

BHP

Western Australia

Community Development Report 2025



Our purpose is to bring people and resources together to build a better world.

BHP is successful when we make a positive difference - for our employees, partners, local communities, the environment, and the economy. It's about building strong, lasting relationships that benefit everyone.

Our strategy is to have the best capabilities, best commodities and the best assets, to create long-term value and high returns.

Acknowledgement of Country

BHP acknowledges the Traditional Owners and Cultural Knowledge Holders of the lands across this Country and pays respect to them, and their Elders past and present. As a business that works across many locations in Australia, we have a responsibility to listen, learn and walk alongside Aboriginal and Torres Strait Islander peoples to enable our activities to support ongoing connection to their lands, waters, cultures, languages and traditions. We deeply respect and value Aboriginal and Torres Strait Islander custodianship of this land of 65,000 years and beyond.

In this report BHP may use the terms Indigenous and Aboriginal and Torres Strait Islander interchangeably. Traditional Owners or Cultural Knowledge Holders means the persons with connection to Country, acknowledged rights and interests in the land and sea granted under traditional law and customs, who carry an ongoing obligation to look after Country. BHP recognises that all Indigenous peoples have an inherent connection to Country, so the term Traditional Owners is used here to differentiate those Indigenous people who have a specific connection to the Country where BHP operates. BHP acknowledges and respects that terms preferred in different jurisdictions and locations may vary.



Kariyarra Country

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Note: This report covers Financial Year 2025 (FY25), and all monetary figures are in Australian dollars.

Our economic contribution to Western Australia.

Here are a few highlights of our economic contribution in FY25

BHP has contributed **\$6.6 billion** in social, community and training programs across WA Iron Ore (WAIO) since 2014.



BHP's WA operations contributed around **9 per cent** of all government revenue in WA.*



290Mt
Production
(on a 100% basis)
in WAIO



\$2.8 bn
state royalties and
other payments to
governments



Over
16,000
WAIO employees and contractors



\$737 m
with local suppliers
in WAIO



\$12.0 bn
in payments to
suppliers



\$944 m
in total community
expenditure in
Western Australia

*Based on the actual cash contribution paid to government in FY2025 by BHP-operated projects and by comparison to forecasted revenue 2024/2025 data per the 2025/2026 Western Australia Budget

Our contribution to Western Australia

At BHP, we are committed to making a difference in the communities where we operate in Western Australia. Whether it's supporting local healthcare, investing in Indigenous and Traditional Owner businesses, or enhancing the liveability of the communities in which we operate, we have a unique opportunity to create social value – our positive contribution to society.

We generate social value through projects and initiatives that directly support our people, partners, communities, local economies and the environment.

These efforts are guided by our priority social investment focus areas:

- Supporting Indigenous families and young people to thrive in the community through targeted programs and initiatives.
- Supporting quality health and education services.
- Promoting liveability through support for affordable housing, childcare, community activations and business development.

We're proud of the many enduring, collaborative and mutually beneficial partnerships that are making a real difference in people's lives every day.

The 2025 Community Development Report highlights some of these initiatives as examples of positive change in action.

In FY25 we set a new record, with our total community development expenditure in Western Australia totalling

 **\$944 million**



Over recent years, we've focused on creating new opportunities for our supply chain, including Traditional Owner and Indigenous businesses.

In FY2025, WAIO spent



\$529 million
with 121 Indigenous businesses,

including **\$312 million**
with 67 Traditional Owner businesses (on a 100% basis)
(a 14 per cent increase from FY24.)

WAIO spent

\$737 million
with nearly 300 local suppliers.

Our Local Buying Program accounted for

\$50 million of that spend,
supporting **210 suppliers**

and helping build strong relationships between our operations and small businesses (on a 100% basis).



In FY25, we continued investing in the local community

\$58 million

in community initiatives across WA Iron Ore and WA Nickel, with a focus on the Pilbara, Goldfields and Kwinana regions.

BHP also provided over

70 community grants

across Newman, Port Hedland, Kalgoorlie, Kambalda, Leinster, Coolgardie and Kwinana.

We continue to work hard to attract and retain talent, creating opportunities for trainees and apprentices to join our business and grow their careers.

Looking ahead, we're excited to continue partnering with communities, local businesses and government stakeholders to make a lasting impact.

Together, we can create positive and enduring change for thousands of Western Australians.



Regional Development



BHP is committed to supporting the sustainable development of the regions in which we operate.

We achieve this through infrastructure development, procurement, advocacy and partnerships.

Key highlights



\$101.2 million
invested in community
infrastructure
across Newman and Port Hedland



\$3 million
first funding contribution
from WA Nickel Community Fund

Local and Indigenous business opportunities

Local Buying Program

The BHP Local Buying Program was established to support small, local and Indigenous businesses. It makes it simpler for small businesses to competitively bid for opportunities, and it helps build sustainable communities. For every opportunity awarded through the program, funds are allocated to support business community development programs.



Supporting Indigenous enterprise and innovation

BHP has continued to create new enduring partnerships with Traditional Owners and Indigenous businesses throughout FY25.

In FY25, WAIO spent **\$529 million** with **121** Indigenous businesses, including \$312 million with 67 Traditional Owner businesses (on a 100% basis).

This is an increase of 14 per cent Indigenous spend from FY24.



Local businesses are vitally important to BHP’s success, and to the capacity and sustainability of regional communities

BHP is committed to contributing to the economic empowerment of the local and Indigenous communities where we operate. In the past five years, BHP-operated projects spent over US\$15 billion with small, local and Indigenous businesses, including over US\$3.2 billion with more than 2,500 small, local and Indigenous businesses in FY2025.

A new initiative in Australia will, for the first time, help us measure how our local procurement activity makes a difference within regional communities. We believe we can use this insight to achieve greater impact from our procurement spend.

The challenge

In November 2024, BHP’s Indigenous and Local Procurement team, together with our Think & Act Differently (TAD) innovation team, initiated The Ripple Effect Innovation Challenge.

The challenge invites ideas aimed at improving the measurement and understanding of how local procurement spending affects the communities in which BHP operates. It was open globally through TAD’s Open House platform, with universities, Indigenous consultancies and impact specialists invited to apply.

Submissions were reviewed based on innovation, feasibility and alignment with community values. Following final presentations in December 2024, Yamagigu Consulting (yamagigu), an Indigenous business collaborating with a Big Four consulting firm in Australia, was selected to lead the first phase of the work.

“BHP is leading the development of research and technology that contributes to a globally scalable methodology to estimate their multiplier impact from direct procurement. This will help inform BHP and its community stakeholders in their strategic partnership decisions.”

Jay Edmonson, Yamagigu Consulting Partner

The RIVER Dashboard

Through the RIVER (Regional Impact of Value and Economic Resources) project, we have collaborated with Yamagigu to develop an innovative impact measurement tool aimed at providing greater insight into the results of our local and Indigenous procurement expenditures.

The RIVER Dashboard was developed through a collaborative design process involving 33 local, Traditional Owner, and Indigenous businesses, guided by survey feedback from 164 local and Indigenous suppliers supporting operations across WAIO, Copper South Australia (Copper SA) and BHP Mitsubishi Alliance (BMA). This dashboard reflects the dimensions of impact most highly valued by our supplier communities. These include regional economic activity and community wellbeing. Community sentiment and lived experiences are incorporated into Computable General Equilibrium modelling to deliver a place-based perspective on the resulting economic ripple effects.

The modelling showed increased employment and Gross Regional Product in each region, alongside a broadly positive sentiment from our supplier community. It also highlighted areas where more work remains to be done.

The outcome is a scalable, data-driven platform that facilitates informed decision-making through inclusive processes and helps us to ensure our procurement strategies are aligned with the priorities of the communities in which we operate.



Building thriving communities through better housing

BHP's commitment to liveability and supporting thriving, empowered communities continues to shape its investments across the Pilbara.

From new housing developments to refurbishments of existing properties, the focus remains on creating safe, quality and connected spaces for families and the residential workforce.

In FY25, work officially began on 43 new move-in ready homes in Elements Estate in South Hedland.

The \$45 million project will deliver a mix of 4x2, 3x2, and a small number of 2x2 homes. These homes have been designed with comfort, liveability, security and community front of mind, with the first homes expected to be completed by the end of 2025.

WA Iron Ore Asset President Tim Day said the development was part of BHP's broader strategy to improve housing quality and availability in Hedland and Newman, supporting a better quality of life for residents.

In Newman, BHP is addressing the issue of vacant properties through the Offline Conversion Project (OCP) - a major refurbishment initiative aimed at improving housing quality while supporting the residential workforce and fostering vibrant, connected neighbourhoods by strategically activating homes one by one, street by street.

11 homes were refurbished and completed in FY25, with a further 18 scheduled for completion in the first half of FY26. An additional 20 properties are planned to be refurbished in the second half of FY26.

These upgraded homes feature open-plan kitchen, living, and dining areas, powder room and bathroom upgrades, block-out blinds in master bedrooms for night shift workers, security blinds, sensor lighting, secure fencing, landscaping, and lockable rear storage sheds.

Property safety and security has remained a key priority, supported by a comprehensive \$45 million program to install security screens, and sensor lights across the existing residential portfolio in Newman and Port Hedland. The program is on track for completion by the end of 2025.

Further to these programs, BHP has also donated four properties to the Newman Women's Shelter to support vulnerable families.

BHP continues to maintain 63 community leases, with 10 new or renewed agreements in FY25, reinforcing our role in enabling strong, inclusive community partnerships.

Case Study



4 properties

donated to the Newman Women's Shelter



63 community leases maintained,

with 10 new or renewed leases across key organisations



862 active leases

in Newman



909 active leases

in Port Hedland



\$101.2 million

invested in community infrastructure across Newman and Port Hedland



Nyiyaparli Country

First funds flow from WA Nickel Community Fund

Two flagship projects were the first to receive funding from the BHP WA Nickel Community Fund, designed to strengthen regional communities affected by the temporary suspension of the Western Australia Nickel operations through place-based investment.

New pavilion for Kalgoorlie city centre

A new landmark community pavilion in Kalgoorlie-Boulder will transform public space and enhance local wellbeing.

The \$10.6 million pavilion will be built alongside the Goldfields Arts Centre, with construction beginning in the second half of 2025. The project is co-funded by the City of Kalgoorlie-Boulder (\$6.6m), BHP (\$3m) and Lotterywest (\$1m).

"This is more than bricks and mortar - it's the first step in a long-term commitment to investing in the social and cultural fabric of Kalgoorlie-Boulder," Vice President Western Australia Nickel Annabelle Blom said.

"We're proud that the Community Pavilion is the very first project to receive funding from the WA Nickel Community Fund."

The multi-purpose space will host cultural events, youth programs and outreach services, creating a vibrant, inclusive venue that supports wellbeing, economic development, and First Nations celebrations.

Mayor Glenn Wilson said the multi-use Community Pavilion is a central space that's been designed to work for all kinds of local events, from markets and music to festivals, exhibitions, school events and more.

A key feature of the pavilion is a culturally safe space for First Nations expression, building on successful partnerships formed through the Kal City Centre Public Art Project.

Home Grown Nursing Scholarships keep local talent in the regions

BHP is helping to strengthen the rural health workforce in the Goldfields through a new partnership with Curtin University, aimed at supporting and retaining local nursing talent in the region.

The Home Grown Nursing Scholarship Program will enable enrolled nurses to upskill and complete a Bachelor of Nursing at the Kalgoorlie campus without having to leave their community.



New pavilion for Kalgoorlie city centre



Home Grown Nursing Scholarships keep local talent in the regions

Case Study



Case Study



Sustaining strong culture through a long-term partnership with Martumili Artists

BHP has proudly partnered with Martumili Artists since 2007, providing operational funding for more than 15 years, supporting program and operational costs, including the construction of the East Pilbara Arts Centre in Newman.

Martumili Artists is a Martu-driven Aboriginal art centre that facilitates the production and commercial sale of art created by Martu people living in Parnparjinya (Newman), Jigalong, Parnngurr, Punmu, Kunawarritji (Well 33), Irrungadji (Nullagine) and Warralong communities. Martumili Artists is an activity of the Shire of East Pilbara, and operates from a base in the East Pilbara Arts Centre, Newman, Western Australia.

Since its inception in 2006, Martumili has grown substantially in service delivery and recognition, attaining a prominent national and international profile. These achievements are built on the delivery of high-quality services to Martu artists and communities, a dynamic national and international exhibitions program, providing a range of social, cultural, and creative projects and the presentation of Martu culture, history, and identity to audiences. Martumili has catalogued the work of approximately 700 artists.

The partnership directly supports Martumili’s business and organisational capacity, long-term development, and the ongoing delivery of high-quality services to Martu people and communities.

The partnership also provides a learning opportunity for BHP to ensure best practice in protecting Indigenous Cultural and Intellectual Property (ICIP), which includes artist engagement within projects such as reproduction licensing for merchandise and offering a fair fee to artists. This is a testament to the commitment between BHP and Martumili to contribute towards national reconciliation.

Diane Marney, daughter of the renowned artist Mulyatingki Marney, first learned to paint and weave baskets alongside her mother and aunt during the early days of the Martumili Artists, nearly twenty years ago. After spending many years in the Kalgoorlie region as a young woman, Diane has recently returned to both her artistic roots and her home Country, Punmu. We chat with Diane about how life’s journey has brought her back to painting and the ways in which her life has been enriched as a result.

“Mulyatingki told me about how to do [paint] her country, Nyinyiri Country, where she born. I never been there, I have to go there one day. Mum told me in the Martu way, how she talk, she told me to do all the warla (lake, claypan), sandhills and waterholes. She told me do that. I get an idea from mum, she tell me and I think and I paint it. I see her painting, what she do, and when I come back home I think in my mind how she do. I’m proud of her and I’m proud of painting where I grew up.

Here in Punmu I paint with other people now, Gladys [Bidu] and Yikartu [Bumba]. We have a story and a laugh. It’s good, and making me happy.”

Diane Marney, Martumili Artist



Martu Country



Kariyarra Country



Community Projects



BHP supports local projects that make our communities better places to live.

We work closely with our stakeholders to make sure that what we do has a lasting and positive impact.

Key highlights



+\$58 million
total social investment
spend in FY25*
across WAIO and NiW



20 years
of partnership
between BHP and the
West Coast Eagles

*Direct community development and environmental projects and donations, including BHP's equity share in joint ventures.

Our approach to social investment

Social investment supports our overall approach to contributing to the creation of social value.

It is our contribution towards projects or donations that support the resilience of the environment and the communities where we operate and align with our broader business outcomes. We work with a diverse range of stakeholders to understand and identify social needs and how we can create meaningful outcomes for communities.



*Direct community development and environmental projects and donations, including BHP's equity share in joint ventures.

FY25 highlights from BHP's social investment programs across WA



Our approach to social investment (continued)

Matched Giving Program

BHP proudly supports organisations that are important to employees. Through our Matched Giving Program, BHP matches personal donations made by our employees to eligible non-profit organisations at a ratio of 2:1, which equates to a BHP donation of two dollars for every dollar donated by employees.

Total matched
by BHP in WA for FY25

\$156,443

Top 3 employee matched giving organisations in FY25

-  **\$38,492** Movember Australia
-  **\$34,768** Harry Perkins Institute of Medical Research
-  **\$10,063** The Leukaemia Foundation of Australia

Our most impactful year of volunteering yet

The BHP Volunteering WA program allows staff to register for volunteering opportunities across the state in line with community needs or teams’ interests. Last year was our most impactful year yet, with BHP volunteers meaningfully contributing across a range of community organisations to make a positive difference.

136 BHP team days held **1,437** BHP volunteers participated **53** community organisations supported **6,375** volunteer hours

Including these community organisations and many more:

- Anglicare WA
- Good Sammy
- The Salvation Army
- Wheelchairs for Kids
- Care for Hedland Environmental Association
- East Pilbara Race Club
- Hedland Community Living Association
- Newman Community Centre
- The Junction Co
- West Coast Eagles Newman Hub

Across the following areas:

- Community services
- Animal welfare
- Sport
- Environment and conservation
- Disability services
- Young people
- Family services
- Arts and culture
- Seniors and aged care
- Education and training
- Emergency response
- Health



Case Study



Pilbara Safe Spaces: Investing in protection, connection and opportunity

The Pilbara Safe Spaces program is a collaborative initiative designed to provide culturally safe, temporary environments for vulnerable young people at night, with adult supervision and support services in Port Hedland and Newman.

BHP, together with the WA Government, Aboriginal Community Controlled Organisations (ACCOs) and Fortescue invested in the pilot program which will commence in the second half of 2025 in Port Hedland and Newman.

Safe Spaces has been co-designed with local ACCOs, including Julyardi Aboriginal Corporation in Port Hedland and Kanyirninpa Jukurrpa Aboriginal Corporation in Newman, ensuring it was culturally responsive, and community led.

WAIO Asset President Tim Day said Safe Spaces reflected a broader commitment to invest in Pilbara communities.

"We know that real change happens when communities, industry, and government work together."

"The Pilbara Safe Spaces Program is an example of collaboration in action - ensuring at-risk young people have a place where they feel safe, supported, and connected to services that can make a difference," he said.



BHP has provided funding of \$11m alongside Fortescue to fund the program over five years, through the Resources Community Investment Initiative (RCII).

Beyond immediate support, the program will also offer longer-term assistance, such as family support, life skills development and pathways into education and employment.

Case Study



Celebrating 20 years of partnership and harnessing sport to inspire change

2025 marked 20 years of partnership between BHP and the West Coast Eagles (WCE).

For two decades, we’ve been supporting regional communities, working towards reconciliation and inspiring thousands of kids to dream big through the Youth Engagement Program.

We’ve worked together to deliver school visits, footy carnivals, workshops, and leadership programs across the Pilbara and Goldfields - helping to boost school attendance, promote healthy lifestyles, and create pathways for education and development.

In the first half of the 2025 calendar year, the West Coast Eagles have delivered over 150 engagement events in the Pilbara and Goldfields communities, providing over 500 direct engagement opportunities for local youth.

BHP is also a major partner of the WCE AFLW team, helping foster female football development from grassroots level, all the way to the big league.

It’s been 20 years of community, impact and harnessing the power of sport to inspire change.



Front Cover
Feature Story



30 years of impact: Newman Community Centre builds on a proud legacy

The Newman Neighbourhood Centre has been part of Newman for three decades, a much loved ‘heart’ of the town, and was this year renamed to better reflect its future direction.

Now known as the Newman Community Centre (NCC), the exciting change was announced at a gala event celebrating the 30th anniversary of the centre. For 30 years, the centre has been delivering a range of programs, including providing a safe space for new mothers, delivering mental health support and hosting a range of training, community and inclusive events.

BHP has partnered with the centre since 2020 funding various programs, including a Community Health nurse providing early intervention support and education.

BHP also subsidises the creche and is working with the centre to set up the town’s only dedicated Outside School Hours Care service, filling a gap for working families.

Haylee Martin recently returned to Newman with her partner Tyson Olive and their daughter Fallon and said the centre had been integral in helping her make new friends and find support. She is one of the many new mums who has taken part in the weekly Mums and Bubs classes and regularly takes advantage of the weekly breakfast club and the centre’s creche.

“Having a place to play, connect and socialise has been really important and made the move so much easier,” Hayley said.

Centre CEO Peta Baer said thanks to BHP’s partnership, the centre has been able to dream bigger, do more, and strengthen its role as a trusted, vital hub where the whole community feels at home.

BHP Manager Community WA Rachel Donkin said BHP was immensely proud of the partnership with the centre and the programs they have delivered over the years to help make Newman an even better place to live and work.

“Having a place for connection is so important in regional areas like the Pilbara and supporting organisations like the centre is part of our commitment to creating thriving and empowered communities for future generations.”



"Having a place for connection is so important in regional areas like the Pilbara."

Legal lifeline for Pilbara women facing domestic and family violence

When Sarah (name changed for privacy) fled a violent relationship in the Pilbara, she didn’t know where to turn.

Isolated by distance and unsure of her rights, she found support through the Women’s Legal Service WA (WLSWA) - a free, trauma-informed legal service available to women in Port Hedland and Newman thanks to a long-standing partnership with BHP.

Originally launched as a pilot program in 2020, BHP’s collaboration with WLSWA has grown into a multi-year initiative focused on improving safety, health and wellbeing outcomes for Indigenous and non-Indigenous women experiencing, or at risk of experiencing, domestic and family violence.

WLSWA Chief Executive Officer Dr Jennie Gray said family and domestic violence services are vital in regions like the Pilbara, as distance often hampers women from accessing appropriate legal support and advice.

The project provides legal information, advice and representation and includes a social worker to assist with safety assessment and planning and practical and psychosocial needs, which are critical to addressing women’s socio-legal issues.

Through a combination of regular outreach and virtual support from the metro office, it is designed to reduce the escalation of legal issues, improve inter-agency coordination and ultimately help women feel safer and more empowered.

By ensuring timely access to specialist legal and social support services that are gender-specific, culturally secure, and trauma-informed, the partnership is helping women navigate complex legal systems and rebuild their lives.

With Western Australia experiencing some of the highest rates of domestic violence in the country, and rural communities facing unique challenges, this initiative is a vital step toward safer, more resilient Pilbara communities.



This initiative is a vital step toward safer, more resilient Pilbara communities.

Case Study



Celebrating two decades of caring for Hedland

If you’ve been in Hedland between November and March, it’s likely you’ve seen the dedicated Care for Hedland volunteers on Cemetery Beach morning and night, monitoring the Flatback turtles during nesting and hatching season.

But did you know that over the last two decades, this amazing team has helped save more than 63,350 eggs from predators through soft foothold fox traps, tagged more than 532 turtles for monitoring and recorded 16,933 nests?

With 663 volunteers contributing 5,428 hours each year, Care for Hedland’s environmental conservation, sustainability and education programs are having a huge impact across Hedland.

This year, BHP celebrated 20 years of partnership as Care for Hedland’s principal partner and was thrilled to see them named as WA Community Volunteer Organisation of the Year at the 2025 WA Volunteer of the Year Awards.

BHP WA Community Manager Rachel Donkin said she was thrilled the organisation’s dedication had been recognised.

“We’re incredibly proud to celebrate two decades of collaboration with Care for Hedland,” Rachel said.

“While the turtle monitoring program is widely recognised, Care for Hedland has also achieved some incredible outcomes through its sustainable living programs including community gardens, waste initiatives, Containers for Change, Hedland Sustainable Living Show Day and school education sessions to name a few.”

Care for Hedland Operations Manager Kelly Howlett said the partnership was key to providing the organisation with the essential resources and equipment it needed to operate.

“BHP’s support has allowed us to transition from an organisation that was heavily reliant upon individuals, to one with a structured plan and key deliverables,” Kelly said.

“We now employ over 25 staff at any one time and have plans for more circular economy focussed initiatives like a Hedland Repair Café, Timber Pallet Recycling initiative, Food Waste Diversion and Tip Shop.”



Case Study



Strengthening communities through BHP’s WA Community Grants Program

BHP’s WA Community Grants Program continues to make a meaningful difference in the lives of Western Australians by supporting grassroots initiatives that foster community wellbeing, environmental stewardship, and economic development.

In FY25, more than 70 grants were awarded across seven key regions: Newman, Port Hedland, Kalgoorlie, Kambalda, Leinster, Coolgardie and Kwinana. These grants reflect BHP’s commitment to investing in the communities our employees and their families call home, with funding tailored to local needs and priorities.

Regional highlights

Port Hedland

- **Gumala Aboriginal Corporation** – Installation of a shade sail at the Early Learning Centre, improving outdoor safety and comfort.
- **Hedland Water Polo** – Delivery of referee clinics and club capacity building to strengthen local sporting infrastructure.
- **Wangka Maya Language Centre** – Refurbishment and equipment upgrades to support cultural preservation and community engagement.

Newman

- **Newman Basketball Association** – Development programs for players and volunteers, enhancing participation and skills.
- **Tigers Football & Sporting Club Inc** – Renovation of women’s bathroom facilities to improve inclusivity and access.
- **Creative Bytes** – Establishment of a Youth Coding Club, promoting digital literacy and future career pathways.

Goldfields

- **Kalgoorlie PCYC** – CCTV system upgrade to enhance safety and security.
- **Leinster Sport and Recreation Association** – Mental health wellbeing project supporting community resilience.
- **Shire of Leonora** – Golden Gift – Support for “The Outback Mile” event, celebrating regional identity and athleticism.

Kwinana

- **Gilmore College** – Installation of a water fountain to improve student wellbeing.
- **Reclink Australia** – Free fitness programs for the Kwinana community, promoting health and social connection.

BHP’s WA Community Grants Program is a testament to the power of local partnerships and targeted support. By investing in initiatives that matter to regional communities, BHP is helping build stronger, more vibrant places to live and work.

Spotlight



Newman Horse Club Outdoor Kitchen

Works on the Newman Horse Club’s outdoor kitchen were completed in FY25 which was funded under the WA Community Grants Program last financial year.

The facility now serves as a hub for community events and gathering, enhancing the club’s capacity to host inclusive and family-friendly activities.





Skills and Development



Investing in our workforce is an investment in WA's future.

We are also committed to supporting educational outcomes in the communities in which we operate and work with industry and government to address critical skill shortages and promote future industry capability.

Key highlights



\$5 million
contribution to WA
Department of Training and
Workforce Development
to support apprenticeships and
traineeships in the Goldfields



88
jobs created
through the Talent Pool program

Inclusion and diversity

We believe our people should have the opportunity to fulfil their potential and thrive in a safe, inclusive and diverse workplace.

Inclusion and diversity promotes safety, productivity and wellbeing of our workforce.



FY25 WAIO achieved



9.9%

Indigenous representation



37.01%

Female representation

FY25 NiW achieved



6.8%

Indigenous representation



31.3%

Female representation

WAIO Training and Employment



305 Apprentices



99 Trainees



107 Graduates



Case Study



Thriving Futures: Building a sustainable childcare workforce across regional WA

Ensuring our Pilbara families have access to quality childcare is critical to building a strong workforce and our partnership with Child Australia is having a big impact in this area.

Since 2020, the Thriving Futures initiative run by Child Australia has been making a real difference in Hedland and Newman - helping to attract, train and retain early childhood educators in the Pilbara.

At the heart of the program is the Educator Recognition Program (ERP), which gives educators fair pay, ongoing training and clear career pathways.

By focusing on support and recognition, the initiative aims to build a strong, sustainable early childhood education workforce across the Pilbara.

It's also helping to make early childhood education a career of choice through the Thriving Futures Academy - especially for Indigenous Australians, school leavers, career changers and parents returning to work.

The Academy provides career readiness training, mentoring and practical experience to support unqualified candidates in entering the early childhood education sector. From August 2023 to February 2025, the Academy celebrated the graduation of 15 students from towns across the Pilbara, with an 87 per cent employment rate.

So far - the results have been incredibly positive.

Through the Thriving Futures initiative, waitlists for childcare in Hedland have been halved while there is no waitlist in Newman.

In Kalgoorlie, an additional room in the childcare service that had been closed for over 12 months was opened, enabling up to an additional 40 families to access childcare.

These outcomes are helping more families participate in work and community life, defying national trends of ongoing regional childcare shortages.

BHP's continued commitment to the Thriving Futures program is reflected in a \$3.9 million investment from March 2025 to February 2028, supporting professional development, scholarships, mentoring, and career pathways for educators.

Child Australia CEO Tina Holtom welcomed the renewed support and BHP's commitment to tackling one of regional WA's toughest challenges.

"Thanks to BHP's support, Thriving Futures has been able to drive results that matter...this is proof that place-based, long-term investment works," Tina said.

With demand for childcare continuing to grow, the initiative will remain focussed on building a skilled, supported and sustainable workforce that meets the needs of WA families now and into the future.



This initiative is helping more families participate in work and community life.

Case Study



Backing the next generation of Goldfields jobs with \$5 million local training investment

Apprenticeships and traineeships in Western Australia’s Goldfields region received a significant boost, thanks to a \$5 million contribution from BHP to the WA Department of Training and Workforce Development (DTWD).

The funding supports 35 new apprentices and trainees through the Group Training Organisation (GTO) Wage Subsidy Program.

Launched in 2022, the program helps small to medium-sized businesses by making it easier and more affordable to take on apprentices and trainees through GTOs.

The funding will cover the full duration of a four-year apprenticeship and will be administered independently by DTWD in partnership with participating GTOs.

BHP Vice President Western Australian Nickel, Annabelle Blom said: “When we support local training and provide opportunities, we’re not just helping individuals – we’re building capability and strengthening the whole community.

“By backing the next generation of local tradespeople through this program, we can tackle skilled labour shortages and help ensure the industry has the right skills it needs to grow and thrive.

“It’s also about keeping talent in the region, by giving people local to the Goldfields the chance to learn, work and grow their careers close to home.”

The \$5 million investment builds on BHP’s broader commitment to the region, including the \$20 million WA Nickel Community Fund established in late 2024 to support Goldfields communities through BHP’s Western Australia Nickel operations a transition to temporary suspension of BHP’s Western Australia Nickel operations.



Case Study



A lifesaving partnership: BHP and RLSSWA strengthen regional communities

FY25 Impact

8 regional communities supported

14,348 swim and survive participants (including 2,247 infants)

- **Infant Aquatics** – Focused on early years, this program strengthens parent-child bonding through aquatic activities.
- **Swim and Survive** – This program targets school-aged children, providing foundational swimming and lifesaving skills. It has reached thousands of students across the Pilbara and Goldfields regions.
- **Swim for Fruit** – delivering healthy food options and incentivising physical activity.

1,595 Talent Pool program participants

88 jobs created as a result of Talent Pool

- **Junior Lifeguard Club** – Bronze Medallion, youth engagement, physical activity, sporting pathways and community rescue club.
- **Talent Pool Program** - focuses on employment outcomes for young people, offering realistic employment pathways.
- **Paddle on Country** – connects young people with Country through kayaking and water safety, blending physical activity with cultural learning and community engagement.
- **Annual Spirit Carnivals** – cultural event/celebration for children to showcase swimming and skills learned through RLSSWA programs.

Since 2003, BHP and Royal Life Saving Society WA (RLSSWA) have collaborated to deliver essential programs that enhance regional community outcomes. The partnership has invested more than \$9 million into the Water Safe WA program, with a strong focus on the Pilbara and Goldfields regions, through initiatives such as the Talent Pool program.

The Talent Pool program is a powerful example of how the partnership builds community capacity by investing in young local leadership, skills and relationships.

The program provides youths with employment pathways to become lifeguards, swim teachers and pool managers and personal development through hands-on aquatic roles, vocational training and community-linked experiences.

Talent Pool Co-ordinators work closely with local stakeholders to connect participants with broader employment opportunities, co-ordinate on-Country experiences and deliver additional training.





A regionally based workforce



We are committed to providing opportunities for local people to participate in the resources industry.

We do this by investing in local jobs and commercial business opportunities, and through improving liveability and community outcomes for people living in regional towns.

Key highlights



\$2 million
artificial reef in partnership
with Recfishwest
in Port Hedland



\$300,000
donated across
2025 and 2026
to the Goldfields Women's
Refuge on a two-year
pilot program



Artificial Reef to support marine life and local recreation

BHP is partnering with Recfishwest to deliver a new \$2 million artificial reef off the coast of Port Hedland.

WA Iron Ore Asset President Tim Day said the new reef would ensure Port Hedland’s recreational fishing community had more opportunities to fish off the coast.

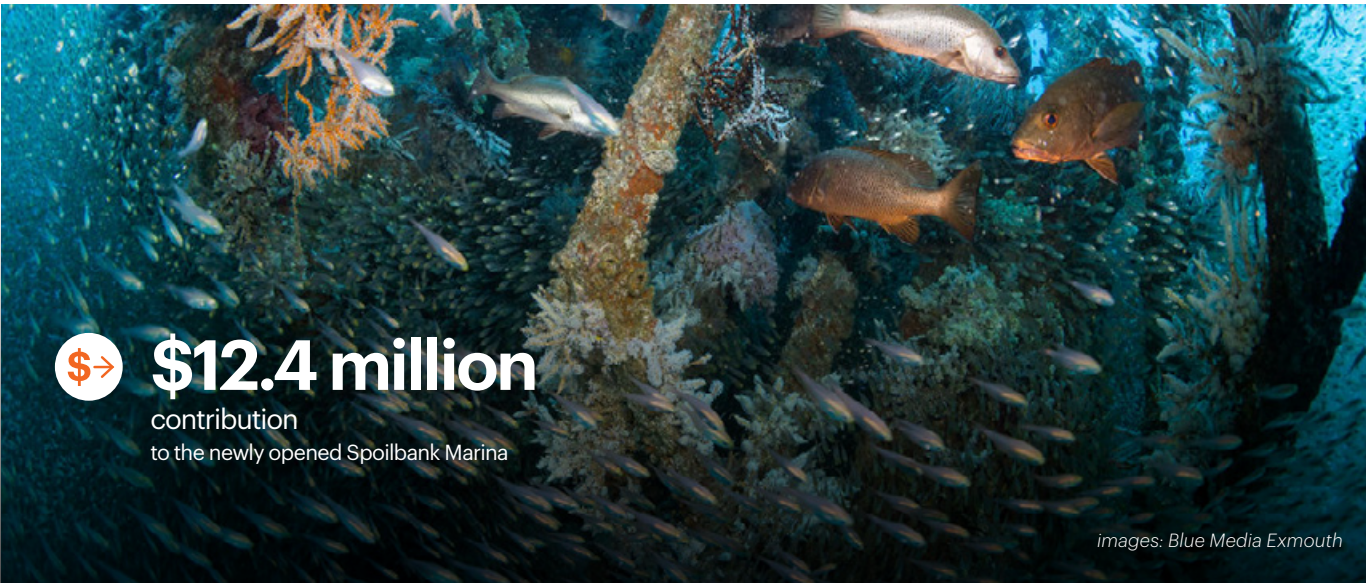
“I know how important fishing and boating are to Pilbara locals. A new reef will be a gamechanger, providing more opportunities to throw a line in for generations to come,” Tim said.

The artificial reef will be installed in 2026 on a featureless seafloor in about 20m of water. It will provide important habitat for key species like coral trout, Rankin cod, trevally and Spanish mackerel, adding to the eight current artificial reefs along the WA coast.

In addition to the reef, BHP also recently funded several fish aggregating devices and made a \$12.4 million contribution to the newly opened Spoilbank Marina project as part of its commitment to healthy environments and creating thriving communities.

The \$187.5 million marina provides the Hedland community and visitors with access to a vibrant new space, as well as enhancing safety for recreational boaters.

“The Spoilbank Marina is an investment in the future of Port Hedland, helping to transform the West End into a vibrant maritime precinct for locals and visitors,” added Tim.



Co-creating a stronger, safer town together through Newman Futures

How to make Newman an even better place to live and work was the focus of the town’s biggest workshop of its kind in early 2025.

In a first for the region, 50 representatives from local and state governments, WA Police, Traditional Owner groups, BHP and community organisations met to map out a three-year plan for the town as part of the Newman Futures initiative.

Top priorities were addressing and improving housing, liveability, economic diversification, education pathways and further implementing the East Newman Precinct Structure Plan.

Newman Operations General Manager Rod Ballinger said collaboration was at the heart of the workshop.

“Co-creation is about bringing different voices and perspectives to the decision table, not just BHP’s, to ensure we’re having the greatest impact possible,” Rod said.

“I’m passionate about the town and creating better outcomes for local people which is why forums like these are so important; we can achieve great things when we work together.”

The workshop also marked the five-year anniversary of Newman Futures, with the group reflecting on the many positive outcomes already achieved.

The Project Partnership Group responsible for monitoring the progress of the three-year plan will meet for the first time this month.

Crime rates have more than halved thanks to initiatives implemented by the group, including an emergency food relief project that now delivers more than 200 meals a week to families in need.





Therapeutic counselling pilot strengthens support for Goldfields families

The Goldfields Women’s Refuge (GWR) has long been a lifeline for women and children escaping family and domestic violence in the region. In 2024 alone, the refuge supported 3,500 individuals, more than double the number assisted in 2019, highlighting the growing demand for crisis services in the Goldfields.

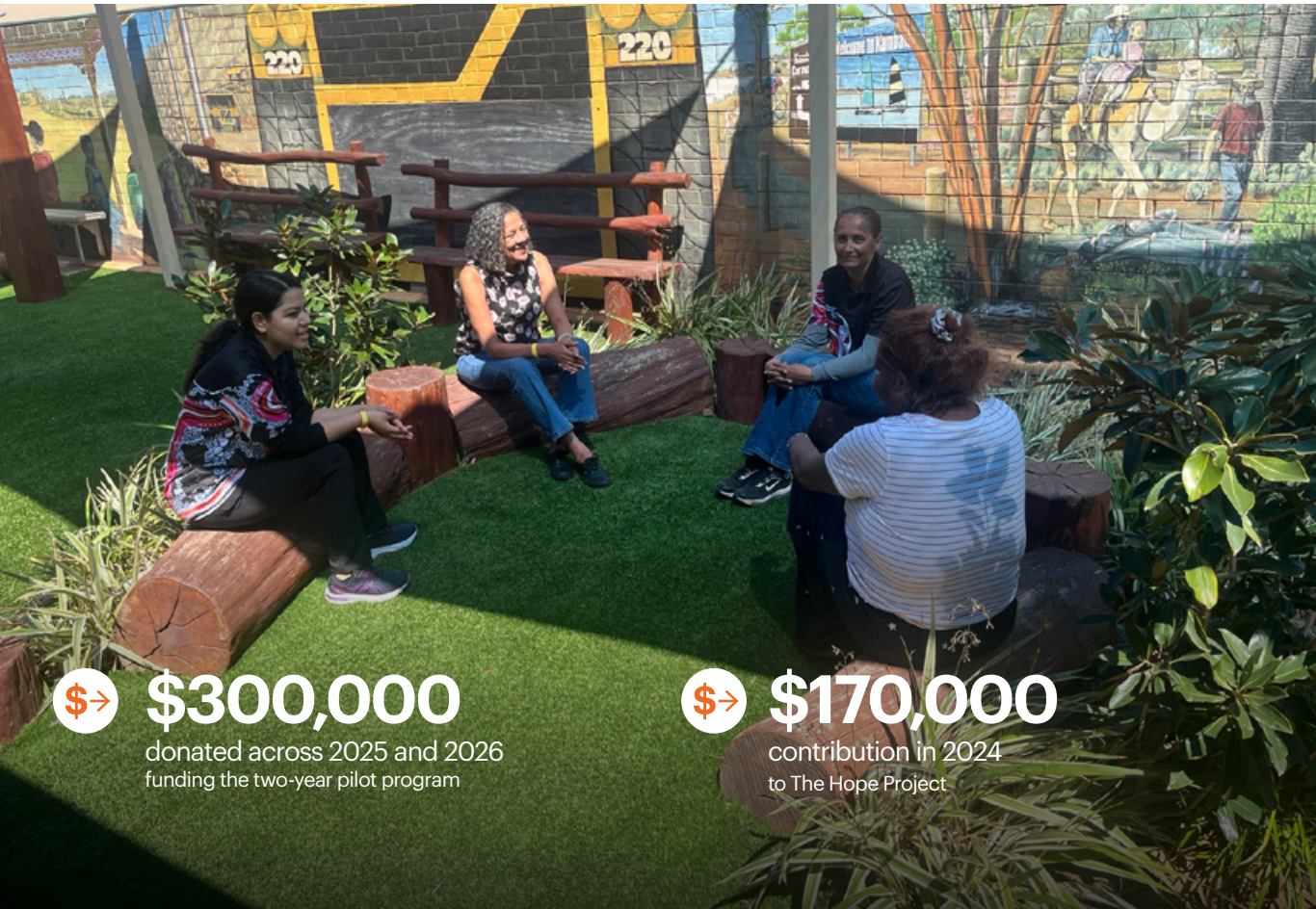
To meet this need, BHP has partnered with GWR to launch a two-year pilot program focused on providing on-site therapeutic counselling. Funded through a \$300,000 donation across 2025 and 2026, the initiative will see a psychologist or social worker embedded within the refuge to deliver tailored psychological support to women and children in crisis.

GWR Chairperson Sheryl Liddicoat said the pilot will significantly enhance the level of care available.

“Our experience has shown that women in crisis often find it difficult to engage with counselling and support services essential for recovery,” Ms Liddicoat said. “By integrating a psychologist or social worker into our operations, we can better assess and respond to the complex needs of women and children, from trauma and coercive control to mental health and substance use.”

In 2024, 374 children entered the refuge, with nearly half identified as needing individualised support plans. The pilot aims to improve health outcomes, increase recovery rates, and support long-term wellbeing for both women and children. It also helps protect staff from the effects of vicarious trauma and positions GWR to expand its broader community support services.

This initiative builds on BHP’s previous support for GWR, including a \$170,000 contribution to The Hope Project in 2024, which helped fund six self-contained units on-site to expand intake capacity and promote self-reliance.



\$300,000

donated across 2025 and 2026
funding the two-year pilot program



\$170,000

contribution in 2024
to The Hope Project



**When the community thrives,
BHP thrives too.**

Kariyarra Country



We endeavour to make a positive difference by supporting local communities, speaking up on important issues and being a good partner.

BHP



**Think big.
Today and tomorrow.**

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