



2019

Corporate
Responsibility
Report



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This report has been prepared in accordance with the GRI Standards: Core option

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Message from the CEO

Warrior Met Coal is a U.S. metallurgical coal producer supplying 100 percent of our product to the global steel industry. We provide our customers with a primary component needed to drive and sustain global infrastructure and growth.

Our core values are health, safety, environmental stewardship and ethical, honest business practices. We supply the global steel industry as a responsible corporate citizen. We focus not just on what we do, but how we do it.

We demonstrate our commitment to these values by positively impacting the local communities we serve and making choices about our business that benefit our stakeholders.

Warrior Met Coal is committed to a proactive approach to ESG, which is highlighted by our **99.86 percent compliance rate** with environmental water regulations, our industry-leading safety rate that is **33 percent better** than our peers and our **collaborative partnerships** to improve local education and workforce development.

Unlike other coal companies, we do not produce thermal coal, which is used for power generation. It is important to understand that, in general, the environmental impact of met coal is far less than that of thermal coal. In this report, we highlight our environmental, social and governance efforts. Thank you for taking the time to learn about our work.

Sincerely,



Walt Scheller
CEO, Warrior Met Coal



What is ESG?

ESG stands for Environmental, Social and Governance, three important factors used to evaluate businesses or companies.

What do we want you to know about Warrior Met Coal and our ESG philosophy?

We are dedicated to the health and safety of our employees

...

We are an industry leader in environmental stewardship

...

Our safety statistics out-perform the industry average

...

We work to make our community stronger

...

We are committed to ethical and honest business practices

**BUILDING OUR
WORLD TODAY ...**

**WORKING TOWARD
A BETTER FUTURE.**

Our Approach



As a metallurgical (met) coal company, Warrior Met Coal is proud to be one of the primary suppliers of coal used to make steel that is in turn used to manufacture infrastructure worldwide. We take pride in our strong track record of operating safely and sustainably, supporting our employees and local communities and upholding the highest standard of corporate governance and responsibility. As a company, we are conscious of the social and environmental impact of our business, and we strive to be an industry leader in environmental stewardship, ethical business practice and corporate citizenship. Warrior Met Coal is committed to achieving full compliance with all laws and regulations that govern our operations.

We recognize the scientific reality of climate change. The climate is changing, and human activity is contributing to the change. We are continually exploring methods to lessen our environmental impact and greenhouse gas emissions, including opportunities to implement technological innovations for this purpose, and we are positioning ourselves to sustain growth and success in the face of new opportunities and challenges in the future.

The Company has a dedicated team of employees that oversees efforts related to our environmental, social and governance programs, including two full-time certified professional engineers who supervise and manage matters pertaining to environmental compliance. In addition, the Environmental, Health and Safety (EHS) Committee of our Board of Directors is actively involved and meets quarterly to discuss Environmental, Health, Safety and Sustainability topics as well as notable social and regulatory issues facing the coal industry.

Through these efforts, we continue to make significant progress in strengthening our environmental, social and operational record, while working to meet the expectations of all of our stakeholders. Our Company plays a key role in building the world today, and we are working to create a better tomorrow.



About Our Mining Operation



Warrior Met Coal is the leading U.S.-based producer and exporter of high-quality metallurgical coal for the global steel industry. Met coal is required for producing coke, which is an essential ingredient in the steel-making process.

The met coal mined from our Alabama mines contains very low levels of sulfur and has strong coking properties, making it ideally suited for steel makers. We take great pride in the knowledge that our high-quality coal product provides communities around the world with the means to build the infrastructure upon which modern economies depend.

Unlike many other coal companies, Warrior Met Coal does not produce thermal coal—which is used for power generation.

It is important to understand that, in general, the environmental impact of met coal is far less than the impact of thermal coal. Notably, all of our coal production comes from underground mining, which has less of an environmental impact than the surface mining methods used to produce thermal coal. Surface mining for thermal coal produces coal ash and much more land disturbance and water discharge, unlike met coal mining.

Additionally, there are many more environmentally-friendly, renewable alternatives to using thermal coal for power and heat generation, such as natural gas, nuclear, solar or wind. The high-quality met coal we produce, on the other hand, is currently irreplaceable in the steel-making process.



Our underground coal mines, headquartered in Brookwood, Alabama, southwest of Birmingham and near Tuscaloosa, are 1,400 to 2,100 feet underground, making them some of the deepest vertical shaft coal mines anywhere in North America. All of our coal is exported to international steel-makers via the McDuffie coal terminal at the port of Mobile.

Environmental Compliance



In conducting our business, we strive to meet or exceed compliance with all applicable environmental laws and regulations. These include the laws and regulations overseen by the Environmental Protection Agency (EPA), the Alabama Department of Environmental Management (ADEM), the Alabama Surface Mining Commission (ASMC), the Office of Surface Mining Reclamation and Enforcement (OSMRE), the Mine Safety and Health Administration (MSHA) and the Alabama Department of Labor, among others. In order to remain in compliance, we aim to foster a culture of accountability in which we prevent issues before they arise. To this end, our teams have implemented internal programs to govern the methods for monitoring and inspecting our sites, which in some instances contain more stringent standards than are required by the above-referenced laws and regulations.

Since we were formed in 2016, Warrior Met Coal has taken significant action to rectify outstanding environmental violations associated with the mines. After bringing these areas into compliance, we have maintained our compliant status and adopted a robust reclamation program. Two of the improved sites are expected to be submitted in 2020 as candidates for reclamation recognition awards. The Company monitors national and local peer



mines to compare our compliance rates, and we continuously exceed the environmental performance of our peers.

To ensure that environmental compliance is consistently upheld, even after mining has been completed, Warrior Met Coal uses third-party surety bonds to guarantee that funds will be available for final reclamation. As we strive for ongoing improvement, Warrior continually gathers data to help mitigate environmental risks and to enhance the systems we have in place.

Environmental Stewardship

We place environmental awareness and sustainability as one of our major priorities. Our intent is to have as small an environmental footprint as practical.

In 2018, we spent more than \$1 million on environmental initiatives and compliance enhancements

to minimize that footprint. This included the purchase of a new automated water treatment system, water sampling and testing, and improvements for sediment control, among many other activities.

We recognize the importance environmental stewardship must have in our overall decision-making. Members of the Warrior Met Coal team are involved with a variety of organizations working to ensure the protection and preservation of the environment and natural resources. These include the Alabama Coal Association, the National Mining Association, the Alabama Forestry Association and the Business Council of Alabama. The Company also holds a seat appointed by the Governor of Alabama on the Alabama Water Resources Commission. Warrior employs 10 certified professional engineers, who hold certifications from various states along with memberships in established engineering and trade organizations.

Energy Use

Our Company focuses on the production and use of an important natural resource. At the same time, we recognize our operations also consume resources as part of our production process—namely energy. We carefully monitor our energy use, not only because it impacts the cost of products, but also because it can affect our

surrounding environment. Warrior also participates in programs to reduce energy use at critical times.

We use state-of-the-art equipment to limit our environmental impact wherever we can. Recently, we have implemented various equipment upgrades that offer meaningful energy savings relative to comparable energy inputs. For instance, our modern variable frequency drives (VFDs) provide horsepower to equipment more efficiently. Similarly, our current upgraded hoists can use up to one quarter less input for the same hoist capability. Across our property, we have switched to LED lights, wherever practical, both at underground and surface sites. By using 115 KV transmission lines, we operate high voltage systems with less energy loss than many other manufacturing facilities. Additionally, our new mine portal meets today's standards for an energy efficient commercial building, and a new facility under construction will also follow these guidelines.

Air Quality

We have a strong focus on reducing greenhouse gas (GHG) emissions and are actively engaged in the EPA's voluntary programs to reduce GHG emissions, report GHG emissions and improve estimates of national GHG emissions.

Methane is a natural by-product

of our underground met coal operations, and we are a leader in capturing methane emissions at all stages of the mining process. Approximately 62 percent of the methane produced from our underground mines is captured and sold for use as a natural gas, reducing the GHG footprint before and after mining.

We have partnered with a third party to build a full-scale plant which destroys coal mine methane (CMM) at our mine fan sites. We expect the proportion of our CMM emissions captured or eliminated will continue to increase as the mines expand further into areas that have been thoroughly exploited by the capture systems. We also operate a Low-Quality Gas plant that allows methane gas that could be vented to be upgraded and used by consumers, thus reducing our GHG footprint.

Water and Waste Management

We appreciate there are waste materials created from our production process. The recycling and disposal of these waste materials is an essential component of our effort to protect our surroundings.

We have an almost perfect environmental compliance record with the EPA's National Pollutant Discharge Elimination System (NPDES) program, which addresses



water pollution by regulating point sources that discharge pollutants into the waters of the United States. We also monitor adjacent streams and groundwater wells quarterly in order to determine if these water supplies could potentially have been affected by mining operations.

In connection with our operations, we pump in fresh water from a nearby river and annually report the water usage to the Alabama Office of Water Resources. Our operations are located in the Warrior River basin, and the state of Alabama has one of the highest annual rainfall totals in the nation, so water availability is plentiful. When possible, we recycle water to reduce the amount of fresh water needed. Waste water, or water used for the mining or processing of coal, is stored in locations such as

impoundment structures or various clarifying / settling ponds. Once water has been clarified through settling, or other treatment methods, it is either released back into the natural environment, where it is closely monitored, or it is stored in various ponds, so that it can be re-used for mining processes. Notably, no water leaves the Company's property without going through some type of treatment, so that we can ensure the water meets the standards outlined by our permits.

Additionally, we perform a minimum of at least one complete inspection of all tailing impoundments at intervals not to exceed seven calendar days, as required by federal regulation, and all of the Company's tailing impoundments are classified as "low-hazard" structures. We

do not operate any upstream constructed dams, but rather favor a downstream type of construction, which has a proven record of meeting a higher safety standard.

Biodiversity and Wildlife Protection

The Company takes a proactive approach in minimizing the negative impacts to wildlife and their habitats from mining activities. The regional U.S. Fish and Wildlife office reviews all initial permit applications for any potential negative impacts on any protected species or habitat within the area where we operate.

For example, the Company has submitted permit plans to be cross-checked with known protected species and habitats within the area, such as the Northern Long-Eared Bat and Flattened Musk Turtle, and received clearance for those permits.

The National Pollutant Discharge Elimination System (NPDES) water quality program includes quarterly toxicity tests for Ceriodaphnia and Pimephales to check for dangers against downstream organisms. If any evidence of potential impacts is discovered, alternative plans are pursued. Field experts are also consulted during the permitting process to provide guidance related to impacts on biodiversity.

Environmental Compliance



Land Reclamation

Although mines may operate for many years, each coal reserve has a finite amount of coal that can be extracted. Once the reserve has been depleted, our mines are subject to various reclamation and rehabilitation requirements that can include the removal of buildings and other man-made structures, as well as the re-grading and re-vegetation of disturbed surface land.

We continue to improve our land reclamation efforts, which have yielded success across all of our sites and facilities. Warrior measures land reclamation as outlined within the Surface Mining Control and Reclamation Act (SMCRA) regulations as implemented by the state

regulating agency, the Alabama Surface Mining Commission (ASMC). In 2018, we received approval from the ASMC for the final release of 667 reclaimed acres.

The Company is very proud of its successful reclamation efforts. On January 1, 2017, we held 7,126 acres of actively-bonded area. Since that time, the Company has increased fieldwork activities to facilitate successful land reclamation activities. The work we initiated in 2017 began to pay off substantially in 2018 and has continued in 2019, with the successful bond release or transfer of 1,036 acres since the beginning of 2017.

Warrior Met Coal currently holds 6,090 acres of actively-bonded area, with more expected to be



released in the near term. The acres released to date represent a current 14.5 percent reduction in the total surface area for which the Company was responsible at the beginning of 2017. These numbers have been achieved as we have increased production and added a new portal facility.

Technology and Innovation

As an engineering-oriented company, we are committed to pursuing and adopting technological innovation that helps us to operate as efficiently, productively, and sustainably as practical. Some notable examples include:

- Power - we have made progress on usage of variable frequency drives in a large portion of our equipment, which increases the efficiency of electrical usage.

- Water Treatment - The Company

utilizes a system to reduce the amount of chemicals needed to treat water at one site using an oxidizer unit, which increases pH levels to acceptable levels with 60 percent less chemical usage.

- Fine Coal Recovery - our preparation plants utilize Centraberic units, which can capture ultra-fine coal in our processing plant, beyond the level captured at many other plants in the U.S.

- Slurry storage - We have found and acquired several older, abandoned dragline pits, which needed to be reclaimed. We utilize these for slurry storage, which partially reclaims those pits and prepares them for the final reclaiming steps. The use of these pits also drastically reduces our use of large slurry dams, like those used by many competitors.





Our People

We are a natural resources company, but our success depends on our human resources as well.

We continue to be an industry leader in safety and operational excellence as part of our mission to be the preferred metallurgical coal provider to world markets.

We cannot achieve these goals without the efforts of a safe, healthy, well-trained and committed workforce. We value safety, integrity, personal responsibility and teamwork in our workplaces and are committed to providing the training and education necessary for each employee to perform their tasks effectively and safely.

In addition to offering competitive compensation, we provide employees with a broad range of employee benefits, including medical, dental and vision insurance and health and retirement savings plans. In order to help employees achieve an appropriate work/life balance, we provide paid vacation, holidays, and employee assistance programs including life insurance and long-term disability/salary continuance.

Working Safely

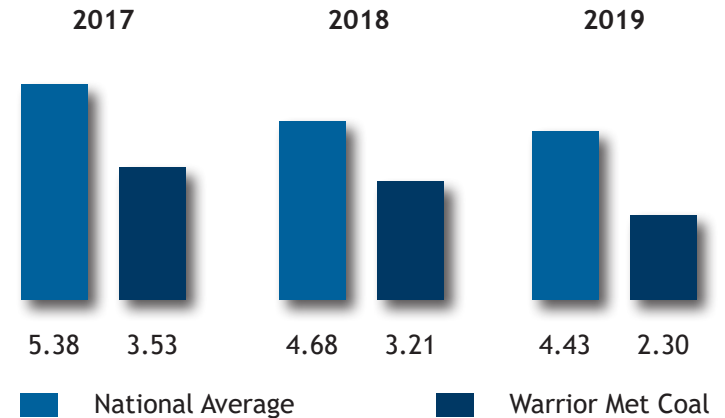
Our dedication to safety is at the core of all of our operations. Being accident-free is an expectation. We work to make that expectation a reality by focusing on personal awareness and incident prevention.

Our Stop and Correct Authority (SACA) is provided to any and all employees, contractors and visitors on Warrior property. SACA grants the “authority, responsibility and obligation” to stop and take corrective actions if an unsafe act or condition is present that could result in a personal injury or damage to equipment or the workplace.

Employees participate in our Safety ACTION training program, which includes scheduled monthly training specific to the equipment they utilize and the tasks they perform. Our Supervisor’s Safety Coaching process provides feedback to employees on specific aspects of the individual tasks that our employees perform as part of their job. All Warrior employees also participate in our Safety Awareness training program, in which small groups of employees receive additional training regarding accident prevention and their engagement and roles in the process.

In addition to our safety training, we provide technical training to employees on the use, maintenance and repair of equipment; on environmental compliance; and in safe operating procedures and workplace safety, including protection from repetitive motion injuries. We provide personal protective equipment to protect

Non-fatal days lost rate



employees from risks such as noise and dust as well as from injuries to extremities such as hands or fingers.

We use a total recordable incident rate based on Mine Safety and Health Administration (MSHA) reportable injuries to calculate an incidence rate (IR) for each site and for the Company as a whole. In addition, we evaluate every report of injury, regardless of MSHA reportability, using an internal potential scale.

To measure our safety against our peers, we use publicly available information such as Violations Per Inspector Day (VPIID), Non-Fatal Days Lost (NFDL), and Severity Measure (SM). Our latest SM rate at Mine 4 is 128.6 and our SM rate at Mine 7 is currently 169.3, both compared to a national average of 420.6.

Our total SM is typically less than half of the national average. We are proud that Warrior Met Coal has had zero work-related fatalities since our formation. The Company maintains an active emergency readiness plan to ensure strict protocols are followed in the event of an emergency. We strive for continuous improvement in our safety program.

Social Philosophy - Our community

Warrior Met Coal is committed to fulfilling its civic and social responsibility, and we recognize the important role non-profit, charitable organizations play in the communities and state where our employees live and work.

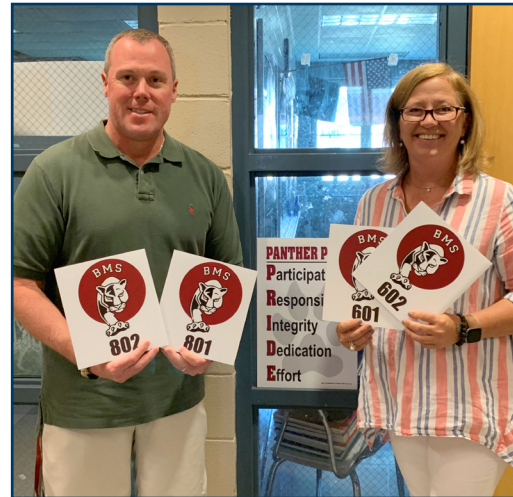
The Company demonstrates support for these groups through financial contributions, in-kind services and volunteer support. We have a charitable giving policy that directs requests from the public to an employee committee.

The focus in giving is on the local community, or in areas where we have a business presence, and in supporting groups or events that embody principles the Company values, such as safety, drug awareness or environmental sustainability.

The Company provides financial support to a wide variety of local organizations. We give to non-profit groups, first responders, law enforcement programs, numerous school programs, and has provided funding for local city events. The Company is an active member of the local Chamber of Commerce.

The Company also partners with Bevell State Community College, utilizing a unique training center for workforce development in the state.

We monitor the amount of all charitable giving including materials, in-kind contributions and monetary donations and continually evaluate the impact of our giving on the organizations which receive funds.



Above, a donation of classroom signs to Brookwood Middle School. Right, a donation of emergency maps for use by Brookwood Elementary School.



A focus on education:

Warrior Met Coal has a history of giving to and supporting our local school system. We give financially and through in-kind labor and materials.

Supporting first responders:

Warrior Met Coal regularly supports local law enforcement organizations and fire departments.

Promoting a healthier community:

Warrior Met Coal partners with a variety of organizations to promote wellness for our employees and the local community.



Corporate governance

Our Board of Directors and officers are committed to sound corporate governance principles. The Board has general oversight responsibility for the Company's affairs and is guided in its duties and responsibilities pursuant to Delaware law, the Company's Certificate of Incorporation, Bylaws, Corporate Governance Guidelines and other Company policies, as well as applicable rules and regulations of the SEC, NYSE and other regulatory authorities. All relevant information about corporate governance can be found on the Company's website at www.warriormetcoal.com

Employee diversity

As of the end of 2019, Warrior Met Coal employs 1,402 people, with 1,347 males and 55 females, 1,056 who self-identify as white, 331 as black, 6 as Hispanic or Latino, 5 as American Indian, 3 as two or more races and 1 as Asian.

Business ethics awareness and compliance

Warrior Met Coal employees are trained on the following policies when they are hired, among others: Anti-Corruption and Anti-Bribery, Code of Business Conduct and Ethics, Policy Prohibiting Insider Training and Unauthorized Disclosure, and Information Technology Policy. Annual re-training on the Anti-Corruption and Anti-Bribery Policy, as well as the Code of Business Conduct and Ethics, is

conducted. Periodic re-training on the Information Technology Policy is also conducted.

The Company also has a robust risk assessment process, with oversight from the Enterprise Risk Management (ERM) committee. The Company has defined our universe of risks and ranked them through a rigorous and thoughtful evaluation process. The ERM Committee meets routinely to monitor, evaluate, and manage risks. The Committee reports throughout the year to the Board of Directors.

Non-compliance reporting

Warrior Met Coal established a toll-free confidential hotline with an independent company. The number is provided to employees and allows a confidential and anonymous way to report ethically questionable behavior or practices. It is the policy of the Company that no disciplinary or other retaliatory action will be taken against any employee for filing a report. Reports are forwarded to the chairman of the audit committee of the Warrior Met Coal Board of Directors and are investigated thoroughly.

Environmental, Health and Safety

The Environmental, Health and Safety Committee of our Board of Directors is actively involved and meets quarterly to discuss Environmental, Health, Safety and Sustainability topics as well as notable social and regulatory issues facing the coal industry.



GRI Standards Content Index Page

"For the GRI Content Index Service, GRI Services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the report."

Disclosure	Disclosure Description	Page number(s) and/or URL(s)	Direct Answers
GRI 101: Foundation 2016			
[GRI 101 does not include any disclosures]			
GRI 102: General Disclosures 2016			
<i>Organizational Profile</i>			
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Disclosure 102 - 22	Composition of the highest governance body and its committees	WMC Website - Governance Documents	
Disclosure 102 - 23	Chair of the highest governance body	WMC Website - Governance Documents	
Disclosure 102 - 24	Nominating and selecting the highest governance body	WMC Website - Governance Documents	
Disclosure 102 - 25	Conflicts of interest	WMC Website - Governance Documents	
Disclosure 102 - 26	Role of highest governance body in setting purpose, values, and strategy	WMC Website - Governance Documents	
Disclosure 102 - 27	Collective knowledge of highest governance body	WMC Website - Governance Documents	
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Disclosure 102 - 30	Effectiveness of risk management processes	Page 6 WMC Website - Governance Documents	
Disclosure 102 - 31	Review of economic, environmental, and social topics	Page 6 WMC Website - Governance Documents	
Disclosure 102 - 32	Highest governance body's role in sustainability reporting	Page 4 WMC Website - Annual Report	
Disclosure 102 - 33	Communicating critical concerns	Page 6 WMC Website - Annual Report	
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Disclosure 102 - 35	Remuneration policies	WMC Website - Annual Report	
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	Disclosure 102 - 37 Stakeholders' involvement in remuneration	WMC Website - Annual Report	
	Disclosure 102 - 38 Annual total compensation ratio	WMC Website - Annual Report	
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Stakeholder engagement			
	Disclosure 102 - 40 List of stakeholder groups	WMC Website - Annual Report	
	Disclosure 102 - 41 Collective bargaining agreements	WMC Website - Annual Report	
	Disclosure 102 - 42 Identifying and selecting stakeholders	WMC Website - Annual Report	
	Disclosure 102 - 43 Approach to stakeholder engagement	WMC Website - Annual Report	
	Disclosure 102 - 44 Key topics and concerns raised	WMC Website - Annual Report	
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	Disclosure 102 - 56 External assurance	No external assurance	
Material topics			
	Environmental Stewardship		
	GRI 103: Management Approach 2016		
	Disclosure 103-1 Explanation of the material topic and its Boundaries		Environmental stewardship is a material topic that is important not only to our industry, but also to our values of being a good corporate steward. Environmental stewardship has environmental and social impacts and we strive to lessen our environmental impact and increase our social impact through every business decision that our company makes.
	Disclosure 103-2 The management approach and its components		Management's approach is to invest significant amounts of capital on compliance enhancements annually and to comply and exceed all mandatory compliance limits outlined by state and federal regulatory agencies.
	Disclosure 103-3 Evaluation of the management approach		Management's approach to environmental stewardship is evaluated annually by the board of directors and management is currently working to implement a quantitative measure and policy that will be included in future reports.
GRI 307: Environmental Compliance 2016			
	Disclosure 307-1 Noncompliance with environmental laws and regulations	Page 6	
	<i>Air Quality</i>		
	GRI 103: Management Approach 2016		

	Disclosure 103-1	Explanation of the material topic and its Boundaries			Air quality has an environmental impact to our operations. We have a strong focus on reducing greenhouse gas (GHG) emissions and are actively engaged in the EPS's voluntary programs to reduce GHG emissions.
	Disclosure 103-2	The management approach and its components			Management's approach is to invest significant amounts of capital to reduce GHG, which is proven through the coal mine methane partnership outlined in our EDG report.
	Disclosure 103-3	Evaluation of the management approach			Management's approach to air quality is monitor GHG and other key metrics and continue to reduce the emissions annually.
GRI 305: Emissions 2016					
Water & Waste Management GRI 103: Management Approach 2016	Disclosure 305-5	Reduction of GHG emissions		Pages 6-7	
	Disclosure 103-1	Explanation of the material topic and its Boundaries			Water and waste management has an environmental and social impact. We understand there are waste materials created from our production process. The recycling and disposal of these waste materials is an essential component of our efforts to protect our surroundings.
	Disclosure 103-2	The management approach and its components			Management's approach is to continue to have a perfect compliance record with EPA's National Pollutant Discharge Elimination System (NPDES) and continually monitor and update our policies surrounding water and waste management.
	Disclosure 103-3	Evaluation of the management approach			Management's approach to water and waste management will be evaluated annually by the executive management team and adjusted accordingly.
GRI 303: Water and Effluents Waste 2018					
	Disclosure 303-1	Interactions with water as a shared resource		Page 7	
	Disclosure 303-2	Management of water discharge-related impacts		Page 7	
	Disclosure 303-3	Water Withdrawal		Page 7	

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