

RIO TINTO IRON ORE (RTIO)

# Peninsula Palms SIA and SIMP

SOCIAL IMPACT MANAGEMENT PLAN  
PROGRESS REPORT AND UPDATE TO  
SUPPORT RTIO 2026 APPLICATION FOR  
TIN CITY LICENSE EXTENSION

July 2026



**Creating  
Communities**

## REPORT DETAILS

|                 |                                                                                        |
|-----------------|----------------------------------------------------------------------------------------|
| PREPARED FOR    | Rio Tinto Iron Ore (RTIO)                                                              |
| CONTACT DETAILS | Louise Thomas, Manager – Facilities Strategy, Facilities Division, Iron Ore            |
| ADDRESS         | Central Park, 152-158 St Georges Terrace, Perth, 6000, Western Australia               |
| PHONE           | +61 (0) 419 960 889                                                                    |
| EMAIL           | <a href="mailto:louise.thomas@riotinto.com">louise.thomas@riotinto.com</a>             |
| PREPARED BY     | Creating Communities Pty Ltd                                                           |
| PROJECT TEAM    | Allan Tranter – Director<br>Kay Esensoy – Research Consultant                          |
| ADDRESS         | 100 Jersey Street, Jolimont WA 6014                                                    |
| PHONE           | 8 9284 0910                                                                            |
| EMAIL           | <a href="mailto:allan@creatingcommunities.com.au">allan@creatingcommunities.com.au</a> |
| DATE            | July 2026                                                                              |

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|       |                                                                                      |       |                                                                                    |
|-------|--------------------------------------------------------------------------------------|-------|------------------------------------------------------------------------------------|
| Email | <a href="mailto:info@creatingcommunities.com.au">info@creatingcommunities.com.au</a> | Phone | +61 8 9284 0910                                                                    |
| Mail  | 100 Jersey Street, Jolimont, WA 6014                                                 | Web   | <a href="http://www.creatingcommunities.com.au">www.creatingcommunities.com.au</a> |

### DOCUMENT CONTROL

| VERSION | PURPOSE          | CHANGE                                   | AUTHOR               | DATE       |
|---------|------------------|------------------------------------------|----------------------|------------|
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| 2       | Final            | Addressed feedback and comments on draft | CCA (KE & AT)        | 22/05/2026 |
| 3       | Revised final    | Addressed DA comments on final           | CCA (KE & AT)        | 27/05/2026 |
| 4       | Revised final V2 | Addressed DA comments on final           | CCA (KE & AT)<br>TBB | 16/07/2026 |



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## GLOSSARY OF ACRONYMS

| ACRONYM | DESCRIPTION                    |
|---------|--------------------------------|
| CCA     | Creating Communities Australia |
| CoK     | City of Karratha               |
| DA      | Development Application        |
| RTIO    | Rio Tinto Iron Ore             |
| SIA     | Social Impact Assessment       |
| SIMP    | Social Impact Management Plan  |
| TWA     | Temporary Worker Accommodation |





## 1. EXECUTIVE SUMMARY

### 1.1. Project Overview

Peninsula Palms is a Transient Worker Accommodation (TWA) Village owned and run by RTIO. Village operations are managed by Sodexo Pty Ltd under a 10-year contract with RTIO. It is located near the foreshore of the Pilbara town of Dampier with a mix of permanent double storey and motel buildings (land side) and temporary donga-style accommodation units (ocean side), with the donga-style units colloquially known as ‘Tin City’.

The Tin City accommodation is located closest to the waterfront and separated by the road “The Esplanade” from the permanent and refurbished buildings. The Village comprises of a total of 568 rooms including the ‘Tin City’ section which consists of 160 temporary transportable buildings that have been on the site since 1990s.

At the Ordinary Council Meeting on 13 September 2018, the Council approved (subject to conditions) a development application for the redevelopment and reopening of the workforce accommodation facility in Dampier. This was over portions of Lot 23 and Lot 38 (The Esplanade, Dampier) following closure since 2015.

The 2018 application was approved subject to conditions that limit the duration of the development, including a 10-year timeframe for the landside component from the date of occupancy of any accommodation room on site (Condition 1), and a 5-year timeframe for the oceanside (Tin City) component from the date of occupancy of any accommodation room (Condition 2). The abovementioned application was accompanied by a Social Impact Management Plan (SIMP) and Condition 6 of the application requires the SIMP to be implemented during operation of the facility.

A comprehensive SIMP was developed for Peninsula Palms in 2018 according to requirements specified by the development application, with 100 strategies (existing RTIO actions and new recommendations) outlined to mitigate negative social impacts and enhance positive social impacts that the Village’s presence in Dampier generates. In 2021, the City provided feedback on the 2018 SIMP following a progress report prepared by RTIO. The 2021 City response requested a reduction in the number of mitigation strategies to be used in the ongoing reporting against the SIMP. In 2024, Creating Communities Australia (CCA) prepared the Social Impact Assessment (SIA) and SIMP for the Rio Tinto Iron Ore (RTIO) Peninsula Palms “Tin City” redevelopment.

This 2026 progress report and update reflects the 2021 City response and has noted those original 2018 mitigation strategies that are no longer required for ongoing reporting to the City. This progress report and update recommends that a number of the management strategies identified in 2024 (but not approved) should be included in the ongoing SIMP for Peninsula Palms to enable to City to review and confirm the new management strategies and the reporting requirements. New strategies are included in **Sections 3.2 and 3.3** and listed in Table 2.

The 2024 Tin City redevelopment proposed the removal of the Tin City accommodation units from the coastal side of the Village and the redevelopment of the Tin City site through the provision of new accommodation units that had greater alignment with the existing double storey and motel units. The proposed Tin City redevelopment has since been paused due to high construction costs and the existing operating licence for the 160 Tin City rooms is due to expire on 14 March 2027 (5-years from re-opening after renovations in 2022).



Due to the continued high demand for project accommodation that has been forecast in the region, RTIO is seeking a 3-year extension to this licence through a Development Approval (DA) amendment that was lodged with the City of Karratha in May 2026.

This progress report outlines progress made towards the 2018 SIMP management measures and commitments as of today. This progress report has included the outcomes of the 2024 updated SIMP that was prepared to supplement the 2024 Tin City Replacement project.

RTIO notes that the 2024 updated SIMP was never formally submitted to the City. However, as the 2024 SIMP was prepared to final draft stage, this 2026 progress report includes reference to the 2024 updates for completeness. This progress report and review has excluded commitments that are related to the now ceased 2024 redevelopment proposal. However, some 2024 updated commitments refined the 2018 commitments and remain relevant to the ongoing operation of Peninsula Palms.

The current progress report details:

- How the Peninsula Palms Village has operated since 2024 against relevant SIMP commitments
- Confirm there have been no significant issues with the existing management measures
- Demonstrate RTIO's ongoing commitment to the management measures
- Provide a community impact perspective to support the DA amendment submission seeking a 3-year extension

In addition to reviewing 2026 progress towards the 2018 original and 2024 revised SIMP objectives, this report analyses stakeholder insights and feedback on the impacts the proposed extension of the Tin City operating license for another 3 years in the Dampier community. Further information into the project methodology is included in **Appendix 1 – Project Methodology**.

## 1.2. Summary of Social Impact Management Strategies Progress and Actions

RTIO has demonstrated strong commitment to the Peninsula Palms SIMP, with a large proportion of strategies now completed or embedded in ongoing operations. A breakdown of the 67 management strategies reviewed for the current report is included in Table 1.

**TABLE 1: REVIEWED SIMP STRATEGIES BY STATUS AND VERSION SUMMARY**

| Status                     | 2018 SIMP     | 2024 SIMP    | Total         |
|----------------------------|---------------|--------------|---------------|
| Completed or operational   | 11 strategies | 5 strategies | 16 strategies |
| Developing or in-progress  | 10 strategies | 3 strategies | 13 strategies |
| Not complete or applicable | 2 strategies  | 0 strategies | 2 strategies  |
| Total                      | 23 strategies | 8 strategies | 31 strategies |



Key achievements include significant enhancements to resident safety and wellbeing (e.g. expanded CCTV, keyless access and security presence), continued operation of a dry Village to manage behaviour and consistently low levels of incidents.

Community investment and economic contribution remains substantive in Dampier, including multi-million-dollar annual funding through the Community Partnership Agreement and record local procurement spend supporting WA, Pilbara and Indigenous businesses. Engagement with the Dampier community remains strong, with regular stakeholder meetings, volunteering (over 11,500 hours) and promotion of local events within the Village.

RTIO proposes that 8 management strategies developed from the 2024 work be considered for approval by the City in the 2026 update as they are relevant to the ongoing operation of Peninsula Palms. The new strategies proposed are included in Table 2.

**TABLE 2: NEW SOCIAL IMPACT MANAGEMENT STRATEGIES FOR REVIEW**

| Ref      | New SIMP strategies                                                    |
|----------|------------------------------------------------------------------------|
| 10.8.20  | Resident safety at Peninsula Palms                                     |
| 10.11.10 | Ongoing dialogue with CoK about Dampier WWTP                           |
| 10.9.11  | Continue no alcohol license at Peninsula Palms                         |
| 10.3.15  | Engagement with Dampier community                                      |
| 10.2.4   | Continued tourism access at Peninsula Palms subject to conditions      |
| 10.8.18  | Improve WIFI and cell coverage                                         |
| 10.3.17  | Continue CPA investment with City of Karratha                          |
| 10.3.14  | Encourage limited use of local roads by Peninsula Palms FIFO occupants |

Overall, the progress reflects a stable, well-managed operation delivering positive social and economic benefits, with continued implementation of SIMP commitments supporting the case for the licence extension.

### 1.3. Summary of Stakeholder Engagement Findings

In total, 5 local community group stakeholders participated in engagements and were selected from the groups that participated in the 2024 interviews. Findings were generally positive and/or neutral from a community perspective, with some raising whether the extension will offer any benefit to the community during and after the extended operation period. A full overview of engagement findings is included in **Appendix 2 – Engagement Findings**.

Economic impacts in Dampier from the continued operation of the 160 rooms at Tin City are strongly positive. FIFO workers contribute significantly to the Dampier economy through spending at local businesses such as hospitality venues and retail outlets. Additional indirect benefits include increased tourism interest, with some workers returning as visitors. However, these benefits are somewhat limited by the self-contained nature of the Village and FIFO work patterns.



FIFO workforce culture has improved markedly over time. Stakeholders noted a shift from earlier perceptions of disruptive behaviour to a current workforce that is generally considered disciplined, mature and respectful. This change is attributed to improved management systems, alcohol restrictions and greater workforce diversity.

Despite this, community integration remains limited. Interaction between FIFO workers and the Dampier community is constrained primarily by structural factors such as long working hours, fatigue and transport limitations rather than a lack of willingness. Some engagement occurs through sports, events and shared facility use and FIFO workers are seen as contributing positively to community diversity and vibrancy.

The built environment of Tin City is a key concern. Stakeholders consistently described the facilities as outdated and visually unattractive, detracting from Dampier's coastal character. Additional concerns include traffic, congestion and compatibility with the surrounding landscape, although some recognise the Village's functional design and limited visibility.

A strong and consistent theme is the need for clear strategic planning. Stakeholders emphasised that any licence extension should be accompanied by a defined long-term plan for the site. There is concern about repeated short-term extensions without a clear end-state and support for improved Village management and alignment with broader planning commitments.

Accommodation availability is a critical factor supporting the extension. Tin City plays a key role in addressing local accommodation constraints, enabling temporary availability of existing purpose-built workforce accommodation to meet the sustained and forecast demand. Some stakeholders also see potential for future adaptive uses.

While many support the Village due to its economic and social contributions, others are concerned about preserving Dampier's identity as a small-town location and reducing reliance on FIFO activity. Supportive stakeholders highlighted that the Village had been a part of Dampier's community identity for some time, with the Peninsula Palms accommodation having originally been built in the early 1970's and the Tin City accommodation built in the 1990's. These stakeholders noted that concerns regarding Dampier's identity are stemming from a desire to have low activity in the region, which is not shared among all community members.



## 2. COMMUNITY IMPACT STATEMENT

### 2.1. Description of the Amendment

Rio Tinto Iron Ore (RTIO) is seeking a 3-year extension to the operating licence for the Peninsula Palms “Tin City” accommodation facility in Dampier. The extension is required due to high project demand currently forecast, as well as the pause of the planned redevelopment of the Tin City site due to high construction costs required for the redevelopment.

The amendment proposal seeks to retain the current 160-room accommodation capacity to ensure existing workforce accommodation demand is supported beyond the current license expiry of March 2027.

By extending the current operating license, RTIO aims to:

- Maintain workforce accommodation continuity
- Defer new construction during a high-cost environment with supply chain challenges by utilising existing Tin City accommodation facilities
- Support ongoing operational activities in the region
- Respond to sustained high demand for accommodation in the region without placing additional pressure on the constrained local accommodation market

### 2.2. Existing Context

Dampier is a small coastal community with proximate industrial port and rail operations. The community has a strong local identity where lifestyle, visual amenity and access to community facilities are highly valued. It is characterised by a mix of residential areas, industrial and port-related activities, tourist activities and community infrastructure.

The Peninsula Palms FIFO Village operates as a self-contained FIFO facility, with the Tin City units reducing reliance on local accommodation and provides controlled accommodation for the FIFO workforce.

The Peninsula Palms Village and Tin City accommodation units are recognised in the community as relatively isolated with limited integration into the Dampier community. Functionally, it is acknowledged as a built-for-purpose, necessary accommodation resource to manage regional accommodation constraints, but visually outdated and inconsistent with the Dampier coastal landscape.

### 2.3. Potential Impacts

#### Economic Impacts

The presence of FIFO workers generates strong positive economic outcomes for Dampier and is considered a key driver of support for the license extension. FIFO workers provide significant support to venues such as the Mermaid Hotel, with supplementary spending at local shops (e.g. IGA). Indirect support includes flow-on tourism effects, with some workers returning as visitors with families.





However, economic benefits are constrained by the self-contained nature of the Village, with long work hours limiting the ability for FIFO workers to engage in the local economy.

### **Social and Community Impacts**

FIFO work culture has been seen as significantly improving over time, with workers now considered to be respectful and well-managed in the community. This has been linked to stronger operational controls, including Dry Village Policy, Codes of Conduct and security and monitoring systems.

Integration between FIFO workers and the community remains limited, with primary constraints including standard 12-hour shifts (and associated fatigue) and transport limitations. Some interaction occurs through Dampier sporting clubs, community events and the use of shared Village facilities. FIFO workers contribute positively to community diversity and vibrancy, with greater integration potential through more targeted improvements.

### **Built Environment Impacts**

The Tin City built form is a key concern for stakeholders. Facilities are described as outdated and visually unattractive, detracting from the Dampier landscape and character. However, built form issues were mitigated for stakeholders due to the low visibility of the Village in other locations, the addition of screening and colour from the 2019 redevelopment and a recognition of the functional necessity of the Village operations.

Other built environment impacts include traffic during peak periods of the day, increased noise in proximity to tourist areas (such as the local caravan park) and the industrial appearance impacting visual quality of the coastal landscape. However, stakeholders noted that the location of the Village is in an industrial region on the coast alongside several other facilities, highlighting Dampier's ongoing role as an operating iron ore port and rail facility. Without the industrial facilities being based at the current location, stakeholders noted that the region would otherwise be relatively inactive and not impacting the level of noise and visual quality of the area.

### **Community Cohesion and Identity**

There is a clear division in community perspectives, with some supportive of the operating license extension and others opposing the presence of the FIFO Village in Dampier.

Community members supportive of the Peninsula Palms Village and Tin City accommodation units in Dampier highlight that the FIFO presence supports economic activity in the region and adds to the community population, activity and vibrancy. Additionally, other community members state that the Village is recognised as an established part of Dampier.

Opposing views from Dampier community members express concern about the overreliance of FIFO workers and note the importance to maintain Dampier's identity as a small coastal town. Specific concerns regarding the "temporary" extensions becoming permanent were also expressed.

## **2.4. Mitigation Measures**

### **Operational Management**



Peninsula Palms is a “dry Village” and does not provide alcohol to residents to reduce antisocial behaviour. Additionally, relevant Codes of Conduct and behaviour standards are enforced and relevant security systems (CCTV, patrols, incident reporting) are utilised.

### **Community Engagement and Integration**

RTIO conducts regular engagement with the Dampier Community Association and local stakeholders, as well as strong community investment through the Community Partnership Agreement.

Local sporting clubs, events and activities are consistently promoted to FIFO residents to encourage participation and RTIO volunteering programs are supported by workers. Additionally, the Village gym facilities are accessible for community members.

Future planning to address negative impacts noted by stakeholders include:

- Establishing a clear long-term strategy for the site
- Defined end-state (redevelopment, repurposing or decommissioning)
- Avoidance of repeated incremental extensions

## **2.5. Conclusion**

The proposed 3-year extension of the Tin City operating licence is assessed to have overall acceptable and manageable impacts, with strong economic and operational justification.

The Tin City accommodation units provide positive economic impacts and continued support for local businesses and have a critical role in addressing the accommodation constraints in Dampier. Additionally, FIFO resident behaviour was viewed positively in terms of the improved standards of behaviour and the low levels of community disruption.

However, concerns were raised regarding the current visual and built form impacts and their negative perception in the community. Community integration was perceived as low to not present, with some members of the community noting the structural factors preventing greater community integration rather than a lack of interest from FIFO residents.

The extension is supported from a functional and economic perspective, provided it is accompanied by continued adherence to SIMP commitments, ongoing mitigation and community engagement.



### 3. SOCIAL IMPACT MANAGEMENT PLAN PROGRESS REVIEW

The following section details the progress made to date towards the 2018 approved Social Impact Assessment and Mitigation Plan and the draft 2024 Social Impact Management Plan (SIMP) which has not been submitted to the City of Karratha for approval due to the pause of the Tin City redevelopment project

The Peninsula Palms SIMP was first developed in 2018, with 100 strategies (existing RTIO actions and new recommendations) outlined to mitigate negative social impacts and enhance positive social impacts that the Village's presence in Dampier generates. The 2024 SIA and SIMP was drafted to address impacts and relevant strategies in the context of the Tin City redevelopment but was not submitted to the City for approval due to the pause of the Tin City redevelopment.

The 2024 SIMP management strategies were categorised into 4 tables according to their relevance to the Tin City redevelopment plan, with Table 4 removed for the current progress review by the recommendation from the 2024 SIMP (and included in **Appendix 4 – SIMP Table 4**).

For the purposes of the progress review, the 2024 SIMP strategy tables have been duplicated in their entirety with the addition of a column “2026 Progress” that outlines progress made towards the strategy as of the date of the current report.

The SIMP strategies are as follows:

1. **SIMP Table 1: New Recommended Social Impact Management Strategies** – Developed in response to Tin City Replacement 2024. These are new strategies that were introduced from the 2024 SIA and SIMP that are recommended for the City to consider as approved additions to the 2018 SIMP (7 strategies).
2. **SIMP Table 2: Updated 2018 Peninsula Palms Social Impact Management Strategies** – Modified in response to Tin City Replacement in 2024 (strategies modified and one new strategy). These are existing strategies that were adapted following the 2024 work and were listed in 2021 by the City as requiring ongoing reporting to the City (12 strategies).
3. **SIMP Table 3: Previously Recommended Peninsula Palms Social Impact Management Strategies** from 2018 that were deemed still relevant in the 2024 review that required little or no changes. (48 strategies).
4. **SIMP Table 4: Previously Recommended Social Impact Management Strategies** from 2018 – No Longer required for ongoing reporting (recommend for removal). These are strategies that the City, in its 2021 response, advised did not require ongoing reporting by RTIO (31 strategies from 2018) or have been superseded (3 strategies) or withdrawn (1 strategy).  
4.Appendix 4 –

Overall, the SIMP Progress Review demonstrates strong and sustained progress across all priority levels, with a significant proportion of high-priority strategies now completed and operational. Notable achievements include:

- Strengthened resident safety systems through expanded CCTV coverage, keyless access and on-site security, alongside consistently low levels of recorded incidents.
- Substantial and ongoing community investment via the 10-year 2022-2032 Community Partnership Agreement, with annual contributions between \$3.5 million





and \$3.8 million supporting infrastructure, recreation and community programs in Dampier and other towns in the City of Karratha.

- Operational initiatives contributing to improved living standards and workforce behaviour outcomes via with the continuation of the dry Village policy, improvements to digital connectivity and enhanced health and wellbeing programs
- Strong support of the local economy through record procurement spends with Western Australian, Pilbara and Indigenous suppliers, as well as continued utilisation of local businesses.
- Regular stakeholder engagement, volunteering programs delivering over 11,500 hours of contribution and ongoing promotion of local events in the Village

Some strategies remain in progress and others are not applicable due to the paused redevelopment. However, overall trends in strategy progress reflects a well-managed, stable and positively contributing operation that will continue to deliver measurable benefits in the Dampier community.

The status of all SIMP strategies in terms of completion, non-completion and in-progress strategies are detailed in **Appendix 3 – Social Impact Management Strategies Status**.

A SIMP Progress Summary infographic has been developed to provide an overview of the 2026 progress to date for the SIMP management strategies. It is included in **Section 3.1 – SIMP Progress Summary**3.1.



RTIO Peninsula Palms SIMP Progress Summary

2018 – 2026



### Economic Investment and Funding

**Community Partnership Agreement (CPA) –**  
RTIO has committed an additional A\$37.5 million (2022 to 2032) to continue supporting liveability and community vibrancy initiatives

|      |        |
|------|--------|
| 2023 | \$3.5M |
| 2024 | \$3.7M |
| 2025 | \$3.7M |
| 2026 | \$3.8M |

**RTIO CPA payments (~\$15M)** already made to City of Karratha demonstrates high and stable investment in community initiatives.



### \$1.0M/year

supporting Dampier Community Hub operations delivering infrastructure, recreation, arts, youth and community programs

|                                      |              |
|--------------------------------------|--------------|
| Bookings (on average annually)       | Up to 2,500+ |
| Library visits (on average annually) | Up to 13K    |
| Utilisation of Dampier facilities    | Strong       |



### \$12.1B

total local procurement, community grants + volunteering stats

|                                                |              |
|------------------------------------------------|--------------|
| Matched funding                                | \$79,000     |
| Volunteers                                     | 121          |
| Volunteer hours (2023–2026 YTD)                | 11,540       |
| Activities                                     | 160          |
| Community Giving funding (on average annually) | Up to \$254k |

**Local business support** – Local catering contracts maintained, with 14-day supplier payment terms.  
**FIFO workers provide significant support** to local venues.



### People and Community Impacts



#### Residential workforce support

- Residential workforce increased significantly since 2018 SIA
- owner-occupier proportion of housing grew from <30% to 50%
- RTIO residential employees include 574 owner occupiers which is the highest in Dampier / Karratha region

**Comprehensive incentives including:**

- Generous owner-occupier annual payments
- Substantial Rent subsidies
- Significant Utility rebates



#### Community access gym

- Provides public access as the only gym in Dampier. Membership model for residents with a controlled induction system
- 15 active community users (2026)



#### Cultural inclusion

- Mandatory cultural awareness training + On-Country experiences
- Embedded diversity targets (27.8% female, +1.5% target)
- Established Employee Resource Groups

**Strong community engagement & partnerships** – Monthly engagement with Dampier Community Association and active grants programs + stakeholder presence.

**Coastal holiday units** – Dedicated family/respite accommodation, supporting participation in local events.



### Village Operations



#### Safety

- Security presence and Improved security measures installed
- Security guard patrols since 2022 with body worn cameras
- Installation security with swipe card access to rooms and facilities (2024)
- 84 CCTV cameras installed (2025)
- Reported very low incident rates



#### Digital connectivity

- Village-wide 10 Gbps Wi-Fi (since 2022)
- Telstra small cell installed (2024), improving connectivity Village-wide



#### Recreation & wellbeing

- Functional gym + social facilities + programmed activities
- Swipe access system (2024)
- Strong wellness programming (weekly, structured)



#### Behaviour standards

- Improved FIFO workforce culture with respectful behaviours
- Strong Village Standards + reporting systems
- Low incidence of antisocial behaviour
- Security-supported compliance

**Transport systems** – Integrated MyBus + Journey Planner, with QR-code tracking capability.

**Emergency & disaster participation** – Participation in regional emergency committees.



3.2. SIMP Table 1: New Recommended Social Impact Management Strategies – Identified in Tin City Replacement study 2024 and with continued relevance to operation of Peninsula Palms in its current state

| Reference<br>(consistent<br>with 2018<br>and 2024) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                                                                                                                                                                           | Social impacts<br>addressed                                                                                                                                        | Performance<br>Indicators                                                                                                                                        | 2021 CoK<br>request for<br>ongoing<br>reporting | Recommended<br>Priority Level                                                   | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|----------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|---------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| HIGH PRIORITIES                                    |                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                    |                                                                                                                                                                  |                                                 |                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 10.8.20                                            | <b>Resident safety measures</b><br>Continue to implement measures to protect residents from harm (such as theft and sexual assault) while staying at Peninsula Palms. Measures may include security doors, camera surveillance, incident response procedures.                                                                                                                | <ul style="list-style-type: none"> <li>Impact Area 8 – Health and Wellbeing</li> </ul>                                                                             | <ul style="list-style-type: none"> <li>Low numbers of incidents of assault and theft</li> </ul>                                                                  | TBC - New<br>Not yet reviewed by CoK            | <b>High Priority</b><br>New recommendation that is highly important to address. | Resident safety infrastructure has been progressively strengthened. CCTV coverage has been in place across central facilities and laundries since Village operations commenced. Night-shift security has been provided by Wilson Security each evening since November 2022, supported by body-worn cameras. Room security was further improved with the installation of a Salto keyless swipe-card system in mid-2024. In mid-2025, CCTV coverage was expanded to include external areas, bringing total coverage to 84 cameras across Peninsula Palms and Tin City. |
| 10.11.10                                           | <b>Engage with CoK on waste-water treatment infrastructure improvements</b><br>Continue quarterly meetings with CoK and continue to work with CoK on developing a sustainable solution to the existing waste-water limitations - to provide additional capacity that will allow for Peninsula Palms and future permanent residential development expansions into the future. | <ul style="list-style-type: none"> <li>Impact Area 11 – Built Form of the Village</li> </ul>                                                                       | <ul style="list-style-type: none"> <li>Agreed upon short- and long-term solution for waste water achieved</li> </ul>                                             | TBC - New<br>Not yet reviewed by CoK            | <b>High Priority</b><br>New recommendation that is highly important to address. | Engagement with the CoK regarding waste-water infrastructure is ongoing. Quarterly meetings continue to provide a forum for discussion. Formal updates were presented to City officers in March 2024 and via an information update in April 2024. While progressive understanding of constraints and options has improved, no agreed short- or long-term solution that materially increases capacity has yet been finalised <sup>1</sup> .                                                                                                                           |
| 10.9.11                                            | <b>Maintain lack of alcohol provision within Peninsula Palms Village</b><br>Continue to maintain Peninsula Palms as a 'dry' Village with residents using licenced premises within Dampier town.                                                                                                                                                                              | <ul style="list-style-type: none"> <li>Impact Area 9 – Employment and Local Benefits</li> </ul>                                                                    | <ul style="list-style-type: none"> <li>Ongoing Peninsula Palms resident use of Dampier licenced premises</li> </ul>                                              | TBC - New<br>Not yet reviewed by CoK            | <b>High Priority</b><br>New recommendation that is highly important to address. | Peninsula Palms continues to operate as a dry Village. Alcohol is not provisioned onsite and residents use licensed premises in Dampier or Karratha as required. While use of these venues is not quantitatively measured by RTIO, maintaining dry-Village status remains a standing operational commitment. Anecdotal feedback from community engagement confirms residents utilise local Dampier venues for the provision of alcohol.                                                                                                                              |
| 10.3.15                                            | <b>Connecting to the Dampier Community</b><br>RTIO Communities Team to help facilitate engagement with external groups and provide support and guidance to the Village Wellness Advisor to ensure they can capably engage with both Peninsula Palms residents and the Dampier Community.                                                                                     | <ul style="list-style-type: none"> <li>Impact Area 3 – Accessibility to Community Services and Facilities</li> <li>Impact Area 8 – Health and Wellbeing</li> </ul> | <ul style="list-style-type: none"> <li>Number of events and activities facilitated for RTIO employees</li> <li>Number of employees who participate in</li> </ul> | TBC - New<br>Not yet reviewed by CoK            | <b>High Priority</b><br>New recommendation that is highly important to address. | The RTIO Communities Team maintains regular engagement with Dampier stakeholders, including monthly meetings with the Dampier Community Association and ongoing liaison with local clubs and associations. Engagement has included community grant programs, stakeholder sessions and presence at local venues such as markets. Gaps remain in formal engagement with the Village Wellness Advisor                                                                                                                                                                   |

<sup>1</sup> Rio Tinto, RTIO Utilities / Facilities - Dampier WWTP Relocation Concept Study Briefing for City of Karratha Officers (2024); Rio Tinto, Dampier WWTP Overview (2024).





| Reference<br>(consistent<br>with 2018<br>and 2024) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                                                                                                                                                              | Social impacts<br>addressed                                                                   | Performance<br>Indicators                                                                                      | 2021 CoK<br>request for<br>ongoing<br>reporting | Recommended<br>Priority Level                                                           | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
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|                                                    | Also continue a regular cadence of engagement with stakeholders such as the Dampier Community Association (DCA) and Dampier Clubs and Associations to support community events and activities (including promotion); as well as remain proactive in identifying Village resident volunteering opportunities and inwards integrations such as Village Open days. |                                                                                               | Dampier events and activities                                                                                  |                                                 |                                                                                         | <p>and in documenting resident volunteering pathways and inward community integration activities.</p> <ul style="list-style-type: none"> <li>• Ongoing liaison with Dampier-based clubs and associations regarding RTIO Community Giving Grants (supporting grassroots organisations with grants up to \$5,000) and club enquiries and community priorities</li> <li>• Community engagement activities delivered through DLT engagement sessions and presence at local venues including Soak Hospitality locations and Dampier Markets</li> <li>• Engagement supports information sharing, issue resolution and continued alignment with community needs</li> <li>• Resident volunteering opportunities identified through the RioGivers and Community Giving programs. Community Giving program provided sustained financial support to Dampier and Karratha organisations: <ul style="list-style-type: none"> <li>○ 2022: \$241,730</li> <li>○ 2023: \$172,965</li> <li>○ 2024: \$221,990</li> <li>○ 2025: \$254,513<sup>2</sup></li> </ul> </li> </ul> <p>Documentation does not include information regarding:</p> <ul style="list-style-type: none"> <li>• Engagement with the Village Wellness Advisor for support and guidance in the role.</li> <li>• Identifying opportunities for Village resident volunteering and/or inwards integrations</li> <li>• Number of events and activities facilitated for RTIO employees</li> <li>• Number of employees who participate in Dampier events and activities</li> </ul> |
| MODERATE – LOW PRIORITIES                          |                                                                                                                                                                                                                                                                                                                                                                 |                                                                                               |                                                                                                                |                                                 |                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 10.2.4                                             | <b>Community and tourist use of Village rooms</b><br>Allow for community and tourist use of rooms during periods when other Dampier accommodation has reached capacity and Peninsula Palms rooms are not utilised (Note: to the extent allowed by relevant State approvals).                                                                                    | <ul style="list-style-type: none"> <li>• Impact Area 2 – Accommodation and Housing</li> </ul> | <ul style="list-style-type: none"> <li>• Utilisation of rooms from non-RTIO employees / contractors</li> </ul> | TBC - New<br>Not yet reviewed by CoK            | <b>Moderate Priority</b><br>New recommendation that is moderately important to address. | Peninsula Palms accommodation continues to be predominantly used by FIFO operational employees. Use by non-RTIO employees or tourists remains minimal.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

<sup>2</sup> Rio Tinto, 'Western Australia Communities', 2026 <<https://www.riotinto.com/en/operations/anz/western-australia/western-australia-communities>> [accessed 13 May 2026].



| Reference<br>(consistent<br>with 2018<br>and 2024) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                                                                                                      | Social impacts<br>addressed                                                                       | Performance<br>Indicators                                                                                            | 2021 CoK<br>request for<br>ongoing<br>reporting | Recommended<br>Priority Level                                                           | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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| 10.8.18                                            | <b>WIFI and Phone coverage</b><br>Continue to improve the Wi-Fi and mobile phone coverage for Peninsula Palms residents to address concerns of residents regarding digital connectivity at the Village. (Note: toto the extent possible under relevant approval).                                       | <ul style="list-style-type: none"> <li>Impact Area 8 – Health and Wellbeing</li> </ul>            | <ul style="list-style-type: none"> <li>Resident satisfaction with WIFI and Phone coverage</li> </ul>                 | TBC - New<br>Not yet reviewed by CoK            | <b>Moderate Priority</b><br>New recommendation that is moderately important to address. | <p>Digital connectivity has significantly improved. Since mid-2022, Peninsula Palms and Tin City have been connected to the RTIO Villages Wi-Fi ne2rk (10 Gbps). In November 2024, Telstra installed a Small Cell within the Village, delivering a substantial improvement in mobile phone coverage</p> <p>No complaints suggest resident satisfaction with WIFI and Phone coverage, following digital connectivity improvements.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 10.3.17                                            | <b>Investment in Dampier recreation facilities through partnership with CoK</b><br>Continue to support improvements to town facilities through the Community Partnership Agreement with the CoK for both the benefit of local residents and also to encourage FIFO residents to access town facilities. | <ul style="list-style-type: none"> <li>Impact Area 5: Social and Recreational Activity</li> </ul> | <ul style="list-style-type: none"> <li>Level of support provided to CoK for Dampier recreation facilities</li> </ul> | TBC - New<br>Not yet reviewed by CoK            | <b>Moderate Priority</b><br>New recommendation that is moderately important to address. | <p>Investment in Dampier recreation facilities continues through the Community Partnership Agreement with the CoK. Annual CPA payments between \$3.5 million and \$3.8 million have been made from 2022 to 2025, supporting major infrastructure, recreation and activation projects across Dampier and surrounding communities.</p> <ul style="list-style-type: none"> <li>Community Partnership Agreement in place with the CoK, with CPA reports available for Years 1–3 and Year 4 underway. RTIO CPA payments made to date demonstrate high and stable investment: <ul style="list-style-type: none"> <li>Year 1 (2022–23): \$3.5M</li> <li>Year 2 (2023–24): \$3.7M</li> <li>Year 3 (2024–25): \$3.7M</li> <li>Year 4 (2025–26): \$3.8M</li> </ul> </li> <li>Ongoing annual funding of \$1.0M supports operation of the Dampier Community Hub, including library services, multipurpose rooms and halls, early learning, arts and recreation and community programs</li> <li>Strong utilisation of Dampier facilities evidenced by: <ul style="list-style-type: none"> <li>consistent library door counts (11,000–13,000+ annually)</li> <li>high program participation (Rhyme Time, Story Time, school holiday programs)</li> <li>sustained community and commercial bookings (1,700–2,500+ hours annually)</li> </ul> </li> <li>CPA funding supports Dampier-based events and activations, including: <ul style="list-style-type: none"> <li>Australia Day celebrations at Hampton Oval/Dampier Foreshore</li> <li>REAF “in the Regions” activations</li> <li>local arts, exhibitions and community-led programs</li> </ul> </li> </ul> |



| Reference<br>(consistent<br>with 2018<br>and 2024) | Recommended Social Impact<br>Management Strategies | Social impacts<br>addressed | Performance<br>Indicators | 2021 CoK<br>request for<br>ongoing<br>reporting | Recommended<br>Priority Level | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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|                                                    |                                                    |                             |                           |                                                 |                               | <ul style="list-style-type: none"><li>• Recreation, youth and wellbeing programs support both local families and FIFO residents staying in Dampier</li><li>• Increasing maturity of CPA delivery over time, progressing from stabilisation (Year 1) to expanded scale and integration with long-term community and infrastructure planning (Years 2–3)</li></ul> <p>The 2022-2032 CPA funding agreement builds on Rio Tinto's long-term commitment to working with the City of Karratha through community partnership. The previous arrangement was the 2012-2022 10-year Community Infrastructure and Services Partnership (CISP) which supported projects such as the Dampier Community Hub and Dampier Foreshore<sup>3</sup></p> |

<sup>3</sup> Rio Tinto, *City of Karratha Community Partnership Agreement Annual Report 2022-2023 (Year 1)*; Rio Tinto, *City of Karratha Community Partnership Agreement Annual Report 2023-2024 (Year 2)*; Rio Tinto, *City of Karratha Community Partnership Agreement Annual Report 2024-2025 (Year 3)*; Rio Tinto, 'Rio Tinto Commits A\$75 Million to Renew Pilbara Local Government Partnerships'; City of Karratha, 'City Renews Community Infrastructure and Services Partnership with Rio Tinto'.



### 3.3. SIMP Table 2: Updated 2018 Peninsula Palms Social Impact Management Strategies – Modified in response to Tin City Replacement study 2024.

| Reference<br>(consistent<br>with 2018) | Recommended Social<br>Impact Management<br>Strategies                                                                                                                                                                                                                                                                                                                                                           | Social impacts<br>addressed                                                             | Performance<br>Indicators                                                                                                                               | 2021 CoK<br>request for<br>ongoing<br>reporting                               | Recommended<br>Priority Level                                                                            | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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| HIGH PRIORITIES                        |                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                                                         |                                                                                                                                                         |                                                                               |                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 10.5.1                                 | <b>RTIO social investment through CoK</b><br>RTIO to continue to work together with the CoK to deliver community projects and events as per the Community Partnership Agreement updated in 2022 (formerly Community Infrastructure and Services Partnership). Ensure investments are considerate of community needs and priorities in Dampier and tracked and funded through the existing Governance structure. | <ul style="list-style-type: none"> <li>Impact Area 5 – Social Infrastructure</li> </ul> | <ul style="list-style-type: none"> <li>Level of RTIO investment</li> <li>Alignment of investment with Dampier community needs and priorities</li> </ul> | <b>Yes</b><br>CoK requested ongoing reporting of RTIO commitment and progress | <b>High Priority</b><br>Recommendation from 2018 that is still relevant and highly important to address. | <p>RTIO continues significant social investment through the Community Partnership Agreement (CPA) with the CoK for a 10 year period from 2022. Annual contributions between \$3.5 million and \$3.8 million have supported infrastructure, recreation, arts, community safety and activation projects across Dampier and the broader City. CPA governance and reporting structures remain in place, with Year 4 reporting scheduled for December 2026.</p> <ul style="list-style-type: none"> <li>CPA in place for 4 years to date (2022–23 to 2025–26), with Year 4 reporting due December 2026. Annual RTIO CPA contributions have been high and consistent: <ul style="list-style-type: none"> <li>Year 1 (2022–23): \$3.5M</li> <li>Year 2 (2023–24): \$3.7M</li> <li>Year 3 (2024–25): \$3.7M</li> <li>Year 4 (2025–26): \$3.8M</li> </ul> </li> <li>Ongoing Dampier-specific investment, including \$1.0M annual funding for the Dampier Community Hub (library, arts, early learning and community programs) and Dampier events, foreshore and recreation activations</li> <li>CPA supports priority areas aligned with community needs, including: <ul style="list-style-type: none"> <li>social infrastructure and place activation</li> <li>recreation, youth and family programs</li> <li>community safety and wellbeing</li> </ul> </li> <li>Robust governance framework with annual reporting, financial breakdowns, participation metrics and outcome tracking</li> <li>CPA-endorsed capital and community projects delivered or underway across Dampier and the broader region, including: <ul style="list-style-type: none"> <li>Roebourne Streetscape (\$4.0M, multi-year)</li> <li>Hampton Oval Lighting (Dampier, pending approvals)</li> <li>regional footpath lighting, bike facilities, youth recreation areas and community event infrastructure</li> </ul> </li> </ul> <p>The 2022-2032 CPA funding agreement builds on Rio Tinto's long-term commitment to working with the City of Karratha through community partnership. The previous arrangement was the 2012-2022 10-year Community Infrastructure and Services Partnership (CISP) which supported projects such as the Dampier Community Hub, Dampier Foreshore, Red Earth Arts Precinct and Cossack Art Awards<sup>4</sup></p> |

<sup>4</sup> Rio Tinto, *City of Karratha Community Partnership Agreement Annual Report 2022-2023 (Year 1)*; Rio Tinto, *City of Karratha Community Partnership Agreement Annual Report 2023-2024 (Year 2)*; Rio Tinto, *City of Karratha Community Partnership Agreement Annual Report 2024-2025 (Year 3)*; Rio Tinto, 'Rio Tinto Commits A\$75 Million to Renew Pilbara Local Government Partnerships'; City of Karratha, 'City Renews Community Infrastructure and Services Partnership with Rio Tinto'.





| Reference<br>(consistent<br>with 2018) | Recommended Social<br>Impact Management<br>Strategies                                                                                                                                                           | Social impacts<br>addressed                                                                                          | Performance<br>Indicators                                                                                                    | 2021 CoK<br>request for<br>ongoing<br>reporting                               | Recommended<br>Priority Level                                                                                                                                                                                            | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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| 10.8.14                                | <b>Provide recreational and fitness facilities for residents</b><br>Provide increased access to recreational and health and fitness-related facilities for all Peninsula Palms residents (including onsite gym) | <ul style="list-style-type: none"> <li>Impact Area 8 – Health and Wellbeing</li> </ul>                               | <ul style="list-style-type: none"> <li>Mechanism for employees to access onsite gym established (e.g. swipe card)</li> </ul> | <b>Yes</b><br>CoK requested ongoing reporting of RTIO commitment and progress | <b>High Priority</b><br>Adapted recommendation from 2018 that is still relevant and highly important to address.<br><br>Note: This has been incorrectly referenced in the update to CoK (10.8.13 has been used instead). | Access to recreational and fitness facilities has been formalised. In mid-2024, a keyless swipe-card system was installed, providing controlled and secure access to the onsite gym for residents.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>MODERATE – LOW PRIORITIES</b>       |                                                                                                                                                                                                                 |                                                                                                                      |                                                                                                                              |                                                                               |                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 10.3.14                                | <b>Use of Dampier roads</b><br>Encourage RTIO employees travelling to work use the RTIO private service road on the town's North-Eastern boundary to reduce road safety risks.                                  | <ul style="list-style-type: none"> <li>Impact Area 3 – Accessibility to Community Services and Facilities</li> </ul> | <ul style="list-style-type: none"> <li>Low level of complaints regarding local traffic congestion</li> </ul>                 | <b>TBC – Adapted Strategy</b><br>Not yet reviewed by CoK                      | <b>Moderate – Low Priority</b><br>Adapted recommendation from 2018 related to Tin City Redevelopment that is of moderate to low importance to address.<br><br>This recommendation replaces 10.1.6                        | The RTIO private service road is utilised by employees to reduce interaction with local town traffic. However, usage is not formally monitored or quantified.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 10.3.16                                | <b>Encourage participation in local sports</b><br>Encourage participation by Peninsula Palms residents in local sporting clubs, groups and organisations.                                                       | <ul style="list-style-type: none"> <li>Impact Area 3 – Accessibility to Community Services and Facilities</li> </ul> | <ul style="list-style-type: none"> <li>Evidence of promotion of local sporting clubs and groups</li> </ul>                   | <b>Yes</b><br>CoK requested ongoing reporting of RTIO commitment and progress | <b>Moderate Priority</b><br>Adapted recommendation from 2018 related to Tin City Redevelopment that is of moderate to low importance to address.                                                                         | Participation in local sports is actively promoted through the MyVillage App, with clear information provided on Dampier-based clubs and activities. Promotion is systematic, though participation levels are not quantitatively tracked. <ul style="list-style-type: none"> <li>MyVillage App includes a dedicated Community Information section promoting Dampier-based sporting clubs and activities</li> <li>Local clubs promoted with clear, actionable details (times, locations and access), including: <ul style="list-style-type: none"> <li>Dampier Tennis Club (social tennis, entry-level access)</li> <li>Dampier Sharks Football Club (training nights and competition participation)</li> <li>Dampier Bowling Club (barefoot bowls and social membership)</li> </ul> </li> </ul> |



| Reference<br>(consistent<br>with 2018) | Recommended Social<br>Impact Management<br>Strategies                                                                                                                                                                                                          | Social impacts<br>addressed                                                                                                                                | Performance<br>Indicators                                                                                                                                                                 | 2021 CoK<br>request for<br>ongoing<br>reporting                               | Recommended<br>Priority Level                                                                                                                     | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
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|                                        |                                                                                                                                                                                                                                                                |                                                                                                                                                            |                                                                                                                                                                                           |                                                                               |                                                                                                                                                   | <ul style="list-style-type: none"> <li>Hampton Harbour Boat and Sailing Club (sailing and social memberships)<sup>5</sup></li> </ul> <p>Sporting opportunities are embedded within the primary resident communications platform. Promotion explicitly encourages engagement with Dampier-based clubs.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 10.3.9 &<br>10.4.8                     | <b>Promote Dampier and Karratha events to Peninsula Palms residents</b><br>Incorporate local events in Dampier into the Peninsula Palms calendar of local events promoted through communications with residents, such as the My Village App managed by Sodexo. | <ul style="list-style-type: none"> <li>Impact Area 3 – Accessibility to Community Services and Facilities, Impact Area 8 – Health and Wellbeing</li> </ul> | <ul style="list-style-type: none"> <li>Level of awareness of and participation in local events and activities</li> <li>Community activities widely promoted throughout Village</li> </ul> | <b>Yes</b><br>CoK requested ongoing reporting of RTIO commitment and progress | <b>Moderate priority</b><br>Adapted recommendation from 2018 related to Tin City Redevelopment that is of moderate to low importance to address . | <p>Dampier and Karratha community events are consistently promoted to Peninsula Palms residents via the MyVillage App and other Village communication channels. Awareness is well supported, although resident participation is inferred rather than measured.</p> <ul style="list-style-type: none"> <li>MyVillage App includes Town Notices and a dedicated “What’s On – Peninsula Palms” section promoting upcoming local events</li> <li>Dampier community events promoted include markets, walking trails and local attractions (e.g. Dampier Beachside Markets)</li> <li>Karratha-based events, festivals and public initiatives are also promoted through the MyVillage App Newsfeed and Events listings alongside on-Village activities</li> <li>Events are presented in a calendar-based format with clear timing and location details, supporting FIFO roster planning</li> <li>Promotion is reinforced through multiple channels, including:               <ul style="list-style-type: none"> <li>MyVillage App (Newsfeed, Events, links to local organisations)</li> <li>In-Village noticeboards and “What’s On” communications as outlined in the Village compendium<sup>6</sup></li> </ul> </li> </ul> <p>Documentation does not measure quantitative levels of awareness for local events and activities among Village residents.</p> |
| 10.10.1                                | <b>Share results of local procurement policy and program</b><br>RTIO to share outcomes and results of their local procurement approach with stakeholders and the community.                                                                                    | <ul style="list-style-type: none"> <li>Impact Area 10 – Economic Considerations</li> </ul>                                                                 | <ul style="list-style-type: none"> <li>Maintained or increased local procurement</li> </ul>                                                                                               | <b>Yes</b><br>CoK requested ongoing reporting of RTIO commitment and progress | <b>Moderate Priority</b><br>Adapted recommendation from 2018 that is of moderate to low importance to address .                                   | <p>RTIO continues to publicly report outcomes of its local procurement strategy. In 2025, record expenditure was achieved with Western Australian, Pilbara-based and Indigenous suppliers, demonstrating maintained and increasing local procurement performance.</p> <ul style="list-style-type: none"> <li>2025 supplier procurement includes</li> <li>\$12.1 billion across WA for local supplier procurement, with \$1.1 billion with Pilbara-based suppliers</li> <li>\$968 million Indigenous business procurement in WA (25% increase from previous year), with \$719 million with Traditional Owner business located near RTIO operations<sup>7</sup></li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 10.10.3                                | <b>Maintain existing local supply arrangements despite changes</b><br>Retain existing arrangements with local                                                                                                                                                  | <ul style="list-style-type: none"> <li>Impact Area 10 – Economic Considerations</li> </ul>                                                                 | <ul style="list-style-type: none"> <li>Maintained or increased engagement with and</li> </ul>                                                                                             | <b>Yes</b><br>CoK requested ongoing reporting of RTIO                         | <b>Moderate Priority</b><br>Adapted recommendation from 2018 that is of moderate to low                                                           | <p>Existing supply arrangements with local food businesses continue. Dampier operations regularly utilise local catering providers for FIFO logistics and site-based events, supporting ongoing engagement with local businesses. Local engagement includes:</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

<sup>5</sup> Rio Tinto, ‘MyVillage App - Peninsula Palms’, preprint, 2026.

<sup>6</sup> Rio Tinto, ‘MyVillage App - Peninsula Palms’.

<sup>7</sup> Rio Tinto, ‘Rio Tinto Spends Record A\$12 Billion with Western Australian Suppliers in 2025’, 27 March 2026 <<https://www.riotinto.com/en/news/releases/2026/rio-tinto-spends-record-a12billion-with-wa-suppliers>> [accessed 13 May 2026].



| Reference<br>(consistent<br>with 2018) | Recommended Social<br>Impact Management<br>Strategies                                                                                                                                               | Social impacts<br>addressed | Performance<br>Indicators   | 2021 CoK<br>request for<br>ongoing<br>reporting | Recommended<br>Priority Level | 2026 Progress                                                                                                                                                                                                                                                                                |
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|                                        | food businesses, such as those who supply lunches on “fly in days” for FIFO workers with the local cafe and ensure that they are not affected by the Sodexo contract should the relocation proceed. |                             | support of local businesses | commitment and progress                         | importance to address .       | <ul style="list-style-type: none"><li>• Soak Hospitality FIFO lunch order process for Dampier Port and Rail Operations</li><li>• Soak Hospitality online ordering portal for several RTIO teams</li><li>• Local food businesses for catering at several site operations for events</li></ul> |



3.4. SIMP Table 3: Previously Recommended Peninsula Palms Social Impact Management Strategies from 2018 that are still relevant and require little or no changes

| Reference<br>(consistent<br>with 2018) | Recommended Social Impact Management<br>Strategies                                                                                                                                                                 | Social impacts<br>addressed                                                                                                                            | Performance Indicators                                                                                                                                                                                                                                                                                         | 2021 CoK<br>request for<br>ongoing<br>reporting                        | Recommended<br>Priority Level                                                                     | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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| HIGH PRIORITIES                        |                                                                                                                                                                                                                    |                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                |                                                                        |                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 10.1.1                                 | <b>Residential incentives</b><br>RTIO to continue investment in incentives for employees to live residentially and the promotion of residential job opportunities to FIFO employees (as described in RTIO update). | <ul style="list-style-type: none"> <li>Impact Area 1 - Demographic and Population Change,</li> <li>Impact Area 2: Accommodation and Housing</li> </ul> | <ul style="list-style-type: none"> <li>Maintenance or increase in residential workforce in Karratha/Dampier (direct and indirect) permanent workforce</li> <li>Increase in the number of RTIO employees choosing to live as owner-occupier or renting independent houses (i.e. not company housing)</li> </ul> | Yes<br>CoK requested ongoing reporting of RTIO commitment and progress | High Priority<br>Recommendation from 2018 that is still relevant and highly important to address. | RTIO continues to support residential workforce participation through a comprehensive suite of housing incentives, including owner-occupier allowances, master leasing subsidies, company housing support and utility rebates. <ul style="list-style-type: none"> <li>Range of financial and non-financial housing incentives available to residential employees in Karratha and Dampier, including: <ul style="list-style-type: none"> <li>Owner-occupier allowance</li> <li>Master leasing rent subsidy</li> <li>Company housing rent subsidy</li> <li>Housing support payments and salary sacrifice loan repayments</li> <li>Seasonal electricity quota and annual water rebate</li> </ul> </li> <li>Housing support payments have driven increased owner-occupier uptake, with owner-occupiers now representing a greater share of residential employee housing</li> <li>Overall residential workforce levels have been maintained despite increased operational demand and reliance on third-party accommodation</li> <li>Master Leasing subsidy increased from February 2026 to remain competitive with the private rental market</li> <li>Multiple residential pathways reduce reliance on FIFO and encourage long-term residential living</li> <li>Divestment of 52 legacy, strata-titled units in Dampier during 2023–24 added to local</li> </ul> |



| Reference<br>(consistent<br>with 2018) | Recommended Social Impact Management<br>Strategies                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Social impacts<br>addressed                                                                                                                                          | Performance Indicators                                                                                                                                                                | 2021 CoK<br>request for<br>ongoing<br>reporting                        | Recommended<br>Priority Level                                                                     | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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|                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                      |                                                                                                                                                                                       |                                                                        |                                                                                                   | housing supply following renovation and re-leasing by new owners <sup>8</sup>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 10.3.1                                 | <b>RTIO social investment</b><br>RTIO to continue to provide support for community services, facilities organisations and groups including: <ul style="list-style-type: none"> <li>Community giving program</li> <li>Dollars for Doers – Rewards the individual efforts of employees who donate their time to volunteer for local community groups and not-for-profit organisations</li> <li>Team Rio Tinto – Encourages groups of employees to take part in community and fundraising activities across Western Australia</li> <li>Community Service Leave Policy – The Company supports the principle of volunteer involvement in any recognised emergency management body (e.g. volunteer fire brigade, St John Ambulance, State Emergency Services)</li> </ul> | <ul style="list-style-type: none"> <li>Impact Area 3 – Accessibility to Community Services and Facilities</li> </ul>                                                 | <ul style="list-style-type: none"> <li>Number of RTIO employees who have volunteered for a local Dampier service/fundraising activity</li> </ul>                                      | Yes<br>CoK requested ongoing reporting of RTIO commitment and progress | High Priority<br>Recommendation from 2018 that is still relevant and highly important to address. | Employee volunteering and community giving are actively delivered through the RioGivers and Community Giving programs <ul style="list-style-type: none"> <li>RioGivers program enables employees to volunteer, fundraise and donate to community causes. Volunteer applications from 1 January 2023 to year-to-date 2026 include: <ul style="list-style-type: none"> <li>121 individual volunteers</li> <li>160 volunteering tasks</li> <li>11,540 volunteer hours contributed</li> <li>\$79,000 matched amount to volunteering, with 34 involved charities</li> </ul> </li> <li>Community Giving program provided sustained financial support to Dampier and Karratha organisations: <ul style="list-style-type: none"> <li>2022: \$241,730</li> <li>2023: \$172,965</li> <li>2024: \$221,990</li> <li>2025: \$254,513</li> </ul> </li> <li>2025 Western Australia social investment highlights include: <ul style="list-style-type: none"> <li>\$56.97 million in social investment</li> <li>\$1.2 million in Community Giving grants supporting 270 grassroots organisations<sup>9</sup></li> </ul> </li> </ul> |
| 10.3.3                                 | <b>Provide public access to Peninsula Palms gym</b><br>Continue to provide community access to the onsite gym (the only gym in Dampier), ensuring that costs are commensurate with other gyms in Karratha and that access is subject to the appropriate legal indemnities                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <ul style="list-style-type: none"> <li>Impact Area 3 – Accessibility to Community Services and Facilities,</li> <li>Impact Area 5 – Social Infrastructure</li> </ul> | <ul style="list-style-type: none"> <li>Utilisation of gym from non-RTIO employees</li> <li>Dampier residents' level of satisfaction with access to services and facilities</li> </ul> | Yes<br>CoK requested ongoing reporting of RTIO commitment and progress | High Priority<br>Recommendation from 2018 that is still relevant and highly important to address. | Public access to the Peninsula Palms gym remains available as a managed community facility. Access hours, pricing and induction requirements are in place to manage safety and indemnity. Community utilisation continues, though satisfaction and usage trends are not formally surveyed.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |

<sup>8</sup> Rio Tinto, 'The Best Bit - Master Leasers Are Getting a Subsidy Increase', 2026.

<sup>9</sup> Rio Tinto, *RioGivers - Australian Employee Participation Program Annual Report 2025* (2025); Rio Tinto, 'Rio Tinto Into', 2026 <<https://www.riotinto.com/en/operations/anz/rio-tinto-into>> [accessed 13 May 2026]; Rio Tinto, 'Into Western Australia - Our Annual Contribution', 2026 <<https://www.riotinto.com/en/operations/anz/rio-tinto-into/our-contribution-to-western-australia>> [accessed 13 May 2026].





| Reference<br>(consistent<br>with 2018) | Recommended Social Impact Management<br>Strategies                                                                                                                                                                                                                                                                                                                                                                                                                                       | Social impacts<br>addressed                                                                     | Performance Indicators                                                                                  | 2021 CoK<br>request for<br>ongoing<br>reporting                               | Recommended<br>Priority Level                                                                            | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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|                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                                                                                                 |                                                                                                         |                                                                               |                                                                                                          | <ul style="list-style-type: none"> <li>Gym facility is available to local Dampier residents under specified access conditions, timings and fees. Public access permitted from Monday to Friday between 9am to 3pm and weekends from 4am to 8pm. Tiered fee structure in place, including: <ul style="list-style-type: none"> <li>Casual pass (\$22)</li> <li>10-visit pass (\$180)</li> <li>Unlimited monthly membership (\$150)</li> </ul> </li> <li>As of 2026, 15 active community users hold casual (one user), multi-pass (4 users) or monthly (10 users) memberships</li> <li>Public users are required to complete a gym induction and report to reception prior to access, supporting safety and risk management</li> <li>Ongoing use by local residents suggests sustained non-RTIO utilisation of the facility and satisfaction with venue <sup>10</sup></li> </ul> <p>Documentation does not provide quantified levels of satisfaction among Dampier residents and is qualitatively inferred from participation.</p> |
| 10.4.5                                 | <b>Community complaints process</b><br>Continue to implement a community complaints process, including providing a dedicated community complaints phone line where complaints are received and then directed to the relevant department for assessment and response. To register complaints, community members can phone 1800 992 777 or e-mail <a href="mailto:communityfeedback@riotinto.com">communityfeedback@riotinto.com</a> . (Note: in 2024 the current process is under review) | <ul style="list-style-type: none"> <li>Impact Area 4 – Cultural Values and Beliefs</li> </ul>   | <ul style="list-style-type: none"> <li>Low level of community complaints received</li> </ul>            | <b>Yes</b><br>CoK requested ongoing reporting of RTIO commitment and progress | <b>High Priority</b><br>Recommendation from 2018 that is still relevant and highly important to address. | A formal community complaints process remains in place and operational. Complaints and feedback are received through established channels and are discussed at engagement forums. Systems support logging, response and ongoing management of community concerns <sup>11</sup> .                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| 10.9.2                                 | <b>Commitment to prioritising local employment over FIFO</b><br>RTIO to continue its commitment to local employment -to maximise residential                                                                                                                                                                                                                                                                                                                                             | <ul style="list-style-type: none"> <li>Impact Area 9 – Employment and Local Benefits</li> </ul> | <ul style="list-style-type: none"> <li>Retention of high proportion of residential employees</li> </ul> | <b>Yes</b><br>CoK requested ongoing reporting of                              | <b>High priority</b><br>Recommendation from 2018 that is still relevant and highly                       | RTIO continues to prioritise residential employment over FIFO where practicable. Residential workforce levels in Dampier and Karratha remain high, supported by                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |

<sup>10</sup> ThriveWFX, *Peninsula Palms Gym - Promotional Poster* (n.d.).

<sup>11</sup> Rio Tinto, *RTIO Procedure - Operational-Level Grievance Mechanism (OGM)* (2025).



| Reference<br>(consistent<br>with 2018) | Recommended Social Impact Management<br>Strategies                                                                                                                                                                                                      | Social impacts<br>addressed                                                                     | Performance Indicators                                                                                                                       | 2021 CoK<br>request for<br>ongoing<br>reporting                               | Recommended<br>Priority Level                                                                            | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
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|                                        | workforce and maintain the populations in RTIO towns. At both Dampier Ports and Cape Lambert, in their ports divisions, over 90% of RTIO's operational port employees are residential.                                                                  |                                                                                                 | <ul style="list-style-type: none"> <li>Continuation of support programs and incentives to encourage a residential workforce</li> </ul>       | RTIO commitment and progress                                                  | important to address.                                                                                    | ongoing housing and retention incentives for residential employees living in Karratha, Dampier and Wickham (both financial and non-financial).                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| 10.9.7                                 | <b>Local employment target for Village operator</b><br>RTIO to continue to work with its facility operator (Sodexo) to determine a target for local employment that results in the majority of employment being sourced within the CoK, where possible. | <ul style="list-style-type: none"> <li>Impact Area 9 – Employment and Local Benefits</li> </ul> | <ul style="list-style-type: none"> <li>Target for local employment established between RTIO and Sodexo and results reported on</li> </ul>    | <b>Yes</b><br>CoK requested ongoing reporting of RTIO commitment and progress | <b>High Priority</b><br>Recommendation from 2018 that is still relevant and highly important to address. | <p>Engagement with the Village operator to increase local employment continues. Recruitment of local workers has occurred, though numbers remain modest. A renewed strategy is being explored to improve local hiring outcomes.</p> <ul style="list-style-type: none"> <li>Sodexo reported employment 3 local employees hired in FY25, noting minimal engagement when recruitment drives occur.</li> </ul> <p>No specific target for local employment has been established. A renewed strategy to improve recruitment drives for local employees was noted following FY25, with no further information provided.</p>                                                                                  |
| 10.9.8                                 | <b>Local supplier target for Village operator</b><br>RTIO to continue to work with its facility operator (Sodexo) to determine a target number of suppliers and total value of local supply                                                             | <ul style="list-style-type: none"> <li>Impact Area 9 – Employment and Local Benefits</li> </ul> | <ul style="list-style-type: none"> <li>Target for local employment established between RTIO and Sodexo and results reported on</li> </ul>    | <b>Yes</b><br>CoK requested ongoing reporting of RTIO commitment and progress | <b>High Priority</b><br>Recommendation from 2018 that is still relevant and highly important to address. | <p>Sodexo continues to engage a range of local suppliers but has not tracked or reported local spend or amount of suppliers. Supplier relationships include both Pilbara-based businesses and strategic Indigenous partnerships. Sodexo local suppliers include:</p> <ul style="list-style-type: none"> <li>Parry's Merchant</li> <li>Yurra (listed as a strategic partnership)</li> <li>Bennco</li> <li>Actrol</li> <li>Reece</li> <li>Karratha Home Hardware</li> <li>Centurion (not included in the dollar value above but KTA depot used to deliver freight)</li> </ul> <p>No specific target for local suppliers has been established, including the number of suppliers or the local spend.</p> |
| 10.10.5                                | <b>Alignment of RTIO and contractor local procurement policies</b><br>Continue to assess the local procurement policy, both for RTIO and Sodexo to ensure local supply options are optimised.                                                           | <ul style="list-style-type: none"> <li>Impact Area 10 – Economic Considerations</li> </ul>      | <ul style="list-style-type: none"> <li>Local procurement policies of RTIO and its contractors are aligned and results reported on</li> </ul> | <b>Yes</b><br>CoK requested ongoing reporting of RTIO                         | <b>High Priority</b><br>Recommendation from 2018 that is still relevant and highly important to address. | Alignment between RTIO and contractor local procurement policies continues to be encouraged and engaged where possible. Contractor performance includes local spend tracking and                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |



| Reference<br>(consistent<br>with 2018) | Recommended Social Impact Management<br>Strategies                                                                                                                                                                                                                                                                          | Social impacts<br>addressed                                                                                          | Performance Indicators                                                                                                                                                              | 2021 CoK<br>request for<br>ongoing<br>reporting                               | Recommended<br>Priority Level                                                                                             | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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|                                        |                                                                                                                                                                                                                                                                                                                             |                                                                                                                      |                                                                                                                                                                                     | commitment<br>and progress                                                    |                                                                                                                           | <p>participation in community initiatives linked to procurement outcomes.</p> <ul style="list-style-type: none"> <li>Sodexo tracks local spend against local spend KPIs</li> </ul> <p>Sodexo (via Peninsula Palms) provides meals to Roebourne Ngarluma Yindjibarndi Foundation Ltd via the Kai Kai (Stop Hunder) Initiative</p>                                                                                                                                                                                                                                                                                                                                                                                                                    |
| 10.10.6                                | <b>Buy local requirements for Village operator</b><br>Continue to implement a 'buy local' approach to local supply requirements (where supply is available) and include this in future contracts for Village Operator (Sodexo), with set targets in numbers of local suppliers and value of contracts.                      | <ul style="list-style-type: none"> <li>Impact Area 10 – Economic Considerations</li> </ul>                           | <ul style="list-style-type: none"> <li>Target for local supply in value of contracts established and achieved and results reported on</li> </ul>                                    | <b>Yes</b><br>CoK requested ongoing reporting of RTIO commitment and progress | <b>High Priority</b><br>Recommendation from 2018 that is still relevant and highly important to address.                  | Buy-local requirements for the Village operator remain in place. Sodexo reports ongoing local supplier spend, demonstrating continued application of local procurement principles. Year-to-date FY26 local supplier spend: \$6.5 million (according to Sodexo)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| MODERATE – LOW PRIORITIES              |                                                                                                                                                                                                                                                                                                                             |                                                                                                                      |                                                                                                                                                                                     |                                                                               |                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 10.1.4                                 | <b>RTIO support for Dampier Community Hub</b><br>RTIO to continue to provide operating support for the Dampier Community hub and childcare facilities.                                                                                                                                                                      | <ul style="list-style-type: none"> <li>Impact Area 1 - Demographic and Population Change</li> </ul>                  | <ul style="list-style-type: none"> <li>Continued support, both financial and in-kind, to community facilities that facilitate diversity and are accessible and inclusive</li> </ul> | <b>Yes</b><br>CoK requested ongoing reporting of RTIO commitment and progress | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | Operating support for the Dampier Community Hub continues under a long-term funding deed (i.e. \$1 million per year for 12 years). RTIO contributions are scheduled to conclude in 2026, after which the CoK will assume ongoing management without additional funding from RTIO.                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 10.3.2                                 | <b>Bus service for Peninsula Palms residents.</b><br>Adapt the Mermaid Hotel's existing bus service (for workers to be transported from Karratha to Dampier) adapted to include regular access times for those who prefer to travel by bus rather than walk to town and to provide safe access to and from the town centre. | <ul style="list-style-type: none"> <li>Impact Area 3 – Accessibility to Community Services and Facilities</li> </ul> | <ul style="list-style-type: none"> <li>Bus service schedule developed</li> <li>Number of RTIO employees utilising bus service</li> </ul>                                            | <b>Yes</b><br>CoK requested ongoing reporting of RTIO commitment and progress | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | Bus services supporting resident access to site, town and key destinations are operational and promoted through digital platforms. Schedules are accessible; however, utilisation data is available only through backend systems and is not publicly reported. <ul style="list-style-type: none"> <li>MyVillage App includes a dedicated Journey Planner allowing residents to pre-plan travel between Village, site, airport, Dampier town centre and other points of interest</li> <li>Bus services are formally integrated into Village operations and presented as a standard transport offering</li> <li>Bus timetables and journey planning tools are accessible digitally via the MyVillage app and The Portal for website access</li> </ul> |



| Reference<br>(consistent<br>with 2018) | Recommended Social Impact Management<br>Strategies                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Social impacts<br>addressed                                                                                                                                                                                | Performance Indicators                                                                                                                             | 2021 CoK<br>request for<br>ongoing<br>reporting                               | Recommended<br>Priority Level                                                                                             | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
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|                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                            |                                                                                                                                                    |                                                                               |                                                                                                                           | <ul style="list-style-type: none"> <li>MyBus system uses a unique QR code per resident, enabling controlled access to bus services, authentication of individual trips and backend tracking of bus usage by RTIO employees</li> <li>Safety messaging promotes managed transport options, supported by: <ul style="list-style-type: none"> <li>guidance on pathways and lighting within the Village.</li> <li>alignment with HSEQ and fitness-for-work requirements; and</li> <li>reduced reliance on walking, particularly outside daylight hours</li> <li>Bus access supports engagement with Dampier community amenities, including local businesses, dining venues, sporting clubs and community events<sup>12</sup></li> </ul> </li> </ul> <p>Documentation does not report quantitative data on RTIO employee usage or utilisation patterns. This is expected to be available through RTIO system reporting rather than within the RTIO compendium.</p> |
| 10.3.7                                 | <b>Peninsula Palms resident participation in business and community events</b><br>Work with the CoK, the Karratha Districts Chamber of Commerce and Industry (KDCCI) and Dampier Community Association to promote the calendar of community and business events to the residents of Peninsula Palms via the onsite TV channel and printed materials that are distributed at the Village(e.g. Partner with the Karratha Districts Chamber of Commerce and Industry (KDCCI) to provide a copy of their business and services directory to the information hub at the Village and provide information about what is happening in the town in the compendiums that are in each room). | <ul style="list-style-type: none"> <li>Impact Area 3 – Accessibility to Community Services and Facilities,</li> <li>Impact Area 5 – Social Infrastructure, Impact Area 8 – Health and Wellbeing</li> </ul> | <ul style="list-style-type: none"> <li>KDCCI business directory is promoted to residents of the Village (note: updated annually online)</li> </ul> | <b>Yes</b><br>CoK requested ongoing reporting of RTIO commitment and progress | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | Promotion of community and business events occurs primarily through CPA-supported activities and Village communications. Unknown if residents receive KDCCI business directory. Measurement of Peninsula Palms resident participation remains limited.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

<sup>12</sup> Rio Tinto, 'MyVillage App - Peninsula Palms'.



| Reference<br>(consistent<br>with 2018) | Recommended Social Impact Management<br>Strategies                                                                                                                                          | Social impacts<br>addressed                                                                                                                                                                                             | Performance Indicators                                                                                                  | 2021 CoK<br>request for<br>ongoing<br>reporting                               | Recommended<br>Priority Level                                                                                             | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
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| 10.3.8                                 | <b>Dampier Community Association input for Village compendium</b><br>Partner with the Dampier Community Association (DCA) to provide relevant local information for the Village compendium. | <ul style="list-style-type: none"> <li>Impact Area 3 – Accessibility to Community Services and Facilities,</li> <li>Impact Area 5 – Social Infrastructure,</li> <li>Impact Area 10 – Economic Considerations</li> </ul> | <ul style="list-style-type: none"> <li>DCA input provided to the Village compendium (note: updated annually)</li> </ul> | <b>Yes</b><br>CoK requested ongoing reporting of RTIO commitment and progress | <b>Moderate priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | <p>Dampier Community Association input has been incorporated into the Village compendium, now delivered digitally via the MyVillage App. Content can be updated regularly to reflect current local information.</p> <ul style="list-style-type: none"> <li>Village Compendium developed with input from the Dampier Community Association (DCA), delivered digitally via the MyVillage app</li> <li>Community Information section includes direct reference and hyperlinks to the Dampier Community Association as a key local organisation<br/>Dampier-specific information in the compendium includes: <ul style="list-style-type: none"> <li>Local history and Indigenous heritage of Murujuga</li> <li>Community facilities events and markets</li> <li>Sporting clubs and social organisations</li> <li>Volunteering opportunities (e.g. Marine Rescue Dampier, Volunteer Fire Service)</li> <li>Guidance on respectful interaction within the local community</li> </ul> </li> <li>Messaging actively encourages resident participation in local groups, businesses, events and volunteering</li> <li>Digital delivery via the MyVillage App enables information to be updated, refreshed and reviewed on an ongoing or annual basis without reissuing physical materials<sup>13</sup></li> </ul> <p>The compendium does not document the formal process or correspondence used to obtain DCA input. However, the presence of current, detailed and</p> |

<sup>13</sup> Rio Tinto, 'MyVillage App - Peninsula Palms'.





| Reference<br>(consistent<br>with 2018) | Recommended Social Impact Management<br>Strategies                                                                                                                                                                                                                      | Social impacts<br>addressed                                                                                          | Performance Indicators                                                                                                         | 2021 CoK<br>request for<br>ongoing<br>reporting                               | Recommended<br>Priority Level                                                                                             | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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|                                        |                                                                                                                                                                                                                                                                         |                                                                                                                      |                                                                                                                                |                                                                               |                                                                                                                           | DCA-aligned local content provides reasonable evidence that DCA input has been incorporated into the Village compendium.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 10.3.10                                | <b>Advertise transport options for Peninsula Palms residents</b><br>Advertise transport options available for workers to travel from Peninsula Palms to Karratha to access services. This may include promotion of any CoK bus services and Mermaid Hotel bus services. | <ul style="list-style-type: none"> <li>Impact Area 3 – Accessibility to Community Services and Facilities</li> </ul> | <ul style="list-style-type: none"> <li>Bus timetables advertised to workers</li> <li>Number of passengers per month</li> </ul> | <b>Yes</b><br>CoK requested ongoing reporting of RTIO commitment and progress | <b>Moderate priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | <p>Transport information and bus services are actively promoted through resident communication platforms, with system capability for passenger tracking.</p> <ul style="list-style-type: none"> <li>MyVillage App Journey Planner, enabling residents to pre-plan trips between Peninsula Palms, Dampier town centre, Karratha, site locations and airport</li> <li>Public bus timetables accessible via the MyVillage App (including Karratha bus timetable, pg. 26) and mirrored on the IFMS Portal for non-smartphone users</li> <li>Community Information section promoting external public transport options, including CoK and regional bus timetables and links to the Transperth App</li> <li>Integrated MyBus system advertised through resident channels, including QR-code enabled access to Village-linked and Mermaid Hotel bus services</li> <li>Individual QR-code authentication per user, enabling backend tracking of passenger usage by trip and resident<sup>14</sup></li> </ul> <p>There is no documentation detailing the number of passengers per month or similar utilisation rates.</p> |
| 10.3.12                                | <b>Monitor FIFO use of health services</b><br>Monitor FIFO utilisation of the Dampier Health Services if the local General Practitioner (GP) in Dampier re-opens.                                                                                                       | <ul style="list-style-type: none"> <li>Impact Area 3 – Accessibility to Community Services and Facilities</li> </ul> | <ul style="list-style-type: none"> <li>Annual % proportion of FIFO worker utilisation of GP services</li> </ul>                | <b>Yes</b><br>CoK requested ongoing reporting of RTIO commitment and progress | <b>Moderate priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | This strategy is not applicable, as there is no operating GP service in Dampier and data privacy restrictions limit monitoring of health service usage.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 10.8.10                                | <b>Encourage resident use of new foreshore amenities</b><br>Support the CoK's redevelopment of the                                                                                                                                                                      | <ul style="list-style-type: none"> <li>Impact Area 8 – Health and Wellbeing</li> </ul>                               | <ul style="list-style-type: none"> <li>Promotion of foreshore redevelopment to FIFO workers</li> </ul>                         | <b>Yes</b><br>CoK requested ongoing                                           | <b>Moderate Priority</b><br>Recommendation from 2018 that is still                                                        | Promotion of Dampier foreshore amenities to Peninsula Palms residents is unknown according to RTIO.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |

<sup>14</sup> Rio Tinto, 'MyVillage App - Peninsula Palms'.



| Reference<br>(consistent<br>with 2018) | Recommended Social Impact Management<br>Strategies                                                                                                                                                                                                                                                                                                                                  | Social impacts<br>addressed                                                                     | Performance Indicators                                                                                                               | 2021 CoK<br>request for<br>ongoing<br>reporting                               | Recommended<br>Priority Level                                                                                             | 2026 Progress                                                                                                                                                                                                       |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                        | Dampier foreshore by ensuring workers are informed of amenities available and encourage them to use them. Also advocate for the provision of fishing spots within the precinct (as described in 2018 SIMP).<br><br>If City redevelops the Dampier foreshore, ensure Village residents are informed and advocate for provision of fishing spots. (as described in RTIO 2023 update). |                                                                                                 |                                                                                                                                      | reporting of RTIO commitment and progress                                     | relevant and of moderate to low importance to address.                                                                    |                                                                                                                                                                                                                     |
| 10.9.10                                | <b>Facilitate resident use of local services</b><br>Investigate opportunities for local businesses or local workers to provide services to Village residents (e.g. hairdresser; therapists etc.).                                                                                                                                                                                   | <ul style="list-style-type: none"> <li>Impact Area 9 – Employment and Local Benefits</li> </ul> | <ul style="list-style-type: none"> <li>Number of external local businesses providing services at Peninsula Palms facility</li> </ul> | <b>Yes</b><br>CoK requested ongoing reporting of RTIO commitment and progress | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | Provision of local service businesses within the Village has not progressed, primarily to avoid undercutting town-based providers and due to limited alignment with FIFO work schedules and 12-hour average shifts. |



## 4. APPENDICES

### Appendix 1 – Project Methodology

This section provides an overview of the methodology which was used to develop the SIMP progress report and to collect stakeholder feedback from on the proposed operational license extension.

**TABLE 3. METHODOLOGY OVERVIEW**

|                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|--------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>PHASE 1:</b><br>Project inception                   | <ul style="list-style-type: none"><li>• Project inception meeting was conducted on Friday 17 April 2026 with RTIO and Creating Communities.</li><li>• Project scope, context, objectives and timeline were confirmed during project inception.</li><li>• Database of priority stakeholders for consultation was developed from the previous SIA / SIMP conducted in 2024, which built on the 2018 stakeholder consultation.</li></ul>                  |
| <b>PHASE 2:</b><br>SIMP progress assessment            | <ul style="list-style-type: none"><li>• The 2024 work was reviewed for impacts and management strategies not related to the Tin City redevelopment plan</li><li>• RTIO documentation was reviewed and aligned with SIMP management strategies and performance indicators for actioning the management plan</li><li>• A summary infographic of key actions taken that address the SIMP management strategies was developed.</li></ul>                   |
| <b>PHASE 3:</b><br>Stakeholder engagement and analysis | <ul style="list-style-type: none"><li>• Stakeholder interviews were conducted with 5 key stakeholders.</li><li>• Data was aggregated and synthesised to inform the updated community perspective on the operation of Peninsula Palms and the proposed licence extension.</li><li>• Positive and negative impacts were assessed thematically to determine community perspective and inform the development of the community impact statement.</li></ul> |
| <b>PHASE 4:</b><br>Reporting                           | <ul style="list-style-type: none"><li>• The SIMP progress assessment, stakeholder engagement findings and community impact statement was compiled into a SIMP progress report.</li><li>• The SIMP progress report was delivered to RTIO for review and feedback.</li><li>• Feedback was reviewed and implemented where appropriate.</li></ul>                                                                                                          |



## Appendix 2 – Engagement Findings

The following section details insights and perspectives collected from stakeholders with regards to the proposed extension to the operating license of the Tin City accommodation units in the Peninsula Palms FIFO Village. A summary of the engagement findings is included in **Section 1 – Executive Summary**.

### A1.1. Economic impacts

Stakeholders were largely positive about the economic impacts associated with the proposed extension of the operating licence. The presence of FIFO residents was widely recognised as contributing to the local economy through the utilisation of services in Dampier. This was noted both broadly and in relation to specific businesses and sectors.

Venues such as the Mermaid Hotel were identified as experiencing significant patronage from FIFO workers, with several stakeholders noting that FIFO residents made up approximately 50% or more of the clientele at the Mermaid Hotel. This was seen as resulting from the absence of a wet mess at the Peninsula Palms Village, prompting FIFO workers to utilise Dampier businesses for alcohol provision. The local IGA was also seen to benefit from supplementary purchases not provided within the Village.

Stakeholders also highlighted indirect economic benefits, including the role of FIFO workers as promoting tourism in the region and who may return to the region with family, thereby supporting tourism across Dampier, Karratha, Exmouth and the wider Pilbara.

It was also acknowledged that these benefits are somewhat moderated by the self-contained nature of the Village and the long working hours of FIFO employees, which limit the time and energy available to engage with local businesses.

Overall, all stakeholders highlighted the economic benefits from the FIFO presence in Dampier as a key positive impact from the extension of the operating license in the region.

### A.1.2. FIFO workforce culture community integration and interactions

Stakeholders identified a notable shift in FIFO workforce behaviour over time, particularly when comparing current conditions to those of the 2010s. Earlier perceptions of FIFO workers in Dampier were characterised by disruptive behaviour and a strong drinking culture. In contrast, the current workforce is generally viewed far more positively, with stakeholders describing FIFO residents as “disciplined” and “mature.”

This improvement has been attributed to improved RTIO systems, including updated HR policies, the introduction of alcohol restrictions within the Village and increased diversity across the workforce, particularly greater gender diversity. While stakeholders acknowledged that occasional negative behaviour still occurs, the prevailing view is that most FIFO workers now interact respectfully within the community.

### A1.3. FIFO community integration and interactions

FIFO residents are still largely perceived as disconnected from the broader Dampier community, with limited day-to-day interaction. Stakeholders consistently attributed this to the structural realities of FIFO work rather than a lack of willingness to engage.



Long 12-hour shifts were identified as the primary constraint, leaving residents fatigued and with limited time to participate in community life. As a result, workers tend to remain within the Village.

Some points of interaction between FIFO residents and the community were noted, although these were generally limited in scope. Participation in local sporting clubs and occasional attendance at community events provide some level of connection. In addition, the Peninsula Palms Village and its facilities were recognised as offering benefits to the broader community. The Village gym, in particular, is used by local residents and facilities have historically been utilised for catering and events, including support for the sports club and catering for large events such as football grand finals.

Some stakeholders noted that the lack of integration from FIFO workers was missing nuance in terms of the motivating factors that result in less integration into the community. Instead, they emphasised that structural barriers, such as shift patterns, fatigue and limited transport options, are the primary factors limiting participation, rather than a lack of motivation among FIFO workers. It was also suggested that perceptions within the community, including a reluctance from some groups to engage with transient workers, may contribute to this disconnect. These stakeholders indicated that, if structural constraints were reduced, FIFO residents would likely engage more actively in local activities and community life due to the intrinsic motivation FIFO workers are perceived to have in interacting with the community.

To support greater integration, stakeholders highlighted the need for structural changes, particularly improvements to transport accessibility and consideration of shift scheduling where feasible. Addressing these barriers was seen as key to enabling more meaningful interaction between FIFO residents and the local community.

Finally, the presence of FIFO workers was also viewed positively in terms of social diversity and vibrancy. Stakeholders noted that the workforce brings a level of diversity, energy and activity to Dampier that helps prevent stagnation and contributes to a more dynamic community environment.

#### **A1.4. Built environment and visual impact**

The visual quality and condition of the Tin City accommodation units emerged as a key concern among stakeholders. The facilities were commonly described as outdated, visually unappealing and of a lower standard compared to contemporary accommodation, particularly in the rest of Western Australia. Terms such as “old”, “tired” and “eyesore” were frequently used, particularly in reference to their external appearance.

While some stakeholders accepted the built-for-function and temporary nature of the structures and noted that they are partially out of view, the overall sentiment was that the development detracts from the local environment and is inconsistent with the coastal character of Dampier. Environmental factors such as cyclone-rated build requirements and the red dirt tinge on the building were noted as contributing to the visual impact.

Additional concerns were raised regarding traffic, congestion and the compatibility of industrial-style accommodation with the surrounding landscape. The Dampier-Karratha road is described as relatively congested during peak times, with the risk of further congestion with the removal of the Tin City accommodation units. Noise from the Village additionally was highlighted as potentially having an impact on the surrounding caravan-parks that are primarily frequented by tourists. However, it was also noted that





the removal of the Village could reduce all activity levels in the area due to the lack of other landmarks besides the Village.

### **A1.5. Strategic and planning concerns**

A consistent theme across all stakeholder groups was the need for a clear strategic direction for the site. Stakeholders emphasised that the proposed extension must be accompanied by a defined long-term plan, including clarity around the future use or removal of the Tin City facilities.

There was strong concern about the potential for repeated extensions of what is intended to be a temporary arrangement, with stakeholders indicating that such an outcome would be negatively received.

The strategic management of the Village was also seen as a key area to focus on to address the concerns and negative impacts of the Village operations, as well as to mitigate the challenges in FIFO worker integration into the wider community. Improvements to Village management and activity integration strategies with the community were noted as key to address these challenges.

Alignment with SIMP commitments and improved management of the Village were identified as important mechanisms to address ongoing concerns and ensure that the extension is delivered in a structured and accountable manner.

### **A1.6. Accommodation availability**

Stakeholders highlighted the important role of Tin City in addressing local accommodation constraints. The Dampier area was described as having limited capacity for additional housing due to physical and economic constraints, making Tin City a critical component of the region's accommodation supply. The facility was seen as enabling population growth and supporting workforce needs without the high costs associated with new construction.

Some stakeholders also noted the potential for Tin City to support longer-term outcomes, such as transitioning FIFO workers to permanent residency or repurposing the accommodation for tourism in the future. Overall, the need for accommodation was viewed as a key factor underpinning support for the proposed extension.

### **A1.7. Division in community perspectives**

Stakeholders acknowledged that there is a division in the Dampier community regarding the support for the Peninsula Palms Village and its presence in Dampier. One group is broadly supportive, primarily due to the economic benefits and increased vibrancy associated with a larger population. These stakeholders also recognise that FIFO presence has become an established part of the local context over time rather than a new and temporary development to the community.

In contrast, another group remains resistant, with concerns focused on preserving Dampier's identity as a small coastal town and protecting local amenities for permanent residents. This group also expressed apprehension about the community's reliance on FIFO activity and a desire to see a more sustainable, independent economic future. Estimates from stakeholders suggest that this more resistant perspective may represent a significant portion of the community.



## Appendix 3 – Social Impact Management Strategies Status

The following section details the SIMP management strategies and their status at the time of the current report. All strategies have been categorised according to the table below. Management strategies that were not included in ongoing reporting from the 2021 City review (see [Appendix 4 – SIMP Table 4](#)) have not been included.

| Status                    | Description                                                                                                    |
|---------------------------|----------------------------------------------------------------------------------------------------------------|
| Completed / operational   | The strategy has been fully actioned and (if an ongoing strategy) operational as intended.                     |
| Developing / in-progress  | The strategy is being actioned and (if an ongoing strategy) is in-progress to the intended operational status. |
| Not complete / applicable | The strategy has not been completed or is not applicable due to the paused Tin City redevelopment.             |

**TABLE 4: SIMP STATUS BY VERSION AND TABLE SUMMARY**

| Status                    | Strategies by Version<br>(2018, 2024)                                                                                             | Strategies by SIMP Table<br>(n, %)                                                                                                                                                                   | Strategies<br>total (n, %)   |
|---------------------------|-----------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|
| Completed / operational   | <b>2018 SIMP:</b> 11 strategies (48% of 2018 SIMP strategies)<br><br><b>2024 SIMP:</b> 5 strategies (63% of 2024 SIMP strategies) | <b>SIMP Table 1:</b> 5 strategies (71% of SIMP 1 strategies)<br><br><b>SIMP Table 2:</b> 4 strategies (57% of SIMP 2 strategies)<br><br><b>SIMP Table 3:</b> 7 strategies (41% of SIMP 3 strategies) | 16 strategies (52% of total) |
| Developing / in-progress  | <b>2018 SIMP:</b> 10 strategies (43% of 2018 SIMP strategies)<br><br><b>2024 SIMP:</b> 3 strategies (37% of 2024 SIMP strategies) | <b>SIMP Table 1:</b> 2 strategies (29% of SIMP 1 strategies)<br><br><b>SIMP Table 2:</b> 3 strategies (43% of SIMP 2 strategies)<br><br><b>SIMP Table 3:</b> 8 strategies (47% of SIMP 3 strategies) | 13 strategies (42% of total) |
| Not complete / applicable | <b>2018 SIMP:</b> 2 strategies (9% of 2018 SIMP strategies)<br><br><b>2024 SIMP:</b> 0 strategies (0% of 2024 SIMP strategies)    | <b>SIMP Table 1:</b> 0 strategies (0% of SIMP 1 strategies)<br><br><b>SIMP Table 2:</b> 0 strategy (0% of SIMP 2 strategies)<br><br><b>SIMP Table 3:</b> 2 strategies (12% of SIMP 3 strategies)     | 2 strategies (6% of total)   |



**TABLE 5: SOCIAL IMPACT MANAGEMENT STRATEGIES STATUS**

| Ref                                                                                   | Management Strategies                                                    | Recommended Priority Level (defined in 2024 SIMP) | Status                   |
|---------------------------------------------------------------------------------------|--------------------------------------------------------------------------|---------------------------------------------------|--------------------------|
| <b>SIMP Table 1: New Recommended Social Impact Management Strategies</b>              |                                                                          |                                                   |                          |
| 10.8.20                                                                               | Resident safety measures                                                 | High Priority                                     | Completed / operational  |
| 10.11.10                                                                              | Engage with CoK on waste-water treatment infrastructure improvements     | High Priority                                     | Developing / in-progress |
| 10.9.11                                                                               | Maintain lack of alcohol provision within Peninsula Palms Village        | High Priority                                     | Completed / operational  |
| 10.3.15                                                                               | Connecting to the Dampier Community                                      | High Priority                                     | Developing / in-progress |
| 10.2.4                                                                                | Community and tourist use of Village rooms                               | Moderate Priority                                 | Completed / operational  |
| 10.8.18                                                                               | WIFI and Phone coverage                                                  | Moderate Priority                                 | Completed / operational  |
| 10.3.17                                                                               | Investment in Dampier recreation facilities through partnership with CoK | Moderate Priority                                 | Completed / operational  |
| <b>SIMP Table 2: Updated 2018 Peninsula Palms Social Impact Management Strategies</b> |                                                                          |                                                   |                          |
| 10.5.1                                                                                | RTIO social investment through CoK                                       | High Priority                                     | Completed / operational  |
| 10.8.14                                                                               | Provide recreational and fitness facilities for residents                | High Priority                                     | Completed / operational  |
| 10.3.14                                                                               | Use of Dampier roads                                                     | Moderate Priority                                 | Developing / in-progress |
| 10.3.16                                                                               | Encourage participation in local sports                                  | Moderate Priority                                 | Completed / operational  |
| 10.3.9 & 10.4.8                                                                       | Promote Dampier and Karratha events to Peninsula Palms residents         | Moderate Priority                                 | Developing / in-progress |
| 10.10.1                                                                               | Share results of local procurement policy and program                    | Moderate Priority                                 | Completed / operational  |
| 10.10.3                                                                               | Maintain existing local supply arrangements despite changes              | Moderate Priority                                 | Developing / in-progress |



**SIMP Table 3: Previously Recommended Peninsula Palms Social Impact Management Strategies**

|                |                                                                         |                   |                           |
|----------------|-------------------------------------------------------------------------|-------------------|---------------------------|
| <b>10.1.1</b>  | Residential incentives                                                  | High Priority     | Completed / operational   |
| <b>10.3.1</b>  | RTIO social investment                                                  | High Priority     | Completed / operational   |
| <b>10.3.3</b>  | Provide public access to Peninsula Palms gym                            | High Priority     | Completed / operational   |
| <b>10.4.5</b>  | Community complaints process                                            | High Priority     | Completed / operational   |
| <b>10.9.2</b>  | Commitment to prioritising local employment over FIFO                   | High Priority     | Completed / operational   |
| <b>10.9.7</b>  | Local employment target for Village operator                            | High Priority     | Developing / in-progress  |
| <b>10.9.8</b>  | Local supplier target for Village operator                              | High Priority     | Developing / in-progress  |
| <b>10.10.5</b> | Alignment of RTIO and contractor local procurement policies             | High Priority     | Developing / in-progress  |
| <b>10.10.6</b> | Buy local requirements for Village operator                             | High Priority     | Developing / in-progress  |
| <b>10.1.7</b>  | Encourage diversity in RTIO employment                                  | Moderate Priority | Developing / in-progress  |
| <b>10.3.2</b>  | Bus service for Peninsula Palms residents                               | Moderate Priority | Developing / in-progress  |
| <b>10.3.7</b>  | Peninsula Palms resident participation in business and community events | Moderate Priority | Developing / in-progress  |
| <b>10.3.8</b>  | Dampier Community Association input for Village compendium              | Moderate Priority | Completed / operational   |
| <b>10.3.10</b> | Advertise transport options for Peninsula Palms residents               | Moderate Priority | Completed / operational   |
| <b>10.3.12</b> | Monitor FIFO use of health services                                     | Moderate Priority | Not complete / applicable |
| <b>10.8.10</b> | Encourage resident use of new foreshore amenities                       | Moderate Priority | Developing / in-progress  |
| <b>10.9.10</b> | Facilitate resident use of local services                               | Moderate Priority | Not complete / applicable |



## Appendix 4 – SIMP Table 4: Previously Recommended Peninsula Palms Social Impact Management Strategies from 2018 Not Included in 2021 City Request for Ongoing Reporting

SIMP Table 2: Strategies Not Included in 2021 City Request for Ongoing Reporting

| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                                                                                                                                                                                                                                   | Social impacts<br>addressed                                                                   | Performance Indicators                                                                                                                                                           | 2021 CoK<br>request<br>for<br>ongoing<br>reporting | Recommended<br>Priority Level                                                                                             | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| HIGH PRIORITIES                        |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                               |                                                                                                                                                                                  |                                                    |                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 10.4.1                                 | <b>Codes of conduct for residents &amp; behavioural expectations</b><br>RTIO and Sodexo to continue to provide Codes of Conduct and behavioural expectations with the information available within Village rooms to all residents. Communicate RTIO's and Sodexo's zero tolerance for antisocial behaviour and expectations of the community to employees during their induction process and include this in workers' welcome packs. | <ul style="list-style-type: none"> <li>Impact Area 4 – Cultural Values and Beliefs</li> </ul> | <ul style="list-style-type: none"> <li>Zero tolerance of antisocial behaviour maintained</li> <li>Low level of complaints relating to antisocial behaviour by workers</li> </ul> | No<br>Not included in CoK request for ongoing RTIO | <b>High Priority</b><br>Adapted recommendation from 2018 that is still relevant and highly important to address.          | <p>Codes of Conduct and Village Standards remain in place and are actively enforced. Incidents of antisocial behaviour remain low. Wilson Security provides incident reporting and escalation, with the most recent documented incident occurring in July 2025<sup>15</sup>.</p> <ul style="list-style-type: none"> <li>Village Standards set clear, enforceable behavioural expectations for all residents and visitors, including zero tolerance for antisocial behaviour, alcohol misuse, harassment and unsafe conduct. Standards cover respectful behaviour, alcohol limits, noise curfews and prohibitions on vandalism, littering and smoking outside designated areas</li> <li>Clear reporting pathways are provided via the MyVillage App and Pilbara Service Centre to support early identification and management of issues. Wilson Security provides on-site monitoring, incident reporting and escalation for antisocial behaviour</li> <li>A formal security incident report was documented in July 2025 relating to an alcohol-related breach. This represents the most recent documented antisocial behaviour incident at Peninsula Palms, indicating a low frequency of occurrences</li> </ul> <p>Documentation has not included a longitudinal view of complaints from other reporting periods. However, the quantity of incident reports submitted (i.e. one within the reporting period) suggests a positive trend in the reduction of antisocial behaviour at Peninsula Palms from previous reporting periods.</p> |
| MODERATE – LOW PRIORITIES              |                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                                                               |                                                                                                                                                                                  |                                                    |                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 10.4.3                                 | <b>Cultural awareness courses</b><br>Continue to provide Cultural Awareness courses for all employees in Dampier/Karratha.                                                                                                                                                                                                                                                                                                           | <ul style="list-style-type: none"> <li>Impact Area 4 – Cultural Values and Beliefs</li> </ul> | <ul style="list-style-type: none"> <li>Continuation of fortnightly Cultural Awareness courses in Dampier/Karratha</li> </ul>                                                     | No<br>Not included in CoK request for ongoing RTIO | <b>Moderate priority</b><br>Adapted recommendation from 2018 related to Tin City Redevelopment that is of moderate to low | <p>Cultural Awareness training remains mandatory for employees and Category 1 contractors. Training is delivered through a combination of accessible online courses and regular face-to-face and immersive programs, including an On-Country experience for groups with a Yinjabarndi elder. For employees in Dampier operations, Heritage Awareness and Cultural Awareness training is offered that explicitly links to the Pilbara Traditional Owner context. Online courses are available at any time for employees to access.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

<sup>15</sup> Rio Tinto, *Rio Tinto Record an Incident Report* (2025); Rio Tinto, *Rio Tinto Security Incident Report* (2025); Rio Tinto and Sodexo, 'Village Standards', preprint, n.d.





| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                                                                                                                                                                                                                      | Social impacts<br>addressed                                                                   | Performance Indicators                                                                                                                                                                                   | 2021 CoK<br>request<br>for<br>ongoing<br>reporting        | Recommended<br>Priority Level                                                                                                                    | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|----------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                        |                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                                                               |                                                                                                                                                                                                          |                                                           | importance to<br>address.                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 10.4.6 &<br>10.4.9                     | <b>FIFO resident engagement in Dampier history and heritage information for residents</b><br>Include information on the local history and heritage of Dampier, Karratha and the region in the digital compendiums made available to residents at Peninsula Palms and promote the opportunity for Peninsula Palms residents to visit key heritage sites and other culturally significant places in Dampier and Karratha. | <ul style="list-style-type: none"> <li>Impact Area 4 – Cultural Values and Beliefs</li> </ul> | <ul style="list-style-type: none"> <li>Information regarding local history and heritage of Dampier and region captured and included in compendium made available in every room at the Village</li> </ul> | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Adapted recommendation from 2018 related to Tin City Redevelopment that is of moderate to low importance to address. | <p>Local history and heritage information for Dampier and the Pilbara is embedded in the digital Village compendium via the MyVillage App. Residents are encouraged to engage with heritage sites and walking trails as part of community orientation.</p> <ul style="list-style-type: none"> <li>Dedicated Community Information section in the MyVillage App covering Dampier, Karratha and the Pilbara</li> <li>Acknowledgement of Traditional Owners, including the Yaburara, Ngarluma, Martuthunira and Yindjibarndi peoples and the cultural significance of Murujuga <ul style="list-style-type: none"> <li>Detailed Indigenous heritage content, including Murujuga rock art, petroglyphs and archaeological significance</li> </ul> </li> <li>European settlement history of Dampier and Karratha, including early exploration and Pilbara industrial development. Inclusion of local cultural narratives such as the Red Dog story</li> <li>Active promotion of heritage engagement through walking trails, including: <ul style="list-style-type: none"> <li>Roaming with Red Dog Trail</li> <li>Yaburara Heritage Trail</li> </ul> </li> <li>Information delivered digitally via the MyVillage App and forms part of onboarding and orientation<sup>16</sup></li> </ul> |
| 10.7.1                                 | <b>RTIO contact with police</b><br>Maintain RTIO's Communities team's quarterly direct contact with Karratha Police personnel to report any issues or incidents of concern.                                                                                                                                                                                                                                             | <ul style="list-style-type: none"> <li>Impact Area 7 – Crime and Public Safety</li> </ul>     | <ul style="list-style-type: none"> <li>Continued strong partnership between RTIO and Dampier Police</li> </ul>                                                                                           | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Adapted recommendation from 2018 that is of moderate to low importance to address .                                  | The Dampier Police station is no longer operational. Engagement with Karratha Police occurs on an as-required basis rather than through quarterly scheduled meetings.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| 10.8.17                                | <b>Rooms for family visits</b><br>Continue to use Coastal Holiday Units, adjacent to Peninsula Palms for inland family/respice visits and not incorporate into the FIFO accommodation portfolio.                                                                                                                                                                                                                        | <ul style="list-style-type: none"> <li>Impact Area 8 – Health and Wellbeing</li> </ul>        | <ul style="list-style-type: none"> <li>Number of Family Open Days held per annum</li> <li>Number of attendees</li> </ul>                                                                                 | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Adapted recommendation from 2018 that is of moderate to low importance to address .                                  | <p>Coastal Holiday Units remain available for inland employee family and respice visits. These facilities support participation in major family and cultural events.</p> <ul style="list-style-type: none"> <li>Coastal Holiday Units adjacent to Peninsula Palms remain available for inland employee family and respice use at any time, including during major events</li> <li>Accommodation supports participation in family-focused and cultural events, including: <ul style="list-style-type: none"> <li>FeNaCING Festival (Rio Tinto-supported, large-scale family event in Karratha)</li> <li>Cossack Art Awards (Rio Tinto supported, multi-week cultural and family-oriented exhibition)</li> </ul> </li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

<sup>16</sup> Rio Tinto, 'MyVillage App - Peninsula Palms'.



| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies | Social impacts<br>addressed | Performance Indicators | 2021 CoK<br>request<br>for<br>ongoing<br>reporting | Recommended<br>Priority Level | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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|                                        |                                                    |                             |                        |                                                    |                               | <ul style="list-style-type: none"> <li>Units are positioned as family and respite accommodation rather than FIFO overflow, supporting employee wellbeing, family connection and community participation</li> <li>Ongoing support of regional events reinforces the rationale for maintaining family-accessible accommodation capacity</li> </ul> <p>Documentation does not provide information on the Coastal Holiday Units usage volume or the number of Family Open Days that are facilitated. Family engagement opportunities are evident through the FeNaCING Festival and the Cossack Art Awards support. These events do not report on quantitative attendance data:</p> <ul style="list-style-type: none"> <li>FeNaCING Festival is described as a major regional event, historically drawing large crowds over 2 days.</li> </ul> <p>Cossack Art Awards attracts hundreds of ar2rks and sustained community visitation over several weeks<sup>17</sup>.</p> |

<sup>17</sup> Cossack Art Awards, 'Cossack Art Awards', 2026 <<https://www.cossackartawards.com.au/>> [accessed 13 May 2026]; City of Karratha, 'Cossack Art Awards Exhibition 2026', 2026 <<https://karratha.wa.gov.au/community/events/cossack-art-awards-exhibition-2026>> [accessed 13 May 2026]; City of Karratha, 'FeNaCING Festival', 2026 <<https://karratha.wa.gov.au/arts-and-culture/fenacIng-festival>> [accessed 13 May 2026]; FeNaCIng, 'FeNaCING Festival 2026', 2026 <<https://fenacIng.com.au/>> [accessed 13 May 2026].



SIMP Table 3: Strategies Not Included in Request for Ongoing Reporting

| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Social impacts<br>addressed                                                                         | Performance Indicators                                                                                           | 2021 CoK<br>request for<br>ongoing<br>reporting    | Recommended Priority<br>Level                                                                     | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
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| HIGH PRIORITIES                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                                                                                                     |                                                                                                                  |                                                    |                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 10.1.2                                 | <b>Diversity and inclusion targets</b><br>Ensure RTIO operating divisions' diversity and inclusion targets are met and employment is given with no discrimination of the grounds of age, ethnic or social origin, gender, sexual orientation, politics, religion, disability or any other status. Performance targets include: <ul style="list-style-type: none"> <li>A gender balance in RTIO's graduate intake (50% female)</li> <li>Target of 20% females in senior management roles (currently achieving 22.4% at year-end 2017)</li> </ul> Performance against these targets is measured and discussed monthly with senior management. | <ul style="list-style-type: none"> <li>Impact Area 1 - Demographic and Population Change</li> </ul> | <ul style="list-style-type: none"> <li>Maintenance or increase of workforce diversity statistics</li> </ul>      | No<br>Not included in CoK request for ongoing RTIO | High Priority<br>Recommendation from 2018 that is still relevant and highly important to address. | Workforce diversity and inclusion targets remain embedded in enterprise performance frameworks. Representation of women continues to increase, supported by formal scorecard targets, leadership accountability and a mature inclusion policy and employee resource group structure. <ul style="list-style-type: none"> <li>2026 Corporate Scorecard includes a formal target of a +1.5% increase in female representation, building on a current baseline of 27.8%</li> <li>Gender representation is embedded as a measurable performance metric under People and Safety First, subject to senior-level tracking and reporting</li> <li>Inclusive Voices framework supports diverse workforce participation through established Employee Resource Groups covering gender, LGBTQ+, disability, neurodiversity, cultural diversity and Indigenous employees</li> <li>ERGs operate under defined governance with executive sponsorship and maturity tracking</li> <li>Global Respect, Inclusion and Diversity Policy commits to non-discriminatory employment practices across employees, contractors and partners</li> <li>Leaders are accountable for fair recruitment, inclusive practices, psychological safety and response to harmful behaviours</li> <li>Reporting and support mechanisms (e.g. myVoice, EAP, Care Hub) reinforce retention and safe participation of diverse workforce groups<sup>18</sup></li> </ul> |
| 10.4.2                                 | <b>Inductions and training for FIFO residents and Village staff</b><br>Continue to provide information on inductions of FIFO workers, including Cultural Awareness                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | <ul style="list-style-type: none"> <li>Impact Area 4 – Cultural Values and Beliefs,</li> </ul>      | <ul style="list-style-type: none"> <li>RTIO employees have high awareness of worker induction process</li> </ul> | No<br>Not included in CoK request for              | High Priority<br>Recommendation from 2018 that is still relevant and highly important to address. | Mandatory inductions and training requirements continue for employees and contractors, including Iron Ore Essentials and Cultural Awareness training. Completion is actively monitored through corporate systems                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

<sup>18</sup> Rio Tinto, '2026 Scorecard', 2026; Rio Tinto, *Group Policy Global Respect, Inclusion and Diversity Policy* (2025); Rio Tinto, 'Inclusive Voices Employee Resource Groups (ERGs)', 2026.



| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Social impacts<br>addressed                                                                   | Performance Indicators                                                                                                     | 2021 CoK<br>request for<br>ongoing<br>reporting    | Recommended Priority<br>Level                                                                            | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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|                                        | Training, to Rio staff. All employees and contractors are required to complete the Iron Ore essentials induction which covers modules on Safety (e.g. vehicles and driving, critical risk management, journey management, essential PPE, security and site access); Health and Wellbeing (e.g. fitness for work, mental health, smoking on mine sites, noise and air quality control); Environment and Communities (e.g. cultural heritage management, greenhouse gas emissions and energy usage, land disturbance and rehabilitation control, water usage and waste management); and Compliance (e.g. codes of conduct, discrimination, harassment and bullying, incident management and management of change). In addition to this there is a one-day face to face cultural awareness training that all employees and contractors are required to complete. This is delivered by the Traditional Owners of the relevant area of the operation. | <ul style="list-style-type: none"> <li>Impact Area 8 – Health and Wellbeing</li> </ul>        |                                                                                                                            | ongoing<br>RTIO                                    |                                                                                                          | to ensure compliance and workforce awareness, including email reminders to complete training and reports by leaders if not completed by the due date.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 10.4.4                                 | <b>RTIO Communities Team engagement with CoK</b><br>RTIO Communities team to continue to engage regularly with CoK to support the development of events and activities considerate of FIFO integration into the community.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | <ul style="list-style-type: none"> <li>Impact Area 4 – Cultural Values and Beliefs</li> </ul> | <ul style="list-style-type: none"> <li>Schedule of CoK events and activities aligned with FIFO worker schedules</li> </ul> | No<br>Not included in CoK request for ongoing RTIO | <b>High Priority</b><br>Recommendation from 2018 that is still relevant and highly important to address. | RTIO Communities Team maintains regular engagement with the CoK, primarily via the Community Partnership Agreement. While funding supports events and facilities, explicit alignment of event scheduling to FIFO rosters and systematic promotion to Peninsula Palms residents remains an identified gap. <ul style="list-style-type: none"> <li>Funding support towards events / initiatives in Dampier include: <ul style="list-style-type: none"> <li>Red Earth Arts Festival</li> <li>Australia Day celebrations at Dampier foreshore</li> <li>Ready Set Grow program workshops at the Dampier Community garden</li> </ul> </li> <li>Renewed partnership between RTIO and CoK in 2022 for 10-year extension under</li> </ul> |



| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                           | Social impacts<br>addressed                                                                                 | Performance Indicators                                                                                                                      | 2021 CoK<br>request for<br>ongoing<br>reporting           | Recommended Priority<br>Level                                                                             | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
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|                                        |                                                                                                                                                                                                                              |                                                                                                             |                                                                                                                                             |                                                           |                                                                                                           | <p>the name Community Partnership Agreement (CPA)</p> <ul style="list-style-type: none"> <li>o \$37.5 million for 2022 to 2032 funding period to support liveability and community vibrancy initiatives in the CoK</li> <li>o Funds additionally support CoK Club Development Officer role</li> </ul> <p>Documentation does not provide information on event alignment between CoK and Peninsula Palms FIFO residents.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 10.4.7                                 | <b>Cater for diversity in Village offering</b><br>Continue to cater for different cultures, faiths and lifestyles in the management of the facility via food options on offer and catering to specific dietary requirements. | <ul style="list-style-type: none"> <li>• Impact Area 4 – Cultural Values and Beliefs</li> </ul>             | <ul style="list-style-type: none"> <li>• Dietary and faith requirements relating to cultural or religious beliefs are catered to</li> </ul> | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>High Priority</b><br>Recommendation from 2018 that is still relevant and highly important to address.  | <p>Catering services at Peninsula Palms continue to accommodate diverse cultural, faith-based and dietary requirements. This includes themed menus, vegetarian and plant-based options, halal certification, allergen disclosure and culturally relevant menu programming.</p> <ul style="list-style-type: none"> <li>• Themed menu programming, including NAIDOC 2026 menus, recognising Aboriginal and Torres Strait Islander culture</li> <li>• Rotating Autumn Cyclic Menu featuring global cuisines and culturally diverse food options</li> <li>• Dedicated vegan, vegetarian and plant-based meal offerings provided on a recurring basis</li> <li>• Halal-certified food options available for faith-based dietary requirements</li> <li>• Allergen management supported through daily ingredient disclosure and QR-code access to allergen information<sup>19</sup></li> </ul> <p>Flexible service model (multiple options and build-your-own meals) for individual dietary modifications</p> |
| 10.6.1                                 | <b>Code of conduct for contractors</b><br>RTIO, Sodexo and contractor codes of conduct and behavioural expectations, including induction of FIFO workers, to be followed.                                                    | <ul style="list-style-type: none"> <li>• Impact Area 6 – Community Values, Identity and Cohesion</li> </ul> | <ul style="list-style-type: none"> <li>• Number of inductions held with FIFO workers and percentage of participants involved</li> </ul>     | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>High Priority</b><br>Recommendation from 2018 that is still relevant and highly important to address . | <p>Codes of conduct for RTIO employees, contractors and Village residents remain current and enforced. Behavioural expectations are communicated through inductions, Village standards and corporate policies, supported by reporting and escalation mechanisms.</p> <ul style="list-style-type: none"> <li>• RTIO The Way We Work Code of Conduct applies to all employees, contractors, third parties and business</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |

<sup>19</sup> Rio Tinto, *Peninsula Palms IFMS Autumn Menu 2026* (2026); Sodexo, *Peninsula Palms NAIDOC Week 2026 Menus*, 2026; Sodexo, *Peninsula Palms Food Allergen Posters 2025*, 2025; Western Australia Halal Authority, *Halal Certificate Total Food Distributor 2025-2026*, 2025.





| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                                                      | Social impacts<br>addressed                                                                                 | Performance Indicators                                                                | 2021 CoK<br>request for<br>ongoing<br>reporting           | Recommended Priority<br>Level                                                                            | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
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|                                        |                                                                                                                                                                                                                                                         |                                                                                                             |                                                                                       |                                                           |                                                                                                          | <p>partners. Code sets clear expectations regarding:</p> <ul style="list-style-type: none"> <li>○ Ethical behaviour and integrity</li> <li>○ Health, safety, wellbeing and security</li> <li>○ Prevention of bullying, harassment, racism and violence</li> <li>○ Equity, diversity and inclusion</li> </ul> <ul style="list-style-type: none"> <li>• Mandatory training, inductions and leadership accountability support awareness and compliance with the Code</li> <li>• Sodexo Village Standards applying to FIFO residents and visitors, covering: <ul style="list-style-type: none"> <li>○ Respectful behaviour and zero tolerance for violence, harassment and abuse</li> <li>○ Alcohol limits, noise curfews and fitness-for-work requirements</li> <li>○ Prohibition of vandalism, littering and unauthorised smoking</li> </ul> </li> </ul> <p>Village Standards outline minimum behavioural standards, including</p> <ul style="list-style-type: none"> <li>• Village Standards are operationalised through Sodexo, ensuring alignment between RTIO governance and Village management practices<sup>20</sup></li> </ul> <p>Documentation does not quantify number of inductions held with FIFO workers or percentage of participants involved in inductions, however all new employees complete the induction process.</p> |
| 10.6.2                                 | <b>RTIO direct community engagement and complaints management</b><br>RTIO Communities Team provides regular engagement with local stakeholders and community – with a community complaints process in place for incidents to be reported and addressed. | <ul style="list-style-type: none"> <li>• Impact Area 6 – Community Values, Identity and Cohesion</li> </ul> | <ul style="list-style-type: none"> <li>• Low level of community complaints</li> </ul> | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>High priority</b><br>Recommendation from 2018 that is still relevant and highly important to address. | Direct community engagement and complaints management continue through structured processes overseen by Communities and Social Performance teams. Systems are designed to support early engagement, resolution and trend monitoring, although quantitative complaint data is not disclosed in reporting. <ul style="list-style-type: none"> <li>• RTIO Operational-Level Grievance Mechanism (OGM) established and documented in RTIO guidance note, with multiple accessible complaint channels available, including email,</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |

<sup>20</sup> Rio Tinto and Sodexo, 'Village Standards'; Rio Tinto, *The Way We Work - Our Code of Conduct* (2023); Rio Tinto, 'Ethics and Compliance', 2026 <<https://www.riotinto.com/en/sustainability/ethics-compliance>> [accessed 13 May 2026].



| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                                                                                        | Social impacts<br>addressed                                                                 | Performance Indicators                                                                                                        | 2021 CoK<br>request for<br>ongoing<br>reporting           | Recommended Priority<br>Level                                                                            | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
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|                                        |                                                                                                                                                                                                                                                                                           |                                                                                             |                                                                                                                               |                                                           |                                                                                                          | <p>phone, face-to-face engagement, trusted third parties and MyVoice</p> <ul style="list-style-type: none"> <li>○ Clear distinction between community feedback and formal grievances, with early logging of low-level concerns to enable trend monitoring and de-escalation</li> <li>○ Defined response timeframes, including acknowledgment within 1 business day and target resolution within 30 days</li> <li>○ Ownership by RTIO Communities and Social Performance teams, with Grievance Officers, CSP Managers and asset leadership accountable for resolution</li> </ul> <ul style="list-style-type: none"> <li>• Community feedback and complaints discussed at engagement forums, including Coastal Communities Environmental Forums</li> <li>• Complaint data tracked through defined metrics, including: <ul style="list-style-type: none"> <li>○ Total number of complaints</li> <li>○ Complaint type and severity</li> <li>○ Closure within target timeframes</li> <li>○ Complaint trends inform planning and prevent repeat issues</li> </ul> </li> </ul> |
| 10.7.6                                 | <b>Management of workforce antisocial behaviour, crime and safety</b><br>Ensure RTIO maintains clear behavioural standards, with codes of conduct and policies in place to deal with antisocial behaviour and crime and safety issues (and that these are communicated to the workforce). | <ul style="list-style-type: none"> <li>• Impact Area 7 – Crime and Public Safety</li> </ul> | <ul style="list-style-type: none"> <li>• Low level of antisocial behaviour complaints or Police reported incidents</li> </ul> | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>High priority</b><br>Recommendation from 2018 that is still relevant and highly important to address. | <p>Clear behavioural standards addressing antisocial behaviour and safety continue to be applied across operations and accommodation. Reported incidents remain low, supported by security presence, enforcement of Village standards and accessible reporting pathways.</p> <ul style="list-style-type: none"> <li>• Rio Tinto The Way We Work Code of Conduct setting mandatory behavioural expectations for employees, contractors and third parties</li> <li>• Sodexo Village Standards applying to FIFO residents and visitors, covering: <ul style="list-style-type: none"> <li>○ Respectful behaviour and zero tolerance for violence, harassment and abuse</li> <li>○ Alcohol limits, noise curfews and fitness-for-work requirements</li> <li>○ Prohibition of vandalism, littering and unauthorised smoking</li> </ul> </li> </ul> <p>Village Standards outline</p>                                                                                                                                                                                           |



| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                                                                                                                                                                                                                                        | Social impacts<br>addressed                                                                       | Performance Indicators                                                                                                         | 2021 CoK<br>request for<br>ongoing<br>reporting           | Recommended Priority<br>Level                                                                            | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
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|                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                   |                                                                                                                                |                                                           |                                                                                                          | <p>minimum behavioural standards, including</p> <ul style="list-style-type: none"> <li>• Behavioural expectations communicated through Village induction, resident information and mandatory Code of Conduct training</li> <li>• Confidential reporting pathways available via myVoice and Village channels to report antisocial behaviour, safety concerns or misconduct</li> <li>• Higher security measures in place at the Village, supporting low levels of antisocial behaviour complaints and police-reported incidents<sup>21</sup></li> </ul> <p>Low levels of antisocial behaviour complaints and reported Police incidents have been noted at the Village. Documentation does not quantify specific volume of complaints or Police-reported incidents.</p> |
| 10.7.8                                 | <b>Disclose resident forecasts to Mermaid Hotel and Police</b><br>RTIO and Sodexo to continue to liaise with the Mermaid Hotel and the Police regarding the opening schedule of Peninsula Palms to ensure full disclosure about when increased patronage may be expected, so effective management practices can be implemented.                                                                                                           | <ul style="list-style-type: none"> <li>• Impact Area 7 – Crime and Public Safety</li> </ul>       | <ul style="list-style-type: none"> <li>• Mermaid Hotel and Police both aware of opening schedule of Peninsula Palms</li> </ul> | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>High priority</b><br>Recommendation from 2018 that is still relevant and highly important to address. | Not applicable as the Tin City redevelopment has not progressed. Initial opening communications were previously completed and communicated to the community.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| 10.9.5                                 | <b>Commitment to use of local suppliers</b><br>RTIO to continue to implement a local supply weighting that considers the extra costs of operating a business in the regions and preferences local suppliers (Pilbara-wide). If all criteria are equally as competitive, RTIO is to award a local supplier, in the following order:<br>1. Pilbara Aboriginal businesses (PAB)<br>2. Pilbara local businesses<br>3. Western Australian (WA) | <ul style="list-style-type: none"> <li>• Impact Area 9 – Employment and Local Benefits</li> </ul> | <ul style="list-style-type: none"> <li>• Local supply policy continued and communicated broadly</li> </ul>                     | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>High Priority</b><br>Recommendation from 2018 that is still relevant and highly important to address. | Local procurement policies remain in effect, prioritising Pilbara Aboriginal and local businesses where competitive. Local and Indigenous suppliers continue to be recognised through supplier awards and participation programs. <ul style="list-style-type: none"> <li>• RTIO participates in the Buy Local Australia initiative, providing structured pathways for Australian, Pilbara-based and Indigenous suppliers to access procurement opportunities</li> <li>• Local Participation Plan (RTIO 2025) embedded through Buy Local portals, EOIs and supplier registration systems to increase regional supplier participation</li> </ul>                                                                                                                       |

<sup>21</sup> Rio Tinto, *The Way We Work - Our Code of Conduct*, Rio Tinto and Sodexo, 'Village Standards'.

| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                                                                                                 | Social impacts<br>addressed                                                                         | Performance Indicators                                                                                                                                         | 2021 CoK<br>request for<br>ongoing<br>reporting           | Recommended Priority<br>Level                                                                                             | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
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|                                        | businesses<br>4. National businesses                                                                                                                                                                                                                                                               |                                                                                                     |                                                                                                                                                                |                                                           |                                                                                                                           | <ul style="list-style-type: none"> <li>In 2025, Rio Tinto spent a record A\$12.1 billion with Western Australian suppliers, including A\$1.1 billion with Pilbara-based businesses and A\$968 million with Indigenous suppliers<sup>22</sup></li> </ul> <p>Karratha-based businesses (Tier 2) and Pilbara Aboriginal Businesses (Tier 1) were recognised as winners and finalists at the 2026 Rio Tinto Supplier Recognition Awards, including WA Supplier of the Year and Local Engagement categories</p> |
| 10.11.1                                | <b>Cyclone rating</b><br>Ensure all Peninsula Palms refurbishments are appropriately cyclone rated.                                                                                                                                                                                                | <ul style="list-style-type: none"> <li>Impact Area 11 – Built Form of the Village</li> </ul>        | <ul style="list-style-type: none"> <li>Peninsula Palms developed to code as cyclone rated facility</li> </ul>                                                  | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>High Priority</b><br>Recommendation from 2018 that is still relevant and highly important to address.                  | Cyclone resilience has been addressed through refurbishment works. Double-storey units and motels are rated to Region D cyclone standards. The dry mess is not cyclone-rated and is excluded from shelter planning. Tin City structures do not meet current Region D standards and would require full evacuation in a cyclone event.                                                                                                                                                                       |
| 10.11.7                                | <b>Communicating redevelopment processes</b><br>Continue to keep stakeholders and the community informed about the approach to regenerating the built form, during the redevelopment process                                                                                                       | <ul style="list-style-type: none"> <li>Impact Area 11 – Built Form of the Village</li> </ul>        | <ul style="list-style-type: none"> <li>Development of a comprehensive communications strategy throughout the Peninsula Palms refurbishment facility</li> </ul> | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>High Priority</b><br>Recommendation from 2018 that is still relevant and highly important to address.                  | Not relevant as the Tin City redevelopment has not progressed.                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 10.11.8                                | <b>Effective management of noise, dust, litter and traffic during refurbishment</b><br>Ensure the appointed construction contractor develops and implements appropriate noise, dust, litter and traffic management plans to reduce impact on the local community during the refurbishment process. | <ul style="list-style-type: none"> <li>Impact Area 11 – Built Form of the Village</li> </ul>        | <ul style="list-style-type: none"> <li>Low level of complaints from community regarding disturbances during construction phase</li> </ul>                      | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>High Priority</b><br>Recommendation from 2018 that is still relevant and highly important to address.                  | Not relevant as the Tin City redevelopment has not progressed.                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>MODERATE – LOW PRIORITIES</b>       |                                                                                                                                                                                                                                                                                                    |                                                                                                     |                                                                                                                                                                |                                                           |                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 10.1.3                                 | <b>Parental entitlements</b><br>RTIO to continue to implement its parental leave support and return to work support for employees. The standard provides 18 weeks of leave at full pay to an employee                                                                                              | <ul style="list-style-type: none"> <li>Impact Area 1 - Demographic and Population Change</li> </ul> | <ul style="list-style-type: none"> <li>Maintenance or increase of workforce diversity statistics</li> </ul>                                                    | <b>No</b><br>Not included in CoK request for              | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | RTIO parental leave and return-to-work entitlements continue to support workforce participation and diversity. Gender-neutral paid parental leave and retention of housing benefits during leave remain in effect to                                                                                                                                                                                                                                                                                       |

<sup>22</sup> Rio Tinto, 'Buy Local Australia'; Rio Tinto, 'Western Australia Communities'.



| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Social impacts<br>addressed                                                                                 | Performance Indicators                                                                                                                                                                                                        | 2021 CoK<br>request for<br>ongoing<br>reporting                          | Recommended Priority<br>Level                                                                                                                                                        | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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|                                        | – regardless of gender – who is<br>the child’s primary caregiver.                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                             |                                                                                                                                                                                                                               | ongoing<br>RTIO                                                          |                                                                                                                                                                                      | support parents before, during and after the<br>birth / adoption of a child. <ul style="list-style-type: none"> <li>Parental Leave Policy (Australia) allows<br/>eligible employees to access:</li> <li>Up to 4.5 months (approximately 18<br/>weeks) of paid parental leave to both<br/>primary and secondary caregivers, paid<br/>at either full pay or half pay over a<br/>longer period of time</li> </ul> Employee eligibility for housing benefits is<br>retained for the first 12 months of approved<br>parental leave.                                                                                                                                                                                                                                                                                 |
| 10.1.5                                 | <b>RTIO Communications Strategy</b><br>Continue existing<br>Communications and<br>Engagement Strategy relating to<br>the company’s commitment to<br>achieving a residential and FIFO<br>workforce balance, including<br>strategies and incentives for<br>supporting its residential<br>workforce and the company’s<br>commitment to community<br>investment. This includes the<br>company’s intended plans for the<br>redevelopment of Peninsula<br>Palms and its commitment to<br>supporting community<br>integration. | <ul style="list-style-type: none"> <li>Impact Area 1 -<br/>Demographic and<br/>Population Change</li> </ul> | <ul style="list-style-type: none"> <li>Communications and<br/>Engagement strategy<br/>continued</li> <li>Specific details regarding the<br/>Peninsula Palms<br/>redevelopment to be<br/>included in communications</li> </ul> | <b>No</b><br>Not<br>included in<br>CoK<br>request for<br>ongoing<br>RTIO | <b>Moderate Priority</b><br>Recommendation from<br>2018 that is still relevant<br>and of moderate to low<br>importance to address<br>during and after the Tin<br>City redevelopment. | Communications supporting residential<br>workforce balance and community investment<br>remain in place. Redevelopment-specific<br>messaging has not progressed due to the<br>paused Tin City project.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| 10.1.7                                 | <b>Encourage diversity in RTIO<br/>employment</b><br>Continue to review workforce<br>practices (and those of RTIO<br>contractors) to encourage<br>diversity in the appointment of<br>employees who reside at<br>Peninsula Palms                                                                                                                                                                                                                                                                                         | <ul style="list-style-type: none"> <li>Impact Area 1 -<br/>Demographic and<br/>Population Change</li> </ul> | <ul style="list-style-type: none"> <li>Increased workplace<br/>diversity demonstrated in<br/>workforce data</li> </ul>                                                                                                        | <b>No</b><br>Not<br>included in<br>CoK<br>request for<br>ongoing<br>RTIO | <b>Moderate priority</b><br>Recommendation from<br>2018 that is still relevant<br>and of moderate to low<br>importance to address.                                                   | Workforce diversity objectives continue to be<br>managed at an enterprise level. Progress<br>toward increased representation is monitored<br>through corporate scorecards, though<br>Village-level diversity outcomes are not<br>separately reported. <ul style="list-style-type: none"> <li>RTIO’s employment policy promotes<br/>increased workforce diversity across the<br/>organisation (not Village-specific)</li> <li>2026 Corporate Scorecard includes<br/>gender representation as a weighted<br/>performance measure under People and<br/>Safety First (5%)</li> <li>Target of +1.5% increase in female<br/>representation, equating to 27.8%<br/>organisation-wide</li> <li>Diversity target framed as a<br/>year-on-year uplift, enabling measurable<br/>tracking of progress over time</li> </ul> |





| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies                                                                                                                                          | Social impacts<br>addressed                                                                 | Performance Indicators                                                                                                                                                                                                                                                                                                          | 2021 CoK<br>request for<br>ongoing<br>reporting           | Recommended Priority<br>Level                                                                                             | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
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|                                        |                                                                                                                                                                                             |                                                                                             |                                                                                                                                                                                                                                                                                                                                 |                                                           |                                                                                                                           | <ul style="list-style-type: none"> <li>Inclusion of diversity metrics within the corporate scorecard indicates senior leadership oversight and regular governance reporting</li> <li>Complementary culture change metric (+1% improvement by Q4 2026 via People Survey) supports attraction and retention of a diverse workforce<sup>23</sup></li> </ul> <p>Documents do not provide workforce diversity data / outcomes for Peninsula Palms residents specifically or contractor workforce diversity at a Village level.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 10.2.3                                 | <b>Communication and Engagement Strategy related to Housing and Accommodation</b><br>See (10.1.5) on Recommended Communication and Engagement Strategy related to Housing and Accommodation | <ul style="list-style-type: none"> <li>Impact Area 2 – Accommodation and Housing</li> </ul> | <ul style="list-style-type: none"> <li>Engagement and Communications Strategy completed and implemented</li> <li>Improved understanding of FIFO workers of the available residential opportunities and incentives/requirements</li> <li>Maintained or increased numbers of residential workforce in Karratha/Dampier</li> </ul> | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | <p>Communications outlining residential housing options and incentives continue to be delivered through internal channels. Residential workforce levels in Dampier and Karratha have been maintained, with housing capacity currently constrained.</p> <ul style="list-style-type: none"> <li>Leader Brief issued to operational leaders outlining residential housing incentives and benefits to cascade information to employees</li> <li>Increase to Master Leasing subsidy communicated (effective 1 February 2026), with automatic payroll implementation and no employee action required. Increase from \$1,500 per week to \$1,600 per week.</li> <li>Plain-language summary of all residential housing pathways, including:               <ul style="list-style-type: none"> <li>Master Leasing</li> <li>Company Housing</li> <li>Owner-occupier option with \$38,000 pa taxable allowance</li> </ul> </li> <li>Employees affected by the subsidy increase are directly notified by the housing team, with changes automatically flowed to payroll and no action required by employees</li> <li>Residential job opportunities advertised publicly via the Rio Tinto careers website.</li> </ul> |

<sup>23</sup> Rio Tinto, '2026 Scorecard'.



| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                                                                                      | Social impacts<br>addressed                                                                                          | Performance Indicators                                                                                                                                                      | 2021 CoK<br>request for<br>ongoing<br>reporting           | Recommended Priority<br>Level                                                                                             | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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|                                        |                                                                                                                                                                                                                                                                                         |                                                                                                                      |                                                                                                                                                                             |                                                           |                                                                                                                           | <ul style="list-style-type: none"> <li>Residential workforce in Karratha/Dampier maintained, with housing currently at capacity<sup>24</sup></li> </ul> <p>The document does not quantify changes in FIFO worker understanding or changes in residential workforce numbers post-communication. However, these indicators rely on downstream workforce and HR metrics rather than communication artefacts.</p>                                                                                                                                                                                                                                                                                                                                                                                                                             |
| 10.3.5                                 | <b>Management of gym safety</b><br>Ensure that the operator of Peninsula Palms (Sodexo) has a management plan in place to ensure safe access for all residents and community members to the Village facilities (gym)                                                                    | <ul style="list-style-type: none"> <li>Impact Area 3 – Accessibility to Community Services and Facilities</li> </ul> | <ul style="list-style-type: none"> <li>High level of safety and security at Peninsula Palms facility</li> <li>Low level of safety incident reports or complaints</li> </ul> | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | <p>Safety and access controls for the Village gym have been strengthened through keyless entry (introduced in mid-2024) systems and induction requirements. No safety incidents have been reported and resident feedback informs incremental improvements.</p> <p>Complaints regarding the gym included the footprints or equipment. The majority of complaints were addressed with new flooring and additional equipment installed in 2025. Residents are able to provide feedback via the MyVillage app.</p>                                                                                                                                                                                                                                                                                                                            |
| 10.5.6                                 | <b>Document resident interest in participating locally</b><br>Incorporate an “Expression of Interest” register as part of the induction process where workers can register their interest in participating in, engaging with or volunteering for local clubs, groups and organisations. | <ul style="list-style-type: none"> <li>Impact Area 5 – Social Infrastructure</li> </ul>                              | <ul style="list-style-type: none"> <li>EOI register developed and integrated into induction process</li> <li>Number of EOIs on the EOI register</li> </ul>                  | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | <p>While volunteering opportunities are promoted through Village and corporate platforms, a formal expression-of-interest register integrated into induction has not been evidenced. Participation is tracked through broader corporate volunteer systems<sup>25</sup>.</p> <ul style="list-style-type: none"> <li>Team building volunteering activities are organized for teams through Volunteering WA</li> <li>Volunteering opportunities are promoted in the MyVillage app</li> <li>RioGivers volunteer applications from 1 January 2023 to year-to-date 2026 include:               <ul style="list-style-type: none"> <li>121 individual volunteers</li> <li>160 volunteering tasks</li> <li>11,540 volunteer hours contributed</li> <li>\$79,000 matched amount to volunteering, with 34 involved charities</li> </ul> </li> </ul> |

<sup>24</sup> Rio Tinto, ‘The Best Bit - Master Leasers Are Getting a Subsidy Increase’; Rio Tinto, ‘Rio Tinto Jobs’, n.d. <<https://jobs.riotinto.com/?location=Dampier%20WA%2C%20Australia&latitude=-20.6637808&longitude=116.7084649&radius=200&units=km>> [accessed 13 May 2026].

<sup>25</sup> Rio Tinto, ‘MyVillage App - Peninsula Palms’.



| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                                         | Social impacts<br>addressed                                                             | Performance Indicators                                                                                                                       | 2021 CoK<br>request for<br>ongoing<br>reporting           | Recommended Priority<br>Level                                                                                             | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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|                                        |                                                                                                                                                                                                                                            |                                                                                         |                                                                                                                                              |                                                           |                                                                                                                           | The document does not explicitly reference an expression of interest register, formal collection of resident participation interests or reporting of expressions of interest captured during induction.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 10.5.9                                 | <b>Support resident participation in volunteering</b><br>RTIO to provide support for volunteering opportunities or engagement in local groups, representative bodies or organisations, including investigating any flexibility in rosters. | <ul style="list-style-type: none"> <li>Impact Area 5 – Social Infrastructure</li> </ul> | <ul style="list-style-type: none"> <li>Number of RTIO employees who have engaged in volunteering opportunities locally in Dampier</li> </ul> | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | RTIO continues to support employee volunteering through structured programs such as RioGivers. Sustained participation is evident, though data does not distinguish between FIFO and residential participants. <ul style="list-style-type: none"> <li>RioGivers volunteer applications from 1 January 2023 to year-to-date 2026 include: <ul style="list-style-type: none"> <li>121 individual volunteers</li> <li>160 volunteering tasks</li> <li>11,540 volunteer hours contributed</li> <li>\$79,000 matched amount to volunteering, with 34 involved charities</li> </ul> </li> <li>Trends in volunteering activity per year include: <ul style="list-style-type: none"> <li>2023: 30 volunteers, 30 volunteering tasks and a total of 1,989 hours volunteered</li> <li>2024: 61 volunteers, 64 volunteering tasks and a total of 4,826 hours volunteered</li> <li>2025: 46 volunteers, 46 volunteering tasks and a total of 3,882 hours volunteered</li> <li>Year-to-date April 2026: 20 volunteers, 20 volunteering tasks and a total of 1,783 hours volunteered</li> <li>On average, 95 hours of volunteering per volunteer across reporting period</li> </ul> </li> </ul> Volunteering locations and activities includes: <ul style="list-style-type: none"> <li>Sporting clubs (e.g. Dampier Surf Life Saving Club, Wickham Wolves Football Club)</li> <li>Emergency services (e.g. Volunteer Fire &amp; Rescue Services, Bush Fire Brigades)</li> <li>Schools and community groups (e.g. Dampier Parents &amp; Citizens Association)</li> </ul> |



| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                                                                          | Social impacts<br>addressed                                                                               | Performance Indicators                                                                                                                             | 2021 CoK<br>request for<br>ongoing<br>reporting    | Recommended Priority<br>Level                                                                                             | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
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|                                        |                                                                                                                                                                                                                                                                             |                                                                                                           |                                                                                                                                                    |                                                    |                                                                                                                           | <ul style="list-style-type: none"> <li>Environmental and wellbeing organisations (e.g. Wickham Tidy Towns)<sup>26</sup>.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 10.5.11                                | <b>Promotion of local clubs</b><br>Community Liaison Officer to conduct a “Clubs Open Night” biannually at the Village (or Hub) to promote local clubs to the residents of Peninsula Palms and local Dampier residents.                                                     | <ul style="list-style-type: none"> <li>Impact Area 5 – Social Infrastructure</li> </ul>                   | <ul style="list-style-type: none"> <li>Number of Open Nights held at Peninsula Palms</li> </ul>                                                    | No<br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | Formal Village-based “Clubs Open Nights” have not been confirmed. Community-led events promoting local groups have occurred, with RTIO participation focused on grant promotion and engagement. <ul style="list-style-type: none"> <li>RTIO attended the 2025 “Who's Who in the Hood” event organised by the Dampier Community Association to promote grant program and engage with attendees</li> <li>August 2026 event currently planned.</li> </ul> No documentation demonstrates the number of Open Nights held at Peninsula Palms. RTIO is unaware of a Community Liaison Officer conducting the nights.                                       |
| 10.6.5                                 | <b>Work flexibility to allow residents to engage in local activities and recreation</b><br>Explore any flexibility in rosters and potential for mixed rosters/no common RDO days to enable greater engagement in community activities and local recreational opportunities. | <ul style="list-style-type: none"> <li>Impact Area 6 – Community Values, Identity and Cohesion</li> </ul> | <ul style="list-style-type: none"> <li>Diverse and well-scheduled rosters that are aligned with opportunities in local community</li> </ul>        | No<br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | Greater roster flexibility to support local engagement is not considered practical for standard FIFO shift patterns. Residents typically participate in community and recreational activities during RDOs or off-swing periods.                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 10.6.3                                 | <b>RTIO direct engagement with local organisations</b><br>Continue RTIO Communities Team's current ongoing engagement, liaison and communication with local groups, clubs and organisations as part of their on-the-ground role.                                            | <ul style="list-style-type: none"> <li>Impact Area 6 – Community Values, Identity and Cohesion</li> </ul> | <ul style="list-style-type: none"> <li>Regular and ongoing communication between RTIO and on-the-ground groups, clubs and organisations</li> </ul> | No<br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | Ongoing engagement with local organisations continues through regular meetings, grant processes and community events. Key engagements are documented through annual consultation and engagement planning. <ul style="list-style-type: none"> <li>2024 and 2025 engagement session between RTIO Communities and the community at Soak Café and Dampier Markets</li> <li>2025 DLT engagement with impacted groups</li> <li>Undated local voice survey engagements face-to-face with the community</li> <li>Dampier Community Association and Pilbara Wildlife Carers partnerships. Monthly meetings with the Dampier Community Association</li> </ul> |

<sup>26</sup> Rio Tinto, *Dampier Volunteering Activity Report 2023-2026* (2026).



| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                                                                                                                                                        | Social impacts<br>addressed                                                                 | Performance Indicators                                                                                                                                       | 2021 CoK<br>request for<br>ongoing<br>reporting           | Recommended Priority<br>Level                                                                                             | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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|                                        |                                                                                                                                                                                                                                                                                                                                                           |                                                                                             |                                                                                                                                                              |                                                           |                                                                                                                           | <ul style="list-style-type: none"> <li>Community Giving Grant Program engagement with clubs and community groups in Dampier.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 10.7.3                                 | <b>RTIO support for community safety initiatives</b><br>RTIO continue to support and invests in Community Safety initiatives across: <ul style="list-style-type: none"> <li>• Crime/antisocial behaviour</li> <li>• Graffiti management</li> <li>• Litter management</li> <li>• Drug and alcohol management</li> <li>• Road and vehicle safety</li> </ul> | <ul style="list-style-type: none"> <li>• Impact Area 7 – Crime and Public Safety</li> </ul> | <ul style="list-style-type: none"> <li>• Continued low levels of reported crime in Dampier community</li> </ul>                                              | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | RTIO continues to support community safety initiatives, including litter management and environmental programs, alongside CPA-funded safety measures. <ul style="list-style-type: none"> <li>• ICARE program – roadside litter collection program participated in by the RTIO Dampier Ports Site team, held in Dampier town quarterly</li> <li>• DBCA Turtle Program – annual beach clean-up in Dampier, supported by Rio Tinto via partnership funding agreement</li> <li>• Other support – Community Partnership Agreement with the CoK provides funding support for other initiatives in the community such as the Security Subsidy Scheme</li> </ul> No documentation on the levels of reported crime in the Dampier community. Data not within RTIO jurisdiction.                                                                                                                                                                                    |
| 10.7.7                                 | <b>Encourage use of low-risk transport by residents</b><br>Encourage use of shared transport (e.g. buses) for accessing amenities in Dampier or Karratha, as opposed to private vehicles, to avoid any drink driving and safety issues from travelling longer distances. This can include advertisement of bus timetables to workers.                     | <ul style="list-style-type: none"> <li>• Impact Area 7 – Crime and Public Safety</li> </ul> | <ul style="list-style-type: none"> <li>• Bus timetable promoted throughout the Village</li> <li>• Number of RTIO employees who access bus service</li> </ul> | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | Shared and low-risk transport options are promoted through Village communications and digital planning tools. While promotion is strong, actual utilisation rates are not publicly reported. <ul style="list-style-type: none"> <li>• MyVillage app promotes the Bus Timetable which allows residents to pre-plan journeys between site, Village, airport and local destinations. A community information section includes a direct link to the Karratha public transport timetable and TransPerth app download.</li> <li>• The “MyBus” feature provides each resident with a unique QR code to access bus transfers to and from site and Village. Accessibility for employees without smartphones includes The Portal, with access to bus timetables via a webpage<sup>27</sup>.</li> </ul> Documentation does not provide quantitative data on the number of RTIO employees who access bus services or the frequency of bus usage among RTIO employees. |

<sup>27</sup> Rio Tinto, ‘MyVillage App - Peninsula Palms’.





| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                                                                                         | Social impacts<br>addressed                                                            | Performance Indicators                                                                                                                                                      | 2021 CoK<br>request for<br>ongoing<br>reporting           | Recommended Priority<br>Level                                                                                              | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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| 10.8.2                                 | <b>RTIO support of Regional Disaster Management Committee</b><br>RTIO shares resources as required and participates in regional Disaster Management Committee.                                                                                                                             | <ul style="list-style-type: none"> <li>Impact Area 8 – Health and Wellbeing</li> </ul> | <ul style="list-style-type: none"> <li>Continued membership and involvement in Disaster Management Committee</li> </ul>                                                     | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address.  | RTIO maintains involvement in regional emergency management through participation in Local and District Emergency Management Committees. RTIO Emergency Services teams within the Pilbara region attend quarterly Local Emergency Management Committee (LEMC) and District Emergency Management Committee meetings.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 10.8.4                                 | <b>Health and wellbeing programs for RTIO employees and families</b><br>Continue to provide health and wellbeing programs such as Peer Support Program and Employee Assistance Program (BSS) made available to all RTIO employees and families.                                            | <ul style="list-style-type: none"> <li>Impact Area 8 – Health and Wellbeing</li> </ul> | <ul style="list-style-type: none"> <li>Level of participation in health and wellbeing programs</li> <li>Level of satisfaction with health and wellbeing programs</li> </ul> | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address . | <p>Health and wellbeing programs for employees and families remain widely available, with uptake is monitored at a high level.</p> <ul style="list-style-type: none"> <li>Health and wellbeing programs include: <ul style="list-style-type: none"> <li>The Employee Assistance Program (EAP) via BSS Psychology</li> <li>Fully subsidised Essentials Silver Plus Hospital cover with \$500 excess with Medibank</li> <li>Free access to Doctors on Demand (virtual healthcare service)</li> <li>Annual Wellbeing subsidy (increased in 2025 from a \$360 to \$1,000 net payment per annum)</li> <li>RioDiscounts (including health and wellbeing services)<sup>28</sup></li> </ul> </li> </ul> <p>EAP services are confidential and available 24/7 for employees via online platforms. In-person support is available at rostered times in Dampier. Direct quantitative participation data (e.g. number of EAP users or peer support contacts, degree of utilisation at a Dampier-level) is not recorded in the business.</p> |
| 10.8.11                                | <b>Procedures for collaborative emergency response</b><br>Confirm with St. John Ambulance the procedure for attending emergency situations in association with the RTIO Emergency Response Team (e.g. have a trained contact/team for first-response medical emergencies in Dampier in the | <ul style="list-style-type: none"> <li>Impact Area 8 – Health and Wellbeing</li> </ul> | <ul style="list-style-type: none"> <li>Trained first response team</li> <li>Emergency situations are managed effectively</li> </ul>                                         | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address.  | <p>Emergency response capability is supported through trained RTIO emergency services personnel and formal mutual-aid arrangements with external agencies.</p> <ul style="list-style-type: none"> <li>Trained emergency team members are located at both Dampier Operations sites within a 5-minute drive from Peninsula Palms</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

<sup>28</sup> BSS Psychology, *BSS psychology services information flyer*, 2026; Rio Tinto, *Peer Support*, 2026; Rio Tinto, 'Employee Assistance Program (EAP)', 2026; Rio Tinto, 'Proposed Changes to Sick and Carer's Leave Communication from Iron Ore Senior Leadership Team to Iron Ore Employees', preprint, 6 August 2025; Rio Tinto, 'Employee Benefits Information', n.d.; Rio Tinto and Medibank, 'Rio Tinto Health & Extras Cover by Medibank', 2026 <<https://riotinto.medibank.com.au/>> [accessed 13 May 2026]; FeNaCIng, 'FeNaCIng Festival 2026'; City of Karratha, 'FeNaCIng Festival'; Cossack Art Awards, 'Cossack Art Awards'; City of Karratha, 'Cossack Art Awards Exhibition 2026'.



| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                                                       | Social impacts<br>addressed                                                            | Performance Indicators                                                                                                                                                 | 2021 CoK<br>request for<br>ongoing<br>reporting           | Recommended Priority<br>Level                                                                                             | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|----------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                        | absence of a local St John Ambulance station in Dampier).                                                                                                                                                                                                |                                                                                        |                                                                                                                                                                        |                                                           |                                                                                                                           | <ul style="list-style-type: none"> <li>Trained personnel support provided at 7 Mile Rail Operations site with a 15-minute response time.</li> </ul> <p>St John Ambulance and Department of Fire and Emergency Services memorandum in place to provide mutual aid on- and off-site as required.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| 10.8.12                                | <b>Promote healthy lifestyles to Peninsula Palms residents</b><br>Continue to promote healthy lifestyle and eating around the dining room area, gym and other key amenities at the Village.                                                              | <ul style="list-style-type: none"> <li>Impact Area 8 – Health and Wellbeing</li> </ul> | <ul style="list-style-type: none"> <li>Ample healthy eating options provided in the dining area</li> <li>A schedule of gym classes and activities developed</li> </ul> | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | <p>Healthy lifestyle promotion continues through nutrition messaging, dining activations, a dedicated Wellness Coach, gym access and a structured schedule of wellness and fitness activities.</p> <ul style="list-style-type: none"> <li>Structured, recurring schedule of fitness classes and activities are in place. These include both social engagement activities (e.g. the Hot Wings Challenge to promote women’s health and wellbeing) individual gym classes and group activities. Activities are consistently scheduled from reviewed schedules in February, March and April 2026.</li> <li>Healthy eating promotion within key dining and communal spaces, including:               <ul style="list-style-type: none"> <li>Nutritional Pop-Ups held in the Dry Mess during April, directly targeting dining areas and early-morning meal periods.</li> <li>Hydration Spritzer activations in March, promoting hydration and healthier beverage choices in the Dry Mess<sup>29</sup></li> </ul> </li> </ul> |
| 10.8.13                                | <b>Provide wellbeing support to Peninsula Palms residents</b><br>Continue to provide onsite wellbeing support, promote the RTIO Employee Assistance Program and promote offsite services (to those who would prefer the option of independent services). | <ul style="list-style-type: none"> <li>Impact Area 8 – Health and Wellbeing</li> </ul> | <ul style="list-style-type: none"> <li>Positive reports on onsite wellbeing</li> </ul>                                                                                 | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | <p>Onsite and offsite wellbeing support continues to be promoted through Village communications, wellness staff presence and access to confidential support services.</p> <ul style="list-style-type: none"> <li>The MyVillage App and Village posters promote well-being activities and support (e.g. ThriveWFX magazine). This includes mental health information, promotion of ThriveWFX “eXperiences” for connection-building and other supportive services.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

<sup>29</sup> ThriveWFX, *Peninsula Palms - GURL PWR Event Posters* (n.d.); ThriveWFX, *Peninsula Palms - Table Tennis Social Sports Event Poster*; ThriveWFX, *Peninsula Palms - Plate Pinch Grip Event Poster* (n.d.); ThriveWFX, *Peninsula Palms - Hot Wings Challenge Event Poster*, n.d.; ThriveWFX, *Peninsula Palms - Run Club Event Poster*, n.d.; ThriveWFX, *Peninsula Palms - Music Bingo Night Event Poster*; ThriveWFX, *Peninsula Palms Wellness Weekly Planner April 2026*, April 2026; ThriveWFX, *Peninsula Palms Wellness Weekly Planner March 2026*; ThriveWFX, *Peninsula Palms Wellness Weekly Planner February 2026* (2026).



| Reference<br>(consistent<br>with 2018) | Recommended Social Impact<br>Management Strategies                                                                                                                                                                     | Social impacts<br>addressed                                                            | Performance Indicators                                                                   | 2021 CoK<br>request for<br>ongoing<br>reporting           | Recommended Priority<br>Level                                                                                             | 2026 Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|----------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------|-----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                        |                                                                                                                                                                                                                        |                                                                                        |                                                                                          |                                                           |                                                                                                                           | <ul style="list-style-type: none"> <li>The Employee and Family Assistance program (EAP) is promoted to residents, employees and their families. Provides confidential counselling, mental health concern supports and clear pathways to additional support resources / programs<sup>30</sup></li> </ul> <p>No standalone wellbeing satisfaction survey results are documented. However, ongoing survey mechanisms, structured processes for raising concerns and continuous promotion of how residents can provide feedback is included.</p> |
| 10.8.15                                | <b>Promote resident integration through resident communication channels</b><br>Promote Village town information on relevant internal channels such as the My Village App and digital compendium.                       | <ul style="list-style-type: none"> <li>Impact Area 8 – Health and Wellbeing</li> </ul> | <ul style="list-style-type: none"> <li>‘Town information’ channel established</li> </ul> | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | Town and community information continues to be promoted through the MyVillage App and digital compendium, supporting resident awareness and integration. This includes information on the history of Dampier, Murujuga heritage, local venues and social activities / organisations in Dampier <sup>31</sup> .                                                                                                                                                                                                                               |
| 10.8.16                                | <b>Buddy system to support FIFO lifestyle adjustment</b><br>Incorporate EOI for residents to be involved in a buddy-system to support individuals to adjust to the FIFO lifestyle as part of the Register of Interest. | <ul style="list-style-type: none"> <li>Impact Area 8 – Health and Wellbeing</li> </ul> | <ul style="list-style-type: none"> <li>Buddy system established</li> </ul>               | <b>No</b><br>Not included in CoK request for ongoing RTIO | <b>Moderate Priority</b><br>Recommendation from 2018 that is still relevant and of moderate to low importance to address. | Informal buddy systems exist at site level for new starters, but these are not centrally tracked and no formal register of interest is maintained.                                                                                                                                                                                                                                                                                                                                                                                           |

<sup>30</sup> Rio Tinto, ‘Employee Assistance Program (EAP)’; Rio Tinto, ‘MyVillage App - Peninsula Palms’.

<sup>31</sup> Rio Tinto, ‘MyVillage App - Peninsula Palms’; Rio Tinto, ‘Employee Assistance Program (EAP)’.



## Appendix 5 – Invitation to Participate in Engagements

The following section details the invitations sent to stakeholders to participate in the engagements. Invitations consisted of an email invitation and a project information sheet attached to the email invitation.

**TABLE 6: STAKEHOLDER EMAIL INVITATION**

### 2. INVITATION TO PARTICIPATE IN ENGAGEMENTS TO STAKEHOLDERS

The following section details the invitation email to be sent to all relevant stakeholders for engagements. Sections highlighted in yellow are TBC and will be filled in when sending the invitation:

Dear [name],

**RE: Invitation to meet and discuss the impacts from Peninsula Palms “Tin City” FIFO Village**

As you may be aware, Rio Tinto Iron Ore’s (RTIO) Peninsula Palms FIFO Village and the series of coastal accommodation units known as “Tin City” has been planned for redevelopment. The proposed redevelopment of Tin City is currently paused indefinitely, and the existing operating license for the Tin City rooms is due to expire on 14 March 2027. RTIO is seeking a 2–3-year extension to the Tin City operating license, supported by the continued high demand forecast for accommodation.

RTIO has engaged our company Creating Communities Australia (CCA) to seek stakeholder feedback on the proposal to seek a short-term extension to the operating license of the Tin City 160 rooms at the facility. As an important community stakeholder and as someone who provided insights into the 2024 Social Impact Assessment and Social Impact Management Plan, we would like to invite you to share your views on the proposed short-term extension. Further information into why we are conducting this project and other relevant details is included in the attached information sheet.

Consultants from our team will be available to meet online via MS Teams or by phone from Thursday 7 May to Friday 15 May. The meeting should take approximately 45 minutes.

If you are interested in participating, please let us know what date and time suits you to chat by responding to this email and we will endeavour to book a time that works best for you.

Thank you, looking forward to hearing back from you soon.

Kind regards,  
[signature]





## Peninsula Palms “Tin City” FIFO Village Impacts and Social Impact Management Plan Update – Project Information

RTIO has engaged our company Creating Communities Australia (CCA) to gather stakeholder feedback on the proposal to extend the operating license and retain the Tin City rooms in their current form for 2-3 years.

### What is the 2024 Social Impact Management Plan?

In 2024, Creating Communities Ltd was engaged by RTIO to develop a Social Impact Assessment (SIA) and Social Impact Management Plan (SIMP) to understand the positive and negative social impacts, of the Redevelopment of RTIO's Peninsula Palms FIFO village, inclusive of the coastal units referred to as “Tin City”. An accompanying Social Impact Management Plan (SIMP) was also developed, which included relevant management measures and commitments to identified social impacts forecast from the Tin City redevelopment.

### What is “Tin City”

The Tin City accommodation comprises 160 rooms and is located on the coastal side of the Dampier Esplanade, with the double storey blocks and motel units being located on the opposite, inland side being Peninsula Palms.

A map of the site has been attached below.

### What is the current status of the Tin City redevelopment?

The proposed Tin City redevelopment has been paused indefinitely due to extremely high construction costs that would be required to undertake the redevelopment.

The existing operation license is due to expire on 14 March 2027, at which time the units are required to be closed and then removed within 12 months.

### Why is the extension being sought by RTIO?

RTIO is seeking a 2–3-year extension to the operating license which is supported by the continued high demand forecast for accommodation. To seek a Development Approval (DA) amendment to the City of Karratha, a SIMP Progress Report has been advised to accompany the DA and to test the views of stakeholders on the changed proposal.

RTIO has engaged our company Creating Communities Ltd to gather stakeholder feedback on the progress made towards the 2024 SIMP to accompany the DA amendment to the City of Karratha and to understand views of the new proposal. Stakeholder feedback will inform a progress report on the management measures and commitments identified in the SIMP.



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TABLE 8: STAKEHOLDER PROJECT INFORMATION SHEET (PG. 2)

### What will we be asking?

We will be asking questions that relate to your views on the proposed operational license extension for the Tin City FIFO Village and how it may be received in the community. Your feedback is important and will be used to support the City of Karratha to make an informed decision on the extension being sought by RTIO. Your contributions to the project will be anonymous and will be synthesised into the report with other stakeholder feedback.

We will ask if you would like to be listed as a contributor in the report and will ask if you are happy for any of your statements you make during the engagement to be included as an anonymous quote in the report.

### Other information

Please contact us if you have any questions regarding the project and engagements. You can reach us by contacting Kay Esensoy at [kay@creatingcommunities.com.au](mailto:kay@creatingcommunities.com.au).



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## Appendix 6 – Stakeholder Engagement Questions

The following section outlines the prompting questions that were asked to participants during engagements.

**TABLE 9: STAKEHOLDER ENGAGEMENT QUESTIONS**

| Topic area                                             | Question                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|--------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1. Introduction                                        | <ol style="list-style-type: none"> <li>1. Introductions from Creating Communities (name, role)</li> <li>2. What is your name and role at your organisation?</li> <li>3. How long have you been involved in your organisation and in the role?</li> <li>4. Were you previously engaged in Peninsula Palms / Tin City Replacement Stakeholder engagements in 2023?</li> </ol>                                                                |
| 2. Overview of project and proposed set of work        | <ol style="list-style-type: none"> <li>5. Introduce Tin City context</li> <li>6. Site details (location, number of rooms)</li> <li>7. Provide context on the change in plans for Tin City.</li> <li>8. Redevelopment plans</li> <li>9. Current status of plans not progressing and reasoning</li> <li>10. Provide a short overview of the 2024 SIA and SIMP purpose and findings.</li> <li>11. Aim of current project</li> </ol>           |
| 3. Positive social impacts                             | <ol style="list-style-type: none"> <li>12. <i>(If the participant was engaged with in the 2024 report)</i><br/>What positive impacts can you see in extending the operating license of the Tin City FIFO Village?</li> <li>13. <i>(If the participant was not engaged with in the 2024 report)</i><br/>What positive impacts can you see from the Tin City FIFO Village in the community, given the proposed licence extension?</li> </ol> |
| 4. Negative social impacts                             | <ol style="list-style-type: none"> <li>14. <i>(If the participant was engaged with in the 2024 report)</i><br/>What negative impacts can you see in extending the operating license of the Tin City FIFO Village?</li> <li>15. <i>(If the participant was not engaged with in the 2024 report)</i><br/>What negative impacts can you see from the Tin City FIFO Village in the community, given the proposed licence extension?</li> </ol> |
| 5. Overall thoughts on the operating license extension | <ol style="list-style-type: none"> <li>16. What are your thoughts about the proposed 2-3-year operating licence extension from March 2027 from your role in the community?</li> <li>17. What views do you have about the retention of the Tin City rooms for a further 2-3 years?</li> </ol>                                                                                                                                               |



- 
18. Does your organisation prefer to have the current level of FIFO residents in the facility as a way to support the Dampier economy?
- 
6. Final thoughts
19. Do you have any other thoughts you would like to share?
20. Do you consent to be listed as a contributor in the final report? (Quotes will not be attributed to you).



## Appendix 7 – Stakeholder Interview Participants

The following table outlines all stakeholder organisations who were invited and participated in the community engagements.

Due to the stakeholder list being primarily derived from the previous 2024 SIA and SIMP for the Tin City Redevelopment, stakeholders have also been noted as having attended the previous engagements if applicable.

**TABLE 10: STAKEHOLDER INTERVIEW INVITEES AND PARTICIPANTS**

| Stakeholder Organisation                       | Invited to participate | Participated in Interview | Participated in 2024 SIA and SIMP engagements |
|------------------------------------------------|------------------------|---------------------------|-----------------------------------------------|
| CoK                                            | YES                    | YES                       | YES                                           |
| Mermaid Hotel                                  | YES                    | YES                       | YES                                           |
| Dampier Community Association                  | YES                    | YES                       | YES                                           |
| Dampier Sports Club / Dampier Sharks           | YES                    | YES                       | YES                                           |
| Pilbara Development Commission                 | YES                    | YES                       | YES                                           |
| Dampier Primary School                         | YES                    | NO                        | YES                                           |
| Bella's Cove (previously Hullaballoo Café)     | YES                    | NO                        | YES                                           |
| Soak Hospitality                               | YES                    | NO                        | YES                                           |
| Dampier Shopping Centre (Scope Property Group) | YES                    | NO                        | YES                                           |
| Hampton Harbour Board and Sailing Club         | YES                    | NO                        | NO                                            |



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