


# BHP

Western Australia Iron Ore

## Community Development Report 2020





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

Our strategy is to have the best capabilities, best commodities and the best assets, to create long-term value and high returns.

BHP is successful when it increases social value. This is when communities, customers and suppliers value their relationship with us.

## Contents

Introduction	2
Indigenous development	5
Indigenous employment	7
Our response to COVID-19	12
Our Vital Resources Fund	14
Local Buying program	18
Focus On: Port Hedland	22
Focus On: Newman	25
BHP across Western Australia	27
Workforce diversity and inclusion	30
Training and employment	31

# Introduction

## About BHP

We are a leading global resources company.

Our principal iron ore operations are based in the Pilbara region of Western Australia and comprise of an integrated system of four processing hubs and five mines, connected by more than 1,000 kilometres of rail infrastructure and two port facilities located at Port Hedland.

**BHP manages and operates Western Australia Iron Ore as a single integrated business on behalf of long standing international joint ventures.**

Our State Agreements continue to deliver significant community and social benefits year-on-year through our ongoing investments in infrastructure and services, many of which are developed and delivered in partnership with the communities in which we operate.

**BHP Iron Ore has contributed \$A3.6 billion in social and community investment over the last nine years.**



## Message from the Asset President, Brandon Craig



### FY20 Highlights

**A\$295.2m**

Total community development expenditure in FY20, includes social investment, training, Indigenous contracting and community infrastructure.

This Community Development overview summarises BHP WA Iron Ore's investments in delivering community and social benefits over the past financial year.

BHP established a **A\$50 million** Vital Resources Fund to support regional Australian communities facing challenges from COVID-19 with local employment, health services and other community requirements.

**A\$88.8m**

We saw a significant increase of nearly **180% - to A\$88.8m** - on local content from FY19.

In the 2020 financial year (FY20), our total community development expenditure in Western Australia was over **A\$295 million**.

This brings our total investment in Western Australia over the past nine years to in excess of **A\$3.5 billion**.

In March, we stepped up by employing 1,500 additional people on six-month contracts across Australia, with about 450 of these jobs in Western Australia. This decision provided us with additional people to implement controls within our operations to prevent the spread of COVID-19.

**A\$13.7m**

Our Local Buying Program spend more than doubled, with a **A\$13.7m** increase.

This report provides an overview of a range of community initiatives and partnerships which benefit host communities in Port Hedland, Newman and across Western Australia. It is with the support of host communities and governments that WA Iron Ore has grown to become one of the world's leading iron ore resource businesses.

It is important to us that our presence in these communities leaves a lasting positive impact, extending beyond the substantial economic benefits our operations deliver for the Western Australian community.

**In Newman and Hedland we worked with local businesses and residents to provide employment opportunities in critical roles to support our continued operations.**

### In this together

In the last year, COVID-19 changed the way we live and the way we work.

However, throughout the pandemic, we continue to persevere as a community.

It has taken a collective effort from everyone who calls the Pilbara home or chooses to work here, to make sure we've done what's best for our families and communities.

We implemented strict physical distancing controls and hygiene practices to prevent any potential spread of COVID-19 in the communities in which we operate.

To everyone who has helped make a difference in our communities, thank you.

**Brandon Craig**  
Asset President  
WA Iron Ore

## Our approach to creating long-term social value

We integrate social value into our decision-making and actions by considering the needs of our many stakeholders and finding solutions that create mutual benefit.

Social value is the positive contribution we make to the environment and society – our workforce, partners, customers, economies and communities.

The longevity of BHP's assets means we must think and plan in decades. When we invest in a region, we become an intrinsic part of the local community for the long term and that is why social value is an important part of the way we do business.

## WA Iron Ore's Social Value Strategy

### Key Priorities



## Indigenous Development



### Our vision for reconciliation

**We recognise and understand that Indigenous Australians have profound and special connections to, and identification with, lands and water, and these are tied to their physical, spiritual, cultural and economic well-being.**

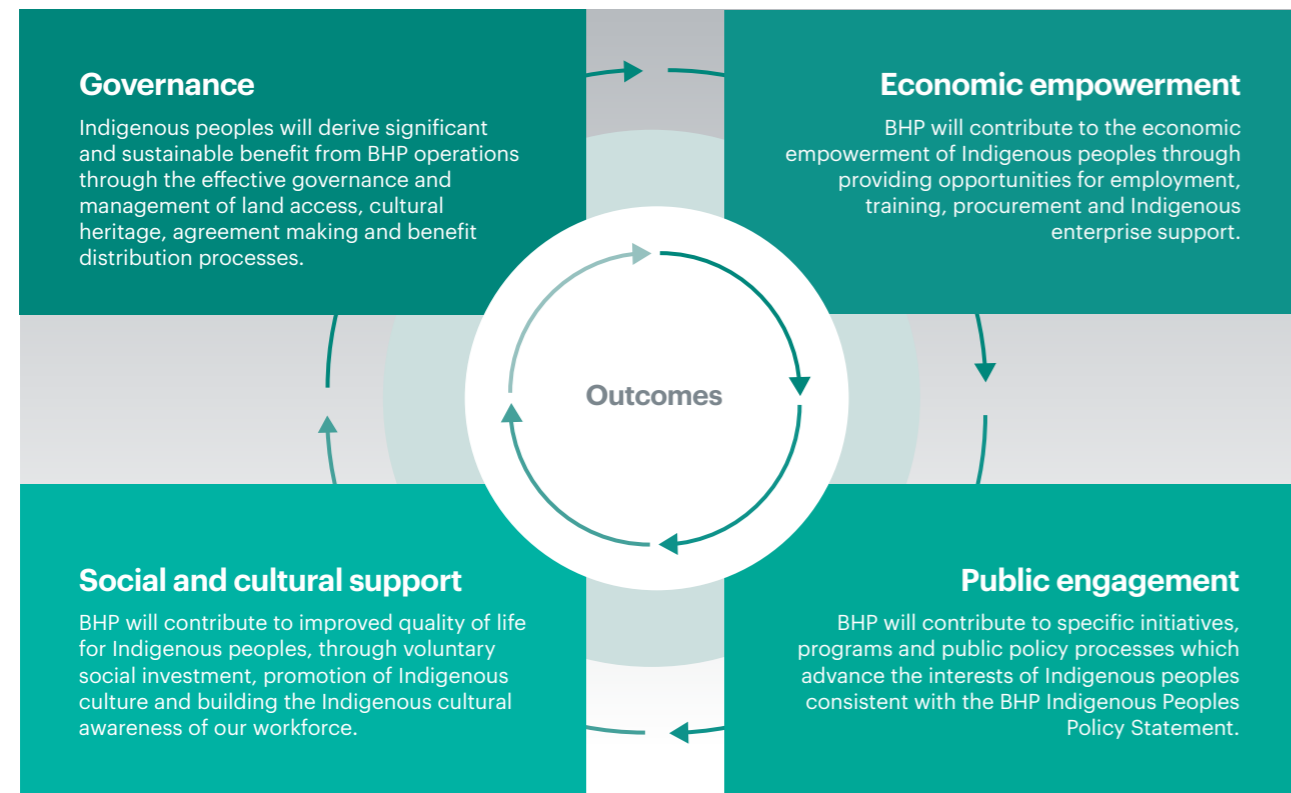
Wherever we operate around the world, BHP will respect the rights of Indigenous peoples; and contribute to their sustainable long-term economic empowerment, social development priorities and cultural wellbeing.

Our commitment remains resolute and we will continue to maximise the contribution we believe we can make to the lives of Aboriginal and Torres Strait Islander peoples.

By providing sustainable opportunities in education, employment and business for Aboriginal and Torres Strait Islander peoples, we seek to create long-term social value.



## BHP's Indigenous Peoples Strategy



## Our approach to heritage

### BHP agreements with Traditional Owners in Australia

**BHP views its relationship with Traditional Owners as partnerships based on mutual respect and trust.**

We have listened to Indigenous leaders from around our operations, and at a state and national level.

We have sought to clarify our commitment to cultural heritage management and take on learnings that can strengthen our approach.

Relationships are fundamental and should reflect the deep respect that BHP holds for Indigenous people and their cultural heritage.

We seek to raise awareness of the importance placed on management of cultural heritage matters by BHP and Traditional Owners and build on our existing processes.

BHP has confirmed to Traditional Owners that, consistent with its normal processes, BHP will not act on existing section 18 approvals from the WA Government without further extensive consultation.

In the case of the South Flank project, BHP and the Banjima people have set up a Heritage Advisory Council, and we will speak to other Traditional Owners, to understand the best approach for them.

We have also commenced a program of consultation to ensure we continue to meet their expectations in relation to the preservation and storage of artefacts.

These clarifications are consistent with BHP's commitment to Free Prior Informed Consent set out in the BHP Indigenous Peoples Policy Statement and BHP Indigenous Peoples Strategy.





## Indigenous Employment



### We continue to strengthen pathways into the business for Indigenous people.

- The ramp up of South Flank has seen strong results with **73 Indigenous employees** representing **14.7%** of the workforce.
- This is also reflected in leadership roles where **nine Indigenous employees (15%) are leaders**.
- We diversified our entry level program with **six Indigenous employees** who have commenced a two-year traineeship in Project Management and **seven** who are undertaking a two-year traineeship to qualify as Emergency Services Officers.
- 30.5% of current apprentices and trainees are Indigenous.**

### WA Iron Ore Indigenous Employment

2019	2020
<b>Employees</b>  <b>731</b>	<b>857</b>
<b>Core Contractors</b>  <b>27</b>	<b>131</b>
<b>Representation of workforce</b> <b>9.20%</b>	<b>10.70%</b>

Case Study  
**Female Indigenous employment**



**Changing the landscape of BHP**

Indigenous women who have graduated from the Indigenous Development Program (IDP) are changing the cultural and employment landscape of BHP.

“These future leaders are breaking stereotypes around leadership in the mining industry; they’re becoming positive role models and workplace mentors for other Indigenous women new to mining; and they are shifting mindsets,” said BHP Indigenous Employment Manager Anthony Galante.

Through the 2020 Reconciliation Action Plan, BHP has been working to increase Indigenous representation, rolling out an Indigenous Development Program across Australia.

The program has deliberately targeted female Indigenous employees in order address their gross under-representation in leadership roles.

Across Australia, BHP now directly employs 403 Indigenous women, comprising 29 per cent of BHP’s Indigenous workforce, with another 131 Indigenous women in labour hire roles.

BHP has also established a target of three per cent Indigenous leadership representation by 2028.

BHP’s Indigenous leadership parity target seeks to achieve Indigenous leadership representation equivalent to the proportion of Indigenous people in the Australian population.

**For WA Iron Ore, we increased the total number of Indigenous employees, both males and female, in our business from 731 in FY19 to 988 in FY20, bringing Indigenous representation in our workforce up to 10.7%.**



**Indigenous business engagement and development**

In FY20 we increased our spend with Indigenous businesses. We also increased the overall number of businesses engaged.

**Our direct spend increased by 37% from A\$49.2m in FY19 to A\$67.6m in FY20.**

The total number of Aboriginal businesses WA Iron Ore procured goods and services from increased from 31 to 43 in FY20, with 27 of these considered Traditional Owner businesses.

This result was achieved through several initiatives including an Indigenous ‘Meet the Buyer’ event.

**Across BHP Minerals Australia, more than A\$400M will be spent with Australian Indigenous businesses over the next five years.**

Case Study  
**Indigenous business**



**Working with BHP – an Indigenous supplier perspective**

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.

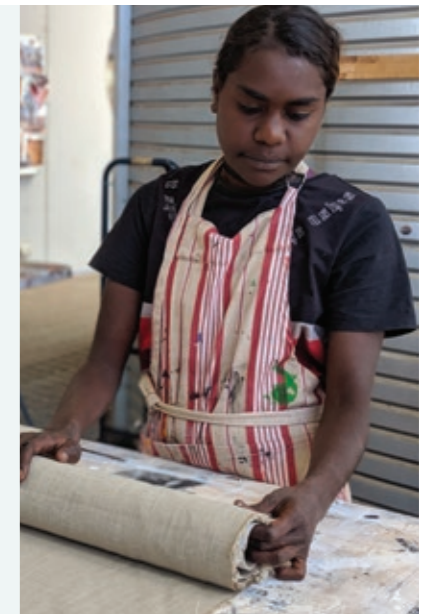
AUS Managing Director Steven Dhu said the reputation of his business as a progressive Aboriginal-owned company is thriving because of the focus it places on service delivery, safety and employment outcomes for Aboriginal people.

AUS 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.

Steven 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.

**“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,” said Steven.**



Case Study  
**Martumili artists**



**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 also part of a 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.**

Tamisha and Montana 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.

Case Study  
Curtin University Scholarships



**BHP scholarships support the next generation of leaders**

BHP has long supported a range of scholarships at Curtin University for high achieving students.

BHP Scholarship Alumni Chloe D'Souza now works as a Specialist in the Indigenous Affairs team.

**Many of these Curtin students now work at BHP, in different fields including engineering, technology, environmental sciences, geology and Indigenous affairs.**

"My mother is an Indigenous woman and I am passionate about Indigenous affairs in Western Australia, and Australia more broadly.

**"I find it rewarding to inform the business about native title matters, and how we work with Indigenous stakeholders," said Chloe.**



Case Study  
Indigenous trainees in Port Hedland



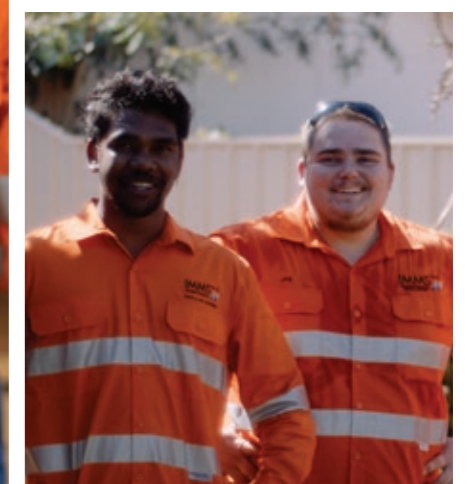
In FY20, BHP introduced a new Indigenous Traineeship program in Port Hedland.

This 12-month traineeship offers a pathway into four key areas of the business - resource processing, engineering, horticulture and business administration.

Casson Green has lived in Port Hedland most of her life and is now a Production Trainee.

**Casson said the traineeship is probably one of the best decisions she has ever made.**

**"Not only am I getting hands on experience, I'm learning a lot about the business too. I've already recommended many of my friends and family to apply for the program," Casson said.**



# Our response to COVID-19

**Working in partnership with communities, suppliers and government, BHP continued to operate throughout the COVID-19 pandemic with stringent health and safety measures in place.**

At the start of the COVID-19 outbreak, BHP introduced several initiatives to help reduce the economic burden on its supply partners so they could also remain operational.

BHP immediately paid all outstanding invoices; temporarily reduced payment terms to **seven days** from 30 days; set up a **US\$6 million labour hire fund** for sick leave and travel support in Australia; and recruited for **1,500** new roles in Australia, with about **450** of these jobs in Western Australia.

BHP also set up a **A\$50 million** Vital Resources Fund to support regional Australian communities facing challenges from COVID-19 with local employment, health services and other community requirements.



## Community effort critical in the fight against COVID-19

**All across the Pilbara, local residents and business owners have had to think outside the box when it comes to facing the challenges of COVID-19.**

### Soap and sanitiser supplies

- Local Newman businesses Soap Bush Soap and Boulevard Pharmacy answered the call to meet urgent soap and hand sanitiser demands when town supplies were running low.
- Soap Bush Soap is a small Indigenous owned business which specialises in homemade soaps, creams and beauty products using plant oils.
- Similarly, Boulevard Pharmacy spent an entire day mixing ingredients to make hand sanitiser for BHP's Newman Operations, local police, Kanyirninpa Jukurrpa, Puntukurnu Aboriginal Medical Service, EPIS Aged Care, Western Desert Lands Aboriginal Corporation, and child care centres.



### Deliveries on demand

Social and physical distancing has definitely had an impact on local businesses, so Pilbara Party Planners in Hedland and Sports Power in Newman adapted to their situation and became a delivery service for locals social distancing at home and FIFO workers at camp.

Pilbara Party Planners owner Mel Hatwel said if it wasn't for this opportunity, she'd be locked inside with no income.

"Delivering items to BHP's camps has allowed my business to not only continue, but we've also been able to employ another casual to help out as well," Mel said.

### Donated dongas and caravans

To support remote Aboriginal communities, BHP donated 10 accommodation dongas from its Kurra Village in Newman to the Western Desert Lands Aboriginal Corporation.

The dongas were to be used as temporary quarantine facilities to help communities manage isolation requirements, and once COVID-19 passes, they will be repurposed as accommodation for medical and other essential services visiting remote communities.

The Newman Women's Shelter and local police were able to continue to deliver critical services thanks to BHP's Geoscience team who loaned out caravans to both services.

The police used their caravan for shelter while monitoring regional borders, while another caravan was repurposed to become a temporary home for the Newman Women's Shelter.



### Case Study Goodline



#### Local work for local families

With businesses struggling since the outbreak of COVID-19, many local contractors in Port Hedland increased their workload.

"We increased our housing maintenance team to keep up with demand," said Jane Kennedy at Goodline.

Goodline provides construction and maintenance support to BHP's operations in Port Hedland, including housing maintenance in the town, and employs over 230 locally-based people.

Jane explained how reduced payment terms also helped during the COVID-19 crisis.

Through COVID-19 there was a requirement for houses to be quickly refurbished, helping BHP team-members relocate when regional and state border controls came into effect.

"Assistance on payment terms was a big help – BHP paying invoices early allowed us to do the same with some of our smaller suppliers."

**"For us, particularly through COVID, BHP has been hugely supportive. We had more contact than ever, to make sure our team was safe and healthy and that we are being looked after. And just as importantly – that we had work," Jane said.**





# Our Vital Resources Fund



BHP stands with the regional communities it operates in.

At the start of the COVID-19 pandemic in Australia, BHP established a **A\$50 million Vital Resources Fund** for the communities in which it operates.

Spending focused on critical areas for Australia's COVID-19 response, including local healthcare, essential services, business and financial support, mental health services, education and Indigenous communities.



## Key highlights from the Vital Resources Fund across Western Australia

- A\$2 million**  
**Royal Flying Doctor Service** – A\$2 million to support extra capacity across Western Australia during COVID-19.
- A\$1.25 million**  
**Foodbank WA** – A\$1.25 million to support the purchase and distribution of food to families and communities.
- A\$555,000**  
**East Pilbara Independence Support (EPIS)** – A\$555,000 to establish a 'quarantine house' for six months that can be used by the Indigenous community as a safe space to self-isolate.
- A\$330,000**  
**Puntukurnu Aboriginal Medical Service (PAMS)** – A\$330,000 to retain additional GP support for remote Indigenous communities in the Western Desert region.
- A\$300,000**  
**Lifeline WA** – A\$300,000 to enhance staffing capacity and mental health services across the state.
- A\$220,000**  
**Bega Garnbirringu Health Service** – A\$220,000 to help fund a range of Goldfields services including support for school students and victims of domestic violence, efforts to combat homelessness and to support food security.
- A\$220,000**  
**Western Desert Lands Aboriginal Corporation (WDLAC)** – A\$220,000 to support return to Country and to provide a safe place for Indigenous communities to self-isolate in the Western Desert region.
- A\$120,000**  
**Kalgoorlie Boulder Chamber of Commerce and Industry** – A\$120,000 to support local business sustainability through online diversification.
- A\$119,000**  
**Bloodwood Tree Association** – A\$119,000 to build a mini-mart to support the South Hedland Soup Kitchen service that has seen an increase in demand for food staples due to COVID-19.
- A\$24,000**  
**Junction** – A\$24,000 for community soap-making station to increase community access to soap during COVID-19.
- A\$10,600**  
**Martumilli** – A\$10,600 support for online options for Martumilli Artworks during COVID-19.
- A\$50,000**  
**Nomads** – A\$50,000 to purchase refrigerated storage units for Warralong and Strelley Indigenous communities to assist in food security.
- A\$60,900**  
**Wirraka Maya** - A\$60,900 – COVID-19 logistics planning support for Wirraka Maya (Aboriginal Medical Service).
- A\$85,860**  
**Ngala Family Day Care** - A\$85,860 for family daycare support in the Pilbara to enable parents to return to work.
- A\$6,300**  
**Tjiwarl** - A\$6,300 for essential food provision transport to Goldfields Indigenous communities.
- A\$108,994**  
**Rural Health West** – A\$108,994 to establish a Pilbara Health Professionals Network and associated tools to build resilience in Pilbara Health Workers during the COVID-19 pandemic.
- A\$72,564**  
**YMCA** - A\$72,564 to support Hedland and Newman Early Learning Centres to remain sustainable during COVID-19.
- A\$847,000**  
**Aboriginal Health Council of Western Australia** – A\$847,000 to support the work of 23 Aboriginal Medical Services operating across WA to provide urgent culturally relevant medical care in response to COVID-19.
- A\$203,484**  
**Centrecare** – A\$203,484 for culturally appropriate Northern Goldfields Mental Health Program.

## Case Study Royal Flying Doctor Service



### Saving lives in remote and regional WA

At the start of the COVID-19 pandemic, BHP provided a **A\$2 million** donation to the Royal Flying Doctor Service (RFDS) in Western Australia, which led a resources industry funding commitment.

Since the outbreak of the COVID-19 pandemic, the RFDS has transported more than 100 suspected, and three confirmed COVID-19 cases.

And with everyone taking holidays within WA's hard border, they're seeing **25-30 per cent** more patients than this time last year.

RFDS senior staff specialist Dr Andrew Thelander said one of their biggest challenges was to develop new COVID-19 clinical protocols and infection controls measures, with very limited time.

**Their highly specialised frontline workforce of pilots, flight nurses, doctors and engineers across their five bases in WA were all trained in strict infection control measures.**

"It is the embodiment of the Australian spirit. The focus now continues to be preparation, making sure we stay ready," said Dr Thelander.



## Case Study Bloodwood Tree



### Mini-mart making a big difference

Since opening their doors to the Port Hedland community, the 'food bank'-style minimart service operated by Bloodwood Tree has helped support many local families who may be struggling to put food on the table, during the COVID-19 pandemic.

BHP's support of **A\$119,000** enabled the construction of the dedicated mini-mart, the purchase and freight of food staples and its continued operations from Bloodwood Tree's main administration office, until December 2020.

Bloodwood Tree Chief Executive Officer Kelly Howlett, said the service has been the difference between people having something to eat or going hungry.

**"We have heard from clients that they have gone home and made a hearty evening meal. It is making a difference," said Kelly.**



## Case Study East Pilbara Independence Support (EPIS)



### EPIS facility offers Newman a safe haven

Aboriginal people who develop influenza or coronavirus symptoms have access to a facility in Newman as part of a program aimed at protecting Indigenous communities against COVID-19.

**BHP has partnered with East Pilbara Independence Support (EPIS) to launch a four-bedroom facility, with an additional 15 facilities available if required by the Newman community.**

The quarantine facility will support elderly, frail or disabled people who are unable to isolate in their communities if they develop coronavirus-like symptoms or have been in contact with a person who has tested positive to coronavirus.

EPIS can provide nursing care and support round-the-clock.

In the early stages of the COVID-19 outbreak, many people and families returned to Country, travelling back to their remote communities to minimise the risk of COVID-19 spreading into these small remote areas.

The EPIS facility was critical because available housing options did not meet the needs of all Martu families.

BHP has provided **A\$550,000**, as well as people, resources, and contractors to educate communities on COVID-19 risks and give them the option of returning to Country.

The Return to Country program is a partnership with the Shire of East Pilbara, Western Desert Lands Aboriginal Corporation (WDLAC), Kanyirrinpa Jukurrpa (KJ), Puntukurnu Aboriginal Medical Service (PAMS), EPIS, WA Police, Department of Communities and other service providers.



## Case Study Lifeline



### Western Australians given a life-line

BHP committed **A\$300,000** to Lifeline WA, helping the organisation to deliver their essential suicide prevention service at a critical time in the COVID-19 pandemic.

**Lifeline WA recorded a 25 per cent increase in calls, with almost 40 per cent of the calls relating to COVID-19 and the impact of closures, social isolation, financial stress and other related concerns.**

Despite call numbers dropping since its peak, Lifeline continued to receive over 1000 more calls in June 2020 compared to this time last year.

Lifeline increased their services by answering more calls, and developed a program of wellbeing support for Telephone Crisis Support volunteers.

#### Lifeline June 2020 snapshot:

- 3,397** Calls answered
- 197** Telephone Crisis Supporters trained
- 44** People had attended Lifeline WA Training
- 55** People have been supported through counselling

# Local Buying program



In FY20, BHP directly procured over A\$206 million worth of goods and services from locally-owned and operated businesses based in communities of Port Hedland and Newman.

This figure exceeds the FY19 local spend by A\$88.8 million and represents a significant boost to local economies at an unprecedented time for Western Australia.



## Our local spend in the communities in which we operate\*:

<p><b>Local spend</b> (Total spend with all businesses with a primary/significant base in Hedland or Newman)</p> <p>WAIO FY20 Target - <b>\$115M</b></p> <p><b>FY20 WAIO ACTUAL</b> <b>\$206.4M</b> ▲</p> <p><b>FY19</b> \$117.6M</p> <p><b>FY18</b> \$137.9M</p>	<p><b>Local Buying Program spend</b> (Spend with small, local Pilbara businesses and Aboriginal Traditional Owner businesses - opportunities under \$2M per annum)</p> <p>WAIO FY20 Target - <b>\$10M</b></p> <p><b>FY20 WAIO ACTUAL</b> <b>\$22.9M</b> ▲</p> <p><b>FY19</b> \$9.2M</p> <p><b>FY18</b> \$1.2M</p>	<p><b>Indigenous contracting spend</b> (Direct spend with businesses 50% or more owned by Aboriginal people)</p> <p>WAIO FY20 Target - <b>\$52M</b></p> <p><b>FY20 WAIO ACTUAL</b> <b>\$67.6M</b> ▲</p> <p><b>FY19</b> \$49.2M</p> <p><b>FY18</b> \$37M</p>
<p><b>Numbers of Indigenous businesses engaged</b> (A business 50% or more owned by Aboriginal people)</p> <p><b>FY20 WAIO</b> <b>43</b> ▲</p> <p><b>FY19</b> 31</p> <p><b>FY18</b> 20</p>	<p><b>Spend with Traditional Owner businesses</b> (Direct spend with businesses owned by a member from one of the Pilbara Aboriginal language groups in which BHP operates)</p> <p><b>FY20 WAIO</b> <b>\$34.2M</b> ▲</p> <p><b>FY19</b> \$24.5M</p> <p><b>FY18</b> \$20.6M</p>	<p><b>BHP-considered Traditional Owner businesses</b> (Direct spend with businesses 50% or more owned by Aboriginal people)</p> <p><b>FY20 WAIO</b> <b>27</b> ▲</p> <p><b>FY19</b> 18</p> <p><b>FY18</b> 9</p>



\* All figures in Australian dollars.

**BHP's Local Buying program was established in 2012 to boost regional economic development in our communities.**

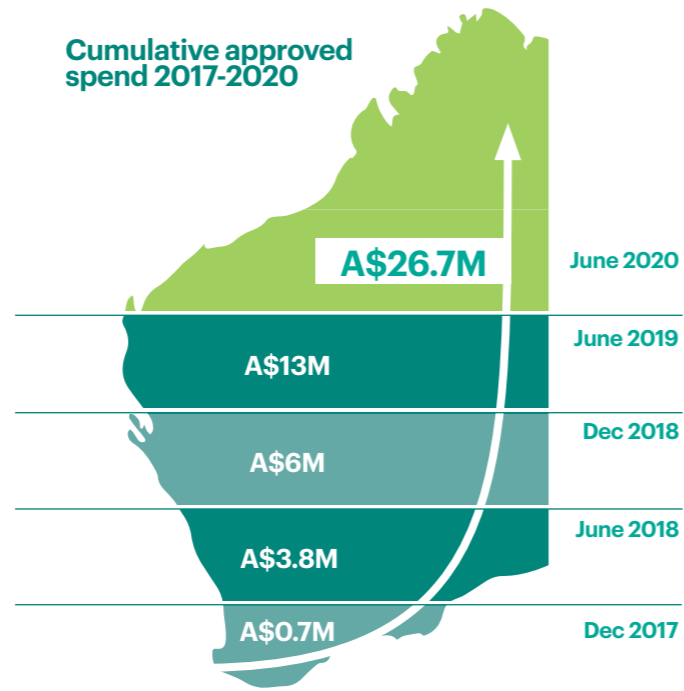
BHP has spent more than **A\$500 million** with over **1,450 local businesses** across Australia since the Local Buying Program was launched in 2012.

The Local Buying Program helps to keep jobs, businesses and families in regional communities, contributing to the longevity and vibrancy of the towns that are home to our operations.

The program is delivered in a partnership with C-Res. It streamlines procurement processes that are often insurmountable for small business and provides the added benefit of shorter payment terms.

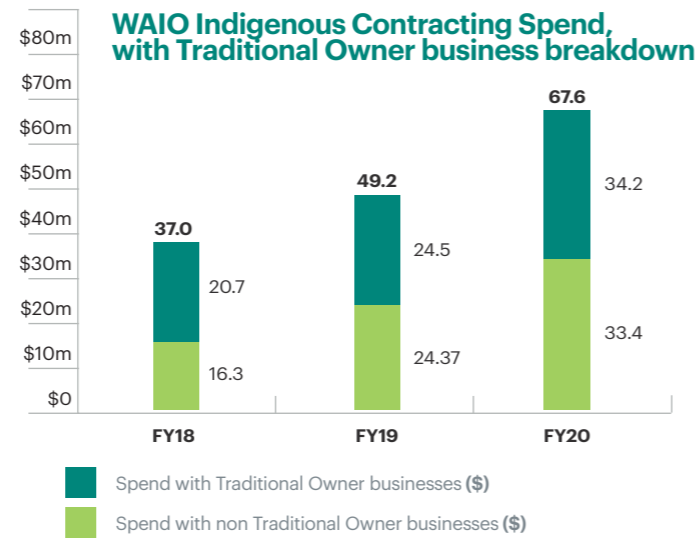
In FY20, Local Buying program suppliers were paid within 14 days, on average.

**Cumulative approved spend 2017-2020**



**FY20 continues the year-on-year increased spend with Indigenous businesses, along with an increase in the number of Indigenous businesses engaged.**

**WAIO Indigenous Contracting Spend, with Traditional Owner business breakdown**



**Case Study South Flank**

**South Flank local contracts: A\$110m and 540 jobs**

The **US\$3.6 billion** South Flank project has generated **A\$110 million** in work for Western Australian businesses and **540** new local jobs, with local steel fabrication activity in Kwinana, south of Perth.

The South Flank mega structures were built by local contractors, and are the biggest iron ore reclaimers and stackers in the world.

**It is anticipated that 85 per cent of the spend on South Flank will be awarded to Australian companies – of which 90 per cent is likely to be completed in WA.**

Local businesses Civmec, AGC, PIC and Doina fabricated and assembled large substructures for the South Flank reclaimer and two stackers which are critical to South Flank's first ore and operational ramp up.

Around **3,000** people are now working on South Flank, representing a significant investment by BHP in WA.

First ore from South Flank is targeted in the 2021 calendar year, with the project expected to produce ore for more than **25 years**.

**Case Study WEB Business Hub**

**Small businesses collaborate on big ideas**

AIE is based in the Port Hedland WEB Business Hub, which is creating opportunities for small businesses to collaborate, including a partnership between AIE and Tan Ninety, another BHP vendor.

Owner Kale Billett said AIE saw an increase in work during COVID-19 due to the state's regional restrictions.

AIE specialises in remediation engineering and detailed inspections and testing of concrete, steel and rail infrastructure.

BHP has used Tan Ninety's 1TASK software to help frontline teams work more productively, collaboratively and safer.

Even more exciting has been the opportunity for small businesses like Tan Ninety and AIE to join forces on their work for BHP – bringing big tech solutions to the Port operations.

**“We had great support from BHP that made sure our current contracts would not be cancelled as a result of the COVID crisis, and overall we saw an increase in our work with BHP,” said Kale.**



**Case Study Kingkira**

**From strength to strength**

Tammy O'Connor is a Palyku/Nyiyaparli woman and the owner of Kingkira, a 100 per cent Aboriginal owned business in the Pilbara, providing industrial and waste management services to BHP.

Her local business is growing from strength to strength. Kingkira has now successfully completed two big projects at BHP's South Flank project in the East Pilbara.

As part of their first package of work for BHP, Kingkira removed 74 buildings from the Marillana site at Yandi, ahead of schedule and with zero safety events.

Tammy is originally from Marble Bar and has 12 people working for her, **90 per cent** of whom are Indigenous.

**“I grew up here and it makes me really proud to work on my Country. I love giving people jobs and opportunities – people wearing my company's shirt and brand. It's a good feeling, having people say they work for Kingkira,” said Tammy.**



# Focus On: Port Hedland



## Hedland Collective

Hedland Collective was created in 2017.

It connects, researches, advocates and kick-starts projects to boost opportunities for all people and propel enterprise, and support strong local leadership to stand up through projects and organisations.

The Collective has identified three areas for collaboration:

- Strengthening local employment, training and business development
- Coordinating social services to ensure support for all community members
- Building and communicating community vibrancy and culture.

A key focus area for Hedland Collective has been addressing the childcare shortage by working with providers to identify the key barriers to attract and retain more staff to the industry.

In FY20 there has been good progress implementing strategies to reduce the childcare waitlist.

## Key social investment spend in Port Hedland



**A\$1.2M**  
for FORM

Indigenous art and culture for economic development



**A\$886K**

Hedland Well Womens Centre Partnership



**A\$600K**

VSwans REACH Partnership supporting at risk females at Hedland High School

## Case Study

### Value of the port of Port Hedland



The port of Port Hedland and its supply chain contributed A\$54.7 billion to WA's economy in 2018/19 and supports one in every 12 jobs throughout Western Australia.

The report, by ACIL Allen and published in FY20 found that:

- The Port's economic contribution accounted for **20 per cent** of WA's Gross State Product
  - The Port contributed **A\$1.1 billion** to the Town of Port Hedland's economy
  - It created **3,581** direct and indirect full-time jobs — **44 per cent** of all jobs in Port Hedland
  - For every full-time job directly employed by the Port and the companies that trade through the Port, a further **two** full-time jobs are created in other parts of the town's economy
- It also found trade facilitated through the Port boosted Australia's GDP by more than **A\$64 billion**, generated more than **133,000** full time jobs across Australia, and delivered almost **A\$4 billion** in taxes to the Federal Government.



## Case Study

### Revitalising the West End of Port Hedland



BHP is investing up to **A\$20 million** over the next five years to help establish the West End of Port Hedland as a vibrant commercial and community hub.

In partnership with State Government, the Town of Port Hedland and other key partners, the West End Revitalisation Program will also deliver local contracting and employment opportunities.

This is in addition to more than **A\$20 million** that BHP has invested to improve the overall amenity of the West End over the last decade.

Projects currently underway as part of the West End Revitalisation Program include a:

- **A\$3 million**, two-stage greening program to improve the overall aesthetics and amenity of the area, with a focus on the CBD
- **Cleaning contract with local Indigenous contractor Binbirri** to clean local public infrastructure such as playgrounds, picnic tables and seating
- The installation of **two** upcycled shipping containers at Marapikurrinya Park for pop-up markets to transform the area into a vibrant hub of community activity and trade.

**"We are working collaboratively with government, industry and the community to ensure the sustainable future of the port as well as to create a revitalised West End for all of Port Hedland to enjoy."**

Nilson Davila, General Manager Port Operations.

## Case Study

### Helping Pilbara businesses and start-ups to think big

As part of BHP's **A\$20 million** West End Revitalisation Program in Port Hedland, BHP has donated Bangers Bungalow to the Port Hedland Chamber of Commerce and Industry to run as an extension of the WEB Business Hub.

The WEB Business Hub is a purpose-built facility in the heart of Port Hedland, that provides flexible working accommodation, and programs which support small businesses.

It is an opportunity to utilise existing BHP infrastructure to promote the growth and diversification of the business community in the West End.

**The service-based programs on offer focus on management, financial, training and technology support to enable businesses to develop and enhance their long-term sustainability.**



## Case Study

### Leading air quality program across the Pilbara

BHP plans to invest up to a further **A\$300 million** over five years through its Pilbara Air Quality Program to improve air quality and reduce dust emissions across its operations.

The investment reinforces BHP's commitment to the long-term, sustainable future of the Pilbara region and follows **A\$400 million** in projects already delivered over the past decade to minimise dust emissions across our supply chain.

#### The Pilbara Air Quality Program involves:

- The construction of **wind fences at Port operations**, a method that has been proven to significantly reduce the potential for dust lift-off from stockpiles
- **Trialling vegetation barriers to capture dust** in the West End in Port Hedland, in partnership with Curtin University and Greening Australia
- Implementing further operational dust control projects across our entire Pilbara supply chain, including **moisture management systems, ore conditioning and monitoring infrastructure** across our existing controls.



## Focus On: Newman



### Newman Futures

The Newman Futures project brings the community, young people, business pioneers and local leaders together to generate a vision of what the future of work, training and life will look like in Newman.

BHP is working closely with the Shire of East Pilbara and the Newman community to understand and harness opportunities for new types of work to map out a sustainable and inclusive economic future for the Newman community.

#### The following project pathways have been identified:

- **Economy and the Future of Work:** Collaborating with industry, innovators and government to explore how work is changing and how future work and supply chain opportunities can be supported and elevated.
- **Education and Training:** What do jobs of the future look like and what are the pathways needed to get there? We are working with schools, training providers and local leaders to map the conditions for success in future education and training pathways in Newman.
- **Liveability and Wellbeing:** Building a strong economy means supporting a happy, healthy and functioning community. This focus area will look at how the hard and soft infrastructure of Newman can be enriched to support a sustainable population in town.
- **Culture and Country:** Changes in technology create the opportunity to build upon and enhance language, culture and Country to build cultural understanding and strengthen future generations.

### Key social investment spend in Newman



**A\$15M**

Newman Hospital Redevelopment



**A\$1.6M**

Newman Waste Water Treatment Plant



**A\$1M**

Newman Futures Projects

Case Study  
Newman Hospital



Big focus on health

BHP has provided **A\$15 million** to upgrade the Newman Hospital.

The new facility includes 12 inpatient beds, six emergency department bays, two dental chairs and six GP consult spaces. There will also be dedicated rooms for outpatient consults, therapy, medical imaging and pathology.

Other health services such as physiotherapy, occupational therapy, speech therapy, counselling, community health nursing and mental health will also be housed in the new building.

More than **300 local jobs** will be created with works set to commence later this year.

With the nearest major hospital currently 450 kilometres away in South Hedland, this redevelopment will see locals benefit from improved access to health services in a contemporary, fit-for-purpose facility.



Case Study  
Puntukurnu Aboriginal Medical Service



New Aboriginal health facility for Newman

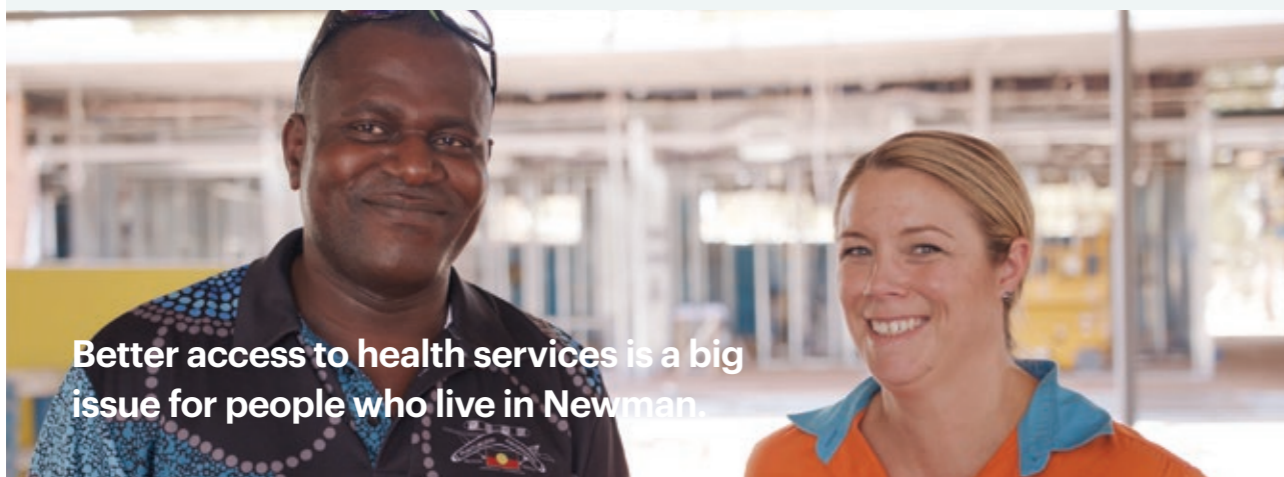
**BHP is investing A\$764,000 in the new Puntukurnu Aboriginal Medical Service (PAMS) facility, opposite Newman Hospital.**

PAMS is an Aboriginal-controlled primary healthcare provider supporting communities located in the remote Western Desert region.

With the new facility, people will have access to GPs, a pharmacy, chronic disease and kidney dialysis specialists, a dietitian, child health nurses, and speech and occupational therapists.

To attract specialists to Newman, BHP has also provided **six houses** to PAMS.

BHP is also partnering with PAMS to protect Aboriginal people who develop influenza or coronavirus symptoms, with **A\$330,000** provided to support additional GPs for remote communities.



Better access to health services is a big issue for people who live in Newman.

# BHP across Western Australia



Matched Giving Program

BHP proudly supports organisations that are important to employees.

Through the *Matched Giving Program*, BHP matches personal donations made by our employees to eligible not-for-profit organisations at a ratio of 2:1, which equates to a BHP donation of two dollars for every dollar donated by employees.

Total \$ matched (WA FY20)

**A\$470,845**

Top 3 Matched Giving organisations in FY20

1. Australian Red Cross

**A\$83,194**

2. The Movember Group

**A\$65,675**

3. World Vision Australia

**A\$31,457**

Total number of WA employees participating in the Match Giving Program

**775**

Pilbara Education Partnership

Part of the WA community for more than 50 years, BHP has continuously prioritised education support through its Social Investment Program.

In 2005, BHP and the WA Department of Education embarked on one of the largest corporate and Government partnerships undertaken in regional Western Australia – focused on delivering improved education outcomes in the Pilbara.

The objectives of the partnership were simple yet significant – to enhance secondary education in the region, boost school retention rates and offer young people a diverse range of training and career opportunities to help build brighter, healthier communities.

In 2019, a new education strategy was created focused on three key themes:

- Business integration
- Pathways to employment
- Positioning for the future.

It outlines approaches for future investment, to ensure partnerships are made in accordance with aligned goals and priorities.

Case Study  
New Alliance launched with Curtin University



We have joined forces with Curtin University in an alliance focused on the future of work and the growing use of technology in our business.

Over the next five years, we will be working side-by-side with Curtin University to apply innovative thinking, world-class expertise and novel solutions to shape the future of the resources and energy sector, and produce job-ready graduates to focus on some of the biggest challenges in our future.

The alliance will see BHP and Curtin University work collaboratively on education programs, including industry based experiences, as well as a new program of student scholarships.



## Case Study

### A game-changing AFLW partnership



Having sponsored the men's team since 2005, expanding BHP's support to the West Coast Eagles inaugural women's team was a natural extension of our partnership.

Traditionally we've used football as a driver for school attendance and improving educational outcomes.

The expansion of our support will create greater diversity and a new wave of mentors and role models for young women.

More broadly, BHP also announced an Australia-wide partnership with the AFLW to create more opportunities for women to play, umpire and coach football over the next three years.



## Case Study

### Big support for Telethon



In FY20, BHP donated **A\$20 million** over five years to the Telethon Kids Institute to fund a world-first research partnership with Aboriginal families in the Pilbara and Perth.

This project will partner directly with Aboriginal families to understand what cultural, environmental and policy frameworks they need — what is working, what is not — to ensure the best possible early childhood outcomes.



We aim to unlock the enormous potential that diverse and inclusive teams bring to the workplace



# Workforce diversity and inclusion



We believe our people should have the opportunity to fulfil their potential and thrive in an inclusive and diverse workplace.

In our experience, inclusion and diversity promotes safety, productivity and wellbeing within BHP and underpins our ability to attract new employees.

To better reflect the communities in which we work, in 2016 we set an aspirational goal to achieve gender balance across BHP by 2025.

It's an aspiration designed to harness the enormous potential that a more inclusive and diverse workplace will deliver at BHP, so we can leave a positive legacy for the generations to come.

In FY20 BHP, WA Iron Ore achieved 21.9% female representation and 10.7% Indigenous representation across its workforce.

As at FY20, our South Flank operational workforce has achieved 41% female representation.



# Training and employment

## Trainees, apprentices and graduates

In FY20, 206 apprentices and 170 trainees started with WA Iron Ore.

BHP is an important contributor to the Australian economy, through the jobs we create, the taxes we pay and the resources we produce.

The FutureFit Academy is an exciting example of this and through our new state-of-the-art training centre in Welshpool, we are revolutionising the way we train the next generation of tradespeople.

The FutureFit Academy is designed to provide employment and training in nationally-accredited trade apprenticeships, and maintenance traineeships with a high focus on female employees.

In June, the academy welcomed 250 new apprentices into the businesses, a number that would allow for social distancing and other COVID-19 controls whilst feeding into the pipeline of skilled employees needed by the mining industry.



Training and development courses delivered to employees in FY20

Courses **3,094**  
 Number of employees benefitted **10,237**  
 Total completions **306,258**

Intake and headcount for the graduate, trainees and apprentice program

	FY19	FY20
Apprentices	206	206
Trainees	167	170
Graduate	58	61

## WA Iron Ore headcount



FY19 with Contractors		FY20 with Contractors		FY20 without Contractors	
FIFO	Residential	FIFO	Residential	FIFO	Residential
5,614	1,933	5,088	3,158	5,088	2,007
Perth 798	WA Iron Ore Total 8,345	Perth 796	WA Iron Ore Total 9,042	Perth 748	WA Iron Ore Total 7,843

# Actively supporting our communities. Today and tomorrow.

## Community is important to us.

We are proud of the role we play in building strong communities through our business and community development activities.

## For more information

### BHP

125 St Georges Terrace  
Perth WA 6000

### Feedback

[IOCommunications@bhp.com](mailto:IOCommunications@bhp.com)

### Engage

[www.facebook.com/BHPWA](https://www.facebook.com/BHPWA)



This brochure is printed on 100% recycled post-consumer waste content, and is FSC certified which is an international, non-governmental organisation dedicated to promoting responsible management of the world's forests. FSC has developed a system of forest certification and product labelling that enables people to identify responsibly sourced wood, paper and other forest products.



# BHP

Think big.  
Today and tomorrow.

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