



## HUMAN RIGHTS POLICY

### I. Respect for Human Rights

Respect for human rights is a fundamental value of Warrior Met Coal, Inc. and its subsidiaries (collectively the “Company,” “we” or “our”). Human rights are generally defined as the basic freedoms believed to be inherent to all people. These rights are outlined in the United Nations Universal Declaration for Human Rights. The Universal Declaration focuses on dignity, respect, and equality, without discrimination, for all people. These principles lie at the core of the Company’s values. The Company is committed to treating all stakeholders - including employees, customers, shareholders and suppliers, and the communities where we operate - with dignity, respect, and equality, and also to partnering with our stakeholders to help them to do the same. Our aim is to help increase the enjoyment of human rights within the communities in which we operate.

Companies can advance human rights through the culture they establish, how they treat their employees and other stakeholders, how they manage their operations and engage in trade, and with the contributions they make to the communities where they live, work, and serve. The Company’s commitment to human rights is reflected in each of these areas. We work hard to foster a culture in which each person can thrive. We do the right thing - we earn trust, act with integrity and transparency, treat everyone with respect, value diversity, and foster safe and inclusive environments.

The Company’s *Code of Business Conduct and Ethics*, as well as other corporate policies, sets forth additional requirements for conducting business, as well as what should be expected from those with whom the Company does business. Each of these policies reflects and implements the Company’s commitment to human rights.

This Policy is guided by international human rights principles encompassed within the International Bill of Rights and the International Labor Organization’s 1998 Declaration on Fundamental Principles and Rights at Work. It applies to the Company (including all of its subsidiaries), its employees and management team, and the Board of Directors. Likewise, the Company also expects its customers and suppliers to uphold these principles and urges them to adopt similar policies within their own businesses.

The Company’s Board of Directors and management team provide oversight to enhance this Policy and the Company’s commitment to human rights.

### II. Community and Stakeholder Engagement

We recognize that we are part of the communities in which we operate. Our aim is to ensure through dialogue that we are listening to, learning from and considering their views as we conduct our business.

We recognize and respect the United Nations Declaration on the Rights of Indigenous Peoples and the human rights policies it embodies, including the principle of Free, Prior, and Informed Consent (FPIC). The Company coordinates with regulatory agencies to verify that future proposed activities will not adversely impact fragile or historic lands or result in significant damage to important historic, cultural, scientific, and aesthetic values and natural systems as defined by existing regulations such as the National Environmental Policy Act (NEPA), The Indian Lands Program, the National Historic Preservation Act, and the Archaeological Resources Protection Act, among others. Any protected indigenous lands, sites, or areas of significant cultural or historical importance which could

potentially be impacted by mining activities are identified and addressed in accordance with all applicable laws and regulations during the permitting review process, considering our due diligence practices with respect to the management of indigenous rights.

### **III. Diversity and Inclusion**

We value the diversity and inclusion of the people with whom we work and the contributions they make towards the success of the business. We are committed to providing equal opportunity to our employees and are intolerant of discrimination and harassment which are not permitted in the workplace. We work to maintain workplaces that are free from discrimination or harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, or any other status protected by applicable law. Recruitment, hiring, placement, compensation, and advancement at the Company is based upon an individual's qualifications, performance, skills, and experience. We do not tolerate inappropriate behavior, unfair treatment, or retaliation of any kind.

### **IV. Freedom of Association and Collective Bargaining**

We respect our employees' right to join, form, or not to join a labor union without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives.

### **V. Safe and Healthy Workplace**

The safety and health of our employees is of paramount importance. Our primary objective is to provide a safe and healthy workplace for our employees. We comply with all applicable safety and health laws and regulations, as well as our internal requirements. We identify situations that present risk of accidents, injury, and health impacts in an effort to remedy those risks and make the workplace safer. Most importantly, we empower our employees with the right to stop and correct unsafe behavior.

### **VI. Workplace Security**

We are committed to maintaining a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external threats. Security safeguards for employees are provided, as needed, and are maintained with respect for employee privacy and dignity.

### **VII. Forced or Involuntary Labor and Human Trafficking**

We are committed to ensuring all work is voluntary. We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery, and any form of human trafficking. Involuntary labor includes the transportation, harboring, recruitment, transfer, receipt, or employment of persons by means of threat, force, coercion, abduction, fraud, or payments to any person having control over another person for the purpose of exploitation. All work must be voluntary and workers shall be free to leave work at any time or terminate their employment.

### **VIII. Child Labor**

We do not engage in or condone the unlawful employment or exploitation of children.

### **IX. Work Hours, Wages and Benefits**

Employees have the right to fair working conditions, competitive wages and reasonable working hours. We compensate employees competitively relative to the industry and local labor market, and in accordance with terms of applicable collective bargaining agreements. We fully comply with all applicable wage, work hours, overtime, and benefits laws.

## X. The Environment

We recognize that land use and water use across our operations may have an impact on human rights. Because the Company recognizes that access to safe and clean drinking water is a fundamental human right, we conduct our operations in an environmentally responsible manner, in compliance with all applicable laws and legal requirements. In addition, we establish, implement, monitor, and report on progress against specific environmental goals in our Corporate Sustainability Report. Those goals are intended to reduce our environmental footprint, reduce the use of water, and protect our local environment.

We always consider potential environmental impacts as we design and develop new mining operations or processes. It is important to our Company, our employees, our shareholders, and our local communities that the Company is striving proactively to manage our environmental impacts and to continue to enhance the sustainability of our operations.

## XI. Suppliers and Contractors

The Company is committed to high standards of ethical and business conduct as it relates to its procurement of goods and services. We treat our suppliers and contractors with respect and integrity and are dedicated to serving as a good partner to the many companies who help us meet our mission.

We expect our suppliers and contractors to adhere to all domestic laws, including, but not limited to, the freedom of association, the right to collective bargaining, the elimination of forced and compulsory labor, the abolition of child labor, and the elimination of discrimination in the workplace. We have developed a *Supplier and Contractor Code of Conduct* that is being integrated into all of our contracts, and we expect our contractors and suppliers to meet the expectations set forth therein. We reserve the right to audit our suppliers and contractors for compliance with these policies on an annual basis.

## XII. Customers

We encourage our customers to respect the spirit and intent of this Policy. We further encourage them to adhere to all applicable international principles as set out in the United Nations Guiding Principles on Business and Human Rights, the United Nations Universal Declaration of Human Rights, and the International Labor Organization Declaration on Fundamental Principles and Rights at Work.

## XIII. Training, Guidance, and Reporting for Employees

The Company and its subsidiaries are expected to follow the principles set forth in this Policy. Effective training and communication are critical to the success of our human rights program. We provide annual training to all employees on various elements of our human rights program to stress the importance of human rights and the underlying principles of treating all persons with respect, dignity and equality.

Any employee who believes a violation of this Policy has occurred or is occurring should report the violation to the Company's Human Resources Department or Legal Department. You may also submit an anonymous complaint to the Company by calling the toll-free hotline number **1-800-916-7037**. You will be prompted to enter the Company identifier. Please enter: **422**.

**No reprisal or retaliatory action will be taken against any employee for raising concerns under this Policy.** The Company will investigate, address, and respond to the concerns of employees and will take appropriate corrective action in response to any violation.

This Policy is aligned with the Company's *Code of Business Conduct and Ethics* which provides channels to report concerns or violations. A copy of this Policy will be provided to our employees and can be found via the Company's website.

#### **XIV. Public Reporting**

We report to all stakeholders on our human rights-related commitments, efforts, and statements, consistent with this Policy, as part of the Company's Corporate Responsibility Report.

Adopted: January 1, 2023