

# Minerals

that make a difference



Welcome to Rio Tinto Minerals, a world leader in developing mineral resources, ideas and technology. Our people, solutions and practices make a difference for customers and communities around the world.

## People who make a difference

People are our most valuable resource. Our commitment to the highest standards of safety and social responsibility are expressed in The Way We Work. Rio Tinto Minerals' employment principles are:

**Safety** – we care about each other, our customers and our neighbors. Creating a safe workplace and safe products is everyone's responsibility.

**Communication** – we value candid communication and a collaborative approach to understanding and solving problems.

**Compensation** – we attract, motivate and retain capable employees by offering competitive compensation and development opportunities.

**Diversity** – we believe our cultural diversity make us stronger in our workplace and the marketplace. We are an equal opportunity employer.

**Integrity** – we are committed to ethical behavior and business practices. Our work environment promotes integrity and accountability.

**Learning** – we consider learning and growth to be the mutual responsibility of individuals and the organization.

**Performance** – we link individual and collective goals to improve our business performance. We encourage creativity and innovation.

## Practices that make a difference

We supply quality products, services and solutions that consistently meet our customers' needs. Continual improvement in every aspect of our business is our way of life. Rio Tinto Minerals' quality principles are:

**Measurement** – we monitor markets and customers' requirements to improve the service we deliver, and to protect the long-term value of the business.

**Improvement** – we provide the necessary resources and systems to improve our business processes, and to ensure that the quality of our products meets accepted standards.

**Development** – we foster learning to develop our ability to identify and meet the needs of current and prospective customers.

**Value creation** – we promote a culture of technical excellence, innovation and financial rigor to create value for our internal and external stakeholders.

## Solutions that make a difference

We balance the social, environmental and economic aspects of our business practices to improve how they contribute to sustainable development. Rio Tinto Minerals' sustainability principles are:

**Safety** – we promote the health and safety of employees, contractors, neighbors and consumers through active caring.

**Partnership** – we seek to understand the issues that are important to our neighbors, and make a lasting contribution to the communities in which we operate.

**Stewardship** – we work to minimize or mitigate our environmental impacts by using natural resources efficiently, preventing pollution, complying with applicable laws and regulations and continually improving our performance. Similarly, we work to understand the full life cycle and safe use of our products.

**Accountability** – we conduct business in an accountable and transparent manner, relying on external auditing and reporting to understand and reflect our stakeholders' interests.

Every member of the Rio Tinto Minerals team is responsible for upholding the commitments embodied in these principles.

Gary J. Goldberg  
President and Chief Executive Officer

Site Leader

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MINERALS