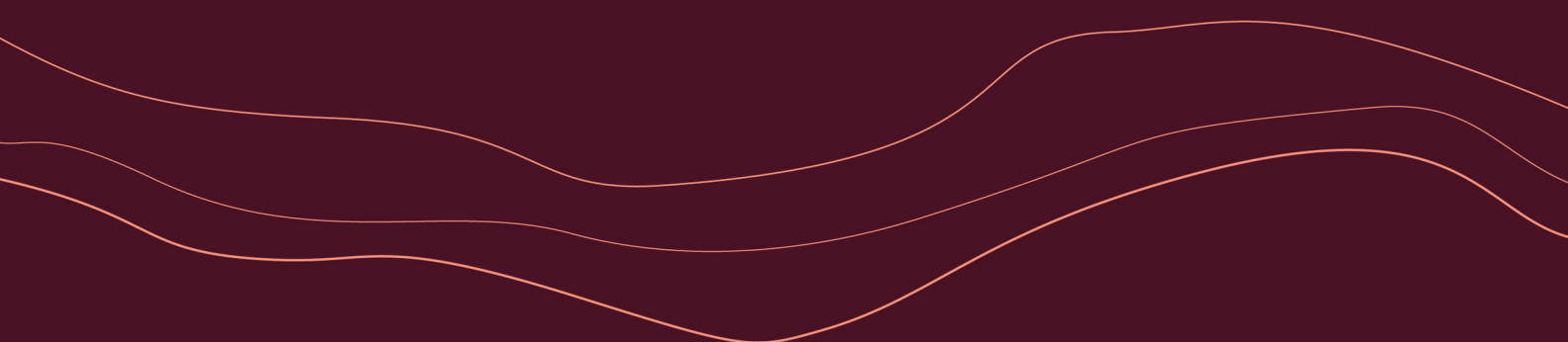


Voluntary Principles on Security and Human Rights **2024**

Annual Report to the Voluntary Principles Initiative



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Many of our operations are located on land and waters that have belonged to Indigenous and land-connected Peoples for thousands of years. We respect their ongoing deep connection to, and their vast knowledge of, the land, water and environment. We pay our respects to Elders, both past and present, and acknowledge the important role Indigenous and land-connected Peoples play within communities and our business.



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About this Report

We have prepared this Report as part of our membership requirements under the Voluntary Principles Initiative (VPI) and aligned with our broader human rights commitment to transparent communications with external stakeholders under Rio Tinto's Human Rights Policy. This annual report is a full report as required under the Voluntary Principles Initiative's reporting guidelines for corporate pillar members, of which we are a full member.

This Report relates to the Rio Tinto Group, which consists of Rio Tinto plc (registered in England and Wales as company number 719885 under the United Kingdom's Companies Act 2006 and listed on the London Stock Exchange) and Rio Tinto Limited (registered in Australia as ABN 96 004 458 404 under the Australian Corporations Act 2001 (Cth) and listed on the Australian Securities Exchange) and their owned and controlled entities. Rio Tinto plc and Rio Tinto Limited operate together under a dual listed structure and

are referred to in this report as Rio Tinto. The words "we", "us", "our" and "ourselves" are used to refer to the companies of the Rio Tinto Group in general. These terms are used for convenience. They are not intended to convey how the Group is structured, managed or controlled from a legal perspective. Any reference to "our people" includes our directors, officers, employees and category 1 contractors (being a contractor who provides services under the direction of Rio Tinto leaders).

Introduction

We are active in 35¹ countries where our 60,000 employees² are working to find better ways to provide the materials the world needs. Our portfolio includes iron ore, copper, aluminium, lithium and other materials needed for people, communities and nations to grow and prosper, and for the world to decarbonise. We continuously search for new projects that can support the energy transition, currently exploring for 8 commodities in 17 countries.

We have been mining for over 150 years, and we continue to build on a history and knowledge that span generations and continents. Today, our business relies on technology such as automation and artificial intelligence to help us run safer, more efficient operations and leave a lighter footprint.

We are a proud founding participant of the Voluntary Principles Initiative (VPI) and we are committed to implementing 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 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 with public officials is important to promote respect for human rights.

As we enter our 24th year of being a VPI member, we continue to support the development of the VPSHR into a truly global standard. Through the implementation of the Voluntary Principles and participation in the VPI, governments, non-governmental organisations (NGOs) and companies develop relationships through which they can participate in dialogue, engage in mutual learning and joint problem solving, create common approaches to address challenges, and jointly promote human rights for a lasting positive impact.

Key achievements in 2024:

- improving awareness among our leaders of the VPSHR and its implementation at sites by developing a video in English and French (particularly relevant for our Guinea and Madagascar operations)
- improving access to our e-learning modules for our suppliers and contractors by making training videos available on an externally hosted website for ease of access
- conducting a review at one of our newest sites to support the implementation of the VPSHR, with particular focus on engagement with public security forces
- delivering our VPSHR train-the-trainer program at one of our sites
- developing our Group-level bow tie risk assessment and associated controls on security, which now has an enhanced focus on the potential adverse impacts of security operations on people
- significant increase in the quantity and quality of human rights risk self-assessments at assets (59 completed in 2024 compared to 24 in 2023)
- independent human rights consultancy Article One completed a human rights impact assessment (HRIA) of the SimFer scope at the Simandou Project in Guinea. This included interviewing security personnel and assessing implementation of the VPSHR commitments. A summary report of the HRIA has been published in 2025 (see simfer-sa.com/en/disclosures/), alongside a progress update on implementation of recommendations by SimFer.

1. Includes our mines and production facilities, main exploration activities and countries where we have a significant presence through activities including research and development, commercial, sales, and corporate functions.

2. This represents the average number of employees for the year, including the Group's share of non-managed operations and joint ventures.

A. Commitment to the Voluntary Principles

1. Our commitment

Our security and human rights work is guided by our broader human rights approach, which is set out in our *Human Rights Policy*¹ and on our human rights webpage. Our commitment to the Voluntary Principles on Security and Human Rights (VPSHR) is set out in this Policy and in our global Code of Conduct, *The Way We Work*.

In addition to the VPSHR, we are committed to implementing the *UN Guiding Principles on Business and Human Rights* (UNGPs), the *OECD Guidelines for Multinational Enterprises*, the *International Finance Corporation's Environmental and Social Performance Standards*, the *Maritime Labour Convention*, *ICMM Mining Principles* and the *UN Global Compact's Ten Principles*.

Our policies and standards on employment; health, safety and environment; communities and social performance (CSP); and inclusion and diversity, also contain human rights commitments, including relating to security and human rights.

The actions we take to respect human rights help us maintain our social licence by building strong relationships with local communities, our people and business partners. To help avoid security-related human rights impacts, we conduct security and human rights analyses of our security operations, and we train our people in accordance with these principles as needed.

We provide practical guidelines, toolkits and training on implementing the VPSHR. We have a number of VPSHR training modules available through e-learning and face-to-face delivery, which is mandatory for all private security personnel. Our Group-wide online Code of Conduct training, available to all of our people, includes information on our security and human rights commitment. We work with external stakeholders, as well as with public and private security providers, to promote understanding and implementation of the VPSHR. We impose strict controls on the use of force and minimise the use of armed security at our sites.

Our Group Security Area of Expertise (Group Security AoE) partners with teams across the business to embed security risk and business resilience management into core business processes and decision making. Group Security partners with risk owners in our business to create and protect value propositions, while safeguarding people, assets and reputation. Group Security also works closely with human rights specialists within the Communities and Social Performance Area of Expertise (CSP AoE) to help implement our broader human rights approach.

In 2024, we continued to support sites with VPSHR implementation. We also worked on strengthening our security and human rights governance framework by conducting security and human rights reviews² to help ensure that operations with armed security arrangements comply with our internal governance framework (see Section 10).

We also continued to strengthen how we manage human rights-related work streams across functions within our organisation. This involved our security advisers working more closely with functions such as the CSP AoE, Ethics and Compliance, Procurement and Marine, to help identify, manage and assure risks associated with security and human rights.

2. Transparency

We report annually on our human rights performance (including security and human rights implementation) through our *Annual Report*, *Sustainability Fact Book* and *Modern Slavery Statement*, available on riotinto.com.

Since 2017, we have published our VPSHR Report on our website and made it publicly available through the Voluntary Principles Initiative (VPI). We are committed to ensuring governments, as well as communities, our business partners and investors, understand our approach to respecting human rights through our security arrangements. To that end, we have committed to publishing a full VPSHR report annually.



For more information about how our VPSHR commitment ties into our CSP work, see our *Why Human Rights Matter* guide at riotinto.com/humanrights.

1. The Rio Tinto *Human Rights Policy* and *Communities and Social Performance Group Standard* were updated in 2022. Group Security was consulted as a key stakeholder on these updates.
2. Formerly called the "Weapons and Firearms Decision Review". Security and human rights reviews are agreed second-line assurance activities. These reviews focus on the conformance of an asset or operation security function to the Rio Tinto internal governance framework.

Simandou Project, Guinea

Consistent with Rio Tinto's commitment to transparency, we reported to VPI an incident involving Guinean public security forces (PSF) and demonstrators related to our Simandou Project in Guinea.

On 16 July 2024, a demonstration started in Moribadou, a township 6 km from the Canga camp being developed by SimFer.* Approximately 700 people participated in the protest, blocking access roads to the project site. The company's initial attempts to engage were unsuccessful. Local authority intervention was also unsuccessful, with demonstrators becoming violent and causing damage to government and company vehicles. Local authorities responded by deploying PSF to the area.

The local SimFer team provided medical treatment to PSF and community members impacted by the violence at the Canga mine medical clinic.

At the time of the incident, local and national media reported on significant unrest in Moribadou during the blockade and subsequent PSF intervention, including reports of fatalities, which continue to remain unconfirmed.

The situation stabilised a few days later, and national and regional discussions on lessons learned and how to prevent future incidents were conducted between Ministry of Mines officials, local stakeholders, and company leadership.

As a direct outcome of events, an enhanced community liaison program was initiated in the wider Moribadou area, including regular engagement sessions with local leaders, increased presence of community affairs representatives, and a renewed commitment to timely grievance resolution. SimFer Security successfully established improved relationships within the Ministry of Defense, with a focus on de-escalation, early dialogue, and adherence to VPSHR principles.

In parallel, strengthened internal mechanisms for capturing and escalating significant risks have been put in place. These enable validation from multiple information sources to allow a timely response from management. These measures have been incorporated into the project's broader stakeholder engagement and security governance framework.

* SimFer is a joint venture between Rio Tinto, Chalco Iron Ore Holdings, and the Government of the Republic of Guinea. Rio Tinto is the majority shareholder and managing partner of SimFer.

3. Engagement in the Voluntary Principles Initiative

In 2024, we participated in the following activities, meetings and working groups:

- presented at the VPI Forum in Washington DC, and participated in online VPI meetings
- online VPI Corporate Pillar meetings
- in-country working groups, for example, in Peru and the UK
- supported VPI initiatives such as identifying new countries where in-country working groups may be established
- committed to providing financial support to the VPI in-country working group in Papua New Guinea to conduct stakeholder mapping in country
- participated in, and attended, peer reviews as scheduled by the VPI
- face-to-face meeting between Rio Tinto Group Security and the Rio Tinto Human Rights team, and VPI Secretariat, at the Prospectors & Developers Association of Canada (PDAC) 2024 conference.

We participate in these and other activities as a way to share information and insights about how we are progressing with implementing the VPSHR as well as to learn from other VPI participants.

4. Promoting awareness of the Voluntary Principles on Security and Human Rights throughout the organisation

In 2024, we increased awareness of the VPSHR throughout the business by:

- implementing our security and human rights governance framework, of which the VPSHR is a key component
- verifying the implementation of our following standards and procedures:
 - *Security Group Standard*
 - *Security and Human Rights Group Procedure*
 - *Security and Safety Weapons and Firearms Group Procedure*
- conducting security risk assessments, inclusive of security and human rights risks and mitigating controls
- maintaining face-to-face and virtual contact, and engagement with high-risk sites on security and human rights issues
- providing continuous support to high-risk sites in relation to the analysis and management of security risks (including security and human rights risks)
- engaging with product groups and functions to help them prevent and mitigate security and human rights risks
- improving leaders' awareness of the VPSHR and its implementation at site level through development of training videos

- supporting our Exploration function and Business Development function with due diligence activities related to new country entries and activities
- supporting sites with due diligence checks, and contracting and training of private security providers
- training our internal security auditors to assess site compliance with our *Security Group Standard* (including the security and human rights requirements)
- participating in internal incident investigations where security-related activities have been direct or contributing factors to incidents.

5. Promoting and advancing implementation of the Voluntary Principles on Security and Human Rights internationally

In 2024, we promoted and advanced the implementation of the VPSHR internationally:

- We met regularly and shared VPSHR tools and training with some of our joint venture partners, in particular those in Chile.
- We participated in the Mining Security Working Group of Canada, which is a forum for subject matter experts and security practitioners within the extractive industry to collaborate and share insights and learnings regarding ongoing challenges. It also provides an opportunity to further the goals of industry initiatives such as the VPSHR.
- We met with extractive industry peers who were considering becoming members of the VPSHR, advocating the benefits of membership and sharing an overview of our approach to implementation.

Rincon Lithium Project, Argentina

In 2024, our Rincon Lithium Project in Argentina identified a need to engage, and partner, with public security forces (PSF) as part of its future security risk management strategy.

Rio Tinto's Group Security team provided support to the local Rincon team with an internal review process, to conduct a needs assessment and business justification for engaging with PSF. The process assessed current and projected security risks, and

their impacts on our people, the surrounding communities, our assets and our reputation. We placed special emphasis on human rights-related impacts.

The outcome recommended a control framework that would formalise PSF support under a Memorandum of Understanding (MoU). The process also aimed to ensure our assets are aware that PSF is only engaged as an additional control, in support of existing security controls. These existing controls include physical and procedural security controls,

and the provision of on-site security by a private security service provider. Once Rincon leadership take a decision to proceed with PSF support, Group Security will help draft an MoU in line with existing internal guidance, and that gives due consideration to the specific geopolitical, social and security context of the project's footprint in Salta, Argentina.

B. Policies, procedures and related activities

6. Relevant policies and procedures

In addition to our *Human Rights Policy* and our Code of Conduct – *The Way We Work* – implementation of the Voluntary Principles on Security and Human Rights (VPSHR) is also supported by the following:

Policy, procedure, or related activity	Intent
<i>Human Rights Policy</i>	Sets out our commitment to security arrangements at our operations that respect human rights in line with the Voluntary Principles, and promoting their awareness and adoption. In addition, sets out our support for an open civic space and our commitment to respect the rights of human rights defenders and the peaceful exercise of their rights relating to our activities. We do not condone, and are committed to not causing or contributing to, threats, intimidation or attacks against them in exercising these rights. Recognises the importance of engaging our business partners on rights-respecting treatment of human rights defenders relating to our activities.
<i>Security Group Standard</i>	Outlines the Group-wide requirements to protect our people, assets, non-digital information and reputation in line with the VPSHR, and to respect the rights of those affected by our security arrangements.
<i>Security and Safety Weapons and Firearms Group Procedure</i>	Specifies 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 safety purposes.
<i>Security and Human Rights Group Procedure</i>	Requires that our business security practices and arrangements respect human rights, with particular emphasis on: <ul style="list-style-type: none"> – implementing the VPSHR (including risk analysis and engagement with public and private security providers) – 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, therefore seeking to eliminate the need for armed security intervention and potential for force abuse.
<i>Communities and Social Performance Group Standard</i>	In addition to more general human rights provisions, this Standard requires collaboration at all sites between Security and Communities and Social Performance (CSP) functions to implement the VPSHR as they relate to local communities, relevant to local and operational contexts. A CSP guidance note on social risk analysis also makes it clear that security and human rights risks should be included as part of CSP risk analysis.
<i>Supplier Code of Conduct</i>	Sets expectations of our suppliers (including our security providers) to uphold fundamental human rights, including promoting humane treatment and preventing harassment and unfair discrimination.
<i>Know Your Third Party Group Procedure</i>	Sets out 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. It includes particular requirements around due diligence on all private security providers delivering services to Rio Tinto.
<i>Joint Venture Group Standard and Procedure</i>	Provides the guidelines and expectations for how we will participate in each of our joint ventures so they can be managed in accordance with our core values and commitments, and can work towards alignment with our relevant standards. Managed operations are required to comply with our policies, standards and procedures, including the Human Rights Policy. Non-managed operations are expected to be assessed for consistency between their proposed or current governance material and key principles of certain Rio Tinto policies, standards and procedures, including our Human Rights Policy.
<i>Health, Safety, Environment and Security (HSES) Incident Management Group Procedure</i>	Sets out the process to investigate and manage work-related injuries and illnesses, including security incidents.
<i>Statement on the Role of Civil Society Organisations</i>	Recognises the valuable role that civil society organisations can play in supporting and advocating for responsible business conduct, and states our support for the existence of an open civic space.

7. Efforts to increase employee awareness and implementation of the Voluntary Principles on Security and Human Rights

Group Security uses a variety of engagement tools to drive Group-wide implementation of the VPSHR. These include site visits, coaching, internal audits, VPSHR training delivery and the 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 (see Section 13).

In 2024, we hosted a number of internal awareness-raising activities focused on security and human rights, with a particular focus on our Exploration teams. During these sessions, Group Security explained our commitment to the VPSHR, among other core international business and human rights standards.

Through the use of our e-learning training modules and presentations, we trained more than 2,400 security personnel on the VPSHR in 2024, an increase of more than 300 people when compared to the previous year (2023: 2,143; 2022: 1,532):

Product group or function	Security personnel trained
Aluminium	152
Chief Executive Australia	66
Commercial	3
Copper	297
Development and Technology	608
Iron Ore	117
Minerals	1,240
Total	2,483

In 2024, we used our Leadership Matters internal newsletter, which is targeted at Rio Tinto's senior leaders, to provide information about the VPSHR. We used this email newsletter to introduce new materials that are designed to help our senior leaders better understand their role and responsibilities in implementing the VPSHR. We covered what the VPSHR is and why it matters, and provided a short video and written summary on the VPSHR, available in English and French.

8. Risk assessment

Our *Security Group Standard* mandates all sites to conduct an annual site security risk assessment, to identify risks linked to abuse of force, weapons, firearms and other potential security-related human rights abuses. We use a standardised tool to guide these site security risk assessments, and Group Security provides regular training on how to facilitate them. Group Security also takes part in and reviews outputs from these assessments. Where inconsistencies or gaps are identified, the sites work with Group Security to identify the risks and controls required.

The security risk assessment methodology involves collecting and reviewing relevant information. It also involves engaging with multi-disciplinary representatives (such as CSP, Human Resources, HSES, Security, Operations and Procurement) to help analyse security risks, and identify and analyse the potential for violence, conflict, and security and related human rights abuses. Sites are obliged to implement controls to manage identified risks effectively. Group Security also uses the output from the security risk assessment to:

- identify sites at high and critical risk of security and human rights abuses
- monitor and support sites with control implementation (as required)
- direct coaching and upskilling efforts, and prioritise support.

Where a site is considered to have a high or critical inherent security and human rights risk (such as where armed security or public security forces are used), Group Security conducts a site visit to identify and assess potential security and human rights issues, and to recommend adequate controls to manage these risks. We gain a greater understanding of the security and human rights situation at a particular site through a range of actions. These include examining the preparedness of security personnel to respond to security and human rights incidents, and interviews with key external stakeholders such as local government officials, local police, military commanders, our private security suppliers, and local community leaders. These interviews occur in consultation with local and Group Security, CSP and other functions, to encourage local ownership and alignment with Group-level standards. Group Security monitors and supports sites with the implementation of risk control frameworks recommended during these visits.

Improving the security risk assessment process

Group Security has partnered with the Risk Area of Expertise to develop Group bow ties (analysis tools for risk management) for high and very high consequence security risks. These provide a consistent approach to defining controls, including critical controls, and clarity on how to consistently verify controls to understand their effectiveness. This information is available in the enterprise-wide risk management information system. Integrated tools and applications help capture, manage and communicate risk, to support decision making and resource prioritisation.

Through this process, there was also an opportunity to simplify the Security Risk Taxonomy, in order to:

- further enhance Group-wide visibility and analysis of security risk information
- strengthen the connection of the Security Risk Taxonomy to the available Security Group Controls, which can be applied and tailored to a risk's local context.

Group Security has also updated its standardised security risk assessment tool, to help enhance understanding and implementation, and better guide site security risk assessments. As part of this refresh, additional guidance and examples have been developed to address security risks related to:

- force abuse (from private security personnel or public security forces)
- business security measures negatively impacting the community
- unlawful or unauthorised information or intelligence gathering practices.

9. Incident reporting

We are committed to providing our people and those affected by our business access to effective grievance mechanisms. Security and human rights incidents can be reported in 3 ways.

- **Through our Health, Safety, Environment, Security and Communities incident reporting system:** This system provides a specific classification for security and human rights incidents. Our Group procedure on Health, Safety, Environment and Communities (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).
- **Through myVoice:** myVoice is our confidential reporting program operated by the Business Conduct Office within the Legal, Governance & Corporate Affairs function. myVoice is available to our people, suppliers (and their employees), community members, other stakeholders and the public, to raise concerns about the business or behaviours of individuals, including suspected violations of our standards, policies and procedures. This also includes issues around human rights and security. More information on myVoice is available on our designated myVoice website and on our broader Ethics and Compliance webpage.
- **Through operational-level grievance mechanisms:** These local mechanisms are required under our *Communities and Social Performance Group*

Standard and are to be consistent with the Effectiveness Criteria for Non-Judicial Grievance Mechanisms (*Principle 31 of the UNGPs*). This includes being publicly available, locally appropriate and 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. We promote these mechanisms locally in a number of ways, including via rights holders meetings, community newsletters, asset signage and posters.

In 2024, we continued to monitor the effectiveness of our control framework to help prevent our involvement in adverse human rights impacts and, importantly, our mechanisms to provide for, or cooperate in, remediation, if we identify that we have caused or contributed to human rights harm.

In partnership with Group Internal Audit, the Human Rights team developed a multi-year approach to provide greater assurance over our human rights risks. We continue to implement actions from this process and to work with Group Internal Audit on other potential assurance over our human rights governance framework. This multi-year approach to assurance is one way to leverage specialist risk and assurance expertise as we continue to refine and identify new opportunities to integrate and operationalise human rights due diligence across the Group.

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 other human rights harms resulting from the use of security weapons, firearms or K9 security, including through intentional or accidental discharge, pointing, injury, damage, allegations of unsafe or unauthorised use, force, abuse or legal inquiry.

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

Direction on how to identify, report and investigate potential breaches of *The Way We Work*, our policies, procedures or laws by any Rio Tinto employee, contractor, security supplier or business partner, is provided in our Business Conduct Office's *myVoice Procedure and Investigations Manual*. This includes wrongdoing that adversely impacts human rights.

We continue to engage through the Voluntary Principles Initiative (VPI) to learn about best practices and benchmarking with our peers.

C. Country implementation

10. Overview of country operations selected for reporting

In 2024, Group Security was able to enhance or support the implementation of the Voluntary Principles on Security and Human Rights (VPSHR) at Richards Bay Minerals in South Africa (see case study below).

11. Engagements with stakeholders on country implementation

See Sections 4, 5 and 10 for details.

12. Voluntary Principles on Security and Human Rights considerations in the selection of private security providers

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 Third Party Group Procedure*. In addition to the *Know Your Third Party Group Procedure*, our security supplier management guidance notes expand on our procurement and supplier management requirements and give further guidance to sites on engaging with suppliers providing security-related services.

Specifically, our sites are required to conduct pre-qualification checks on potential security suppliers, including:

- criminal background checks, where possible
- considering whether the potential security supplier has:
 - a management system that contains security procedures, a drug and alcohol policy and a 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 firearms used for security purposes (if applicable)
- legal and regulatory compliance to provide professional or security-related services (such as security provider registration and weapon and firearm licensing).

Our sites are also required to include clearly defined roles and responsibilities for both Rio Tinto and the supplier, as well as the competencies and training required in all contractual agreements with security suppliers. Contractual agreements with suppliers providing guarding services must also include a signed security and human rights addendum (developed in line with the VPSHR and in use since December 2015) to be respected by the security provider. This has a specific focus on security and human rights training requirements, technical skills and proficiency, ethics and conduct, and 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 commitment to respect human rights. Our standard global supply contract and purchase order terms and conditions, as well as our Marine chartering contracts, include modern slavery provisions.

When required, Group Security continues to support sites to select and contract private security providers.

As set out in our *Security Group Standard and Security and Safety Weapons and Firearms Group Procedure*, the use of firearms (from private and public security) in support of Rio Tinto security must be

explicitly approved by both our Head of Security Area of Expertise (AoE) and the relevant product group or function Chief Executive. Use of weapons and security dogs, other than firearms, must also be explicitly approved by the site's most senior leader and Head of Security AoE.

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

Our controls aim to ensure 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 or firearms is justified in a given context. This process requires that Group Security returns to site every 2 years to reassess and report on the need to use (or not use) firearms in the site security arrangements. This assurance process is currently undergoing a review as part of a Group-wide 3 Lines of Defence initiative.

Richards Bay Minerals, South Africa

Richards Bay Minerals (RBM) operates in an environment characterised by complex social and political challenges, which present significant security risks across all areas of its operation. Given the local environment, with high levels of violent crime, and historical security incidents at RBM, approval was granted a number of years ago for the deployment of armed private security. This forms part of RBM's multi-layered security risk control framework, which does not just rely on armed security controls, but incorporates a range of measures, including:

- physical and procedural security measures (eg access control, permit control systems, gates, fencing, and CCTV)
- unarmed security personnel
- security vehicles, including armoured vehicles, suitable for the threat environment

- aerial surveillance drones
- engagement with public security forces as required

RBM leadership is aware of the risks associated with armed security controls, and is working to ensure that effective controls are implemented in line with local legislation and the VPSHR. This includes:

- Implementing assurance processes to help ensure that all security personnel comply with relevant South African legislation, in particular legislation around firearms competencies.
- Engaging Group Security to deliver a VPSHR train-the-trainer program. This helps ensure that security personnel can be trained by the local team on the VPSHR. In 2024, this program trained 14 trainers, across 3 private security service providers.

- Delivering VPSHR training, through internal trainers, to 191 armed private security personnel in 2024. The training content is based on Rio Tinto's 2-day in-depth VPSHR training, which is compulsory for all armed security personnel.
- Implementing and monitoring very strict controls around firearms and ammunition safekeeping and access.

In addition to the enhanced focus on armed security personnel, RBM has also:

- worked to help ensure that all security personnel completed Rio Tinto's VPSHR awareness videos, delivered through e-learning modules
- trained RBM's Senior Leadership Team (SLT) members on the VPSHR, with training records linked to personal profiles
- incorporated VPSHR training requirements into the contractual agreements with all security service providers.

13. Engagement with public security forces

Group Security produces guidance notes on engaging public security forces and ad hoc or emergency public security forces support. These provide clear guidelines to sites on how to engage and work with public security forces.

Establishing a formal written agreement or memorandum of understanding (MoU) with public security forces reduces ambiguity and establishes accountability. It is also a way to reflect our commitment to security and human rights principles and outline the responsibilities and obligations of both the site and the public security force.

Sites intending to establish a formal agreement or an MoU with public security forces, or that wish to provide any type of support to public security forces, are required to secure the approval of both our Head of Security AoE 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. In line with the VPSHR, our sites will then take the necessary steps to help ensure that support, equipment loan or 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 or 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 (such as 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 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.

We currently have active MoUs in place with public security forces in Madagascar and Indonesia. We are in the process of exploring the option for MoUs at 2 of our operations:

- Guinea – submitted to the relevant government authorities for approval
- Argentina – under internal review

14. Examples of supporting outreach, education and training

We communicate our *Human Rights Policy* internally and externally. Our updated Code of Conduct online training that is mandatory for all employees outlines our commitment to work with security providers to help maintain safe and secure operations. Our newly launched Human Rights In Action course for Rio Tinto leaders in higher-risk roles focuses on explaining our broader human rights commitments.

We also have a range of security and human rights training products for different target audiences, including:

- In-person VPSHR course (2 days) for security personnel delivered by Group Security or competent trainers (available in English, French and Mongolian). The course is compulsory for sites with armed security and strongly recommended for high- and critical-risk sites.

- In-person VPSHR train-the-trainer course delivered by Group Security (2 days) for sites (available in French and English) – to build local VPSHR training capacity. The course provides knowledge and skills to effectively facilitate the delivery of the 2-day in-person course referred to above.
- Fourteen e-learning modules on the VPSHR, available in English, French, Spanish, Portuguese, Serbian, Mongolian and Indonesian. Training videos can be accessed through our internal network, as well as through an externally hosted platform for users with no internal network access.

In 2024, we used our Leadership Matters internal newsletter, which is targeted at Rio Tinto's senior leaders, to provide information about the VPSHR. We used this email newsletter to introduce new materials that are designed to help our senior leaders better understand their role and responsibilities in implementing the VPSHR. We covered what the VPSHR is and why it matters, and provided a short video and written summary on the VPSHR, available in English and French.

15. Company procedure to review progress on implementing the Voluntary Principles on Security and Human Rights at sites

Our processes and activities used to monitor security and human rights implementation at sites include:

- An annual requirement for sites to conduct security risk assessments, inclusive of human rights risks, as required under our *Security Group Standard*.
- Assets must identify and assess, on an annual basis, actual or potential salient human rights impacts that the asset may cause or contribute to through its own activities, or which may be directly linked to its operations, products or services by its business relationship, as required under our *Communities and Social Performance Standard*. Security is one of the 8 salient human rights issues under our human rights taxonomy.
- Our security risk analysis and management approach, which includes an assessment of the effectiveness of controls.
- Group Security conducts visits to high-risk sites in order to review and optimise local VPSHR implementation and assess the effectiveness of controls.
- Our security and human rights review process includes a systemic review of security and human rights controls for all sites using armed security or public security forces.
- Regular dialogue between Group Security and other key functions, including Procurement, CSP, Projects and Exploration, helps to identify Group-wide and local issues in implementing the VPSHR.
- Our human rights performance is assessed through various external initiatives including the Aluminium Stewardship Initiative, Copper Mark, Responsible Jewellery Council Certification, Towards Sustainable Mining and the ICMM Performance Expectations (PEs). For example, the ICMM PE 3.3 focuses on implementing, based on risk, a human rights and security approach consistent with the VPSHR. In 2024, third party validations were completed for 12 of our priority operating and refining assets and included validation of the Rio Tinto corporate self-assessment. The most recent self-assessment or third party validation outcomes are outlined in the “ICMM PE Summary” tab in the 2024 *Sustainability Fact Book*.
- Through our product stewardship teams, we are involved in a few certification standards such as the Aluminium Stewardship Initiative (ASI), and the Copper Mark. Standards set by these organisations include human rights requirements and involve independent audits at least every 3 years. The ASI has a criterion focused on ensuring an entity respects human rights in line with recognised standards and good practices in its involvement with public and private security providers. No non-conformances were identified with this criterion at managed assets in Canada (British Columbia Works and Quebec Operations), Pacific Operations (excluding Boyne Smelters Limited) and Iceland (ISAL) in 2024. The Copper Mark has a criterion focused on implementing the VPSHR when engaging private or public security forces. No non-conformances were identified with this criterion when Kennecott and Oyu Tolgoi were awarded in 2023.

D. Lessons and opportunities

16. Lessons and opportunities to advance the Voluntary Principles on Security and Human Rights

In 2024, our efforts to further strengthen our security and human rights governance framework and implementation of the Voluntary Principles on Security and Human Rights (VPSHR) included:

- further developing of site capacity to implement our *Security Group Standard* and supporting procedures
- reviewing security weapon approvals and controls for our business operations globally
- reviewing existing online training materials to help ensure they are fit-for-purpose for a wide audience.
- improving awareness of the VPSHR among our leaders
- supporting the Group-wide 3 Lines of Defence initiative to develop Security Group bow ties, providing a consistent approach for defining controls, including critical controls, and clarity on how to consistently verify controls to understand their effectiveness.
- finding further opportunities to engage our CSP and other functions to help implement the VPSHR
- working with other internal stakeholders in implementing the VPSHR at new acquisitions and assets
- working more closely with joint venture partners, in particular at non-managed joint venture sites and operations, will continue to be a key focus area for the business in the coming years.

We are actively engaged in negotiating MoUs with public security forces at some of our operations (see page 10 for more information). While we acknowledge these negotiations do not always result in a signed MoU, this does not detract from our commitment to having meaningful discussions with relevant agencies in these jurisdictions. Ultimately, our goal is to enhance awareness of the VPSHR, help ensure a clear understanding of Rio Tinto's commitments and expectations, and contribute to security arrangements that respect human rights.

We are also fully committed to working with our peers and other members of the VPI to drive greater awareness of the Voluntary Principles, which includes active participation in in-country working groups and supporting the development of tools and training material as required.



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