

22 July 2021

BHP Coal is going put its offer to ballot to give employees the opportunity to vote on whether you support the rollover offer.

When bargaining commenced, we heard from the SBU that you wanted to reach agreement quickly and that you did not want to go backwards. For this reason, we tabled our offer early in the negotiations with the intention of avoiding the lengthy negotiations that have occurred in the past.

Our offer supports an early outcome, ensures you do not go backwards and provides certainty by maintaining your existing terms and conditions in your current Enterprise Agreement (EA) for another four years (with some minor updates to ensure compliance with legislation and other name changes).

What is included in the Company's offer?

The key items included in the proposed EA are:

- ✓ Four year term to provide the maximum certainty available in an agreement.
- ✓ Increase of 1.5% per annum to wages, superannuation, unrostered overtime and applicable allowances each year for four years. On average, this equates to an increase of \$9,500 in the rates of pay for each EA employee classification over the life of the agreement, ensures you do not go backwards, and maintains your position among the highest paid in the Bowen Basin.
- ✓ Backdating of wage increases to 21 May 2021 (paid upon approval by the FWC).
- ✓ Maintain the guaranteed \$15,000 production bonus per year.
- ✓ No requirement to work Christmas Day or Boxing Day (voluntary work arrangements still apply).
- ✓ No changes to current annual leave arrangements.
- ✓ Continuation (outside the agreement) of previously agreed union meeting arrangements.

What happens next?

Over the coming days, we will explain the terms and the effect of the proposed agreement and how the vote will work.

You will receive a copy of the proposed agreement, as well as several explanatory documents. These will also be made available online.

A confidential employee ballot will open at 6am on Tuesday 10 August and close at 6am on Monday 16 August.

You have the ability to vote for what works for you – we encourage you to think about your individual circumstances when casting your vote.