

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 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 on August 2019.
- Since 2016 we have achieved 8.9 per cent increase in female representation, this represents an increase in 3,838 women at BHP (as at end of FY2020).
- Since 2016, we have made over 2,300 pay adjustments worth US\$7.7 million to close the gender pay gap.
- Voluntary turnover of women remains higher than the rate for men, yet we reduced this gap to 1.3 percentage points at the end of FY2020.

Jasper Community in BHP

Jasper is BHP's employee inclusion group for our lesbian, gay, bisexual, transgender and others (LGBT+) community and its allies. Its aim is to drive a safe, inclusive and supportive work environment for everyone by providing advice on ways to reduce bias and ensure LGBT+ people are respected and valued irrespective of their sexual orientation, gender identity or intersex variability. Since its formation in 2017, Jasper has grown to over 1,000 members. In FY2019 the Jasper community rolled out LGBT+ inclusion awareness and education sessions across all functions, assets and most operations, with plans to extend to all operations by the end of 2021. Jasper also continues to celebrate days of significance, including IDAHOBIT (International Day Against Homophobia, Biphobia, Intersexism and Transphobia) and Wear It Purple Day (awareness day for young people).

Indigenous employment at BHP

As part of our Indigenous Peoples Strategy, we have regional commitments to advance in Indigenous employment. For example, our Australian Reconciliation Action Plan target for Indigenous employment is 5.75 per cent by FY2020 across the total managed workforce. In Australia, in FY20, we achieved 6.1 per cent Indigenous employment against a target of 5.75 per cent (employees and labour hire). Canada and Chile also have Indigenous Peoples Plans that set out commitments to Indigenous participation, reaching in FY20, 7 per cent and 6.6 per cent representation respectively.

Regional Commitments at BHP

We also have regional commitments to advance in accessibility and inclusion for people with disabilities and to provide opportunities for protected veterans. For example, in Chile we are aiming for one per cent representation of people with disabilities. In the US, we have an employee resource group to support people of colour, and cultivate an anti-racist environment, supported by a "Let's Talk about Race" yammer group.

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.