

Modern Slavery Policy

The QCoal Group takes the issue of modern slavery seriously. It is committed to identifying, assessing and mitigating modern slavery risks in its operations and supply chains by complying with all modern slavery legislation and ensuring that our procurement practices and key contractors do not support modern slavery.

We believe in running our operations in an economically, socially and environmentally responsible way. Our values of safety and environment, integrity, innovation, trust and pragmatism govern the way we do business and provide the strong framework under which we operate.

We proactively identify opportunities to support the communities in which we operate and work with existing community groups to make a positive difference. We therefore oppose all forms of modern slavery including forced labour, child labour, debt bondage or deceptive recruiting for labour or services.

Employee, contractor, supplier and stakeholder commitments

We expect our employees, key contractors, suppliers and stakeholders to support us to achieve the commitments set out in this policy.

We expect our employees, key contractors, suppliers and stakeholders to:

- comply with all applicable laws, award and agreements relating to the employment of their workers;
- comply with all applicable laws relating to modern slavery including the *Modern Slavery Act 2018 (Cth)*;
- take steps to identify, address and mitigate modern slavery existing in their operations and supply chains; and
- be transparent about modern slavery risks or occurrences, including by answering questions and providing information when reasonably requested to do so.

Reporting modern slavery

All concerns about modern slavery within our operations and supply chains or those of our suppliers and contractors may be reported to us. Our Whistleblower Policy sets out how to raise a concern, including by emailing whistleblowing@qcoal.com.au or by making contact through the other channels described in that policy.