

**OUR PATH TO TRANSITION**   
*Focused on Australian futures*

# DIVERSITY AND INCLUSION POLICY



**YANCOAL  
AUSTRALIA LTD**

(INCORPORATED IN VICTORIA, AUSTRALIA WITH LIMITED LIABILITY)  
ASX STOCK CODE: YAL HKEX STOCK CODE: 3668 ACN 111 859 119

# DIVERSITY AND INCLUSION POLICY



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 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.

This policy sets out our approach to diversity and inclusion. It applies to all employees, directors, officers and subcontractors of Yancoal and those of our subsidiaries, related bodies corporate, and any entity or mine operated or managed by us.

## **Our Commitment**

Diversity encompasses a number of different factors, including gender, race, colour, disability status, age, marital or family status, religious or cultural background, national origin or ancestry, sexual orientation, gender identity, pregnancy, educational experience and professional experience and other areas of potential difference.

We are committed to building an environment that provides access to equal opportunities at work based on merit.

We aim to foster a corporate culture that recognises, embraces and values diversity in its many forms so that our people feel included and heard, valued and respected.

We do not tolerate any form of discrimination, harassment, vilification and victimisation, and we act to protect all employees from discriminatory treatment that is unethical or unlawful.

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

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**WE RECOGNISE THAT PEOPLE ARE OUR MOST IMPORTANT ASSET**

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# A DIVERSE AND INCLUSIVE CULTURE

We review and create policies and processes that encourage diversity in the workplace and that encourage an inclusive culture.

We test and monitor these policies and processes periodically to ensure they remain effective and relevant.

## Gender diversity

We have a strong commitment to gender diversity including to ensure the adequate representation of women 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.

## Measurable objectives

Each year we:

- review and provide any applicable measurable objectives for achieving gender diversity on the Board, and in senior executive level and across the whole Company;
- annually assess any objectives set under this Policy and progress towards achieving these objectives; and
- periodically review and monitor the effectiveness of this Policy.

## Reporting

As at the end of each reporting period, we will disclose:

- this Policy or a summary of this Policy, including any measurable objectives for achieving diversity set under this Policy;
- our progress towards achieving any such measurable objectives; the respective proportions of men and women on the Board, in senior executive positions and across the



- Yancoal group (including how we have defined 'senior executive' for these purposes);
- any mitigating factors or circumstances which make achieving gender diversity across the workforce (including senior management) more challenging or less relevant;
- our most recent 'Gender Equality Indicators', as defined in and published under the *Workplace Gender Equality Act 2012 (Cth)*;

- how and when gender diversity will be achieved in respect of the Board;
- the numerical targets and timelines set for achieving gender diversity on the Board; and
- what measures we have adopted to develop a pipeline of potential successors to the Board to achieve gender diversity.

