

ADVISORS TO THE REMUNERATION COMMITTEE

As referenced in section 6.1 of the 2008 Remuneration Report (contained in BHP Billiton's 2008 Annual Report and Financial Statements).

From within the Group, the Committee has access to the advice and views of the CEO, the Group Executive and Chief People Officer, the Vice President, Group Reward and Recognition and the Group Company Secretary.

The Committee also draws on services from a range of external sources including remuneration consultants. A list of consultants, together with the type of services supplied and whether services are supplied elsewhere in the Group, is shown below.

As at 30 June 2008

Advisor	Services provided to the Remuneration Committee	Services provided to Group Human Resources	Other services provided to BHP Billiton
Kepler Associates	Advice on Executive Remuneration matters.	-	-
Deloitte & Touche	Review of remuneration for Chairman's and Non-Executive Director's fees.	-	-
Ernst & Young	-	Executives' tax compliance and preparation services.	Preparation of non-resident tax returns for Directors.
Hay Group	-	Job evaluations. Remuneration data.	-
Hewitt Bacon & Woodrow	-	Retirement benefits and pensions governance advice. Actuarial advice.	-
Pricewaterhouse Coopers	-	Remuneration Benchmarking. Employee tax compliance and preparation services. Long-term incentive plan performance management.	Preparation of non-resident tax returns for Directors.
Towers Perrin	-	Remuneration data.	Superannuation fund administration.
KPMG	-	-	Audit, accounting, taxation and other services as disclosed in notes to BHP Billiton's 2008 financial Statements.