

SUSTAINABILITY

We take responsibility for the environment, benefit our communities and restore the land for generations that follow.

Environmental Excellence

Respect and responsibility for the land and communities where we operate are core to Peabody's sustainability approach. Our best-in-class social responsibility practices take the shape of successful land stewardship and valued community partnerships in the areas where our employees live and work.

Peabody's environmental policies and programs are designed to ensure that coal mining and use benefit society, enhance the company's environmental leadership and assure compliance with legal and regulatory requirements.

Peabody continues to standardize environmental management and reporting best practices. An SAP-based Environmental Compliance System has been implemented globally, enhancing the collection, reporting and analysis of environmental data.

In 2015, the company restored 4,716 acres of mined lands into rangeland, wildlife habitat, hardwood forests, prime farmland and wetlands including 184 acres of forested area, 318 acres of ponds and lakes, 24 acres of marshes and wetlands and seven miles of high-quality streams. In addition, Peabody planted approximately 442,000 trees.

Robust energy efficiency and waste reduction initiatives also characterize Peabody's approach to environmental responsibility. Total greenhouse gas emissions and greenhouse gas intensity continued a six-year downward trend, falling from 10.3 to 9.9 pounds of carbon dioxide equivalent (CO₂e) per unit of production from 2014 to 2015.

Respect for the natural world is embedded in our every action, from mine and land restoration planning to the way we operate our mines and engage with local communities. Peabody launched its first land reclamation program – "Operation Green Earth" – in 1954, a full 23 years before the U.S. Office of Surface Mining, Reclamation and Enforcement was formed, and we have never ceased working to deliver on our environmental commitments through new levels of innovation, efficiency and care.

In 2015, Peabody continued implementation of environmental reporting for six indicators in accordance with the Global Reporting Initiative (GRI). The GRI framework for sustainability reporting includes the reporting guidelines, sector guidance and other resources that enable greater organizational transparency and accountability.

Peabody Position on Energy and Climate Change

Peabody Energy believes that coal is a key contributor to affordable, reliable energy, and fossil fuels will continue to play a significant role in the global energy mix. The company also recognizes that these fuels contribute to greenhouse gas emissions, and concern regarding these emissions has become part of the global political, societal and regulatory landscape in which we operate.

Energy is foundational for individuals and economies, and must be abundant, reliable and inexpensive to meet society's growing demand. Access to such energy is critical to meet basic needs, improve living standards, reduce poverty, enable urbanization and strengthen economies.

In addition, access to low-cost energy is correlated with human development indicators such as increased life expectancy, education and economic development.

Within the energy mix, fossil fuels are essential, and satisfy approximately 80 percent of the world's primary energy demand. Coal plays a fundamental role in generating electricity and is a required component in new steel production.

Our approach to using the world's coal resources is grounded in the need to achieve the three-part goals of energy security, economic progress and environmental solutions through the application of advanced technologies.

The world needs to embrace a true "all of the above" energy strategy that recognizes the benefits and limitations for each fuel. Coal's advantages include a track record of reliability and scalability, affordability and security of supply.

Regarding emissions progress for coal, this begins with deployment of high efficiency, low emissions (HELE) power stations using technology that is available today. Longer-term investments in next generation carbon capture, use and storage (CCUS) technologies are necessary to transition to the ultimate goal of near-zero emissions from coal-fueled power.

HELE and CCUS technologies must be part of the solution to achieve goals of substantial reductions in greenhouse gas emissions. As such, they should be eligible to receive public funding from national and international sources. In addition, CCUS must receive policy parity with all low emission sources of energy and further public investments in research and development are necessary.

Peabody Energy will continue to reduce our carbon footprint and promote the development and deployment of low-carbon technologies by:

- Conserving energy and reducing greenhouse gas intensity at our operations whenever possible through energy efficiency and other best practices;
- Funding research and key initiatives in low-emissions projects and partnerships such as those already advancing in the United States, Australia and China;
- Playing a leadership role in the development of public policies related to energy and the environment;
- Engaging with governments, academia, communities and other stakeholders to support constructive and informed dialogue; and
- Building awareness and support to eliminate energy poverty, increase access to low-cost electricity and improve emissions through advanced clean coal technologies.

Unique Program Reduces Electricity Bill at Midwest Mines

Peabody's Francisco, Somerville and Bear Run mines signed up for a unique program that saves Peabody \$480,000 annually by "shedding" electricity.

The program, called Electric Power Load Shed, gave local utility Duke Energy the right to request that the three mines reduce their electricity consumption by 20 megawatts during a specified six-hour period, up to 10 times a year. This allowed Duke Energy to better manage its electrical grid during peak usage periods from June-September by reducing the consumption of large, industrial customers. In exchange, Peabody received a \$40,000 credit each month on its electricity bill regardless of the number of shed events called by Duke Energy.

When an event is called, Peabody has the option to idle or buy additional electricity on the open market and continue operating. With the exception of mine fans, some office lighting and other safety necessities, Peabody opted to curtail 90 percent of normal load. Instead of producing coal, the mines use the downtime to perform maintenance work that would have been needed anyway, or review safety-related exercises.

Environmental Compliance and Oversight

Environmental initiatives begin with assessments, which are conducted before any mining activity starts and include comprehensive baseline studies of local ecosystems and land uses. Detailed post-mining plans are researched, designed and approved through state and federal agencies. Contemporaneous land restoration provides for the minimal amount of surface disturbance, and ongoing monitoring and dialogue with regulators allow the company to measure results and adjust to changing conditions.

Building lasting alliances in communities where the company operates also is essential. Before mining, the company engages with local stakeholders to understand and incorporate social, cultural and traditional values and community needs in mine planning. Committees and other partnerships enable the company to rapidly return mined lands to productive community use. A highly trained and experienced environmental team supports Peabody's global operations in the United States and Australia.

All active operations are inspected by various federal, state and local government agencies at least once per month in the United States and regularly in Australia. Peabody goes beyond these requirements by performing regular environmental audits at all operations. These internal audits include a review of current practices, and also provide opportunities for sharing of best practices among the various sites. In addition, these audits verify compliance with applicable laws and permits, provide recommendations to improve current compliance practices and ensure that Peabody's workforce is trained to adhere to required procedures and updates to regulatory requirements and permit stipulations.

Peabody's Continued Excellence in Land Restoration

We see our land restoration as an essential part of the mining process, take great pride in the work that we do and have been consistently recognized for these programs.

We use best practices to reclaim mined land, which include contemporaneous restoration, where lands are returned for productive use as quickly as possible. Each year we restore thousands of acres into hardy and productive rangeland, wildlife habitat, hardwood forests and wetlands. We monitor progress to satisfy our own high standards and those of the states and federal government before lands are ultimately released for generations that follow.

Peabody also has contributed over \$550 million dollars over the past decade to restore lands of other producers through the Abandoned Mine Lands fund.

Peabody remains committed to our reclamation obligations. We are continuing discussions with both the Office of Surface Mining Reclamation and Enforcement (OSM) and the states in which we self-bond regarding our go-forward bonding requirements.

2015 Environmental Achievements

The company was recognized for environmental leadership and earned the following honors in 2015:

- **Allan Reishus Conservation Award from the Rocky Mountain Elk Foundation Northwest Colorado Chapter.** This honor was presented to Peabody's Twentymile Mine for their efforts including reclamation of mining areas to diverse vegetation communities dominated by native species, specific habitat enhancement measures, water development, noxious weed control, a rotational managed grazing program and providing a unique hunting opportunity for disabled hunters.
- **Environmental Stewardship and Safety Honors from the Colorado Division of Reclamation, Mining and Safety and the Colorado Mining Association.** Peabody's Twentymile Mine also was recognized for advancing recycling, wildlife protection and energy conservation activities, along with earning multiple safety awards.

Land Restoration and Bond Release

The company conducts extensive planning well in advance of mining, and lands are restored contemporaneously as mining proceeds. In any given year, land restoration activities can vary due to production, weather conditions, and other unforeseen factors. As a result, in any one year Peabody restores varying quantities of farmland, pastureland, rangeland, forest, wetlands and wildlife habitat.

In 2015, we restored 4,716 acres, including 184 acres of forested land, 318 acres of water bodies and 24 acres of wetlands across Peabody's global operations. In addition, the company fully released 2,414 acres from bond. Bonds were released on a broad array of properties and fluctuate depending on mining and restoration needs in a given period.

Environmental Best Practices in Land Restoration

Peabody is committed to implementing environmental best practices across our global platform. The company's work at Busseron Creek in Sullivan County, Indiana, demonstrates this commitment. Like many other streams in Indiana, Busseron Creek was straightened to enhance drainage in the early 1900s. In 2015, Peabody restored 75 percent of the 14,450 linear feet of planned stream restoration, and will complete the project in 2016. The restoration included added structures to the stream to enhance habitat for fish and other aquatic organisms and offsite stabilization of stream banks. In addition, the project restored 234 acres of offsite wetlands.



In 2015, Peabody restored 75 percent of Busseron Creek in Indiana to its original contour; the project will be completed in 2016.

Environmental Outreach in the Community

Kayenta Mine in Arizona has continuously supplied the local communities with clean water since Peabody began operating on the Black Mesa. Two water well stands serve over 180 families living in or around the lease area. The water is potable and is also used to provide water for livestock.

During the Animas River Spill in Colorado, Kayenta Mine, located downstream of the release, supplied clean water to residents and local cattle ranchers whose water source was affected. Peabody collaborated with the Bureau of Indian Affairs and Navajo Nation to provide approximately 20,000 gallons of water to assist families impacted by the Gold King Mine breach.

Peabody is also working with the Indian Health Service and Navajo Nation government on the construction of a waterline for the residents in the lease area. The Manymules Waterline Project is expected to serve more than 180 homes in the surrounding community. There are five phases to the project, with Phase 1 expected to begin construction in May 2016.

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Conservation of Wyoming's Wildlife

Peabody is part of a unique association in Wyoming's Powder River Basin known as the Thunder Basin Grasslands Prairie Ecosystem Association (TBGPEA). This group seeks to join local landowners, ranchers, and energy companies to fund and implement a variety of conservation efforts in the region.

Peabody was one of the original partners of TBGPEA when it started in 1999 with the goal of working to enhance black-tailed prairie dog habitat in the region and help forestall its listing as an endangered species. Even though the prairie dog wasn't listed as an endangered species, the group continued to work on habitat enhancement measures, and has expanded its focus to include a number of species that could be proposed for protection under the Endangered Species Act. One of these is the greater sage-grouse which lives on and in sagebrush, and needs habitat for leeks, or traditional breeding grounds, as well as nesting and brood-rearing activities.



Peabody's commitment to conserving the sagebrush area creates habitat for the sage-grouse as well as other wildlife species such as elk.

Peabody's mining activities have the potential to occupy lands that are home to greater sage-grouse. Because of that, one of the primary reasons for Peabody's involvement in TBGPEA is that it forms the basis of the company's strategy to manage a species that soon may be on the Endangered Species list. The TBGPEA strategy is embodied in an agreement with the U.S. Fish and Wildlife Service that recognizes this approach and its successes. Peabody works in close collaboration with TBGPEA partners to enhance sage-grouse habitat. Throughout Peabody's 15-plus years-long partnership with TBGPEA, the association has completed many habitat enhancement projects and delineated 1.2 million acres for conservation.

Greenhouse Gas Intensity and Energy Efficiency

Mining energy requires energy, a paradox that presents a challenge and an opportunity. Peabody is focused on conserving power and reducing greenhouse gas intensity whenever possible through continual improvements in mine planning and engineering, use of advanced technologies and operational best practices.

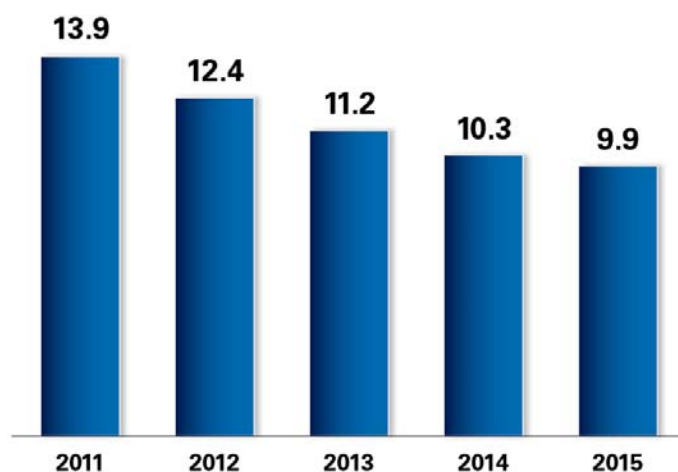
Investing in Efficiency to Limit Greenhouse Gas Intensity

Peabody's greenhouse gas management begins before mine development, continues during overburden and coal removal and is finalized during post-mine reclamation. Peabody has made marked progress toward reducing the release of greenhouse gasses at our operations, as measured by emissions in pounds of carbon dioxide equivalent or CO₂e (CO₂, CH₄ and N₂O) per units of production (raw tons of coal mined and cubic yards of overburden moved).

In 2015, Peabody reported a continued decline in emissions levels – marking six consecutive years with a reduction in total greenhouse gas emissions across global operations. In addition, greenhouse gas intensity declined from 10.3 to 9.9 CO₂e, a result of conscious energy efficiency initiatives. Measuring emissions on a per-unit basis provides a more accurate picture of the emissions profiles of mines at different stages of development.

Global Annual Greenhouse Gas Intensity Declines

Pounds of Greenhouse Gas Emitted (CO₂, CH₄ and N₂O) Per Unit



Measurement and Mitigation

For several years, Peabody's U.S. operations voluntarily reported greenhouse gas intensity in pounds of CO₂e per unit produced using U.S. Department of Energy (DOE) requirements under Section 1605(b) of the Energy Policy Act of 1992. Although the DOE program has since been suspended, the company continues to employ many of the same measurement factors.

While measuring and mitigating methane is an area of focus, the U.S. Environmental Protection Agency (EPA) in its Mandatory Reporting Rule notes that there is no universally accepted, reliable and feasible formula methodology at U.S. surface mines.

At underground mines, the company monitors and reports greenhouse gas emissions to the EPA by collecting air samples and performing data analysis. Each underground mine collects a monthly sample at each mine shaft or portal for laboratory testing of methane.

To perform a full emissions analysis, air quantity, temperature, barometric pressure and humidity are also captured. In addition, emissions from stationary equipment such as propane-based heaters are evaluated. From 2014 to 2015, the GHG emissions from ventilation and stationary sources, reported as CO₂e, had a net decrease of 13 percent for all Peabody underground mines.

Ventilation Systems at Underground Mines

Engineering managers in the United States and ventilation officers in Australia provide management with both short-and long-term direction of what is needed to control the air flow in underground mines. Beyond affecting productivity, one of the key motivations behind proper mine ventilation involves safety.

Air shaft and drifts from the surface reach down into the mine, allowing in clean air. Large fans, some more than 12-feet in diameter, positioned at the surface pull that surface air through the mine by creating lower pressure. Air flows in a predictable path, moving from areas of higher pressure to areas of lower pressure. Thus, with proper planning, air can be coursed through a mine in a way that removes and dilutes methane, dust and other pollutants while providing clean, breathable air for miners.



The dual mine fan at Peabody's North Goonyella Mine in Australia currently moves more than 290 cubic meters of air per second.

Peabody continues to implement greenhouse gas reduction activities at underground mines by sealing off old workings and maximizing the efficiency of ventilation systems to reduce methane emissions.

Global Reporting Initiative

In 2015, Peabody continued to utilize the Global Reporting Initiative (GRI) framework for six specific indicators for water and waste: water withdrawals, water discharges, water recycling, waste disposal and recycling, and identification of water bodies significantly affected by withdrawals and discharges.

Data is reported using the metric system per GRI guidance.

Water Use and Management

Peabody is focused on conserving water by pursuing sustainable coal mining practices everywhere the company operates. Coal mining is one of the least water intensive forms of resource extraction. The U.S. Geological Survey (USGS) reports that all forms of mining cumulatively withdrew 1 percent of water consumed in the United States, with coal comprising less than 1 percent of that total.¹ In contrast, agriculture irrigation withdrawals account for 38 percent of total freshwater withdrawals according to the latest USGS 2010 report (published in 2014).

¹ *Estimated Use of Water in the United States in 2005, 2009, United States Geological Survey, Circular: 1344, Figure 1, Total Water Withdrawals by Category, Page 5.; Estimated Use of Water in the United States in 2010, 2014, United States Geological Survey, Circular: 1405, Page 56.*

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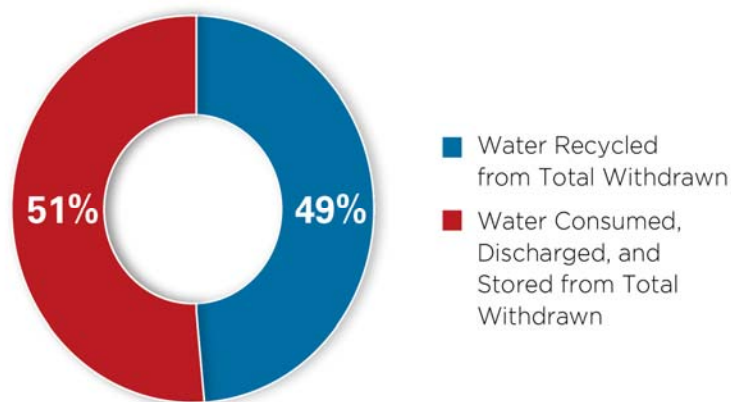
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Water is used for exploration, mining, processing, land restoration and drinking purposes. Water recycling and use varies by region, method of mining, equipment used and local availability. Operations in more arid environments consume less water and focus on conservation while mining operations in humid climates routinely manage surplus water from storms or groundwater and mitigate flood risk. In Australia, operations must manage excess water during wet cycles and manage for water shortages during dry cycles. The management and use of water at Peabody operations is done under extensive regulatory frameworks specific to the countries and regions where operations are located.

In 2015, water sources for Peabody mines included: surface water (precipitation and runoff, rivers and streams, external surface water storages), ground water and municipal/purchased water. The primary water uses are dust control and coal preparation plants. Minor amounts of water are used for mine location drinking water supply, sanitary purposes such as showers, and equipment maintenance.

Peabody is committed to pursuing opportunities to reduce, reuse and recycle water whenever possible and about 50 percent of total water withdrawn or 22,112 megaliters was recycled and reused in 2015. Examples of recycling and reuse at Peabody operations include the recycling of water at coal preparation plants, truck washes and coal storage areas. Peabody strives to use closed loop water circuits at coal preparation plants with the average preparation plants achieving 73 percent recycling rates.

Percent Water Recycled of Total Withdrawn Globally



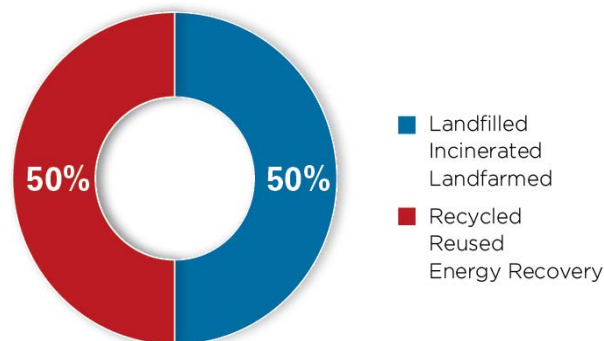
Water Withdrawal Intensity

Water withdrawal intensity compares the amount of water withdrawn per production unit mined. A production unit is a measure of the total amount of material mined at each site and is defined as Run of Mine (ROM) tons + Total Cubic Yards. Peabody's water intensity in 2015 was 39.3 liters per production unit.

Recycling and Waste Management

Peabody's waste management strategy incorporates a variety of environmentally responsible practices that address regulatory requirements and sustainability practices. Approximately 10,102,700 kilograms of material was recycled and reused, and 840,579 kilograms of material was used for energy recovery in 2015. Recycled materials included batteries, steel, used oil filters, used oil, lighting products, computers and electronics, antifreeze, small vehicle tires and paper waste. Materials used in energy recovery included used oil, washer solvents and used grease. In 2015, recycling, reuse, and energy recovery accounted for 50 percent of waste disposal activities.

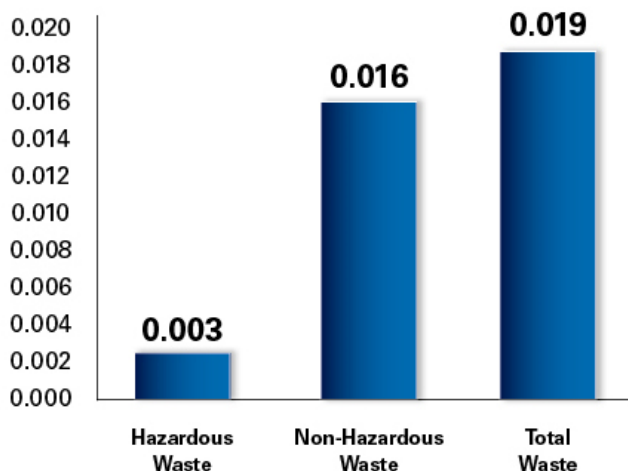
Recycled/Reused/Energy Recovery vs. Landfilled/Incinerated/Landfarmed



Waste generation intensity compares the amount of waste generated to production units. Less than 0.019 kilograms of waste is generated per production unit as shown in the graph below.

Waste Generation Intensity

Kilograms per Production Unit



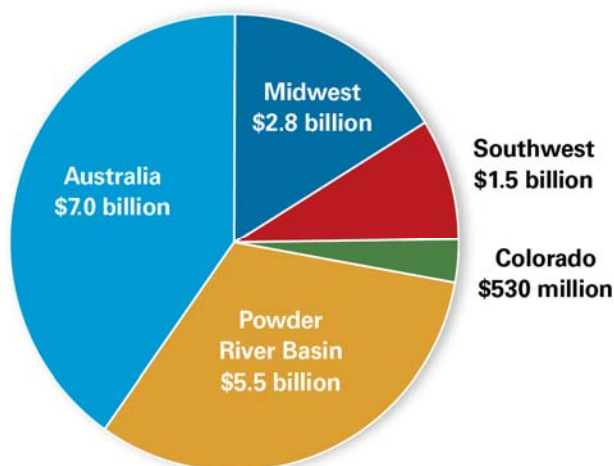
Sustainable Global Partnerships and Charitable Giving

Across our global operations, we work to sustain a social license to operate through safety and social responsibility practices that help empower communities around the world. Outreach takes the shape of employee volunteerism and fundraising, corporate philanthropic giving, sponsorships, and stakeholder engagement activities.

In 2015, Peabody injected \$17.3 billion into local, state, and provincial economies around the world. This involves \$4.3 billion in direct contributions that create jobs and fuel prosperity, including wages, taxes, philanthropy, capital investments and vendor contracts.

Even during a year of market pressures and cost containment initiatives, Peabody's commitment to community outreach remained strong. The company provided over \$3 million in charitable funding to more than 400 organizations, primarily in and near the areas where the company has locations, and from 2010 through 2015, Peabody provided \$38 million to charitable organizations around the globe.

Peabody Energy's 2015 Total Economic Benefits



Peabody's operations created more than \$17 billion in total economic benefits globally in 2015.

Peabody Energy Charitable Contributions and Scholarships

Dollars in Thousands	
Arts and Culture	\$263
Civic and Public Affairs	\$218
Community and Economic Development	\$69
Disaster Relief	\$32
Education K-12	\$224
Employee Matching Gift Programs	\$133
Energy and Mining Education	\$1,015
Environmental	\$26
Health and Social Services	\$510
Higher Education	\$299
Other	\$38
Scholarships	\$223
Grand Total	\$3,050

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In the company's world headquarters city of St. Louis, Missouri, a tradition of corporate citizenship and employee engagement resulted in another successful fundraising campaign to benefit United Way of Greater St. Louis, which provides health and human services to people in 16 counties in the greater metropolitan region.

Peabody and its St. Louis area employees have donated nearly \$5.4 million to the United Way since 2010, and since introducing "Jeans Day Fridays" in 2012, employees have raised nearly \$130,000 more to dress casual for the cause.

In 2015, Peabody launched its inaugural Fall Fridays initiative during which employees at Peabody's global headquarters served the St. Louis community on five Fridays in the fall through volunteer projects organized by the United Way, a national nonprofit organization that supports charities across the country with fundraising and volunteering. At these events, employees assisted local organizations with tasks like outdoor landscaping, interior maintenance and helping in a food pantry. Organizations directly served included Epworth Children and Family Services, St. Patrick Center, Delta Gamma Center for Children with Visual Impairments, Foster and Adoptive Care Coalition, Grace Hill Settlement House, YWCA Head Start, Cardinal Ritter Senior Services and Kingdom House.

Over the past few years, Peabody has invested \$2.2 million in CityArchRiver2015, a nonprofit organization that is spearheading the transformation of the historic Gateway Arch grounds which celebrated its 50th year in 2015. Peabody's St. Louis headquarters building is fortunate to sit directly in the thoroughfare to the Arch.

Through partnerships with select universities, Peabody invests in research and development in advanced 21st century coal technologies. In 2015, Peabody continued its commitment to Washington University in St. Louis to be a lead sponsor of the Consortium for Clean Coal Utilization, a major center for advancing clean coal technologies. Peabody was an inaugural supporter of the consortium, which has been performing advanced coal research since 2008. Funds from Peabody also support an Advanced Coal Technology Laboratory at the University of Wyoming's Energy Innovation Center and Environmental Engineering and Physics Laboratories at the University of Missouri St. Louis.



Peabody St. Louis employees participated in Fall Fridays to support United Way funded organizations in the region. Pictured above, employee Jayme Sobieralski helps a child solve puzzles at Grace Hill Settlement House.

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Pictured at left Wilpinjong Mine employees Blair Jackson, Kellie Smith and Kieren Bennetts show off new aprons provided by Peabody with Lifeskills clients and staff. Wilpinjong employees volunteered their time and helped raise money for Lifeskills' new facility. At right, members of Komplete Kaos Inc., pose for a team photo before a competition. Peabody sponsors the New South Wales robotics club through its Metropolitan Mine.

Community in Australia

Peabody's community outreach program also takes the shape of engagement and dialogue with communities closest to the company's operations. In Australia, targeted and frequent communication with stakeholders has led to greater coal literacy among residents as well as an enhanced coexistence of communities with the mining industry.

In 2015, the Hunter Valley Coal Festival was launched, which is a community and chamber of commerce-led festival that celebrates the value of the coal industry to the region. Peabody joined with other industry and community partners to support a wide range of events, from the school debating competition to coal shovelling. Wambo's award-winning Emergency Response Team was featured in a rescue simulation with helicopter rescue service personnel.



Wambo Mine's Emergency Response Team was featured in the Hunter Valley Coal Festival and reenacted a rescue simulation.

Peabody's contribution to Lifeskills Plus, a not-for-profit organization providing services to people with disabilities, assisted with construction of the new Community Center providing a much needed upgrade to facilities for clients and staff. The new Community Center will provide a safer and more positive environment as well as an increase in respite capacity for more effective daily programming and activities for the clients, their families and the volunteers. In addition to Peabody's financial investment, Wilpinjong employees volunteered their time, raising money for the new facility in many ways, including donating meat trays and selling raffle tickets at the local pub.

Peabody and Metropolitan mine sponsored Komplete Kaos Inc., a robotic club for kids from local schools. With members ranging from 10-13 years of age, the program helps students promote problem-solving skills while they learn the various aspects of robotics design and construction. Formed in 2012 with funding from Peabody, the club has gone onto to be a huge success. They competed at the World Festival for FIRST LEGO League held in St. Louis, Missouri, and their entry was recommended for five awards.

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Pictured at left, Arclar Complex employees collected coats and food to support local families in the Illinois area as part of their holiday drive in 2015. At right, Peabody employees volunteered at the annual Heat-Up St. Louis event to help collect donations for local residents to help pay their electric bills in the winter.

Community in the Americas

Throughout Peabody's U.S. mining operations, employees stepped up to support their communities in a variety of activities.

In April 2015, employees at Peabody's Bear Run Mine took part in the annual community Arbor Day celebration. Mine employees joined a local landscaping company and worked with students from Sullivan Middle and High School providing them with shade and landscaping trees next to their tennis courts and new buildings. Employees had the opportunity to educate students on the proper way to plant a tree, and explain what Peabody does at Bear Run Mine through ongoing reclamation efforts and how the company restores the land to a condition equal or better than it was found.

The 2015 winter holiday season was made merrier for many families in Southern Illinois thanks to the generous initiative of employees at Peabody Energy's Arclar Complex. Peabody employees from Wildcat Hills and Cottage Grove mines and the preparation plant facility joined together to hold Arclar's first-ever holiday drives to serve local low-income families. Following a successful food drive that donated enough to feed 16 local families complete Thanksgiving meals, employees organized a toy and coat drive at Christmas ensuring a more joyful holiday season for hundreds of area children and families.

At Peabody's Kayenta Mine in northeast Arizona, home to both the Navajo Nation and Hopi Tribe, outreach often takes the shape of in-kind services, from delivery of water for livestock, to maintaining roads for local families, to equipment maintenance for local tribal chapters. The mine is a strong contributor to the tribes, injecting over \$110 million in direct economic benefits in 2015, and more than \$3.6 billion into tribal economies since operations began. In 2015, Peabody also provided \$225,500 in scholarships to Navajo and Hopi youth.

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Peabody Energy Australian employees showed their support for the Leukemia Foundation and participated in the World's Greatest Shave, with the Australian operations raising over \$77,000. Employees bravely shaved and colored their hair to show their support.

Empowering Employees to Give Back

Peabody's employees embrace community outreach in unique ways, focusing efforts on causes dear to their hearts. Many participate in the company's charitable match and Dollars for Doers programs, which provide company philanthropic funds to qualified nonprofit agencies based on either the employee's personal charitable gift or personal time volunteered with the organization. Often times these endeavors take the shape of athletic fundraising events, where the challenge becomes an extension of Peabody's health and wellness mission, in that a healthy community benefits everyone.

From Peabody's St. Louis office, employees and their families cycled to help raise funds for cancer research in partnership with Pedal the Cause. 2015 marked Peabody's fifth year participating in the event with more than 110 cyclists representing the company during that time. The event raised more than \$2 million, with 100 percent of the proceeds staying in St. Louis to fund cancer research through the Children's Discovery Institute at St. Louis Children's Hospital and the Cancer Frontier Fund, an initiative of Barnes-Jewish Hospital that benefits the Siteman Cancer Center.

The Leukemia Foundation was Peabody's "charity of choice" for the Australian platform. Peabody ran a fundraising campaign for the Leukemia Foundation's "Shave for a Cure" at each of its mine sites in Australia, raising over \$77,000, and winning a "National Top 10" fundraiser award for its efforts.