

BHP

Inclusion and Diversity Position Statement

Our position on Inclusion and Diversity

Our Inclusion and Diversity vision

At BHP, we aim to unlock the enormous potential that diverse and inclusive teams bring to the workplace, to leave a strong legacy within and beyond our operations for the generations to come.

We know:

- Inclusive and diverse teams are safer and more productive, because people in these teams feel safe to speak up, share their ideas and different points of view, and work together to solve problems and make better decisions.
- Inclusive and diverse teams are more engaged because they bring multiple views, backgrounds and experiences to the workplace, which are respected and valued by their peers and leaders.

We believe:

- We can only attract and retain the best talent if we are open minded about drawing upon a broad and diverse talent pool.
- Work should be flexible, accessible and inclusive so that everyone feels valued, empowered and excited to be part of BHP.

We commit:

We do not discriminate on grounds of gender, race, age, ethnicity, nationality, sexual orientation, intersex status, physical or mental disability, mental health condition, relationship status, religion, political opinion and industry/union affiliations, pregnancy, breastfeeding or family responsibilities, or other attributes protected at law.

To make this vision a reality, each one of us has a role to play.

Our Inclusion and Diversity commitment

At BHP, we are committed to providing a safe, inclusive and supportive workplace for all. We want everyone to bring their whole self to work. We employ, develop and promote based on people's strengths and we do not tolerate any form of discrimination, bullying, harassment or victimisation. Our systems, processes and practices support fair treatment.

Our goal is a workforce that is truly representative of the societies in which we operate, across attributes of indigeneity, gender, age, race, disability, sexuality, carer and veteran status and the intersectionality between them.

Our Inclusion and Diversity strategy defines four priorities to accelerate the delivery of a more inclusive work environment and enhanced overall workplace diversity:

- **Embedding flexible working** - a workplace that helps support our people to achieve the balance they may need at all life stages;
- **Enabling our supply chain partners** - to support our commitment to inclusion and diversity beyond our operations;
- **Uncovering and taking steps to mitigate potential bias** - in our systems, behaviours, policies and processes; and
- **Ensuring our brand and industry are attractive to a diverse range of people.**

Our Inclusion and Diversity contribution

Gender balance in BHP

To ensure objective measurement of our progress, in 2016 we set an **aspirational goal to achieve gender balance across BHP by 2025**. We are taking targeted and innovative steps to attract and retain female talent. We report on our progress to the Executive Leadership Team on a monthly basis and to the Board of Directors annually.

Since the announcement of our aspirational goal, we have made progress:

- Global Inclusion and Diversity Council (I&DC) formed (November 2015) and chaired by the CEO.
- Updated *Our Charter* to include 'Our teams are inclusive and diverse' (September 2016).
- We signed up to the United Nations Women's Empowerment Principles globally in August 2019.
- We have doubled the representation of females in our employee workforce to 35.2% representing an increase of more than 7,300 women (as at end of FY2023).
- Since 2016, we have made over 8,600 pay adjustments worth more than US\$29.5 million to close the gender pay gap.
- Voluntary turnover of women is no longer higher than the rate for men, with the annualised rate being the same for men and women in FY2023.

Inclusion & Diversity Communities in BHP

Within BHP, we have several ally groups to support employees, their colleagues, friends and families, to understand and support inclusion and diversity. In addition to a number of local women's network groups, our employee resource groups include:

- **Jasper** which supports our Lesbian, Gay, Bisexual, Transgender, Queer, Intersex and others (LGBTQI+) community and its allies;
- **Amber** our recently established accessibility and inclusion network focused on people with disability, as well as carers and allies;
- **Spirit** our Indigenous employee resource group in Australia;
- **Malachite** which supports neurodiverse people; and
- **EmBRace** (Employees Beyond Race), our newest employee resource group, is currently establishing chapters across the globe focused on discussions around race and racial diversity.

Indigenous employment at BHP

As part of our Indigenous Peoples Strategy, we have regional commitments to advance in Indigenous employment. Our target for Indigenous employment in Australia, is 9.7% by the end of FY27 (with an FY23 result of 8.6%). In Chile, we aim to achieve 10% indigenous workforce participation by the end of FY25 (with an FY23 result of 9.7%) and in Canada we aim to achieve 20% indigenous workforce participation by the end of FY26 (with an FY23 result of 7.7%).

Ongoing Commitment

Our responsibility does not end within our operations. We are part of a bigger ecosystem; the communities, government, business and society where we live and work. BHP has built strong relationships with key organisations. We actively work with others to make regional, national and international progress towards addressing inclusion and diversity challenges.