

On Tuesday 26 July and Wednesday 27 July we met again with the Fair Work Commission and unions to continue discussions on the BMA Enterprise Agreement. The discussions continue to be constructive and we are progressing towards a new Agreement.

BHP Coal and the unions continued discussions on BHP Coal's proposed **package of measures to address job security** concerns and **enable employment opportunities** under the agreement, including:

- One to one replacement of EA employees who leave through natural attrition, with new employees to be covered by the Agreement
- Hiring additional new employees under the Agreement (in addition to one to one replacement)
- Ability to offer voluntary redundancy, voluntary early retirement and agreed exits at any time and replace these employees with new EA employees
- Simplification of the redundancy provision
- Career structure, career development and career progression

The next bargaining meetings are scheduled for Monday 8 and Tuesday 9 August 2022 in Brisbane. We look forward to continuing to work through details on the package and to continue to progress discussions towards a new agreement.

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

BHP Coal continues to apply a '**good faith**' payment to all employees covered by the EA equivalent to **3% of base salary** for a period of 3 months from the start of the Fair Work Commission process. 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.

