

**COVID-19 Australia Vaccination Position
Frequently Asked Questions**

Last Updated: 10th November 2021 to ID: 601

Unique ID	Question	Answer																									
BHPs VACCINATION APPROACH FOR AUSTRALIA																											
001	When will I need to be vaccinated by?	<p>COVID-19 vaccination as a condition of entry to BHP workplaces will take full effect from 31 January 2022. The requirement will come into effect on earlier dates where needed due to Government public health orders (e.g. Victoria and WA) or because of other risk factors such as status of any local COVID-19 outbreaks and State Government re-opening plans, such as in NSW (see table below). You will need to be fully vaccinated (both doses) to access BHP workplaces beyond these dates.</p> <p>Alternative effective dates are as follows:</p> <table border="1" data-bbox="504 891 1390 1776"> <thead> <tr> <th>Location</th> <th>Required by</th> <th>Workers affected</th> <th>1st dose COVID-19 vaccination requirement</th> <th>Full COVID-19 vaccination requirement</th> </tr> </thead> <tbody> <tr> <td>VIC</td> <td>Victorian State Government</td> <td>Limited authorised workers who access the Melbourne office during the office closed period</td> <td>15 October, 2021</td> <td>26 November, 2021</td> </tr> <tr> <td>WA Ports</td> <td>WA State Government</td> <td>WA port workers as defined in the Exposed Port Worker (Restrictions on Access) Directions</td> <td>15 October, 2021</td> <td>12 November, 2021</td> </tr> <tr> <td>WA</td> <td>WA State Government, and BHP</td> <td>All WA workers, excluding port workers (covered above)</td> <td>1 December, 2021</td> <td>1 January, 2022</td> </tr> <tr> <td>NSW</td> <td>BHP – based on local risk</td> <td>All workers accessing BHP workplaces in NSW</td> <td>10 November, 2021</td> <td>31 January, 2022</td> </tr> </tbody> </table> <p>Further detail on Public Health Orders or Government directives noted in the table above is provided in the question below regarding “What if other directions on dates have been made for my location or area?”</p>	Location	Required by	Workers affected	1 st dose COVID-19 vaccination requirement	Full COVID-19 vaccination requirement	VIC	Victorian State Government	Limited authorised workers who access the Melbourne office during the office closed period	15 October, 2021	26 November, 2021	WA Ports	WA State Government	WA port workers as defined in the Exposed Port Worker (Restrictions on Access) Directions	15 October, 2021	12 November, 2021	WA	WA State Government, and BHP	All WA workers, excluding port workers (covered above)	1 December, 2021	1 January, 2022	NSW	BHP – based on local risk	All workers accessing BHP workplaces in NSW	10 November, 2021	31 January, 2022
Location	Required by	Workers affected	1 st dose COVID-19 vaccination requirement	Full COVID-19 vaccination requirement																							
VIC	Victorian State Government	Limited authorised workers who access the Melbourne office during the office closed period	15 October, 2021	26 November, 2021																							
WA Ports	WA State Government	WA port workers as defined in the Exposed Port Worker (Restrictions on Access) Directions	15 October, 2021	12 November, 2021																							
WA	WA State Government, and BHP	All WA workers, excluding port workers (covered above)	1 December, 2021	1 January, 2022																							
NSW	BHP – based on local risk	All workers accessing BHP workplaces in NSW	10 November, 2021	31 January, 2022																							

		<p>If further adjustments to effective dates are required, separate announcements will be made through local COVID-19 EMT communications along with further workforce engagement. Supplementary vaccination requirements may be defined if recommended by the Australian Technical Advisory Group on Immunisation (ATAGI).</p> <p>Additional detail regarding the position for New South Wales Energy Coal (NSWEC)ⁱ</p> <p>With the heightened risk profile in New South Wales, including the State Government plan to ease restrictions, along with relatively low vaccination rates in the local community, earlier vaccination dates have been determined for BHP workplaces in NSW.</p> <p>To retain access to NSWEC workplaces in NSW, workers and visitors will be required to have their first vaccination dose by 10 November 2021. To retain access, evidence of a second dose will need to be provided by 31 January 2022.</p>
002	<p>What if other directions on dates have been made for my location or area? e.g. Government Public Health Orders</p>	<p>If a government public health direction is issued, BHP and our workforce needs to comply with it. There may be instances where public health directions may be different (for example scope or timing) to the BHP position and timing on requiring vaccination as a condition of workplace entry. We will work with the workforce to support a clear understanding of expectations, including any changes should they arise due to new or amended public health directions.</p> <p>Current requirements are outlined below. Separate announcements will be made through local COVID-19 EMTs for any future changes.</p> <p>Position for Melbourne office workers</p> <p>The Melbourne office remains closed. For limited authorised workers who access during the closed period, the State Government requires workers and visitors to have their first vaccination dose by 15 October 2021, and to be fully vaccinated by 26 November 2021. Further announcements will be made once a decision is made to re-open the Melbourne office.</p> <p>Position for West Australian Port workers</p> <p>From 15 October 2021, WA port workers as defined in the Exposed Port Worker (Restrictions on Access) Directions, need to have had their first dose of a COVID-19 vaccine to access an exposed vessel, carry out a service in connection with an exposed vessel, or interact with vessel crew.</p> <p>Port workers must be fully vaccinated (two doses of approved COVID-19 vaccination) by 12 November 2021. More information is available via this link: <u>Exposed Port Worker (Restrictions on Access) Directions (No 3)</u></p> <p>Position for other West Australian workers and visitors</p> <p>As per the WA State Government announcement, the Resources Industry Worker (Restrictions on Access) Directions provides that workers at rural or</p>

		<p>remote resources industry sites, such as BHP's WA mines, or remote operating centres, such as BHP's IROC and TROC facilities, must have received their first dose of a COVID-19 vaccine by 1 December 2021, and be fully vaccinated by 1 January 2022. More information is available via this link: Resources Industry Worker (Restrictions on Access) Directions.</p> <p>The public health direction applies to workers in WA mining, oil and gas and exploration operations, visitors to these operations, as well as all resource sector workers who work at regional and remote mine sites and other critical operation locations including remote operations. The public health direction will cover most of our WA workforce, and all workplaces (including Perth Office due to IROC). We are extending the application of this direction to all WA BHP workers and visitors to keep our people safe.</p> <p>The public health direction will come into effect from 12.01am December 1st 2021.</p>
003	<p>Who will be impacted by this vaccination approach?</p> <p>Does this vaccination approach apply to contractors?</p>	<p>The requirement to be vaccinated will apply to all people seeking access to BHP managed workplaces in Australia, including employees, contractors and visitors, except for:</p> <ul style="list-style-type: none"> • External emergency response personnel who are responding to an emergency (such as police, fire service, and paramedics). • Government Officials and members of Traditional Owner groups, who are not employees or contractors, to whom BHP is required to provide entry - confirmation of vaccination status will be requested but not required, and other controls (for example, masks, social distancing and limiting contact with others) will be required to the greatest extent possible. <p>BHP managed workplaces are workplaces where BHP can set and reinforce health and safety standards in Australia, including locations such as BHP corporate offices, mining and processing sites and other managed locations, such as BHP operated ports. For further information, please contact your local Pandemic Lead.</p>
004	<p>Is this position only for Minerals Australia or will it apply to all BHP workers globally?</p>	<p>This position is specific to our Australian-based workforce, including those that work for Global Functions and Petroleum in Australia.</p> <p>All other regions are undertaking their own assessments and associated announcements.</p>
005	<p>Does this approach include all senior leaders including the CEO, ELT and</p>	<p>Yes. From the relevant effective dates, all people seeking access to BHP managed workplaces in Australia will be required to be vaccinated, with the exception of emergency personnel, and certain officials and members of Traditional Owner groups who are not employees or contractors.</p> <p>This will include all senior leaders including our CEO, ELT and Board Members.</p>

	Board Members?	
006	<p>Why is BHP making the COVID-19 vaccination a condition of entry to the workplace?</p>	<p>Safety is our number one priority.</p> <p>Vaccination will help prevent serious illness or death from COVID-19 transmission in a BHP workplace and therefore we are acting on this basis.</p> <p>Recent data indicates that unvaccinated people are 17 times more likely to be hospitalised due to COVID-19 than vaccinated people.</p> <p>BHP has to keep its workforce safe. This condition on entry to our workplaces is to keep our people safe.</p> <p><i>Additional detail:</i></p> <p>BHP has a responsibility to provide a safe workplace for all. BHP also has a responsibility to help protect local communities, particularly remote and Indigenous communities where immediate medical care is less accessible.</p> <p>Delta is the predominant COVID-19 strain in Australia. It causes more severe illness, including in younger people. It is more transmissible.</p> <p>Being vaccinated offers a high degree of protection against serious illness and death.</p> <p>Vaccinated people can still transmit the virus but at a lower rate than unvaccinated people. This means that herd immunity is extremely unlikely and we all face contracting COVID-19 at some point. This is particularly relevant given the Government plans to transition away from restrictions as population vaccination thresholds of at least 70% and 80% are reached.</p> <p>BHP has reviewed the status and effectiveness of COVID-19 controls in line with the latest scientific evidence and expert health advice. The science is clear that widespread vaccination saves lives.</p> <p>To keep people in our workplaces safe, we need people to be vaccinated. This way, if you do contract COVID-19 you stand a very strong chance of returning to full health as quickly as possible.</p> <p>As the Government moves to reopen the country and transition away from harder controls, vaccination as a condition of workplace entry will help prevent serious illness or death arising from COVID-19 transmission occurring in a BHP managed workplace.</p> <p>BHP will continue to monitor new information as the pandemic evolves and evaluate the control framework.</p>
007	<p>Why is BHP able to make the COVID-19 vaccination a condition of</p>	<p>BHP has a positive legal obligation to ensure health and safety, including by reducing the risk of COVID-19 transmission, as far as is reasonably practicable.</p> <p>These obligations for our operations across Australia are contained in state-based health and safety legislation in WA, SA, NSW, VIC and QLD. Note,</p>

	workplace entry?	<p>that the Coal Mining Safety and Health Act 1999 (Qld) applies at our Queensland mines. This legislation provides that BHP must ensure that risk is at an acceptable level.</p> <p>BHP also needs to comply with local laws regarding vaccination, including public health orders and directions.</p> <p>As State, Territory and Federal governments move to reopen the country and transition away from harder controls, vaccination as a condition of workplace entry will help prevent serious illness or death arising from COVID-19 transmission occurring in a BHP managed workplace.</p> <p><i>Additional detail:</i></p> <p>It is not possible to contain the spread of the Delta variant of COVID-19. This means eventually everyone will encounter COVID-19.</p> <p>Vaccination significantly reduces the risk of hospitalisation or death if you are infected with COVID. It also helps reduce the likelihood that if you have COVID you will give it to someone else.</p> <p>Vaccination as a condition of workplace entry has been risk-assessed by subject matter experts. It is being implemented as a control measure to mitigate risks associated with COVID-19.</p>
008	What scientific data has BHP based its decision on? Does this show the vaccine reduces transmissibility?	<p>BHP has based its decisions on the guidance of reputable, authoritative agencies such as the Australian Department of Health, US Center for Disease Control & Prevention (CDC), Public Health England, the European CDC. Peer reviewed scientific medical publications have also been considered and subject matter experts have also been engaged.</p> <p>Research shows vaccinated people can still transmit the virus but at a lower rate than unvaccinated people.</p>
009	Can I have more information on the risk evaluation?	<p>The risk-based health and safety rationale that supports the decision to require COVID-19 vaccination as a condition of workplace entry can be found here.</p>
010	If herd immunity is unlikely, how will a vaccine help?	<p>Vaccination greatly reduces the risk of serious illness and death.</p> <p>Vaccinated people are also less likely to become infected or to transmit the virus to others, but this can still happen. To keep people in our workplaces safe, we need people to be vaccinated.</p> <p>This way, if you do contract COVID-19 you stand a very strong chance of returning to full health as quickly as possible.</p>
011	Why is BHP introducing vaccination as	<p>The health and safety of the BHP workforce, their families and the communities in which we operate is our number one priority.</p>

	<p>a condition of workplace entry prior to the Australian Government doing so?</p>	<p>As the Federal and State Governments reopen the country everyone will eventually encounter the virus. Being vaccinated offers a high degree of protection against serious illness and death. Given we now know this, we are obliged to act.</p> <p>In some locations, currently WA and Victoria, we are acting in alignment with State Government health orders (see FAQ 002 in “What if other directions on dates have been made for my location or area? e.g. Government Public Health Orders?”)</p> <p><i>Additional detail:</i></p> <p>Vaccinated people can still transmit the virus but at a lower rate than unvaccinated people. This means that herd immunity is extremely unlikely and we all will face contracting COVID-19 at some point.</p> <p>Given this, BHP has reviewed the status and effectiveness of COVID-19 controls in line with the latest scientific evidence and expert health advice. The science is clear that widespread vaccination saves lives.</p> <p>To keep people in our workplaces safe, we need people to be vaccinated. This way, if you do contract COVID-19 you stand a very strong chance of returning to full health as quickly as possible.</p> <p>As the Government moves to reopen the country and transition away from harder controls, vaccination as a condition of workplace entry will help prevent serious illness or death arising from COVID-19 transmission occurring in a BHP managed workplace.</p> <p>BHP will continue to monitor new information as the pandemic evolves and evaluate the control framework, including where further variants of concern emerge, or more information is made available about waning immunity and booster vaccinations (see FAQ 404 Will I need to get a booster shot?).</p>
012	<p>How does this approach align with BHP’s Inclusion & Diversity policy, Charter Values, Code of Conduct and focus on culture?</p>	<p>The health and safety of the BHP workforce, their families and the communities in which we operate is our number one priority.</p> <p>Health and safety practices are governed by legislative requirements, various <i>Our Requirements</i> documents, local standards, and procedures. To ensure a safe workplace you must adhere to all relevant requirements.</p> <p>To help keep people in our workplaces safe and healthy, we need people to be vaccinated. This measure is designed to help protect our workforce and our communities. The measure is also consistent with BHP’s Inclusion and Diversity policy, our Charter values, and our Business Code of Conduct.</p>
013	<p>What if I cannot get the COVID-19 vaccine due to health reasons?</p>	<p>People with medical concerns or those with conditions listed as contraindications or precautions in the ATAGI Clinical Guidance on COVID-19 Vaccination will be asked to follow a medical review process.</p> <p>If through this process, the person is confirmed to have a condition which prevents the person from being vaccinated, BHP will review their</p>

individual circumstances on a case-by-case basis, and BHP will consider accommodating such circumstances.

Additional detail:

People with specific medical conditions:

- Medical conditions listed as contraindications or precautions in the ATAGI Clinical Guidance on COVID-19 Vaccination (ATAGI Guidance), will be considered an appropriate reason not to be vaccinated or not to proceed to a second dose.
- These conditions are very limited and based on evidence to date are expected to impact approximately 1 in 10,000 people. Further information is available in the [ATAGI Guidance](#) in the Contraindications and Precautions sections.
- People with medical concerns will be asked to follow the process for verifying medical conditions.

Process for verifying medical conditions:

BHP employees

The process to verify claims of medical reasons not to be vaccinated will include a 2-step process:

- A visit to your GP to complete the 'Australian Immunisation Register (AIR) – immunisation medical exemption form (IM011)';
- Once a COVID-19 vaccine exemption is recorded with the Australian Immunisation Register (AIR) and proof of this has been provided to BHP, a BHP appointed Occupational Physician will conduct a review to better understand your circumstances to support a case-by-case consideration of whether appropriate accommodations can be made.

To enter the process please provide your details via the attached [link](#), or the following QR code. A member of the BHP Health Team will help guide and support you through this process.



Please note, the 'Australian Immunisation Register (AIR) - immunisation medical exemption form (IM011)' is a standard form made available by the Australian Government through Services Australia. It can be used by medical

		<p>professionals to notify the AIR of an individual who has a vaccine exemption due to a medical contraindication or natural immunity for a number of vaccines (including COVID-19 vaccines). Both steps in the process above must be completed to support a case-by-case review of possible accommodation options by BHP.</p> <p>BHP will also consider any relevant requirements under local laws, such as public health directions, when carrying out this process and case-by-case review of possible accommodation options.</p> <p>Contract partners</p> <p>For contract partners, if you have any individuals working in a BHP managed workplace that have an ATAGI listed contraindication or precaution, please refer them to the Australian Immunisation Register (AIR) - immunisation medical exemption form (IM011) - Services Australia to complete with their GP. As a contract partner, if you have people in this situation, please reach out to your Contract Owner or Purchase Order owner who will liaise with the BHP Health Team to consider on a case-by-case basis whether there are any possible accommodation options.</p>
014	<p>If I refuse to be vaccinated, will I lose my job?</p>	<p>You will be required to be fully vaccinated against COVID-19 to enter a BHP managed workplace.</p> <p>There are very limited reasons why a person cannot be vaccinated (noted medical conditions and contraindications listed in the Australian Technical Advisory Group on Immunisation (ATAGI) Clinical Guidance on COVID-19 Vaccination). Employees who believe they are unable to meet this requirement to be vaccinated should speak with their line leader. They will be asked to follow the process for verifying medical conditions (see FAQ: 012 What if I can't get my vaccine due to health reasons?).</p> <p>We will do everything we can to engage with people who are worried about getting vaccinated. However, where employees choose not to be vaccinated, they will be failing to comply with a lawful and reasonable direction by BHP. This will have consequences for their employment, including disciplinary action up to and including termination of employment.</p> <p>We will work with employees wherever possible to avoid that outcome. We will provide support and help people with their vaccination decision, including providing a chance for them to speak with a health professional via the support line (02 9312 5163).</p> <p>This is not a redundancy situation and there will not be any redundancy payments.</p> <p>This expectation is the same for all BHP employees in Australia, from our operators on site, to our people based in CBD offices.</p>

015	Will I be entitled to a redundancy if I choose not to be vaccinated?	No, you will not be entitled to a redundancy, as your role will still be required to be performed.
016	Can I work remotely from home and not get vaccinated?	Working from home indefinitely will not be considered an appropriate option across our business.
017	What will happen to people who breach the workplace access requirement?	After the effective date, accessing or attempting to access a BHP workplace while not meeting the vaccination requirement will be treated as a failure to comply with a lawful and reasonable direction which could lead to disciplinary action up to and including termination of employment.
018	Will the vaccination policy be reviewed once the country is “living the with virus”?	Like all BHP policies, the COVID-19 vaccination policy will be periodically reviewed and updated based on new information relevant to the risk and the ongoing effectiveness of vaccination as a control for the risk.
019	What if I’m pregnant or breastfeeding – how does the site access requirement apply to me?	<p>Both ATAGI and the Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG) state pregnant women are a priority group for COVID-19 vaccination, and should be routinely offered the Pfizer or Moderna vaccine at any stage of pregnancy.</p> <p>Pregnant women with COVID-19 have an increased risk of severe illness and adverse pregnancy outcomes (see the Australian Department of Health – COVID-19 vaccination, Shared decision-making guide for women who are pregnant, breastfeeding or planning pregnancy).</p> <p>The workplace entry COVID-19 vaccination requirement applies to pregnant women, however please seek advice from your doctor if you have concerns about vaccination. You can also direct health related question to the BHP vaccine support line ((02) 9312 5163).</p> <p>If after discussion with your doctor you remain concerned, please following the process noted below to have your individual circumstances considered.</p> <p><u><i>Process for consideration of individual circumstances</i></u></p> <ol style="list-style-type: none"> 1. Please email bhpmedical@bhp.com to request a copy of the pregnancy medical form. 2. Follow the instructions in the form including sections to be completed by the employee and treating physician.

		<p>3. Provide the completed for to bhpmedical@bhp.com for review by the BHP Health Team.</p> <p>4. The potential application of temporary accommodations, for at least the term of the pregnancy, will be considered on a case-by-case basis, taking into account any local government requirements such as public health directions and orders. HR or ER Support will be elicited as required.</p> <p>Note: Due to the COVID-19 risk and to align with relevant public health directions, no temporary accommodation can allow access to the workplace without vaccination. Access to early leave or temporary work-from-home will be considered on a case-by-case basis for pregnant women only.</p>
020	I am worried about COVID-19 vaccines affecting my reproductive health and fertility. Where can I find out more information?	<p>People with concerns about reproductive health, fertility, pregnancy and COVID-19 vaccinations should seek advice from their doctor on their particular situation or refer to the support line to speak with a health professional (02 9312 5163).</p> <p>In addition to speaking with you doctor, please also consider reviewing the following information regarding COVID-19 vaccines and reproductive health:</p> <ul style="list-style-type: none"> • The Australian Department of Health states “there is no evidence suggesting that fertility problems are a side effect of ANY vaccine.” https://www.health.gov.au/initiatives-and-programs/covid-19-vaccines/is-it-true/is-it-true-do-covid-19-vaccines-cause-infertility • Advice from the Australian Department of Health on the following link: https://www.health.gov.au/resources/publications/covid-19-vaccination-shared-decision-making-guide-for-women-who-are-pregnant-breastfeeding-or-planning-pregnancy • Both ATAGI and the Royal Australian and New Zealand College of Obstetricians and Gynaecologists (RANZCOG) state pregnant women are a priority group for COVID-19 vaccination, and should be routinely offered the Pfizer or Moderna vaccine at any stage of pregnancy. Pregnant women with COVID-19 have an increased risk of severe illness and adverse pregnancy outcomes. • The US CDC states “There is currently no evidence that any vaccines, including COVID-19 vaccines, cause fertility problems in women or men.” https://www.cdc.gov/coronavirus/2019-ncov/vaccines/recommendations/pregnancy.html
021	I am on extended or parental leave, including annual or long service leave, and not due to return until after the “required by”	<p>Proof of vaccination will be required before an employee returns to the workplace from extended or parental leave, including annual leave and long service leave, or in any scenario where they may visit a BHP managed workplace.</p>

	date – when do I need to provide evidence of vaccination?	
022	External facilitators – if an off-site venue is used to host a team event / workshop / meeting, would those third parties be required to be vaccinated?	<p>No, third party facilitators in third party venues do not need to be vaccinated.</p> <p>The BHP Vaccination Policy applies to BHP managed workplaces only.</p>
023	Have recruitment and on-boarding processes factored in the vaccination requirement for workplace entry?	<p>The Talent Acquisition and Boarding teams are work through the implementation of the vaccination requirement both with inflight recruitment activities (e.g. direct communication with candidates) and integration of the requirement into processes for the longer term (e.g. BHP careers website FAQs, update to job advert templates, and support materials for teams).</p>
024	When will BHP review the COVID-19 Trigger Action Response Plan?	<p>The risk-based COVID-19 Trigger Action Response Plans (TARPs) across BHP are reviewed on a regular basis as new information is identified relevant to the pandemic.</p> <p>The next review, taking place over the coming weeks, will incorporate relevant new information, including the role of COVID-19 vaccination. Although not yet confirmed, this may allow an increase in the trigger thresholds from one phase to the next once all people entering the workplace are vaccinated.</p>
025	How has / is the workforce being engaged?	<p>Workforce engagement commenced following the announcement at the end of August, enabled by our communications, leader discussions, the support line and the dedicated BHP COVID-19 vaccination email account.</p> <p>BHP has welcomed the feedback, comments and questions, and will continue to engage in order to support effective implementation planning and execution of the requirement for COVID-19 vaccination as a condition of workplace entry.</p> <p>BHP has also been speaking with the unions and their representatives regarding the workplace entry requirement.</p>
026	I have heard about a Fair Work Commission ruling which says mandatory vaccination is	<p>No, this is not true. The case you may have heard about involved a flu vaccination requirement in the aged care sector. The case (Kimber v Sapphire Coast Community Aged Care Ltd [2021] FWC 1818) found that an aged care employee who did not agree to be vaccinated was not dismissed unfairly by her employer. We are continuing to monitor any relevant cases and laws in this area.</p>

	illegal – is that true?	
027	What if my child attends a childcare facility past the workplace entry? (Eg Perth office)	<p>Refer to the Australia Government Health Department for the minimum age eligibility criteria for COVID-19 vaccination in Australia, which is currently 12-years of age or older.</p> <p>Children that attend a managed childcare facility inside the workplace entry point (e.g. Perth office) are not required to be vaccinated - typically all children that attend such facilities do not meet the minimum age eligibility criteria for vaccination.</p>
028	Does this requirement apply to accommodation villages?	<p>The requirement to be vaccinated will apply to all people seeking access to BHP managed workplaces in Australia.</p> <p>BHP managed workplaces are workplaces where BHP can set and reinforce health and safety standards in Australia, including locations such as BHP corporate offices, mining and processing sites and other managed locations, such as BHP operated ports. For further information, please contact your local Pandemic Lead.</p> <p>In accommodation villages, the requirement applies to those working at the village as employees or contractors of BHP.</p>
029	Can I rely on my religious beliefs as a basis not to be vaccinated?	<p>Almost all religions encourage vaccination. Religious beliefs are not generally a reason why a person cannot be vaccinated against COVID-19. Due to the risk COVID-19 presents, no permanent accommodation can be made regarding access to the workplace without vaccination.</p> <p><u><i>Process for consideration of individual circumstances</i></u></p> <p>If you believe your specific circumstances warrant accommodation, you will need to provide documented evidence outlining your particular situation, including:</p> <ul style="list-style-type: none"> • The religion / religious institution of which you are a member; • A statement of why you believe that your religion prohibits COVID-19 vaccination; • Evidence of your membership of the religion (this could be official documentation or a letter from a religious leader); • Information from your religious institution outlining the basis why your religion prohibits COVID-19 vaccination; and • any further information you wish to support your request. <p>BHP will consider your request on a case-by-case basis. Please provide the requested documentation to minaucovidvaccination@bhp.com.</p> <p><i>Additional information:</i></p>

		<p>There has been some public concern regarding the alleged use of human tissue in the production of vaccines. We encourage you to inform yourself regarding the manufacture of vaccines. The following articles may assist:</p> <ul style="list-style-type: none"> • https://www.vaticannews.va/en/pope/news/2021-08/pope-francis-appeal-covid-19-vaccines-act-of-love.html • https://theconversation.com/cells-from-human-foetuses-are-important-for-developing-vaccines-but-theyre-not-an-ingredient-157484
--	--	---

INDIGENOUS EMPLOYEES AND CONTRACTORS

101	I am unsure about my position on COVID-19 vaccines, will not being vaccinated affect my access to work and country?	<p>BHP will implement special arrangements for Traditional Owner groups to enable access to country and heritage related activities to ensure this can happen safely.</p> <p><i>Additional detail:</i></p> <p>All people seeking access to a BHP managed workplace in Australia will be required to be fully vaccinated against COVID-19 with the exception of some members of Traditional Owner groups, emergency personnel and certain officials.</p> <p>For members of Traditional Owner groups that hold rights to access country, and who are not employees or contractors, confirmation of vaccination status will be requested but not required, and other controls will be used to enable safe access in those specific circumstances.</p> <p>BHP deeply respects the views and rights of Indigenous people in relation to accessing land and places of work. BHP will work closely with any affected stakeholders to ensure that connection to culture, country, and work is not impacted by this requirement.</p>
102	Is there somewhere that I can access culturally appropriate information on COVID-19 vaccination?	<p>The National Aboriginal Community Controlled Health Organisation (NACCHO) has resources available to answer any COVID vaccination questions that Aboriginal and Torres Strait Islander peoples might have about vaccination (click here).</p> <p>You can also find more advice through your local Aboriginal Medical Service where you can speak to a nurse or doctor about any concerns or book an appointment to get vaccinated.</p> <p>There is also lots of information available online to support your understanding of what happens if COVID is in your community, COVID myths and what is in the vaccine.</p> <p>If you prefer to speak with someone in person, please reach out to the Indigenous Engagement Team who will provide culturally appropriate support and guidance.</p>

REWARDS

201	What is BHP doing to encourage employees to get vaccinated?	<p>To thank those employees who have already acted quickly to protect themselves and to encourage others that do the same, we will be providing 200 Big Thanks points to all employees in Australia (excluding senior leaders Grade 14 and above) who provide evidence of their first and second vaccinations in the Vaccination Data Capture Portal by 1 December 2021. For the current approved COVID-19 vaccines, fully vaccinated means two doses, which have been undertaken on the advice of a health practitioner.</p> <p>These dates may be adjusted in each region based on government requirements, local risk and vaccine availability. Note that the previous announced approach regarding New South Wales Energy Coal (NSWEC) recognition remains in place.</p> <p>The points will be deposited in an employee's Big Thanks account on or around 31 December 2021. This includes those employees who have already recorded their vaccination status. For the current approved COVID-19 vaccines, fully vaccinated means two doses which have been undertaken on the advice of a health practitioner.</p> <p>To provide evidence employees need to upload their vaccination records of both their first and second vaccinations to the Vaccination Data Capture Portal. <i>Please see: FAQ on 'How to register your vaccination status'.</i></p>
203	Will BHP be providing a reward to contractors to get vaccinated?	<p>As it currently stands, BHP will not be awarding Big Thanks points to its contractor workforce (nor is it able to due to the Big Thanks system limitations).</p> <p>The contractor workforce is however eligible and encouraged to attend BHP's workplace and community vaccination clinics as and when they are established.</p> <p>The exception to this is for selected NSWEC contractors under the pilot approach at Mt Arthur Coal, in response to the current COVID-19 outbreak situation in NSW.</p>
204	Does this change the Big Thanks recognition already announced at Mount Arthur Coal (MAC NSWEC)?	<p>No, the Big Thanks points allocation and associated dates do not change for Mt Arthur Coal employees.</p>

SUPPORT LINE - COVID-19 Vaccine Information Support Service		
301	I feel like I need more time to consider and make my decision to be	<p>We understand for some of our workforce, the decision to be vaccinated raises some questions and concerns, as such, we believe the early 2022 date affords fair and reasonable time for individuals to access professional health advice. (Note: Earlier dates are needed in some locations due to Government public health orders (e.g. Victoria and WA) or because of other risk factors such as status of any local COVID-19</p>

	vaccinated. What can I do?	<p>outbreaks and State Government re-opening plans, such as in NSW (see FAQ 001). In these cases, the dates provided will apply).</p> <p>In recognition of this, support arrangements will be provided in the lead-up to the requirement coming into effect seeking to ensure people with concerns have access to information they need to make an informed choice regarding vaccination.</p> <ul style="list-style-type: none"> • For health, safety, vaccine and medical related queries: Employees and contractors can speak with a medical professional via our support hotline. Phone: 02 9312 5163. • For HR related queries: Employees can raise HR related questions via minaucovidvaccination@bhp.com. Contractors should request support from their employer. • For support specific to our indigenous workforce: Workers can request support via the Indigenous Employment and Engagement representatives. • For EAP support: Available to employees, contractors and their families through the Employee Assistance Program. • General email enquiries: Employees and contractors can continue to provide comments, questions and provide feedback to their line leader directly or through the minaucovidvaccination@bhp.com
302	What is the number for the support line and when can I call it?	<p>The support line number is 02 9312 5163.</p> <p>The support line is available from 29 September and open to all BHP employees and contractors across Australia.</p>
303	Who is managing the support line?	<p>The support line is managed by Baseline Onsite.</p> <p>Baseline Onsite support mining, resources and construction businesses with specialist medical, emergency response and occupational health support services.</p> <p>Baseline Onsite is committed to providing high quality, clinically sound advice, tailored information and referral or follow up options regarding COVID-19 vaccination.</p> <p>When you phone in, you will first be greeted by an operator and then you will have the opportunity to discuss your vaccine questions or concerns with a clinical nurse as well as a doctor.</p>
304	Will my information be recorded when I call or can I remain anonymous?	<p>Baseline Onsite will record information as per their internal company requirements and privacy policies, however, any personal information will not be shared with BHP.</p>

305	Can my family members use this number if they have questions?	<p>This support line has been set up for all BHP workers only.</p> <p>BHP's Employee Assistance Program (EAP) is available for employees and their families for confidential counselling and is available 24 hours a day and is free of charge. The EAP can be reached on 1800 056 076 (QLD & NSW) or 1800 30 30 90 (WA, SA, VIC).</p>
-----	--	--

HEALTH BASED QUESTIONS

401	Can I wait until there is an alternative option to the current vaccines offered in Australia or take leave until the requirement for vaccination is no longer required?	<p>COVID-19 vaccines approved for use in Australia have been subject to rigorous assessment by the Therapeutics Goods Administration for safety, quality and effectiveness. These vaccines significantly reduce the risk of serious illness or death from COVID-19.</p> <p>Employees will be required to be fully vaccinated against COVID-19 to enter a BHP managed workplace by the dates applicable in their location (please refer to FAQ 001). It is for a safety reason to ensure the safety and wellbeing of our workers and visitors, if you cannot comply with the condition then you cannot safely enter.</p>
402	I was vaccinated overseas. Do I meet the requirement?	<p>For people who have been vaccinated overseas with vaccines not approved in Australia at the time of seeking access to a BHP managed workplace, BHP will accept proof of vaccination via the Vaccination Data Capture Portal with vaccines recognised by the United States Food and Drug Administration (US FDA), UK Medicines and Healthcare products Regulatory Agency (MHRA), the European Medicines Agency (EMA) or the World Health Organisation, however BHP may review this in line with ATAGI's recommendations for booster vaccinations (see FAQ 404 Will I need to get a booster shot?).</p>
403	I have already had COVID-19 do I need to get vaccinated as well?	<p>ATAGI does not, at present, indicate an increased risk of vaccination for people who have had COVID-19, hence full vaccination will be required to access a BHP managed workplace, unless the person provides a medical certificate recommending a delay in vaccination due to a recent COVID-19 infection.</p> <p>In this scenario the situation will be reviewed on a case-by-case basis. In general, and considering the level of protection afforded by prior infection, access to workplaces will require full vaccination to be completed no later than 6 months from the date of the infection.</p>
404	Will I need to get a booster shot?	<p>A booster dose refers to an additional COVID-19 vaccine dose after the primary COVID-19 vaccine course of two doses for the vaccines currently approved in Australia.</p> <p>The Australian Technical Advisory Group on Immunisation (ATAGI) recommends (as of 28 October 2021):</p>

		<ul style="list-style-type: none"> • The use of a single booster dose for those who completed their primary COVID-19 vaccine course at least 6 months ago. • Comirnaty (Pfizer) is recommended as the single booster dose, irrespective of the primary COVID-19 vaccine used. • The highest priority groups for a booster dose are those aged 50 years and over, those with underlying medical conditions, residents of aged care and disability facilities, Aboriginal and Torres Strait Islander adults and people at increased occupational risk of COVID-19. It is noted that these groups include individuals first eligible during the initial rollout of vaccination in Australia. • Booster doses are not currently recommended for those aged under 18 years. • For severely immunocompromised individuals the primary COVID-19 vaccine course comprises three doses and a booster dose is not yet recommended. <p>BHP strongly supports everyone following ATAGI's recommendations on booster vaccinations. If you have questions or concerns, please speak to your doctor.</p> <p>The ATAGI recommendations are available at this link: https://www.health.gov.au/resources/publications/atagi-recommendations-on-the-use-of-a-booster-dose-of-covid-19-vaccine</p> <p>ATAGI has indicated it will continue to review its recommendations on booster doses. BHP will monitor developments and then consider whether booster vaccinations should become part of the workplace access requirement.</p>
405	<p>What is the likely risk of fatality should I contract COVID-19?</p>	<p>COVID-19 vaccines approved for use in Australia have been subject to rigorous assessment by the Therapeutics Goods Administration for safety, quality and effectiveness. This is a robust process and the best place to find out more information is the TGA or Department of Health websites.</p> <p>The risk of dying from COVID-19 is dependent on your age, sex and pre-existing medical conditions.</p> <p>For example, for a 45-year-old male or a 50-year-old female with no pre-existing medical conditions the risk of dying is about 1 in 1000¹.</p>
406	<p>The vaccine has only been around for a short amount of time. How can BHP introduce a workplace</p>	<p>COVID-19 vaccines approved for use in Australia have been subject to rigorous assessment by the Therapeutics Goods Administration for safety, quality and effectiveness. This is a robust process and the best place to find out more information is the TGA or Department of Health websites.</p>

¹ <https://alama.org.uk/covid-19-medical-risk-assessment/>

	entry requirement when I am worried the vaccine is experimental?	<p>COVID-19 vaccinations save lives. They are being closely monitored in the largest global vaccine rollout in history. Most side effects are mild and go away in a couple of days. In Australia the Therapeutic Goods Administration (TGA) monitors vaccine safety and side effects (see COVID-19 vaccine safety and side effects Australian Government Department of Health).</p> <p>Please also note the response to this question in the Queensland health reports - Long-term effects of vaccines Queensland Health.</p>
407	My doctor has told me I should not get vaccinated. What should I do?	Refer to the process for those with medical conditions.
408	Forcing people to get vaccinated takes away people's human rights. How can BHP take away a person's right to choose?	<p>While assessing this control BHP deeply considered the human rights of its employees and others, including the right to be healthy and safe in the workplace.</p> <p>We understand that some people may have concerns. However, taking all matters into account, the health and safety of our people must remain our number one priority.</p> <p>BHP is not forcing anyone to be vaccinated, it is requiring vaccination for workplace entry.</p>
409	<p>Questions regarding vaccines, e.g.:</p> <p>Can BHP provide details that the vaccine has been fully, independently and rigorously tested and provide the details of those tests?</p> <p>What vaccines have been approved for use in Australia?</p> <p>Can BHP provide a full ingredient list of the vaccine and confirm no</p>	<p>The following TGA links below provide further detailed background information on the assessment of COVID-19 vaccines:</p> <p>https://www.tga.gov.au/covid-19-vaccine-provisional-registrations</p> <p>https://www.tga.gov.au/covid-19-vaccine-approval-process</p> <p>https://www.tga.gov.au/covid-19-vaccine-information-consumers-and-health-professionals#provisional</p>

	ingredient is toxic?	
410	Can BHP confirm that the vaccine is not “Experimental Gene Altering Therapy”?	COVID-19 vaccines do not alter your DNA – The best place to find our more information is the Federal Department of Health website.
411	Will BHP be liable for any adverse or health complications that arise from the COVID-19 vaccine? If I am unable to attend work post the vaccine due to any adverse reactions am I required to use my personal sick leave?	<p>Employees will have access to their sick leave if they experience side effects from the vaccine.</p> <p>The COVID-19 vaccines approved for use in Australia have been subject to rigorous assessment by the Therapeutics Goods Administration for safety, quality and effectiveness. Vaccines are being administered by health experts.</p> <p>The Federal Government has introduced a ‘no-fault’ indemnity scheme for COVID-19 vaccinations. This scheme will provide Australians with access to compensation for claims related to the administration of approved vaccinations for anyone who experiences moderate to severe side effects.</p>
412	If I feel unwell following vaccination what support is available to me?	People who feel unwell and unable to work following vaccination are to follow the standard sick leave provisions and requirements.
413	If we have only vaccinated workers will we be retiring current Covid controls such as physical distancing, mask wear and PCR testing?	<p>COVID-19 vaccination significantly reduces the risk of serious illness and death, however, there remains a risk, albeit much reduced of still becoming infected and potentially infecting others.</p> <p>There may be a need to maintain controls to reduce the risk of passing infection on to our communities or under higher levels of community transmission to protect against larger numbers of workers coming to site whilst infectious.</p> <p>We will continue to monitor and assess the use of our COVID-19 controls, as we have done throughout the pandemic.</p>
414	COVID-19 can still be shared and contracted by people with the vaccine. How will BHP control	<p>Vaccination greatly reduces the risk of serious illness and death.</p> <p>Vaccinated people can still transmit the virus but at a lower rate than unvaccinated people. This means that herd immunity is extremely unlikely and we all will face contracting COVID-19 at some point. To keep people in our workplaces safe, we need people to be vaccinated. This way, if you</p>

	this? In addition, will BHP bring in any additional safety controls?	do contract COVID-19 you stand a very strong chance of returning to full health as quickly as possible. It will still be important to continue to adhere to other COVID-19 controls, including while our workforce and communities become vaccinated. Our existing controls will remain in place until we advise otherwise. You must continue to adhere to our existing controls for the safety of our workplace and communities.
415	Are the COVID-19 Vaccines suitable for vegans and vegetarians?	Please see some useful information sources to help with your consideration: <ul style="list-style-type: none"> • The Vegetarian Society speaks to the COVID-19 vaccines not containing animal products, noting that animal tests are a regulatory requirement. They advise everyone should take the medicines and vaccines they need: https://vegsoc.org/lifestyle/covid-19-vaccines/; • This link is also cited by the Vegan Society: https://www.vegansociety.com/news/news/vegan-society-response-covid-19-vaccine • The UK NHS link confirms the COVID-19 vaccines do not contain egg or animal products. https://www.nhs.uk/conditions/coronavirus-covid-19/coronavirus-vaccination/coronavirus-vaccine/
416	Why can't we use Rapid Antigen Testing instead of vaccination as a control?	BHP does use Rapid Antigen testing in selected circumstances, but such testing is not a substitute control for vaccination. Rapid Antigen testing is a good screening tool to help detect who has a COVID-19 infection, however it does nothing to minimise the potential for serious illness or death of people that contract COVID-19.
417	Does BHP's position breach the Nuremburg Code?	No, the COVID-19 vaccines approved by the TGA for use in Australia are not medical experiments under the Nuremburg Code. Please also see the answers to FAQs 409 and 410 for more information
418	Will any adverse reactions/long term side effects be captured in BHP systems ie classified as a work related illness?	In line with BHP's <i>Our Requirements for Health, Safety, Environment and Community Reporting</i> , an injury or illness is considered work related if an event or exposure in the work environment either caused or contributed to the resulting condition or significantly aggravated a pre-existing injury or illness. Therefore, any adverse or health complications that arise from the COVID-19 vaccination would not be considered work related.

GETTING VACCINATED		
501	Will BHP pay for me to be vaccinated	Employees may have access to workplace-based vaccination opportunities where they have been established, such as the NSW pilot

	(e.g. a day off work?)	<p>program at Mt Arthur Coal Mine and SA Health supported clinic that are being run currently at Olympic Dam. Additional workplace-based vaccination opportunities will be communicated as they become available, which we anticipate will be in the second half of October onwards – vaccine supply dependent.</p> <p>Outside of workplace-based vaccination opportunities, you will be required to book a vaccination appointment in your personal time. Employees should make all reasonable attempts to book and attend a vaccination appointment in their own time.</p> <p>Where an employee can demonstrate the only available appointment is during working time, the employee will be entitled to discretionary paid leave for the period required to undertake the appointment and reasonable travel time.</p> <p>Wherever possible, employees should attend work before/after the appointment and schedule the appointment to be least disruptive to their work.</p>
502	Will BHP make opportunities available for employees and contractors to be vaccinated?	<p>Yes.</p> <p>Availability of COVID-19 vaccines in Australia is controlled by the Federal government, with distribution through both federal and state government authorised channels.</p> <p>BHP has been working with the National COVID-19 Vaccination Taskforce and state governments to support the vaccination effort and will continue to do so. This includes efforts to provide easier access to vaccination opportunities for our workforce and communities, noting that vaccine supply into Australia has been constrained but is expected to free-up from October onwards.</p> <p>Employees may already have access to workplace-based vaccination opportunities where they have been established, such as the NSW pilot program at Mt Arthur Coal Mine and SA Health supported clinics that are being run at Olympic Dam.</p> <p>We anticipate being able to provide further workplace-based vaccination opportunities, using a qualified third-party vendor, likely starting sometime in the second half of October.</p>
503	Can FIFO and DIDO workers book into the community-based vaccination clinics?	<p>BHP and governments prefer that FIFO and DIDO workers should attend a vaccination clinic in their home location. This is so that we do not potentially heighten vaccine access issues for our regional communities.</p> <p>The exception to this is where workplace-based vaccination opportunities have been established, such as the NSW pilot program at Mt Arthur Coal Mine and SA Health supported clinics that is underway at Olympic Dam.</p> <p>Additional workplace-based vaccination opportunities will be communicated as they become available, which we anticipate will be in the second half of October onwards – vaccine supply dependent.</p>

504	As a contractor, will I be allowed to participate in any of the workplace-based vaccination clinic opportunities?	<p>Yes. The workplace-based vaccination clinic opportunities will be made available to both employees and contractors and will be limited only by the supply of vaccine. However, please do not wait for a workplace vaccination if you can get access sooner, we recommend you take the opportunity to schedule your vaccination as soon as possible through any channel available, such as your GP.</p> <p>BHP continues to engage with Federal and state governments to secure more vaccination opportunities for our workforce and communities.</p>
505	<p>I want to be vaccinated but can't get an appointment what should I do?</p> <p>What if I can't get access to the vaccine by the due date?</p>	<p>Firstly check that you are eligible (please visit the Australian Government Health Department's COVID-19 Vaccine Eligibility Checker - click here) either through the Federal or state government health department website and then look for alternative vaccination clinics near you.</p> <p>In addition, BHP is continuing to engage with Federal and state governments to secure more vaccination opportunities for our workforce and communities. This is expected to become easier as we move through October 2021 with increased vaccine supply into Australia.</p>
506	Where can I find out more about BHP supported vaccination clinics in my location?	<p>For further information on BHP supported vaccination clinics in your location, please refer to this document located here.</p>

HOW DO I RECORD MY VACCINATION STATUS		
601	Does BHP plan to record who has had their vaccination?	<p>Once vaccination is required as a condition of workplace entry, we will need our workforce (employees and contractors) to provide their vaccination status to enable access to BHP workplaces.</p> <p>Providing your consent for BHP to collect and use your vaccination status information is voluntary and you are free to withdraw, alter or restrict your consent at any time by notifying BHP in writing. Without access to this information, we may assume that you have not received the COVID-19 vaccine for the purpose of our controls, including workplace entry controls.</p> <p><u>For Employees:</u></p> <p>You are encouraged to register this information on the Vaccination Data Capture Portal as early as possible including when you have received your first dose, and to update it after your second dose.</p> <p>How to use the portal</p>

1. Download a copy of your immunisation record or digital vaccination certificate from your MyGov account. Information on how to access this can be [found here](#). **If you are recording your first dose you need to provide a copy of your immunisation record. If you are recording your second dose you need to provide your immunisation record or digital vaccination certificate.**
2. Complete this [COVID-19 Vaccination Form](#) (or scan QR code below). Note if you are recording your first dose you will need to complete this form again after you have your second dose.



3. Your immunisation record / digital vaccination certificate will be stored securely and only accessible by the COVID-19 BHP Health Team. Your vaccination status will be used by BHP when required in support of our COVID controls framework including:
 - Making decisions about workplace and site access;
 - Planning for the future such as escalation or de-escalation of our COVID-19 controls;
 - Apply Big Thanks points to those employees who qualify as described in “What is BHP doing to encourage employees to get vaccinated?”

For more about BHP privacy management practices, and your rights in relation to information held by BHP, please see the [Global Privacy Notice for BHP Workers](#) and [Our Requirements for Information Governance and Controlled Documents](#).

We are also assessing our processes and procedures to accommodate visitors who access our sites and offices and will provide further update on this once an agreed process is determined.

For Contractors:

Western Australia – WAIO Site Contractors

We are communicating with our contracting partners and will advise them to verify and retain all appropriate vaccination records for their personnel who are mobilising to WAIO sites to confirm that they are vaccinated in line with WA Government requirements.

Contracting companies are required to update ERMS with the individual’s relevant vaccination information. The ERMS system will automatically

		<p>revoke site access if this is not done by the required dates for the required doses.</p> <p>Contract Owners and Purchase Order Owners are requested to work closely with Contract Partners to ensure they understand the requirements and the details of this broader FAQ document (which is now published on the BHP website) to minimise the impact of this change.</p> <p>For more about BHP privacy management practices, and your rights in relation to information held by BHP, please see the Global Privacy Notice for BHP Workers and Our Requirements for Information Governance and Controlled Documents.</p> <p>Workers accessing the Perth office who have an ERMS profile will need to follow the process for Western Australia – WAIO Site Contractors. If no ERMS access use either the BHP COVID-19 Vaccine Portal or the process for All other states and Assets</p> <p>Other states and Assets including;</p> <ul style="list-style-type: none"> - BMA - BMC - Olympic Dam - Nickel West - NSWEC - Contractors supporting a BHP Function - Corporate Offices <p>As a Contract Partner to BHP you're are obligated to provide the COVID-19 vaccine status of your workers to continue to access BHP workplaces.</p> <p>BHP had developed a bulk download process for Contract Partners to make this process as simple as possible. Full information on how this works is detailed in the document available at this link.</p> <p>Throughout this process, the existing COVID-19 Vaccine Portal process will still be available for Contractors to provide their vaccine data to BHP.</p> <p>For APU</p> <p>For Petroleum Contractors mobilising to site, vaccination status is required to be entered into the Vantage system.</p>
602	Is there a manual way to access the portal?	Yes – there is a hard copy form that the Health Specialists at site can assist you with. We will still require the Medicare Vaccination Certificate or a copy of your immunisation record to verify the accuracy of the vaccination declaration.
603	How is data protected on the	The Vaccination Data Capture Portal is secure and once submitted, your information (including your vaccination certificate) will be assessed by the Covid-19 health professional and then transferred to BHP's primary health

	Vaccination Data Capture Portal?	<p>management system (Cority). Cority is only accessible to members of BHP’s Health and Medical teams.</p> <p>For more information about BHP privacy management practices, and about your rights in relation to information held by BHP, please see the <u>Global Privacy Notice for BHP Workers and Our Requirements for Information Governance and Controlled Documents</u></p>
604	How will the data in the Vaccination Data Capture Portal be used?	<p>Vaccination data will assist us to plan and make informed decisions relating to our COVID controls framework, including:</p> <ul style="list-style-type: none"> • Making decisions about workplace and site access; • Planning for the future such as escalation or de-escalation of our COVID-19 controls; • Apply Big Thanks points to those employees who qualify as described in “What is BHP doing to encourage employees to get vaccinated?” <p>Vaccination data used for the purposes described will be handled and treated in accordance with BHP’s Privacy Principles and Information Protection Framework as detailed in <u>Our Requirements for Information Governance and Controlled Documents</u></p>
605	Is the portal for both employees and contractors?	<p>For Employees:</p> <p>The Vaccination Data Capture Portal is for use by all employees. Please refer to FAQ601 for more information on how to use the portal.</p> <p>For Contractors:</p> <p>Please refer to FAQ601 for specifics to your location.</p>
606	Where will the Vaccination Data be kept?	<p>Data about your vaccination status will be treated as Health information and stored in BHP’s primary health management system (Cority). The requirement to retain your vaccination data will be reviewed periodically.</p> <p>For more information about BHP privacy management practices, and about your rights in relation to information held by BHP, please see the <u>Global Privacy Notice for BHP Workers</u></p> <p>Any vaccination data used for the purposes described will be handled and treated in accordance with BHP’s Privacy Principles and Information Protection Framework as detailed in <u>Our Requirements for Information Governance and Controlled Documents</u></p>
607	Who will have access to my Vaccination Data?	<p>BHP’s Health and Medical teams will have access to your vaccination data</p>

		<p>For more information about BHP privacy management practices, and about your rights in relation to information held by BHP, please see the Global Privacy Notice for BHP Workers</p> <p>Vaccination data used for the purposes described will be handled and treated in accordance with BHP’s Privacy Principles and Information Protection Framework as detailed in Our Requirements for Information Governance and Controlled Documents</p>
608	I do not want my Vaccination certificate or any other medical information uploaded into a BHP system	<p>Once vaccination is required as a condition of workplace entry, we will need our workforce (employees and contractors) to provide their vaccination status to enable access to BHP workplaces.</p> <p>Providing your consent for BHP to collect and use your vaccination status information is voluntary and you are free to withdraw, alter or restrict your consent at any time by notifying BHP in writing. Without access to this information, we may assume that you have not received the COVID-19 vaccine for the purpose of our controls, including workplace entry controls.</p> <p>We encourage you to use the portal as this is a secure and efficient method for you to provide the necessary information.</p>
609	I have received my second vaccine but I did not receive a digital vaccination certificate. What can I do?	<p>There are two ways to get online proof of your second COVID-19 vaccination. You can go online to get either:</p> <ul style="list-style-type: none"> • an immunisation history statement • COVID-19 digital certificate <p>Your immunisation history statement shows all the immunisations you’ve had that are on the Australian Immunisation Register (AIR).</p> <p>The COVID-19 digital certificate only shows your COVID-19 vaccinations and is the most preferred method. You’ll be able to get your digital certificate after you’ve had all required doses of a vaccine as approved for use in Australia.</p> <p>Your provider needs to input your vaccination details to the AIR so you can get proof. This can take a few days.</p> <p>Use the step by step guide to find out how you can get proof of your COVID-19 vaccinations online.</p>
610	What is the retention and disposal policy for vaccination data for Employees and Contractors?	<p>Employees: Subject to local laws such as public health directions, the copy of any vaccination or immunisation certificate uploaded into the Vaccine Data Capture Portal will be disposed of once it has been reviewed by a qualified HSE professional and your vaccination status recorded (which will include the vaccination type, dates of your vaccination and certificate identification number).</p> <p>Your vaccination status information will assist us in managing COVID-19 control escalation and de-escalation to minimise the risk of COVID-19 infection as the pandemic situation evolves. This means, your vaccination</p>

		<p>status information will be managed in line with other personal information collected by BHP and retained (with your consent or as required to comply with any applicable local laws) for the period of your employment or work relationship with us, plus a reasonable time period afterwards where necessary to fulfil all of our commitments to you, to address ongoing health-related issues, or deal with any legal matters.</p> <p>Contractors: Process for the collection and handling of vaccination data related to contractors is currently being finalised.</p>
611	<p>If I terminate my employment with BHP is my vaccination data deleted immediately?</p>	<p>Subject to local laws such as public health directions that require BHP to collect and store vaccination status, you are free to withdraw, alter or restrict your consent at any time by notifying BHP in writing, and your vaccination data will be accordingly disposed of in a timely manner. Otherwise, we will dispose of your vaccination status data in line with the retention period of other personal information collected by BHP.</p>
612	<p>What vaccination data is required to be provided by visitors?</p> <p>How will this data be collected and stored?</p> <p>What is the retention and disposal policy for vaccination data about visitors?</p>	<p>BHP are current developing the process to screen visitors in line with government directions and BHP's vaccination requirement for workplace entry. You will be advised once this process has been developed for each relevant location.</p>
613	<p>Can my leader ask me about my vaccination status? What about data privacy?</p>	<p>Your leader may ask you about your vaccination status for the purposes of understanding your ability to comply with (1) any applicable public health directions or other local laws and (2) BHP's workplace entry requirements and to prepare for when they come into effect on the dates communicated (see dates in FAQ 001).</p> <p>Leaders are not permitted to keep records of this information. The assessment of a team member's vaccination status and collection relevant status and evidence will be conducted by the HSE team. (Please refer to FAQ 601 for how to register this information on the Vaccination Data Capture Portal).</p>

For more information on the COVID-19 Vaccination, please visit the [Australian Government Department of Health](#) or speak to your health practitioner.

