



BMA Enterprise Agreement 2026

Employee bulletin #10

Wednesday 27 May 2026

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

As we have shared previously, the Company continues to wait on further detail on several of the SBU's claims to make an informed assessment. Until that detail is provided, it is difficult to efficiently progress discussions or move bargaining toward a resolution. While we have been clear on our bargaining position for some time, progress on several key topics remains limited without this information.

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. Safety and reliability will remain 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:

- As noted above, discussion of several claims raised by the SBU could not progress as the Company continues to wait on details of the proposed clauses. These include:
 - Contractors' clause
 - Career Development and Progression
 - Continuous improvement
 - Consultation on major workplace change
 - Introduction of new rosters.
- The parties still remain apart on the Workplace Delegates' Rights clause, which is a new legal requirement. The SBU's clause goes well beyond that set out in the Fair Work Act and Black Coal Mining Industry Award 2020 and does not address other minimum requirements provided for in the model Award clause. The Company has reiterated its intention to simply reflect the rights and entitlements set out in the Fair Work Act and Award, while also not proposing

any changes to employees' entitlements to Employee Representatives set out in clause 38 of the current BMA EA.

- The Company reiterated its position on using consistent, clearly defined terms in the Agreement to make payroll simpler and less complex, while ensuring no impact to employees' pay. For example, at clause 39.1, updating 'no loss of earnings' to 'no loss of pay' – with the latter being a defined term under Clause 47 – Definitions. These changes are a sensible way to apply a continuous improvement approach to payroll complexities, creating a better system for all. The SBU continues to consider their position in response to such claims.

Next steps

We look forward to continued discussions on employee and union claims at the next meeting on Tuesday 9 June 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

Stay safe,

BMA Enterprise Agreement 2026 Bargaining Team.