

BC Works Community Sustainability Update 2022

RioTinto

Our Approach to Sustainability

BC Works’ approach to sustainability is guided by Rio Tinto’s purpose: **finding better ways to provide the materials the world needs**. It’s about driving innovation and continuous improvement to produce the minerals and metals used in everyday life, in the safest and most sustainable way possible.

Aligned with the United Nations Sustainable Development Goals (UN SDGs), which are recognised as the global blueprint for a sustainable future, our sustainability framework focuses on the two lead goals:

- **SDG #12 – Responsible consumption and production**
- **SDG #8 – Decent work and economic growth**

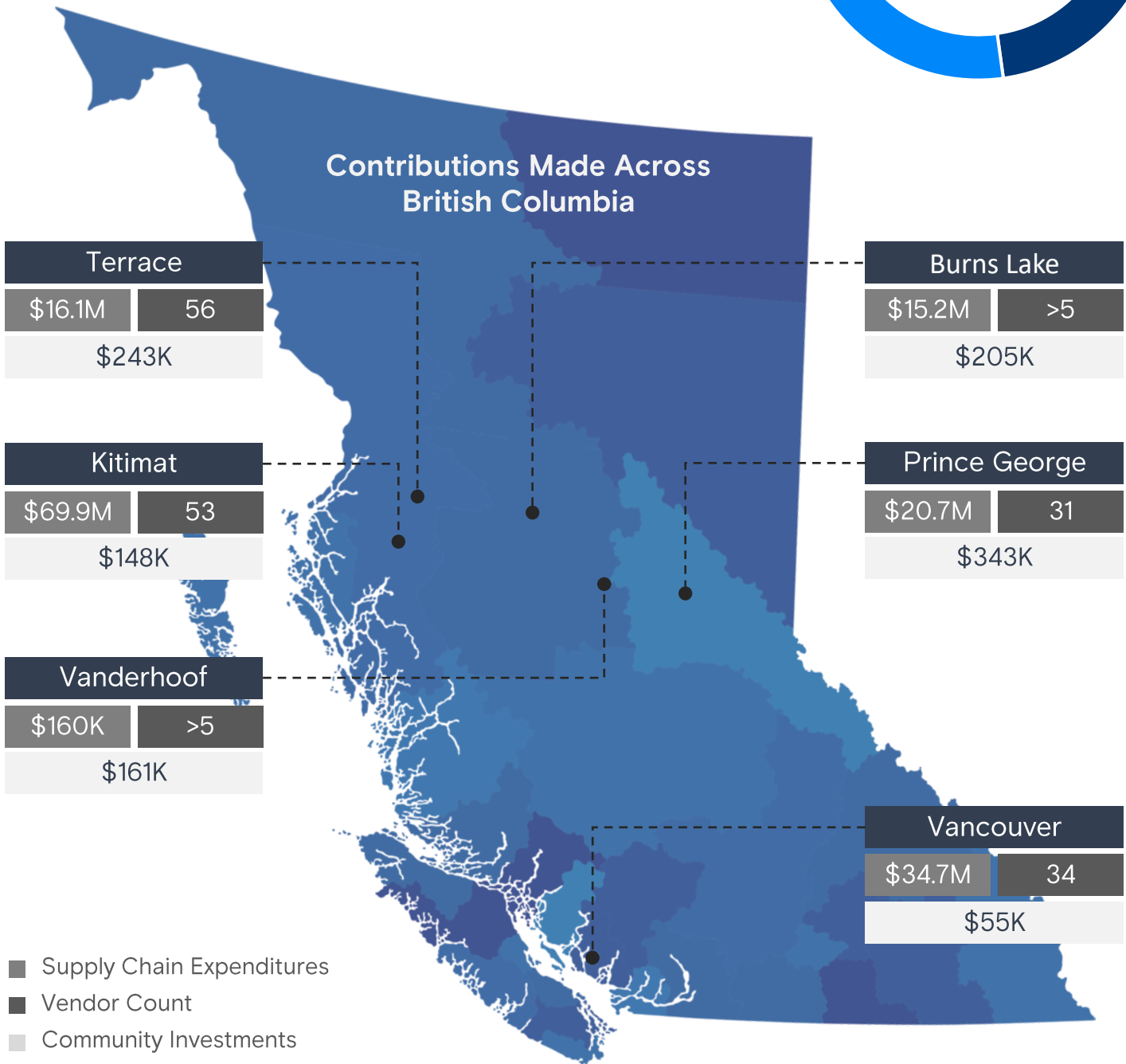
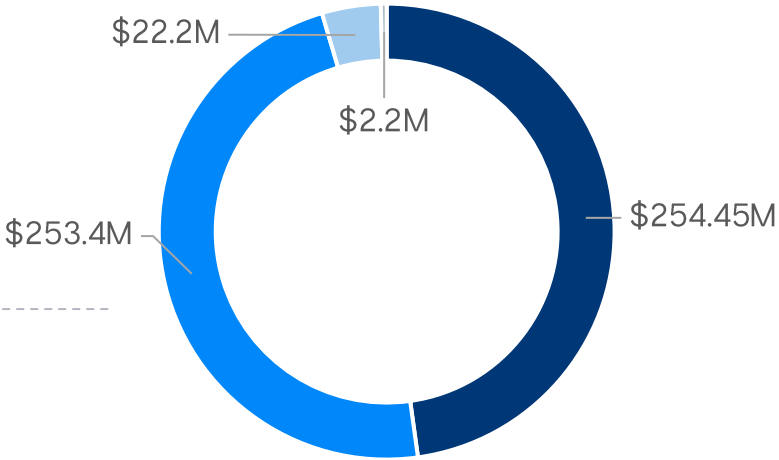
Our business operations also contribute to eight supporting SDGs (#3, #4, #5, #6, #9, #10, #13, #15), while partnerships for the goals (SDG #17) is the way we run our business.

In 2022, BC Works focused on a safe Restart, and continued to progress on our objectives to achieve impeccable environmental, social and governance (ESG) credentials.

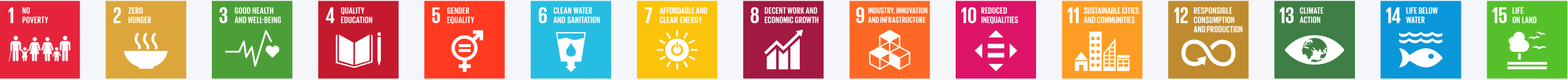
The 2022 BC Works Community Sustainability Update features some of the investments focused on assisting the low-carbon transition, as well as our aim of being the best possible partner to our host communities. Readers will also learn more about a range of community-based, traditional use and scientific initiatives, including the Tatichek Project, Vascular Plant Biodiversity and Cyano Lichen Monitoring Program, and the Kitimat Robotics Program.

Total Benefits Breakdown

- Employee Compensation
- BC Supply Chain Expenditure
- BC & Local Taxes
- Community Investments



Our Alignment to the UN SDGs

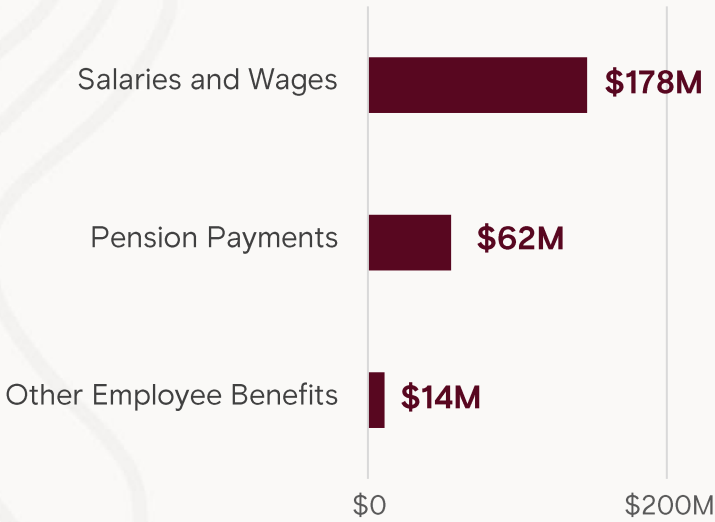


Our Contributions

\$532M

contributed to the BC economy through BC Works

\$254M in annual salaries, benefits and pension payments



1,000+ BC employees

16% of leadership roles held by female employees

*Comparison 0.0 in 2021, 0.08 in 2020, 0.31 in 2019, and 0.35 in 2018

BC Supply Chain Investment

Category	BC Total	Northwest BC	Indigenous-Affiliated
Spend (\$)	\$253M	\$127M	\$28M
Suppliers (#)	315	147	14

\$289M in direct spend in BC towards suppliers and services with 340+ BC suppliers

Developing our People

3 internships opportunities provided

20 apprenticeships supported

All time low AIFR Score of .65 for 2022*

1.8 years average tenure <15 years

19.2 years average tenure >=15 years



I have lived in Kitimat for many years so working at Rio Tinto gives me the opportunity to see my family while gaining work experience and making connections.

The best part about working for Rio Tinto is the opportunity to work with experts and learn from them. I have learned how much there actually is to learn and I have strengthened my collaboration skills.

- Aleezah, Environmental Intern HSE University of Alberta Civil and Environmental Engineering

Simon Pascoe General Manager, BC Works



Arrival of New GM

When I joined BC Works last November, I remember thinking to myself that this is a team dedicated to the success of our operations. The employees are passionate and proud of their historical connection to Kitimat.

Our success at BC Works includes the green and renewable source of energy we receive from the Nechako Watershed. The communities in our footprint want us to be a sustainable business – durable for generations to come, and that is our number one goal. To meet our shared goal, the BC Works team takes an inclusive approach. We are collaborating with our suppliers, co-designing, and partnering with our First Nations, and engaging in two-way communication with community members.

The benefits from working together are real and measurable. BC Works already produces low carbon aluminium, and we are committed to cutting emissions by a further 50 per cent by 2030.

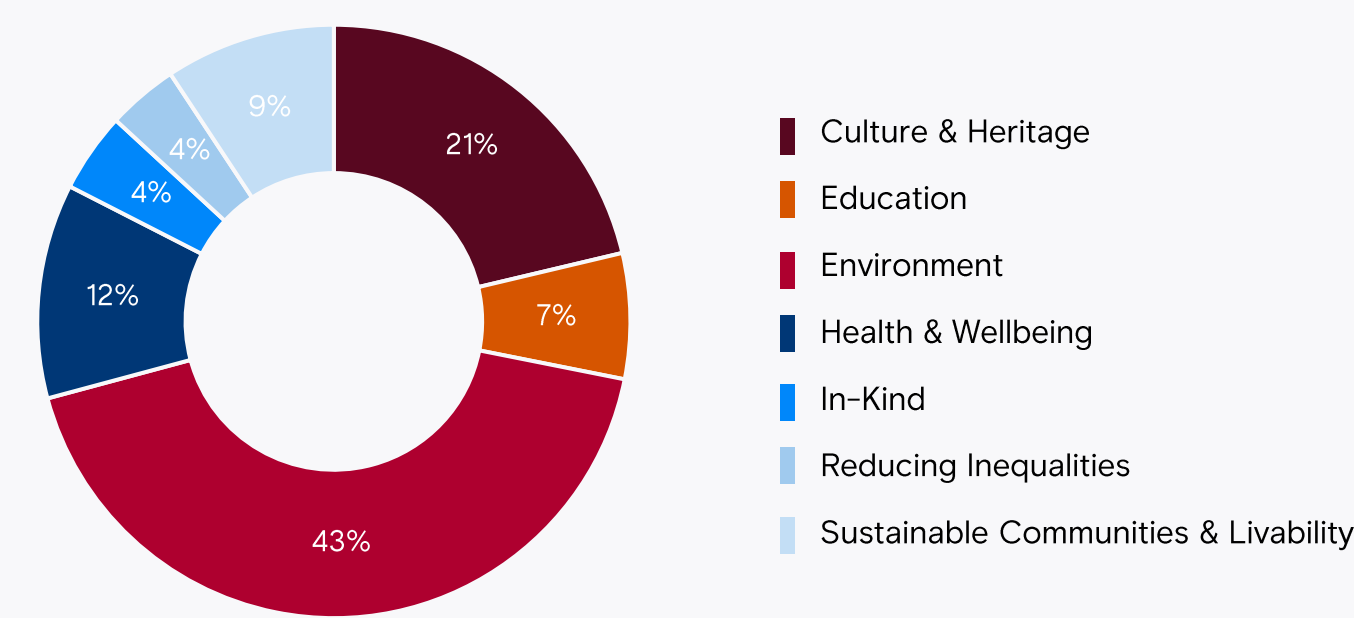
We are collaborating with Watershed communities to understand their issues and concerns in relation to the Nechako River through the Water Engagement Initiative. Additionally, we are partnering with First Nations by collaborating on technical work to co-create innovative solutions. Our main intent when we engage with local stakeholders and community members is to listen, learn and most importantly, build relationships based on trust. Together, we will ensure that BC Works continues to reduce impacts and generates sustainable benefits for our team, our families, and the communities in which we operate.

We are collaborating, learning and growing with communities in our footprint.

Simon Pascoe, General Manager, BC Works

Community Commitment

\$2.2M in total community contributions



\$530,000

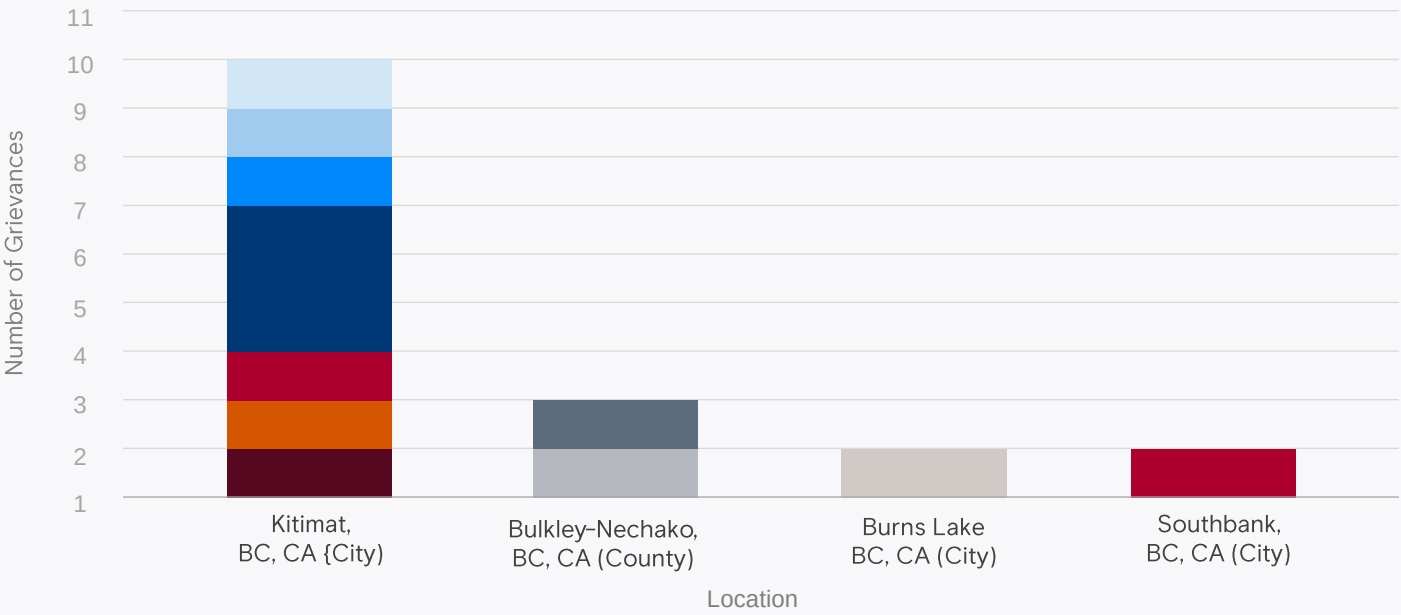
contributed to Indigenous organizations to support education, food security, and other community services.

\$391,000

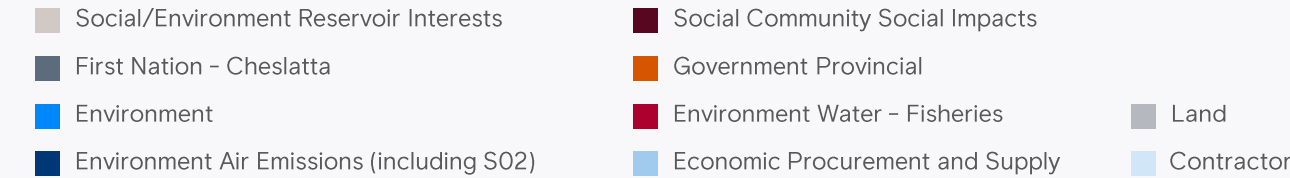
contributed to community-based organizations in Kitimat and Terrace



Grievances by Location - 2022



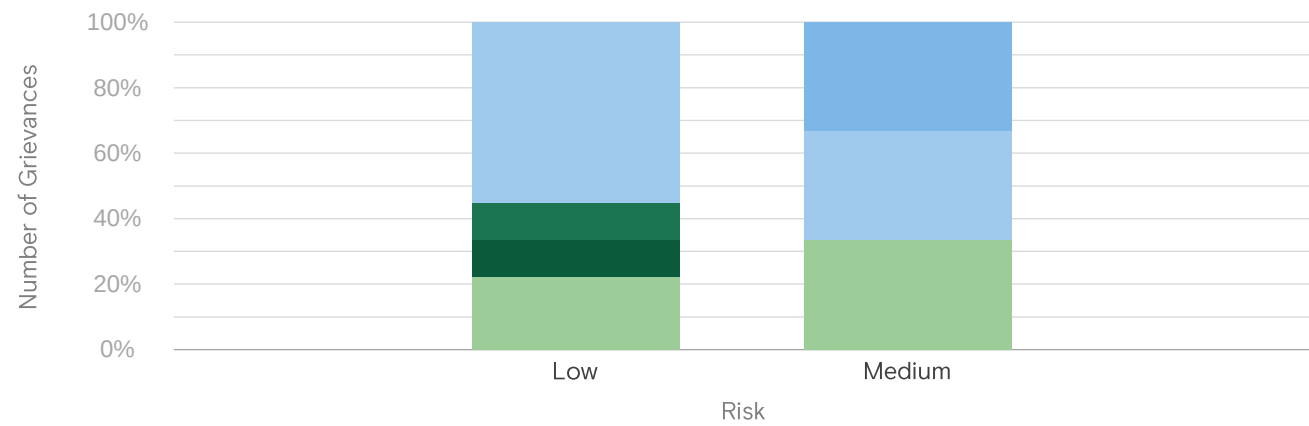
Subject categories



Responding to the Concerns in our Communities

Effective complaints and grievance management is an important part of building and maintaining respectful and trusting relationships with host communities and stakeholders.

Grievances by Risk Level



Department



Indigenous Partnerships

BC Works is deeply committed to Indigenous reconciliation, evolving and building trust with the Indigenous Nations in our operational footprint in B.C. The company acknowledges that this is a work in progress and is the first step to fostering an enduring relationship with Indigenous Nations. As such, BC Works Communities and Social Performance and operational teams collaborate to address a range of legacy issues, including:

- eulachon, salmon, sturgeon and other fish species and habitat protection;
- supplier and workforce development; contracting and employment;
- flood management, debris removal and reparation for flooded lands;
- the monitoring and evaluation of the potential effects of the smelter's air emissions on human health, soils, aquatic ecosystems and vegetation;
- water stewardship;
- and the monitoring of ocean shipping lanes.

Completion of the 16-kilometer **Kemano T2 project** in July 2022 is an example of true Indigenous-BC Works partnership. Cheslatta Carrier Nation-owned Contracting Services provided much of the hauling, barging, welding, and inventory management, among other things to T2.



Tatichek Project

The Importance of Cultural Heritage

Deep in the idyllic forests of British Columbia – near Tetachuk Lake, archaeologists have unearthed artefacts that could shed light on how and when humans migrated and settled across the Americas.

Tetachuk Lake is believed to be located on one of three major migration routes that brought humans all the way from Alaska to the southwest of the United States.

A new project, led by the Cheslatta Carrier Nation in partnership with Rio Tinto, is recovering and preserving sites near the lake that were revealed after wildfires spread through the area in 2018.

The archaeology and research team have already found thousands of artefacts, village sites, some of the oldest pit houses in B.C., and traditional resources including arrowheads, spear points, red ochre and other stone tools with some carbon dated to more than 8,000 years ago.



Ultra Low Carbon Advantage

Carbon Intensity/t Comparison



1X

Best in-class Emissions
Intensity RT Canada
and BC Works



8.6X More

Global Most
Emissions Intensive

Source: Aluminium Association of Canada,

Progress on SO₂ Environmental Effects Monitoring (EEM)

The Vascular Plant Biodiversity and Cyano Lichen Monitoring Program, run by BC Works, finished its second year of operation in 2022.

In Kemano Valley, new background monitoring plots were introduced during 2022 to track the regional impacts of climate change on plant biodiversity. Throughout the year, the Phase III SO₂ EEM program was developed to allow for updates to the meteorological dataset.



Aluminium Production

145,122 t/y

Emissions Management

Emission Type	2022
Polycyclic aromatic hydrocarbon (PAH)	2.13 t/y
Gaseous Fluoride	121.31 t/y
Gaseous Fluoride Intensity	0.84 kg/t Al
Sulphur Dioxide (SO ₂)	7.4 t/d
Particulate Matter	210.31 t/y
Greenhouse Gas (GHG) Emissions ²	420482 t/y
GHG Intensity	2.9 t/t Al

Environment and Biodiversity

\$862K

contributed to environmental initiatives in the Nechako Watershed, including the sturgeon hatchery, tributary restoration and integrated watershed research

5,375 GWh

of renewable energy produced

2,961 GWh

excess energy contributed to the grid



Kitimat Christmas Bird Count

Started in 1900, the Christmas Bird Count (CBC) is North America's longest-running Citizen Science project. People in more than 2000 locations throughout the Western Hemisphere participate in the CBC each year. The Kitimat Valley Naturalists have been participating in the Christmas Bird Count for over 40 years. On December 17, 2022, they joined BC Works staff for an opportunity come to the site and count birds on a 7.7km birding loop. **The results: 8 herons, 2 crows, 2 short-billed gulls, 34 mallards, 50 Canada geese, 2 killdeer and 2 bald eagles.**



Our Values

The CSP vision, goal & strategy is aligned with, and supports, the Rio Tinto Strategy.

To respect and enable communities to realise their goals and aspirations and create long term shared benefits.

Care for

- People's safety
- Communities
- Planet

Courage to

- Try new things
- Speak up
- Do what's right

Curiosity fosters

- Collaboration
- Learning
- Innovation



Kitimat Robotics Program

\$190K

Direct community investment in the Robotics Program over the last 4 years.



Our Goal



As part of BC Works' commitment to quality education, with a focus on Science, Technology, Engineering and Mathematics (STEM), Rio Tinto donated \$50,000 to ZONE01 Robotics. Additionally, \$18,000 was contributed to FIRST Tech Challenge & FIRST Lego League. The community investments were used to offset the costs of new Robotics kits, teacher training and event sponsorship.

In fact, the Kitimat Robotics Program doubled their participation in events and competitions in 2022!

Kitimat Robotics is a great fit for BC Works, according to Devrie Sanghera, CSP Business Partner. *"The student participants are developing important problem solving, collaboration and communication skills along the way. We encourage not only our employees to think outside the box, get creative and continue to evolve, but those around us, starting with our community and future employees."*

RioTinto

For more information:

- www.riotinto.com/operations/canada/bc-works
- www.riotinto.com/operations/canada
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