

Today we met again with the Fair Work Commission and unions to continue discussions on the BMA Enterprise Agreement. The discussions continue to be constructive with input and involvement from all bargaining representatives.

BHP Coal provided details of the proposed **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**:

- A new *Memorandum of Agreed Commitments and Acknowledgements*, in which BHP Coal commits to:
  - One to one replacement of EA employees who leave through natural attrition, with new employees to be covered by the Agreement
  - Hire additional new employees under the Agreement
  - Confirmation of our ability to offer voluntary redundancy, voluntary early retirement and agreed exits at any time and replace these employees with new EA employees
  - No forced redundancies as a result of OS deployments
- 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
- New pay levels for new employees while ensuring that current employees do not go backwards
- Any agreed pay increases will be applied to all employees (current and new) (increases % not yet discussed)
- A new career progression clause to enable career paths and development
- Simpler recruitment process to make hiring new employees much quicker and easier
- Simpler redundancy clause that enables choice for employees

The next bargaining meetings are scheduled for next week – Tuesday 26 and Wednesday 27 July 2022 in Brisbane. We look forward to hearing the unions' responses to the package and proposals for the agreement to continue to progress discussions.

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](mailto:BMAEA2021@bhp.com).

