



BHP

Inclusion Position Statement

January 2026

Our Commitment

At BHP, we believe we are better together. Inclusion is the foundation of a safe, respectful, and high-performing workplace.

We are always working to create an environment where every voice is valued and everyone can thrive. Our journey toward inclusion is ongoing, and we are evolving our approach to ensure lasting impact for our people and the communities we serve.

Why inclusion matters

We are making significant progress, including becoming the first listed global mining company to achieve gender balance. This milestone reflects our commitment to diversity, but true inclusion means going beyond representation. It means fostering a culture where individuals feel respected, empowered, and supported to contribute their unique perspectives and skills.

Inclusion is not just the right thing to do - it is essential to safety, operational excellence, and wellbeing. It strengthens collaboration, drives innovation, and enables high performance across our global operations.

Our Position

- **Respect and safety are non-negotiable:** We are committed to a workplace free from discrimination, bullying, and harassment.
- **Inclusion is foundational:** It is embedded in our culture, systems and capabilities.
- **Diversity is valued:** We embrace all diversity as it brings diversity of perspective and experience.
- **Everyone has a role:** Inclusion is a shared responsibility across all levels of the organisation.
- **Decisions are fair:** We promote fairness and equal opportunity in employment and development.
- **Our culture of continuous improvement:** We use data and feedback to measure progress and drive action.

Our strategic focus

- Building an **inclusive culture** to enable high performance.
- Growing **capability** whilst removing bias.
- Enabling **leaders** to role model inclusion and allyship.
- Creating **strategic alignment** through our inclusion ecosystem.
- Measuring what matters and using **data and insights** to drive energy and accountability.

Alignment with our Purpose and Values

Our approach to inclusion and diversity is grounded in BHP's purpose and values.

Our Purpose: To bring people and resources together to build a better world.

Our Values:

- **Do what's right:** Safety and integrity build trust.
- **Seek better ways:** Listening and learning to drive progress.
- **Make a difference:** Every individual is accountable to act and create impact.

Looking forward

We are proud of our progress, but inclusion is a journey - not a destination.

By placing inclusion at the heart of how we work, we are magnifying the impact of our diversity.

We are extracting superior benefits in safety, performance, productivity and engagement and creating a workplace where everyone belongs, contributes and succeeds.

Building a better BHP – because we are better together.

