

A close-up photograph of a green leaf, showing a detailed network of veins. The veins are light green and form a complex, branching pattern across the darker green leaf surface. The lighting is soft, highlighting the texture and structure of the leaf's vascular system.

**BHP**

**Sustainability  
Reporting  
Navigator  
2018**

# Sustainability Reporting Navigator 2018

**BHP's Sustainability Reporting Navigator 2018 supplements our BHP Sustainability Report 2018. This report has been prepared in accordance with the GRI Standards: Comprehensive option.**

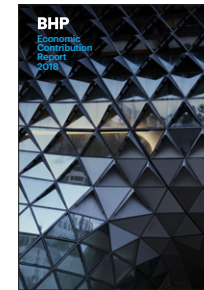
The Sustainability Reporting Navigator 2018 indicates the sections of BHP's Sustainability Report 2018, Annual Report 2018, Economic Contribution Report 2018, Water Report 2018 and Climate Change: Portfolio Analysis Report that specifically address what we have done to address the GRI guidelines and uphold the 10 principles of the International Council on Mining and Metals and the United Nations Global Compact. The BHP Sustainability Report 2018 also serves as our Advanced Level Communication on Progress for the UN Global Compact.



Sustainability Report 2018



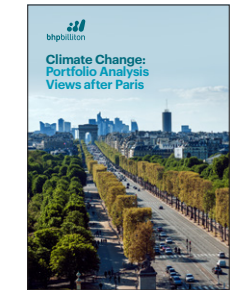
Annual Report 2018



Economic Contribution Report 2018



Water Report 2018



Climate Change: Portfolio Analysis Views after Paris



## KPMG has provided:

- limited assurance in respect of the BHP Sustainability Report 2018 for the year ended 30 June 2018 ('Sustainability Report 2018'), including Subject Matters 1 to 4 of the ICMM Sustainable Development Framework;
- reasonable assurance in respect of the greenhouse gas emissions (Scope 1 and 2) included in the Sustainability Report 2018.

A copy of KPMG's independent assurance report is in the Sustainability Report 2018.



### International Council on Mining and Metals

**Principle 1:** Implement and maintain ethical business practices and sound systems of corporate governance.

**Principle 2:** Integrate sustainable development considerations within the corporate decision-making process.

**Principle 3:** Uphold fundamental human rights and respect cultures, customs and values in dealings with employees and others who are affected by our activities.

**Principle 4:** Implement risk management strategies based on valid data and sound science.

**Principle 5:** Seek continual improvement of our health and safety performance.

**Principle 6:** Seek continual improvement of our environmental performance.

**Principle 7:** Contribute to conservation of biodiversity and integrated approaches to land use planning.

**Principle 8:** Facilitate and encourage responsible product design, use, re-use, recycling and disposal of our products.

**Principle 9:** Contribute to the social, economic and institutional development of the communities in which we operate.

**Principle 10:** Implement effective and transparent engagement, communication and independently verified reporting arrangements with our stakeholders.



### United Nations Global Compact

#### Human Rights

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

**Principle 2:** Make sure that they are not complicit in human rights abuses.

#### Labour

**Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

**Principle 4:** The elimination of all forms of forced and compulsory labour;

**Principle 5:** The effective abolition of child labour; and

**Principle 6:** The elimination of discrimination in respect of employment and occupation.

#### Environment

**Principle 7:** Businesses should support a precautionary approach to environmental challenges;

**Principle 8:** Undertake initiatives to promote greater environmental responsibility; and

**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.

#### Anti-Corruption

**Principle 10:** Businesses should work against corruption in all its forms, including extortion and bribery.

### UN Global Compact Advanced Level Criterion

#### Implementing the Ten Principles into Strategies and Operations

**Criterion 1:** The COP describes mainstreaming into corporate functions and business units.

**Criterion 2:** The COP describes value chain implementation.

#### Robust Human Rights Management Policies and Procedures

**Criterion 3:** The COP describes robust commitments, strategies or policies in the area of human rights.

**Criterion 4:** The COP describes effective management systems to integrate the human rights principles.

**Criterion 5:** The COP describes effective monitoring and evaluation mechanisms of human rights integration.

#### Robust Labour Management Policies and Procedures

**Criterion 6:** The COP describes robust commitments, strategies or policies in the area of labour.

**Criterion 7:** The COP describes effective management systems to integrate the labour principles.

**Criterion 8:** The COP describes effective monitoring and evaluation mechanisms of labour principles integration.

#### Robust Environmental Management Policies and Procedures

**Criterion 9:** The COP describes robust commitments, strategies or policies in the area of environmental stewardship.

**Criterion 10:** The COP describes effective management systems to integrate the environmental principles.

**Criterion 11:** The COP describes effective monitoring and evaluation mechanisms for environmental stewardship.

#### Robust Anti-Corruption Management Policies and Procedures

**Criterion 12:** The COP describes robust commitments, strategies or policies in the area of anti-corruption.

**Criterion 13:** The COP describes effective management systems to integrate the anti-corruption principle.

**Criterion 14:** The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption.

#### Taking Action in Support of Broader UN Goals and Issues

**Criterion 15:** The COP describes core business contributions to UN goals and issues.

**Criterion 16:** The COP describes strategic social investments and philanthropy.

**Criterion 17:** The COP describes advocacy and public policy engagement.

**Criterion 18:** The COP describes partnerships and collective action.

#### Corporate Sustainability Governance and Leadership

**Criterion 19:** The COP describes CEO commitment and leadership.

**Criterion 20:** The COP describes Board adoption and oversight.

**Criterion 21:** The COP describes stakeholder engagement.

## United Nations Sustainable Development Goals



End poverty in all its forms everywhere.



End hunger, achieve food security and improved nutrition and promote sustainable agriculture.



Ensure healthy lives and promote wellbeing for all at all ages.



Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.



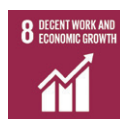
Achieve gender equality and empower all women and girls.



Ensure availability and sustainable management of water and sanitation for all.



Ensure access to affordable, reliable, sustainable and modern energy for all.



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.



Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.



Reduce inequality within and among countries.



Make cities and human settlements inclusive, safe, resilient and sustainable.



Ensure sustainable consumption and production patterns.



Take urgent action to combat climate change and its impacts\*.



Conserve and sustainably use the oceans, seas and marine resources for sustainable development.



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all, and build effective, accountable and inclusive institutions at all levels.



Strengthen the means of implementation and revitalise the global partnership for sustainable development.

\* Acknowledging that the United Nations Framework Convention on Climate Change is the primary international, intergovernmental forum for negotiating the global response to climate change.

## Materiality assessment

We conduct a materiality assessment every year to identify the sustainability issues that are most critical to our business and to our stakeholders. This process assists us to both track ongoing issues and identify emerging ones. This analysis informs our sustainability strategies and enables us to provide transparent coverage of key topics in line with Global Reporting Initiative (GRI) principles.

As part of this assessment, we analyse our risk registers and other inputs and engage with internal and external stakeholders to identify the issues of most concern to them. The Sustainability Committee reviews the assessment and provides feedback on the issues. The material issues identified by the materiality assessment we conducted in FY2018 are outlined below.

Our material issues	Section in BHP Sustainability Report 2018
Governance over non-operated joint ventures; sustainable procurement; product stewardship.	Our sustainability approach
Update on Samarco.	Samarco
Our approach to anti-corruption compliance; transparency and disclosure.	Ethics and business conduct
Diversity and inclusion; talent development; workforce composition and engagement.	People
Safety of our employees and contractors.	Safety
Health impact of our operations; workforce mental health; health impacts in local communities.	Health
Supporting local communities.	Supporting communities
Human rights.	Respecting human rights
Indigenous community engagement.	Indigenous peoples
Portfolio resilience; physical impacts of climate change; managing and minimising greenhouse gas emissions from our operations and the use of our products; energy management and security.	Climate change
Water management and access; biodiversity and land management; environmental incidents; air emissions; closure planning; exit from operations; effluent and waste management; dams and tailings facilities.	Protecting the environment
Hydraulic fracturing.	Online at <a href="http://bhp.com/casestudies">bhp.com/casestudies</a>

## Our stakeholders

As a global company, we interact with a range of stakeholders. Our methods and frequency of engaging with and listening to stakeholders are diverse:

- Globally, we communicate via our Annual General Meetings, corporate publications (including the Annual Report, Sustainability Report and other topic-specific reports), our website (bhp.com), releases to the market and media, analyst briefings, speeches and interviews with senior executives.

- At a regional and local level, each asset is required to plan, implement and document stakeholder engagement activities. This includes community forums, newsletters and reports; community perception surveys and consultation groups; implementing community complaints and grievance mechanisms; representation on specific industry association committees and initiatives; and engagement to develop community programs.

- As a key stakeholder group, we also engage with our people (employees and contractors) via tailored internal channels. These channels include our intranet; email and newsletters; town halls; and by inviting feedback and comment through employee perception surveys. Key internal announcements and videos are made available in English and Spanish.

Stakeholder	Interest	How we engage
<b>Industry peers and associations</b>		
Commodity-specific associations, as well as sector-specific associations, at national and international levels.	Diverse range of issues associated with the sector or commodity, including environmental legislation, health and safety standards, and promotion of best practice.	Representation on specific committees and engagement on specific projects with industry associations, both nationally and internationally, to develop guidelines, standards and programs, and share best practice.
<b>Investment community</b>		
Debt and equity analysts, socially responsible investment analysts and corporate governance analysts.	Alignment of our performance with shareholder interests, including good financial returns, strong governance and performance, and elements of non-financial risk.	Regular communication through analyst briefings of key issues, exchange releases, publicly available information; participation in external benchmarking initiatives.
<b>Labour unions</b>		
Labour unions represented at many of our operations.	Workers' rights and interests; collective bargaining; health and safety; remuneration; working hours; roster arrangements.	Direct communication as required, respecting the rights of employees to freely join labour unions.
<b>Local and Indigenous communities</b>		
A broad spectrum of local and Indigenous communities with interests and concerns.	Environmental and social impacts associated with our operations; opportunities for sustainable community development; interests and concerns as identified through stakeholder perception surveys, including local employment and business creation, support for social infrastructure and programs, improved community engagement mechanisms and environmental performance.	Community consultation, engagement and participation in BHP activities; work opportunities; community investment; preserving cultural heritage; targeted communications.

## Sustainability Reporting Navigator 2018 continued

Stakeholder	Interest	How we engage
<b>Media</b>		
Representatives from print, online, broadcast and social media.	Broad range of issues reflecting all stakeholder interests.	Media releases, briefings, presentations and interviews, publicly available information (Annual Report, Sustainability Report, bhp.com, linkedin.com/company/bhp, youtube.com/bhp, twitter.com/bhp).
<b>Non-government organisations (NGOs)</b>		
Environmental, social and human rights organisations at local, national and international levels.	Ethical, social and environmental performance of our operations, proposed operations, or closed operations; governance mechanisms, risk management and mitigation.	Local engagement through each operation's stakeholder engagement plan; regular engagement at the Group level with relevant national and international organisations, and through the BHP Forum for Corporate Responsibility.
<b>Shareholders</b>		
A diverse group who have invested in our business, with significant representation in Australasia, Europe, South Africa and North America.	Creation of long-term shareholder value through consistent financial returns and good governance. Ensuring high-quality governance and maintaining focus on continuous improvement and understanding shareholder concerns.	Annual General Meeting; publicly available information (Annual Report, Sustainability Report, bhp.com); regular meetings with institutional shareholders and investor representatives; investment community presentations.
<b>Society partners</b>		
Public or private organisations who we partner with on specific projects to benefit society, our host communities or the environment.	Ethical, social and environmental performance of our operations, proposed operations, or closed operations; governance mechanisms, risk management and mitigation.	Partnership boards and operating committees; Public documents (Annual Report, Sustainability Report, bhp.com); Regular engagement at the Group and Business level.
<b>Suppliers</b>		
Businesses local to our operations, as well as large international suppliers.	Supply agreements, payments and required supplier standards.	Appropriate engagement throughout supplier life cycle determined according to supplier segmentation (HSEC, business conduct and commercial dependency requirements).



## Sustainability Reporting Navigator 2018 *continued*

General Disclosures	GRI standard number	Disclosure title	BHP response	ICMM Principles	UNGC Principles	UNGC Advanced Level Criterion	UN SDGs
	102-01	Name of the organisation	BHP				
	102-02 (a)	Activities, brands, products, and services	BHP locations pp.4-5; BHP at a glance p.1; <b>Annual Report</b> section 1.10 Our businesses				
	102-03	Location of headquarters	BHP locations pp.4-5; <b>Annual Report</b> section 1.10 Our businesses				
	102-04	Location of operations	BHP locations pp.4-5				
	102-05	Ownership and legal form	<b>Annual Report</b> section 7.3 Organisational structure				
	102-06	Markets served	<b>Annual Report</b> section 7.3 Organisational structure				
	102-07	Scale of the organisation	<b>Annual Report</b> section 7.3 Organisational structure				
	102-08	Information on employees and other workers	Appendix – Performance – People Information on whether a significant portion of the reporting organisation’s activities are performed by workers who are not employees is not relevant to BHP. BHP does not report employment type by gender, as this information is not available		6		8
	102-09	Supply chain	Sustainability, our partners and our value chain p.16			2	
102-10	Significant changes to the organisation and its supply chain	Reporting boundary and scope p.6; <b>Annual Report</b> section 1.11.1 Group overview					
102-11	Precautionary Principle or approach	Our sustainability approach pp.8-18; Protecting the environment p.58; <b>Annual Report</b> section 1.6.5 Management of principal risks	2, 4	7			
102-12	External initiatives	About this Sustainability report (includes Voluntary initiatives and public commitments) p.6; BHP Sustainability Reporting Navigator 2018 (mapping to ICMM and UNGC principles)	10				
102-13	Membership of associations	About this Sustainability Report p.6; Discussion throughout the Report on our connection with industry associations					
102-14	Statement from senior decision-maker	CEO review p.3	2		19		
102-15	Key impacts, risks and opportunities	CEO review p.3, Our sustainability approach pp.8-18; Each subsequent focus area contains the key risks/issues; <b>Annual Report</b> sections 1.6.4 Principal risks; 1.6.5 Management of principal risks; 2.14 Risk management governance structure	2, 4		19		
102-16	Values, principles, standards, and norms of behaviour	<i>Our Charter</i> p.1; Our sustainability approach pp.8-18; Our FY2018 sustainability performance p.7; Our conduct p.23	1, 2	10	12, 13, 14	16	

## Sustainability Reporting Navigator 2018 *continued*

General Disclosures	GRI standard number	Disclosure title	BHP response	ICMM Principles	UNGC Principles	UNGC Advanced Level Criterion	UN SDGs
	102-17	Mechanisms for advice and concerns about ethics	Our conduct p.23; <b>Annual Report</b> section 2.3 Shareholder engagement	1, 2	10	12, 13, 14	16
	102-18	Governance structure	Sustainability Governance p.13; <b>Annual Report</b> section 2.13 Board committees	1, 2		1, 20	
	102-19	Delegating authority	Sustainability governance p.13; <b>Annual Report</b> sections 2.13 Board committees; 2.15 Management	1, 2		1, 20	
	102-20	Executive-level responsibility for economic, environmental and social topics	Sustainability governance p.13; <b>Annual Report</b> sections 2.13 Board committees; 2.13.4 Sustainability Committee Report	1, 2		1, 20	
	102-21	Consulting stakeholders on economic, environmental and social topics	<b>Annual Report</b> sections 4.8 Employee policies; 2.3 Shareholder engagement	1, 2, 10		1, 20	16
	102-22	Composition of the highest governance body and its committees	<b>Annual Report</b> sections 2.5 Board membership; 2.8 Director skills, experience and attributes; 2.10 Independence	1, 2		1, 20	5, 16
	102-23	Chair of the highest governance body	<b>Annual Report</b> sections 2.6 Chairman; 2.10 Independence	1, 2		1, 20	16
	102-24	Nominating and selecting the highest governance body	<b>Annual Report</b> sections 2.5 Board membership; 2.8 Director skills, experience and attributes	1, 2		1, 20	5, 16
	102-25	Conflicts of interest	<b>Annual Report</b> section 2.10 Independence (Conflict of interest)	1, 2		1, 20	16
102-26	Role of highest governance body in setting purpose, values and strategy	<b>Annual Report</b> sections 2.4 Role and responsibilities of the Board; 4.9 Corporate governance	1, 2		1, 20		
102-27	Collective knowledge of highest governance body	<b>Annual Report</b> sections 2.8 Director skills, experience and attributes; 2.9 Director induction, training and development	1, 2		1, 20	4	
102-28	Evaluating the highest governance body's performance	<b>Annual Report</b> section 2.11 Board evaluation	1, 2		1, 20		
102-29	Identifying and managing economic, environmental and social impacts	Sustainability governance p.13; <b>Annual Report</b> section 2.4 Role and responsibilities of the Board	1, 2		1, 20	16	
102-30	Effectiveness of risk management processes	Managing risk p.14; <b>Annual Report</b> sections 2.4 Role and responsibilities of the Board; 2.13.1 Risk and Audit Committee Report	1, 2, 4		1, 20		
102-31	Review of economic, environmental and social topics	Sustainability governance p.13; <b>Annual Report</b> sections 2.12 Board meetings and attendance; 2.13 Board committees; 2.13.4 Sustainability Committee Report	1, 2, 4		1, 20		
102-32	Highest governance body's role in sustainability reporting	Sustainability governance p.13; Materiality analysis p.15; <b>Annual Report</b> section 2.13.4 Sustainability Committee Report	1, 2		1, 20		

## Sustainability Reporting Navigator 2018 *continued*

General Disclosures	GRI standard number	Disclosure title	BHP response	ICMM Principles	UNGC Principles	UNGC Advanced Level Criterion	UN SDGs
	102-33	Communicating critical concerns	<b>Annual Report</b> section 2.3 Shareholder engagement. In addition to a corporate feedback mechanism (EthicsPoint), feedback mechanisms have been implemented at all of our operations and significant projects. Significant incidents related to health, safety, environment and the community are reviewed by the Sustainability Committee of our Board. Feedback is rated on a scale of seriousness, and critical concerns are flagged	1, 2, 10		1, 20	
	102-34	Nature and total number of critical concerns	Sustainability governance p.13; Our conduct p.23; <b>Annual Report</b> sections 2.3 Shareholder engagement; 2.13.4 Sustainability Committee Report	1, 2, 10		1, 20	
	102-35	Remuneration policies	Sustainability governance p.13; Managing risk p.14 <b>Annual Report</b> section 3.3 Annual report on remuneration	1, 2		1, 20	
	102-36	Process for determining remuneration	<b>Annual Report</b> sections 2.13.2 Remuneration Committee Report; 3.3 Annual report on remuneration	1, 2		1, 20	
	102-37	Stakeholders' involvement in remuneration	<b>Annual Report</b> section 2.3 Shareholder engagement	10		1, 20	16
	102-38	Annual total compensation ratio	Performance data – People pp.65–66		6	1, 20	
	102-39	Percentage increase in annual total compensation ratio	Performance data – People pp.65–66		6	1, 20	
	102-40	List of stakeholder groups	About this Sustainability Report p.6 BHP Sustainability Reporting Navigator 2018 – Engaging with our key stakeholders	10		21	
	102-41	Collective bargaining agreements	Employment relations p.27	3	1, 3		8
102-42	Identifying and selecting stakeholders	About this Sustainability Report p.6 Sustainability Reporting Navigator 2018 – Engaging with our key stakeholders	10		21		
102-43	Approach to stakeholder engagement	About this Sustainability Report p.6 Sustainability Reporting Navigator 2018 – Engaging with our key stakeholders	10		21		
102-44	Key topics and concerns raised	Our stakeholders p.6; Our material sustainability issues p.15; Engaging with host communities p.37; Sustainability Reporting Navigator 2018 – Our stakeholders.	10		21		
102-45	Entities included in the consolidated financial statements	BHP locations pp.4–5; About this Sustainability Report p.6; <b>Annual Report</b> section 7.3 Organisational structure					

## Sustainability Reporting Navigator 2018 *continued*

	GRI standard number	Disclosure title	BHP response	ICMM Principles	UNGC Principles	UNGC Advanced Level Criterion	UN SDGs
General Disclosures	102-46	Defining report content and topic boundaries	About this Sustainability Report p.6; Our material sustainability issues p.15; Sustainability Reporting Navigator 2018 – Our Stakeholders				
	102-47	List of material topics	Our material sustainability issues p.15				
	102-48	Restatements of information	Footnotes throughout the Sustainability Report				
	102-49	Changes in reporting	About this Sustainability Report p.6				
	102-50	Reporting period	About this Sustainability Report p.6	10			
	102-51	Date of most recent report	FY2018				
	102-52	Reporting cycle	Annual	10			
	102-53	Contact point for questions regarding the report	About this Sustainability Report p.6	10			
	102-54	Claims of reporting in accordance with the GRI Standards	Sustainability Reporting Navigator 2018				
	102-55	GRI content index	Sustainability Reporting Navigator 2018			19	
	102-56	External assurance	About this Sustainability Report p.6; KPMG independent assurance report to the Directors and management of BHP p.69; <b>Annual Report</b> section 5.6 Independent Auditors’ reports				
	Management approach	103-01	Explanation of the material topic and its boundary	In each section of the Report			
103-02		The management approach and its components	In each section of the Report				1, 5, 8, 16

Impact boundary key

- 1. Employees and contractors; 2. Business partners (JVs); 3. Local communities;
- 4. Customers; 5. Labour unions; 6. Shareholders and investor groups;
- 7. Industry peers and associations; 8. Government and regulators; 9. Suppliers;
- 10. Community organisations and NGOs (including environment)

Economic	GRI standard number	Disclosure title	BHP response	ICMM Principles	UNGC Principles	UNGC Advanced Level Criterion	UN SDGs	Impact boundary
<b>Economic performance</b>								1, 2, 3, 5, 7, 8, 9, 10
201-01	Direct economic value generated and distributed	Supporting communities pp.37-44; Performance – Society p.66; Also see BHP Economic Contributions Report 2018 available online at bhp.com	9		9, 10, 11	2, 5, 7, 8, 9		
201-02	Financial implications and other risks and opportunities due to climate change	Climate change – Managing risk and opportunity p.56; Information also available in BHP's Climate Change – Portfolio Analysis Views after Paris Report and our CDP response (available online at bhp.com)/climate; <b>Annual Report</b> section 1.6.5 Management of principal risks	6	7	9, 10, 11, 17	13		
201-03	Defined benefit plan obligations and other retirement plans	<b>Annual Report</b> section 5.1 Consolidated Financial Statements: Note 24 Pension and other post-retirement obligations						
201-4	Financial assistance received from government	BHP does not receive significant financial assistance from governments						
<b>Market presence</b>								
202-01	Ratios of standard entry level wage by gender compared to local minimum wage	Appendix – Performance – People pp.65-66		6	6	1, 5, 8		
202-02	Proportion of senior management hired from the local community	Appendix – Performance – People (Footnote 3) p.66	9	6	6	8		
<b>Indirect economic impacts</b>								1, 2, 3, 7, 8, 9, 10
203-01	Infrastructure investments and services supported	Supporting communities pp.37-44; Also see BHP Economic Contributions Report 2018 available online at bhp.com	9		15, 16, 18	2, 5, 7, 9, 11		
203-02	Significant indirect economic impacts	Transparency and accountability p.22; Supporting communities pp.37-44; Also see BHP Economic Contributions Report 2018 available online at bhp.com	9		15, 16, 18	1, 2, 3, 8, 10, 17		
<b>Procurement practices</b>								2, 3, 4, 9, 10
204-01	Proportion of spending on local suppliers	Supporting local economic growth p.43	9		2	12		

**Impact boundary key**  
 1. Employees and contractors; 2. Business partners (JVs); 3. Local communities;  
 4. Customers; 5. Labour unions; 6. Shareholders and investor groups;  
 7. Industry peers and associations; 8. Government and regulators; 9. Suppliers;  
 10. Community organisations and NGOs (including environment)

Economic	GRI standard number	Disclosure title	BHP response	ICMM Principles	UNGC Principles	UNGC Advanced Level Criterion	UN SDGs	Impact boundary
	<b>Anti-corruption</b>							
	205-01	Operations assessed for risks related to corruption	Anti-corruption p.23; More information our anti-corruption compliance program (including risk assessments, training and communication) is available on online at <a href="http://www.bhp.com/anticorruption">www.bhp.com/anticorruption</a>	1	10	12, 13, 14	16	
	205-02	Communication and training about anti-corruption policies and procedures	Anti-corruption p.23; More information our anti-corruption compliance program (including risk assessments, training and communication) is available on online at <a href="http://www.bhp.com/anticorruption">www.bhp.com/anticorruption</a>	1, 2		12, 13, 14	16	
	205-03	Confirmed incidents of corruption and actions taken	Our conduct/Reporting and investigations p.23; Our EthicsPoint data captures hotline reports relating to allegations of corruption; however, the outcomes are not recorded in that system due to the finding being privileged information	1	10	12, 13, 14	16	

## Sustainability Reporting Navigator 2018 continued

### Impact boundary key

1. Employees and contractors; 2. Business partners (JVs); 3. Local communities;
4. Customers; 5. Labour unions; 6. Shareholders and investor groups;
7. Industry peers and associations; 8. Government and regulators; 9. Suppliers;
10. Community organisations and NGOs (including environment)

Environment	GRI standard number	Disclosure title	BHP response	ICMM Principles	UNGC Principles	UNGC Advanced Level Criterion	UN SDGs	Impact boundary	
	<b>Materials</b>								2, 3, 8, 10
	301-01	Materials used by weight or volume	Performance data – Environment pp.66–68 (Note: materials considered are water and energy). As a producer of raw materials, we do not use recycled input materials	6	7, 8		8, 12		
	301-02	Recycled input materials used	As a producer of raw materials, we do not use recycled input materials	6	8, 9		8, 12		
	301-03	Reclaimed products and their packaging materials	As a producer of raw materials, we do not use recycled input materials. The majority of BHP's product tonnage is sold in bulk form and therefore has little or no packaging	6	8	9, 10, 11	8, 12		
	MM11	Programs and progress relating to materials stewardship	Promoting sustainability in our supply chain p.16	2, 8	8, 9		7, 8, 9, 12, 13, 17		
	<b>Energy</b>								2, 3, 8, 10
	302-01	Energy consumption within the organisation	Performance data – Environment pp.66–68 (Note: materials considered are water and energy)	6	7, 8	9, 10, 11	7, 8, 12, 13		
	302-02	Energy consumption outside of the organisation	Performance data – Environment pp.66–68; Energy from the use of sold products in FY2018 is 3,209 petajoules	6	8		7, 8, 12, 13		
	302-03	Energy intensity	Performance data – Environment p.67 (and footnote 7)	6	8		7, 8, 12, 13		
302-4	Reduction of energy consumption	Reducing our operational emissions pp.52–53; Performance data – Environment p.67	6	8, 9		7, 8, 12, 13			
302-5	Reductions in energy requirements of products and services	Supporting sustainable use of our products p.16; Performance data – Environment p.67	6	8, 9		7, 8, 12, 13			
<b>Water</b>								2, 3, 7, 8, 10	
303-01	Water withdrawal by source	Performance data – Environment pp.66–67; Note: Also see BHP Water Report 2018 available online at <a href="http://bhp.com/water">bhp.com/water</a>	6	7, 8		6			
303-02	Water sources significantly affected by withdrawal of water	Towards water stewardship p.63; Also see BHP Water Report 2018 available online at <a href="http://bhp.com/water">bhp.com/water</a>	6	8	9, 10, 11	6			
303-03	Water recycled and reused	Performance data – Environment pp.66–67; Also see BHP Water Report 2018 available online at <a href="http://bhp.com/water">bhp.com/water</a>		8		6, 8, 12			

## Sustainability Reporting Navigator 2018 continued

### Impact boundary key

1. Employees and contractors; 2. Business partners (JVs); 3. Local communities;  
4. Customers; 5. Labour unions; 6. Shareholders and investor groups;  
7. Industry peers and associations; 8. Government and regulators; 9. Suppliers;  
10. Community organisations and NGOs (including environment)

Environment	GRI standard number	Disclosure title	BHP response	ICMM Principles	UNGC Principles	UNGC Advanced Level Criterion	UN SDGs	Impact boundary
	<b>Biodiversity</b>							
	304-01	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	We are improving our collection of data to disclose this information in future	2, 7	8	9, 10, 11	6, 14, 15	
	304-02	Significant impacts of activities, products, and services on biodiversity	BHP had no significant incidents resulting from our operated activities, with significant biodiversity impacts in protected areas and areas of high biodiversity value outside protected areas reported in FY2018. Supporting biodiversity p.59	7	8	9, 10, 11	6, 14, 15	
	304-03	Habitats protected or restored	Supporting biodiversity p.59; Contributing to a Resilient Environment p.62 Case study 'Supporting biodiversity through innovation' p.61; Performance data – Environment (land set aside for conservation) p.66; Refer BHP website – Case study: Conservation International Alliance <a href="https://www.bhp.com/community/case-studies/conservation-international-alliance">https://www.bhp.com/community/case-studies/conservation-international-alliance</a>	6, 7	8	9, 10, 11	6, 14, 15	
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	We are improving our collection of data to disclose this information in future		8		6, 14, 15	
	MM01	Amount of land (owned or leased, and managed for production activities or extractive use) disturbed or rehabilitated	Supporting biodiversity p.59; Performance data – Environment p.66	2, 6, 7	8		3, 6, 12, 14, 15	
	MM02	The number and percentage of total sites identified as requiring biodiversity management plans according to stated criteria, and the number (percentage) of those sites with plans in place	Supporting biodiversity p.59	2, 6, 7	7, 8		6, 14, 15	
	MM10	Number and percentage of operations with closure plans	Rehabilitation and closure p.60	6, 9	7			
<b>Emissions</b>								2, 3, 9, 10
	305-01	Direct (Scope 1) GHG emissions	Greenhouse gas emissions graph p.53; Performance data – Environment p.67	6	7, 8	9, 10, 11	3, 12, 13, 14, 15	
	305-02	Energy indirect (Scope 2) GHG emissions	Greenhouse gas emissions graph p.53; Performance data – Environment p.67		7, 8	9, 10, 11	3, 12, 13, 14, 15	
	305-03	Other indirect (Scope 3) GHG emissions	Managing our value chain emissions p.55; Performance data – Environment p.67. Scope 3 Calculation Methodology 2018 (online at <a href="http://bhp.com/climate">bhp.com/climate</a> )	6	7, 8	9, 10, 11	3, 12, 13, 14, 15	



## Sustainability Reporting Navigator 2018 continued

### Impact boundary key

1. Employees and contractors; 2. Business partners (JVs); 3. Local communities;
4. Customers; 5. Labour unions; 6. Shareholders and investor groups;
7. Industry peers and associations; 8. Government and regulators; 9. Suppliers;
10. Community organisations and NGOs (including environment)

Environment	GRI standard number	Disclosure title	BHP response	ICMM Principles	UNGC Principles	UNGC Advanced Level Criterion	UN SDGs	Impact boundary	
	<b>Emissions continued</b>								2, 3, 9, 10
	305-04	GHG emissions intensity	Performance data – Environment pp.67–68; (footnote 7)		8	9, 10, 11	13, 14, 15		
	305-05	Reduction of GHG emissions	Reducing our operational emissions p.52; Performance data – Environment p.67; Our Climate Change Portfolio Analysis report is available online at <a href="http://bhp.com/climate">bhp.com/climate</a>	6	7, 8, 9	9, 10, 11	13, 14, 15		
	305-06	Emissions of ozone-depleting substances (ODS)	This has not been identified as a relevant/material issue and not included in our environmental data collection systems				3, 12, 13		
	305-07	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	Performance data – Environment p.68	6	7, 8	9, 10, 11	3, 12, 13, 14, 15		
	<b>Effluents and waste</b>								2, 3, 8, 10
	306-01	Water discharge by quality and destination	Performance data – Environment pp.66–67	6	8	9, 10, 11	3, 6, 12, 14		
	306-02	Waste by type and disposal method	Performance data – Environment pp.66–67	6	8	9, 10, 11	3, 6, 12		
	306-03	Significant spills	Performance data – Environment (Regional environmental fines levied) p.68; Performance data – Environment (Waste) p.68	6	8	9, 10, 11	3, 6, 12, 14, 15		
306-04	Transport of hazardous waste	BHP does not transport, import or export hazardous waste or ship hazardous waste internationally		8	9, 10, 11	3, 12			
306-05	Water bodies affected by water discharges and/or runoff	Towards water stewardship p.62; Note: Also see BHP Water Report 2018 available online at <a href="http://bhp.com/water">bhp.com/water</a>		8	9, 10, 11	6, 15			
MMO3	Total amounts of overburden, rock, tailings, and sludges and their associated risks.	Performance data – Environment (Waste) p.68; Note: We do not collect/report the amounts of overburden and rock	7		9, 10, 11	3, 6, 12			

## Sustainability Reporting Navigator 2018 *continued*

### Impact boundary key

1. Employees and contractors; 2. Business partners (JVs); 3. Local communities;  
4. Customers; 5. Labour unions; 6. Shareholders and investor groups;  
7. Industry peers and associations; 8. Government and regulators; 9. Suppliers;  
10. Community organisations and NGOs (including environment)

Environment	GRI standard number	Disclosure title	BHP response	ICMM Principles	UNGC Principles	UNGC Advanced Level Criterion	UN SDGs	Impact boundary
	<b>Environmental compliance</b>							
	307-01	Non-compliance with environmental laws and regulations	Performance data – Environment (Regional environment fines levied) p.68, section 4.17 Performance in relation to environmental regulation	6	8	9,10,11	16	
<b>Supplier environmental assessment</b>								2,8
	308-01	New suppliers that were screened using environmental criteria	Promoting sustainability in our supply chain p.16; It is within <i>our Code of Conduct</i> that contracted suppliers must state acceptance in the Pre-qualification Questionnaire and non-contracted suppliers must accept before a service/good is provided for BHP					
	308-02	Negative environmental impacts in the supply chain and actions taken	No significant negative environmental impacts reported during FY2018					

## Sustainability Reporting Navigator 2018 continued

### Impact boundary key

1. Employees and contractors; 2. Business partners (JVs); 3. Local communities; 4. Customers; 5. Labour unions; 6. Shareholders and investor groups; 7. Industry peers and associations; 8. Government and regulators; 9. Suppliers; 10. Community organisations and NGOs (including environment)

Society	GRI standard number	Disclosure title	BHP response	ICMM Principles	UNGC Principles	UNGC Advanced Level Criterion	UN SDGs	Impact boundary
	<b>Employment</b>							
	401-01	New employee hires and employee turnover	Performance data – People p.65		6	6, 7, 8	5, 8	
	401-02	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<b>Annual Report</b> sections 4.8 Employee policies and engagement; section 3.2 Remuneration policy report		6	6, 7, 8	8	
	401-03	Parental leave	Performance data – People (footnote 2) p.66		6	6, 7, 8	5, 8	
<b>Labour/Management relations</b>								<b>1, 3, 5</b>
	402-01	Minimum notice periods regarding operational changes	Minimum notice periods for termination of employment can vary from one to fourteen weeks, depending on the employee's location, role and terms of contract, and may extend up to six months for senior management	3	3	6, 7, 8	8	
	MM04	Number of strikes and lock-outs exceeding one week's duration, by country	Employee relations p.27	3	3	6, 7, 8	8	
<b>Occupational health and safety</b>								<b>1, 2, 3, 7, 9</b>
	403-01	Workers representation in formal joint management – worker health and safety committees	Field leadership p.31; Routine engagement with employees and contractors includes health and safety committees; pre-start meetings; in-field leaders discussing job-specific safety risks; and safety toolbox talks; all of which visibly demonstrate our priority of working safely	5		6, 7, 8	8	
	403-02	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	Performance data – People p.65 – (Total recordable injury frequency); We do not collect this data by gender	5	1	2, 6, 7, 8	3, 8	
	403-03	Workers with high incidence or high risk of diseases related to their occupation	Health pp.32–34; Performance data – People p.65 – (Occupational illness – employees and contractors)	5	1	6, 7, 8	3, 8	
	403-04	Health and safety topics covered in formal agreements with trade unions	Field leadership p.31; We do not have access to this information in formal agreements with trade unions	5	3	6, 7, 8	8	

## Sustainability Reporting Navigator 2018 continued

### Impact boundary key

1. Employees and contractors; 2. Business partners (JVs); 3. Local communities;  
4. Customers; 5. Labour unions; 6. Shareholders and investor groups;  
7. Industry peers and associations; 8. Government and regulators; 9. Suppliers;  
10. Community organisations and NGOs (including environment)

Society	GRI standard number	Disclosure title	BHP response	ICMM Principles	UNGC Principles	UNGC Advanced Level Criterion	UN SDGs	Impact boundary	
	<b>Training and education</b>								1, 3, 5
	404-01	Average hours of training per year per employee	Supporting strong leadership p.25; On average, our employees each received 41.5 hours of training in FY2018. This included health and safety training, as well as training to meet local and position-specific requirements. We do not collect this data by gender	5	6	6, 7, 8	4, 5, 8		
	404-02	Programs for upgrading employee skills and transition assistance programs	Supporting strong leadership p.25	3	6	6, 7, 8	8		
	404-03	Percentage of employees receiving regular performance and career development reviews	Supporting strong leadership p.20; In FY2018, 87 per cent of employees participated in formal performance management processes	3	6	6, 7, 8	5, 8		
	<b>Diversity and equal opportunity</b>								1, 3
	405-01	Diversity of governance bodies and employees	Inclusion and diversity p.26; As at 30 June 2018, the Boards of our significant subsidiary companies have 49 Directors comprising 18 per cent women, 11 nationalities, and 53 per cent are aged between 40 and 49 years		6	6, 7, 8	5, 8		
	405-02	Ratio of basic salary and remuneration of women to men	Performance data – People p.66		1, 6	6, 7, 8	5, 8, 10		
	<b>Freedom of association and collective bargaining</b>								1, 2, 3, 8, 9
	407-01	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Promoting sustainability in our supply chain p.16; Employee relations p.27; Respecting human rights p.45; No operations or suppliers have been identified as having significant risks for the right to freedom of association and collective bargaining	3	1, 2, 3	2, 3, 4, 5	8		
<b>Child labour</b>								1, 2, 3, 9	
408-01	Operations and suppliers at significant risk for incidents of child labour	Promoting sustainability in our supply chain p.16; Employee relations p.27; Respecting human rights p.45; Further information on human rights in our supply chain is available online at <a href="http://bhp.com/respectinghumanrights">bhp.com/respectinghumanrights</a> . Note: no operations have been identified as having significant risks for incidents of child labour	3	1, 2, 5	2, 3, 4, 5	8, 16			

Impact boundary key

- 1. Employees and contractors; 2. Business partners (JVs); 3. Local communities;
- 4. Customers; 5. Labour unions; 6. Shareholders and investor groups;
- 7. Industry peers and associations; 8. Government and regulators; 9. Suppliers;
- 10. Community organisations and NGOs (including environment)

Society	GRI standard number	Disclosure title	BHP response	ICMM Principles	UNGC Principles	UNGC Advanced Level Criterion	UN SDGs	Impact boundary
<b>Forced or compulsory labour</b>								1, 2, 3, 9
409-01	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Promoting sustainability in our supply chain p.15; Employment relations p.18; Respecting human rights p.30; Human rights in our supply chain is available online at bhp.com. Note: no operations have been identified as having significant risks for incidents of forced or compulsory labour	3	1, 2, 4	2, 3, 4, 5	8		
<b>Security practices</b>								1, 2, 3, 9
410-01	Security personnel trained in human rights policies or procedures	Security-related human rights risks p.45. Security and security-related human rights training is conducted regularly. During FY2018, over 37 per cent of our security employees and contractors completed security-related human rights training	3	1, 2	3, 4, 5	16		
<b>Rights of Indigenous peoples</b>								3, 8, 10
411-01	Incidents of violations involving rights of Indigenous peoples	There have been no reported incidents of violations involving rights of Indigenous peoples	3	1, 2	3, 4, 5	2		
MM05	Total number of operations taking place in or adjacent to Indigenous peoples' territories, and number and percentage of operations or sites where there are formal agreements with Indigenous peoples' communities	Performance data – Society – p.66	3, 10	1, 2	3, 4, 5	1, 2		
MM06	Number and description of significant disputes relating to land use, customary rights of local communities and Indigenous peoples	There have been no reported of significant disputes relating to land use, customary rights of local communities and Indigenous peoples	10	1		1, 2		
MM07	The extent to which grievance mechanisms were used to resolve disputes relating to land use, customary rights of local communities and Indigenous peoples, and the outcomes	Our conduct p.23; Mitigating social risks and impacts p.38; Responding to community concerns p.39; Managing human rights risks p.45; Respecting customary rights p.49	9, 10	1		1, 2		

Impact boundary key

- 1. Employees and contractors; 2. Business partners (JVs); 3. Local communities;
- 4. Customers; 5. Labour unions; 6. Shareholders and investor groups;
- 7. Industry peers and associations; 8. Government and regulators; 9. Suppliers;
- 10. Community organisations and NGOs (including environment)

Society	GRI standard number	Disclosure title	BHP response	ICMM Principles	UNGC Principles	UNGC Advanced Level Criterion	UN SDGs	Impact boundary
<b>Human rights assessment</b>								1, 2, 3, 9
412-01	Operations that have been subject to human rights reviews or impact assessments	Managing human rights risks p.45	3	1, 2	3, 4, 5			
412-02	Employee training on human rights policies or procedures	Security-related human rights risks p.45; In FY2018, 396 of our employees and contractors completed 1,574 hours of training on human rights policies and procedures concerning aspects of human rights that are relevant to their operations	3	1, 2, 3, 4, 5, 6	3, 4, 5			
412-03	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Managing human rights risks p.45	2	1, 2, 3, 4, 5, 6	3, 4, 5			
MM08	Number (and percentage) or company operating sites where artisanal and small-scale mining (ASM) takes place on, or adjacent to, the site; the associated risks and the actions taken to manage and mitigate these risks	We have no reported artisanal and small-scale mining on or adjacent to our operations		7		1, 2, 3, 6, 8, 12		
MM09	Sites where resettlements took place, the number of households resettled in each, and how their livelihoods were affected in the process	There were no resettlements undertaken at our operated assets	3, 10	1		1, 2		
<b>Local communities</b>								1, 2, 3, 6, 8, 10
413-01	Operations with local community engagement, impact assessments, and development programs	Engaging with host communities p.37	9	1				
413-02	Operations with significant actual and potential negative impacts on local communities	Engaging with host communities p.37; Mitigating social risks and impacts p.38; Responding to community concerns p.39	9	1		1, 2		
<b>Supplier social assessment</b>								1, 2, 3, 9
414-01	New suppliers that were screened using social criteria	This is within <i>our Code of Conduct</i> that contracted suppliers must state acceptance in the Pre-qualification Questionnaire and non-contracted suppliers must accept before a service/good is provided for BHP					5, 8, 16	
414-02	Negative social impacts in the supply chain and actions taken	Promoting sustainability in our supply chain p.16; Enhancing our management of human rights p.46; No significant negative social impacts reported during FY2018					5, 8, 16	

## Sustainability Reporting Navigator 2018 *continued*

### Impact boundary key

1. Employees and contractors; 2. Business partners (JVs); 3. Local communities;  
4. Customers; 5. Labour unions; 6. Shareholders and investor groups;  
7. Industry peers and associations; 8. Government and regulators; 9. Suppliers;  
10. Community organisations and NGOs (including environment)

Society	GRI standard number	Disclosure title	BHP response	ICMM Principles	UNGC Principles	UNGC Advanced Level Criterion	UN SDGs	Impact boundary
	<b>Public policy</b>							
	415-01	Political contributions	<b>Annual Report</b> section 4.13 Political donations	1	10	12, 13, 14	16	
<b>Customer health and safety</b>								1, 2, 4, 9
	416-01	Assessment of the health and safety impacts of product and service categories	Promoting sustainability in our supply chain p.16	8	1			
	416-02	Incidents of non-compliance concerning the health and safety impacts of products and services	BHP has had no significant fines concerning the provision and use of products and services reported in FY2018 exceeding US\$10 million	8			16	
<b>Socioeconomic compliance</b>								1, 2, 3, 8
	419-01	Non-compliance with laws and regulations in the social and economic area	Performance data – People – Regional safety and environmental fines levied p.65 and p.68; <b>Annual Report</b> section 6.5 Legal proceedings	4	10	12, 13, 14	16	