

Kennecott Utah Copper General Code of Conduct

Rio Tinto
Kennecott

We do what is right and considerate of our people, communities and business partners. Our values of care, courage and curiosity are key to how we do business responsibly. The Rio Tinto Code of Conduct, The Way We Work, applies to everyone who works for Rio Tinto. Our approach is based on safety, integrity and respect.

Guiding principles of the Kennecott Utah Copper General Code of Conduct include:

Our people

- We put health, wellbeing, security and safety first to create a workplace free from physical and psychological harm where our people can reach their full potential. This includes complying with health and safety rules, regulations and operating procedures.
- We treat everyone with dignity, respect and care.
- We encourage and value diverse perspectives.
- We are inclusive and do not tolerate bullying, harassment, racism, sexism, sexual harassment, violence or any other harmful behavior. We promptly take action to address any abuse of power.

Our workplace

- We arrive to work fit for duty, on time and remain for our full shift.
- We only engage in authorized work activities. Sleeping, theft, concealment, unauthorized possession of company property or that of another employee or others doing business with the Company is not permitted.
- We only engage in activities that relate to our employment during working time.
- We enter Company property only on scheduled shifts or overtime.
- We comply with instructions to complete reasonable and lawful job responsibilities.
- We assist co-workers in the workplace and refrain from interfering with our co-workers in completing their work.
- We receive supervisor approval prior to leaving the work location during working hours.
- We protect and properly use Company property.
- We understand and comply with the laws, regulations, lifesaving commitments and policies that apply to our job, including but not limited to: Drug and Alcohol Policy, Attendance Policy, Standard Operating Procedures (SOP), MSHA, OSHA etc.
- We refrain from bringing onto Company property (excluding designated parking areas in accordance with Utah Code, Title 34, Ch. 45) any firearms or weapons of any types, and understand and comply with the laws, regulations and policies that apply.

This notice supersedes all previous notices issued to employees regarding conduct.

