



Our Reconciliation Action Plan

Our values in action



Since 2007 BHP has worked with Aboriginal and Torres Strait Islander peoples to turn the challenges of yesterday and today into the opportunities of tomorrow.

We were one of the first businesses to launch a Reconciliation Action Plan (RAP) in 2007.

Now, in 2017, we launch our fifth RAP.

This RAP reflects our global approach to how we work with Indigenous peoples, which is consistent with our Company's core values.

Through the commitments outlined in this plan, we acknowledge and respect the rights of Aboriginal and

Torres Strait Islander peoples and will contribute to their long-term, sustainable economic empowerment and social and cultural wellbeing.

This plan will also enable us to engage and support issues which advance the rights and interests of Aboriginal and Torres Strait Islander peoples.

The latest iteration of our RAP has been granted Elevate status, indicating our commitments go above and beyond 'business as usual'.

Through this RAP we demonstrate our resolute commitment to continue to maximise the contribution we believe we can make to the lives of Aboriginal and Torres Strait Islander peoples



A focus on outcomes

Through the RAP, we want to:

- contribute to the economic empowerment of Aboriginal and Torres Strait Islander peoples through investment which provides opportunities for employment, training, procurement and Indigenous enterprise support;
- contribute to improved quality of life for Aboriginal and Torres Strait Islander peoples through voluntary social investment, support for reinforcement and promotion of Aboriginal and Torres Strait Islander culture, and building the cultural awareness of our workforce;
- contribute to specific initiatives, programs and public policy processes which advance the interests of Aboriginal and Torres Strait Islander peoples; and
- work to ensure Aboriginal and Torres Strait Islander peoples will derive significant and sustainable benefit ensure our operations through the effective governance and management of land access, cultural heritage management, agreement making and benefit distribution processes.

Targets from the 2017-2020 Reconciliation Action Plan

As part of our RAP we have set 15 specific targets with timelines and deliverables spanning our four priority areas. Following is a sampling of how we are holding ourselves accountable to delivering some quantifiable results.

Economic Empowerment

By 2020 achieve total Aboriginal and Torres Strait Islander employment of 5.75% of our total managed workforce including direct, contracting and labour hire employees.

100% of Australian Assets will promote procurement opportunities to Aboriginal and Torres Strait Islander businesses. 100% of Australian Assets have Local

Procurement Plans that refer to Aboriginal and Torres Strait Islander communities and identify priorities.

Social and Cultural Support

With an existing national commitment to Aboriginal and Torres Strait Islander projects of more than \$30M, annually BHP Billiton Foundation will increase investments in projects that support Aboriginal and Torres Strait Islander peoples.

By the end of FY17 BHP will develop a cultural awareness training strategy for employees and contractors.

Public engagement

BHP Billiton will continue to support and promote the Recognise campaign until a referendum is held and will support events where relevant in consultation with Recognise over the life of this RAP.

BHP Billiton will publish Indigenous Peoples Strategy good practice guidance in FY2018.

Governance

Aboriginal and Torres Strait Islander peoples consent and agreement making processes are established for 100% of new projects or major capital projects in Australia consistent with our Indigenous Peoples Policy Statement.

100% of BHP Australian Assets have grievance and complaints mechanisms which result in the collection, recording, reporting and timely resolution of issues raised by Aboriginal and Torres Strait Islander peoples.