



BHP

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Pilbara News

New generation of train drivers hit the tracks

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A message from Brandon, Asset President WAIO

Creating long term social value and sustainable communities is extremely important to us, not only across BHP but here at WA Iron Ore (WAIO).

It's a key part in delivering our purpose of bringing people and resources together to build a better world.

This year has certainly not been without its challenges, with the COVID-19 pandemic continuing to put pressure on our workforce and communities. Thank you to everyone for your ongoing resilience and commitment as we continue to navigate the challenges of the pandemic.

Despite this, there have been some great achievements this year, including:

- Our autonomous haulage fleet footprint across WAIO has expanded with autonomous operations kicking off at South Flank and Newman West
- Our first 60 train drivers graduated from Port Hedland's Rail Academy
- We invested \$44 million to support regional WA communities through our social investment program – including our ongoing partnership with Child Australia to improve childcare services in the Pilbara, funding for Pilbara Aboriginal medical services to employ additional doctors and provide PPE, vaccination support and other health initiatives to regional and remote communities
- Through our recently launched Project Rise initiative and with everyone's concerted effort we're on target to achieve a \$300 million annual spend with Traditional Owners and Indigenous businesses by 2024

- We also spent \$324.9 million with 290 local businesses, and \$60.7 million with small, local businesses through the Local Buy Program, resulting in more local jobs and training opportunities in Western Australia

For nearly 12 months we have been proactively participating in the WA Parliamentary Inquiry into sexual harassment against women in the FIFO mining industry. We have also been working for some time to ensure our workplaces are safe and inclusive for all. There is still much more to do in this area, and this will remain a priority for us in FY2023.

Looking forward, we will continue to focus on what's important in our communities – childcare, healthcare, supporting local businesses and helping to keep WA safe.

**Stay safe,
Brandon**

Doubling our spend with Pilbara Traditional Owners and Indigenous businesses



Our WA Iron Ore operations are big – and so too are our aspirations for increasing annual contracted spend with Pilbara Traditional Owners and Indigenous businesses.

We recently established Project Rise to facilitate collaboration, alignment, and more business opportunities between BHP, Traditional Owners and Indigenous suppliers.

Project Rise kicked off with the signing of a \$9.2 million contract with Karlka FenceWright – a wholly owned subsidiary of the Karlka Nyiyaparli Aboriginal Corporation (KNAC).

Under the contract, Karlka will fabricate and install approximately five kilometres of fencing at six of WAIO's villages in Newman, which house 1350 fly-in, fly-out workforce residents.

Up to 80 people will be employed on the fencing project and Karlka is seeking to employ Indigenous people in at least 15 per cent of those roles. Many of the fencing panels will feature the work of Traditional Owner, senior Nyiyaparli elder and artist Victor Parker. The fencing upgrade is part of a \$300m security upgrade project across all WAIO camps.

The Karlka contract represents BHP's commitment to long-term, meaningful relationships with Traditional Owner groups and follows other recent contract awards, valued at over \$150M, including:

- A five-year contract with Kingkira, a 100 per cent Nyiyaparli-owned and operated business, to deliver road sweeping services across WAIO's Port Hedland, Newman, and Mining Area C operations.
- A five-year stemming contract awarded to Lorrex, a Banjima and Nyiyaparli owned Indigenous business, currently mobilising to the WAIO Pilbara operations of Mining Area C, South Flank and Jumblebar.
- An award to Ngurrura, a 100 per cent owned and operated Pilbara Aboriginal Traditional Owner company, to recover 44kt of crushed ore material from Mining Area C, with more than 70 per cent Aboriginal employment on the project, engaged via the BHP Local Buying Program and;

- A long-term partnership extended with North West Alliance (NWA), a Palyku Joint Venture business, to service Waste management across our Pilbara Asset.

"Contracts like this support the growth of Indigenous enterprise and innovation and create new opportunities for those businesses to support their own communities – something Indigenous business does best."

Brandon Craig,
WA Iron Ore Asset President

All aboard - 60 new train drivers hit the tracks



Sixty new train drivers have graduated from BHP’s Pilbara Rail Academy Traineeship Program, created last year to meet the growing skills shortage in Western Australia.

BHP’s \$20 million rail academy program aims to employ and train 200 new train drivers over the next three years, and recently welcomed the first cohort of graduates into the Company.

BHP WA Iron Ore Asset President Brandon Craig said we were excited to see the first round of recruits join our high calibre rail team in Western Australia.

Jewell is one of the recruits who grew up in Port Hedland and will be joining her dad Ricardo who has been driving trains for nearly 26 years.

“Growing up in Port Hedland you drive past all these trains going to work and never in my life would I have thought I would be operating those things,” Jewell said.

“The reason I applied was seeing my dad and the lifestyle balance he had and how happy he was when he came home from work.”

More than 70 per cent of the 60 trainee drivers are women and about 20 per cent are indigenous, as BHP works to increase diversity and strengthen the capability of its workforce.

After undergoing a 10-month intensive program at BHP’s Port Hedland and Newman operations, all graduates receive nationally recognised qualifications in Certificate IV Train Driving.

They join BHP’s experienced team of drivers who are responsible for operating the company’s WA iron ore train fleet of more than 180 locomotives, which deliver ore across more than 1000 kilometres of track from its Pilbara mines to Port Hedland for export.

“We hope to see the academy ease the squeeze of rail driver availability in WA and create new pathways for people to join our team and pursue a rewarding career in mining,” Brandon said.

BHP’s most diverse class of 60 Rail Academy graduates includes 70 per cent women, and 20 per cent Indigenous representation.



Wind fences set to reduce dust and create jobs

Port Hedland will be home to Australia’s first wind fences - which are designed to suppress dust emissions and improve air quality.

Three 30 metre fences stretching two kilometres in length will be erected at Nelson Point and Finucane Island.

Specially designed for the Pilbara’s unique weather conditions, the fences are built to withstand cyclones and include mesh panels which reduce wind speeds, shielding ore stockpiles and reducing the potential for dust lift-off.

The Wind Fence project, managed by CIMIC Group’s CPG Contractors is part of BHP’s \$300 million air quality commitment to manage and minimise dust emissions.

CPB Contractors General Manager Andrew Giammo said the construction of the wind fences requires the fabrication of 3,000 tonnes of structural steel.

“All the fabrication is happening here in WA, which is a major boost to local industry,” Andrew said.

Construction of the wind fences begins in August and will take 14 months to complete - subject to BHP and State Government approvals processes.

The investment forms part of our Pilbara Air Quality Program and will abate dust emissions in current operations and ensure no net increases in dust emissions should operations expand over time.

You can read more about BHP’s air quality commitments here



30m
high fences

to help control dust emissions in Port Hedland



\$300 million
air quality commitment



150
employees
involved in the construction of the project, with up to 10% Indigenous employment

3,000 tonnes
of structural steel will be fabricated here in WA



Stepping up our shiploader safety

Shiploading is the act of loading resources, such as iron ore, into sea vessels and has traditionally been a job overseen by a person physically located on a shiploading conveyor.

Now, using 3D laser scan technology, BHP is aiming to fully automate eight shiploaders at its Nelson Point and Finucane Island operations by 2023.

The \$50 million project will enable an increase in production of more than one million tonnes each year thanks to greater precision, reduced spillage, faster load times and equipment optimisation.

An additional 12 jobs have been created through this project, located in the Integrated Remote Operations Centre (IROC) in Perth.

The number of Port Hedland-based roles remains unchanged, with existing staff being deployed across the shiploaders and through a range of other production-based roles.

BHP WA Iron Ore Asset President Brandon Craig said automating shiploaders is an exciting next step in BHP’s autonomous journey.

“The shiploader automation project shows that our Pilbara teams are at the forefront of innovation, technology and operational excellence,” Brandon explained.

“Automating our shiploaders will improve safety and development opportunities for our people as we become more advanced in adjustments for weather, hazards and other variable port conditions.”

BHP plans to transition its shiploaders later this year, and once complete begin shiploading operations from its IROC in Perth.



Get to know Cindy Dunham, General Manager Port Operations

From the farming fields of Tasmania to the red soil of the Pilbara, Cindy Dunham recently joined BHP as the General Manager of Port Operations in Port Hedland.

How does a farming girl from Tassie end up in Port Hedland?

I moved to Kalgoorlie when I was 21 to work in gold mining and kept moving forward since.

I never felt like mining didn’t fit me. I feel like I adapted to mining easily early on in my career and it has just kept evolving.

How did you start in mining?

When I left school, I moved to Kalgoorlie with my partner who was in mining. To get my foot in the door, I took a secretarial role while studying my degree in accounting. For me it was about starting my career and trying to learn as much as possible in the field.

I soon realised that all my experience was only in gold. I wanted to broaden my experience and have been very fortunate to work for some excellent companies over the years.

So I swapped the steel cap boots for a laptop and moved to Melbourne with my husband and twin girls to complete a Masters in Business Administration (MBA).

What brought you back to WA?

As I was finishing my MBA, I was offered the role with BHP and I took the opportunity to move to Port Hedland.

I’ve always enjoyed leading a team particularly when it’s embedded in a community like we are in Port Hedland.

My husband is also a massive fisherman and coming from Melbourne he was very excited to be on the coast.

We recently got a caravan and a boat and we’re looking forward to enjoying some of the freedom and adventure the Pilbara lifestyle offers.

I consider WA my home now even though I’m a born and bred farm girl from Tassie!

What is your vision for BHP in the community?

Port Hedland is always going to be part of rail and port infrastructure. As an organisation we need to partner with the community to create opportunities. I’m super excited about helping shape that future.

I have team members who want to live here for a long time so I’m passionate about helping build the community that they live in - that their kids will grow up in, go to high school in and ultimately future career opportunities - that’s an exciting outcome.

What is your advice for people who want to get into BHP or mining?

Try anything, don’t be limited by your experience. Think about the opportunity that might be as opposed to where you traditionally thought you might end up.



Social value at the heart of how we work

We work on big things at BHP, producing the commodities essential for everyday life, decarbonisation and food security.

The benefits these commodities create, and how we produce them underpin our purpose and social value.

Social value is our positive contribution to society – to our people, partners, economies, the environment and local communities. It's about delivering long-term mutual benefit for all those we depend on to create the commodities we produce.

While we've been creating social value in differing ways for decades, BHP has just launched its new social value framework, to sharpen our focus on the areas where we can have greatest impact:

- **Decarbonisation** - Contributing to the world's climate ambitions
- **Healthy environment** - Delivering nature positive outcomes
- **Indigenous partnerships** - Building relationships based on trust, respect and mutual benefit
- **Safe, inclusive and future ready workforce** - Enhancing safety, diversity, capability and wellbeing
- **Thriving, empowered communities** - Contributing to long-term prosperity and resilience
- **Responsible supply chains** - Supporting ethical, sustainable and transparent supply chains

Visit bhp.com/socialvalue to see examples of social value in action.

Social value in action at Yandi:

At our Yandi operation in the Pilbara we've partnered with the Banjima people to create 12 trainee positions in our Site Rehabilitation team.

Our Banjima trainees have built an on-site tree nursery which is currently home to 600 trees carefully cultivated from unique native seeds supplied by an Indigenous-owned business. The nursery is expected to reach its 20,000-tree capacity within five years.

This partnership engages our Traditional Owners in activities that heal country, which we know is really important.

<https://youtu.be/cCmz-vAt60g>



Raising the benchmark for Pilbara childcare with Thriving Futures

Child Australia has launched its Thriving Futures Educator Recognition Program, which is focused on attracting and retaining a quality childcare workforce and ensuring sustainability within the sector for generations of families to come.

Child Australia is an early years not for profit organisation dedicated to improving children's developmental outcomes.

BHP Head of Corporate Affairs WA Meath Hammond said BHP was looking forward to continuing its partnership with Child Australia for the benefit of the entire Pilbara community.

"The Educator Recognition Program provides an opportunity to set a new standard in supporting the childcare workforce in the Pilbara," Meath said.

"It is vital we support our educators – we know that by doing so, it has positive flow on effects for all working families in our communities. These professionals make a real difference in the lives of not only children but their families."

The program is designed to improve staff attraction and retention, strengthen educator's capabilities, increase childcare availability for families, and ensure a robust sustainable childcare sector in the Pilbara region for years to come.

BHP has contributed **\$2.5 million** to Child Australia to run the Thriving Futures Educator Recognition Program over the next three years.

"More than a third of candidates applying to be part of the Thriving Futures program identified cost of living in the region as a significant barrier to considering the Education and Care sector as a career choice. It was important to address this while simultaneously recognising the critical importance of sector professionals more broadly."

Tina Holtom,
CEO of Child Australia



Get to know Dan Heal, General Manager Newman Operations



Dan Heal was recently appointed General Manager of BHP’s Newman Operations.

How did you get started in mining?

I was always fascinated with volcanoes and earthquakes as a little kid. One of my older brothers is a geophysicist, so I knew all about earth sciences from an early age. During my school years, I really enjoyed maths and science, so I always knew I’d end up with a STEM career of some sort.

I did a double degree in geology and civil engineering at UWA. In fact, my first hands on experience on a mine site was my university work placement at Mount Whaleback here in Newman back in 1997!

What do you like about working in the mining industry?

I really like the scale, broad scope, and complexity of mining. From operating huge earthmoving equipment, to using artificial intelligence for our maintenance activities, executing billion-dollar projects, to the work that goes on in our laboratories and our mine planning. The industry is so complex and broad, it requires so many different skills, which means we have such a diverse group of people working for the company.

There’s something to be said about everyone playing their part – from the Perth office to the Pilbara sites – we’re all in it together to achieve the right outcomes for the business.

How are you finding Newman?

At Newman, we have a mix of FIFO and residential personnel – and a very important neighbouring community – which brings a new set of challenges into the mix. But it’s interesting, exciting and I am up for the challenge.

I truly believe that we need a healthy and vibrant town to be a high-performing operation. You can’t have one without the other.

I’m passionate about increasing engagement with our Traditional Owners and further developing our Traditional Owner businesses here in the Pilbara. It’s something we did quite a bit at Yandi and something I’m truly excited about unlocking the potential of here in Newman.

Tell us something about your family?

My wife Kristy and I are both from Perth. We met 25 years ago while working in the toys and sporting goods section at Target Carousel. Kristy joined BHP in 2005, and I joined three years later. We have been here ever since working across many assets and operations in Australia and Chile.

Life looks a little differently for us these days as we have three children to keep us on our toes. We have four-year-old twins (a boy and a girl), and a two-year-old boy. It takes a village to raise a family and have the careers we do.

Tamara’s having a blast at Newman

Meet Tamara Needham – the first female appointed shotfirer for Newman Operations.

Tamara joined the Newman Operations blast crew just over four years ago and is proof that with hard work and commitment anything is possible.

“I have put in the hard work to get where I am today – I started as a trainee, and then became a shotfirer’s assistant, all while training to become a shotfirer myself,” Tamara said.

“I’m so thankful to my team for supporting me while I achieved my goals – they really have been like a second family.”

Shotfirers have the crucial role of determining the number of explosives required and checking our blasting areas have met safety regulations before positioning and detonating the explosives.

They are also responsible for inspecting the area to make sure all explosives have been detonated and that the site is safe after blasting has been completed.

“I love the day-to-day responsibilities of shotfiring which involves making a plan for the day and working collaboratively with the team to achieve our goals and targets,” Tamara said.

“I also really enjoy blasting day because it is really rewarding to see it all come together and watch as everyone’s hard work pay off.”

Congratulations, Tamara.



Supporting healthcare in our regional communities



BHP has been supporting local communities in the Pilbara with their response to and management of COVID-19 since the pandemic began.

We recently provided funding for Puntukurnu Aboriginal Medical Service (PAMS) to employ an additional two GPs to provide medical support to Newman residents for the next two years.

Demand for PAMS services has outstripped capacity of the service for a few years, and it has been under increasing pressure since COVID-19, with the Royal Flying Doctor Service providing critical support during recent outbreaks.

BHP also donated rapid antigen tests and 15,000 surgical masks to PAMS for distribution to Newman and Western Desert communities.

The BHP-funded Newman based dialysis unit, which will see more than 30 WA Aboriginal dialysis patients return to country for treatment, is also open for business.

Puntukurnu Aboriginal Medical Service, CEO, Robby Chibawe said unfortunately in the past many Martu and Nyiyaparli people have had to move off country for treatment, often causing isolation from their family and elders.

“The funding from BHP enables us to bring this service to the people of Newman, and hopefully reduce the worst effects of kidney disease,” Robby said.

“Our collaboration with PAMS, through a range of measures including this donation of PPE, the funding of residential GPs and a Newman based dialysis unit is vital to ensuring a safe and sustainable community in the Pilbara.”

Brandon Craig,
WA Iron Ore Asset President

Newman Hospital update

Residents of Newman and surrounding communities will soon have access to the most modern emergency healthcare available after stage one of the \$61.4 million hospital redevelopment reached practical completion.

The new Newman Health Service, which BHP provided \$15 million funding towards, will have increased capacity to treat critically ill and injured patients, with two new resuscitation bays, three treatment bays and a procedure room.

The facility is telehealth-enabled, providing 24/7 access to a virtual care hub of emergency and other specialists across the Pilbara and in Perth via the highly regarded WA Country Health Service Command Centre.

Other health services including physiotherapy, occupational therapy, speech therapy, counselling, community health nursing and mental health will also be provided to the community from fit-for-purpose spaces under the one roof at the facility.

The new health service will feature several art pieces created by and purchased from Nyiyaparli and Martu artists.

The Newman Health Service is being built next to the existing hospital to ensure minimal disruption to patients, staff and the community.

The three-staged redevelopment is expected to be complete in early 2023.

BHP’s Superintendent of WAIO Apprentice and Trainees Alisha Halse said she was proud of BHP’s commitment to the community, with 13 residential electrical apprentices in Newman recently being seconded to work on the Newman Hospital upgrade.

“We really value our community partnerships and our work with the local high schools in Hedland and Newman to create opportunities for our local people, with nine of our 23 Port Hedland and Newman recruits graduating from high school last year.”



Creating a strong voice for Indigenous healthcare in the Pilbara

Access to health services is a big issue for our Aboriginal communities in the Pilbara. That's why we have provided \$2.1 million in funding to help establish the Pilbara Aboriginal Health Alliance (PAHA).

The Alliance brings together three member organisations - Puntukurnu Aboriginal Medical Service (PAMS) (Newman), Wirraka Maya Health Service (Port Hedland) and Mawarnkarra Health Service (Roebourne and Karratha) – to create a strong united voice for Indigenous healthcare.

PAHA will use its collective expertise and community connections to break down barriers and drive improvements in the health and resilience of Aboriginal people living in the Pilbara now and into the future.

“This funding will make a huge difference and support PAHA and its goal to drive real improvements in the health and wellbeing of Indigenous people in the Pilbara,” said Wirraka Maya Health Service Chief Executive Officer June Councillor.

“It will help us identify, develop, and roll out the Indigenous health services that will have the greatest impact on our communities in Newman, Port Hedland, Roebourne and Karratha.”



Satellite technology protecting Indigenous communities during COVID

The Staying at Home and Getting Back Home projects were developed at the start of the COVID pandemic as a means of protecting remote Indigenous communities living in the Western Desert.

The programs saw the installation of essential satellite technology and transport infrastructure last year, providing Martu with access to health services, digital transactions, and transport.

Puntukurnu Aboriginal Medical Service (PAMS) CEO Robby Chibawe said the impact and difference that the telehealth hubs are having is profound.

“Before, it could take six days to get from the desert to Perth for an appointment, which would involve hiring drivers and flights and possibly an escort if English is the patient’s third or fourth language,” Robby said.

The Staying at Home project has also seen the installation of digital hubs to enable remote communities to attend judicial appointments in the future and access to services such as Centrelink, banking and licensing while staying on Country.

Kanyirninpa Jukurrpa (KJ) Executive Director Peter Johnson said the digital transactions will significantly improve quality of life.

“Apart from the tangible benefits the project has, such as cost savings in having to travel into town or the dangers and difficulties of in being in town, Aboriginal people like Martu should be able to have equitable access to all of the services at the same sort of quality that anyone else in Australia has,” Peter explained.

If Martu do need to travel to Newman, they now have a safe and easy means of transport with the KJ led Getting Back Home project, which employs Martu drivers to transport people back to their homes in remote communities.

View videos from Newman Futures - <https://vimeo.com/showcase/9311004>





**Do you have an issue with our
operations?**

Call 1800 421 077

If you notice something is not quite right and you think it may be linked to our port, mining or rail operations, please contact the Pilbara Community Contact line that offers a 24 hour service, 7 days a week to register your concern.