



DESCRIPTION:

Rio Tinto vets vendors according to ESG policies but has not publicly terminated business relationships based on views or beliefs. The company discriminates against religious organizations in its charitable giving and frequently uses its reputation and corporate dollars to promote LGBTQ issues and organizations. However, it does provide viewpoint protections for its employees and has not used its PAC contributions for ideological purposes. For these reasons, Rio Tinto receives a Medium Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk

Rio Tinto has not publicly fired customers, suppliers, or vendors based on views or beliefs. Rio Tinto has implemented ESG into its business practices and considers environmental performance in the selection of suppliers, as outlined in its Supplier Code of Conduct (1).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk

Rio Tinto used to offer an employee matching program, but no longer does. The matching program excluded religious groups from gift matching (1)(2).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. Lower Risk

Rio Tinto does provide viewpoint protections to its employees, as outlined in its Inclusion and Diversity policy (1).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. Medium Risk

Rio Tinto features multiple news stories and Interviews on their website celebrating LGBT ideas, and featuring a pride logo banner (1)

)[\(2\)](#). Rio Tinto also made a post celebrating Pride Month on its corporate LinkedIn account [\(3\)](#). Rio Tinto is a member of Acon's pride inclusion programs [\(4\)](#). Rio Tinto participated in the 2023 Pride in London parade [\(5\)](#). Rio Tinto has celebrated Pride by implementing a "rainbow crane" into its fleet [\(6\)](#).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Medium Risk

Rio Tinto is a Gold sponsor of the Perth Pride Professionals Mentoring Program [\(1\)](#). Rio Tinto is a sponsor of the Utah pride center [\(2\)](#)).

Uses corporate political contributions for ideological, non-business purposes. Lower Risk

Rio Tinto donates in a bipartisan manner that is consistent with its business interests [\(1\)](#)/[\(2\)](#).

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