

A photograph of three Rio Tinto workers in safety gear (hard hats and high-visibility vests) using surveying equipment (a tripod-mounted level and a vertical scale) outdoors near a body of water. The workers are smiling and engaged in their task. The Rio Tinto logo is visible on their hard hats. The background shows a grassy field and a body of water under a cloudy sky.

Rio Tinto

A world leader

Rio Tinto is a world leader in mining. We aim to be one of the world's most successful businesses.

Rio Tinto is one of the world's largest diversified mining groups.



Rio Tinto Worldwide

Rio Tinto is a leading international mining group, combining Rio Tinto plc, a London listed public company headquartered in the UK, and Rio Tinto Limited, which is listed on the Australian Stock Exchange, with executive offices in Melbourne. The two companies are joined in a dual listed companies structure as a single economic entity, called the Rio Tinto Group.

The Group finds mines and processes the earth's mineral resources - metals and minerals essential for making thousands of everyday products that meet society's needs and contribute to improved living standards.

To deliver superior returns to shareholders over time, Rio Tinto takes a long term and responsible approach to the Group's business. This means concentrating on the development of first class ore bodies into large, long life and efficient operations, capable of sustaining competitive advantage through business cycles.

The Group's major products include aluminium, copper, diamonds, energy products, gold, industrial minerals (borates, titanium dioxide, salt and talc), and iron ore. Its activities span the world but are strongly represented in Australia and North America. There are also significant businesses in South America, Asia, Europe and southern Africa.

Wherever Rio Tinto operates, health and safety is the first priority. Group businesses also put sustainable development at the heart of their operations. They work as closely as possible with host countries and communities, respecting their laws and customs. For Rio Tinto it is important that the environmental effects of its activities are kept to a minimum and that local communities benefit as much as possible from operations.

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Rio Tinto in Africa

Operations

South Africa, Namibia, Madagascar, Zimbabwe, Cameroon and Guinea

Projects

Guinea, Madagascar, Mozambique and Cameroon

Exploration Projects

Democratic Republic of Congo, Mozambique, Namibia, Zimbabwe, Botswana and South Africa

Our operating assets on the African continent include:

Operations

- Palabora Mining Company, 58 per cent owned by Rio Tinto, embraces a copper mine, smelter and refinery complex in South Africa.
- Richards Bay Minerals (RBM), a mineral sands operation and smelter, also located in South Africa, is 37 per cent owned by Rio Tinto.
- Rössing Uranium mine in Namibia is 69 per cent owned by Rio Tinto.
- Murowa Diamond mine in Zimbabwe is 78 per cent owned by Rio Tinto.
- QIT Madagascar Minerals (QMM) in Madagascar is 80 per cent owned by Rio Tinto.
- An aluminium smelter in Edéa in Cameroon is 47 per cent owned by Rio Tinto.
- A bauxite mine in Guinea is 23 per cent owned by Rio Tinto.

Projects

- The Simandou Iron Ore project located in Guinea.
- A greenfield alumina refinery in Guinea.
- Expansion of Edéa smelter in Cameroon plus a greenfield aluminium smelter.
- The Mutumba Ilmenite project in Mozambique is entering pre-feasibility stage.

In addition, exploration is an integral part of the sustainable development equation for Rio Tinto. We have had a sustained commitment to exploration since 1946 and consider it to be one of our core competencies. We are exploring for metals and minerals in a wide range of countries in Africa.

Local empowerment / Broad Based Black Economic Empowerment

Local, national or regional empowerment in the form of business partnerships, employment, training, procurement and business development are part of our operations and project strategies.

In South Africa, we have created sustainable long term Broad Based Black Economic Empowerment (BBBEE) deals that take into consideration key parties, such as the communities within which we mine, and employees. Richards Bay Minerals, a joint venture with BHP Billiton, has completed its empowerment deal empowering employees and local communities as well as business partners. A similar BBBEE deal is underway at Palabora Mining Company.

We invited host communities and employees to participate in our BBBEE transactions and endeavour to exceed employment equity targets. In addition to this we strive to build strong and representative teams of highly skilled and experienced people in the regions where we operate.

- At QMM, Rio Tinto has partnered with the Government of Madagascar, which holds a 20 per cent shareholding in the company.
- 22 per cent of Murowa Diamonds in Zimbabwe is owned by the independently owned Zimbabwean company, RioZim (in which Rio Tinto disinvested its interest in 2004). RioZim is registered on the Zimbabwean stock exchange.
- In Cameroon, the Government and Rio Tinto each hold a 47 per cent interest in Alucam.

Safety

**Our safety vision is that:
Together we will create an injury and illness
free workplace where everyone goes home safe
and healthy each day.**

Our activities involve working with large, heavy equipment and with explosives and chemicals, sometimes at extreme temperatures. We also face normal industrial hazards such as mobile equipment, working at heights and operating machinery with dangerous moving parts. But despite all that, we believe that all injuries are preventable, and regard safety as a core value and a major priority. So while we rank among the best in the industry in terms of safety, we have committed ourselves to creating an injury free workplace. This is one where everyone – employees, contractors and visitors alike – go home safe and healthy each day.

In 1998, we began a drive to improve our safety management globally. While we have made great progress and are still improving, we still recognise there is room for improvement and therefore, we asked ourselves the question: “What else can we do to eliminate all injuries?” A starting point was to gather our employees’ opinions about our safety culture. This revealed that while we were good at developing and implementing systems, safety itself was widely seen as a business imperative rather than as a personal value.

As a result, we have now revised our safety strategy in line with these findings. We have moved from focusing solely on systems and instead concentrate more on individual intentions and behaviour, while still ensuring our systems remain fit for purpose.



We realise the impact HIV/AIDS is having on our workforce, their families and on the communities in which we operate.

Rio Tinto acknowledges the important role that the mining industry has in trying to combat this epidemic and in response developed an HIV/AIDS strategy in 2003 that was required to be implemented. In 2006, this strategy was reviewed and updated to reflect the global impact of the epidemic, and in 2008, elements of the strategy were converted into our eleventh health performance standard, required to be implemented wherever HIV poses a significant risk and was audited in 2010. In 2009, the management of HIV was included in our business conformance audit programme, which we believe will further increase accountability and drive continuous improvement.

Our workplace response to HIV/AIDS is founded on the principles of non-discrimination and has four key components:

1. Prevention, awareness and education
2. Voluntary counselling and testing (VCT)
3. Wellness, counselling and treatment
4. Monitoring and evaluation

The leadership drive to ensure that all employees know their status continues. Importantly, we aim to ensure that all employees and their nominated partners have affordable access to treatment, care and support, including anti retroviral medications (ARVs), through company sponsored medical aid programmes; this remains confidential between employee and treatment provider. Ultimately though, the success of our workplace programmes will be influenced by the ability of our surrounding communities to develop effective prevention and treatment responses to the HIV epidemic. We therefore support our communities to enhance their capacity to develop sustainable HIV programmes. This commitment was reflected in the awarding of a commendation to Rio Tinto by the Global

Business Coalition on HIV/AIDS, TB and Malaria in 2008 in the category of Expanded Community Initiatives.

On a broader scale, Rio Tinto acknowledges the enormous cost of supplying and supporting universal access to ARVs across developing countries and that in the long term, the development of a prophylactic (prevention) vaccine is required to defeat this epidemic. However, we believe that this is at least a decade away. In the meantime, Rio Tinto is a member of a private sector initiative, supporting research into a therapeutic (for treatment as opposed to prevention) HIV/AIDS vaccine in South Africa. African countries have had great success in reducing disease burden through vaccination programmes and we believe that the development of a therapeutic vaccine is an important intermediate step to complement ARV roll out, whilst awaiting the development of a prophylactic vaccine. The first patient was enrolled in this trial in December 2008.

Sustainable development

Rio Tinto is committed to contributing to sustainable development. Not just because it is the right, responsible and ethical approach to managing the earth's natural resources and to safeguarding the health of the planet for future generations, but because it also makes sound business sense.

By earning a good reputation for our care of the environment and contribution to social improvement and the economic conditions of local communities within a strong governance structure, we gain improved access to land, people and capital, the three critical resources on which our business success is built.

The key to Rio Tinto's global sustainable development strategy has been the creation of a sustainable development culture, similar to that already successfully in place for safety. Effective communication with our communities is an element of that culture, as are local recruitment, supply chain development, risk management and long term planning. In an assessment completed in April 2008, Rio Tinto ranked among the top ten companies globally for ethical reputation across all industry sectors by the Covalence Ethical Quoteranking system of Switzerland.

A distinguishing feature of Rio Tinto's approach to sustainable development is that practical tools have been developed and are being applied at the local level, across Rio Tinto Group businesses. These tools are consistent with local priorities and the local context. This approach gives local meaning to Rio Tinto's global sustainable development efforts, leading to successful outcomes at local, national and international levels.

In Africa, innovative programmes have emerged to manage the social, environmental, and economic bottom lines of our operations. Rio Tinto's community relations policy states that: "We set out to build enduring relationships with our neighbours that are characterised by mutual respect, active partnership and long term commitment".

In Zimbabwe, this social policy was enacted when the need to resettle 141 families living in the Murowa mine lease area resulted in the community being split between those remaining in Murowa, and those relocated to farmland in Shashe. The relocated families gained in obtaining improved homes, new schools, clinic and farming land as well as a spectrum of training to improve their agriculture. Rio Tinto's community's action plan, five years later, still covers both communities and will contribute to the sustainability of the resettlement scheme for a full 10 year period.

In Madagascar, one of the world's biodiversity hotspots, Rio Tinto is piloting its 'net positive impact' policy for biodiversity. The QMM biodiversity team is made up of Malagasy biologists, botanists and forest engineers. Since 1998, they have been working with world renowned external specialists and NGOs, such as representatives from the Royal Botanical Gardens, Kew, Fauna & Flora International, BirdLife International, Hamburg and Sussex Universities and Missouri Botanical Garden, to establish biodiversity research and conservation field projects. From 2001, an independent biodiversity committee, which includes some of the world's foremost experts, has been advising Rio Tinto in Madagascar on strategic and practical matters such as monitoring biodiversity, performance indicators and the establishment of biodiversity offsets at the site. In 2009, QMM was awarded the Nedbank Green Mining Award in the Environmental category in South Africa for groundbreaking work done in biodiversity in Madagascar.

At Richards Bay Minerals (RBM), the objective of the company's dune rehabilitation programme is to restore the biological diversity typical of a coastal dune forest, relying on natural ecological processes. Such a long-term commitment to ecological restoration, specifically using natural processes, is unique in South Africa and puts RBM at the forefront of this activity in Africa. Its programme is recognised internationally and has been in operation since the start of mining. Research by independent scientists has concluded that our dune rehabilitation programme is achieving the restoration of a fully functional coastal dune forest ecosystem.

Each year RBM sets aside 66 per cent of the area that has been mined and rehabilitated for commercial plantation and 33 per cent for indigenous trees. Commercial trees are harvested by co-operatives (consisting of community members and government officials from the Department of Agriculture, Forestry & Fisheries). As the mine lease areas are close to the Richards Bay harbour, these harvested trees are sold and transported to local industries that chip the wood and then export it to various clients.

In South Africa, BBBEE is one of the pillars of economic sustainable development. Richards Bay Minerals has been leading the way since 2006:

- An internal, multi disciplinary Enterprise Development subcommittee was established to identify and maximise procurement opportunities for SME companies at RBM.
- RBM won the prestigious 2006 Mail & Guardian Investing in the Future Corporate Enterprise Development Award for public and private businesses, which contribute to the growth of the economy by facilitating the entry of entrepreneurs into the economy.
- In December 2009, RBM finalised a black economic empowerment deal that saw 24 per cent of the company being transferred to a group comprising four host communities and black businesses, the majority of whom are from Kwa-Zulu Natal, and a further 2 per cent being transferred to an employees' trust. The deal means that the company is fully compliant in accordance with South Africa's Mining Industry Charter.
- In June 2010 Palabora Mining Company entered into its BBBEE transaction agreement with its new partner disposing of the bulk of its business operations and assets to Palabora Copper (Proprietary) Limited ("PC"), a newly incorporated PMC subsidiary in which the BEE Partners will hold 26 per cent and PMC 74 per cent of the issued share capital of PC.

Zimbabwe, Madagascar and South Africa are but three examples of the local application in Africa of Rio Tinto's ongoing growing global commitment to sustainable development.

Our global procurement policies allow for increased regional, national and local empowerment activities to increase and assist in building local economies as part of our sustainable development strategy. Our Procurement, Human Resources, Sustainable Development, Environmental and Operations teams are all working together to add these to our success areas.

Exploration

Africa

The purpose of exploration is to discover or acquire mineral resources that add value to our business. The Group seeks to invest in large, long life, cost competitive mines with the investment decision driven by the quality of the opportunity, not the choice of commodity or location.

From many years of experience in Africa, we know that success is secured through proactive, transparent collaboration and communication with our host communities, local government and other key stakeholders.

As with all businesses in the Rio Tinto Group, we follow the principles outlined in The Way We Work when conducting business. We never compromise our integrity in order to achieve results. In return, when we invest, we look for:

- Jurisdictions with political and economic stability or with near term potential for this to develop.
- A regulatory framework that is transparent, internally consistent and not subject to political or criminal interference.
- Local partners who share our values and business principles.

In Southern Africa we are working closely with our local partners on coal and nickel exploration programmes.

In the Democratic Republic of Congo, Rio Tinto Exploration is active on early stage exploration programmes aimed at a range of commodities including diamonds, copper and iron ore. Exploration recently completed the initial investigation of a large mineral sands deposit in Mozambique which is now being further evaluated.

Other African countries in which Exploration currently has an interest include Namibia, Botswana, Zimbabwe, Mozambique and Zambia.



Rio Tinto Exploration has a long-term commitment to finding the best new opportunities in Africa, and working with all stakeholders to realise the benefits these resources can bring.

Exploration manager Southern Africa

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Palabora Mining Company

South Africa

Palabora Mining Company Limited (PMC) extracts and beneficiates copper and vermiculite from its operation in the Limpopo Province. The company, which is 58 per cent owned by Rio Tinto, was incorporated in South Africa in August 1956 and is South Africa's major copper mine. Mining commenced shortly after incorporation. Since then the open pit copper mine produced more than 2.7 million tonnes of copper. During the early 1990s the company embarked on a series of feasibility studies on underground mining and by 1996, it announced that it would proceed with the development of an underground block caving mine with a production rate of 30,000 tonnes per day. The mine is one of the most productive single shaft mines in the world and provides South Africa with 70 per cent of its copper requirements and has achieved significant technical success with the underground expansion now operating at 6 per cent above design capacity.

The company owes its origins to the unique formation known as the Palabora Igneous Complex. Nowhere else is copper known to occur in carbonatites, as is the case at Palabora and a host of other minerals such as phosphates, vermiculite, phlogopite, magnetite, uranium, zirconium, nickel, gold, silver, platinum and palladium also occur. In 1912 the late Dr Hans Merensky carried out a geological survey. Mining of phosphates began in the 1930's followed by vermiculite in 1946. Copper mining began in the mid 1950's with the first detailed prospecting and the first mining cuts were taken in 1964. The copper operation comprises an underground mine, a concentrator, a copper smelter with anode casting facilities and an associated acid plant, an electrolytic refinery tank house and a rod casting plant. The vermiculite operation comprises an open pit mine and recovery plant.

PMC has always aspired to being an employer of choice for the area and as such has strived to implement best practice initiatives to drive the attraction and retention of talent, employment equity and the development of its staff, particularly historically disadvantaged South Africans. Our strategy is to source talent from local schools and through development programmes hosted by the Palabora Foundation. A variety of capability development programmes such as graduate learning and trades training programmes augment the further development of all employees and also supplement the recruitment process of external talent in an ever shrinking market. In an overall strategy of attracting, developing and retaining talent, comprehensive incentive policies are aimed at providing job security, progression opportunities and home ownership close to the operation. This includes an employee value proposition, introduced during 2008, which drastically reduced key talent turnover. The value proposition focuses on challenging work and career opportunities, advancement in the group, structured development programmes and the unique qualities of Phalaborwa town and its surrounds. PMC employs 2,200 staff of which 79 per cent are Historically Disadvantaged South Africans (HDSA) and 10.9 per cent women. 44.8 per cent HDSAs are in senior roles.

The challenge of meeting the HIV/Aids pandemic with meaningful and effective measures warrants a high priority in business processes. Agreements on how to collectively combat the disease are in place with unions and include continuous education, awareness programmes and training interventions being in place. A steering committee comprising all stakeholders governs the on and off site activities as well as a representative group of peer group educators.



With the Kruger National Park as a neighbour, PMC has always been sensitive to the environmental impact of the mining and beneficiation operations on the surrounds and local communities. A policy of bettering legislated maximum effluent levels and emissions has ensured that wild life abounds on the mine property with “friendly” confrontations between miner and beast being almost the order of the day. Stringent safety and occupational health rules and policies have made the company one of the safest mining companies in the world and also assures that employees leave the business with minimal chances of having contracted an occupational disease.

PMC entered into its Broad Based Black Economic Empowerment (BBBEE) transaction agreement with its new partners in June 2010. PMC is disposing of the bulk of its business operations and assets to Palabora Copper (Proprietary) Limited (“PC”), a newly incorporated PMC subsidiary in which the BEE Partners will hold 26 per cent and PMC 74 per cent of the issued share capital of PC. Following an extensive key-stakeholder engagement process undertaken by PMC since 2007, the company has involved the five communities of the Ba-Phalaborwa area in the Transaction through the creation of the Leolo Community Trust (“Community Trust”). The Community Trust will be for the benefit of the said communities, being the Makhushane, Selwane, Maseke, Mashishimale and Majeje tribes. The Community Trust will own 10 per cent of the shares in Palabora Copper. All of Palabora Copper’s employees will participate in the Employee Trust on an equal basis regardless of race, gender or seniority and will hold 10 per cent of the shares. 6 per cent will be held by black business. The transaction places Palabora in good standing as once finalised, the mine will then comply completely with the equity ownership of the Mining Charter.

The Palabora Foundation is the sustainable development arm of Palabora and was established in 1986 to assist local communities to be self reliant. This is achieved through working with communities in education, skills development training, business development, community health, local economic development, tourism facilitation and small scale economic development projects. In 2006, the Foundation was awarded two awards, the Nedbank Green Mining Award and the SABC/Sowetan/Old Mutual Community Builder of the Year Award for the responsible manner in which it manages its activities. The Foundation is committed to the development of communities in the region and has over the years embarked on a series of expanded community projects amounting to more than twenty million rand.

Managing director

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Rössing Uranium

Namibia

Rössing is a significant and growing long term supplier of uranium to the world's nuclear power industry. Current Namibian output makes up about 8 per cent of the world production of primary produced uranium oxide. It is the third largest open pit uranium mine in the world and Namibia is currently the number four producer of uranium oxide in the world, after Kazakhstan, Canada and Australia.

The mine supplies uranium oxide to the nuclear power utilities in Europe, North America and South East Asia. Rössing Uranium is a major player in the Namibian mining industry, with significant contributions in sourcing of goods and services, training and development and community investments. The mine is well positioned to capture future opportunities, thus gearing itself for production growth and expansion options. The company's growth path is evident from a milestone production of just more than 4,000 tonnes of uranium oxide in 2008 and in 2009, the first time this volume has been reached in the past 22 years.

Rössing is ready to capture any upside in the market. The life-of-mine is currently at 2023, though there is excellent opportunity to mine beyond 2050. Proposed expansion projects include a north-western and a southern pushback of the current open pit. A satellite open pit in the mine's license area is part of the extension. A heap leach pilot project is looking at increasing production. The company continues to invest in its human capital to support the expansionary mode and the health and safety of employees, and environmental sustainability remains important for Rössing.

In recent years, demand for nuclear fuel has increased globally, driven primarily by increasing concerns about climate change, the effects of greenhouse gas emissions, security supplies and the increasing cost of fossil fuel. With an increasingly positive market outlook, Rössing looks ahead with renewed vigour.

Current expansion projects include waste stripping in the open pit as well as pilot tests of the heap leach processing facility. In addition, there are extensive exploration drilling programmes currently underway which are targeted at raising the potential to support a longer life-of-mine and increase production significantly.

As innovation and technology drive growth, Rössing will continue to invest and investigate a number of initiatives in the mining and processing of its ore.

The safety and health of employees is of utmost importance and a top priority at the mine. Rössing continues to work towards achieving a Zero Harm culture amongst its workers with no injuries, incidents and illnesses.

Rössing adheres to legislation and uses management systems to assist in managing and minimising impacts of its operations on the environment. To ensure this standard is met, the mine holds an ISO 14001:2004 certification; this is an internationally recognised management system to monitor and evaluate environmental impacts.

In realising its potential, Rössing adopts a strategic focus in training and developing its employees. The company continues to invest in its human capital by offering a wide range of improvement programmes and leadership development programmes, and capitalises on Rio Tinto's exchange programmes.



The mine has a workforce complement of 1,500 employees, of which 99 per cent are Namibians. The company has training and development programmes to address skill shortages. In 2009, a total of 438 employees were part of the company's training and development programme, resulting in an investment of approximately N\$14 million (US\$2 million) in human capital development.

Rössing remains a responsible corporate citizen with corporate social responsibility programmes extending to the work of the Rössing Foundation, providing support in the fields of the environment, education, health and recreation for over 30 years.

The Foundation operates in Arandis, a town close to the mine, with the primary objective of promoting sustainable development through training, education and enterprise development. A recent success for the Foundation is the implementation of a Master Maths Programme to assist school children in line with the Namibian education syllabus.

Over the years thousands of Namibians have been trained through skills training programmes in various fields situated at the Rössing Foundation adult education training centres.

In support of growth opportunities for the uranium mining industry in Namibia, Rössing was instrumental in establishing the Uranium Stewardship Committee under the banner of the Chamber of Mines of Namibia, focusing on minimum standards in health, safety and environmental practices in the uranium mining industry. It represents over 90 per cent of new uranium mines and exploration companies. In addition to this, in 2009-2010 Rössing's Managing Director, Mike Leech, served as President of the Chamber of Mines of Namibia.

In 2010 the uranium industry in Namibia gained tremendous momentum, resulting in a boom in the uranium mining industry. As a result of this increased interest, Rössing extended its support in the establishment of the Uranium Institute in Swakopmund under the auspices of the Chamber of Mines of Namibia. This institution aims to align the Namibian uranium industry with best practices worldwide. Heading into the future, Rössing aims to continue playing a vital role in national development and growth of Namibia while at the same time increasing shareholder value.

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Richards Bay Minerals South Africa

Richards Bay Minerals (RBM), a joint venture between Rio Tinto, BHP Billiton, black economic empowerment (BBEE) partners - Blue Horizon Investments and RBM permanent employees, is a leading producer of titanium minerals, high purity iron and zircon. RBM, a Rio Tinto managed company, was formed in 1976 to mine and process the heavy minerals found in the coastal sands of northern KwaZulu-Natal. The mine production output contributes significantly to South Africa's gross domestic product especially to the economy of KwaZulu-Natal.



RBM is one of the largest sand mining and mineral processing operations in South Africa. The mine has had a vast influence on the economy of KwaZulu-Natal, the province in which it is located. Production output contributes significantly to South Africa's gross domestic product. It also has a dune rehabilitation programme which has been widely acclaimed.

RBM, with the support of Rio Tinto and BHP Billiton, has recently signed a Broad Based Black Economic Empowerment partnership deal with Blue Horizon Investments. The deal, valued at R4.5 billion, makes it the biggest deal of its kind in KwaZulu-Natal (KZN).

Importantly 87.5 per cent of the beneficiaries of this transaction are based in KZN, bringing huge economic benefit to the region. All things being equal, this type of contribution will continue over many more years.

RBM's 1,800 permanent employees have also become 2 per cent shareholders of the company, through an Employee Share Participation Scheme.

Employing over 3,900 staff including contractors at any given time, RBM has also impacted positively on the quality of life of thousands of families within the outlying areas. The surrounding communities have benefited from RBM's acclaimed social investment programme, which focuses on job creation, education, health care, community, safety and agricultural development, enabling many thousands of people to enjoy a better life.

At the outset of its operations, RBM realised that the mining would impact on the environment. The company was one of the first in the country to employ a full time ecologist to manage a dune rehabilitation programme. The aim of this programme is to restore the dunes to a condition similar to before mining took place. Over the years, RBM has received

worldwide recognition for its achievements in this field and the forests being rehabilitated have become a living laboratory for the study of ecological succession. More than 35 scientific studies have been conducted on the dunes, not only providing valuable information for scientists but also helping in the ongoing management of the programme.

For industrial minerals there are many complex cycles of beneficiation between the ore and the final user, and much of the technology used is proprietary. At RBM, after mining and mineral separation, the raw materials ilmenite and standard zircon are beneficiated.

Ilmenite is roasted and smelted to produce titania slag and pig iron. The titania slag is then sold to chemical industries for the production of titania pigment and paint; the iron is used in foundries, engineering and industrial processes.

Standard zircon undergoes chemical and thermal treatment to produce beneficiated zircon before being sold to end users in the foundry, refractory and tile making industries.

Rutile is used in the manufacture of titanium metal and is ideal for use in artificial hips, heart pacemakers and spectacle frames.

Managing director

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Murowa Diamonds

Zimbabwe

Murowa Diamonds is a producer of gem quality rough diamonds in Zimbabwe. The Murowa kimberlites were discovered in 1997 and construction of a small scale 200ktpa operation was completed in August 2004. Since then over one million carats have been produced and sold in the international markets. Murowa Diamonds is committed to the safety of its employees, contractors and the surrounding community. This takes precedence over everything that we do. Safety focus over the years has been on improved systems and behavioural change. It is our motto at Murowa that "If it can't be done safely, it won't be done at this site". ISO14001 environmental certification was achieved and maintained since December 2007.

The business continued to operate over the past three years, despite the very challenging socio-economic environment that prevailed in Zimbabwe at the time, and the global financial crisis which saw diamond prices that were significantly depressed.

A number of capital projects were successfully commissioned during 2008/9 in order to allow continued production in the face of ever hardening ore. These included a 200tonnes per hour (tph) front end crushing and screening plant and a new 50tph DMS module.

The business employs 356 people including full-time contractors and around 70 local employees who are on short term contracts at any one time. Murowa Diamonds provides training and development programmes for both contractors and permanent employees at all levels.

The company runs an extensive community development programme. Up until 2009, this programme was very much focused on the Shashe area, where 141 families were

successfully resettled in 2004, and in the Murowa ward surrounding the mine. In 2009, these programs were extended to the neighbouring Mutambi ward and a part of the Chivi district. These programs focus on education, community health and HIV/AIDS, agriculture, water resource development and business development and benefit close to 50,000 people.

Review of the feasibility studies for a 2Mtpa mine and processing plant are currently underway. The technical reviews will ultimately lead to the development of revised capital and operating cost estimate for the expansion project, which along with Murowa's sustainable development vision for the mine, are a pre-requisite to any final investment decision. The expansion project will not only provide much needed injection of foreign capital but will also provide for additional job creation. The proposal as it currently stands will lead to increased local ownership of Zimbabweans in the business, greater support to the establishment of a local beneficiation industry and greater benefits to local communities.

Rio Tinto owns 77.8 per cent of Murowa Diamonds, the other 22.2 per cent being held by the independent Zimbabwean company, RioZim (in which Rio Tinto disinvested its interest in 2004). RioZim is listed on the Zimbabwean stock exchange.

Managing director

Niels Kristensen

Manager business services

Edward Mazorodze

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QIT Madagascar Minerals Madagascar

QIT Madagascar Minerals (QMM) is a Rio Tinto mine in partnership with the Government of Madagascar. Rio Tinto has an 80 per cent shareholding, and 20 per cent is owned by the State of Madagascar represented by Omnis.

QMM began production in December 2008, with an expected mine life of more than 40 years.

The ilmenite mine is located in the Anosy region of south eastern Madagascar and consists of three separate deposits (Mandena, Petriky and Sainte Luce).

As part of the required infrastructure and the company's contribution to the region's economic development, Rio Tinto built a public/private deepwater port on the Ehoala Peninsula, near the town of Fort Dauphin. The mine is a primary and priority customer for the port, establishing it as an important regional facility, as well as providing a steady flow of business and direct/indirect employment opportunities for the local

population. The Ehoala Port is Madagascar's second largest port and acts as a catalyst for investment in the impoverished Anosy region and the country as a whole; not only boosting the tourist industry, but also bringing opportunities for agricultural production and business development through the provision of an import and export channel. In 2010 QMM spent US\$71 m on procurement with 38 per cent of this amount going to local suppliers. The president of QMM is Malagasy and over 90 per cent of employees of the mine are also Malagasy, with 15 per cent being women.

In order to ensure that the local population and communities benefit from the project, QMM has established social and economic programmes that increasingly contribute to

improving living standards. To achieve and monitor local living standards, a flagship projects called IDP (Integrated Development Project) and Fagneva have been initiated by the Biodiversity and Community Relations team at QMM along with the local authority and in partnership with NGOs and other stakeholders. Social and economic initiatives revolve primarily around the improvement of livelihoods of communities surrounding the mine in the Fort Dauphin area. Financial and social specialist support is also provided for a variety of programmes including an HIV/AIDS/STD prevention programme: education, training and support as well as participation in regional economic development initiatives.

QMM has made a strategic commitment to sustainable development and a culmination of such efforts was demonstrated when in 2009 QMM was awarded the esteemed Nedbank Green Mining Award in the Environmental category. The award honours a company that has made a significant effort in terms of protecting or improving the biophysical environment in which it operates. The adjudication of the awards was extensive and involved a detailed submission form, interview with an expert panel of adjudicators and a site visit to QMM in Madagascar. QMM was recognized for its groundbreaking work in environmental conservation in the Anosy region of southern Madagascar, and in particular, its net positive impact (NPI) on biodiversity. As part of an integrated compensation plan that runs parallel with QMM's biodiversity NPI project, agreement was reached for the mine to partner with the host community on:

- Eco-tourism and other income generating activities;
- Improved agriculture;
- Community based natural resource management activities such as bee keeping, vegetable growing and compost making;
- Growing new plantations;
- Improved fishing practices;
- Forest restoration and conservation zone management;

- Improved education and community health services;
- Adult literacy programmes; and
- Sexually transmitted infections and HIV/AIDS prevention programmes.

QMM also assists in funding for socio-economic development outside and beyond the actual mining operation and recognised early on that positive community relations would be a key requirement for the sustainability and success of the project.

QMM started a social programme in 1999, staffed principally by Malagasy experts. National and international experts also worked on the programme, including those from NGOs, and consultants. The result is an extremely successful partnership between private enterprise and international agencies.

The QMM programme from the onset was not only to protect and conserve the unique biodiversity around the mining site but also identify opportunities to enhance biodiversity conservation. At the same time, the system allows for the building of capacity in the local communities for the better, and more sustainable use of natural resources in the area.

President

Ny Fanja Rakotomalala

Website addresses

www.riotintomadagascar.com



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Simandou Iron Ore

Guinea

Simandou is a world-class iron ore mining project located in south eastern Guinea. Projects on this scale are transformative, and working together with the Government of Guinea, Chinalco and the IFC we are convinced that Simandou has the opportunity to make a real and lasting contribution to Guinea and its people.

The partnership between a Chinese state-owned company (Chinalco), the World Bank's International Finance Corporation (the IFC) and Rio Tinto, is the first of its kind, and is proving to be a formidable collaboration. Rio Tinto provides best practice in the operation of large mining projects across the world, as well as the most advanced mining technologies and operating standards; Chinalco, in conjunction with other Chinese companies, brings in extensive expertise in infrastructure development .

We are working to use our joint skills and experience to help achieve significant economic and social benefits for Guinea and its people. In turn, the presence of the IFC underpins the ambitious economic development goals intrinsic to the Simandou project. IFC guidance and standards with regards to environmental and social impacts are well aligned with those of the project's main operating partner, Rio Tinto.

We are pleased to confirm that we are in discussion with the Government of Guinea regarding their desire to exercise their option to subscribe to the capital of the project. All partners are delighted at the prospect of the Government of Guinea's long term partnership in Simandou.

Rio Tinto is committed to working with the government to ensure the Simandou project is developed in a manner that will maximise the benefits to local communities and to the country, incorporating a safe and healthy operating culture and the protection of the surrounding bio-diversity.

Simandou has great potential and is growing fast. Over 1,600 people, directly and indirectly, currently work on the project (90 per cent of whom are Guinean). When mining is operational there will be a core of 4,000 workers as well as many more direct and indirect inputs to the local economy. Simandou will be the largest integrated mine and infrastructure project ever developed in Africa, producing 95 million tonnes of iron ore.

We have invested some US\$700 million in the Simandou project to date, including over US\$45 million on public infrastructure projects contributing to community development and environmental protection in Guinea. This includes road construction and repairs, an aerodrome and other basic community infrastructures in and around Beyla, schools and community centres, multiple education programmes related to adult literacy and HIV awareness. In August 2010, we announced US\$170 million of additional funding to advance the project.

President and managing director

Steven Din

Website address

www.riotintosimandou.com

Rio Tinto Alcan in Africa

Rio Tinto Alcan is the global leader in the aluminium industry and one of Rio Tinto's five product groups. Our operations are closely integrated across the globe. We mine high-quality bauxite, refine alumina, and produce primary aluminium at some of the lowest-cost, most technologically advanced smelters in the industry

Balancing economic, social and environmental considerations is central to how we do business. This approach builds trust and fosters mutually beneficial relationships with the communities in which we operate. We work with local stakeholders to ensure that benefits and opportunities are shared. We have a long, proud history in Africa and look to a future of growth.

Alucam (Cameroon)

Since opening in 1957, the Alucam smelter in Edéa, Cameroon has played an active role in regional socio-economic development. Recent community projects have focused on health care (most notably the prevention of HIV, Malaria and Oncocercosis), education, and access to potable water.

Alucam employs 633 people and currently has an aluminium smelting capacity of 100,000 tonnes per year. The Government of Cameroon and Rio Tinto Alcan each hold a 46.7 per cent interest in Alucam, with the balance held by the Agence de Développement Française.

In July 2009, Rio Tinto Alcan and the Republic of Cameroon signed a Memorandum of Understanding to establish basic terms and a roadmap for the development of a 400,000 tonne per year aluminium smelter and 930MW hydroelectric power station at Song Mbengué. The Memorandum also included Rio Tinto Alcan's participation in the Kribi deep water port for facilities linked to the new smelter's activities.

Guinea

Since 1973, Rio Tinto Alcan has held a minority interest in Compagnie de bauxites de Guinée (CBG) via its participation in Halco Mining. CBG contributes significantly to the well-being of its operating communities in the areas of education, health, water, and infrastructure. It accounts for approximately 30 per cent of Guinea's total revenues and directly employs some 2,800 Guineans in addition to supporting many indirect employment opportunities.

Rio Tinto Alcan is fully committed to supporting Guinea's efforts towards achieving the UN Millennium Development Goals. In 2008, Rio Tinto Alcan jointly launched Programme de Renforcement des Capacités de Boké (Boké's Capacity Building Programme), Guinea's first public-private partnership. The programme's decentralised and participatory approach is aligned with the country's rural and local development policy and its poverty alleviation strategy.

Rio Tinto Alcan and Alcoa signed a Basic Agreement with the Government of Guinea in 2005 that sets forth a framework for the development of a greenfield alumina refinery. The proposed 1.7 million tonne per year refinery would be located north of Kamsar and its bauxite would be supplied by CBG. This first refinery phase could be followed by two more in the coming years, each of equivalent capacity. In keeping with our commitments to regional economic development, the project would provide significant local training and employment opportunities.

Ghana

Effective 1 February 2010, Rio Tinto Alcan sold its 80 per cent share of the Ghana Bauxite Company to Bosai Minerals Group of China. We have nonetheless extended our original three-year commitment to support the development plans of the Bibiani Anhwiaso Bekwai District through 2012, in partnership with key local Ghanaian and international stakeholders. This commitment addresses areas of vital importance to Ghana such as health, education, water, and sanitation.

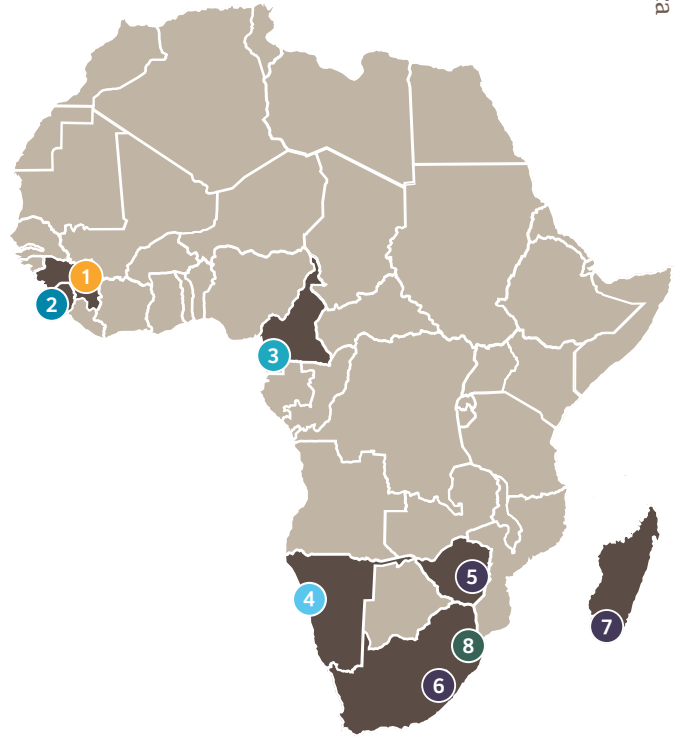
Algeria

Rio Tinto Alcan has been exploring potential opportunities in Algeria, where various stakeholders (including the government) are still evaluating development of the country's aluminium sector. We believe that Algeria's objective of economic diversification, industrialisation and job creation, as well as the country's proximity to the European market and competitive energy resources, give Algeria sound potential for an aluminium smelter project.

President - Africa, Rio Tinto Alcan business development
Guy Larin

Website addresses
www.riotintoalcan.com

Operations and projects in Africa



- 1 Simandou (95 per cent) - Iron ore projects
- 2 CBG Sangaredi (23 per cent) - Bauxite mine
- 3 Alucam (47 per cent) - Aluminium operating site
- 4 Rossing (69 per cent) - Uranium operating sites
- 5 Murowa (78 per cent) - Diamonds operating site
- 6 Richards Bay Minerals (37 per cent) - Titanium dioxide feedstock operating site
- 7 QIT Madagascar Minerals (80 per cent) - Titanium dioxide feedstock operating site
- 8 Palabora Mining Company (58 per cent) - Copper and gold operating site

Aluminium

Copper

Diamonds & Minerals

Energy

Iron Ore

Rio Tinto Management Services

Johannesburg

Rio Tinto's administrative head office for Africa is located in Johannesburg, South Africa. It houses the region's support groups for Information Systems & Technology; Aligning Business Systems; Procurement; Tax; External Affairs and Communications; People and Organisation Support; Commercial Groups; Exploration and Rio Tinto Alcan.

Vice President external affairs and communications Southern Africa
Jean Chawapiwa

Commercial manager
Thavan Rajoo

To learn more about Rio Tinto visit: www.riotinto.com



Rio Tinto careers

With operations around the world Rio Tinto offers talented people the opportunity to pursue challenging and diverse careers. We aim to develop future leaders in both management and technical streams through structured learning and development programmes. As an employer of choice, our value proposition to graduate includes challenging work in an operation for the benefit of the individuals.

What sets us apart from other companies?

Some of the benefits we provide to professionals and graduates include:

- Attractive remuneration packages
- The opportunity to participate in Rio Tinto share schemes
- Training and development to build a successful and sustainable career
- Study assistance for approved courses
- Opportunities to broaden your experience in many challenging roles within and across our commodity groups, nationally and potentially internationally

Who are we looking for?

Rio Tinto typically seeks exceptional candidates to join us in the following disciplines: engineering, geology, finance, health & safety, environment, maintenance and procurement. Opportunities also exist in marketing, commerce, human resources, accounting, business management, communications, community relations, external relations and law, anthropology, archaeology and health and safety.

How can people apply for positions?

All professional career opportunities are posted on our career website www.riotinto.com/careers.

Prospective candidates can visit this to apply for opportunities by simply uploading their CVs into our talent pipeline.

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