

2 August 2021

BHP Coal employees who are covered by the BMA Enterprise Agreement 2018 will have the opportunity to vote on the proposed BMA EA 2021 from 0600 Tuesday 10 August to 0600 Monday 16 August.

When bargaining commenced, we heard from the SBU that you wanted to reach agreement quickly and that you did not want to go backwards.

The current BMA EA 2018 contains what the SBU have said are industry-leading conditions that have been negotiated over a number of years – in this offer we are not changing that.

The proposed Enterprise Agreement that you are being asked to vote on is largely a rollover of the current terms and conditions of BMA EA 2018 for four years, with a wage increase of 1.5% every year of the agreement (6% over the life of the agreement).

Other than the changes to the wage increase and the term, the only other changes are either changes to names and dates or to be in line with the requirements of the Fair Work Commission. Those requirements include changes to insert the current consultation clause, which already forms part of BMA EA 2018 as it was inserted by the Fair Work Commission when BMA EA 2018 was approved.

Importantly, there have been no changes to reduce your entitlements – you do not go backwards under this offer. You go forwards.

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 and 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 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 of the agreement) of previously agreed union meeting arrangements.

The Access Period for the BMA EA 2021 officially starts on Tuesday 3 August 2021 to enable you to have time to review the BMA EA 2021 and consider how you vote. All materials relevant to the proposed BMA EA 2021 can be accessed via the CorpVote website: www.netvote2.com.au/225 - this is also the website where you will cast your electronic vote confidentially.

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