



Human Rights Policy

Respect for human rights is a fundamental value of SunCoke Energy, Inc. (“SunCoke”). We respect international human rights principles and we are committed to fostering a culture that promotes diversity and inclusion. We are dedicated to ensuring the well-being of our employees, contractors and the communities in which we operate and complying with applicable laws and standards related to labor practices and human rights. This policy applies to all SunCoke sites and employees worldwide and our contractors, suppliers and vendors are expected to abide by this policy.

SunCoke follows the UN Guiding Principles for Human Rights and engages with our stakeholders to ensure that our policy and our actions protect human rights. We develop our employment policies to ensure that all employees are afforded basic protections for human rights in the workplace and through their employment and we train all employees to be aware of and respect human rights in the workplace. We engage with our local communities to identify and implement programs that support the communities and facilitate open dialogue and we seek to ensure that our suppliers uphold human rights values in their operations.

Our employees are critical to our success, and we respect each individual’s human rights. We are committed to the following principles:

- **Diversity**
We value and advance the diversity and inclusion of the people with whom we work and strive to provide equal opportunities for all individuals. We support women’s and minority groups’ rights. We are committed to equal opportunity and are intolerant of discrimination and harassment. We are committed to ensuring that we base all employment decisions on skills, job-related abilities, performance and other factors relevant to a job’s specific needs.
- **Freedom of Association**
We strive to create workplaces in which open and honest communications among employees are valued and respected. SunCoke employees may communicate openly with management regarding working conditions and practices without fear of reprisal, intimidation or harassment. We respect our employees’ right to join or not to join a labor union, bargain collectively, seek representation, and/or join workers’ councils in accordance with applicable law.
- **Forced Labor and Human Trafficking**
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.

- **Child Labor**
We prohibit the hiring of underage persons. SunCoke will not employ anyone under the age of 15, unless pursuant to a government-authorized job training or apprenticeship program that would clearly benefit the persons participating. In addition, SunCoke will not permit persons under the age of 18 to perform hazardous work at our manufacturing operations or other facilities.
- **Hours, Wages and Benefits**
We seek to maintain compliance with applicable laws and regulations governing wages, working hours, overtime and benefits. We compensate our employees competitively, relative to the industry and local labor markets in which we operate, and in accordance with terms of any applicable collective bargaining agreements.
- **Harassment and Discrimination**
As described in SunCoke's Code of Business Conduct and Ethics, SunCoke strictly prohibits and does not tolerate harassment or discrimination based on race, color, religion, national origin, age, military status, disability, gender, sexual orientation, gender identity, genetic information or any other characteristic protected by law.
- **Community Relations**
SunCoke recognizes that constructive relationships with local communities are important. We seek to fulfill our business objectives as a responsible member of the community, sensitive to the social and environmental impacts of our operations.
- **Natural Resources**
SunCoke acknowledges that conservation and management of natural resources is key to the communities in which we operate and that access to water and sanitation are basic human rights. SunCoke works to manage water use and identify opportunities for conservation of water and other natural resources.
- **Training and Reporting**
SunCoke regularly trains employees in the standards of ethical behavior, policies, procedures and legal requirements that define the way we do business. SunCoke employees are trained to report known, suspected, or potential violations of any of SunCoke's compliance policies. Reports can be made through our confidential hotline by telephone at (877) 918-1997 or through the website at <https://suncoke.alertline.com>. No reprisal or retaliatory action will be taken against any employee for raising concerns under any compliance policy. SunCoke investigates all reports and takes appropriate action in response.

This Human Rights Policy is aligned with SunCoke's Code of Business Conduct and Ethics which sets forth additional principles and further describes our commitments and responsibilities to our employees, customers, shareholders, commercial counterparties and the communities in which we operate.