



## BMA Enterprise Agreement 2026

### Employee bulletin

**Tuesday 9 December 2025**

Today the Company met with employee and union representatives from the MEU, ETU and AMWU in Moranbah for the second bargaining meeting for the BMA Enterprise Agreement 2026.

During constructive discussions with employee and union representatives, BMA representatives reiterated the importance of achieving its key outcomes in this bargaining round whilst operating in a challenging financial environment, where BMA is paying an effective tax rate of 67% and receiving a 1% return on capital employed. Market conditions and a high-cost environment continue to create uncertainty across the industry.

Employee and union representatives discussed high-level positions they hold regarding rostering provisions, disciplinary processes, and workplace representative rights, among other matters.

BMA representatives outlined that its key objectives remain:

1. Cost control, increased productivity and preserved flexibility;
2. A reduction in complexity; and
3. Legal compliance and payroll improvements.

#### **Next steps**

We look forward to receiving a finalised employee and union log of claims for discussion at the next meeting on Tuesday 20 January 2026. We will provide another update following that meeting.

Stay safe,

BMA Enterprise Agreement 2026 Bargaining Team