



Recruitment Applicant Information - Transgender, Gender Diverse (TGD) and Non-binary Candidates

Inclusive Recruitment Support

At BHP, we want our people to feel safe and comfortable to bring their whole selves to work. We firmly believe that no employee or candidate should need to or feel pressured to hide who they are – be it their gender identity, sex or sexual orientation.

Building a respectful and inclusive culture at BHP is one of our key priorities; we want to create a workplace that includes everyone.

We want to make sure that you experience BHP's culture of inclusion right from your first application and we are committed to mitigating bias in our recruitment processes to ensure you are respected, valued and free from discrimination, no matter how you identify.

It's your choice to disclose your sex and/or gender identity in our recruitment process, or even after you start employment with us. We are here to provide advice and support to help navigate our recruitment process. If you are in the process of affirming your gender during the recruitment phase, we can offer advice and support on how to navigate the recruitment process.

BHP does not accept any form of harassment, discrimination and bullying. Strict disciplinary action will be taken if any employee is found to have used this behaviour at BHP, up to and including dismissal. If you feel you have been discriminated against during recruitment or in your time as an employee, we are here to support you.

Recruitment Inclusion Ambassadors – Talent Acquisition

We know that sometimes we might need to look at the way we recruit, or the way we work, so that **Transgender, Gender Diverse (TGD) and Non-binary** people have the opportunity to be their whole self throughout the recruitment process.

We have a dedicated team who are trained to help with any questions you may have about our recruitment process. If you want to know more about the support that is available to you, please email us at inclusion@bhp.com

There are a number of different policies and groups to help support you on your journey as a BHP employee and candidate, some of which are listed below:

Jasper

Jasper is our LGBT+ ally employee resource group, whose aim is to drive a safe, inclusive and supportive work environment for everyone by providing advice on ways to reduce bias and ensure LGBT+ people are respected and valued irrespective of their sexual or gender identity. Membership to Jasper is open to all employees whether they be LGBT+ identifying or an ally. We currently have over 1900 Jasper LGBT+ members and allies – a global membership base that continues to grow.

Our Jasper group are advocates of ensuring we recognise LGBT+ days of significance, including IDAHOBIT (International Day against Homophobia, Biphobia, Interphobia and Transphobia), Transgender Awareness Week and Wear It Purple Day (awareness day for young LGBT+ people) across our global locations. Along with our LGBT+ advisory partner Pride in Diversity, Jasper helps inform culture and policy, such as advocating for the inclusion of pronouns in signatures and advising on our Gender Affirmation and Parental Leave policies.

BHP's Gender Affirmation Policy

BHP's Gender Affirmation Policy details how we will support employees affirming their gender including through a personalised workplace action plan, additional leave, additional EAP support and a clothing allowance. The Talent Acquisition team can share the policy with you during your recruitment process.

Our Leaders

BHP recognises the important role our leaders play in creating and fostering inclusive workplaces. Our leaders attend LGBT+ Awareness and Ally training which is utilised to encourage respectful behaviour and educate all staff and connect them with the Jasper network. Many of our employees also proudly embrace and wear visible signs of inclusion like our rainbow lanyards and shoelaces.

Good luck with your application, please reach out to our team via email, inclusion@bhp.com if you have any questions and we look forward to seeing you soon.

The BHP Talent Acquisition Team

This information is for transgender, gender diverse and non-binary candidates applying for roles at BHP locations globally.