



Indigenous Peoples Policy

Coronado Global Resources Inc.

Adopted by the Board on 13 September 2023

Amended by the Board 16 February 2024

1 Overview

Coronado Global Resources Inc. (**Coronado**, or the **Company**) is committed to respectful engagement with Indigenous Peoples across all our operations and across the entire lifecycle of our activities.

2 Scope

This Indigenous Peoples policy (**Policy**) applies to all employees, directors, and officers of the Company. Any reference to Indigenous Peoples is taken to mean Aboriginal and Torres Strait Islander peoples. This Policy is called the 'Indigenous Peoples Policy' to remain consistent with terminology used in the United Nations Declaration on the Rights of Indigenous Peoples.

Coronado also expects anyone working for or on behalf of the Company – including consultants, service providers, third party agents, suppliers, distributors, contractors, subcontractors, labour hire contractors, joint venture participants and other business partners (**Business Partners**) – to adhere to the principles set forth in this Policy when working for or representing the Company.

3 Purpose

This Policy sets an expectation of our conduct and our commitment to respecting Indigenous Peoples, listening to Indigenous voices and perspectives, and working collaboratively with Coronado's Indigenous Peoples' employees, Traditional Owners of our Curragh mine site, and Business Partners.

Indigenous Peoples are distinct social and cultural groups that share collective ancestral ties to the lands and natural resources where they live, occupy or from which they have been displaced¹. For the purposes of this Policy, in relation to Australian Indigenous Peoples this covers two distinct cultural groups: Aboriginal and Torres Strait Islander peoples.

In establishing this Policy, we are guided by the aims of the United Nations Declaration on the Rights of Indigenous Peoples, the International Council on Mining and Metals Position Statement on Indigenous Peoples and Mining and our Reconciliation Action Plan (known as the **RAP**).

It is through this commitment that we aim to support reconciliation with Indigenous Peoples and increase Aboriginal and Torres Strait Islander peoples' employee participation rates within our operations in Australia, enhance relationships with the Traditional Owners and seek new partnership opportunities with local Indigenous Peoples living in communities surrounding our operations. In addition, we will consider all stakeholders within Coronado's sphere of influence that we have the capacity to influence and promote contributions toward engaging all Australians in reconciliation.

¹ <https://www.worldbank.org/en/topic/indigenouspeoples>

4 Principles

Our teams work closely with the Traditional Owners of our Curragh mine site, the Gaangalu Nation People, within the framework of the relevant Cultural Heritage Management Plan (**Curragh CHMP**). This collaboration allows us to work with the Traditional Owners about how the Curragh mine is to be managed to avoid harm to Aboriginal cultural heritage; and to the extent that harm cannot reasonably be avoided, to minimise harm to Aboriginal cultural heritage

Under the Curragh CHMP, the coordinating committee hold quarterly meetings throughout the year to discuss the management, control, and protection of cultural heritage on site. This includes carrying out cultural survey and mitigation work to allow the progression of exploration.

Not only under the Curragh CHMP but in general, the following key principles underpin the Company's approach to Indigenous Peoples:

- Embrace diversity, welcome all individuals and promote inclusive practices through our culture and core values of Collaboration, Accountability Respect and Excellence.
- Develop and maintain respectful relationships through early, inclusive dialogue and collaborative processes
- Seek to understand, avoid and/or mitigate any adverse impacts to Indigenous Peoples' rights, cultural heritage, livelihoods, health and wellbeing of relevant Traditional Owners of the land on which we operate.
- Apply a zero-tolerance approach to all forms of racism, prejudice and any discriminatory or harassing behaviour directed towards Indigenous Peoples.
- Engage with Indigenous Peoples, including relevant employees and specialist practitioners to inform the development of strategies to increase employment and training opportunities.
- Increase Indigenous Peoples' supplier diversity to support improved economic and social outcomes.

5 Respecting Local Culture

Respecting local culture is central to our principles and part of our core value of Respect. It is an essential aspect of our operations globally. As we expand into new countries and territories, it is important that the Company's values are upheld and that this respect is reflected in all of our operations, projects and partnerships.

We will work together with Indigenous Peoples to manage cultural heritage responsibly and sustainably. We will focus on actively communicating with all stakeholders, including our local communities, and seek the consent of Indigenous Peoples for any mineral exploration or development on their Traditional lands.

6 Reporting Breaches of this Policy

All workers must immediately report any suspected breach of this Policy. Such a report should be made to the worker's supervisor, Company representative, a member of the Human Resources team, the Chief People & Sustainability Officer, or to the Company's reporting line, established under Coronado's Whistleblowing Policy.

Coronado also encourages anyone working for or on behalf of the Company, as defined in Section 2 above, as well as all Indigenous Peoples to report any suspected breach of the Policy through one of the above channels.

No retaliatory action will be taken against an employee who makes a report on reasonable grounds. The Company's Whistleblowing Policy provides guidance on how to make a report and how that report will be received and investigated. If the conduct relates to workplace harassment or other discriminatory matters, the report may also be made to the People and Culture team. Coronado, to the extent practical and consistent with local law, will keep confidential the identity of anyone making such a report.

7 Review

These principles and performance against the principles will be reviewed by the Health, Safety, Environment and Community Committee as part of its annual review of the effectiveness of this Policy.