



# Inclusion and Diversity Policy

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**Coronado Global Resources Inc.**

Adopted by the Board on 21 September 2018

Reviewed by the Board 16 February 2024

## 1 Overview

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The Board is committed to workplace inclusion and diversity. It understands the value that diversity brings and recognises that creating a culture which welcomes and values all individuals is paramount to the Company's ability to attract, retain, motivate and develop the best talent; create an engaged workforce; deliver the highest quality services to its customers; and to continue to grow the business.

## 2 Scope

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This policy applies to all Coronado Global Resources Inc. employees, directors and offices at all Coronado locations.

## 3 Building a Diverse and Inclusive Workplace

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The following key principles underpin the Company's approach to diversity and inclusion:

Diversity and inclusion are essential parts of the Company's values. Our culture embraces diversity, welcomes all individuals and promotes inclusive practices.

The Company's recruitment, selection and promotion practices actively encourage diversity and aim to broaden the field of potential candidates for all positions, including board appointments

All Company policies, procedures and practices are assessed to ensure that specific barriers to diversity are removed

Leadership review and succession planning programs are structured and implemented to improve diversity by upskilling, building awareness on the benefits of embracing an inclusive culture and developing all of our people to best prepare them for career success

Remuneration levels and benefit availability are continuously monitored to ensure that any gender bias is immediately addressed, and strategies implemented to ensure future bias does not occur.

## 4 Review

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These principles and performance against the principles will be reviewed annually by the Compensation and Nominating Committee, as part of its annual review of the effectiveness of this Policy.