any support, equipment loan/transfer, or funding to public security forces, including support arranged or delivered through third parties:

- Does not contravene any recognised laws, regulations, or standards.
- Is limited to accommodation, office, warehouse, or storage-like facilities, basic living necessities, safety aids, transportation, non-lethal equipment and logistical support, and non-military/tactical police training.
- Is limited to instances where federal, state, or local governments with jurisdictional oversight have demonstrated that they do not have the expertise, resources, or funding needed to construct, maintain, or repair facilities without support.
- Excludes the building of prisons.
- Excludes weapons, firearms, or ammunition.
- Avoids providing equipment that requires end-user certificates (e.g. secure communication sets, bullet or stab resistant jackets, helmets, visors, etc.) without clear guidance from home government export licensing departments.
- Is recorded and reported to Group Security.

Sites also keep detailed records of all engagements, agreements, transactions, and support to public security forces. The deployment of transferred equipment and the use of facilities constructed or refurbished as part of support to public security forces is also monitored.

During 2020, no new MoU's were developed or signed with public security forces.

As set out in the *Rio Tinto Security standard* and *Security and Safety weapons and firearms procedure*, the use of firearms (from private and public security) in support of Rio Tinto security must be explicitly approved by both our Chief Advisor Group Security and the relevant product group or function chief executive. Use of weapons, other than firearms, must also be explicitly approved by the site's most senior leader and Chief Advisor Group Security.

Strict preconditions and controls must exist before Group Security approves the use of weapons or firearms (through private and public security agreements). These preconditions include the absence of security risks that pose a direct threat to the life of Rio Tinto employees, contractors and/or security personnel in support of sites/projects and ensuring that conflict prevention strategies are in place (e.g. community and employee engagement).

Our controls work to ensure that the use of firearms must be the last resort to protect people when all other possible security countermeasures have been implemented. Furthermore, these controls must be in line with the VPSHR and other relevant commitments.

Group Security is accountable, through a rigorous on-site assessment process, for advising on the need to use firearms, and to request explicit approvals if the use of public security and/or firearms is justified in a given context. This process requires that Group Security returns on-site every two years to re-assess and report on the need to use (or not) firearms in the site security arrangements. This process is currently under review to ensure that first and second line assurance processes are in place and will be expanded to a broader Security and Human Rights review of high risk sites on a biannual basis.

13. Examples of supporting outreach, education, and/or training of (i) relevant personnel, (ii) private security, (iii) public security, and/or (iv) civil society (e.g. local NGOs, community groups)

We communicate our [Human rights policy](#) internally and externally. Our introductory Group-wide human rights online training includes a section on security and human rights including our VPSHR commitments. This training will be further revised in 2021 as part of a refresh of the Human rights policy. Rio Tinto also has a range of security and human rights training products for different target audiences, including:

- In-person course on the VPSHR (two days) for security personnel delivered by Group Security or competent trainers (available in English, French, Bahasa, and Mongolian) – strongly recommended for high- and critical-risk sites and compulsory for sites with armed security.
- Multimedia training package on the VPSHR (one hour) for security personnel (available in English and French) – mandatory for all security guards at high- and critical-risk sites, and strongly recommended for all others. The training is also available to public security forces.
- Rio Tinto VPSHR Train-the-Trainers Course delivered by Group Security (two days) for sites (available in English) – to build local VPSHR training capacity. The course provides knowledge and skills to facilitate effectively the delivery of the two-day in-person course.
- Web-based security and human rights training animation for all employees, business managers and leaders (six minutes) (available in English and French) to promote awareness of the VPSHR.
- Online use of force, weapons and firearms training for our site security champions (one hour) provides the knowledge and understanding required to perform security duties and use force, weapons and firearms in a manner that protects and respects human rights.

14. Company procedure to review progress on implementing the VPSHR at local facilities

Among our processes/activities used to monitor security and human rights implementation:

- Our security risk analysis and management approach includes assessing the adequacy of controls used to mitigate security and human rights risks.
- Group Security site visits aim to review and optimise local VPSHR implementation and ensure controls are adequate and effective.
- Our site firearm decision review process includes a review of security and human rights requirements with specific emphasis on strict controls to mitigate the risk for the use of force, weapons and firearms.
- Group Security participates in Business Conformance Audits undertaking assurance on the HSES Management System at all sites every two years. During these audits compliance to the Rio Tinto Security standard, which includes aspects of VPSHR compliance and implementation, is audited at site level on a risk assessed basis. Business Conformance Audits more generally may also consider security and human rights issues as part of assessment against the Communities and social performance standard.

- Regular dialogue between Group Security and other key functions including Procurement, External Affairs and Communities and Social Performance helps to identify Group-wide and local issues in implementing the VPSHR.

15. Lessons and opportunities to advance the VPSHR

2021 Group Security efforts to strengthen further Rio Tinto's security and human rights governance framework and implementation of the VPSHR include:

- Continue to develop the capacity of our sites to implement the Rio Tinto Security standard and supporting procedures.
- Reviewing security weapon approvals and controls for our business operations globally.
- Review existing online training materials to ensure they are fit-for-purpose for a wide audience.
- Expanding the scope for the Weapons and Firearms Decision reviews (GSEC_UOF-200-401 Security & Safety Weapon and Firearms Group Procedure) to a broader review of security and human rights beyond weapons and firearms controls, including first and second line assurance focussing on compliance with, and implementation of the Security and human rights group procedure and Security and Safety weapon and firearm group procedure.

In 2021, our Group Security team will continue to work closely with our Health, Communities and Social Performance and External Affairs teams to ensure that our directives and responses to COVID-19 consider the well-being of the communities and people where we operate. Despite dealing with COVID-19 related challenges, we remain committed to take the steps necessary to implement the VPSHR and ensure our security arrangements protect and respect human rights.