

On Monday 29 and Tuesday 30 August we met again with the Fair Work Commission and unions to continue discussions on the BMA Enterprise Agreement.

We are pleased with the progress made to date and the goodwill from all parties and discussions continue to be constructive. We are making good progress towards a new Agreement.

The next bargaining meetings are scheduled for Thursday 15 and Friday 16 September 2022 in Mackay where we will table a complete draft proposed Agreement.

BHP Coal has decided to **extend** the current **'good faith' payment** to all employees covered by the EA equivalent to **3% of base salary until 3 December 2022**. There will be an interruption to the allowance in the pay run on 8 September, but it will resume (and the difference back paid) in the pay run on 15 September 2022.

The Fair Work Commission will issue a Statement about the progress of negotiations, which will be shared with employees when available.

During discussions, BHP Coal and the unions continued detailed discussions on the **proposed package** including BHP's proposals for a **simplified career structure, paths and development**, to enable:

- 1 for 1 replacement of EA employees within the same Mine
- commitment to hire additional EA employees
- extending paid union AGMs for all sites
- simpler redundancy arrangements and increased redundancy pay

Local discussions on each of the Site Schedules have commenced and will continue over the next two weeks.

We look forward to continuing to progress discussions towards a new agreement. Further meetings have now been scheduled through to December 2022. We remain optimistic that the Fair Work Commission process will enable us to reach agreement by focussing discussions on a package of measures that address employees' concerns and ensure our operations remain safe, productive and sustainable.

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).

