



## BMA Enterprise Agreement 2026

### Employee bulletin #9

Tuesday 12 May 2026

During yesterday's BMA Enterprise Agreement 2026 bargaining meeting we engaged with nominated employee and union representatives, continuing our collaborative efforts to achieve an agreement between the parties as quickly as possible.

These conversations are taking place as we reset our cost base in a persistently high-cost operating environment. This means being more disciplined and efficient in how we work and spend, while continuing to operate safely and reliably and reaching an agreement that supports the long-term future of the business, with safety always coming first.

#### 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.

#### At today's bargaining meeting:

- Discussions on the Workplace Delegates' Rights draft clause continued to progress however, at this stage, the parties remain apart. To meet legal compliance, the Company has proposed a draft clause aligned with the mandatory Workplace Delegates' Rights term from the Black Coal Mining Industry Award. Employee and union representatives have proposed alternative clauses that would result in significantly higher costs and productivity impacts for the business. The parties have agreed on a process to document, share, and discuss their positions at the next bargaining meeting.
- Conversations on Career Structure also commenced, though no formal proposals have been tabled.
- The Company invited the SBU to provide further submissions or proposed drafting of key clauses, including:
  - Contractors' clause
  - Career Development and Progression
  - Continuous improvement

- Consultation on major workplace change
- Introduction of new rosters.

Although not finalised for this meeting, the SBU has committed to progressing their drafting for review in upcoming bargaining meetings. Given their significant implications for cost, flexibility and productivity, it is important for the Company to consider these draft clauses.

- The SBU has indicated a willingness to engage in discussions on the Site Schedules. This is an important step, as it will allow the Company to review the complete set of claims and 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 26 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.