

Environmental, Social and Governance Statement

Coal Services Pty Limited (Coal Services) is an industry-owned organisation providing critical services and expertise to the NSW coal mining industry. We work in collaboration with employers, workers, Government departments and other industry partners to protect the health and safety of those working in the industry through prevention, detection, enforcement and education.

Our commitment to Environmental, Social and Governance (ESG) best practices is reflected in our purpose, vision and values:

Our purpose: to protect

Our vision: to be a valued industry partner promoting a healthy workforce and safe workplaces

Our values: We care. We work together. We make a difference.



Caring for the Environment

We conduct our business in an environmentally conscientious manner by increased use of online tools and paperless work practices, including e-learning and video conferencing functionality thus reducing our environmental footprint by reducing paper usage and travel. The introduction of hybrid and remote working arrangements, where possible, has reduced the need for office space and lessened the need for some of our employees to commute. Recycling bins for plastics, paper and cardboard have been installed as well as water bottle refill stations to reduce the number of plastic water bottles entering landfill. We endeavour to reduce energy usage by installing LED and motion sensor lights that are more energy efficient and last longer, thereby producing less landfill.



Community Partnerships

Our purpose, vision and values are centred on protecting the health and wellbeing of the NSW coal mining industry and its workers, while actively supporting the communities in which we operate.

By participating in industry open days, supporting community events and not-for-profit programs, offering in-kind first aid support and training, and contributing through grassroots and corporate sponsorships—including the Westpac Rescue Helicopter Service, Soldier On, and the Illawarra Steelers—we aim to create lasting, positive impacts that benefit both our industry and the broader community.

We also promote community goodwill through our Welfare policy to uplift the welfare of workers and former workers in the NSW coal industry, their dependents and coal mining communities.



Our People

The shared knowledge, expertise, and experience of our people are integral to fulfilling our purpose, to protect. Coal Services has a diverse and dedicated workforce and we support them by offering competitive remuneration and benefits, innovative culture-building initiatives, recognition programs, continuous development opportunities, and programs to support their wellbeing.

Through our Code of Conduct, we are committed to promoting equal rights, opportunities, and a workplace free from discrimination and harassment. Our commitment to fostering inclusion, diversity, and equity creates an environment where everyone can thrive and contribute effectively.



Corporate Governance

The Coal Services Board places great importance on maintaining the highest standards of governance and continually reviews its governance practices.

Coal Services has adopted the Australian Stock Exchange (ASX) Corporate Governance Council's 'Corporate Governance Principles and Recommendations' (4th Edition) and AS 8000 – 2003: Good Governance Principles.