

# 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 median Gender Pay Gap of 9.6%. This has reduced over the past three years and remains an area of focus for improvement.

	2023-2024	2022-2023	2021-2022
Average Total Remuneration Pay Gap	12.20%	12.70%	11.60%
Median Total Remuneration Pay Gap	9.60%	11.40%	11.70%

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 19% 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

- We will continue our efforts attracting and retaining females to our business and set a stretch target to improve the proportion of women in the Yancoal workforce to 17% or higher
- We will include at least one female candidate on the shortlist for new hire roles at Manager/Superintendent and above where a female candidate exists within the recruitment talent pool.
- We will prioritise developing our female talent pipeline, aiming for 35% of our new graduate positions to be filled by women.
- We will leverage the Work180 recruitment platform to increase exposure of our job vacancies in the market and increase the number of female applicants.
- We are committed to providing a workplace that is free from sexual harassment and promotes inclusion. We will continue our education and awareness effort focused on Yancoal workplace behaviours and positive duty.
- Flexible work is seen as a crucial factor for attracting and retaining female employees. We will review flexible work arrangements across our business to determine opportunities to improve access to flexible work (subject to operational considerations).
- We will provide career growth opportunities including leadership development and mentoring programs for women to progress their careers with Yancoal.
- We will work to embed the Yancoal Lead the Way framework as a focus for improving inclusive leadership behaviours.

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

