



# BHP

Issue 3 2019

# Pilbara News

## Making a difference in the Pilbara.

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# Raising the bar to support Indigenous suppliers

A message from BHP WA Iron Ore President, Edgar Basto



**BHP is successful when our communities, customers and suppliers value their relationship with us. Together we can all make a difference raising the bar.**

## The positive impact BHP can have on local businesses and communities is incredible.

Earlier this year, we used BHP's voice to support the Uluru Statement from the Heart, which was a call to business and Australia to create a rightful place for Indigenous peoples in this nation through voice, agreement-making and truth.

It was a landmark moment for our Indigenous and Torres Strait Islander communities as well as BHP.

More recently, in August 2019, we reached another milestone I'm proud to share: committing to achieve at least three percent of our available Australian supplier spend with Indigenous businesses by 2024.

This represents more than \$400 million to be spent with Australian Indigenous businesses over the next five years.

BHP joined 16 other companies including Commonwealth Bank, Microsoft, Rio Tinto, Qantas, Telstra, Woolworths, Coles and KPMG in this commitment as part of the 'Raising the Bar' program led by the Business Council of Australia and Supply Nation.

The Raising the Bar program aims to contribute to a sustainable Indigenous business sector and supports stronger social and economic outcomes in Aboriginal and Torres Strait Islander communities.

Our Company is already making sound improvements in this space.

**Our Australia-wide spend with Indigenous businesses increased by 45 per cent in the last financial year.**

However, I believe we can do more, particularly in the engagement of our local and traditional owner businesses nearest to our operations. We must be deliberate to ensure their engagement.

BHP is successful when our communities, customers and suppliers value their relationship with us.

Together we can all make a difference raising the bar.

Stay safe,  
Edgar



# Working with BHP - an Indigenous supplier perspective

**For the past three years, Aboriginal United Services (AUS) has been successful with two of its subsidiary companies securing ongoing contracted work with BHP in traffic management and transport services.**

AUS Managing Director Steven Dhu said the reputation of his business as a progressive Aboriginal-owned company is thriving because of the focus it places on service delivery, safety and employment outcomes for Aboriginal people.

"AUS is working hard to position itself to be recognised as one of the best in class for the services we provide - which just happens to be Aboriginal owned," Mr Dhu said.

"To date, we've partnered directly with BHP to provide traffic management solutions on a long term contract and more recently a dedicated freight service out of Newman collecting ore samples from mine sites.

**"The result of these two great opportunities has given AUS a greater profile and backbone to create more work and employment opportunities in the Pilbara."**

AUS Holdings' relationship with BHP started in 2017 when it was contracted to undertake traffic management services for rail maintenance and emergency call-outs, along with site specific work across the Pilbara.

With depots and offices in Perth, Port Hedland, Newman and Tom Price and a growing workforce of more than 80 employees, AUS Holdings is quickly establishing itself as one of the premier service providers in the Pilbara. It has also expanded its services to the Kimberley region and Northern Territory.

Mr Dhu said the opportunity to contract directly with BHP, rather than sub-contract to a Tier 1 supplier, enabled and empowered his business 'to get a start' and retain its unique, effective business model, self-developed safety systems and culture.

"I've dealt with the bigger contracting companies in the past, and for an Indigenous business it's not always an easy road to go down.

"Working with BHP has helped AUS in its core mission to increase the economic development of Aboriginal people in the areas we operate.

"We have been able to train and employ local Aboriginal people and, importantly, continue to provide employment opportunities in a sustainable and supported work environment.

"As a group we are confident we can continue to grow our businesses in the Pilbara and beyond and in doing so, meet our objectives of increasing the number of Indigenous people and businesses we employ."



# The art of the industry

## **Sisters Tamisha and Montana Williams are learning the art of stretching canvas and material handling at the highly successful Martumili gallery in Newman.**

The two trainees are part of a pilot Supported Accommodation program with the Newman Women's Shelter and live in a BHP house. The Newman Women's Shelter provides a range of support services, which allow Tamisha and Montana to focus on their day-to-day work and learn skills to live independently.

As part of their work at Martumili, the girls took a trip to Melbourne to visit prestigious art suppliers, Chapman & Bailey, to discover the materials used in the art process.

Tamisha and Montana also install artwork for exhibitions, working with curators and operating a scissor lift. Their work often involves marketplace sales, photography, filming and story recording for cultural purposes.

It's a family affair, with the two sisters recently supporting their brother Corban to install his art exhibition in Port Hedland, which showed his grandfather's Country of Kaalpa (Well 23 on the Canning Stock Route).

"Having our own home makes us happy," said Tamisha. Tamisha said her favorite part of working at Martumili is helping the old people, getting them paints, making tea and handing out lunch. "I also like mixing paint and making new colours, priming and stretching the canvases too."

**BHP is proud to have supported Martumili Artists and the Newman Women's Shelter for several years, helping artists and women find a voice ... and a home.**







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# Meet Marie - the General Manager of BHP's Newman Operations



Marie's goal is for everyone to understand what role they play, and to know that those around them have an important role to play as well.



**Driven by her passion to empower her team, Marie Bourgoïn says her role as General Manager means it's her responsibility to make sure she and her team create the right working environment to drive the health, safety, culture and productivity outcomes of BHP's Newman Operations.**

Marie's goal is for everyone to understand what role they play, and to know that those around them have an important role to play as well.

"I'm just one small part of a very large team whose job is to ensure we safely load the right amount of iron ore at the right time, with the right quality, when the trains arrive into our mine," Marie said.

**"I want my team to have a sense of purpose when coming to work, a sense of accomplishment when leaving work, some fun whilst at work and the right support."**

"If we do that successfully, imagine the difference we can make to our teams, our community, our stakeholders and our shareholders!"

A new resident to Newman, Marie loves the simplicity of the Pilbara and how it allows her to spend more time with her young family.

"When I am not working, I love to spend time with my husband and my three children," Marie said. "We love having BBQs, having movie nights or getting out on the UTV! We can't wait to explore this huge backyard of the Pilbara and see all the beautiful sights."

## **More about Marie:**

### **What do you love about your job?**

I love working with people. It gives me a buzz to come to work every day as well as getting involved in the community and meeting different people, all with their own stories, their own diversity of thought and their uniqueness.

### **What career advice would you give to people wanting to get into resources/mining?**

Have a go, it's an awesome industry! There are so many different roles that are needed to make up a mine site. Working for BHP is not just a job, it's a career. Our teams are made up of people with different backgrounds, cultures and experiences and we value this diversity. You don't always need to be a miner with years of experience!

### **Tell us something people would be surprised to know about you?**

My family is very multi-cultural, we all hold different passports. My husband is Singaporean, my children are Australian and I am French born, Australian at heart. I got stopped at airport border security once having to prove the child I was travelling with was my own child! One of the reasons why I am so passionate about being inclusive of everyone's background and story...

### **What do you love most about the Pilbara?**

The fact that I can never be more than five minutes late everywhere I go, given everything is so close by! Which for me is a big advantage given I am not known for punctuality. I also love the simplicity of the outback lifestyle and how much more time I get to spend with my family. The other thing I love about the Pilbara is the people, who are so welcoming and friendly.

### **Favourite song?**

My old time favourite is Enya (any song) but I also love listening to any type of music (country, pop music, R&B etc.).

### **Favourite movie?**

I would have to say 'The Green Mile'.

### **Dream car?**

When I was younger, I would have said a convertible (any brand, any car, as long as it was a convertible). Now I must say I stopped dreaming about cars when my last baby was born and I started dreaming about how I was going to fit them all in my Nissan Dualis!

### **Favourite meal?**

I am French so will have to go with the traditional bakery delicacies, cheese, bread and not to forget snails... but most of all I absolutely love crepes, with any filling!



# Building a diverse and inclusive Newman economy



Through Newman Futures we want to generate a vision of what the future of work, training and life will look like in Newman.



**Technology, culture, country, education and training have been hot topics in Newman over the past few months, with community members and local businesses meeting to discuss and explore what jobs of the future will look like.**

These conversations have been part of Newman Futures, a project aimed at building a diverse and inclusive Newman economy.

BHP's Principal Collective Impact Chris Cottier said innovation and technology are changing the way we live and work.

"BHP is working closely with the Shire of East Pilbara and the Newman community to understand and harness these changes as opportunities," Chris said.

"Through Newman Futures we want to generate a vision of what the future of work, training and life will look like in Newman.

"We are doing this by hosting a series of engagements and activities to bring together the community, young people, business pioneers and local leaders to map an exciting and sustainable economic future."

President of the Shire of East Pilbara, Lynne Craigie said, "Although we can't look into the future, we can do our best to plan and anticipate how technology will change the way we operate and importantly, how we can embrace this change to improve life for people of Newman and the East Pilbara."

To date, Newman Futures has hosted a number of events around town covering topics such as culture and country, education and training, liveability and wellbeing and building the economy and future of work in Newman.

**To find out more, attend the next Newman Futures event and play a part in shaping the future of Newman's economy.**  
**Visit [www.newmanfutures.com.au](http://www.newmanfutures.com.au)**



# Road safety is important to us

Turning right on the big, open road



**It can be common practice for drivers travelling in the Pilbara to indicate right, when they believe it's safe for you to overtake.**

**This may not be the case – they may actually be turning right.**

**Never assume it's safe to overtake. Double-check that their intention is clear – are they turning right – or are they indicating that it's safe for you to overtake?**

## **Best practice tips:**

- If possible, make positive radio contact with the other vehicle on channel 40 and advise of your intentions. To prevent confusion, mention the direction you are going, the highway or road you are on and something to distinguish your vehicle
- Make sure you have good visibility of the road ahead, and behind, for you to complete your right turn
- Provide any trucks travelling behind you with ample time and space to slow down
- Ensure there are no oncoming cars, or that the vehicle behind you has commenced overtaking you
- Always check your blind spots.

## **When traveling long distances, there's some other important things to remember:**

- Keep your vehicle well-maintained
- Do a safety check before you drive – make sure your tyres, lights and indicators are all in good working order
- Don't drive more than two hours without a break
- Change drivers wherever possible.

**Be conservative. Don't rush. Plan the trip as part of the journey, and enjoy our incredible Pilbara landscape.**

# What's an apprenticeship like with BHP?



**Liz Dowsett is a fourth year Electrical Apprentice with BHP and recently won the National Electrical Contractors Association (NECA) WA Chapter Industrial Electrical Apprentice of the year award.**

Liz originally graduated from university with an engineering degree, but struggled to get a foothold in the industry during the aftermath of the global financial crisis - so she thought she'd give an apprenticeship a try, and hasn't looked back since.

Liz said the heart of her apprenticeship program is people and businesses investing in the future together, something that she doesn't think is done enough.

**"I think it's awesome that companies like BHP are willing and able to make the investment in our communities by sponsoring apprentices," Liz said.**



**Here's what Liz had to say about her apprenticeship with BHP so far:**

**Why did you decide to take on an apprenticeship?**

I chose to do an apprenticeship because I wanted a long term career and I saw doing a trade as complementary to my university studies, and ultimately a pathway where I felt I could make a difference. The practical skills taught during an apprenticeship are a great foundation to learn and identify how the sites and equipment "really" work.

**What work do you do?**

My apprenticeship with BHP has been fantastic in giving me exposure to a number of maintenance teams across its Iron Ore business. This has included working in the fixed plant team, screening and processing the iron ore, as well as time with the non-process infrastructure team with BHP's own power distribution and generation network where I look after critical electrical equipment, making sure its running effectively and maintained safely.

**What do you enjoy most about your apprenticeship?**

The most enjoyable part of doing an apprenticeship is learning something new every day. In an economy where more and more people make a living by working with intangible things such as information and finance, I have been surprised at how much satisfaction I get from being able to see the work I've done and knowing that I helped to replace that motor, or installed a pole top transformer or made electrical supply to a building safe. I'm proud of the work I've done, and love working on the job with the team.

**What's your message to other people thinking about taking on an apprenticeship?**

I cannot recommend it highly enough! During my apprenticeship, I have discovered amazing people and new career opportunities that I, like I suspect many other people have not heard of, let alone considered before. On the flip side, if you run a business and are thinking about taking on an apprentice, I'd encourage you to reach out to a training organisation.



# A dream come true

Many children spend hours playing with toy trains creating imaginary railways, but for Warren Wellbeloved that imaginary world has become a reality.

**Warren was recently appointed the General Manager of Western Australian Iron Ore Rail Operations and is responsible for overseeing the safe delivery of iron ore from BHP's mine operations to Port Hedland.**

At the core of BHP's rail network is its people. It's the people that drive Warren to ensure he creates an environment where everyone feels empowered to speak up, think big and go home safe every day.

**"I am absolutely passionate about seeing individuals and teams succeed," said Warren.**

"Empowered people are our greatest asset and I feel honoured to work with so many capable and motivated people."

**Warren has lived in Port Hedland for nine years and enjoys the strong sense of community spirit.**

"It's the community that makes Port Hedland a great place to live.

"I'm proud to work for BHP and see firsthand the meaningful and long-lasting value we are able to create in partnership with the community.

"I'm especially passionate about education and ensuring we work in partnership with local schools to create pathways to employment for future generations."



# Diving thanks to DIDO

Gratias Matunda loves to explore Australia and has a passion for diving.

He is also one of BHP's pioneers when it comes to drive-in drive-out (DIDO) work flexibility.

**Living in Port Hedland and working at Mining Area C as a Project Engineer, Gratias said the ultimate reason he chooses to DIDO is because it lets him see his partner more often.**

"The drive can be demanding, taking close to five hours, but it allows me to spend more time with my partner and be more engaged with the laidback community, which I love," Gratias said.

"On some of my breaks between shifts, my partner and I get to explore and see interesting parts of Australia. We've discovered some amazing camping, fishing and diving spots up in the north west – something we wouldn't be able to do if I lived in Perth.

"When I tell people I'm doing DIDO from Port Hedland, they are usually shocked because of the distance.

"They ask me why I do it, and I tell them I've tried all the different options and DIDO gives me the best opportunity to spend time with my partner and enjoy the community."

BHP offers DIDO and residential commute options across its sites in Western Australia and is passionate about supporting flexible options that enable our people to contribute to their roles in different ways.

What these options look like for each role vary based on their location and schedule and are assessed on a case by case basis – with fatigue management and safety being the highest priority.

**Find out more about jobs at BHP by visiting [careers.bhp.com.au](https://careers.bhp.com.au)**



**BHP offers DIDO  
and residential  
commute options  
across its sites  
in Western  
Australia.**



# Helping parents in our community be more confident? To us, that's big!



BHP community partner Ngala visited Port Hedland last month, holding a week of workshops for mums, dads and supportive colleagues both on site and in the community.

From 'parenting tweens' to 'toddler tantrums', 'co-parenting strategies' and staying connected with FIFO / shiftwork – the workshops had a huge response from the entire Hedland community.

Senior Electrical Engineer Bertrand Fernando and Reliability Engineer Marty Skiadas attended, and said they'd recommend every parent to attend.

"The workshop equipped me with skills and knowledge to better understand my daughter's growing needs," said Bertrand. Marty added that he learned to spend more time with his child's routine.

**"It was great to see some non-parents also attending, so they can better support their colleagues who are juggling families and work commitments," said Krystal Mulligan, Community Specialist.**

Apprentice Coordinator Alix Walker, pictured above with Stephen Gallagher from Ngala, also attended the onsite workshops. Alix is not a parent herself but wanted to learn more.

"From day to day I cross many different people in different circumstances. This has helped me learn what resources are available for people," explained Alix.

The Ngala 'Pilbara Families Building Pilbara Communities' project delivers vital information on topics like sleep, behaviour, nutrition, communication, protective behaviours, adjusting to parenting and how to juggle work and family life.

BHP has invested nearly half a million dollars into helping families in Port Hedland and Newman with their parenting and childcare needs, by partnering with Ngala.

In the past three years, more than 1800 families and daycare workers have joined the Ngala workshops and support services.

# Newman, a place to call home



**From the sandy beaches of Mauritius to the red desert landscape of the Pilbara – Jenita has been caring for children at the Newman Day Care Centre for over two years.**

“I’m so proud to be here with the Newman community and part of the Newman Day Care family,” said Jenita, pictured with Karchee, aged three years.

BHP provides a number of homes to Newman Day Care so that they can attract qualified staff with affordable accommodation.

“This is part of a bigger retention strategy for what has been traditionally a high turnover industry,” said BHP Corporate Affairs Principal Sue Michoff, who lives in Newman with her young family.

“Improving community services in remote and regional towns is not only important for local residents, but also our workforce - as we focus on enabling women to join our operations.”

Jenita will be reunited with her husband and teenage children at Christmas when they travel to Australia to join her. BHP has upgraded her to a three-bedroom house so that her family can be a part of the Newman community too.

**“I’ll be reunited with my own family soon. I’m so pleased for the opportunity my own children will have to enjoy this beautiful country.”**

“I want to thank the Newman Day Care for giving me the opportunity to be a room leader and the Newman community for making me so welcome,” said Jenita, who can’t wait to become an Australian citizen next year.





**BHP provides a number of homes to Newman Day Care so that they can attract qualified staff with affordable accommodation.**



# Lending a helping hand

When the call came through to BHP explaining that the Port Hedland Volunteer Marine Rescue needed a new light vehicle (to tow small rescue vessels between the Marine Rescue base and the boat ramp) - BHP Port Operations was happy to help.

At the time the donation request was received, BHP was in the process of changing out a number of older vehicles. The business was happy to donate a light vehicle, which was surplus to operational needs.

The Port Hedland Volunteer Marine Rescue use light vehicles to tow their 6 metre and 4 metre rescue vessels to the boat ramps in preparation of sea rescue call-outs, training, and patrols.

Nilson Davila, GM Port Operations, was delighted that Port Operations was able to assist.

**“We have a great relationship with the Port Hedland Volunteer Marine Rescue service and in recent times we have been able to provide funds for upgrades to the ‘Iron Pride’ Rescue Vessel Refit for solar and lithium battery equipment, as well as providing support for the overhaul for the Iron Pride’s trailer. This is just another example of being able to work together to help provide a vital service to our local community,”** said Nilson.

**The Port Hedland Volunteer Marine Rescue conducted 59 marine search and rescue events in 2018 - that’s a lifesaving community service.**





# Old oil and gas infrastructure creates fishing playground



**One year ago, six giant steel structures from BHP's Griffin oil and gas facility were decommissioned, cleaned, repurposed and deployed on the ocean floor within the Exmouth Gulf in Western Australia.**

Known as King Reef, it is now the largest and fastest developing purpose-built artificial reef in the Southern Hemisphere – and it is thriving.

Today, the two acre King Reef has created more than 27,000 cubic metres of new underwater habitat, providing food and shelter for more than 50 different types of marine life, including a variety of fish, sea turtles, sea snakes, sharks and rays.

BHP Petroleum Field Operations Manager Darryl Nottingham said the success of the reef has been the result of a fantastic partnership between BHP, Recfishwest and the Exmouth community.

"It's been the community who's arguably played the most significant role in this project," Darryl said.

"Community volunteers have been out on the water constantly monitoring the reef's development through a BHP funded project called Reef Vision."

## **Reef Vision empowers community stewardship through ecological data collection and is a vital component of the King Reef Project.**

Through Reef Vision, community members head out to the reef, drop cameras to observe the marine life and send the data back to Recfishwest and Curtin University for scientific assessment and reporting.

Darryl said the results have been fantastic so far, and the reef is having a direct positive impact on tourism and local businesses.

"Exmouth has always been known as a prime fishing location, with deep water game fishing being the main draw card for the more experienced fishing enthusiasts," Darryl said.

"King Reef is only six nautical miles off the coast of Exmouth and within the Gulf peninsula – so it is perfect for beginners and intermediate fishers.

"More people are heading into tackle stores and stocking up for their day on the reef. Dive Charters are hiring and providing equipment and local service stations and food outlets are helping visitors looking to have an adventure on King Reef.

"The new fishing opportunities also help boost boat hire companies in town and accommodation providers, retail outlets and restaurants are all seeing more people flock to Exmouth to experience its newest fishing playground."

**Head to BHP's YouTube channel to watch a video of the reef and marine life.**

# Supporting our communities

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## BHP is a proud supporter of local community events and programs

### Port Hedland

#### The North West Festival

**This year's festival saw record crowds of over 3,000 in attendance. Not only is it a great way to feature high profile artists, there is a wonderful opportunity for local artists to perform and local community organisations to get involved.**

"The Town's \$1.2 million dollar, three-year partnership with BHP heralds the next chapter in a strong relationship which provides real benefits to the community. This funding secures the delivery of a high quality, engaging and innovative events calendar which fosters Hedland's liveability and enhances communal life for all," said the Hon. Commissioner Fred Riebeling.

"We look forward to continuing to deliver events such as North West Festival, Spinifex Spree and Australia Day celebrations to cater for local families and the region's tourists alike. BHP's commitment to community investment aligns with our Strategic Community Plan, improving Hedland's lifestyle into the 2020s."







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**Do you have an issue with our  
operations?**

**Call 1800 421 077**

If you notice something is not quite right and you think it may be linked to our port, mining or rail operations then BHP has a Pilbara Community Contact line that offers a 24 hour service, 7 days a week to register your concern.

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**For more information**

Contact Corporate Affairs on 6321 0151 or email [pilbaraca@bhp.com](mailto:pilbaraca@bhp.com)

[bhp.com](http://bhp.com)