# Community and Indigenous Peoples
# Global Standard

## Purpose of Global Standard?

This Global Standard outlines the minimum requirements governing BHP's communication and engagement with external community stakeholders and partners and BHP's commitments to respecting human rights, including Indigenous peoples' rights.

## Who does this apply to?

This Global Standard applies to anyone involved in relation to all planned or actual communication and engagement with external stakeholders and partners with respect to BHP-operated assets or related activities.

# Global Standard Requirements

**Respecting the rights of host communities and Indigenous peoples**

**During all phases of the lifecycle of our activities (including exploration, closure and post-closure), investment decisions, and for all activities that support our operations:**

- Operate consistently with BHP's commitments to respecting human rights and Indigenous peoples' rights set out in BHP's *Human Rights Policy Statement* and *Indigenous Peoples Policy Statement*.

- When applying BHP's mandatory minimum performance requirements for risk management:

  – Integrate the findings from host community, Indigenous peoples, and human rights due diligence, completed by BHP's Corporate Affairs function, to support identification and management of impacts and opportunities.

  – Make sure that employees and contractors responsible for assessing human rights impacts complete human rights training coordinated by the Corporate Affairs function once every two years.

**Before proceeding with any proposed operation, capital project, or investment decision:**

- Engage the Corporate Affairs function early in the business planning cycle to:

  – Identify if there are any existing or new host communities and/or Indigenous peoples with rights and/or interests related to the operation, capital project, or investment decision.

  – Determine if the area where BHP is operating or seeks to operate is on or near Indigenous traditional land.

  – Identify if the operation, capital project, and/or investment decision may have an impact or create opportunities for host communities' and/or Indigenous peoples' rights and interests.

- If so:

  – Follow the existing Corporate Affairs host community and Indigenous peoples' engagement plan or support the Corporate Affairs function in developing a new host community and/or Indigenous peoples' engagement plan aligned to the operation, capital project, or investment decision plan.

  – Align engagement content and approach to BHP global function-level, regional or asset-level stakeholder/partner communications on critical issues (including, for example, tailings storage facilities and asset/site closure).

  – Make sure employees and contractors who will be engaging with Indigenous peoples complete cultural awareness and competency training coordinated by the Corporate Affairs function prior to the engagement.

  – Seek to substantially address impacts and opportunities identified through engagement in asset-level/regional/function-level plans with the aim of achieving broad-based host community and Indigenous peoples' support.

  – Make sure any engagement outcomes and/or commitments made by BHP during engagement are:

    o embedded in and delivered through appropriate function-level/regional/asset-level plans.

    o monitored, evaluated and communicated internally to leadership and, where required, externally.

  – For a proposed new operation or capital project where an adverse impact on Indigenous peoples' rights and interests is likely, work to obtain the free, prior and informed consent (FPIC) of Indigenous peoples in accordance with our *Indigenous Peoples Policy Statement* and meet local law requirements on the consent of Indigenous peoples.

## When working on or near Indigenous traditional land at all phases of the lifecycle of our activities (including exploration, closure and post-closure):

- Engage the Corporate Affairs function as early as reasonably practicable to complete a cultural heritage assessment which identifies, maps and assesses the significance of any sites or items with cultural heritage value, and make sure the assessment meets local law requirements.

- Implement and maintain a cultural heritage management plan whenever BHP's activities have the potential to impact any sites or items with cultural heritage value, and make sure the plan meets local law requirements.

- Get approval before commencing an activity where:
    - an adverse impact on Indigenous peoples' rights and interests is likely to occur because of our activity;
    - that activity is not in relation to a new operation or capital project; and
    - consent has not already been provided by the Indigenous peoples.

- Additionally, in Australia:
    - engage the relevant cultural heritage team.
    - follow all relevant protocols and requirements set by the relevant Cultural Heritage team.
    - curate cultural heritage objects in line with:
        o the expectations of the Indigenous peoples recognised as the cultural custodians.
        o maintain cultural heritage records within BHP's heritage management system.

## When developing agreements with Indigenous peoples:

- Engage the designated BHP global function teams with relevant subject matter expertise to:
    - make sure agreement making processes include measures to work with Indigenous peoples to maintain FPIC principles.
    - monitor compliance with agreements.

## When considering land acquisition or restrictions on land that could result in resettlement:

- Align with the IFC Performance Standard 5: Land Acquisition and Involuntary Resettlement.
- Consider all viable alternative project designs to avoid and/or minimise involuntary resettlement.
- Work to obtain the FPIC of any affected Indigenous peoples in accordance with our *Indigenous Peoples Policy Statement* and meet local law requirements on the consent of Indigenous peoples.

## Where involuntary resettlement is deemed necessary:

- Engage the Corporate Affairs function to:
    - Get approval before commencing any involuntary resettlement activities.
    - Commission a resettlement expert to develop a resettlement action plan.
    - Provide involuntary resettlement data to the Corporate Affairs function for public reporting.

## When working on lands where there is a potential for artisanal and small-scale miners

- Engage the Corporate Affairs function to integrate artisanal and small-scale miners into engagement plans.

## If a member of a host community reports a community concern, community complaint or community grievance to you:

- Comply with the community complaints and grievances procedure for reporting and responding to concerns, complaints, and/or grievances for the relevant asset and/or global function.

# Appendices

## Appendix 1 - Other Relevant Documents

| Document Name | Contents | Relationship to this Global Standard |
|---|---|---|
| BHP's *Human Rights Policy Statement* | Outlines BHP's commitments to respecting human rights. | Sets the parameters for how BHP employees and contractors should respect human rights. |
| *IFC Performance Standard 5: Land Acquisition and Involuntary Resettlement* | Outlines standards for managing risks and impacts associated with project-related land acquisition and restrictions on land use. | International Financial Corporation (IFC) document that sets the standard for how the risks and impacts associated with project-related land acquisition and restrictions on land use should be managed. |
| BHP's *Indigenous Peoples Policy Statement* | Outlines BHP's commitments to Indigenous peoples' rights. | Sets the parameters for how BHP employees and contractors should respect Indigenous peoples' rights. |