



bhpbilliton
resourcing the future

Our Sustainability Framework

September 2010

We are BHP Billiton, a leading global natural resources company.

Our purpose is to create long-term value through the discovery, development and conversion of natural resources, and the provision of innovative customer and market-focused solutions. For almost a decade, we have been committed to a long-term strategy of investing in low-cost, world-class, expandable and export-oriented operations that reflect diversification across markets and geographic regions.

Today...this strategy remains unchanged.

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Our Sustainability Framework forms part of our sustainability reporting and is designed for general readership only. KPMG has conducted limited assurance over a selection of disclosures. Further detailed information, including copies of the limited assurance report prepared by KPMG, is available online at www.bhpbilliton.com under Sustainability.

Chief Executive Officer's message

At BHP Billiton we acknowledge our responsibility to, and the challenges associated with, listening and responding to a diverse range of stakeholders.

Although we receive various different requests from groups and individuals, a great many of our stakeholders share a desire for us to be transparent about our sustainability commitments and the standards we set for our businesses to operate around the world.



In FY2010, we continued the process of enhancing the systems that drive our contribution to sustainable development. We undertook a major review of all Group Level Documents with the aim of increasing simplicity, accountability and effectiveness across the organisation. New Group Level Documents clearly describe the minimum mandatory requirements for all BHP Billiton operations.

One of our key policy documents is the *BHP Billiton Code of Business Conduct* which was revised as part of the process. It applies to every member of our workforce and is based on the values contained in our Charter. It highlights how we care as much about how results are obtained as we do about delivering good results and it is publicly available on our website.

In the spirit of transparency and continuous disclosure we have also decided to create a public document that captures the Company's key sustainability performance requirements.

Our Sustainability Framework outlines the Company's sustainability approach through its commitments, positions and performance requirements. It does not contain every requirement from all our internal documents but focuses on the key elements our stakeholders have asked us to share with others.

In the short to medium term, our priorities include an ongoing focus on safety and reducing occupational illnesses, continued efforts to address climate change issues, and to further understand how we can best work with people in our host communities to improve their livelihoods.

In some cases, BHP Billiton's minimum, mandatory requirements are considered leading practice. In other instances the requirements are standard industry practice but all assets are expected to be compliant with them.

We believe that if all our businesses consistently abide by local laws and customs, meet all regulatory obligations within their jurisdiction and comply with the Company's policies and standards, we will be on the way to addressing our priority issues and making a lasting contribution to sustainable development.



Marius Kloppers
Chief Executive Officer



Policy framework

Sustainability systems

The systems to implement our Sustainable Development Policy are in line with our wider corporate governance processes. The Sustainability Committee of the Board oversees our sustainability strategy and policy, initiatives and activities. Management holds primary responsibility for our Health, Safety, Environment and Community (HSEC) processes and performance.

Policy framework

Our *Code of Business Conduct* applies to every member of our workforce and provides a framework for decision-making. It is based on the values contained in our Charter and highlights that we care as much about how results are obtained as we do about delivering good results.

Our Health, Safety, Environment and Community (HSEC) Group Level Documents provide the basis for developing and applying management systems at all sites operated by BHP Billiton. These documents address the material sustainable development risks identified by the Company and highlight four key components of sustainable development:

- Health – focusing on the elimination of risks through the control of potential workplace exposures to noise and substances which could result in long-term harm;
- Safety – providing a workplace where people can work without being injured;
- Environment – delivering efficient resource use, reducing and preventing pollution and enhancing biodiversity protection;
- Community – engaging with those affected by our operations, including employees, contractors and communities; and respecting fundamental human rights.

The HSEC Group Level Documents also incorporate elements from, or are aligned with, other international policies, standards and management practices to which BHP Billiton has committed, such as the ICMM Sustainable Development Framework, the UN Global Compact, the United Nations Declaration of Human Rights and the Voluntary Principles on Security and Human Rights.

The HSEC Group Level Documents are reviewed annually as a collaborative process with practitioners from the Group Centre and from our businesses.

While many elements of our sustainability framework are encapsulated in the HSEC Group Level Documents, others are integrated into related Group Level Documents that focus on risk, supply and procurement, human resources and business ethics. Sustainability has many touch-points across the Company and we continue to work collaboratively across disciplines to ensure the best outcomes.

Audit and assurance

Our assets are assessed for compliance against the HSEC Group Level Documents through a systematised audit process. In addition, HSEC audits also address HSEC risk management and HSEC data integrity.

BHP Billiton policies

- *BHP Billiton Charter*
- Sustainable Development Policy
- *BHP Billiton Code of Business Conduct*

BHP Billiton Health, Safety, Environment and Community Group Level Documents

- Health, Safety, Environment and Community Reporting
- Health
- Environment
- Community
- Fatal Risk Controls
- Asset Protection
- Aviation

Sustainable Development Policy

In the following sections headed 'Key Focus Area' we have highlighted the relevant statements from our Sustainable Development Policy and provided a more detailed explanation describing how we approach each of these aspects.

We have also included the major performance requirements from our HSEC Group Level Documents. As previously mentioned, we have only included sustainability elements that are of interest to our stakeholders.

Key Focus Area

Management

For BHP Billiton, sustainable development is about ensuring our business remains viable and contributes lasting benefits to society through the consideration of social, environmental, ethical and economic aspects in all that we do. Working through complex operational issues associated with our operations has highlighted environmental and social performance as a critical success factor for the Company. We are well aware of the costs of getting it wrong; but more importantly, we recognise the value that can be created by getting it right. Consequently, we adopt a holistic approach to business strategy, seeking to realise value for our stakeholders through a sustainable business philosophy.

Line managers have ultimate accountability for ensuring our businesses contribute to sustainable development. This section contains policy statements and performance requirements that apply across the HSEC disciplines.

Sustainable Development Policy Statements	Our Approach
We identify, assess and manage risks to employees, contractors, the environment and our host communities.	The effective identification, assessment, management and communication of risk is the basis of our management approach to sustainable development. We aim to manage and control identified risks to a level that is as low as reasonably practicable. Embedding risk management processes into all our critical business systems allows us to adopt a precautionary approach to business management that is based on valid data and sound science. This includes ensuring thorough assessments of the potential impacts of our presence.
We uphold ethical business practices and meet or, where less stringent than our standards, exceed applicable legal and other requirements.	The <i>BHP Billiton Code of Business Conduct</i> defines our basic principles with regard to business ethics. All BHP Billiton employees are accountable for acting in line with our requirements for business conduct. Suppliers, contractors and partners working with or for us are also required to be informed of, and act in accordance with, our requirements. We will comply with applicable laws, regulations and other requirements to which we are committed, wherever we operate. While respecting the laws of host countries, we will assess the adequacy of these laws compared to our standards. Our risk management approach considers bribery issues including practices such as bribery, fraud, extortion, collusion and conflict of interest. We recognise and actively work to address the risk that corrupt activities may be undertaken by management, employees or third parties, such as suppliers and customers.
We regularly review our performance and publicly report our progress.	Setting and achieving targets is an essential step of continual improvement. Focusing on the efficient use of resources and preventing and reducing pollution are essential if we are to meet our sustainable development targets.
We work with those involved through the life cycles of our products and by-products to enhance environmental and social performance along the supply chain and promote their responsible use and management.	We will advise on the responsible use of our products and by-products including consumption, storage, transport, recycling and disposal. We will work with those involved throughout our product life cycles, recognising the shared responsibility across the value chain.

Key HSEC Performance Requirements
HSEC management systems must be established for all controlled activities; and controlled operations must maintain certification of this management system to ISO 14001 (except exploration, development projects, divestment, closed sites and offices).
We will identify, assess and manage HSEC risks associated with suppliers, contractors and partners. A HSEC evaluation of suppliers, contractors and partners must be completed prior to engagement.
Systems or processes must be in place to ensure awareness of the potential of bribery and corruption and to prevent it occurring.
All employment terms and conditions must comply with the <i>BHP Billiton Charter</i> , the <i>BHP Billiton Code of Business Conduct</i> , the United Nations Universal Declaration of Human Rights and local legal requirements, including privacy.
All our operations are required to develop and regularly review 'life of asset' plans, which define the expected outcomes from the asset over its economic life through to and including closure. Risks associated with closure must be evaluated to ensure adequate controls are in place to manage these risks. Financial provisions for closure must be included in the plan.
We rank sustainability incidents using a HSEC Consequence Severity Table and all significant incidents are reported to the Group Centre.

Key Focus Area

Health and safety

The safety, health and wellbeing of our employees, contractors and the communities in which we operate is central to the success of our business. BHP Billiton is committed to delivering an illness-free and injury-free workplace.

The acute nature of serious accidents makes it easy for us to focus on them. However, the long-term disabilities associated with chronic exposure to health risks are equally serious. We are committed to reducing the potential for these exposures within our workplaces. Significant community-based health risks (for example, HIV/AIDS, tuberculosis and malaria) also exist in our businesses, and we continue to contribute to the management of these issues on both a local and global basis.

Fitness for work is an important area of employee health. We have developed drug, alcohol and fatigue management programs at our operations to minimise risks associated with these health issues.

Sustainable Development Policy Statements	Our Approach
We do not compromise our safety values, and seek ways to promote and improve the health of our workforce and the community.	<p>The health and safety of our people are values which will not be compromised. We seek to create a mind-set and environment where people believe it is possible to work illness and injury free – regardless of where they are in the world, what role they undertake or in which business they work.</p> <p>We recognise the importance of our employees being both fit for work and fit for life. We work with the communities in which we operate to support programs focused on significant community health and safety issues that may also impact our workforce and their dependants.</p>

Key HSEC Performance Requirements

We have explicit performance requirements for activities which historically resulted in the majority of our fatalities and significant incidents. They include vehicles and mobile equipment; explosives and blasting; ground control; hazardous materials; isolation and permit to work; working at heights; and lifting operations.

We have an Aviation Group Level Document that is used to manage the aviation risk to our employees.

We identify and estimate the potential exposures to health hazards of all employees and contractors.

We establish the exposure risk profile of all personnel to harmful agents to identify the need for exposure controls and medical surveillance programs.

We implement exposure control programs for existing operations where exposure exceeds the occupational exposure limit (OEL) and in new projects where exposure is anticipated to exceed the OEL to prevent the potential consequences of exposure. We prioritise implementation of controls based on the potential health consequence of exposure and the number of people exposed. The effectiveness of the controls is monitored.

We undertake medical surveillance where exposure to harmful agents exceeds 50 per cent of an OEL.

We implement fatigue management programs to minimise the risks of fatigue-related incidents and injuries.

We implement drug and alcohol programs at sites as appropriate under local legislation.



Key Focus Area

Environment

We own and operate a diverse range of businesses in different countries and ecosystems around the world. These businesses, by their nature, have the potential to affect the environment. This can occur in a variety of ways, including:

- emissions of gases and particulates, such as carbon dioxide and oxides of sulphur and nitrogen, associated with combustion and smelting processes; methane from exposed coal seams; fluorides from aluminium smelting; and particulates from ore handling;
- consumption of water and impacts on water quality associated with mining, refining, smelting and petroleum processes;
- impacts associated with land disturbance, land-use changes and habitat removal;
- alterations to biodiversity within terrestrial, freshwater and marine environments, either directly or indirectly as a result of our operations;
- indirect impacts encompassing any of the above as a result of the products and services we purchase, lease or provide.

Sustainable Development Policy Statements	Our Approach
We enhance biodiversity protection by assessing and considering ecological values and land-use aspects in investment, operational and closure activities.	Throughout the life cycle of our activities we assess and manage the potential impacts we may have on biodiversity. In addition, we contribute to the enhancement of biodiversity protection through our contributions to conservation partnerships, research activities and knowledge sharing. Starting from project inception, we identify, assess and manage the specific risks to biodiversity including those posed by closure of an operation.
We set and achieve targets that promote efficient use of resources and include reducing and preventing pollution.	Businesses have programs to improve our waste management practices including waste minimisation, recycling and pollution prevention through proper disposal. Such programs are designed with the aim to meet both national and international waste management regulations and maximise the recovery of resources. We continue to identify business risks and opportunities for water access, reuse or recycling, efficient use and responsible waste water disposal.

Key HSEC Performance Requirements

We develop management plans addressing impacts, including on biodiversity, water, waste, land and air, for all sites operated by BHP Billiton. These plans include:

- a baseline assessment of the environmental values potentially impacted;
- an environmental impact assessment;
- controls to mitigate environmental impacts;
- monitoring and review programs to assess the environmental impacts and effectiveness of the controls.

We will not mine or explore within the boundaries of World Heritage listed properties and will ensure that activities adjacent to these areas are compatible with the outstanding universal values for which the properties have been listed.

We will not mine or explore within the boundaries of International Union for the Conservation of Nature (IUCN) Protected Areas Categories I-IV, unless an action plan designed to deliver measurable benefits to biodiversity has been developed that is commensurate with the level of biodiversity impacts.

We will not proceed with activities where the direct impacts would result in extinction of species listed by the IUCN as being threatened with extinction.

We rehabilitate disturbed areas consistent with the pre-disturbance land use or alternative land uses developed in consultation with stakeholders.

We will not dispose of tailings or waste rock into a river or marine environment.

Key Focus Area

Climate change and energy

The issues associated with climate change continue to be a challenge for governments, communities and industry around the world. The urgency and complexity of these issues require responses from all of us. BHP Billiton shares the view that the rational choice is to accept that the mainstream science is right in pointing to high risks from unmitigated climate change.

Risks of climate change may include changes in rainfall patterns, water shortages, rising sea levels, increased storm intensities and higher average temperature levels, which may result in damages to crops, buildings, infrastructure and ecosystems.

As a global community we have the potential to reduce the worst impacts of climate change, and clearly the greatest benefits will come from acting early. Alliances to tackle this challenge will need to cross national and cultural boundaries, but the developed world has a clear leadership responsibility in achieving a global approach.

Scientists tell us the world must aim to stabilise global carbon dioxide concentrations in the range of 450 parts per million to avoid the most severe impacts. An international climate framework must establish binding commitments for all developed and major developing economies if real reductions in emissions are to be achieved.

Following the United Nations Climate Change Conference in Copenhagen in November 2009, it is evident that there are significant changes in the quest to gain consensus on a global approach to this issue. While views differ across the sector about climate change, BHP Billiton accepts the science. Our climate is changing and humans are contributing to this change. BHP Billiton is a globally significant producer, exporter and consumer of energy and we want to make a thoughtful and considered contribution to the debate.

Throughout the world, national and regional policymakers are considering a variety of legislative and regulatory options to mitigate greenhouse gas emissions. In our view, assessing these options requires an understanding of their likely effectiveness, scale and cost, as well as their implications for economic growth and quality of life. Within BHP Billiton, we analyse and compare the various policy options by evaluating the degree to which they meet a defined set of principles. This leads us to advocate the following principles:

1. **Clear price signal** – ensuring that the carbon price signal reaches consumers such that consumption is reduced, and investment choices made that favour low carbon alternatives (*as opposed to not communicating clearly to consumers that higher costs are required to change behaviour, thus not optimising the use of market mechanisms to decrease emissions*).
2. **Revenue neutral** – returning aggregate revenues raised to individuals and businesses impacted by the carbon price (for example by a cut in taxes and individual lump sum grants) maximally offsets the impact of increased carbon costs (*as opposed to carbon as a mechanism to increase total tax take and applying the additional revenue for general spending and backing 'winning' technologies*).
3. **Trade friendly** – rebating emissions costs for trade exposed products during the transition to a global system prevents emissions simply being transplanted to other countries where emissions prices are lower (*as opposed to penalising trade exposed products with additional costs that make them uncompetitive*).

4. **Broad based** – covering the broadest possible range of both carbon emission activities and low carbon energy options in any plan ensures the largest base for emissions reduction (*as opposed to placing the burden of carbon emissions reduction on a subset of emission sources and solutions*).

5. **Predictable and gradual** – ensuring that future carbon costs are predictable facilitates investments that reduce emissions; a gradual change in price gives the economy time to adjust (*as opposed to volatile costs that create uncertainty and stifle investment*).

6. **Simple and effective** – a combination of a carbon tax, land use actions and limited trading system (for example for stationary electricity production only), is easy to implement and effective (*as opposed to an encompassing trading system, which is theoretically economically efficient, but highly complex and impractical*).

These principles are intended to minimise overall costs to society of reducing greenhouse gas emissions and to allow markets, not regulators, to determine technologies that best meet consumer needs. They recognise that long-term policies must align with differing national priorities and with evolving knowledge if they are to be sustainable. Cost minimisation is important because the scale of the challenge is large.

Carbon Pricing Protocol

BHP Billiton maintains an internal mechanism for costing carbon and determining carbon price impacts on greenfield and brownfield developments, and on mergers and acquisitions. The Carbon Pricing Protocol includes a range of prices for developed and developing countries based on likely scenarios of government requirements and technology deployment, as well as the associated costs and economic impacts. Our valuations for investment decisions and planning processes include the expected impacts of carbon emissions (both cost and price impacts). The Carbon Pricing Protocol is updated annually to reflect internal and external carbon price modelling and proposed treatment of carbon permits in countries where we operate.

**Key Focus Area****Climate change and energy continued**

Our Commitments	Our Approach
We will understand the sources, scope and extent of greenhouse gas emissions associated with our activities.	<p>We will:</p> <ul style="list-style-type: none"> • continue transparent public reporting of our emissions profile, including our emissions from production activities; • work with experts to improve our understanding of the full life cycle of our products and strategies for effectively reducing greenhouse gas emissions from their production and use.
We will continually improve energy and greenhouse gas management at our operations. Emissions abatement and energy-saving considerations are built into our decision-making processes.	<p>We will:</p> <ul style="list-style-type: none"> • share leading practice and innovation in energy and operational efficiency to deliver savings in emissions and costs; • continue to pursue external projects and other opportunities that deliver tangible reductions in greenhouse gas emissions and generate credits.
We will work collaboratively with customers, communities and employees to reduce emissions and support internal emissions reduction projects.	<p>We will spend US\$300 million over the period 2008 to 2012 to:</p> <ul style="list-style-type: none"> • support industry research, development and demonstration of low emissions technologies including collaborative research dedicated to accelerating the commercial uptake of promising technologies; • provide capital funding for internal energy projects with a greenhouse gas emissions reduction component that might not otherwise be competitive within our normal capital allocation processes; • support the efforts of our employees and our local communities to reduce their emissions.
We will work with governments and other stakeholders on the development of policies that provide the necessary incentives and tools for effective, equitable abatement.	<p>We will:</p> <ul style="list-style-type: none"> • support policies aimed at accelerating the cost-effective reduction of emissions; • support market-based mechanisms, provided that the measures are efficient, broad-based (geographically and across industry sectors) and progressively introduced.

Key HSEC Performance Requirements

We develop and maintain inventories of greenhouse gas emissions that include sources of emissions aligned with the World Resources Institute/World Business Council for Sustainable Development Greenhouse Gas Protocol.

Our operations implement and maintain energy and greenhouse gas management plans. These plans include a greenhouse gas emissions baseline and identification, evaluation and implementation of energy reduction and greenhouse gas reduction projects.



Key Focus Area

Community relations

Our long-term success depends on our ability to build relationships and work in a collaborative and transparent way with business partners, governments, non-government organisations and host communities. Wherever we operate, we commit to engaging regularly, openly and honestly with the people interested in and affected by our operations.

Building positive stakeholder relationships reflects our Charter values, which include integrity, win-win relationships and respect for each other in all business activities. Engaging in a respectful and culturally appropriate way with our key stakeholder groups is a vital part of a successful relationship with our host communities.

Mechanisms to address stakeholder grievances and concerns have been established. Operations are required to maintain a register of and respond to concerns, complaints and relevant external communications. The confidential Business Conduct Advisory Service provides a further means for raising issues such as harassment, conflict of interest, fraud or bribery. Contact details are provided on the Company's website.

Sustainable Development Policy Statements	Our Approach
We engage regularly, openly and honestly with our host governments and people affected by our operations, and take their views and concerns into account in our decision-making.	<p>We require all our operations to establish platforms for dialogue that take into account cultural requirements and enable us to identify and work with our stakeholders to develop strategies to address their concerns and aspirations. We will take these views and concerns into account in our decision-making, striving for mutually beneficial outcomes.</p> <p>BHP Billiton maintains a position of impartiality with respect to party politics and does not contribute funds to any political party. We participate in public debate of policy issues that affect us in the countries where we operate and attend selected events for the purpose of better understanding the implications of policy development on business operations. Employees are free to participate in political activities as individuals.</p>
We develop partnerships that foster the sustainable development of our host communities, enhance economic benefits from our operations and contribute to poverty alleviation.	<p>We develop robust partnerships that focus on sustainable community development and empowerment to ensure our presence delivers lasting benefits and contributes to poverty alleviation.</p> <p>We work with host governments and other organisations to create transparency associated with the broader economic benefits from our operations.</p> <p>Through our membership of the International Council on Mining and Metals, BHP Billiton supports the Extractive Industries Transparency Initiative (EITI), a global initiative to improve governance in resource-rich countries through the verification and full publication of company payments and government revenues from oil, gas and mining.</p> <p>We are committed to supporting and cooperating in the implementation of Country-level EITI Work Plans as our host countries progress the initiative. In the interim, our payments to governments are disclosed on a country-by-country basis.</p>

Key HSEC Performance Requirements

All assets and projects must have stakeholder engagement management plans, which are designed to ensure regular and ongoing dialogue with stakeholders. The plans are based on stakeholder identification and analysis. Progress against the plan is evaluated every three years by completing a community perception survey. The survey includes indicators developed with communities that reflect their concerns.

All operations and projects must have community development management plans, which are designed to ensure a contribution is made to the livelihoods of people in host communities and the Company's licence to operate is enhanced. The plans are informed by social baseline studies that include health, education and environment quality-of-life indicators and a social impact and opportunity assessment. The effectiveness of the community development management plan is measured every three years by completing a quantitative analysis of changes to quality-of-life indicators measured in the social baseline study.

Community development projects must comply with all requirements specified in the *BHP Billiton Code of Business Conduct* and recognise and where appropriate support (but never replace) the role of government. Projects must have documented objectives specifically linked to the achievement of long-term sustainable community development and the improvements in indicators measured in the social baseline study.

Commitments made to support community development projects in the community development management plan must be honoured, including instances where BHP Billiton's business development projects do not proceed.



Key Focus Area

Human rights

We recognise that our activities have the potential to impact human rights in many ways, including labour conditions, activities of security forces, scope of local community programs, and complicity with regard to the abusive activities of others with whom we interact.

We recognise and respect Indigenous peoples' culture, heritage and traditional rights and support the identification, recording, management and protection of Indigenous cultural heritage. There are many Indigenous communities around the world that are traditional owners of land impacted by our operations or live nearby.

Sustainable Development Policy Statements	Our Approach
We respect and promote fundamental human rights within our sphere of influence, respecting the rights of Indigenous peoples and valuing cultural heritage.	<p>At BHP Billiton we support human rights consistent with the articles set out in the United Nations Universal Declaration of Human Rights. We commit to respecting the rights of employees, contractors and our host communities. We respect the traditional rights of Indigenous peoples and acknowledge their right to maintain their culture, identity, traditions and customs. We encourage cultural sensitivity and recognise, respect and value sites, places, structures and objects that are culturally or traditionally significant.</p> <p>In recognition of our support for the Voluntary Principles on Security and Human Rights, we seek to ensure that security forces who provide services to BHP Billiton also respect these principles.</p>
We encourage a diverse workforce and provide a work environment in which everyone is treated fairly, with respect and can realise their full potential.	<p>BHP Billiton is committed to developing a diverse workforce and providing a work environment in which every employee is treated fairly and with respect and has the opportunity to contribute to business success and realise their potential. In real terms this means harnessing the unique skills, experience and perspectives that each individual brings, recognising that these differences are important to our success as a company.</p> <p>Employment is offered and provided based on merit. All employees and applicants for employment will be treated and evaluated according to their job-related skills, qualifications, abilities and aptitudes only. Employment decisions based on attributes other than a person's qualification to perform a job – for example, race, colour, gender, religion, personal associations, national origin, age, disability, political beliefs, HIV status, marital status, pregnancy, sexual orientation or family responsibilities – are prohibited.</p> <p>We recognise, however, that affirmative action may be required to address historical imbalances and past discrimination, through programs such as Indigenous employment and training and black economic empowerment.</p>

Key HSEC Performance Requirements

New operations or projects must have broad-based community support before proceeding with development. Free Prior and Informed Consent (FPIC) is only required where it is mandated by law. Evidence demonstrating support or opposition to the project must be documented.

Human rights risks must be identified through human rights impact assessments (HRIAs), which include an assessment of the articles of the United Nations Universal Declaration of Human Rights; the UN Global Compact Principles; and host country legislation governing human rights issues. The HRIAs must be validated by a qualified specialist every three years.

Where a material risk is identified by the HRIA, a human rights management plan must be developed and implemented. Employees and contractors are trained to facilitate compliance with BHP Billiton's human rights commitments (United Nations Universal Declaration of Human Rights, UN Global Compact Principles and International Finance Corporation Performance Standard 5: Land Acquisition and Involuntary Resettlement).

Resolution of complaints from and grievances with communities is facilitated using complaints and grievance mechanisms commensurate with the country risk rating. As part of this mechanism, all complaints and grievances must be acknowledged, documented and investigated; appropriate remedial actions undertaken where a complaint is legitimate; complainants advised of the remedial action promptly; and outcomes documented.

Resettlement programs (voluntary or involuntary) must be consistent with the requirements of the International Finance Corporation Performance Standard 5: Land Acquisition and Involuntary Resettlement.

BHP Billiton and public or private security forces providing support to BHP Billiton operations must comply with the Voluntary Principles on Security and Human Rights.

Health, Safety, Environment and Community targets

On 1 July 2007, we introduced new five-year Health, Safety, Environment and Community targets. All targets are based on a FY2007 baseline year, except those relating to energy and greenhouse gas, which are based on a FY2006 baseline year.

Area	Target	Target Date
Management Systems		
	All operating sites to obtain and maintain ISO 14001 certification	Ongoing
Health		
	All operating sites to finalise baseline health exposure assessments on occupational exposure hazards for physical exposures	30 June 2010
	15 per cent reduction in potential employee exposures (but for the use of personal protective equipment) over the occupational exposure limit	30 June 2012
	30 per cent reduction in incidence of occupational illness	30 June 2012
Safety		
	Zero fatalities	Ongoing
	50 per cent reduction in Total Recordable Injury Frequency (TRIF) ⁽¹⁾ at sites	30 June 2012
Environment		
	Aggregate Group target of six per cent reduction in greenhouse gas emissions per unit of production	30 June 2012
	Aggregate Group target of 13 per cent reduction in carbon-based energy use per unit of production	30 June 2012
	Aggregate Group target of a 10 per cent improvement in the ratio of water recycled/reused to high-quality water consumed	30 June 2012
	Aggregate Group target of a 10 per cent improvement in the land rehabilitation index ⁽²⁾	30 June 2012
	Zero significant environmental incidents (that is, rated four or above on the BHP Billiton HSEC Consequence Severity Table)	Ongoing
Community		
	One per cent of pre-tax profits to be invested in community programs, including cash, in-kind support and administration, calculated on the average of the previous three years' pre-tax profit ⁽³⁾	Ongoing
	Zero significant community incidents (that is, rated four or above on the BHP Billiton HSEC Consequence Severity Table)	Ongoing

Notes:

⁽¹⁾ TRIF = (Fatalities + Lost Time Cases + Restricted Work Cases + Medical Treatment Cases) per million hours worked.

⁽²⁾ The wording of this target has been changed since FY2008 to better reflect how performance is being measured.

⁽³⁾ Includes BHP Billiton component of our voluntary contribution to community programs at joint venture operations, but does not include payments to communities that form part of mandatory licensing agreements.

A+ GRI Application Level



Sustainability Ratings



Voluntary initiatives



World Business Council for
Sustainable Development

CARBON DISCLOSURE PROJECT

We support a range of voluntary initiatives, including:

International Council on Mining and Metals

United Nations Global Compact

Global Reporting Initiative (we are an Organisational Stakeholder)

World Business Council for Sustainable Development

Carbon Disclosure Project

Extractive Industries Transparency Initiative

Partners Against Corruption Initiative

Voluntary Principles on Security and Human Rights

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