

**2024**



# **Sustainability Report**



## Acknowledgment of Country

We acknowledge and pay our respects to the Traditional Owners of the land and waterways on which we operate and conduct business, the Barada Kabalbara Yetimarala and the Barada Barna Peoples. We acknowledge their enduring cultural connection to country and community, and pay our respects to their Elders past, present and emerging.

## Disclaimer

This document has been prepared with due care and diligence using the best available information at the time of publication. Except for data related to emissions reporting to the Australian Clean Energy Regulator, and that included in our Annual Financial Statements, the data in this report has not been externally assured. Middlemount Coal Pty Ltd holds no responsibility for any errors or omissions and decisions made by other parties based on this publication.

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## 2024 highlights

- > 4.02 Mt ROM, the highest since 2021
- > 52.8 Mbcm Total Material Moved, the highest since 2019
- > 5.03 Total Recordable Injury Frequency Rate (TRIFR)
- > 88 women representing 23.3% of employee workforce
- > 40% women in senior leadership roles
- > \$548 M spent with Australian suppliers
- > ~\$41,000 contributed to local community groups

# Introduction

## About this report

This is Middlemount Coal Pty Ltd's first Sustainability Report. It provides an overview of our environmental, social and governance (ESG) achievements from 1 January to 31 December 2024, and showcases the steps we've taken to minimise our environmental impact, to support our people and local community, and to strengthen our governance practices.

As we strive to improve and adapt our ESG practices and performance, we also seek to continue to create long-term value for all our stakeholders.

This report has been approved by our Board.



## Topics reported

To determine the topics included in this report, we referenced the ESG priorities of our shareholders, industry benchmarking, as well as sustainability reporting frameworks of the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB).



### Environmental

Emissions

Energy

Land use, Biodiversity  
& Rehabilitation

Water

Waste

Compliance



### Social

Health & Safety

Workplace culture

Community  
& Indigenous  
relationships

Economic  
contribution



### Governance

Responsibility &  
oversight

Business ethics

Risk management

Supply chain  
management





# Who We Are

## Introduction

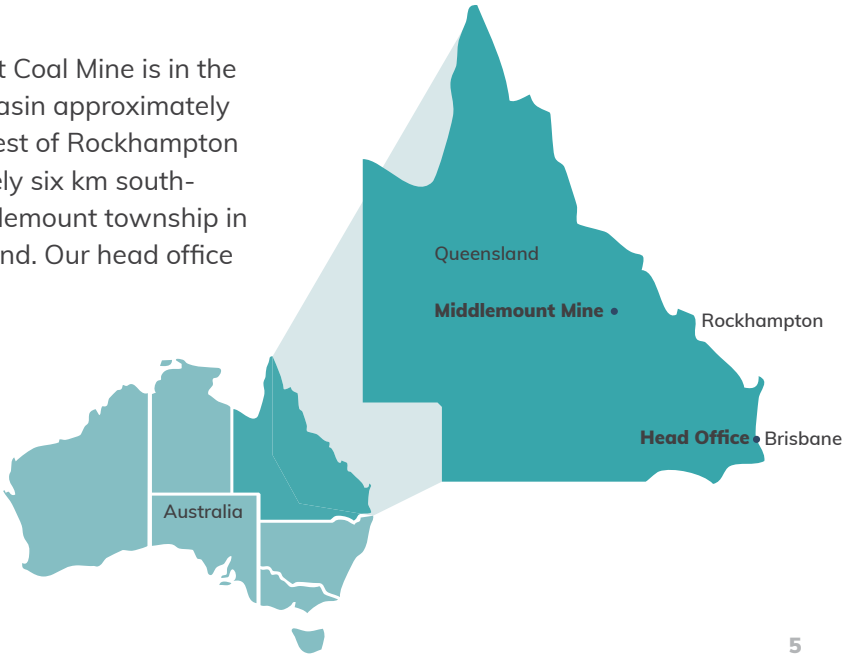
Middlemount Coal Pty Ltd (Middlemount Coal) operates the Middlemount Coal Mine, an open cut coal mine producing Pulverized Coal Injection (PCI) and Coking coal for the export market. Our full-scale operations commenced in November 2011 and we have a current mine life of approximately 20 years. We operate 24 hours per day, seven days per week. Our workforce comprises 553 employees and contractors at the mine site, and six employees based in our head office in Brisbane, Queensland.

## Ownership

Middlemount Coal is an incorporated joint venture between Peabody Energy Australia Pty Ltd (50.003 % interest through Peabody Custom Mining Pty Ltd) and Yancoal Australia Ltd (49.997% interest through Gloucester (SPV) Pty Ltd).

## Location

The Middlemount Coal Mine is in the central Bowen Basin approximately 270 km north-west of Rockhampton and approximately six km south-west of the Middlemount township in central Queensland. Our head office is in Brisbane.







## Our mission

Our mission is to work to drive safe production at Middlemount Coal.

## Our values

Our values define our purpose, our priorities and the fundamental principles by which we conduct business.



### Well-being

We practice self-care for ourselves, our team and our families.



### Respect

We respect each other, the community and the environment.



### Responsibility

We take individual responsibility for all our actions and strive to contribute positively to Middlemount Coal.



### Strength

By focusing on individual strengths, we create a cohesive and supportive workplace through the engagement of our people.

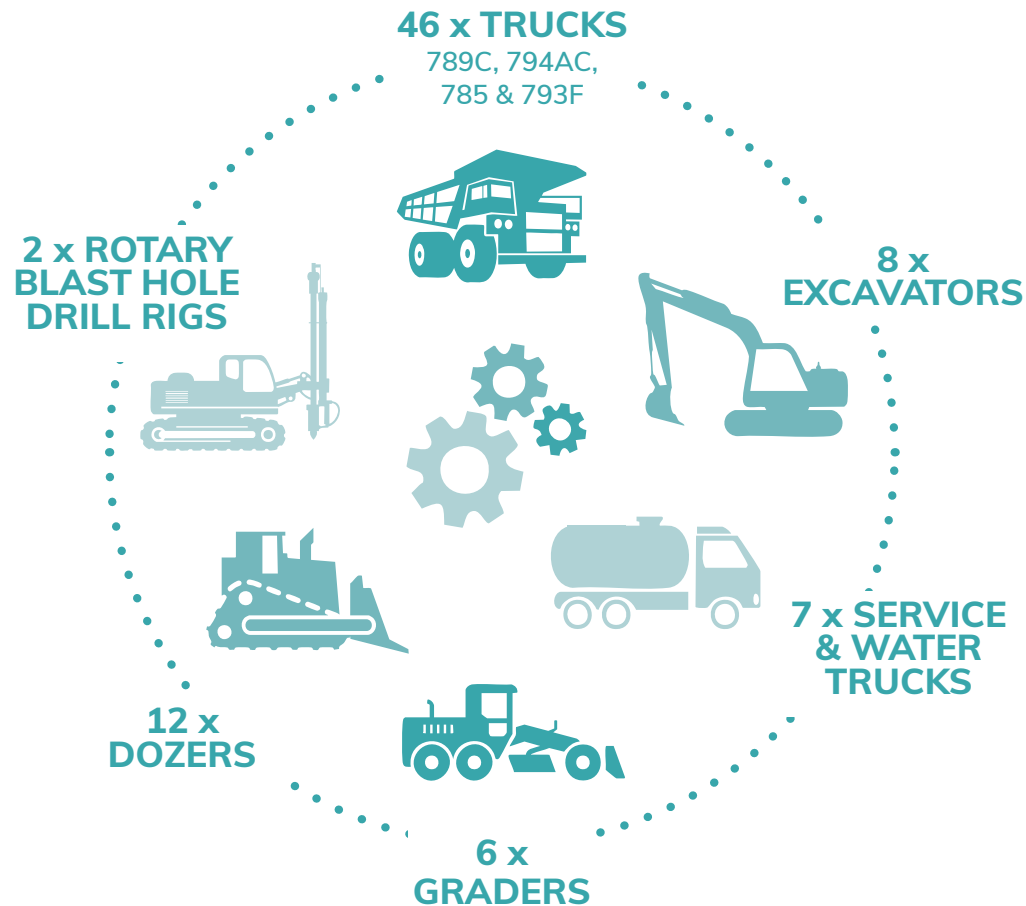


### Excellence

We strive for excellence, distinction and quality to achieve success through developing a culture of support and best practice.

## Our assets

Our operations are underpinned by reliable and high-quality equipment. Our large mobile fleet is leased and maintained through partnerships with MacKellar Group, Sandvik and CAT/Hastings Deering.



## New R 9600 Excavator joins our fleet

In partnership with MacKellar and Liebherr-Australia, in November 2024 we were excited to receive delivery of our new Liebherr-powered R 9600 Excavator. Three cranes were required to assemble the massive 600-tonne machine onsite, which reinforces our operational reliability and excellence.







# Our Business

Middlemount Coal operates an open-cut coal mine that uses conventional truck and shovel methods. Our mining operations consist primarily of excavator and truck strip mining augmented by cast and doze.

We produce Coking coal and Pulverized Coal Injection (PCI) coal for the export market. Before being loaded, the coal is processed onsite to remove impurities to meet our customers' requirements.

## Extracting

Middlemount Coal is permitted to extract up to 5.7 million tonnes per annum (Mtpa) of run-of-mine (ROM) coal that can produce approximately 4.2 Mtpa of combined PCI and Coking coal. Both types of coal are used for the manufacturing of steel. In 2024, we produced 1.2 Mt PCI coal and 1.1 Mt Coking coal.

## Processing

Coal cleaning and processing is a very important procedure. It removes impurities such as pyritic sulfur, ash, and mercury from coal before it is used. It also improves the quality and marketability of coal and helps us meet customer specifications.

We operate and maintain our own onsite processing plant and our preparation method includes **seven key steps** >

- |   |                               |
|---|-------------------------------|
| 1 | Crushing                      |
| 2 | Screening into size fractions |
| 3 | Removing impurities           |
| 4 | Dewatering                    |
| 5 | Drying                        |
| 6 | Blending                      |
| 7 | Agglomeration                 |



## Sending to port

After the coal has been processed it is then loaded onto trains by conveyor and sent to one of two port terminals. We have contracted rail and port capacity through Dalrymple Bay Coal Terminal (DBCT) and Abbot Point Coal Terminal (APCT). In 2024, we sent 2.2 Mt of coal to port. The marketing of the coal we produce is conducted by our shareholders, Peabody Energy Australia Pty Ltd and Yancoal Australia Ltd, on our behalf. In 2024 we exported to Austria, Germany, India, Indonesia, Japan and South Korea.

## Our value chain

Our value chain consists of multiple stakeholders and entities involved in extracting, processing, transporting and selling coal. Our value chain's efficiency depends on our compliance and engagement efforts and maintaining our social license to operate.



### UPSTREAM



#### Exploration suppliers

(eg geologists, surveyors)



#### Equipment and technology suppliers

(eg excavators, trucks, drilling rigs) and technology solutions (eg GIS, monitoring systems)



#### Service providers

(eg engineering, construction, environmental, legal, labour hire)

### OUR OPERATIONS



#### Workforce

(eg employees, contractors)



#### Processing and preparation facilities

(eg facilities for washing and preparing coal)



#### Support services

(eg asset maintenance, WHS specialists)



#### Transport providers

(eg rail haulage operators and rail network providers)



#### Port operators

(eg Dalrymple Bay Coal Terminal, Abbott Point Coal Terminal)



#### Customers

(eg international steel mills)



#### Regulatory bodies

(eg government departments and agencies)



#### Other stakeholders

(eg Community and Indigenous Groups, Community Engagement Partners, environmental NGOs and advocacy groups)



#### Ancillary services

(eg finance and insurance providers, and corporate services eg legal and human resources)

### DOWNSTREAM





# Environmental

East Dump western side rehabilitation with pit (left) and Middlemount (right) in background

We are committed to maintaining a sustainable balance between economic development and the protection of the natural environment. Our goal is to not only meet our environmental obligations, but to strive to safeguard the environment within and surrounding our operations as well as the communities in which we work and live.

## 2024 Highlights

- ④ **2024 Rehabilitation Program completed**
- ④ **Bushfire Management Plan developed and implemented with hazard reduction activities completed**
- ④ **Waste Management Technical Assessment completed**
- ④ **Water Discharge Conditions amended to enable more effective water management**
- ④ **Mine Water Dam 2 constructed to reduce mine affected water and enable dry period resilience**

## Emissions

Middlemount Coal generates greenhouse gas emissions from fuel used and gases released during mining, processing, transport and administration activities. The metrics we use to calculate and monitor our emissions are in accordance with the Australian National Greenhouse and Energy Reporting Act 2007 (NGER Act).

We are considered a Responsible Emitter by the national Clean Energy Regulator and our emissions data is taken up in the reporting of our majority equity shareholder Peabody Energy Australia Pty Ltd. Our Scope 1 and Scope 2 emissions data is reasonably assured by accredited specialist

auditors. In 2024, Middlemount Coal's total Scope 1 greenhouse gas emissions were 267,919 tCO<sub>2</sub>e and total Scope 2 were 12,347 tCO<sub>2</sub>e. Although this is a 25% increase on last year, it corresponds to more ROM mined and higher equipment hours.

As a designated large facility, we are required to meet obligations under the Australian Government's Safeguard Mechanism. Any emissions that exceed our calculated baseline are required to be offset with Australian Carbon Credit Units (ACCUs). To meet our compliance obligations, we will surrender carbon credits to the Clean Energy Regulator by the 31 March 2025 deadline.



## Energy

We use energy at each stage of our operations including extraction and processing. Primary sources of our energy include electricity used for the Coal Handling and Preparation Plant (CHPP), Train Load Out (TLO) and workshops, as well as diesel-powered equipment, such as bulldozers, excavators and trucks. Our total energy consumption in 2024 was 2,315,506 GJ, which was in line with our four-year average. We have commenced reviewing ways in which we can reduce our energy consumption, and in 2024, this included discussions with various parties regarding alternative fuels, and research regarding the use of used tyres for blasting filler. We have also repurposed waste oil for use in blasting, and our new R 9600 Excavator uses less diesel than earlier generation models.

## Land use, Biodiversity & Rehabilitation

### Land use & offset management

Major land use within the region is primarily known for agricultural, forestry, fishery activities and coal mining. The pre-mining land use of our mine site was agriculture and specifically grazing.

Middlemount Coal Mine Offset Management Plan (OMP) is approved under the Commonwealth Environment Protection and Biodiversity Conservation Act 1999 (EPBC Act) and Queensland's Nature Conservation Act 1992 (NC Act). For enduring protection, an offset area of over 5,861 hectares has been secured through legally

binding voluntary declaration. Our OMP includes management actions to protect and enhance the habitat for Koalas, Ornamental Snake and Squatter Pigeon threatened species, and Brigalow habitats. The actions include rehabilitation, weed control, fire management, erosion and sediment control, management of livestock and restrictions to access specific areas. We also conduct annual ecological surveys and prepare annual compliance statements, which help assess the success of our management measures against identified milestones and objectives.

### Future land use & rehabilitation

The Middlemount Progressive Rehabilitation and Closure Plan was approved by the then Queensland Department of Environment, Science and Innovation in October 2023, one of the first plans of its type to be approved. It provides a roadmap for progressive rehabilitation and closure of our mine site, and aims to achieve a safe, stable and non-polluting final landform which satisfies relevant legislation. More specifically, our mine site has been designed to:

- be rehabilitated to a safe final landform for humans and wildlife, including rock walls and fencing to protect humans and livestock from void management areas
- have a non-polluting final landform, with residual voids to remain as long-term groundwater sinks
- ensure that the final landform is stable with in-pit and out-of-pit waste rock contoured emplacements and residual void highwalls

treated so that they are geotechnically stable

- be able to sustain post-mining land use
- be rehabilitated to existing regional ecosystems with native seed.

In 2024, 77.99 hectares of land were rehabilitated (topsoiled and seeded) and 78.2 hectares of landform were reshaped in preparation for final rehabilitation activities. These activities included:

- installation of erosion and sediment control features (contour drains and rock chutes)
- landform reshaping to meet final landform design parameters
- area preparation for topsoil spreading
- soil amelioration (fertilizer, gypsum, hay, compost)
- remedial activities rock mulching of gullies
- disposal of coarse rejects
- co-disposal of coarse rejects and tailings with mine overburden, preventing the need for periodic expansion of large above ground tailings dams.



Established rehabilitation with trees





## Water

Water is used daily at Middlemount Coal, with most of the usage taking place during the processing of coal, specifically during washing to remove impurities. Our existing mine water management system consists of a network of infrastructure including storage facilities, sediment dams, diversions and levees to control the movement of clean, mine affected and sediment laden water around our site. We currently do not withdraw fresh water and instead operational water for dust suppression and processing is drawn from saline groundwater or harvested from onsite dam catchments. In 2024 we experienced the lowest total rainfall since 2019.

Our water management practices are regulated by strict Commonwealth and State legislation, and we regularly monitor and report our performance. Our Water Management Plan outlines a clear approach for water usage and the mitigation

of specific water-related risks. It meets the requirements of our Environmental Authority Permit, and examines and addresses issues relevant to the importation, generation, use, and management of water in order to minimise the quantity of water that could cause environmental harm. In addition, our Water Management Plan provides a forecast of future water management system performance and outlines infrastructure and strategies required to minimise impacts to operations and environmental compliance.

The completion of the Mine Water Dam 2 (a 1.2 GL water storage facility), and mine water pipeline backbone, has improved water management across our site, reducing the impacts from wet weather and improving wet weather recovery, when compared to previous years. A total of 1,638 ML of water was consumed and the two Mine Water Dams enabled effective pit dewatering and sustained production.

## Regional water monitoring program

Middlemount lies within the Mackenzie Catchment, one of 11 sub-basins in the Fitzroy Basin. The catchment has been assessed annually since 2010 against the Water Quality Objectives (WQOs) set out under the *Environmental Protection (Water) Policy 2009 (QLD)*. In 2024, the Fitzroy Regional Receiving Environment Monitoring Program (FRREMP), of which we are a participant, assessed the Mackenzie catchment. It included four sites and 518 samples and assessed water quality and quantity, sediment quality and bio-indicators. Additional data, such as rainfall and stream flow were also sourced from the Queensland Department of Resources and Australian Bureau of Meteorology. Overall, the ecosystem health index of monitored streams was found to be in good condition. Participation in the FRREMP has moved our Receiving Environment Monitoring Program from a localised monitoring program to a regional scale within the Fitzroy River Catchment.





## Waste

Middlemount Coal's Waste Management Plan helps ensure that our operational waste is managed in accordance with our regulatory obligations. We currently have 15 different waste streams categorised into general waste (putrescible), general waste (non-putrescible) and regulated waste.

The objectives of our waste management system are based on a hierarchy of control, namely prevention, preparation for reuse, recycling, recovery, and disposal. All waste generated onsite is identified and assessed and then handled by an appropriately licensed waste contractor for appropriate disposal at licenced facilities. The waste management system has been designed so that the environmental and occupational health and safety (OHS) risks and obligations are met with regard to onsite storage, optimised recycling and disposal of waste is minimised.

In 2024, we generated 634 tonnes of non-mineral waste and recycled 282 tonnes (44%).

Mining waste, such as waste rock, spoil overburden and rejects are addressed in our Mining Waste Management Plan, and includes:

- disposal of waste rock, comprising of overburden and interburden, in-pit or in out-of-pit waste rock emplacements as mining progresses
- disposal of coarse coal reject material within in-pit waste emplacements
- storage of fine coal reject material in existing tailings storage facility (TSF) cells.

## Compliance

Middlemount Coal is required to comply with all obligations outlined in our Environmental Authorities Permits EPML00716913, EPPR04388416, and MIN100562607. An Environmental Authority (EA) grants permission to carry out an Environmentally Relevant Activity (ERA), but it does not authorise environmental harm unless specifically allowed by a condition within the EA. Additionally, anyone conducting an ERA must be a registered, qualified operator under the *Environmental Protection Act 1994* (EP Act). Along with the conditions in our EA, we must also adhere to various obligations and regulations set out in the EP Act.

During the year, the Federal Department of Climate Change, Energy, the Environment and Water (DCCEEW) conducted an audit of offset conditions for Approvals EPBC 2016-7717 at our offsets and found two non-compliances. Both were administrative in nature and related to reporting requirements that Middlemount Coal is committed to addressing. During the year there were no Penalty Infringement Notices, no Warning Notices and no Community Complaints.







# Social

We are committed to maintaining a safe and healthy work environment, and a workplace culture that values our people, upholds integrity, promotes leadership, and pursues excellence. We support the long-term livability and sustainability of our local community and strive to meet our cultural heritage obligations.

## 2024 Highlights

- ④ **CHPP achieved five years injury-free**
- ④ **Two commendations received by Emergency Response Team**
- ④ **40% women in senior leadership positions**
- ④ **~\$41,000 distributed to community groups**

## Health & Safety

We prioritise safety and are committed to maintaining a safe and healthy work environment, where everyone is protected from injury or illness.

We aim to ensure that our Safety and Health Management System (SHMS) is integrated into all core aspects of our operation, and that we develop a culture that is deemed best practice, incorporating risk management elements and practices, with clearly defined and measurable objectives and responsibilities.

Our SHMS is a single, auditable and documented systematic approach, driven by continuous improvement opportunities and initiatives to ensure risks to coal mine workers are at an acceptable level. Elements included in our SHMS are:

- Leadership & commitment
- Risk & change management
- System performance monitoring & review
- Workforce communication, consultation & training
- Incident reporting, investigation & causal analysis
- Audits & inspections
- Contractor safety & health
- Health & hygiene monitoring
- Injury management & rehabilitation
- Emergency preparedness & response.

It is accepted that the success of these objectives depends on commitment from all levels and functions within the company, especially from senior management.



In 2024, our Total Recordable Injury Frequency Rate (TRIFR) and Lost Time Injury Frequency Rate (LTIFR) were both 5.03, marking significant improvement over the past two years. This progress is largely due to a strengthened safety culture that encourages proactive reporting of hazards and unsafe conditions before they result in injuries. We also rolled out new Safety Management Software, which has led to improvements like real-time reporting of accidents and incidents.

In addition, we launched monthly mental health and wellbeing initiatives, covering topics such as fatigue awareness, acute stress and Post Traumatic Stress Disorder. Other health and safety events throughout the year included Self Care Day, Men's Health Week, and Dry July. Our health and weight loss program, Prehab, saw 73 employees sign up, with 11 successfully completing the course and achieving notable health improvements.



## Workplace culture

Middlemount Coal's workforce currently comprises 378 employees, and we are also supported by 181 fixed term contractors who provide operational and maintenance support.

### Employee benefits

Our employees have access to our Health and Wellbeing Program, which includes professional and financial counselling and discounted private health cover. Our employee benefits package includes subsidised accommodation or company provided camp accommodation in Middlemount township, including access to gym facilities. All permanent employees can participate in our Salary Packaging Program, which provides salary sacrifice options on items such as superannuation, flights and novated leases. We also provide a return bus service to Mackay, Rockhampton and Bundaberg for rostered employees.

### Leadership

Our Senior Leadership Team comprises 10 specialists in finance, mining, maintenance, human resources, environment and community, coal handling and preparation, and Technical Services. Four of the ten (40%) are women.

### Enterprise Agreement

We support the right to Freedom of Association and Collective Bargaining. Our current Enterprise Agreement (Middlemount Coal Enterprise Agreement 2021) is due for renewal and is currently being negotiated and will be relevant for approximately 80% of our workforce.

### Diversity, equity and inclusion

Middlemount Coal policies support diversity, equity and inclusion (DEI). We are committed to all employees being treated fairly and strive for a harmonious working environment where all employees and contractors are free from discrimination, sexual harassment, bullying, vilification and victimisation. Our DEI goal for 2024 was to achieve 20% women representation in both the Enterprise Agreement (EA) employees and in staff numbers. We are proud of our success in attracting and retaining a more diverse workforce, and achieved 23% women representation in EA employees and 30% in staff.

During the year, we attended the Queensland Resources Council's Resources Awards for Women event. We celebrated the outstanding achievements of women in Queensland's resource sector and learned more about pathways to progress diversity and inclusion.





Jeff, CHPP Supervisor

## Talent attraction & retention

We aim to attract and retain top talent and reward our people through a range of programs, including competitive salaries, comprehensive benefits packages, and performance-based incentives. In 2024, we welcomed a number of new people to the business across our operators and staff.

## Training & development

Our success and competitive advantage are based on the specialist skills and knowledge of our people. We therefore value and nurture talent so that every employee can increase their level of skill and responsibility.

We want our people to reach their full potential in their chosen career and offer a diverse range of

learning and professional development support through various types of training opportunities. This includes on-the-job instruction from in-house professionals to online learning. We also partner with specialist training organisations to develop courses that are relevant, practical and innovative.

Training highlights and initiatives during 2024 include:

- skills gaps for new employees mapped and training opportunities identified
- Emergency Response Team members received skills maintenance training in Road Crash Rescue, Confined Space, Hazmat/HVE and First Aid
- new training material for Conduct Lifting Operations and Use of Vehicle Loading Cranes was released
- upskilling our staff including RTO Certificate III Surface Extraction, Statutory qualifications – OCE & SSE, Supervisor 1, 2, 3 and Certificate IV Trainer Assessor.

## Employee engagement

Our primary method of engagement with our workforce is via our weekly Return to Work meetings, which take place at the start of every seven-day-on shift. Our noticeboards in crew huts and canteens are also an effective way to share news and updates around operational information and community activities. Our social media accounts are also a way to keep external stakeholders informed.



Sinead, ex-Trainee Haul Truck Operator, now Production Operator

## New to Industry Trainee Program

During the year we continued our New to Industry Trainee Program, offering a six-month fixed-term assignment to individuals new to our workforce. Middlemount employees can refer family and friends for participation in the program. This program equips the trainees with the skills needed to operate road trains, dump trucks, and other heavy equipment, and provides work experience across both day and night shifts. These trainees were offered full-time employment and have become valued members of our team.





## Community & Indigenous relationships

We strive to ensure the protection of our cultural heritage values within and surrounding our mine as well as in the communities in which we work and live.

### Community Investment & Development Program (CIDP)

Our support for the long-term livability and sustainability of the Middlemount Community and Isaac Regional Local Government Area is underpinned by the Middlemount Coal Community Investment & Development Program (CIDP). This CIDP provides support and sponsorship to local non-for-profit associations and clubs with an aim to provide funding for capacity building, social, health & environmental investment to our local community and region.

Our CIDP is overseen by our Community & Investment Development Committee, which was formally established in February 2024, meets monthly and reviews sponsorship applications with funding of between \$500 and \$5,000 being distributed quarterly. This year we distributed almost \$41,000 to various initiatives, including the following community events:

- “My Brilliant Future Day”, a local school Career Day where we had a stand
- Middlemount Rodeo (major sponsors)
- Middlemount Campdraft (major sponsors)
- Middlemount Annual Netball Carnival
- Middlemount Golf Pro-Am
- Site visit for senior high-school students to experience mine site operations
- Female Rugby League Battle of the Mines Competition (with funds raised going to CQ Rescue, an aeromedical and emergency rescue helicopter service)
- Junior Rugby League.

## Economic contribution

In 2024, Middlemount Coal made a considerable economic contribution to the local and national economies via salaries, wages and payments to suppliers totaling \$606 million, and contributions to governments totalling \$96 million.



## Middlemount Rodeo

On 25 May 2024, we once again sponsored the Middlemount Rodeo. The event saw 749 people through the gate & 118 nominations across 12 events such as barrel racing, bronc riding, and bull riding. The highly successful event was enjoyed by the local community, spectators and competitors.

*"On behalf of the Middlemount Rodeo Association, I would like to thank you for your kind contribution to our 2024 Rodeo. We have seen great success & without your sponsorship & support we wouldn't have been able to hold such a great rodeo for the community."*

Tebani Nelder, Treasurer & Sponsorship Coordinator,  
Middlemount Rodeo Association Inc.



## Middlemount Annual Netball Carnival

Middlemount Coal proudly served as the major sponsor of the Middlemount Coal Cup, a netball carnival organised by the Middlemount Community Sports Association (MCSA). The MCSA, a not-for-profit multi-sport organisation, is dedicated to promoting sport and recreational activities for the Middlemount community. Held on 25 August 2024, the event featured knock-out tournament games for both junior and senior players, along with activities for kindergarten-aged children. Teams from five regions - Blackwater, Clermont, Emerald, Sarina, and Middlemount - came together to compete. The carnival brought the community closer, with the collective efforts of players, organisers, coaches, umpires, scorers, team managers, first aiders, canteen volunteers, and the support of family and friends.



## Cultural Heritage Centre

Middlemount Coal collaborated with local Traditional Owners to establish a local Cultural Heritage Centre. This facility is located at the entrance of our mine site and is open to the Traditional Owners of the site. The Centre was created for the long-term protection and housing of salvaged artefacts and for the purposes of training and meetings. There are many 'scar trees' located at the site. Protecting these trees and recognizing their cultural significance is important as they are a key part of understanding the relationship between Indigenous peoples and their environment.









# Governance

Drilling and loading for a blast

Middlemount Coal adopts an approach to corporate governance based on Australian legal requirements.

## Responsibility & oversight

### Our Board

The Middlemount Coal Board comprises directors that represent our shareholders with the Chair rotating on an annual basis. The Board is responsible for the overall corporate governance of Middlemount Coal, including adopting appropriate policies and procedures and seeking to ensure that Middlemount Coal's directors, management and employees fulfill their functions effectively, responsibly and in accordance with Australian regulatory requirements.

Our Board's responsibilities, along with those delegated to Management, are outlined in the Middlemount Coal Board Charter. These duties include evaluating, approving, and overseeing the life-of-mine plan, as well as managing risks, planning, budgeting, and resourcing for sustainability matters, including those related to environmental management and workplace health and safety.

### Delegation to Management

Our Board has delegated responsibility for the day-to-day management of Middlemount Coal's affairs, and implementation of the strategy and policy initiatives set by Middlemount Coal's Board, to the

Executive General Manager (EGM) and other senior executives. These responsibilities include strategy, policy and performance in relation to sustainability, including climate-related issues.

The performance of senior executives is reviewed annually by Middlemount Coal's Board against appropriate measures as part of Middlemount Coal's performance management system for all managers and staff. The system includes processes for the setting of objectives and the annual assessment of performance against objectives. The EGM's performance is assessed against qualitative and quantitative criteria, including profit performance, other financial measures, safety performance and strategic actions.



## Business ethics

Middlemount Coal is committed to the highest standards of conduct and ethical behaviour in all its business activities and to promoting and supporting a culture of honest and ethical behaviour, corporate compliance and good corporate governance.

The Middlemount Coal Code of Conduct applies to all permanent, part-time or temporary employees, contractors and suppliers. It states that it is the responsibility of leaders to create an environment where team members: are encouraged and trained to do the right thing; can ask for and receive appropriate guidance; and feel comfortable raising questions or concerns. Our Whistleblower Policy further supplements our business ethics practice and provides information about anonymous reporting and protections available to those who report issues of concern. The policy also includes information about protective assurance and non-retaliation.

## Risk management

### Procedure & process

The Middlemount Coal Safety and Health Management System outlines our approach to risk management, covering impacts such as harm to people, the environment, assets, finances, and reputation. Our risk management process includes:

- Risk identification
- Risk assessment and analysis
- Risk evaluation and treatment
- Monitoring and review
- Communication and consultation
- Reporting and recording data, in line with ISO 31000 standards.

The process follows a four-level risk assessment structure:

1. Individual Risk Assessment (SLAM)
2. Job Safety and Environmental Analysis (JSEA)
3. Formal Risk Assessment (Workplace Risk Assessment and Control - WRAC)
4. Broad Brush Risk Assessment (BRRA).

Risks are identified through either the BBRA or formal risk assessments. The BBRA highlights principal hazards and risks requiring further assessment, leading to Principal Hazard Management Plans (PHMPs) and Standard Operating Procedures (SOPs). The BBRA results inform the Risk Register, which tracks and manages significant risks. Risks rated as major or catastrophic are included. The BBRA is reviewed and updated every two years, with the next review scheduled for 2025.

### Cyber security

In 2024, we began aligning our cyber security strategy with the Australian Cyber Security Centre's Essential 8 (E8) framework to better protect against cyber threats and reduce the risk of incidents. Key initiatives included mandatory Cyber Awareness & Security training, phishing simulations, simplified reporting and review processes for suspicious emails, app whitelisting to block unauthorised applications across the network, and upgrading all licenses to premium security levels.

## Supply chain management

### Modern Slavery

Middlemount Coal strictly prohibits Modern Slavery in all forms and is committed to respecting human rights and acting ethically in all business dealings. We implement controls and systems to prevent Modern Slavery in our operations and supply chain.

Our Modern Slavery Policy applies to subsidiaries, directors, employees, contractors, and suppliers and supports our efforts to reduce our risks. We are committed to implementing controls and systems to support efforts to ensure that Modern Slavery does not occur, and we may terminate relationships with those who breach the Policy or fail to comply with it.

# Performance Data

ENVIRONMENTAL			
	2024	2023	2022
<b>GHG EMISSIONS</b>			
<b>Scope 1 emissions (tCO2e)</b>	<b>267,919</b>	212,326	246,523
Fugitive emissions (tCO2e)	<b>116,416</b>	70,620	98,218
Diesel consumption (tCO2e)	<b>150,609</b>	141,063	147,468
Oils/greases consumption (tCO2e)	<b>892</b>	642	833
Other (tCO2e)	<b>2</b>	1	4
<b>Scope 2 emissions (tCO2e)</b>	<b>12,347</b>	11,178	15,237
Electricity (location-based) (tCO2e)	<b>12,347</b>	11,178	15,237
<b>Total operational emissions (Scope 1 &amp; 2) (tCO2e)</b>	<b>280,266</b>	223,504	261,760
<b>Emissions intensity (Scope 1 &amp; 2) (tCO2e / ROMt)</b>	<b>0.0746</b>	0.0728	0.0613
<b>ENERGY</b>			
<b>Total energy consumption (GJ)</b>	<b>2,315,506</b>	2,148,966	2,268,280
<b>Total energy consumption (direct) (GJ)</b>	<b>2,254,617</b>	2,093,840	2,199,712
Diesel consumption (GJ)	<b>2,181,281</b>	2,036,030	2,131,599
Oils/greases consumption (GJ)	<b>68,209</b>	52,145	63,587
Energy consumption (GJ)	<b>5,127</b>	5,665	4,526
<b>Total energy consumption (indirect) (GJ)</b>	<b>60,889</b>	55,126	68,568
Electricity (GJ)	<b>60,889</b>	55,126	68,568
<b>Energy intensity (GJ / ROMt)</b>	<b>0.62</b>	0.70	0.53
<b>AIR QUALITY</b>			
Carbon monoxide (kg)	<b>431,231</b>	540,809	888,024
Sulfur dioxide (kg)	<b>642</b>	683	1,340

ENVIRONMENTAL continued...			
	2024	2023	2022
Oxides of nitrogen (kg)	<b>1,098,426</b>	1,121,218	2,071,300
Particulate matter 10um (PM10) (kg)	<b>3,162,963</b>	6,203,527	5,408,032
Particulate matter 2.5um (PM2.5) (kg)	<b>66,806</b>	69,857	126,574
Volatile organic compounds (kg)	<b>79,896</b>	82,112	151,860
<b>WATER</b>			
Total water consumed (ML)	<b>1,638</b>	1,806	1,618
Total water withdrawn (ML)	<b>186</b>	70	89
<b>LAND USE, BIODIVERSITY &amp; REHABILITATION</b>			
Total land disturbed requiring rehabilitation (ha)	<b>2,004</b>	-	-
Total land disturbed during reporting period (ha)	<b>26</b>	-	-
Total land rehabilitated during reporting period (ha)	<b>78</b>	-	-
Total land rehabilitated cumulative (ha)	<b>413</b>	-	-
Total land managed for biodiversity (ha)	<b>6,451</b>	6,451	6,451
<b>WASTE</b>			
<b>Non-mineral waste (t)</b>			
Total waste generated (t)	<b>634</b>	481	481
Total waste recycled (t)	<b>282</b>	179	249
<b>Mineral waste (t)</b>			
Tailings produced (t)	<b>1,124,397</b>	601,581	745,887
Waste rock generated (t)	<b>84,748,554</b>	80,621,083	-



SOCIAL						
	2024		2023		2022	
<b>WORKFORCE</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>
Full time equivalent (FTE) workers (employees)	290	88	259	86	259	62
Full time equivalent (FTE) workers (contractors)	181		163		187	
Permanent - full time	286	86	254	83	254	61
Permanent - part time	4	2	5	3	5	1
Total number of employees	290	88	259	86	259	62
<b>Workforce by age</b>						
<30	20	14	18	10	15	10
>30-50	134	37	125	33	114	26
>50	136	37	124	35	121	35
<b>LEADERSHIP</b>						
Senior Leadership Team	6	4	7	3	7	3
Board	5	1	6	-	6	-
<b>RECRUITMENT &amp; RETENTION</b>						
Average length of service (years)	3.5		3.7		5.2	
<b>INDUSTRIAL RELATIONS</b>						
Active workforce employed under collective agreements	304		281		261	
<b>HEALTH &amp; SAFETY</b>						
Fatalities - Employees	0		0		0	
Fatalities - Contractors	0		0		0	
Total recordable injury frequency rate (TRIFR)	5.03		31.44		11.48	
Lost time injury frequency rate (LTIFR)	5.03		10.48		11.48	

SOCIAL continued...			
	2024	2023	2022
<b>TRAINING &amp; DEVELOPMENT</b>			
Number of participants in the trainee Haul Truck Operator Intake program	24	24	12
<b>COMMUNITY SUPPORT</b>			
Total spend on community initiatives (\$AUD)	40,884	33,728	39,750
Number of community groups supported	20	16	9
<b>PROCUREMENT</b>			
Number of suppliers	366	376	-
Total spend (\$AUD)	583,982,144	609,485,037	-
Total spend (QLD) (\$AUD)	413,480,994	440,818,302	-
Total spend (rest of Australia) (\$AUD)	134,645,663	151,626,120	-
Total spend (rest of the World) (\$AUD)	35,855,487	17,040,615	-
Government spend (\$AUD)	96,268,281	261,810,496	-
Salaries and wages (\$AUD)	58,211,735	56,614,166	-
<b>OPERATIONAL PERFORMANCE</b>			
Total ROM (t)	4,024,233	3,455,174	3,610,426
Total material moved (Mbcm)	52.8	50.1	49.5

#### Sources of data

- GHG Emissions and Energy figures: Report submitted to the Clean Energy Regulator under the National Greenhouse and Energy Reporting (NGER) Scheme, as part of Peabody Energy Australia Pty Ltd. Third-party assured.
- Air Quality: National Pollutant Inventory (NPI) Report submitted to the Department of Climate Change, Energy, the Environment and Water (DCCEEW).
- Community Support, Health & Safety, Industrial Relations, Leadership, Operational Performance, Recruitment & Retention, Training & Development and Workforce: Annual Internal Management Report.
- Procurement: Middlemount Coal, Annual Financial Statements. Third-party assured.
- Land use, Biodiversity and Rehabilitation: Rehabilitation Cost Estimation Submission. Third-party validated.
- Waste: External waste contractor reports.
- Water: Internal monitoring tools.

Note: All data is based on a calendar year except for GHG Emissions, Energy and Air Quality, which are based on the Australian fiscal year.



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