

## Rio Tinto Remote Area Benefits Employer Declaration

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### Employer Declaration

I declare and warrant that I am the current authorised representative of Rio Tinto, and I confirm in that capacity that until such time as Maxxia is advised to the contrary

Employee name:  SAP ID:

Employee home address:

is eligible to claim remote area benefits in accordance with the Employer Policy, and that the following terms and conditions have been met in relation to the provision of the nominated Remote Area benefit:

1. The accommodation is in a remote area as defined by the Fringe Benefits Tax Assessment Act 1986;
2. The employee is a current employee;
3. The employee's usual place of employment is in a remote area.

Employee's employment start date in remote area:  D D M M Y Y

Remote Area Reimbursement on Purchasing or Building a Property only: Date offer and acceptance was signed with the real estate agent for the purchase of property in the remote area:  D D M M Y Y

I confirm that the employee will provide all required documentation to Maxxia to sight and confirm criteria have been met. Rio Tinto should also conduct its own checks to confirm criteria have been met. Rio Tinto acknowledges that it remains responsible for confirming the eligibility of the employee to claim this benefit, and, any liability that may be incurred as a result of the employee claiming remote area benefits.

Employer Representative Name:

Employer Representative Position:

Sign here:  Date:  D D M M Y Y

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