

COMMUNICATION ON PROGRESS (COP)

BASIC TEMPLATE

Period covered by your Communication on Progress (COP)

From: 1st October 2021 To: 30 September 2022

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

Please use the box below to include the statement of continued support signed by your company's chief executive

EXAMPLE

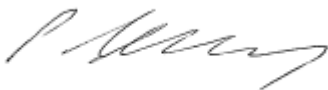
10 September 2021

To our stakeholders:

I am pleased to confirm that Leigh Creek Energy reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Phil Staveley
Managing Director

2. DESCRIPTION OF ACTIONS

Human Rights

Please use the box below to describe **actions** your company has taken in the area of human rights. Examples include:

- Ensure workers are provided safe, suitable and sanitary work facilities
- Protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats
- Take measures to eliminate ingredients, designs, defects or side-effects that could harm or threaten human life and health during manufacturing, usage or disposal of products

Labour

Please use the box below to describe **actions** your company has taken in the area of labour. Examples include:

- Ensure that the company does not participate in any form of forced or bonded labour
- Comply with minimum wage standards
- Ensure that employment-related decisions are based on relevant and objective criteria

Environment

Please use the box below to describe **actions** your company has taken in the area of environment. Examples include:

- Avoid environmental damage via regular maintenance of production processes and environmental protection system (air pollution control, waste, water treatment systems, etc.)
- Ensure emergency procedures to prevent and address accidents affecting the environment and human health
- Minimize the use and ensure safe handling and storage of chemical and other dangerous substances

Anti-Corruption

Please use the box below to describe **actions** your company has taken to fight corruption. Examples include:

- Assess the risk of corruption when doing business
- Mention “anti-corruption” and/or “ethical behavior” in contracts with business partners
- Ensure that internal procedures support the company’s anti-corruption commitment

MEASUREMENT OF OUTCOMES

In the box below, please include the most relevant indicators to **measure outcomes**. Examples include:

Human Rights

- Designed and rolled out bullying and harassment training and education
- Rolled out Domestic violence leave and awareness training
- Increased regional skills through traineeships
- Introduction of voluntary health checks

Labour

- Committed to local hiring if available in the first instance
- Introduced an Inclusion and Diversity team
- Implemented unlimited sick leave
- Offered working from home programs for up to 40% of the working week
- Offered an extra 5 day annual leave at Xmas to help families out

Environment

- Voluntarily committed to Carbon Neutral from 2022 (8 years earlier than our original commitment)
- Registered with Climate Active
- Implemented recycled materials program
- Going green initiative – encourages people to ride, walk and take public transport

Anti Corruption

- Implemented a Modern Slavery policy and rolled out training on modern slavery principles
- Committed to voluntary report on climate related financial matter through TCFD
- Implemented training on Whistleblower policy and principles