

Yesterday and today, BHP Coal representatives met with the unions to continue facilitated bargaining meetings with the Fair Work Commission.

We are pleased to share the developments out of these meetings.

All parties and Deputy President Asbury agreed these discussions were constructive and agreed to prioritise issues on job security, employment opportunities and related matters.

BHP Coal has proposed a **package of measures** to address job security concerns and enable employment opportunities under the agreement. If we can reach **agreement on all matters**, the **package includes**:

- One to one replacement of EA employees who leave through natural attrition, with new employees to be covered by the Agreement
- A new career structure to attract a broader range of new talent to our business and provide development opportunities to all employees that meet business needs
- A commitment to hire additional new employees under the Agreement
- Simpler recruitment process to make hiring new employees much quicker and easier
- A new career progression clause to enable career paths and development
- Confirmation of our ability to offer voluntary early retirement and agreed exits at any time
- A simpler redundancy clause that enables greater choice for employees
- No forced redundancies as a result of OS deployments

BHP Coal has been asked to provide more detail on all of its proposal, which is encouraging to us to enable us to continue discussions towards making a new agreement. We will provide more details ahead of the next meeting scheduled for **22 July 2022**.

Further meetings have been scheduled through to October 2022. The following meetings will work through the remaining issues.

BHP Coal has now implemented a **'good faith' payment** to all employees covered by the EA equivalent to **3% of base salary** for a period of 3 months. This will show on your payslip as a 'work allowance'.

We are optimistic that the Fair Work Commission process will enable us to reach agreement by focussing discussions on win/win solutions.

More information about the good faith payment and the progress of bargaining is on our website.

We welcome your feedback and questions via the website, or directly to BMAEA2021@bhp.com.

