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A message from Tim Day Asset President, WA Iron Ore



It is a privilege to introduce myself in the latest issue of **Community Connect**.

Western Australia has been home to me for most of my adult life. I've raised my three children here and spent many years working and living in the Pilbara – so the Pilbara region is very close to my heart.

Having spent a number of years in Queensland, it's been incredible returning to WA and having the opportunity to reacquaint myself with the fantastic people we have at WA Iron Ore (WAIOW) and more importantly the communities that make the Pilbara so unique.

I've been meeting with Traditional Owners, government, community and business partners about how WAIOW can continue to develop the valuable relationships that benefit your community, the state and the nation.

I am really excited by the opportunities that remain to be unlocked - which are not only critical towards our ongoing growth ambitions but will also involve continued partnership with the communities in which we operate. This will be driven by our people as we work together towards our critical focus areas, which includes accelerating our social value priorities.

You can read more about how our teams are working in partnership with local communities to create and accelerate social value here in WA in this edition of BHP Community Connect.

Stay safe,

Tim

Improving health of WA children



Did you know Indigenous people in Western Australia carry one of the highest burdens of ear disease in the world?

BHP has partnered with Ear Science Institute Australia to tackle the challenges around access to quality health care services in regional communities.

'Healthy Ears On Country' aims to improve long-term health outcomes within Aboriginal communities across the East Pilbara region, including Newman, Jigalong, Punmu, Parnngurr, and Kunawarritji.

Aboriginal children have the lowest rate of ear health in the world, with nine out of 10 experiencing some form of ear disease. If left untreated, this can lead to permanent hearing loss, developmental and speech delays.

Under a three-year agreement, BHP will invest \$825,000 to expand the scope of ear health services available on Country, and reduce the barriers associated with seeking treatment and care.

This includes the procurement of additional specialist equipment, provision of training to local health care professionals, and financial and logistical support for persons needing to travel for consultation or treatment.

"We are thrilled to have BHP on board. With their support, we can expand and improve care on Country, boost community involvement and ensure the program's long-term sustainability for the Martu and Nyiyaparli peoples in the East Pilbara," said Ear Science Ear Health Coordinator Lucy Mitchell.

The program is expected to directly benefit up to 534 children, 420 parents, and 294 families, through improved mental health outcomes, enhanced understanding during schooling, fostering self-confidence and empowering children with the right social skills and education for the workforce.

A not-for-profit medical research centre, Ear Science Institute Australia has been delivering ear and hearing clinics in remote communities in the East Pilbara for a decade in partnership with Puntukurnu Aboriginal Medical Service (PAMS).



[Learn more](#)

Boosting educational outcomes in the Pilbara



The BHP Pilbara Education Partnership has supported more than 4000 students and 15 schools, addressing the challenges faced by regional towns and promoting employment opportunities available for young people across the Pilbara.

We have renewed an ongoing partnership with the WA Government for another year – committing to a further \$3 million to enhance educational outcomes for kids and teenagers in Port Hedland, Newman and surrounding regional towns.

Since its inception in 2005, the program has improved health and education outcomes for children through the support of developmental milestones and increased parent involvement with student learning. Pilbara high schools have seen an increase in school attendance, improved academic results, and a reduction in student suspensions.

BHP WAIO Asset President Tim Day said: "It is important for us to create positive economic and social outcomes for the WA community. This partnership continues to improve the opportunities available for our future generations living in regional towns."

The partnership between BHP and the Department of Education is the largest of its kind in WA.

The Early Years program

The Early Years program ensures that families have access to **early intervention**, and important services that **support development** and prepare them for school.

The Pathways program

The Pathways program **creates career pathways** from primary to secondary school, including **opportunities to participate** in job trials, work experience and community service.

The Rise Up program

Rise Up offers tailored **support to youth**, encouraging leadership, goal attainment, and celebrating achievements. Students are offered **opportunities to mentor others** and actively engage with the community.

New rail crossing bridge improves Hedland road safety

We recently joined WA Premier Roger Cook, Transport Minister Rita Saffioti, Member for the Pilbara Kevin Michel and Federal Senator for WA Varun Gosh for the opening of the new 32-metre road-over-rail bridge at the Nelson Point main line level crossing in Port Hedland.

Delivery of the new bridge marked the completion of the Hedland Road Rail Safety Improvement Program, a \$113 million package of work jointly funded by BHP and the Australian and Western Australian governments to improve road safety in the Pilbara and provide a better experience for roughly 6000 vehicles per day.

BHP was proud to contribute **\$44.74m** over the two stages of the program, supporting local jobs.

BHP Rail Manager Operational Readiness, Sarah Dearman said: "It's fantastic to see the finished works and to know that daily road users are travelling safer as a result."

"We're pleased that our contribution and collaboration with the State and Commonwealth governments has made a real difference to the project."



The program included:

- The **realignment of 4.75 kilometres of Great Northern Highway**, north of the airport, providing a **grade-separated crossing** over the dual rail lines to BHP's Nelson Point facilities.
- Construction of **two roundabouts** either side of the **BHP rail line** on Powell Road, at Dalton Road and Hamilton Road.
- Construction of a **34-metre road-over-rail bridge** over BHP's rail line at Buttsweld Road and **realignment of 3 kilometres** of Great Northern Highway – completed November 2022.

Improving access to childcare in the Pilbara

We understand how important access to quality early childhood education and care is for our communities. The childcare shortage has consistently been identified as a constraint in attracting and retaining people to the region.

BHP has been working in partnership with Child Australia, Wanslea and YMCA Early Learning Centres to ease the strain and set a new standard for childcare in the Pilbara.



[View more](#)

Child Australia

Through Child Australia's Thriving Futures program, BHP has been working with partners to make more childcare places available in the Pilbara.

Under Thriving Futures, 65 candidates have been employed in participating childcare centres since 2020, with a retention rate of more than 72 per cent. In addition, the program has:

- Delivered **209 hours** of onsite consulting with staff across participating centres;
- Provided **79 candidates** with formal mentoring including one-on-one support from a dedicated mentor; and
- Supported **39 scholarship** recipients.



“We want to create enduring and collaborative partnerships which improve outcomes for families in the Pilbara and we have seen some great outcomes as a result of our ongoing work with Child Australia, including a significant reduction in waitlist times for families seeking childcare enrolments.”

Rachel Donkin, BHP Manager Community WA



YMCA Early Learning Centres

We've partnered with YMCA Early Learning Centres in Port Hedland and Newman to help ensure better access to quality early childhood education and care.

The YMCA Early Learning Centres partnership is in addition to the significant progress BHP has made through its partnership with Child Australia since 2020.

Port Hedland's centre has almost doubled its available capacity, significantly reducing its waitlist, and Newman has no waitlist at all.

Prior to this initiative, both the Newman and Hedland centres had a waitlist of 18 months or more.

BHP Manager Community WA Rachel Donkin said: “We understand how important access to quality early childhood education and care is for our communities.

“BHP is proud to partner with Child Australia and YMCA to make it a reality for more families in the Pilbara.”

Family Day Care

Meet Amanda Hames, an Early Childhood Educator and owner of Kids 'R' Kids Family Daycare in Newman.

Amanda is just one of several educators who has been empowered to become a family day care provider in the Pilbara through BHP's partnership with Wanslea to increase childcare availability in the region.

Under the partnership, BHP provides educators who wish to provide their own family daycare services with premises, as well as grant funding for equipment and fit-out.

“Thanks to BHP's support I've been able to fulfil my dream of running my own family daycare business,” Amanda said.



“The funding enabled me to purchase the essentials I needed to get the business started. BHP also supplied me a separate house from my personal home to run the daycare. This has helped me separate my work and private life so I can focus more on leaving work at work.”



Western Ridge Crusher Project to support local business

BHP recently announced approval for the Western Ridge Crusher Project, located approximately 21km southwest of Newman on Nyiyaparli Country.

The US\$943 million project is a sustaining tonnes proposal for our Newman Operations.

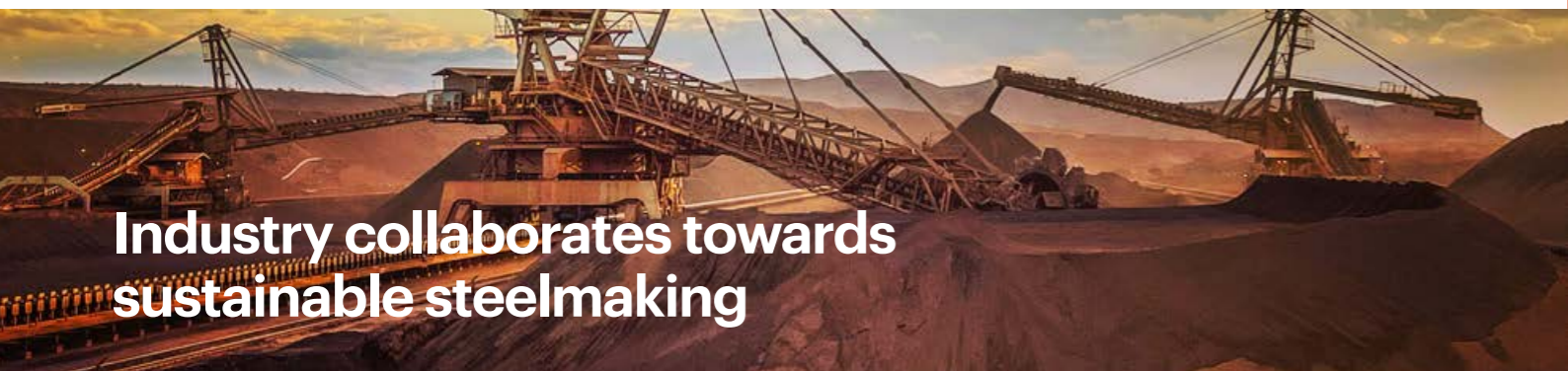
We expect to award more than US\$45 million in contracts to local and Indigenous businesses – both via BHP direct and indirect engagements.

The project scope includes new ore processing and transportation infrastructure, including construction of a new 30 Mtpa primary crusher and a 12km overland conveyor to transport the ore to the Newman West ore processing hub.

First production is expected in Q1 FY2027, and the project is expected to deliver an average of 25 Mtpa providing around 12 years of products to replace production from depleting orebodies around Newman.

“This is a significant milestone and project that will achieve significant social value for the communities in which we operate.”

BHP WA Iron Ore Asset President Tim Day



Industry collaborates towards sustainable steelmaking

We have partnered with Rio Tinto and BlueScope in our efforts to accelerate the decarbonisation of steelmaking.

Rio Tinto, BHP and BlueScope have agreed to jointly investigate the development of Australia’s first ironmaking electric smelting furnace (ESF) pilot plant.

The collaboration aims to demonstrate that production of molten iron from Pilbara ores is feasible using renewable power when combined with Direct Reduced Iron (DRI) process technology.

If successful, it could create a potential pathway to near-zero greenhouse gas emission-intensity operations for steelmakers that rely on Australian iron ore to meet global steel demand.

The pre-feasibility study is expected to run for the remainder of 2024. If approved, the pilot facility could be commissioned as early as 2027.

The agreement leverages BHP and Rio Tinto’s deep knowledge of Pilbara iron ores with BlueScope’s unique operating experience in ESF technology.



[Learn more](#)

Bamboo Flexible Work Program kicking goals

The Bamboo Flexible Work Program, established over four years ago at our Newman Operations, was recently named finalist in the 2024 Chamber of Minerals and Energy WA’s Women in Resources Awards.

The program is a residential gender diversity initiative that supports the attraction and retention of women in non-traditional roles.

It offers reduced working hours, shifting from a 12.5-hour traditional mining shift to a 7-hour shift on an even time roster. Importantly, Bamboo employees are also entitled to company housing.

“Essentially the program is there to provide flexible work options for Newman residents. It means being at home to drop the kids off at school, attending sporting events on the weekend, and still being able to pursue a career in the mining industry,”
Lucy Petchell, Newman Operations.



The program’s success is demonstrated by an 85 per cent female participation rate and a 25 per cent Indigenous Employee participation rate within the Bamboo team.

Newman Operations has experienced increases in female workforce participation, from 26.5 per cent in FY21 to 34.7 per cent in FY24.



[Learn more](#)

Innovative thinking to improve air quality

As our operations continue to grow, our ongoing focus on careful management of dust emissions will ensure a strong future for the communities where we operate.

Together with other major Pilbara industries and the WA Government, BHP is committed to playing our role, and keeping our contribution to dust as low as practicable in our naturally dry and arid environment.

In recognition of the role we can play, BHP has committed up to A\$300 million over five years to enhance dust management across our supply chain, as part of our Pilbara Air Quality Program.



Water

The primary method for controlling dust is ensuring sufficient moisture (water) is added to the ore at the mine site to keep emissions to a minimum. This process is supported by laboratory testing to ensure the optimal level of moisture is always applied, balancing the need to preserve a precious water supply with the need to control dust.

Monitoring

BHP utilises cutting edge technology to ensure that the levels of dust are accurately monitored at our sites across the Pilbara, so the community can have confidence in the oversight of our operations from authorities.

Vegetation

In partnership with Curtin University and Greening Australia we've planted more than 150,000 seedlings to capture dust in Port Hedland's West End, turning the once barren landscape into a vibrant green vegetation barrier between our Port operations and the community. As the plants grow and develop over the years, they will create a dust barrier between our business operations and the community.

Wind fence

Construction of our first wind fence at Port Hedland's Nelson Point is now complete. Finucane Island is underway with expected completion mid-year. The fences are designed to reduce wind speeds, shielding BHP's stockpiles, and reducing the potential for dust lift off.



Closing the gap on legal aid for regional communities

A new partnership between BHP and Aboriginal Family Legal Services WA (AFLS) will help to improve community safety and wellbeing through an increase in legal assistance and social services available to communities in the Pilbara.

The Pilbara Wide Community Legal Education and Support Program is a two-year program to support individuals and families at risk of, or impacted by, family, domestic and sexual violence.

BHP funding will enable AFLS to offer intensive case management to survivors in Hedland and Newman, as well as delivery of community education programs and workshops designed to build understanding of family and domestic violence, and healthy relationships.



Find out more

"For us, it's about standing with local communities and backing organisations like AFLS, which provide culturally appropriate support for survivors and their families and deliver important preventative education programs."

Cindy Dunham, BHP General Manager Port, Western Australia Iron Ore

Get to know Rod Ballinger, General Manager Newman Operations

Rod Ballinger was recently appointed General Manager of BHP's Newman Operations.

Rod joined BHP at South Walker Creek mine in Queensland, before heading west in 2013 to be part of our Integrated Operations team and later Jimblebar, where he progressed over several years to General Manager.

Most recently, Rod was advising on strategy and planning across our Australian assets.

At Newman Operations, Rod is focused on a long-term commitment of building the community and the township around the operation.

"The difference we're making with our partnerships in the community – particularly with childcare and early education – is critical to the future of the operation and the community," Rod explained.

"This is pivotal for bringing and retaining employees to the residential area but not just our employees – police, hospital, schools and all of the supporting organisations that make the community tick."

"The amount of effort and energy we expend in this space pays back ten-fold when we do it well."



Martu Night Patrol – Working together to support youth



BHP is proud to continue its partnership with the Newman Women's Shelter to deliver the successful Martu Night Patrol.

Piloted in 2021, Martu Patrol acts as a diversion program, to provide immediate support to young people through mentoring, food, clothing and transport.

Now the patrol runs every night of the week from 8pm to 1am, and young people know they will be greeted by a friendly face, will get something warm to eat, and a lift to a safe space.

The program, led by Newman Women's Shelter (NWS), also provides employment and training opportunities for Martu who are best placed to staff the patrol because of their connections to family and knowledge of language and culture.

"The community saw a need for kids on the streets and so it was really important that we play a part in transporting them home, finding a safe space, and also providing nutritious meals for them," NWS Martu Night Patrol Coordinator Karen Mulipola explained.

"We recently got a 12-seater bus from BHP and it's making a big difference with the amount of times we can take kids home."

Developed in consultation with Martu leaders, NWS, Kanyirrinpa Jukurrpa (KJ), WA Police, Newman Futures and the Newman Feedback Group, the outreach service now plays an important role in the wide network of services that support Newman's young people.



East Newman Food Project - keeping bellies full

Food in the Park is an exciting concept and collaboration with Newman Women's Shelter (NWS), Kanyirninpa Jukurrpa (KJ) — supported by BHP.

It started off as a three-month food relief pilot which provided 2,500 hot meals to East Newman residents over 40 sessions at Train Park, and an additional 1,720 meals delivered directly to residents' homes.

"It's another way of trying to meet the needs of our most vulnerable people in the communities and being at Train Park made it accessible," NWS CEO Arina Aoina said.

"We're more approachable because we're part of the community, we're in the park, where everyone hangs out.

"We were feeding a lot of people that normally wouldn't have access to food and as the weather became more warmer, we were able to transport food to those different houses."

BHP has renewed its partnership with NWS and KJ to deliver the next phase of the East Newman Food project, which seeks to support improved access to food and services, and increased collaboration between service providers.



[View more](#)

WA Iron Ore welcomes class of 2024



Ten school-based trainees and 48 apprentices have forged a new career pathway at BHP.

This year's cohort is one of the largest intakes in history with most recruits hired for residential positions in Port Hedland and Newman.

Among them are recent graduates from Newman and Hedland high schools who have recently completed school-based vocational training with BHP.

Spread across our WAIO operations, recruits will have the opportunity to learn a variety of skills and gain on the job qualifications to become - Mechanical Fitters, Electricians, Heavy Vehicle Commercial Mechanics, Communication Technicians, Plumbers and Refrigeration Mechanics.

Apprenticeships Coordinator Amy Kelly is involved with recruiting and onboarding our annual apprentice intake.

"This program is about providing first-hand experience on the many careers BHP can offer and helping them understand that their career opportunities are endless."

WAIO apprentices have full time, permanent employment with BHP. Their training runs for four years, and upon completion, will provide a nationally recognised accreditation.

"We are committed to doing our part to create new pathways for local people to enter the mining industry to ensure an ongoing influx of good people into our business but also help address our gaps in skills and labour."

BHP makes waves with Recfishwest

A new partnership between BHP and Recfishwest will offer recreational fishing opportunities and boost the tourism potential of the Port Hedland region.

BHP funding has enabled the purchase and deployment of five fish aggregating devices, known as 'FADs', in waters 20 to 40 nautical miles off the coast of Hedland.

The specially designed buoys are anchored in open ocean to aggregate small bait fish, in turn attracting larger sustainable pelagic species such as tuna and Spanish mackerel.

A state-wide trial of FAD technology in 2019, led by Recfishwest, resulted in notable increases in desired fishing species, both close to shore and out in deeper water, providing small dinghy and large fishing boats with a better catch.

These learnings, along with stakeholder consultation with Hedland's fishing industry groups, gave the Port Hedland project a green tick.

Recfishwest CEO Dr Andrew Rowland said, "In Recfishwest's discussions with the community, the passion for fishing and enthusiasm for this initiative shone through and we're grateful to local fishers for their input and support in achieving this goal, which is another piece in WA's expanding FADs network."

It's hoped the initiative will provide new sportfishing opportunities for residents and visitors to Port Hedland.

"As the independent not-for-profit peak sector body, Recfishwest's core purpose is great fishing experiences for all in WA and these new FADs will certainly help create that for Hedland boat fishers."

The installation of this infrastructure in open waters also addresses the significant community safety risks associated with fishing close to shore – iron ore shipping traffic at port, and fast-moving tides.

BHP is proud to support Port Hedland's passionate fishing community through the deployment of these devices.

"We know how important fishing is to the Pilbara community and we hope the FADs will help bring plenty of great fishing days ahead."

Cindy Dunham, BHP General Manager Port Operations



Hedland Youth support continues for 2024-2025



The Youth Involvement Council (YIC) will be continuing its Deadly Hearts engagement program for the 2024 and 2025 school years with support from BHP as Principal Partner.

In addition to Deadly Hearts, YIC offers age-appropriate youth drop-in centres, crisis accommodation, the Mingle Mob outreach service (including night patrols) and important community events including NAIDOC, Hedland's Got Talent and the Hedland Youth Awards.

YIC acting chief executive Tania Murray said: "We are proud to partner with BHP, a company that genuinely understands and values the impact of giving back. Together, we are making a significant difference in the lives of many young individuals."

Cindy Dunham, General Manager Port said: "For over 15 years, BHP has been proud to support YIC in their work making a difference with at-risk kids in Hedland."

Deadly Hearts provides support to children aged between 5 and 11, ensuring they have a safe space to go and can be connected to the services they need.

Out and about in the Pilbara

BHP celebrates Women in Resources

We were proud to celebrate two finalists in this year's CME Women in Resources Awards. Danielle White was a finalist in the Outstanding Young Woman in Resources category. Our Bamboo Flexible Work Program was a finalist in the Outstanding Company Initiative category.



Spinifex Aboriginal Advisory Council launched

BHP's partnership with Spinifex Hill Studio has enabled the establishment of a new Aboriginal Advisory Council comprising of a mix of artists, arts workers and community members with skills and experience spanning cultural arts, tourism and events management. The Council will foster Aboriginal leadership and help guide the direction of the Spinifex Hill Studio and Gallery.



Announcement of the brand new \$13.5M Seafarer Facility

BHP has joined industry to fund the development of a new facility to cater for the tens of thousands of seafarers who bring ships into Port Hedland's bustling port each year.



Marapikurrinya Pop-Ups

BHP was proud to partner with the Town of Port Hedland to launch the new pop-up restaurant space down at Marapikurrinya Park. Welcome to new venue 'Little Starfish', owned and operated by Zach Green and Bobbi Lockyer.



Marina Boat Ramp Opening

The \$187.5 million Port Hedland Spoilbank Marina project hits another milestone with the opening of the new four-lane public boat ramp.



Port Hedland Flex Centre

BHP recently opened a new Flex Work Centre in Port Hedland, providing a unique space for job seekers, new starters, external visitors, and employees to connect with BHP personnel, access meeting rooms, and seek guidance on job applications. Drop in to see us at BHP Nelson Point Operations on Wilson Street, weekdays from 9am to 2pm.

Warlawuurrup Cup

The West Coast Eagles partnered with BHP to deliver for the fourth annual Warlawuurrup Cup in Newman, providing young people across the Pilbara with the opportunity to represent their community.



Careers Expos

We recently connected with potential candidates to talk all things apprenticeships and traineeships at the Bloodwood Tree Association Career Expo in Hedland, Future Footprints Career Expo at Murdoch University, as well as attending careers events for university graduates at Curtin, UWA and Perth Convention Centre.



Care for Hedland

Gardening season has started at the Care for Hedland Community Garden in South Hedland, with the Kids Garden Club running through the school holidays. BHP has partnered with Care for Hedland since 2006 to support their aim to conserve, enhance, and protect the natural environment and raise awareness of local environmental and sustainability issues.

PAMS turns 30

BHP was delighted to celebrate 30 years of operation of Puntukurnu A M S (PAMS) at their gala dinner in Newman. PAMS continues to offer culturally responsive and fully comprehensive primary health care services in the communities of Jigalong, Parnngurr, Punmu, Kunawarriritji and Newman.





Building even stronger communities together.

Apply now for a community grant of up to \$20,000

BHP is committed to supporting the community initiatives and programs that do so much to make the Pilbara a better place to live and work.

Support for not-for-profit and community organisations of up to \$20,000 is available through our community grants program for initiatives in Port Hedland and Newman.

To find out more or to submit an application either scan the QR code or visit bhp.com/WACommunityGrants



Together, we're building even stronger communities.

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, please contact the Pilbara Community Contact line that offers a 24 hour service, 7 days a week to register your concern.

Follow us on social media to hear about BHP community updates and career opportunities!

