

# CORONADO GLOBAL RESOURCES INC.

## Reflect Reconciliation Action Plan

July 2022 – July 2023



Reconciliation Australia welcomes Coronado Global Resources to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP. Coronado Global Resources joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Coronado Global Resources to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Coronado Global Resources, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

**Karen Mundine**  
**Chief Executive Officer**  
**Reconciliation Australia**



## OUR BUSINESS

Coronado Global Resources is one of the largest producers of high-quality metallurgical coal in the world. Our global operations are located in two of the most productive metallurgical coal basins in the world, the Bowen Basin in Queensland, Australia and the Central Appalachian region of the US, servicing customers throughout the Asia-Pacific, Americas and Europe.

Our Australian operations include the Curragh Mine, located in the Bowen Basin approximately 10km north of Blackwater in Central Queensland. Curragh has been operating since 1983 and was purchased by Coronado in April 2018.

In Australia, Coronado employs approx. 403 people, 1.74% of which identify as identifying as being of Aboriginal and/or Torres Strait Islander peoples.

Our workforce of approximately 2,293 consists of 82.42% contractors, many of whom are engaged through full-time, long-term employment with the respective contractor as their employer. Most of our employees are based at the mine site in Blackwater (83.3%) and the remainder are based in the Company's offices in Brisbane.

## OUR RAP

We are developing our inaugural RAP to fortify our commitment to developing positive, trusting relationships with First Nations People. We want to learn about, recognise and honour traditions and cultures, including celebrating events such as NAIDOC week, and develop mutually beneficial relationships with Aboriginal and Torres Strait Islander peoples.

We will form a RAP Working Group (RWG) which will work in partnership with our existing Cultural Heritage working group. Action of these groups will report to the Diversity and Inclusion Steering Committee ('SteerCo'). The working group is comprised of volunteer members of our workforce including Aboriginal and Torres Strait Islander employees. The SteerCo is comprised of Senior Managers based in Australia and staff including at least one Aboriginal and Torres Strait Islander employee. Our Chief People and Sustainability Officer who leads the SteerCo will champion the RAP, driving internal engagement, awareness, and support for its outcomes.

Respecting and preserving Aboriginal and Torres Strait Islander cultural heritage is important to Curragh. Curragh holds regular co-ordination meetings with representatives of Kanguulu and Ghungalu peoples, now the Gaangalu Nation People who are our Traditional Owners. We also educate our employees and contractors on the importance and significance of Aboriginal and Torres Strait Islander heritage and culture.

## OUR PARTNERSHIPS/CURRENT ACTIVITIES

Coronado has established strong partnerships with local Traditional Owners through formal agreements and the facilitation of regular site visits. We partner closely with local high schools and regularly participate in initiatives focussed on supporting Aboriginal and Torres Strait Islander students. Our business has also taken an active role in supporting local First Nations community events through sponsorship and encouraging our staff to volunteer in Blackwater's NAIDOC week celebrations.

Coronado Curragh is party to the Cultural Heritage Management Plan ("CHMP") with named individuals on their own behalf and on behalf of Gaangalu Nation People. The CHMP provides for a clear and workable system of Aboriginal Cultural Heritage evaluation and management, and establishes strategies relevant to the management, protection, and control of Aboriginal Cultural Heritage. The CHMP is supported by the Aboriginal Cultural Heritage Services Agreement ("ACHSA"). Coronado Curragh, Nghally Ghungalu Thoonieda Aboriginal Corporation and Ghungalu Aboriginal Corporation are all parties to the ACHSA. This agreement sets out the terms on which Administration Services will be provided by the Corporations to the Endorsed parties in relation to the implementation of the CHMP. A CHMP has been in place since November 2012, and the most recent document (2017) recognises the spirit of goodwill and co-operative relationship based on honesty, trust, and mutual respect in existence between the parties.

Coronado Curragh supported the Central Highlands Regional Council ("CHRC") 2021 Blackwater NAIDOC Week celebrations through sponsorship and the supply of volunteers. The NAIDOC Week celebration started with breakfast for Gaangalu Nation People Elders, CHRC Mayor, Councillors, and senior staff. This was followed by a street parade, Welcome to Country, smoking ceremony, traditional dancing, flag raising and speeches. In attendance at the celebrations were three local primary schools, the high school, local emergency services and members of the public. Coronado Curragh provided staff to support the street parade, set-up and pack-down of stalls and provided marquees and other equipment to support the event.

The Queensland Resources Council ("QRC") has a Standing Committee for Indigenous Affairs and Coronado Curragh is represented on this committee. The committee reviews and provides feedback to government and other parties on legislation that impacts Aboriginal and Torres Strait Islander peoples, provides input into the annual Resource Sector Indigenous Awards event, is a stakeholder in the QRC's MoU partnership to increase Aboriginal and Torres Strait Islander participation in the sector and to share information within the sector about opportunities to support the advancement of Aboriginal and Torres Strait Islander peoples.



## RELATIONSHIPS

| Action   | Deliverable  | Timeline             | Responsibility   |
|--|--|----------------------|--|
| <b>Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b> | Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.                    | July 2022            | Head of Group Sustainability   |
|  | Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.     | August 2022          | Head of Group Sustainability   |
| <b>Build relationships through celebrating National Reconciliation Week (NRW).</b>   | RWG members to participate in an external NRW event.   | 27 May - 3 June 2023 | Head of Group Sustainability   |
|  | Plan and host an event to celebrate and raise awareness for NRW at Curragh Mine site and Brisbane office.                                      | 27 May - 3 June 2023 | HR Manager   |
|  | Register our events via Reconciliation Australia's NRW website.  | 27 May - 3 June 2023 | HR Manager   |
|  | Include circulation of Reconciliation Australia's NRW resources and reconciliation materials into our Communication Plan for all staff.        | 27 May - 3 June 2023 | HR Manager   |
| <b>Promote reconciliation through our sphere of influence.</b>   | Apply for membership to Reconciliation Queensland.   | July 2022            | Chief People and Sustainability Officer  |
|  | Communicate our commitment to reconciliation to all employees and contractors through the launch of our RAP.                                   | July 2022            | Chief People and Sustainability Officer/<br>Chief Operating Officer, Australia |
|  | Identify contractors, suppliers, and other like-minded organisations that we could approach to collaborate with on our reconciliation journey. | November 2022        | Head of Supply   |
|  | Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.                     | September 2022       | Head of Group Sustainability   |

|  |   |               |   |
|--|---|---------------|---|
|  | Develop and implement a plan to raise awareness across the organisation about our RAP.  | July 2022     | Head of Group Sustainability            |
|  | Develop a means of raising awareness for our RAP and vision for reconciliation via a creative arts initiative.  | November 2022 | Chief People and Sustainability Officer |
| <b>Promote positive race relations through anti-discrimination strategies.</b> | Conduct a review of HR policies and procedures to identify existing anti-discriminatory provisions, future needs or language that could exclude or disengage Aboriginal and Torres Strait Islander Peoples. | April 2023    | HR Manager                              |
|  | Research best practice and policies in areas of race relations and anti-discrimination.   | March 2023    | HR Manager                              |



## RESPECT

| Action   | Deliverable   | Timeline  | Responsibility   |
|--|---|---|--|
| Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning. | Undertake a review of our cultural learning needs within our organisation.  | September 2022  | Manager Organisational Capability  |
|  | Update our Cultural Awareness video with the Gaangalu Nation People, to reflect Curragh's new ownership and include it as a part of the induction of all new employees.   | October 2022  | Technical Services Manager   |
|  | Develop and embed a cultural awareness training framework and strategy to support understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.               | March 2023  | Manager Organisational Capability  |
|  | In consultation with local Traditional Owners, consider the use of language of Traditional Owners to identify places at our Curragh Mine and Brisbane office.   | Ongoing with report on progress – January and June 2023                       | Technical Services Manager   |
| Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols   | Develop an understanding of the local Traditional Owners of the lands and waters within our organisation's operating area.  | Ongoing with report on progress in cultural heritage meetings held quarterly) | Technical Services Manager   |
|  | Respectfully acknowledge our Traditional Owners custodianship and connection to the land in our reception areas.  | December 2022   | Chief People and Sustainability Officer  |
|  | Re-launch our Cultural Awareness and Heritage guideline to raise awareness and promote employee's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols. | November 2022   | Chief People and Sustainability Officer/<br>Chief Operating Officer, Australia |
|  | Include a Welcome to Country and/or Acknowledgement of Country at all significant events and meetings.  | Ongoing with progress reported January, June 2023                             | Chief People & Sustainability Officer  |

|   |   |                         |                              |
|---|---|-------------------------|------------------------------|
| <b>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.</b> | Provide financial sponsorship of NAIDOC celebrations in Blackwater and encourage personnel to support activities that will enrich the event and generate greater local participation.     | First week of July 2022 | HR Manager                   |
|   | Raise awareness and share information amongst our staff about the meaning of NAIDOC Week through integration into Communications Plan and promotion of external events in our local area. | July 2022               | HR Manager                   |
|   | RAP working group to participate in an external NAIDOC Week event.  | First week of July 2023 | Head of Group Sustainability |
|   | Plan and deliver NAIDOC Week events and activities at both Curragh Mine and Brisbane office.  | First week of July 2023 | HR Manager                   |



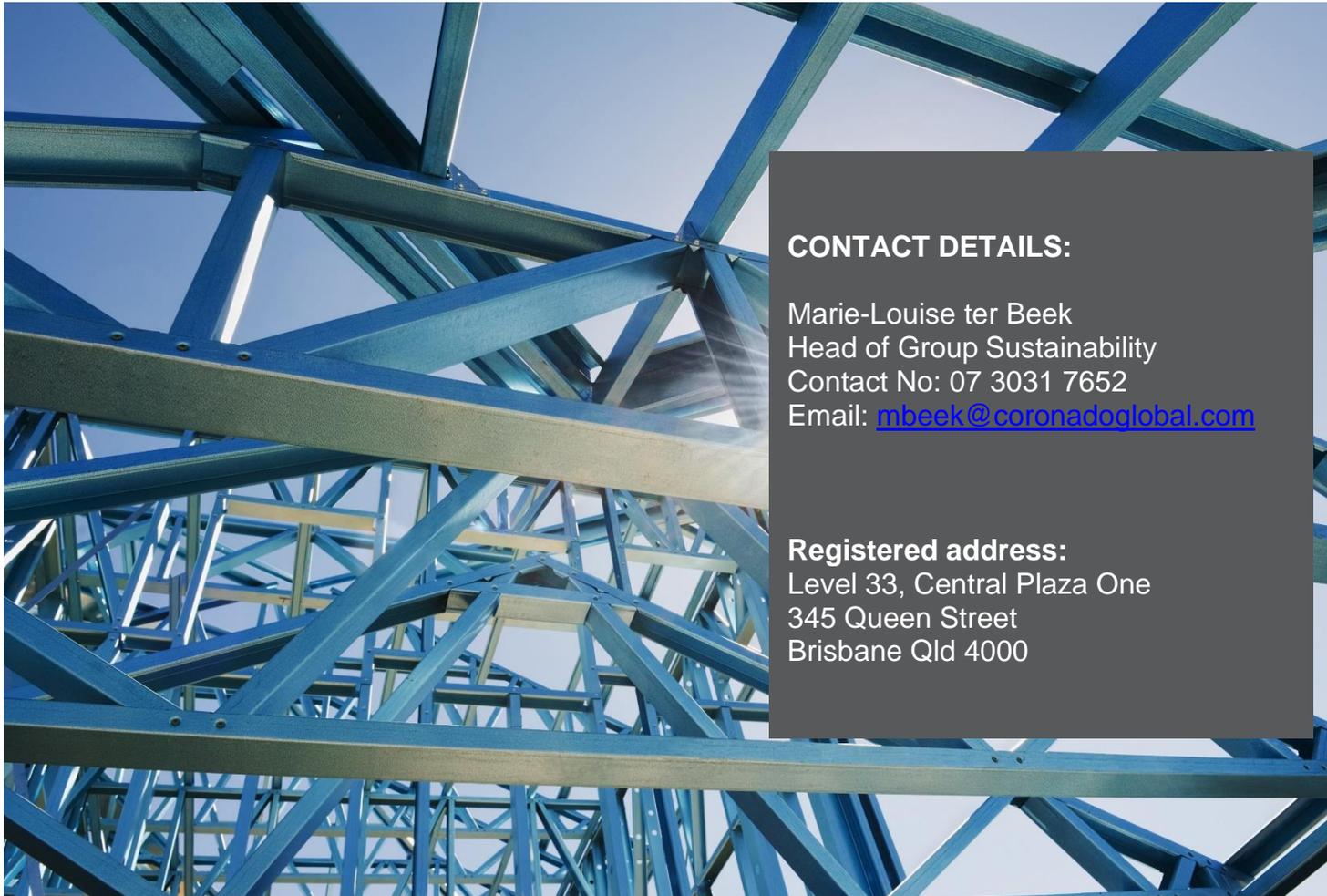
## OPPORTUNITIES

| Action   | Deliverable  | Timeline                               | Responsibility                          |
|--|--|--|---|
| <b>Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.</b>               | Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities through a review of existing processes to capture Aboriginal or Torres Strait Islander employees. | February 2023                          | Chief People and Sustainability Officer |
|  | Undertake data analysis of prior Aboriginal and Torres Strait Islander employment programs, employees, and roles across the business.  | November 2022                          | Manager Organisational Capability       |
|  | Engage with Aboriginal and Torres Strait Islander peoples including employees and specialist practitioners to inform the development of training and employment strategies.  | Ongoing with progress report 6 monthly | Manager Organisational Capability       |
|  | Consider the inclusion of a scheme focussed on increasing recruitment and retention of Aboriginal and Torres Strait Islander peoples as part of our overall Cohort Strategy for the business.  | Ongoing with progress report 6 monthly | Manager Organisational Capability       |
| <b>Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b> | Review our procurement policies and practices to eliminate or significantly reduce barriers to engaging Aboriginal and Torres Strait Islander owned businesses.  | May 2023                               | Head of Supply                          |
|  | Analyse our vendor database to identify existing Aboriginal and Torres Strait Islander vendors and opportunities to expand engagement with existing vendors or explore additional vendors.   | October 2022                           | Head of Supply                          |
|  | Develop procurement plans incorporating specific engagement approaches for Aboriginal and Torres Strait Islander businesses.   | August 2022 to May 2023                | Head of Supply                          |
|  | Investigate Supply Nation membership.  | October 2022                           | Head of Supply                          |
|  | Nominate a procurement team member to 'Champion' Aboriginal and Torres Strait Islander peoples procurement within the team and consolidate and share information with the working group.   | July 2022                              | Head of Supply                          |



## GOVERNANCE

| Action   | Deliverable  | Timeline   | Responsibility                          |
|--|--|--|---|
| <b>Provide appropriate support for effective implementation of RAP commitments</b>   | Define resource needs for RAP implementation.  | July 2022  | Head of Group Sustainability            |
|  | Engage senior leaders in the delivery of RAP commitments.  | August 2022  | Head of Group Sustainability            |
|  | Appoint a senior leader to champion our RAP internally.  | July 2022  | Chief People and Sustainability Officer |
|  | Design and implement a RAP reporting mechanism to provide quarterly updates to the SteerCo and workforce to promote accountability, transparency and share lessons learnt. | August, December 2022, April, 2023                   | Head of Group Sustainability            |
|  | Engage with our Aboriginal and Torres Strait Islander employees and our Traditional Owners about the RAP.  | Ongoing with progress report November 2022, May 2023 | HR Manager & Technical Services Manager |
| <b>Build accountability and transparency through reporting RAP achievements, challenges, and learnings both internally and externally.</b> | Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.    | July annually  | Head of Group Sustainability            |
|  | Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.  | 1 August annually                                    | Head of Group Sustainability            |
|  | Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.   | 30 September annually                                | Head of Group Sustainability            |
| <b>Establish and maintain an effective RWG to drive governance of the RAP.</b>   | Form a RWG to govern RAP implementation.   | July 2022  | Head of Group Sustainability            |
|  | Draft a Terms of Reference for the RWG.  | July 2022  | Head of Group Sustainability            |
|  | Establish Aboriginal and Torres Strait Islander representation on the RWG.   | July 2022  | Head of Group Sustainability            |
| <b>Continue our reconciliation journey by developing our next RAP.</b>   | Register via Reconciliation Australia's website to begin developing our next RAP.  | February 2023  | Head of Group Sustainability            |



**CONTACT DETAILS:**

Marie-Louise ter Beek  
Head of Group Sustainability  
Contact No: 07 3031 7652  
Email: [mbeek@coronadoglobal.com](mailto:mbeek@coronadoglobal.com)

**Registered address:**

Level 33, Central Plaza One  
345 Queen Street  
Brisbane Qld 4000