



PerspECtive 2018 – Fully Leveraging a Diverse Workforce: Achieving step-out project outcomes while building a high performing team

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Diversity among team members drives effectiveness

Diverse

vs

Homogenous



66% more
innovation



Supportive
leadership

vs

Unsupportive
leadership



70% likelier
to report new
market capture

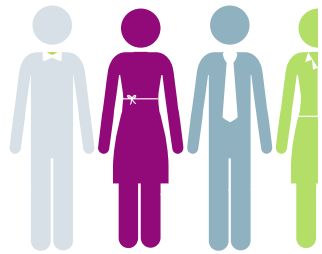


45% likelier
to report market
share growth

Diverse voices given
equal airtime

vs

Diverse voices not given
equal airtime

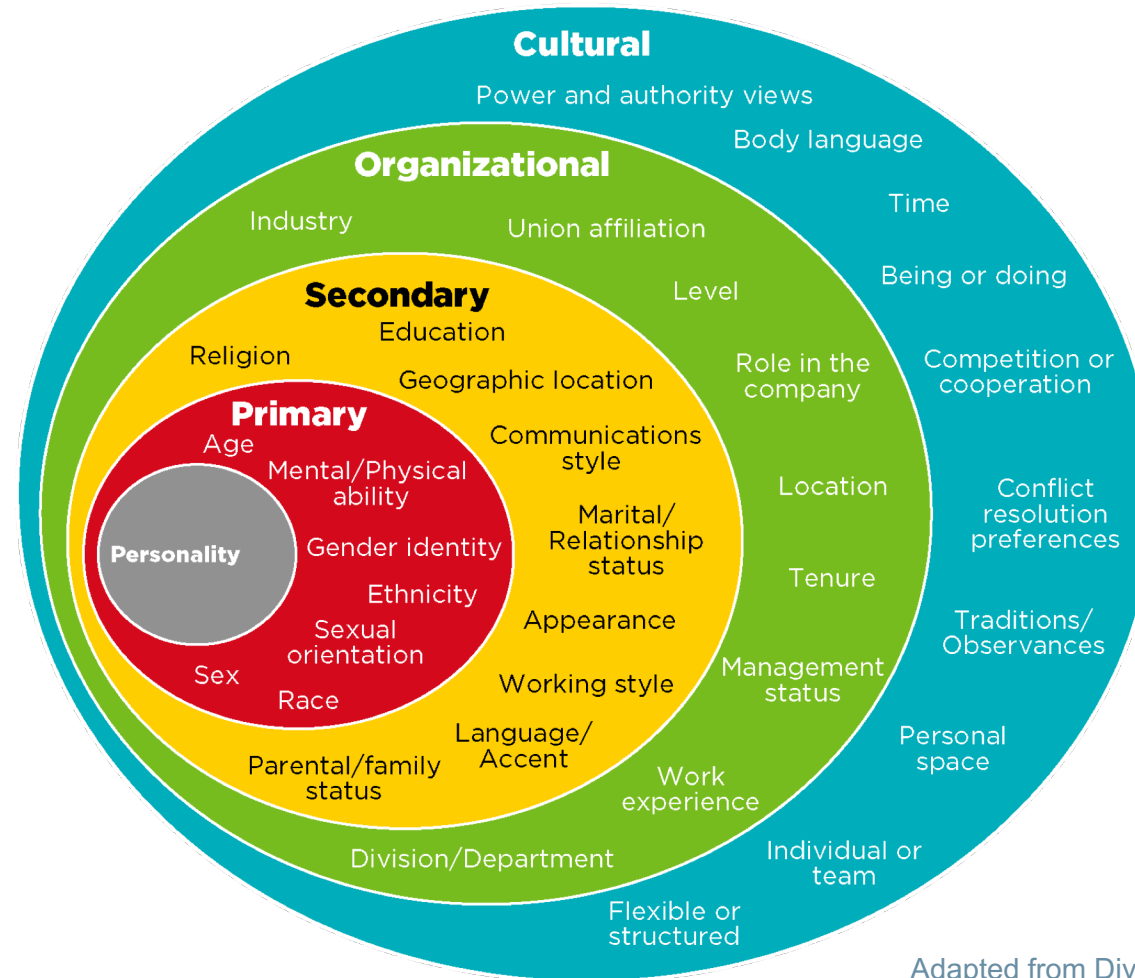


Employees are
3.5 times as
likely to contribute
to full innovative
potential



Source: Hermann International, 2013
Source: "How Diversity Can Drive Innovation," Harvard Business Review, 2013
Source: "Tracking global trends: How six key developments are shaping the business world," Ernst & Young, 2011
Courtesy of Korn Ferry

Dimensions of Diversity

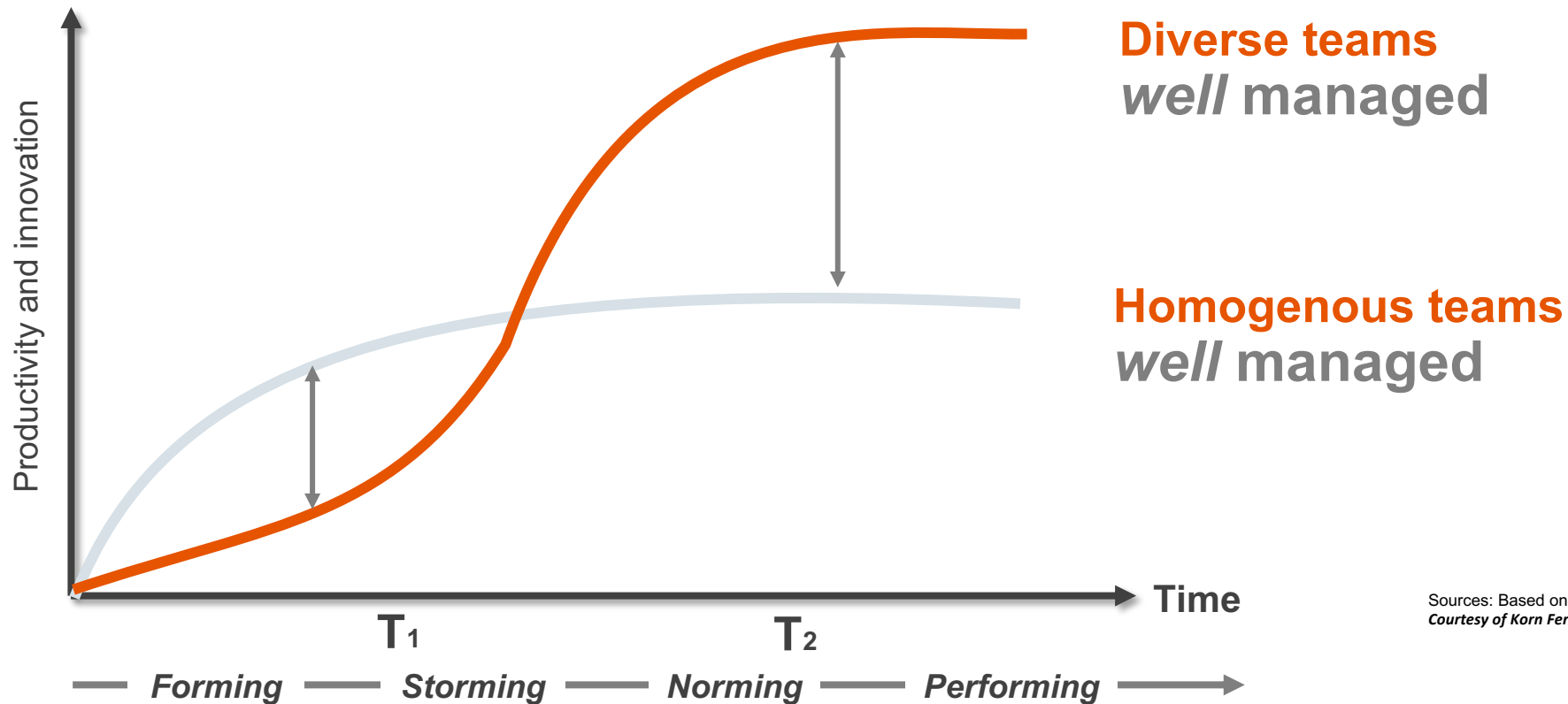


Adapted from *Diverse Teams at Work*, Loden, Gardenschwartz & Rowe, Irwin, 1994

Courtesy of Korn Ferry

Impact of team diversity on performance

Research shows that over time teams that are diverse, well-managed and able to cultivate and utilize their differences outperform and out-innovate others.



Sources: Based on Bruce Tuckman's Team Development and Performance Model
Courtesy of Korn Ferry

From our CEO

“A diverse workforce is safer, more innovative and productive. Our most diverse sites outperform the company average on many measures, such as lower injury rates, and greater adherence to work plans and production targets”

**Andrew Mackenzie,
CEO**



Our progress on achieving gender balance

- In 2016, we announced a goal to achieve gender balance globally by 2025
- Since then, there has been 2.9% increase in female representation across BHP
- Women now comprise more than 20% of our workforce
- We have 100 more female leaders today than we did a year ago



Inclusion is the key; diversity is the prize

Four priorities of the BHP's Global Inclusion and Council

- Embed flexible working
- Enabling our supply chain partners to better support our commitment to inclusion and diversity
- Uncovering and taking steps to mitigate potential bias in our systems, behaviours, policies and processes
- Ensuring our brand and industry are attractive to a diverse range of people



INCLUSION & DIVERSITY
at BHP

BHP

BHP