

31 March 2022

On 29 and 30 March 2022, BHP Coal representatives and the Single Bargaining Unit (SBU) met in Mackay to progress negotiations for a replacement enterprise agreement.

In response to the BHP Coal request, the SBU provided an extensive explanation of their claims via email on 14 February 2022, which outlined significant new detail on their original claims as well as a number of new claims.

The Company provided an outline of its reply on 25 March 2022 in preparation for the intensive bargaining session on 29 and 30 March 2022.

It is apparent from the SBU's extensive Log of Claims that the SBU is seeking major changes to the current enterprise agreement and that the current position is that a rollover is off the table.

At the two day intensive in Mackay, BHP Coal provided the SBU with the company's full response to the majority of the SBU's claims.

BHP Coal recognised that the SBU had multiple claims relating to job security, and agreed there needed to be a discussion by all parties on innovative solutions to those concerns but without imposing unworkable restrictions and constraints in the EA.

The focus for the company is to secure the future of its operations, and in doing so, secure ongoing employment for employees and the communities in which we operate.

BHP Coal tabled its own draft clauses for discussion and bargaining, and clearly articulated the changes the company is seeking and why.

In a productive step, the SBU and BHP Coal agreed (subject to outcomes through the further negotiations) on simplified and improved drafting of two clauses, relating to Family and Domestic Violence Leave and Community Service Leave.

However, no further clauses were debated as the SBU requested time to reconsider its position. The Company agreed to provide more time to the SBU.

The next meeting will be held on 13 April 2022.

BHP Coal is looking forward to constructive discussions progressing towards an agreement.

As we continue negotiations regarding the enterprise agreement, we encourage your feedback. Talk to your bargaining representative or your Superintendent, send an email to BMAEA2021@bhp.com or fill out the online feedback form on the BMA EA webpage – www.bhp.com/bma-ea/