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RIO TINTO PLC  
Form 425  
February 06, 2008

Filed by: BHP Billiton Plc

and BHP Billiton Limited

Pursuant to Rule 425 under the Securities Act of 1933

Subject Company: Rio Tinto Plc

Commission File No.: 001-10533

The following are slides comprising an employee briefing presentation that was given by Karen Wood, Group Executive and Chief People Officer, BHP Billiton.

Employee Briefing  
6 February 2008  
Interim Results  
31 December 2007

Preliminary Results -  
Employee Briefing  
Disclaimer  
This  
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by  
BHP  
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the securities laws of any such jurisdiction (or under an exemption from such requirements). No offering of securities shall be made into the United States except pursuant to registration under the US Securities Act of 1933, as amended, or an exemption therefrom. Neither this presentation nor any copy of it

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business combinations or dispositions and the outcome of litigation and government actions. Additional risks and factors that could cause BHP Billiton results to differ materially from those described in the forward-looking statements can be found in BHP Billiton's filings with the US Securities and Exchange Commission ("SEC"), including BHP Billiton's

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Preliminary Results -  
Employee Briefing  
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Information

Relating

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US

Offer

for

Rio

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plc

BHP Billiton plans to register the offer and sale of securities it would issue to Rio Tinto plc US shareholders and Rio Tinto plc

Registration Statement ), which will contain a prospectus ( Prospectus ), as well as other relevant materials. No such mate

for any Registration Statement or Prospectus that BHP Billiton may file with the SEC.

U.S.

INVESTORS

AND

U.S.

HOLDERS

OF

RIO

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PLC

SECURITIES

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(<http://www.sec.gov>), once such documents are filed with the SEC. Copies of such documents may also be obtained from BHI  
Information  
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Ltd  
Shares

BHP Billiton Ltd is not required to, and does not plan to, prepare and file with the SEC a registration statement in respect of the Offer. Investors should carefully consider the following:

The Rio Tinto Ltd Offer will be an exchange offer made for the securities of a foreign company. Such offer is subject to disclosure requirements of those

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References in

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Disclaimer  
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Preliminary Results -  
Employee Briefing  
Safety

Tragically, ten of our colleagues have lost their lives at work since July 2007:

Pinto

Valley,  
United  
States

Elmer  
Randolph

Alto  
Cuilo,  
Angola

David  
Hopgood,  
Kevin  
Ayre,  
Guy  
Summerfield,  
Gabriël (Kottie) Breed, Jochemus (Louwrens) Prinsloo

San  
Juan,  
United  
States

Edison  
(Ed)  
K.  
Hatathl

Olympic  
Dam,  
Australia

Scott  
Rigg

Middelburg  
Mines,  
South  
Africa

Hendrick  
Mdhuli

Cannington,  
Australia

Michael  
Earl  
Auld

## Injury rates

our 12 month rolling Total Recordable Injury Rate improved by 13% to 6.4

Our statistical measures are showing an improving trend but as we know improving statistics do not prevent fatalities.

Our focus remains on the elimination of fatalities and Zero Harm

We are implementing various initiatives to strengthen safety focus (Safety Week, Operating and Safety Capability Review)

Preliminary Results -  
Employee Briefing  
Highlights  
Half year ended December 2007

Strong operating and financial results

Cost control focus  
is yielding excellent results

Project delivery

first production from seven new projects

Healthy volume growth from new production expected in FY 2008

A further four projects approved

Interim dividend increased 45% to 29 US cents per share

Longer term fundamentals remain strong



Preliminary Results -

Employee Briefing

2006

% Change

Underlying EBIT by Customer Sector Group

2007

Half year ended December (US\$m)

Petroleum

1,972

1,612

+22

Aluminium

680

840

-19

Base Metals (including Uranium)

3,367

2,889

+17

Diamonds & Specialty Products

72

78

-8

Stainless Steel Materials

799

1,427

-44

Iron Ore

1,673

1,404

+19



Manganese

431

105

+311

Metallurgical Coal

523

657

-20

Energy Coal

277

242

+15

Group & Unallocated Items

(1)

(171)

(120)

BHP Billiton (Total)

9,623

9,134

+5

(1) Includes Technology

Preliminary Results -

Employee Briefing

Development spend in high margin businesses

Note:

Represents pipeline projects in execution, feasibility does not include pre-feasibility projects.

EBITDA

margins

for  
business  
in  
6  
months  
to  
31  
December  
2007  
not  
for  
individual  
projects.

EBITDA margin excluded third party trading.

Source: BHP Billiton estimates.

0%

10%

20%

30%

40%

50%

60%

70%

80%

Petroleum

Iron Ore

Aluminium

Development pipeline capex

(Total US\$16.1bn)

EBITDA margins

(12 months to December 2007)

Petroleum

Aluminium

Iron Ore

Other

24%

33%

28%

15%

Preliminary Results -  
Employee Briefing  
BHP Billiton offer for Rio Tinto

Today the Board announced a formal offer by BHP Billiton for Rio Tinto.

We continue to believe that the combination of the two companies would offer an unparalleled strategic fit in terms of asset mix and quality, and unlock significant additional value for all shareholders.

Our announcement today offers each Rio Tinto shareholder 3.4 BHP Billiton shares for every one Rio Tinto share.

The offer represents a compelling value proposition for shareholders of both Rio Tinto and BHP Billiton.

It is imperative that we continue to run our operations and conduct our day to day work in the same safe and professional manner as always.

Preliminary Results -  
Employee Briefing  
Summary

Continued excellent operating and financial results

Unique portfolio balance provides stability

Project pipeline and global footprint to support future growth

Longer term outlook for global growth remains robust

