

SUSTAINABILITY

We take responsibility for the environment, benefit our communities and restore the land for generations that follow.

Environmental Excellence

Peabody's sustainability approach begins with respect and responsibility for the land and the communities where we operate. Stewardship of the environment – from successful land reclamation to energy efficiency, to recycling and water use management – is designed to ensure that coal mining and land end use benefit society.

Leading Practices in Land Restoration

In 2017, Peabody restored 5,145 acres of mined lands into wildlife habitat, rangeland, hardwood forests, prime farmland, pastoral land and wetlands. This includes 890 acres of forested area, 30 acres of wetlands, approximately eight miles of high-quality streams and planting 647,600 trees.

Peabody views land reclamation as an essential part of the mining process. Over the past decade, Peabody has spent \$189 million to restore more than 46,000 acres of land across its global operations. In the U.S., during the past 10 years, the company has contributed more than \$513 million to the Abandoned Mine Land Reclamation Program, which was intended for the reclamation of lands mined before the Surface Mine and Control Reclamation Act of 1977.

Commitment to Environmental Stewardship

Peabody continued its restoration activities at active and closed sites during 2017, reclaiming 1.4 acres of land for every acre disturbed. A commitment to environmental stewardship and land reclamation across the global platform are core to how Peabody operates, and an environmental reclamation metric is included in the long-term incentive award for Peabody's senior leadership team.



Seth Puls, Engineering and Environmental Manager, observes a soybean crop that was grown to prove successful productivity of reclaimed prime farmland at Cottage Grove Mine in Illinois.

Peabody Environmental Policy

We are the world's leading pure-play coal company, producing thermal and metallurgical coal. Throughout the life cycle of our operations we take responsibility for the environment, benefit our communities and restore the land for generations that follow.

Globally, Peabody supports the current technology to deploy high-efficiency, low-emissions (HELE) power stations and investment in next-generation carbon capture and storage (CCS) technologies over time to transition to the ultimate goal of near-zero emissions from coal-fueled power.

The following governing principles apply to our employees, contractors, visitors and vendors at our sites and support Peabody's alignment with Sustainable Development practices:

- Management has the overall accountability for environmental management and for regular review of environmental performance;
- Progressively rehabilitate/reclaim, monitor and maintain areas disturbed by mining to ensure the post-mine land use, landform and environmental outcomes are achieved;
- Identify, monitor and manage risks and opportunities during all mining life cycle phases and continuously improve environmental stewardship;
- Appropriate environmental objectives are developed, and applicable performance indicators are publicly reported;
- Any employee has the authority to stop and challenge activities that could result in unauthorized environmental impact;
- Comply with applicable environmental standards, rules and procedures, relevant jurisdictional laws and regulations;
- Engage with interested and affected stakeholders;
- Efficient use and responsible procurement of resources is undertaken;
- Conservation of energy and reduction in greenhouse gas intensity at our operations through energy efficiency and other leading practices.



Midwest environmental team members inspect reclamation at Wild Boar Mine in Indiana. The rows in the foreground were planted with a mechanical tree planter to establish a forested buffer along the shallow water impoundment in the background, which was constructed to attract wildlife.

Peabody Position on Energy and Climate Change

Peabody believes that coal is a key contributor to affordable, reliable energy, and that fossil fuels will continue to play a significant role in the global energy mix. The company also recognizes that these fuels contribute to greenhouse gas emissions, and concern regarding these emissions has become part of the global political, societal and regulatory landscape in which we operate.

Energy is foundational for individuals and economies and must be abundant, reliable and inexpensive to meet society's growing demand. Access to such energy is critical to meet basic needs, improve living standards, reduce poverty, enable urbanization and strengthen economies. In addition, access to low-cost energy is correlated with human development indicators such as increased life expectancy, education and economic development.

Within the energy mix, fossil fuels are essential and satisfy approximately 80 percent of the world's primary energy demand. Coal plays a fundamental role in generating electricity and is a required component in new steel production.

Our approach to using the world's coal resources is grounded in the need to achieve the three-part goal of energy security, economic progress and environmental solutions through the application of advanced technologies.

The world needs to embrace a true all-of-the-above energy strategy that recognizes the benefits and limitations for each fuel. Coal's advantages include a track record of reliability and scalability, affordability and security of supply.

Regarding emissions progress for coal, this begins with deployment of high-efficiency, low-emissions (HELE) power stations using technology that is available today. Longer-term investments in next-generation carbon capture, use and storage (CCUS) technologies are necessary to transition to the ultimate goal of near-zero emissions from coal-fueled power.

HELE and CCUS technologies must be part of the solution to achieve goals of substantial reductions in greenhouse gas emissions. As such, they should be eligible to receive public funding from national and international sources. In addition, CCUS must receive policy parity with all low-emission sources of energy and further public investments in research and development are necessary.

Peabody will continue to reduce our carbon footprint and promote the development and deployment of low-carbon technologies by:

- Conserving energy and reducing greenhouse gas intensity at our operations when possible through energy efficiency and other best practices;
- Funding research and key initiatives in low-emissions projects and partnerships such as those already advancing in the U.S., Australia and China;
- Playing a leadership role in the development of public policies related to energy and the environment;
- Engaging with governments, academia, communities and other stakeholders to support constructive and informed dialogue; and
- Building awareness and support to eliminate energy poverty, increase access to low-cost electricity and improve emissions through advanced clean coal technologies.

Environmental Oversight and Compliance

Peabody management has overall accountability for environmental management and for regular review of environmental performance. Before any mining activity starts, environmental initiatives at Peabody begin with end land use in mind. Peabody practices contemporaneous land reclamation, which minimizes the amount of surface disturbance. Detailed assessments include comprehensive baseline studies of local ecosystems and land uses and their impacts. The company engages where possible with local stakeholders to understand and incorporate social, cultural and traditional values and community needs in mine planning.

All active mining operations are inspected by various federal, state and local government agencies at least once per month in the U.S. and regularly in Australia. Peabody goes beyond these requirements by performing periodic environmental reviews at all operations, which include an assessment of current processes and provide opportunities for sharing best management practices across the company's global platform.

Environmental reporting for six water and waste indicators in reference to the Global Reporting Initiative (GRI) framework continued in 2017. The GRI framework for sustainability reporting includes reporting guidelines, sector guidance and other resources that enable greater organizational transparency and accountability.



To incorporate local needs into post-mine land use, Peabody worked with neighbors of the closed Wilkie Creek Mine to fence a rehabilitated backfilled pit, creating paddocks and establishing watering requirements for 50 Black Angus weaner cattle.

2017 Environmental Accomplishments

Peabody's environmental responsibility, reclamation and remediation efforts have been recognized with 100 honors since 2000. When it comes to the environment, we act in a sustainable manner because it is both good business and the right thing to do. Examples of our leading practices in land rehabilitation are featured throughout this chapter, including notable achievements of team members.

Wild Boar Mine was presented with the 2017 Indiana Excellence in Mining and Reclamation Award for restoring the Barren Fork Pit and enhancing wildlife habitat in the predominately forested areas. Innovative techniques at Wild Boar included reusing materials removed during mining. Logs, brush and rock became repurposed materials, providing stream flow control and riparian habitat structures.

In 2017, the Somerville Mine reclamation team in Indiana completed restoration activities at Viking Mine-Knox Pit, which was recognized with Honorable Mention for reclamation by the Interstate Mining Compact Commission. 2017 work resulted in a final reclamation bond release of nearly 600 acres. Restoration activities included rehabilitation of partially reclaimed coal refuse areas from a previous owner, and Peabody completed the work on the adjacent land as a good neighbor effort to improve the water quality and environment in the local area.

2017 Environmental Honors

Indiana Excellence in Mining and Reclamation Award – Wild Boar Mine

Interstate Mining Compact Commission National Reclamation Awards, Honorable Mention – Viking Mine-Knox Pit

Vance "Pat" Wiram Award for Innovation in Reclamation and Mining Technology – Richard Williams, Permits Specialist-Wild Boar Mine

New South Wales Minerals Council Mining Health, Safety, Environment and Community Awards Runner-Up – Wilpinjong Mine

Communitas Award for Leadership in Ethical and Environmental Responsibility, Sustainability – Peabody Reclamation



Enhanced reclamation efforts at Viking Mine-Knox Pit resulted in improved water quality for downstream riparian and aquatic habitat. The land is now used as pasture and cropland by local landowners.

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Rich Williams, Permits Specialist-Wild Boar Mine, has worked in mining and reclamation in Indiana for nearly three decades developing many innovative techniques. For the past 13 years, he has focused on stream and wetland restoration for Peabody, overseeing restoration of more than 360,000 feet of streams and 619 acres of wetlands and has directed the enhancement of 113 acres of existing wetlands and 61 acres of existing stream buffer areas.

In 2017, Rich was honored with the Vance “Pat” Wiram Award for Innovation in Reclamation and Mining Technology. Rich shares his passion and expertise in restoration techniques with the coal industry by presenting at workshops, providing training and participating in research.



Rich Williams, performing an as-built survey of reconstructed Smith Fork Creek at Somerville Mine.

A Collaboration for Conservation in the Powder River Basin

In 2017, the Office of Surface Mining Reclamation and Enforcement presented the Good Neighbor Award to the Thunder Basin Grasslands Prairie Ecosystem Association (Association), recognizing Peabody and four other member companies for successfully working with the surrounding land owners and communities while completing mining and reclamation. The Association is a nonprofit organization dedicated to a responsible, science-based approach to long-term management of members' lands, and Peabody is a founding member.

Over recent decades, Wyoming agricultural and coal-producing industries have collaborated on conservation measures in the Powder River Basin (PRB). Association members have developed a regional conservation strategy for long-term stewardship of wildlife and other natural resources through voluntary, privately led collaborative efforts. Peabody's Wyoming mines continue to be active members and leaders within the Association, and since its founding Peabody has invested dollars, expertise and resources to support the Association's goals. In 2017, we allocated funds to map black-tailed prairie dogs in the Thunder Basin National Grasslands.



Paul Griswold, Senior Environmental Technician (center), delivers a reclamation seminar on sage brush planting techniques to state and federal agencies and local ranchers at Peabody PRB Mines.

Innovation in Stream Mitigation

Peabody primarily uses natural channel design for its stream mitigation efforts in the Midwest, a technique where streams are designed to utilize a broad floodplain for energy dissipation during flooding. Fairly frequent out-of-bank stream flows that inundate the floodplains end up transforming the ground into wetland conditions that help filter water, reduce erosion and provide an environmental lift compared to pre-existing conditions – a welcome bonus that further enhances stream mitigation projects.

Rehabilitation technique includes planting a forested riparian zone adjacent to the streams in the floodplains and upland slopes. The trees are conducive to growing in wetland conditions, but are subject to predation by animals like rabbit, deer and voles. Voles can damage trees by burrowing next to them and eating them by the root. Natural predators like raptors, owls, hawks and eagles will actively reduce vole populations if enough perching habitat exists, so Peabody has installed raptor perches along streams and within wetlands to combat vole populations. The perches are constructed by utilizing whole trees harvested prior to mining, providing a more natural look, and help to ensure success of the riparian zone and wetland mitigation.



A constructed raptor perch to reduce vole populations promotes success of a reclaimed stream at Farmersburg Mine. The floodplain adjacent to this meandering stream has since been introduced to herbaceous vegetation and hard-mast bottomland tree seedlings.

Environmental Restoration and Bond Release

Peabody aims to commence restoration of the landscape as soon as land becomes available, to create a safe, stable and sustainable landform that benefits generations to follow. Reclamation is undertaken on a progressive basis with consultation between the environmental, technical services and production teams. In any given year, land reclamation activities can vary due to production, weather conditions and other unforeseen factors. As a result, Peabody restores varying quantities of farmland, pastureland, rangeland, forest, wetlands and wildlife habitat.

Peabody remains focused on restoring the land and providing assurances for future obligations. The company fully accounts for the projected financial impact of its final coal mine reclamation requirements through its asset retirement obligation on its balance sheet in accordance with Generally Accepted Accounting Principles. In addition to funding every dollar of its coal mine restoration, Peabody pays tens of millions of dollars each year to the Abandoned Mine Land (AML) Reclamation Program for the reclamation of lands mined before the U.S. Surface Mine and Control Reclamation Act of 1977. As the largest U.S. coal producer, Peabody contributes more annually to the AML fund than any other coal company.

In the U.S., bonds are released on a broad array of Peabody properties and fluctuate depending on mining and reclamation needs in a given period, and 2,733 acres were fully released in 2017. Peabody reduced its calculated bond liability by \$304 million over the past year. Peabody U.S. operations and sites replaced all of its existing self-bonding for coal mine reclamation requirements with third-party bonding facilities in 2017.

In Australia, Peabody is required to provide appropriate forms of financial assurances to meet its reclamation liability, which is calculated based on each mine's maximum disturbance area for a specified period and reviewed on a regular basis. Peabody worked with insurers to develop and secure third-party surety bonding for all of its Australian reclamation liabilities as of March 2018. Peabody's practice of ongoing progressive reclamation supports timely reduction of its reclamation liabilities.

Environmental Outreach Extends to Wildlife and Habitat Conservation

Peabody's commitment to environmental stewardship during 2017 resulted in 1,242 total acres of land rehabilitated across our Queensland and New South Wales mines. Mining activities may occupy lands that are home to a variety of species, and our environmental responsibility includes purposeful efforts to enhance vital habitat.

Wilpinjong Mine, in consultation with New South Wales and federal governments, developed a strategy to protect and conserve more than 2,700 acres of land, incorporating native vegetation to achieve biodiversity outcomes that include the protection of threatened ecological endangered communities.

Peabody mined land will be rehabilitated to three vegetation types to establish habitat and support conservation efforts for the Regent Honeyeater (*Xanthomyza Phrygia*), a federally listed, critically endangered bird species in Australia. To meet the new rehabilitation objective, the mine is testing various innovative techniques, including controlled burning and herbicide application, to change the species composition so that native species germination is promoted. Wilpinjong monitors the



The Regent Honeyeater is a critically endangered bird and has become a flagship species for Australian conservation efforts. Peabody will contribute hundreds of thousands of dollars to the Australian government to support the Regent Honeyeater recovery plan captive breeding and release programs.

trial areas to assess the response in species composition and condition, as well as ground cover and state of soil.

Wilpinjong Mine achieved runner-up in the Environmental Excellence category at the New South Wales Minerals Council Mining Health, Safety, Environment and Community Awards, where the mine was recognized for its approach to rehabilitation.

Across the Americas platform, 3,903 acres were reclaimed in 2017. A big game survey at North Antelope Rochelle Mine (NARM) property was conducted in early 2018, revealing more than 150 elk utilizing reclaimed lands, the highest number ever recorded. With the expanse of reclaimed land at NARM, elk now use the land year-round, including for rearing their young. The spring survey also documented seven black-tailed prairie dog colonies. The largest colony measured over 23 acres, demonstrating habitat suitability and ecological function to support recolonization by this species. During the 2017 nesting season, 85 pairs of raptors successfully fledged 148 young at Peabody mines in the PRB.

Annual wildlife and environmental monitoring, from small animals to large ungulates, indicates the reclamation at NARM continues to be successful. In fact, as coal production has increased over the last 30 years, wildlife numbers at NARM have remained at or above historical numbers.



Having the correct native vegetation species and large areas of reclaimed land creates suitable habitat for elk, mule deer and pronghorn antelope herds year-round. Left: Pronghorn are plentiful in Wyoming and utilize the habitat in and around the NARM permit area. Right: A young red-tailed hawk fledged from a nest located on Caballo Mine. Hawks live and hunt on all Peabody PRB Mines.

Greenhouse Gas Intensity and Energy Efficiency

Mining energy requires energy, a paradox that presents a challenge and an opportunity. Peabody is focused on conserving power and reducing greenhouse gas intensity whenever possible through continual improvements in mine planning and engineering, use of advanced technologies and operational leading practices.

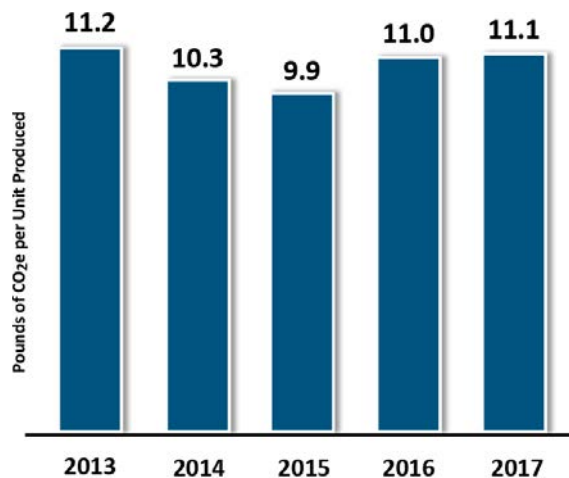
Peabody measures greenhouse gas emissions at our operations in pounds of carbon dioxide equivalent or CO₂e (CO₂, CH₄ and N₂O) per unit of production (raw tons of coal mined and cubic yards of overburden moved). Over the past five years, Peabody's greenhouse gas intensity across our global operations has declined slightly from 11.2 CO₂e per unit in 2013 to 11.1 CO₂e in 2017.

Peabody accelerated land reclamation activities in 2016 and 2017, and fuel was used to operate reclamation equipment that moved earth to return land back to its original state. Because reclamation activities are not counted as "units of production," our 2016 and 2017 greenhouse gas intensity calculations show an uptick from 2015 levels.

At underground mines in the United States, the company measures and reports greenhouse gas emissions to the Environmental Protection Agency. Each underground mine collects a representative monthly sample at each location where mine air is released into the atmosphere for laboratory analysis of the methane content. When the sample is taken, the air quantity, temperature, barometric pressure and humidity is measured so that calculation of emissions can be completed for reporting.

Pounds of GHG Emitted (CO₂, CH₄ and N₂O) per Unit Produced

Including Mine Methane Emissions



In 2017, greenhouse gas intensity across Peabody global operations was 11.1 CO₂e per unit.

Global Reporting Initiative

In 2017, Peabody continued environmental reporting for six indicators in reference to the Global Reporting Initiative (GRI) framework: water withdrawal by source; water sources significantly affected by withdrawal of water; percentage and total volume of water recycled and reused; water discharged by quality and destination; water sources significantly affected by discharge of water; and weight of waste by type and disposal method.

Water Use and Management

Peabody is focused on conserving water by pursuing sustainable coal mining practices everywhere the company operates. Coal mining is one of the least water-intensive forms of resource extraction. The U.S. Geological Survey reports that all forms of mining cumulatively withdrew 1 percent of water consumed in the U.S., with coal mining comprising less than 1 percent of that total. In contrast, agriculture irrigation withdrawals account for 38 percent of total freshwater withdrawals.¹

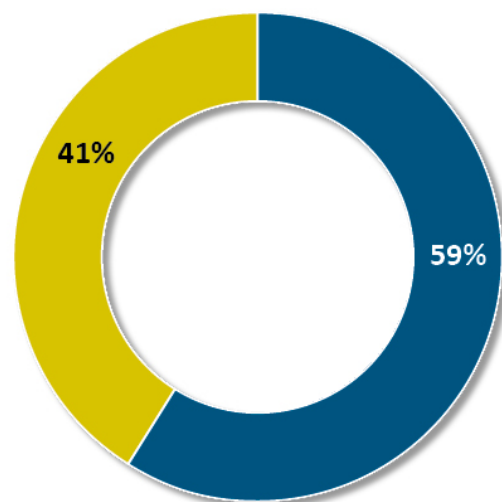
In 2017, water sources for Peabody mines included surface water (precipitation and runoff, rivers and streams, external surface water storages), ground water and municipal or purchased water. Primary water uses are for dust control and coal preparation plants. Water is also used for exploration, mining and land reclamation, with minor amounts used for mine location drinking water, showers and equipment maintenance.

Peabody is committed to pursuing opportunities to reduce, reuse and recycle water whenever possible, and approximately 59 percent of total water withdrawn in 2017 was recycled and reused. Operational needs resulted in increased water withdrawals during 2017, and Peabody recycled and reused 33,548 megaliters of water.

Examples of recycling and reuse at Peabody operations include recycling water at coal preparation plants, truck washes and coal storage areas. Peabody strives to use closed loop water circuits at coal preparation plants with the average preparation plants achieving 73 percent recycling rates.

Water use and recycling varies by region, method of mining, equipment used and local availability. Operations in more arid environments consume less water and focus on conservation while mining operations in humid climates routinely manage surplus water from storms or groundwater and mitigate flood risk. In Australia, operations must manage excess water during wet cycles and plan for water shortages during dry cycles. The management and use of water at Peabody mines is done under extensive regulatory frameworks specific to the countries and regions where operations are located.

Percent Water Recycled of Total Withdrawn Globally



■ Water Recycled from Total Withdrawn
■ Water Consumed, Discharged, and Stored From Total Withdrawn

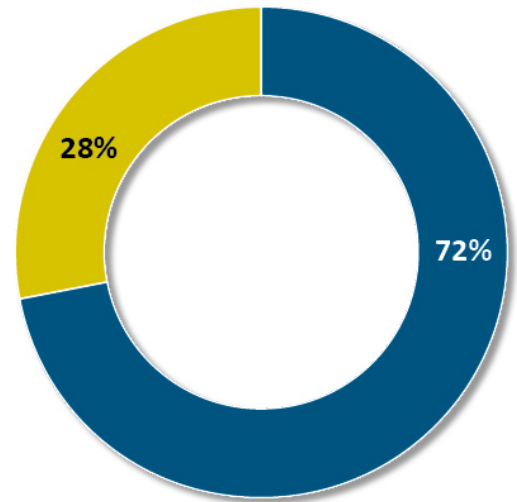
¹ Estimated Use of Water in the U.S. in 2005, 2009, U.S. Geological Survey, Circular: 1344, Figure 1, Total Water Withdrawals by Category, Page 5.; Estimated Use of Water in the U.S. in 2010, 2014, U.S. Geological Survey, Circular: 1405, Page 56.

Recycling and Waste Management

Peabody's waste management strategy incorporates a variety of environmentally responsible practices that address regulatory requirements and sustainability initiatives. The company starts with the principle of overarching efficiency in all aspects of its business, which maximizes the utilization of necessary resources and ultimately leads to a decreased need for recycling and reuse. Materials that are no longer usable are then recycled.

In 2017, recycling, reuse and energy recovery programs accounted for 72 percent of the company's waste disposal activities. 15,929,185 kilograms of material was recycled and reused, and an additional 7,144,579 kilograms of material was used for energy recovery. Recycled materials included batteries, steel, used oil filters, used oil, lighting products, computers and electronics, antifreeze, small vehicle tires and paper waste. Materials used in energy recovery including used oil, washer solvents and used grease.

Recycled/Reused/Energy Recovery vs. Landfilled/Incinerated/Landfarmed



■ Recycled, Reused, Energy Recovery
■ Landfilled, Incinerated, Landfarmed

Global Reporting Initiative definitions and schedules are available in the Appendix.



A final-cut lake at Cottage Grove Mine shows wetland mitigation improvements tying into a natural stream corridor.

Economic Impact and Community Investment

Across its global operations, Peabody works to improve lives through economic opportunities and charitable giving programs. Peabody provides direct and indirect economic benefits, philanthropic and in-kind support, and valuable employee volunteer hours for local communities.

Peabody provides tangible economic benefit through use of our product, employment opportunities, payroll taxes, coal royalties and charitable contributions. Together with economic activity generated throughout the value chain, we injected \$10.6 billion in direct and indirect economic benefits into the local communities where we operated during 2017. This consists of \$4.1 billion in direct contributions that create jobs and fuel prosperity, including wages, taxes, philanthropy, capital investments and vendor contracts.

The coal industry returns significant benefits to the economy. Every dollar of output generates another one to two dollars in the economy. The coal industry offers some of the highest-paid and highest-skilled positions in many communities, and every job supports another two to three jobs in the economy.²

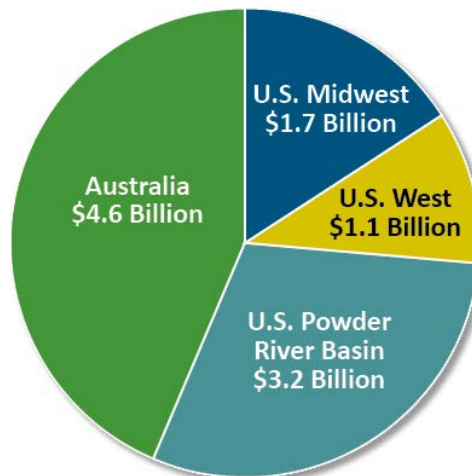
Community Outreach

Peabody continued to be supportive of its local communities through outreach and charitable contributions. In 2017, \$1.4 million in philanthropic funding and scholarships were distributed, amplified by employee charitable donations and volunteer hours that were submitted for the company's charitable match programs.

In 2017, team members at Peabody corporate headquarters continued a legacy of supporting United Way of Greater St. Louis, which funds more than 160 member agencies that provide one in three area people with critical social services. A Fall Fridays paid-time-off volunteer program benefits United Way agencies, and the company matches employee contributions to United Way. And for a nominal monthly donation, "Jeans Day for United Way" allows casual dress at work.

Our long-standing support of United Way of Greater St. Louis earned Peabody a 2018 Communitas Award for Excellence in Community Service – Community Partnership.

Peabody's 2017 Total Economic Benefits, by Region



Peabody global operations created \$10.6 billion in total economic benefits during 2017, a \$900 million increase over the prior year.

Peabody Charitable Contributions

Dollars in Thousands	
Arts and Culture	\$116
Civic and Public Affairs	\$163
Community and Economic Development	\$73
Disaster Relief	\$45
Education: K-12	\$7
Employee Matching Gift Programs	\$273
Energy and Mining Education	\$81
Environmental	\$28
Health and Social Services	\$157
Higher Education	\$14
Scholarships	\$239
Technology Research	\$200
Other	\$11
Grand Total	\$1,407

Peabody collates its giving data based on program areas as defined by the Committee Encouraging Corporate Philanthropy, with the addition of areas of focus specific to our company.

² National Mining Association. "The Economic Contribution of U.S. Mining (2015 Update)." September 2016.

Fall Fridays Team Members Making a Difference

Fall Fridays inspire Peabody employees to step away from work and be of service to area nonprofits. In 2017, St. Louis headquarter participants volunteered for projects that would have otherwise incurred overhead for agencies.

At the International Institute of St. Louis' REAP Urban Farm, Peabody helped transform part of a vacant city block to farmland and during a second outing built a greenhouse. REAP will help New Americans achieve greater financial independence by farming and selling produce, provide farm-to-table fresh food for families and revitalize the neighborhood.



Team members work to transfer dirt to garden beds and assemble a greenhouse at REAP Urban Farm in St. Louis. The land enables New Americans to learn agricultural skills required to grow crops in Missouri and the completed project will enhance a dilapidated city block.



Team members from Peabody's Inclusion and Diversity Board celebrate a day of giving back after volunteering at the Harvey Kornblum Food Pantry, located in a suburb of St. Louis.

One Mine, Many Impacts

Bear Run Mine in Sullivan County, Ind., is the largest surface mine in the eastern U.S. In 2017, the mine employed about 600 team members and sold 7.3 million tons of coal, serving customers of electric co-ops and utilities far beyond the region to provide power for millions of Indiana residents.

Bear Run's commitment to its surrounding communities continues to set the standard for being a good neighbor through its proactive approach to reclamation, sustained community outreach and valuable economic contribution. In 2017, Bear Run's direct and indirect economic impact was approximately \$625 million for the region. Over the past three years, the mine's reclamation activity totaled nearly 1,500 acres, with 1.3 acres reclaimed for every acre disturbed.

Strong relationships with land owners and local organizations are viewed as vital to the health of the mine and the community. The team members at Bear Run take a personal, hands-on approach to giving back. The Coal Miner's Christmas fundraiser at Bear Run entered its seventh year in 2017, and since inception has helped nearly 350 area school children celebrate the holidays. A remarkable \$70,000 – every dollar from employee donations – has been raised to purchase gifts and necessities for kids.

The mine's talented workforce consistently lends skills-based volunteering to area organizations. Bear Run electricians have provided pro bono improvements to update the electrical system at the area's Dugger Coal Museum. And over the last two years, mine employees have rallied to assist in a complete refurbishment of the Pleasantville Gymnasium. Men and women have contributed labor for interior repairs, created signage, built a scoreboard, repaired electrical and heating systems, and operated mine machinery for construction of a new parking lot.

The mine has also donated more than \$40,000 to install a new gym roof and purchase a backup generator and man lift that will assist with maintenance. Pleasantville Gym, once shuttered and in complete disrepair, is now an anchor of community activity, from basketball games to concerts to receptions.



Left: Bear Run employees planted trees on Pleasantville Gym grounds during Arbor Day. The gym is in use year-round, and as an added benefit for area residents provides emergency shelter and electricity during power outages with a backup generator from Peabody. Right: Bear Run employees have donated \$70,000 to create holiday memories for nearly 350 area school children.

“This gym brought life to the township. We could not have done this without Bear Run Mine.” ~ Lonnie Todd, Pleasantville, Ind., Township Trustee

Peabody's approach to the communities surrounding the company's mining operations includes an intentional emphasis on forming genuine and lasting relationships. From sponsorships that promote civic pride and vitality, to critical donations toward life-saving rescue equipment, to encouraging feedback from locals during community information sessions and mine tours, an improved public understanding of and appreciation for coal use and coal mining is the result.

In Arizona, Kayenta Mine continues to support Navajo Nation and Hopi Tribe youth through scholarships, totaling nearly \$240,000 in 2017. At Peabody's Colorado operations, the Moffat and Routt County United Ways were recipients of more than \$70,000 in employee and company donations following an annual fundraising campaign.

One of Peabody's perennial social causes in Australia is support for the Leukemia Foundation through employee fundraising challenges, including participating in "The World's Greatest Shave." In 2017, the Brisbane office was joined by several Peabody operations, which together raised nearly \$48,000. The Coppabella Moorvale Joint Venture was recognized as the highest fundraising site in all of Queensland, raising almost \$20,000 of the Peabody total. Since commencing support in 2006 for the Leukemia Foundation, Peabody has raised \$196,000.



Team members from Wambo Open-Cut and Wambo Underground Mines conducted several fundraisers for the World's Greatest Shave event, with numerous brave employees going all in for the cause.

Employees in Action

At Peabody, we are proud of team members who make giving back to the community or advancing a cause part of their life's work.

In a major commitment of support to Variety Australia – The Children's Charity, three Peabody team members embarked on a 2,485-mile surf and turf rally or "bash" through western Queensland. All rally vehicles were required to be at least 30 years old, so the Peabody team, Hi-Vis, spent eight months overhauling a 1969 HT Holden sedan before setting out. "Hi-vis" orange paint provided a reminder that the coal mining industry is focused on safety and brings many benefits to Queensland.

During the bash, team Hi-Vis visited a dozen schools and raised more than \$8,500 in donations for Variety Australia, which supports ill, disadvantaged and special needs children.

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Peabody employees Ian Wallace and Shane Apps of team Hi-Vis (pictured left to right) stand proudly with a 1969 HT Holden sedan. Ian, Shane and Andrew Foley (not pictured) helped transform the auto into a hi-vis orange fundraising machine for Variety Australia – The Children’s Charity during its annual bash through Queensland. The event raised nearly \$850,000 during 2017.

By day, Rhonda Pour is an Information Technology Training Specialist for Peabody’s headquarters in St. Louis, responsible for helping employees across the company learn new technology applications and software. Most evenings and weekends, Rhonda can be found devoting her time to the American Cancer Society (ACS), directing fundraising events, advocating for cancer issues and making a positive impact on the organization's many volunteers and staff.

Rhonda was recognized by the ACS as a recipient of the 2017 St. George National Award, one of the organization's most prestigious volunteer honors. She was one of only 23 recipients named across the U.S.

In the midst of volunteering, Rhonda was diagnosed with the disease for which she was fighting so hard to find a cure. Today she is a five-year thyroid cancer survivor.



Rhonda Pour, Information Technology Training Specialist

“I promised that I would always do what I could to make a difference and someday help find a cure. I now proudly wear my purple survivor shirt and walk during the survivor lap at Relay for Life events.”