

Terms and Conditions for HR Innovation Challenge, Shaping up the mining of the future workforce together! March 2023

1. Background

“HR Innovation Challenge, Shaping up the mining of the future workforce together!!” is an initiative led by BHP in conjunction with Accenture (ACN) Chile. The Challenge arises from the idea that BHP has embarked on a journey to discover further opportunities/ initiatives that could future proof operations, enhance talent transformation, and embed a robust foundation for global workforce shifts.

The objective of the HR Innovation Challenge is to explore innovative solutions to develop a “Future Ready” workforce at Minerals Americas by learning from BHP’s innovation and LATAM’s entrepreneurship ecosystem. We want to address the question of how we might develop best-fit HR and talent strategies to prepare the mining workforce for the future.

BHP is a leading global natural resources company. Its objective is to create long-term value, combining talent with the best assets in the commodity market. In all its operations around the world, it has the commitment to work based on the values of Sustainability, Integrity, Respect, Performance, Simplicity and Responsibility, which are contained in its Charter. In this way, they continue to work on their success today for tomorrow.

Accenture (ACN) is committed to improving labour ecosystems in the different markets in which it is present. Proof of this is the study *The Future of Work in Chile* that we developed together with Fundación País Digital. In it, we were able to identify different important challenges that must be addressed as a country, so as not to waste all the growth potential that we have.

2. Objectives

General:

We will perform a discovery exercise to learn about potential emerging and game-changing HR and Talent solutions by exploring key players in the Market (e.g., HR Start-up ecosystem in LATAM) and select potential partners with HR and Talent products and services to be leveraged in the mining industry.

Specific:

BHP and ACN are inviting start-ups to develop solutions that tackle real-world HR challenges. We are embarking in a discovery exercise journey to gain visibility of new technological players in the market to learn about new ways of working that can help attract and develop new talent and workforce engagement. There will be 4 categories that represent the 4 scopes of innovation that we want to explore:

1. **Take Every Chance** – How can we deliver a memorable employee and candidate experience through our benefits?

2. We are looking to re-imagine the benefits to become more modern and current for future generations and talent pools. From the design and co-creation to accessibility and adoption. Our focus is to create modern, engaging, dynamic experiences that deeply connect with our employees and the workforce of the future. Benefits are a strong component in this equation. **We are looking for digital platforms to promote awareness of the benefits, self-management, frictionless experiences, and personalization.** We need a partner that can help us bringing to life the benefits of being part of our organisation.
3. **Drive your growth** – How can we learn to connect further with our talented employees and accompany them in their professional growth journey?
We believe that the development of our workforce talent and new opportunities for our employees within the company sparks innovation and inspires new ideas. We are seeking a partner that can help us **mapping out and promoting visibility of the internal talent available across the company.** We are eager to align our talent with their dream career and the solution might be internal mobility!
4. **We start with you** – How can we deliver the best on-boarding experience and accelerated value delivering for our leaders and their teams?
We want to give an amazing working experience for our workforce, one that promotes their engagement and commitment with the company, as well as our line leaders to have their people delivering value as fast as possible, and that starts with Onboarding. This process can have a long-term impact on their enthusiasm and desire to professionally grow alongside the mining industry. We welcome **all digital systems that allow us to guide our employees from Day 1,** from the actions that our stakeholders need to take to processing all the necessary information. We want to give them a proper experience accompanying them after they join their new journey.
5. **We need you all** - How can we connect with diverse talented people and bring them closer to their mining industry?
We dream of being able to **articulate a digital ecosystem of diverse talent interested in joining the mining industry.** We want to expand, share, accelerate and enhance knowledge and opportunities for women, ethnic groups, LGBTQ+, people with disabilities and all those who can add value to build a diverse and inclusive workforce. We firmly believe that diversity and inclusion is the future. #Whynotmining.

3. Who can apply?

We will mainly use the hunting approach with focus on LATAM; however, we will also use the fishing methodology with a global focus. The following questions will be used to quickly filter of the Start-ups that will participate:

- What's the name of your start-up?
- Telephone Number
- Email
- Website or URL
- Start or Foundation Year
- At what stage is the product of your Start-up? (Options: Minimum Viable Product, Market Validation or Consolidated Product in the Market)

- Is there any potential conflict of interest with either BHP or Accenture? Employees, representatives, and family members of the Start-ups should declare such relationships to BHP or Accenture?
- Does your Start-up have clients?
- Does your Start-up have presence in LATAM?
 - If no, where is your Start-up currently located?

This second set of questions are meant to assess whether the Start-up has the minimum requirements to participate in the Challenge. The applicants will submit their answers as part of their initial submission:

- Start-up's Digital Value Proposition:
 - Please share an overview of your digital value proposition
 - Do you have an intellectual property registration?
 - How do you think your digital value proposition will add value to the challenge(s)?
 - Can the digital value proposition be implemented as presented or would it require any adjustments for this challenge?
 - How is your digital value proposition innovative?
- Financials and Business Model:
 - How many clients you currently have?
 - What is your current business model and how does it work?
 - Please share some high-level results of your business so far
- Scalability:
 - How easy would it be to scale up your digital value proposition? Was the software built for your company's market size?
 - How big is the software start-up Engineering Department and/or QA Department in relation to the rest of the company?
- People:
 - How many employees you currently have?
 - Please tell us more about your management team and their experience
- Risks:
 - What are the company's top risks, how severe is their impact and how likely are they to occur?
 - How effective is the company in managing its top risks?

4. Activity Timeline

The entire process will be divided into four stages: **Hunting/Fishing, Evaluation, Demo Day, BHP evaluation and selection of Challenge Champions**. **Section 4. Table 1** contains the Challenge's calendar.

Table 1: Tentative Calendar of Activities

Stage	Activity	Date (mm/dd/yyyy)
Hunting/Fishing	Launching and Diffusion	22/03/2023
	Hunting and fishing	13/03/2023

	BHP Webinar	04/04/2023
	Q&A session	29/03/2023
	Closing applications	12/04/2023
Evaluation	Shortlist publication	17/04/2023
Demo Day	Demo Day	15/05/2023
Selection of Challenge Champions	Challenge Category Champions Definitions	Week of 15/05/2023

The calendar will be available on the HR Innovation Challenge website.

Notwithstanding the foregoing, BHP and ACN reserve the right to modify the above dates if deemed appropriate, without any liability for BHP or ACN. In this case, the changes will be communicated in a timely manner on the website and in the updated terms and conditions provided therein.

5. Challenge Stages

The Challenge consists of four stages, as listed below, the results of which will be communicated by email to participants using the information provided in the application form in the Idea360 website's landing page platform.

5.1 Exploring

5.1.1 Launching and Diffusion

- This stage of the process is twofold: 1) Hunting, which consists of extending a personal invitation to Start-ups and Nodes primarily in LATAM to motivate them to participate in the Challenge; and 2) Fishing, which consists in an open invitation for Start-ups based anywhere in the world.
- ACN will communicate the scope of the challenge with the interested parties and ensure their correct understanding of the scope for each category of the challenge, the application process and terms and conditions.
- ACN will have a Q&A with all the participants to resolve queries regarding the Challenge. An FAQ section will be made available on the challenge's site for all potential participants. For further questions, a Q&A session will be scheduled and posted on the Challenge's website in a timely manner.
- BHP and ACN will hold a webinar focused on trends and best practices discussion panel with industry experts and established Start-ups.

5.1.2 Application submission

- The official information about the challenge and application requirements can be found on the HR Innovation Challenge website, where participants can access the application form and submit their solutions.
- The Idea360 website's landing page explains the context of the challenge and indicates the requirements of the solutions.
- All questions regarding the application process or the form must be channelled through the Idea360 website's landing page. They will not be answered by any other means.
- Applicants may register with one solution that addresses the challenge categories and must fully complete the submission form available on the platform before the deadline.

- If Applicants want to apply with more than one solution or focus, they must enter one application for each solution.
- Applicants must ensure that the email address registered in the application form has been enabled to receive messages from the following email addresses: help@idea360.com. This will ensure that notifications sent by ACN do not go into the spam or junk mail folder.
- Applicants must fully complete the application form available at the HR Innovation Challenge website by the deadline described in Table 1.
- Applications can be submitted in English or Spanish.
- Proposals are associated with a single user unless the user indicates that they wish to share it with additional users. Only the submitter of the proposal can request modifications to their submission.
- Applicants must be available to submit supporting Intellectual Property (IP) information upon request to the evaluation team to verify their eligibility. This information will be kept confidential by BHP and ACN and the Start-up, as stated in Section 7 of these Terms and Conditions and may only be used for purposes of this Challenge.

5.1.3 Application Deadline

- The application process will end on the date and time indicated in Table 1. All potential applicants are encouraged to start the application process early to account for any questions or problems that may arise.
- Deadlines may be extended at BHP and ACN discretion without further liability. Interested parties will be informed of this change through the challenge's website.
- Applicants are responsible for uploading information in a timely manner and respecting the indicated deadlines. ACN is available to answer questions a few days before the application deadline through the channels indicated above. The support team works from 8:30 a.m. to 5:30 p.m. Monday through Friday, in Santiago, Chile. Therefore, any situation that arises outside of these hours will be dealt on the following business day. BHP and ACN are not responsible for situations that arise at the last minute during the application process.

5.1.4 Evaluation Process

- Applicants will be evaluated based on the information they provide, which must be complete and clearly detailed, answering all the questions on the application form.
- The evaluation is directly related to the questions on the application form. Therefore, it must be completed in a clear, robust, and responsive manner.
- Out of the total number of participants, a long list will be built by ACN based on due diligence criteria as stated in **section 3** of these terms and conditions.
- From the long list, ACN will assess how applicable and scalable the solution is for the respective challenge and will select three to five finalists to present on Demo Day based on the registration criteria and due diligence. ACN reserves the right to not shortlist any Applicant if the minimum requirements are not met or no proposal is considered to have potential, without further liability for BHP or Accenture. By merely applying, the

applicants accept these terms and conditions and irrevocably waive any claim or exercise of action on this regard.

- ACN may request information through the platform or personal interviews with Applicants to better understand the details of the application and clarify key aspects for correct evaluation.
- The evaluation team will select the best proposals to move on to the next phase.
- Results will be communicated on the dates indicated in Table 1 through the platform to Applicants, who are responsible for reviewing the information and answering by the corresponding deadlines.
- The reasons for the team's decision are exclusive and reserved and it is not obligated to communicate them to the rest of the Applicants or provide any type of feedback on application or selection.

5.1.5 Demo Day

- Finalists will have the opportunity to participate in the Demo Day to give their pitches to a judging panel.
- Finalists will receive instructions to standardize the content of the pitches to present at the Demo Day.
- Finalists will have to prepare their pitches and submit it within the deadlines established in Table 1.
- Upon receiving the application, ACN will provide feedback on the pitches and the finalists are responsible to incorporate them in a timely manner to continue the process.
- To ensure the quality of pitches, ACN reserves the right to disqualify finalists who do not meet the presentation requirements for the Demo Day.

5.1.5 Demo Day Event

- Demo Day will be held on the date indicated in Table 1. At the event, finalists will present a pitch to a jury, which will evaluate the presentations and select the Challenge Champion.
- One finalist per category will be selected by the panel considering the following criteria: Value, Maturity, Uniqueness, Scalability, Technological Feasibility and most likely to succeed.
- During the event, the finalist Start-ups will deliver a structured pitch to present their proposed solution to jury members and guests.
- Presentations will be made in a pre-established order, which will be communicated in a timely manner by ACN. The structure will be as follows: presentation from selected Start-ups, followed by questions from the jury and lastly the selection of the Challenge Champion.
- The Demo Day agenda will be informed to Finalists in a timely manner so that they can plan the presentations that must be sent to ACN in advance through the platform.
- Assistance to the demo day is mandatory given that there are no other opportunities planned to present the solutions to BHP. The Start-ups must take every precaution on this regard.

5.2 Final Definition

- For the finalist Start-ups, they will have the opportunity to:
 - Get validation and public support from both brands, Accenture and BHP.
 - Opportunity to connect and learn from BHP's decision makers.
 - Pivot their proposals and potentially enter the mining industry in a leading and pioneering company and country.
 - Networking with other strong LATAM HR start-ups.

6. Questions

Every question related to the call must be submitted through the question-and-answer section of the HR Innovation Challenge website, which every Applicant can access by logging in with their username and password.

7. Trademarks

- Applicant Start-ups irrevocably authorize BHP and ACN to use their name and image in advertising or press material related to the challenge and/or for dissemination activities as they deem appropriate.
- If Start-ups want to use the BHP or ACN trademarks in various media, they must request permission, indicating the context and objectives, and be subsequently and formally authorized by email.

8. Confidentiality

- BHP and ACN declare that their technical and/or commercial information shared for this program, or provided by the Applicant, will be kept confidential during each of the stages of the selection process and indefinitely after its completion. The information exchanged may only be used for the purposes of this Challenge.
- If necessary, a MUTUAL CONFIDENTIALITY AGREEMENT will be signed as described in Appendix 1 (to be delivered upon request), of these terms and conditions to protect the information that is considered sensitive by the Applicant.
- All information requested in the application is mandatory for completion and considered essential for the development of the application process.

9. Intellectual Property

- Any intellectual property that each party owned or licensed prior to invitation by BHP and ACN to participate in the challenge or developed independent of BHP (Background IP) remains vested in such Party.
- Any intellectual property (other than Background IP) created, discovered, or coming into existence as a result of, for the purpose of, or in connection with the participation in the Project will be considered "Project IP".
- Participant may not disclose or use in any form without the previous consent of BHP and ACN, other than for the execution of the challenge, any intellectual property rights, the Background IP or Project CI of BHP and ACN, which remain vested in BHP and ACN.

Participant warrants that:

- Participant owns, or has the rights to use and develop to the extent required for the challenge, any Background IP, including any Background IP that is incorporated in or relates to the Project IP; and
- The use of any Background IP or Project IP by BHP and ACN for the project will not infringe any rights of any parties, including any intellectual property rights or moral rights.

Subject to the agreement described in paragraph above, Participant will not:

- Challenge or oppose or assist any third parties to challenge or oppose the validity, ownership or use of the Project IP by BHP; or
- Take any other action to invalidate, put in dispute or impair in any way BHP's interest in or use or exploitation of the Project IP anywhere in the world.

10. Exclusiveness

BHP and ACN will not require the exclusive use of solutions presented in the areas that are part of this challenge.

11. Legal

For all purposes of the challenge, the location is in the city of Santiago, Chile. Any difficulty or controversy that occurs between the Applicants regarding the application, interpretation, duration, validity or execution of the Challenge or any other reason related to the Challenge will be submitted to arbitration, in accordance with the Rules of Arbitral Procedure of the Santiago Arbitration and Mediation Centre, valid at the time of request. BHP and/or ACN and the Claimants hereby confer a special and irrevocable power of attorney to the Santiago Chamber of Commerce AG, so that, at the written request of any of them, it may appoint an arbitrator in relation to the procedure and Chilean law in relation to the award, from among the members of the arbitration body of the Santiago Arbitration and Mediation Centre. The arbitrator's decisions cannot be appealed. The arbitrator is specially empowered to resolve any matter related to their competence and/or jurisdiction. Companies and Claimants will respect the legislation in force in Chile regarding data protection and anti-corruption.

12. Data Privacy

Please be aware that any personal data that you and others provide through this tool may be processed by Accenture.

The protection of your personal data is very important to Accenture. Accenture is committed to keeping your personal data secure, and processing it in accordance with, applicable data protection laws and our internal policies.

Before providing any personal data through this tool, Accenture invites you to carefully read its [Global Data Privacy Statement](#) or its [External Privacy Statement](#), if applicable, which includes important information on why and how Accenture is processing your personal data.

13. Acceptance of Terms and Conditions

BHP and ACN may unilaterally update or modify these terms and conditions at any time, without further liability, by publishing the new version on the HR Innovation Challenge website. BHP and ACN reserve the right to cancel, modify or suspend the application process or leave the number of selected candidates vacant in any of the selection stages, if deemed appropriate, without further liability or obligation to justify the decision. Submission of an application will be considered irrevocable acceptance of these Terms and Conditions for all legal purposes. The data provided by the Applicant must be correct, truthful, and complete, assuming all liability for the lack of veracity, integrity, or accuracy thereof. If the data provided by the Applicant turns out to be false, inaccurate, incomplete, or misleading, BHP and ACN will be empowered, notwithstanding other legal measures available to them, to withdraw, deny or suspend the rights recognized for the Applicant in these Terms and Conditions. The Applicant accepts that BHP and ACN have the final authority regarding the application and during the selection process. Expenses incurred by Applicants, as a result of this open innovation process, will be their exclusive liability and risk, without the right to reimbursement, compensation or any subsequent claim, and in no case and regardless of the outcome of the proposal submitted.