

Operations Services

Making an Agreement

BHP



Working together to make agreements that work for our operational teams



1 | Have a look at our proposed Agreement

We are here



2 | Understand, ask questions and provide feedback



3 | Feedback loop: listening and answering your queries



4 | Working together to make an agreement for you

We want to hear from you

Over the coming weeks, we want your feedback on the proposed agreements

The proposed agreement for you is available here:



The Operations Services Way

Have a read of the proposed Agreement and provide your feedback and questions:

- ☒ Directly to your line leader
- ☒ Via our online information hub bhp.com/OS-EA

Working in Operations Services

The facts about your job

FACT

Career development

With OS, you have the opportunity to build a career across BHP's locations and commodities—in line with your development plan.

FACT

Your salary

Our salaries are market competitive, in excess of Awards and more generous than salaries of labour hire companies.

FACT

Leave entitlements

In OS you have access to full annual leave entitlements which will vary from roster to roster, in addition to 10 days personal leave per year and 18 weeks paid parental leave.

FACT

Public holidays

If OS team members are required to work on public holidays, like Christmas and Boxing Day, we compensate you for this within your annual salary.

FACT

Stability for communities

OS continues to deliver jobs to Australian regional communities providing stability that is good for our people and good for our communities.

FACT

Flexible work

Flexible working arrangements are available for every single member of the team.

FACT

Bonuses

You are eligible for a performance-based bonus that rewards your effort and excellence.

FACT

Annual pay review

With OS you can expect an annual pay review.

FACT

Entitlements

Having a permanent, stable job with Operations Services entitles you to up to 78 weeks of workers compensation payments (for Coal, this entitlement is similar to Accident Pay and is in excess of the applicable Award) at 100% of your normal weekly earnings for the first 39 weeks and 85% of your normal weekly earnings for up to a further 39 weeks.

OS is working: people are voting with their feet

FACT

Over 100,000 people have applied for OS roles since we began in April 2018.

FACT

In less than two years, our team is already made up of approx **3,500 people**.

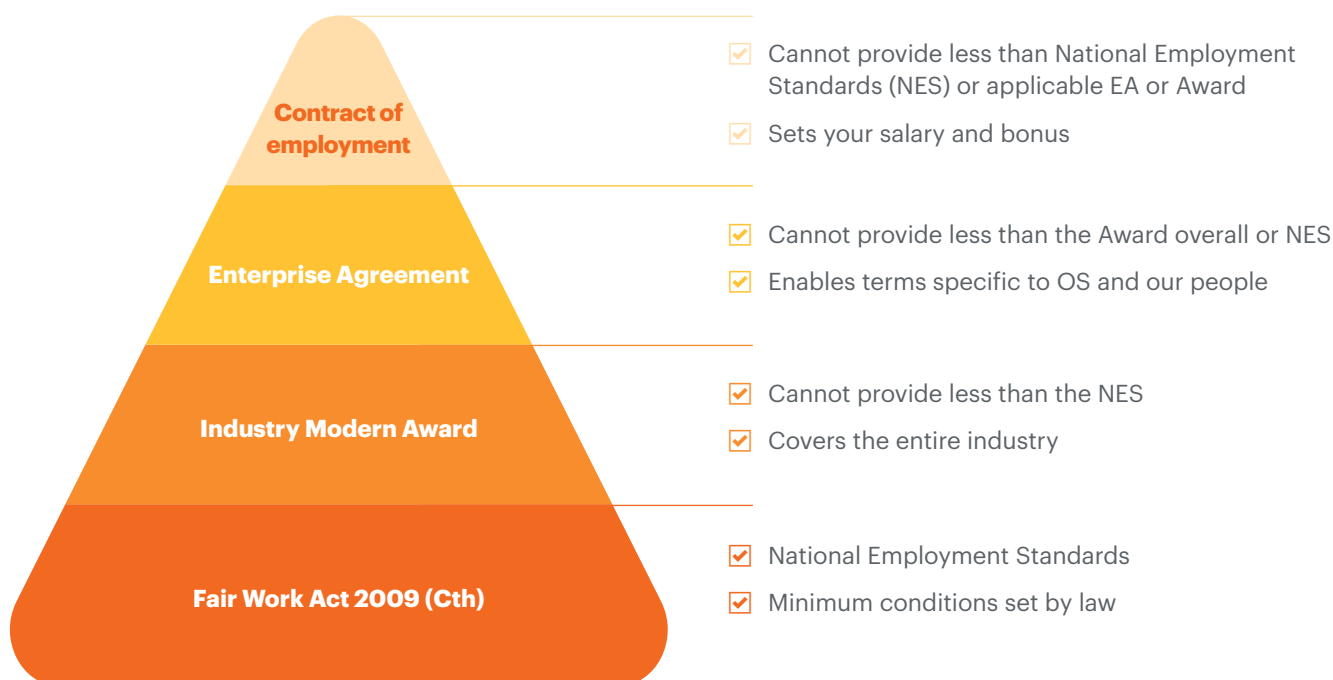


**The Operations
Services Way**

Operations Services

Our Employee Benefits

BHP



Why do we need an Enterprise Agreement when we have an Award?

There are more than 100 industry or occupation Awards in Australia. There are several which apply to our team members, depending upon their role and location of their work. Modern Awards cover specific industries and are therefore not tailored to our employees or operations, which span multiple industries.

The Operations Services Enterprise Agreement (Production or Maintenance) will provide a simple common agreement for our operational teams across Australia, that meets our unique needs.

Why do we need both an Enterprise Agreement (EA) and an individual contract of employment?

Your contract of employment does not change with or without an EA. Your employment contract allows OS to reward your high performance and effort through your salary and participation in our bonus scheme. The terms of your contract are protected by law and cannot be removed or reduced without your agreement.

What are the benefits of an Enterprise Agreement?



Simple, easy to understand safety net agreements for you.



Sets a benchmark for future employees and their contracts of employment.



Meets OS' unique needs to keep us competitive and will allow us to grow.



Helps our customers to see OS as a long-term, trusted partner.



**The Operations
Services Way**