

Statement of Values

Approved by the Board with effect 30 June 2020

1. Introduction

- 1.1 Acacia Coal Limited instils and reinforces a culture across the Company of acting lawfully, ethically and responsibly. It seeks to operate in line with the values set out below and ensure directors, senior executives and employees work to reinforce these values.
- 1.2 The Company's senior executives have the responsibility of instilling these values across the Company including ensuring that all employees receive appropriate training on the values and referencing and reinforcing the values in interactions with employees.

2. Statement of values

- (a) Work as a team
- (b) Act with integrity at all times
- (c) Always pursue exceptional results
- (d) Always be safe
- (e) Build a better future
- (f) Be accountable
- (g) To work safely and look out for the safety of our colleagues
- (h) To foster a workplace that is free from harassment, discrimination and bullying
- (i) To act ethically and lawfully in all business conduct
- (j) To protect the environment to minimise any impact of our business
- (k) To engage and treat our stakeholders with respect
- (l) To communicate openly and honestly with investors, government and the community