

Rio Tinto India Covid-19 initiatives

Rio Tinto India's response to the Covid-19 pandemic has been situational and swift.

In the first wave in 2020, Rio Tinto India had a three-pronged, community-centric strategy centred around the themes of **Response, Resilience** and **Recovery**. During this phase, we:

- **Provided immediate support of food and grocery kits to 4400 families** from the vulnerable sections
- **Distributed 3344 PPE kits** and undertook awareness outreach, **covering 7500 families** and community members
- **Organised a livelihood programme** for vulnerable members of the community in the areas of tailoring, fashion designing, mobile repair and soft skills benefiting 276 people

During the second wave, the response has been focused both on employees as well as the community. Given the increased intensity of the pandemic in 2021, our community support measures have been both in Gurugram and in the rural areas of Bhavnagar District, Gujarat.

Given the dire need for healthcare essentials in the Delhi NCR region, Rio Tinto stepped up to:

- **Augment medical infrastructure** in five medical facilities and the local community by providing
 - **1** medical oxygen plant (co-funded purchase and installation)
 - **8** High Flow Ventilation devices
 - **3** ECMO ventilators and BiPAP machines
 - **80** Oxygen Concentrators
 - **230** Oxygen Cylinders
 - **300** Pulse Oximeters
- **Provide food and hygiene kits** to vulnerable sections of the local community
 - **1452** healthcare workers provided PPE kits
 - **500** families provided with grocery and hygiene kits
- **Undertake a public information campaign on COVID-19** by spreading awareness on vaccination and COVID-appropriate behaviours.

Our community support measures in India have been supplemented by a donation drive undertaken across our global operations.

Rio Tinto India has also extended relief to its Argyle diamond worker community located in the Bhavnagar District of Gujarat. This community has been impacted both by the second COVID wave and by a devastating cyclone in mid-May. The interventions are currently in progress, will continue till end-November 2021 and aim to:

- **Provide emergency relief support for cyclone-affected areas** by providing shelter repairs and rehabilitation, dry ration kits, and sanitation and hygiene kits.
- **Increase COVID-19 awareness** on the benefits of vaccination, bust myths, etc.

Rio Tinto has also undertaken a host of employee-centric initiatives to safeguard its employees, contractors and their families. These include:

a) Medical support

- Oxygen concentrators and oxygen cylinders
- Partnered with a medical service provider for Covid Home Care Isolation support
- 24/7 Telemedicine Service for employees and their immediate family members
- Support for sourcing ambulance services, covid-19 related testing, and checking hospital bed availability.
- Provision of Home Care kits
- 4 vaccination camps at the RTI office

b) Financial support

- Launched separate insurance coverage that serves as the primary policy for Covid-19-related hospitalization.
- Introduced an extraordinary, interest-free employee loan facility
- One-off wellness support
- Extension and expansion of the Health & Well-being Subsidy programme
- Vaccination coverage for employees/contractors and their families

c) HR Policy support

- Prioritisation of employee wellness over work commitments
- Paid leave for Covid-recovery
- Employee counselling services
- Mental well-being training and support
- Buddy (peer-support) system
- Daily 1-1 employee welfare checks
- Continuous engagement between leadership team and employees

d) Information support

- Facilitation Desk
- Ongoing guidance for people leaders and employees
