

RioTinto

Voluntary Principles
on Security and
Human Rights

**2025 Annual Report
to the Voluntary
Principles Initiative**

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.

Contents

Introduction

A. Commitment to the Voluntary Principles

- 1 Our commitment
- 2 Transparency
- 3 Engagement in the Voluntary Principles Initiative
- 4 Promoting awareness of the Voluntary Principles on Security and Human Rights throughout the organisation
- 5 Promoting and advancing implementation of the Voluntary Principles on Security and Human Rights internationally

B. Policies, procedures and related activities

- 6 Relevant policies and procedures
- 7 Efforts to increase employee awareness and implementation of the Voluntary Principles on Security and Human Rights
- 8 Risk assessment
- 9 Incident reporting

C. Country implementation

- 10 Overview of country operations selected for reporting
- 11 Engagements with stakeholders on country implementation
- 12 Voluntary Principles on Security and Human Rights considerations in the selection of private security providers
- 13 Engagement with public security forces
- 14 Examples of supporting outreach, education and training
- 15 Company procedure to review progress on implementing the Voluntary Principles on Security and Human Rights at sites

D. Lessons and opportunities

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

1 About this Report

2 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.

2 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.



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Introduction

We have 61,000¹ employees working across 34² countries on 6 continents, and 3 world-class businesses driving our performance and growth: Aluminium & Lithium,³ Copper and Iron Ore.

The world needs mining, and it needs mining done the right way. Demand for the metals and minerals we produce is rising, driven by population growth, economic development and the energy transition. At Rio Tinto, we're committed to providing these materials safely, sustainably, and in a capital-disciplined way, and to sharing the value we create with our stakeholders. Now we're sharpening our strategic focus, so we can seize the opportunities ahead, and become the most valued metals and mining business, for all stakeholders.

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 and we continue to support the development of the Voluntary Principles 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.

1. This represents the average number of employees for the year, including the Group's share of non-managed operations and joint ventures, rounded to the nearest thousand.
2. 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.
3. In March 2025, we completed the acquisition of Arcadium Lithium plc, which is now a core part of the Aluminium & Lithium product group.

Key achievements in 2025:

- We improved awareness among our joint venture partners and host governments of the importance of the Voluntary Principles in complex operating environments.
- We improved our security risk assessment processes and tools, for greater focus on the potential adverse impacts of security operations on people.
- We signed a national-level memorandum of understanding with the Government of Guinea for the provision of public security forces support to the Simandou project.
- We continued delivering on our VPSHR training commitments and increased the number of personnel trained on the VPSHR from 2,483 in 2024 to 2,665 in 2025.
- We conducted 21 asset-level human rights assessments as part of our ongoing human rights due diligence, including at Richards Bay Minerals, Rincon and Oyu Tolgoi.
- The Human Rights Impact Assessment (HRIA) for SimFer was conducted in 2024, and a summary of the findings was published in March 2025, along with action plans to address the recommendations. To date, all recommendations from the HRIA are either fully implemented or in a formal implementation process. The HRIA summary report is available at riotinto.com/humanrights.

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*, ICM's *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 commitments relating to security and human rights.

Our commitment to, and actions to respect, human rights help us maintain our social licence by building strong relationships with local communities, our workforce 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 workforce in accordance with these principles as needed.

We provide practical guidelines, toolkits and training on implementing the VPSHR. Our Group-wide online Code of Conduct training, available to all of our employees, 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 team partners with local teams, risk owners and our human rights specialists within the Communities and Social Performance Standards & Assurance (CSP S&A) team to help implement our broader human rights approach. Ongoing engagement with CSP S&A, Ethics & Compliance, Procurement and Marine helps us 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](https://www.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](https://www.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.

3. Engagement in the Voluntary Principles Initiative

In 2025, we participated in activities, meetings and working groups, including:

- attending the VPI Forum in London, and participating in online VPI meetings
- participating in online VPI Corporate Pillar meetings
- attending in-country working groups, for example, in Peru and the UK
- supporting VPI initiatives such as identifying new countries where in-country working groups may be established
- attending peer reviews as scheduled by the VPI
- supporting a review of the proposed Voluntary Principles Implementation Fund (VPIF).

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 2025, the Group Security and CSP teams partnered to increase organisational awareness of the VPSHR by:

- implementing our security and human rights governance framework, of which the VPSHR is a key component
- conducting a Material Risk Review at one of our assets, with a focus on security-related risks
- 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)
- supporting sites with reviews of options for public security force support, and with development of memorandums of understanding
- engaging with product groups and functions to help them prevent and mitigate security and human rights risks
- conducting a human rights assessment at our Rincon project in Argentina
- improving leaders' awareness of the VPSHR and its implementation at site level through training videos
- supporting our Exploration and Business Development functions 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.

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

In 2025, we promoted and advanced the implementation of the VPSHR internationally, by:

- meeting regularly, and sharing VPSHR tools and training, with joint venture partners
- participating in the Mining Security Working Group of Canada
- participating in the West African Mining Security conference
- continuing to engage with host governments in complex security environments.

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 that respect human rights in line with the Voluntary Principles at our operations, and to promoting their awareness and adoption. • 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>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>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>Security and Human Rights Group Procedure</i>	Requires that our business security practices and arrangements respect human rights, with particular emphasis on: • 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>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>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 <i>Human Rights Policy</i>. • 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 <i>Human Rights Policy</i>.
<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>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>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, including joining other functional assessments, 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.

The bulk of our training is delivered through our e-learning modules, available in 7 languages. During 2025, we trained more than 2,600 security personnel on the VPSHR.

Product group or function	Security personnel trained
Aluminium & Lithium	292
Commercial	1,083
Copper	320
Safety, Development & Technical	849
Iron Ore	121
Total	2,665

In 2025, we again used our Leadership Matters internal newsletter, which is targeted at Rio Tinto's senior leaders, to provide information about the VPSHR, with a link to our VPSHR for Leaders video. This video covers what the VPSHR is and why it matters, and is available in English and French.

Our Head of Group Security also supported the development of Rio Tinto's e-learning package for higher-risk human rights roles by appearing in a video segment discussing the Voluntary Principles, to help raise further awareness among our leaders.

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 and firearms, and other potential security-related human rights abuses.

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 required to implement mandated controls, as per our risk taxonomies and controls, to manage identified risks effectively.

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. Group Security monitors and supports sites with the implementation of risk control frameworks recommended during these visits.

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
- myVoice, our whistleblower and confidential reporting program
- operational-level grievance mechanisms.

We continue to monitor the effectiveness of our control framework to help prevent our involvement in adverse human rights impacts. This included monitoring the effectiveness of mechanisms to provide for, or cooperate in, remediation where we identify that we have caused or contributed to human rights harm.

In 2025, tailored training was delivered to the Business Conduct Office, the team who manage myVoice, as well as to several asset teams. This training focused on strengthening capability to identify incidents that may have human rights consequences.

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*.

We 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.

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 *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 2025, Group Security and the security team supporting the Simandou project were able to enhance and support the implementation of the Voluntary Principles on Security and Human Rights (VPSHR) at Simandou in Guinea (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*.

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

- criminal background checks, where possible
- the existence of internal policies and procedures governing:
 - management systems
 - security procedures
 - drugs and alcohol
 - fitness for work
 - incident reporting and investigation
 - training, competency, and licensing for personnel
 - weapons and firearms controls.

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.

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, and our Marine chartering contracts, include modern slavery provisions as well as human rights provisions.

When required, Group Security continues to support sites with selecting and contracting 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 General Manager Group Security and the relevant product group or function Chief Executive. Use of weapons (including security dogs), other than firearms must also be explicitly approved by the site's most senior leader and by the General Manager Group Security.

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, 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 onsite 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.

13. Engagement 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 to 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 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, which must be in line with the VPSHR.

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, Indonesia and Guinea, while a proposed MoU in Argentina is under internal review.

14. Examples of supporting outreach, education and training

We communicate our *Human Rights Policy* internally and externally. Our Code of Conduct online training, which is mandatory for all employees, outlines our commitment to work with security providers to help maintain safe and secure operations. Our ongoing Human Rights In Action course for Rio Tinto leaders in higher-risk human rights roles focuses on helping put our commitment to respect human rights into everyday action.

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

- In-person VPSHR course (2 days), 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 – to build local VPSHR training capacity.
- 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.

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:

- A requirement for sites to conduct security risk assessments, inclusive of human rights risks, as required under our *Security Group Standard*.
- Asset-led annual assessment of actual or potentially 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 risk taxonomy.
- Group Security supporting visits to high-risk sites in order to review and optimise local VPSHR implementation and assess the effectiveness of controls. Sites with armed security controls, or receiving direct support from public security forces, are a focus area.
- Regular dialogue between Group Security and other key functions, including Procurement, CSP, Projects and Exploration, helping to identify Group-wide and local issues in implementing the VPSHR.
- Ongoing assessment of our human rights performance through various external initiatives including the Aluminium Stewardship Initiative (ASI), 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 2025, third party validations were completed for 3 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 *2025 Sustainability Fact Book*.
- Adherence to certification standards set by the ASI and Copper Mark, which include human rights requirements and involve independent audits at least every 3 years. Our alignment to these standards is the responsibility of our sustainability and product stewardship teams. 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 2025. 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.

Simandou case study: Security and human rights in a complex operating environment

Overview

Simandou is situated in one of Rio Tinto's most complex operating environments, combining large-scale mining development with shared infrastructure under multi-partner joint ventures involving China-based partners and the Government of Guinea. Operations span managed and non-managed scopes, and are conducted within an evolving and dynamic local, national and regional context, creating heightened security and human rights risk.

Security and human rights approach

Security at Simandou is governed through Rio Tinto's Human Rights Management Plan and Group Security framework, aligned with the Voluntary Principles on Security and Human Rights (VPSHR). In 2024, an independent Human Rights Impact Assessment validated existing controls and identified opportunities to strengthen oversight, transparency and engagement.

The security model is deliberately risk-based and constrained:

- Private security contractors (PSC) provide unarmed, day-to-day security focused on prevention, access control, monitoring, and de-escalation, operating fully under SimFer control and robust contractual safeguards.
- Public security forces (PSF) are engaged where legally mandated or when risks exceed PSC capability, governed through formal approvals, a national-level MoU and clear escalation protocols.

Capability building and oversight

More than 5,300 PSC and PSF personnel have been trained by SimFer in VPSHR, use of force, conflict management and de-escalation through layered and recurring programs. This is reinforced through continuous supervision, training, audits, joint drills and leadership engagement. Improved PSC capability has significantly reduced reliance on PSF intervention – an important indicator of effective first-line controls.

Outcomes and lessons for operations

- Clear role separation and escalation thresholds reduce misuse-of-force risk.
- Structured training drives sustained behavioural change.
- Independent assessment strengthens credibility and governance assurance.
- Meaningful engagement and consultation with government, joint venture partners and civil society supports trust and transparency.

Path forward

Ongoing focus areas include reinforcing how we work collaboratively across the Simandou joint ventures, strengthening community engagement and grievance mechanisms, and maintaining close supervision in a sensitive socio-political environment.

Simandou demonstrates how VPSHR commitments can be operationalised at asset level in high-risk, high-complexity settings, providing a replicable model for other operations.

D. Lessons and opportunities

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

In 2025, 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:

- developing a new security risk assessment tool which provides additional focus on security and human rights-related risks, in particular highlighting the requirement to identify and assess potential adverse impacts of security operations on our people or communities
- reviewing our mandated and recommended controls for security risks, including security and human rights-related risks
- continuing to improve awareness of the VPSHR among our leaders
- 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
- signing a national-level MoU with the Government of Guinea for the provision of rights-respecting public security support to the Simandou project
- commencing internal stakeholder engagement in the development of a regional-level MoU for our Rincon and Fénix lithium projects in Argentina.

A key focus area for 2026 will be to continue our engagements with newly acquired assets and projects, supporting them on their VPSHR implementation journey, and similarly supporting our product groups under our new Operating Model. Working more closely with joint venture partners, in particular at non-managed joint venture sites and operations, will also continue to be a key focus area for the business in the coming years.

We are 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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