

Three years into our four-year Reconciliation Action Plan (RAP) we're proud to be on track across all commitments.

Our ambition to grow and foster relationships with Indigenous peoples in Australia continues to guide us. Of the 49 commitments outlined in our RAP, 3 are fully achieved, 15 are embedded into business routines and processes and 31 are on track for delivery by FY27.

Developed in partnership with Traditional Owner groups, Indigenous businesses, and communities through nine forums involving around 1,000 participants, this RAP earned 'Elevate' status from Reconciliation Australia, recognising our leadership in advancing reconciliation.

Read more about the steps taking us forward.



Understanding and Respect



In FY25, we formalised new agreements in partnership with Traditional Owners and completed key reviews to modernise agreements. This strengthens our partnerships and commitment to working together for a shared future.



The first National Indigenous Advisory Roundtable (NIAR) was held at the Traditional Owners' Forum in October 2024 to understand the perspectives of Traditional Owners and Indigenous employees on cultural safety and cultural respect.



Spent time on Country on 33 occasions with our Executive Leadership Team or Asset President/Business President engaging with Traditional Owners.



RAP Governance has been embedded through internal routines with engagement from key Executive Leadership Team members to monitor and understand performance and implementation.



The annual Traditional Owners' Forum was held in Tarndanya (Adelaide) October 2024 bringing together representatives from 14 Traditional Owner groups.



BHP FIRE Awards

First Peoples, Inclusion, Recognition & Excellence

Following feedback from employees, leaders and Traditional Owners we expanded the WA Indigenous Employee Awards as a national event and re-branded as the BHP FIRE Awards (First Peoples, Inclusion, Recognition & Excellence). The FIRE Awards recognises and celebrates the achievements and contributions that Aboriginal and Torres Strait Islander people make and acknowledges the work of allies across the business. Hosted in Brisbane to coincide with NAIDOC Week, the inaugural 2025 event saw over 100 nominations, 33 finalists and six winners.

Economic Development FY25 across our Australian Assets

Indigenous Procurement Spend

\$779M directly to 266 Indigenous businesses

\$439M directly to 111 Traditional Owner businesses

Indigenous Employment

2475 Indigenous employees representing 8.96%* of BHP workforce

234 Indigenous leaders representing 5.75%* of BHP leaders



All Assets have a Work Readiness Program that supports Indigenous employment pathways.



Launched nationally in January 2025, the **Indigenous Support Liaison Program** seeks to improve cultural safety and supports the lived experience of Indigenous employees.

*Includes Copper South Australia



Culture and Community



Published a revised Indigenous Cultural Respect Framework (ICRF) to support cultural knowledge and awareness, and build the skills that make BHP's workplaces one where Indigenous employees thrive.



Annual Indigenous Social Investment Partner Symposium held in Melbourne with more than 60 external Indigenous community partners and internal practitioners attending to connect and learn from one another.



We launched a new First Nations Care Employee Assistance Program for free confidential and culturally appropriate support.



Delivered the first Australian Indigenous Social Investment Report (FY24) in September 2024.



Delivered an on-Country partner experience with the Indigenous Desert Alliance hosted by women from Mparntwe Traditional Owners, Ltyentye Apurte Rangers out of the Central Desert region of Australia. These experiences directly align to the Australian Indigenous Social Investment Strategy and vision for greater awareness and support by BHP Executives and key Senior Leaders of the great work being led and delivered by Indigenous community partner organisations.

Advocating for Change



Internal and external voice mechanisms have been established and implemented, amplifying the voices and perspectives of Indigenous peoples and partners into business decisions.



NAIDOC Week was celebrated and recognised in BHP workplaces around the country through the active engagement and support of Indigenous employees across Australia.



National Reconciliation Week activities saw participation from BHP employees across Australia. Internal and external events were held in partnership with state-based reconciliation bodies, with BHP supporting community events in every state we operate in, including Victoria.



We had the privilege to see many partners and communities advocating on behalf of Indigenous people and achieving change. In FY25 one **example is the National Native Title Council** who developed the Dhawura Ngilan Business and Investor Initiative that sets a new standard for protecting First Nations Cultural Heritage.



Scan to read our
**Elevate
Reconciliation
Action Plan.**

