

Cultural and heritage programmes that are part of the agreements and the business CHMS include: cross cultural training; traditional cultural inductions; comprehensive site assessment, protection and mitigation; capacity building, such as the nationally accredited Aboriginal archaeological assistants training course developed by Rio Tinto Iron Ore, and tertiary cadetships in anthropology and archaeology; and cultural maintenance and celebration.

The recognition that Rio Tinto affords to the cultural heritage of its Aboriginal and other community neighbours contributes to a number of benefits including:

- Enhanced protection of cultural heritage sites and values;
- Positive relationships are created between Rio Tinto businesses and neighbouring communities;
- Rio Tinto's access to land is facilitated;
- Risks of accidental disturbance to cultural heritage sites are minimised;
- Timely government and community approvals for Rio Tinto access and development can be obtained; and
- Rio Tinto businesses can effectively meet their legal obligations.

CASE STUDY:
RIO TINTO ALCAN WEIPA BUILDS SCARRED TREE MONUMENTS WITH LOCAL TRADITIONAL OWNERS

Rio Tinto Alcan's Weipa bauxite mine in Cape York Peninsula is situated on land rich in culturally significant sites. Under the Western Cape Communities Co-existence Agreement, the management of these sites needs to be mutually agreed between Rio Tinto Alcan and Traditional Owners.

Scarred trees have spiritual significance to many Aboriginal people, as well as cultural and archaeological importance. The trees have been cut by their ancestors for the purpose of making implements or collecting food. These same ancestors, as spirits, hold the living responsible for the care of heritage items.

The Traditional Owners requested that a number of scarred trees in the area scheduled for mining be relocated to another location and used to construct a monument open to the public. The first monument was erected at Prunung and displays 17 scarred trees with information signs explaining the cultural heritage of the land.

Key to success in this negotiation was the formation of a Ground Disturbance Working Group, where community relations, heritage management and mine planning teams worked together with the Traditional Owners. The close coordination between the teams meant that the outcome was embraced by everybody. Since the first monument was erected at Prunung, three other Traditional Owner groups have requested that relocated scarred trees be used in monuments. There are currently six monuments in different areas on and off the mining lease.

This unexpected solution to a heritage management issue has greatly enhanced the existing goodwill between the company and Traditional Owners.

4. RIO TINTO ABORIGINAL FUND

The Rio Tinto Aboriginal Fund was established in 1996 as a way of supporting and engaging with Indigenous Australians outside of our direct negotiations regarding land access and development.

By concentrating on Indigenous people and communities not directly affected by mining or exploration, the Fund's activities complement the community capacity building work undertaken by Rio Tinto businesses in their own regions.

The Fund seeks to improve the status and build the capacity of Aboriginal and Torres Strait Islander people and communities nationally. It does this by supporting initiatives in the areas of; health, education, social justice, youth and leadership, and cultural celebration.

The Fund operates independently of Rio Tinto, with a board that includes prominent Aboriginal leaders, and annually distributes \$1.8 million directly to Indigenous initiatives. Programmes which are initiated by a community or community organisation are particularly valued. Over the years recipient programmes have varied considerably in size, scope, location and timeframe.

- **Health:** child and maternal health, kidney disease, diabetes, skin health, sexual and reproductive health, nutrition..
- **Education:** ranging from early learning to university education, incorporating formal education and life skills programmes,
- **Cultural Projects:** incorporating language preservation, cultural festivals, genealogy, art, theatre, dance, cultural preservation..
- **Youth, Leadership:** Cultural Healing Programs, Youth Leadership programmes, Scholarships
- **Social Justice:** Stolen Generation, reconciliation, legal rights, disabilities, healing camps, domestic violence, role models, leadership programmes, and youth engagement.

CONTACT

Community Relations Department

Rio Tinto, 120 Collins Street,
 Melbourne VIC 3001, AUSTRALIA

Phone: +61 3 9283 3333

Fax: +61 3 9283 3424

Email modwenna.nelly@riotinto.com

WORKING IN PARTNERSHIP
 THE MINING INDUSTRY AND INDIGENOUS COMMUNITIES

RIO TINTO

RIO TINTO LIMITED

DEVELOPING OPPORTUNITIES FOR ABORIGINAL PEOPLE – GOOD BUSINESS SENSE

For more than a decade, Rio Tinto has developed and refined its approach to working with Indigenous organisations and communities.

There have been significant learnings along the way. Rio Tinto has come to appreciate that continual adaptation is critical to ensure initiatives remain both relevant to our business and reflect the aspirations of Indigenous Australians.

Rio Tinto recognises increased employment participation by Indigenous people maximises their opportunities by enabling them to be part of the mainstream economy, benefiting from the wealth generated by the mining industry in Australia. Rio Tinto's pre-employment programmes focus on increasing education, training and employment options for Indigenous people to enable them to find and keep jobs in our businesses.

Rio Tinto also recognise its contribution to regional development goes beyond providing a local employment base. Its aim is to build strong regional economies – built through initiatives such as enterprise and small business development, industrial services and procurement, tourism and cultural activities, sports and recreation, agribusiness and joint ventures.

Rio Tinto's Aboriginal and Torres Strait Islander policy guides programme implementation. The four programme themes are: regional development and land access agreements; community capacity building; cultural heritage recognition and protection, and the Rio Tinto Aboriginal Fund



RIO TINTO'S ABORIGINAL AND TORRES STRAIT ISLANDER POLICY

In all exploration and development in Australia, Rio Tinto will consider Aboriginal and Torres Strait Islander peoples' issues.

Where there are traditional or historical connections to particular land and waters, Rio Tinto will engage with Aboriginal and Torres Strait Islander stakeholders and their representatives to find mutually advantageous outcomes.

Outcomes beneficial to Aboriginal and Torres Strait Islander people will result from listening to them.

Economic independence through direct employment, business development and training are among the advantages that Rio Tinto will offer. We will give strong support to activities that are sustainable after Rio Tinto has left an area.

This policy is based in recognition and respect. Rio Tinto recognises that Aboriginal and Torres Strait Islander people in Australia:

- have been disadvantaged and dispossessed;
- have a special connection to land and waters;
- have native title rights recognised by law.

Rio Tinto respects Aboriginal and Torres Strait Islander peoples':

- cultural diversity;
- aspirations for self-sufficiency;
- interest in land management.

1. REGIONAL DEVELOPMENT AND LAND ACCESS AGREEMENTS

Rio Tinto's policy of increasing opportunities for Indigenous Australians is reflected in its agreement making with Aboriginal Traditional Owners and groups affected by its operations to gain access for exploration (land access agreements) and to develop mining operations (mine regional development agreements). Rio Tinto has a preference for progressing agreements to full Indigenous Land Use Agreements.

Since 1996, Rio Tinto Group companies have signed over ten major mine regional development (or future act) agreements and over 100 regional development agreements with Aboriginal groups, including:

- The Eastern Guruma Agreement
- The Yandi Land Use Agreement
- The Western Cape Communities Co-Existence Agreement
- Argyle Diamond Mine Participation Agreement
- Agreement with the Northern Land Council on exploration access to native title lands.
- Pilbara regional agreements involving 7 native title claim groups.
- Agreements to access coal at the Clermont, Blair Athol, Kestrel and Valeria resources in Queensland.

2. COMMUNITY CAPACITY BUILDING

Rio Tinto promotes the idea of strong regional economies, whereby both local communities and a Rio Tinto business work together to build on, and benefit from, the economic opportunities generated by the presence of the mining operation. Rio Tinto delivers programmes for community capacity building in the areas of employment, education and training, and enterprise facilitation.

Employment

In the mid 1990s, less than half a percent of Rio Tinto's Australian workforce was Indigenous. By 2008, this number had risen to 1,500; eight percent of Rio Tinto employees in Australia are Indigenous. The following are examples of employment programmes operated by Rio Tinto businesses:

- Corporate leaders for Indigenous employment;
- Structured training and employment programmes;
- Indigenous Cadetship Programme;
- Specific business unit employment strategies.

Rio Tinto businesses have set challenging targets to increase recruitment and retention of Indigenous employees. For example, Argyle Diamonds plans to increase its Indigenous workforce to 40 per cent by 2010, Rio Tinto Alcan (Weipa) has set a target of 35 per cent and ERA has set a target of 20 per cent over the same period. To assist in meeting such targets, Rio Tinto operations directly oversee recruitment, selection, training and career development programs and ensure that these programs are culturally appropriate and relevant to Indigenous people.

All employees and contractors at Rio Tinto operations are required to undertake cross cultural education. Rio Tinto businesses have developed two way learning and cultural competencies programs, which are facilitated by local Aboriginal Traditional Owners who introduce people to the local Indigenous culture and traditions.

Within the workplace, the emphasis is on long-term full-time employment and success is measured by the number of Indigenous people retained in our workforce. Rio Tinto's retention rate for new Indigenous employees beyond 26 weeks exceeds 80 per cent.

The high retention rate is attributed to:

- Family and community support programs that assist Indigenous employees and their families to settle into both the working environment and residential mining towns;
- Pre-vocational training and support in developing workplace communication and life skills;
- Mentoring of Indigenous employees, usually by experienced Indigenous employees who provide advice and support during the critical first year of employment; and
- Cross cultural education programs and effective workplace communication.

Education and Training

Rio Tinto is committed to supporting improved education services – from early childhood to vocational and higher education. Where Rio Tinto group companies have worked in partnership with local schools, there is a marked improvement in educational outcomes for students. Some examples of these programs that Rio Tinto is currently supporting are:

- Pilbara Pathways Program – Pilbara, Western Australia;
- Indigenous Australian Engineering Summer School - NSW;
- YACHAD accelerated learning programme – across Australia
- Indigenous Education Leadership Institute
- Indij Readers producing literacy materials for Aboriginal children
- Parents and learning - a programme which supports parents or guardians of Indigenous preschoolers to teach them to read at Napranum & Mapoon preschool on Western Cape York, Echuca in Victoria and Newcastle in NSW
- Clontarf Foundation Programme created to keep young Aboriginal men in mainstream education until they complete Year 12.

CASE STUDY: ARGYLE DIAMONDS BRINGS VOCATIONAL TRAINING TO SITE

In partnership with the Kimberley TAFE, Argyle Diamonds has developed an innovative new vocational education model which has overcome many of the barriers associated with delivering training in remote locations.

Argyle was concerned that Aboriginal trainees and apprentices going to Perth for technical study suffered from a lack of support. Some of the issues that arose with young people travelling away from home to complete their job training included getting lost in a big city and feeling overwhelmed.

To address this, Argyle has invested \$500,000 in a dedicated site facility. The facility enables Argyle to operate a fully functioning trade training centre on the mine site with fly in fly out teaching services for traineeships and apprenticeships.

The partnership also aims to increase the level of care and support provided to young apprentices and trainees when they need to be in Perth for study.

Enterprise Facilitation

Rio Tinto supports economic and community development near its long life mines. It believes it is in its own best interests to support the development of robust secondary and tertiary economic sectors in these regions.

Following are some examples of Rio Tinto's enterprise facilitation activities:

- Indigenous Stock Exchange network to increase Indigenous access to business knowledge and capital expenditure.
- YNOTs Training Company provides training in operating mining and earthmoving equipment, office administration and workplace skills such as literacy, numeracy, safety and communications.

3. CULTURAL HERITAGE PROTECTION & LAND MANAGEMENT

Rio Tinto recognises and respects the significance of the culture and heritage of the Aboriginal people, who have traditional ownership of, or historical connection to, the land on which its businesses operate.

Rio Tinto aims to have heritage and land management processes agreed to between its businesses and relevant Aboriginal groups in legally binding agreements. Cultural recognition and celebration, and related management processes, are a fundamental part of the regional agreements Rio Tinto has reached with Aboriginal Traditional Owners.

Rio Tinto has also developed a cultural heritage management standard with which each business must comply. Under this standard, each business develops a cultural heritage management system (CHMS) that ensures a consistently high standard of cultural heritage protection without compromising the ability of Aboriginal and other community groups to manage their own cultural heritage.

Each business, as part of its CHMS, must engage positively with neighbouring communities over the protection and maintenance of cultural heritage, and accord with statutory and legal requirements as a minimum. However, it is frequently the case that Rio Tinto businesses, through their proactive collaboration with Aboriginal groups, achieve a higher standard of cultural heritage protection matching local community expectations.

