



Indigenous Peoples Policy Statement

Our commitment

BHP's ambition is to create long-term relationships with Indigenous Peoples, based on trust and mutual benefit. Respecting and partnering with Indigenous Peoples aligns with our Company Purpose of bringing people and resources together to build a better world, our focus on delivering long-term social value and our commitment to working with integrity.

Operating on or near Indigenous traditional lands brings with it responsibility and opportunity. This Policy Statement is designed to set an expectation of our conduct and our commitment to respecting Indigenous Peoples, listening to Indigenous voices and perspectives, and working collaboratively with Indigenous stakeholders and partners. It is through this commitment that we aim to support reconciliation with Indigenous Peoples and contribute to improved social, economic and environmental outcomes.

While BHP has a long history of partnering with Indigenous Peoples, we know we haven't always got this right. We are determined to do better. By learning from each other we believe we can develop the mutual trust and respect that allows us to plan collaboratively, for the future. It is through reciprocity and partnerships that we can achieve mutually beneficial outcomes that extend long past the life of our operations.

Our approach and principles

This Policy Statement outlines a consistent global approach to engaging and partnering with Indigenous Peoples across the entire lifecycle of our activities including exploration, closure and post closure.

Our approach is founded in a deep respect for the distinct cultures, rights, perspectives and aspirations of Indigenous Peoples. Through this Policy Statement we will be guided by the aims of the United Nations Declaration on the Rights of Indigenous Peoples, as articulated in the Principles below.

Incorporate Indigenous perspectives

We will seek out Indigenous voices, values, knowledge and perspectives in the way we work. We will connect with Indigenous Peoples to better appreciate the historical, legal, social, environmental, cultural and political landscape where we operate or seek to operate, and how to better manage the environment we share.

These voices, values, knowledge and perspectives will contribute to the design and implementation of our rights-based approach to understand and aim to mitigate the potential impacts of our activities and collaboratively define and realise opportunities.

We will establish formal opportunities for Indigenous Peoples to advise on policies and processes to combat racism and prejudice, eliminate discrimination and promote respect and understanding in our workforce.

Engagement, dialogue and co-design

We will engage early and support meaningful dialogue by sharing knowledge and information both ways and ensure our processes allow for active participation in appropriate aspects of the design, implementation and monitoring of plans that impact Indigenous Peoples. This engagement and co-design process will also seek to recognise and incorporate broader stakeholder involvement.

Free, Prior and Informed Consent (FPIC)

We respect Indigenous Peoples' right to consultation and recognise FPIC as an important process to safeguard the collective rights of Indigenous Peoples.

We will carry out informed and good faith consultations with potentially affected Indigenous Peoples for proposed new operations or capital projects. We will provide the support necessary to strengthen the capacity of BHP and Indigenous Peoples to participate effectively in consultations.

It is intended that these consultations will be co-designed, culturally appropriate, inclusive and carried out through the procedures and governance structures of potentially affected Indigenous Peoples. In jurisdictions where consultation is carried out by governments, we will seek to implement the appropriate mechanisms to align consultation with this Principle.

BHP will seek to understand how we can avoid and mitigate adverse impacts, acknowledging that potential adverse impacts may extend beyond direct physical impacts and include impacts on intangible cultural heritage or impacts on Indigenous Peoples' culture and way of life.

Our objective will be to obtain consent with the intention of substantially addressing impacted Indigenous Peoples' rights, ambitions and concerns. We recognise, however, that despite the best efforts and intentions of all parties, consent may not be provided, or agreement reached in all circumstances.

BHP's default position will be that a proposed new operation or capital project should not proceed without consent; and where consent has not been provided, BHP will escalate senior management involvement in the process to determine if the new operation or capital project will proceed. As part of BHP's broader investment review and approvals framework, BHP will carefully consider the perspectives shared by Indigenous Peoples throughout the FPIC process, including the extent to which potential adverse impacts on Indigenous Peoples' rights and interests have been understood, avoided and/or mitigated.

Where consent has been provided, we will work closely with Indigenous Peoples to maintain the principles of consent over the entire lifecycle of our activities.

Indigenous cultural and intellectual property and data sovereignty

We acknowledge the value and ownership of information related to Indigenous cultural heritage and the rights to information regarding Indigenous Peoples' narratives, traditions and lore. We will take the steps necessary to include Indigenous Peoples in the design of our standards and processes for the collection, access and reuse of cultural information that pertains to Indigenous Peoples.

Governance

BHP's Board oversees our approach to sustainability, including matters in relation to Indigenous Peoples.

The *Our Requirements for Community and Indigenous Peoples Engagement* standard helps to operationalise this Policy Statement. Specific Indigenous Peoples Plans will be co-designed with relevant Indigenous Peoples in each region where we operate and will be collectively reviewed and reported on annually.

We will incorporate Indigenous voices and perspectives in monitoring and reporting on the effectiveness of this Policy Statement.

For our non-operated joint ventures, we will actively seek to enhance governance and engagement processes that relate to Indigenous Peoples, and to influence operator companies to adopt standards and practices that align with the intent of this Policy Statement.

This Policy should be read in conjunction with BHP's [2030 Social Value Goals](#), [Human Rights Policy Statement](#) and [Equitable Change and Transition Principles](#).

9 November 2022