

BHP



Western Australia

Community Development Report 2024



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

BHP is successful when it increases social value.

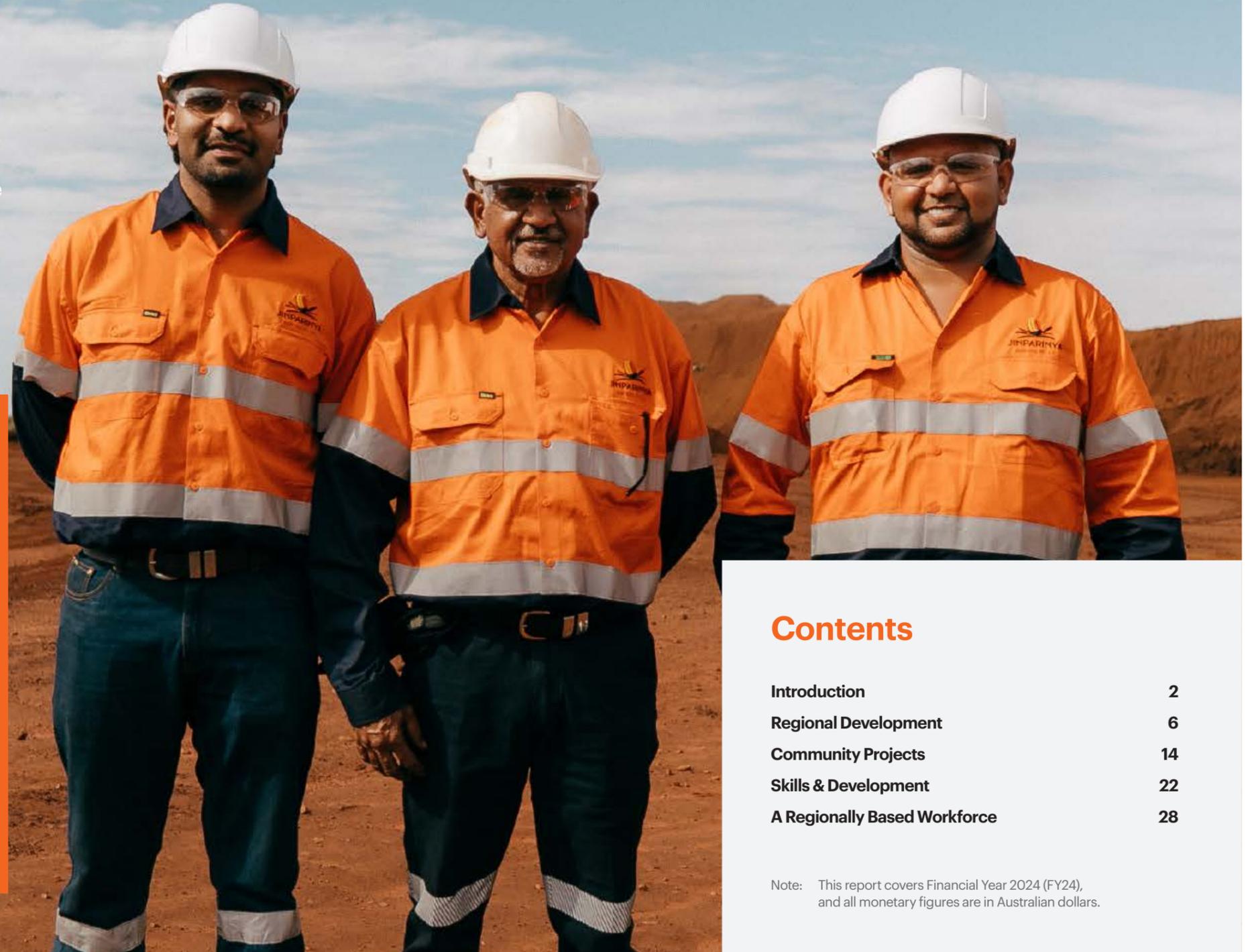
Social value is our positive contribution to society – to our people, partners, the economy, the environment and local communities. It's about creating long-term mutual benefit. We know when we are delivering social value because communities, customers and suppliers value the relationships we share.

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

Acknowledgement of Country

BHP acknowledges the Traditional Owners and Cultural Knowledge Holders of the lands across this country and pays respect to them, and their Elders past and present. As a business that works across many locations in Australia, we have a responsibility to listen, learn and walk alongside Aboriginal and Torres Strait Islander peoples to enable our activities to support ongoing connection to their lands, waters, cultures, languages and traditions. We deeply respect and value Aboriginal and Torres Strait Islander custodianship of this land of 65,000 years and beyond.

In this report BHP may use the terms Indigenous and Aboriginal and Torres Strait Islander interchangeably. Traditional Owners or Cultural Knowledge Holders means the persons with connection to country, acknowledged rights and interests in the land and sea granted under traditional law and customs, who carry an ongoing obligation to look after country. BHP recognises that all Indigenous peoples have an inherent connection to country so the term Traditional Owners is used here to differentiate those Indigenous people who have a specific connection to the country where BHP operates. BHP acknowledges and respects that terms preferred in different jurisdictions and locations may vary.



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Note: This report covers Financial Year 2024 (FY24), and all monetary figures are in Australian dollars.

Our Economic Contribution to Western Australia

BHP has contributed **\$5.7 billion** in social, community and training programs across WA Iron Ore (WAIO) since 2014.

Here's a few highlights of our economic contribution in FY24.



287Mt

Production
(on a 100% basis) in WAIO



\$3.5 bn

state royalties and other
payments to governments



68

new apprentices

58

new trainees



Around

24,000

employees and contractors



\$590 million

with 330 suppliers in WAIO



\$12.2 bn

in payments to
suppliers



over

\$894 million

in total community
expenditure in
Western Australia

Our contribution to Western Australia

At BHP, we are committed to making a difference in the communities we operate in across Western Australia.

Whether it's supporting local healthcare, investing in Indigenous and Traditional Owner businesses, or enhancing the liveability of the communities in which we operate – we have a unique opportunity to create social value – our positive contribution to society.

We generate social value through projects and initiatives that directly support our people, partners, communities, local economies and the environment.

What guides these projects are our priority social investment focus areas, which include:

- Supporting Indigenous families and young people to thrive in the community through targeted programs and initiatives
- Supporting quality health and education services
- Promoting liveability through support for affordable housing, childcare, community activations and small and Indigenous business development.

We're proud of the many enduring, collaborative and mutually beneficial partnerships that are making a real difference to the lives of so many people every day.

The 2024 Community Development Report showcases some of these initiatives as examples of positive change in action.

In FY24 our total community development expenditure in Western Australia was over **\$894 million** - the highest on record.

Over recent years, we've been focused on creating new opportunities for our supply chain – including Traditional Owner and Indigenous businesses – to work with us on initiatives, both big and small.

WA Iron Ore again achieved a record spend of nearly **\$465 million** with Indigenous businesses, including **\$237 million** spent with **68 Traditional Owner businesses**.

We spent **\$590 million** with **330 local suppliers**. Our Local Buying Program represented **\$57 million** of that spend, and accounted for **250 suppliers**, enabling us to create relationships between our operations and small businesses.

We supported a range of community projects in FY24 across WA Iron Ore and Nickel West (NiW), with **\$47.5 million** invested in initiatives across Western Australia focused on the Pilbara, Goldfields and Kwinana.

BHP also provided over **50 community grants** across Newman, Port Hedland, Kalgoorlie, Kambalda, Leinster, Coolgardie and Kwinana with grants of up to **\$20,000** to invest in grassroots initiatives.

We are working hard to attract and retain people and that means creating opportunities for trainees and apprentices to join our business.

In FY24, we welcomed **68 new apprentices** and **58 new trainees** into our business, while also supporting initiatives that are helping local businesses strengthen their workforce.

We look forward to an exciting year ahead, partnering with communities, local businesses and government stakeholders to make a difference. Together, we can make positive and lasting changes to the lives of thousands of Western Australians.



Our commitment to Indigenous businesses

Economic empowerment through opportunities for Indigenous vendors is a key focus of BHP's commitment to reconciliation. Through the successful Project Rise initiative, we have transformed how we engage with Traditional Owner and Indigenous businesses, achieving record direct spend and fostering long-term partnerships that support local communities and business growth.

Our WA Iron Ore asset spent nearly **\$465 million** with **113 Indigenous vendors** in FY24 - surpassing our WAIO Indigenous and Traditional Owner direct spend target. **\$237 million was spent directly** with **68 Traditional Owner vendors**.

This achievement stems from BHP's commitment to Native Title Holders in early 2022 through the launch of Project Rise, aimed at tripling direct spend by FY24. Over the last two years, BHP transformed its approach to engaging Traditional Owner and Indigenous businesses, resulting in significant progress.

Buru Rehab, a local Kariyarra Traditional Owner business, is one of the businesses we are partnering with in Port Hedland. The partnership allows local community members to work for Buru Rehab while the business continues to develop its capability in collaboration with BHP and other Traditional Owner businesses.

Jinparinya Services, a Kariyarra, Nyamal, and Nyiyaparli business, is another enterprise who worked alongside Buru Rehab at our Finucane Island operations in FY24. The rehabilitation project involved screening stockpiled material from plant spillage, with the product re-entering the supply chain, increasing revenue.

This collaboration with Traditional Owners has proven beneficial not only for the businesses involved but also in meeting environmental commitments, such as dust reduction, ensuring compliance with regulatory standards.

The Project Rise initiative underpins BHP's commitment to reconciliation by focusing on tangible outcomes for Indigenous peoples. The lessons learned from this project are being implemented across our global operations, leading to impressive results worldwide.





Regional Development



BHP is committed to supporting the sustainable development of the regions in which we operate.

We achieve this through infrastructure development, procurement, advocacy and partnerships.

Local and Indigenous business opportunities

Local Buying Program

The BHP Local Buying Program was established to support small, local and Indigenous businesses. It makes it simpler for small businesses to competitively bid for opportunities and it helps build sustainable communities. For every opportunity awarded through the program, funds are allocated to support business community development programs.

\$ WAIO spent over
\$57 million
with 250 vendors



Supporting Indigenous enterprise and innovation

BHP has continued to create new enduring partnerships with Traditional Owners and Indigenous businesses throughout FY24. In FY24, WA Iron Ore spent nearly **\$465 million** with **113 Indigenous businesses** – including a **\$237 million** with **68 Traditional Owner suppliers**. This represents an increase of **69 per cent Indigenous spend from FY23**.

\$ WAIO spent
\$465 million with
113 Indigenous businesses in 2024



Case Study



Driving economic growth through partnership with Port Hedland Chamber of Commerce and Industry

BHP renewed our longstanding partnership with the Port Hedland Chamber of Commerce and Industry (PHCCI) to foster economic growth, sustainability, and community development across the region. The latest three-year \$2 million partnership will focus on boosting local business activity through supplier diversity, attracting sustainable businesses, and increasing job creation and workforce readiness in Port Hedland, South Hedland, and Wedgefield.

The program will deliver workshops and initiatives designed to develop the capability of local businesses, with the ultimate goal of creating a diversified growing small business ecosystem. As part of this initiative, BHP and PHCCI will continue to invest in the development of four business hubs across the region. These hubs, which include coworking spaces and resources tailored to different business sectors, are critical to fostering entrepreneurship, training, and collaboration among local businesses.

In addition to supporting business growth, the partnership will fund the Annual Business Excellence Awards and the Hedland Economic Forum—two key events that raise the profile of local businesses and highlight the importance of economic development in the region.

This latest partnership is expected to deliver significant benefits to a wide range of stakeholders, including entrepreneurs, small businesses, job seekers, and the broader community.

By providing resources, training, and networking opportunities, BHP and PHCCI hope to create a thriving business ecosystem that not only enhances liveability in the region but also strengthens Port Hedland's position as a key economic driver within Western Australia.

Read more here:



Case Study



Supporting community wellbeing through Martu Night Patrol and East Newman Food Project

As part of the Newman Futures initiative, funded by BHP, we continue to support projects that deliver meaningful community services in Newman. Two key programs developed through Newman Futures—Martu Night Patrol and the East Newman Food Project—are making a significant impact on the lives of local residents, particularly the Martu community.

The Martu Night Patrol, led by the Newman Women's Shelter (NWS), was piloted in 2021 as a diversion program to support vulnerable young people in Newman. The patrol provides mentoring, food, clothing, and transport to ensure youth are safe at night. Now running every night from 8pm to 1am, the patrol has become a trusted resource, offering a warm meal and a safe place for young people in need.

The program provides employment and training opportunities for Martu community members, who are the backbone of the Night Patrol. Their deep cultural and familial connections make them uniquely qualified to staff the patrol. A recent donation of a 12-seater bus from BHP has significantly improved the patrol's capacity to transport youth home or to a safe space. Developed in consultation with Martu leaders, NWS, Kanyirninpa Jukurrpa (KJ), WA Police, and the Newman Feedback Group, the patrol plays an essential role in the broader network of support services available to young people in Newman.

Complementing the Night Patrol is the East Newman Food Project. In partnership with NWS, KJ, and Creating Communities, and supported by BHP, the project began as a three-month pilot to provide food relief to East Newman residents.

Over **40 sessions, 2,500 hot meals** were served at Train Park, while an additional **1,720 meals** were delivered directly to residents' homes.

The location at Train Park made the program accessible to vulnerable residents, allowing the project team to engage with the community in a relaxed, informal setting. As temperatures rose, food delivery became an important component, ensuring that residents continued to receive support. The success of the pilot has led BHP to renew its partnership with NWS and KJ to deliver the next phase of the East Newman Food Project, focused on improving access to food and services while fostering greater collaboration between service providers.

Together, the Martu Night Patrol and East Newman Food Project reflect BHP's commitment to supporting community-led initiatives that enhance the wellbeing of Newman's most vulnerable residents. These projects demonstrate the power of local collaboration and the importance of creating sustainable, culturally appropriate services that address the unique needs of the community.

Read more here:



Case Study



Advancing women's healthcare through telehealth in Port Hedland

BHP partnered with the Hedland Well Women's Centre (HWWC) and Luma for Her Health and Wellbeing to launch an innovative telehealth service aimed at improving access to specialised healthcare for women in the Hedland area.

The telehealth service is made possible through BHP's support, which has enabled the purchase and installation of upgraded IT systems, including advanced cyber security programming, satellite internet upgrades and telehealth equipment. This ensures that women can access confidential, video-enabled telehealth consultations with a GP from Luma, with support from a HWWC nurse.

Appointments will cover a wide range of services, including contraceptive counselling and prescriptions, STI screenings, hormone-related consultations, and the management of conditions such as endometriosis and polycystic ovarian syndrome.

The service is designed to address the growing demand for specialised healthcare services for women in Port and South Hedland.

The telehealth pilot program will not only enhance women's health and wellness but also contribute to reducing social isolation, a key focus of HWWC's broader community programs aimed at supporting mental health and wellbeing.

Read more here:



Investing in communities is an investment in our future.



Community Projects



BHP is committed to contributing to community projects and programs that improve the liveability of the regions in which we operate.

We are committed to working collaboratively with stakeholders to drive positive long-term outcomes.

Our approach to social investment

Social investment supports our overall approach to contributing to the creation of social value.

It is our contribution towards projects or donations which support the resilience of the environment and the communities where we operate and align with our broader business outcomes. We work with our diverse range of stakeholders to understand and identify social needs and how we can create meaningful outcomes for communities.



\$47.5 million

FY24 total social investment spend

across WA, including WA Iron Ore and WA Nickel

Direct community development and environmental projects and donations, including BHP's equity share in joint ventures.

\$10.36M	\$7.63M	\$17.33M	\$10.75M	\$1.4M
WA-wide	Port Hedland	Pilbara-wide	Newman	Goldfields and Kwinana

Indigenous-specific: **\$23.18M** (majority of project beneficiaries are or identify as Indigenous People)



FY24 Highlights from BHP's social investment projects

Thriving Empowered Communities	Safe, inclusive and future-ready workforce	Indigenous Partnerships	Healthy Environment
\$4,000,000 The Kids Institute Journey Together partnership	\$3,016,000 Pilbara Education Partnership Department of Education	\$800,000 Pilbara Aboriginal Health Alliance partnership	\$3,046,767 LEAF Project Stage 2
\$1,100,000 West Coast Eagles Pilbara Youth Engagement Program	\$300,000 Newman Neighbourhood Centre Outside School Hours Care Facility fit-out plus 10-year subsidised lease	\$436,193 Aboriginal Family Legal Services WA	\$600,000 WA Museum Improving WA's taxonomy of terrestrial and fresh-water invertebrates
\$650,000 FORM Building a State of Creativity Spinifex Hill Studios	\$1,897,015 Child Australia Pilbara and Goldfields Thriving Futures and Educator Recognition Childcare Programs	\$4,000,000 Puntukurnu Aboriginal Medical Service (PAMS) contribution to the Newman short-stay renal accommodation facility	\$470,278 Care for Hedland



Matched Giving Program

BHP proudly supports organisations that are important to employees. Through our Matched Giving Program, BHP matches personal donations made by our employees to eligible non-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 by BHP in WA for FY24	Top 3 Employee Matched Giving organisations in FY24		
over \$240,000	over \$45,000	over \$41,000	over \$20,000
	Harry Perkins Institute of Medical Research	Movember	World Vision Australia

Making a positive community impact with Volunteering WA

The BHP Volunteering WA program allows staff to register for volunteering opportunities across the state in line with community needs or teams' interests.

Last year was the biggest and busiest year to date, with BHP teams eager to contribute meaningfully to community organisations and make a positive impact.

1162 BHP employees

volunteered

5174 hours to the WA community

across

49 community organisations

including Greening Australia, Newman Neighbourhood Centre, Hedland Well Women's Centre, WA Wildlife, Salvation Army & Kalgoorlie-Boulder Community Garden.



Improving Indigenous Children's Health with Healthy Ears on Country

BHP is collaborating with Ear Science Institute Australia to deliver the Healthy Ears on Country program. Focused on preventing and treating ear disease and hearing loss, this initiative will provide critical healthcare services across Aboriginal communities in the East Pilbara region.

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. BHP's contribution of **\$825,000** over three years will help expand the program's reach by supporting the purchase of specialist equipment, additional staff, and training for local healthcare providers, with the goal of improving the overall ear health and quality of life for Indigenous Peoples.

Delivered through the Ear Science Healthy Hearing Outback program, in partnership with the Puntukurnu Aboriginal Medical Service (PAMS), Healthy Ears on Country is set to provide innovative solutions to hearing care challenges in communities such as Newman, Jigalong, Punmu, Parnngurr, and Kunawarritji. The program is expected to directly impact more than **500 children** from the Martu and Nyiyaparli Peoples.

The initiative will focus on:

- **Providing** onsite and portable ENT and audiological equipment for the region.
- **Employing** two Martu Community Liaison Officers to guide the project team on integrating services within the community.
- **Enhancing** ear health promotion activities to offer culturally safe education and information.
- **Building** the skills and knowledge of local healthcare providers, particularly Martu and Nyiyaparli clinicians.
- **Reducing** barriers for individuals requiring surgery in Port Hedland and Perth.

By supporting initiatives like Healthy Ears on Country, BHP is playing a crucial role in addressing the health disparities faced by Indigenous communities.



Read more here:



Case Study



Engaging youth through The Stephen Michael Foundation

Nickel West launched the Northern Goldfields Youth Engagement Partnership (NGYEP) 2024-2026 with The Stephen Michael Foundation. This includes the Rising Leaders Program, Nightfields Program and Health and Wellbeing Programs. The core goal of the NGYEP is to foster positive lifestyles among youth, boost school attendance rates, diminish instances of antisocial behaviour, enhance overall health and well-being, and strengthen community cohesion.

SMF have been working within the Northern Goldfields consistently since 2020. This partnership allows for sustainability of program delivery and further development in the region. The initiative will target young people aged 8-18, living in Leonora, Leinster and Wiluna, delivering a range of sports-based activities and leadership programs offered both during and after school hours.



Case Study



Supporting grassroots community organisations where we live and work

Through BHP's WA Community Grant Program we support local community, environmental and economic development initiatives in the communities our employees and their families call home. In FY24 we provided over 50 community grants across Newman, Port Hedland, Kalgoorlie, Kambalda, Leinster, Coolgardie and Kwinana, including initiatives such as:

Hedland

- PHLAGS+ Pilbara Pride Week Festival 2024
- A mini excavator for the Hedland BMX Club

Newman

- New equipment for the Newman Gymnastics Club
- South Newman Primary School canteen upgrades

Goldfields

- Judumal Aboriginal Corp food and bush medicine garden
- Nature playground for the Leinster Community School

Kwinana

- Bush classroom at Baldivis Secondary College
- Kwinana Swim School storage cage replacement



Read more here:





Skills and Development



Investing in our workforce is an investment in WA's future.

We are also committed to supporting educational outcomes in the communities in which we operate and work with industry and government to address critical skill shortages and promote future industry capability.

Inclusion and diversity

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

Inclusion and diversity promotes safety, productivity and wellbeing of our workforce.



FY24 WAIO achieved



10%

Indigenous representation



32%

Female representation

FY24 NiW achieved



5%

Indigenous representation



32%

Female representation



WA Iron Ore Training and employment

Intake and headcount for the graduate, trainee and apprentice program



Case Study



Empowering Indigenous Students through the BHP and MADALAH Scholarship Program

BHP partners with MADALAH, a not-for-profit organisation focused on empowering Indigenous communities, to provide scholarships to 30 Aboriginal and Torres Strait Islander students from remote and regional areas in Western Australia. The program supports students from the Pilbara, Gascoyne, and Goldfields regions, enabling them to attend leading boarding secondary schools over a six-year period.

MADALAH, which stands for Making A Difference and Looking Ahead, aims to transform the lives of Indigenous students through education and training.

The scholarship program, complemented by MADALAH's holistic support structure, includes mentoring and engagement opportunities designed to enrich students' educational journeys and ensure their well-being.

The program not only provides scholarship funding but also includes a robust support system, featuring workshops and engagement opportunities for students and their families.

The program demonstrates BHP's commitment to fostering educational opportunities for Indigenous youth, helping to build brighter futures for students from regional and remote communities across Western Australia.



Read more here:



Case Study



Enhancing Educational Outcomes through the BHP Pilbara Education Partnership

As part of its ongoing commitment to improving educational outcomes in the Pilbara, BHP partners with the Western Australian Government, providing a further \$3 million to enhance educational opportunities in Port Hedland, Newman, and surrounding towns.

Since its inception in 2005, the BHP Pilbara Education Partnership has supported more than **4,000 students** and **15 schools**, addressing the unique challenges faced by regional communities and promoting the employment opportunities available for young people across the Pilbara. The three focus areas of the partnership are strategically aligned with the key stages of a child's education and aims to provide children of the Pilbara with the foundations for a successful future, throughout their schooling and beyond.

Early Years was developed to ensure all children are well prepared for their first day of school and throughout their education by working with a range of agencies and organisations, offering a coordinated approach to services and early intervention to address any areas of concern.

Pathways focuses on building clear pathways between primary and secondary school, all the way into training and employment by providing students with the knowledge, skills and attitudes to help them make informed decisions about their future. A planned program of learning experiences improves student understanding of career pathways and provides targeted support.

Rise Up supports students to rise to their full potential and celebrating their success. For all students, based on a whole-school framework, targeted support is provided to assist students to set and meet individual improvement goals around attendance, achievement, leadership and community engagement.

For all students, based on a whole-school framework, targeted support is provided to assist students to set and meet individual improvement goals around attendance, achievement, leadership and community engagement.

The partnership focuses on improving health and education outcomes for children, with initiatives designed to support developmental milestones and increase parental involvement in student learning. These efforts have led to tangible results, including increased school attendance, improved academic performance, and a reduction in student suspensions at Pilbara high schools.

BHP's contribution extends beyond financial support, helping to create lasting economic and social benefits for regional communities. The program is particularly focused on preparing students for future employment opportunities, equipping them with the skills and knowledge needed to succeed in both education and work.



Read more here:





A regionally based workforce



We are committed to providing opportunities for local people to participate in the resources industry.

We do this by investing in local jobs and commercial business opportunities, and through improving liveability and community outcomes for people living in regional towns.

Case Study



Supporting the Hedland community through more short-stay accommodation

BHP partnered with the Hedland Maritime Initiative (HMI) to bring an additional 12 short-stay properties to the Port Hedland market.

The **12 HMI-acquired properties** in the West End, comprising **24 bedrooms**, will help alleviate the shortage of short-stay properties in the area.

Through a **\$259,000** donation in FY24 from BHP, the properties are being fully furnished and made available for short-stay lease through local realtor Hedland First National.

The Short-Stay Accommodation Project aligns with BHP's 'Thriving, Empowered Communities' pillar, supporting local economic outcomes while improving access to critical services for the Port Hedland community.

The contribution from BHP secured the delivery of much-needed short-stay accommodation in Port Hedland. The newly furnished properties will provide a comfortable place to stay for those visiting Port Hedland, particularly for small business owners and not-for-profit organisations wishing to provide their services.

An additional **\$300,000** from BHP will support a further 12 HMI-acquired properties being added to the short-stay accommodation pool that will soon become available.



Read more here:



Case Study



Boosting Indigenous employment through the Kariyarra Work Ready program

The Kariyarra Work Ready Program was launched to provide training and employment pathways for Kariyarra peoples in the Pilbara region. This program offers a combination of classroom instruction and on-the-job training, designed to equip participants with the knowledge and skills required to embark on careers in the mining industry.

The inaugural program, which commenced in July, welcomed 11 new trainees at BHP's Port Hedland operations. The initiative, led by BHP's Indigenous employees, is committed to providing a culturally safe learning and working environment, fostering an inclusive atmosphere where trainees can thrive.

The program is supported by two Traditional Owner businesses—Yarnda Group and Ngarda Ngarli Training—which have been engaged to provide labour hire and deliver the training components. Upon successful completion, participants receive a nationally recognised Certificate II in Resources and Infrastructure Work Preparation, enabling them to transition into entry-level roles across BHP's Port and Rail operations.

The Kariyarra Work Ready Program is BHP's first work readiness program with a Traditional Owner group in Port Hedland. It builds on the company's previous traineeship programs with Traditional Owners at Yandi, Newman operations, and Northern Goldfields, further advancing BHP's commitment to empowering Indigenous communities.

Read more here:



Case Study



Expanding access to early childhood education in the Pilbara and Goldfields

BHP partnered with the YMCA Early Learning Centres in Port Hedland and Newman to improve access to quality early childhood education and care in the Pilbara. Prior to this initiative, both centres faced significant demand, with waitlists extending up to 18 months. Through BHP's support, both Port Hedland and Newman centres have nearly doubled their capacity, eliminating the majority of both waitlists.

This partnership with YMCA builds on the progress made through BHP's ongoing collaboration with Child Australia under the Thriving Futures program, which has been in place since 2020. The program has expanded access to childcare services by attracting and retaining residential staff in the Pilbara and Kalgoorlie, offering wage subsidies and scholarships to support early childhood educators.

Since the launch of Thriving Futures in the Pilbara, **65 candidates** have been employed in participating childcare centres, achieving a retention rate of over **72 percent**. The program has also delivered **209 hours** of onsite consulting for staff across centres, provided **79 candidates** with formal mentoring, and supported **39 scholarship recipients**. These efforts have strengthened the early childhood education sector and improved the availability of quality childcare services for families in the region.

On the back of its early success in the Pilbara, BHP and Child Australia extended Thriving Futures to the Goldfields in 2022.





We endeavour to treat all communities local to our operations with respect and establish open, honest relationships built on trust.

BHP

Think big.

Today and tomorrow.

bhp.com