

NEWS RELEASE

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BHP BILLITON CONGRATULATES WOMEN IN RESOURCES

More diverse workforces are helping resource companies achieve superior performance, safety and stable production, says BHP Billiton's Human Resource President, Mike Fraser.

Mr Fraser delivered the keynote address at the inaugural Women in Resources Awards (WIRNA) in Brisbane today, with the national awards program building on the state-based Resources Council awards, celebrating the achievements of women, men and companies who make outstanding contributions to the industry.

BHP Billiton boasted four finalists at the Awards, with Laura Tyler, Asset President, Cannington winning the 'Exceptional Woman in Australian Resources.'

Mr Fraser spoke about the important business benefit that comes from diversity and inclusion.

"Diversity and inclusion make good business sense," Mr Fraser said.

"We have found that where our workplaces are more inclusive and collaborative, we achieve superior performance results. Safety results are better, production is more stable, employee engagement is higher and turnover is lower."

Importantly, Mr Fraser said diversity was not just about gender, but includes different aspects of individual uniqueness including thought, experience, age, disability, nationality, ethnicity, orientation, gender and perspective.

Mr Fraser went on to say that BHP Billiton has implemented a number of diversity initiatives to help drive performance.

"We are addressing the historical gender imbalance we have seen in our industry by having a particular emphasis on increasing female representation in key operational roles," Mr Fraser said.

"For example, in Queensland, our Daunia and Caval Ridge operations are proving that with a strong commitment, the gender diversity gap in the resources industry can be narrowed.

"From the start of development of these projects seven years ago, BHP Billiton

Mitsubishi Alliance (BMA) committed to create a diverse workforce at Daunia and Caval Ridge with at least 30 per cent female and 5 per cent Indigenous employees.

“The operations offered training for female employees new to the industry and interested in taking on more responsibility. We are now on track to achieve this goal by 2015 with female employees now making up 25 per cent at Daunia and 20 per cent at Caval Ridge.”

Mr Fraser also congratulated the finalists and winners of the WIRNA Awards and said that BHP Billiton was very pleased to have four finalists nominated:

- **Lucas Dow**, Asset President, BMA for the ‘Excellence in Diversity Programs and Performance’ category,
- **Laura Tyler**, Asset President, Cannington for ‘Exceptional Woman in Australian Resources’,
- **Jo Barron-Perry**, Senior Mining Engineer, Olympic Dam for ‘Gender Diversity Champion in Australian Resources’ category and
- **Emma Stevenson**, Electrical Instrument Technician, Nickel West for ‘Outstanding Australian Tradeswoman/ Operator/ Technician category.

“I would like to congratulate all the finalists, including the BHP Billiton finalists and winner Laura Tyler from Cannington. Participation in these awards will go a long way to raising awareness about the important role that diversity plays in our business and the resources sector generally.”

Further information on BHP Billiton can be found at: www.bhpbilliton.com.

Media Relations

Australia

Emily Perry
Tel: +61 3 9609 2800 Mobile: +61 477 325 803
email: Emily.Perry@bhpbilliton.com

Paul Hitchins
Tel: + 61 3 9609 2592 Mobile: + 61 419 315 001
email: Paul.Hitchins@bhpbilliton.com

Eleanor Nichols
Tel: +61 3 9609 2360 Mobile: +61 407 064 748
email: Eleanor.Nichols@bhpbilliton.com

United Kingdom

Ruban Yogarajah
Tel: +44 20 7802 4033 Mobile: +44 7827 082 022
email: Ruban.Yogarajah@bhpbilliton.com

Jennifer White
Tel: +44 20 7802 7462 Mobile: +44 7827 253 764
email: Jennifer.White@bhpbilliton.com

Americas

Ruban Yogarajah
Tel: +44 20 7802 4033 Mobile: +44 7827 082 022
email: Ruban.Yogarajah@bhpbilliton.com

BHP Billiton Limited ABN 49 004 028 077
Registered in Australia
Registered Office: Level 16, 171 Collins Street
Melbourne Victoria 3000 Australia
Tel +61 1300 55 4757 Fax +61 3 9609 3015

Investor Relations

Australia

Tara Dines
Tel: +61 3 9609 2222 Mobile: +61 499 249 005
email: Tara.Dines@bhpbilliton.com

Jodie Phillips
Tel: +61 3 9609 2069 Mobile: +61 418 710 516
email: Jodie.Phillips@bhpbilliton.com

United Kingdom and South Africa

Jonathan Price
Tel: +44 20 7802 4131 Mobile: +44 7990 527 726
email: Jonathan.H.Price@bhpbilliton.com

Dean Simon
Tel: +44 20 7802 7461 Mobile: +44 7717 511 193
email: Dean.Simon@bhpbilliton.com

Americas

James Agar
Tel: +1 212 310 1421 Mobile: +1 347 882 3011
email: James.Agar@bhpbilliton.com

Joseph Suarez
Tel: +1 212 310 1422 Mobile: +1 646 400 3803
email: Joseph.Suarez@bhpbilliton.com

BHP Billiton Plc Registration number 3196209
Registered in England and Wales
Registered Office: Neathouse Place
London SW1V 1LH United Kingdom
Tel +44 20 7802 4000 Fax +44 20 7802 4111

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