Sustainability
Report 2023

stanmore

STANMORE RESOURCES LIMITED

Contents

1. About This Report

We acknowledge the Traditional Owners of the land on which we work and operate: Turrbul and Jagera Country in Brisbane and Barada Barna, Widi and Jangga Country in Central Queensland. We pay respect to their Elders, past, present, and emerging. We respect their role as custodians of the land and water, and their right to maintain their culture, identity, traditions and customs. We are proud of the relationships we have developed with First Nations peoples and remain committed to supporting and strengthening our partnerships in a spirit of cooperation and reconciliation.

'Munda and the River', by Barada Barna artist William Walsh Wailu.

This artwork depicts Munda (the Carpet Snake) which is a totem representing Barada Barna country. In this piece Munda also represents the Isaac River as it meanders through the countryside close to the Isaac Downs project area. The Greater Glider (possum) is shown here gliding from tree to tree across this red land.

Stanmore Resources Limited and its consolidated subsidiaries (Stanmore) present this Sustainability Report (Report), detailing Environment, Social and Governance (ESG) performance, policies and practices for the calendar year 1 January 2023 to 31 December 2023 (2023).[1]

Throughout 2023, we have continued our commitment to integrate sustainability into the core of our business. We have reviewed and fine-tuned our framework by establishing a five-year sustainability roadmap to guide continuous improvement while fulfilling previously defined sustainability commitments. We acknowledge that sustainable goals and practices must align with financial performance if we are to achieve our aspirations, and our work throughout the year has been reflective of this.

As we continue to enhance our sustainability reporting practices, we have again aligned our approach with the Global Reporting Initiative (GRI) framework which includes both the Universal Standards and GRI 12: Coal Sector Standard. These Standards provide a common set of metrics that represent the broad information needs of shareholders, providing a baseline for transparency in our sector.

For an overview of our disclosures with reference to the GRI Standards, and their locations across this Report and our Annual Report, please refer to the GRI Content Index at the end of this Report.

This Report serves as a disclosure to stakeholders with an interest in Stanmore and the metallurgical coal mining industry, presenting our sustainability performance against standardised metrics where possible. This Report should be read in conjunction with our Annual Report, which is available on our website: **https://stanmore.au**

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1 1 January 2023 to 31 December 2023 (2023) is used as reporting period for this Sustainability Report, in alignment with financial reporting. Where metrics have been reported for a different period, this is noted in the relevant section.

1.1   Reporting Scope and Boundary

This Sustainability Report covers sites owned and operated by Stanmore in 2023. The reporting boundary excludes the corporate office, exploration sites, and projects, unless explicitly indicated.

Stanmore maintains full ownership and control over the following sites:

- Isaac Plains and Isaac Downs Mines (collectively referred to as **Isaac Plains Complex**)
- **South Walker Creek**, and
- Poitrel Mine and Red Mountain Infrastructure (collectively referred to as **Poitrel**).

All data and disclosures within this Report relate to these sites, unless stated otherwise.

In compiling this Report, we have used all available data and evidence. Any inconsistencies or data gaps have been addressed in the relevant sections, with any necessary restatements explicitly noted.

On 22 December 2023 Stanmore acquired the remaining 50% interest in the MetRes JV (and the underlying Millennium and Mavis Downs Projects), and in February 2024, Stanmore announced it had entered into definitive agreements to acquire South32's 50% interest in the Eagle Downs Metallurgical Coal Joint Venture Project. Due to the timing of these two acquisitions, this Report excludes data from the Millennium and Mavis Downs (Millennium Complex) and Eagle Downs mining sites.

For an overview of our operational sites, corporate offices and exploration projects and sites, please refer to Section 3: Our Business and Performance.

The entities referred to in this Report align with those specified in our audited consolidated financial statements and financial information.

1.2 Reporting Framework

This Report references the *GRI 12: Coal Sector Standard 2022*. This framework guides our data collection, analysis and reporting to ensure consistency and comparability across our historic reports. Our methodology for assessing key environmental, social and governance issues critical to stakeholder decisions and our business's long-term sustainability goals is also informed by GRI. Our material topics and objectives remain consistent with those used in the 2022 Report. For a complete list of disclosures included in this Report, refer to Appendix 1 – GRI Content Index.

We have also begun efforts to ensure that our future sustainability reporting is in line with developing global and Australian standards and requirements. Specifically, the International Financial Reporting Standards Foundation (IFRS) published its first two Sustainability Disclosures Standards in June 2023:

• IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information, and

• IFRS S2 Climate-related Disclosures.

The Australian Accounting Standards Board (AASB) has indicated that it will publish Australian Sustainability Reporting Standards during 2024, which will use the IFRS Sustainability Disclosure Standards as a baseline, but with a limitation to climate-related financial disclosures and other relevant modifications for Australian entities.

We have made reference in this Report to our climate risk management processes, aligned with the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD), now assumed by the International Sustainability Standards Board (ISSB) as above.

1.3 External Assurance

We have not sought external assurance for disclosures within this Report.

Contact information for any queries in relation to this report:

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Email	info@stanmore.au
ASX Code	ASX:SMR
Share Registry	Link Market Services Ltd

This Report is authorised for release to the market by the Board of Directors of Stanmore Resources Limited.

2. Introduction

2.1 A Message from the Chief Executive Officer

2023 was an exciting year in Stanmore's sustainability journey — a year focused on advancing our sustainability practices and looking ahead to further execution of our refreshed strategy in the years to come. I am pleased to introduce this 2023 Sustainability Report which outlines the progress we have made and the value that sustainability brings to our business, stakeholders, environment and community.

Following a transformative year in 2022 which saw significant increases in the scale and production of Stanmore's operations, this past year has been one of continued growth, success and future state planning.

Over the past 12 months, sustainability roles and additional governance have been established in the business, while the completion of structural changes after the acquisition of the BHP Mitsui Coal Pty Ltd (BMC) assets has been the catalyst for important growth. This progress has given us confidence that robust and reinforced sustainability practices are now part of our day-to-day operations and embedded in the way we work through integration with enterprise frameworks.

This Report reflects the progress we have made towards planning and setting ourselves up for the future and the delivery of our sustainability goals. Stanmore unashamedly carries strong aspirations for what we want to achieve, and we recognise that we still have a long way to evolve on our sustainability journey.

In 2024 we will focus on execution, relentlessly working to achieve our aspirations and quickly adjusting our approach and practices as we continue to see social and industry benchmarks shift. I am pleased to see the progress we have made to date and commend our entire team, under the leadership of our Sustainability Committee, which in only a short period of time since its establishment has become integral to our business decision making.

Major achievements over the past year include the development and approval of our Sustainability Policy,

and preparation of our five-year Sustainability Roadmap. These foundational documents will help inform and guide us to meet our sustainability goals.

In anticipation of climate-related financial disclosures being required from 2025, we have designed our climate risk management processes to be aligned with the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD), now assumed by the International Sustainability Standards Board (ISSB) through the inaugural sustainability standards. This will ensure our sustainability reporting is fit-for-purpose alongside preparations for future reporting on Taskforce on Nature-related Financial Disclosures (TNFD).

We acknowledge that our operations have a direct impact on the environment and the communities in which we operate, and we are strongly committed to minimising this impact. Our focus for the future is on supporting our communities and further embedding sustainability into our operations and moving beyond compliance where possible. Our sustainability roadmap includes taking practical measures to reduce our operational carbon footprint. In recognition of the barriers that may exist to achieve this, the continued development of a Decarbonisation Plan represents a fantastic opportunity going forward to assess and deliver projects and initiatives that focus on operational greenhouse gas (GHG) emissions reductions. The Plan will be pivotal in driving us towards meeting our emissions reduction targets under the Safeguard Mechanism reforms and minimising our offset obligations.

Alongside preparedness, our focus this year has been on building a positive legacy for Stanmore, reflecting on our goals and targets beyond just numbers and percentages, but how our actions tangibly impact our material topics. After conducting a review of these topics, we verified that they remain relevant and hence unchanged, giving me confidence that our effort and attention has been directed appropriately.

We have also prepared a comprehensive Social Performance Strategy focusing on Social Impact Assessments, Stakeholder Engagement, Social Investment, Human Rights and Cultural Heritage. A key component of this Strategy has been the development of a

Community Investment Framework to help guide cohesive, sustainable, long-term and impactful community investment.

This year we have also been working with key stakeholders including landholders, Traditional Owners, Council and local communities to develop Progressive Rehabilitation and Closure Plans (PRCP) for all our operational sites, a required action that keeps us prepared for the future. We also welcomed the endorsement of our Reflect Reconciliation Action Plan (RAP) in August by Reconciliation Australia. This was a proud milestone, and it is now exciting to see its implementation, as we continue our reconciliation journey. I firmly believe that we are working towards a positive legacy for the communities in which we operate.

Our belief is that strong sustainability values can support strong operational and financial performance, and given our strong financial results for 2023, I am pleased that our achievements help to endorse the progress we have made to build and plan for a sustainable future.

On behalf of the Senior Management and staff at Stanmore - all of whom have contributed to our sustainability journey, we thank you for taking the time to read our 2023 Sustainability Report.

Marcelo Matos
Chief Executive Officer

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We acknowledge that our operations have a direct impact on the environment and the communities in which we operate, and we are strongly committed to minimising this impact.
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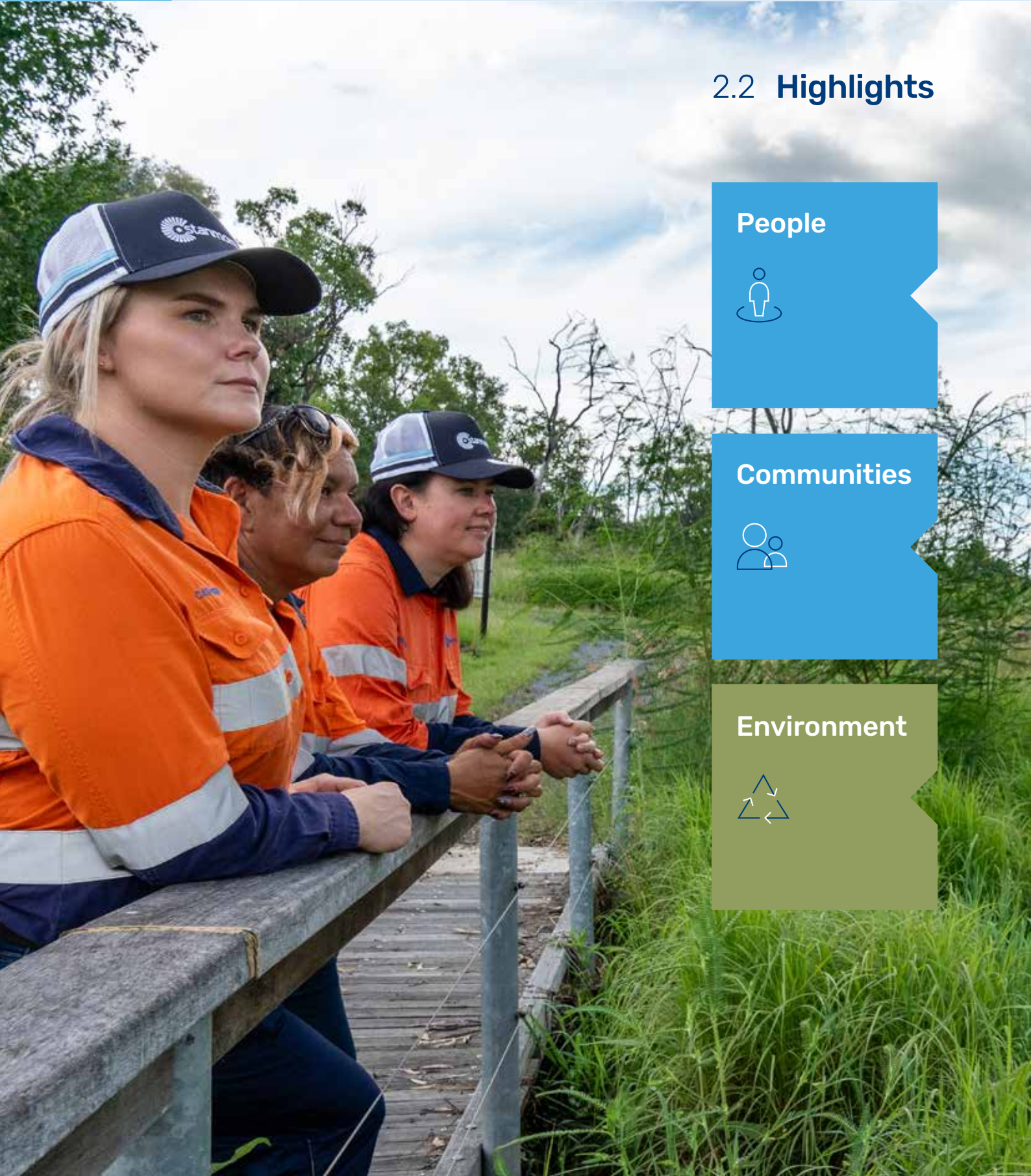
2.2 **Highlights**

People

Communities

Environment

Regional Employment

507

Comprising 67% of the total employed workforce

Female Participation

19%

Positive approach to diversity

Indigenous Representation

7.8%

Of the total personnel pool (including major contractors)

Local Supplier Spend

A$223m

Representing over 10% of our entire vendor spend for 2023

Indigenous Spend

A$3.8m

With Traditional Owners and First Nations businesses

Royalties Paid

A$835m

Providing ongoing support to Local and State Governments

Land Rehabilitated

191ha

Ongoing restoration of the land

Community Complaints

Zero

Active consultation and on site environmental management

Water Recycled

1,200ML

Minimising wastage by proactively recycling

3. Our Business and Performance

3.1 Our Business

Stanmore Resources Limited (Stanmore) is an Australian incorporated public company, listed on the Australian Stock Exchange (ASX), with a supportive major shareholder in Golden Energy and Resources Pte. Ltd (GEAR). We specialise in mining metallurgical coal, with operations and exploration projects in the Bowen and Surat basins, in Queensland, Australia. Our corporate office is located on Turrbul and Jagera Country, in Brisbane, Queensland, while our mining operations and leases sit within Barada Barna, Jangga and Widi country.

The metallurgical coals that we produce are low in impurities and are predominately used in the manufacturing of steel, essential for infrastructure, construction and technology projects, and crucial to the transition toward a lower-carbon economy and sustainable development. All of our coal is exported, with over 70% destined for Asian markets.

Our Vision

To be a leading resources company in Australia, creating value to our stakeholders through sustainable development.

Commitment

We are committed to safety as our number one priority and to always achieving the best possible outcome.

Integrity

We do the right thing.

Innovation

We develop processes and ideas that increase productivity and company growth.

Continuous Improvement

We aim to continuously enhance ourselves and our operations.

Positive Attitude

We display encouraging behaviour that builds and fosters lasting relationships.

Loyalty

We implement the company's core values in our day-to-day operations.

The metallurgical coals that we produce are predominately used in the manufacturing of steel.

Our Mission

Genuine care for our people, their safety, the environment and the stakeholders involved with our operations.

Achieve sustainable development by:

- Having high standards and a strong safety and health culture

- Responsibly managing and maximising extraction of our resources and reserves via best-in-class mining practices

- Ensuring the continuity of our business by fostering and developing growth and reserve replacement initiatives

- Developing projects in the renewable energy space to support our existing businesses reducing our carbon and emissions footprint.

Building and fostering a culture of an agile, entrepreneurial and simple organisation.

Focusing on continuous improvement and operational excellence.

Importance of Steel in the Transition to a Lower-Carbon Economy

Metallurgical coal is expected to continue to play a critical role in underpinning economic activity for many years to come, with the global demand for metallurgical coal expected to grow, driven by urbanisation and growth in developing economies, particularly India, Southeast Asia and China.

Steel is essential for economic security and development, and metallurgical coal is a critical component of blast furnace steelmaking. Metallurgical coal will be required in the long-term while lower-emissions alternatives continue to evolve to a point of being a genuine cost effective and scalable alternative to replace conventional integrated blast furnace capacity and production volumes.

Steel offers a unique combination of strength, durability, versatility and sustainability. It is 100% recyclable, and its strength and durability minimises environmental impact by reducing the quantity of material required for construction, as well as the need for frequent maintenance and repairs.

The demand for metallurgical coal has been forecast to grow by 29% to 2050 in the Asian market, more than offsetting some expected reductions in developing economies such as Europe, still resulting in a net expected growth of seaborne metallurgical coal demand. Australia is the world's largest exporter of metallurgical coal and accounted for 56% of global exports in FY23.[2] Australia's proximity to key Asian steelmaking markets reinforces its status as one of the most reliable and competitive suppliers to steelmaking customers.

2   Resources and Energy Quarterly; Department of Industry, Science and Resources (July 2023).

3.2. Our Operations

We continued to grow in 2023, consolidating our position as one of Australia's largest metallurgical (steelmaking) coal producers to global markets.

Stanmore's wholly owned, coal producing assets:

- Isaac Plains Complex
- South Walker Creek
- Poitrel (including Red Mountain Infrastructure CHPP[3])
- Millennium Complex.

Notes:

The Isaac Plains Complex (IPC) is made up of Isaac Plains and Isaac Downs mines.

The Millennium Complex is made up of Mavis Downs mine (underground) and Millennium mine (previously open cut) acquired on 22 December 2023.

In October 2023, Stanmore announced the partial sale of the southern portion of the Wards Well tenements. Wards Well is a premium hard coking coal development project located in the Bowen Basin and is part of our portfolio of organic growth options. Importantly, we will retain the Lancewood tenement and the Northern part of the Wards Well tenements, which we anticipate will comprise more than half of the total Wards Well JORC Resource of 1,416Mt.

Isaac Plains Complex

Open-cut contractor operated complex, currently mining at Isaac Downs.

Product
SSCC/PCI

R&R
35Mt Reserves
153Mt Resources

2023 Production
2.9Mt

Life of Mine
6.5yrs

Strategy

Small-scale expansion (Pit-5N) and possible mine life extension with IP Underground

Poitrel

Open-cut truck and shovel operation with strategic infrastructure position.

Product
HCC/PCI

R&R
48Mt Reserves
173Mt Resources

2023 Production
4.0Mt

Life of Mine
11.5yrs

Strategy

Leverage infrastructure position and synergies with neighbouring assets

South Walker Creek

Open-cut strip mine with significant expansion optionality.

Product
PCI

R&R
165Mt Reserves
678Mt Resources

2023 Production
6.3Mt

Life of Mine
25+yrs

Strategy

Increase clean production to 7Mt and explore potential for further expansion

Millennium Complex

Smaller-scale complex of open-cut (Millennium) and underground (Mavis Downs) operations, located nearby Poitrel operations.

Lancewood/ Wards Well

Large underground resource with approved mining lease in place.

Product
HCC

R&R
1,416Mt Resources

3 Coal Handling and Processing Plant.

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We also have a portfolio of prospective greenfield/
exploration tenements located in the Bowen and
Surat basins.

Stanmore's prospective greenfield tenements[4]:

- Lancewood
- Wards Well North
- Isaac Plains South
- Nebo West
- Bee Creek
- The Range
- Clifford
- Lilyvale
- New Cambria
- Belview
- Tennyson
- Mackenzie.

Combined, these greenfield tenements have a JORC
resource totalling 2178 Mt on an ownership basis.

Our Site Operating Models

We have a mixture of owner operator and contractor
models at our facilities. All contractors are bound by
contractual agreements that outline their scope,
responsibilities and obligations in relation to mining
operations at Stanmore sites. These agreements are
essential for ensuring safe and efficient operations
and many contain sustainability reporting obligations.
All contracts are regularly reviewed and updated to
reflect changes in the business, industry or legislation.
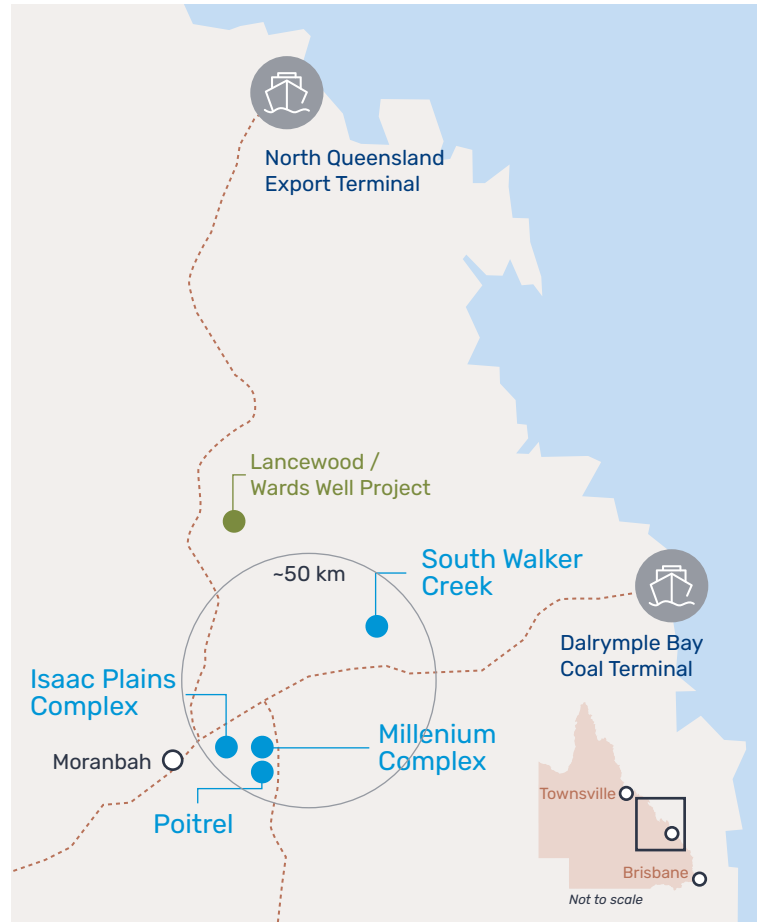
Site Operating Models

Site	CMO	SSE	Production Operation	CHPP Operations
South Walker Creek	Stanmore	Stanmore	Pre-strip — Contracted Other/Dragline — Owner Operated	Owner Operated
Poitrel	Stanmore	Stanmore	Predominantly Owner Operated	Contracted
Isaac Plains Complex	Contracted	Contracted	Contracted	Owner Operated
Millennium Complex	Contracted	Contracted	JV Partner Operated Underground — Contracted	Contracted

4   Stanmore retains 100% tenure as of 2023, with the following
    exceptions: 60% of Clifford, 95% of Mackenzie, and 85% of Lilyvale.

3.3. Operational Changes

The scale and production capacity of our operations increased during 2023.

In late December 2023 Stanmore acquired the remaining 50% interest in MetRes Pty Ltd, resulting in full ownership of the Millennium and Mavis Downs mines. This acquisition will add additional coal volumes to Stanmore's consolidated portfolio as well as streamline the operations between our Poitrel and Red Mountain operations with the adjacent Millennium Complex.

In February 2024, Stanmore announced that it has entered into definitive agreements to acquire South32's 50% interest in the Eagle Downs Metallurgical Coal Joint Venture Project.

Due to the timing of the above acquisitions, the figures in this Report do not reflect the recent increase in the scale and production capacity of our operations.

3.4. Our Value Chain

At Stanmore, we acknowledge that enhancing the performance of our mine-to-market value chain can be a major source of value to our company and stakeholders.

Our operations in Australia, and exports of high-quality metallurgical coal to the world, provide opportunities and support throughout the value chain, including stimulating local employment and commercial opportunities, investing in infrastructure and community programs, and the vital energy source for steel-making to fuel the energy transition.

Our value chain is pivotal to our business and it is important that we manage it effectively. This is why in 2023, as part of strengthening our due diligence and risk management processes across our value chain, we launched a process of pre-screening customers for reputational risks, including for politically exposed people, sanctions, and adverse media and negative news. This allows us to better understand our indirect impacts, risks and sustainability through our value chain.

Our Value Chain

Exploration and Development

Geological exploration to determine and identify valuable deposits

Planning and Development

Engineering and construction of the mines

Extraction and Mining

Extracting minerals with appropriate tools

Coal Processing

Processing raw materials

Inventory

Managing inventory and quality levels

Distribution

Moving materials to port

Marketing and Sales

Delivering materials to the customer for use

Rehabilitation

Mine closure and decommissioning

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3.5. Financial and Operational Performance

The successful integration of BMC assets and a strong operational performance across our business underpinned a record financial performance for the year.

Financial Performance

In the twelve months to 31 December 2023, revenue from operations totalled US$2,806.9 million, an increase of 4% on the previous year. Operating profit was US$775.1 million compared with US$874.8 million in 2022. Earnings before Interest, Tax, Depreciation and Amortisation (EBITDA) was US$1,100.1 million, against the 2022 result of US$1,456.0 million.

The average realised price from coal sales decreased by US$76/tonne to US$214/tonne. Stanmore reported Net Profit After Tax (NPAT) of US$472 million, compared to US$727 million for the previous year.

Operational Performance

Supported by our commitment to sustainability, 2023 saw strong performance bolstered by the continued high demand for metallurgical coal. We achieved an all-time record run-of-mine (ROM) coal production of 18.4 Mt across our sites, with reported saleable production of 13.2 Mt. Our performance during the year demonstrated the resilience of our operations despite several wet weather events and challenges associated with logistics.

Further details of our financial and operating performance are available in the 2023 Stanmore Annual Report.

Our value chain is pivotal to our business and it is important that we manage it effectively.

4. Our Approach to Sustainability

4.1. A Message from the Chair of the Sustainability Committee

After the transformative operational changes of 2022 and the associated development of our sustainability commitment and capabilities, Stanmore's focus this year has been on establishing a strong foundation for sustainability progress and success into the future.

As the Chair of the Sustainability Committee, it has been my pleasure to witness the work and dedication of our people as we create value for our stakeholders through ever improving sustainable practices and development.

Our 2023 materiality review confirmed that our sustainability themes remain relevant and we remain confident that we are focusing on the most important matters. Though our focus areas have not changed, we have refined our approach to ensure it reflects current and emerging best practice, and ever-evolving industry and societal expectations. Our refined sustainability themes are:

- **People** — protecting the health, safety and wellbeing of our people, and supporting development, retention and inclusion.
- **Community** — supporting local programs and economic development and building meaningful relationships with our First Nations stakeholders.
- **Climate** — reducing our emissions intensity and supporting the transition to a low-carbon economy.
- **Environment** — responsibly managing water, waste, air quality, noise and land use, and delivering rehabilitation outcomes.
- **Governance** — being a trusted and responsible mining company.

Later in this Report we discuss our material topics in greater detail, but one of the key changes to our themes this year has been the enhanced focus on climate. We have extracted climate from the broader 'environment' theme to be a stand-alone topic, acknowledging the impact of climate change, and the response required now to minimise impact on our planet, resources and way of life.

This change will help us further focus and intensify our efforts and allow us to better report on our strategies and processes, in line with future climate-related financial disclosures that are likely to be required from 2025.

The introduction of our Sustainability Policy, and its approval by the Board, has been a milestone achievement, outlining how sustainability practices will be embedded in our planning and operations. Our Policy aligns with current international standards and has been developed using principles and topics identified through:

- the Global Reporting Initiative (GRI)
- the Taskforce on Climate-related Financial Disclosures (TCFD) — the recommendations of which have now been fully incorporated within the inaugural International Sustainability Standards Board's (ISSB) Standards
- the IFRS Foundation Sustainability Disclosure Standards, IFRS S1 and IFRS S2
- the United Nation's Sustainable Development Goals (UN SDGs).

Throughout this Report we reference the link between our materiality topics and the relevant UN SDGs that have guided the development of our topics.

Another important achievement in 2023 was the development of our five-year Sustainability Roadmap which provides Stanmore with a clear vision for the future and keeps us focused on the high-priority projects and practices that need to be delivered to achieve our sustainability aspirations. Alongside the completion of our Roadmap, the development of our Social Performance Strategy will help Stanmore focus on achieving best practice social governance, and to frame and focus our community investment initiatives.

The topic of water remains critical to our current and future operations, which is why the creation of our group, Water Resilience Strategy, has been a major focus in 2023. With this Strategy now in place, and the appropriate assessments having been completed, we are now in a position to develop appropriate water reduction targets.

With this platform in place, 2024 is looking to be another exciting year of progress, with a number of activities planned that will evolve our sustainability journey. Through the recent appointment of a group Decarbonisation Manager, the development of a Decarbonisation Plan will help guide our reduction in greenhouse gas emissions through the identification and implementation of carbon reduction projects.

Finally, we are excited about the continued investment in our people in relation to sustainability. In order to achieve our ambitious aspirations, it is imperative that all facets of the business are aligned with our sustainability principles. To achieve this, sustainability awareness training will be conducted at all of our operational facilities during 2024.

Our sustainability journey is one of continuous learning and improvement and I am excited by the dedication of the entire Stanmore team to ensure we achieve the ambitious aspirations we have set out for ourselves.

Sustainability is incredibly important to our industry, and the Sustainability Committee and I look forward to sharing Stanmore's achievements and plans with you throughout this report.

Caroline Chan
Chair, Sustainability Committee

> " The introduction of our Sustainability Policy, and its approval by the Board, has been a milestone achievement, outlining how sustainability practices will be embedded in our planning and operations. "

4.2. Sustainability Committee

The Sustainability Committee is a subcommittee of the Board and convened four times during 2023, covering a broad range of topics.

Focus areas throughout the year included:

- governance
- decarbonisation
- social performance
- ESG data collection and reporting
- tracking our 2022 commitments.

Emerging trends, especially in the legislative space in areas such as the Safeguard Mechanism reforms, climate disclosures and review of the *Environmental Protection and Biodiversity Conservation Act* (EPBC) were discussed at length. The year ended on a positive note with the endorsement of our Sustainability Policy in December.

The Committee is comprised of one independent, non-executive Director, Stanmore's Executive Director and CEO, and the Chair of Stanmore's Board. The Committee assesses our compliance with relevant laws, regulations and sustainability frameworks, and makes recommendations for improvements or changes as necessary.

Stanmore Sustainability Milestones

APRIL 2023 >

Stanmore Sustainability Report published and released to shareholders

AUGUST 2023 >

Reflect RAP endorsed by Reconciliation Australia

AUGUST 2023 >

Climate Risk Assessment

SEPTEMBER 2023 >

Materiality Assessment review

NOVEMBER 2023 >

Draft Decarbonisation Plan developed

NOVEMBER 2023 >

Social Performance Strategy and Community Investment Frameworks developed

NOVEMBER 2023 >

Sustainability Five-Year Roadmap developed

NOVEMBER 2023 >

ESG data collection project commenced

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4.3. Key Sustainability Milestones in 2023

Our approach to sustainability has continued to mature in 2023 with the achievement of several important milestones.

In support of the governance structure framing our sustainability pathway, Stanmore maintains site-specific Health, Safety and Environmental Management Systems and is further enhancing our Corporate Level documentation as we grow. In 2023, work progressed on the review and update of procedures in these systems. The aim has been on the development of integrated and fit-for-purpose system documentation and processes. This work will be ongoing in 2024 in accordance with our Roadmap.

SEPTEMBER 2023 >

Environmental Compliance tool developed and implemented

OCTOBER 2023 >

Group Water Strategy

OCTOBER 2023 >

Strategic and Tactical Water Management Plans completed for each of the sites

OCTOBER 2023 >

Social Impact Management Plan (SIMP) Report submitted

DECEMBER 2023 >

Taskforce on Climate-related Financial Disclosures prepared

DECEMBER 2023

Endorsement of the Sustainability Policy

4.4. Our Material Topics

We identify our key sustainability topics as the issues deemed most critical to our business and our primary stakeholders. These topics inform how we focus our sustainability efforts and are reflected in our strategic and operational plans.

In 2023, the Sustainability Committee provided oversight of the review of the materiality assessment conducted in 2022. This review ensured that our sustainability efforts and commitments are consistently centred around the matters that are most important to our stakeholders and business. It also enables us to identify any changes to our existing material topics based on evolving sustainability trends, new legislation and regulation, and changes to the needs and expectations of our stakeholders.

Key steps in this year's review included:

- review of internal strategic plans
- examination and analysis of new sustainability standards and best practices
- consideration of national and international climate policy changes and legislation
- evaluation and analysis of trends and issues within the mining and resources industry
- peer and industry benchmarking
- review of material topics for the coal sector, based on the GRI Coal Sector Standard and the Metals and Mining SASB Standard
- interviews with key internal stakeholders across all business functions and operational locations that maintain relationships with major internal and external stakeholder groups
- consultation with our Executive Leadership Team, who have direct lines of communication with our major shareholders, investors and insurers.

Stanmore's material topics for 2023 remained consistent with those identified in 2022. While the overall matters identified were similar, there was one change that introduced Climate as a specific material topic, recognising the importance of Climate as a separate topic from Environment. The review also identified the importance of topics related to Indigenous Relations, Local and Indigenous Procurement and Employment, Employee Mental Health and Wellbeing, and Psychosocial Health.

In summary, the focus areas of our sustainability themes continue to be:

- **People** — protecting their health, safety and wellbeing, and supporting development, retention and inclusion.
- **Community** — supporting local programs and economic development, and building meaningful relationships with our First Nations stakeholders.
- **Climate** — reducing our emissions intensity and supporting the transition to a low-carbon economy.
- **Environment** — responsibly managing water, waste, air quality, noise and land use, and delivering rehabilitation outcomes.
- **Governance** — being a trusted and responsible mining company.

Social

People	Health, Safety and Wellbeing	3 GOOD HEALTH AND WELL-BEING	5 GENDER EQUALITY	10 REDUCED INEQUALITIES
	Critical Incident Management			
	Workforce Development, Retention and Inclusion			

Community	Local Communities	2 ZERO HUNGER	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	8 DECENT WORK AND ECONOMIC GROWTH
	Land and Resource Rights				
	Employment Practices	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	Economic Benefits				

Environment

Climate	Climate Adaptation, Resilience and Transition	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
	Energy Consumption and Greenhouse Gas Emissions			
	Decarbonisation	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER

Environment	Water	3 GOOD HEALTH AND WELL-BEING	6 CLEAN WATER AND SANITATION	8 DECENT WORK AND ECONOMIC GROWTH
	Sustainable Land Use and Biodiversity			
	Rehabilitation and Mine Closure	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	14 LIFE BELOW WATER	15 LIFE ON LAND
	Waste			
	Air Quality and Noise			

Governance

Governance	Corporate Governance Framework	8 DECENT WORK AND ECONOMIC GROWTH	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	Anti-Corruption and Bribery		
	Modern Slavery		

4.5. Stanmore Green

Established in 2021, Stanmore Green aims to identify and deliver projects that complement Stanmore's existing operations and focus on decarbonisation and sustainable development.

2023 was a successful year that saw us deliver our first Stanmore Green project. In collaboration with SOURCE Water, the first of three hydropanel arrays at the Isaac Plains Complex (IPC) is now complete. The hydropanels use solar energy to extract water from the atmosphere, producing clean mineralised drinking water. Our goal is to achieve a reduction on the reliance of potable water being trucked from Moranbah to the site, whilst removing the use of diesel fuel as a component of the onsite water supply chain. The panels pictured opposite have supplied over 100,000 litres of drinking water since they were commissioned in August 2023. We look forward to further progress in 2024 that will see the remaining panels installed at the IPC CHPP and mine infrastructure area.

In addition to this project, Stanmore Green continues to focus on projects in the energy transition space that will complement Stanmore's existing operations.

One such project that continues to take positive strides is Stanmore Green's South Walker Creek gas abatement project. We have now formalised joint venture arrangements with Transition Energy Corporation (TEC) that will, subject to certain conditions being met, see TEC and Stanmore Green partner for the extraction of gas at South Walker Creek. If successful, gas that will otherwise be released as fugitive emissions as part of future mining operations, would instead be used to provide onsite power for the mine.

As we look towards the future, Stanmore Green has partnered with the University of Queensland (UQ) on a research initiative that will evaluate the suitability of *Pongamia* as a feedstock for renewable diesel, and as a way to sequester carbon on Stanmore's land. The research aims to assess the viability of a *Pongamia* plantation on Stanmore's land as part of a longer-term collaboration between Stanmore and UQ.

The first of three hydropanel arrays at the Isaac Plains Complex is now complete.

5. People

Social

Our people are integral to our operations. They contribute to Stanmore's success through their skills, knowledge, creativity and dedication.

The health, safety and wellbeing of our team underpins everything we do. We are committed to achieving high safety standards and implementing wellbeing initiatives that allow each team member to fulfil their role in a safe and productive manner, while also maintaining and improving upon our strong position.

Safety and health targets were established during 2023 as part of business planning and were included in Stanmore's short-term incentive program.

We are focused on shifting from a compliance-led culture to one where our people feel psychologically safe and there is mutual ownership and accountability for Health and Safety outcomes, along with a commitment to safety leadership, engagement and care.

Material Topics and Related UN SDGs

Health, Safety and Wellbeing	3 GOOD HEALTH AND WELL-BEING	8 DECENT WORK AND ECONOMIC GROWTH

Critical Incident Management	3 GOOD HEALTH AND WELL-BEING

Workforce Development, Retention and Inclusion	3 GOOD HEALTH AND WELL-BEING	5 GENDER EQUALITY	8 DECENT WORK AND ECONOMIC GROWTH	10 REDUCED INEQUALITIES

Objectives

We aspire to:
- Take a proactive approach to hazard identification and risk management.
- Provide fatigue management initiatives and strengthen employee training and awareness of Workplace Health and Safety (**WHS**) risks.

Actions

1. Modify our Leading Safety metrics to increase focus on interaction quality.
2. Maintain focus on hazards, critical control compliance and actions from completed investigations and review targets.
3. Increase our focus on psychosocial hazards and mitigation.

**The health, safety and wellbeing
of our team underpins everything we do.**

5. People

5.1. Health, Safety and Wellbeing

Stanmore is strongly committed to the health and safety of our people as indicated by our Mission Statement and underpinned by our Values, with the overarching aim of ensuring everybody returns home from work each day, safe and healthy. This commitment emphasises safety leadership and engagement, and extends to all of our people and contractors.

Key to realising this commitment is the involvement of our teams in essential training programs that are designed to maintain health and safety awareness at the forefront of our operations. This proactive approach also involves promoting various safety initiatives, such as Leading Safety Program which include behavioural and system verification, hazard identification and independent compliance and effectiveness audits.

The Stanmore Leading Safety Program was developed to improve health and safety outcomes. We actively encourage leaders to spend time in the field, engaging directly with employees and contractors to elevate health and safety into the forefront of our thought processes when planning and completing tasks across our operations.

Facilitating our safety efforts is the Health and Safety Committee, which is tasked with overseeing and evaluating health and safety performance and compliance. The foundation of our safety framework is our Health and Safety Management Plan which outlines the standards, guidelines, and tools essential for achieving our safety objectives. This Plan applies to all team members (including non-employee workers) at all our mine sites.

Safety Performance

Our Total Recordable Injury Frequency Rate (TRIFR) ended the year at 3.2. We fully recognise that the safety and wellbeing of our team is paramount to our success, and this increase from the previous year of 1.5 means that we need to take immediate and appropriate actions to reduce the number of injuries. The Serious Accident Frequency Rate (SAFR) for the 12-month period was 0.19, well below the industry average of 0.57[5]. We are transitioning our focus in injury reporting statistics from TRIFR to the Queensland Coal Mining regulator's Serious Accident Frequency Rate (SAFR), which will support the direction of our efforts and actions towards mitigating the risks of these serious accidents occurring and provide improved industry-wide comparison on safety performance.

In 2024, our Operational Health and Safety team will focus on specific categories for improvement while continuing our business-wide Leading Safety program that seeks to allow sufficient time for leaders to be in the field to promote a positive safety culture.

Stanmore has completed a comprehensive review of investigation quality across our assets, with the intent to identify areas where improvement is required and an aim of lifting our capability to prevent future incidents, particularly those that have been repeated.

We have an established Safety and Health Management System (SHMS) in place at all sites, which covers all workers, contractors and visitors to our sites. Our Site Senior Executives (SSE), supported by Health and Safety Teams, oversee the implementation of the system at all sites, along with our safety protocols and initiatives.

Our health and safety systems are regularly revised, internally and externally audited, and enhanced to incorporate the most recent developments in safety best practices, as well as the latest industry standards and benchmarks.

Employee and Contractor Incidents

Incident Category	2021	2022[6]	2023
Occupational Fatal Injury	0	0	0
Lost Time Injury	2	4	5
Restricted Work Injury	2	0	6
Medical Treatment Injury	0	1	6
First Aid Injury	12	132	195
Total Injuries	**16**	**137**	**212**
Number of Hours Worked (Employees and Contractors)	506,329	3,381,891	5,304,739
Total Recordable Injury Frequency Rate (TRIFR)			
Monthly average over 12-month period	7.9	1.5	3.2

Employee Health and Wellbeing

Ensuring the mental health and wellbeing of our workforce is essential for creating a safe workplace environment.

We actively work to minimise psychological risks in our workplace, foster a resilient culture, and empower our employees with effective coping mechanisms to maintain their health and wellbeing. One of the approaches that we are taking is through continuous education for our leaders and staff, highlighting the significance of mental wellness and promoting healthy lifestyle choices.

During the year, our activities included:

- Mental Health First Aid training conducted all sites
- Monthly health shares on topics such as, sleep health, heart health, dental health and protection of hearing
- R U OK Day activities
- Development and rollout of new training packages — Sexual Harassment, Workplace Bullying, and Diversity and Inclusion.

Our Employee Assistance Program (EAP) continues to be provided to employees by industry-experienced provider Gryphon Psychology, with a similar service available for contractors. We offer this EAP program to all employees, their partners and any dependent children. The EAP counselling service is confidential and focuses on encouraging effective self-management strategies and practices.

Other preventative occupational health services include:

- 24/7 on site paramedic and rescue personnel
- Quarterly hygiene monitoring
- Periodic health assessment under the Coal Mine Workers' Health Scheme.

Hazard Identification, Risk Assessment and Incident Management

We identify and evaluate risks at each of our sites, aligning with our robust risk management procedures. Throughout 2023 we closely monitored reported hazards and incidents to continuously improve our risk control processes across our sites. The site-specific risk management systems that we used were developed in line with the *Coal Mining Safety and Health Act 1999* (Qld), Recognised Standard 02 — Control of risk management practices. We continued to take a proactive approach to risk identification, assessment and management, with input from management, employees and contractors. Our incident reporting and management system was also enhanced and adheres to relevant regulatory requirements and international standards.

In addition, all workers at our mine sites received comprehensive safety training, including inductions and ongoing refresher training. Mandatory training for all our employees also covers fundamental health and safety topics such as hazardous chemicals and dangerous goods handling, hygiene, manual handling, fire response, PPE and working area safety inspections.

6   Partial year under new operation of BMC assets (May 2022 to Dec 2022).
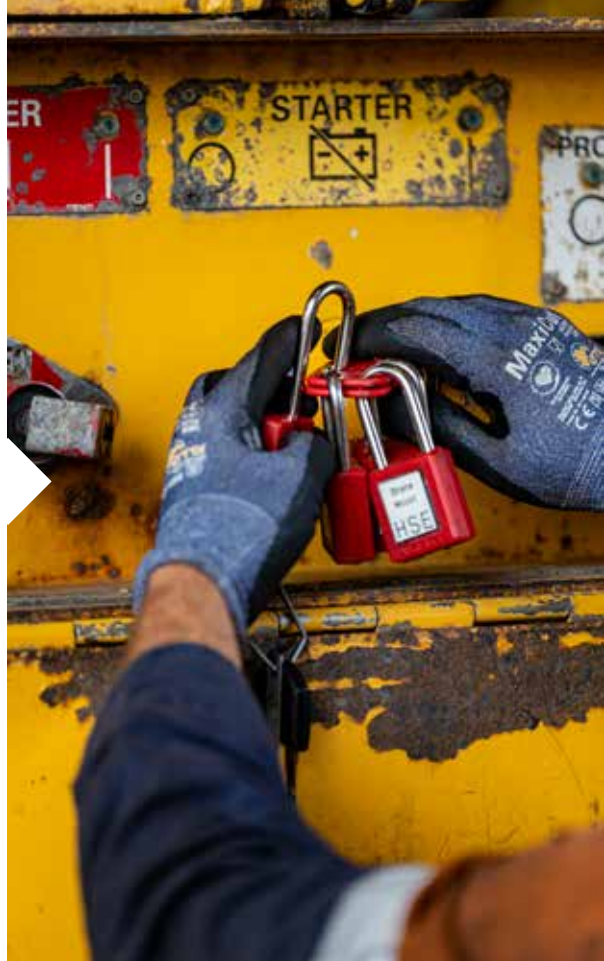
CASE STUDY

Broad Brush Risk Assessment

In 2023 we sought continual improvement in how we identify and manage risks across our business. A Broad Brush risk assessment was completed in late 2023 to re-define our high-level risks and align with Stanmore's risk management profile. The risk assessment involved the development of a simplified yet comprehensive list of hazards with the potential to cause fatalities, which are then characterised and ranked by their likelihood.

Broad Brush risk assessments are also one of the tools we use to develop our principal hazard management plans and adhere to the *Coal Mine Safety Health Act 1999* (Qld) and the *Coal Mining Safety and Health Regulation 2017* (Qld). We are currently reviewing the principal hazards identified in the 2023 risk assessment. Once completed, they will inform our bow-tie risk analysis — a risk analysis methodology allowing stakeholders and risk owners to better understand risks, associated threats (causal factors), consequences (outcomes), and preventative and recovery controls (barriers). This information will identify our critical controls and underpin our verification checks (Critical Control Verifications (CCV)) and behavioural-based fatal risk control observations (FRCOs) in our leading safety program.

This type of risk assessment is important because the rules and regulations we operate within are always changing, new risks are forever materialising, and risk profiles change over time. We must remain vigilant to guarantee the safety of our team and longevity of our operations.

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5.2. Critical Incident Management

Prioritising the safety of our team and mitigating the risks associated with hazards is our key focus. That is why each of our sites implements a Principal Hazard Management Plan (PHMP). These Plans identify location-specific critical hazards, acknowledging that failure to assess and manage these hazards appropriately could result in serious injury, health consequences or fatalities. We make no compromises when it comes to ensuring the safety of our team so that they can return home safely from work each day. We had zero critical incidents across our sites in 2023.

The PHMPs facilitate a formal risk identification and assessment process, ensuring that all hazards and associated risks are identified and controlled to a safe level for everyone on-site. The controls implemented to mitigate risks are recorded in the Stanmore Enterprise Risk Management System.

Critical to the safeguarding of our people, communities, environment and assets, is the safe and effective management of mine site tailings. We have three active and one inactive tailings facilities across our operational sites, all of which are subject to frequent inspections and maintenance by competent personnel. These due diligence activities assess potential risks from seepage, leakage, cracking, overflowing, and structural instability. Positive communication and a rigorous inspection regime help reduce the likelihood or impact of failure of any of our critical infrastructure.

Emergency Response and Management of Critical Safety Incidents

We are focused on ensuring that our teams on-site are well-prepared to manage emergencies and critical safety incidents. To achieve this, we upskill our team through training in emergency management and response, along with the provision of physical safety equipment. Emergency response training is mandatory for responsible team members and leaders. Our aim is to minimise the risk of compromising the health and safety of our team in the event of an emergency or critical incident.

Additionally, we maintain an Incident Management Manual which is accessible by all team members and provides guidelines for responding in emergency situations.

We are committed to safety as our number one priority, with rigorous risk measures and control implemented from our day-to-day operation. To enhance safety protocols, we have in place Incident Management Teams (IMT) and processes to effectively handle escalated and high-severity cases. Our Principal Contractors have developed robust Emergency Response Plans which the Emergency Response Team (ERT) adheres to, ensuring prompt and efficient response when needed.

To ensure legislative requirements and fitness are met, we conduct annual ERT exercises, involving external response organisations and a range of stakeholders.

5.3. Employment Practices

At Stanmore, we aim to ensure that our people feel safe, fulfilled and empowered at work. We achieve this through the promotion of gender equality, a focus on welfare, and identifying opportunities to increase team member satisfaction and retention. We value each employee and aim to develop their skillsets to achieve success in their career.

Attracting and retaining a talented workforce is essential for growth and success, particularly in the changing environment of our industry. In 2023, we continued to implement and support a range of initiatives and policies that encourage and celebrate diversity in our workforce and foster an environment that is safe and positive for all our team. We pride ourselves in offering competitive salaries (see section Workforce Development, Retention and Inclusion) and benefits for our people, including:

- professional training and development support, including courses, and access to industry training and events,
- health support such as gym and pool memberships for employees,
- financial support through reimbursement for remote housing, and
- flexible working arrangements to support people from all demographics.

Parental Leave

We are proud to be an equal opportunity employer and to support our people and their families. We offer all staff 12 weeks of paid parental leave, and an additional two weeks of paid secondary carer's leave.

During 2023, 36 people took parental leave and all returned to work after this period.

Salary Sacrifice

Due to the geographical locations of our operations, we employ Fly In Fly Out (FIFO) workers. We recognise that this arrangement can pose financial challenges for employees. Therefore, we enable our FIFO staff to access salary sacrifice options for any self-funded flights and airport parking costs. We also offer salary sacrifice services to all staff on their superannuation and novated vehicle leases.

Employee Training

We offer pathways and training opportunities for our employees to pursue their career aspirations and enhance their skills and knowledge across various industry aspects, including safety, equipment operation and regulations.

Our training programs undergo regular review and updates to ensure they meet the evolving needs of our workforce and align with our organisational goals and direction. Additionally, we actively encourage employees to seize additional learning opportunities, such as industry conferences and workshops, to further enrich their skill sets and network.

In 2023, Stanmore employees and contractors collectively completed approximately 145,000 training hours. Courses covered a range of topics, including generic training for position inductions and appointments, workplace safety training and risk management, as well as role-specific sessions such as permit to work, plant operation, working at heights and confined space entry.

Total Training Hours

	2022[7]	2023
Employee	30,515	22,420
Contractor	153,801	122,540
Total Employees	**184,316**	**144,957**

[7] We are restating our 2022 training hour figures, as this was incorrectly reported in the previous report.

CASE STUDY

Investing in New Talent and Providing Attractive Early Career Pathways

We are committed to creating career pathways for people within the resources industry, which is why we invest in new-to-industry workforces and vocational training, to help build a sustainable workforce and ensure they are well-supported to thrive at Stanmore.

In 2023 we supported 95 new trainees, commencing at our Poitrel site — a significant increase from 66 the previous year. The training program includes competency on machine operations, environmental and safety awareness, risk management and incident response fitness.

Alongside these traineeships, we increased our early career program intake this year. We welcomed a total of 12 graduate and vocation students who joined both our operational sites and the Corporate office across the engineering and environmental disciplines. These programs are highlighted with first-hand operational, on-the-job experience, site rotation, and career coaching and mentorship. This reflects our commitment to investing in early career development and creating pathways to meaningful employment for people new to the industry.

Employee Training Hours by Gender (2023)

2,592

19,825

- Female
- Male
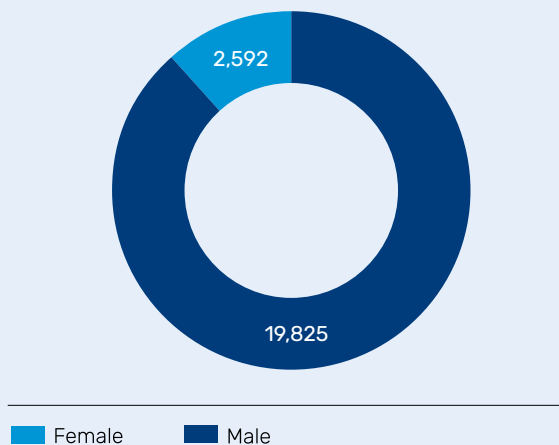
Corporate Compliance Training

Our Human Resources, Legal and Compliance and Governance departments collaborate on an ongoing basis to identify corporate compliance training needs for our workforce and to address existing gaps. The majority of these gaps were addressed in 2023 through the implementation of Corporate Compliance Training. Training included topics such as Values and Behaviours, Sexual Harassment, Equal Employment Opportunity, Workplace Bullying, Diversity and Inclusion and Cyber Security.

5.4. Workforce Development, Retention and Inclusion

At Stanmore, we are committed to nurturing a workplace where our team feel physically and psychologically safe, while also thriving in a culture of continuous development and inclusivity, with long and positive careers. We recognise the value of a diverse work environment and actively seek to promote equal opportunities, workforce development and the well-being of all.

Diversity and Inclusion

We are dedicated to monitoring and enhancing diversity and inclusion at every organisational level – from our on-site teams to our Board and Management Committees. We value workforce development, establish retention strategies and inclusive practices (such as mentoring programs and flexible work arrangements), and aim to create a workplace where every individual can contribute, grow and succeed.

Employment by Gender

Board Members	2022	2023
Male	7	6
Female	1	1

Total Employees		
Male	577	619
Female	141	148
Total Employees	**718**	**767**

Recognising the physical and psychosocial risks, our **Diversity Policy** commits us to developing a skilled and diverse workforce which values the contributions of team members from all backgrounds. We ensure fair recruitment practices and take decisive action against discrimination, harassment, bullying, victimisation, and vilification. By being aware of the physical and psychosocial risks associated with such incidents, we maintain a zero-tolerance policy for prejudices in any form. We have established mechanisms for employees to report instances of discrimination through the "Speak up" program, providing internal anonymous and third party reporting services 24/7. We are pleased to report that in 2023, there were no reported instances of discrimination requiring corrective actions.

Our overarching goal is to provide equitable and competitive remuneration, minimising turnover and encouraging professional growth for employees. We are dedicated to providing equitable employment and compensation, and offer enticing salary packages and education sponsorship to attract and retain skilled individuals. The diversity in package structures results from Enterprise Agreements (EA) and individual staff contracts specific to each business unit.

Recruitment and Workforce Composition

During 2023, our operations experienced further expansion, leading to growth in our workforce. As of 31 December 2023, our total employee hire rate increased to 28%, taking the number of Stanmore employees to 767 people.

Our total employee breakdown can be seen in the below table:

Employee Hire and Turnover Number and Rate

	Male	Female	Total	Rate[8]
New Employees (Hire Rate)	164	48	212	28.6%
Departing Employees (Turnover Rate)	122	44	166	22.4%

The above figures have been sourced from our HR database and are reported as at end of year (31 December 2023).

All our team members are employed within Australia, with the majority of these employed locally at each mining site.

8   **New Employees Hire Rate** is calculated by the number of employee turnover divided by the average number of employees over the reporting period.

   Departing Employees Turnover Rate is calculated by the number of employee turnover divided by the average number of employees over the reporting period.

CASE STUDY

Monthly Heart Awards at South Walker Creek

At our South Walker Creek operations, 'Heart' awards are a recognition for individuals and teams that demonstrate alignment with Stanmore's values, with the award being nominated by team members' peers. We are proud of our workplace culture and the values that our team live by every day.

Heart award recipients

Robert received a Heart Award in recognition of his commitment to Stanmore's **Innovation** and **Continuous Improvement** values. Robert consistently demonstrates high productivity and is regularly questioning the way things are done to look for improvements. This was exemplified in November when he suggested a change in dig sequence to increase machine productivity through more efficient positioning.

Mitch received a Heart Award after demonstrating Stanmore's values of **Commitment** and **Integrity**. By having a safety-first mindset, he was able to prevent a potentially serious incident. While in the control room, CHPP Operator Mitch identified a small fire that had started in an area under construction. His alertness and commitment to doing the right thing allowed him to raise the alarm and ensure the fire was extinguished before it could take hold.

> We support the growth of female leadership at Stanmore, by investing in professional development and upskilling.

CASE STUDY — QRC/WIMARQ Mentor Program

During 2023, we were proud to support two women from our amazing team who joined the Women in Mining & Resources Queensland (WIMARQ) mentor program.

The program is designed for any woman working within the resource sector who feels they could benefit from career guidance and direction through sharing experiences, developing goals and forging exceptional mentoring relationships.[9]

We are proud of the diversity in our team and recognise the importance of programs such as WIMARQ to ensure those who are under-represented in our industry have every opportunity to learn and grow.

This year Marricka, from our South Walker Creek Mine team, took part as a mentee, describing her experience in the program as greatly beneficial. The program, she felt, allowed her to develop the tools needed to reach her full potential and give her more confidence to take on new challenges at work.

"I would like to take this opportunity to thank Stanmore [...] for your support on this journey, from allowing myself the time to travel to Brisbane for the program to completing additional training. I generally feel I have more self-confidence to lead and make better strategic decisions."

Marricka
Contractor Coordinator

9 Source: Mentoring Program — Women in Mining and Resources Queensland (womeninminingqueensland.com).

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"

We are excited about the continued
investment in our people.

"

6. Community

Nurturing robust relationships with our communities and personnel is essential for the prosperity and lasting influence of our organisation.

By actively engaging and collaborating, we strive to identify, understand, and assist the distinct requirements of the communities within the Isaac region affected by our activities. Our commitment lies in fostering local economic growth, generating employment opportunities, establishing meaningful connections with our First Nations people, and investing in initiatives that enhance community welfare.

During 2023 Stanmore drafted a Social Performance Strategy to help guide our focus over the coming years. We conducted a full review of our existing objectives, commitments, and key social risks, against the goals and drivers of Social Performance, and subsequently identified aspects for further development, such as increased focus on community investment. Our aspects fit into the broad categories of: Social Impact Assessment, Stakeholder Engagement, Social Investment, Human Rights, and Cultural Heritage.

Material Topics and Related UN SDGs

Local Communities
3 GOOD HEALTH AND WELL-BEING | 5 GENDER EQUALITY | 6 CLEAN WATER AND SANITATION | 11 SUSTAINABLE CITIES AND COMMUNITIES

Land and Resource Rights
3 GOOD HEALTH AND WELL-BEING | 5 GENDER EQUALITY | 16 PEACE, JUSTICE AND STRONG INSTITUTIONS

Employment Practices
2 ZERO HUNGER | 5 GENDER EQUALITY | 8 DECENT WORK AND ECONOMIC GROWTH | 10 REDUCED INEQUALITIES | 11 SUSTAINABLE CITIES AND COMMUNITIES

Economic Benefits
5 GENDER EQUALITY | 8 DECENT WORK AND ECONOMIC GROWTH | 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 10 REDUCED INEQUALITIES | 11 SUSTAINABLE CITIES AND COMMUNITIES

Objectives

We aspire to:
- Maximise local and Indigenous employment opportunities.
- Invest in our communities by increasing opportunities for partnerships with local small businesses and Indigenous businesses.
- Reinforce cultural awareness among our employees.

Actions

1. Develop apprenticeship and traineeship strategies for Aboriginal and Torres Strait Islander staff across the organisation during 2024.
2. Develop and implement our Social Performance Strategy and Action Plan by the end of 2024.
3. Roll out cultural awareness training across Stanmore during 2024.
4. Continue to improve upon the commitments in our SIMP and prepare for our three-year review, which will occur in 2024.
5. Develop Innovate RAP by the end of 2024.

> **Sustainability practices are now part of our day-to-day operations and embedded in the way we work.**

Clean Up Australia Day at
South Walker Creek 2023.

6. Community

6.1. Local Communities

We recognise the impact our operations have on our local communities, and that it is important to proactively engage with them if we are to create a positive legacy. This is why we actively engage and consult with our stakeholders to understand and respect their needs and identify potential benefits that will have lasting impacts.

Community stakeholders include our neighbours, landholders, local residents, local Aboriginal communities, community groups, businesses, and the Isaac Regional Council.

In 2023, we have continued to better our communities management framework, community interaction, and promote local living and development.

We indirectly contribute by providing regional employment and business development opportunities to members and businesses of the communities in which we operate, and partnering with local and Aboriginal businesses. Direct contributions come in the form of investments in local schools, community groups and local government through sponsorship and grants (see Section 6.4: Economic Benefits).

Social Performance Management and Monitoring

We have reviewed and reported upon our Social Impact Management Plan (SIMP) at the IPC and developed a company wide Community Investment Framework (CIF) which will be implemented in 2024, along with other key aspects of our Social Performance Strategy. The CIF will give direction to our business commitment, with clear, intentional and targeted action. It guides community engagement and consultation processes and acts as a protocol for economic contributions.

Community Interaction

We take a proactive approach to community engagement, seeking to build open, meaningful and respectful engagement with our local community. We have embraced the requirements of our Progressive Rehabilitation and Closure Plans (PRCP) which have further defined avenues for our approach to ongoing community consultation, to ensure the needs of affected stakeholders are addressed and considered in decision making.

We have a formal process to address all interactions, complaints, grievances and concerns through formal channels. Whilst we have very few negative interactions, common areas of concern raised by our stakeholders cover environmental aspects, such as noise, dust, vibration and water with each interaction addressed on a case-by-case basis.

Additionally, social and economic pressures such as cultural heritage, impacts on employment and contracting, and pressure on regional infrastructure and community services are raised from time to time. Post mining land use and employment are also common concerns amongst various stakeholders, and we aim to address these as part of our PRCP activities.

In line with our commitment to transparency and accountability, we communicate critical concerns to the Board and relevant sub-committees as appropriate. This ensures that significant issues raised by our stakeholders, including those identified through our grievance mechanisms, are escalated and addressed appropriately.

During the reporting period, the Sustainability Committee was responsible for communicating key issues and trends to the Board, encompassing issues related to community complaints and grievances. Concerns are taken seriously, and we have implemented measures to investigate and resolve them through the use of a specific software application. No critical concerns were raised in 2023.

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Living Locally

Stanmore is fully supportive of a portion of our workforce living in close proximity to our operations to promote local economy and help to create a stable community. Our 'Live Local' program finances housing for employees who call local towns, such as the Moranbah and Nebo areas, their 'usual place of residence'. We provide financial assistance by subsidising mortgage or rental payments for each worker, with no limit on the number of employees eligible for this program.

The program offers several advantages, including enhanced fatigue management and improved physical and mental wellbeing for participating employees due to reduced travel durations and additional time spent with family. Living in proximity also fosters stronger connections with the local community, as our employees and their families actively contribute to the region's life and vitality.

Existing Relationships

We have continued to maintain and strengthen existing relationships with local community groups and businesses since the acquisition of the SMC assets to ensure we continue to provide direct and indirect economic support and investment.

Our engagement avenues include face-to-face meetings, written notifications, phone conferences, and public consultation. Additionally, we proactively engage with various stakeholder groups, such as:

- the Isaac Regional Council
- Department of Education
- Barada Barna Aboriginal Corporation (BBAC)
- Gangali Narra Widi Aboriginal Corporation (GNWAC)
- Aboriginal and Torres Strait Islander Partnerships (DATSIP)
- Moranbah Traders Association, Dysart Business Group
- Local Content Leaders Network
- the Regional Industry Network.

We are devoted to maintaining transparent communication with our stakeholders regarding our operations, facilitating the proactive identification and resolution of any issues or concerns.

Support for Community Organisations

Community groups, clubs, and non-profit organisations serve as the lifeblood of regional communities. Stanmore remains committed to backing various local community organisations, initiatives, and programs across Central Queensland that positively impact our employees, neighbours, and the communities of Moranbah, Nebo, Mackay, and surrounding rural areas. Community grants were provided to the Coppabella State School, Valkyrie State School P&C Association, Nebo State School, Pindi Pindi State School, Wildlife Care Mackay, St Lawrence Public Sportsground Committee, Gymnastics Moranbah, and the Moranbah Touch Football Association, as well as numerous other worthwhile recipients.

In 2023, we allocated A$152,846 to community groups and organisations via the Stanmore Community Grants Program and other ad hoc contributions (see Section 6.3: Economic Benefits).

Our HSE Team cooking a barbecue at the Nebo State School end of year party.

6.2. Land and Resource Rights

Stanmore owns six properties totalling more than 93,000 hectares of freehold and leasehold title that were purchased for mining development. The land is currently licensed to third parties for predominantly agricultural purposes until it is required for mining or mining related infrastructure.

To ensure responsible land management at all stages of mining, we have established protocols for engaging with affected stakeholder groups. We aim to ensure the protection of land rights, acknowledging the importance of local communities and First Nations peoples. We have implemented robust Land and Tenement management processes and all property related matters are overseen by a dedicated Land Manager.

Our PRCP commitments extend to providing agistment license partnerships. This initiative offers local community members the chance to explore grazing opportunities on our tenements. We share the land with appropriate local community members before the commencement of mining, during activities and after mine closure, ensuring a sustainable and beneficial use of the land for the local community.

First Nations Engagement, Employment and Rights

Stanmore recognises the Barada Barna, Widi and Jangga People as the Traditional Owners of the land we operate on, and respect and acknowledge their role as custodians of the land and waterways.

All our sites aim to strengthen the partnerships that we have established with First Nations peoples, and we have procedures to reflect this. Our Relationship Committee meets with Traditional Owner representatives quarterly, to discuss ongoing collaboration opportunities, review cultural heritage management plans, and ensure that our operations are conducted in a manner that respects and work with their cultural, environmental, and historical connections to the land. This collaborative approach aims to foster mutual understanding, respect, and benefits for all parties involved.

We also understand that a fundamental part of respecting and building relationships with First Nations peoples is the responsible management and care of the land and resources that surround our operations. Our goal continues to be to restore the land used to its original state post-mining, and our operational planning and impact assessments are currently in place to ensure this.

NAIDOC Aboriginal Art Performance and celebration at South Walker Creek.

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We are inspired to develop a strong First Nations workforce. We made further progress by achieving a 7.8%[10] First Nations employment across our operations in 2023, exceeding the 5% target agreed with Barada Barna group. Since most of our First Nation employees are new to industry, it is important for us to provide an inclusive and safety-minded workplace with upskilling opportunities. Our cultural specialist and training supervisors are also committed to promoting cultural competency through relevant training and supporting our First Nation employees to achieve a rewarding career.

During 2023, there were no reported incidents involving violations of the rights of First Nation peoples.

Reconciliation Action Plan (RAP)

In 2023, Stanmore's reconciliation efforts and commitments were formally documented within our *Reconciliation Action Plan* (RAP) which was endorsed by Reconciliation Australia. This represents a significant milestone in our journey of formal reconciliation with further steps to come.

Stanmore's RAP is currently at the Reflect stage, which will enable us to engage in reconciliation meaningfully, including developing relationships based on respect and trust with Aboriginal and Torres Strait Islander stakeholders and communities. Our Reflect RAP will be implemented in 2024 prior to development of our Innovate RAP later in the year.

Indigenous Land Use Agreements

We have entered into Indigenous Land Use Agreements (ILUA) for both Isaac Plains and South Walker Creek. These agreements are voluntary and involve the Barada Barna People, Widi People, the State of Queensland, and Stanmore. They pertain to the utilisation and appropriate stewardship of the land where our operations are conducted.

We are committed to further developing these relationships through both formal channels (such as our ILUA and RAP) as well as more informal channels.

At Isaac Plains, we have collaborated closely with the Barada Barna people on cultural heritage mapping and clearances since 2016. We extended this relationship to encompass the Isaac Downs project from 2019 to 2022. Throughout 2023, Stanmore consistently engaged with representatives from BBAC and GNWAC. These interactions affirmed the significance and priority of employment opportunities for the families of Barada Barna and Widi Common Law Holders.

Our South Walker Creek ILUA Relationship Committee, comprising representatives from Stanmore, the BBAC, and GNWAC, convene quarterly to address matters pertaining to the agreements, as well as to exchange general updates and concerns.

10 Statistic is sourced from a site-based survey completed by our Specialist Cultural Coordinator in September 2023. The First Nations employment count included both direct Stanmore employees and contractors.

6.3. Economic Benefits

Generated and Distributed Economic Value

Stanmore is proud to be a part of the Isaac region and is committed to making a positive contribution to our local community. We generate economic growth and employment within the region and play an active role in the development of communities through economic, environmental and social outcomes.

Applying the GRI Standards calculation methodology, in 2023, Stanmore generated US$2,806.9 million in direct economic value and distributed US$2,031.8 million. Therefore, economic value retained was US$775.1 million.

We aim to ensure that our growth brings advantages not only to our shareholders but also to our local communities and wider stakeholders. Our operations contribute directly and indirectly to the economic prosperity of our local communities through employment opportunities, local procurement, tax and royalty payments, as well as philanthropic endeavours. We firmly believe that a deliberate, transparent, and positive approach to community engagement and investment is crucial for nurturing strong relationships and upholding our reputation.

Philanthropic and Community Contributions

Stanmore supports various local community organisations and initiatives across Central Queensland, benefiting our employees, neighbours, and the communities of Moranbah, Nebo, Mackay, and nearby rural areas. We take pride in making direct economic contributions to these communities through our program in 2023.

Recognising the importance of community contributions, in 2023 we established a Community Investment Framework which will better assist us to allocate funding during 2024 and beyond. There has been a decrease in community contributions while that was developed, however with a clearer focus in 2024, we envisage increasing our community spend to 2022 levels at a minimum.

Stanmore Community Grants Program and Sponsorship Program

During 2023 we made direct contributions to our local communities through our twice-yearly Community Grant Program. The program funding has successfully distributed to a range of local initiatives and events, with a focus on regional youth development, community health and

wellbeing (including Indigenous engagement), and projects with a positive environmental focus.

Philanthropic and Community Contributions

	2022	2023
Education	$19,500	$11,000
Health and Well-being	$90,936	$48,500
Innovation, Research and Infrastructure	$12,000	$30,000
Environmental Protection	$4,500	$20,000
Others	$106,068	$43,346
Total	**$233,004**	**$152,846**

Note: All values in table are in A$.

Choosing Local Procurement and First Nations Business

Stanmore supports businesses in the Isaac and Mackay regions through our procurement of goods and services. The internal procurement selection process has been reformed in 2023, allowing better internal and independent tracking on our investment in local and First Nations suppliers.

In line with our responsibilities under the *Strong and Sustainable Resource Communities Act* (SSRC), we have formulated a Local Content Strategy, aligning with the principles of the Queensland Resources and Energy Sector Code of Practice for Local Content and Australian Industry Participation Framework. This strategy outlines our commitment to responsible sourcing, fostering our support on local procurement and businesses, along with our plans for reporting.

In 2023, we spent A$222.7 million with local suppliers, which represents over 10% of our entire vendor spend for the reporting period. This includes A$3.8 million spent with First Nations Businesses or Traditional Owners. Overall, the local supplier spend represents a significant increase when compared to last year's figure (A$78.4 million), as we further focus on supporting businesses in our region.

We have identified local businesses as those situated within a 125 km radius of our operational mine sites, encompassing areas such as Moranbah, Clermont, Nebo, Coppabella, and Mackay.
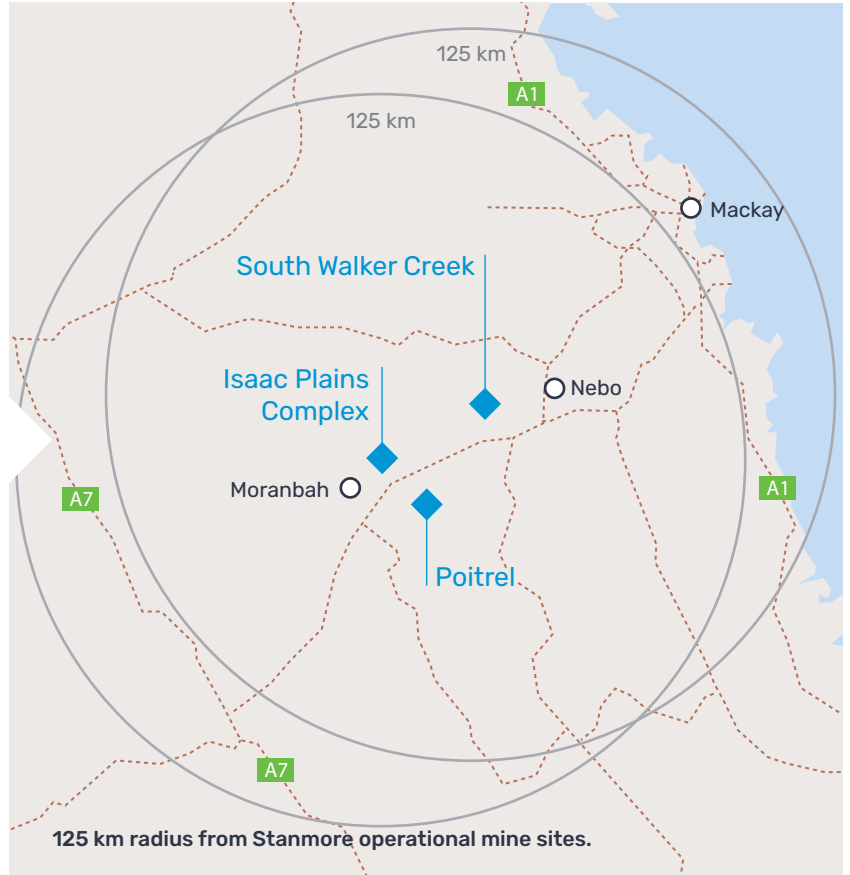
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A$222,706,546

**Local Vendor
Spend 2023**

(Including First Nations spend)

A$3,780,462

**First Nations
Spend 2023**

125 km radius from Stanmore operational mine sites.

**CASE
STUDY**

**Community
Grant Story
– Stanmore Kids
Development
Camp in Mackay**

2023 saw a range of different grants provided to numerous community groups, as part of our commitment to the communities surrounding our operations.

One example was our major sponsorship of the Kids Development Camp for 2023. Working with the Mackay Zone 10 Pony Club, the camp provided an opportunity for local children to learn horse riding, equine care, as well as providing them with a range of experiences over a weekend. This year's camp was a great success.

As a major sponsor of Kids Development Camp, Stanmore is proud we can make an impact on the affordability of this activity for families, helping ensure that as many children as possible can take part in this special couple of days. Events such as Kids Development Camp are all about giving back to our local and we are thankful we have the opportunity to support valuable events such as this.

7. Climate

Our persistent commitment to sustainability informs our operations both now and for the future.

We are an active participant in the industry's response to addressing climate challenges. Our approach is guided by national and international benchmarks, changing societal expectations, and the right thing to do for our people, communities and the planet.

Our strategy is focused on meeting decarbonisation goals at the same time as supporting economic development.

During 2023, we have worked to strengthen our approach to how we respond to the risks of climate change. Through a climate risk assessment, we have identified and assessed the material climate-related risks that we face over short, medium and long-term time horizons meaning that we now have a greater understanding of the actual and potential impacts of climate change on our business and operations. These are discussed in more detail in Section 7.1.

The actions we have taken this year have established our plan to mitigate future impacts of climate change on our operations and have allowed us to provide more comprehensive information to our stakeholders. Key milestones included development of a draft Decarbonisation Plan and the appointment of a Decarbonisation Manager, to oversee the investigation and implementation of emissions reduction activities.

Material Topics and Related UN SDGs

Climate Adaptation, Resilience and Transition

7 AFFORDABLE AND CLEAN ENERGY | 8 DECENT WORK AND ECONOMIC GROWTH | 13 CLIMATE ACTION

Energy Consumption and Greenhouse Gas Emissions

12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION

Decarbonisation

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION

Objectives

We aspire to:

- Disclose information in line with the Taskforce on Climate-related Financial Disclosures (TCFD) recommendations and stakeholder expectations.
- Consider climate-related risks and opportunities in business decision-making.
- Develop climate change adaptation/mitigation strategies.
- Reduce greenhouse gas (GHG) emissions (Scope 1 and 2) taking into consideration economic and technical factors.
- Optimise the use of alternative lower-carbon-emissions fuels.

Actions

1. Develop scenarios applicable to Stanmore and based on TCFD and other industry guidance to identify climate-related impacts.
2. Review current climate and sustainability-related risks, opportunities and mitigation strategies to identify if additional treatments and strategies are required.
3. Continue to report with reference to the TCFD recommendations.
4. Reduce net Scope 1 emissions intensity (tCO$_2$-e/ROM t) in accordance with Safeguard Mechanism requirements.
5. Continue to investigate and trial lower-carbon-emissions fuels.

We are an active participant in the industry's response to addressing climate challenges.

7.1. Climate Adaptation, Resilience and Transition

As we move towards a lower-carbon economy, we are prioritising climate adaptation, resilience and transition. One of our primary aims is to ensure that we incorporate climate-related risks and opportunities into our strategic and decision-making framework.

The geographic areas in which we operate, combined with the carbon intensive nature of our industry, expose us to a range of climate-related risks and opportunities. These risks have the potential to impact our business, operations, strategy and performance over the short, medium and long-term. Recognising this, we took proactive measures in 2023 to conduct a detailed climate risk assessment to identify climate-related risks and detail our mitigations. The outcomes of this assessment are documented in our Climate Risk Register. Through this process, we also identified opportunities due to the forecast strength of demand for metallurgical coal from Australia, given its high quality and energy content. Australian coal is well-placed on the cost curve, ensuring Stanmore's competitiveness and continued relevance in the evolving global energy landscape. This position will allow us to continue to investigate, and invest in, the decarbonisation of our operations over the coming years.

Building on the risk analysis, we have integrated climate considerations into our Enterprise Risk Management Framework, by developing and incorporating a specialised Climate Risk Procedure into the Framework. This Procedure establishes our process to diligently monitor and report our climate-related risks and associated controls, particularly in response to any potential changes in environmental, social or regulatory conditions. The Climate Risk Procedure sets out Stanmore's commitment to responsible management of risks and opportunities related to the existing and emerging impacts of climate change. It sets out our approach to governing these risks, from identification, assessment and evaluation of risks, to establishing a monitoring and management framework. The identification and assessment of climate risks follows the same process as has been established by our Enterprise Risk Management Framework and utilises Stanmore's existing Risk Matrix. A key addition to the process has been the climate scenario analysis, which accounts for the long-term nature of the impacts of climate change, and the associated regulation and policy considerations.

This year, Stanmore undertook formal climate risk assessment workshops to identify climate-related risks and assess these to evaluate the impacts on our business. In assessing climate risk in accordance with the recommendations of the ISSB/ASRS, the process

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considered three time horizons, those being the short-term (zero to two years), the medium term (two to five years) and the long-term (beyond five years). These time horizons were selected based on their alignment with our financial and strategic planning cycles.

We also assessed risks and the resilience of our business through the lens of different future climate scenarios. The key scenario used for the assessment was the Intergovernmental Panel on Climate Change's (IPCC) Representative Concentration Pathway (RCP) and is regarded as the standard to be used for climate scenario analysis. Out of all available scenarios, the RCP 8.5 scenario represents the highest global energy demand and Greenhouse Gas (GHG) emissions, with the greatest fossil fuel use into the future and slowest uptake of lower carbon technology. Similar to our time horizons, we will continue to review our use of scenarios and expand upon and change the scenarios based on industry best-practice and guidance in the years to come. At the time of this risk assessment, the RCP 4.5 (which assumes stabilisation of global emissions) scenario was also reviewed and considered. However, having regard to the shorter-term time horizons set (zero to two years), it was determined that RCP 8.5 was to be the most relevant scenario to be used for further analysis.

The process incorporated quantitative climate data from the *Climate Change in Australia* data repository which provides projections from the Bureau of Meteorology and the CSIRO. This future climate data was a key driver for the assessment of the climate risks at the pre-set time horizons detailed.

Our assessment considered the likelihood of the risks over the time horizons and the consequences from primarily a financial perspective (including impacts to revenues, expenditures, assets and liabilities, and capital and financing), having regard to the climate data. The outcomes of this exercise allowed us to identify, analyse and evaluate our material climate-related risks, the results of which are summarised below. From the assessment, we were also able to determine the level of risk exposure to our business based on our existing risk management tools.

Physical Climate-related Risks

Adverse impacts on the natural environment surrounding our sites and the built environments resulting from changes in climate patterns.

These risks are often associated with the physical manifestations of climate change and have the potential to affect our operations in many ways.

Identified Material Physical Climate-related Risks

Physical (Acute) Risks	Increasing number of days where the heat stress index increases over time and stays consistently above threshold (>35°C) for longer periods impacting worker health and safety, increased operating costs such as energy, disruptions to logistics and additional costs borne from the need to improve existing infrastructure to account for increased heat.	Long-term
	Increased average rainfall over time or the frequency and intensity of storms which will impact upon supply chains and logistics and in turn revenues.	Short-term
	Increase in the frequency and intensity of cyclones causing operations, supply chain and workforce interruptions, damage to assets, and impacts on revenue.	Medium-term
Physical (Chronic) Risks	Long-term increased frequency and severity of rainfall which will create challenges in the management of water, cause erosion and increase costs surrounding water infrastructure.	Long-term

7. Climate

Transitional Climate-related Risks

The financial and non-financial impacts that may arise from the transition to a low-carbon and more sustainable economy.

These risks are the result of changes in policies, technologies, and market dynamics.

Identified Material Transitional Climate-related Risks		
Policy and Legal	Increasing and changing climate and clean energy policies and regulations, such as the Safeguard Mechanism and those that cap emissions and/or impost a cost of carbon which will increase operating and compliance costs and create litigation risks.	Short–term
Reputation	Failing to implement climate mitigation and adaptation strategies leading to loss of investor confidence, damage to stakeholder relations and negatively impact on reputation.	Short–term
	Increasing activist activity due to the nature of the coal mining industry and the changing sentiment towards the industry causing increased risk of litigation, damage to stakeholder relations and if operations are affected, potential loss of revenues.	Medium–term
Market	Limitations in accessing capital funding and or affordable insurance due to changing sentiment towards coal and divestments in fossil fuels, which may include metallurgical assets over time.	Medium–term
	Difficulty in attracting and retaining skilled workers due to the reputation of the industry.	Long–term
Technology	Facing challenges or failing to transition to lower emissions technology leading to increased costs or disruptions to operation.	Long–term
	The introduction of new technology and processes for steel production shifts away from traditional primary resources such as metallurgical coal resulting in reduced demand for product.	Long–term

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7.2. Energy Consumption and Greenhouse Gas Emissions

Annually we report our Scope 1 and 2 GHG emissions at our facilities to the Clean Energy Regulator as part of our compliance requirements under Australia's National Greenhouse and Energy Reporting Scheme. This also includes disclosure of our energy consumption and production.

Energy

Recognising that our extraction and processing activities are energy intensive, we intend to reduce, optimise and transition the energy consumption of our operations. The primary source of energy consumed for our activities is diesel fuel, used for combustion in plant, equipment and machinery, and the consumption of grid-purchased electricity for processing and utility uses.

We continue to explore, assess and implement opportunities to increase energy efficiency of our operations. In 2023, we completed maintenance and upgrades of our Coal Handling and Processing Plant (CHPP) at Poitrel. Enhancing the production capacity and efficiency of our processing facilities presents a substantial opportunity for reducing both our energy and GHG emissions intensities. Given that our processing activities are the primary users of electricity, focusing on these areas can lead to significant relative savings in energy and GHG emissions.

Greenhouse Gas Emissions

The GHG emissions from our mining and processing activities are a significant focus for Stanmore and are prominent in our Sustainability Roadmap. That is why in 2023 we have chosen to invest in this area through the establishment of a Decarbonisation Manager role that will be responsible for the implementation of a detailed Decarbonisation Plan that is currently being developed.

As a producer of metallurgical coal operating within a global supply network and serving customers worldwide, we also acknowledge our responsibility in adding to global greenhouse gas emissions through our Scope 3 emissions. We are cognisant of emissions produced both upstream and downstream of our operations, stemming from activities beyond Stanmore's direct ownership or control, including those of our suppliers and the utilisation of Stanmore products by our customers.

In line with Australia's NGER scheme, we do not currently report on our Scope 3 GHG emissions. We are however in the process of preparing for relevant Scope 3 data collection and subsequent reporting to support preparedness for the introduction of the proposed Australian Sustainability Reporting Standards (ASRS) which will require disclosure of Scope 3 emissions.

Emissions and Energy Consumption

Indicators	Unit	FY21	FY22	FY23
Production				
Total ROM Production	KT	2,768	16,718[11]	18,757
Energy Consumption and Energy Intensity				
Total Energy Consumed (Liquid Fuels Combustion)	GJ	652,087	4,544,365	5,967,855
Total Energy Consumed (Electricity and Liquid Non-Fuels Combustion)	GJ	160,444	469,252	795,776
Total Energy Consumed	GJ	812,531	5,013,617	6,763,631
Energy Intensity	GJ/ROM t	0.294	0.300[11]	0.361
Emissions and Emissions Intensity				
Total Scope 1 Emissions	tCO_2-e	104,018	582,483	797,805
Total Scope 2 Emissions	tCO_2-e	26,841	114,865	109,674
Total Emissions	tCO_2-e	130,859	697,348	907,479
Emissions Intensity	tCO_2-e/ROM t	0.047	0.042[11]	0.048

Notes

Scope 1 and 2 emissions, energy consumption, respective intensities and production are based on the Australian Financial Year (1 July 2022 – 30 June 2023) NGER data for sites wholly in our operational control for the reporting period, as submitted to the CER.

Relative mine "GHG" emissions by source

South Walker Creek

43% / 13% / 44%

Poitrel

31% / 9% / 60%

Isaac Plains Complex

15% / 56% / 29%
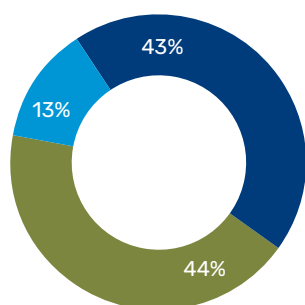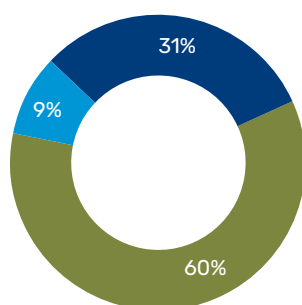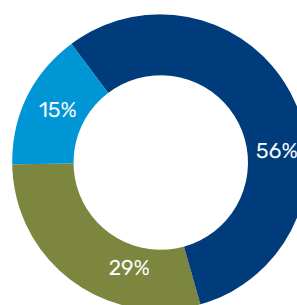
■ Electricity ■ Fugitive ■ Fuel

11 FY22 Total ROM Production number incorrectly reported in the 2022 Sustainability Report. This restatement results in an 73% increase in the FY22 Total ROM Production. This restatement also results in an 40% decrease in the FY22 Emissions Intensity, and a decrease in Energy Intensity.

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Greenhouse Gas Emissions Reduction Obligations

Safeguard Mechanism emissions intensity reduction obligations

The Australian Government introduced measures to implement reforms to the Safeguard Mechanism that came into effect on 1 July 2023.

The Safeguard Mechanism applies to large industrial facilities that emit more than 100,000 tonnes CO_2-e per year, which includes our three Facilities listed above. From Australian Financial Year 2023-24 (FY24), the reformed scheme requires Safeguard facilities to reduce their 'baseline' emissions intensity by 4.9% per annum to FY30.

Existing coal facilities' baseline emissions intensity transitions from being 95% weighted towards their historic site-specific emissions intensity in FY24 to being 50% weighted to the coal industry average emissions intensity by FY30. This results in an individual coal mine's effective annual decline rate diverging from the scheme's overall decline rate, with a favourable or unfavourable divergence depending on whether a mine's emissions intensity is below or above the industry average.

Our emissions intensity reductions will be achieved through a combination of site-specific emissions abatement initiatives (further outlined in Section 7.3) and the use of carbon offsets.

We will update our Scope 1 emissions intensity reductions to align with any future revisions to the Safeguard Mechanism, with the Australian Government's review of the scheme design scheduled for FY27. Our overall Scope 1 emissions intensity reductions are also likely to alter due to potential changes in our business portfolio.

Safeguard Mechanism Baseline

Existing facility baseline =
production x emissions intensity (based on hybrid baseline x decline factor (4.9% p.a.).

A mine's **site-specific** emissions intensity is calculated based on the average of the middle three values in the period FY18 to FY22.

The coal **industry average** emissions intensity is 0.0653 tonnes CO_2-e per ROM coal tonne.

Coal Sector Hybrid Emissions Intensity Baseline

	FY24	FY25	FY26	FY27	FY28	FY29	FY30
Industry average emissions intensity	5%	10%	15%	20%	30%	40%	50%
Site-specific emissions intensity	95%	90%	85%	80%	70%	60%	50%

● Site-specific emissions intensity   ● Industry average emissions intensity
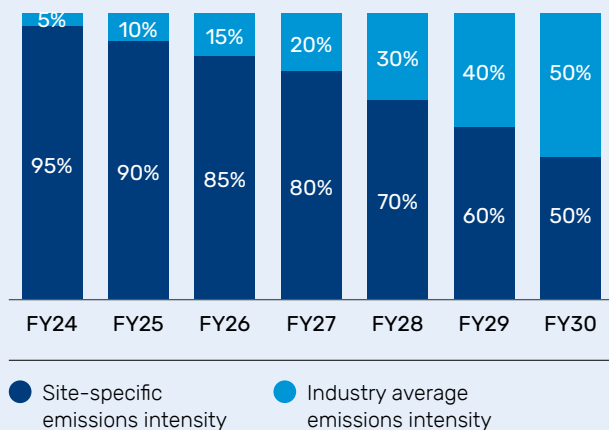
7.3. Decarbonisation

Having previously completed energy assessments and subsequent Marginal Abatement Cost Curves (MACCs) for our South Walker Creek and Poitrel facilities in 2022, in 2023 we focussed on developing an overall Decarbonisation Plan for Stanmore.

The continued development of our Decarbonisation Plan in 2023 was an important milestone for Stanmore's sustainability journey and will underpin many of our activities in years to come. While utilising the previously completed MACCs, the Decarbonisation Plan will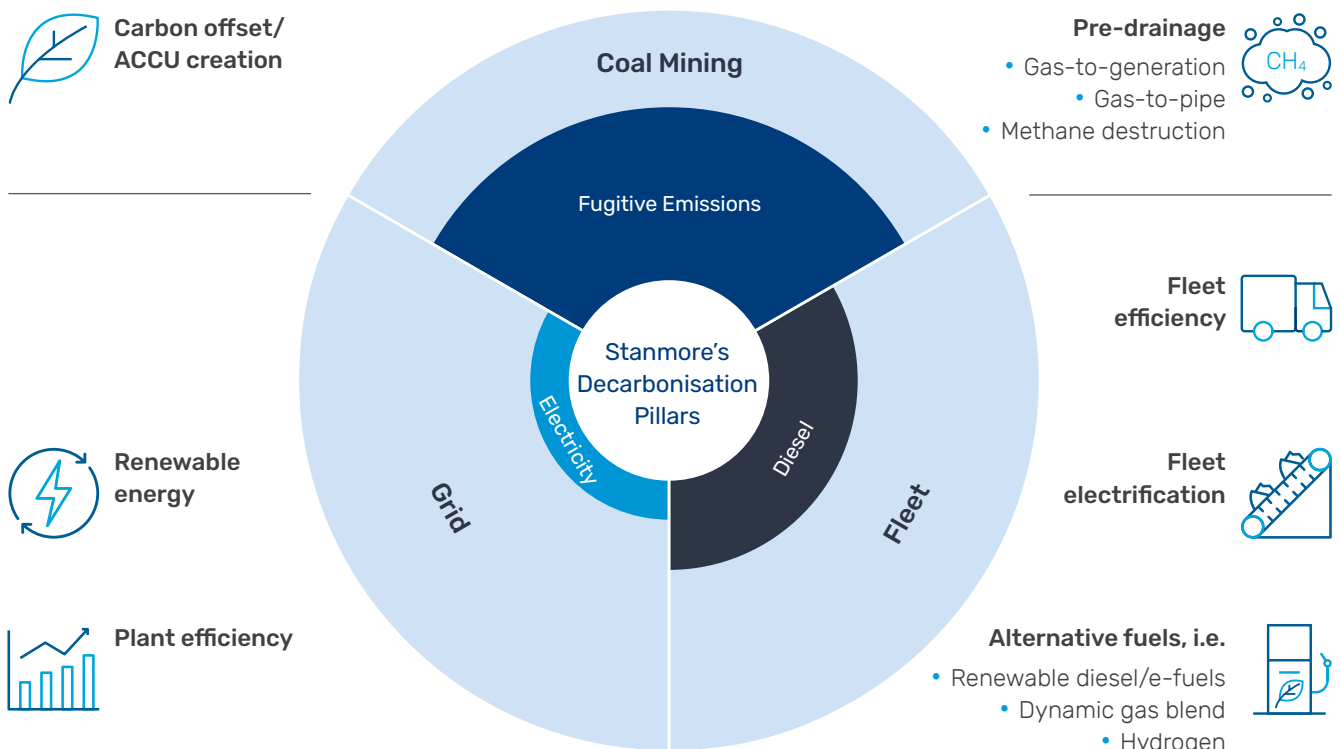 build upon that earlier work and will involve more detailed costing of abatement opportunities as well as prioritisation.

The Plan outlines various strategies to reduce emissions across all operations, prioritising both fugitive and fuel emissions reductions, alongside potential renewable and offset projects that can have a significant impact on our decarbonisation goals. The overall goal of the Plan is consistent with international standards and Australia's emission reduction targets, serving as a roadmap for our journey toward more sustainable mining practices.

The launch of 'no and low regret' studies outlined in the Plan will continue to inform our emissions reduction targets and future projects. Our aspiration to take actions in decarbonisation is reflected in recent initiatives, such as the Gas to Power project at South Walker Creek, small-scale solar at Poitrel and diesel efficiency projects. A small-scale solar project at Poitrel may provide Stanmore with a low-risk entry into behind the meter renewable generation. Renewable energy will likely play a wider role in Stanmore's business as we seek to decarbonise our operations.

While the development of our Decarbonisation Plan allowed us to identify targets and focus areas, its Implementation Framework will help to distribute our efforts into two distinct areas of methodology. Decarbonisation actions identified as 'Projects' (major or minor) follow an implementation methodology of study, plan and deliver, while 'Efficiency Opportunities' make their way through our existing business improvement processes. These pathways ensure that we can appropriately respond to ideas and apply the necessary level of resources for feasibility and potential implementation.

Carbon offset/ ACCU creation

Renewable energy

Plant efficiency

Coal Mining

Fugitive Emissions

Stanmore's Decarbonisation Pillars

Electricity

Diesel

Grid

Fleet

Pre-drainage
• Gas-to-generation
• Gas-to-pipe
• Methane destruction

CH$_4$

Fleet efficiency

Fleet electrification

Alternative fuels, i.e.
• Renewable diesel/e-fuels
• Dynamic gas blend
• Hydrogen

The Decarbonisation pillars will reflect their level of contribution to Stanmore's GHG inventory. With focus areas on Diesel, Electricity and Fugitive Emissions.

Our Renewable Diesel trial at Poitrel mine was completed during the year. In a showcase of innovation without compromising efficiency, the trial saw a blend of 20% renewable diesel used with no impact on productivity. We have also continued to collect baseline data and developed an efficiency model for the Dragline 27 powerline upgrade project at South Walker Creek which is currently scheduled for shutdown and upgrade in Mid-2024.

As mentioned in Section 4.5 – Stanmore Green, we have progressed various decarbonisation projects such as a gas power station at South Walker Creek and evaluation of the suitability of Pongamia as feedstock for renewable diesel.

Associated with our strategic imperative of 'Embrace our Sustainability Journey', we successfully launched the Energy Saver Challenge in late 2023. This Challenge is an internal initiative that encourages the identification and evaluation of sustainability opportunities to reduce energy consumption and associated emissions. The Challenge invites our employees to submit energy saving ideas and have them assessed, if there is a real business benefit that can be realised, individuals may be eligible for financial reward, depending on the project impact. This Challenge helps to support positive environmental outcomes aimed at reducing our emissions intensity and sustainability improvement.

These endeavours underscore our recognition of the need to reduce our operational carbon footprint where feasible, and to position ourselves as a frontrunner in environmentally responsible operations.

CASE STUDY

Renewable Diesel Trial at Poitrel Mine

Innovation will play an important role in achieving the ambitious goals we have outlined in our draft Decarbonisation Plan. This is why, in 2023, we successfully trialled renewable diesel at our Poitrel mine, as an opportunity to make a significant contribution to our sustainability journey. Named R20, the renewable fuel blends regular diesel with 20% renewable and is made from a range of waste and purpose-grown biomass sources that perform in the same way as regular diesel.

With 60,000 litres of renewable diesel stored on-site at Poitrel, renewable diesel has the potential to lower our carbon footprint by reducing our reliance on fossil fuel. The aim of the trial was to determine the suitability of the renewable fuel before investigating its viability for larger-scale use. While the results are still being finalised, preliminary results are positive, with no impacts to either production or trucking. The trial alone has prevented the production of approximately 32 tonnes of CO_2-e emissions and if it is deemed viable on a larger scale, its use across all our operations has the potential to save ~19% of emissions from diesel. While the carbon saving during the trial was modest, it represents a material opportunity to Stanmore given large quantity of diesel that is used overall.

8. Environment

Responsible environmental management is central to our operations and is focused on mitigating unavoidable impacts and effective rehabilitation of disturbed areas.

All our operational and development sites are obligated to comply with our overarching environmental management standards and procedures as well as State and Federal regulatory requirements.

The Queensland mining sector operates under rigorous regulations, and as such, our sites adhere to strict environmental controls. These are applicable to each stage of our mines' development from exploration, through to construction, operation, rehabilitation, and all the way through to mine closure.

Independent experts conduct environmental assessments, which serve as the foundation for our strategies in mitigating potential impacts on water, ecology, air quality, noise, and geochemistry.

"
The creation of our group Water Resilience Strategy has been a major focus in 2023.
"

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Material Topics and Related UN SDGs

Environmental Management and Compliance

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Water

6 CLEAN WATER AND SANITATION · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 14 LIFE BELOW WATER · 15 LIFE ON LAND

Sustainable Land Use and Biodiversity

6 CLEAN WATER AND SANITATION · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 14 LIFE BELOW WATER · 15 LIFE ON LAND

Rehabilitation and Mine Closure

8 DECENT WORK AND ECONOMIC GROWTH · 15 LIFE ON LAND

Waste

3 GOOD HEALTH AND WELL-BEING · 6 CLEAN WATER AND SANITATION · 12 RESPONSIBLE CONSUMPTION AND PRODUCTION · 15 LIFE ON LAND

Air Quality and Noise

3 GOOD HEALTH AND WELL-BEING · 15 LIFE ON LAND

Objectives

We aspire to:

- Achieve zero significant environmental incidents at operational sites — see Section 8.1 Environmental Management and Compliance.
- Reduce our reliance on externally sourced water for production water requirements.
- Protect the environment from contaminated waters.
- Identify opportunities for waste reduction and material recovery.
- Return mine-disturbed land to sustainable final land use, working with key stakeholders to establish final land use objectives.
- Accelerate progressive rehabilitation relative to Progressive Rehabilitation and Closure Plan (PRCP) commitments where operational opportunities allow.
- Seek opportunities to promote and develop best rehabilitation practices.

Actions

1. Develop a baseline for the measurement of improvement in the use of externally sourced water.
2. Commence the implementation of capital projects identified in the site water management plans.
3. Submit PRCPs for all operational sites by end of 2024 — see Section 8.4 Rehabilitation and Mine Closure.
4. Rehabilitate more than 1,500 ha of mine-disturbed land between 2022 and 2027 — see Section 8.4 Rehabilitation and Mine Closure.
5. Conduct a waste materiality assessment across operational sites during 2024 — see Section 8.5 Waste.

8. Environment

8.1. Environmental Management and Compliance

We continually improve our approach to environmental management and compliance with strict environmental legislative requirements. As a responsible operator, we are committed to minimising the environmental impact of our operations and adhere to all applicable environmental regulations.

In 2023, our key focus areas included:

- reviewing our key controls at operational sites
- commencing a full review of our corporate Environmental Management System
- implementing improvements in rehabilitation and disturbance monitoring activities
- integrating our compliance obligations into our existing HSE management software
- conducting risk identification workshops which focused on hazards associated with environmental, regulatory and reputational risk.

Stanmore maintains dedicated environmental management systems and processes to assess, monitor and minimise the environmental impacts associated with our operations. The central management of our permits, approvals and legal due diligence assessments provide a high level of environmental governance and oversight support to our sites.

In 2023, our proactive measures resulted in no environmental enforcement actions. We did however have two technical water related non-compliances leading to infringement notices and an infringement for clearing of land marginally beyond a disturbance limit. Training has since been undertaken to minimise the likelihood or a reoccurrence of these types of incidents.

When instances of non-compliances are identified, we always seek to work cooperatively with relevant regulators and take steps to address all controllable factors that contributed to the event.

Compliance Notice Date	Compliance Type	Short Description	Corrective Actions Undertaken
17 January 2023	Penalty Infringement Notice (PIN)	Monitoring and reporting requirements for a controlled release of mine affected water from Isaac Plains mine did not comply with the EA requirements.	• Review of monitoring and reporting requirements for water releases. • Additional training of relevant employees in monitoring requirements for water releases.
17 January 2023	Penalty Infringement Notice (PIN)	Monitoring requirements for a controlled release of mine affected water from Poitrel mine did not comply with the EA requirements.	• Improved all weather access to compliance monitoring locations. • Investigation of options for remote operation of water release valves. • Additional training of relevant employees in monitoring requirements for water releases.
13 December 2023	Penalty Infringement Notice (PIN)	0.5Ha of land disturbance undertaken at Isaac Downs mine in H1 2022 was found to have occurred outside of the approve disturbance limits specified in the EA.	• Improved in physical delineation (signage) of the boundary of approved disturbance limits. • Improved on-site supervision/inspection of land clearing activities near limit boundaries.

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CASE STUDY

Projects Increasing Flood Resilience and Reducing Environmental Risk

During 2023, we undertook significant steps to future-proof our operations, protecting ourselves and the environment from the impacts of floods and associated impacts. We completed two major projects looking to support production growth at Poitrel: the R30/40 Levee, and the Process Water Dam desilting project.

R30/40 Levee Construction

The completion of the R30/40 Levee is a significant milestone in our commitment to environmental protection and operational sustainability. This levee, stretching over 2km with sediment and erosion control features, has been engineered to withstand a 1 in 1000-year flood event, and is constructed of approximately 576,000m³ of compacted material. Several sections reach 20m in height from natural ground level, thereby providing critical infrastructure for the expansion of mining activities within the R30 pit. By effectively mitigating the risk of flooding, we are ensuring the safety of our people and operations, and minimising any potential environmental impact associated with inundation events and contamination of water.

Process Water Dam Desilting

In addition to enhancing flood resilience, we have undertaken measures to reduce the risk of water contamination through the desilting of the Process Water Dam at Red Mountain Infrastructures. This initiative aimed to increase the dam's capacity, while mitigating the risk of overflow and potential environmental hazards.

The desilting process involved the use of dredging technology, connected to existing infrastructure, to remove sediment and increase the dam's storage capacity. The resulting slurry, containing approximately 20-30% solids, was efficiently transported back to Stanmore's facilities for management and rehandling. This action increased the environmental capacity of our dam and minimised the risk of contamination by proper management of dredged materials.

By completing the R30/40 Levee ahead of schedule and implementing the Process Water Dam desilting project, we have safeguarded our operations against potential environmental threats while enhancing overall operational efficiency and safety. Through these initiatives, we have demonstrated our dedication to environmental stewardship at Stanmore's facilities, and prioritised environmental protection alongside operational objectives.

Environment

8.2. Water

Water is an essential resource for our day-to-day operations; for coal washing, dust control, as well as workforce support.
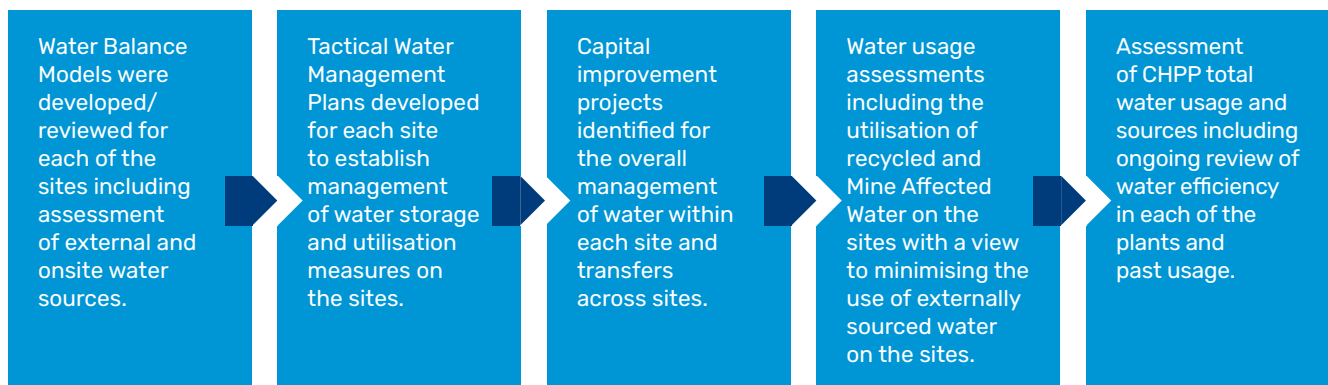
As a shared resource, it is imperative that we ensure safe and responsible water use, and the effective management of water in our operations. Our operations are located in the Fitzroy Catchment and we are conscious of protecting this sensitive and precious ecosystem. In 2023 we developed a Group Water Strategy and action plan, charting our course for a more sustainable water model for our production and operational needs.

Water used for mining activities across sites in 2023 amounted to 7,651 ML, with 1,200 ML recycled back into our water storage facilities. The table opposite outlines our estimated water withdrawal, distribution and usage by activities, namely CHPP operations, dust suppression, and other ancillary purposes. With the improved data collection process and forecast statistics this year, it has allowed us to make informed decision on our water stewardship. Additionally, we are able to act proactively to ensure that our operations were not delayed by water stress, or causing any contamination or downstream impacts stemming from our mining activities.

Water Activity (ML)	2023
Total Water Withdrawal	**8,857**
Surface Water (Mine Water Runoff)[12]	6,781
Third-party Water	1,004
Groundwater	1,073
Produced Water	1
Total Water Discharge to Surface Waters	**1,303**
Total Water Used	**7,651**
CHPP (Gross)	4,667
Dust Suppression	2,946
Other	39
Water Shared to external parties	**157**
Water Recycled	**1,200**

Note: Relevant comparable data from 2022 not available.

Development of the Water Strategy involved completion of the following tasks:

Water Balance Models were developed/ reviewed for each of the sites including assessment of external and onsite water sources.	Tactical Water Management Plans developed for each site to establish management of water storage and utilisation measures on the sites.	Capital improvement projects identified for the overall management of water within each site and transfers across sites.	Water usage assessments including the utilisation of recycled and Mine Affected Water on the sites with a view to minimising the use of externally sourced water on the sites.	Assessment of CHPP total water usage and sources including ongoing review of water efficiency in each of the plants and past usage.

12 Evaporations, rainfall, seepage volume are not factored in the calculation due to the limited access of accurate data.

CASE STUDY

On-site Hydro-panel Installation: Improve our local water sourcing and self-sufficiency

During our sustainability journey we consider how we can make improvements across all areas of our operations, including how we source potable water at our sites. This was the catalyst for continuing our hydropanel project that aims to improve our self-sufficiency of water.

Following on from the partnership work done in Valkyrie State School in 2022, the first of three installations of arrays were installed at our Isaac Plains Complex administration building in 2023. These innovative hydropanels utilise 100% solar energy to power fans that draw in air, which is then passed through absorbent material to passively extract water vapor,

ultimately producing mineralised drinking water. Stored in clean storage tanks until required, this significantly reduces our reliance on drinking water that is trucked from Moranbah, lessening the impact of our operations on the environment and neighbouring communities. Over the next 15 years, the hydropanels are estimated to eliminate approximately 12 million litres of third-party water purchases or groundwater extraction.

The next steps for the project are already underway with planned installations of additional hydropanels at the Main Industrial Area (MIA) and CHPP locations in 2024, further enhancing our ability to provide potable water sustainably.

8. Environment

<table>
<tr><td colspan="2">**Water Withdrawal Sources**</td></tr>
<tr><td>**Water Source**</td><td>**Purpose**</td></tr>
<tr><td>**Groundwater – Braeside Borefield**</td><td>This is a Stanmore-owned borefield and is the source of raw water for South Walker Creek and Poitrel mines. It is also the primary source of water to the Coppabella township and Civeo's Coppabella camp. In addition, this borefield supplies water to some of our landholders, agistees and other properties as part of a commercial agreement.</td></tr>
<tr><td>**Groundwater – Dewatered**</td><td>Groundwater captured from the coal seam, through the process of pit dewatering, is captured ahead of mining and used by the sites for coal handling and processing activities, dust suppression purposes, and rehabilitation and revegetation.

We also supply our agistees with water surplus to operational demand.</td></tr>
<tr><td>**Third Party – Sunwater**</td><td>Raw water for the Isaac Plains and Isaac Downs, inclusive of our mine sites and wash plant at this location, is sourced from Sunwater.</td></tr>
<tr><td>**Third Party – Trucked Potable Water**</td><td>Potable water for mine services and administrative areas (for use for drinking water, ablutions, etc.) is trucked into all operational sites.</td></tr>
<tr><td>**Surface Water Captured in Ponds**</td><td>Surface water run off captured via mine site stormwater systems and ponds, is used for coal handling and processing activities, dust suppression purposes, and rehabilitation and revegetation of closure areas, across all our operations.</td></tr>
</table>

Water Quality Management

With our operations located in the Isaac River Catchment, our commitment extends to minimising our impact on local creek systems and aquatic ecosystems. Our established site-specific Water Management Plans set clear monitoring requirements and limits for the quality and quantity of water discharged to the receiving environment waterways.

We ensure that water runoff from run-of-mine and product stockpiles, as well as mining disturbance areas is captured and reused in accordance with our environmental approvals. We also have constructed flood protection structures to mitigate the risk of pit flooding during extreme weather events, including a two kilometres long levee constructed during 2023 at Poitrel.

Ongoing stakeholder engagement remains a priority, so we can address potential and actual water-related impacts in line with operational requirements. These activities include:

- regular interactions with the Department of Environment, Science and Innovation (DESI),
- engagement with local landholders, water suppliers and agistees, and
- continued partnership and participation in the working group for the Regional Receiving Environment Monitoring Program (RREMP) and other activities of the Fitzroy Partnership for River Health (FPRH). https://riverhealth.org.au/

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8.3. Sustainable Land Use and Biodiversity

We are dedicated to serving as conscientious custodians of the natural environment and continuing robust land management and biodiversity practices throughout every phase of our mines' development through to closure.

A key focus is the utilisation of proper land management practices during and after mining activities, to ensure the long-term resilience of the land and ecosystems in and around our mining sites.

This approach to land management includes rigorous impact assessments of all our sites to identify and map the land and water resources within our operational areas, including vulnerable habitats. This includes the development of management plans for species that are potentially impacted by our operations and which we continually monitor.

Material Topics and Related UN SDGs

Biodiversity Impacts

Ecological Impacts

6 CLEAN WATER AND SANITATION

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

14 LIFE BELOW WATER

15 LIFE ON LAND

Objectives

We aspire to:

• Avoid sensitive ecosystems wherever possible.

• Ensure that there is no net loss in biodiversity values as a result of our activities.

Actions

1. Undertake comprehensive ecological assessments prior to any land disturbance.

2. Secure offsets as required to ensure like-for-like or better biodiversity values are maintained and conserved.

We have been treated to multiple sightings of a Royal Spoonbill (*Platalea regia*) colony at our water storage dam at the Isaac Plains Complex.

CASE STUDY

CQU Partnership: Supporting koala research

As part of our commitment to maintaining sustainable land use practices and preserving biodiversity, Stanmore has continued to support research being conducted by Central Queensland University (CQU) that assesses the health of koalas across Central Queensland (CQ).

Due to the vast size of the CQ region (comparable in size to England), the project requires extensive fieldwork to obtain samples from a diverse range of habitats.
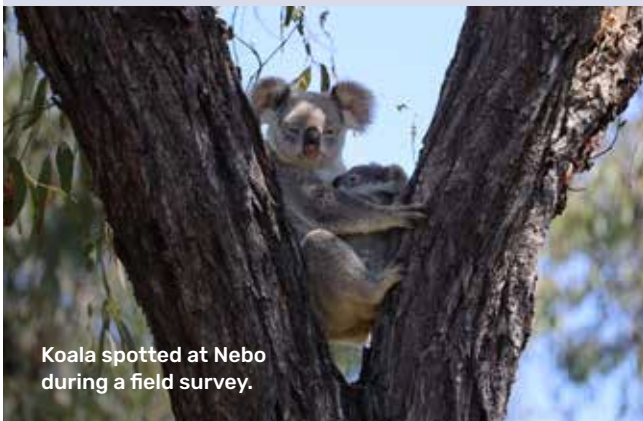
The research has progressed this year, refining techniques for analysing koala scats via the detection of DNA of various pathogens and the assessment of gut microbiome composition. This research seeks to improve the detection of diseases that have a significant impact on koala health, such as chlamydia, koala retrovirus and herpes. During 2023, the research team has obtained samples from 55 koalas. The fieldwork and data collection will continue into 2024.

Stanmore will continue to partner with the CQU research team and support koala populations and their habitats in CQ in 2024.

Koala spotted at Nebo during a field survey.

Whilst the clearing of land is a necessary part of our mining operations, we take all steps to minimise the impact it has on land and biodiversity values. We apply the mitigation hierarchy when protecting biodiversity and address our biodiversity-related risks through environmental assessments, species mapping and land disturbance permit processes. Our efforts also include the management of weeds, pests and other harmful species as part of our standard operating procedures.

Recognising that knowledge of the land is vital if we are to employ proper land management techniques, we strive to increase this by engaging with stakeholders such as ecologists and research groups, Traditional Owners, and local and state Governments.

We aim to ensure there is no net loss in biodiversity values through our site operations. Where biodiversity impacts cannot be avoided or mitigated, we offset these residual impacts with biodiversity managed areas. We are currently managing approximately 4,600 ha of natural habitat reserve for nationally listed endangered Australian fauna and flora, as part of our offset management commitments. Endangered and vulnerable species subject to management include koala, greater glider, ornamental snake and squatter pigeon. The nature and location of our operations mean that we do not operate on or near protected areas or areas of high biodiversity value designated under state or commonwealth law.

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8.4. Rehabilitation and Mine Closure

Rehabilitation and the methods for closure of mining operations play a pivotal role in ensuring the long-term sustainability of both the environment and surrounding communities.

We plan for closure from the early stages of mining, and progressively rehabilitate disturbed land to create safe, stable and sustainable landforms that leave a positive legacy and reduces our end-of-mine closure liabilities.

In 2023, we have continued our rehabilitation efforts at our mining sites and completed rehabilitation on a total of 191 ha of land prior to the wet season commencing.

To ensure effective rehabilitation of our mine sites and protect the environment, our closure planning and environmental team incorporates erosion and sediment controls, targeted weed management and local mulches to create positive rehabilitation results.

As part of our biosecurity management practice, we aim to create a weed-free environment. Prior to the wet season, we conducted weed inspection and high-resolution surveying at South Walker Creek on all the existing rehabilitated land, offset areas, and topsoil reserves. Several invasive species were identified, including *Parthenium,* Fire weed, and Heliotrope. Targeted treatments were subsequently applied to over 65 ha of rehabilitated land and their surrounds. We are further exploring aerial rehabilitation methodology, such as drone seed application, to increase safety, and allow for precise application and efficient use of resources.

Rehabilitation takes place progressively throughout the life of a mine and after it has ceased operating. The objective is to ensure the resulting final landform is safe, stable and non-polluting, and reflects the surrounding landscape, or improves on it. Rehabilitation, whilst already underway, will be in accordance with individual PRCPs as they are approved by the Regulator.

For those sites with an approved PRCP, we will monitor and report on the advancement and outcomes of progressive rehabilitation activities to demonstrate our progress towards achieving the approved post-mining landform.

Material Topics and Related UN SDGs

Rehabilitation and Mine Closure

8 DECENT WORK AND ECONOMIC GROWTH
15 LIFE ON LAND

Objectives

We aspire to:
- Accelerate progressive rehabilitation relative to Progressive Rehabilitation and Closure Plan (PRCP) commitments, where operational opportunities allow.
- Return mine-disturbed land to sustainable final land use, working with key stakeholders to establish final land use objectives.

Actions

1. Submit PRCPs for all operational sites by end of 2024.
2. Rehabilitate more than 1,500 ha of mine-disturbed land between 2022 and 2027.

Total Land Rehabilitated (ha)

Site	2021	2022	2023
Isaac Plains Complex	45	261	112
South Walker Creek	N/A	0	29
Poitrel	N/A	9	51
Total	**45**	**270**	**191**

PRCP Status

Site	Status
Red Mountain CHPP	Approved
Wards Well	Approved
Isaac Plains	Submitted
Isaac Downs	Submitted
South Walker Creek	Due for submission 2024
Poitrel	Due for submission 2024

8.5. Waste

Our mine sites generate various types of waste during different phases of development. Each of our assets manage their waste in accordance with site-specific waste management plans. We utilise the waste hierarchy to eliminate, reuse, reduce, and recycle at every site, and segregate, store, transport and dispose of waste to minimise the risk of impacts on the environment.

Mineral and Process Waste

Most of our mineral waste comprises overburden and interburden, comprising topsoil, waste rock and materials covering the coal seams. Additional types of mineral waste include drill cuttings and coal rejects produced during coal washing, such as coal fines, soil, sand, and rock. Strategic mine planning accounts for waste sink-source balance, backfilling our open-cut pits and returning them to a more natural form, whilst also reducing haulage.

Another waste, known as tailings, are a by-product of mining, which typically consists of finely ground rock, unrecoverable and uneconomic metals, and organic matters. Our tailings are managed in regulated facilities, engineered, monitored and maintained to comply with Australian safety and environmental-related laws, regulations and permits. Our approach to tailings management includes internal expertise as well as external consultants for the engineering, construction, and maintenance of these facilities.

Material Topics and Related UN SDGs

Waste 3 GOOD HEALTH AND WELL-BEING | 6 CLEAN WATER AND SANITATION | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 15 LIFE ON LAND

Objectives

We aspire to:
- Minimise waste produced, reduce waste to landfill, increase amount of waste recycled.

Actions

1. Conduct a waste materiality assessment across operational sites during 2024.

Non-mineral Waste

Across our sites we have taken steps to responsibly manage waste from our mining operations, and continuously seek opportunities to reduce and recover our waste wherever possible. Highlights for the year included a reduction in general waste disposal across our sites, and overall reductions in our solid waste streams (including regulated wastes, recycled waste, and general waste) due to operational efficiencies.

Our site-specific Waste Management Plans outline how waste-related impacts are managed, mitigated, and controlled in accordance with EA conditions and requirements. We prioritise waste prevention, reuse and recycling over disposal where possible, so as to increase circularity in our operations and reduce the amount of waste destined for landfill.

There are waste management streams at our operational sites for general waste, regulated waste, recyclable waste, and contaminated waste. Waste for disposal is collected by registered waste contractors, who transport and dispose of it in accordance with Qld regulatory requirements. In 2023, we experienced an increase in our liquid waste streams sent to disposal, and a decrease in the amount of solid regulated waste and general waste, when compared to the previous year.

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Mineral Waste	Unit	2022	2023
Overburden (waste rocks)	kBCM	132,773	141,837
Non-mineral Waste			
Bulk Oil	kL	2,128	2,490
Oily Water	kL	244	249
Other regulated waste (grease, waste oil, chemicals, oil filters)	Tonnes	907	875
Recycled Waste	Tonnes	121	81
General Waste	Tonnes	2,171	1841
Septic Tank Waste	kL	574	801

CASE STUDY

Metal Waste Recycling: Circular Economy and Community Contribution

Interest in mine and metal waste is growing within the resources industry, both for the impact it has on the environment, and the potential the waste may hold as a secondary resource. Studies are already underway in Australia looking to seek out methods for identifying waste and determining the best approach to manage environmental risks[13]. We value opportunities where we can divert waste from landfill and reduce our environmental impact.

Towards the end of 2023, we have taken on a waste recovery initiative at Isaac Complex that will see us more efficiently manage our mine waste. During the CHPP maintenance activities, we have been collecting metal waste parts and then trading them in to a local workshop business. Not only does this initiative support local business, but we also take 100% of the generated profits from the metal recycling and donate this to a range of local communities and charities in Mackay, Moranbah and Whitsundays.

This waste management initiative is a testimony to our practices towards circular economy and community contribution.

13   MIWATCH: Mine Waste Transformation through Characterisation — Sustainable Minerals Institute — University of Queensland (uq.edu.au).

8.6. Air Quality and Noise

Our objective is to reduce our impact on air quality, recognising its significance to the nearby communities surrounding our operations.

Ambient Air Quality and Dust

For the health of our local communities and surrounding environment we are committed to ensuring our air emissions remain below the thresholds set in our environmental licenses and guidelines. We manage air emissions through dust suppression activities at all active mining areas, through the use of water sprays, water trucks on roads and the monitoring of wind and weather conditions when undertaking blasting activities.

For the safety of our people and surrounding environment we conduct in-field real-time air quality monitoring and report air-borne pollutants through the National Pollutant Inventory, an annual air pollutant reporting program managed by the Department of Climate Change, Energy, the Environment and Water (DCCEEW).

The annual 2023 air quality data is displayed in the table below with a comparison to 2022 data.

Noise

We manage our noise impacts to comply with EA and legislative requirements through the use of Noise Management Plans and measurements.

We acknowledge that our mining operations can cause noise pollution which can have an impact on local communities and wildlife. We aim to ensure that our operations do not exceed any pre-approved noise limits established in our environmental licenses. This is achieved by ongoing monitoring and maintaining positive communication with relevant stakeholders about any blasting events and noise pollution concerns.

In 2023, we received zero complaints of excessive noise from the community and zero non-compliances in relation to noise pollution.

Site	Metric	Upper Limit Threshold[14]	Annual average 2022	Annual average 2023
Isaac Plains Complex	Dust PM10 24-Hour average (µg/m³)	25	14.44	17.79
South Walker Creek	Dust PM10 24-Hour average (µg/m³)	25	13.79[15]	18.29
Poitrel	Dust PM10 24-Hour average (µg/m³)	25	3.50	8.03

14   AAQ NEPM Standard (annual average)

15   The 2022 value has been restated to allow consistent year-on-year comparison, with a more representative monitoring station being used to better represent the site's dust emissions.

Dust and noise are actively managed on a daily basis.

9. Governance

We are committed to upholding our values and acting ethically in all our business practices.

We hold ourselves to the highest standards of ethical decision making and activity, informed by robust government processes and frameworks. Integrity is a non-negotiable and central to the way we do business.

During 2023, we remained steadfast in our approach to governance and through the continued efforts of the Stanmore Board, management and various committees, we have been able to ensure that our standards reflect our values and mission.

Material Topics and Related UN SDGs

Values

Corporate Governance Framework

Anti-Corruption and Bribery

Modern Slavery

Objectives

We aspire to:

- Create an effective management systems and governance framework across our organisation, that maintains our social and regulatory license to operate.

Actions

1. Continue to review our Governance Policies.
2. Deliver additional sustainability awareness training to staff during 2024.
3. Review and update our five-year Sustainability Roadmap.

> **"** Our belief is that strong sustainability values can support strong operational and financial performance. **"**

9. Governance

9.1. Values

Our values guide our decision making and actions — every day, in every way.

Stanmore's Board and management are committed to maintaining and enhancing a robust corporate governance framework that guides ethical decision-making and operating with integrity in all our business activities and relationships.

Our approach to corporate governance is underpinned by the core values which shape our organisation and represent our intent to operate responsibly. We embed the values of commitment, integrity, innovation, continuous improvement, positive attitude and loyalty throughout all our business activities, this drives our corporate culture.

These values provide guidance on how we interact with each other and our stakeholders, as well as how we aim to develop our business over time. We have integrated these values into our day-to-day life through our Code of Conduct which outlines that our employees and The Board are to behave with integrity and honesty while demonstrating transparency and accountability. We expect our people to be familiar with and act in accordance with the Code of Conduct at all times.

9.2. Board Details

Our Board of Directors play a critical role in setting the strategic direction of Stanmore and have ultimate responsibility for our corporate governance structures. Stanmore's Board strives to create and protect value for shareholders and stakeholders with the assistance and leadership provided by the Leadership Team.

Our Board

- Dwi Suseno – Chair and Non-Executive Director
- Marcelo Matos – Chief Executive Officer and Executive Director
- Jimmy Lim – Non-Executive Director
- Richard Majlinder – Non-Executive Director
- Caroline Chan – Non-Executive Director
- Matthew Latimore – Non-Executive Director
- Brett Garland – Non-Executive Director
- Murray Smith (alternate Director for Matthew Latimore)

Leadership Team

- Marcelo Matos – Chief Executive Officer and Executive Director
- Shane Young – Chief Financial Officer
- Rees Fleming – General Counsel and Company Secretary
- Leandro Pires – Chief Operating Officer
- Damian Zagel – Chief Development Officer

Our Directors' expertise, skills, and experience are highlighted in the Board Skills Matrix, which is detailed in the Corporate Governance Statement. This matrix is reviewed annually by the Board and the Remuneration and Nominations Committee to report on the current range of skills, evaluate the potential capabilities of current and prospective Directors, and guide the Board's succession planning. The Board is responsible for ensuring that the composition of Directors remains appropriate to deliver the Company's strategy. The particular skills, diversity attributes and behaviours of the Board can be found in the Annual Corporate Governance Statement.

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The Board is also supported by five specialist committees which have designated areas of focus. Each committee has responsibility for staying abreast of current matters, issues and trends relevant to their respective area and our industry. Members of each committee review and keep up to date with such issues through their own research and the engagement of internal and external technical subject matter experts. The Sustainability Committee is responsible for oversight of Stanmore's sustainability activities and strategy.

Audit and Risk Management Committee

Assists the Board in carrying out its role to oversee the audit and financial reporting, risk management and assurance practices of the Group.

Remuneration and Nominations Committee

Assists the Board to oversee the remuneration policy of the Group as well as reviewing the Board's composition and evaluation of its performance.

Health and Safety Committee

Assists the Board to oversee, review and assess the performance and compliance of the Group with health and safety requirements.

Sustainability Committee

Works in conjunction with our other business units and contractors to review ESG matters, performance and help us to achieve our sustainability objectives.

Disclosure Committee

Supports the Board to ensure that the company meets its primary disclosure obligation to immediately disclose market sensitive information to the ASX. The Committee also assists the Board to ensure that all potential market sensitive information is considered for compliance with the Company's continuous disclosure obligations.

9.3. Corporate Governance Framework

Our Corporate Governance Framework aligns with the fourth edition of the Australian Securities Exchange (ASX) Corporate Governance Council's Corporate Governance principles and recommendations. In our Corporate Governance Statement, published on our website, we have reported against the requirements of the ASX governance principles and recommendations, unless stated otherwise.

Our established Corporate Governance Framework comprises of the policies, procedures, controls and tools that ensure that we operate in compliance with applicable laws and regulations. By adhering to these key corporate policies, we also ensure that our business practices are conducted transparently and responsibly.

The responsibilities of Board and management are defined in our:

- Board Charter
- Constitution of Stanmore Resources.

The Board committees also operate under specific terms of reference, including the:

- Health and Safety Committee
- Audit and Risk Management Committee
- Remuneration and Nominations Committee
- Sustainability Committee
- Disclosure Committee
- Standing Rules.

We have established polices that define and set out how we will conduct our business and work together. These include:

- Sustainability Policy
- Code of Conduct
- Securities Trading Policy
- Market Disclosure and Communications Policy
- Shareholder Communication Policy
- Whistleblower Policy
- Anti-Bribery and Corruption Policy
- Privacy Policy
- Corporate Ethics
- Sanction Policy
- Diversity Policy
- Health and Safety Policy
- Return to Work Policy.

CASE STUDY

Strengthening Stanmore's Cyber Security: Strategy and Policy, Training and Education

In 2023, we took proactive steps to strengthen our cybersecurity measures, recognising the serious risk that cyber-attacks pose for our organisation.

After identifying awareness as a key factor in the prevention of cybersecurity incidents, we conducted training and support programs across the business to educate our employees about cybersecurity issues, equipping them with the knowledge to identify and

mitigate cyber risks effectively. Additionally, we also developed and implemented a cybersecurity strategic plan and policy, providing clear guidelines for managing cyber threats in alignment with industry best practices.

As part of our cybersecurity strategic plan we have implemented monthly phishing email simulations, aimed at testing employees' susceptibility to phishing scams and reinforcing the importance of exercising caution when interacting with email communications.

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9.4. Anti-Corruption and Bribery

At Stanmore, we uphold the highest standards of integrity and ethical conduct in all aspects of our business operations. Recognising the serious impact that corruption and bribery can have on society and the environment, we have a zero-tolerance approach to any form of corruption or bribery associated with our activities. This commitment is embedded in our Anti-Bribery and Corruption Policy and Code of Conduct, reflecting our dedication to fostering a transparent, fair, and sustainable business environment.

Corruption and bribery pose significant threats not only to the integrity of businesses but also to the broader social, environmental, and political landscape. In the resources industry, unethical practices can lead to misallocation of revenues, environmental degradation, the undermining of democracy and human rights, and political instability. Beyond the immediate legal and financial risks, corruption and bribery erode trust in businesses and jeopardise the legitimacy of our operations and the safety of our personnel.

To combat these risks, our Anti-Bribery and Corruption Policy explicitly prohibits:

- Engaging in any form of corruption
- Bribery, including the making of facilitation payments
- Offering, paying, soliciting, or receiving secret commissions
- Fraudulent activities
- Money laundering
- The offering or acceptance of illegitimate gifts, benefits, or hospitality
- Permitting conflicts of interest to go unmanaged.

Our strict internal controls and dedication to legal and ethical activities resulted in zero incidents of bribery or corruption within Stanmore throughout 2023.

Our comprehensive policies and procedures are designed to manage these risks proactively, fostering a culture of business transparency and accountability.

Encouraging Transparency and Reporting

We champion a culture where business is conducted openly, ethically, and with integrity. We encourage all employees and stakeholders to speak up if they witness any actions that may contravene our values or policies without fear of retaliation. Our Whistleblower Policy offers protection to individuals who report violations, ensuring that their concerns are addressed confidentially and effectively.

To facilitate this open dialogue, we have appointed Stanmore Speak Up Officers and established an external Integrity Hotline Service. This service, managed by an independent whistleblowing provider, allows for the confidential reporting of concerns related to potential corruption or unethical behaviour.

Public Policy

As part of our operations, we aim to be responsive to stakeholders and the general public, however we do not align ourselves with any political agenda, nor do we engage in lobbying activities. We strongly believe concurrent and deep political issues should be resolved by stakeholders, regulators and other authoritative bodies. Our primary focus is on the safe and sustainable development of our business and operations.

Stanmore is a full member of the Queensland Resources Council (QRC), an industry body playing an active role in industry engagement and shaping public resource policy. QRC provides industry interest and expert advice to the government and stakeholders on matters pertaining to the resources sector, including economic growth and social welfare promotion.

Our alignment with the QRC's policies and positions reflects our shared commitment to responsible and sustainable practices within the industry. As a member, we contribute to the collective efforts of the QRC, which represents companies involved in the exploration, production, and processing of minerals and energy resources. At this time, our values align with the QRC's goals, ensuring that our engagement in public policy remains consistent with our dedication to responsible business practices.

Freedom of Association and Collective Bargaining

Our dedication ensures that having the ability to voice concerns and rights is respected within our organisation and we recognise that our employees have the fundamental right to freedom of association and collective bargaining. We understand the importance of providing an inclusive workplace where individuals have the liberty to join associations and trade unions and engage in collective bargaining. This dedication aligns with our broader sustainability goals related to our people which emphasise empowerment and well-being of our workforce. At our South Walker Creek and Poitrel mine sites, we have Enterprise Bargaining Agreements in place.

Payments to Governments

Stanmore takes a conservative and ethical approach in relation to tax. We do not condone aggressive tax avoidance and evasion strategies, and endeavour to report our tax assets and liabilities as accurately as possible. We have built strong relationships with our key stakeholders and investors based on our honest approach, who hold high confidence in our operations and are able to make well-informed decisions. We ensure our staff are well-qualified to deal with complicated tax matters to avoid inadvertent non-compliance with tax obligations and maintain good relationships with tax authorities. In any instances of inadvertent non-compliance, we assure full transparency will be provided to stakeholders.

In 2023, we paid A$835M in royalties to governments.

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9.5. **Modern Slavery**

Stanmore is committed to ensuring compliance with human rights principles and to acting ethically and with integrity in conducting our business. We have developed a robust, continuously improving approach to minimise the risk of forced labour and modern slavery in our operations and supply chain.

Our approach to human rights standards is informed by the UN Guiding Principles on Business and Human Rights and reflects internationally recognised human rights and rights at work, including the UN International Bill of Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and other ILO Declarations and Conventions relating to labour and employment. Although not included in the definition of modern slavery, we recognise that certain practices such as poor working conditions or underpayment of wages can lead to such violations, and we are committed to preventing and addressing such issues in our operations.

In seeking to prevent and mitigate modern slavery within our operations, we have policies and procedures in place that clearly articulate our expectations and approach regarding modern slavery including our Modern Slavery Policy, Modern Slavery Compliance and Action Plan and Modern Slavery Response Procedure. Our Modern Slavery Policy outlines our commitment to identifying, preventing and addressing modern slavery within our operations and supply chains. Stanmore's Modern Slavery Compliance and Action Plan outlines the specific steps we are taking to address modern slavery and our Modern Slavery Response Procedure formalises the approach that will be taken in the event it is ever necessary to remediate adverse impacts relating to modern slavery issues.

We also publish our annual Modern Slavery Policy Statement as required under the *Modern Slavery Act 2018* (Cth). In 2023, we had zero reported incidents of forced or compulsory labour in our operations and supply chains.

During 2023 we screened 175 of 316 new vendors in accordance with our Modern Slavery Policy. The screening was based on goods receipt pricing or approved Service Entry Sheet submitted by the vendor. The number of screenings will increase as new vendors are engaged.

Compliance with Laws and Regulations

We are committed to complying with relevant laws and regulations which govern the mining sector and general business operations. To ensure this, we aim to foster a positive and ethical workplace culture, including encouraging whistleblowing practices to uncover malpractice within our organisation. We place a strong focus on a robust corporate governance framework across all areas of the business with well-designed and effective internal controls to mitigate risks and non-compliance. Our Code of Conduct sets the standards of conduct that we expect from our employees including our Directors, executive management, contractors and suppliers.

In 2023, we experienced zero regulatory enforcement actions related to environmental, anti-corruption and bribery, modern slavery, Human rights and freedom of association, corporate and competition laws.

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Appendix 1:
GRI Content Index

GRI 1: Foundation 2021

Stanmore has reported the information cited in this GRI content index for the period 1 July 2022 to June 30, 2023, with reference to the GRI Standards.

In compiling this Report, we have used all available data and evidence. Our disclosures are informed by the GRI 12: Coal Sector Standard, except where omitted due to confidentiality, lack of available data, or because these topics have been deemed as not material. The 'Location' column indicates the relevant section and page(s) of the report, or supporting document, where each disclosure can be found.

As part of our ongoing commitment to transparency and accountability, we recognise that there are areas within our sustainability reporting where information is currently not available. We are acutely aware of the importance of these disclosures in providing a complete picture of our impact and performance. To address this, we are actively working to enhance our data collection and analysis processes. Our goal is to ensure that, in the coming years, we will be able to report more comprehensively across all relevant areas of our operations. We appreciate the patience and support of our stakeholders as we strive to make continuous improvements in our sustainability reporting practices.

GRI STANDARD	DISCLOSURE	LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
General disclosures				
GRI 2: General Disclosures 2021	2-1 Organizational details	About this Report, p.3		
	2-2 Entities included in the organization's sustainability reporting	Reporting Boundary and Scope, p.2 For further details, refer to Stanmore's corporate governance policies, available at https://stanmore.au/investors/corporate-governance/		
	2-3 Reporting period, frequency and contact point	About this Report, p.1		
	2-4 Restatements of information	Reporting Scope and Boundary , p.2	Restatements from the 2022 reporting period include: • FY22 total ROM Production (p.48) • FY22 SWC PM10 – Air Quality & Noise (p.64)	
	2-5 External assurance	External Assurance, p.3		
	2-6 Activities, value chain and other business relationships	Our Business, p.8		
	2-7 Employees	Diversity and Inclusion, p.30	We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	
	2-9 Governance structure and composition	Board Details, p.68 Refer to Stanmore's Annual Corporate Governance Statement, available at https://stanmore.au/investors/corporate-governance/		
	2-10 Nomination and selection of the highest governance body	Refer to Stanmore's Annual Corporate Governance Statement, available at https://stanmore.au/investors/corporate-governance/		
	2-11 Chair of the highest governance body	Board Details, p.68		

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GRI STANDARD	DISCLOSURE	LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
	2-12 Role of the highest governance body in overseeing the management of impacts	Values, p.68 Sustainability Committee, p.16		
	2-13 Delegation of responsibility for managing impacts	Sustainability Committee, p.16		
	2-14 Role of the highest governance body in sustainability reporting	Our Material Topics, p.18 Sustainability Committee, p.16		
	2-15 Conflicts of interest	Anti-Corruption and Bribery, p.71 For more details, refer to Stanmore's Corporate Ethics Policy, available at https://stanmore.au/investors/corporate-governance/		
	2-16 Communication of critical concerns	Community Interaction, p.36		
	2-17 Collective knowledge of the highest governance body	Sustainability Committee, p.16 For further details refer to Stanmore's Annual Report, available at https://stanmore.au/investors/financial-reports/		
	2-18 Evaluation of the performance of the highest governance body	Board Details, p.68		
	2-19 Remuneration policies	Board Details, p.68 For further details refer to Stanmore's Annual Report, available at https://stanmore.au/investors/financial-reports/		
	2-20 Process to determine remuneration	Board Details, p.68 For further details refer to Stanmore's Annual Report, available at https://stanmore.au/investors/financial-reports/ and Stanmore's Remuneration and Nominations Committee Charter, available at https://stanmore.au/investors/corporate-governance/		
	2-22 Statement on sustainable development strategy	A Message from the Chief Executive Officer, p.4 A Message from the Chair of the Sustainability Committee, p.14		
	2-23 Policy commitments	Corporate Governance Framework, p.70 Anti-Corruption and Bribery, p.71 Modern Slavery, p.73 For further details, refer to Stanmore's corporate governance policies, available at https://stanmore.au/investors/corporate-governance/		
	2-24 Embedding policy commitments	Values, p.68 For further details, refer to Stanmore's corporate governance policies, available at https://stanmore.au/investors/corporate-governance/		
	2-25 Processes to remediate negative impacts	Community Interaction, p.36		

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GRI STANDARD	DISCLOSURE	LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
	2-26 Mechanisms for seeking advice and raising concerns	Community Interaction, p.36 Encouraging Transparency and Reporting, p.71		
	2-27 Compliance with laws and regulations	Compliance with Laws and Regulations, p.73		
	2-28 Membership associations	Public Policy, p.71		
	2-29 Approach to stakeholder engagement	Our Material Topics, p.18 Community Interaction, p.36		
	2-30 Collective bargaining agreements	Freedom of Association and Collective Bargaining, p.72		
Material topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Our Material Topics, p.18		n/a
	3-2 List of material topics	Our Material Topics, p.19		n/a
	3-3 Management of material topics	Disclosure of the management of each material topic can be found in the corresponding section of the report.		n/a
Economic performance				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Generated and Distributed Economic Value, p.40		SS 12.21
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Adaptation, Resilience and Transition, p.44	Information pertaining to the resilience outcome of scenario analysis and outcomes for our Decarbonisation Plan was still in development for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting	SS 12.2
	12.2.2 Additional Sector Standard Describe how climate-change related risks and opportunities affect or could affect the organization's operations or revenue.	Climate Adaptation, Resilience and Transition, p.44	Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.2
Indirect economic impacts				
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Philanthropic and Community Contributions, p.40		SS 12.8
	203-2 Significant indirect economic impacts	Local Communities, p.36-37	Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.8
	12.8.1: Additional Sector Recommendations Describe the community development programs in place that are intended to enhance positive economic impacts for local communities, including the approach to providing employment, procurement, and training opportunities.	Local Communities, p.36-37 Economic Benefits, p.40-41		SS 12.8

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GRI STANDARD	DISCLOSURE	LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
Procurement practices				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Choosing Local Procurement and First Nations Business, p.40		SS 12.8
Anti-corruption				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Anti-Corruption and Bribery, p.71	Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.20
	205-2 Communication and training about anti-corruption policies and procedures	Anti-Corruption and Bribery, p.71	Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.20
	205-3 Confirmed incidents of corruption and actions taken	Anti-Corruption and Bribery, p.71	Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.20
	12.20.1: Additional Sector Recommendations Describe how potential impacts of corruption or risks of corruption are managed in the organization's procurement practices and throughout the supply chain.	Anti-Corruption and Bribery, p.71		SS 12.20
Tax				
GRI 207: Tax 2019	207-1 Approach to tax	Payments to Governments, p.72		SS 12.21
	207-4 Country-by-country reporting	Payments to Governments, p.72		SS 12.21
Energy				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Consumption and Greenhouse Gas Emissions, p.47–49		SS 12.1
	302-3 Energy intensity	Energy Consumption and Greenhouse Gas Emissions, p.47–49		SS 12.1
	302-4 Reduction of energy consumption	Decarbonisation, p.50–51		SS 12.1
Water and effluents				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water, p.56–58		SS 12.7
	12.7.2: Describe actions taken to prevent or mitigate negative impacts from acid mine drainage.	Water Quality Management, p.58		SS 12.7
	303-2 Management of water discharge-related impacts	Water, p.56–58		SS 12.7
	303-3 Water withdrawal	Water, p.56, 58		SS 12.7
	303-4 Water discharge	Water, p.56		SS 12.7
	303-5 Water consumption	Water, p.56		SS 12.7

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GRI STANDARD	DISCLOSURE	LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
Biodiversity				
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainable Land Use and Biodiversity, p.59-60		SS 12.5
	304-2 Significant impacts of activities, products and services on biodiversity	Sustainable Land Use and Biodiversity, p.59-60		SS 12.5
	304-3 Habitats protected or restored	Rehabilitation and Mine Closure, p.61		SS 12.5
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	Sustainable Land Use and Biodiversity, p.59-60	Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.5
	12.5.1: Additional Sector Recommendations • Describe policies and commitments to achieving no net loss or a net gain to biodiversity on operational sites; and report whether these commitments apply to existing and future operations and to operations beyond areas of high biodiversity value. • Report whether application of the mitigation hierarchy has informed actions to manage biodiversity-related impacts.	Sustainable Land Use and Biodiversity, p.59-60		SS 12.5
Emissions				
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Energy Consumption and Greenhouse Gas Emissions, p.47-49		SS 12.1
	305-2 Energy indirect (Scope 2) GHG emissions	Energy Consumption and Greenhouse Gas Emissions, p.47-49	Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.1
	305-4 GHG emissions intensity	Energy Consumption and Greenhouse Gas Emissions, p.47-49	Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.1
	12.2.3: Additional Sector Recommendations • Report how the goals and targets for GHG emissions are set, specify whether they are informed by scientific consensus, and list any authoritative intergovernmental instruments or mandatory legislation the goals and targets are aligned with. • Report the Scopes (1, 2, 3) of GHG emissions, activities, and business relationships to which the goals and targets apply. • Report the baseline for the goals and targets and the timeline for achieving them.	Energy Consumption and Greenhouse Gas Emissions, p.47-49		SS 12.2

GRI STANDARD	DISCLOSURE	LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
	12.2.4: Additional Sector Recommendations Describe the organization's approach to public policy development and lobbying on climate change	Public Policy, p.71		SS 12.2
	305-6 Emissions of ozone-depleting substances (ODS)	See Notes column	Zero emissions of ODS.	SS 12.2
	12.4.1: Additional Sector Recommendations • Describe actions taken by the organization to prevent or mitigate potential negative impacts on local communities and workers from particulate matter (PM) emissions from coal dust. • Describe actions taken to improve coal quality to reduce harmful air emissions in the use phase.	Air Quality & Dust, p.64		SS 12.4
Waste				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Waste, p.62-63		SS 12.6
	306-2 Management of significant waste-related impacts	Waste, p.62-63		SS 12.6
	306-3 Waste generated	Waste, p.62-63		SS 12.6
	12.6.4: Additional Sector Recommendations When reporting the composition of the waste generated, include a breakdown of the following waste streams, if applicable: overburden; rock waste; tailings.	Waste, p.62-63		SS 12.6
	306-4 Waste diverted from disposal	Waste, p.62-63	Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.6
	12.6.5: Additional Sector Recommendations When reporting the composition of the waste diverted from disposal, include a breakdown of the following waste streams, if applicable: overburden; rock waste; tailings.	Waste, p.62-63		SS 12.6
	306-5 Waste directed to disposal	Waste, p.62-63		SS 12.6
	12.6.6: Additional Sector Recommendations When reporting the composition of the waste directed to disposal, include a breakdown of the following waste streams, if applicable: overburden; rock waste; tailings.	Waste, p.62-63		SS 12.6
Employment				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Recruitment and Workforce Composition, p.31		SS 12.15
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment Practises, p.28-29		SS 12.15
	401-3 Parental leave	Parental Leave, p.28		SS 12.15

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GRI STANDARD	DISCLOSURE	LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
Labor/management relations				
SS 12.3 Additional Sector Recommendation	**12.3.4: Additional Sector Recommendations** List the operational sites that: have closure and rehabilitation plans in place; have been closed; are undergoing closure activities.	Rehabilitation and Mine Closure, p.61		SS 12.3
Occupational health and safety				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Health, Safety and Wellbeing, p.24–26		SS 12.14
	403-2 Hazard identification, risk assessment, and incident investigation	Hazard Identification, Risk Assessment, and Incident Management, p.25		SS 12.14
	403-3 Occupational health services	Health, Safety and Wellbeing, p.24–26		SS 12.14
	403-4 Worker participation, consultation, and communication on occupational health and safety	Health, Safety and Wellbeing, p.24–26		SS 12.14
	403-5 Worker training on occupational health and safety	Health, Safety and Wellbeing, p.24–26		SS 12.14
	403-6 Promotion of worker health	Health, Safety and Wellbeing, p.24–26		SS 12.14
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health, Safety and Wellbeing, p.24–26		SS 12.14
	403-8 Workers covered by an occupational health and safety management system	Health, Safety and Wellbeing, p.24		SS 12.14
	403-9 Work-related injuries	Health, Safety and Wellbeing, p.25	Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.14
Training and education				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Training, p.28	Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.15
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Training, p.28		SS 12.15
Diversity and equal opportunity				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Diversity and Inclusion, p.30	Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.19
Non-discrimination				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Diversity and Inclusion, p.30		SS 12.19

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Freedom of association and collective bargaining				
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Freedom of Association and Collective Bargaining, p.72		SS 12.18
Child labor				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	For further details, refer to Stanmore's Annual Modern Slavery Statement, available at https://stanmore.au/sustainability/sustainability-reports/		SS 12.16
Forced or compulsory labor				
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Modern Slavery, p.73		SS 12.17
Rights of indigenous peoples				
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	First Nations Engagement, Employment and Rights, p.38		SS 12.11
	12.11.1: Additional Sector Recommendations • Describe the community development programs that are intended to enhance positive impacts for indigenous peoples, including the approach to providing employment, procurement, and training opportunities. • Describe the approach to engaging with indigenous peoples	Land and Resource Rights, p.38-39		SS 12.11
	12.11.2: Additional Sector Recommendations Describe the identified incidents of violations involving the rights of indigenous peoples.	First Nations Engagement, Employment and Rights, p.39		SS 12.11
	12.11.3: Additional Sector Recommendations List the locations of operations where indigenous peoples are present or affected by activities of the organization.	Land and Resource Rights, p.38-39		SS 12.11
	12.11.4: Additional Sector Recommendations Report if the organization has been involved in a process of seeking free, prior, and informed consent (FPIC) from indigenous peoples for any of the organization's activities.	Land and Resource Rights, p.38-39		SS 12.11
Local communities				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Social Performance Management and Monitoring, p.36 Land and Resource Rights, p.38-39		SS 12.9
	413-2 Operations with significant actual and potential negative impacts on local communities	Local Communities, p.36-37 Land and Resource Rights, p.38-39		SS 12.9

GRI STANDARD	DISCLOSURE	LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
SS 12.9 Local communities Additional Sector Recommendations	**12.9.1: Additional Sector Recommendations** • Describe the approach to identifying stakeholders within local communities and to engaging with them. • List the vulnerable groups that the organization has identified within local communities. • List any collective or individual rights that the organization has identified that are of particular concern for local communities. • Describe the approach to engaging with vulnerable groups.	Local Communities, p.36-37 Land and Resource Rights, p.38-39 First Nations Engagement, Employment and Rights, p.38 First Nations Engagement, Employment and Rights, p.38 First Nations Engagement, Employment and Rights, p.38		SS 12.9
	12.9.4: Additional Sector Recommendations Report the number and type of grievances from local communities identified	Community Interaction, p.36 Land and Resource Rights, p.38-39	Information pertaining to this disclosure was only partially available for this reporting period. We are working on our data collection and reporting to improve our disclosures in this area for future reporting.	SS 12.9
Supplier social assessment				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Modern Slavery, p.73		N/A
Public policy				
GRI 415: Public Policy 2016	415-1 Political contributions	Public Policy, p.71		SS 12.22
SS 12.22 Public Policy	**12.22.1: Additional Sector Recommendations** • Describe the organization's stance on significant issues that are the focus of its participation in public policy development and lobbying; and any differences between these positions and its stated policies, goals, or other public positions. • Report whether the organization is a member of, or contributes to, any representative associations or committees that participate in public policy development and lobbying.	Public Policy, p.71		SS 12.22
Land and resource rights				

N/A	**12.10.1: Additional Sector Recommendations**
	• Describe the approach to engaging with affected vulnerable groups, including:
	  - how the organization seeks to ensure meaningful engagement;
	  - how the organization seeks to ensure safe and equitable gender participation.
	• Describe the policies or commitments to providing remediation to local communities or individuals subject to involuntary resettlement
		Local Communities, p.36-37
		
		Land and Resource Rights, p.38-39
				SS 12.10

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GRI STANDARD	DISCLOSURE	LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
N/A	**12.10.2: Additional Sector Recommendations** List the locations of operations that caused or contributed to involuntary resettlement or where such resettlement is ongoing. For each location, describe how peoples' livelihoods and human rights were affected and restored.	Local Communities, p.36-37 Land and Resource Rights, p.38-39		SS 12.10

Asset integrity and critical incident management

GRI STANDARD	DISCLOSURE	LOCATION	NOTES	GRI SECTOR STANDARD REFERENCE
N/A	**12.13.3: Additional Sector Recommendations** Report the number of critical incidents in the reporting period and describe their impacts.	Critical Incident Management, p.27		SS 12.13

Appendix 2: Glossary of Terms

ASRS	Australian Sustainability Reporting Standards
BBAC	Barada Barna Aboriginal Corporation
BCM	Bank Cubic Metres: material as it lies in its natural bank state
BMC	BHP Mitsui Coal Pty Ltd
CHMP	Cultural Heritage Management Plans
CHPP	Coal Handling and Processing Plant
CQU	Central Queensland University
CSEP	Community and Stakeholder Engagement Plan
CSIRO	Commonwealth Scientific and Industrial Research Organisation
CSR	Corporate Social Responsibility
DESI	Queensland Department of Environment, Science and Innovation
EA	Environmental Authority
EA	Enterprise Agreements
EAP	Employee Assistance Program
EEO	Equal Employment Opportunity
EIA	Environmental Impact Assessment
EITI	Extractive Industry Transparency Initiative
EPBC	Environmental Protection and Biodiversity Conservation Act
ERP	Emergency Response Plan
ERT	Emergency Response Team
ESG	Environment, Social and Governance
FIFO	Fly In Fly Out
FPIC	Free and Prior Informed Consent
FPRH	Fitzroy Partnership for River Health (https://riverhealth.org.au/)
FY	Financial Year (1 July to 30 June)
GHG	Greenhouse gas
GNWAC	Gangali Narra Widi Aboriginal Corporation
GRI	Global Reporting Initiative
IAHT	Isaac Affordable Housing Trust
ILUA	Indigenous Land Use Agreements
IMT	Incident Management Team
IPC	Isaac Plains Complex
IPCC	Intergovernmental Panel on Climate Change
IRAS	Isaac Rental Affordability Scheme

ISSB	International Sustainability Standards Board
JORC	The Australasian Code for Reporting of Exploration Results, Mineral Resources and Ore Reserves
MACC	Marginal Abatement Cost Curve
MIA	Main Industrial Area (e.g. Office, Carpark and Workshop areas)
OMP	Offset Management Plans
PRCP	Progressive Rehabilitation and Closure Plan
QRC	Queensland Resources Council
RAP	Reconciliation Action Plan
RCP	Representative Concentration Pathway
ROM	Run of mine
RREMP	Regional Receiving Environment Monitoring Program
RSHQ	Resources safety and Health Queensland
SAFR	Serious Accident Frequency Rate: As defined by RSHQ — the death of a person, or person to be admitted to a hospital as an inpatient for the injury
SIA	Social Impact Assessment
SIMP	Social Impact Management Plans
SMC	Stanmore SMC Pty Ltd — previously BHP Mitsui Coal Pty Ltd (BMC) prior to acquisition by Stanmore
SSE	Site Senior Executive
SSRC	Strong and Sustainable Resource Communities
TCFD	Taskforce on Climate-related Financial Disclosures
TNFD	Taskforce on Nature-related Financial Disclosures
TRIFR	Total Recordable Injury Frequency Rate: the number of fatalities, lost time injuries, substitute work and other injuries requiring treatment by a medical professional per million hours worked
WHS	Workplace Health and Safety
WMP	Water Management Plan

Corporate Directory

DIRECTORS

Mr Dwi Suseno
Non-Executive Director and Chair

Mr Marcelo Matos
Chief Executive Officer and Executive Director

Mr Jimmy Lim
Non-Executive Director

Mr Richard Majlinder
Non-Executive Director

Mr Brett Garland
Non-Executive Director

Mr Matthew Latimore
Non-Executive Director

Ms Caroline Chan
Non-Executive Director

Mr Murray Smith
Alternate Director for Mr Matthew Latimore
(appointed 1 June 2023)

SECRETARY

Mr Rees Fleming

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