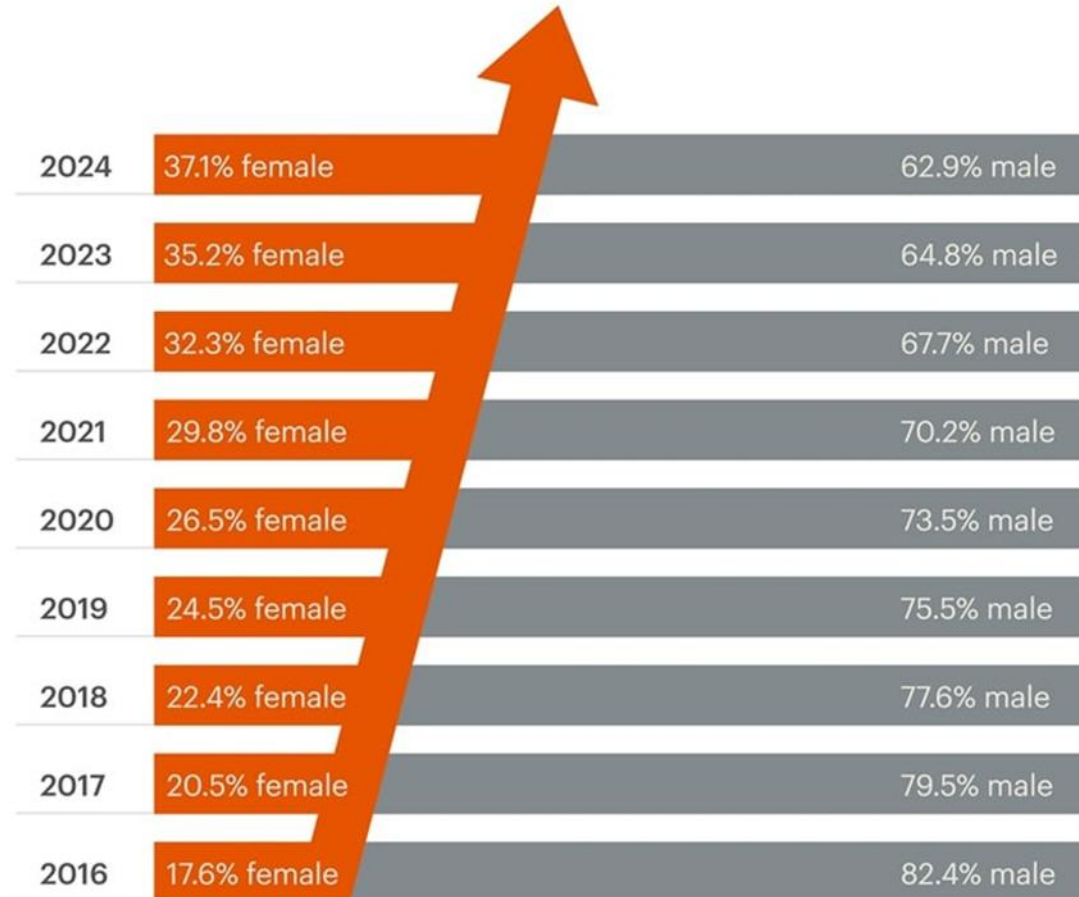


Facing the headwinds: keeping diversity on track in challenging times

Katie Wyatt (Head of DEI)

Vaughn Sheahan (Head of Org Devp and Analytics)

10 years ago we set a bold ambition to achieve gender balance in our global BHP business



Key Insights

SAFETY



Safety Reporting

Gender diverse teams report equal numbers of major safety events (level 3+)

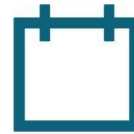


Safety Perceptions

Gender diverse teams = greater confidence safety issues are fixed quickly

Gender diverse & inclusive teams = higher safety perceptions

PEOPLE & CULTURE



Enablement

Highly inclusive teams = higher enablement, greater learning & development opportunities, and motivation



Engagement

High engagement for gender diverse teams

Even higher engagement for gender diversity & inclusive teams



Belonging

Gender diverse teams:

Increased pride

More likely to recommend

Greater confidence safety issues are fixed quickly

Greater alignment of goals

The case for refreshed DEI is supported by exemplar organisations advancing their strategies to be adaptable, driven by leadership, and inclusive of everyone

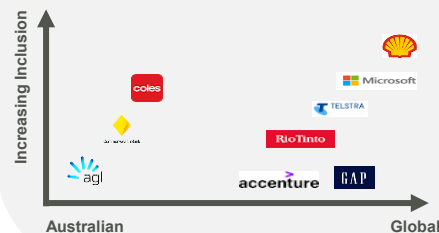
External case study analysis and findings

Approach

- We completed comprehensive case study analysis to understand how leading or competitor organisations navigate the complex landscape of DEI
- Assessing select organisations against a set of core DEI metrics, we were able to benchmark, identify who is doing what well, and where we can look to improve our own approach.

Global & Australia Peer Companies

- We selected a diverse set of organisations across various industries
- These organisations were chosen based on criteria such as size, revenue, operations and market leadership
- These organisations represent leading D&I innovators and market leaders.



	Historically, DEI interventions have focused on...	Exemplar organisations are now moving towards..
	Narratives grounded in the experience of single minority groups, with limited connection to strategy or outcomes	Narratives of inclusion and belonging that everyone connects to, integrated with purpose, strategy, outcomes
	Representational diversity in teams to drive diversity of thought	Cognitive diversity enabled by psychologically safe teams that encourage challenge, collaboration, speaking up
	Formal initiatives focused on increasing representation (e.g., learning, recruitment, retention, promotion)	Formal and informal initiatives focused on leadership progression, representation, and behavioural change
	Removing bias through policies and processes to address issues for specific diversity groups	Removing bias through adaptable policies , processes and systems that fit the needs of the individual
	Data that shows progress against whole of workforce representation targets for set demographics	Deep analytics on inclusion , experiences, diversity lenses and intersectionality throughout the employee lifecycle
	Targeted redesign of work to enable a broader pool of talent to participate	Continuously improving how we do work to make it safer, more productive and work everyone can do

Thank you