

A photograph of two people in orange high-visibility work clothes standing in a natural landscape. The person on the left is a woman wearing a blue cap and an orange jacket with reflective stripes. The person on the right is a man wearing a black cap, sunglasses, and an orange jacket with reflective stripes. They are both looking upwards and to the right. The landscape features a large, gnarled tree with a white trunk in the foreground, and a valley with red soil and green vegetation in the background. The sky is overcast.

BHP

Social value in action

28 June 2022

Banjima Country
Yandi

Disclaimer

Forward-looking statements

This presentation contains forward-looking statements, which may include statements regarding: our strategy, our values and how we define success; our expectations of a competitive advantage for our business or certain products; our commitment to generating social value; our commitments under sustainability frameworks, standards and initiatives; our intention to achieve certain sustainability-related targets, goals, milestones and metrics; trends in commodity prices and currency exchange rates; demand for commodities; reserves and production forecasts; plans, strategies and objectives of management; assumed long-term scenarios; potential global responses to climate change; the potential effect of possible future events on the value of the BHP portfolio; approval of certain projects and consummation of certain transactions; closure or divestment of certain assets, operations or facilities (including associated costs); anticipated production or construction commencement dates; capital costs and scheduling; operating costs and supply (including shortages) of materials and skilled employees; anticipated productive lives of projects, mines and facilities; provisions and contingent liabilities; and tax and regulatory developments.

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Other factors that may affect the actual construction or production commencement dates, costs or production output and anticipated lives of assets, mines or facilities include our ability to profitably produce and transport the minerals and/or metals extracted to applicable markets; the impact of foreign currency exchange rates on the market prices of the minerals and/or metals we produce; activities of government authorities in the countries where we sell our products and in the countries where we are exploring or developing projects, facilities or mines, including increases in taxes; changes in environmental and other regulations; the duration and severity of the COVID-19 pandemic and its impact on our business; political uncertainty; labour unrest; and other factors identified in the risk factors discussed in BHP's filings with the U.S. Securities and Exchange Commission (the 'SEC') (including in Annual Reports on Form 20-F) which are available on the SEC's website at www.sec.gov.

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Numbers presented may not add up precisely to the totals provided due to rounding.

Due to the inherent uncertainty and limitations in measuring greenhouse gas (GHG) emissions and operational energy consumption under the calculation methodologies used in the preparation of such data, all GHG emissions and operational energy consumption data or references to GHG emissions and operational energy consumption volumes (including ratios or percentages) in this presentation are estimates. There may also be differences in the manner that third parties calculate or report GHG emissions or operational energy consumption data compared to BHP, which means that third party data may not be comparable to our data. For information on how we calculate our GHG emissions and operational energy consumption data, see our Methodology tab in our ESG Standards and Databook at bhp.com.

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In this presentation, the terms 'BHP', the 'Company', the 'Group', 'our business', 'organisation', 'Group', 'we', 'us' and 'our' refer to BHP Group Limited, BHP Group Plc and, except where the context otherwise requires, their respective subsidiaries set out in note 13 'Related undertaking of the Group' in section 5.2 of BHP's Annual Report and Form 20-F, noting that on 31 January 2022, BHP unified its corporate structure from two parent companies (BHP Group Limited and BHP Group Plc) into one under BHP Group Limited. Those terms do not include non-operated assets. This presentation includes references to BHP's assets (including those under exploration, projects in development or execution phases, sites and closed operations) that either: (i) have been during the period from 1 July 2020 to 30 June in the relevant year, for references to a particular financial year; or (ii) are as at the date of this presentation, for all other references, wholly owned and/or operated by BHP and that have been/are (as applicable) owned as a joint venture operated by BHP (referred to as 'operated assets' or 'operations'). Our functions are also included.

BHP also holds interests in assets that are owned as a joint venture but not operated by BHP (referred to in this presentation as 'non-operated joint ventures' or 'non-operated assets'). As at the date of this presentation, our non-operated assets include Antamina and Samarco. Notwithstanding that this presentation may include production, financial and other information from non-operated assets, non-operated assets are not included in the Group and, as a result, statements regarding our operations, assets and values apply only to our operated assets unless otherwise stated. References in this presentation to a 'joint venture' are used for convenience to collectively describe assets that are not wholly owned by BHP. Such references are not intended to characterise the legal relationship between the owners of the asset.

Acknowledgement of Country

A wide, calm river flows through a landscape. The water is a deep blue, reflecting the clear sky. The banks are lined with lush green trees and vegetation. In the distance, rolling hills are visible under a bright, clear blue sky. The foreground shows a grassy bank with some small plants and a few trees.

Yuwi Country
Queensland

BHP

Social value in action

Objectives



Launch our
social value framework



Launch our
2030 social value scorecard



Outline how social value is
embedded in everything we do

**Bringing people and
resources together to
build a better world**



Chile

BHP

A group of four people, three men and one woman, are standing in a line, looking towards the right. They are dressed in business casual attire. The background is a vast field of solar panels under a bright sky, with the sun low on the horizon, creating a warm, golden glow. The solar panels are arranged in neat rows, and their reflection is visible on the ground.

Social value is BHP's positive contribution to society – our people, partners, the economy, the environment, local communities and shareholders

It is about creating enduring, mutual benefit

Njaki Njaki Country
Solar farm, Western Australia

BHP

Social value creates competitive advantage

Social value protects our business today and positions us to access future opportunities

Opens up opportunities

Increases resilience

Reduces risk



Access to resource

- ✓ Be a partner-of-choice to governments and communities
- ✓ Obtain and retain rights to operate and expand our asset base



Access to markets

- ✓ Be the supplier of choice for the best customers
- ✓ Sell our products to a diverse range of customers



Access to partners

- ✓ Secure our choice of commercial partners to drive value creation
- ✓ Form strong local community partnerships in support of our assets for the long-term



Access to talent

- ✓ Attract best-in-class talent to our company
- ✓ Increase workforce engagement and productivity



Access to capital

- ✓ Achieve widest access to equity and debt capital markets

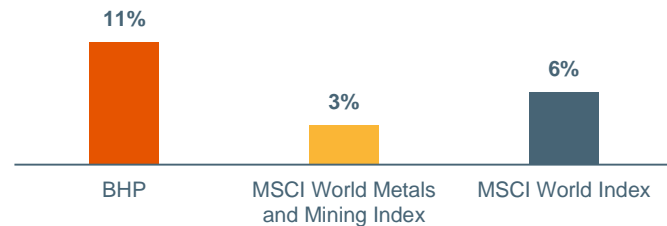
Building on strong foundations

Long-term commitment to sustainability and social value

Establishing

- 1996 • Set climate emissions targets (first published performance in 1998)
- 1999 • BHP Forum on Corporate Responsibility established
- 2011 • Launched a global alliance with Conservation International
- 2012 • Local Buying Program (Australia)
- 2014 • Updated climate position statement
- 2014 • BHP Foundation established

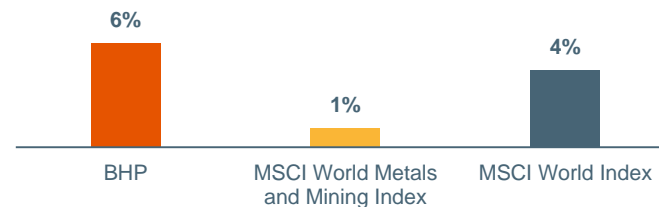
TSR 1990 – 2015
(Average CAGR)



Developing

- 2015 • Climate change portfolio analysis published
- 2016 • Gender balance aspiration announced
- 2016 • Modern slavery statement
- 2018 • Inaugural Water Report
- 2018 • Respectful behaviours campaign
- 2019 • Uluru Statement from the Heart supported

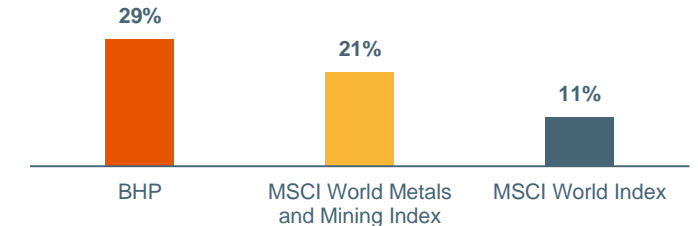
TSR 2015 – 2019
(Average CAGR)



Embedding

- 2019 • Social value briefing
- 2019 • Committed US\$400m to the Climate Investment Program
- 2021 • Climate Transition Action Plan (Say on Climate)
- 2022 • Launched social value framework and scorecard

TSR 2019 – 2022
(Average CAGR)



Recent social value highlights

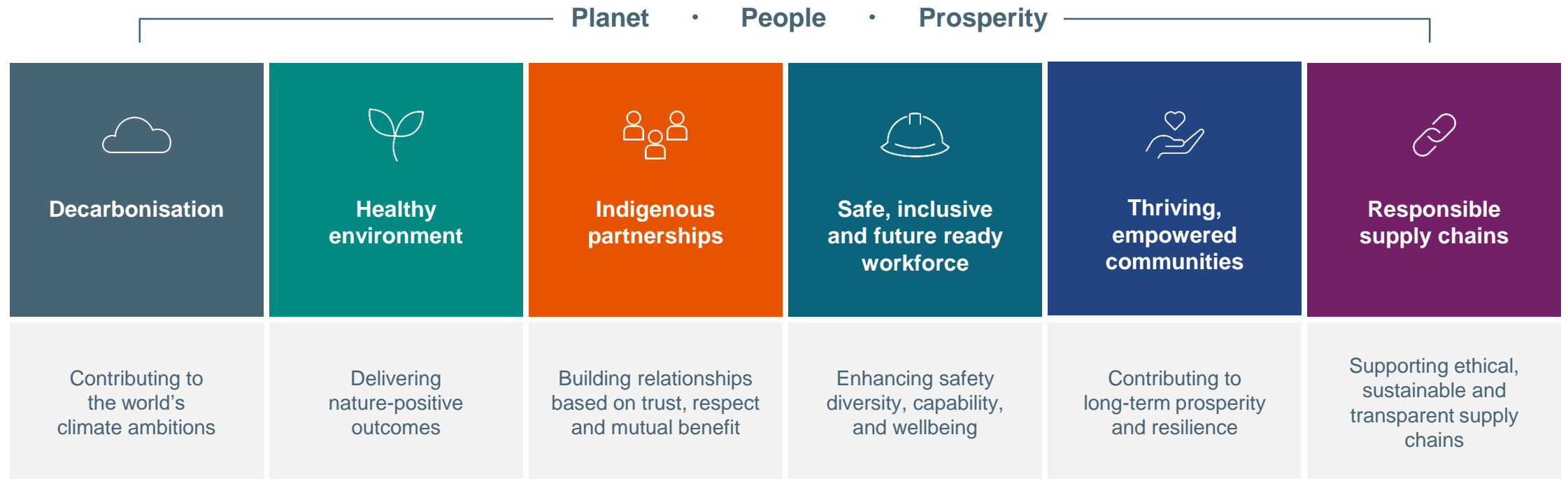
Contribution to commitments, goals and targets

Safety Fatality free for over 3 years	Operational GHG emissions ↓ 20% since FY20 ¹	Indigenous spend US \$335 m in Minerals Australia in FY22, ↑ 141% since FY19	Local procurement spend >US \$8 bn of spend on suppliers in close proximity to our operations from FY19 ²	Building stronger communities ~US \$1.6 bn on voluntary social investment in the last 10 years ³	Renova Foundation R\$2.4 bn on reparation and compensation programs
Freshwater withdrawal ↓ 29% annualised compared to FY17 ⁴	Scope 3 Decarbonisation R&D with 4 steelmakers ⁵ representing 12% of global steel production	Female representation ~32% ↑ 14% points since 2016 ⁶	Enhanced future capabilities 3,500 training positions committed for METS sector over 5 years (AU \$800 m)	BHP Foundation: 10 Deserts Project 35% of Australia comprises the world's largest network of Indigenous-managed conservation areas	Traceability Copper Mark⁷ and Blockchain⁸

Note: Comparison years for Freshwater withdrawal and Female representation represents the baseline year set for our short-term targets. METS: Mining equipment, technology and services

Social value framework

Sets clear direction



Social value is essential to shareholder value

2030 social value scorecard

Sets ambitions and enables measurement and transparency on progress

-  Ensures focus on what will deliver impact and business value
-  Emphasis on partnership, listening, co-design and transparency
-  Links to company-wide KPIs and remuneration
-  Progress reported annually



2030 social value scorecard⁹

How we will report from FY23



Planet · People · Prosperity

Pillars	Decarbonisation	Healthy environment	Indigenous partnerships	Safe, inclusive and future ready workforce	Thriving, empowered communities	Responsible supply chains												
2030 Goals	At least 30% reduction in operational GHG emissions ¹ ; support 40% emissions intensity reduction of BHP-chartered shipping of our products ¹ , and support development of technologies and pathways capable of 30% emissions intensity reduction in integrated steelmaking. ^{1,10}	Create nature-positive ¹¹ outcomes by having at least 30% of the land and water we steward under conservation, restoration or regenerative practices. In doing so we focus on areas of highest ecosystem value both within and outside our own operational footprint, in partnership with Indigenous Peoples and local communities.	Respectful relationships that hear and act upon the distinct perspectives, aspirations and rights of Indigenous peoples and support the delivery of mutually beneficial and jointly defined outcomes.	A thriving workforce that is safe, healthy, gender balanced at every level, culturally diverse ¹⁷ and inclusive and skilled for the future.	Partner with communities and stakeholders to co-create and implement plans that deliver jointly defined economic, social and environmental outcomes.	Together with our partners, we create sustainable, ethical and transparent supply chains.												
Key metrics	<ul style="list-style-type: none"> ● % Reduction in operational emissions from 2020¹ ● % Reduction in emissions intensity of BHP-chartered shipping of our products¹ <small>Available in FY23</small> ● \$ Committed in steelmaking partnerships and ventures to date (USD) 	<ul style="list-style-type: none"> ● % Area under "nature positive" management practices¹² ● # Assets with natural capital account¹³ <small>Available from FY23</small> 	<ul style="list-style-type: none"> ● % Indigenous workforce participation, by region ● \$ Indigenous procurement (USD) <small>Available in FY24</small> <table border="1"> <thead> <tr> <th></th> <th>Progress on plan¹⁵</th> <th>Relationship health¹⁶</th> </tr> </thead> <tbody> <tr> <td>Australia</td> <td>●</td> <td>●</td> </tr> <tr> <td>Canada</td> <td>●</td> <td>●</td> </tr> <tr> <td>Chile</td> <td>●</td> <td>●</td> </tr> </tbody> </table>		Progress on plan ¹⁵	Relationship health ¹⁶	Australia	●	●	Canada	●	●	Chile	●	●	<ul style="list-style-type: none"> ● # Reduction in life altering injury or illness¹⁸ <small>Available in FY23</small> ● % Engagement and Perception Survey wellbeing score ● % Female workforce representation <small>Diversity index available in FY24</small> 	<ul style="list-style-type: none"> ● % Co-created plans <small>Delivery metric to be added in FY24</small> ● # Community feedback on co-creation and implementation process <small>Available in FY24</small> ● \$ Total economic contribution (USD) 	<ul style="list-style-type: none"> ● # Customer Net Promoter Score (NPS)²¹ ● # Supplier Net Promoter Score (NPS)²¹
	Progress on plan ¹⁵	Relationship health ¹⁶																
Australia	●	●																
Canada	●	●																
Chile	●	●																
Short-term milestones	<ul style="list-style-type: none"> ● FY23: 95% of study phase projects are presented for tollgates or meet milestones as scheduled in BHP's operational decarbonisation plan ● FY24: Operationalise 5 low/zero GHG emission vessels ● FY24: Complete at least one pilot or industrial scale steelmaking related plant trial 	<ul style="list-style-type: none"> ● FY23: Publish context-based water targets ● FY23: Complete important biodiversity and ecosystems (IBE) baseline mapping for all land and water areas¹⁴ ● FY24: Establish "nature positive" asset plans to deliver the Group level 2030 goal 	<ul style="list-style-type: none"> ● FY23: Release revised Global Indigenous Peoples Strategy ● FY23: Increase formal Indigenous voice mechanisms in decision-making ● FY24: Co-create plans which define priorities and are designed to deliver mutually beneficial outcomes 	<ul style="list-style-type: none"> ● FY23: Achieve 100% adherence to sexual assault and sexual harassment program¹⁹ ● FY24: >90% implementation of plan for controls identified and approved through the Fatality Elimination Program and 100% adherence to the psychosocial risk²⁰ management program ● FY24: Female workforce representation exceeds 37% 	<ul style="list-style-type: none"> ● FY23: Release Equitable Transition principles ● FY23/24: Embed co-creation approach including metrics and measurement ● FY25: Implement co-created plans that are designed to deliver jointly defined outcomes 	<ul style="list-style-type: none"> ● FY24: Implement LME Responsible Sourcing requirements ● FY24: Complete ICMM Performance Expectations for all operating assets ● FY24: Determine ethical supplier improvement plans with partners, where required 												

BHP continues to commit to social investment of at least 1% pre-tax profit²²

Metrics ● Improved ● No change ● Behind target

Milestones ● Complete ● In progress/on track ● Behind schedule

Healthy environment

Creating nature positive¹¹ outcomes

 Healthy environment	2030 goal	<ul style="list-style-type: none">• At least 30% of the land and water we steward to be under conservation, restoration or regenerative practices• Focus on areas of highest ecosystem value²³• Partner with Indigenous peoples and local communities
	Metrics	<ul style="list-style-type: none">• Area under nature-positive management objectives¹²• Develop natural capital accounts¹³ and report change in natural capital
	Milestones	<ul style="list-style-type: none">• FY23: Publish context-based water targets• FY23: Baseline regional important biodiversity and ecosystems¹⁴• FY24: Review and develop asset-level plans with the objective of delivering nature-positive outcomes via integration into planning activities

Indigenous partnerships

Creating mutual value and long-term, sustainable change

Do Do Do Indigenous partnerships	2030 goal	<ul style="list-style-type: none">• Respectful relationships that deliver long-term mutually beneficial outcomes
	Metrics	<ul style="list-style-type: none">• Progress on co-created plans¹⁵• Relationship health¹⁶• Indigenous procurement• Indigenous employment
	Milestones	<ul style="list-style-type: none">• FY23: Release revised Global Indigenous Peoples Strategy• FY23: Increase formal Indigenous voice mechanisms in decision-making• FY24: Co-create plans which define priorities and are designed to deliver mutually beneficial outcomes

Native title agreement making

Partnering with the Tjiwarl people²⁴ in a meaningful and collaborative way

- Agreement achieved in 2018
- Agreement went beyond native title to ensure the Tjiwarl people have greater autonomy and decision-making influence
- Initiatives in health, education, training, employment and contracting aligned to the Tjiwarl community's ambitions
- Over 50 Tjiwarl Traditional Owners have completed the Work Ready program at Nickel West Northern Operations

“Older agreements with the mining industry could be quite paternalistic. This agreement with BHP was a major departure from that, putting decision-making and self-determination with the Tjiwarl people.”

Greg Ryan-Gadsden, CEO, Tjiwarl Aboriginal Corporation



[Click here to watch video](#)

Embedding social value top down and bottom up

Hardwiring social value at every level of our business

<p>1 Strategy</p>	<ul style="list-style-type: none">• Corporate strategy: Portfolio decisions, goals and targets, risk appetite and action plans
<p>2 Plans and processes</p>	<ul style="list-style-type: none">• Policies and processes: Capital Allocation Framework• Opportunity pipeline: Opportunities identified through asset plans, mine plans, and Innovation and Ventures• Medium term plans: Rolling plan to outline operational prioritisation²⁵ for assets/functions in the short to medium-term• Investment prioritisation: Optimised allocation of capital to deliver on priorities• Monitor and evaluate: Management reporting, compliance reporting and investment review process
<p>3 Culture</p>	<ul style="list-style-type: none">• Capability; BHP Operating System; Field Leadership; KPIs

Value
and
returns

NSWEC pathway to closure

Balancing the interests of all our stakeholders

- On 16 June, we announced plans to retain NSWEC and:
 - seek relevant approvals to continue mining to 2030²⁶
 - Rehabilitation expected to take 10-15 years following cessation of mining
 - proceed with responsible closure
- Sale options didn't meet our requirements for value and responsible ownership

Our approach will:

- Be based on respect
- Create opportunity for co-created processes with stakeholders, including Indigenous partners
- Recognise the unique impacts associated with gender, land connectedness and social and economic vulnerability
- Recognise that the economic, social and environmental dimensions of sustainable development are inter-related



Wanaruah Country
New South Wales Energy Coal

Operational planning: Spence

Social value embedment has shifted how our operations make decisions

- Required to complete a social value assessment as part of asset planning cycle.
- Informs the Life of Asset (LoA) plans, 5-year plans and budgets
- Ensures our teams consider creating mutual value in plans
- Social value actions are measured through scorecard reporting

“We have a solid process during the CAP cycle, LoA and 5-year planning to ensure that our social value aspirations are captured and then transformed into plans.”

Carolina Alarcon, General Manager Integrated Operations Spence



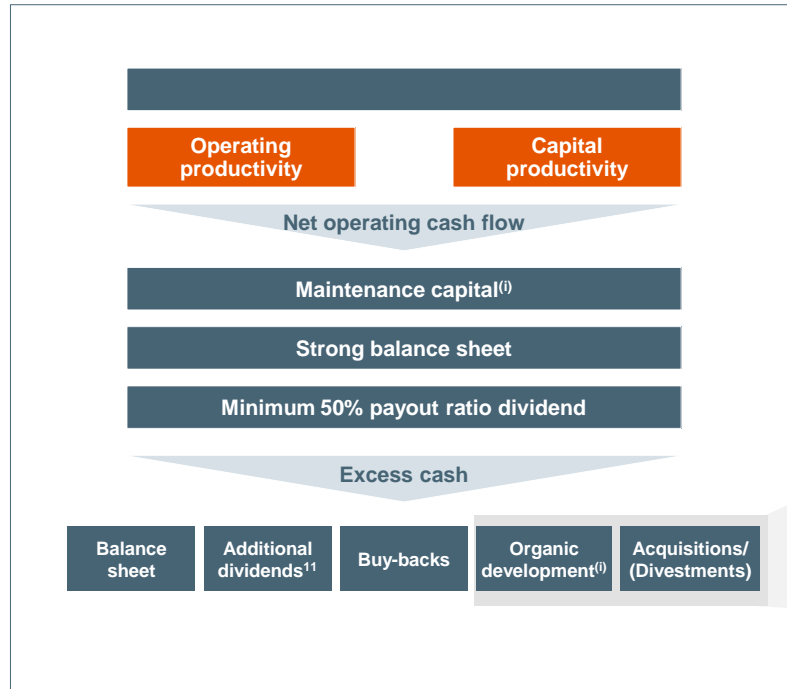
Spence, Pampa Norte



[Click here to watch video](#)

Embedding social value: capital decisions

Approach to evaluating internal projects and potential growth options



Evaluation approach

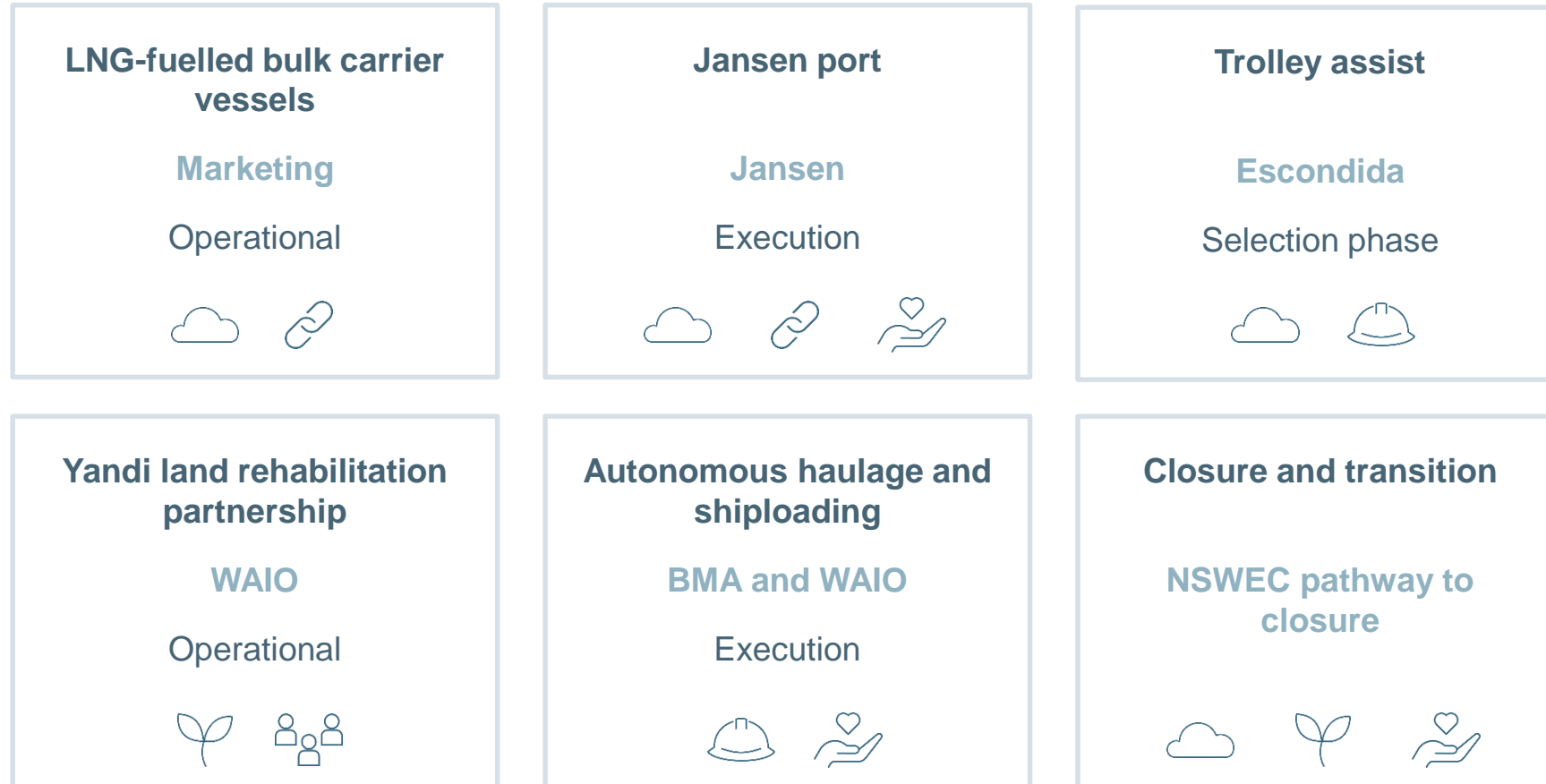


Note: NPV: Net Present Value; ROCE: Return on average capital employed; IRR: Internal Rate of Return.


(i) Includes capital spend for social value investments.

Embedding social value: capital decisions

Our capability to evaluate and create social value across our capital portfolio continues to mature



 Decarbonisation

 Healthy environment

 Indigenous partnerships

 Safe, inclusive and future ready workforce

 Thriving, empowered communities

 Responsible supply chains

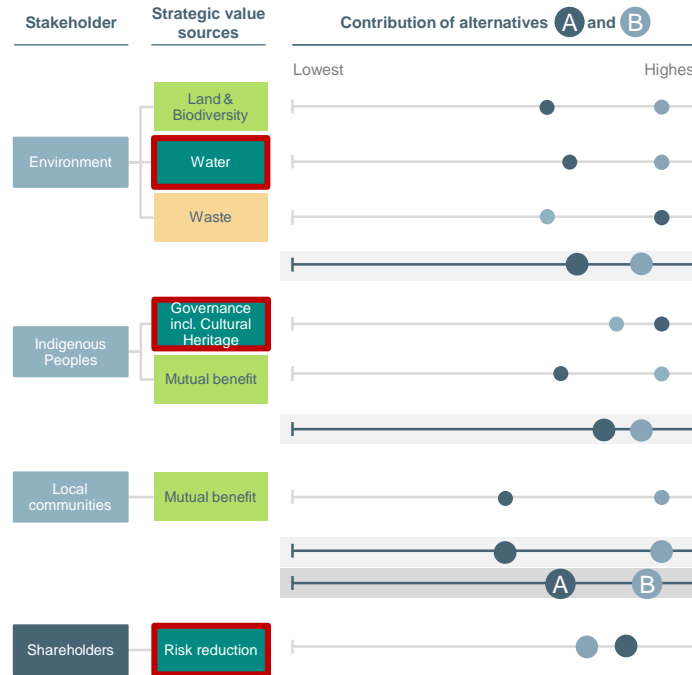
Social value capital decision evaluation

We are piloting social value decision evaluation tools

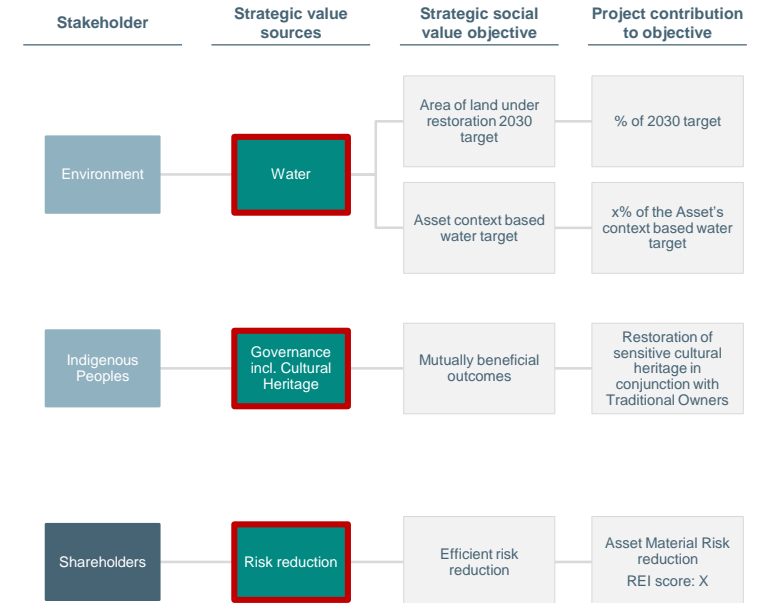
Understanding
social value opportunities and impacts



Analysing
all material sources of stakeholder value and determining the optimised investment alternative



Deciding
whether to invest using a consistent and transparent approach to evaluating contribution to strategic objectives

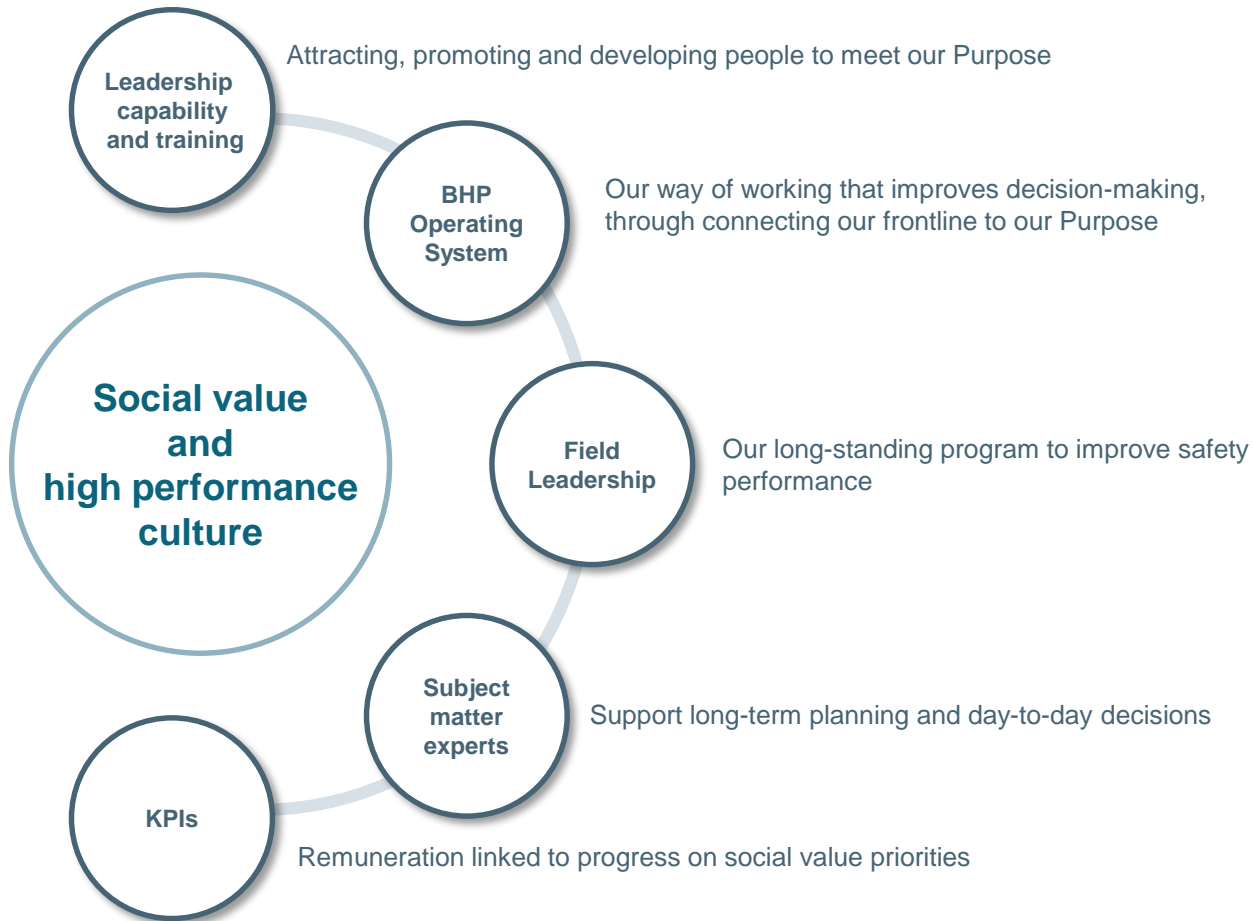


Social value decision evaluation and judgment

Note: Illustrative example represents a water restoration project. REI: Risk Efficiency Index.

Embedding social value: culture

Equipping our workforce to create social value



Banjima Country
Yandi

Yandi land rehabilitation partnership

Empowering our people to deliver social value through their ideas and decisions

- Innovative land rehabilitation approach developed by Yandi employees
- Includes:
 - A tree nursery of native plants
 - Establishes work-ready traineeships for Banjima Traditional Owners
 - Engages local Banjima businesses
 - Delivers long-term skills and employment outcomes for Banjima

“Ross and I took the concept to the GM and his support basically turbocharged the project and it enabled us to go from a initial thought of around two trainees over five years to 12 trainees for this financial year.”

– Michelle Adams Superintendent Site Rehabilitation



Banjima Country
Yandi



[Click here to watch video](#)

Social value in action

Conclusion

Social value creates **competitive advantage**

Our **social value framework** prioritises our efforts

Our social value **scorecard** defines goals and metrics

We have embedded social value into **strategy, plans and processes and culture**



Treaty 4 Territory
Jansen, Potash

BHP

BHP

Appendix

Footnotes

1. Slide 9,12: Refer to the BHP Climate Transition Action Plan 2021, available at [bhp.com/climate](https://www.bhp.com/climate), for the essential context, definitions, assumptions and drivers for BHP's emissions reduction targets and goals. The Scopes 1 & 2 operational emissions target is for FY30. The Scope 3 goals are for CY30. Data is indicative and reflects the period up to 31 May 2022, and is subject to assurance reviews.
2. Slide 9: Local procurement spend reflects spend from FY19 up to 31 May 2022 in Australia, Chile and Canada and is subject to assurance reviews.
3. Slide 9: Represents the commitment to 'No less than one per cent of pre-tax profit (three-year rolling average)' that has been in place since 2000. Reflects the spend from FY13 up to Q3 FY22, and is subject to assurance reviews.
4. Slide 9: From FY17 baseline. In FY17, our fresh water withdrawals were 156.1 GL (on an adjusted basis, excluding Onshore US). The FY17 baseline data has been adjusted to account for: the materiality of the strike affecting water withdrawals at Escondida in FY17 and improvements to water balance methodologies at WAIO and Queensland Coal and exclusion of hypersaline, wastewater, entrainment, supplies from desalination and Discontinued operations (Onshore US assets) in FY19 and FY20. Data point is subject to assurance reviews.
5. Slide 9: Represents partnerships with steelmakers (Baowu, HBIS, JFE and POSCO)
6. Slide 9: Female representation reflects the period up to 31 May 2022, and is subject to assurance reviews.
7. Slide 9: Copper Mark awarded for Escondida, Spence and Olympic Dam
8. Slide 9: Pilot with Southwire involved tracing BHP copper cathodes and associated greenhouse gas emissions through Southwire's rod production operations using blockchain based technology and BHP's carbon offsetting capabilities. BHP invested in this blockchain technology via our venture capital arm – BHP Ventures.
9. Slide 12: BHP's 2030 goals have been set in line with existing public sustainability frameworks including the UN Sustainable Development Goals, the Paris Agreement, Convention on Biological Diversity, The Global Business Collaboration for Better Workplace Mental Health and the UN Declaration on the Rights of Indigenous Peoples. Our pillars map to the UN Sustainable Development Goals as follows: Decarbonisation - Goal 13; Healthy environment - Goals 6, 14, 15; Indigenous partnerships - Goals 8, 10, 17; Safe, inclusive and future-ready workforce - Goals 3, 5, 10; Thriving, empowered communities - Goals 3, 4, 6, 7, 8, 9, 10, 11, 16 and Responsible supply chains - Goals 10, 12, 16, 17.
10. Slide 12: With widespread adoption expected post-2030
11. Slide 12, 13: Nature positive is defined by the WBCSD / TNFD as "A high-level goal and concept describing a future state of nature (e.g. biodiversity, ecosystem services and natural capital) which is greater than the current state." It includes land and water management practices that halt and reverse nature loss – that is, supporting healthy, functioning ecosystems
12. Slide 12,13, 27: Land under stewardship which has a formal management plan including nature-positive practices. Data reflects the period up to 30 June 2021.
13. Slide 12,13: Natural capital accounts are a way to measure the amount, condition and value of environmental assets in a given area. It helps describe changes in ecosystems and how these impact wellbeing and economies.
14. Slide 12,13: All land and water areas across Minerals Americas and Minerals Australia.
15. Slide 12,14: Progress to plan will be partner-measured using a traffic light score on Indigenous partnership satisfaction in relation to the milestones agreed in partnership.
16. Slide 12,14: Relationship health will partner-measured using a traffic light score.
17. Slide 12: Cultural diversity in our workforce will be measured based on our substantive progress towards reflecting the cultural diversity of the community.
18. Slide 12: Reduction in life altering injury or illness: includes life altering or long term permanent disabling injuries and illnesses as defined by the BHP Risk Management Framework.
19. Slide 12: The core components of the sexual assault and sexual harassment program include: culture, leadership and training; security measures at accommodation villages; recruitment processes; contractor and third-party engagement; emergency response; trauma-informed (well-being) care; accessible, confidential reporting and person-centric investigations; and appropriate disciplinary action
20. Slide 12: Psychosocial risks or hazards are factors in the design or management of work or the social conditions that increase the risk of work-related stress and can lead to psychological or physical harm. Examples of psychosocial hazards include exposure to unreasonable behaviours including bullying, racism and sexual harassment, fatigue, poor supervisor support, poor communication or change management or high job demands.
21. Slide 12: Net Promoter Scores shows respective feedback from our Customers and Suppliers and measures the willingness of our customers/suppliers to recommend BHP to others. It is used as a proxy for gauging overall satisfaction.
22. Slide 12: Social investment to be assessed as a total over the entire period to FY30, rather than a specific annual commitment.
23. Slide 13: We focus areas of highest ecosystem value – and will take action that benefits nature together with our community and Indigenous stakeholders.
24. Slide 15: The Tjiwarl people are the Traditional Owners of land and waterways where our Nickel West mines are located.
25. Slide 16: Operational prioritisation refers to value-based trade-offs and decisions that occur in planning that do not require capital but impact operating margins e.g. productivity, grade, volume, cost.
26. Slide 17: This pathway is subject to obtaining relevant approvals to enable mining beyond the current licence, which provides approval until 2026.
27. Slide 27: Indigenous workforce participation reflects data as at 31 May 2022 for Minerals Australia and Chile. Data point is subject to non-financial assurance review.
28. Slide 27: Indigenous workforce participation includes data for total workforce inclusive of employees as at 31 Dec 2021 and embedded contractors as at 31st January 2022 for Canada Potash. Data point is subject to assurance review.
29. Slide 27: Indigenous procurement spend reflects YTD spend from FY22 up to 31 May 2022 for Minerals Australia. Data point is subject to assurance review.
30. Slide 27: Engagement and Perception Survey wellbeing score reflects the period up to 31 March 2022, and is subject to assurance reviews.
31. Slide 27: Economic Contribution figure is at the end of FY21 and includes salaries, payments to suppliers, community contributions, royalties and taxes. Refer to our FY21 Economic Contribution Report for full details: <https://www.bhp.com/investors/annual-reporting/economic-contribution-report-2021>.

2030 social value scorecard⁹

Current performance



Planet · People · Prosperity

Pillars	Decarbonisation	Healthy environment	Indigenous partnerships	Safe, inclusive and future ready workforce	Thriving, empowered communities	Responsible supply chains												
2030 Goals	At least 30% reduction in operational GHG emissions ¹ ; support 40% emissions intensity reduction of BHP-chartered shipping of our products ¹ , and support development of technologies and pathways capable of 30% emissions intensity reduction in integrated steelmaking. ^{1,10}	Create nature-positive ¹¹ outcomes by having at least 30% of the land and water we steward under conservation, restoration or regenerative practices. In doing so, we focus on areas of highest ecosystem value both within and outside our own operational footprint, in partnership with Indigenous Peoples and local communities.	Respectful relationships that hear and act upon the distinct perspectives, aspirations and rights of Indigenous peoples and support the delivery of mutually beneficial and jointly defined outcomes.	A thriving workforce that is safe, healthy, gender balanced at every level, culturally diverse ¹⁷ and inclusive and skilled for the future.	Partner with communities and stakeholders to co-create and implement plans that deliver jointly defined economic, social and environmental outcomes.	Together with our partners, we create sustainable, ethical and transparent supply chains.												
Key metrics	<p>Reduction in operational emissions from 2020¹ 20%</p> <p>Reduction in emissions intensity of BHP-chartered shipping of our products¹ — Available in FY23</p> <p>Committed in steelmaking partnerships and ventures to date (USD) \$75m</p>	<p>Area under “nature positive” management practices¹² 1.0%</p> <p>Assets with natural capital account¹³ — Available from FY23</p>	<p>Indigenous workforce participation</p> <p>Australia²⁷ 8.2% Canada Potash²⁸ 13.7% Chile²⁷ 8.7%</p> <p>Indigenous procurement (USD)²⁹ \$128m</p> <table border="1"> <thead> <tr> <th></th> <th>Progress on plan⁴</th> <th>Relationship health¹⁴</th> </tr> </thead> <tbody> <tr> <td>Australia</td> <td>Available in FY24</td> <td></td> </tr> <tr> <td>Canada</td> <td>Available in FY24</td> <td></td> </tr> <tr> <td>Chile</td> <td>Available in FY24</td> <td></td> </tr> </tbody> </table>		Progress on plan ⁴	Relationship health ¹⁴	Australia	Available in FY24		Canada	Available in FY24		Chile	Available in FY24		<p>Reduction in life altering injury or illness¹⁸ — Available in FY23</p> <p>Engagement and Perception Survey wellbeing score³⁰ 86%</p> <p>Female workforce representation⁶ 32% Diversity index available in FY24</p>	<p>Co-created plans — Delivery metric to be added in FY24</p> <p>Community feedback on co-creation and implementation process — Available in FY24</p> <p>Total economic contribution (USD)³¹ \$40.9bn</p>	<p>Customer Net Promoter Score (NPS)²¹ —</p> <p>Supplier Net Promoter Score (NPS)²¹ —</p>
	Progress on plan ⁴	Relationship health ¹⁴																
Australia	Available in FY24																	
Canada	Available in FY24																	
Chile	Available in FY24																	
Short-term milestones	<p>FY23: 95% of study phase projects are presented for tollgates or meet milestones as scheduled in BHP's operational decarbonisation plan</p> <p>FY24: Operationalise 5 low/zero GHG emission vessels</p> <p>FY24: Complete at least one pilot or industrial scale steelmaking related plant trial</p>	<p>FY23: Publish context-based water targets</p> <p>FY23: Complete important biodiversity and ecosystems (IBE) baseline mapping for all land and water areas¹⁴</p> <p>FY24: Establish “nature positive” asset plans to deliver the Group level 2030 goal</p>	<p>FY23: Release revised Global Indigenous Peoples Strategy</p> <p>FY23: Increase formal Indigenous voice mechanisms in decision-making</p> <p>FY24: Co-create plans which define priorities and are designed to deliver mutually beneficial outcomes</p>	<p>FY23: Achieve 100% adherence to sexual assault and sexual harassment program¹⁹</p> <p>FY24: >90% implementation of plan for controls identified and approved through the Fatality Elimination Program and 100% adherence to the psychosocial risk²⁰ management program</p> <p>FY24: Female workforce representation exceeds 37%</p>	<p>FY23: Release Equitable Transition principles</p> <p>FY23/24: Embed co-creation approach including metrics and measurement</p> <p>FY25: Implement co-created plans that are designed to deliver jointly defined outcomes</p>	<p>FY24: Implement LME Responsible Sourcing requirements</p> <p>FY24: Complete ICMM Performance Expectations for all operating assets</p> <p>FY24: Determine ethical supplier improvement plans with partners, where required</p>												

BHP continues to commit to social investment of at least 1% pre-tax profit²²



Samarco and Renova Foundation

Progress to date

Renova

- **R\$21.4 bn** spent on reparation and compensation
- **R\$10.4 bn budget in 2022** is ~50% of total spend from 2016 to December 2021
- **~376,200 people** have received indemnification and emergency financial aid so far
- **42 programs** to restore the environment and re-establish affected communities
- More than **7,000 direct and indirect jobs** created by Renova



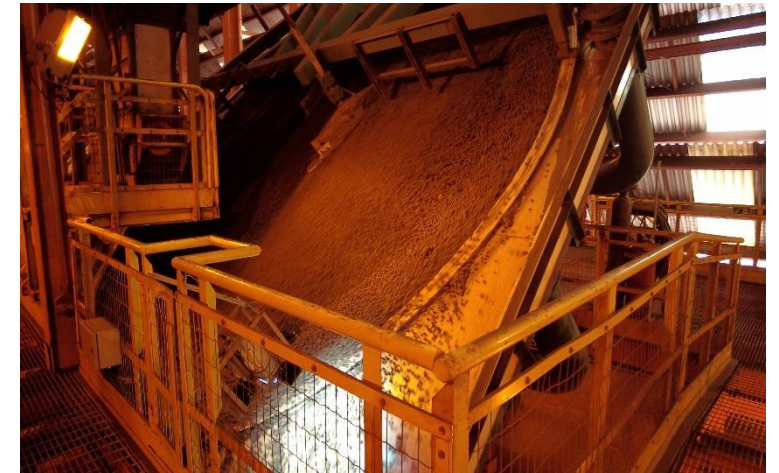
Resettlement

- **131 resettlement cases completed** across the region, with a further 169 in progress
- Public infrastructure works are **93% complete** at Paracatu de Baixo and fully complete at Bento Rodrigues
- **R\$2.4 bn** spent on resettlement



Samarco

- Restart has contributed **~9,000 direct and indirect jobs** and generated **~R\$1.4 bn in taxes** since December 2020
- Forca Local (Local Strength) program: over R\$296 million spent with local suppliers in CY21
- Germano Dam decommissioning program progressing, with non-conventional tailings solutions outperforming approved design targets



Note: Compensation payments are as at 30 April 2022, R\$2.4 billion invested in resettlement up to May 2022. R\$1.4 billion in taxes until April 2022 and includes those taxes generated from Samarco's value chain activities.

Key decarbonisation programs and partnerships

Category	Program/ Partnership	Year commenced	Details
Operational – Electricity	Renewable Power	Various	<ul style="list-style-type: none"> • Escondida and Spence: BHP operations in Chile start to operate with renewable energies. Due to this we are on track for FY2022 and FY2030 targets • Nickel West: Working with TransAlta on plans to build two solar farms and a battery storage system to help power the Mt Keith and Leinster operations • Olympic Dam: Olympic Dam to partner with Iberdrola at Port Augusta Renewable Energy Park • Queensland Coal: Signing renewable power purchasing agreements to supply up to 50 per cent of our electricity needs at the Nickel West Kwinana Refinery and our Queensland Coal mines
Operational – diesel abatement	Trials for electric trains	January 2022	<ul style="list-style-type: none"> • BHP will purchase four battery-electric locomotives and conduct trials at its WAIO rail network. • The four locomotives are scheduled for delivery in late 2023 - two supplied by Progress Rail (Caterpillar), and two by Wabtec. • BHP will test the battery-electric locomotives' (BEL) performance and emissions reduction capabilities in delivering iron ore from its Pilbara mines to the Port Hedland export facility. • A full transition to BEL would reduce BHP's WA iron ore diesel-related carbon emissions by approximately 30 per cent annually.
	Charge on Innovation Challenge	May 2022	<ul style="list-style-type: none"> • Partnering with Rio Tinto and Vale to develop charging infrastructure in parallel with the development of battery electric trucks
	Caterpillar partnership	Aug 2021	<ul style="list-style-type: none"> • Partnership with Caterpillar Inc. to develop and deploy zero-emissions mining trucks at BHP sites
	Komatsu's GHG Alliance	Aug 2021	<ul style="list-style-type: none"> • A founding member of the alliance, which aims to develop commercially viable zero-greenhouse gas emissions haul trucks
Operational – Other	Blue Carbon Partnership with CSIRO	Aug 2021	<ul style="list-style-type: none"> • A new \$3.3 million research program by BHP and CSIRO, Australia's national science agency, will seek to measure and quantify the net emissions reduction potential of Australia's mangroves, seagrasses and tidal marshes
	BHP Ventures	Various	Strategically investing, through our internal venture capital unit in a range of emerging companies, including: <ul style="list-style-type: none"> • BluVein's next gen trolley-charging project • Antora's energy storage solutions
Scope 3 – Steelmaking	Customer partnerships	Various	Announcing memoranda of understanding for partnerships with POSCO, China Baowu, JFE and HBIS focusing on research and development of steel decarbonisation pathways including BF optimisation, CCUS, DRI, etc. To date, we have announced \$75M for steel decarbonisation partnerships with four key customers representing 12% of reported global steel production.
	Iron ore beneficiation studies	2021	Assessing the opportunity to implement beneficiation at our Jimblebar operation, to improve product quality and support emissions reduction in the short- to medium-term within the integrated blast furnace-basic oxygen furnace steelmaking process.
	Investing in next generation technologies	FY2020	To date, we have made investments, through our Ventures arm, in electrolysis technology companies Electra steel and Boston metal. Both companies have successfully produced lab-scale metallic iron using iron ore in FY2022
	Research program with University of Newcastle	Feb 2022	Partnership to study raw material properties in low carbon iron and steel making
Scope 3 – Maritime	Global Centre for Maritime Decarbonisation	April 2021	We signed a Memorandum of Cooperation to become one of the founding members of the Global Centre for Maritime Decarbonisation, pledging 10 million Singapore dollars to support its establishment and fund research and development projects
	BHP, Oldendorff and GoodFuels successful trial with sustainable biofuel	April 2021	We are exploring biofuels as an interim GHG emission abatement option for shipping. In 2021, we completed a trial of dry bulk carrier Kira Oldendorff refuelling with "drop-in" advanced biofuel blended with conventional fossil fuels. In 2022, we have undertaken significant market engagement for procurement of sustainable-certified (REDII or ISCC) biodiesel.
	LNG-fuelled bulk carrier vessels	Feb 2022	We have chartered the world's first LNG-fuelled Newcastlemax bulk carriers to transport iron ore from Western Australia to Asia. The fuel, along with improved efficiency of the vessel design, are expected to reduce GHG emissions intensity by up to 30% on a per voyage basis and are the cleanest on the water in their category.
	First Movers Coalition	May 2022	We joined the First Movers Coalition as a Founding Member in the shipping sector, on the basis of committing that 10% of BHP's products shipped to our customers, on our time charter vessels, will be on vessels using zero emissions fuels by 2030, subject to the availability of technology, supply, safety standards, and the establishment of reasonable thresholds for price premiums.

Key healthy environment programs and partnerships

Category	Program/ Partnership	Year commenced	Details
Research, development and conservation investments	Proteus partnership	Since 2003	A voluntary partnership between the UN Environment Program World Conservation Monitoring Centre and 19 extractive industry companies. Each company provides annual funding to a work programme determined jointly with UNEP-WCMC to support biodiversity data and information development. Proteus is the only global collaboration between the conservation community and business that provides access to global biodiversity data and tools and places these in the context of company biodiversity management practices.
	Conservation International Alliance	Since 2011 Renewed 2019	Working together over the past ten years, Conservation International and BHP (the Alliance) have not only mainstreamed biodiversity within BHP's core business processes but have also delivered measurable outcomes for biodiversity conservation. Conservation investments during the alliance include: Five Rivers Conservation Area in Tasmania, Valdivian Coastal Reserve in Chile (through to 2019), Alto Mayo in Peru and Kasigau Corridor in Kenya.
	Research and Development programs with academic organisations and scientific institutions	Various	<ul style="list-style-type: none"> • Australian Coral Reef Resilience Initiative: a AU\$27M co-invested project with the Australian Institute of Marine Science (AIMS) • Environmental DNA a game-changer in biodiversity management: Curtin University in collaboration with the University of Antofagasta in Chile - our 5-year project investigating environmental DNA as a new biomonitoring tool • Ningaloo Outlook: a strategic partnership formed with CSIRO – Australia's national science agency in 2015 that aims to develop a deeper understanding of Ningaloo, and to pass this understanding on to the local community and the park's managers. This information will contribute to assessments of key ecological values listed in the Ningaloo Marine Park Management Plan • Pathways to Nature Positive: a project with CSIRO looking at approaches to developing nature-positive plans for landscapes that BHP operates in • Ocean Environmental Accounting: a project with the University of Western Australia supporting several PhD students to pilot environmental economic accounting techniques in the offshore marine environment
	Nature based programs with conservation organisations	Various	<ul style="list-style-type: none"> • Arid Recovery: established in 1997, Arid Recovery is an independent not-for-profit running a 123 square kilometre reserve adjacent to BHP's Olympic Dam project. It is a world-class arid zone scientific reference site that continues to be supported by BHP. • Raine Island Recovery, commenced in 2015, a five year, \$7.95 million collaboration between BHP, the Queensland Government, the Great Barrier Reef Marine Park Authority, Wuthathi and Kemer Kemer Meriam Nation (Ugar, Mer, Erub) Traditional Owners and the Great Barrier Reef Foundation. Over the five years of the project, the Raine Island Recovery Project has been responsible for an estimated extra 640,000 turtle hatchlings, with millions more expected to hatch over the next decade. • Martu Ranger Program: commenced in 2009, a partnership with the traditional custodians of vast stretches of the Great Sandy, Little Sandy and Gibson Deserts, as well as the Karlamilyi (Rudall River) area. Their land spans 13.6 million hectares, which is twice the size of Tasmania. BHP's partnership with Kanyirrinpa Jukurpa (KJ), the Martu organisation, provides social, cultural and environmental programs to conserve and protect Martu culture, land and heritage. It has generated significant employment opportunities for Martu, primarily through a ranger program. • Bush Blitz: commencing in 2010, a national partnership between BHP, the Australian Government and Earthwatch, which aims to discover, document and describe Australia's unique plants and animals, of which only a quarter are currently known to science. So far around 45,000 plant and animal species have been recorded and almost 1,800 new species have been discovered. • Partnership to introduce 5,000 new plants to Port Hedland: In February 2021, BHP partnered with Indigenous owned nursery IBN Services to provide 5,000 plants for the establishment of a trial and demonstration site of the planned West End vegetation barrier in Port Hedland. • The Healthy Rivers to Reef Partnership: a Mackay-Whitsunday-Isaac (QLD) organisation established in 2014 which now has 34 members and oversees a collaborative effort to understand the waterways and what needs to be done to keep them healthy. It also provides scientific information, acts as an advocate, and develops community education to assist in improving and maintaining the environmental, social and economic values of the regions.
Towards nature positive	Closure and rehabilitation at Beenup	From 2018	After the Beenup mine in WA closed in 1999, a program of rehabilitation conducted over almost 20 years included establishment of wetlands, in collaboration with the Western Australian Botanic Gardens and Parks Authority, which are now host to four declared rare flora species. Independent assessment concluded that the wetlands support substantial ecological values, both aquatic and terrestrial, demonstrating the effectiveness of the rehabilitation efforts. These wetlands also have the potential to provide opportunities for environmental education, research and eco-tourism.
	Protecting water resources and biodiversity at Innawally Pool	Since 2018	Following a review in 2018, BHP decided to re-think the mine plan for Jimblebar to avoid disturbing the Innawally Pool, in line with our commitment towards leadership in water stewardship, minimising adverse environmental impacts through every stage of our operational activities and contributing more broadly to the resilience of the natural environment. In May 2020 we resubmitted reserve estimates for Jimblebar that excluded the ore under the pool.
	Protecting ghost bats in the Pilbara	Since 2019	The South Flank disturbance area was revised, reducing impacts to ghost bat caves by almost 25 per cent. We halved the potential impacts to caves used as daytime roosts and for breeding, and retained an additional 173 hectares of habitat for feeding and constructed two artificial roosts.
	Cessation of groundwater extraction at Escondida	Since 2020	Escondida, operated by BHP in the Atacama Desert in Chile, ceased all pumping from the high Andean aquifers for operational water supply purposes at the end of 2019, more than ten years earlier than its previously committed timeline.

Key Indigenous partnerships programs and partnerships

Category	Program/ Partnership	Year commenced	Details
Partnerships	Jansen Potash Project	Since 2014	BHP has signed opportunities agreements with six First Nations, which are the first of their kind in southern Saskatchewan and in the potash industry.
	First Nations Heritage Protection Alliance	2020	BHP and the First Nations Heritage Protection Alliance have jointly agreed a path forward to enhance the influence and voice of traditional owners in relation to heritage protection.
	Banjima Elders to advise on South Flank Heritage	Sep 2020	Quarterly meetings have been scheduled between the Banjima Heritage Advisory Council (HAC), comprising Banjima Elders and senior BHP representatives at South Flank. The HAC is the vehicle that BHP utilises to reconsult on heritage and discuss social value issues.
	Uluru Statement from the Heart	Jan 2019	BHP supports the ambitions of the Uluru Statement. In 2021 BHP provided a submission to the Indigenous Voice Co-Design Process supporting the calls for a constitutionally enshrined voice for Aboriginal and Torres Strait Islander peoples. We continue to support and engage our workforce in the important work of From the Heart and UNSW's Indigenous Law Centre.
	Pilbara Aboriginal Health Alliance - Creating a strong voice for Aboriginal health care in the Pilbara	Oct 2021	Pilbara Aboriginal Health Alliance: brings together three member organisations - Puntukurnu Aboriginal Medical Service (PAMS) (Newman), Wirraka Maya Health Service (Port Hedland) and Mawarnkarra Health Service (Roebourne and Karratha) – to create a strong united voice for Indigenous healthcare.
	Kanyirninpa Jukurrpa (KJ) – Yiwarra Murlpirpa 'A Strong Path to the Future'	Jul 2022	BHP has renewed its partnership with KJ – taking us into the 15 years of the Martu and KJ 20 year vision. The Yiwarra Murlpirpa project encompasses KJ's foundational cultural, environmental and leadership programs, all of which have become accepted elements of the fabric of modern Martu life. These programs provide a stable social and economic foundation for the remote communities, enable the preservation of cultural knowledge, employ over 350 Martu to manage 13.5m hectares of country of global ecological significant, and develop the confidence of Martu to engage effectively with government and other Western agencies.
	Reconciliation Australia – Community Truth Telling	May 2022	A 4-year, \$10M partnership with Reconciliation Australia for the Community Truth-telling Program has been entered into. The ambition for this project is that all Australians understand the impact of the wrongs of the past, make amends for them and ensure they are never repeated, and Aboriginal and Torres Strait Islander people are supported to heal from the past.
	Jansen Potash Project	Since 2014	BHP has signed opportunities agreements with six First Nations, which are the first of their kind in southern Saskatchewan and in the potash industry.
Education, Employment and Training	Indigenous Education Support Program	Since 2017	Escondida supports the Indigenous communities on the southern edge of the Salar de Atacama. Through financial support and professional advice, Indigenous children are supported to progress through the education system, via a program focused on achieving equal opportunity, cultural relevance and that encourages children and young adults to participate in new social spaces, other than those provided by formal education, complementing their training in areas such as social, community and other skills. This program has benefited an average of 200 indigenous students per year and is the only education programme of its kind linked to the Atacameño people.
	Tjiwarl trainee program	July 2018	The Work Ready program runs over 8 weeks on site at Nickel West's Northern Operations and balances theoretical and practical learning in the field. It is designed as a pathway into the resources industry for members of the Tjiwarl community. In many cases, trainees are new to the resources industry or workforce in general. Focused mentorship allows for the provision of a higher degree of individual support and helps to facilitate retention
	MADALAH Limited	June 2021	Supports students from across Western Australia over a 6 year period throughout their secondary education (years 7 through 12) journey, as well as providing holistic wrap around support structure to ensure students well-being and to include engagement opportunities to enrich their education journey. MADALAH creates a home away from home for students travelling the same path, and deliver various events and cultural enrichment opportunities throughout the school year including annual Residential Year 7 Camps, Orientation Days, a Youth Leadership Summit and Celebrations of Graduation. BHP's partnership enables access to high quality education and professional network development, for Aboriginal and Torres Strait Islander students who have connections through BHP's agreed Traditional Owner groups, and extends to the broader Indigenous communities within our areas of operation, and beyond.
	Yandi land rehabilitation partnership	Since 2021	Establishes work-ready traineeships for Banjima Traditional Owners to study and execute conservation and land management.
	North Island College Awi'Nakola Program	Since 2022	A 5-year partnership with North Island College to support Indigenous land-based learning on the North Vancouver Island, British Columbia. Meaning "we are one with the land and sea," Awi'nakola combines in-class instruction with land-based cultural learning and Indigenous language courses. The Awi'nakola program was offered to students tuition-free, funded through individual grant applications. This partnership allows the program to run from September to April, with multiple entry points for students.
	Jansen Potash pre-apprenticeship program	Since 2022	In partnership with Carlton Trail College, BHP has developed a fit-for-purpose pre-apprenticeship training program that provides Indigenous participants with employment readiness skills, an introduction to trades, and prepares for work in the mining sector. Program participants are paid a wage, provided opportunities to receive safety tickets, and employment readiness training while being introduced to the trades of electrical, instrumentation and control, industrial mechanics/millwright, and heavy-duty equipment.
	Covid support	A boost for Indigenous communities to combat COVID-19	Dec 2021

Key communities programs and partnerships

Category	Program/ Partnership	Year commenced	Details
Global programs	7 Day payment terms	Since 2021	BHP reduced payment terms for small, local and Indigenous businesses (approx. ~4k businesses) during the COVID-19 pandemic. Permanently reduced from July 1 st .
	Local buying programs	Since 2012	The Local Buying Program (Program) was established as a means to encourage better relationships between our operations and local small businesses, build capability and capacity across the local supply chain and boost regional economic development in our host communities.
Covid support	Vital Resources Fund	2020-2022	A fund of A\$50 million was established by BHP to support community response and recovery efforts in relation to the COVID-19 pandemic has benefited more than 850,000 people, 300 organisations and over 400 local businesses in the regions surrounding our Australian operations.
	Vamos Juntos	Since 2020	Since the beginning of the health emergency, we have been present in the Tarapacá, Antofagasta and the Metropolitan Regions, collaborating with different stakeholders, implementing different projects within the framework of the Vamos Juntos plan. We carried out testing campaigns, vaccination days, delivered medical supplies, strengthened the public health network (increasing PCR laboratory diagnosis capacity and mechanical ventilators), sanitised public places, organised food donations, among other actions.
Future of work	Smart Transformation Project	Since 2019	The project involves Smart Transformation Advisory Councils and a Youth Advisory Council which have undertaken a readiness assessment of the towns to assist them to plan for and embrace a 'smart change' to the impacts and opportunities arising from the changing nature of work.
	Greater Whitsunday Alliance	Since 2020	The Greater Whitsunday Alliance (GW3) and BHP have formed a three-year strategic partnership aimed at enhancing the economic sustainability of the greater Whitsunday region. The partnership is focused on preparing for workforces of the future, advancing water stewardship and strengthening local supply chains.
	Bowen Basin Bright Minds	Since 2020	Bright Minds is a A\$5 million, five-year partnership designed to reach more than 6,000 students across the Bowen Basin region in Queensland.
	Queensland Future Skills Partnership	Since 2020	The Queensland Future Skills (QFS) Partnership is a three-way partnership between BHP Mitsubishi Alliance (BMA), TAFE Queensland and CQUniversity. It is designed to fund and facilitate the fast-tracked development and delivery of automated technology pathways, skill sets and qualifications in open-cut mining operations in Queensland.
	Supplier Innovation Program	Australia – 2020	Following a successful program in BHP Minerals Americas, we have partnered with Austmine in Australia to deliver a Supplier Innovation Program that is designed to make it easier for the Mining Equipment, Technology and Services (METS) sector to put forward solutions to BHP's business challenges and win opportunities for ongoing work while retaining their intellectual property.
	Future of Work partnership	January 2021	BHP and the Australian Government Department of Education, Skills and Employment have come together to form the Future of Work Program and promote skills development in regional Australia, through funding students to undertake short courses and the development of targeted advanced apprenticeships in regional areas where BHP operates.
Economic development	Economic development for the Coloso community, Chile	Since 2019	In 2020 the Productive and Fishing Development Fund was created to help improve the economic situation of Coloso's inhabitants by strengthening the artisanal fishing sector, by allowing them to receive a contribution, access public funds and participation in a solidarity fund in case of emergencies. There were 87 applications, 45 selected projects in 3 categories, 7 workshops and up to CLP 2 million of funding per project.
	Thriving Futures project - WA	Since 2021	We are partnering with Child Australia on the Thriving Futures project, focused on training more childcare workers for Pilbara communities. Childcare workforce development is a critical issue across the country, particularly in the regions. It is predicted that by 2023, Australia will require an additional 39,000 educators. This represents a 20 per cent increase for the workforce over five years
	Pilbara Education Partnership	Since 2005	The largest of its kind in regional Western Australia - between BHP and the Department of Education to expand education services and improve early years and education outcomes in public schools in the Pilbara
	Chilean open call "Sumate"	Since 2021	As part of our wider work to increase community resilience to climate change, in FY2021 we launched Súmate, an open call opportunity for communities and local organisations to develop innovative, replicable and scalable solutions to some of the most complex sustainability challenges in northern Chile.
	Women of the Sea	Since 2009	The Mujeres del Mar (Women of the Sea) Union was established in Coloso, Chile to build an alternative to the male-dominated fishing industry for the community and an independent means for the women of the community to contribute to their household incomes.

Key workforce programs and partnerships

Category	Program/ Partnership	Year commenced	Details
Safety	Fatality Elimination Program	Since 2020	Strong focus on fatality elimination and near miss reduction through enhancing our hard controls across our risk profile and focussing on human and organisational performance and psychosocial risk management.
	Integrated Contract Management (ICM) Program	Since 2020	We recognise the importance of strong partnerships with contracting partners and third parties. The ICM program co-creates solutions across people, processes and systems to improve contractor health and safety outcomes, build long-term mutually beneficial relationships and foster an inclusive, respectful and caring workforce culture.
Good health and wellbeing	Personal Resilience Program	Since 2018	We recognise the importance of a healthy and thriving workforce. BHP's Personal Resilience Program is a peer-led program designed to improve personal and team ability to respond and adapt to changing life circumstances and to build longer term wellbeing. This program is available to all of our workforce.
	Global Business Collaboration for Better Workplace Mental Health (GBC)	Since 2021	BHP is a founding partner of the GBC – the first global business-led alliance that aims to advocate for and accelerate positive change for mental health in the workplace worldwide.
Future of work	FutureFit Academy (FFA)	Since 2020	BHP's FutureFit Academy is delivering a national training program, which will help bolster Australia's skills base and create new maintenance career pathways within our mining operations. The academy provides fast-tracked trade apprenticeships and shorter modular maintenance traineeships and opens the door to a more diverse talent pool, including people from non-mining backgrounds and those who want to re-skill or change their careers. Each FutureFit Academy student is employed into a permanent position within BHP's Operations Services team and once trained and qualified, graduates will be deployed to one of BHP's operational sites.
Diversity and Inclusion	AND Stepping into Program	Since 2005	We recognise the huge value of having a diverse and inclusive workforce. BHP have been working in partnership with the Australian Network on Disability (AND) through the Stepping Into Internship program for six years to provide talented students opportunities to work with our highly skilled teams.
	Indigenous Development Program (Australia)	Since 2015	A successful Indigenous Development Program (IDP), run since FY2015, has helped Minerals Australia progress its goal of developing Indigenous employees for leadership roles. The program has created career pathways for Aboriginal and Torres Strait Islander employees to move into new roles, including leadership roles, across BHP. It has proven to be a success; 49 per cent of employees who have completed the program have moved into new roles, and 20 per cent have been promoted into leadership roles.
	Apprentices program for women from Antofagasta	Since 2018	This program is part of Escondida and Spence employability plan, which seeks to develop capacities in the community to incorporate them in our workforce, either from our operations or as contractors. This particular program seeks to empower women from host and local communities, in line with our gender balance challenge by 2025.
	UN Women Empowerment Principles	Since 2019	In September 2019, BHP signed the CEO Statement of Support for the United Nations Women's Empowerment Principles. The Principles guide actions that the business sector can take in the workplace, marketplace and community to empower women for the benefit of every company and the World.

Key supply chains programs and partnerships

Category	Program/ Partnership	Year commenced	Details
Traceability	Nickel supply agreement with Tesla Inc	Since 2021	<p>Nickel West supply agreement with Tesla Inc The agreement includes the supply of nickel, enhanced end-to-end raw materials traceability using blockchain, as well as the study of energy storage solutions and technical exchange for battery raw materials production.</p> <p>Nickel West – Tesla Inc Traceability Pilot BHP has partnered with Tesla in a blockchain pilot program to improve supply chain transparency and assess various sustainability criteria. The blockchain traceability pilot traced nickel from Nickel West to Tesla Gigafactory Shanghai and supported the end customer's supply chain due diligence of product provenance, as well as collected carbon emissions data across the supply chain.</p>
	Copper blockchain with Minmetals	Since 2021	Minmetals worked with BHP to use Minehub blockchain platform for secure and transparent inter-company and cross-border data sharing, including carbon emissions data sharing and a metals assay exchange process.
	Copper carbon neutral trade with Southwire	Since 2021	In collaboration with leading US copper cable and wire manufacturer, Southwire, and using Circulor's block chain technology, we piloted the material tracing of our copper cathodes from our operations in Chile through Southwire's rod and cable production processes in the United States across a series of shipments. Leveraging the material traceability, the emissions through the cathode to copper product were offset through the retirement of high quality carbon offsets from BHP's offset portfolio. The pilot forms part of a collaboration between BHP and Southwire under a Memorandum of Understanding signed in 2021.

BHP Foundation: sample programs and partnerships

Category	Program/ Partnership	Details
Decarbonisation	10 Deserts project	The Project has established the world's largest network of Indigenous-managed conservation areas. Project activities include working with Traditional Owners to create sustainable job and income opportunities; applying traditional fire management practices to restore biodiversity and maintain cultural connection to country; and working to control introduced species.
	Alto Mayo	Working to turn the tide against deforestation in one of the world's biodiversity hotspots in the Peruvian Amazon, by empowering Awajun Indigenous communities and migrant farmers to become effective stewards of the Alto Mayo landscapes
Healthy environment	Resilient Reefs (Australia, New Caledonia, Belize and Palau)	Enhancing resilience of the world's most treasured coral reef sites and the communities that depend on them to adapt to climate change and local threats
	El Boldo to Cantillana Conservation Corridor	Achieving transformative conservation of Chile's Mediterranean habitat through the Derecho Real de Conservacion
Indigenous partnerships	Narragunnawali: Reconciliation in Education program	Fostering a high level of knowledge and pride in deeper understanding of Aboriginal and Torres Strait Islander histories, culture and contributions throughout Australian schools to promote reconciliation.
	Ayllu Solar	Enables local Indigenous communities in Chile to harness the power of solar energy and create opportunities for social and economic development
	Forest conservation in the Canadian Boreal	Working with First Nations to create a new model for land and water management and a resilient future for the people and nature of Canada's boreal forest
	Supporting Indigenous Language Revitalization (SILR)	A five-year project partnership with the University of Alberta that will provide support to Indigenous nations and communities to successfully carry out their own language revitalization efforts through the coming generations. The vision for SILR is to actively work towards contributing to a future where Indigenous languages are healthy and vibrant, and are spoken in homes, schools, workplaces and on the land. The path moving forward is grounded in the advice of Elders and Indigenous language keepers, and in respect and collaboration with Indigenous communities and organization leading the way forward through language activities.
Safe, inclusive and future ready workforce	UN Women Second Chance Education	Providing marginalised women access to quality learning, entrepreneurship and employment outcomes through second-chance education and vocational learning
	STEM Champions	Partnership with Australia's CSIRO, encouraging STEM education by recognising student creativity and innovation, and the critical role and contribution of teachers.
	Business Investment for Education Impact	Developing tools and resources to increase impact of more than \$4 billion invested annually by business in education, and encouraging more companies to make education a sustainability priority.
Thriving, empowered communities	Valdivian Coastal Reserve	Conserving the biological and cultural diversity of this unique nature reserve on Chile's southern coastline, contributing to local and regional well-being and building a reference model for private conservation.
	Leadership and global learning for community impact	Global partnership with Teach For All, creating locally rooted, globally informed leaders who can support their communities to improve educational equality and opportunity.
	Nuestra Voz	Promotes social participation and dialogue to address the root causes of the 2019 social unrest. Aimed to enhance the ability of citizens to participate in decision-making and enable more effective dialogue and participation mechanisms to strengthen democracy and contribute to a more cohesive and respectful society.
Responsible supply chains	Open Contracting Partnership	Works with governments globally to ensure the money flowing from natural resource endowments is more effectively converted into public benefit and better outcomes for citizens, ultimately creating sustainable and equitable societies.
	From Disclosure to Development	A partnership with the International Finance Corporation (IFC) making disclosed natural resource data accessible and useful to citizens to drive more informed public debate, accountability and design-making.

BHP