

Enterprise Agreement Update



Operations Services
is working.

Team,

As we get closer to the proposed OS **Maintenance Enterprise Agreement** ballot, I'd like to provide some important information about the ballot and voting process.

Please see attached:

- a copy of the proposed Operations Services Maintenance Agreement.
- a notification of the ballot which outlines how to access information related to the proposed Agreement
- instructions on how to vote
- Explanation Materials of the terms and effects of the proposed Maintenance Agreement

The proposed Agreement contains entitlements that will be locked in for the next four years with:

- improved benefits which are explained in more detail in the Explanation Materials, such as the minimum annual salary increase not less than 4% each year for the term of the Agreement, further salary guarantees, pay out of personal leave on exit, and agreed BHP policies locked-in for the term of the Agreement.
- Other clauses which amend current minimum conditions, (in some cases differences, and in some cases, detriments) which are explained in more detail in the Explanation Materials.

Sign on bonus

If the ballot is successful you'll also receive a **sign-on bonus of \$5000**, provided you are employed and working for OS at a mining operation at the time of the vote, and on the payment date, and are not serving a notice period.

To thank you for your ongoing patience and support, the sign on bonus will be paid in the first full pay period after a successful ballot.

Backdating allowances

Additionally, if the proposed OS Maintenance Agreement is voted up by employees, and subsequently approved by the Fair Work Commission, the travel allowance for commute employees and the local allowance for residential employees will be back dated to August 2023 upon commencement of the Agreement.

Remember, every vote counts and a majority 'YES' vote will lock in these benefits and changes.. Please take the time to review these documents so that you are ready to vote when the ballot is open from **6am AEST/4am AWST/ 5.30am ACST Monday 27 May 2024 to 10am AEST/8am AWST/9.30am ACST Friday 31 May 2024.**

You can watch a video [here](#) which provides an overview of the terms included in the EA proposal.

From next week, **20 May to 26 May 2024 inclusive**, those of you on site will also have the opportunity to join employee information sessions to further help you understand the Agreement and to ask any questions you may have.

If at any time, whether you are on site or not, if you have any questions, you can:

- access a range of helpful materials on our [OS EA information hub](#) or the [CorpVote ballot website](#)
- email OSEA@bhp.com; or
- ask your Supervisor.

Stay safe,

Scott Connors
General Manager Maintenance, Operations Services