

**BHP**



**2017**

# **Community Partnerships**

## **Coal Australia**

# **Our Contribution**

**Sustainability is a core part of who we are and what we do**

**At BHP we are determined to make a positive difference in the regions where we operate, and our commitment to sustainability plays a significant role in this journey. We put health and safety first, we are responsible environmental stewards and we work hard to build and support strong and resilient communities.**

### Investing in lasting outcomes

**We continually look beyond our own operations for opportunities to contribute to the local communities where we work. Guided by our established Social Investment Framework, we aim to build long-term relationships through community engagement, strategic partnerships and voluntary investment to create lasting community benefits. We partner in projects to build on existing resources, address local priorities and improve the quality of life for people in the communities. These programs are delivered locally, where our community specialists understand community expectations, concerns and interests.**

### Active participation

**We are active and contributing members of the communities in which we operate and our partnerships are based on the principles of engagement, inclusiveness and participation.**

**We feel privileged to share our stories and joint achievements from 2017. Thank you to our people and our partners for the valuable contribution you make every day to the communities where we operate.**



**Rag Udd**

Asset President BHP Billiton  
Mitsubishi Alliance (BMA)



BHP Billiton Mitsubishi Alliance



**James Palmer**

Asset President BHP Billiton  
Mitsui Coal (BMC) and  
New South Wales Energy  
Coal (NSWEC)



The community projects outlined in this report would not be possible without the collaboration of our joint venture partners, Mitsubishi and Mitsui. We thank them for their ongoing contribution.



# Health and Wellbeing

The health, wellbeing and safety of our workforce and the communities in which we operate is an essential priority for our business. We understand that health is an holistic principle, encompassing far more than physical wellbeing, and that mental fitness is a critical factor in overall health, leading to safer and more productive employees.

We recognise the benefit of healthy and productive people extends beyond our site gates and includes the broader communities we operate in. Through a collaborative approach, we work with communities to identify health and wellbeing needs and priorities. We then partner with appropriate organisations to deliver community projects and strengthen local services.



Almost  
**900**  
aeromedical  
missions this year

There are numerous cases of people who were not expected to live, who have gone on to lead healthy lives, thanks to these rescue helicopter services.

**Leonie Hansen, CQ Rescue Relationship Manager**



In 2017 the team from BMA Hay Point Coal Terminal proudly donated to CQ Rescue US\$10,000 – their prize for achieving a Highly Commended at the 2017 BHP Health, Safety, Environment and Community (HSEC) Awards.

## CQ Rescue and Capricorn Helicopter Rescue Service

**BMA has been a long-term supporter of CQ Rescue and Capricorn Helicopter Rescue Service, helping them provide rapid response critical care services to local communities.**

In 2017 alone, both rescue services completed almost 900 aeromedical missions across the Central Queensland and Capricorn regions.

Rosey Cameron was just five years old when she was airlifted by the CQ Rescue helicopter after sustaining multiple head injuries and suffering a heart attack when she was hit by a van in the small town of Eton.

No one thought she would survive the trip but as luck had it, the helicopter was carrying, for the very first time, a critical care physician skilled in handling trauma victims.

"When Rosey took off in the helicopter I didn't think she was ever coming back, and without the helicopter being there, she had zero chance of survival," said Lisa Cameron, Rosey's mum.

Now 16, Rosey has defied the odds and is a black belt in karate, representing Australia on the national and international stage.

In late 2017, the Capricorn Helicopter Rescue Service was sent to a two-car collision near Blackwater. On the way to the scene Rescue 300 was diverted to Blackwater Hospital to transport a 65-year-old female and a 70-year-old male with suspected internal injuries as well as cuts and abrasions.

The husband and wife were stabilised at Blackwater Hospital by the on-board Queensland Ambulance Critical Care Paramedic and Doctor, before being flown to Rockhampton Hospital in a serious but stable condition.

## Matched Giving Program Westpac Rescue Helicopter Service

**BHP's Matched Giving Program doubles personal donations made by employees to eligible non-profit organisations globally, meaning that for every dollar donated by an employee, BHP donates another two dollars.**

In FY17, more than 3,300 employees participated in the Matched Giving Program.

As part of the program, Mt Arthur Coal employees came together to help raise more than \$300,000 for the Westpac Rescue Helicopter Service.

All donations made by BHP and Mt Arthur Coal employees will go towards supporting the Rescue Helicopters and staff, which provide 24-hour aeromedical, search and rescue services free of charge to the communities of the Hunter, Central Coast, Mid North Coast, New England and north-west regions of New South Wales.

The Mt Arthur Coal team's generosity will help ensure this critical service remains in the air and continues to carry out lifesaving flights every day.

**David Boshoff, Mt Arthur Coal General Manager**

More than  
**3,500**  
students educated  
every year



## BHP Hunter Valley | Life Education Program

**Hunter Life Education is a community-based, independent organisation that works in partnership with schools, community organisations and the local business community to boost awareness of healthy lifestyles. BHP has partnered with Hunter Life Education for 12 years, while the program has been running in Australian schools for 36 years.**

Year 6 students from the Upper Hunter Region were among the first in the nation to take part in Hunter Life Education's new Decisions module in 2017, which included information about legal drugs and, for the first time, illegal drugs with a focus on decision making and personal choices in high-risk situations. Life Education Hunter Region Executive Officer, Sarah Gray, said it is vital that we arm our children with as much information as possible about the dangers and effects of harmful behaviours, particularly in remote areas like the Upper Hunter Region, which is where the Life Education classes are funded by BHP's Mount Arthur Coal.

"We want to ensure that students in the Upper Hunter catchment really understand the facts so they can make informed decisions," Ms Gray said.

"The new module supports 10 to 14 year-olds to develop an understanding of the impact of alcohol and other drug use, build their capacity to make responsible, safe and informed decisions, and develop their ability to manage challenging situations effectively."

Hunter Life Education sees more than 3,500 students in the Upper Hunter every year, teaching a range of age-appropriate preventative health lessons, including nutrition, mindfulness, drug and alcohol use, cyber safety and being a responsible citizen.



## Building Healthy Communities

At BHP we understand the importance of healthy and cohesive communities. We work with local organisations to develop programs that provide opportunities for communities and local businesses to thrive.

Our community partners seek regular feedback to ensure the programs are tailored and relevant to community needs. We develop best practice strategic partnerships to find new solutions and set new standards for the future.

Our extensive work in this space across Australia and around the world, expertly positions us to leverage successful programs and initiatives and apply them in other community contexts.







## BMA's Connecting Communities Program Moranbah and District Support Services

**The Connecting Communities Program provides a critical range of tools to ensure new and existing residents in the Moranbah region are engaged, updated and connected.**

In partnership with Moranbah and District Support Services (MDSS), BMA supports the role of a Connecting Community Officer to deliver local residents up-to-date information on community events, health services and a directory of local businesses, to ensure a more integrated community.

The Isaac Community Connect mobile app provides the latest information on medical and after-hours services, local businesses, accommodation, events, education services and important community updates, making it easier to stay in touch with the wider community. In partnership with the North Queensland Primary Health Network, the app recently expanded to include the whole Isaac region, including the local communities of Clermont, Coppabella, Dysart, Glenden, Middlemount, Moranbah and Nebo.

Since the inception of the partnership, the Connecting Communities Program has facilitated more than 235 community events and activities, such as morning teas, movie nights, workshops, the multicultural world café, seniors connect, school holiday programs, volunteering and other networking events. As part of the program, MDSS launched the Healthy Mind Healthy Bodies initiative in 2017, creating free and accessible sporting activities for the local community. The initiative encourages participants to get out and get active through yoga, meditation, water sports, tennis, salsa dancing and more.

The Isaac Community Connect app has been an amazing way for us to help spread the word about events in our community and the wider region. As a not-for-profit local business with a huge audience to reach, the app has been a fantastic addition, and an incredibly helpful business tool for our community radio station and our region.

**Alaina Earl, 4RFM Community Radio Station**



More than  
**235**  
community events  
and activities



## BMA's Dysart Settlement Program | Dysart Community Support Group

**The Dysart Settlement program engages community members by hosting networking events and encouraging connections between community groups.**

The program enjoyed another successful year, working alongside local residents to provide opportunities for engagement and the promotion of community connectedness.

BHP funds a Community Settlement Officer at the Dysart Community Support Group (DCSG) who supports the facilitation of a diverse range of local events, activities and information resources such as the local publication, the Dysart Diary, to create an inclusive and informed community with improved access to services.

Community Assistance Officer Richelle Toshack said the partnership makes a real difference to the small not-for-profit group.

"The employment of a Community Settlement Officer means we can work more closely with community members to understand their challenges and better meet their needs," Ms Toshack said.

The program's focus on wellbeing has culminated in strong support of DCSG's collaboration with the Queensland Mental Health Commission in the establishment of a Health & Wellbeing Framework.

The framework was modelled on the Wheel of Wellbeing and launched at the Alice in Wonderland-inspired fundraising ball, 'A Very Curious Tea Party', held during Mental Health Week in October 2017.

In 2017, one of the biggest achievements was confirmation of an attempt by Dysart chef Penny Byrnes to break the Guinness World Record for the 'Longest Cooking Marathon by an Individual' – this record-breaking achievement saw more than 1,500 people take part in a range of events coordinated by the Settlement Program during the 40.5 hours that Penny continuously cooked, raising almost \$25,000 for the community to donate to the Mater Foundations 'Smiling for Smiddy' campaign. The 'Eat Street' celebration held to mark the completion of the attempt received the Isaac Regional Council Australia Day Cultural Award for 2017.

Over the last 12 months, the program has worked with a number of local groups on significant community events that have raised a further \$30,000 for a range of charities and local services.



 **\$55,000**  
raised for charities  
and local services



## Blackwater Aquatic Centre

**The long-awaited Blackwater Aquatic Centre officially opened to the local community in March 2017.**

Continuing our 50-year association with the Blackwater community, BMA contributed \$2.3 million to this important project which was more than six years in the making.

BMA joined community members in celebrating the opening, including Blackwater Mine General Manager Ben Hiatt.

"This impressive facility has been a priority project for Blackwater for some time and we have proudly supported its development through our community reference group since planning first began in 2011," Mr Hiatt said.

"Our financial contribution and continued support for the new aquatic centre is the outcome of a strong partnership approach to community development with support from the council and federal government. This project will benefit Blackwater for many years to come."

The Blackwater Aquatic Centre is part of the Blackwater Master Plan for Sport and Recreation Facilities, which BMA funded in 2014.

Contributed  
 \$2.3m  
to the Blackwater  
Aquatic Centre



## Mt Arthur Coal Community Capacity Building Project Upper Hunter Community Services

**In partnership with Upper Hunter Community Services (UHCS), BHP Mt Arthur Coal supports the Community Capacity Building Project by employing Community Development Officers to engage with the community, conduct research into potential community development projects, and explore mechanisms for building collaboration between services and community-based organisations.**

In 2017, BHP committed \$1.14 million to extend the partnership for another four years to help build a strong, sustainable and resilient Muswellbrook community.

"The renewal of funding for the Community Capacity Building Project for a further four years will enable us to continue to develop and deliver high quality programs and events that will enhance community development and participation across all levels," said Sue Milton, UHCS Manager.

The Work for the Dole program was developed under the Community Capacity Building Program to assist unemployed community members return to work. Local industry was engaged to upskill unemployed

members of the community and encourage them as they seek to re-enter the workforce.

The UHCS Community Capacity Building team has also been working to develop a Mental Health app to significantly change the way mental health information can be accessed by both community members and service providers. The app will provide details of local medical and mental health practitioners, drug and alcohol support services, and direct links to crisis hotlines and websites, including Lifeline, Beyond Blue and Headspace. It will also feature information about signs and symptoms, recovery and mental wellbeing.

The momentum we have generated through this partnership is important to continue so we can help our community grow sustainability and healthily, and ensure we all remain on strong footing.

**Sue Milton, UHCS Manager**





# Environmental Sustainability

**Environmental sustainability is a key pillar of the BHP Social Investment Framework, with a particular focus on what we can do to address and mitigate climate change and enhance biodiversity and water outcomes.**

We accept our operations have an environmental impact and as a producer and consumer of fossil fuels, we recognise that climate change is a serious global challenge.

We consistently look beyond our own operations for opportunities to contribute to environmental resilience for the benefit of future generations through community engagement, strategic partnerships and voluntary investment.

We encourage our employees to participate in activities that support community and environmental organisations such as the Conservation Volunteers Australia (CVA) Hay Point Foreshore project. This year, BMA Hay Point Services and CVA helped to engage more than 400 volunteers for rehabilitation and conservation activities along the Hay Point coastline, contributing more than 3,000 volunteer hours to the project.

## Fitzroy Partnership for River Health

**BMA has been a major sponsor of the Fitzroy River Health Partnership since 2012. The Partnership comprises government, agriculture, resources, industry, research and community organisations across the Fitzroy Basin with a common goal of providing a more complete picture of river health.**

Each year the Fitzroy Partnership releases a report card on the state of the Fitzroy waterways. The 2015–16 report card, released in June 2017, featured results for ecosystem health, agriculture and drinking water suitability in the Rockhampton and Central Highlands Regional Council areas. The Fitzroy Basin received an overall 'B' grade for ecosystem health for the third consecutive year, with the Lower Isaac the best performing catchment.

Fitzroy Partnership Executive Officer Nathan Johnston said he was pleased with the widespread support for the initiative.

"We are now entering into our sixth year of operations and ongoing support from partners like BHP has ensured that we can collectively develop and deliver trustworthy and reliable waterway health assessments for the Fitzroy Basin," Mr Johnston said.

One notable long-term trend in the report card highlighted the influence of weather and climate conditions, with wetter years typically resulting in lower ecosystem health scores. In 2015–16, rainfall was the lowest in six years of reporting.

Achieved a  
 **B grade**  
for ecosystem health

BHP is a foundation member of the Fitzroy Partnership for River Health and our largest non-government contributor financially.

**Nathan Johnston, Fitzroy Partnership River Health Executive Officer**







20%  
increase in nesting  
habitat

## Raine Island Recovery Project | Great Barrier Reef Foundation

**The Raine Island Recovery Project is a five-year collaboration between BHP, the Queensland Government, Great Barrier Reef Marine Park Authority, Wuthathi Nation and Kemer Merium Nation (Ugar, Mer, Erub) Traditional Owners, and the Great Barrier Reef Foundation. The project aims to protect and restore the island's critical habitat and ensure the future of key marine species, including green turtles and seabirds.**

Long-term research and monitoring shows that the northern Great Barrier Reef green turtle population is in the early stage of decline due to a combination of factors, including decreasing hatching success as a result of nest flooding, sand composition and nest disturbance from overcrowding. To help address these factors, areas of the nesting beach at Raine Island are being re-shaped so they are above flood levels and provide larger areas of good nesting habitat. Fences have also been built to prevent nesting turtles from falling from low cliff areas.

Monitoring, including from drones, has confirmed project success with results to-date demonstrating higher nesting success, a reduction in early death of eggs, higher egg hatching rates and zero water inundation of nests within the areas of beach that have been re-shaped. During August and September 2017, more than one third of the island's available nesting area was re-profiled through shifting 15,000 cubic metres of sand. This resulted in a 20 per cent increase in nesting habitat for endangered green turtles.



## Foreshore Rehabilitation Conservation Volunteers Australia

**Hay Point Foreshore is a stretch of quiet, sandy beach and luxuriant vegetation overlooking the turquoise waters of the Coral Sea. It is a critically endangered 'beach scrub' habitat, a remnant of vine forests on coastal sands, which once stretched all along the Mackay region's coastline.**

Since 2007, Conservation Volunteers Australia (CVA) and BMA Hay Point Services have worked together to engage the local community in environmental management activities at Hay Point and the surrounding area. Project activities align with the Hay Point Management Plan and aim to restore the foreshore to its natural state.

The program involves practical conservation activities to enhance the environmental values of the Hay Point foreshore through native vegetation rehabilitation. This includes removal of invasive vegetation, planting activities, seed collection and photo monitoring.

In 2017, CVA and BMA Hay Point Services engaged more than 400 volunteers who contributed more than 3,000 hours on the project. Volunteers planted more than 1,000 trees, collected 382 kilograms of rubbish, propagated more than 2,000 plants and removed 85,600 square metres of weeds.

The Alligator Creek Primary School is regularly engaged in plant propagation in the school's nursery. This year, with support from BMA staff, CVA presented at the school's Under 8's Day and provided handy hints and tips on how to reduce the volume of debris entering the Great Barrier Reef.



Volunteers planted  
more than  
**1,000**  
trees

We are excited to be a member of the Healthy Rivers to Reef Partnership and we look forward to working with stakeholders to better understand the local biodiversity, understand and manage our impacts, and help build the pathway to improve the water quality in the local community.

**Darryl Sweet, BMA Hay Point Coal Terminal Manager Production**

## Mackay-Whitsunday Healthy Rivers to Reef Partnership

**BHP joined the Mackay-Whitsunday Healthy Rivers to Reef Partnership in 2017, with a financial contribution spread over three years to assist in the gathering of technical data to better understand the health of the waterways in the local region.**

The 2016 Healthy Rivers to Reef report card was released in October 2017, highlighting the major activities being undertaken to protect local waterways.

The report card uses the best independent science and integrates a range of Great Barrier Reef-wide and regional monitoring programs to measure waterway health in an environmental, social, economic and cultural context.

Work is now underway to fill a record number of data gaps in preparation for the 2018 report card release in 2019. For the first time, data for the Don and Proserpine basins will be available, as well as new marine data from the Southern Inshore reporting zone located off Carmila. Freshwater and estuarine flow scores will also be reported for the first time.

Launched in October 2014, the Mackay-Whitsunday Healthy Rivers to Reef Partnership has come together with a shared vision for healthy rivers and reef, contributing to a prosperous and iconic region where people visit, live, work and play.

The Partnership is a collaboration between community, Traditional Owners, farmers and fishers, industry, science, tourism and government who recognise that more can be delivered by working together.



The  
**2016**  
Healthy Rivers to  
Reef report card  
was released





## Partners in Discovery Partnership | Queensland Museum

**In 2017, more than two million people, including more than 400,000 school-aged visitors, explored the Wild State gallery at the Queensland Museum in Brisbane, thanks to the Partners in Discovery Partnership.**

Since 2015, BHP has worked with the Queensland Museum Network to communicate the importance of our biodiversity to Australians. The partnership comprises the annual Natural Leaders program, a suite of biodiversity-themed teaching resources and the spectacular Wild State gallery which features thousands of specimens, including more than 200 taxidermy animals. This immersive, object-rich gallery focuses on Queensland – Australia's most biodiverse state.

In addition to the gallery, Queensland Museum also developed loans kits for Queensland schools to increase understanding of biodiversity. In 2017, nearly 28,000 students accessed the museum through these biodiversity-themed loans kits.

The partnership enables the Queensland Museum Network to share the remarkable stories of the diversity and fragile balance of Queensland's unique flora and fauna, to better understand our past and do even more to protect our future.

## Annual Fossil Dig | Queensland Museum

**BHP and the Queensland Museum Network have partnered for nearly 10 years for the annual BMC South Walker Creek Mine fossil dig. Each year, the Queensland Museum Network, led by Dr Scott Hocknull, surveys various areas at the mine to see if they can locate fossils on the site.**

In August 2017, the findings from the fossil dig were showcased to more than 2,500 people who visited the 'Fossil Dig Discovery Day' at the Mackay Entertainment and Convention Centre as part of National Science Week.

The morning began with a live weather cross with Channel 9's Today Show. In positive national media coverage reaching more than two million viewers, BMC South Walker Creek Mine General Manager Ben Clarke explained the history of the partnership with the Queensland Museum, and how the

Barada Barna People located fossils on the mining lease at South Walker Creek during a routine cultural heritage survey in 2008.

The Mackay community was then invited to meet with palaeontologists and other experts to learn more about the fossils found at the site, and participate in hands-on educational activities. Attendees rummaged for microfossils, built dinosaur models and footprints from clay, and tried their hands at separating rock from fossils.



 **2 million**  
people explored the  
Wild State gallery

 **\$55m**  
over five years  
STEM investment

We strive to deliver continuous improvement in all aspects of the mining process, whether that is on safety, operations or rehabilitation.

**David Boshoff, Mt Arthur Coal General Manager**

## World Science Festival

**BHP's Head of Geoscience, Laura Tyler, spoke at several forums at the World Science Festival about the importance of STEM education in developing diverse and resilient workforces.**

The BHP Billiton Foundation also sponsored the Street Science precinct at the Festival as part of an Australian STEM portfolio of investment worth \$55 million over five years.

As part of the Building Pathways for Diverse Futures partnership between BMA and Moranbah State High School (MSHS), 20 of the school's brightest young minds had the opportunity to attend events at the 2017 World Science Festival and visit BHP's offices in Brisbane.

The students, who are involved in the Moranbah State High School EXCEED Scholars Program, explored where the fields of science, technology, engineering and mathematics (STEM) could take their career pathways.

Tracy Mawson, Careers Transition Officer at Moranbah State High School's Coalfields Training Excellence Centre, said during the tour the students participated in a range of demonstrations and forums that showcased the career opportunities that were evolving for people out of STEM education.

"This was a wonderful opportunity for these students to touch, feel and see the possibilities for their future careers through maths and the sciences," Ms Mawson said.

"Their visit to the BHP offices showcase how cutting-edge technology is enabling advances in integration across BHP's Bowen Basin coal operations, which are leading the way in modern mining."



## Mine Rehabilitation Program Muswellbrook Men's Shed and Koora Industries

**Since April 2017, Mt Arthur Coal has been working alongside Muswellbrook Men's Shed and Koora Industries to assist the team with its ongoing mine rehabilitation program.**

The organisations were brought on board through BHP's Local Buying Program to construct nest boxes and tree guards to encourage native fauna into Mt Arthur Coal's rehabilitation areas.

With more than 24,000 seedlings planted as part of Mt Arthur Coal's FY17 tubestock planting program, Koora Industries was engaged to assemble 20,000 tree guards to help protect the newly planted flora.

Koora Industries – a not-for-profit business based in Muswellbrook which provides on and off-the-job training for people with disabilities – ensured a steady flow of pre-assembled guards were ready for the tree planters on site.

The Muswellbrook Men's Shed was also engaged to produce 150 habitat nest boxes to add to the existing network, helping to accelerate the return of native birdlife and other native animals to areas undergoing rehabilitation, as well as offset areas.

More than  
 **24,000**  
seedlings planted





# Education and Training

**High-quality educational opportunities have the potential to create a brighter future for students in the local communities where we operate.**

We work to address education challenges, develop strong pathways to meaningful employment and improve access to employment and business opportunities. Investing in education ensures the communities will have the knowledge and skills to be successful.

Within the local communities, we support a range of approaches that encourage life-long learning. These include early childhood education, education services in remote and rural communities, mentoring and tutoring programs, career pathways, and trade training and scholarships for students to attend tertiary institutions in non-mining related fields.

We believe in up-skilling our people to achieve an engaged and connected workforce. We provide development opportunities through traineeships, on-the-job training and access to higher learning.

## Early Learning – Introduction to Cultural Experiences

### BMA Kidspace | Artspace Mackay

**Research suggests students who are involved in music and drama are often more motivated learners and achieve more positive results in core subjects.**

We invest in projects that integrate learning and the arts so that children have opportunities to develop artistic flair and cultural knowledge which complement the national curriculum.

BMA Kidspace was developed in partnership with Artspace Mackay to give children under five a chance to have fun with art in a co-operative learning environment.

Each month, activities include artist-run workshops, live musical entertainment, and art making that helps toddlers develop their fine motor and collaboration skills. The creative craft projects encourage independence and choice, and with BMA Kidspace occurring within the art gallery, toddlers and their parents also get to enjoy and be inspired by the art exhibitions on show.

Artspace Mackay Gallery Director, Tracey Heathwood, said this kind of free, creative opportunity for toddlers is unique to the region.

“Not only is it a creative, fun and interactive experience for toddlers who attend, it’s a great social outing for parents, and the program provides valued employment for our region’s many talented local artists and musicians,” Ms Heathwood said.

For some families, it is the only avenue for their small children to experience organised art activities prior to attending school. It’s long understood that kids who experiment with these kinds of creative projects early in life will develop techniques which help them become lifelong learners and creative problem solvers.

## Curriculum Enhancement and Career Pathways

We recognise that students represent the next generation of leaders and we invest heavily in supporting and developing our youth to fulfil their potential.

Students in the communities where we operate are gaining life-long skills and being prepared for the workforce through innovative, school-based initiatives.

I think the true success of our community literacy program is our students are more confident about their journey in life, and we are seeing record attendance rates now at Blackwater State High School.

**Frank Brunetto, Blackwater State High School Principal**

### READ Program Department of Education and Training

**BMA is working to improve literacy, in collaboration with the Department of Education and Training through READ, a three-year program focused on achieving incremental progress against National Assessment Program – Literacy and Numeracy (NAPLAN) metrics for students in years three, five, seven and nine.**

The program reaches more than 4,000 children from schools across the Bowen Basin and takes a cluster approach, which helps groups of schools work together to identify the literacy needs for key learning areas.

Since its launch in 2015, BMA has invested \$885,000 to help schools with physical resources, professional development for teachers and access to literacy expertise.

Blackwater State High School Principal, Frank Brunetto, said to create meaningful change for the Blackwater cluster, work had to be done from the ground up so the community and its three local schools jointly developed the literacy program.

“We didn’t think we’d see the sort of change we have in just three years,” Mr Brunetto said.

“As an example, since 2015 when we started the program, we have seen Year 9 students flip from below average in English and writing skills, to above average at a state and national level.”

Incremental collective improvement has been seen across the board, with BMA READ Cluster schools achieving National Minimum Standards (NMS) in Reading in NAPLAN from 2014–2017. Since 2014, the number of BMA READ students achieving NMS has increased by almost 10 per cent. Students’ A-C attainment has also consistently improved, with 87 per cent of students achieving a C or higher in English in 2017.



READ program  
reaches more than  
**4,000**  
children







## Curriculum Enhancement and Career Pathways Blackwater, Moranbah and Dysart State High Schools

**Under the Curriculum Enhancement and Career Pathways partnership with Blackwater State High School, student engagement and attendance significantly improved in 2017.**

Blackwater State High School Principal, Frank Brunetto, said students had also been afforded many extra-curricular activities, such as the Science Space Camp tour to the National Aeronautics and Space Administration (NASA) in the USA, which may not have been possible without the Curriculum Enhancement program.

“Experiences such as this not only enable students to further their thinking in relation to their personal potential, but also benefit the wider community by building pathways through state-of-the-art STEM education,” Mr Brunetto said.

With the last NASA trip taken in 2016, planning is currently underway for the 2018 program.

At Moranbah State High School, a number of events and initiatives took place in 2017 as part of the partnership, including the Education and Career Pathways Expo, QTAC and scholarship talks, and a range of work experience programs.

A Mock Interview program for Year 12 students was also rolled out at the Coalfields Training Excellence Centre, with extremely positive feedback from both students and interview panellists.

“Students were very nervous when the process began but they all felt much better once they have completed their interview, and many commented on how much it will help them once they begin their careers in the real world,” said Tracy Mawson, Moranbah State High School Career Transition Officer.

In 2017, the school also had more than 40 students enrolled in school-based traineeships and apprenticeships – a fantastic outcome for the small town of Moranbah and a number that rivals schools in Mackay where the industry is more diverse.

“It’s always exciting to watch the students come through their junior years of high school and into their final years when they have to work out what to do with their lives and set themselves the goals to achieve it,” Ms Mawson said.

“The opportunities they receive to be able to achieve these goals are a result of the partnership between BMA and Moranbah State High School.”

Completing high school can be a challenging time for young people and their parents. Our partnership with Dysart State High School (DSHS) helps guide local students through the decision making process by increasing their exposure to alternative training and employment options.

Together with DSHS, BMA assists in the delivery of high quality trade-based programs for local students. This is done through the Central Highland VET network and the Dysart Trade Training Centre. Our partnership also provides additional teaching resources to facilitate cultural enhancement programs.

Contributing to the Graham (Polly) Farmer Foundation is a practical way of displaying the culture of care we have at BHP, not just for employees but also for the communities we work in.

**Jonathan Riley, BHP Coordinator  
Production**

## Partnerships for Success Graham (Polly) Farmer Foundation

**Through BHP’s Partnerships for Success program, students can access after school assistance to improve their academic results at the Muswellbrook Enrichment Centre – a safe, inclusive and supportive study facility. Two evening tutorial sessions are available each week to support students.**

Programs have been developed to address all stages of growth for high school students. Junior high school students have access to the Improve Program that assists with development in literacy and numeracy. A cultural program links students to role models from the local Indigenous community.

Students also have access to a breadth of experiences, to develop options for career pathways through post-school tertiary studies, apprenticeships and employment.

BHP employees volunteer to support learning and development of students in their local community.



## Future careers on show for students

**Around 800 students from four district high schools – Moranbah, Dysart, Glenden and Nebo – attended this year's Moranbah State High School career expo, featuring more than 30 exhibitors from a range of industries, including BMA, Isaac Regional Council, Queensland Police, Australian Defence Force, universities and colleges.**

BMA and the Australian Mathematical Sciences Institute (AMSI) teamed up to deliver an exciting stall featuring a popular grader driving simulator. Students, parents and teachers also benefitted from the opportunity to speak with the AMSI Choose Maths Schools' Outreach Officer Leanne McMahon.

Visitors were particularly interested in the 'More than a Number' campaign, which shines a spotlight on maths career pathways, particularly for women.

Blackwater State High School also held its inaugural careers day, with Blackwater Mine team members from engineering, geology, environmental, planning, accounting and information technology backgrounds presenting to eager students.

 Around **800** students attended the career expo

QMEA values both the financial and in-kind support of BHP in the delivery of the QMEA program, which has proven benefits in the company's local communities.

**Katrina Lee Jones, QRC  
Director of Skills, Education  
and Diversity**



## Trades and Professional Training | Queensland Minerals and Energy Academy

**Since 2006, BMA has partnered with the Queensland Minerals and Energy Academy (QMEA) to provide students in the Bowen Basin with access to programs that support science, technology, engineering and maths (STEM) education, and pathways into careers in the minerals and energy sector.**

In 2017, BHP's investment supported QMEA to deliver 20 events, engage with almost 600 students and 70 teachers, and provide access to more than 50 industry employees to offer insight or mentoring to students and teachers.

Of students who attended the events, 85 per cent said they had positively influenced their STEM-related subject choices.

The QMEA Make It Now in Engineering (MINE) Challenge was just one of these key events, where team members from Peak Downs and Goonyella Riverside Mines took on mentorship roles.

Year 11 and 12 students from across Central Queensland took part in the MINE Challenge engineering and geology exercises while BMA mentors provided support. Groups were each given the same challenge, requiring them to consider all aspects of mine planning, including safety, economic, environmental and technical areas.

Peak Downs Mine General Manager, Brendan Lynn, said students were given a real-world experience of working on a mine site, including a mine tour and presenting to management about what they had learned over the week.

"The aim of the MINE Challenge is to show students what working in mine planning can be like, including the types of challenges we face and solve every day," Mr Lynn said.

The trades have not been left out either, with the Make It Now in Trades (MINT) camp delivered from the trade training centre at Dysart State High School. The week-long camp enables senior high schools to work alongside apprentices from Saraji Mine, and gives students a real-life experience of trade roles and skills needed in the resources sector.

"These camps provide us with an excellent opportunity to find the very best young people to take under our wings as apprentices and in the long-term, benefit the whole of the resources sector by teaching the next generation of skilled employees," said Sean Milfull, General Manager at BMA Peak Downs Mine.

More than half of the camp participants went on to become apprentices with BHP in the 2018 intake.

To top the year off, 20 QMEA Ambassadors, representing the best and brightest from 46 schools, visited the BHP Integrated Remote Operations Centre in Brisbane. Students gained insights into the changing skills landscape alongside advances in technology used by BHP today.

The QMEA is a partnership between the Queensland Resources Council (QRC), Queensland Government and a number of resource sector sponsor companies.



I have a passion to work within Aboriginal communities alongside the Government to help close the gap between Indigenous and non-Indigenous Australians. It's not just the money that makes a difference to your studies – it's the fact that someone believes in you enough to invest in your future and help you reach your potential.

**Hannah Thompson, BMA Scholarship recipient**



More than

**30**

students supported through scholarships

## Tertiary Education

### Scholarship Programs

**BHP invests in scholarship programs across east-coast Australia to encourage participation in higher education by students in our communities.**

Each year, scholarships are awarded to students from diverse backgrounds to promote community sustainability and resilience by up-skilling the region.

The scholarships are awarded across a variety of disciplines, with a particular focus on non-mining careers that equip students with the skills to contribute to their communities.

In 2017, more than 30 Central Queensland University (CQUniversity) students were supported through a BHP (BMA and BMC) scholarship. Students were enrolled across regional Queensland in academic disciplines crucial to regional communities' wellbeing and prosperity, including teaching, nursing and other health professions.

This year also marked the graduation of the first two Indigenous students who have been supported since their first year at university – BMA Indigenous Scholars Thomas Holland and Hannah Thompson.

CQUniversity students, Kimberley Cooke and Courtney Wedel, also recently graduated from their respective degrees with the support of BMA Community and Indigenous Scholarships.

Kimberley Cooke was a student at Blackwater State High School when she first realised her dream of becoming a primary school teacher. After studying the 'Principles of Uni Learning' and 'Managing E-Learning' subjects, Kimberley applied for the BHP BMA Community Scholarship, valued

at \$20,000. The scholarship allowed her to move to the CQ University Rockhampton campus to progress her career.

BMA Community and Indigenous Scholarships aim to encourage students interested in non-mining disciplines who demonstrate the need and desire to contribute to their local region.

"The BMA Community Scholarship helped me in every way, from my HECS debt and accommodation costs, to travel for placements throughout the whole four years," Miss Cooke said.

"BMA has helped set me up for my dream role working in a rural school."

Courtney Wedel benefited from the BMC Building My Career Scholarship, which entitled her to free accommodation and meals throughout her four years of Medical Sonography study.

The BMC partnership with CQUniversity is designed to focus on addressing community skills shortages but also to encourage students to study, live and work in the local area after graduation, just like Courtney.

"The BMC Building My Career Scholarship was invaluable and fundamental in helping me complete my studies. I'm starting my professional career in Gladstone with Central Queensland Radiology," Miss Wedel said.



## BMA Chair of Indigenous Engagement | Central Queensland University

**BMA has partnered with Central Queensland University (CQUniversity) since 2011 to support the role of BMA Chair of Indigenous Engagement. The position was established to improve lifelong learning opportunities and increase education participation for young Indigenous students.**

BMA's support has enabled the BMA Chair of Indigenous Engagement and Pro-Vice-Chancellor Indigenous Engagement Professor Bronwyn Fredericks to continue to provide strategic direction, research and engagement in a local, national and international context, and manage the Australian Indigenous Mentoring Experience Program (AIME).

Another successful AIME program was delivered in the Central Queensland region in 2017, with more than 670 Aboriginal and Torres Strait Islander year 7 to 12 students from 17 schools participating. Workshops and mentoring sessions were held on five AIME days at the Rockhampton, Gladstone and Mackay campuses.

At the same time, 68 mentors actively participated in the program, donating more than 1,700 volunteered hours to AIME. The mentors worked with the students on program days and helped run the homework program at two schools. Students have maintained strong transition rates across all the years, with 100 per cent of students transitioning to the next year. Importantly, 97 per cent of year 12 students completed their studies, with 99 per cent transitioning into positive post-school pathways.

In addition to AIME, BMA has also supported Professor Fredericks to develop the CQ University Innovate Reconciliation Action Plan (RAP) which was endorsed by Reconciliation Australia and launched in August 2017. The RAP contains 92 actions that fall into four defined sections: Relationships, Respect, Opportunities, and Tracking Progress and Reporting. By December 2017, more than half of the actions identified under the RAP were completed or in progress.



An important component of our traineeships and apprenticeships is the Work Readiness Program – a five-week program designed to instil safety in the students to ensure they're ready for site. That's really important to us and how we operate.

**Kelly Appleton, BMA Advisor Apprentices & Trainees**



## Traineeships and Apprenticeships

In 2017, 31 new apprentices kicked-off their careers with BMA at the Apprentice Work Readiness Welcome Day, hosted by the Queensland Minerals and Energy Academy (QMEA) in Moranbah.

The Welcome Day marked the beginning of a four-year journey towards careers as auto-electricians, electricians and fitters at BMA operations in the Bowen Basin and Mackay, including Blackwater, Broadmeadow, Goonyella Riverside, Peak Downs, Saraji and Hay Point Coal Terminal.

Among the new starters was former Blackwater State High School Indigenous student Tayla Tobane, who is a first-year auto-electrical apprentice at Blackwater Mine.

"If you get the opportunity to become an apprentice with BHP, give it everything you've got and don't be afraid to ask questions," Tayla said.

With a hands-on attitude, Tayla has had the opportunity to rotate through a range of auto-electrical areas on the Blackwater site.

"I change departments every four months, so I'm constantly learning new things and working with new people. I've particularly enjoyed working on the dozers in the ancillary sheds."

After her brother David completed his tyre fitting traineeship through the program in 2014, Tayla has since persuaded her sister Kaitlyn to begin an electrical apprenticeship with BHP, commencing in 2018.

"I was really interested in physics and maths at school, and I actually have a cousin and two uncles who are electricians as well, so I was really drawn to the industry," Kaitlyn said.

"I'm looking forward to the challenge and I can't wait to get started."





# Enhancing Livelihoods

**We aim to create economic and social benefits for the regions where we operate. A thriving local economy offers people the ability to contribute to, and benefit from, opportunities in the region.**

A focus on sustainability underpins all of our investments in economic development. We support programs that strengthen local businesses, helping them to diversify their services and products, and undertake training to develop business skills.

By supporting partnerships that focus on innovative and strategic economic development, communities can benefit from our presence and develop viable businesses that will continue into the future.

## Business Support and Development Program and Central Highlands Mining Trail | Central Highlands Development Corporation

**In partnership with the Central Highlands Development Corporation (CHDC), BHP provides small to medium enterprises access to information and support to enhance business development and capacity in the region.**

At the core of BMA's Business Support and Development Program is the Business Development Officer (BDO). The BDO works one-on-one with businesses to maximise opportunity in the areas of innovation, investment, diversification, employment and strategic planning.

In 2017, more than 620 business visits were conducted across the region, and more than 80 visits were recorded per month to the online Central Highlands Business Directory. Other initiatives included workshops and learning opportunities in areas such as upskilling and supply chain capability, networking events, promotional and marketing support, and information on tendering and procurement.

The year also saw close to 60 businesses recognised across 11 categories at the 2017 Central Highlands Business Excellence Awards. More than 240 guests attended the Gala Dinner at the Emerald Town Hall in October.

BMA also supports the Central Highlands Mining Trail project, which aims to increase industrial tourism through the southern Bowen Basin, using interpretive signage, video and print media. The project evolved as the Gregory Crinum mine was being put in to care and maintenance, as a way to link the resources sector with the tourism industry to build connections and diversify the Central Highlands economy. The project will promote the region's rich mining history, increase exposure of local businesses and provide alternative employment opportunities. Business and marketing plans for the project have been completed with roll-out expected in 2019.



### BHP Local Buying Program

**The BHP Local Buying Program helps businesses in local communities tap into the resources industry by providing a platform through which our mine sites can procure goods and services.**

The Program – delivered by a strategic partnership between BHP and C-Res, a cost neutral entity – allows local suppliers to quote on work opportunities across Queensland and New South Wales Coal assets (BMA, BMC and NSWEC), via a purpose-built website, [www.localbuying.com.au](http://www.localbuying.com.au). In 2017, the Local Buying Program was expanded to BHP's Iron Ore operations in Western Australia and our Olympic Dam operation in South Australia. The expansion of the Program nationally is a reflection of the very successful implementation of the partnership at BHP's coal assets.

The Program continues to provide a direct link for sites to access locally based expertise quickly, simply and competitively. In 2017, BHP spent more than \$76 million with local businesses on more than 7,000 different work opportunities solely through the Local Buying Program.

NQ Car and Truck Rentals – a commercial and industrial vehicle rental business – joined the Program in 2014, giving the business stability to grow sustainably.

An established part of the Mackay and Coalfields communities in Central Queensland for more than 16 years, NQ Car and Truck Rentals was recently awarded 30 work packages from BMA and BMC operations, generating more than \$880,000 in approved spend.

The Program has given owner Tracie Combie the opportunity to provide casual work for the aged, returning-to-work mothers and people with a disability, and has enabled her to diversify and expand her fleet of trucks from 30 to 80, which now includes buses, trailers and mine-compliant vehicles.

"It's rare for large corporations to have a Local Buying Program, and I love the fact that BHP supports locals in our region. The program has opened the doors for our small business and given us the opportunity to supply to bigger companies and show them what we can do," Ms Combie said.

Growth of the Program is also increasing the reach of associated BHP Local Buying Foundations. A percentage of every transaction through the Local Buying Program goes towards the Local Buying Foundation, which invests in development initiatives to help build the resilience and capability of local suppliers. With Foundations operating in both Queensland and New South Wales, their aim is to enhance the economic sustainability within the regions of BHP's operational footprint. More than \$2.2 million has been invested in the Queensland Foundation since 2012, and more than \$70,000 towards the New South Wales Foundation since its launch in 2017.



## Other investments

### Blackwater International Coal Centre

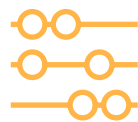
**The Blackwater International Coal Centre (BICC) is a multi-purpose and versatile facility with numerous uses to suit education and training, and the local community.**

The BICC is also home to the region's premier mining museum with information on local coal mining operations, showcasing the Australian coal industry to the world. The BICC collaborates with mine sites to coordinate visitor tours of local operations and provides mine-related training facilities.

BMA has been a major supporter of the BICC since 2008.

This year, the Centre hosted a range of well-attended community events, such as movie nights, the BMA Easter Fair, BMA Seniors Luncheon, Market Days, Blackwater Art Society (BAS) Art Exhibition and the annual Eliza's Craft and Cottage Fair, just to name a few.

This diverse and multi-faceted not-for-profit business is built on serving the coal industry and local community. The BICC's success is due to the support of its current sponsors who provide financial and in-kind support, which is key in continuing its growth profile into the future.



BMA has been a major supporter of the BICC since  
**2008**

### BMA Mackay Marina Run

**Once again, BMA was the major sponsor for the annual Mackay Marina Run – the city's signature running event. The run provides an opportunity for the community to get together for some fun as well as some healthy competition, and is a chance for teams and individuals to challenge themselves to achieve fitness goals.**

Novices and professionals from around the country participated in a range of running events, from the 3km Kids Dash to the half marathon.

The event has become a regional highlight with funds being donated to the Leukaemia Foundation.

Participant numbers continue to build each year, with more than 3,000 competitors taking part in 2017, including a large contingent of runners from BMA and joint venture partner Mitsubishi Development Pty Ltd.



BHP sponsored the  
NAIDOC Family  
Fun Day attended by



24,000  
people



## NAIDOC Week Celebrations

**July 2017 was a sea of colour and culture for our Queensland coal operations and communities with the annual National Aboriginal and Islander Day Observance Committee (NAIDOC) week.**

Events were held in Brisbane, Blackwater, Dysart and Moranbah, providing a great opportunity for our employees and communities to celebrate.

The NAIDOC theme this year was Our Languages Matter, which aimed to emphasise and celebrate the unique and essential role Indigenous languages play in both cultural identity – linking people to their land and water – and in the transmission of Aboriginal and Torres Strait Islander history, spirituality and rites, through story and song.

BHP proudly supports NAIDOC events across the country each year, to celebrate our history, culture, achievements, and the value that diversity brings to our organisation and communities.

In Brisbane, BHP opened NAIDOC week at our central office with a traditional Welcome to Country from Song Woman Maroochy Barambah and traditional Aboriginal and Torres Strait Islander dancers.


BHP also sponsored the NAIDOC Family Fun Day held in Musgrave Park for the fifth year. The Family Fun Day is the largest event in Queensland celebrating NAIDOC and is attended by approximately 24,000 people.

## Reconciliation Awards

**BHP was proud to be a sponsor of the Education category for the Queensland Reconciliation awards for a fourth year in 2017.**

The awards were presented by the Queensland Premier, the Honourable Anastacia Palaszczuk MP, at a presentation in Cairns in June 2017.

The ceremony recognised businesses, community organisations, educational institutions and partnerships that go above and beyond their core business to continue the drive for reconciliation in Queensland.



Launch of  
**5th**  
Reconciliation  
Action Plan

## Reconciliation Action Plan

**BHP President Operations Australia, Mike Henry, launched BHP's fifth Reconciliation Action Plan (RAP) in Brisbane in 2017, an event which was attended by many BHP leaders, employees, community partners and traditional owners.**

The latest RAP has received Elevate status – the highest level attainable by Reconciliation Australia as part of its RAP Framework. BHP was one of the first Australian organisations to commit to a RAP in 2008 and now joins an elite group of just over 20 organisations to reach Elevate status.

The RAP outlines four priority areas: Economic Empowerment, Social and Cultural Support, Public Engagement and Governance. It highlights BHP's commitment to maximising the contribution the organisation can make to the lives of Aboriginal and Torres Strait Islander people.

BHP's aim is to be a partner of choice for Indigenous peoples through which our relationships contribute to their sustainable, long-term economic empowerment, and social and cultural wellbeing.





Blackwater Mine 50th anniversary celebrations

