

Gender Pay Gap Report

BHP Australia Employer Statement

1 April 2022–31 March 2023





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Chief People Officer

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Message from Jad Vodopija

Gender parity is a business and social imperative. The publication of gender pay gap data is part of an important conversation we must have across Australia to ensure we are building equitable workplaces that provide opportunity and reward high-performance for all employees.

BHP recognises that pay is a critical mechanism for creating gender equality. In 2017, we established an annual gender pay review across our global organisation and since that time we have made over 8,600 gender pay adjustments worth more than US\$31.9 million in total to ensure employees of all genders receive equal pay for doing the same, or comparable, work. We use global best practice methodologies to calculate the gap between men and women in like-for-like or comparable roles. As at 30 November 2023, our gender pay gap in Australia was 2.2 per cent when measuring base salary across our workforce. We are continuing to take action to prevent the creation of pay gaps and making pay adjustments when gaps are found.

We welcome Australia's Workplace Gender Equality Agency (WGEA) step to, for the first time, publish an employer's gender pay gap. The data in this report measures the difference between the average, or median, pay of women and men across the whole workforce, regardless of the role they hold.

BHP's median gender pay gap reflects the fact that we are still in the process of achieving gender balance across all role types. The gender pay gap metric is influenced by the participation of women at every level in the workforce.

In 2016 we set an aspiration to achieve a gender balanced workforce (40:40:20)¹ at BHP by the end of FY2025. When we set that aspiration, 17.6 per cent of BHP employees globally were women, and 16.5 per cent of our employees in Australia were women.² As at 31 December 2023, the representation of women in our workforce has more than doubled to 36.2 per cent globally, and to 33.4 per cent in Australia,³ and our global Executive Leadership Team is gender balanced and has been for some time.

We are proud of the work we have done to increase gender diversity across BHP, but we recognise that there is still more to do. We are focused on attracting women into typically male-dominated roles, creating equitable opportunities for women in senior leadership roles, and working with our partners to support inclusion and diversity across our supply chain. Closing the gender pay gap requires continued effort. We remain committed to taking conscious, purposeful and measurable steps to do so and we are confident that as we increase the number of women at all levels in our workforce the pay gap will continue to decline.



A stylized, handwritten signature in orange ink, consisting of a large 'J' and a cursive 'Vodopija'.

Jad Vodopija
Chief People Officer

¹ We define gender balance as a minimum 40 per cent women and 40 per cent men in line with the definitions used by entities such as the International Labour Organization.

² Based on number of employees from July 2015 to April 2016 and averaged for a 10-month period.

³ This includes some but not all former OZ Minerals employees, reflecting progressive migration of employee data onto BHP systems.

What is the gender pay gap?

The gender pay gap, as defined by WGEA, shows the difference between the average earnings between men and women.

For the first public release of gender pay gaps in 2024, WGEA has published the median base salary and median total remuneration (which includes base salary, superannuation, allowances, short-term incentive payments and vested equity) and BHP's gender composition by pay quartiles.⁴

The gender pay gap is however not the same as 'equal pay'. Equal pay is where women and men are paid the same for performing the same role (or different work of equal or comparable value), and factors in the differences between groups of employees, including employees who hold different levels of seniority, responsibility and skills.

The employee data relating to the BHP group of companies in Australia is reported to WGEA in six separate submission groups in accordance with WGEA reporting guidelines. The WGEA published reports cover these entities for the 2022-23 reporting period (1 April 2022 to 31 March 2023).

BHP Employing Entities

1,007 employees

BHP Group Ltd (BHP Group)
—Other Mining Support Services

8,323 employees

BM Alliance Coal Operations Pty Ltd (BMA)
—Coal Mining

2,382 employees

BHP Coal Pty Ltd (Coal)
—Coal Mining

2,732 employees

BHP Billiton Nickel West Pty Ltd (Nickel West)
—Nickel Ore Mining

4,118 employees

BHP Billiton Olympic Dam Corporation Pty Ltd (Olympic Dam)—Metal Ore Mining

13,219 employees

BHP WAIO Pty Ltd (WAIO)
—Metal Ore Mining

⁴ Pay quartile data reflects the full-time equivalent total remuneration of all employees, divided into four equal quartiles.

Understanding BHP's gender pay gap

The resources industry has historically been male dominated. This is changing, and at BHP we are accelerating the pace of change through our commitment to gender balance.

However, the legacy of that imbalance is evident in the higher percentage of male employees in the upper pay quartiles across our business. While all six BHP reporting entities have more women in the highest-paid quartiles than the industry average, we continue to work towards greater balance at all levels of our business, including in senior roles, and to look for opportunities to close the gender pay gap in each area of the business.

Across BHP's six entities, there has been a 10.0 per cent (3 percentage points) increase in female representation during the reporting period, from 29.8 per cent⁵ to 32.8 per cent⁶ respectively.

In Australia, we have created a new pathway into mining where we offer reskilling or upskilling through accredited apprenticeships run by our 'Future Fit Academies'. Since we launched the Academies in 2020, 82 per cent of our graduates have been women. This helps us develop our future women leaders from the outset of their careers, and combined with efforts to

attract women into senior leadership roles at every level of our business, will help us reach our aspiration of gender balance by FY2025. The increasing number of women coming into the industry has positively affected gender balance in our lower quartiles which have a higher percentage of entry-level employees. As these employees progress their careers, we expect to see greater gender balance and a smaller gender pay gap in senior levels across the organisation.

Female representation across the BHP group in Australia for the 2022-23 reporting period



29.8%
in 2022⁵



32.8%
in 2023⁶



Our gender pay gap is reducing year on year

Based on the aggregated data of the six entities being reported, the overall median gender pay gaps have continued to decline.

We continue to closely track the gender pay gaps in those entities that are higher than the group average and are confident that over time the strategies we have in place will result in those gaps reducing.

For further information on the median gender pay gap data, please refer to the Data Explorer on www.wgea.gov.au.

⁵ 'Point in time' snapshot of employees as at 31 March 2022.

⁶ 'Point in time' snapshot of employees as at 31 March 2023.

How we're closing the gap

Our approach to inclusion and diversity has been built on four foundational pillars:

- ✓ **Embedding flexible working**—creating a workplace that supports our people to achieve the balance they may need at all life stages;
- ✓ **Enabling our supply chain partners**—supporting our commitment to inclusion and diversity beyond our operations;
- ✓ **Uncovering and taking steps to mitigate potential bias** in our systems, behaviours, recruitment and talent management policies and processes; and
- ✓ **Ensuring our brand and industry are attractive to a diverse range of people.**

Through our approach to inclusion and diversity we aim to unlock the enormous potential that diverse and inclusive teams bring to the workplace, and to leave a strong legacy within and beyond our operations for the generations to come.

We are committed to achieving real and sustainable change in gender parity, including addressing gender pay gaps across our business. We approach this commitment to achieving gender parity in accordance with local laws as we would in any other part of our business.

Our executive and senior leader remuneration is linked to performance criteria which includes progress toward greater inclusion, diversity and gender representation.

We continue to drive improvements in our systems and processes to remove systemic bias and focus on pay equity reviews to close pay gaps. We analyse our pay data and conduct gender pay equity reviews to remove pay inequity at least once a year. Our leaders are equipped with the information they need to identify any potential gaps, including average remuneration data for those in like-for-like roles, and are empowered to go over their salary budgets to close pay gaps. In 2023, we also successfully used this process to run our first Indigenous pay equity review in Australia.

In recent years our focus has been on implementing process controls across the employee life cycle to eliminate the creation of pay gaps, including the implementation of a 'blind reward' offer process on recruitment.

Our Global Inclusion and Diversity Council is chaired by our Chief Executive Officer Mike Henry and we monitor and report on our progress to our executive management teams across a range of areas so we can measure the impact of our work. These include:

- ✓ talent identification
- ✓ recruitment and selection
- ✓ promotions and retention
- ✓ performance management
- ✓ remuneration
- ✓ training and development
- ✓ leadership capability and career structures
- ✓ preventing sexual harassment

We are embedding flexibility in the way we work

We know that providing greater flexibility for employees of all genders can support women in gaining equal access to workplace opportunities. We are embedding flexible work through hybrid arrangements and through redesigning work such as time on site, fly-in-fly-out rosters and job sharing. We ensure employees of all genders have access to paid parental leave and support with caring responsibilities. In 2022-23, five of our six Australian entities were on a par or better than their industry average for the proportion of men utilising part-time work.

We are building safe and inclusive workplaces

We have redesigned some of our tools and equipment to reduce physical strain. We have upgraded our workplaces and on-site accommodation villages to make facilities safer and more inclusive and have worked to change the culture of our sites to encourage not just acceptance but active engagement and allyship. We have a full Respect@Work framework in place that includes initiatives such as Active Bystander training. Together, these initiatives have helped create a better, more inclusive culture for everyone on our sites, regardless of gender.

We are using our influence to create change

We work in partnership with thousands of suppliers every day. Through our procurement team, we provide support and incentives to increase the diversity of the workforces they make available to BHP, and to influence other changes, such as designing equipment to be more accessible and safer to use by a wider range of people. We're grateful for the partnership our suppliers, vendors, contractors and consultants provide in helping to close the gap on a range of inclusion and diversity measures and we continue to work with them to explore new opportunities to progress these changes.

We are increasing female representation at all levels of our business

We want to attract, recruit, retain and promote a diverse workforce across our business. In FY2023, the gender breakdown of new hires at BHP in Australia was 56.8 per cent men and 43.2 per cent women.

As well as initiatives at a national level, teams at each local office or site are focussed on improving inclusion and diversity at a local level.



Our commitment to inclusion and diversity

At BHP, we are committed to providing a safe, inclusive and supportive workplace for all.

We want everyone to bring their whole self to work. We employ, develop and promote based on people's strengths and we do not tolerate any form of discrimination, bullying, harassment or victimisation.

BHP