

On Monday 8 and Tuesday 9 August we met again with the Fair Work Commission and unions to continue discussions on the BMA Enterprise Agreement. The discussions continue to be constructive and we believe we are progressing discussions towards a new Agreement.

BHP Coal and the unions continued detailed discussions on BHP Coal's proposed **package of measures** including:

- career structure, career development and career progression
- simplification of the redundancy clause
- job security measures – replacement of EA employees and additional new employees

The next bargaining meetings are scheduled for Monday 29 and Tuesday 30 August 2022 in Brisbane. We look forward to continuing to work through discussions on additional items not yet discussed, including rosters and hours of work and Apprentice & Trainee arrangements.

Local discussions on each of the Site Schedules will commence from Monday 15 August.

We look forward to continuing to progress discussions towards a new agreement. Further meetings have been scheduled through to October 2022.

The Fair Work Commission raised the expiry of the current '**good faith**' payment to all employees covered by the EA equivalent to **3% of base salary**. The unions advised the expiry, or any extension, would be discussed at the next meeting on 29 August.

We are optimistic that the Fair Work Commission process will enable us to reach agreement by focussing discussions on win/win solutions.

More information about the good faith payment and the progress of bargaining is on our website.

We welcome your feedback and questions via the website, or directly to BMAEA2021@bhp.com.

