

# UN Global Compact Navigator

## HUMAN RIGHTS

| 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 2009 sustainability reporting  | Report Name – Section Heading   |
| Sustainable Development Policy   | <b>Human Rights Framework</b>  | Sustainability Framework – Human Rights   |
| BHP Billiton Charter   | <b>Human Rights</b>  |   |
| Code of Business Conduct   | In addition to incorporating human rights issues in its procedures and policies relating to supplier management, BHP Billiton is committed to the UN Universal Declaration of Human Rights. Our Company Charter, Code of Business Conduct and Sustainable Development Policy support our commitment. BHP Billiton believes it has not violated the rights outlined in UN Universal Declaration of Human Rights during the reporting period.  | Supplementary Information – Socio-economic Supply – Supply and Human Rights                             |
| HSEC Management Standard   | New operations or projects must have broad-based community support before proceeding with development. Free Prior and Informed Consent is only required where it is mandated by law. All our operations are required to have a risk-based human rights assessment undertaken by a qualified, independent specialist to identify and document key potential human rights exposures. In regions where risks exist, the operations are also required to have a management plan in place and to ensure that employees and contractors receive training to facilitate compliance with BHP Billiton's human rights commitments.  | Summary Report – Social Responsibility, Human Rights  |
| Commitment to UN Universal Declaration of Human Rights   | During FY2009, 32 sites reported that they had undertaken human rights training. The training was delivered to 11,226, or 27 per cent, of employees and 15,523, or 27 per cent, of contractors. In addition, 49 sites currently have cultural awareness programs in place. Thirty-nine of our sites reported having employed security forces, and 32 of these sites advised that these forces have undertaken human rights training.   |   |
| Commitment to the ICMM Sustainable Development Framework   | In instances where resettlement is unavoidable, a resettlement plan, timetable and budget, consistent with the requirements of the World Bank Operational Directive on Involuntary Resettlement must be developed and implemented in consultation with the relevant government and displaced people.   |   |
| Health and Hygiene Standard  | No significant human rights-related issues were identified in this reporting period. There were no reported community resettlements.   |   |
| Voluntary Principles on Security and Human Rights  | <b>Supply and Human Rights</b>   |   |
| World Bank Operational Directive on Involuntary Resettlement   | BHP Billiton segments its supplier sustainability requirements into global and local categories based on their risk. The Company's globally defined zero tolerance requirements cover child labour, forced and compulsory labour, inhumane treatment of employees and living wage.   | Supplementary Information – Socio-economic Supply – Supplier corporate social responsibility management |
| Life of Asset Planning   | <b>Product Stewardship and Human Rights</b>  | Supplementary Information – Social Responsibility – Product Stewardship                                 |
|  | We describe stewardship as: 'All players in a commodity life cycle working together to maximise the value to society from the mining, processing, manufacture, consumption and end of life management of that commodity – without harming people and the environment.' Whilst BHP Billiton's primary activities are in the extraction (and in some cases processing) stages of a product's life cycle, we recognise that the majority of the life cycle of the products we provide, occurs after the point of our immediate activity. We also recognise there is a strong business merit for implementing product stewardship programs in collaboration with other players in the life cycles of each of our products. |   |
|  | During the reporting period there were no known incidences of non-compliance with regulations and voluntary codes concerning: <ul style="list-style-type: none"> <li>• health and safety impacts of products and services during their life cycle</li> <li>• product and service</li> <li>• information and labelling</li> <li>• marketing communications, including advertising, promotion, and sponsorship by type of outcomes.</li> </ul>   |   |
|  | During the reporting period there were no known incidences of: <ul style="list-style-type: none"> <li>• substantiated complaints regarding breaches of customer privacy and losses of customer data.</li> </ul>  |   |

Annual Report = BHP Billiton Annual Report 2009

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# UN Global Compact Navigator continued

## HUMAN RIGHTS – continued

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

| BHP Billiton Policies, Systems and Commitments | BHP Billiton actions and performance as referenced in 2009 sustainability reporting  | Report Name – Section Heading                |
|--|--|--|
|  | <p><b>Business Conduct</b></p> <p>In July 2008 the Group Management Committee approved a revised conduct guide called Working with integrity: The Code of Business Conduct (the Code). It is founded on the BHP Billiton Charter and supported by mandatory Group-level Policies, Standards and Procedures. These include several new standards, including those covering conflict of interest, gifts and hospitality and anti-bribery, which directly relate to identified business conduct risks. The revision followed consultation with internal and external stakeholders. The Code applies to our entire workforce regardless of specific job or location and provides employees and contractors with an outline of requirements and advice about general workplace behaviour, conducting business and interacting with governments, communities and other stakeholders.</p> | Supplementary Information – Business Conduct |
|  | <p><b>Life of Asset Planning</b></p> <p>From development projects, through operations and finally closure, our assets integrate our vision for sustainable development. Significant projects are governed by the performance requirements of our Project Quality, Execution and HSEC Management Procedure. The plans to manage quality, execution and HSEC risk are included in the overall Project Execution Plan. Stakeholder requirements, as well as legislated obligations, form an important input to the planning and execution process.</p>  | Summary Report – Life of Asset Planning      |

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

| BHP Billiton Policies, Systems and Commitments               | BHP Billiton actions and performance as referenced in 2009 sustainability reporting   | Report Name   |
|--|---|---|
| Sustainable Development Policy                               | <b>Human Rights Framework</b>   | Sustainability Framework – Human Rights   |
| BHP Billiton Charter   | <b>Human Rights</b>   |   |
| Code of Business Conduct                                     | In addition to incorporating human rights issues in its procedures and policies relating to supplier management, BHP Billiton is committed to the UN Universal Declaration of Human Rights. Our Company Charter, Code of Business Conduct and Sustainable Development Policy support our commitment. BHP Billiton believes it has not violated the rights outlined in UN Universal Declaration of Human Rights during the reporting period.   | Supplementary Information – Socio-economic Supply – Supply and Human Rights                             |
| HSEC Management Standard                                     |   |   |
| Human Resources Management Standards                         | New operations or projects must have broad-based community support before proceeding with development. Free Prior and Informed Consent is only required where it is mandated by law. All our operations are required to have a risk-based human rights assessment undertaken by a qualified, independent specialist to identify and document key potential human rights exposures. In regions where risks exist, the operations are also required to have a management plan in place and to ensure that employees and contractors receive training to facilitate compliance with BHP Billiton's human rights commitments. | Summary Report – Social Responsibility, Human Rights  |
| Human Resources Policy                                       |   |   |
| Commitment to UN Universal Declaration of Human Rights       | During FY2009, 32 sites reported that they had undertaken human rights training. The training was delivered to 11,226, or 27 per cent, of employees and 15,523, or 27 per cent, of contractors. In addition, 49 sites currently have cultural awareness programs in place. Thirty-nine of our sites reported having employed security forces, and 32 of these sites advised that these forces have undertaken human rights training.  |   |
| Commitment to the ICMM Sustainable Development Framework     | In instances where resettlement is unavoidable, a resettlement plan, timetable and budget, consistent with the requirements of the World Bank Operational Directive on Involuntary Resettlement must be developed and implemented in consultation with the relevant government and displaced people. No significant human rights-related issues were identified in this reporting period. There were no reported community resettlements.   |   |
| Voluntary Principles on Security and Human Rights            | No significant human rights-related issues were identified in this reporting period. There were no reported community resettlements.  |   |
| World Bank Operational Directive on Involuntary Resettlement | <b>Supply and Human Rights</b>  |   |
|  | BHP Billiton segments its supplier sustainability requirements into global and local categories based on their risk. The Company's globally defined zero tolerance requirements cover child labour, forced and compulsory labour, inhumane treatment of employees and living wage.  | Supplementary Information – Socio-economic Supply – Supplier Corporate Social Responsibility Management |

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# UN Global Compact Navigator continued

## HUMAN RIGHTS – continued

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

| BHP Billiton Policies, Systems and Commitments | BHP Billiton actions and performance as referenced in 2009 sustainability reporting  | Report Name   |
|--|--|---|
|  | <p><b>Product Stewardship and Human Rights</b></p> <p>We describe stewardship as: 'All players in a commodity life cycle working together to maximise the value to society from the mining, processing, manufacture, consumption and end of life management of that commodity – without harming people and the environment.'</p> <p>Whilst BHP Billiton's primary activities are in the extraction (and in some cases processing) stages of a product's life cycle, we recognise that the majority of the life cycle of the products we provide, occurs after the point of our immediate activity. We also recognise there is a strong business merit for implementing product stewardship programs in collaboration with other players in the life cycles of each of our products.</p> <p>During the reporting period there were no known incidences of non-compliance with regulations and voluntary codes concerning:</p> <ul style="list-style-type: none"> <li>• health and safety impacts of products and services during their life cycle</li> <li>• product and service</li> <li>• information and labelling</li> <li>• marketing communications, including advertising, promotion, and sponsorship by type of outcomes.</li> </ul> <p>During the reporting period there were no known incidences of:</p> <ul style="list-style-type: none"> <li>• substantiated complaints regarding breaches of customer privacy and losses of customer data.</li> </ul> | Supplementary Information – Social Responsibility – Product Stewardship |
|  | <p><b>Health and Safety Framework</b></p>  | Sustainability Framework – Health and Safety                            |
|  | <p><b>Health and Safety</b></p> <p>We do not compromise our safety values, and seek ways to promote and improve the health of our workforce and the community.</p> <p>The health and safety of our people are values which will not be compromised. We seek to create a mind-set and environment where people believe it is possible to work illness and injury free – regardless of where they are in the world, what role they undertake or in which business they work.</p> <p>We recognise and promote the importance of our employees being both fit for work and fit for life. We work with the communities in which we operate to support programs focused on significant community health and safety issues that may also impact our workforce and their dependants.</p> <p>BHP Billiton has increased its focus on controlling exposures that may result in long-term harm at source. The Company's new Health and Hygiene Standard requires all sites to integrate exposure control into new projects and processes and to implement exposure control plans to control, at source, existing exposures which exceed 50 per cent of the occupational exposure limit or, for noise, 80 dB(A). Additionally, the standard requires that health surveillance programs must be implemented for these workers.</p>  | Supplementary Information – Health                                      |
|  | <p><b>Community Relations Framework</b></p>  | Sustainability Framework – Community Relations                          |
|  | <p><b>Social Responsibility – Community</b></p> <p>While our businesses tailor their community relations programs to suit the local context, our Community Standard provides the mandatory requirements to be implemented by all our operations. For example, our sites are required to have community relations plans that aim to contribute to sustainable communities. The plans must be formulated using baseline social assessments, developed in consultation with key stakeholders, and reviewed and updated annually in collaboration with stakeholders as part of the business planning process.</p> <p>As part of the community planning process, all key stakeholders, including local and Indigenous communities, must be identified and an analysis undertaken to understand their interests and relationship with the business.</p> <p>We require all our sites to record and track the management of community concerns. During the reporting period, our sites received 377 complaints.</p> <p>During FY2009 we established a new requirement that all businesses are to have dispute resolution processes to enable individuals or groups impacted by the Group's activities to openly raise concerns and to facilitate resolution of any grievances.</p>   | Summary Report – Social Responsibility                                  |

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## HUMAN RIGHTS – continued

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

| BHP Billiton Policies, Systems and Commitments | BHP Billiton actions and performance as referenced in 2009 sustainability reporting   | Report Name   |
|--|---|---|
|  | <p><b>People</b></p> <p>We encourage a diverse workforce and provide a work environment in which everyone is treated fairly, with respect and can realise their full potential.</p> <p>On average in FY2009, 15 per cent of BHP Billiton's workforce was made up of females. Approximately eight per cent of management positions are held by females. The overall employee breakdown by age group showed that employees aged between 30–39 continue to be the largest employee age group, followed by 40–49 age bracket.</p> <p>BHP Billiton employee remuneration packages must be based on merit, aligned to our business requirements and sufficiently attractive to recruit and retain the best people. The Company's remuneration policy and practices do not differentiate based on gender.</p> <p>Workers unions are present at many of our operating sites and are represented at local, national and international levels.</p> <p>A significant portion of our workforce is contractor-based. We work closely with our contracting companies to encourage that employee relations as governed by those companies are consistent with those of BHP Billiton, and that they too comply with our Charter and Code of Business Conduct.</p> <p>The diverse nature of our business means we have a mix of collective and individually regulated employment arrangements. Whatever the nature of those arrangements, we recognise the right of our employees to freely associate and join trade unions. In FY2009, around 48 per cent of our global workforce was covered by collective agreements.</p> | <p>Sustainability Framework – Community Relations</p> <p>Supplementary Information – People</p> <p>Supplementary Information – Our Stakeholders</p> <p>Summary Report – People – Employee Relations</p> |
|  | <p><b>Business Conduct</b></p> <p>In July 2008 the Group Management Committee approved a revised conduct guide called Working with Integrity: The Code of Business Conduct (the Code). It is founded on the BHP Billiton Charter and supported by mandatory Group-level Policies, Standards and Procedures. These include several new Standards, including those covering conflict of interest, gifts and hospitality and anti-bribery, which directly relate to identified business conduct risks. The revision followed consultation with internal and external stakeholders. The Code applies to our entire workforce regardless of specific job or location and provides employees and contractors with an outline of requirements and advice about general workplace behaviour, conducting business and interacting with governments, communities and other stakeholders.</p>  | <p>Supplementary Information – Business Conduct</p>   |
|  | <p><b>Life of Asset Planning</b></p> <p>From development projects, through operations and finally closure, our assets integrate our vision for sustainable development. Significant projects are governed by the performance requirements of our Project Quality, Execution and HSEC Management Procedure. The plans to manage quality, execution and HSEC risk are included in the overall Project Execution Plan. Stakeholder requirements, as well as legislated obligations, form an important input to the planning and execution process.</p>   | <p>Summary Report – Life of Asset Planning</p>  |

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# UN Global Compact Navigator continued

## LABOUR STANDARDS

| Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining |  |  |
|--|--|--|
| BHP Billiton Policies, Systems and Commitments   | BHP Billiton actions and performance as referenced in 2009 sustainability reporting  | Report Name  |
| Sustainable Development Policy<br>Human Resources Strategy and Standards<br>Human Resources Policy<br>Code of Business Conduct       | <b>Human Rights Framework</b>  | Sustainability Framework – Human Rights  |
|  | <b>Employee relations</b><br>Our approach also aims to take into account relevant legislative requirements, industry practices, standards or norms that may exist within a country or region and special circumstances that may apply.<br>It is common in our labour agreements to cover organisational change and the process by which such change is socialised and then effected. We seek to comply with local legislation and liaise and consult with employees when practical regarding organisational changes.   | Supplementary Information – Social Responsibility – Community<br>Supplementary Information – People  |
|  | <b>Freedom of Association</b><br>A significant portion of our workforce is contractor-based. We work closely with our contracting companies to encourage that employee relations as governed by those companies are consistent with those of BHP Billiton, and that they too comply with our Charter and Code of Business Conduct.<br>The diverse nature of our business means we have a mix of collective and individually regulated employment arrangements.<br>Whatever the nature of those arrangements, we recognise the right of our employees to freely associate and join trade unions.<br>In FY2009, around 48 per cent of our global workforce was covered by collective agreements.<br>We respect the right of all employees to freely choose to join labour unions. We have a mix of collective and individual work arrangements at our sites. Prospective employees are made aware of employment arrangements prior to joining the Company. Whatever the nature of those arrangements, we recognise the right of our employees to freely associate and join trade unions.         | Sustainability Summary Report – People-Employee relations<br>Supplementary Information – Our Stakeholders                                    |
|  | <b>Remuneration</b><br>Employment is offered and provided based on merit. All employees and applicants for employment will be treated and evaluated according to their job-related skills, qualifications, abilities and aptitudes only. Employment decisions based on attributes other than a person’s qualification to perform a job – for example, race, colour, gender, religion, personal associations, national origin, age, disability, political beliefs, HIV status, marital status, pregnancy, sexual orientation or family responsibilities are prohibited. We recognise, however, that affirmative action may be required to address historical imbalances and past discrimination, through programs such as Indigenous employment and training and black empowerment.<br>Wages and benefits must, as a minimum, meet whichever is higher – national legal standards or local industry benchmarks. Where no minimum wage legislation exists, the supplier must seek to establish a wage that ensures an adequate standard of living for all of its employees and their dependants. | Sustainability Framework – Human Rights<br>Supplementary Information – Socio-economic Supply – Suppliers Corporate Responsibility Management |

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# UN Global Compact Navigator continued

## LABOUR STANDARDS – continued

| Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour |  |   |
|--|--|---|
| BHP Billiton Policies, Systems and Commitments   | BHP Billiton actions and performance as referenced in 2009 sustainability reporting  | Report Name   |
| Sustainable Development Policy   | <b>Human Rights Framework</b>  | Sustainability Framework – Human Rights   |
| Code of Business Conduct   | <b>New Operations</b>  | Summary Report – Social Responsibility  |
| Commitment to UN Universal Declaration of Human Rights   | New operations or projects must have broad-based community support before proceeding with development. Free Prior and Informed Consent is only required where it is mandated by law. All our operations are required to have a risk-based human rights assessment undertaken by a qualified, independent specialist to identify and document key potential human rights exposures. In regions where risks exist, the operations are also required to have a management plan in place and to ensure that employees and contractors receive training to facilitate compliance with BHP Billiton’s human rights commitments.  |   |
|  | <b>Child and Forced Labour</b>   | Summary Report – People   |
|  | It is mandated that supplier corporate responsibility management must be consistent with BHP Billiton’s Code to Business Conduct and Health Safety, Environment and Community (HSEC) Management Standard.<br>BHP Billiton segments its supplier sustainability requirements into global and local categories based on their risk. The Company’s globally defined zero tolerance requirements cover:<br><ul style="list-style-type: none"> <li>• Child labour: children must not be hired to work before completing their compulsory education. The minimum age for entry into employment must not be younger than 15 years of age.</li> <li>• Forced or compulsory labour: the supplier must ensure there is no forced, bonded or involuntary labour.</li> <li>• Inhumane treatment of employees: the supplier must create and maintain an environment that treats all employees with dignity and respect with no threats of violence, sexual exploitation or abuse, verbal or psychological harassment or abuse.</li> </ul> |   |
|  | <b>Remuneration</b>  | Supplementary Information – Socio-economic Supply – Supplier Corporate Social Responsibility Management |
|  | Living wage: wages and benefits must, as a minimum, meet whichever is higher – national legal standards or local industry benchmarks. Where no minimum wage legislation exists, the supplier must seek to establish a wage that ensures an adequate standard of living for all of its employees and their dependants.  |   |

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# UN Global Compact Navigator continued

## LABOUR STANDARDS – continued

| Principle 5: Businesses should uphold the effective abolition of child labour                                   |   |   |
|---|---|---|
| BHP Billiton Policies, Systems and Commitments  | BHP Billiton actions and performance as referenced in 2009 sustainability reporting   | Report Name   |
| Sustainable Development Policy  | <b>Human Rights Framework</b>   | Sustainability Framework – Human Rights   |
| Code of Business Conduct  | <b>New Operations</b>   | Summary Report – Social Responsibility  |
| Commitment to UN Universal Declaration of Human Rights  | <p>New operations or projects must have broad-based community support before proceeding with development. Free Prior and Informed Consent is only required where it is mandated by law. All our operations are required to have a risk-based human rights assessment undertaken by a qualified, independent specialist to identify and document key potential human rights exposures. In regions where risks exist, the operations are also required to have a management plan in place and to ensure that employees and contractors receive training to facilitate compliance with BHP Billiton's human rights commitments.</p> <p><b>Child and Forced Labour</b></p> <p>In line with our commitment to the UN Universal Declaration of Human Rights, we prohibit the use of child labour or forced labour at our operations</p> <p>It is mandated that supplier corporate responsibility management must be consistent with BHP Billiton's Code to Business Conduct and Health Safety, Environment and Community (HSEC) Management Standard. BHP Billiton segments its supplier sustainability requirements into global and local categories based on their risk. The Company's globally defined zero tolerance requirements cover:</p> <ul style="list-style-type: none"> <li>• Child labour: children must not be hired to work before completing their compulsory education. The minimum age for entry into employment must not be younger than 15 years of age.</li> <li>• Forced or compulsory labour: the supplier must ensure there is no forced, bonded or involuntary labour.</li> <li>• Inhumane treatment of employees: the supplier must create and maintain an environment that treats all employees with dignity and respect with no threats of violence, sexual exploitation or abuse, verbal or psychological harassment or abuse.</li> </ul> | <p>Summary Report – People</p> <p>Supplementary Information – Socio-economic – Supply</p> |
| Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation |   |   |
| BHP Billiton Policies, Systems and Commitments  | BHP Billiton actions and performance as referenced in 2009 sustainability reporting   | Report Name   |
| Sustainable Development Policy  | <b>Human Rights Framework</b>   | Sustainability Framework – Human Rights   |
| Employee Principles   | <b>Diversity</b>  | Sustainability Framework – Human Rights   |
| Employee Relations Standard   | <p>We encourage a diverse workforce and provide a work environment in which everyone is treated fairly, with respect and can realise their full potential.</p> <p>BHP Billiton is committed to developing a diverse workforce and providing a work environment in which every employee is treated fairly and with respect and has the opportunity to contribute to business success and realise their potential. In real terms this means harnessing the unique skills, experience and perspectives that each individual brings, recognising that these differences are important to our success as a company.</p> <p>On average in FY2009, 15 per cent of BHP Billiton's workforce was made up of females. Approximately eight per cent of management positions are held by females.</p> <p>The overall employee breakdown by age group showed that employees aged between 30–39 continue to be the largest employee age group, followed by 40–49 age bracket.</p> <p>BHP Billiton employee remuneration packages must be based on merit, aligned to our business requirements and sufficiently attractive to recruit and retain the best people. The Company's remuneration policy and practices do not differentiate based on gender.</p>  | Supplementary Information – People  |
| Code of Business Conduct  |   |   |
| Commitment to UN Universal Declaration of Human Rights  |   |   |

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# UN Global Compact Navigator continued

## LABOUR STANDARDS – continued

| Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation – continued |  |   |
|---|--|---|
| BHP Billiton Policies, Systems and Commitments  | BHP Billiton actions and performance as referenced in 2009 sustainability reporting  | Report Name                             |
|   | <p><b>Remuneration</b></p> <p>BHP Billiton employee remuneration packages must be based on merit, aligned to our business requirements and sufficiently attractive to recruit and retain the best people. The Company's remuneration policy and practices do not differentiate based on gender.</p>  | Supplementary Information – People      |
|   | <p><b>Employment equity</b></p> <p>Employment is offered and provided based on merit. All employees and applicants for employment will be treated and evaluated according to their job-related skills, qualifications, abilities and aptitudes only. Employment decisions based on attributes other than a person's qualification to perform a job – for example, race, colour, gender, religion, personal associations, national origin, age, disability, political beliefs, HIV status, marital status, pregnancy, sexual orientation or family responsibilities are prohibited. We recognise, however, that affirmative action may be required to address historical imbalances and past discrimination, through programs such as Indigenous employment and training and black empowerment.</p> | Sustainability Framework – Human Rights |

## ENVIRONMENT

| Principle 7: Businesses should support a precautionary approach to environmental challenges |   |  |
|---|---|--|
| BHP Billiton Policies, Systems and Commitments  | BHP Billiton actions and performance as referenced in 2009 sustainability reporting   | Report Name  |
| Sustainable Development Policy  | <b>Environment Framework</b>  | Sustainability Framework – Climate Change and Energy                             |
| HSEC Management Standard  | <b>Climate Change and Energy Framework</b>  | Sustainability Framework – Climate Change and Energy                             |
| Risk Management Policy  | <b>BHP Billiton – Inputs/Outputs Diagram</b>  | Supplementary Information – Environment<br>BHP Billiton – Inputs/Outputs Diagram |
|   | <b>Summary of Environmental Performance Data</b>  | Summary Report – Sustainability Performance Data Summary – Environment           |
|   | <p><b>Sustainable Development Policy</b></p> <p>We identify, assess and manage risks to employees, contractors, the environment and our host communities.</p> <p>The effective identification, assessment, management and communication of risk is the basis of our management approach to sustainable development. We aim to manage and control identified risks to a level that is as low as reasonably practicable. Embedding risk management processes into all our critical business systems allows us to adopt a precautionary approach to business management that is based on valid data and sound science. This includes ensuring thorough assessments of the potential impacts of our presence and activities are undertaken and factored into project options and decisions for all major investments.</p> | Sustainability Framework – Management  |

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# UN Global Compact Navigator continued

## ENVIRONMENT – continued

| Principle 7: Businesses should support a precautionary approach to environmental challenges – continued |   |  |
|---|---|--|
| BHP Billiton Policies, Systems and Commitments  | BHP Billiton actions and performance as referenced in 2009 sustainability reporting   | Report Name  |
|   | <p><b>The Sustainability Committee</b></p> <p>The Sustainability Committee met seven times during the year.</p> <p>The role of the Sustainability Committee is to assist the Board in its oversight of:</p> <ul style="list-style-type: none"> <li>• the effectiveness of the Group’s policies and systems associated with health, safety, environment and community (HSEC) matters</li> <li>• our compliance with applicable legal and regulatory requirements associated with HSEC matters</li> <li>• our performance in relation to HSEC matters</li> <li>• the performance and leadership of the HSEC and the Sustainable Development functions</li> <li>• HSEC risks</li> <li>• our Annual Sustainability Summary Report</li> <li>• communication to shareholders regarding the work of the Committee on behalf of the Board.</li> </ul>   | Annual Report – Corporate Governance Statement – Sustainability Committee Report                             |
|   | <p><b>Greenhouse gases</b></p> <p>We develop and maintain inventories of greenhouse gas emissions that include all sources of Scope 1 (direct) and Scope 2 (purchased electricity and steam) emissions as defined by The Greenhouse Gas Protocol.</p> <p>If a controlled activity has total Scope 1 and Scope 2 greenhouse gas emissions greater than 50,000 tonnes CO<sub>2</sub>-e per annum, a Greenhouse Gas Management Plan is developed and maintained. That plan includes the identification and evaluation of greenhouse gas emissions reduction initiatives, including use of non-carbon and renewable energy sources, and an implementation schedule for emissions reduction projects.</p> <p>If a controlled activity uses greater than 0.25 petajoules of energy per annum, an Energy Management Plan is developed and maintained. That plan includes identification and evaluation of energy use reduction initiatives, and an implementation schedule for energy use reduction projects</p> | Sustainability Framework – Climate Change and Energy   |
|   | <p><b>Measurement of greenhouse gas and energy use</b></p> <p>We have set efficiency targets for our greenhouse gas emissions and energy use to assist in improving our performance.</p>  | Summary Report – Environment – Measurement of Greenhouse Gas and Energy Use – Data Measurement and Reporting |
|   | <p><b>Water</b></p> <p>Access to high-quality water is an issue of growing international importance and a key challenge for sustainable development. We use water in mining, smelting, refining and petroleum processes. Our activities are often located in remote, arid environments where access to high-quality water is limited. We continue to identify business risks and opportunities for water access, reuse or recycling, efficient use and responsible waste water disposal. We have set a five-year target of 10 per cent improvement in the ratio of water recycled to high-quality water consumed by 30 June 2012.</p>   | Summary Report – Environment – Water   |

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# UN Global Compact Navigator continued

## ENVIRONMENT – continued

| Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility |   |  |
|--|---|--|
| BHP Billiton Policies, Systems and Commitments   | BHP Billiton actions and performance as referenced in 2009 sustainability reporting   | Report Name  |
| Sustainable Development Policy<br>HSEC Management Standard<br>Life of Asset Procedure                | <b>Environment Framework</b>  | Sustainability Framework – Environment   |
|  | <b>Climate Change and Energy Framework</b>  | Sustainability Framework – Climate Change and Energy                             |
|  | <b>BHP Billiton – Inputs/Outputs Diagram</b>  | Supplementary Information – Environment<br>BHP Billiton – Inputs/Outputs Diagram |
|  | <b>Summary of Environmental Performance Data</b>  | Summary Report – Performance Data Summary – Environment                          |
|  | <b>HSEC Scorecard</b><br><ul style="list-style-type: none"> <li>Greenhouse gas intensity index is currently tracking at three per cent above our FY2006 base year.</li> <li>Energy intensity index is currently tracking at eight per cent above our FY2006 base year.</li> <li>Water use index is currently tracking at eight per cent above our FY2007 base year.</li> <li>Land rehabilitation index is currently tracking at the same level as our FY2007 base year.</li> </ul>  | Supplementary Information – HSEC Scorecard                                       |
|  | <b>The Sustainability Committee</b><br><p>The Sustainability Committee met seven times during the year.</p> <p>The role of the Sustainability Committee is to assist the Board in its oversight of:</p> <ul style="list-style-type: none"> <li>the effectiveness of the Group's policies and systems associated with health, safety, environment and community (HSEC) matters</li> <li>our compliance with applicable legal and regulatory requirements associated with HSEC matters</li> <li>our performance in relation to HSEC matters</li> <li>the performance and leadership of the HSEC and the Sustainable Development functions</li> <li>HSEC risks</li> <li>our Annual Sustainability Summary Report</li> <li>communication to shareholders regarding the work of the Committee on behalf of the Board.</li> </ul>   | Annual Report – Corporate Governance Statement – Sustainability Committee Report |
|  | <b>Case Study – Emissions reductions and safety improvements result from a new startup procedure at our Mozal aluminium smelter</b><br><p>A project team at BHP Billiton Mozal aluminium smelter in southern Mozambique was challenged to devise a startup procedure designed to improve the smelting process and reduce perfluorocarbon (powerful greenhouse gas) emissions.</p>   | Summary Report – Environmental Responsibility                                    |
|  | <b>Water</b><br><p>Access to high-quality water is an issue of growing international importance and a key challenge for sustainable development. We use water in mining, smelting, refining and petroleum processes. Our activities are often located in remote, arid environments where access to high-quality water is limited.</p> <p>We continue to identify business risks and opportunities for water access, reuse or recycling, efficient use and responsible waste water disposal. We have set a five-year target of 10 per cent improvement in the ratio of water recycled to high-quality water consumed by 30 June 2012. This is our water use index. Our water use index is currently tracking at eight per cent above our FY2007 base year. This was largely due to production changes driving an increase in recycled water usage at Escondida and Pinto Valley.</p> | Summary Report – Sustainability Performance Data Summary                         |

Annual Report = BHP Billiton Annual Report 2009

Summary Report = Sustainability Summary Report 2009

Sustainability Framework = Our Sustainability Framework 2009

Supplementary Information = Sustainability Supplementary Information 2009

# UN Global Compact Navigator continued

## ENVIRONMENT – continued

| Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility – continued |   |   |
|--|---|---|
| BHP Billiton Policies, Systems and Commitments   | BHP Billiton actions and performance as referenced in 2009 sustainability reporting   | Report Name   |
|  | <p><b>Biodiversity and land management</b></p> <p>We own, manage or lease approximately six million hectares of land (excluding exploration and development projects). As a result of our mining, processing, smelting and petroleum activities, we have disturbed 166,000 hectares of land of which 38,500 hectares have been rehabilitated. We also manage 11,000 hectares of land for biodiversity conservation purposes. We have a five-year target of a 10 per cent improvement in our land rehabilitation index by 30 June 2012. This index is based on a ratio of land rehabilitated compared to our land footprint. In FY2009, the index decreased by three per cent due to the development of new operations in Australia and Chile. We have strengthened our biodiversity commitments related to protected areas and threatened species. This includes, firstly, the commitment not to explore or mine within International Union for the Conservation of Nature (IUCN) Protected Area Categories I to IV unless an action plan designed to deliver measurable benefits to biodiversity has been developed that is commensurate with the level of biodiversity impacts. Secondly, we will not proceed with activities where the direct impacts would result in extinction of IUCN threatened species.</p> <p>We own, manage or lease approximately six million hectares of land (excluding exploration and development projects). As a result of our mining, processing, smelting and petroleum activities, we have disturbed 166,000 hectares of land of which 38,500 hectares have been rehabilitated. We also manage 11,000 hectares of land for biodiversity conservation purposes.</p> | Summary Report – Environment – Biodiversity and Land Management |
|  | <p><b>Biodiversity Case Study – Employees support biodiversity protection through Creefs</b></p> <p>BHP Billiton employees are participating in the study of marine life and helping achieve the Group's aim to actively enhance its contribution to biodiversity protection through the BHP Billiton CReefs partnership program.</p>   | Summary Report – Social Responsibility                          |
|  | <p><b>Climate Change</b></p> <p>The issues associated with climate change continue to be a challenge for governments, communities and industry around the world. The urgency and complexity of these issues require responses from all of us. BHP Billiton shares the view that the rational choice is to accept that the mainstream science is right in pointing to high risks from unmitigated climate change. From our perspective, the key principles for an effective international response include:</p> <ul style="list-style-type: none"> <li>• a global regime that prices carbon to allow enough certainty for investment in new technology and abatement opportunities to occur while still promoting economic growth</li> <li>• strong measures to help avoid deforestation and fund reforestation (large landholders like BHP Billiton have a role to play here)</li> <li>• support for the poorest countries in adapting to the physical impacts of climate change and pursuing low carbon pathways to development through energy efficiency or the adoption of alternative energy technologies.</li> <li>• business leadership and ingenuity is critical to achieving low carbon growth and, as a major resources company, we are committed to playing our part.</li> </ul> <p>In addressing this and other issues affecting all of us, we appreciate that governments have to consider the needs of industry and communities as well as the global implications.</p>  | Sustainability Framework – Climate Change and Energy            |

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Sustainability Framework = Our Sustainability Framework 2009

Supplementary Information = Sustainability Supplementary Information 2009

# UN Global Compact Navigator continued

## ENVIRONMENT – continued

### Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility – continued

| BHP Billiton Policies, Systems and Commitments | BHP Billiton actions and performance as referenced in 2009 sustainability reporting   | Report Name   |
|--|---|---|
|  | <p><b>Greenhouse gases</b></p> <p>We develop and maintain inventories of greenhouse gas emissions that include all sources of Scope 1 (direct) and Scope 2 (purchased electricity and steam) emissions as defined by The Greenhouse Gas Protocol.</p> <p>If a controlled activity has total Scope 1 and Scope 2 greenhouse gas emissions greater than 50,000 tonnes CO<sub>2</sub>-e per annum, a Greenhouse Gas Management Plan is developed and maintained. That plan includes the identification and evaluation of greenhouse gas emissions reduction initiatives, including use of non-carbon and renewable energy sources, and an implementation schedule for emissions reduction projects.</p> <p>If a controlled activity uses greater than 0.25 petajoules of energy per annum, an Energy Management Plan is developed and maintained. That plan includes identification and evaluation of energy use reduction initiatives, and an implementation schedule for energy use reduction projects.</p>  | Summary Report – Environment – Climate Change                           |
|  | <p><b>Measurement of greenhouse gas and energy use</b></p> <p>We have set efficiency targets for our greenhouse gas emissions and energy use to assist in improving our performance.</p> <p>Greenhouse Gas emissions (bar graph)</p> <p>Sources of Greenhouse gas emission FY2009 (pie chart)</p>   | Summary Report – Environment (p. 13)                                    |
|  | <p><b>Waste</b></p> <p>Our mining operations produce large quantities of mineral waste such as waste rock, tailings and slag. Generally, this mineral waste is managed on-site in disposal facilities designed and operated to well-established engineering standards. We produced a total of 190 million tonnes of mineral waste during the reporting period.</p> <p>Non-mineral waste is categorised as either hazardous or non-hazardous. Hazardous non-mineral waste includes oil, materials contaminated with hydrocarbons, chemical waste and spent pot linings. These hazardous wastes are recycled or disposed of in approved facilities. This reporting period we produced 51,000 tonnes of hazardous non-mineral waste that was disposed of to landfill.</p>  | Summary Report – Environment – Waste                                    |
|  | <p><b>Life Cycle</b></p> <p>We describe stewardship as: ‘All players in a commodity life cycle working together to maximise the value to society from the mining, processing, manufacture, consumption and end of life management of that commodity – without harming people and the environment.’</p> <p>Whilst BHP Billiton’s primary activities are in the extraction (and in some cases processing) stages of a product’s life cycle, we recognise that the majority of the life cycle of the products we provide, occurs after the point of our immediate activity. We also recognise there is a strong business merit for implementing product stewardship programs in collaboration with other players in the life cycles of each of our products.</p> <p>BHP Billiton’s Sustainable Development Policy states that the Company will develop, implement and maintain management systems for sustainable development that drive continual improvement. We will also ensure that we work with those involved in all the sectors of the life cycles of our products and by-products to enhance performance along the supply chain and promote the responsible use and management of those products in order to minimise harm to people and the environment.</p> | Supplementary Information – Social Responsibility – Product Stewardship |
|  | <p><b>Life of Asset planning</b></p> <p>From development projects, through operations and finally closure, our assets integrate our vision for sustainable development. Significant projects are governed by the performance requirements of our Project Quality, Execution and HSEC Management Procedure. The plans to manage quality, execution and HSEC risk are included in the overall Project Execution Plan. All BHP Billiton sites are required to have a closure plan. Our Internal Audit group is responsible for auditing Life of Asset plans, including the financial provisioning for closure.</p>   | Summary Report – Governance – Life of Asset Planning                    |

Annual Report = BHP Billiton Annual Report 2009

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Sustainability Framework = Our Sustainability Framework 2009

Supplementary Information = Sustainability Supplementary Information 2009

# UN Global Compact Navigator continued

## ENVIRONMENT – continued

| Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies   |  |  |
|---|--|--|
| BHP Billiton Policies, Systems and Commitments  | BHP Billiton actions and performance as referenced in 2009 sustainability reporting  | Report Name  |
| Sustainable Development Policy<br>HSEC Management Standard  | <p><b>Climate Change and Energy Framework</b></p> <p>We will work collaboratively with customers, communities and employees to reduce emissions and support internal emissions reduction projects.</p> <p>We will spend US\$300 million over the period 2008 to 2012 to:</p> <ul style="list-style-type: none"> <li>• support industry research, development and demonstration of low emissions technologies including collaborative research dedicated to accelerating the commercial uptake of technologies such as carbon capture and geosequestration</li> <li>• provide capital funding for internal energy projects with a greenhouse gas emissions reduction component that might not otherwise be competitive within our normal capital allocation processes</li> <li>• support the efforts of our employees and our local communities to reduce their emissions.</li> </ul> | Sustainability Framework – Climate Change and Energy                             |
|   | <p><b>BHP Billiton – Inputs/Outputs Diagram</b></p>  | Supplementary Information – Environment<br>BHP Billiton – Inputs/Outputs Diagram |
|   | <p><b>Summary of Environmental Performance Data</b></p>  | Summary Report – Sustainability Performance Data Summary – Environment           |
|   | <p><b>HSEC Scorecard</b></p> <ul style="list-style-type: none"> <li>• Greenhouse gas intensity index is currently tracking at three per cent above our FY2006 base year.</li> <li>• Energy intensity index is currently tracking at eight per cent above our FY2006 base year.</li> <li>• Water use index is currently tracking at eight per cent above our FY2007 base year.</li> <li>• Land rehabilitation index is currently tracking at the same level as our FY2007 base year.</li> </ul>   | Summary Report – HSEC Scorecard  |
|   | <p><b>Case Study – Emissions reductions and safety improvements result from a new startup procedure at our Mozal aluminium smelter</b></p> <p>A project team at BHP Billiton Mozal aluminium smelter in southern Mozambique was challenged to devise a startup procedure designed to improve the smelting process and reduce perfluorocarbon (powerful greenhouse gas) emissions.</p>  | Summary Report – Environmental Responsibility                                    |
| <p><b>Water</b></p> <p>We continue to identify business risks and opportunities for water access, reuse or recycling, efficient use and responsible waste water disposal.</p> | Summary Report – Environment – Water   |  |

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# UN Global Compact Navigator continued

## ANTI-CORRUPTION

| Principle 10: Businesses should work against all forms of corruption, including extortion and bribery |   |  |
|---|---|--|
| BHP Billiton Policies, Systems and Commitments  | BHP Billiton actions and performance as referenced in 2009 sustainability reporting   | Report Name                                  |
| Sustainable Development Policy<br>Code of Business Conduct<br>HSEC Management Standard                | <p><b>Business Conduct</b></p> <p>In July 2008 the Group Management Committee approved a revised conduct guide called Working with integrity: The Code of Business Conduct (the Code). It is founded on the BHP Billiton Charter and supported by mandatory Group-level Policies, Standards and Procedures. These include several new standards, including those covering conflict of interest, gifts and hospitality and anti-bribery, which directly relate to identified business conduct risks. The revision followed consultation with internal and external stakeholders.</p> <p>The Code applies to our entire workforce regardless of specific job or location and provides employees and contractors with an outline of requirements and advice about general workplace behaviour, conducting business and interacting with governments, communities and other stakeholders. A new Business Conduct Procedure was also developed to set out the mandatory requirements for how the Code is to be embedded in BHP Billiton and how to respond to, refer and investigate actual or potential breaches of the Code.</p> | Supplementary Information – Business Conduct |
|   | <p><b>Engaging With Government</b></p> <p>We respect the authority of governments. Our operations are required to work within relevant legislative frameworks at the local, regional, national and international levels. BHP Billiton will express its views to governments on subjects that affect the Company's interests and operations. This must be done in a manner that adheres to high standards of ethics and complies with the letter and spirit of the law. The Company will not make political contributions in cash or in-kind anywhere in the world and will not participate directly in the activities of political parties. Company representatives attend selected events such as political party conventions for the purpose of better understanding the implications of public policy development on business operations. Employees may participate in political processes as individuals, provided it is made clear that in doing so they are not representing BHP Billiton.</p>  | Supplementary Information – Our Stakeholders |

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 Sustainability Framework = Our Sustainability Framework 2009  
 Supplementary Information = Sustainability Supplementary Information 2009