

# EMPLOYER STATEMENT



At Yancoal we recognise that people are our most important asset and we are committed to the maintenance and promotion of diversity and inclusion in the workplace at all levels of the organisation.

Diversity drives our ability to attract, retain and develop the best talent, create an engaged workforce, deliver the highest quality services to our customers and continue to grow our business.

We are an equal opportunity employer and welcome people from a diverse set of backgrounds and at all life stages.

## GENDER PAY GAP

Yancoal has a Gender Pay Gap of 11.4%. This has reduced over the past three years and remains an area of focus for improvement.

Median Total Remuneration Pay Gap	2020-2021	2021-2022	2022-2023
	11.8%	11.7%	11.4%

At Yancoal we pay employees with reference to both internal and external market data. We do not pay employees differently based on their gender. The coal mining industry is comprised of 17% females and at Yancoal 15% of our workforce are females. The gender pay gap is related to having a lower proportion of female employees across all levels of the organisation, in particular at senior levels.

## OUR COMMITMENT

We have a strong commitment to gender diversity including to ensure the adequate representation of females in senior executive positions and on the Board. We have strategies in place to achieve this, including:

- Setting measurable objectives relating to gender at all senior executive and leadership levels; and
- Broadening the field of potential candidates at all levels including for senior executive and board appointments.

## DIVERSITY AND INCLUSION AT YANCOAL

The Yancoal Diversity and Inclusion strategy aims at building clear actions to increase diversity, but also build inclusion. These factors go hand in hand to ensure that Yancoal can not only attract diverse candidates, but also retain them.

We are focused on diversity and inclusion and making consistent progress through:

- Connecting with empathy (diversity)- engaging with our people to reflect and respect each-others unique perspectives and experiences.
- Inclusive leadership (inclusion) – embracing different cultures, ethnicities, genders and sexual orientations.
- Building career pathways (belonging) – Creating a work environment that fosters growth, recognition and opportunity.



# OUR ACTIONS

## ATTRACTION

- In 2023 females made up 23% of all new hires across the business.
- Significant improvements across all sites have been made with the representation of female in our wage's workforce. Of note was the recent efforts achieved at Premier Coal increasing female representation to 21% (up from 17% in 2021).
- How our female employees perceive working for Yancoal is vitally important to our value proposition for attracting more females into the business. The 2023 engagement survey data confirms the Yancoal work environment is supportive of women and provides an environment of inclusivity and strong leadership.

## RETENTION

- The first Yancoal wide diversity and inclusion committee was convened in 2023 to help drive the national agenda for improving diversity and inclusion within the business with a primary focus on gender and indigenous.
- Moolarben have successfully implemented a Women in Mining Group and Mentoring Program in 2023. These programs have proven instrumental in fostering a sense of support and camaraderie among participants. Other sites are looking to implement similar networks throughout 2024 dependant on resources and capacity at a site level.
- The employment market for female employees in the mining industry is extremely competitive and we will closely monitor the turnover rate of female employees across the business into 2024.

## PROGRESSION

Female employees are provided development support through mentoring programs for women to progress their careers with Yancoal.

In 2023, a majority of salaried female employees had a development plan in place and are formally recorded in the PRD system.

In February 2023 Yancoal launched the Yancoal Learning Academy (YLA) comprising a scheduled calendar of short course soft skills training and development to all salaried employees. These development programs have been viewed very favourably with female employees accounting for 57% of attendees so far.

During our 2023 succession planning process a specific focus was placed on female talent in the successor pipeline. The positive impact of this has seen the proportion of female employees internally promoted increase to 20% in 2023 (up 8% from 2022).

**Yancoal will continue to focus on improving female participation in the workforce through initiatives aimed at increasing attraction, retention and progression.**

