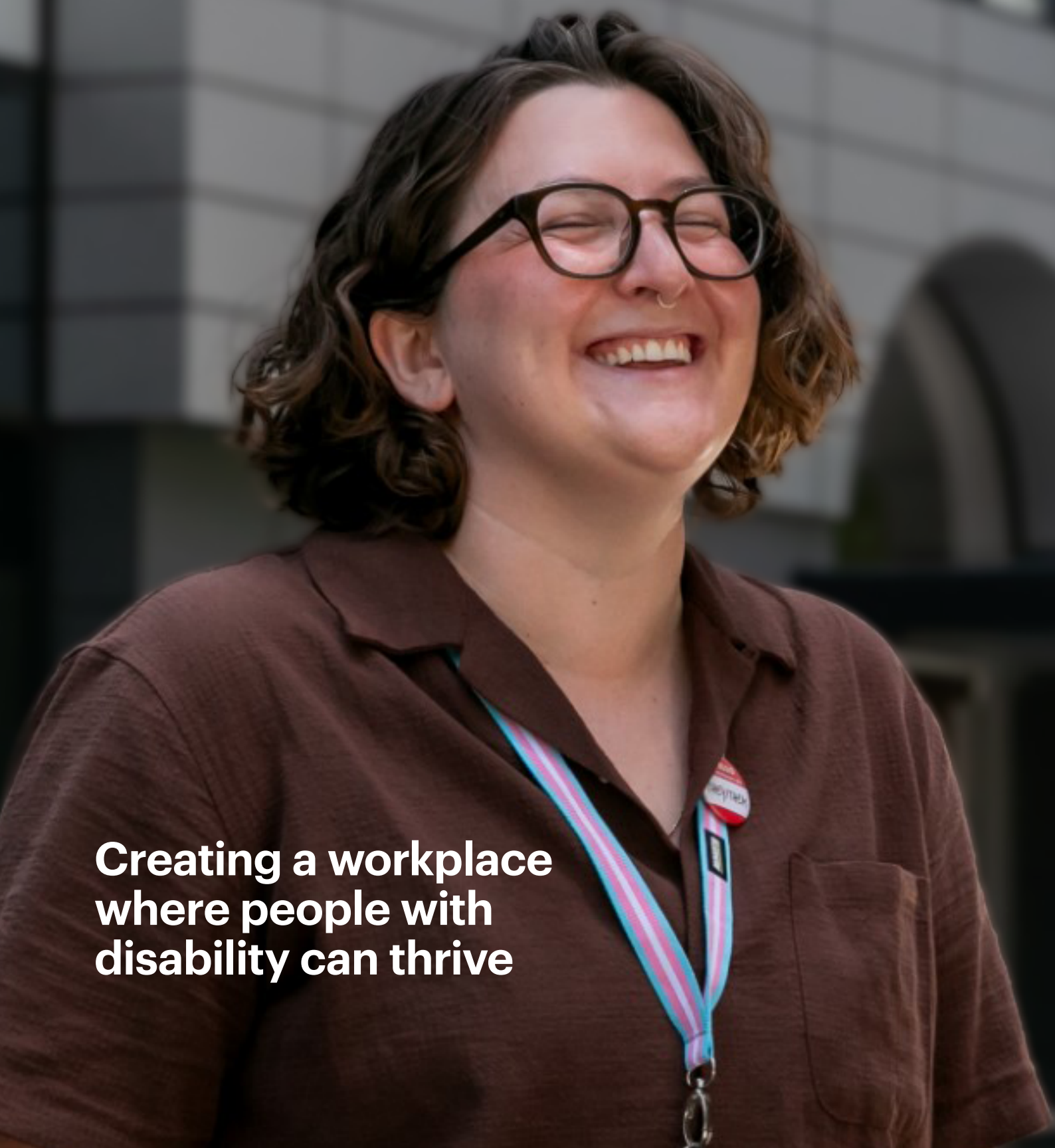


BHP

Disability Action Plan

2025–2027

**Creating a workplace
where people with
disability can thrive**



Contents

Message from Jad Vodopija Chief People Officer	1
BHP’s commitment to inclusion and diversity	2
What is disability?	3
Our journey so far	7
Disability Action Plan	17
People	19
Culture	20
Systems	21
Accountability	22
Acknowledgments	24



Message from Jad Vodopija Chief People Officer



“At BHP, our ambition is to be a safe and inclusive workplace where everyone can be at their best, every day. We value inclusion of all people and disability is a valuable aspect of society, and the culture of our workforce.

We are excited to take another step toward a workplace where people with disability can fully participate and thrive, through establishing our first global Disability Action Plan.

We are early in our accessibility journey, but we are committed to identifying and addressing any drivers of inequity and unconscious bias within our organisation.

Employing people with disability is everyone's business and it is good business.”

BHP's commitment to inclusion and diversity

Our purpose is to bring people and resources together to build a better world.



At BHP, we are committed to providing a safe, inclusive, and diverse workplace. It is a commitment that is embedded in Our Charter and is critical to our success. Operating across 90 locations worldwide, we recognise the possibility for BHP to create change for the better.

Our goal is to attract and retain a workforce that is representative of society. We intend to do this by addressing the barriers and impacts of bias and discrimination experienced by people within underrepresented groups through listening to their experience and gaining insights from our engagement surveys.

We are committed to social value, our positive contribution to society. BHP's social value framework¹ was launched in June 2022 and is focused on the six pillars of:

- **Decarbonisation;**
- **Healthy environment;**
- **Indigenous partnerships;**
- **Safe, inclusive and future ready workforce;**
- **Thriving, empowered communities; and**
- **Responsible supply chains.**

Under each Social Value pillar is an aspirational 2030 goal. The goal for our "Safe, inclusive and future ready workforce" pillar is: "A thriving workforce that is safe, healthy, gender balanced at every level, culturally diverse and inclusive and skilled for the future."

As we seek to broaden our understanding of diversity, we aim to make BHP more accessible and inclusive for people with disability. Though we are early in this journey, recognising that everyone has unique needs and strengths, our ambition is to address and remove barriers, so people with disability can equitably participate in the workforce. We envision an integrated workplace free from barriers and discrimination, where disability is celebrated.

1. Noting that our social value framework is applicable across our operated assets globally

What is disability?

Disability is a natural and valuable part of human diversity.

Across the globe, an estimated 16% of people live with disability, and almost everyone will experience disability, (either temporary or permanent), in their lifetime.

There is no single definition of disability. Disability can be visible or hidden, chronic or dynamic, temporary or permanent, and can be found across all sections of the community and workforce, in people of all ages, genders, sexualities, and cultural backgrounds. We recognise the complexity of disability and

understand the web of disabling social, cultural, physical, and environmental barriers that may interact and impact on someone's ability to enjoy equal participation in our workforce. Through this Disability Action Plan, we wish to make progress in removing these disabling barriers.

Disability is a valuable aspect of our workforce and who we are as a team. Our approach to disability inclusion is underpinned by [Our Charter](#), [Our Code](#), our [Human Rights Policy Statement](#), and [Our Requirements](#).



"As the leader of the Amber Accessibility and Inclusion Network, and as a person with a disability myself, I aim to raise awareness that accessibility is everyone's responsibility. I also want to promote disability pride and provide support to our people when they face the challenges that come with living in an inaccessible world. Disability is a natural part of human diversity. Understanding this will help us create more accessible and inclusive workplaces that benefit us all. I am thrilled to see BHP taking steps to advance our disability confidence."

Chloe Rattray

Global Lead Amber Accessibility
& Inclusion Network, BHP



Rog's story



Roger continues to enjoy a fulfilling FIFO career at BHP thanks to a culture of inclusivity.

When I had to use a wheelchair seven years ago, I thought my FIFO days were over. It was a particularly dark time for me – losing my wife to bowel cancer and dealing with health issues of my own at the same time.

I was diagnosed with testicular cancer when I was 21, and back then, the standard treatment was high doses of radiation, which resulted in Radiation-Induced Lower Limb Neuropathy. Over time, damaged blood vessels starved the nerves to my legs, eventually resulting in my losing use of them.

I have spent over 37 years in the mining industry as a Geologist, and I enjoyed my FIFO lifestyle. Over time, as I gradually began to lose the use of my legs, the team at BHP provided me with all the support I needed, and more. Having enjoyed an active lifestyle, my colleagues rallied around me to ensure I could continue to enjoy the great outdoors including lifting me onto the ocean racing yacht so I could indulge in my love of sailing!

The turning point was when I could not access some areas on site, even basic places like offices with steps or the site buses. I thought my FIFO days were over. However, one of my managers

provided me with an opportunity to conduct an onsite accessibility audit that would provide even greater inclusivity for others with disabilities.

While it was challenging, I decided to take up the offer, leading me back to site in a full time FIFO role. Today, South Flank provides a great environment for people with disabilities. A truly worthwhile legacy that I am proud to have played a part in.

Roger McNaughton
Principal Operational Readiness,
BHP



Nicolás' story



In September 2020, my life took an unexpected turn when I experienced severe chest pain at home, leading to a cardio-respiratory arrest in the emergency room. The situation was grim as I was not responding despite their best efforts at resuscitation. The doctors spoke to my family about organ donation.

However, I defied the odds, and my heart began to beat again after 40 minutes. I was in an 11-day induced coma, and when I woke up, I realised that I had survived, but my journey to living and thriving as a person with a disability was beginning.

I had acquired a brain injury and spent another 45 days under medical care to begin relearning basic tasks like talking, walking and writing.

I am fortunate to have received exceptional medical care, unwavering family support, and the backing of BHP. When I discovered that more than half of the blood donors who helped save my life were my coworkers, I was, and still am, profoundly grateful.

But there were new challenges to overcome. It became clear that the trauma had severely impacted my memory.

"An accident of this kind is a one-way trip...But for me, it was a round trip."

Nicolás Romero

Technology Delivery Specialist at Spence



My memories before the heart attack are almost intact, but my short-term memory has diminished, and I have great difficulty retaining new information.

My diminished short-term memory after my heart attack led my doctors to diagnose me as having ADD (Attention Deficit Disorder). This information and learning more about living with the condition helped me manage myself differently at work and home.

It's important that I have routines to help me organise myself. I immerse myself in them because they give me added structure to achieve tasks at home and work. When I finish things, I feel a positive sense of accomplishment.

When I returned to work, my colleagues and leaders of the Technology team at Pampa Norte were patient and understanding. My recovery would not have been so smooth without them. They took the time to understand how I had changed and what I needed to be successful as part of the team.

For one thing, they began to share information with me differently so that I had time to absorb it.

In my darkest days, I am inspired by my infinite love for life and my family. When things get tough, I remind myself that life is our greatest treasure.

Before my heart attack, while I was aware of the Inclusion and Diversity efforts at BHP, like most people who do not have a disability, I saw it as a nice thing for the company to do.

Now that I am living with a disability, I see how important it is for all of us to be empathetic and commit every day to Inclusion and Diversity, as not all disabilities are immediately visible.

BHP is making progress towards improving access and inclusion for people with disabilities. While it is essential to create places and work environments where people with disabilities can fully participate, we can better adapt processes and our behaviors.

When we do this, we continue our journey to create a work environment where disability inclusion is the norm and we can all thrive within BHP.

Our journey so far

2018

- **Launched Neurodiversity@BHP** (now Malachite), an employee-led network focused on treating neurodiversity as an asset and building entry pathways for neurodivergent people into BHP.

2019

- **Back in 2017, Chile enacted a law which mandated that by 2019 companies with over 100 employees had to have at least 1% as living with disability.** Employees must register and gain certification in Chile as living with disability, a complex process which BHP supported team members through to ensure certification was obtained. Minerals America exceed the mandated target and is currently sitting at 1.83%.

2020

- **Launched the inclusion and diversity Partnering for Change initiative;** a collection of unique stories of collaboration from partners across our supply chain to highlight what's possible when like-minded companies come together to create change for the better.



"It took me a long time to feel comfortable asking for support. During a safety share, I discussed what it's like to live with a degenerative hearing disability. My manager and colleagues were incredibly supportive, and as a result, I now feel more confident in speaking up about my disability and advocating for myself and others. These conversations are crucial as BHP continues its diversity and inclusion journey."

Lesley Brown
Mental Health and Wellbeing
Specialist, BHP



2022

- **Launched the Tell Us about You survey globally**, enabling us to understand more about the diversity of our workforce. The survey provides an optional opportunity for employees and contractors to confidentially tell us a bit more about who they are, including gender, cultural background, languages spoken, sexual orientation, disability status, carer status, veteran status and Indigenous identity.
- **Internal listening sessions held across the organisation to hear about the experience of people with disability and caring responsibilities.** Out of the listening sessions, the main theme was the need to centre the voices of people with disability in discussions and action planning.
- **Launched Amber Accessibility & Inclusion Network**, an employee-led network sponsored at the executive level, designed to drive change through leadership and influence. The Amber network provides a platform for employees to share their perspective, connect with others who have similar experiences, and provide peer support.
- **Took part in our first Access & Inclusion Index in partnership with Australian Disability Network.** Our participation in this index allowed us to assess our current maturity level across key business areas and highlight the priority actions we need to take to improve our disability confidence.

2023

- **Partnered with Australian Disability Network** to conduct interviews with leaders in several areas of the business, analyse previous employee feedback, assess our existing policy documents, and provide recommendations for the future.
- **Established a working group to develop BHP's first Disability Action Plan**, capturing the lived experience of people with disability through internal listening sessions and employee consultation.



As of 2023, our Tell Us About You Survey indicates approximately 5% of respondents live with disability.

2024

- **Launch BHP's first Disability Action Plan** addressing three strategic pillars - People, Culture, Systems - to encourage, recognise, and promote an active commitment to improving accessibility and disability inclusion.

Bryce's story



As Bryce builds his career at BHP, he shows how disability can bring benefits to a diverse team.

I was born with symbrachydactyly, a congenital condition that prevents limbs from developing typically. My right hand has very short fingers with no bones except my thumb, which I can still move.

Growing up, I always creatively figured out how to do things that usually required two hands, like tying my shoelaces. When I started my job hunt in the mining sector, I hoped my passion for the industry and can-do attitude would outweigh perceptions about people living with disabilities. Instead, it proved to be one of the most significant challenges of my life.

When I applied for jobs, I found that if I were upfront about my disability, I wouldn't be offered interviews. On the other hand, if I hid my disability, I would get appointments, only to find that potential employers would cancel the meeting once they learned about it. It was a frustrating experience.

Then fate intervened. I met a BHP employee on a boat trip in Croatia. He only knew me for a week, but he got the vibe that I have a can-do attitude and a willingness to learn. He introduced me to a contracting company, and I proudly joined the shutdown mobilisation crew at Nelson Point in August 2019.

I was promoted to supervisor in September 2022 through hard work and persistence. It was a proud moment for me. It showed that people with disabilities can be just as productive, efficient, and creative as others in a job. We all need a chance to play to our strengths and have the proper support. When that happens, we can bring a lot to the table.

Back in the day, BHP comprised people from similar backgrounds, age groups, and ideologies. By including people like me with different life experiences and alternative ways of thinking, we can achieve better outcomes for ourselves, our teams, and our customers.

I hope that BHP can expand its support to employees whose children have disabilities, particularly in remote communities where employees may need to relocate for their children to receive better care.

I also believe that BHP can play a role in providing employment or training opportunities for people living with disabilities in these communities.

"By including people like me with different life experiences and alternative ways of thinking, we can achieve better outcomes for ourselves, our teams, and our customers."

Bryce Bourke

Coordinator Mobilisation, BHP



Alex's story

I have always been a keen surfer and diver. In 2016, while freediving for crayfish at Rottnest Island, I was run over by a boat, leaving me with extensive injuries.

Every rib on my left side was broken, three ribs on the right ribcage were broken, one punctured lung, one collapsed lung, and three of my vertebrae shattered, causing a 67% spinal cord compression.

Although conscious the whole time, I recall thinking it was all over for me. While waiting for the helicopter, I saw a friend through the crowd and asked him to “tell my kids I love them.” At that time, when I saw someone I trusted who could deliver that message to my family, that was all I wanted.

I was flown back to the Royal Perth Hospital, where my family were given the devastating news that I would have a brain injury, and if I did survive, I would never walk again. After ten days in the ICU, four and a half months in hospital and two and a half years in a wheelchair, I am walking again and back in the ocean, freediving.

It has been a long, hard road trying to find my new “identity” in the world. I developed a severe painkiller dependency following my accident. Dealing with this dependency proved as difficult as dealing with the accident itself. I was determined to be the best person for my family, and I felt absent while under the influence of prescription drugs, so I took

all the necessary steps to be able to function without taking pain medications.

I have always been very active—playing state-level football, living in Thailand and Thai boxing for a short period, being a sponsored surfer, and lucky enough to surf and snowboard worldwide. I associated all these things with who I was—if I had a pie chart of my identity, half would have been my physical prowess, with the rest split between intellect and emotional intelligence. And when you lose half of yourself, it’s a bitter pill to swallow.

But while I’ve lost a lot, there are silver linings. It’s changed my outlook on what is important and where my priorities should lie. I have attended all my kids’ school assemblies and all other important milestones that I would have previously dismissed as less important than work. Life is precious, and when you realise how easily it can be taken away, it forces you to re-assess.

Once I was fit enough to return to work, I took a secondment with the blasting training team in the Perth office. It was very hard for me to accept that I would never return to shotfiring. It’s almost impossible to explain, but realising that you now have a whole new path in life leads to feelings of uncertainty, self-doubt, and insecurity. I was very fortunate to have returned to the same team, who understood what I had been through.

All my leaders were super supportive, and having honest conversations with them about my ups and downs has helped me finally feel like I am adding value again.

So why am I sharing my story? I sincerely hope that by being completely open, including sharing my dependency on prescription drugs (and beating it!), I can inspire others to never give up. There’s always something to be grateful for; you can achieve the seemingly impossible with determination. For me, it started with walking again after being told by all medical staff it would be impossible.

During my time with BHP, everything in the I&D space has moved forward in leaps and bounds. For someone living with a disability, the progress being made in this space has given me a new lease on life. I am eternally grateful that I can still contribute meaningfully.

Alex Gillam

Integrated Operations Technical Training Specialist, BHP





Claudio's story



In February 2019, during a family vacation, my accident happened. I was zip-lining with my two eldest daughters. When it was my turn, the cable broke, and I fell 15 meters. I was left with tetraplegia which prevents me from walking, and I cannot move my fingers. That's why I use prosthetics to be able to write. Being alive is a miracle. I was working as a mechanical dispatcher when the accident occurred.

In 2022, after a long period of rehabilitation, I was ready to reintegrate, and I was offered to work in the Santiago offices since there was nothing adapted for a wheelchair user on the site. I refused, since my intention was to return to site and implement adjustments for people with disability.

While touring the facilities, I let them know what I needed to be able to move around and perform my duties (parking, asphalt, ramps and office on the first floor).

When they started working on the adjustments, I was able to guide them through the arrangements of the accesses and the adaptation of the bedrooms. Work was also done on modifying the carry all so that they had ramps.

I am happy that the company listened to me, and I hope that with the modifications that have been made, more people in wheelchairs or with disabilities can work on the site. There is a very nice work environment where you can feel everybody's support.

Going back to work after everything I had experienced was extremely gratifying, I feel happy, and part of the process. BHP was very supportive of my inclusion.

"Disability is not an inability, it is another way of seeing the world, another way of walking, listening, but with these other ways, one can reach the same results."

Claudio Cortez
Maintainer Mine, Spence



Kim's story

I was born with Goldenhar Syndrome, which is a spectrum of congenital ocular, auricular, mandibular and vertebral anomalies, which caused me to be born without an external and middle ear canal, and as a result without hearing and a cleft palate. At the age of 17, I underwent a pioneering international surgery for minors, which consisted of a bone conduction implant, allowing me to hear for the first time in my life.

In 2021, I joined BHP's Graduate Program and worked in the Technical Training area. Due to my disability, I initially did not have access to enter site operations, which made my daily work difficult. However, I found coworkers who believed in my ability to perform, trusting in my abilities and empowering me to overcome existing barriers.

I am surrounded by great leaders who are inclusion role models, who have taught me how to relate to my teammates, communicate effectively, use body language, and present myself to an audience. These are aspects that may seem obvious but didn't come naturally to me.

Without even knowing me, our HSE team supported the decision that my disability should not limit me from entering site, as the company has implemented the necessary conditions for my safety. This has allowed me to do my job properly.

Today, I am part of Amber, BHP's disability inclusion network, which gave me the opportunity to give my first talk to more than 250 people in Chilean sign language. I have continued giving talks and training to contractor companies, colleagues and other areas connecting people with disabilities. Now, I support people with disabilities in Spence, guiding and accompanying them. This experience has been extremely rewarding, showing that we all work with the same purpose of doing the right thing.

I am convinced that BHP is making significant progress in term of disability inclusion and awareness. I hope I can serve as an inspiration for people who still see disability as a barrier over talent.

Growing up deaf has been an ongoing challenge, especially in terms of relating and interacting with others. I will continue fighting to create a culture

where disability is seen as a value, demonstrating that we are all different and that these differences strengthen the work team. This path has not been easy, but the personal and professional growth I have experienced has been immeasurable.

Kimberlyn Contreras

Engineer Process Control, Spence





Disability Action Plan

Though we are early on in our journey, our ambition is to take action to address and remove barriers, so people with disability can equitably participate in the workforce and bring their whole selves to work.

Our first Disability Action Plan aims to;

- Encourage, recognise, and promote an active commitment to removing disability discrimination.
- Address the drivers of inequity through the strategic pillars – People, Systems, Culture.
- Continue to build support for underrepresented groups and their allies across the business.

In creating this plan, we sought to capture the lived experience of people with disability through listening sessions and employee consultation. We also sought to understand the experiences of people with caring responsibilities. Seeking input from a wide range of sources has helped us to ensure our approach is relevant to our employees and supports achieving our aspirations on a global scale. The plan will help to address challenges, build disability confidence, and move towards a more inclusive, accessible workplace.

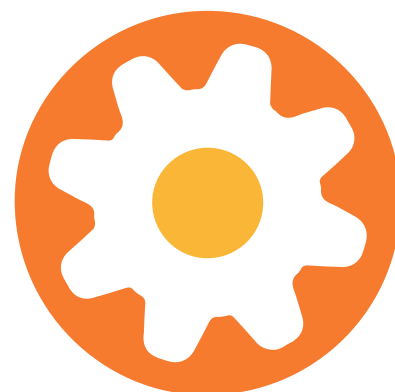
Disability Action Plan Pillars



People



Culture



Systems



“Until recently, I like many others didn’t truly understand what being neurodivergent meant. But following an adult diagnosis, I learned how common my experience was. Equally, I realised the importance of addressing challenges faced at work, in order to maximise the opportunities I have at BHP. It is reassuring to know that BHP is recognising neurodivergence in its Disability Action Plan. Solutions such as flexible work and the use of technologies can help to reduce the impact of these conditions on people like me, supporting us to achieve our potential.”

Megan Batchelor
Specialist Reporting &
Improvements



Disability Action Plan People

A people-first approach, aiming to improve connection and support for people with disability.

We will take deliberate actions to improve the lived experience of people with disability and caring responsibilities across our company, with the aim of ensuring connection and support and improving representation of people with disability in our workplaces.

To translate this intent into action and demonstrable impact, we know we need to build a sense of community with genuine care, understanding and support for people with disability. At its heart, this pillar is about strengthening networks and creating a supportive work environment for people with disability at all stages of the employee life cycle. With leadership from our Minerals Americas region, we will strive to upskill, recruit, and onboard people in a way that builds equity for people with disability, as well as improve policy and processes for accessing workplace adjustments.



Disability Action Plan Culture



To create a sustainable change within BHP, we need to start with embedding a culture of care to ensure everyone feels understood and free to be themselves.

We will take actions to embed a culture of care, inclusion, and understanding across all levels of the organisation to address and remove bias. This will include upskilling our workforce to support disability confidence, education, and awareness.

We know sustainable change requires education and mindset shift. This pillar aims to foster allyship and build disability confidence through communication, training, and awareness-building across our teams. We will also engage with accessibility experts to upskill our functional teams whose work has a global reach in accessibility best practice.

Disability Action Plan Systems

Improving our policies, technology and systems will bring sustainable, lasting change.

We will take action to embed systemic change across our organisation, in collaboration with people with disability, to update our policies, technology, systems and workplaces to improve accessibility and standardisation.

This pillar is about taking a systemic approach to improving our underlying structures, policies, and processes. The goal of this pillar is to bring about sustainable, lasting change that is embedded into the way we work at BHP.



Accountability

Accountability serves as the foundation for driving meaningful progress in effectively implementing our Disability Action Plan. This plan is governed and monitored by the BHP Disability Working Group, led by the Chair of Amber (BHP's Accessibility & Inclusion Network), and the Executive Sponsor. Throughout the implementation of this plan, we will aim to create strong and continuous engagement from the BHP disability community via our Amber Accessibility and Inclusion Network. Governance of the plan includes regularly seeking and incorporating feedback on the lived experience of people with disability in our workforce. This feedback loop is an essential part of the governance model, promoting accountability as well as strengthening our ability to adapt, with the aim of remaining responsive and impactful in addressing the diverse challenges faced by our disability community.

Our internal actions for keeping this plan on track include:

- Monitor, track, and report on ongoing progress of these actions through the Disability Working Group on a quarterly basis.
- Report progress to the Global Inclusion & Diversity Council on an annual basis.
- Continue to engage regularly with the BHP disability community through a variety of channels to seek and incorporate feedback.
- Complete the Access and Inclusion Index with Australian Disability Network in alignment with reviews of the Disability Action Plan.
- Refresh our Disability Action Plan every 3 years to ensure actions align with the evolving needs of the disability community.

"I've worked at BHP for ages [almost 45 years]. Dad set it up for me as finding jobs with my disability can be hard.

I had never even heard of BHP. Now I go to 171 Collins Street on Tuesdays and Thursdays to help, but footy tipping is still my number one favourite thing to do at work, and then talking to all the people, and then doing the mail."

Gary Roth

Chairman of the Melbourne Footy Tipping competition



Fleur's story

Navigating life can be tough, but being born deaf adds a whole new dimension for Fleur.

My ethos has always been to face life's challenges head-on with determination and perseverance, which has helped me to build a successful career. I was born deaf, and with bilateral cochlear implants, I use a combination of lipreading and hearing through the implants to understand speech. Achieving my university degree with honours in geology and progressing my career to a role in BHP's Resource Centre of Excellence are a couple of my proudest moments.

With over 30 years' experience in the mining industry at various companies, here at BHP,

management is very people-focussed, and the culture is highly collaborative. My colleagues are very understanding of my deafness and show their inclusivity by letting me sit in the best position at meetings for lipreading. During COVID-19, when we had to rely heavily on technology, my manager did not hesitate to fund external captioning services to ensure I could participate fully and lead my team.

Looking back over my career, I feel that the level of awareness that people have regarding invisible disabilities has increased considerably. And it is only with awareness that inclusivity can flourish.

I like to compare myself to Sally Pearson, the renowned Australian hurdler, in that I see a series of hurdles in life that I simply have to overcome. Sometimes, I go over them, and sometimes I get around them. But the goal is to always get past them!

Fleur Muller

Principal Geoscientist
Minerals Resource Reporting,
Resource Centre of Excellence,
BHP



Acknowledgments

We acknowledge members of the BHP disability community and appreciate the enthusiasm, time, vulnerability, and honesty you contributed to this project. We would like to thank those of you who generously shared your perspectives and valuable insights, becoming instrumental in shaping our Disability Action Plan and inspiring positive change.

A special thanks to the Disability Working Group for your ongoing efforts in fortifying our ambition to building a stronger and more accessible and inclusive workplace.

And finally, thank you to the Australian Network on Disability for guiding our efforts and supporting our aspirations in fostering a workplace that embraces diversity, inclusion and collective progress.



"As someone who lives with two auto-immune disorders, I understand the significance of empowering and supporting people with disabilities to be successful, safe, and healthy. BHP is taking important steps towards eliminating any barriers between disabled and non-disabled people and providing equal opportunities and achievements for all. I am excited to learn more about our Inclusion and Diversity initiatives through the Disability Action Plan."

Jop Poliquit
Executive Assistant





We want to hear from you

Do you have feedback on this plan?
Are you a member of the disability community? Do you want to connect as an ally and share in discussions and events with like-minded people? We want to hear from you.

Contact us at amber@bhp.com



bhp.com