



FY25 Australian Indigenous Social Investment Report

Supporting grassroots to national
outcomes in partnership with
Indigenous communities



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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.

Indigenous peoples are critical partners and stakeholders to BHP, and the long-term nature of our operations enables us to establish and foster long-lasting relationships with Indigenous communities through meaningful engagement, the development of trust, and mutual benefit.

Terminology

The Indigenous Social Investment Report may use the terms Indigenous and Aboriginal and Torres Strait Islander interchangeably.

Traditional Owners and Cultural Knowledge Holders means the persons with connection to Country, acknowledged rights and interest 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 and granted custodianship rights to the country where BHP operates.

BHP acknowledges and respects that different terms preferred in different jurisdictions may vary.

Cover image | Nyul Nyul Rangers participating in drone training on their Country in the Dampier Peninsula at Ngariun Burr (Beagle Bay) in Western Australia. Photo by Chris Gurney.



A message from Caroline and Geraldine

On behalf of BHP, we're proud to share our FY25 Australian Indigenous Social Investment Report.

Building on the foundations of the inaugural FY24 report, this year's report reflects our ongoing commitment to partnering with Aboriginal and Torres Strait Islander peoples and communities to support long-term, positive outcomes.

Guided by our company purpose—to bring people and resources together to build a better world—we believe success is achieved through genuine partnerships that deliver lasting social and economic value. Indigenous partnerships are central to these relationships and vital to the sustainability of our operations.

In FY25, we continued to evolve our approach, with a focus on impact and guided by our Australian Indigenous Social Investment Strategy: to actively contribute to and participate in partnerships that align with the social, cultural, and economic aspirations of Indigenous peoples and communities.

We valued the opportunity and impact of the second annual Australian Indigenous Social Investment Partner Symposium, where alongside the Indigenous Engagement and External Affairs teams, we came together with partners for connection and collaboration.

The Symposium is a strong example of genuine collaboration and the energy and enthusiasm in the room this year was profound. The two days provided a valuable opportunity to pause, reflect, and explore new and developing practices. It allowed us to engage deeply with partners, challenge our thinking, and strengthen our shared commitment to building strategic, long-lasting relationships that seek to deliver intergenerational benefit.

Not only do these partnerships reflect our commitment to respecting the rights and interests of Indigenous peoples, but they are essential to the relationships we share with communities and to the long-term sustainability of our operations.

We extend our sincere appreciation to all partner organisations and everyone who contributed to a successful FY25. Together, we are making a difference—and we look forward to continuing this impactful work in FY26 and beyond.

Caroline Cox
Chief Legal Governance
and External Affairs Officer

Geraldine Slattery
President Australia



Our vision for partnering

Through active contribution and participation, BHP supports social investment partnerships with and for Indigenous peoples, communities and organisations in Australia that seek to align with aspirations for positive intergenerational social, cultural, and economic wellbeing.

Linked to BHP's Global Social Investment Strategy, our Australian Indigenous Social Investment Strategy drives our approach to purposeful and meaningful voluntary social investment in Australia to support positive outcomes for Indigenous peoples and communities.

These efforts are reinforced through embedded commitments in our Reconciliation Action Plan, that outlines the company's approach to respectful engagement and agreement-making, cultural understanding, economic and community development, and advocacy to advance national reconciliation and the interests of Aboriginal and Torres Strait Islander peoples.

Left | One of several sacred scar trees on Barada Barna Country in Queensland's Bowen Basin.

Supporting community-led change

Effective engagement underpins a commitment to developing strong and trusting relationships with BHP's Indigenous social investment partners, and involves building the cultural awareness, connections, and capability of community practitioners.

Engagement can involve any process that requires input from Indigenous peoples in problem solving or decision making and uses their contributions to make better decisions.

In FY25, we prioritised institutional capability through implementation of our Partnering Framework to enhance partnering practices by BHP practitioners, systems, and processes. Throughout the year, practitioners participated in dedicated cultural capability learning (principle 1) and in May 2025 partners provided feedback on BHP's practice, with notable improvement across all areas of relationship.



Recognising and prioritising Indigenous governance

To us, Indigenous governance refers to the way Indigenous communities manage community affairs to exercise rights to self-determination and to maintaining cultural identity and therefore are active contributors to social investment programs. Our social investment approach recognises and prioritises partner organisations who demonstrate strong community-led Indigenous governance.

Indigenous governance in community programs involves decision making structures that engage and elevate Indigenous community perspectives. These systems prioritise cultural values, consensus-building, and community participation to promote the wellbeing of Indigenous communities and project outcomes which align to overall community aspirations and expectations.



Martu leadership is different to whitefella way... We got to listen to the Elders—like getting permission so we can move along and work together with old and young.

That is what we call leadership through Martu—through the old people... Good partnership is working together, learning both ways, Martu and whitefella side. That's how you make a good partnership. We teach them, they teach us. It's like a family.

Clifton Girgiba | Wama Wangka Coordinator



Strong governance at KJ means Martu voices are at the centre. It's about genuine listening, respecting cultural authority and values, and supporting Martu to navigate and make decisions in ways that align with their culture and worldview. When Martu are in control, outcomes are stronger, more meaningful, and more enduring—because they respond to what matters most to community.

Zan King | Executive Director, Kanyirninpa Jukurrpa



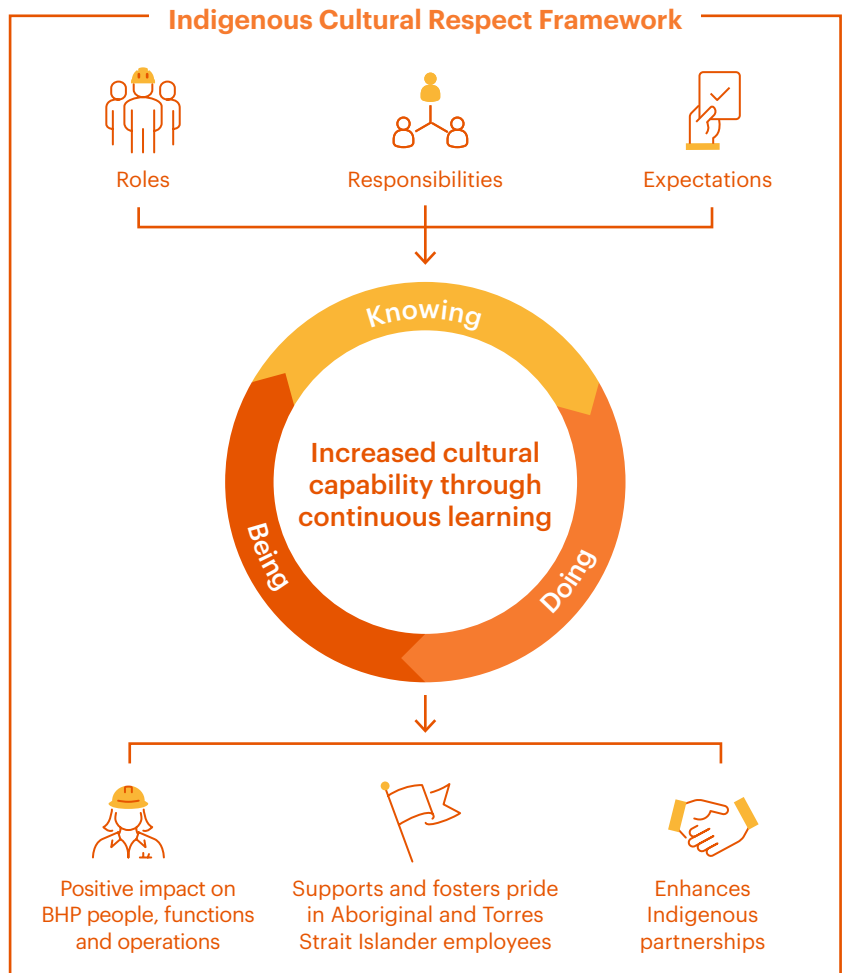
Artwork | *Stronger. Fearless. Together.* by Pat Caruso, Eastern Arrernte artist at We.Create.Print.Deliver.

Cultural Capability

BHP’s capability to engage in a culturally respectful way is a critical lever in building trusted relationships with Indigenous partner organisations.

In FY25, our newly revised and co-designed Indigenous Cultural Respect Framework (ICRF) was developed to provide guidance and encourage the workforce to build cultural capability with genuine curiosity and to seek appropriate learning opportunities.

Cultural learning and understanding are central to the ICRF, which outlines three core pillars of ‘Knowing, Doing, Being’ and provides employees with mixed modes of formal and informal learning options. This includes five new online learning modules that build foundational knowledge and understanding of Indigenous cultures, histories and perspectives as well as more targeted modules for leaders and community practitioners who engage with Indigenous people and communities.



Our contribution

BHP's Total Global Social Investment in FY25

A\$193.6m

BHP's Total Australian Social Investment in FY25

A\$102.2m

At BHP we believe we are successful when we work in partnership with communities to achieve long-term social, environmental and economic outcomes. BHP's overall Australian social investment programming in FY25 saw more than AUD \$102.2 million contributed to community organisations around the country. Within this we invested \$31.8 million in Indigenous social investment, aligned to the Indigenous Partnerships pillar of our Social Value

framework. This was further supported by an additional AUD \$22.4 million in projects supporting Indigenous communities in Australia under the Social Value pillars of Thriving empowered communities, Healthy environment and Safe, inclusive and future ready workforce. Finally, the work of the **BHP Foundation** in Australia supports Indigenous rights to self-determination and the wellbeing of children and young people.

Enabling culturally appropriate social investment

Our Australian Indigenous Social Investment Strategy focusses on six key focus areas.

These are informed by consultation with key Indigenous partners, organisations, and communities and supported by engagement with BHP's community practitioners and supporting functions. They offer culturally appropriate guidance for the business to assess local and national programs in a way that seeks to align with community expectations and maximises potential impact.



Arts and culture

Empowering Indigenous partner organisations to protect, strengthen and share their deep-rooted traditional arts and culture knowledge and practice.



Community health and wellbeing

Supporting self-determination of health and wellbeing programs to help drive meaningful outcomes for Indigenous people.



Education and training

Empowering young Indigenous people and students to thrive through engagement in education, training, and employment opportunities.



Country, nature and environment

Understanding the importance of connection to Country for Aboriginal and Torres Strait Island communities and supporting Indigenous people to protect, strengthen and share intergenerational knowledges and practices of healthy Country.



Indigenous governance, economic development, and advocacy

Driving access to economic opportunities, supporting self-determined institutions, and Indigenous-led decision making on policies and systems that impact Indigenous people.

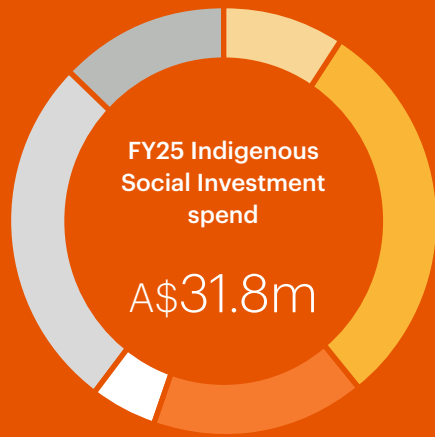


Knowledges, languages and technologies

Empowering Indigenous communities and organisations to protect, strengthen and share traditional knowledge, protocols, and language.

Indigenous Social Investment

For the period 1st July through 30th June 2025.



■ A\$2.8m
Arts and culture

■ A\$9.4m
Community, health and wellbeing

■ A\$5.0m
Education and training

■ A\$1.6m
Country, nature and environment

■ A\$8.4m
Indigenous governance, economic development and advocacy

■ A\$4.3m
Knowledges, languages and technologies

Partner impact

A snapshot of the impact of partners across Australia:

<p>Aboriginal Art Centre Hub WA Arts and culture</p> <p>24 art centres</p> <p>5000 artists represented</p> <p>40 communities (spanning 2 million km²)</p>	<p>Kanyirninpa Jukurrpa Community health and wellbeing</p> <p>212 0–5 year-old playgroup sessions delivered</p> <p>80 children across the Martu community</p> <p>80+ at risk youth engaged in Youth program</p>	<p>Ember Connect Education and training</p> <p>5335 members of the digital community</p> <p>1412 resources downloaded</p>
<p>Indigenous Desert Alliance Country, nature, and environment</p> <p>430 people at the bi-annual conference (300 Rangers)</p> <p>27 Indigenous Protected Areas (IPAs)</p> <p>40% of Australia’s National Reserve System—contributing to the nation’s 30 by 30 commitments</p>	<p>Uni of Melbourne—Ngarrngga Indigenous governance, economic development and advocacy</p> <p>20+ hours of professional development</p> <p>500+ classroom teachers</p> <p>515K accesses to resources</p> <p>56K+ students</p> <p>2 PHD’s Indigenous</p>	<p>Winyama Knowledges, languages, and technologies</p> <p>1205 Indigenous Mapping Workshop (IMW) participants</p> <p>8 Indigenous interns</p> <p>4 national workshops</p> <p>12 online courses created</p> <p>14 Indigenous employees</p>

Connecting networks and community partners

BHP hosted its second Australian Indigenous Social Investment Partner Symposium in May 2025.

The Symposium brought Indigenous social investment partners together with members of BHP’s Indigenous Engagement, Corporate Affairs, Communities, Communications and Legal teams to learn, share and identify opportunities for deeper collaboration.

In seeking outcomes for Indigenous people, created by Indigenous people, the Symposium created space for collective reflection on partnering practice—working together to understand what is working well and where we can improve collaboration, goal setting, governance and evaluation, and advocacy.



This symposium was perhaps the best example I’ve seen of a large, private organisation bringing together its Indigenous partner organisations with sincere intent of cross-connection, authentic collaboration and genuine partnerships.

For me, the learnings from working alongside seemingly unrelated Indigenous organisations for a couple days were deep and impactful.

There are so many similarities in the barriers and obstacles we face, as well as the outcomes of our successes. Thanks, BHP, for the opportunity to work together and extend our partnership across other for-purpose Indigenous groups.

Mark Wirtz | CEO Polly Farmer Foundation

A key outcome from the Symposium was to receive endorsement by represented partners to formalise BHP’s Indigenous Social Investment Partners Community of Practice (CoP), with a purpose of bringing together the Partner network more frequently to collaborate, share information and uplift capacity.



This was my second time attending the BHP Symposium, with my first being in 2024.

It was inspiring to witness not only the growth of BHP Community Partners in their own work, but also the increasing involvement and connection among the Partners. It was also encouraging to see a Reconciliation Action Plan being successfully implemented within a large organisation.

The symposium created an environment where BHP partnerships were nurtured, strengthened, and supported to learn and network together. BHP demonstrated openness in acknowledging areas for improvement and embraced the gathering as an opportunity for genuine feedback.

The space felt safe, with a clear emphasis on valuing personal relationships and maintaining a strong understanding of each partner’s programs—connections that were not only acknowledged but remembered.

Sherri Bryers | Senior Manager Community Truth-telling Pathways Reconciliation Australia



Above | 2025 Partner Symposium. Photo by Tommy Graham.

Stories from our partners



Arts and culture

Arts, Culture and the Ripple Effect: Aboriginal Art Centre Hub of Western Australia.

Make it Real

Leading authentic Indigenous product production

Make it Real is empowering Aboriginal artists to re-claim the market for tourism souvenir product: an Aboriginal-led business model for certified, culturally authentic tourism products that returns value directly to artists and communities. The project supports six WA Aboriginal art centres through a pilot, to develop authentic products that reflect the values and stories of their communities, while offering broader support to the state's art centre sector. Make it Real supports artists and art centres to make profit and empower Aboriginal artists to enter the largely untapped tourism souvenir market.

Our Country Moves

A State-wide Arts & Business Capacity Building Project

Our Country Moves is a multi-year project connecting and strengthening WA art centres through artistic and business capacity building. It aims to enhance skills and create employment opportunities for artists, board directors and staff at Aboriginal art centres for Aboriginal people living in regional and remote communities. The project will culminate in a landmark exhibition showcasing Country and culture of Aboriginal art centres across WA to metropolitan, regional and remote Western Australian audiences.



From left to right | Lynette Yu-Mackay (Nagula Jarndu Designs), Wendy Warrie (Cheeditha Art Group), Nerida Martin (Tjarlirliri and Kaltukatjara Art) and Maureen Baker (Warakurna Artists).

Artist Experience

One early career female artist was taught traditional art by her grandfather but has chosen to create more contemporary works. Despite challenges like remote location and tropical heat affecting materials and processes, the artist experiments with various media and sells her work privately and via commissions. She considers that tourism is beneficial for small communities, as well as providing visitors with exposure to Aboriginal culture. Her work is also influenced by personal experiences, including overcoming depression. Her mother is highlighted as a significant source of support, as well as belonging to a diverse Art Centre community. She is also an arts worker and strives to make the Art Centre warm and welcoming for artists and visitors alike, the atmosphere that originally attracted her to the Art Centre.



Fake art, it makes my heart hurt.

Artist | Spinifex Hill Studio



Arts and culture (cont.)

Artist Experience

Barbara Bear Arndie is a Ngarinyin woman and is the fourth child of nine children. She has lived in Derby and Mowanjum most of her life. Barbara’s work is unique within the Art Centre. Her colour palette, defined shapes and decorative detailing, sees her work reveal a distinctive graphic look. Though contemporary in her approach her work is always informed by the traditional stories heard from her Elders as a child.

In 2023, Our Country Moves in partnership with Mowanjum Arts and Culture Centre, North Regional TAFE, Dumby Rangers delivered a two-week arts development residency at Mowanjum Arts and Culture Centre. The goal for this residency was to introduce and develop creative skills in ceramics, including application of glazes and slips sourced and inspired from Country, working safely in a ceramic studio and responding to traditional and contemporary design considerations. A subsequent residency was delivered across a two-week period in 2024 to further skills in sculpture and raku firing.

Barbara participated in both residencies and took to clay very naturally. She said it “was nice to learn something new and to feel the earth in her hands”. Barbie was a natural ceramist—asking lots of questions and exploring the medium at every turn.

In 2025, Barbara’s work was submitted to the Museum and Art Gallery Northern Territory (MAGNT) as a finalist for the 2025 National Aboriginal and Torres Strait Island Art Awards. Although she did not take out the win, she has never felt so strong and inspired to share her stories.



AACHWA [has] created the opportunity for us to connect and share with each other. And for us to try something new as artists. I feel inspired to make and share my culture and art.

Barbara Bear Arndie | Ngarinyin artist

Above | Barbara Bear Arndie (Mowanjum Arts and Culture Centre). Photo by Alexander Egloff.



Community health and wellbeing

Healthy Generations: Pilbara Aboriginal Health Alliance

The Pilbara Aboriginal Health Alliance (PAHA) was established in 2020 by three Pilbara Aboriginal Community Controlled Health Services as a representative body to stand up and be the voice for all Aboriginal and Torres Strait Islander peoples' health and wellbeing across the region and is the gateway for Aboriginal-led health and wellbeing initiatives in the Pilbara. By executing the directives of Aboriginal leaders through a culturally secure governance structure, PAHA successfully charts a course for health that is true to self-determination and community development alongside practice service delivery.

PAHA has driven region-wide coordination of Aboriginal-led health initiatives, ensuring community voices shaped service design and delivery through Aboriginal Community Controlled Health Services and partner organisations and is especially proud of programs focusing on Child and Maternal health, suicide prevention, and environmental health delivered through partnerships across the Pilbara including safeTALK and ASIST workshops. Strategic service partnerships brokered through PAHA expand program reach and community engagement and close service gaps.

Working with remote communities including Newman, Jigalong, Punmu, Wakathuni, Bellary Springs and Roebourne, PAHA brings together residents, health services, and government agencies to address environmental health priorities with multi-sector integration in FY25 of environmental health referrals into the Australian Family Partnership Program already earning national attention. PAHA also plays a pivotal role in delivering the health priorities outlined in the Yule River Call to Action, working alongside government and community leaders to progress systemic reform aligned to the National Agreement on Closing the Gap and the four Priority Reforms.



BHP's partnership with the Pilbara Aboriginal Health Alliance reflects a shared commitment to improving health outcomes across the region. By strengthening the health and resilience of Pilbara communities, we're working together to create lasting impact for the future of healthcare across the Pilbara region.

Rachel Donkin | WA Community Manager

BHP and PAHA work directly in partnership to strengthen Aboriginal-led health systems and support long-term, community-driven outcomes across the Pilbara. This partnership is grounded in mutual respect and a shared vision for improved health for Aboriginal communities through strategies and solutions communities themselves determine. PAHA's model of culturally secure governance and community-led coordination continues to serve as a benchmark for regional health transformation.



BHP Social Investment funding has enabled PAHA to progress steadily towards the health vision of our Aboriginal leaders.

We focus on community re-empowerment, community-led health solutions and more effective regional coordination with government service partners. Our efforts are bearing fruit. PAHA is the 'go to' for Aboriginal health in the region. I am also proud that BHP funds enable us to mentor local Aboriginal staff in a diversity of roles across to address challenging health issues.

Ashley Councillor | Aboriginal CEO, PAHA



Above | Ashley Councillor, Aboriginal CEO, PAHA



Country, nature and environment

Queensland Indigenous Land Conservation Project: Greening Australia

The Queensland Indigenous Land Conservation Project (QILCP) is a multi-year partnership between Barada Barna People, Yuwi People, the Woorabinda community, Greening Australia, and BHP Mitsubishi Alliance (BMA). Over six years, the project has delivered three Healthy Country Plans and 29 restoration initiatives, rehabilitating 375 hectares of land and preventing 11 tonnes of sediment from reaching the Great Barrier Reef annually.

Beyond the environmental impact, QILCP has empowered First Nations communities through employment, training, and enterprise development. 63 First Nations people were employed, and 53 completed training. The project leveraged \$3.08 million in additional funding to support

long-term economic opportunities, including through environmental credit markets like carbon and reef credits.

Culturally endorsed Project Reference Groups guided the work, ensuring alignment with each community's Healthy Country Plan. Initiatives such as cultural burning workshops led to the formation of the Barada Barna Fire Team, while the Woorabinda Project Reference Group secured government funding for five full-time ranger roles.

The Yuwi Blue Carbon Wetland Restoration Project is now assessing potential sites to build a pipeline of blue carbon initiatives, furthering both ecological and economic outcomes.



The project has created sustainable outcomes by bringing together Elders, Traditional Owners, Greening Australia and their expertise. It has co-designed pathways to First Nations-led employment and enterprise by healing Country and improving water quality into the Great Barrier Reef.

Sonia Winter | General Manager, Planning Technical and Environment, BHP Mitsubishi Alliance



Above | On Country gathering at Cape Hillsborough.



Right | Merinda Dixon, Kungarakan Warramunga woman and Ember Connect member.



Education and training

We see what you can be: The Graham (Polly) Farmer Foundation

Founded in 1994 by AFL legend and Noongar man Graham ‘Polly’ Farmer, the Polly Farmer Foundation (PFF) was born from a vision to empower Aboriginal and Torres Strait Islander youth through education.

Polly, a visionary ahead of his time, recognised education as a vital tool in Closing the Gap, helping to overcome inequality and create opportunities for Aboriginal and Torres Strait Islander people to achieve life outcomes equal to all Australians.

The Foundation’s journey began with the Gumala Mirnuwarni Education Project in 1997, meaning “coming together to learn,” delivered in partnership with industry and the WA Department of Education in Karratha and Roebourne. Its success led to the launch of the Follow the Dream (FTD) program in 2004.

BHP has proudly partnered with PFF since 2002 in Hedland and expanded to Newman in 2004. Today, the Foundation supports around 3,000 students annually across more than 150 schools nationwide, continuing Polly’s legacy of self-determination through education and strong community partnerships.

A highlight of the partnership has been BHP’s support for PFF to develop a robust evaluation framework measuring long-term impact. This initiative formally recognised FTD as a “best-practice model for Aboriginal education,” reinforcing the Foundation’s core belief: that when Aboriginal and Torres Strait Islander students are supported with high expectations, strong relationships, and culturally responsive approaches, students can access opportunities for success.

This long-term investment has fostered generational change. Students who participated two decades ago now inspire younger family members to pursue education, further study, training, and employment.



Above | Student Havana from Follow the Dream takes part in the PFF Careers Expo 2024.

Strong Futures: Ember Connect

Since 2024, Ember Connect’s partnership with BHP has been pivotal in using knowledge and technology to elevate First Nations women across Australia. Central to this work is our digital community, an intuitive platform that breaks down access barriers and bridges the digital divide, ensuring even remote regions can connect, learn and grow.

The platform delivers tailored learning events, peer-to-peer discussions and live webinars, all curated by and for First Nations women. By bringing together members from diverse communities, Ember Connect seeks to foster a supportive network where cultural knowledge and professional expertise flow freely, accelerating skills development and strengthening connections.

BHP’s support has helped expand Embers’ capacity and capability. The investment in technology infrastructure and team has enabled Ember to engage more than 4,350 First Nations women and 1,000 allies. Real-time, data-driven insights guide resource allocation, helping initiatives to align with community needs. With support from BHP, Ember is also exploring collaborations with like-minded First Nations organisations, extending the collective impact.

Ember’s commitment to innovation has been recognised across the sector. In 2024 we were finalists in the National Third Sector Innovation Awards, the Australian Not for Profit Technology Awards and the National NAIDOC Awards. In 2025, Ember won the Digital Inclusion Award at the WA INCITE Awards. This recognition reflects Ember’s belief that, by correctly deploying the right technology along with critical partnerships like BHP’s, First Nations women can realise lives of choice, not chance.



We’re proud to partner with BHP since 2024, leveraging our digital platform to break down barriers and bridge the digital divide for First Nations women. Their support has scaled our capacity, connected us with organisations and fuelled award-winning innovation. Together, we’re opening pathways to education, training and meaningful careers, ensuring every woman has the tools to learn, grow and succeed.

Narelle Henry | General Manager, Ember Connect.



Indigenous governance, economic development, and advocacy

Strong Governance for Strong Communities: Australian Institute of Company Directors (AICD)

The AICD is committed to strengthening society through world-class governance. The AICD aims to be an independent and trusted voice of governance, building the capability of a community of leaders for the benefit of society. To this end, the AICD supports First Nations boards and leaders to deliver sustainable outcomes for community.

Currency of knowledge in director duties, financial literacy, risk management, organisational performance and leadership are critical for all governing bodies in today's social and economic climate.



Above | Caroline Cox and Allan James (BHP) with Justin Agale and Pearly Harumal (AICD).

Anti-racism in Education: Reconciliation South Australia

Reconciliation South Australia launched the Education, Action and Change: anti-racism resource for schools and preschools in 2024. Since that time, the resource has been downloaded or distributed to thousands of education sites across Australia and extended to pilot 2-hour workshops across the education sector in SA.

The evaluation is still in early phase, but sites have begun to share data and improvements from engaging in anti-racism work. An initial site engaged with Reconciliation SA when incidents of interpersonal racism in the school were occurring daily. The site recorded 1,433 negative incidents in the 6 months prior to the workshop (most of which were racism). In the 5 months post workshop, the site has only recorded 166 negative incidents, and none of this included racism.



We hope these scholarships will not only inspire emerging directors but also challenge their perspectives and strengthen their governance expertise, with the aim of ultimately contributing to stronger leadership in First Nations communities.

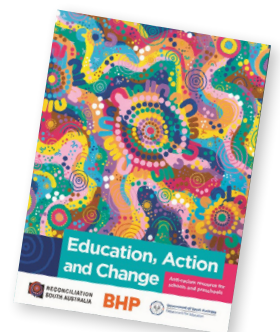
Mark Rigotti | Managing Director and CEO, Australian Institute of Company Directors

In 2025, the AICD partnered with BHP to support the development of a First Nations director pipeline through the Board Governance Prescribed Body Corporate and Indigenous Community Organisation Scholarship Program—a transformative initiative aimed at developing a robust pipeline of First Nations directors.

This program delivers foundational governance education for 250 First Nations executives and aspiring directors from Traditional Owner groups and community organisations across regional South Australia and Western Australia. The program includes foundational governance training complemented by leadership and coaching sessions, and access to AICD's Community of Practice sessions.

Together, BHP and AICD are investing in the future of Indigenous governance—building capability, fostering leadership, and creating pathways for First Nations voices to shape the decisions that matter most.

This early insight demonstrates the importance of foundational education and supportive resources when navigating racism in education but also demonstrates the ripple impact of anti-racism work, and consistent and collective approaches to negative incidents such as bullying and physical behaviour.



Data is still being collected on the impact of the anti-racism resource in education sites, but feedback on the work has been overwhelmingly positive, particularly with Aboriginal and Torres Strait Islander teachers, educators and community support workers in education. Feedback that Aboriginal and Torres Strait Islander staff members felt empowered to begin conversations about racism due to the distribution of the resource, has added value that was unexpected but important.



Knowledge, languages and technologies

Keeping Culture Strong Martu Oral Histories: Kanyirninpa Jukurrpa

Martu oral histories are the living record of Country, kinship, and cultural knowledge passed down through generations. In partnership with BHP, Kanyirninpa Jukurrpa (KJ) has continued to embed oral history into its programs—ensuring Martu voices are heard, recorded, and honoured.

Over the course of FY25, 219 oral history recordings were captured preserving the voices and wisdom of Elders, including the last desert-born (Pujiman) Martu. A highlight this year was a special trip to Bidyadanga to record the story of Yikartu Bumba, one of the last Martu to walk out of the desert in the 1960s. Her recollection sparked a powerful desire to return to Jupurr, her birthplace—underscoring the deep healing and cultural importance of this work.

Two major cultural camps further supported the intergenerational transmission of story and identity. At the Warnman Language Camp, 47 Martu, including Elders, youth, and children, travelled to Mirrpurn, the birthplace of the late Elder Nyaparu Chapman. Participants engaged in storytelling, mapping, bush medicine collection, and language teaching. The Kumpaya Story Camp saw youth working alongside Elders to film and document the life and wisdom of senior Martu woman Kumpaya Girgiba.

These projects are more than documentation—they are investments in the future. The growing Martu Archive now holds over 68,000 records, with remote access expanding via archive computers across Pilbara and Kimberley communities. This ensures Martu can protect, share, and lead the telling of their own stories—strengthening identity, belonging, and cultural continuity for generations to come.



Above | Sharon Hale, Barbara Hale, Mayika Chapman, Kathleen Badal review language resources and recording audio translations on the Warnman Language Camp.



KJ trips have been an eye opening for me as a young Martu—it's about connecting and learning about my culture, people and history. One of the highlights of the Warman language camp was the fact that I learned lots of new things about history and culture, and where I'm from and where the history of the Martu people walked through and how they lived in the past, the knowledge of where waterholes were.

Brenda Sailor | Martu

Looking to the future together

As we look to the future together, in FY26, we will continue to work closely with Indigenous partner organisations and key internal personnel on identified priorities that include:

- ✓ **Indigenous Social Investment Community of Practice**—working with Yamagiggu as an independent facilitator, we aim to bring together the Indigenous Social Investment Partner Network biannually to collaborate, share information and uplift capacity to maintain momentum of our collective effort for change.
- ✓ **Improved Ways of Working**—working with key internal departments and functions to formalise an internal Community of Practice whose focus is on the systems and processes that help enable social investment at BHP and the practice that supports delivery.
- ✓ **Senior Leader Engagement**—seeking opportunities for BHP senior leaders to engage with partner organisations to increase awareness of the impact being delivered by Indigenous-led partner organisations for Indigenous people and communities.
- ✓ **Evaluation Models**—we aim to commence the exploration phase to begin design of an evaluation model that considers the felt experience of impacted Indigenous peoples and communities to help ensure our investment is supported by robust evaluation processes.

BHP

Recognising many of the community organisations we worked together with in FY25.

