

# WESCOAL ETHICS PLEDGE

## Safety

We remain committed to maintaining a safe working environment for employees and contractors.

**safety**

## Delivery

We are focused on meeting our value commitment to our stakeholders.

**delivery**

## Dynamic

We have the agility to succeed in a changing environment.

**dynamic**

## Integrity

We have the courage to act fairly and responsibly in all we do.

**integrity**

## Accountability

We take ownership for the impact of our actions.

**accountability**

## Well-being

We create an environment for our employees and communities to prosper and excel.

**well-being**

## Core values



Safety



Delivery



Dynamic



Integrity



Accountability



Well-being

**We pledge to create and keep our work environment safe.  
Safety First.**

**We commit to deliver what we promise, with honesty in all interactions with customers, suppliers and others.**

**We pledge to move forward dynamically, whilst maintaining the highest levels of integrity, competence, responsibility, fairness and transparency and the highest standards of Corporate Governance.**

**We pledge to build a more accountable Wescoal, where we maintain the highest standards of behaviour and follow laws, regulations, policies and voluntary governance codes which apply to each one of us.**

**The well-being of the community in which Wescoal operates is an integral part of our business strategy, and so we pledge to develop our employees and communities to prosper and excel.**