

## Environmental, Social and Governance (**ESG**) Policy

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### **Introduction**

#### **About Us**

We are a privately owned transitional energy business producing around 10 to 12 Mtpa of ultra-low sulphur energy coal from the Callide Mine near Biloela in Queensland, Australia, to meet the demands of both the domestic and export markets. The Callide Mine has been operating for over 75 years with a proud and sustainable tradition of supporting the Queensland economy and the Callide Valley and Biloela regional communities.

Our thermal coal has one of the lowest fugitive emissions factors globally and low levels of inherent impurities which makes it one of the cleanest burning coals in the Asia Pacific region. We enable the Callide Power Stations to deliver low cost, base load, network stabilising electricity into the national electricity grid for the benefit of Queensland residents while also promoting industry and jobs for the Queensland region. Our exported coal allows families in developing Asian communities to access affordable electricity for improved standards of living.

#### **ESG Commitment**

We understand the importance of operating sustainably and conduct our operations in ethical, legal and responsible ways which demonstrate respect and care for our employees, the community and the environment. We are always looking for fresh and innovative ways to strengthen our ESG practices and are committed to our ambition of reaching net zero carbon emissions by 2050. We have established a dedicated ESG and Development Team that is working closely with the Board to identify opportunities to reduce emissions and improve our ESG approach as we also develop alternative renewable energy projects and transition towards net zero carbon.

#### **Environmental Responsibility**

We recognise the risks facing the environment and the role we can play in reducing these risks. We promote a culture of environmental compliance within our organisation and we remain committed to reducing our environmental and carbon footprint.

For example, we:

- are actively exploring ways in which we can embrace renewable energy to transition beyond thermal coal, which includes developing a range of renewable projects such as wind, solar and batteries;
- are partnering with the Gaangalu Nation People (**GNP**), the Traditional Owners of the Callide Basin Lands, to use Callide freehold land for potential environmental offsets and to conduct sustainable land management practices (such as seasonable cold burns and fencing to protect wildlife);

- are renewing the Mount Murchison Nature Refuge Agreement, evidencing our lasting commitment to flora and fauna preservation;
- are developing a progressive rehabilitation and closure plan for the Callide Mine to include traditional and innovative sustainable post-mining land uses on rehabilitated areas; and
- continue to enhance carbon efficiency within the 100-unit diesel powered mobile mining fleet through smart technology and process efficiency.

## **Social Responsibility**

We believe that our people – both our employees and the community more broadly – are at the heart of what we do and we take pride in fostering strong relationships with them. The ability to maximise the value of our portfolio on an effective journey to “net zero” is underpinned by an inclusive, engaged and enabled workforce with a culture based on principles of agility, commitment, competence, courage, respect and integrity.

We support approximately 1250 families deriving substantial incomes through meaningful direct and indirect employment. We are the largest direct employer in the local Callide Valley. Through local business engagement and employee spend and participation, we are a significant contributor to the Gross Domestic Product of the Callide regional economy.

We are committed to building a strong and resilient workforce and recognise the importance of diversity, inclusion and flexible working. We prioritise health and safety and actively promote a culture of awareness of compliance. We continue to offer new to industry traineeships for local people in up-skilling, technical and professional pathways at the Callide Mine.

We have a strong relationship with the GNP and continue to increase First Nations employment and develop partnerships around cultural heritage and land management. We recognise and facilitate GNP Native Title over the lands on which we operate and seek out business and education opportunities with the GNP.

## **Governance Responsibility**

Our Board is responsible for the management of our organisation and carries out its duties with integrity, transparency and accountability. We apply multiple policies from our Board through the broader business leadership and all personnel. These policies and procedures address the application of respect, diversity, inclusiveness, accountability, privacy, risk management, training, talent development and recognition.

As our dedicated ESG and Development Team works with the Board ESG Working Group and stakeholders to strengthen our ESG approach, we will finalise our ESG strategy, establish the ESG and sustainability reporting framework and continue to identify ways to further optimise our governance.