

**DESCRIPTION:**

Rio Tinto often yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company elevates merit, excellence, and integrity ahead of race and identity-based policies. Rio Tinto occasionally embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues at times. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

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

Rio Tinto has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (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 viewpoint or other discrimination and/or are ideological in nature. Lower Risk

Rio Tinto protects its employees against viewpoint discrimination (1).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. Medium Risk

Rio Tinto is a member of Acon's LGBTQ Pride inclusion programs and participated in the 2023 LGBTQ Pride in London parade (1)(2). Otherwise, there are no publicly known cases of the company using its reputation to advance ideological causes or policies (3).

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

Rio Tinto is a Gold sponsor of the Perth Pride Professionals Mentoring Program and a sponsor of the Utah LGBTQ Pride Center (1)(2). Rio Tinto sponsored 2025 Utah Pride (3).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. Lower Risk

Rio Tinto has not used its PAC donations or lobbying for ideological purposes (1)(2)(3).

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