Modern Slavery Statement

FY2021



Whitehaven Coal Limited ('Whitehaven' or the 'Company') is a for-profit entity, and the principal activity of Whitehaven and its controlled entities (referred to as the 'Group') is the development and operation of coal mines in New South Wales and Queensland. Whitehaven is a company limited by shares incorporated and domiciled in Australia whose shares are publicly traded on the Australian Securities Exchange.

This Statement is made on behalf of Whitehaven Coal Limited (ABN 68 124 425 396). Whitehaven Coal Limited qualifies as a reporting entity under the Australian Modern Slavery Act 2018. The following entities also meet the reporting test set out in the Australian Modern Slavery Act 2018: Whitehaven Coal Mining Ltd, Narrabri Coal Pty Ltd, Aston Coal 2 Pty Ltd.

In this statement, unless expressly mentioned otherwise, references to Whitehaven Coal and the Group, the Company, we, us and our, refer to Whitehaven Coal Limited, its subsidiaries and its controlled entities and Whitehaven Coal Limited operated joint operations as a whole as outlined on pages 96 and 97 of our Annual Report 2021. The registered office for all controlled entities is Level 28, 259 George Street, Sydney NSW 2000.





Chairman's introduction

Whitehaven Coal is a proudly Australian company. Our purpose is to support and sustain regional communities by exporting high quality coal from Australia, to the world, and respecting human rights is integral to delivering on our commitments.

Modern slavery describes situations where offenders use coercion, threats or deception to exploit victims and undermine their freedom. We acknowledge our role in supporting socially responsible operational, supply chain and community engagement practices. We support the objectives of the Modern Slavery Act to provide transparency on and manage risks associated with modern slavery throughout supply chains.

This statement outlines our approach to identifying and addressing modern slavery risks in our operations, supply chain and community engagement activities, as well as the associated governance structures and reporting frameworks and importantly, our plans for the future.

Whitehaven's first Modern Slavery statement, for FY20, was lodged in March 2021. Our FY21 Modern Slavery Statement is Whitehaven's second and is for the reporting period 1 July 2020 to 30 June 2021. With such a short time frame between the publication of our first and second statement this iteration will focus on outlining Whitehaven's understanding of the issues of modern slavery, how it applies to our operations and supply chain, and how we intend to undertake further work on Modern Slavery in the FY22 year.

We welcome feedback on how we can continue to improve our approach in this area; feedback can be sent to **sustainability@whitehavencoal.com.au**

The Hon. Mark Vaile, AO
Chairman

This statement is made pursuant to the Australian Modern Slavery Act 2018 (Cth) and has been approved by the Whitehaven Coal Board.

Our business

Whitehaven Coal is proud to be the leading Australian producer of premium-quality coal.

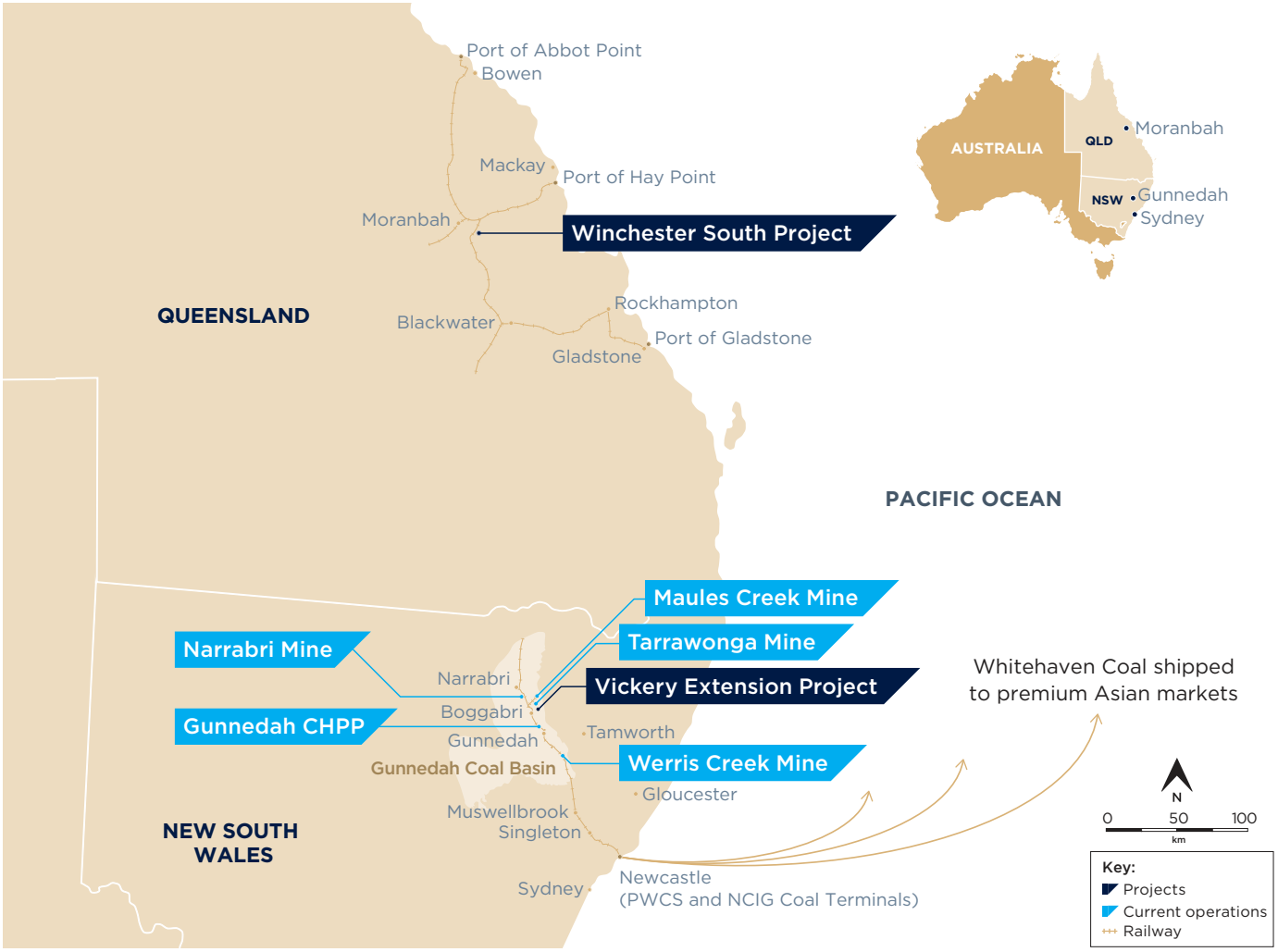
We are the dominant player in Australia's only emerging high-quality coal basin. We help power developed and emerging economies in Asia where there is strong and growing demand for our product, particularly for use in high-efficiency, low-emissions coal-fired power stations.

Our purpose as a company is to support and sustain regional communities by exporting high-quality thermal and metallurgical coal from Australia to the world. North West NSW is the focus of our capital investment and workforce presence.

We operate four mines (three open-cut and one large underground mine) in the Gunnedah Coal Basin of NSW. Our operating assets are complemented by two high-quality, near-term development assets, being Vickery, near Gunnedah, and Winchester South, in Queensland's Bowen Basin.

Over our almost 20-year history, including 12 years as a publicly-listed entity on the Australian Securities Exchange, we have developed a growing reputation for excellence in project delivery, safe operation, and targeted investment in the local economy and community.

We are proudly local, and around 75% of our 2,500-strong workforce lives in the local communities around our mine sites. We believe in helping communities grow, ensuring benefits flowing from our operations are seen and felt locally.





Our supply chain

In FY21, we spent more than $1.4 billion with more than 1,200 suppliers, the majority of which are Australian companies.

We are focused on ensuring the benefits of our operations are seen and felt locally, especially when it comes to procurement. To that end, we are proud to have spent $345 million with 318 suppliers based in North West NSW in FY21 alone.

All activities undertaken by Whitehaven with regard to procurement are subject to our Code of Conduct, which outlines the behaviour we expect from all members of the workforce, as well as the Anti-Corruption Policy. Members of the workforce also have access to an independent service to report potential misconduct as outlined in our Speak Up Policy. These policies are available at **whitehavencoal.com.au/corporate-governance.**

Identifying and addressing the risks of modern slavery

Our assessment and mitigation process has been led by our Group Finance and Procurement team, with oversight from the Audit & Risk Committee of the Board.

As part of Whitehaven's first Modern Slavery Statement for FY20, a risk assessment was completed to identify which elements of the business and supply chain could be susceptible to modern slavery risk.

Risk in operations

As Whitehaven's operations are wholly located in Australia, a country which has world-leading human and workplace rights legal protections, the risk of slavery amongst our operations is assessed as low.

We acknowledge the risks associated with shipping companies utilised by our customers and will consider options for further engagement on this.

Risk in supply chain

With 99% of our first-tier suppliers based in Australia, it is likely that the potential to be linked with or to contribute to modern slavery in our supply chain sits beyond the first tier of our supply chain and most probably outside of our national borders.

With that in mind, our focus is on strengthening our understanding of third-party supply chains and raising levels of awareness of potential modern slavery issues, as well as strengthening supplier on-boarding processes and procedures. Our commitment and participation to the "on time payment scheme" also supports lowering the risk by reducing undue pressure to our suppliers' operations. A review of Whitehaven's top 50 suppliers by expenditure in FY21 has been undertaken, which accounted for about 80% of total procurement spend, of which 98% are Australian-based suppliers. As outlined in Figure 1 on page 5, the majority of spend across our top 50 suppliers was towards rail freight, fuel, coal purchases, equipment, and equipment hire.

Modern slavery risk governance



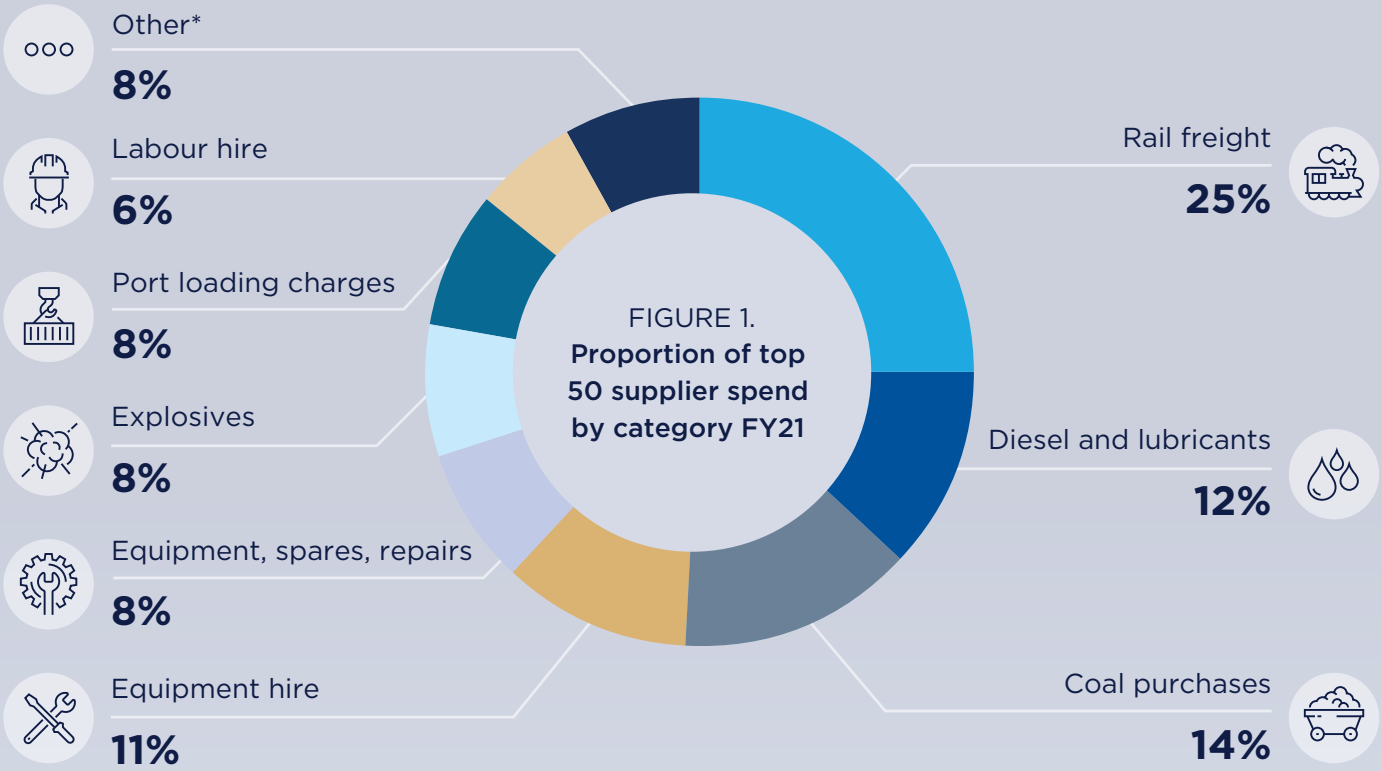


FIGURE 1.
Proportion of top 50 supplier spend by category FY21

*Other includes: Tyres (2%), Mining consumables (1%), Electricity (1%), Corporate Finance (2%), Camp Accommodation (1%), Consultancy Services (1%).

Our top 50 suppliers were asked to provide information about relevant policies, systems, mechanisms, practices and processes in place to minimise or prevent the occurrence of modern slavery and indicators to measure the effectiveness of these systems. Suppliers were also asked to disclose any investigations into actual, suspected and alleged human rights breaches involving their workforce or supply chain, as well as their own key suppliers of goods and services and their primary countries of operation, and steps taken to mitigate the risk of modern slavery amongst the key suppliers.

Responses from the top 50 suppliers were reviewed against an assessment framework, concluding that no supplier was assessed as having a high risk of modern slavery practices.

Whitehaven will perform periodic audits (similar to that outlined above), with any failure to participate or any supplier which is determined to be a high risk of modern slavery practices reported to senior management and appropriate further actions taken.

Continuing to improve our approach

We currently assess our effectiveness in identifying and managing modern slavery and human rights risks by tracking our actions and outcomes, engaging with suppliers, undertaking internal governance and external assurance processes and reporting via our Sustainability Report.

Building on activities to date, throughout FY22 we have been working towards implementing a range of initiatives proportionate to the risk identified, as listed in the adjacent table. In addition we undertake ongoing engagement with stakeholders to continue to improve our approach to identifying and addressing modern slavery risks in our supply chain.

Activity	Status
Risk assessment and mapping exercise to identify which parts of the business could be susceptible to modern slavery risk	Complete
Conduct due diligence on suppliers; issue questionnaire and assess risks, with a focus on top 50 suppliers by spend	Complete
Prepare and conduct anti-modern slavery training for key employees	Underway
Incorporate relevant assessment criteria in new tender processes	Complete
Update website to capture Modern Slavery information when suppliers lodge expression of interest	Complete
Add appropriate clauses in all new supplier contracts	Complete
Add modern slavery assessment to on-boarding process for new suppliers	Underway
Categorise, map and assess the risk of modern slavery across all Whitehaven suppliers, and issue questionnaire to targeted suppliers	Underway
Research on the risks associated with logistics and shipping of products; and coal suppliers to ascertain modern slavery due diligence policies and processes.	Underway
Review and revise Whitehaven policies to capture Modern Slavery requirements	Underway

Assessing effectiveness

As we deploy the road map described above, we will identify the appropriate effectiveness indicators so that efficiency can be measured at regular intervals. The metrics for monitoring effectiveness will be developed for the FY22 statement as outlined above.

Currently, we assess our effectiveness in identifying and managing modern slavery and human rights risks by tracking our actions and outcomes, engaging with suppliers, undertaking internal governance and external assurance processes and reporting via our Sustainability Report.

Consultation process

As part of a modern slavery framework to implement the Act, Whitehaven's Group Finance and Procurement team, with oversight from the Audit & Risk Committee of the Board, conducted a series of consultation meetings with the entities that form part of the Whitehaven Coal Group. The purpose of these meetings was to provide awareness of the issue of modern slavery, the nature of the reporting mechanism of the Act and its implications for the Group, and how the action plan will be implemented across the Group.

Conclusion

This second annual Modern Slavery Statement, for FY21, marks Whitehaven's commitment to assess, engage, address and monitor modern slavery risks and to contribute to positive actions against this violation of human rights.

Criteria mapping

The below table outlines the page number/s of our statement that addresses each of the mandatory criteria in section 16 of the Australian Modern Slavery Act 2018 (Cth).

Mandatory criteria	Page number/s
a) Identify the reporting entity	1
b) Describe the reporting entity's structure, operations and supply chains.	1, 4
c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity and any entities it owns or controls.	4
d) Describe the actions taken by the reporting entity and any entities it owns or controls to assess and address these risks, including due diligence and remediation processes.	4, 5, 6
e) Describe how the reporting entity assesses the effectiveness of these actions.	6
f) Describe the process of consultation on the development of the statement with any entities the reporting entity owns or controls (a joint statement must also describe consultations with the entity covered by the statement).	6
g) Any other information that the reporting entity, or the entity giving the statement, consider relevant.	Throughout



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