

Charter Agreement

Vision: We, like all people, think forward 100 years and ask what we hope for our children's children and their grandchildren. We want to put in place now, things for the future. We want a future to be one in which they are recognised, respected, equal and strong. We want this for them so they carry on our tradition through Land and Custom.

Purpose: The Regional Implementation Committee was established as a forum to address the commitments set out in the Regional Standards and to support and progress the delivery of the Regional Framework Deed (RFD).

The RFD is an agreement between Rio Tinto and Pilbara Traditional Owners to improve the wellbeing of Aboriginal people throughout the Pilbara.

The Regional Standards are mutual contract between Rio Tinto and the Traditional Owner groups who have opted-in to the RFD and set out goals, commitments and implementation strategies for Rio Tinto and Traditional Owners groups, and include:

- Employment & Training;
- Business Development & Contracting;
- Cultural Heritage Management;
- Environmental Management;
- Life of Mine Planning;
- Cultural Awareness Training; and
- Land Access.

Traditional Owner committee members:

Banjima	Mr Maitland Parker	Ms Kelly Parker
Nyiyaparli	Ms Tamara Jones-Bung	Mr Keith Hall
KM	Mr Jason Masters	Ms Gloria Lockyer
Ngarlawangga	Mr Albert Pianta	Mr Lloyd Hubert
Ngarluma	Mr Floyd Churnside	Mr Morgan Lockyer
PKKP	Mr Mitchell Drage	Mr John Ashburton
Yindjibarndi	Mr Stanley Warrie	Mr Middleton Cheedy
Yinhawangka	Mr Rodney Parker	Ms Sally-Anne Johnson

Rio Tinto committee members

Linda Dawson - General Manager, Communities and Communications

Scott Wilkinson - General Manager, Greater Brockman Operations

Joshua Nisbet - Manager, Employment and Economic Development

Chair: RIC must, by ordinary resolution, elect a Committee Member to chair its meetings.

Functions:

- Coordinate the implementation of the Employment and Training Regional Standard
- Coordinate the implementation of the Business Development and Contracting Regional Standard
- Monitor and review implementation of the Regional Standards and evaluate success
- Develop Implementation Plans to facilitate to efficient conduct
- Prepare reports on measures
- Work with and provide direction and instructions to the Regional Aboriginal Corporation (if relevant)
- Monitor review and report on Regional Aboriginal Corporation performance (if relevant)
- If applicable, assist in amendment of the Regional Standards
- If applicable, make recommendations about the RFD and Standards

Meeting frequency: Two formal RIC meetings per calendar year; three working group meetings per calendar year (hosted by different Traditional Owner groups each time).

Quorum: Two Rio Tinto Committee members and at least one Committee Member from each of a majority in number of the Opt-In Groups (rule 2.6).

Charter review: A review of this charter will take place annually to ensure alignment and continued progress.

Guidelines:

Disclosure of interest: Where a Committee member has a material personal interest in a matter that relates to the affairs of the RIC the Committee member must give notice to the other members. Notice may either be in writing or standing. The affected member shall not be present when the matter is being discussed or voted on. The Committee members may however pass a resolution that allows the affected member to be present whilst the matter is being discussed and/or voted on.

Meeting convening: A RIC meeting may either be convened by two Opt-In Group Committee members or one Rio Tinto Committee member.

Minutes: Minutes must be kept recording attendees, proceedings, resolutions, disclosures and any notices. Minutes must be signed within a reasonable time after the meeting by either the chairperson of the meeting or the chairperson of the next meeting.

Disputes: Any dispute or difference between the parties including any dispute or difference as to the formation, validity, existence or termination of this document or an Opt-In Groups ongoing participation must go through the dispute resolution process. A dispute notice must be given within 10 business days of the circumstances giving rise to the dispute first becoming known. Within 10 Business days of receipt of the notice, the parties representatives must meet in an attempt to resolve the dispute. If 10 Business Days elapses and the dispute is still unresolved, a working group (comprising at least two but no more than four senior officers of each party) must be convened. There is a total of 45 business in which to resolve the dispute from the issuing of the first dispute notice. During the dispute period, the parties must continue to perform their respective duties.

Charter approval:

Banjima	Nyiyaparli	KM
Ngarlawangga	Ngarluma	PKKP
Yindjibarndi	Yinhawangka	Rio Tinto

Date