

## **Modern Slavery Statement**

**Reporting period: 1 January 2020 to 31 December 2020**

**Reporting date: 30 June 2021**

### **The reporting entity**

Middlemount Coal Pty Ltd ABN 49 122 348 412 (**Middlemount Coal**) provides this statement as a “reporting entity” under the *Modern Slavery Act 2018* (Commonwealth) (the **Act**), as required by and for the purposes of the Act for the period from 1 January 2020 to 31 December 2020.

This statement outlines progress to date in addressing the requirements of the Act and describes our commitments.

Middlemount Coal has developed a policy outlining its stance on modern slavery and its commitment to ensuring compliance in our business. This policy has been issued to all relevant Middlemount Coal stakeholders including staff and its suppliers of goods and services.

### **Middlemount Coal’s structure, operations and supply chains**

Middlemount Coal owns and operates the Middlemount coal mine located approximately 90 kilometres (km) north-east of Emerald in the Bowen Basin in Queensland, Australia. Middlemount Coal is an incorporated joint venture between subsidiaries of Yancoal Australia Ltd and Peabody Energy.

Operations at the mine commenced in 2011. It is a truck and shovel open cut coal mine with associated infrastructure, coal handling and preparation plant and rail load-out infrastructure.

The operation produces approximately 5 million tonnes of ROM coal per annum. It provides employment to a workforce of approximately 505 people and provides other economic benefits through the payment of royalties, Council contributions, community sponsorships and use of local businesses and services.

Middlemount Coal has two wholly owned subsidiaries: Ribfield Pty Ltd and Middlemount Mine Management Pty Ltd.

Middlemount Coal procures goods and services in these major areas:

- at the Mine - exploration, mining and processing of coal, and loading on rail for transport to Dalrymple Bay Coal Terminal and to Port of Abbot Point for export; these activities include:
  - a permanent mine workforce comprised of Middlemount Coal group staff and contractors’ personnel;
  - the leasing and hire of a mining fleet comprising excavators, dozers, dump trucks and associated equipment;
  - the engagement of contractors to perform mine works;
  - the operation of the coal handling and preparation plant and coal loadout; and
  - mine site office functions;

- at head office in Brisbane – corporate and professional functions to support the mining operations;
- transport of coal by rail to port; and
- port services to receive, handle and load coal onto ships for sale on FOB terms.

#### **The risks of modern slavery practices in the operations and supply chains of Middlemount Coal**

Middlemount Coal's operations are located entirely in Queensland, Australia. Supplies of goods and services for its operations are acquired from its shareholders and a few large Australia-based suppliers (all of whom are themselves are subject to the reporting regime established under the Act), and from a significant number of smaller suppliers.

Middlemount Coal acknowledges that some suppliers may be part of corporate groups that have an international presence, or that are headquartered overseas, and that modern slavery risks may exist in these supply chains.

Most of Middlemount Coal's suppliers are local or domestic suppliers, operate in Australia only and are subject to Australian law. Middlemount Coal therefore considers that modern slavery risks within its supply chain are low. That is not a cause for complacency and Middlemount Coal is committed to maintaining a high standard of supply chain management.

#### **The actions taken by Middlemount Coal to assess and address these risks**

Middlemount Coal has established, and its standard contracting terms and conditions require compliance within the Middlemount Coal group and by its goods and services suppliers with, Middlemount Coal's **Modern Slavery Policy**. All Middlemount Coal personnel, contractors and suppliers are made aware of and are required to comply with that policy.

Amongst other things, the policy requires the reporting of any situation of which a person to whom it applies becomes aware, concerning any breach, potential breach or suspected breach of the policy or any laws regarding modern slavery.

Middlemount Coal is committed to ensuring that no one is disadvantaged or discriminated against for reporting in good faith a suspicion of an alleged contravention of the policy or laws regarding modern slavery. Middlemount Coal's Whistleblower Policy is specifically referenced in the policy for that purpose.

Middlemount Coal has amended its onboarding documents to make suppliers aware of their and Middlemount Coal's obligations regarding modern slavery and to elicit information that Middlemount Coal uses to assess modern slavery risks in its supply chain.

Middlemount Coal has also included specific provisions to deal with compliance with laws relating to modern slavery into its standard contracts and in non-standard contracts that it enters into.

#### **How Middlemount Coal assesses the effectiveness of these actions**

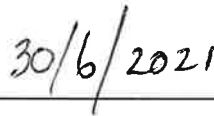
Middlemount Coal is developing ongoing assessment procedures. Its present focus is to identify the parts of its supply chain that pose the greatest modern slavery risks and to audit and address those, particularly in respect of suppliers with overseas ownership or significant overseas supply chains.

**The process of consultation within the Middlemount Coal group**

Middlemount Coal and its subsidiaries have common boards of directors and operate under common policies. Head office and mine site staff have oversight of operations across the Middlemount Coal group.

**Statement of compliance**

This statement was approved by the principal governing body of the reporting entity, being the board of directors of Middlemount Coal Pty Ltd and is signed by the responsible member for Middlemount Coal Pty Ltd.



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Sean Allen, Director and responsible member    Date  
Middlemount Coal Pty Ltd