



RioTinto


Modern Slavery Statement 2025

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.

The Rio Tinto Group has prepared this Statement to meet the requirements of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2024, the Australian Modern Slavery Act 2018 and the UK Modern Slavery Act 2015.

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 **On the cover:** Trains in the 7 Mile yard, Karratha, Western Australia.

On this page: Richards Bay Minerals, South Africa.



Our 2025 reporting suite



Scan the QR code or visit riotinto.com/reports

From our Executive Committee



At Rio Tinto, how we operate matters. The people who work across our business and supply chains, as well as the communities who host us, should be safe, treated with dignity, and respected at all times.

Today, the world needs mining more than ever and this must be done in the right way, including efforts to help prevent modern slavery.

In 2025, our teams continued to strengthen how we identify and address modern slavery risks, working closely with our partners around the world. Through this work, we found indicators of forced labour among some contracted workers supporting two of our assets. This is

unacceptable and reinforces the importance of effective modern slavery due diligence processes and systems.

We are working with the contractors involved to address our findings (see page 21 for more details).

Preventing modern slavery starts with our people. Across our business, we continue to build awareness so our people can recognise the signs of modern slavery, raise concerns early and act accordingly.

We know this work must be ongoing. Over the next year, we will continue to enhance our approach and our capability to address modern slavery risks.

Alongside my Executive Committee colleagues, I remain focused on driving meaningful, lasting improvements across our business and our value chain.

Simon Trott
Chief Executive



A resilient value chain depends on collaboration and continuous learning across our suppliers, business partners and Rio Tinto. This is critical to addressing human rights risks. We set high standards and work with third parties to ensure they are met.

Bold Baatar
Chief Commercial Officer



Our values guide how we show up for our people and the communities where we operate. At the heart of our approach is a clear principle: everyone connected to our business should go home safe every day.

Georgie Bezette
Chief People Officer



Our approach is underpinned by strong governance, transparency and accountability. This Statement reflects our continued focus on identifying, mitigating and preventing modern slavery risks, and on sharing what we learn.

Isabelle Deschamps
Chief Legal, Governance & Corporate Affairs Officer



Safety is about more than preventing physical harm – it is also about respecting people and their right to safe and decent work. We can always do better and must continue to keep learning and improving across our business.

Mark Davies
Chief Safety & Technical Officer


Progress and impact evaluation

We use a theory of change model to assess our modern slavery approach and track progress.

The table below shows how we measured our progress in 2025, highlighting key activities, outcomes and intended impacts.



 For more information see Training (page 22).

 For more information see Identifying, assessing and addressing risks (page 9) and Assessing effectiveness (page 23).

Engage


Engage third parties that align with our values and commercial requirements to jointly address human rights risks

- Worked with suppliers and business partners to share insights on labour rights performance in Argentina, China, Guinea and other regions where we operate
- Progressed our Designated Owners and Operators program by advancing our “Master Coach” vessel visits
- Published a progress report on recommendations made in the independent Human Rights Impact Assessment conducted at the SimFer project
- 16 supplier action plans agreed and implemented following specialist human rights reviews
- 3 supplier audits completed across 3 sites, which included interviewing 36 rights holders
- One physical audit of a shipyard
- Master Coach vessel visits for 31 designated owners and 28 partner vessels
- 377 health, safety and environmental vessel inspections, including 100% of our own time-chartered fleet and 40% of our voyage-chartered fleet
- Continue to refine and embed our supplier audit program
- Continue to collaborate with suppliers on human rights action plans
- Broaden the reach of our Master Coach vessel visit program beyond large-fleet owners
- Complete inspections on 100% of our owned fleet and complete 350 inspections on voyage- and time-chartered fleet vessels
- In the short term we expect to see:
 - increased collaboration with suppliers on human rights action plans
 - increased understanding of labour rights performance in the areas where we operate
- In the long term we expect to see:
 - improved human rights performance across our supplier base

Enable

Improve awareness and access to our grievance and reporting mechanisms to enable people to speak up, and to provide rights-compatible remedy

- Developed a new Worker Welfare Assessment methodology, including worker interviews and documentation triangulation, to assess labour rights issues within our contracted workforce
- Released our updated myVoice Standard, reflecting recommendations made in the *Everyday Respect Report*
- Improved accessibility to myVoice by targeting jurisdictions where toll-free phone lines were not available
- Increased our capability to respond by increasing regional and multilingual investigators (by 2) and external law firms available to support (by 13)
- Conducted an investigation substantiating the presence of ILO indicators of forced labour¹ affecting some contracted workers supporting one of our assets (excessive working hours, withholding of wages, threats)
- Conducted an investigation substantiating the presence of ILO indicators of forced labour with multiple contractors supporting one of our assets (withholding of worker entitlements, threats)
- Continued monitoring of a supplier’s ongoing mitigation and preventative actions regarding hazardous child labour²
- Continue to engage asset teams and contractors in the delivery of actions to address identified impacts and prevent their recurrence
- Refine our Worker Welfare Assessment methodology as we learn from future deployments
- Continue to improve the effectiveness of our grievance mechanisms, such as identifying and addressing barriers preventing individuals from speaking up
- In the short term, we expect to see more people feeling safe to speak up, as a result of increased awareness of and trust in our grievance mechanisms
- In the long term, we expect that actions taken in response to myVoice and other grievances reported will strengthen management controls and help prevent labour rights issues across our business and value chains

 **For more information** see Identifying, assessing and addressing risks (page 9).

 **For more information** see Remediation (page 20).

1. International Labour Organization, *ILO Indicators of forced labour*, Special Action Program to Combat Forced Labour.

2. The worst forms of child labour includes work which, by its nature or circumstances in which it is carried out, is likely to harm the health, safety or morals of children as defined in Article 3(d), ILO Convention (No. 182) (Worst Forms of Child Labour Convention, 1999).

Our structure, business and value chains

Rio Tinto is a leading global mining group with assets, operations and projects across iron ore, copper, aluminium, lithium, and other minerals and materials.¹ We have over 55,000 employees² working across 34 countries on 6 continents, and 3 world-class businesses driving our performance and growth: Aluminium & Lithium, Copper and Iron Ore.

Aluminium & Lithium brings together businesses with extensive mining and downstream processing capabilities. It combines aluminium operations in the Pacific and Atlantic regions with lithium global operations and growth projects in Argentina, Canada and Chile.

Our **Copper** group is well positioned to capitalise on the global energy transition, with operations in Chile, Mongolia and the US, and future options including projects and partnerships in Australia, Chile, Peru and the US.

Iron Ore combines our operations in Western Australia and Canada, and will integrate the Simandou project in Guinea once fully operational, creating a global iron ore business.

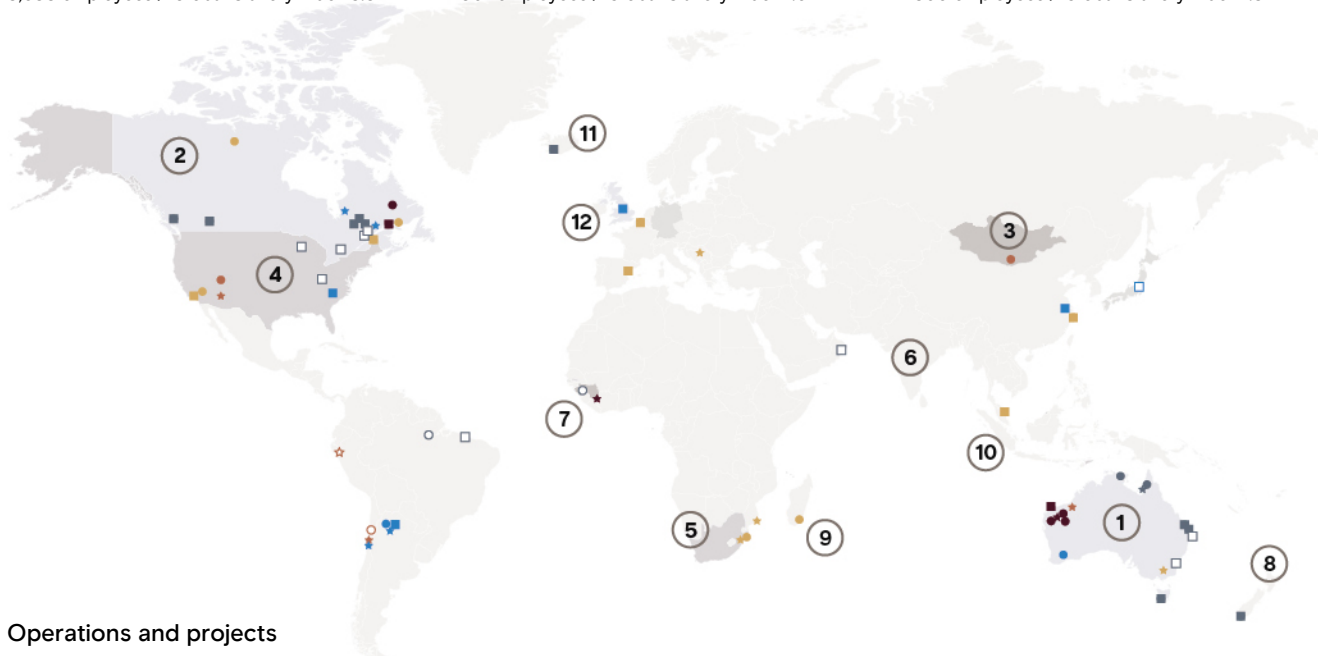
Rio Tinto across the globe

We recognise that modern slavery risk exists in all geographies where we operate. Countries with our largest employee and category 1 contractor footprint³ are listed below, alongside the estimated prevalence of modern slavery (per 1,000 people), based on Walk Free's Global Slavery Index. These are also highlighted on the map below alongside our global operations and projects.⁴

- 1. Australia**
25,772 employees / Global Slavery Index 1.6
- 2. Canada**
12,010 employees / Global Slavery Index 1.8
- 3. Mongolia**
5,129 employees / Global Slavery Index 4.0
- 4. United States**
3,693 employees / Global Slavery Index 3.3

- 5. South Africa**
1,811 employees / Global Slavery Index 2.7
- 6. India**
1,181 employees / Global Slavery Index 8.0
- 7. Guinea**
1,085 employees / Global Slavery Index 4.0
- 8. New Zealand**
901 employees / Global Slavery Index 1.6

- 9. Madagascar**
540 employees / Global Slavery Index 4.6
- 10. Singapore**
457 employees / Global Slavery Index 2.1
- 11. Iceland**
394 employees / Global Slavery Index N/A
- 12. United Kingdom**
306 employees / Global Slavery Index 1.8



Operations and projects

■	Aluminium	●	Mines
■	Lithium ⁵	★	Projects
■	Copper	■	Smelters, refineries, processing plants, and power and shipping facilities remote from mine
■	Iron Ore	○★□	Non-managed operations
■	Other ⁶		

Understanding the Walk Free Global Slavery Index

Estimated prevalence of modern slavery is per 1,000 people. Data sourced from the Global Slavery Index 2023 Dataset, Minderoo Foundation, available from globalslaveryindex.org.



1. We operate as a combined Group consisting of Rio Tinto plc (registered in England and Wales) and Rio Tinto Limited (registered in Australia). We are headquartered in London and Melbourne, with offices in Perth, Brisbane, Singapore and Montreal, and a presence in many other locations.

2. Includes our total workforce based on managed operations (excludes the Group's share of non-managed operations and joint ventures) as of 31 December 2025. For the purposes of this Statement, totals do not include employees and contractors supporting Arcadium Lithium plc assets and operations which are reflected on this map. For more information, please see page 26.

3. Refers to category 1 contractors for managed operations only. Category 1 contractors are engaged on temporary contracts to provide services under the direction of Rio Tinto leaders. Rates have been calculated based on average monthly headcount in the year.

4. This map indicates the location of our global operations and projects, however it does not identify all individual facilities included in an operation. It does not include our offices, research and development centres, and some processing and shipping facilities.

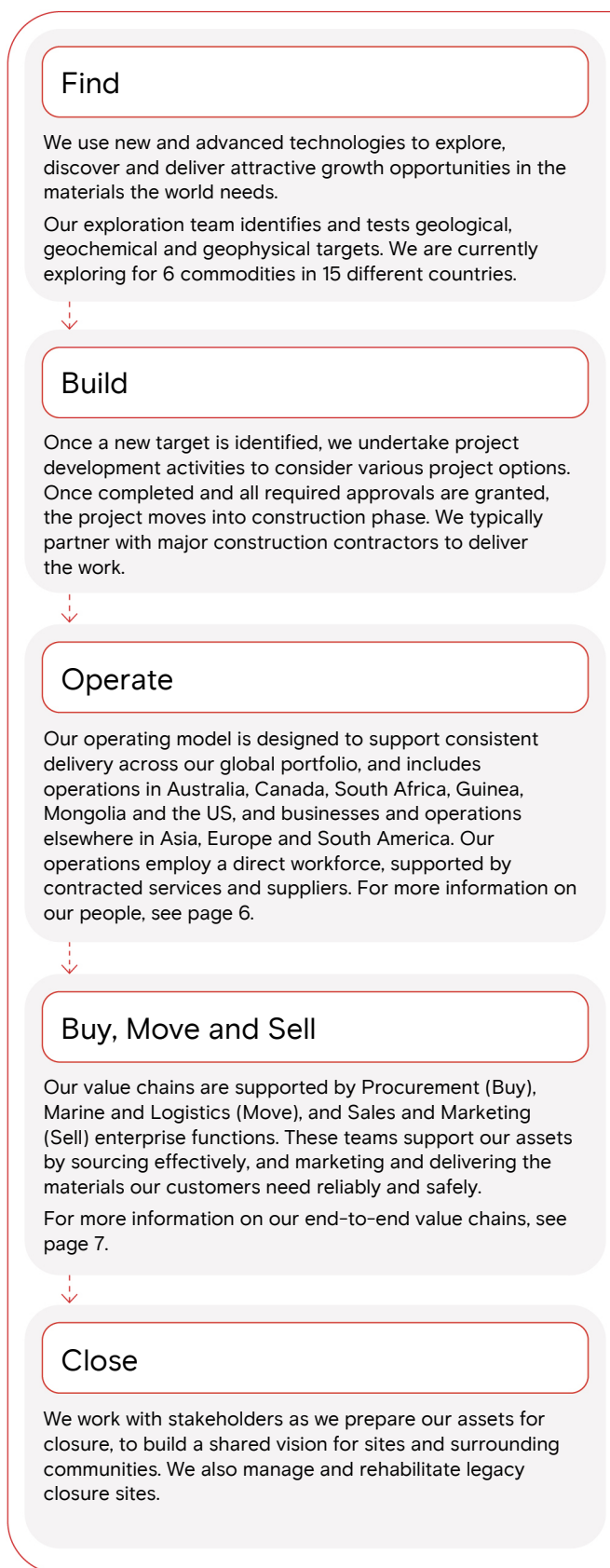
5. The Lithium projects in Chile are subject to regulatory approval and final execution.

6. Includes the Borates and Iron & Titanium businesses, which were placed under strategic review during 2025, with the Diamonds business now presented outside of our product group structure as it is managed by the Chief Commercial Officer.

Our business model

Rio Tinto owns and operates mining and processing operations across a range of countries and commodities, and manages projects and assets through exploration, growth, execution and closure.

Our structure and focus support value creation, underpinned by our commitment to safety, and to delivering shared benefits while respecting people, culture, land and the environment.



How modern slavery risks are considered

Modern slavery risks are considered through our new country entry processes. We also conduct due diligence over any contractors engaged to support exploration.

Project development considers risks and impacts, including potential human rights and modern slavery risks. We also conduct due diligence over contractors supporting our projects and engage on human rights issues through Supplier Relationship Management.

We have established processes to identify, assess and address modern slavery risks within our operations and our value chains.

For more information, see Risks in our operations (page 10) and Risks in our value chains (page 12).

Modern slavery risks are considered throughout all stages of our value chain. For more information, see Risks in our value chains (page 12).

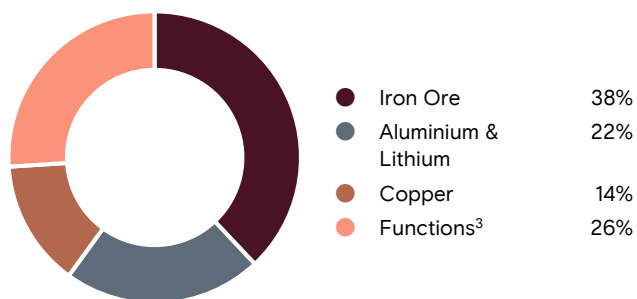
Modern slavery and human rights risks are considered through integrated social risk assessments conducted during the closure process.

Our people

We are committed to respecting the human rights of all people, in all areas of our business. Across our product groups, operations and functions, our people play key roles in developing our approach to human rights and helping us recognise and address the risks of modern slavery.

We invest in building a diverse workforce representative of the communities in which we operate, recognising that an inclusive workplace helps to ensure our people feel safe, valued and respected.

Employee distribution by product group



55,572

average employee headcount¹

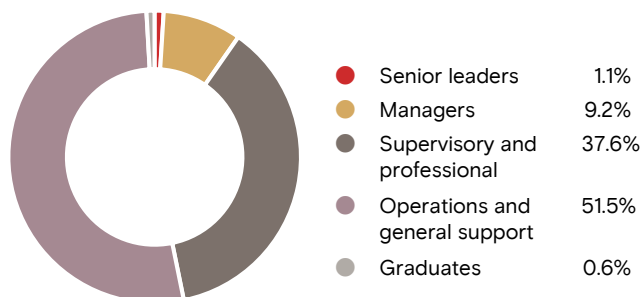
4,092

average number of category 1 contractors² in 2025

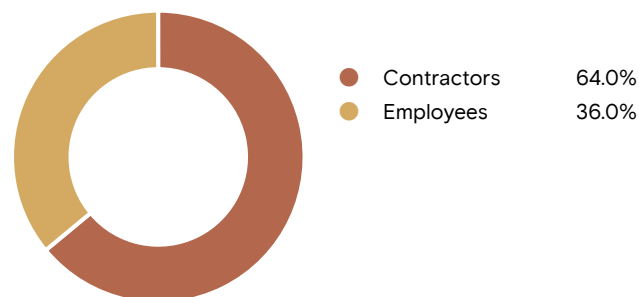
6,084

new hires joined the business in 2025, of which 1,821 were contractors becoming permanent employees

Employee distribution by role



Work hours completed by contractors⁴



1. Includes our total workforce based on managed operations (excludes the Group's share of non-managed operations and joint ventures) as of 31 December 2025. For the purposes of this Statement, totals do not include employees and contractors supporting Arcadium Lithium assets and operations. For more information, please see page 26.
2. This reference to contractors refers to category 1 contractors supporting managed operations only. Category 1 contractors are engaged on temporary contracts to provide services under the direction of Rio Tinto leaders. Rates have been calculated based on average monthly headcount in the year. For the purposes of the general body of this Statement, totals do not include employees and contractors supporting Arcadium Lithium assets and operations. For more information on, please see page 26.
3. Functions refers to our global functions including Commercial, Safety, Development & Technical, Finance, IS&T, Human Resources, and Legal, Governance & Corporate Affairs.
4. Work hours completed by employees refers to safety hours recorded attributed to employees of a Rio Tinto entity on a Rio Tinto project or managed operation. Work hours completed by contractors refers to safety hours recorded attributed to a contractor engaged on temporary contracts to provide services under the direction of Rio Tinto leaders, irrespective of category.

Our value chains

Our Commercial function is responsible for procurement (Buy), marine and logistics (Move), and sales and marketing (Sell) activities.

Buy – supply chains


We work with 20,000+ suppliers in over 100 countries, generating more than US\$34 billion in spend globally.

This spend is managed by our Commercial function, including the Global Procurement, Marine and Logistics, and Projects teams. With more than 1,300 employees working in 14 global locations, our Global Procurement team manages the majority of this spend through a category management approach and business partnering teams. Our Purchase-to-Pay team¹ provides transactional support for most of the spend.

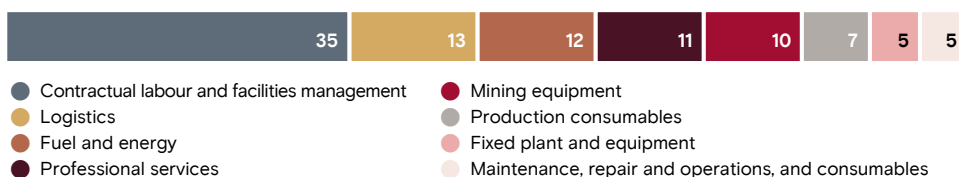
We work in partnership with our suppliers to manage complex global supply chains in ways that seek to benefit our customers, our business and communities.

One way we do this is by supporting local businesses, employing local people and buying local products, especially from Indigenous-owned and small and regional businesses.

In 2025, we spent more than A\$1.13 billion with Indigenous-owned suppliers across Australia (2024: A\$926 million). We also continue to prioritise buying from local and Indigenous businesses in North America, having spent US\$213.9 million with Indigenous suppliers in this region in 2025 (2024: US\$216 million).

 **For more information** on our work to identify and assess modern slavery risk in our value chain, see page 12.

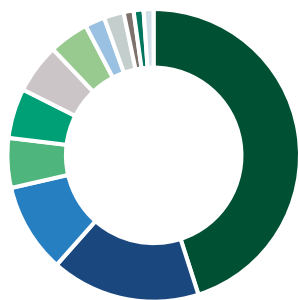
Understanding our spend (%)



US\$34.4bn

Total supplier spend in 2025²

Spend by location³



Country	Spend	Key categories	GSI ⁴
Australia	41%	- Contracted labour and facilities management - Mining equipment	1.6
Canada	15%	- Contracted labour and facilities management - Professional services	1.8
US	9%	- Contracted labour and facilities management - Production consumables	3.3
Mongolia	5%	- Contracted labour and facilities management - Professional services	4
Greater China	5%	- Logistics - Fuel and energy	4
Guinea	5%	- Contracted labour and facilities management - Logistics	4
Singapore	4%	- Logistics - Fuel and energy	2.1
UK	2%	- Logistics - Production consumables	1.8
Japan	2%	- Professional services - Logistics	1.1
South Africa	1%	- Fuel and energy - Contracted labour and facilities management	2.7
New Zealand	1%	- Fuel and energy - Contracted labour and facilities management	1.6
Germany	1%	- Logistics - Fixed plant and equipment	0.6

1. The Purchase-to-Pay team supports business operations from master data maintenance to the purchasing and payment of goods and services.
 2. Spend figures in this section are aligned with the definition of global supplier spend as shown in our 2025 Annual Report – US\$34.4 billion “spent with suppliers globally”.
 3. Location represents where our suppliers are registered. We recognise that this does not always represent the country of origin of goods or services.
 4. Estimated prevalence of modern slavery per 1,000 people. Data sourced from the Global Slavery Index (GSI) 2023 Dataset, Minderoo Foundation, available from globalslaveryindex.org

Our value chains *continued*

Move – our marine and logistics supply chains

Our Marine team is responsible for providing safe freight services for our business, and our Logistics team manages third-party truck, rail and containerised shipments.

We are the world’s largest dry bulk shipper by volume. Our owned fleet of 17 vessels carries approximately 720 seafarers. At any given time, we charter more than 230 vessels from approximately 290 shipowners. These charters are supported by over 6,000 seafarers on board 2,825 voyages, and carry more than 340.4 million tonnes of cargo each year.

Our owned and chartered vessels are supported by 68 shore-based Rio Tinto employees with expertise across safety, vetting, assurance, environment, operations, chartering, engineering and fleet optimisation.

We manage a small proportion of carriers (approximately 85,000 to 95,000 container boxes a year) for other containerised shipping requirements.

For more information on how we manage modern slavery risks in our marine and logistics value chain, see page 16.

17

Owned vessel fleet

720

Seafarers on board owned fleet at any given time

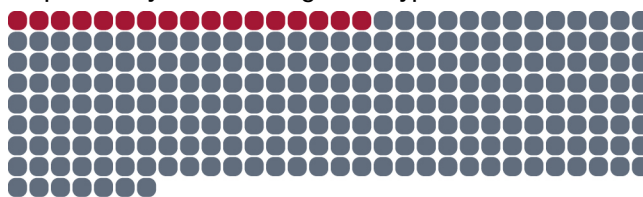
230+

Vessels chartered at any given time

6,000+

Seafarers on board vessels chartered at any given time

Shipments by vessel management type



● Owned fleet (Count)

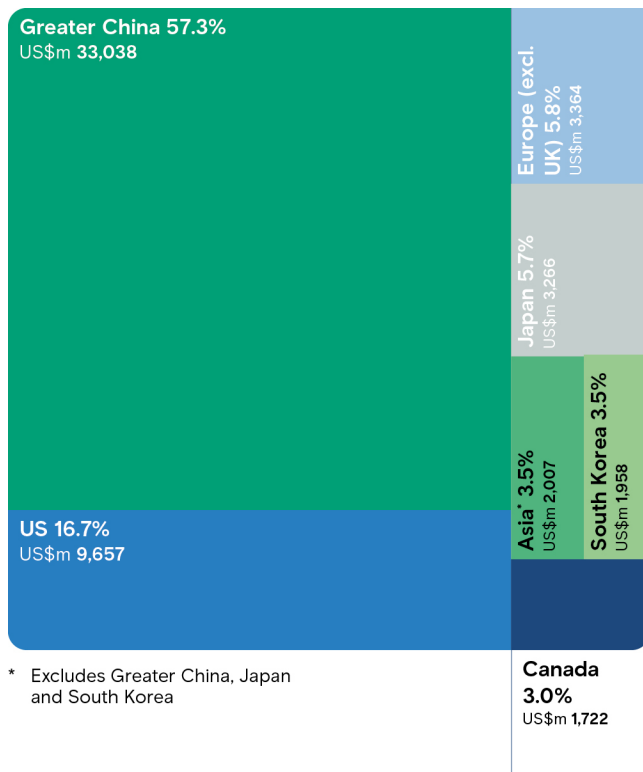
● Chartered (Count)

Sell – our customers

In 2025, we generated US\$57.6 billion in revenue.¹ Our customers’ needs are central to our operational decision-making. Using the insights generated from everything we buy, sell and move around the world, our Sales and Marketing team works closely with customers to ensure we deliver products that meet their specific requirements.

We periodically survey our customers and the insights help us deliver new and better products and services.

For more information on how we identify modern slavery risks in our downstream value chain, see page 19.



1. Consolidated sales revenue by top 7 geographical regions is based on the ultimate country of the product’s destination, if known. Where the ultimate destination is not known, we have defaulted to the shipping address of the customer. For more information, see page 180 of our 2025 Annual Report.

Identifying, assessing and addressing risks

We aim to continuously improve our governance, systems, processes and capabilities to identify, assess and address modern slavery risks across our business and value chains.


Board and management accountabilities

Rio Tinto plc and Rio Tinto Limited have a common Board of Directors. The Sustainability Committee of the Board (SusCo) oversees strategies to manage social and environmental risks. SusCo supports and monitors the sustainable development of our business, including our contributions to the communities and countries where we operate. It also oversees the integrity of our sustainability reporting, in line with its terms of reference.

SusCo reviews the effectiveness of management policies and standards relating to suppliers and supply chains, including modern slavery, and human rights monitoring. The Board delegates day-to-day management of the business to the Chief Executive, who further delegates to members of the Executive Committee and relevant management committees.

The Executive Committee is accountable for managing modern slavery risks across all product groups and functions.

Human rights specialists in our Communities and Social Performance (CSP) Standards and Assurance team oversee our overall human rights approach.

 For more information on our corporate governance visit riotinto.com/corporategovernance


Policies, standards and procedures

We have policies, standards and procedures that outline our commitment to respect human rights, including freedom from modern slavery. These apply to all reporting entities in the Group and are reviewed regularly.

The documents define mandatory requirements of our workforce, business partners and others linked to our operations and value chains. To action our human rights commitments, we align our Board-approved *Human Rights Policy* with asset and business policies, standards and procedures.

As stated in our *Human Rights Policy*, we expect consultants, agents, contractors and suppliers to respect internationally recognised human rights. These expectations are reinforced through our *Supplier Code of Conduct* and contractual arrangements. The Policy also describes our expectations of joint venture partners and non-controlled companies, and how we work with them.

Appendix 2 of this Statement outlines key governance documents that support the assessment and management of modern slavery risks.

 For more information on our Group-wide approach to risk management, see page 89 of our *2025 Annual Report*.

Identifying modern slavery risks

When identifying modern slavery risks in our value chains, we assess the risk profile of the following:

- **third parties**, including whether they have human rights and responsible sourcing policies and procedures, workforce training and effective grievance mechanisms
- **workers**, including whether the workforce may be at higher risk due to factors such as work being out of sight or temporary, low barriers to entry, or recruitment by labour agencies
- **countries**, including the effectiveness of law enforcement and laws to combat modern slavery, and whether populations may be at higher risk due to poverty, discrimination or conflict.

Identifying modern slavery risks is complex, and no single indicator is sufficient on its own. For example, a supplier operating in a higher-risk country with a potentially vulnerable workforce may have strong labour management practices that mitigate risk. In comparison, a supplier in a lower-risk country with a lower-risk worker profile may have poor management practices, increasing labour and modern slavery risks.

Assessing modern slavery risks

Assessing modern slavery risks forms part of our broader human rights approach, which is aligned with the UN Guiding Principles on Business and Human Rights (UNGPs). When assessing human rights risks, we prioritise harm to people before considering risks to the business, such as legal, financial or reputational impacts.

Our risk management framework includes:

- human rights consequence descriptors aligned with the UNGPs concept of “severity” of impacts
- a human rights taxonomy aligned with our salient human rights issues and internationally recognised human rights, including modern slavery
- Group modern slavery controls to support consistent risk management.

We also assess the potential for our involvement in adverse human rights impacts, including where we may cause or contribute to impacts through our own actions or omissions, or be directly linked to impacts through our business relationships, products, services or operations.

Salient human rights issues

We prioritise human rights issues that could have the most severe impacts on people through our operations or business relationships. These priorities reflect our operational footprint, value chains and external contexts. Modern slavery is included under “Labour rights” and is a priority focus area.



Risks in our operations

In 2025, we continued to identify, assess and address modern slavery risks within our operations, developing a Worker Welfare Assessment tool to help better understand risks in our workforce.

Identifying risks connected to our operations

The *Communities and Social Performance Standard*, which applies to all managed operations, requires every asset to conduct an annual human rights self-assessment to identify human rights risks. Higher-risk assets must also complete an independent human rights impact assessment at least every 5 years.

These assessments cover a full range of operational risks that may have human rights consequences and are usually conducted in-house by cross-functional teams. The self-assessments enable a more complete understanding of an asset’s risk context and helps them prioritise actions to prevent human rights harm.

Improving our understanding of worker welfare

Responding to risks identified in our contracted workforce, we developed a Worker Welfare Assessment tool in 2025 to further understand potential labour rights risks. The methodology was developed in-house, taking a worker-centric approach. Assessment criteria are informed by international standards including the UNGPs, the ILO’s 11 forced labour indicators, and relevant Rio Tinto standards.² Findings are made through triangulation of evidence, including documentation, worker testimony, management interviews and on-site observations. This helps us to identify potential risks, understand any inconsistencies and build an understanding of working conditions.

2025 assessment results

Human rights risks assessments

- We completed 21¹ human rights risk assessments (HRRAs) across our managed operations (2024: 59).
- The geographic spread of HRRAs in 2025 was:

	2025	2024
Asia-Pacific (13)	62%	45%
Africa (3)	14%	5%
United States and Canada (3)	14%	44%
Central and South America (1)	5%	3%
Europe (1)	5%	3%

Modern slavery risks identified

- Some of the human rights self-assessments identified labour rights risks related to contractor workers’ right to safe and decent work, particularly in relation to pay practices, working hours and access to grievance mechanisms.

Worker Welfare Assessments

- We completed 3 Worker Welfare Assessments (WWAs) across our managed operations (2024: 1).
- The geographic spread of WWAs in 2025 was:

	2025	2024
Asia-Pacific (2)	67%	N/A
Africa (1)	33%	N/A
United States and Canada (0)	0%	N/A
Central and South America (0)	0%	N/A
Europe (0)	0%	N/A

Modern slavery risks identified

- Worker Welfare Assessments identified ILO indicator risks including excessive working hours, underpayment of wages and termination penalties.

1. A reduced number of assessments was conducted in 2025 (21 in 2025 compared to 59 in 2024). This was due to 2 regional assessments conducted in 2024 which together covered 39 assets across closure and operating sites. Of the 21 HRRAs completed in 2025, one assessment related to Canadian assets and operations (Iron Ore Company of Canada (IOC)). This assessment did not identify modern slavery as a material risk.

2. Rio Tinto *Supplier Code of Conduct*.

Risks in our operations *continued*

Actions taken to address risks for our people

Our Code of Conduct – *The Way We Work* – sets the foundational commitment that we will respect all internationally recognised human rights of the people supporting our business activities.

Our *Employment Policy* and associated standards require our business to implement equitable and transparent remuneration and incentive systems, and recognise everyone's right to choose whether or not they wish to be represented collectively. The Policy also affirms our commitment not to employ forced, bonded or child labour.

We undertake regular actions to address the risk of modern slavery and labour exploitation of our people, including:

- undertaking annual reviews of employee remuneration against living wage benchmarks
- assessing the reputation of recruitment agencies we engage with and their adherence to ethical recruitment practices
- not requiring job seekers to pay recruitment fees to Rio Tinto, and paying all recruitment fees where third-party recruiters are used
- not holding original personal identification documents¹
- implementing processes that prevent us from hiring job seekers without the appropriate work rights and skills checks being completed, including through strong controls and regular audits
- complying with applicable laws, including those relating to working conditions
- providing all employees with a written contract that sets out the terms and conditions of their employment
- promoting myVoice, our confidential grievance reporting channel, at all assets.

Additionally, assets are required through the self-assessment process to identify and implement controls to prevent or mitigate human rights risks. Examples of controls include contractual clauses, human rights training for contractors, and improving awareness of and access to grievance mechanisms.

Actions taken to address risks with joint ventures and non-controlled companies

Our *Joint Venture Policy* states that we strive to ensure our joint venture partners and non-controlled companies respect our human rights commitments. We communicate our expectations about human rights to joint venture partners through appropriate contractual arrangements and engagement protocols, and screen all new joint venture partners for human rights under our third-party risk management (TPRM) approach (see page 12).


Our governance of managed and non-managed joint ventures requires an annual attestation certification signed by the Rio Tinto lead responsible for overseeing the joint venture relationship. More broadly, we seek opportunities to support joint venture partners in strengthening their approach to respecting human rights. At non-managed operations, this may include supporting human rights assessments, discussing human rights matters at joint management meetings, and making our human rights specialists available to support capacity-building and training.

Safety incidents at our operations

Every person connected to our business deserves to return home safe and healthy every day. Tragically, in August 2025, our colleague Mohamed Camara was fatally injured while changing a heavy mobile equipment tyre at the SimFer mine site in Guinea. A comprehensive investigation was completed and several key actions are underway to strengthen fatality prevention measures, including enhancements to our Critical Risk Management framework. In addition, critical lessons have been shared with our leaders globally to drive broader organisational learning.

Actions taken to address risks within our contracted workforce

We take a collaborative approach to engaging with our contractors, working in partnership to understand labour rights risks and designing follow up action plans. In 2025, we have established mitigative and corrective action plans with contractors supporting our projects and assets, particularly around recruitment processes, contracts with workers and pay practices.

 **For more information** on collaboration with contractors supporting our assets in 2025, see page 21.

2025 performance

Our key updates include:

- developed a Worker Welfare Assessment toolkit
- expanded the Local Voices community perception monitoring program to 3 new assets, with coverage now spanning operations in 7 countries
- progressed the integration of our Workday platform to increase access to and consistency of people data, support us in effective monitoring of employee movement and retention, and improve our understanding of workforce experience and capabilities.

2026 priorities

Our priorities include:

- integrating learnings from the rollout of our Worker Welfare Assessment toolkit, including how we engage with contractors on recruitment and pay practices
- simplifying our processes to improve time-to-resolution of human resources investigations
- launching a new 360 leadership assessment focused on leadership capability, psychological safety and building more inclusive teams
- continuing to implement Local Voices across the Group
- reviewing our Group-wide salient human rights issues.

1. Passports are under the Master's care on Rio Tinto-owned vessels in line with industry practice and are available upon request.

We are also greatly saddened by the recent death of a colleague following an incident at the SimFer mine site in February 2026, and by the death of a colleague following an incident at Bingham Canyon Mine in Utah in March 2026.

We are determined to learn from these incidents, improve the effectiveness of our controls, and to do everything we can to prevent tragedies like this from happening. For example, we have appointed an independent Safety Advisory Panel consisting of leading safety practitioners from both industry and academia, together with experienced Rio Tinto alumni, to provide additional guidance and support to our SimFer team.

Risks in our value chains

We worked with suppliers and business partners to strengthen respect for labour rights across diverse contexts in 2025, and expanded our governance approach for higher-risk third parties.

This section outlines how we identify and assess risks within our value chains across the following business functions:

Procurement (Buy)

Marine and Logistics (Move)

Sales and Marketing (Sell)

Our approach

We work in partnership with third parties in our value chains – whether a supplier, marine business partner, logistics provider or customer – to identify and assess modern slavery risks at various stages of the engagement.

For example, in 2025 we shared insights on labour performance with suppliers and business partners in Argentina, China, Guinea and other regions where we operate. As a global business, this improves our understanding and awareness of third-party contexts, and strengthens our collective ability to advance labour rights around the world.

Higher-risk human rights categories¹

We prioritise our human rights due diligence efforts on third-party categories that carry higher human rights risk. In 2025, these categories included:

- building and grounds maintenance services and building products
- catering services
- cleaning and waste removal services
- construction services
- specific renewables goods²
- security services
- temporary labour
- transport (including by rail, sea and road), logistics and warehousing services.

Our human rights team monitors emerging human rights risks and trends, and works with the Third-Party Risk Management (TPRM) team to review higher-risk categories.

Third-party risk management

Our TPRM approach is critical to assessing business integrity risks arising from the third parties we work.

Rio Tinto's *Business Integrity Standard* and *Know Your Third Party*³ (KYTP) Procedure sets out the mandatory requirements for third-party due diligence and risk management. This applies to all third parties, including suppliers, customers, contractors, consultants, distributors, agents, vessels, joint venture partners and any other third parties to which a Rio Tinto reporting entity makes payment, or from which it receives payment.

We undertake risk-based due diligence on all third parties with which we intend to establish a business relationship. At a minimum, all third parties are assessed for critical risks, including, for example, whether they appear on various sanctions and human trafficking watch lists.

Depending on the third party, we also assess a range of business integrity risks, including bribery and corruption, money laundering, terrorist financing, tax evasion and other financial crimes, politically exposed persons, and other reputational risks. Human rights-related issues and risk indicators can include:

- labour rights concerns
- public allegations on human rights issues

- third parties operating in countries with weak law enforcement or high rates of corruption
- poor human rights governance or lack of an accessible grievance mechanism.

Where certain human rights risk indicators are identified, the TPRM team may recommend the report is escalated to our human rights team for specialist review.

Higher-risk third parties can also be escalated for discussion at our TPRM Committee, a decision-making body for engagements that have enterprise risk exposure, including risks related to human rights. In 2025, the types of matters referred to the Committee expanded beyond the supply of specific renewables goods as our assessment framework matured.

Ongoing monitoring

Where a risk can be mitigated or managed, the third party engagement may proceed subject to appropriate controls. If the risk is significant and cannot be overcome or sufficiently managed, the third party engagement will be prohibited. All third party engagements are subject to ongoing monitoring and periodic review to ensure risks associated with the relationship are assessed and managed. This continuous monitoring is implemented on a risk basis with priority given to higher-risk third parties.

2025 performance

Our key updates include:

- completed over 14,000 third-party due diligence reports,⁴ which included 174 reports escalated for specialist human rights review (see page 13)
- launched our newly integrated TPRM platform, which includes a revised third-party questionnaire and improved risk criteria
- worked with suppliers and business partners in Argentina, China, Guinea and other regions to strengthen our collective ability to advance labour rights
- expanded the assessment framework for matters to be referred to our TPRM Committee.

2026 priorities

Our priorities include:

- continuing to mature and strengthen our human rights and environmental due diligence practices
- reviewing the KYTP Procedure to reflect relevant risk exposure and regulatory requirements
- progressing our approach to drawing on independent risk indices to inform country risk and supply chain risk profiles.

1. Details of supplier categories and countries related to our Canadian assets and operations can be found in footnote 1 on page 13.
2. Determined on a risk-based approach with respect to limited categories of equipment used in renewable energy projects.
3. The KYTP Procedure is mandatory for all business functions and managed operations within the Rio Tinto Group. Where contractually agreed, we also support our business partners for non-managed operations. Highly limited exemptions apply, such as non-contestable legally required tax or statutory payments to government authorities, and expense payments to employees.
4. In 2025, over 1,700 third-party due diligence reports related to our Canadian assets and operations.

Human rights reviews

Specialist human rights reviews

Our human rights team regularly conducts specialist reviews of third parties with a higher human rights risk exposure. These reviews include assessment of the indicators outlined on page 9, in addition to other relevant information.

Risks identified in 2025

In 2025, we completed 174 specialist human rights reviews, including direct suppliers, sub-contractors and joint venture partners.¹ Key findings included:

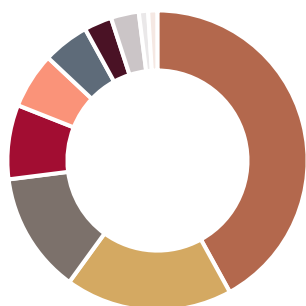
- 26% of suppliers reviewed lacked an accessible and trusted grievance mechanism.
- 43% of suppliers reviewed had not fully established measures to conduct risk-based human rights due diligence on their supply chains.
- The majority of small to medium-size suppliers did not have human rights commitments and lacked policies or procedures in place to address forced or child labour.

Actions taken in 2025

To address risks identified in our specialist reviews, we develop action plans in collaboration with the relevant third party. In 2025, we issued 16 action plans. Examples of actions agreed in 2025 include:

- improving human rights policy, governance and commitments
- promoting responsible labour practices, particularly on entitlements, health and safety and working hours
- conducting training to build capability in understanding of human rights risks, in particular, with small to medium-size third parties
- setting expectations on employee practices, including supplier recruitment or onboarding procedures
- establishing or updating grievance mechanisms to align with the UNGPs.

Human rights reviews by supplier category



	2025	2024
Construction	42%	30%
Transport	18%	27%
Building or maintenance	13%	10%
Cleaning services and waste management	8%	8%
Specific renewables goods	6%	8%
Security services	5%	8%
Catering services	3%	1%
Uniform and PPE providers	3%	0%
Temporary labour hire	1%	6%
Computers and electronics	1%	2%

Construction suppliers continued to feature prominently in specialist human rights reviews in 2025, driven by the scale and pace of major project activities underway. As part of the rollout of the newly integrated TPRM platform, uniform and PPE providers were added as a category of higher human rights risk.

Human rights reviews by third party location

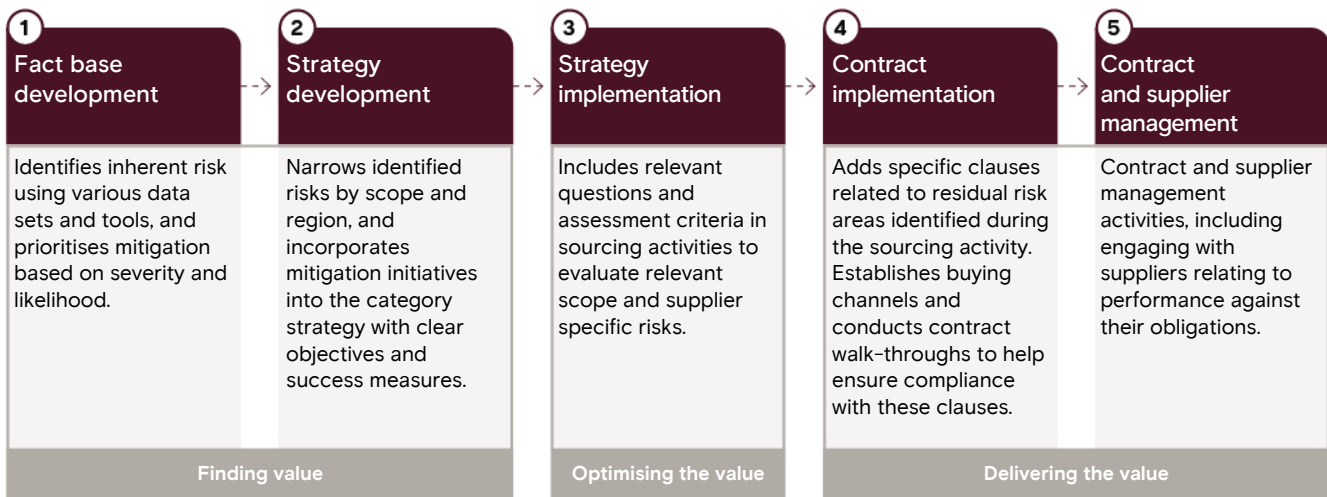


	2025	2024
Africa	55%	49%
Central and South America	24%	15%
Asia-Pacific	10%	28%
Europe	7%	5%
United States and Canada	4%	3%

1. In 2025, 2 specialist human rights reviews were conducted over suppliers relating to Canadian assets and operations. These suppliers were prioritised for due diligence as they were from supplier categories that may carry higher human rights risks, including security, temporary labour hire, waste removal and building maintenance. Both suppliers were registered in Canada.

Our Buy approach

We have embedded modern slavery risk identification and mitigation steps into our Group procurement category management life cycle.



Our procurement approach

Our Group procurement category management life cycle encompasses 5 phases of strategic sourcing. Within these, risks associated with the supplier, including modern slavery, can be identified and managed by leveraging tools such as our category risk matrix, request for tender questionnaires, supplier evaluation criteria, contract clauses and supplier performance management activities. This is in addition to the TPRM processes described on page 12.

Governance

Our *Group Procurement Standard* sets a baseline for procurement activities across the Group. In 2025, we updated our *Group Procurement Standard* to align with our *Sustainable Procurement Principles* and the updated *Supplier Code of Conduct*.

These documents outline our approach to sustainability principles and our commitment to respecting human rights, as well as expectations of suppliers, their subsidiaries and subcontractors. These include requirements for suppliers to:

- implement core international business and human rights standards, including the UNGPs
- prohibit the use of modern slavery and the employment of children or anyone below the minimum legal working age
- embed labour and human rights expectations within contracts with third parties
- provide fair remuneration and working conditions
- ensure all workers receive written contracts in languages they can understand
- maintain effective speak-up or grievance mechanisms, appropriate to the size and complexity of their operations, enabling employees and contractors to report concerns without fear of intimidation or retaliation
- take measures appropriate to the nature and context of their business to conduct risk-based human rights due diligence across their supply chain.

Contract terms and conditions

We have embedded modern slavery clauses into our global contract templates and take a risk-based approach for incorporating modern slavery and human rights clauses into contracts with suppliers. Our human rights team continues to support negotiations for contracts that may be deemed higher risk.

Supplier prequalification

We may conduct supplier prequalification assessments to identify vendors to support a product or project need.

For example, our Shanghai-based sourcing team is able to engage with suppliers in Greater China and provide an early assessment of their supply capability and performance in advance of sourcing requests. Prequalification assessments include a desktop review and an in-person site visit, and consider manufacturing capability, commercial performance, labour rights, safety and business integrity. This collaboration fosters innovation and mutual learning opportunities, and improves our responsible sourcing practices.

Supplier relationship management

Our supplier relationship management (SRM) engagements include regular meetings with key suppliers to drive value through a two-way relationship. SRM meetings are embedded throughout the life of the contract, and are a key mechanism for initiating human rights and modern slavery discussions with our suppliers, including:


- encouraging two-way dialogue on modern slavery and human rights risks
- communicating our human rights due diligence expectations
- highlighting and sharing best practice
- discussing opportunities for further supply chain transparency.

Our human rights and Global Procurement teams continue to equip contract owners to lead these conversations, so we can better understand our supplier risk profiles and leverage industry best practice with our key suppliers.

Leveraging category risk insights

We support category leads in identifying third-party risks by embedding a category risk matrix and providing training. The matrix considers human rights risk indicators such as vulnerability to child labour, forced labour, trafficking, risks of discrimination, and country risk indicators such as political instability and trade restrictions.

By doing this, we seek to empower our Global Procurement teams to identify, manage and mitigate modern slavery risks across the procurement life cycle stages. We also continue to explore ways to integrate data sources that help us further embed respect for human rights into our supplier risk management framework.

 **For more information** about how we work with suppliers, visit riotinto.com/suppliers

Our Buy approach *continued*

Responding to changes in supplier risk profile

Where a risk or incident has been identified, our human rights team, TPRM team and SRM owner agree on a response and mitigation actions. For example, we may inspect or audit a supplier’s premises and records. In addition, if the TPRM team identifies any significant risks relating to a supplier as part of its ongoing monitoring (as described on page 12) the previous third-party due diligence assessment will be reviewed to determine required changes to the risk rating and risk mitigation measures.

Our preference is to work with suppliers in partnership, recognising that human rights issues in value chains are shared and complex. If risks cannot be mitigated or the supplier continues to provide incomplete or inaccurate information, we may end the relationship.



Supporting our Commercial function

As part of our 3-year human rights training strategy, we rolled out a new Modern Slavery training module in 2025, designed specifically for our Commercial team.

The updated module features our employees (pictured) from Strategy, Risk, Procurement, and Communities and Social Performance, outlining modern slavery risk factors relevant to our business. It also features practical tools available to Commercial team members that deal with supplier engagement, vendor assessments, site visits and contract negotiation every day.

This new training module aims to turn theory into action, empowering team members to improve how they identify, assess and mitigate modern slavery risks across the value chain. 1,843 team members completed the module in 2025.

2025 performance

Our key updates include:

- updated our *Group Procurement Standard* to align with our *Sustainable Procurement Principles* and our updated *Supplier Code of Conduct*
- established new Procurement leadership roles across China and Africa
- updated our third-party questionnaire (TPQ)
- conducted an assessment of augmented controls in place for procurement activities in some non-OECD countries with heightened risk
- rolled out a new Modern Slavery training module tailored to our Commercial team, completed by 1,843 team members
- continued to address minor non-conformances identified throughout our supplier audit program.

2026 priorities

Key priorities include:

- continuing to embed the category risk matrix into the Group Procurement sourcing process
- further refining human rights considerations into vendor questionnaires, such as request for tender, evaluation and onboarding tools
- looking at ways to improve internal capability and further awareness, as well as supplier engagement on modern slavery risks
- continuing to refine and embed our supplier audit program.

Progressing our approach to labour rights audits

2025 program

After addressing the opportunities identified during the 2024 labour audits, we continued to advance our audit program in 2025 as a tool for helping monitor labour rights risks within our supplier base.

In 2025, auditors from our panel conducted 3 audits in high-risk categories, including industrial cleaning, logistics services and rope access. Two audits were undertaken in Australia and one in Canada. Across the 3 site visits, auditors engaged with 36 workers and reviewed supplier policies and procedures. Closing reports identified no major non-conformances and no instances of modern slavery.

The assessments identified opportunities to strengthen labour practices, including relating to working hours, pressure to work overtime, fees paid during recruitment, the adequacy of safe and hygienic rest areas, and the availability of grievance mechanisms. We will continue working closely with these suppliers in 2026 to progress these opportunities and embed follow up actions through supplier relationship management.

The program continues to demonstrate the value of worker-level engagement and risk identification, while acknowledging that audits are resource-intensive and not easily scalable. In 2026, we will refine our assurance approach to enable more targeted oversight, and improve efficiency and scalability.

Our Move approach – our marine and logistics partners

We have taken action to identify and mitigate modern slavery risks throughout our marine and logistics supply chain, with the aim of enabling safe and decent work.

Our 3 welfare priorities for owned and chartered vessels are:

- 1) ensuring human rights are respected
- 2) supporting seafarer mental wellbeing
- 3) creating safe and inclusive environments.

Risks identified within our marine value chain

While we did not identify allegations of modern slavery within our marine and logistics value chains, we were made aware of one alleged breach of the Maritime Labour Convention (MLC) on board a chartered vessel reported by the Australian Maritime Safety Authority (AMSA), concerning an instance of alleged bullying. We worked closely with the shipowners to ensure that all RightShip follow-up actions were completed and gaps in the vessel's safety management system were addressed.

Where issues are identified, engagement with vessel owners and operators is built on principles of collaboration and transparency. Examples include:

- **Reviewing investigation outcomes and root causes:** Where appropriate, we communicate learnings through engagement workshops, and health and safety circulations, to drive awareness, and to help ensure that safety management systems are implemented on board.
- **Conducting office audits to verify that steps were taken to close out agreed actions:** Upon severity, we may choose to cease working with the shipowner or operator, or to restrict the vessel or owner for a period of time. No such measures were required in 2025.

All vessels

Actions taken to prevent or mitigate human rights risks across all vessels include:

- **Fair terms of employment:** All crew must be employed under agreements that align with the MLC and other key conventions for safety, security and the protection of the marine environment. Each ship management company must demonstrate an agreement outlining fair terms of employment, including collective bargaining agreements covering pay, working and rest hours, repatriation and other entitlements. We also require all crews on board vessels to be employed under agreements aligned with International Transport Workers' Federation (ITF)¹ standards and unions of the relevant countries. These agreements are verified by Port State Control regimes, and vessels are subjected to ITF inspections (whether part of a routine inspection or at the request of the crew). All seafarer employment on our owned and chartered fleet meets the requirements for decent work.
- **Access to internet:** We continue to work towards providing free and reliable internet connectivity to seafarers when vessels call at our managed port facilities.
- **Shore leave:** We support recreational rest time for seafarers during a port stay (known as shore leave) by providing financial support to seafarer centres, including arranging transportation from our own port facilities.
- **RightShip vetted:** Vessels must continue to meet our minimum safety criteria, including RightShip safety scores, for both the vessel and its operator to call at our terminals. We promote

adherence to seafarers' rights and wellbeing by encouraging owners and operators to undertake the self-assessment of the Sustainable Shipping Initiative Code of Conduct.

- **Digital risk profiling tool:** Our digital risk profiling tool, known as Safety Assessment by Intelligent Learning (SAIL), provides safety data analytics for risk profiling of vessels and companies. SAIL enhances RightShip vetting protocols and strengthens communication with operators and owners on incident trends and risk mitigation.
- **Onboard vessel inspections:** We continue to conduct regular vessel inspections to help ensure safety and operational performance. These include reviewing living and working conditions of seafarers on board, including policies addressing mental and recreational wellbeing, confidential access to external support, safe and hygienic accommodation spaces, and availability of medical care. We adopt a risk-based approach to determining vessels for inspection, supported by digital analytical tools. In 2025, our Group Internal Audit function carried out an assessment of our inspection criteria against our commitments and identified no non-conformances.

Chartered vessels

We recognise the challenge associated with establishing modern slavery controls on board chartered vessels. To mitigate and prevent risks, we have also established the following:

- **Third-party risk management (TPRM) approach:** All contracted shipping counterparties are assessed in line with our TPRM approach and KYTP Procedure (see page 12), and must comply with our policies and standards.
- **Pre-vetting questionnaire:** Before we engage a shipowner, we issue a questionnaire that includes checks on employment conditions, if the vessel has an ITF Agreement (or equivalent), procedures in place for crew changes and monitoring compliance with seafarer term limits.
- **Designated Owners and Operators (DOO) Program:** This program sets requirements for our commercial partners to achieve Designated Owner or Operator status through aligning safety and crew welfare performance with best practices and human rights standards. By joining, partners commit to continuous improvement, sharing lessons, and meeting audit and training requirements. Verification includes self-assessments and onboard coaching sessions, referred to as "Master Coach vessel visits", which involve experienced shipboard masters providing coaching to the crew at sea. Additionally, our office-based Principal Master Coaches conduct audits and desktop reviews of shipping companies' safety management systems to verify practices on board.
- **Incident management:** There are contractual requirements for shipowners to report incidents. This must be done in line with an agreed incident escalation matrix, and involves working with our DOO partners to proactively share fleet-related incidents. We also have a management and restriction process to respond to any incident on non-conforming vessels. This process includes monitoring for risks such as crew members' contract length on board, crew welfare, and living and working conditions.
- **Engagement:** We encourage owners, operators and our team members to share safety concerns and work to enhance our safety performance through crew seminars, external bulletins and fleet circulars. Trending safety concerns are discussed, and industry speakers are invited to share learnings and feedback.

1. The International Transport Workers' Federation (ITF) represents the interests of seafarers worldwide by working to (i) improve conditions for seafarers and (ii) ensure adequate regulation of the shipping industry to protect the interests and rights of the workers.

Owned vessels

For our owned vessels that we operate via ship managers, we have additional welfare and human rights-related initiatives including:

- **Wellness sessions:** We provide monthly wellness sessions with a psychologist for those on board and on shore leave (along with their families), enabling our crew members to understand and assess wellbeing, recognise concerns and know where to seek support. We have also extended these sessions to include spiritual wellbeing, supporting our crew in maintaining emotional balance, purpose and resilience during demanding periods at sea.
- **Everyday Respect:** We continue to monitor and review facilities on board our vessels to foster a safe, inclusive and positive working and living environment. This includes private rooms and bathrooms, cultural and religious safe spaces, provision of hygiene products, separate locker facilities, gender appropriate personal protective equipment and personal laundry bags. We are also a member of the Global Maritime Forum All Aboard Alliance to promote Everyday Respect and inclusion within the broader maritime industry.
- **Ship management contracts:** We outline our expectations in our ship management contracts and conduct regular audits of management offices to verify compliance.
- **Quarterly vessel inspections:** Alongside annual health, safety and environment inspections, our ship managers, third-party inspectors and port captains conduct broader safety and operational inspections at least once per quarter, as permitted by vessel schedules. Rio Tinto team members also regularly conduct Leadership in the Field coaching and engagement as part of deploying our Safety Maturity Model.
- **Technology-enabled detection and response:** To enable early identification of safety risks, we have installed CCTV systems across public areas and critical spaces on most of our owned vessels (with installations continuing across the fleet). We also deployed personal location devices on all vessels, and are actively engaging in trials of AI-enabled geo-fencing and other person-overboard detection technologies.
- **Training:** We provide training on human rights and modern slavery issues to officers and crew members to help our shipping managers understand our expectations (see Training (page 22)).

Shipyards

We recognise that modern slavery risks in our marine value chain go beyond the transportation of our products. To maintain our vessel fleet, we are also required to dry dock vessels in shipyards at regular intervals. Workers in shipyards may be subjected to risks including:

- health and safety risks
- being employed through temporary or short-term contract labour through agencies that can carry potential labour exploitation risk
- working in regions known for weaker governance on labour rights standards.

To address these risks, we continue to undertake periodic due diligence on dry docking business partners such as:

- a physical audit of the shipyards
- assessing shipyards on a range of criteria, including human rights, and whether the shipyard has appropriate policies and processes on key risk areas such as forced labour, child labour, recruitment processes, anti-discrimination and harassment processes, and access to grievance mechanisms.

Logistics, container shipping and other marine assessments

We also manage a small proportion of carriers for other shipping requirements, alongside various truck and rail transport service providers. We acknowledge that the vessels used to transport our products may carry a range of potential modern slavery and other human rights risks, which may be closely connected to welfare and safety. Recognising we have a different commercial relationship with carriers than with our owned vessels or chartered fleet, we conduct human rights due diligence appropriate to our leverage, in alignment with the UNGPs. This includes:

- **Review and verification:** We regularly review our carriers' commitments to modern slavery through their own reporting obligations. We also have a supply chain assurance program designed to assess risks with dangerous goods.
- **Commercial evaluation:** We continued to include modern slavery bidding requirements when selecting our preferred carriers, to encourage bidders to review our *Modern Slavery Statement* and agree to our human rights requirements as set out in our *Supplier Code of Conduct*. We also continue to review the modern slavery statements of carriers (where published) to understand their maturity and approach towards managing risks, and to identify any opportunities for collaboration.

Safety incidents within our marine value chain

We remain firmly committed to our goal of zero fatalities, zero permanent disabilities and zero personal injuries across our fleet. Unfortunately, in 2025 we were notified of a fatal incident within our chartered operations. The report indicated that a crew member suffered a fall during routine deck operations while preparing for port arrival. At the date of this Statement, the Flag State is conducting an investigation to determine the contributing factors and underlying causes.

We have shared this report broadly with our DOO partners and the wider maritime industry to strengthen awareness of critical safety expectations and the core behaviours that prevent serious harm.

Looking ahead, our priority is to further reinforce systemic controls and embed consistent safety standards across all vessels transporting our products.



Strengthening engagement with seafarers

We know that modern slavery risks can increase on board our vessels when psychological safety is low and seafarers feel uncomfortable or unable to raise concerns.

As part of our Designated Owners and Operators program, Rio Tinto Master Coaches spent 577 collective days on board 37 vessels in 2025, covering 31 vessel managers and 28 partner vessel owners. Our Principal Master Coaches also conducted shore-based audits to verify that safety practices are embedded within company systems.

Placing trained Master Coaches on board helps strengthen open dialogue, inclusive participation, and a speak-up culture where seafarers feel more respected, empowered and safe. We observed various cultural and operational improvements in 2025, including judgement-free discussions – “we felt safe to speak about challenges”, according to one seafarer – and greater ownership, with more junior crew independently leading toolbox meetings. There were also reports that conversations on wellbeing, including fatigue and mental health, became more routine in the past year.

These improvements demonstrate increased trust, more proactive psychological safety management, stronger teamwork, and a safer working environment.

Feedback from seafarers was positive:

- “Discussions were open and honest. Crew felt safe to speak about challenges.”
- “Including the Galley department in the program was also very meaningful and showed an inclusive approach.”
- “Wellbeing was taken seriously, fatigue and mental health were openly discussed.”

2025 performance

Our key performance updates include:

- achieved zero permanent disabilities, and a 70% reduction in reported personal injuries on board chartered vessels, compared to a 2022 baseline
- reduced critical shipboard incidents at our terminal facilities by 50% compared to a 2022 baseline, through increased vessel inspections and safety maturity assessments
- increased the number of designated owners in our DOO Program to 30 (2024: 27), now representing 52.7% of our overall shipped volume on chartered fleet
- delivered 4 safety engagement sessions with owners and operators, reaching a total of around 800 participants, of which 163 were in-person
- established a joint inspection checklist amongst Pilbara miners
- completed one audit of a shipyard
- conducted human rights training for over 220 seafarers on our owned vessel fleet (31% of total available crew)
- completed 377 health, safety and environment inspections, which include human rights considerations, achieving our 2025 target. This included inspecting 100% of our own time-chartered fleet (216 inspections) and 40% of our voyage-chartered fleet (161 inspections).

2026 priorities

Key priorities include:

- continuing to proactively prevent and act upon identified MLC-related incidents occurring on vessels calling at our facilities
- completing inspections on 100% of our owned fleet and completing 350 inspections on voyage and time-chartered fleet vessels
- working to embed our joint inspection checklist to minimise operational impact, allowing time to be reinvested in safety and crew welfare
- enhancing safety maturity across our owned fleet
- continuing to deliver human rights training for officers and crew on our owned fleet
- building on the successful rollout of our Master Coach vessel visit program and broadening our reach beyond large-fleet owners
- our target remains that by the end of 2027, all long-term time-chartered activities are managed by shipowners and operators who are part of the DOO Program.

Our Sell approach – customers


We engage and collaborate with our customers to advance respect for human rights, including through product stewardship.

Meeting our customers' needs

Our customers' needs are central to our operational decision-making, and we engage regularly with them to ensure our products continue to meet their requirements on human rights performance, including modern slavery risk management.

We do this in a several ways:

- **Direct customer engagement:** In 2025, our human rights team responded to 7 in-depth requests for ESG-related information, including relating to modern slavery, from customers in Australia, Europe, Japan and other countries.
- **Product stewardship:** Our Product Stewardship team is involved in several value chain initiatives, including the Mining Association of Canada's Towards Sustainable Mining initiative, the ICMM, commodity-specific industry associations' working groups focused on individual metals and minerals, and certification standards such as the Aluminium Stewardship Initiative (ASI), the Copper Mark and the Responsible Jewellery Council. Relevant certification schemes incorporate human rights requirements and are subject to independent third-party audits on a periodic basis. These initiatives and forums address human rights risks within minerals and metals value chains, including risks of forced and child labour. For example, the ASI and ICMM include performance criteria related to preventing involvement in forced and child labour.
- **Benchmarks:** We also continued to engage with various human rights-related benchmarking agencies and initiatives, including the World Benchmark Alliance, the CCLA Modern Slavery initiative and the Global Child Forum Children's Rights Benchmark.

 For more information and the full list of asset certifications and accreditations, see our *2025 Sustainability Fact Book*

Downstream due diligence

Any third party that Rio Tinto transacts with must meet our business integrity standards included in the KYTP Procedure. At a minimum, all customers are assessed for critical risks, including whether they appear on various sanctions and human trafficking watch lists.

In 2025, we progressed our downstream due diligence approach by tailoring engagement with select customers toward specific risks identified. For more details, see page 12.

2025 performance

Our key updates include:

- completed over 750 third-party due diligence reviews on customers as part of our TPRM approach (see page 12)
- responded to 13 customer and investor enquiries on our human rights performance
- engaged with 6 benchmarking agencies and initiatives.

2026 priorities


Key priorities include:

- continuing to engage with the development of the Consolidated Mining Standard Initiative
- raising awareness of the importance of responsible shipping of products to market
- continuing to refine our approach to improve understanding of downstream human rights risk
- continuing to engage with external verification service providers to conduct independent assurance of the applicable sustainability performance standards, including the Copper Mark and ASI.

Remediation

If we identify that we are involved in an adverse human rights impact, we are committed to taking action in line with our values, policies and standards.

Have you identified an issue?

 **myVoice** is our global whistleblowing and confidential reporting program that can be used to raise concerns. Access myVoice.

Our approach to grievance mechanisms

A respectful and inclusive workplace relies on a safe space where individuals can speak up with confidence and without fear of retaliation. A strong speak-up culture improves our ability to identify and address potential issues in a timely manner, and helps ensure care for our people and the communities where we operate.

We are committed to providing our people, and those affected by our business, with access to effective grievance mechanisms. These mechanisms are publicly available and can be used by any individual to raise complaints relating to our operations and supply chains, including concerns about modern slavery.

Asset-level grievance mechanisms

Our *Communities and Social Performance Standard* requires managed sites to have an asset-level complaints and grievance mechanism that is consistent with the UNGPs' effectiveness criteria. We promote these mechanisms locally through a range of channels, including via community newsletters, asset signage and posters. Concerns can be raised via email or telephone, through a third party trusted by the complainant, or by other means.

For all reports, our health, safety, environment, communities and security (HSECS) incident management system also prompts users to record whether a complaint or incident has a potential or actual human rights impact. Other relevant channels include our locally managed employee relations case management system, which tracks labour-related issues that have been investigated and actions that have been taken.

Where a grievance cannot be resolved, recourse or appeals are available and are handled on a case-by-case basis. They may include an internal review committee, mediation or referral to a third-party arbitrator.

myVoice

In addition to our asset-level channels, the myVoice program enables confidential and anonymous reporting, including protected whistleblower disclosures. myVoice is available in multiple languages and is accessible to our workforce, suppliers (and their employees and contractors), community members and the public.

The channel is operated by Rio Tinto's Ethics & Compliance function, with regular reporting to executive management and Board. Our Code of Conduct, *The Way We Work*, and our *Supplier Code of Conduct* encourage people to report concerns, including breaches of these codes, either directly to their Rio Tinto contact or via myVoice. Under our standard global supply contract, suppliers are required to notify us directly if they reasonably suspect an actual or potential breach of contract, including breaches relating to modern slavery.

The myVoice Triage & Assessment team assesses all reports received, assigns a report category, and flags the presence of specific modern slavery indicators. The number of reports received through myVoice continues to increase yearly, indicating an ongoing level of trust in the system; 1,942 reports were received in 2025 (2024: 1,920). The reporting rate per 100 headcount rose to 3.41 in 2025 from 3.38 in 2024, with 51% (2024: 54%) of reporters willing to reveal their identity. The percentage of anonymous reporters has increased each year since 2022. Of the 608 reports investigated in 2025, the substantiation rate was 43% (2024: 48% of 686).


 **Read** our global myVoice Standard at riotinto.com

Care Hub

In 2025, we continued to embed Care Hub, a confidential service that provides access to support and enables the exploration of non-investigative resolution options. Care Hub helps manage psychosocial risks, address systemic hazards and prevent harm.

The service is available to anyone directly or indirectly impacted by disrespectful or harmful workplace behaviours, such as bullying, harassment, sexual harm, racism and discrimination.

In 2025, Care Hub supported 702 individuals, an increase from 568 in 2024. During the year, 208 non-investigative resolutions were facilitated, up from 167 in 2024.

 **For more information** about our Care Hub, see page 88 of our 2025 *Annual Report*.

2025 performance

Our key updates included:

- released our updated myVoice Standard to reflect recommendations made in the 2022 *Everyday Respect Report*
- simplified the reporting of myVoice data and insights, leading to more accessible data for business leaders to action insights
- delivered a global digital myVoice awareness campaign, supported by targeted local engagements
- increased capability by expanding the number of regional and multilingual investigators (by 2), external law firms available to support investigations (by 13), and Care Hub support partners (by 4)
- improved accessibility of myVoice, by targeting jurisdictions where toll-free phone lines were not available, and increasing the number of languages available on the myVoice website to 14.

2026 priorities

Our priorities include:

- further embedding the updated myVoice Standard to reflect enhancements to our framework and process
- simplifying myVoice processes within our Ethics & Compliance function, leading to quicker investigation and complaint resolution times
- continuing partnership between myVoice, Care Hub and human rights teams to identify potential human rights matters in reports
- continuing to raise awareness of myVoice and Care Hub programs
- continuing to identify and address barriers preventing individuals from speaking up.

Responding to modern slavery

Our approach

We learn about modern slavery allegations through our human rights risk assessments, grievance mechanisms, a business partner or other stakeholders such as a civil society organisation, media outlets or a workers' association.

When assessing whether modern slavery may be present, we are guided by the International Labour Organization (ILO) indicators of forced labour.¹ For a finding of forced labour, at least one indicator of forced labour must be present, along with evidence of a menace of penalty and the absence of voluntary consent.²

If we identify we have caused or contributed to a human rights impact, we are committed to providing for, or cooperating in, its remediation through legitimate processes. We may play a role in remediating harm that we are directly linked to through our products, services or operations.

Investigating modern slavery allegations

We responded to the following material allegations of indicators of labour exploitation and modern slavery during the Statement period.

Issue	Finding	Action taken
Excessive working hours, withholding of wages, recruitment fees	<p>Following myVoice reports from contracted workers supporting one of our assets, we conducted an onsite investigation. This included worker and management interviews both from the asset team and the contractor company.</p> <p>We identified gaps in the contracting company's labour and workforce management practices and the presence of forced labour indicators affecting some workers. These included excessive working hours, having wages withheld and paying fees in the recruitment process.</p>	A joint working group has been established that includes senior leaders from the asset team and the contractor company. The purpose of this working group is to agree on actions to address the identified impacts and to prevent their recurrence. We will share learnings across the Group from this incident.
Withholding of entitlements, threats	<p>Following myVoice reports alleging that certain contractors supporting one of our assets were underpaying worker entitlements, we conducted an onsite investigation.</p> <p>The assessment revealed the presence of ILO indicators including non-payment of worker entitlements and the threat of withholding of wages if the worker resigned. We also identified that employment agreements between one contractor and its workers required them to pay back the cost of PPE and training if they resigned or were terminated.</p>	Engagement with the contractors resulted in action plans that included contractors agreeing to resolve overdue entitlements and to remove employment contract clauses related to financial penalties. Monitoring of progress against agreed action plans is ongoing.
Recruitment fees	We identified that contractors supporting one of our assets had been charging prospective employees pre-employment medical assessment fees as part of its recruitment process.	<p>We engaged the contractors to align on an action plan to reimburse the medical fees to those who were not successful in the recruitment process.</p> <p>At the date of this Statement, we are in the process of contacting affected candidates where possible.</p>
Worst forms of child labour ³	In our 2024 Modern Slavery Statement, we reported an instance of the worst forms of child labour connected to one of our suppliers in sub-Saharan Africa.	<p>In 2025, the asset team continued to monitor the supplier's ongoing mitigation and preventative actions, which included sending reminders to sub-contracted workers regarding its zero-tolerance of child labour, providing new PPE to workers, and engaging a guard to monitor security risks at the quarry on a daily basis. The supplier also issued status reports to the asset team for the duration of works completed in 2025. These reports did not identify additional instances of children in the quarry work area.</p> <p>Sourcing from the quarry ceased in the second half of the year for operational reasons.</p>

1. International Labour Organization, *ILO Indicators of forced labour*, Special Action Program to Combat Forced Labour.

2. Article 2(1) of the ILO Forced Labour Convention, 1930 (No. 29) defines forced labour as: "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself [or herself] voluntarily".

3. The worst forms of child labour includes work which, by its nature or circumstances in which it is carried out, is likely to harm the health, safety or morals of children as defined in Article 3(d), ILO Convention (No. 182) (Worst Forms of Child Labour Convention, 1999).

Training

As our people are crucial in identifying and responding to, and helping avoid, human rights risks, we focus on training that empowers and provides practical tools to help them to respond.

Our strategy

In 2025, we continued the roll-out of our 3-year human rights learning strategy to demystify, integrate, operationalise and personalise human rights. The approach is designed to equip learners with tools to navigate the human rights issues most relevant to their role, and to place people at the centre of risk management and decision-making.

Using a risk-based approach, we divided learners into 3 cohorts based on their exposure to potential human rights issues.

All employees: General awareness training

In 2025, we updated our annual mandatory Code of Conduct training. The training sets the foundation for the way we work, guiding ethical decision-making and promoting a safe and respectful environment. It incorporates human rights and modern slavery scenarios. The training is available as a self-guided e-module (for digitally connected employees) or a video (for digitally disconnected employees).

2025 completions

21,693 for the online e-module and 17,182 for the offline version, for a total of 38,875 employees completing this training.

Higher-risk human rights roles: Role-specific training

Our Human Rights in Action program is mandatory training for roles identified as higher-risk for human rights – based on seniority, role type, and external context. Launched in 2024, the program was designed by learning and human rights experts and uses scenario-based learning to build awareness and capability. In 2025, we refreshed the program by:

- updating the scenarios and producing short films for each that showcased stories from across our business
- adding Spanish to the existing French and English versions.

Our Executive Committee also attended an immersive training session which involved working through a human rights dilemma that was integrated with other business integrity scenarios.

2025 completions

1,701 employees completed¹ the Human Rights in Action training program

Subject matter experts: Topic-specific training

Recognising there are some roles that need topic-specific support, we have developed training materials for key functions on specific salient human rights issues, including for:

- Security – Voluntary Principles on Security and Human Rights
- Commercial – Modern slavery e-module
- Marine – Human rights on board our vessels

2025 completions

2,665 completions¹ of the Voluntary Principles on Security and Human Rights training module

1,843 completions of the Modern slavery e-module for Commercial

15 bespoke face-to-face sessions on human rights delivered to over 300 people across our business

26 sessions delivered to over 600 external participants from Simandou and our Marine partners



Engaging contractors supporting our projects

As part of meeting the recommendations in the 2024 SimFer² Human Rights Impact Assessment, our global human rights team partnered with SimFer's human rights team to deliver 2 weeks of training for contractors and other internal stakeholders from local procurement, human resources, safety and communities teams.

This training presented the opportunity to pilot key elements of the Group's Human Rights in Action program in person, such as scenario-led learning and real-world exercises. More than 40 contractors working across rail, port and mine infrastructure teams participated in highly interactive and practical sessions, strengthening their ability to identify and respond to labour rights risks. Scenarios included:

- simulating worker interviews to help managers recognise potential indicators of forced labour
- undertaking pay slip reviews to identify wage-related issues
- conducting substantiation exercises to verify compliance with contractual obligations.

These sessions also provided an opportunity for contractors to share their own examples of good practice. For example, one contractor noted the value of weekly meetings with union representatives to help maintain ongoing dialogue on labour rights issues. We also held a similar session with internal stakeholders to help them better understand how to embed human rights in their daily activities.

These engagements confirmed that simplifying messaging, focusing on critical risks and using real-life scenarios remain some of the most effective ways to bring our expectations of third parties to life.

1. This completion total includes over 300 senior leaders in high-risk roles supporting our Canadian assets and operations. For more information on training completed, see our *2025 Sustainability Fact Book*.
2. Rio Tinto 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 Rio Tinto SimFer.

Assessing effectiveness

An effective modern slavery response should prioritise action towards areas of highest risk to people, identify potential issues, and provide for, or facilitate cooperation in, rights-compatible remedy for those affected.

We use a theory of change model to assess our modern slavery approach and track progress. Please see pages 2 and 3 for an overview of our actions taken in 2025 and indicators we look for to determine if they have been effective.

The following table outlines key human rights due diligence data points and broader management systems, controls and external references we use to obtain confirmation that our approach is operating effectively and meeting stakeholder expectations.

Reference	How this data informs our assessment of effectiveness	2025 performance
Human rights due diligence data points		
Human rights risk assessments (HRRAs) (asset level)	Indicates that assets and operations are identifying and assessing human rights risk.	21 HRRAs (2024: 54)
Worker Welfare Assessments	Provides us with deeper visibility into working conditions of our contracted workforce.	3 assessments (2024: 0)
Specialist human rights reviews (value chain level)	Provides us with better understanding of human rights risks of third parties and allows us to collaborate on improvement actions.	174 specialist human rights reviews (2024: 174)
Labour rights audits	Provides us with deeper visibility of labour rights performance of select suppliers and opportunity to collaborate to address non-conformances (if relevant).	3 (36 workers engaged) (2024: 3 (54 workers engaged))
Asset level grievance channels ¹	Indicates that grievance mechanisms at the asset level are able to be accessed and that incidents are being recorded.	14 events recorded (2024: 26 events recorded)
myVoice	Indicates that our global myVoice grievance channel is able to be accessed and that issues are being reported.	1,942 reports (2024: 1,920)
Management systems in place to review performance		
Monitoring our Know Your Third Party (KYTP) Procedure	Monitoring the implementation of our KYTP Procedure and related processes is a key part of managing our modern slavery risks connected to our third parties. Contract owners that receive a third-party due diligence report with mitigation actions are responsible for implementing the actions and for the ongoing monitoring of the related risks.	The ongoing dialogue between our human rights team and relevant functions and operations on modern slavery continues to help build internal capacity and strengthen the implementation of the KYTP Procedure.
Internal assurance	We have established an Integrated Risk Management model across the business to help improve assurance coverage and effective human rights (including modern slavery) risk management. Our Group Internal Audit function continues to review the effectiveness of risk management across the business, including over our human rights and modern slavery risk program.	Our Group Internal Audit function assessed the implementation of controls in place to support compliance with the Maritime Labour Convention on our owned and chartered vessel fleet. This review included the depth and coverage of human rights considerations in the quarterly vessel inspection program conducted on board, and concluded that the control environment for managing human rights and crew welfare was effective.
Independent assurance over reporting processes	In 2025, we engaged KPMG to provide limited non-financial assurance activities over our sustainability disclosure suite, including the narrative and data in our <i>2025 Modern Slavery Statement</i> . For more information, see page 36.	
Engagement with external stakeholders		
Engagement with customers	Provides us with important feedback on customer priorities relating to responsible sourcing and modern slavery.	Engaged with 5 customers on bespoke enquiries and responded to various questionnaires.
Engagement with investors	Provides us with important feedback on investor priorities relating to human rights performance and disclosure.	Engaged with 8 investors and analysts to discuss our human rights performance.
Engagement with civil society	Provides us with important feedback on societal expectations across ESG issues.	Engaged with 12 civil society organisations. See page 24 for more information.
Engagement with external benchmarks		
Corporate Human Rights Benchmark (CHRB)	Indicates that our approach to integrating human rights due diligence is progressing in line with peers of similar industry and company size.	CHRB 2026: ² 90/100 (CHRB 2023: 43.9/100)
CCLA Modern Slavery Benchmark		Rating: 2 (Evolving Good Practice); (2024: 1 (Leading on human rights innovation))
Modern Slavery Disclosure Quality Ratings		ASX100 Companies Update 2025: FY24 Grade A (FY23: Grade A)
Global Child Forum Children's Rights Benchmark		2025 Children's Rights Benchmark: 7.8/10 (2024: 7.5/10)

1. Data relates to incidents captured through our HSECS incident management systems. For more information, see page 21.

2. 2026 Corporate Human Rights Benchmark assessment was conducted using a limited application of its methodology due to operational realities.

Collaboration

Combating modern slavery requires collective, multi-stakeholder action focused on mitigating root causes, building capacity across value chains and providing robust support for survivors.

Key engagements in 2025

<p>Multi-stakeholder forums</p>	<p>We engaged in the following key forums:</p> <ul style="list-style-type: none"> • Human Rights Resources and Energy Collaborative, taking a leadership role in convening this practitioner-led forum (which, in 2025, included knowledge sharing from experts on Artificial Intelligence and enhanced due diligence in conflict-affected areas), engaging with the newly appointed Australian Federal Anti-slavery Commissioner and supporting an internship program with the University of Western Australia. • ICMM Social Performance Working Group, including supporting the development of the new Consolidated Mining Standard Initiative (CMSI) • Mining Association of Canada International Social Responsibility (ISR) Committee • Business for Social Responsibility (BSR) Human Rights Working Group • UN Global Compact Network Australia and the Modern Slavery Community of Practice • UN Regional Forum on Business and Human Rights, Asia-Pacific.
<p>Civil society organisations (CSOs)</p>	<p>Civil society engagement provides valuable insight into societal expectations across ESG issues, helping us to anticipate risks and identify opportunities for collaboration.</p> <p>We convened civil society roundtables in London and Argentina, bringing together members of our Board, our Executive Committee and senior subject matter experts, and 12 civil society organisations to discuss topics including nature, decarbonisation and human rights. We also discussed our operations in Argentina, Guinea, Madagascar, Iceland and the US.</p> <p>Throughout the year, we engaged on issues such as the Panguna Mine Legacy Impact Assessment, modern slavery, grievance mechanisms, human rights policies and our work with Indigenous Peoples. We also addressed project-specific concerns through civil society roundtables in Guinea, Chile and the US. CSOs welcomed the open and constructive exchange, commending industry-leading practices and highlighting opportunities to further strengthen our approach to human rights.</p> <p>For more information, see page 107 of our <i>2025 Annual Report</i>.</p>
<p>Engaging with worker representatives</p>	<p>We continue to engage in constructive dialogue with workers' organisations at local and global levels. This includes:</p> <ul style="list-style-type: none"> • working sessions with our main union stakeholders • traditional industrial relations steering committee meetings involving our workers' organisations at a global level and IndustriALL. In 2025, we held our yearly Industrial Relations Steering Committee in Arizona, with the attendance of IndustriALL and main union representatives from US, Canada, South Africa, Europe and Australia. It included a visit to our existing underground Resolution Copper mine, as well as conversations with our Native American employees belonging to local communities. ICMM Canadian leadership also attended one session of our plenary meeting. In the fourth quarter, we engaged with our Industrial Relations Steering Committee union members, as well as IndustriALL leadership, to update them on Rio Tinto's new operating model. • initiating dialogue with International Labour Organization (ILO) representatives to explore joint initiatives. In 2025, this included engaging senior stakeholders at the ILO in our global employment relations meetings, and agreeing to collaborate on a project to advance the human rights of women in mining.

Consultation across our business

We work to improve consultation, to embed our approach to combat modern slavery.

Ongoing consultation

We consult and engage with product groups, assets and functions when identifying, assessing and managing human rights risks (including modern slavery), including through:

- working groups
- regional conferences
- training and awareness raising
- risk management sessions
- investigations and incident management
- specialist human rights-related support

These activities help embed our human rights approach across our business.

Consultation to develop this Statement

This Statement was prepared through cross-functional collaboration, including between human rights specialists within the Community and Social Performance Standards and Assurance teams, External Affairs, Communications, Ethics & Compliance, Human Resources, Legal and Commercial, across our functions, assets and product groups.

All managed reporting entities (listed in Appendix 3) were given an opportunity to review the draft Statement and to attend information briefing sessions on the Statement, and opportunity to ask questions. In addition, owned and controlled entities were consulted and provided a copy of the draft Statement, inviting comment and questions.

Queensland Alumina Limited

This Statement is also made on behalf of Queensland Alumina Limited (QAL), which is a reporting entity under the *Australian Modern Slavery Act* (Australian MSA). The consultation process also included engaging with key employees at QAL on its modern slavery risks, relevant policies and procedures, and identifying opportunities for continuous improvement. To fulfil its reporting obligations under the Australian MSA, additional information is provided in relation to QAL's modern slavery approach, including noting where QAL follows key Rio Tinto policies and procedures, and any key differences in approach.

Arcadium Lithium plc ("Arcadium Lithium")

This Statement is also made on behalf of Arcadium Lithium plc ("Arcadium Lithium"), the assets of which were purchased by Rio Tinto, effective 6 March 2025. Subsidiaries of Arcadium include:

- Livent UK, which is a reporting entity under the UK Modern Slavery Act (UK MSA); and
- Allkem Pty Ltd which is a reporting entity under the Australian Modern Slavery Act (Australian MSA).

Please refer to Appendix 4 Our 2025 reporting entities for more detail.

To fulfil its reporting obligations, additional information is provided in relation to Arcadium Lithium and its reporting subsidiaries' modern slavery approach, including noting any key differences as Arcadium undergoes integration within Rio Tinto.

As Rio Tinto is now the ultimate parent company of Arcadium Lithium, Rio Tinto's consultation process also included engaging with key employees at Arcadium Lithium on its modern slavery risks, relevant policies and procedures, and identifying opportunities for continuous improvement.

Arcadium Lithium (within Rio Tinto Lithium)

This section has been prepared to meet the requirements of the UK MSA (for reporting entity Livent Lithium UK Limited) and Australian MSA (for reporting entity Allkem Pty Ltd ABN 31 112 589 910) for the calendar year ended 31 December 2025.

Throughout 2025, Arcadium Lithium plc worked to align its modern slavery risk management program with the Rio Tinto Group, and will continue to integrate with Rio Tinto Group policies, standards and procedures into 2026. Information in this section is specific to Arcadium Lithium plc and its subsidiaries within Rio Tinto Lithium. It does not relate to any other assets or operations within our business.

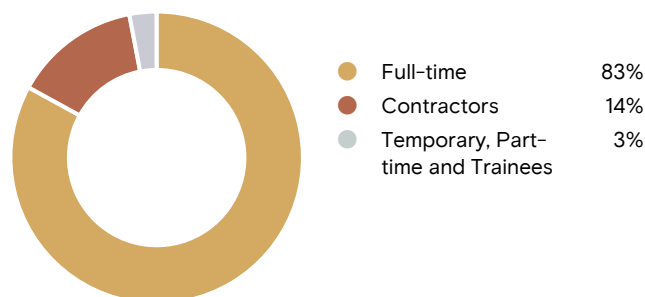
Arcadium Lithium structure, business and value chains

Arcadium Lithium is a global lithium chemicals business with resources in 3 major lithium geographies (ie the South American “lithium triangle”¹, Western Australia and Canada) and a lithium deposit base that is among the largest in the world. On 6 March 2025, it joined Rio Tinto, and is now a core part of the Rio Tinto Aluminium & Lithium product group.

Arcadium Lithium’s operating assets and development projects span a broad geographic footprint, including Argentina, Australia, Canada, China, Japan, the United Kingdom and the United States. Its capabilities span the lithium production process, with primary products, namely battery-grade lithium hydroxide, lithium carbonate, spodumene concentrate, butyllithium and high purity lithium metal as critical inputs used in various performance applications.

As of 31 December 2025, its workforce comprised 2,834 employees, including full-time, part-time, temporary and contract workers.

Employee distribution



Our business

As a vertically integrated lithium producer, Arcadium Lithium sources most of its lithium for use in the production of performance lithium compounds from its operations in Argentina. It also has a hard rock mining facility in Australia that produced spodumene concentrate through to March 2025.

The battery-grade lithium hydroxide it produces in the US, China and Japan uses lithium carbonate as feedstock. Lithium chloride is also used to produce lithium metal, a key feedstock in the production of butyllithium products in the US, the United Kingdom and China, as well as in the production of high purity lithium metal in the US. Spodumene produced in 2025 was largely sold to customers for use as feedstock in the process of producing downstream performance lithium compounds.

Our value chains

Arcadium Lithium’s value chain activities including planning, buying, material movement and customer sales have been managed by global and local teams of supply chain, procurement, logistics and sales specialists.

Planning – our supply chain

Throughout 2025, Arcadium Lithium’s Supply Chain team worked closely with its Sales and Operations teams to align the global production plans in accordance with its committed sales plan.

Buying – procurement

Arcadium Lithium’s Procurement team also worked with over 3,200 suppliers in more than 30 countries, generating more than US\$975 million in spend. For operations and projects located in remote areas, significant effort was made to procure as many goods and services as possible from the surrounding local communities.

Moving – logistics

Arcadium Lithium’s Logistics team managed third-party logistics partners to move materials via ground, ocean, rail and air shipments to meet both operational and customer needs. In 2025, its Logistics team managed the movement of more than 7,000 shipments globally.

Selling – customers

In 2025, its Sales team worked with approximately 170 customers across 29 countries, generating US\$1.1 billion in revenue. Customers’ needs and expectations are integrated throughout Arcadium Lithium’s operational decision-making, and its Sales team worked closely with Operations, Procurement, Supply Chain and Logistics to help ensure it met our customers’ requirements. Its Sales team also collaborated with Sustainability on specific ESG and human rights requirements.

Responsible Minerals Initiative ESG Audit at Fénix, Argentina and Bessemer City, US

In 2025, 2 of Arcadium Lithium’s sites were proactively evaluated for risks related to modern slavery, human rights, labour practices and ethical mineral sourcing through a Responsible Minerals Initiative (RMI) ESG audit, and later certified through RMI. Standards set by these organisations help to ensure that robust processes, effective implementation, and continuous improvement are maintained in performance criteria aimed at preventing forced and child labour in our businesses.

Governance

Rio Tinto conducted an assessment of Arcadium Lithium’s policies during the early stages of integration and found them to be largely aligned with Rio Tinto’s own policies. Based on this review, it was determined that the Lithium business would continue operating under its existing policies during 2025 (unless otherwise noted).

Throughout 2025, Arcadium Lithium’s *Code of Ethics and Business Conduct*, *Human Rights Policy* and *Responsible Sourcing of Minerals Policy* established core standards across a broad range of human and workplace rights in the business’s global operations and supply chain:

- **Code of Ethics and Business Conduct:** The Arcadium Lithium *Code of Ethics and Business Conduct* (“Code of Ethics”) applied to all employees, officers, directors, and contractors of Arcadium Lithium plc and its subsidiaries. The Code of Ethics set a “zero tolerance” approach to ethical violations, including “any form of harmful child labour and forced or compulsory labour”, and included the expectation that suppliers conduct themselves in an ethical and responsible manner consistent with company standards. In September 2025, Arcadium Lithium introduced the Rio Tinto Code of Conduct (“*The Way We Work*”).

1. The Lithium Triangle is a resource-rich region in the Andes mountains, spanning parts of Chile, Argentina, and Bolivia, that holds over 50% to 75% of the world’s known lithium supply.

- **Human Rights Policy:** Arcadium Lithium’s *Human Rights Policy* also applied to all employees, officers, directors, and contractors of Arcadium Lithium plc and its subsidiaries in 2025. It outlined the business’ commitment to respecting human rights and complying with laws, rules and regulations governing human rights in the countries in which it operates. This included specific provisions addressing non-discrimination, child, forced or bonded labour, freedom to associate and collectively bargain, health and safety, working conditions, fair wages and compensation, treatment of migrant workers, and no harsh or inhuman treatment.
- **Responsible Sourcing of Minerals Policy:** In 2025, Arcadium Lithium’s *Responsible Sourcing of Minerals Policy* (the “RSM Policy”) scope was updated to align with customers’ expectations. The policy mitigated the risk of potential adverse impacts to human rights, which directly or indirectly finance or benefit armed groups, or involve other serious human rights abuses in Conflict-Affected and High-Risk Areas (CAHRA).

Actions taken to assess and mitigate risks of modern slavery in its operations

Arcadium Lithium maintained both global and local recruitment and employment policies to mitigate the risk of labour exploitation. Additionally, comprehensive training was provided to ensure employees can recognise and escalate human rights concerns within its operations.

- **Policies and Procedures:** Employment policies and hiring procedures were maintained at each location of operation that comply with national, state, and local labour laws. In addition, its global policies, including but not limited to, the *Arcadium Lithium Human Rights Policy* and the *Arcadium Lithium Code of Ethics and Business Conduct*, establish further guidance and standards related to hiring practices, minimum age requirements, human rights protections, and health and safety expectations. In the United Kingdom, it followed the Child Employment policy which included explicit commitments not to employ persons under the legal minimum age to work. All sites provided final candidates with an offer letter for which there is no implied obligation for the candidate to accept. In Argentina, the procedure for hiring and onboarding included guidelines for documentation to be submitted by the applicant. These measures were implemented to ensure compliance with current labour legislation, establish formal controls to prevent child labour, and guarantee the protection of human rights.
- **Training:** All employees received Code of Ethics training to ensure a shared understanding of its core values, ethical standards, and how to raise concerns, including reporting mechanisms and available resources. In 2025, this training was updated to incorporate dedicated human rights content to provide employees with the knowledge to recognise and respond to modern slavery risks. It covered key warning signs of labour exploitation, the importance of conducting due diligence on suppliers, and the need for vigilance when assessing pricing, working conditions, and other potential risk factors. The training also reinforced the expectations for suppliers to uphold international labour standards and emphasised employees’ responsibilities to report concerns to help maintain an ethical and responsible supply chain.

Actions taken to assess and address the risks of modern slavery in its value chains

Arcadium Lithium utilised a robust, multi-step process to identify and evaluate modern slavery risks in its value chain.

- **Risk assessment:** It undertook a comprehensive annual modern slavery risk assessment, with the flexibility to initiate additional reviews at any time if new information, concerns, or other relevant circumstances arose. The assessment followed a structured, systematic approach that included identifying and prioritising suppliers (including logistics partners), evaluating risks using sector-specific, entity level, and geographic factors, determining and applying mitigation measures proportionate to the level of risk, and continuously monitoring and reporting outcomes.

Third-party risk management:

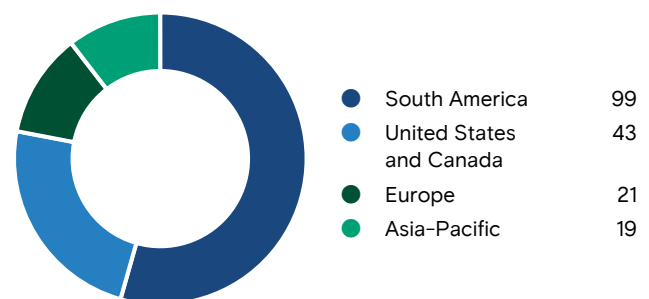
- Third-parties were assessed prior to engagement, including screening prospective business partners, suppliers, logistics partners, and customers, against sanctions lists, watch-lists, enforcement actions, legal or regulatory risk indicators and adverse media. Alerts generated during this process were first adjudicated by its Compliance Team, while high-risk alerts were further reviewed by its Global Regulatory Manager, with support from the Legal department where necessary. Risks that could not be resolved by the Global Regulatory Manager were required to undergo a final escalation to the Due Diligence Committee. In 2025, the Compliance Team or Global Regulatory Manager were able to resolve all risks and no escalations were required.
- Due diligence outcomes were reviewed quarterly by its Corporate Import and Export Compliance Committee. In addition to the screening, every potential supplier, including logistics partners, completed a vendor data collection form, capturing details about the organisation, its beneficial owners, and a responsible sourcing questionnaire addressing labour standards and human rights. Upon receiving the completed form, its Global Procurement team conducted a thorough review to verify that all information was consistent and reliable, requesting clarification where needed. Where a supplier’s responses suggested elevated risk, the facts were verified and appropriate actions implemented.
- Active entities, including logistics partners and customers were subject to daily screening for risks related to modern slavery, child labour, and human trafficking, covering approximately 1,600 customer entities and 7,000 supplier entities. Active entities included suppliers or customers Arcadium Lithium did business with in the past 3 years.

As part of its risk assessment, a total of 1,843 suppliers were classified by geographic risk and value. From this assessment, 210 suppliers were selected for further review, considering risk classification, supplier value, and the specific products or services provided.

In line with its commitment to responsible supply chain practices:

- 100 suppliers required enhanced due diligence, including in-depth reviews or completing self-assessment questionnaires
- 82 suppliers underwent proactive enhanced due diligence as part of its preventive approach.

Number of enhanced due diligence assessments by region:



With a response rate of 70%, the self-assessment questionnaire identified the following key findings:

- 92% of the suppliers have processes in place for evaluating labour risks.
- 76% of suppliers have, or are in the process of implementing, a code of conduct.
- 58% of suppliers do not currently have modern slavery policies or procedures.
- 45% of suppliers indicated that modern slavery training is not currently in place.
- 35% of suppliers lack an established grievance mechanism.

Setting contractual expectations

Arcadium Lithium outlined clear expectations regarding human rights for its suppliers (including logistics partners), and their subcontractors, through contract and purchase order terms and conditions. The terms and conditions outlined the following minimum expectations for suppliers and their subcontractors:

- 1) Confirm they have not been convicted or investigated for modern slavery offences.
 - 2) Take reasonable steps to ensure that they comply with applicable anti-slavery and human trafficking laws.
 - 3) Promptly provide complete and accurate responses to any anti-slavery and human trafficking due diligence questionnaire.
 - 4) Grant Arcadium Lithium (or the applicable subsidiary) the right to audit them and their subcontractors for compliance against our requirements.
 - 5) On request, promptly provide or prepare a copy of any modern slavery statement they are required to prepare under any relevant modern slavery reporting framework.
- **Risk mitigation and remediation:** Suppliers, including logistics partners, that presented a heightened risk of modern slavery were subject to enhanced due-diligence procedures. These suppliers were required to complete a self-assessment questionnaire that incorporated targeted modern slavery questions, before undergoing a deeper review through a third-party screening tool. Both the questionnaire responses and the screening results were carefully evaluated to identify any indicators of concern. Where issues were detected, they were escalated for appropriate follow-up, which may have included development of a corrective action plan, carrying out an on-site social compliance audit, or, when necessary, ending the business relationship.
 - **Management oversight:** At the end of 2024, Arcadium Lithium embedded its due diligence management review process into its Corporate Import and Export Compliance Committee, where it was formally embedded for a full year. The Committee was composed of representatives from Operations, Logistics, Tax, Finance, Procurement, Legal and Regulatory Affairs. Its responsibilities included meeting at least semi-annually to review import and export-related compliance matters, including due diligence considerations. During these sessions, results of the third-party screening tool were shared, with particular attention to suppliers and customers generating higher-risk alerts.

Grievance mechanisms

Arcadium Lithium maintained an ethics hotline available at all times to all employees, customers, suppliers, and other individuals to report any concerns, including any potential human rights violations. It received no modern slavery complaints in 2025 through its ethics hotline complaints processes or otherwise.

It was Arcadium Lithium's policy and intent to investigate any reported violations of the Code of Ethics, any other company policy or any applicable law that Arcadium Lithium became aware of, and to take appropriate action, as determined by Arcadium Lithium, based on the results of the investigation. Investigations into any reported violations were carried out by Arcadium Lithium's Ethics & Compliance teams who had employees in different global locations.

In September 2025, with the adoption of the Rio Tinto Code of Conduct ("*The Way We Work*"), the Rio Tinto myVoice grievance mechanism was also introduced and legacy grievance mechanisms automatically redirected users to myVoice (see page 21).

Evaluating our effectiveness and future focus

Arcadium Lithium remains committed to continuously enhancing its due diligence processes to identify, assess and manage modern slavery risks across its global operations and supply chains. It regularly reviews the effectiveness of its actions, learns from its experiences, and focuses on strengthening its approach to ensure ethical and responsible practices throughout the business. Arcadium Lithium was also subject to certain indicators of effectiveness at the Rio Tinto Group level in 2025.

2025 performance

Key achievements across 2025 included:

- 210 enhanced modern slavery due diligence assessments
- Active screening for over 1,600 customers and 7,000 suppliers
- Embedding its due diligence management review process into its Corporate Import and Export Compliance Committee
- Progressing the integration process to align its Modern Slavery Risk Assessment with the framework of Rio Tinto Group, including thresholds, activity classifications, and risk categorisations.

2026 priorities

In 2026, Arcadium Lithium will continue to progress alignment within the Rio Tinto Group while it works to continuously improve its modern slavery and human rights program.

Focus areas for 2026 include:

- conducting human rights self-assessments for assets with the highest human rights risk
- adopting and implementing the *Rio Tinto Group Procurement Standard, Supplier Code of Conduct, Human Rights Policy*, and further alignment of its due diligence processes
- approving the *Responsible Sourcing of Minerals Policy* as a new Rio Tinto policy to be applied across Arcadium Lithium sites where applicable.

Queensland Alumina Limited (QAL)

QAL is the owner and operator of one of the largest alumina refineries in the world. The refinery is located in Gladstone, Australia and produces around 3.8 million tonnes of the world's best smelter grade alumina per year. QAL operates on a tolling basis, in that QAL does not engage directly or indirectly in the production of alumina for its own account.

During 2025, QAL was jointly owned by Rio Tinto (80%) and Alumina & Bauxite Company Ltd (20%)¹, however due to the application of sanctions in 2022, Rio Tinto takes 100% of QAL's alumina production and bears the related tolling costs.

QAL's operations include a wharf and storage facility on South Trees Island, and the operation employs approximately 1,050 people. In addition, QAL engages approximately 600 contractors each day who are based on site. During the reporting period, QAL's total spend was approximately A\$735 million with 753 suppliers located in 10 countries. The main categories of spend related to the procurement of:

- raw materials and energy (caustic soda, coal, gas, water, power and lime)
- maintenance services
- maintenance materials (valves and pipework)
- operating supplies (fuels and lubricants)
- project goods and services for capital expenditure.

QAL has its own supplier code of conduct which sets out the company's expectations that suppliers:

- help ensure all workers are of local legal age and prevent the use of child labour
- affirm there is no forced or bonded labour
- respect the rights of workers to lawfully and peacefully form or join trade unions of their choosing and to bargain collectively
- provide fair remuneration and work conditions for all workers.

QAL is focused on high-quality supplier due diligence and incorporates a number of Rio Tinto standards and procedures into its work practices. In relation to supplier due diligence, selected new suppliers are screened by Rio Tinto's Third-Party Risk Management team under the *Know Your Third Party Procedure*. Use of the procedure is based on a threshold value and risk assessment. The majority of vessels that berth at the QAL wharf are Rio Tinto-owned vessels or Rio Tinto-chartered vessels, which are managed in accordance with Rio Tinto's Marine approach.

QAL has its own community grievance mechanism (Real-time Online Community System (ROCS)) available 24/7 via phone and online. During the reporting period, no modern slavery or other labour issues were raised through this mechanism. QAL has a whistleblower service which incorporates access to myVoice and is available to employees, suppliers and contractors of QAL. No modern slavery concerns were raised during the reporting period.

 **For more information** visit qal.au

2025 performance

During 2025, QAL worked to further embed modern slavery risk management into everyday practices through the work of its cross-functional steering committee.

Key activities in 2025 included:

- reviewing the QAL Code of Conduct with reference to human rights and modern slavery
- developing and implementing training for employees and contractors, with refresher training for identified higher-risk roles
- increasing awareness of the QAL whistleblower program and Rio Tinto myVoice program with employees and contractors
- identifying, strengthening and managing controls for human rights risks identified through risk management
- revising and publishing the supplier code of conduct on the QAL website
- extending supplier questionnaires to all new suppliers to identify potential modern slavery risks in the QAL supply chain.

2026 priorities

In 2026, QAL will continue to focus on the gaps identified in the 2023 *Modern Slavery Statement*, including training our people on modern slavery and working with suppliers to help develop improvement initiatives identified in their returned questionnaires. Focus areas for 2026 include:

- ongoing monitoring of the awareness and use of the QAL ROCS and Rio Tinto myVoice programs
- ongoing awareness and increased understanding of the QAL Code of Conduct
- continuous review and identification of human rights risks and controls
- completing a Social Economic Impact Assessment that includes human rights impacts and controls
- categorising QAL's suppliers by high-, medium- and low-risk industries
- developing industry and supply chain reporting
- progressing alignment with the Rio Tinto Group standards and procedures.



1. Alumina & Bauxite Company Ltd is a subsidiary of United Company Rusal IPJSC.




















Appendix 1

Our performance

As part of our commitment to continuous improvement, we have summarised the status of key commitments made in our *2024 Modern Slavery Statement*. We also indicate where we have achieved key outcomes, where work has been completed, is on track and continuing (ie is multi-year in nature), or where work has not progressed.

Status key

On track and continuing	
Completed	

2024 Modern Slavery Statement commitment	2024 Modern Slavery Statement reference	Status
Strengthening governance		
Continuing to implement Local Voices across global assets in scope	Page 10	
Embed the updated myVoice procedure to reflect enhancements to our framework and process	Page 21	
Progress our data analytics capability to provide business leaders with insights to enable stronger processes and culture	Page 21	
Strengthening governance		
Embedding our updated modern slavery control framework into our enterprise risk management tools	Pages 2 and 10	Not progressed, planned for 2026
Benchmarking the maturity of human rights due diligence conducted at our managed assets, continue to mature our human rights and environmental due diligence practices	Pages 2 and 10	
Review our Group-wide salient issues, including using risk assessments, complaints and incident data	Pages 2 and 10	Not progressed, planned for 2026
Launching the new integrated Third-Party Risk Management (TPRM) platform, which includes a revised third-party questionnaire and improved risk criteria	Page 12	
Continuing to mature and strengthen our human rights and environmental due diligence practices in compliance with relevant legal requirements	Page 12	
Reviewing the Know Your Third Party (KYTP) Procedure to reflect relevant risk exposure and regulatory requirements	Page 12	
Progressing our approach to drawing on independent risk indices to inform country risk and supply chain risk profiles	Page 12	
Refine human rights considerations in vendor questionnaires	Page 16	
Progress our audit approach by focusing on higher-risk categories and/or locations, and integrate the supplier audit program into our annual work plan	Page 16	
Completing inspections on 100% of our owned fleet and 350 inspections on voyage and time chartered fleet vessels	Page 19	
Continue to improve the effectiveness of our grievance mechanisms, such as identify and address barriers preventing individuals from speaking up	Page 21	
Building capability		
Apply feedback from the 2024 learning program and relaunch the higher-risk roles training	Pages 2 and 23	
Continue to embed the category risk matrix into the Global Procurement sourcing process	Page 16	
Improve our internal capacity and identify ways to build awareness and improve ongoing supplier engagement on modern slavery risks	Page 16	
Continue to deliver human rights training for officers and crew on our owned fleet	Page 16	
Roll out our coaching program onboard vessels (Master Coach vessel visits) and complete 50 visits	Page 16	
Continue to raise awareness of myVoice and Care Hub program	Page 21	
Work to develop outcome measurement metrics to measure the impact of our learning program	Page 2	Not progressed, planned for 2026
Assessing effectiveness		
Continue to agree and monitor supplier action plans	Page 2	

Appendix 2

Governance documents

Our Group policies are formal statements of business intent outlining the manner in which the Group intends to conduct our affairs and act in specific circumstances. Our Group standards define the minimum acceptable requirements for behaviours and conditions in respect of a particular activity or area of practice, which, if not met, could materially impact the Group. Our Group procedures describe how a Group policy statement, a Group standard, or a legal, regulatory or corporate governance requirement should be implemented and the key activities involved. Where hyperlinked, documents are available on our website, and all governance documents are internally available.

Document	Overview	Read more
<i>Code of Conduct – The Way We Work</i>	Includes our commitment to respect human rights and operate consistently with the UNGPs. It is provided to potential employees during the offer process and is included in induction material for our people. Our supplier contracts require suppliers to comply with our Code of Conduct.	Pages 11, 20, 26, 28
<i>Supplier Code of Conduct</i>	Based on internationally recognised standards and sets out our expectations of suppliers (and their subsidiaries and subcontractors) with respect to key issues, including human rights.	Pages 9, 14, 17, 20, 28
<i>Sustainable Procurement Principles</i>	Outlines the expectations we have for ourselves and guides our organisation during the procurement process. The principles help us procure goods and services that align with our commitment to impeccable ESG performance, respect for human rights and responsible business practices.	Pages 14, 15
<i>Human Rights Policy</i>	Articulates our commitments and how we implement them based on international human rights standards and frameworks. It specifically outlines our rejection of any form of slavery, forced or child labour. It also sets expectations of third parties including suppliers, marine partners and joint venture partners. Our standards describe how the <i>Human Rights Policy</i> should be implemented.	Page 9
<i>Employment Policy</i>	Outlines our expectations for safe and healthy working environments for our employees and an expectation that people are treated with dignity, fairness and respect. The <i>Recruitment Approvals Standard</i> , <i>Talent Acquisition Framework Standard</i> and <i>Assessment and Selection Standard</i> describe how the <i>Employment Policy</i> should be implemented.	Page 11
<i>Joint Venture Policy</i>	Outlines our expectations for joint venture partners (including non-managed operations) to support our corporate commitments and core principles.	Page 11
<i>Business Integrity Standard</i>	Outlines the key principles for business decision-making, business behaviours and requirements for managing business integrity risks.	Page 12
<i>Communities and Social Performance Standard</i>	Defines how we engage communities and outlines the steps we take to identify and manage social, economic, cultural and human rights impacts. It applies to all our businesses and managed operations.	Pages 10, 20
<i>Group Procurement Standard</i>	Establishes the minimum requirements for the sourcing and procurement of goods and services within the corporate offices, Rio Tinto product groups, business units and Group functions. It requires new and renewing suppliers to be subject to the <i>Know Your Third Party Procedure</i> .	Page 14
<i>Designated Owners and Operators Standard</i>	Outlines requirements for our commercial partners, which can be adopted on a voluntary basis. It is designed to incentivise commercial partners to adopt this status to work with Rio Tinto, and like-minded partners to improve overall safety and crew welfare performance. Requirements are aligned with industry best practice and human rights standards (such as the <i>Dry Bulk Management Standard</i> and Sustainable Shipping Initiative Crew Welfare Toolkit).	Pages 16, 18
<i>Know Your Third Party Procedure</i>	Sets out mandatory processes to assess the risks – including human rights risks (such as modern slavery) – relating to third parties with which we engage, such as our customers, suppliers, contractors and joint venture partners.	Pages 12, 23
<i>myVoice Standard</i>	Provides guidance about how to voice concerns relating to Rio Tinto using our confidential reporting program, myVoice.	Page 20

Appendix 3

Reporting criteria and UNGPs

This table is an index to reference where in this Statement we are addressing the reporting criteria in UK, Australia and Canada laws, and elements of the UNGPs.

UK Modern Slavery Act recommended reporting criterion	Australian Modern Slavery Act mandatory reporting criterion	Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act mandatory reporting criterion	Elements of the UN Guiding Principles	Reference in this Statement
Organisation's structure, its business and its supply chains.	Identify the reporting entity. Describe the reporting entity's structure, operations and supply chains.	Entity's structure, activities and supply chain.		Section 1 (Our structure, business and value chains) Appendix 4 (Our 2024 reporting entities)
Parts of the organisation's business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk.	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	The parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk.	Identifying and assessing impacts.	Section 2 (Identifying, assessing and addressing risks)
Organisation's policies in relation to slavery and human trafficking; its due diligence processes in relation to slavery and human trafficking in its business and supply chains; the training about slavery and human trafficking available to its staff.	Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes.	The entity's policies and due diligence processes in relation to forced labour and child labour. Any measures taken to remediate any forced labour or child labour. Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains. The training provided to employees on forced labour and child labour.	Policy commitment. Integrating and acting on findings.	Section 2 (Identifying, assessing and addressing risks) Section 3 (Remediation) Section 4 (Training) Appendix 3 (Governance documents)
Organisation's effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate.	Describe how the reporting entity assesses the effectiveness of such actions.	How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.	Tracking responses, processes to enable remediation, including alignment with the effectiveness criteria.	Progress and impact evaluation Section 5 (Assessing effectiveness) Appendix 1 (Our performance)
	Describe the process of consultation with (i) any entities the reporting entity owns or controls; and (ii) for a reporting entity covered by a joint statement, the entity giving the statement.			Section 7 (Consultation across our business) Appendix 4 (Our 2024 reporting entities)
	Include any other information that the reporting entity, or the entity giving the statement, considers relevant.			Section 6 (Collaboration) About this Statement
			Communicating on how impacts are addressed.	Progress and impact evaluation Section 5 (Assessing effectiveness)
		Steps taken during the previous financial year to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by the organisation or of goods imported into Canada by the organisation.		Progress and impact evaluation Section 3 (Remediation) Appendix 1 (Our performance)

Appendix 4

Our 2025 reporting entities

This Statement is made on behalf of Rio Tinto Limited, an Australian Modern Slavery Act (Aus MSA) reporting entity, and Rio Tinto plc, a UK Modern Slavery Act (UK MSA) reporting entity, which are the respective Australian and UK listed parent companies of the Rio Tinto dual listed companies structure, and the Group's major holding companies, as well as the following entities in Australia, the UK and Canada.

Entity	Description
Australian MSA reporting entities¹	
Alcan Holdings Australia Pty Limited (ABN 41 105 326 663)	Conducts financing activities for various Rio Tinto Australian entities.
Alcan Primary Metal Australia Pty Ltd (ABN 25 055 787 909)	Tomago Aluminium Joint Venture participant (36.05% interest).
Alcan South Pacific Pty Ltd (ABN 47 009 726 078)	Holds a bauxite mining lease in Cape York (Weipa) and is party to the Alcan Reorganisation Act (Qld).
Allkem Pty Ltd (ABN 31 112 589 910)	Arcadium Lithium plc's Australian entity which includes Sales de Jujuy SA, Argentina lithium brine operations at Olaroz (66.5% owned by Rio Tinto).
Boyne Smelters Limited (ABN 90 010 061 935)	Incorporated joint venture vehicle for the BSL Joint Venture (73.5% owned by Rio Tinto) which operates the BSL aluminium smelter on behalf of and as agent for the participants in the joint venture.
Cathjoh Holdings Pty Limited (ABN 64 094 265 871)	Tomago Aluminium Joint Venture participant (15.5% interest).
Channar Mining Pty Ltd (ABN 48 009 127 039)	Channar Mining Joint Venture participant (60% interest) and raises finance for the joint venture that develops and operates the Channar iron ore mine.
Dampier Salt Limited (ABN 30 008 706 590)	Joint venture company that owns and operates the Dampier Salt business (68.36% owned by Rio Tinto).
GPS Energy Pty Limited (ABN 36 063 207 456)	Gladstone Power Station Joint Venture participant (22.125% interest).
GPS Nominee Pty Limited (ABN 49 063 213 552)	Holding company of a Gladstone Power Station Joint Venture participant.
GPS Power Pty. Limited (ABN 34 009 103 422)	Gladstone Power Station Joint Venture participant (20% interest).
Hamersley Holdings Limited (ABN 50 008 446 222)	Holding company for Australian assets involved in the mining, transport and export of iron ore, exploration for mineral deposits, servicing of sales contracts, participation in shipping ventures, raising of finance for such purposes and investment of surplus funds.
Hamersley Iron – Yandi Pty Limited (ABN 56 009 181 793)	Holds Yandicoogina mineral leases relating to iron ore operations.
Hamersley Iron Pty Limited (ABN 49 004 558 276)	Undertakes mining and transportation of iron ore, invests surplus funds and provides services to the Channar Mining Joint Venture and Bao-HI Ranges Joint Venture.
Hamersley WA Pty Ltd (ABN 53 115 004 138)	Participant in the unincorporated joint venture for the development of the Hope Downs deposits in the Hope Downs Joint Venture (50% interest).
Hope Downs Marketing Company Pty Ltd (ABN 58 115 712 117)	Undertakes marketing for the Hope Downs Joint Venture (50% owned by Rio Tinto).
Mount Bruce Mining Pty Limited (ABN 78 008 714 010)	Holds mineral lease and mining interests (iron ore).
North Limited (ABN 22 005 233 689)	Holds the North Group of companies, which includes owners of iron ore, uranium and copper mines, and Rio Tinto's shares in Energy Resources of Australia (52% interest).
North Mining Limited (ABN 78 000 081 434)	Owens interest in Robe River Iron Associates Joint Venture (35% interest), which undertakes iron ore mining, as well as interests in Yarraloola Pastoral Co (35%) and Yalleen Pastoral Co. Pty Ltd (34%).
Pacific Aluminium Pty Limited (ABN 57 008 447 943)	Dampier Salt Limited Joint Venture participant (68.363% interest) and holding company of Rio Tinto Aluminium (Holdings) Limited.
Pechiney Consolidated Australia Pty Limited (ABN 39 076 569 769)	Holding company of a Tomago Aluminium Joint Venture participant.
Peko-Wallsend Pty Ltd (ABN 78 000 245 054)	Holding company, including for Energy Resources of Australia (publicly listed uranium company) shares (34.3% interest).
Pilbara Iron Company (Services) Pty Ltd (ABN 35 107 210 248)	Supports Pilbara Iron Pty Ltd in the provision of administration services.
Pilbara Iron Pty Ltd (ABN 75 107 216 535)	Operates the various infrastructure and non-infrastructure assets formerly owned and/or operated by each of Hamersley Iron Pty Ltd and the Robe River Associates Joint Venture.
Queensland Alumina Limited (ABN 98 009 725 044)	Incorporated joint venture vehicle for the Queensland Alumina Limited (QAL) Joint Venture (80% owned by Rio Tinto).
Ranges Mining Pty Ltd (ABN 62 100 334 263)	Joint venture participant in the Bao-HI Ranges Joint Venture (54% interest) as well as the Western Range Joint Venture (54% interest).
Rio Tinto Aluminium (Bell Bay) Limited (ABN 91 009 483 201)	Operates the Bell Bay aluminium smelter.
Rio Tinto Aluminium (Holdings) Limited (ABN 37 004 502 694)	Holding company of companies involved in bauxite mining, alumina production and primary aluminium smelting.
Rio Tinto Aluminium Bell Bay Sales Pty Limited (ABN 11 160 684 391)	Sales entity for the Bell Bay aluminium smelter.
Rio Tinto Aluminium Limited (ABN 51 009 679 127)	Boyne Smelters Limited Joint Venture participant (66% interest), Queensland Alumina Limited Joint Venture participant (38.61% interest) and Australian holding company for aluminium assets including RTA Weipa Pty Ltd and RTA Yarwun Pty Ltd which operate the Weipa bauxite mine and the Yarwun alumina refinery respectively. Foundation Member of Developing East Arnhem Limited (DEAL).
Rio Tinto Investments One Pty Limited (ABN 31 093 137 323)	Holding company including for Rio Tinto Investments Two Pty Limited.
Rio Tinto Investments Two Pty Limited (ABN 54 093 137 485)	Holding company including for North Limited.
Rio Tinto Limited (ABN 96 004 458 404)	Major holding company for Australian operations.
Rio Tinto Services Limited (ABN 62 004 219 738)	Provides internal corporate administration, human resources and general services for the Rio Tinto Limited group of companies, predominantly in Australia.
Rio Tinto Shared Services Pty Limited (ABN 69 113 306 077)	Provides human resources and facilities management services for the Rio Tinto Limited group of companies, predominantly in Australia.
Robe River Limited (ABN 90 008 478 493)	Holds 60% interest in Robe River Mining Co Pty Ltd, which holds a 30% interest in Robe River Iron Associates Joint Venture.
Robe River Mining Co. Pty Ltd (ABN 71 008 694 246)	Holds 30% interest in and manages Robe River Iron Associates Joint Venture.

Entity	Description
Australian MSA reporting entities (cont.)	
RTA AAL Australia Limited (ABN 13 008 589 080)	Holding company for aluminium assets, including Swiss Aluminium Australia Limited, which operates the Gove bauxite mine and facilities.
RTA Boyne Limited (ABN 22 008 650 600)	Boyne Smelters Limited Joint Venture participant (7.49% interest).
RTA Holdco Australia 1 Pty Ltd (ABN 17 128 762 318)	Holding company including of RTA AAL Australia Limited.
RTA Holdco Australia 5 Pty Ltd (ABN 38 128 785 599)	Queensland Alumina Limited Joint Venture participant (41.39% interest).
RTA Pacific Pty Limited (ABN 35 004 546 436)	Holding company of Pacific Aluminium (New Zealand) Limited.
RTA Weipa Pty Ltd (ABN 54 137 266 285)	Owens and operates the Weipa bauxite mine and facilities and operates the Weipa Town Authority and Cape Kids Child Care, and holds mining leases in Weipa.
RTA Yarwun Pty Ltd (ABN 73 137 266 301)	Owens and operates the Yarwun alumina refinery.
RTPDS Aus Pty Ltd (ABN 21 099 346 899)	Holder of the DLC Dividend Share which facilitate the efficient management of funds within Rio Tinto's dual listed companies structure.
Swiss Aluminium Australia Limited (ABN 92 008 589 099)	Owens and operates the Gove bauxite mine and facilities and member of Nhulunbuy Corporation Limited.
Technological Resources Pty Limited (ABN 12 002 183 557)	Engages in research and development activities, and holds trademarks and patents in relation to mine technology innovation.
UK MSA reporting entities²	
Borax Europe Limited	Markets and distributes borates, mainly throughout Europe.
Livent Lithium UK Ltd	Manufactures and distributes organolithium products and lithium salts.
Rio Tinto European Holdings Ltd	Investment holding company for the Group.
Rio Tinto International Holdings Limited	Holding company.
Rio Tinto London Limited	UK-based nominee company.
Rio Tinto OT Management Limited	Recharges the Group services and international assignee (expatriates) labour costs, at cost, in connection with the Group's role to provide operational services to the Oyu Tolgoi project. Charges a management fee for provision of management services in relation to the project.
Rio Tinto Western Holdings Limited	Consolidated parent of the US group of companies.
RTA Holdco 4 Limited	Head Tax Consolidation Entity for various RTA Australian subsidiaries. Holds Alcan Holdings Australia Pty Ltd (being the head cash management entity for various RTA Australian subsidiaries).
Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act reporting entities	
Diavik Diamond Mines (2012) Inc.	Diamond mining and processing company. Subsidiary of Rio Tinto Canada Inc.
Iron Ore Company of Canada	Joint venture between Rio Tinto (58.7%), Mitsubishi Corporation (26.2%) and the Labrador Iron Ore Royalty Corporation (15.1%) involved in iron ore mining and iron pellets production. Parent entity to the iron ore business in Canada; ultimate interest is held by Rio Tinto Limited.
Pechiney Reynolds Quebec, Inc.	Holds a 50.1% interest in the Aluminerie de Bécancour, Inc. aluminium smelter. Ultimate interest is held by Rio Tinto plc.
Quebec North Shore and Labrador Railway Company Inc.	Company that owns and operates a railway. Subsidiary of Iron Ore Company of Canada.
Rio Tinto Alcan Inc.	Bauxite mining, alumina refining and aluminium smelting company. Parent entity to the aluminium business in Canada; ultimate ownership is held by Rio Tinto plc.
Rio Tinto Canada Inc.	Holding company and parent entity to the minerals and exploration business in Canada; ultimate ownership is held by Rio Tinto plc.
Rio Tinto Fer et Titane inc.	Titanium dioxide feedstock; high purity iron and steel production company. Subsidiary of Rio Tinto Canada Inc.

1. Australian Coal Holdings Pty Limited (ABN 79 000 066 491) is no longer a reporting entity. Allkem Pty Ltd (ABN 31 112 589 910), GPS Power Pty. Limited (ABN 34 009 103 422) and Ranges Mining Pty Ltd (ABN 62 100 334 263) are new reporting entities.
2. Livent Lithium UK Ltd is a new reporting entity.

About this Statement

The Rio Tinto Group has prepared this Statement to meet the requirements of the Fighting Against Forced Labour and Child Labour in Supply Chains Act 2024 (Canadian MSA), the Australian Modern Slavery Act 2018 (Aus MSA) and the UK Modern Slavery Act 2015 (UK MSA). It covers the period 1 January 2025 to 31 December 2025 for the Australian MSA, UK MSA and Canadian MSA reporting entities identified in Appendix 4, the reporting entities' owned and controlled entities and our managed joint venture operations or assets.

This Statement does apply to Queensland Alumina Limited, which reports under this Statement. This Statement does not apply to any of our other non-managed joint ventures. We have highlighted our work to identify overarching risks relating to, and to set expectations of, non-managed joint ventures for alignment with our core standards.

This Statement uses the Australian MSA definition of modern slavery, which includes slavery, servitude, forced labour, debt bondage, forced marriage, trafficking in persons, deceptive recruiting for labour or services and the worst forms of child labour. The UK Government uses a similar definition. For the purposes of assessing child labour and forced labour risks associated with our Canadian assets and operations, we apply the definition in the Canadian MSA.

The information in this Statement applies to all reporting entities unless we are aware of a reporting entity having different policies or processes to those of the Rio Tinto Group to identify and manage modern slavery risks. In those cases, we have provided additional information.

The Rio Tinto Group 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).

The Australian MSA requires reporting on modern slavery risks in a reporting entity's operations and supply chains. We use "business" in place of "operations" as for us, the term "operations" has a specific meaning to describe operating mines, smelters and refineries, and may not encompass all business activities.

For the purposes of our reporting under the Australian MSA and the UK MSA, this Statement was approved on 5 May 2026 by the combined Rio Tinto Limited and Rio Tinto plc Board on behalf of all Australian MSA and UK MSA reporting entities in the Rio Tinto Group. The Statement has been signed by the Chief Executive of Rio Tinto (page 1).

For the purposes of reporting under the Canadian MSA, this Statement was approved on 13 April 2026 by Rio Tinto Canada Inc., Rio Tinto Alcan Inc. and Pechiney Reynolds Quebec, Inc., and on 20 April 2026 by Iron Ore Company of Canada, on behalf of all Canadian MSA reporting entities in the Rio Tinto Group.

An attestation, as required by the Canadian MSA, by a director of each of Rio Tinto Canada Inc., Iron Ore Company of Canada, Rio Tinto Alcan Inc. and Pechiney Reynolds Quebec, Inc. is available on our website.

This 2025 Statement is our sixth under the Australian MSA, tenth under the UK MSA, and third under the Canadian MSA. Appendix 3 explains how we have addressed the reporting criteria of each of these Acts.

We welcome feedback at humanrights@riotinto.com

Independent Practitioner's Limited Assurance Report on Rio Tinto's Select Modern Slavery Information



to the Directors of Rio Tinto plc and Rio Tinto Limited (Rio Tinto)

Report on the Select Modern Slavery Information presented in Rio Tinto plc and Rio Tinto Limited's (Rio Tinto) Modern Slavery Statement for the year ended 31 December 2025.

Limited Assurance Conclusion

We have conducted a limited assurance engagement on the following Select Modern Slavery Information of Rio Tinto for the year ended 31 December 2025, prepared in accordance with the Reporting Criteria as detailed below.

Select Modern Slavery Information	Criteria used as the basis of reporting (the Reporting Criteria)
2025 Modern Slavery Report	<ul style="list-style-type: none">Section 16 of the Australian Commonwealth's Modern Slavery Act 2018 (Cth) (Australian Act) Australian Modern Slavery Act 2018Section 54 (5) of the United Kingdom's Modern Slavery Act 2015 (UK).Section 11 (1,3) of the Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023 (CAN).

The Select Modern Slavery Information needs to be read and understood together with the Reporting Criteria.

Based on the procedures performed and evidence obtained, nothing has come to our attention to cause us to believe that the accompanying Select Modern Slavery Information presented in Rio Tinto's Modern Slavery Statement for the year ended 31 December 2025 is not presented, in all material respects, in accordance with the Reporting Criteria.

Basis for Conclusion

We conducted our limited assurance engagement in accordance with International Standard on Sustainability Assurance 5000 General Requirements for Sustainability Assurance Engagements issued by the International Auditing and Assurance Standards Board (IAASB) (ISSA 5000), and Australian Standard on Sustainability Assurance Engagements 5000 General Requirements for Sustainability Assurance Engagements issued by the Australian Auditing and Assurance Standards Board (AUASB) (ASSA 5000).

The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under this standard are further described in the "Practitioner's Responsibilities" section of our report.

We comply with the independence and other ethical requirements of APES 110 Code of Ethics for Professional Accountants (including Independence Standards) issued by the Accounting Professional & Ethical Standards Board Limited related to sustainability assurance engagements.

Our firm applies International Standard on Quality Management (ISQM1) Quality Management for Firms that Perform Audit or Reviews of Financial Statements, or Other Assurance or Related Service Engagements, issued by the IAASB and Auditing Standard ASQM1 Quality Management for Firms that Perform Audits or Reviews of Reports and Other Financial Information, or Other Assurance or Related Services Engagements, issued by the AUASB. These standards require the firm to design, implement and operate a system of quality management, including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our conclusion.

Restriction on use

This report has been prepared solely for the Directors of Rio Tinto, to assist the Directors in responding to their governance responsibilities by obtaining an independent assurance report in connection with the Select Modern Slavery Information, for the purpose of providing an assurance conclusion on the Select Modern Slavery Information and may not be suitable for another purpose.

We disclaim any assumption of responsibility for any reliance on this report, to any person other than the Directors of Rio Tinto or for any other purpose other than that for which it was prepared.

Responsibilities for the Select Modern Slavery Information

Management of Rio Tinto are responsible for:

- The preparation of the Select Modern Slavery Information in accordance with the Reporting Criteria; and
- Designing, implementing and maintaining a system of internal control that it determines is necessary to enable the preparation of the Select Modern Slavery Information in accordance with the Reporting Criteria that is free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the reporting process for Rio Tinto's Select Modern Slavery Information.

Inherent Limitations

Inherent limitations exist in all assurance engagements due to the selective testing of the information being examined. It is therefore possible that fraud, error or material misstatement in the Select Modern Slavery Information may occur and not be detected. Non-financial data may be subject to more inherent limitations than financial data, given both its nature and the methods used for determining, calculating, and estimating such data. The precision of different measurement techniques may also vary. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, evaluation and measurement techniques that can affect comparability between entities and over time.

Independent Practitioner's Limited Assurance Report on Rio Tinto's Select Modern Slavery Information



to the Directors of Rio Tinto plc and Rio Tinto Limited (Rio Tinto)

Practitioner's Responsibilities

Our objectives are to plan and perform the engagement to obtain limited assurance about whether the Select Modern Slavery Information is free from material misstatement, whether due to fraud or error; and to issue a limited assurance report that includes our conclusion. Misstatements can arise from fraud or error, and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of intended users taken on the basis of the Select Modern Slavery Information.

As part of limited assurance engagements in accordance with ISSA 5000 and ASSA 5000, we exercise professional judgement and maintain professional scepticism throughout the engagement. We also:

- perform risk assessment procedures, including obtaining an understanding of internal controls relevant to the engagement, to identify and assess the risks of material misstatement, whether due to fraud or error, at the disclosure level but not for the purpose of providing a conclusion on the effectiveness of the entity's internal control.
- design and perform procedures responsive to the assessed risks of material misstatement at the disclosures level in the Select Modern Slavery Information.

The risk of not detecting a material misstatement due to fraud is higher than for one due to error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls.

Summary of the Work Performed

A limited assurance engagement involves performing procedures to obtain evidence about the Select Modern Slavery Information. The nature, timing and extent of procedures selected depend on professional judgement, including the assessed risks of material misstatement at the disclosure level, whether due to fraud or error. In conducting our engagement, we performed the following:

- Enquired with relevant Rio Tinto personnel to obtain an understanding over key systems, processes and internal controls to capture, collate, calculate and report the Select Modern Slavery Information;
- Assessed the application of the Reporting Criteria in respect of the Select Modern Slavery Information;
- Reconciled the Select Modern Slavery Information on a sample basis to underlying source data and information; and
- Reviewed the Select Modern Slavery Information in its entirety to ensure it is consistent with our overall knowledge of Rio Tinto and our observation and understanding of its operations.

KPMG
5 May 2026

Adrian King
Partner
Melbourne, Australia



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