

On Monday 21 November we met with the unions and on Wednesday 23 November we met again with the Fair Work Commission and unions in Brisbane to continue discussions on the BMA Enterprise Agreement.

We and the unions agree that we are nearing the conclusion of the bargaining process. We have made good progress through constructive discussions with participation by all parties.

We will have a further bargaining meeting on Monday 28 November to go through final drafting on the agreement before embarking on next steps, including detailed employee communications.

BHP has proposed a new agreement that provides new **job security protections** and a **simplified career structure, career paths and development**. We look forward to sharing the details of the package with you soon.

We are definitely on track to finalise the proposed Agreement and conclude the bargaining process before the end of the year.

The Fair Work Commission process has enabled us to reach this point by focussing discussions on a package of measures that address employees' concerns and ensure our operations remain safe, productive and sustainable.

The Fair Work Commission will shortly issue a Statement about the progress of negotiations, the proposed agreement and next steps. This will be shared with you once it is available.

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

