

# BHP

## Chile Indigenous Peoples Plan 2026–2030



# Contents

1. Message from BHP	1
2. Acknowledgement	2
3. The beginning of a shared journey	4
4. Our principles	5
5. Plan development process	7
6. Our pillars and workstreams	10
7. Implementation of the Plan	15

# 1. Message from BHP

## Message from President Americas, BHP

With deep respect and conviction, I am pleased to present the Chile Indigenous Peoples Plan — a roadmap that reflects our commitment to developing strong, transparent and good-faith relationships with Indigenous peoples in the territories where we operate.

This Plan is the result of a participatory process in which we have had the opportunity to listen to diverse voices, learn from shared experiences and reflect on our role as a company.

Its launch comes at a key moment for BHP. The strengthening of our Growth Program, with a robust investment plan in Chile, reflects our confidence in the country and our commitment to its society and to Indigenous peoples.

We know that building trust requires time, consistency and genuine willingness to move forward together. That is why this Plan not only outlines strategic pillars and workstreams but also represents BHP's institutional commitment to the rights of Indigenous peoples, their cultures and their development visions.

We are convinced that the promotion of open dialogue, effective participation and good faith are essential to becoming a preferred partner for Indigenous peoples. This is a path we want to walk together — as purposeful allies.

I am deeply grateful for the willingness of Indigenous communities and organisations to participate in this process. I reiterate our commitment to continue building a relationship guided by the aims of the UN Declaration on the Rights of Indigenous Peoples, as described in our Indigenous Peoples Policy Statement. This document is also what inspires BHP's ambition to strengthen a collaborative relationship with our Indigenous partners in the territories where we operate.

Sincerely,

**Brandon Craig**  
President of Minerals America, BHP

## 2. Acknowledgement

BHP operates in Chile on lands that have been inhabited by Indigenous Peoples for thousands of years. Operating on or near traditional Indigenous lands is both a responsibility and an opportunity. **We want to express our deep respect and recognition of the Indigenous peoples of the country** — especially the Quechua, Aymara and Atacameño – Lickanantay — who are present in the surrounding areas of our operations, as well as their ancestors and the beliefs and customs rooted in their communities.

We acknowledge that we have not always got it right and we understand that we may make mistakes in the future. We are committed to learning from our mistakes, taking accountability and improving as we continue our partnership with Indigenous peoples. **We take this opportunity to reaffirm our commitment to strengthening and promoting a relationship based on trust and sincere dialogue**, one that allows us to achieve outcomes that benefit all parties and endures well beyond the life of our operations.

At BHP, **we recognise the importance of building long-term relationships with Indigenous peoples**. Nurturing and strengthening these relationships aligns with our purpose of bringing people and resources together to build a better world, aiming to create shared social value and a commitment to act with integrity.



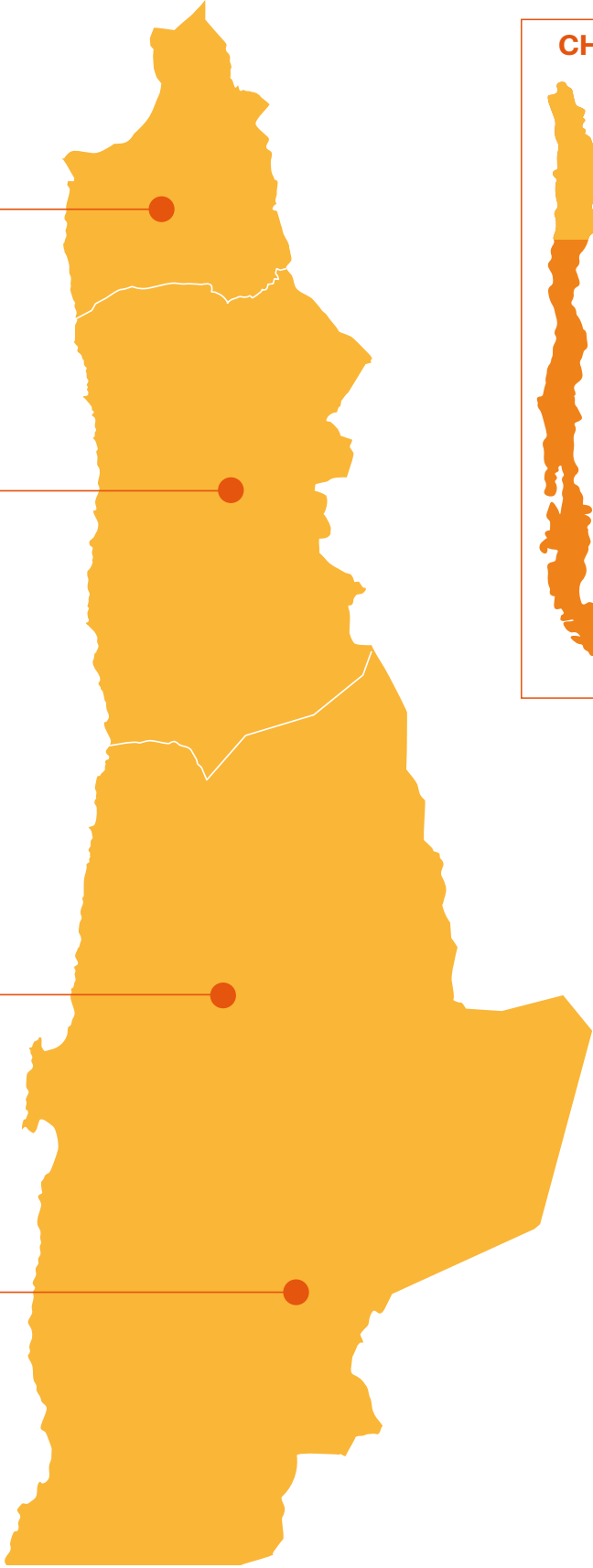
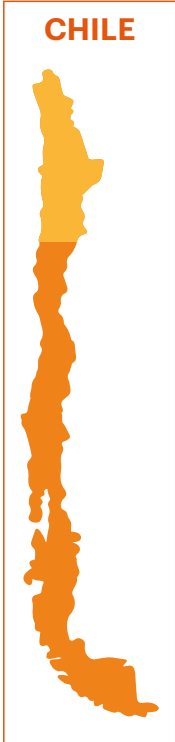
# Indigenous peoples in areas near BHP's operations in Chile

**Explorations**  
Aymara Indigenous peoples

**Cerro Colorado**  
Aymara Indigenous peoples  
Quechua Indigenous people

**Spence**

**Minera Escondida**  
Atacameño-Lickanantay  
Indigenous peoples





### 3. The beginning of a shared journey

BHP is proud to publish its first **Chile Indigenous Peoples Plan**, which incorporates direct recommendations from Indigenous Peoples near our operations, as well as contributions from academia, government agencies, and the mining sector. **This Plan aims to establish a framework for developing mutually beneficial relationships with Indigenous peoples**, promoting inclusion and diversity, and aspiring to leave a positive legacy for future generations.

**Our approach is based on listening to Indigenous peoples' voices and showing deep respect for their diverse cultures, rights, perspectives and aspirations.** The Plan is intended to be a starting point for how BHP engages with Indigenous peoples in Chile.

**Guided by our Indigenous Peoples Policy Statement and Human Rights Policy Statement, we will adopt a human rights-based approach to understand the impacts and opportunities of our activities**, consistent with Chilean law, international declarations — such as the UN Declaration on the Rights of Indigenous Peoples, ILO Convention 169 and the UN Guiding Principles on Business and Human Rights— and the International Council on Mining and Metals standards.

## 4. Our principles

The Plan is a strategic framework that will guide our decision-making over the next five years, covering the entire business cycle — from exploration to closure — and promoting collaborative work with all stakeholders.

**This Plan is based on principles that promote respect, inclusion and the effective participation of Indigenous peoples**, incorporating their perspectives, values and knowledge. To achieve this, we will rely on the following:

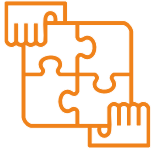


**Free, Prior and Informed Consent (FPIC):** We respect Indigenous peoples' right to consultation and recognise FPIC as an important process to safeguard the collective rights of Indigenous peoples. We are committed to supporting informed and good faith consultations with potentially affected Indigenous peoples for proposed new operations or capital projects, seeking to obtain their FPIC, in line with the international and national legislation and our Indigenous Peoples Policy Statement.





**Participation and dialogue:** We commit to early engagement and to fostering meaningful dialogue, sharing knowledge and information collaboratively. We will ensure that our processes facilitate active participation in the design, implementation and monitoring stages of plans that impact Indigenous peoples.



**Co-creation:** We are committed to fostering collaborative relationships with a diverse range of stakeholders, empowering ecosystem partners to generate outcomes that support and strengthen the development plans of Indigenous peoples.

As part of the development of our Plan, **we have adopted co-creation as a central methodology to integrate the voices and perspectives of communities** — especially the Indigenous peoples we work with — as well as organisations, governments and other actors, to develop and implement initiatives from their conception.

During the Plan development process, we incorporated recommendations from BHP’s Forum on Corporate Responsibility (FCR) during its visit to Chile in 2025. These recommendations emphasised the importance of grounding the Plan in past experiences and strengthening Indigenous participation in impact assessments conducted under FPIC processes.

# 5. Plan development process

The Plan has been developed through a participatory approach that reflects both past and current feedback from those who live and work in the territories where we operate. This process, shaped through various internal and external engagements, has helped **align BHP's vision with the needs and priorities of Indigenous peoples living in these territories.**





## Internal review and coordination processes

We have reviewed existing initiatives and future proposals, incorporating the interests and priorities outlined in the Indigenous Peoples Plan of Minerals Americas South America FY2019–FY2023. The previous Indigenous Peoples Plan was developed through rigorous research, internal reflection and collaboration with indigenous representatives and subject matter experts. This plan was not systematically implemented, and we aim to fulfil the intent and spirit of this plan through the foundational elements of this new plan.

### Key foundations included in this Plan are:



Improve Indigenous governance in communities



Promote long-term, mutually beneficial and good faith engagement



Ensure sustainable economic development



Value the preservation of cultural heritage and knowledge



## Ongoing feedback from Indigenous peoples

Through daily engagement with Indigenous peoples near our operations, we have incorporated their perspectives and proposals into our work. Findings from the 2024 Indigenous Relationship Health Study (measuring BHP's relationship health with Indigenous partners) show that past engagement has often been transactional and has not effectively built mutual trust.

Indigenous peoples have expressed clear expectations for BHP to uphold high standards in social performance, improve transparency and increase participation in environmental studies. They have also emphasised the importance of continuing to protect cultural sites working together to ensure Indigenous peoples have access to culturally significant areas and strengthening local employment and contracting Indigenous-owned businesses.



## New perspectives and proposals with Indigenous peoples

In addition to the feedback gathered through our ongoing dialogue, we created listening spaces with the Indigenous organisations we engage with. The purpose of these meetings was to work together on the components of the Plan, adapting them to the realities and priorities of Indigenous peoples. These sessions allowed us to adjust our proposals to ensure local relevance and address any differences that might arise.

### Key elements that emerged from these meetings include:

- consensus on the strategic pillars and recognition that the concerns and priorities of Indigenous organisations have been considered
- the importance of ensuring that actions are implemented and not left as mere promises
- recognition that, although it may sometimes be difficult for all parties to agree on specific aspects, reaching consensus is always preferable
- the need for BHP projects to respect and align with the cultures and territories of Indigenous communities
- acknowledgement of the importance of protecting and valuing cultural heritage



## Voices of other key stakeholders in the territories

During the development of the Plan, we held meetings with various stakeholders from local ecosystems. To do this, we organised workshops in Iquique, Antofagasta and Santiago, involving representatives from government, academia, businesses and national and regional Indigenous organisations. We used participatory methodologies to both listen to their opinions and provide feedback on the results.

### The main suggestions received helped define the following lines of work:



Create spaces for territorial coordination among ecosystem actors to enhance complementarity and synergies in projects



Strengthen community governance and leadership capacity development



Promote co-design processes together with Indigenous organisations and other key territorial actors – both public and private – for the implementation of the commitments to be established in the Plan

# 6. Our pillars and workstreams

Based on this diagnosis, **the Chile Indigenous Peoples Plan 2026–2030 marks a decisive step in our path toward change.** This initial version is structured around four pillars, each with workstreams designed to reflect and respect the complexity and interconnectedness inherent in Indigenous worldviews. We recognise that some objectives may be addressed through more than one line of work, acknowledging the holistic nature of Indigenous cultures and perspectives.

## Indigenous peoples Policy Statement

### Chile's Indigenous peoples Plan





## Pillar 1: Community governance

### Purpose

To help strengthen the autonomy of Indigenous organisations through leadership development and capacity building.

### Current work

As part of this pillar, several important areas of work have already been implemented. One objective has been to help strengthen community self-management among Indigenous peoples living near our operations.

Another goal has been to support social and community development by partnering with Indigenous peoples in areas near our operations to co-design and implement locally driven development initiatives.

### Proposed workstreams

For this strategic pillar, the following key workstreams are proposed for the next five years:

#### **Workstream 1a: Strengthening Indigenous leadership capacities**

##### **Objective:**

Contribute to the development of representative and diverse Indigenous leadership, by strengthening the management, negotiation and representation capabilities of Indigenous leaders.

##### **Action:**

Implement co-created training and experience-sharing programs – such as courses or diploma programs and participation in national or international forums – targeted at Indigenous leaders near our operations.

#### **Workstream 1b: Access to strategic financing**

##### **Objective:**

Support Indigenous peoples near our operations in advancing initiatives that align with their self-identified development priorities.

##### **Action:**

Provide technical advice, capacity-building support and funding for feasibility and technical studies to help local and regional initiatives leverage public and private resources, aligning with BHP priorities and responsible allocation.



## Pillar 2: Transparency and participation

### Purpose

Ensure Indigenous peoples near our operations have access to clear, timely and culturally relevant information, enabling them to participate meaningfully in BHP's socio-environmental processes and initiatives that impact their lives and territories.

### Current work

In the context of exploration, early dialogue processes are carried out, leading to land access agreements. For capital projects, we conduct participation processes aligned with international standards and national regulations on free, prior and informed consent. During operations, we implement agreements established with Indigenous peoples and jointly monitor their progress. For closure, participation and agreement mechanisms are established. Finally, when unforeseen impacts occur, remediation agreements are made with Indigenous peoples and implemented with their active participation.

### Proposed workstreams

For this strategic pillar, the following key workstreams are proposed for the next five years:

#### Workstream 2a:

##### Early participation and intercultural dialogue

###### Objective:

Ensure that new operations or capital projects fully integrate meaningful dialogue mechanisms and effective Indigenous participation – respecting traditional governance and knowledge systems in areas near our operations – across all phases of the business (from exploration through to operation and closure), in alignment with our Indigenous Peoples Policy Statement.

###### Action:

Improve participation and dialogue procedures and tools to enable joint identification and assessment of impacts with Indigenous peoples and to agree on measures to avoid or mitigate those impacts, including co-developed cultural maps.

#### Workstream 2b:

##### Remediation with cultural value

###### Objective:

Promote the inclusion of Indigenous peoples' perspectives in the design and implementation of socio-environmental remediation processes and the planning of operational closures.

###### Action:

Establish governance structures that include Indigenous peoples in the processes of impact identification and the implementation of remediation measures. Where appropriate, prioritise the use of traditional Indigenous methodologies and the views of Indigenous experts.



## Pillar 3: Employability and economic empowerment

### Purpose

Enable improved access for Indigenous peoples near our operations to employment and business opportunities within the mining value chain.

### Current work

To increase access to employment opportunities for Indigenous peoples within BHP and its partner companies, we have implemented a range of initiatives – including labour profile registries, job readiness programs, training programs and job fairs. In support of Indigenous entrepreneurship, we have also launched programs to foster business development and are advancing a certification process for Indigenous-owned companies.

### Proposed workstreams

For this strategic pillar, the following key workstreams are proposed for the next five years:

#### **Workstream 3a: Indigenous labor inclusion**

##### **Objective:**

Increase the representation of Indigenous peoples in our workforce and that of our partner companies by promoting the training and professional development of Indigenous talent from areas near our operations.

##### **Action:**

Enhance our employability and career development program for Indigenous peoples by expanding mentorship, training and cultural sensitivity initiatives.

#### **Workstream 3b: Indigenous business development**

##### **Objective:**

Partner with Indigenous businesses near our operations to support the consolidation and growth of their enterprises – particularly by facilitating their integration into the mining value chain.

##### **Action:**

Strengthen our business development program for Indigenous businesses, by providing advisory and training support, mentoring and internship opportunities and a certification process.



## Pillar 4: Strengthening cultural heritage

### Purpose

To contribute to the protection, preservation and active promotion of the tangible and intangible cultural heritage of Indigenous peoples. This commitment seeks to honour their ancestral traditions, safeguard their ancient knowledge and support the continuity of their unique cultural practices.

### Current work

There is an ongoing effort to promote understanding and value the richness of Indigenous cultures and their importance in the social and cultural backgrounds among BHP's employees and partner companies. This includes induction and training activities, as well as commemorative events that provide space for education and reflection in the workplace. Additionally, various initiatives have been carried out to promote Indigenous cultural heritage, such as supporting the revitalisation of Indigenous languages and promoting the archaeological heritage of Indigenous peoples near our operations.

### Proposed workstreams

For this strategic pillar, the following key workstreams are proposed for the next five years:

#### **Workstream 4a: Participatory management & promotion of cultural heritage**

##### **Objective:**

Support participatory, multistakeholder approaches to protect and enhance the cultural heritage of Indigenous peoples near our operations.

##### **Action:**

Develop a comprehensive multistakeholder model to guide the protection and enhancement of geoglyphs and archaeological sites of cultural and community significance. This will include co-creating a management model with Indigenous peoples and implementing a pilot project.

#### **Workstream 4b: Cultural awareness for our workers**

##### **Objective:**

Foster an organizational culture that values and respects Indigenous peoples by promoting knowledge of and respect for Indigenous history, culture and worldviews.

##### **Action:**

Strengthen BHP's cultural awareness training program, facilitate visits by Indigenous peoples to operations and promote cultural exchanges between Indigenous communities and workers to strengthen mutual respect and bonds.



## 7. Implementation of the Plan

The Chile Indigenous Peoples Plan will come into effect at the beginning of 2026, following a preparation and governance establishment period during the second half of 2025.

During this phase, **governance mechanisms, success indicators and monitoring and evaluation systems necessary for proper implementation will be defined.** These actions will ensure the plan aligns with the Plan's strategic objectives and meets the expectations of Indigenous peoples and other stakeholders involved in BHP's projects and initiatives.

Ongoing initiatives will continue to be implemented according to their respective work plans. However, if areas for improvement are identified or if there is a need to deepen co-creation processes, we commit to reviewing with relevant stakeholders.

As a central **governance mechanism, an Indigenous Advisory Panel will be established,** composed of local Indigenous representatives, along with regional representatives, academic institutions and relevant experts. This Panel will contribute transparency and active participation, enriching the implementation of the Plan through annual feedback on progress, results and opportunities for improvement.

For strategic areas where the need to co-design new initiatives has been agreed upon, **specialised working groups will be formed.** These groups will be responsible for defining the terms of reference for each new initiative, ensuring they reflect the priorities, expectations and visions of Indigenous peoples and other involved stakeholders.

**Monitoring and evaluating the results of the Plan** are fundamental components of a living cycle that integrates learning, adjustment and progress in harmony with Indigenous peoples and the territories. This dynamic approach ensures the Plan remains relevant and aligned with the aspirations of Indigenous peoples while reflecting BHP's strategic objectives.

For BHP, **accountability represents a commitment to transparency and shared responsibility**. We recognise that sharing our progress, learnings and challenges strengthens trust and helps build stronger, more meaningful relationships with communities and stakeholders. Each year, we will publicly communicate our progress toward achieving the established objectives through multiple channels – our corporate website, annual report and community meetings – ensuring opportunities for feedback and addressing stakeholder questions.





## Toward a new cycle

We open ourselves to a future of collaboration, circularity and shared responsibility, moving forward with genuine steps that lead us to meaningful connection.

As the Indigenous peoples near our operations say:

**“Que sea en buena hora”**

(May it be a good thing)

# BHP



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