



## BMA Enterprise Agreement 2026

### Employee bulletin #8

**Wednesday 29 April 2026**

At yesterday's BMA Enterprise Agreement 2026 bargaining meeting with nominated employee and union bargaining representatives we continued discussions with all the parties to reach agreement as quickly as possible.

We also continue to keep employees informed about current business conditions following [BHP's Operational Review for the nine months ending 31 March](#). Despite the most challenging wet season in 15 years in Central Queensland, BMA delivered solid operational results.

While teams worked hard to respond to conditions, production is now expected to be in the lower half of the guidance range, with unit costs forecast at the top end. This reinforces the need to remain focused on improving our cost position through safer, simpler and more consistent ways of working, to support sustainable long-term performance. Against this backdrop, it is important the Agreement balances fair outcomes for employees with the operational needs of the business.

#### **Our key objectives for EA2026 remain:**

1. **Legal compliance and payroll improvements:** Ensuring the Agreement is compliant with all current laws, including new Workplace Delegates' Rights, and making targeted improvements so payroll is accurate and easier to administer day to day.
2. **Cost control, increased productivity and preserved flexibility:** Managing costs responsibly while improving how efficiently we work and maintaining enough flexibility in the Agreement so BMA can respond to changing conditions on site and across the industry - while keeping safety and reliability at the centre of everything we do.
3. **A reduction in complexity:** Simplifying the Agreement so it's easier for employees and leaders to understand and apply, reducing unnecessary complexity and ambiguity without changing the intent of existing arrangements.

#### **At today's bargaining meeting:**

- Draft clauses on Workplace Delegates' Rights and Public Holidays were discussed. Although views are not aligned at this time, the Company remains committed to ensuring legal compliance on these topics.
- Good progress was made on legislative compliance-related matters (Compassionate Leave for example).

- The Company is awaiting further detail and draft clauses from the SBU on several matters, including Contractors, a revised Other Duties (Step-Up Supervisors) clause, and Annual Leave Quotas.
- The SBU indicated that it wanted to replace the Dysart and Moranbah Accommodation Agreements as part of the BMA EA 2026 bargaining process. The Company is keen to understand the SBU's claims in respect of the Accommodation Agreements so that it can assess whether replacement Agreements could be efficiently achieved through bargaining.
- The Company was prepared to commence Site Schedule discussions. At the SBU's request, these discussions will now be progressed in upcoming meetings.

The Company continues to seek full details of all SBU non-financial claims (including Site Schedules), so we clearly understand what is being proposed and can meaningfully consider and respond to each claim. It is important for the Company to see the complete set of claims to ensure the final agreement achieves a fair outcome for employees while also supporting productivity, cost control and flexibility for the Company.

### **Next steps**

We look forward to continued discussions on employee and union claims at the next meeting on Monday 11 May 2026. We will provide another update following that meeting.

### **Share your thoughts**

As we progress into more detailed discussions, we are eager for your feedback. Please share your thoughts or questions with your leader or send an email to [BMAEA2026@bhp.com](mailto:BMAEA2026@bhp.com)

Stay safe,

BMA Enterprise Agreement 2026 Bargaining Team.