



Whitehaven Coal Limited Diversity Policy

INTRODUCTION

1. The Board of Directors of Whitehaven Coal Limited (Whitehaven) is accountable to shareholders for the performance of Whitehaven, including guidance as to strategic direction, ensuring best practice corporate governance and oversight of management.
2. Whitehaven recognizes that people are its most important asset and is committed to maintaining and promoting workplace diversity.
3. Diversity drives Whitehaven's ability to attract, retain and develop the best talent, create an engaged workforce, deliver the highest quality services to its customers and continue to grow the business.

SCOPE

4. This policy applies to all Whitehaven employees, contractors, directors and officers at all Whitehaven locations.

STATEMENT

5. In order to facilitate greater diversity in Whitehaven, Whitehaven will:
 - a) implement policies which address impediments to gender diversity in the workplace (including parental leave and flexible working arrangements that assist employees to fulfil their domestic responsibilities), and review these policies to ensure that they are available to and utilized at senior management levels;
 - b) Monitor the effectiveness of, and continue to expand on, existing initiatives designed to identify, support and develop talented employees from a diverse range of backgrounds;
 - c) Implement and monitor employment practices that recognize those minority groups under-represented in our workforce. These groups include; Aboriginal and/or Torres Strait Islander people, and members of racial, ethnic and cultural minority groups; and
 - d) Review, and assess achievement against, measurable objectives in relation to diversity, and disclose progress against the objectives yearly in the Annual Report.

RESPONSIBILITIES

6. Each year, the Board will set measurable objectives for promoting and enhancing workplace diversity, having regard to the objectives of this policy.
7. The Remuneration Committee supports and advises the Board on identifying initiatives required to improve diversity including:
 - a) the implementation and effectiveness of this policy; and
 - b) Ongoing monitoring of progress against achieving the measurable objectives set by the Board, and the effectiveness of the measurable objectives in supporting greater workplace diversity.