



SUSTAINABILITY and CLIMATE CHANGE POLICY

Kestrel is committed to creating enduring value for our stakeholders through responsibility, transparency, respect, diversity, material risk management and awareness.

At Kestrel we recognise sustainability is critical to maintain resilience and in the creation of enduring value for all our stakeholders:

- 1) Stewardship of our workforce, environment, community, supply chain labour and people we interact with.
- 2) How we utilise resources and energy to create value.
- 3) What we plan and do today to be ready for the future.

To achieve this we will:

- Engage with our stakeholders at all levels through consultation, shared goals, mutually beneficial partnerships, meeting our agreements and providing robust, ethical reporting.
- Be a trusted partner with our community, and play our part in regional and Indigenous support and development.
- Establish and verify goals and practices to encourage and achieve a diverse, inclusive, healthy and safe workplace and eliminate any form of discrimination or bullying.
- Respect and support human rights, and ensure that Kestrel does not participate or be associated with any activity which violates human rights, including freedom for open collective bargaining, abolition of forced or compulsory labour including child labour.
- Fight against all forms of corruption or unethical advantage, extortion and bribery.
- Ensure transparency for corporate governance and compliance to applicable laws and regulations, and maintain high standards of financial and ethical behaviour.
- Continuously evaluate and manage risk and opportunity to identify areas of materiality to minimise potential of harm or loss, or opportunities to drive change and business improvement.
- Be responsible, proactive and responsive as a leader in environment performance.
- Apply foresight and planning in decision making: including forecasts and analysis, scenario planning and scanning to identify shifting trends and signals of change.
- Mobilise governance of climate change and energy risk into strategic planning: including projection of carbon emissions and reduction targets, integration of renewables and innovative technologies, and continual waste and resources efficiency programs.

Shane Hansen
Chief Executive Officer, Kestrel Coal Resources
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