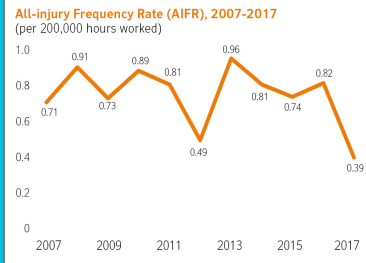


SAFETY



KEEPING OUR WORKFORCE SAFE

At Rössing Uranium, safety is not a ME thing, it's a WE thing!



50% improvement in our All-injury Frequency Rate (AIFR) of 0.39 compared with 0.82 in 2016. This is the best AIFR achieved by Rössing Uranium in the past ten years.

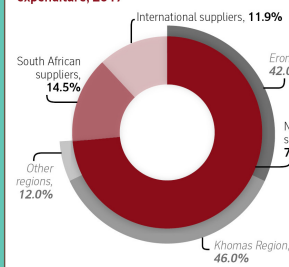
CASH



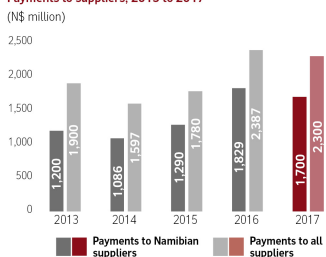
BUILDING THE LOCAL ECONOMY

Our business provides a strong base for economic growth in Namibia. As an employer and purchaser of goods and services we make a major contribution that gives rise to a significant multiplier effect - whereby spending by one company creates income for and further spending by others.

Distribution of Rössing Uranium's procurement expenditure, 2017



Payments to suppliers, 2013 to 2017
(N\$ million)



PEOPLE



CREATING JOBS

Rössing Uranium is committed to a workforce that reflects the communities and cultures in which we operate. Inclusion and diversity remains a key initiative that serves as the foundation for accelerated development and retention.

Statistical information on our workforce, 2017

Local and foreign employees:

- Namibians: 98.4 per cent (941)
- Non-Namibians: 1.6 per cent (15), including:
 - 0.5 per cent (5) work permit holders, and
 - 1.1 per cent (10) permanent residence permit holders
- Female representation: 17.8 per cent (170)
- Average age of new employees: 31 years
- Average age of all employees: 38 years
- Number of employees who left the mine's employment: 72
- Number of new employees recruited: 80

At the end of 2017 we had a workforce totaling 956 employees, slightly more than the 949 at the end of 2016. The average number of contractors at the mine increased from 752 to 964.

PARTNERSHIP



INVESTING IN THE COMMUNITY

N\$12.5 million community investment

either directly by Rössing or through the Rössing Foundation

- 21** SCHOOLS ENGAGED IN FIVE REGIONS WITH THE RÖSSING FOUNDATION MOBILE LAB
- 10** MUTUALLY BENEFICIAL ENGAGEMENTS (through Rössing)
- 3** COMMUNITY COMPLAINTS RECEIVED AND ADDRESSED



Rössing assisted the Swakopmund Community Skills Development Centre by sponsoring an introductory training course focusing on health, safety and environmental management.

GROWTH



MAKING OUR BUSINESS SUSTAINABLE

"We can't control international market conditions, but we can support our human assets and operational environment. This we did to the best of our abilities in 2017."

An important step in making our business sustainable was to ensure we have the right people in the right places. A number of organisational changes took effect to improve specific areas of our business.

We rolled out our WHY-project as a key people initiative. Working with our entire workforce, various seminars were held with the goal to engage our employees' minds, hearts and hands, to create an exciting future for Rössing.

Supporting the WHY-project was the #onlytogether initiative - reminding us that we must work together if we want to meet our production and cost-saving targets."

Werner Duvenhage
Managing director

ENVIRONMENT



Environmental adviser, Ann-August Shikongo, takes readings at the mine's dust monitoring station at Arandis.



PROTECTING THE ENVIRONMENT

In 2017 we concluded an intense revision of our water quality management programme. It was deemed necessary to upgrade the infrastructure for our seepage-recovery systems and scrutinise the viability of our existing water-quality monitoring programme.

The structural upgrade on the seepage-recovery system, involving installation of fully automated telemetry systems, is scheduled for commissioning in 2018.

An adaptive (to seepage-front regression or progression) water-quality monitoring/sampling approach was discussed with regulators and stakeholders and will be finalised in 2018.



SHARING INFORMATION

Rössing Uranium keeps our stakeholders informed using our website, by hosting and taking part in community engagements and through emails and tours.

Website visits Direct community engagements # of tour attendees

+200K

10

+800

Your feedback is important.
Email rul.communications@riotinto.com or call +264 520 2729 with comments, questions or concerns.



Our inclusion and diversity vision



Jacklyn Mwenze
Manager HSEC & PS



Olivia Gases
Processing Operator



Olga Shanyengana
Surveyor
Draughtswoman



Liezl Davies
General manager
Operations



Helena Veiko
Electrician



Marita van der Merwe
Manager IS&T



Jolanda Heyman
HSE Adviser Risk & Assurance



Anca Burger
Manager Engineering

“At Rio Tinto we believe that an inclusive culture and diverse workforce will deliver superior performance by engaging our people, leveraging their different perspectives and retaining the best talent. This is our inclusion and diversity vision.”

Jean-Sebastian Jacques, Rio Tinto chief executive



Paulina Kapitango
Mining Engineer



Petra Haslund
Geologist

Our goals

We have a culture that is inclusive, where all people feel heard, valued and respected.

Our workforce is representative of the communities in which we operate and supports our partnerships.

We strive to address imbalance in the representation of women and are committed to employ indigenous people in our workforce.

We have leaders from diverse backgrounds who can excel in a variety of international and cultural environments.



Hanna Uunona
Mechanical Engineer



Jacky Kamati
Processing Foreman



Nella Spangenberg
Manager Finance



Hermien Jonah
Procurement Adviser



Yvette Mtolo-Phiri
Specialist Assets Risks & Assurance



Dr Gunhild von Oertzen
Principal Adviser Radiation Safety



Karin Abraham
Superintendent Ore Supply



Kaino Nghitongo
Communication Adviser



Leah Von Hagen
General manager
Organisational Resources



Liisa Ndengu
Treasury Assistant

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