

BHP
PROMINENT HILL

OUR OFFICE DIGS



BHP PROMINENT
HILL

our digs.

What's all this about then?

This is our culture guide for ways of working in our offices at Prominent Hill. The desks are not actually hot, they are normal temperature :)

This guide was written by the people who work here. It's about how to embrace change especially if you've never worked in an open plan office before.

People - yes you - are at the heart of what we do here. Yep, you're more important than copper. We want you to enjoy working with us and we want to help you be the best person you can be whilst you're at work. Here goes!

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change.

We can't stay the same forever

The days of traditional offices with closed office doors, walls, and hierarchies are a thing of the past. All over the world companies big and small are redesigning their office spaces to promote collaboration, communication, and connection – the world is doing it differently.

As a modern mining company we want to be part of this journey. In fact, we want to go where no other mining company has ever gone before. We want one house for BHP and our Contracting Partners - everyone under the same roof. We know it's a bit weird. But hey, that's us!





adapt.

We have to adapt

We want you to operate in an inclusive space that maximises your innovation, inclusion, collaboration, planning, delivery, and integrity – as well as physical, mental, emotional, and psychological wellbeing.

This means modern and adaptive workspaces designed around the work that we do. What does it look like?

- Hot desks and coffee benches
- Communal work areas
- Bookable meetings rooms
- Muster rooms
- Social spaces
- Health and wellbeing initiatives

It's a bit like an awesome jigsaw - lots of different pieces coming together to form the bigger picture.



QUIET ZONE



CONVERSATION ZONE



RELAXATION ZONE



PLANNING ZONE



enable.

We've got your back

It doesn't matter if you're a cat, dog, rabbit, snake, bird, or fire-breathing dragon person - we want you to succeed. You may feel a bit vulnerable, especially if you've never worked in an open plan office before and that's okay. It's normal to feel a bit lost to begin with.

That's why we have designed some really cool "work zones" based on the work we actually do.

There are:

- Quiet zones for people who need to concentrate
- Conversation zones with a range of seating options
- Planning zones with large tables
- Relaxation zones when you need some 'me' time



nurture.

Every challenge can be solved

To be successful, we all need to water the garden so that our ways of working can grow and flourish. We need to row the boat in the same direction (or we might end up in the North Pole).

Not sure where to start?

You can:

- Work from a different desk each day
- Work from a coffee bench with a teammate
- Hold your team meetings in an atrium space
- Go digital – remove all that paper waste
- Decorate your locker to personalise it just for you!





kindness.

It'll be different

You're right, apart from where you'll be sitting and working, there will be differences in the way we interact with one another on both a 1:1 level and a team level.

Used to throwing the odd bit of banter around? Do you get a bit silly with certain people? That's okay – we want you to be yourself! We also need to be mindful of the other people sharing our space.

How about:

- Open and transparent conversations
- Taking time to listen to one other
- Being mindful of our volume and tone
- Taking care to use respectful language
- Thinking about what we should probably save for RnR at the pub

Remember that kindness is a gift! Let's all be kind.



we hot desk.

It will be okay or it will be okay

The days of coveting your teammate's desk or view are over – you can have it too! Yes, that's right, you can sit anywhere you like on any day. That's right, anywhere you like. We'll say it again ANYWHERE you like.

By working in close proximity with different teams and departments, the spread of thoughts, feedback and ideas is significantly encouraged, and this has a positive effect on our culture as a whole.

Sure, you will need to:

- Keep the desk clean – there'll be cool cleaning stations
- Use your locker – did we mention you can decorate it?
- Avoid monopolizing a specific desk - it's not monopoly
- And always, always, share the doughnuts

It's a bit like owning a Porsche. It will take a while, but you'll learn to love it.



some myths.

It will be noisy

Well, here's a new way of looking at it - you work on a noisy mine site so you're already one step ahead! The new building has been cleverly designed to bounce away outside noise and absorb inside noise. You'll probably find it will be quieter than you think.

I can't work like this

Yes you can! It'll just be a bit different. And that's okay. The world has just been through unprecedented challenges over the last few years and we have all adapted - you can do this too.

I can't have a private conversation

Yes you can! The good news is that there are bookable meeting rooms and quiet spaces for private conversations because, let's face it, not every conversation can be had in public.

This is a mine, not corporate, what the actual

Well, we are a modern mine - it's kind of our mantra. And just because no other mines have done it yet doesn't mean we can't. In fact, we kind of like being different to everyone else because that's what sets us apart.

This isn't working for me

Give it a go for 6 months and, at the end of 6 months, if you really don't like the way it's working then let's have a conversation. You are important to us, we don't want to lose you, there is always something more we can do.

