

For information

Message from Sam Walsh, chief executive

To: All employees
From: Sam Walsh, chief executive
Action: For information

Dear colleagues,

It is my great privilege to write to you all as chief executive of Rio Tinto and I look forward to leading what is a truly wonderful company with world class assets, outstanding people and great performance potential.

Before I share some thoughts on what we announced last week, I would like to acknowledge Tom and Doug's contribution to our company. Both have been colleagues of mine during my 21 years with the business and I am grateful for the experience of working closely with them throughout this time. It is difficult to do careers spanning over 25 years each justice in a few sentences, so I won't try, but I would like to wish them all the best for the future.

As our chairman, Jan du Plessis, mentioned in his communication to you all last week, the announcements relating to the expected impairments of our Mozambique Coal assets and Aluminium businesses are very disappointing. We have a great company and I remain committed to making sure we address challenges and create more opportunities within our business to deliver greater value for our shareholders. It is also important we maintain our absolute focus on safety and stay true to our values. These will be my primary goals.

Unlocking greater value for our shareholders, and other stakeholders, will mean we need to start to do some things differently but not lose sight of what we do well. This is about creating greater accountability and responsibility – we must treat the company's money like it is our own and act like owners of our businesses not managers – while retaining our focus on being the best operators in the industry with a relentless focus on safety and optimising our performance.

Let me close, by restating that I am very proud to be running this business and I look forward to meeting as many of you as I can as I travel around the business. I will work flat out to build an even stronger Rio Tinto.

Above all, please stay safe.

Sam Walsh
Chief executive, Rio Tinto
