

APPENDIX - SAFETY

We commit to safety and health as a way of life.

Safety Principles

Our vision is to operate safe and healthy workplaces that are incident free. Safety is Peabody's first value that is integrated into all areas of our business. Our goal is to eliminate all workplace incidents, including injuries, occupational illnesses and property damage.

The following governing principles apply to our employees, contractors, visitors and vendors at our sites, and to any location where an employee is engaged in work activities:

- Management has the overall accountability for safety and health, the promotion of risk management, and the sharing of learnings across the organization;
- Everyone is responsible for their own safety and health, their preparation for and fitness for work, as well as caring for their co-workers;
- Everyone will be provided training and equipment to perform their jobs in a safe and healthy manner;
- Everyone has the authority to stop and challenge unsafe activities;
- Everyone must comply with established safety and health rules (including lifesaving rules), laws and regulations;
- Open, honest and effective safety and health incident investigation and communication is essential;
- Safety and health efforts must be maintained and continuously improved;
- Successes will be celebrated, and desirable behaviors recognized and reinforced.

Safety a Way of Life Management System

Our Safety a Way of Life (SAWOL) management system, which aligns with and is independently certified under the National Mining Association's CORESafety® framework, has been designed to set clear and consistent expectations for safety and health across our business through the categories of leadership and organization, safety and health risk management, and assurance. These competencies are further defined in 20 modules, which include performance expectations and timelines to ensure steady progress toward the goal of achieving incident-free workplaces.



Peabody's approach to managing safety and health is outlined in the SAWOL management system.