

## Global Compact Navigator

This progress assessment represents our judgement of how the principles of the UN Global Compact have been progressed through our policy and actions during the year. Refer to the items highlighted below for the particular document or a more detailed description of our performance in relation to the related UN Global Compact principle. Please contact the Company if you would like further information in relation to this assessment.

### Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

BHP Billiton Policies, Systems and Commitments	BHP Billiton actions and performance as referenced in 2005 Sustainability Report	GRI Indicator Reference
<p><a href="#">Sustainable Development Policy</a></p> <p><a href="#">Guide to Business Conduct</a></p> <p><a href="#">HSEC Management Standards (PDF 284KB)</a></p> <p><a href="#">HSEC Management Standard 8</a></p> <p>UN Universal Declaration of Human Rights</p> <p>US-UK Voluntary Principles on Security and Human Rights</p> <p>World Bank Operational Directive on Involuntary Resettlement</p>	<p><a href="#">HSEC Targets Scorecard</a></p> <p>No transgressions within the Group's activities of the principles embodied within the UN Universal Declaration of Human Rights were identified.</p> <p><a href="#">Governance - Our Performance - Management Systems Review</a></p> <p>We made further progress preparing and revising our detailed policy, management standards, targets, protocols and guidelines.</p> <p><a href="#">Governance - Our Performance - Audit and Self Assessment</a></p> <p>A total of twelve HSEC audits were conducted during the reporting period.</p> <p><a href="#">Community - Our Performance - Human Rights</a></p> <p>Human Rights Self Assessment - implementation, 40 per cent of sites have completed the self assessment.</p> <p><a href="#">Governance - Our Performance - Business Conduct</a></p> <p>There were 103 substantive enquiries to the Business Conduct Helpline and fraud hotline systems.</p> <p><a href="#">Case Studies</a></p> <p>The selection of case studies illustrates how we have progressed with regards to upholding fundamental human rights across the areas of health, safety, environment, community and socio-economics.</p>	<p><a href="#">HR1</a></p> <p><a href="#">HR2</a></p> <p><a href="#">HR3</a></p> <p><a href="#">HR4</a></p>

**Principle 2: Businesses should make sure their own corporations are not complicit in human rights abuses**

<p><a href="#">Sustainable Development Policy</a></p> <p><a href="#">Guide to Business Conduct</a></p> <p><a href="#">HSEC Management Standards (PDF 284KB)</a></p> <p><a href="#">HSEC Management Standard 8</a></p> <p>Human Rights Self Assessment Toolkit</p> <p>UN Universal Declaration of Human Rights</p> <p>US-UK Voluntary Principles on Security and Human Rights</p> <p>World Bank Operational Directive on Involuntary Resettlement</p>	<p><a href="#">HSEC Targets Scorecard</a></p> <p>No transgressions within the Group's activities of the principles embodied within the UN Universal Declaration of Human Rights were identified.</p> <p><a href="#">Governance - Our Performance - Audit and Self Assessment</a></p> <p>A total of twelve HSEC audits were conducted during the reporting period.</p> <p><a href="#">Community - Our Performance - Human Rights</a></p> <p>Human Rights Self Assessment - implementation, 40 per cent of sites have completed the self assessment.</p> <p><a href="#">Governance - Our Performance - Business Conduct</a></p> <p>There were 103 substantive enquiries to the Business Conduct Helpline and fraud hotline systems.</p> <p><a href="#">Case Studies</a></p> <p>The selection of case studies illustrates how we have progressed with regards to upholding fundamental human rights across the areas of health, safety, environment, community and socio-economics.</p>	<p><a href="#">HR2</a></p> <p><a href="#">HR3</a></p>
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**Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining**

<p><a href="#">Sustainable Development Policy</a></p> <p><a href="#">Employment Principles</a></p> <p><a href="#">Guide to Business Conduct</a></p> <p><a href="#">Letter to UN Secretary General from Chip Goodyear (December 2003)</a></p>	<p><a href="#">Socio-economic - Our Performance- Employee Relations</a></p> <p>Employee relations arrangements at individual workplaces are required to respect local legislative requirements and other local standards and circumstances.</p> <p>All employees are free to join trade unions.</p> <p><a href="#">Socio-economic - Our Performance - Freedom of Association</a></p> <p>Over 50 per cent of the workforce was covered by collective bargaining agreements at operated sites and offices.</p> <p><a href="#">Socio-economic - Our Performance- Remuneration</a></p> <p>All Company employees earned greater than the stipulated minimum wage in the countries in which they worked.</p>	<p><a href="#">HR5</a></p> <p><a href="#">LA3</a></p> <p><a href="#">LA4</a></p>
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**Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour**

<p><a href="#">Sustainable Development Policy</a></p> <p><a href="#">Guide to Business Conduct</a></p> <p>UN Universal Declaration of Human Rights</p>	<p><a href="#">Socio-economic - Our Performance- Child and Forced Labour</a></p> <p>We exclude the use of child labour and prohibit forced labour at our operations.</p> <p><a href="#">Socio-economic - Our Performance- Remuneration</a></p> <p>All Company employees earned greater than the stipulated minimum wage in the countries in which they worked.</p>	<p><a href="#">HR7</a></p>
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**Principle 5: Businesses should uphold the effective abolition of child labour**

<p><a href="#">Sustainable Development Policy</a></p> <p><a href="#">Guide to Business Conduct</a></p> <p>UN Universal Declaration of Human Rights</p>	<p><a href="#">Socio-economic - Our Performance- Child and Forced Labour</a></p> <p>We excluded the use of child and forced labour at our operations. The youngest employees were 16.5 years of age, working as apprentices/administrative trainees in our Australian operations.</p>	<p><a href="#">HR6</a></p>
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**Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation**

<p><a href="#">Sustainable Development Policy</a></p> <p><a href="#">Employment Principles</a></p> <p><a href="#">Guide to Business Conduct</a></p> <p>UN Universal Declaration of Human Rights</p>	<p><a href="#">Socio-economic - Our Performance- Employee Profile</a></p> <p>A breakdown of employee numbers by region is presented in the chart.</p> <p><a href="#">Socio-economic - Our Performance- Diversity</a></p> <p>Approximately 12 per cent of full-time employees at operated sites and offices were women.</p> <p><a href="#">Socio-economic - Our Performance - Diversity - Employment Equity in South Africa</a></p> <p>To address historical issues in South Africa, which resulted in the majority of South Africans being excluded from participating in the mainstream economy, BHP Billiton South Africa adopted an empowerment strategy of change.</p> <p><a href="#">Socio-economic - Our Performance - Diversity - Indigenous Employment and Training</a></p> <p>We recognise indigenous employment and training as an important issue and, as has been reported in previous years, undertake a number of initiatives in this regard.</p> <p><a href="#">Black Economic Empowerment Procurement Policy implemented across our sites in southern Africa</a></p> <p><a href="#">EKATI training program promotes sustainable new careers in the emerging Canadian underground diamond mining industry</a></p> <p><a href="#">Mozal - a model for integrating sustainability into resource projects</a></p>	<p><a href="#">HR4</a></p> <p><a href="#">LA10</a></p> <p><a href="#">LA11</a></p>
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**Principle 7: Businesses should support a precautionary approach to environmental challenges**

<p><a href="#">Sustainable Development Policy</a></p> <p><a href="#">HSEC Management Standards (PDF 284KB)</a></p> <p><a href="#">HSEC Management Standard 3</a></p> <p><a href="#">Enterprise-Wide Risk Management Policy</a></p>	<p><a href="#">HSEC Targets Scorecard</a></p> <p>Risk registers are in place and maintained at all required sites, businesses and Corporate levels.</p> <p><a href="#">Governance - Our Performance- Risk Management</a></p> <p>An HSEC risk assessment project was established, which will continue over the coming year.</p> <p><a href="#">Selbaie Mine develops environmental program for the long term</a></p> <p><a href="#">The Worsley Alumina Air Emissions Impact Assessment Project</a></p> <p><a href="#">Land rehabilitation programs at Cerrejón and Mt Arthur Coal show the value of mine closure planning</a></p> <p><a href="#">Recognising and managing the impacts of our operations on biodiversity values</a></p>	<p><a href="#">3.13</a></p>
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**Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility**

<p><a href="#">Sustainable Development Policy</a></p> <p><a href="#">HSEC Management Standards (PDF 284KB)</a></p> <p><a href="#">HSEC Management Standard 5</a></p> <p><a href="#">HSEC Management Standard 12</a></p>	<p><a href="#">HSEC Targets Scorecard</a></p> <ul style="list-style-type: none"> <li>• Three Level 3 environmental incidents.</li> <li>• 100 per cent of required self assessments were completed at operating sites.</li> <li>• All sites requiring ISO 14001 are certified or have been recommended for certification by their ISO auditor.</li> <li>• Energy conservation plans in place at all required sites and at 11 sites that were below the emissions threshold.</li> <li>• Greenhouse gas management programs in place at all required sites and at 12 sites that were below the emissions threshold.</li> <li>• Water management plans in place at 98 per cent of required sites and at 26 sites that were below the usage threshold.</li> <li>• Waste minimisation programs in place at 98 per cent of required sites and at 14 sites that were not required to meet this target.</li> <li>• Land management plans in place at 98 per cent of required sites and at 21 sites that were not required to meet this target.</li> <li>• Life cycle assessments completed for all major minerals products. In addition, we have also commenced work on the life cycle assessments of several minor products.</li> </ul> <p><a href="#">Environment - Our Performance - Environmental Management Systems</a></p> <p>During the reporting period we continued to strengthen environmental management systems across our operations</p> <p><a href="#">Environment - Our Performance - Closure Standard Update</a></p> <p>We progressed implementation of the Company-wide Closure Standard.</p> <p><a href="#">Environment - Our Approach - Climate Change</a></p> <p>We are working on activities related to climate change risks and opportunities in a number of ways.</p> <p><a href="#">Environment - Our Performance- Biodiversity</a></p> <p>Over the reporting period we progressed a number of aspects ranging from biodiversity plans at some sites through to biodiversity-related research and development.</p> <p><a href="#">Working towards our water target</a></p> <p><a href="#">Land rehabilitation programs at Cerrejón and Mt Arthur Coal show the value of mine closure planning</a></p> <p><a href="#">Recognising and managing the impacts of our operations on biodiversity values</a></p> <p><a href="#">Managing dust suppression issues at our operations</a></p>	<p><a href="#">EN1</a></p> <p><a href="#">EN2</a></p> <p><a href="#">EN3</a></p> <p><a href="#">EN4</a></p> <p><a href="#">EN5</a></p> <p><a href="#">EN6</a></p> <p><a href="#">EN7</a></p> <p><a href="#">EN8</a></p> <p><a href="#">EN9</a></p> <p><a href="#">EN10</a></p> <p><a href="#">EN11</a></p> <p><a href="#">EN12</a></p> <p><a href="#">EN13</a></p> <p><a href="#">EN14</a></p> <p><a href="#">EN15</a></p> <p><a href="#">EN16</a></p> <p><a href="#">1.1</a></p>
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**Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies**

<p><a href="#">Sustainable Development Policy</a></p> <p><a href="#">HSEC Management Standards (PDF 284KB)</a></p> <p><a href="#">HSEC Management Standard 9</a></p> <p><a href="#">HSEC Management Standard 12</a></p>	<p><a href="#">HSEC Targets Scorecard</a></p> <ul style="list-style-type: none"> <li>• Three Level 3 environmental incidents.</li> <li>• 100 per cent of required self assessments were completed at operating sites.</li> <li>• All sites requiring ISO 14001 are certified or have been recommended for certification by their ISO auditor.</li> <li>• Energy conservation plans in place at all required sites and at 11 sites that were below the emissions threshold.</li> <li>• Greenhouse gas management programs in place at all required sites and at 12 sites that were below the emissions threshold.</li> <li>• Water management plans in place at 98 per cent of required sites and at 26 sites that were below the usage threshold.</li> <li>• Waste minimisation programs in place at 98 per cent of required sites and at 14 sites that were not required to meet this target.</li> <li>• Land management plans in place at 98 per cent of required sites and at 21 sites that were not required to meet this target.</li> <li>• Life cycle assessments completed for all major minerals products. In addition, we have also commenced work on the life cycle assessments of several minor products.</li> </ul> <p><a href="#">Governance - Our Performance - Stewardship</a></p> <p>Over the past year we have been working to refine our understanding of stewardship and how we can better integrate it into our organisation.</p> <p><a href="#">Environment - Our Performance - Environmental Spending</a></p> <p>Over the reporting period environmental expenditure for the Group totalled US\$267 million.</p> <p><a href="#">Environment - Our Performance- Biodiversity</a></p> <p>Over the reporting period we progressed a number of aspects ranging from biodiversity plans at some sites through to biodiversity-related research and development.</p> <p><a href="#">Working towards our water target</a></p> <p><a href="#">Managing dust suppression issues at our operations</a></p>	<p><a href="#">EN17</a></p>
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**Principle 10: Businesses should work against all forms of corruption, including extortion and bribery**

<p><a href="#">Sustainable Development Policy</a></p> <p><a href="#">Guide to Business Conduct</a></p> <p><a href="#">HSEC Management Standards (PDF 284KB)</a></p> <p><a href="#">HSEC Management Standard 8</a></p>	<p><a href="#">Governance - Our Performance - Business Conduct</a></p> <p>There were 103 substantive enquiries to the Business Conduct Helpline and fraud hotline systems.</p> <p><a href="#">Socio-economic - Our Performance - Economic Contributions</a></p> <p>Our economic contribution to society includes the value that flows from the broader contributions of our operations, such as payments to our employees and suppliers and disbursements to governments, including taxes and royalties.</p> <p><a href="#">Socio-economic - Our Performance - Value Add</a></p> <p>Refer to our table on Expenditure by Region for disclosure of regional tax payments.</p> <p><a href="#">Business conduct and the supply relationship</a></p>	<p><a href="#">SO2</a></p>
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