



From the General manager

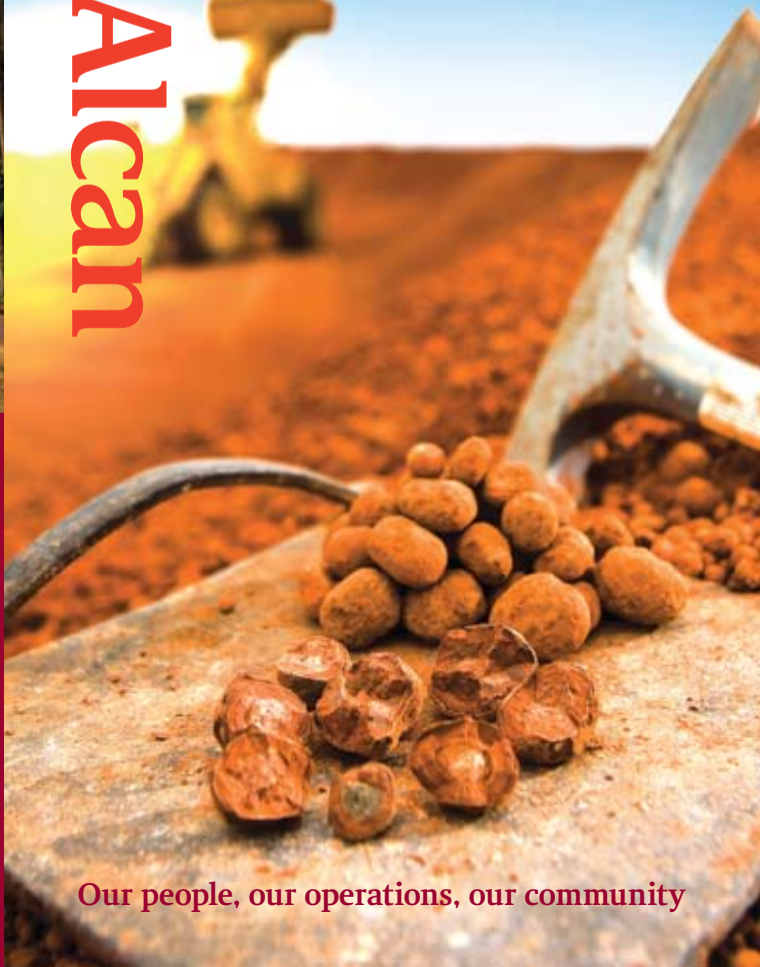
Welcome to Rio Tinto Alcan Weipa's 2008 Sustainable Development Review, detailing our performance in the key areas of people, planet and prosperity. Based on feedback from the Weipa community, this year we have produced this printed summary Review as well as providing information on our website www.riotinto.com/riotintoalcan. You can also access information about other Rio Tinto Alcan operations at that website.

I became General manager of Rio Tinto Alcan's Weipa operations in September 2008 and I am pleased to lead a team of such committed and innovative employees. 2008 was a great year in many respects – not only did we achieve record production, we were the safest we have ever been. There are some areas where we didn't meet our targets in 2008 and these will be of particular focus in 2009. For example, we exceeded our target for the number of significant incidents that impacted the local environment and community. I hope this review provides you with relevant information so you can judge our performance. I welcome your comments and suggestions via our feedback methods outlined on the back of this review.

Jo Anne Scarini
General manager

Weipa 2008 Sustainable Development Review

Rio Tinto Alcan



Our people, our operations, our community



Bauxite samples are analysed at our on-site laboratory



We value your input and would appreciate you providing feedback on this review by emailing your answers to the questions below to

RTAWeipafeedback@riotinto.com or calling our freecall community hotline 1800 707 633:

- Did the report provide you with the information you wanted to know about our operation?
- Are there any areas you would like covered in next year's report?
- Was the information presented in a way that was easy to read?
- Do you have any further suggestions or comments?

What you told us

Thank you to the Weipa community members who provided feedback to us on last year's review and expectations for this year's review. Those who provided feedback most wanted to read about:

- Our environmental performance (especially regeneration)
- Our health and safety performance
- Our investments in the Weipa town and Western Cape communities

We developed this summary to include information on these areas. If you have any feedback, please contact our community feedback free call number 1800 707 633.

What is sustainable development?

The most commonly accepted definition of sustainable development is contained in a 1987 report from the World Commission on Environment and Development called 'Our Common Future', also referred to as the Brundtland definition: "Meeting the needs of the present without compromising the ability of future generations to meet their own needs."

- At Rio Tinto Alcan Weipa sustainable development means:
- Understanding stakeholders' expectations, balancing expectations and changing behaviours appropriately.
 - Providing employees with a challenging and rewarding place to work, while proactively supporting their health and safety.
 - Minimising the social and environmental effects of our operations and putting in place management plans to achieve this.
 - Applying best practice in the rehabilitation of areas disturbed by mining.
 - Providing work opportunities that develop skills within our region.
 - Working to leave a sustainable economy and community at the conclusion of mining.
 - Continually improving performance in all areas of the operation.

Did you know?

- 1964 was our first year of commercial bauxite production, with 453,365 tonnes of bauxite mined and shipped. Forty four years later, in 2008, this annual production figure had increased approximately 44 times to 19.42 million dry product tonnes (mdpt).
- Our site operates under two Aboriginal agreements – the Western Cape Communities Co-existence Agreement (WCCCA) and the Ely Bauxite Mining Project Agreement (EBMPA). These agreements provide economic, education and employment benefits as well as cultural heritage support and formal consultation processes between the company and the Indigenous people of the region.
- Weipa bauxite is sent to a number of locations including Rio Tinto Alcan's Yarwun refinery in Gladstone. The refinery uses 100 per cent Weipa bauxite. Other recipients of Weipa bauxite include the Queensland Alumina Limited refinery in Gladstone and overseas customers.
- In 2008 Rio Tinto Alcan began a feasibility study and environmental impact assessment to extend our Weipa mine in an area south of the Embley River. With an initial operating capacity of 15 million tonnes per year, we estimate this new mining area will extend the life of Weipa mine by approximately 40 years, depending on production rates.
- In 2008 a record 92 innovations were entered into our site's 2008 Health, Safety and Environment (HSE) Innovation Awards including 11 in the Environment category. The awards recognise employees who proactively develop and implement ways to reduce or remove hazards from their work.

People

Area	2007	2008	2008 Target	Target met	2009 Target	Notes
Lost Time Injury Frequency Rate (LTIFR)	0.47	0.30	0.42	✓	0.27	See notes below
All Injury Frequency Rate (AIFR) ²	0.85	0.46	0.80	✓	0.41	See notes below
Occupational Illness	0	1	1	-	1	An illness or disease from a workplace related exposure of more than one shift
Employees	825	912	-	-	-	This includes apprentices
Gender – female	191 (23%)	25%	25%	✓	25%	
Total Indigenous employees	156 (19%)	181 (14%)	-	-	-	
Local Indigenous employees	109 (13%)	128	140	✗	145	This target includes Aboriginal people from the land on which we mine

What is a Lost Time Injury (LTI)?

A LTI occurs where the person injured at work cannot return to their normal duties on their next shift.

What is a Lost Time Injury Frequency Rate (LTIFR)?

LTIFR converts LTIs into a figure that makes it easy to compare our performance with previous years and other Rio Tinto operations. The LTIFR averages out as the number of LTIs per 100 people working on site, per year.

What is an All Injury (AI)?

AIs include LTIs and also any injury that requires medical treatment.

What is an All Injury Frequency Rate (AIFR)?

Like the LTIFR, we use the AIFR to convert the number of AIs into a format that is easier to understand. The AIFR averages out as the number of AIs per 100 employees per year.

- ✓ We achieved record safety performance in 2008 in both our All Injury Frequency Rate and our Lost Time Injury Frequency Rate.
- ✗ Although we achieved record performance in safety, there were still six injuries at our site – four people had a Lost Time Injury and two people had a Medical Treatment Injury.
- ✓ Our employees undertook a record 36,649 safety interactions in 2008. Safety interactions are conversations between two or more people about the way we go about our work and what is required to carry it out in safe way.
- ✓ The percentage of women in our workforce increased to 25 per cent in 2008, up from 23 per cent in 2007. This is far greater than the industry average which is about 14 per cent.
- ✓ Weipa's Tyre Support team won Rio Tinto Alcan's Nathaniel V. Davis Award for their achievement in improving the site's mine tyre performance. The award, originally launched in 2002 by the former Alcan, honours employees or teams who have made exemplary and unique contributions to Rio Tinto Alcan or our communities.
- ✓ Our site was named Host Employer of the Year, in the field of diversity, at the 2008 Cairns Regional Group Training (CRGT) Awards. The award recognises our effort and success in training local Indigenous trainees and apprentices.
- ✗ While we employed 11 more local Indigenous trainees in 2008 than in 2007, we failed to reach our target of 40. Our target for 2009 has been adjusted to 30 to enable more efficient case management of traineeship challenges if they occur.
- ✗ We had a significant community incident in 2008 where we underestimated the impact of our East Weipa Tailings expansion project on nearby Nanum residents. We will improve our engagement processes with the Weipa community in 2009.
- ✓ Training roles (including graduates, apprentices and trainees) made up approximately 10 per cent of our total workforce in 2008.
- ✓ In 2009 our Community Relations team moved to a purpose built building in Rocky Point. This was a \$2 million investment to improve the accessibility of the Community Relations team to the community.
- ✓ We began a feasibility study to extend our mine in an area south of the Embley River. This included a social impact assessment of the region which involved extensive consultation with all stakeholders.

Planet

Area	2007	2008	2008 Target	Target met	2009 Target
Greenhouse gas emission intensity (tonnes of carbon dioxide equivalent per tonne of bauxite produced)	0.034	0.032	0.037	✗	0.013
Energy intensity (gigajoules per tonne of bauxite produced)	0.14	0.14	0.15	✓	0.13
Freshwater withdrawn (tonnes per tonne of bauxite produced)	1.1	0.88	1.13	✓	1.0
Total water recycled (megalitres)	10,633	14,902	n/a*	-	n/a*
Total new land disturbed (hectares)	1,465	1,771	1,784	✓	500
Total land rehabilitated (hectares)	338	1,400	1,700	✗	800
Environmental incidents – category two (medium consequence) and above	3	5	2	✗	4

- ✗ In 2008 we exceeded our target for category two and above environmental incidents. Three of the category two incidents were related to spills and one was a bushfire that entered the landfill. The category three incident related to dust pollution from our tailings facility expansion project.
- ✓ We began an \$18 million project to upgrade the Awonga Point sewerage treatment plant. The project is currently in the construction phase and is expected to be complete by October 2009. Overflow tanks and backup generators were also installed to deal with current demand.
- ✓ Our environmental systems were incorporated into our site Health and Safety management system, creating a new Health, Safety and Environment Management System which aligns with Rio Tinto standards.
- ✗ In 2008 our site energy usage increased from 2,740,000 gigajoules (GJ) in 2007 to 2,867,000GJ. This was primarily due to the increase in production as we needed to use more diesel to run additional trucks.
- ✓ Our energy intensity (gigajoules per tonne of bauxite produced) was 0.14 in 2008, below our target of 0.15.
- ✓ At the end of 2008, we closed our calcination plant which produced calcined bauxite for specialised purposes. This facility roasted the bauxite in a large kiln and the process was energy intensive. Its closure will have a positive impact on the energy efficiency of our operation.
- ✗ Despite using less water per tonne of bauxite produced in 2008, due to our increase in production, our operation did use more water compared with 2007. In 2008 we used 19,553 megalitres (ML) of water compared with 17,451ML in 2007.
- ✓ We recycled 14,902ML of water in 2008, a significant improvement on 2007 when we recycled 10,633ML of water.
- ✗ In 2008 we rehabilitated 1,166 hectares of land and found that an additional 234 hectares of disturbed land had regrown. This was a very significant improvement on 2007 when we rehabilitated 338 hectares of land. While a positive result, we did not meet our target of 1,700 hectares. The early onset of the wet season and difficulties with seeding preventing us from meeting our target, despite record movement of overburden material and minimal stockpiling. This has positioned us well to continue with significant rehabilitation in 2009.
- ✓ In 2008, 150 Traditional Owners from Mapoon, Aurukun, Napranum and Weipa supported our rehabilitation programme by collecting more than two tonnes of native seeds from the local environment. Over 40 tree and shrub species native to the region were targeted, most being common in the eucalyptus forests of Cape York and of cultural significance to local Indigenous people, as well as being able to contribute to the biodiversity of the region.

Prosperity

Area	2007	2008	Increase	Notes
Production (million dry product tonnes shipped)	18.21	19.42	1.21	This figure is tonnes shipped.
Employee contributions	\$88m	\$107m	\$19m	Includes salaries, wages, benefits and superannuation contribution. Does not include training and recruitment costs.
Taxes and royalties	\$46m	\$60m	\$14m	Includes payroll tax, fringe benefit tax, royalties paid to the Queensland Government and payments for Indigenous agreements. Excludes income tax.

- ✓ 2008 was another record year for production at RTA Weipa. A total of 19,442,262 (mdpt) tonnes of ore was shipped and a total of 346 ships were loaded in 2008.
- ✓ A project to extend the life of tyres used by our haul trucks resulted in improving tyre life by 43 per cent or approximately 34,000 kilometres compared with 2007.
- ✓ In 2008 we continued to support the Weipa community through the maintenance and upgrade of power and sewage facilities and land development. We spent \$19.8 million on infrastructure upgrades in 2008.
- ✓ Under our Weipa Accommodation benefit policy, many employees have bought the home they previously rented from us. In 2008, 133 employees purchased their home from us, compared with 141 in 2007.
- ✓ In 2008 the Golf Links estate was completed. Our employees purchased 17 of the 46 blocks sold, with the balance released to Weipa locals and State Government. This development operates under a Community Title Scheme (CTS) which means the blocks are sold with a set of land covenants and by laws. This protects the buyer's equity in the estate as it sets high standards for the design and appearance of buildings.
- ✓ In 2004, RTA Weipa owned 75 percent of the residential property in Weipa. By 2008 this number had decreased to 29 percent.
- ✗ In 2008 we had 55 unplanned power outages and 79 planned outages. In 2009 we will focus improving our systems, risk analysis and reporting to help reduce the number of outages.
- ✓ The new Weipa swimming pool was completed in June 2008. The project was 50 per cent funded by the Government, with a further \$1m contribution from Rio Tinto Alcan and \$0.5m from the Weipa Town Authority.
- ✓ The entire RTA Weipa workforce is involved in identifying and implementing cost saving projects and in 2008 we implemented a number of cost savings projects. These projects saved the business around \$19 million.
- ✓ In 2008, RTA Weipa worked with the Western Cape Co-existence Communities Agreement to support the re-establishment of a training and accommodation facility. The newly established Western Cape Centre took over the Weipa Multi Purpose Facility which went into voluntary administration in 2007. RTA assisted this transition by progressing the freehold title transfer of that facility to the Western Cape Centre and by providing a long term lease at nominal rates for the accommodation section.

