



Peabody Statement on Human Rights

Peabody is committed to creating a safe and healthy work environment where all employees are treated with fairness and respect. We have a core value to offer an inclusive work environment and engage, recognize and develop employees. Our policies and practices concerning human rights are supported by Peabody's Code of Conduct and Ethics, are in line with the Universal Declaration of Human Rights and apply to all employees, visitors and contractors at our operations globally.

At Peabody, we:

- Seek to build a workforce comprised of diverse backgrounds, thoughts and experiences and foster an inclusive work environment;
- Strictly prohibit and will not tolerate any form of bullying, harassment or discrimination based on age, gender/gender identity, relationship status, sexual orientation, disability, religious or political beliefs, race, nationality or ethnic orientation, or as otherwise prohibited under applicable law;
- Do not tolerate child labor or any form of forced or compulsory labor;
- Pay competitive salaries and invest in our employees through health and wellness programs, competitive total rewards and professional development opportunities;
- Recognize both the rights to non-union representation and collective bargaining;
- Respect communities and indigenous people potentially impacted by mining activities; and
- Engage with our stakeholders as a key part of how we operate, manage risk and apply continuous improvements across our business.

Peabody encourages and informs employees of their obligation to report concerns of misconduct through workplace communications and online training tools. Our board of directors has established procedures for receiving, retaining and investigating reported violations. Retaliation in any form against an individual who exercises his or her right to make a complaint in good faith is strictly prohibited.