

CONSOL ENERGY INC.
HUMAN RIGHTS POLICY

Effective as of 2-6-19

1. Introduction

CONSOL Energy Inc. (CONSOL) is a publicly-traded coal company operating solely within the United States. The CONSOL Human Rights Policy (this “Policy”) articulates our responsibility to respect all human rights in line with the UN Guiding Principles on Business and Human Rights (the UNGPs). This Policy focuses on the areas that have been identified as priorities for our industry.

The Policy is derived from:

- The United Nations (UN) Universal Declaration of Human Rights and the two International Covenants making up the International Bill of Human Rights; and
- The United Nations Global Compact. Together, for the purposes of this Policy, the above documents are called the “International Human Rights Declarations.”

2. Purpose

The CONSOL Human Rights Policy sets out the principles for our actions and behavior in relation to human rights. The Policy and associated practices are expected to strengthen over time as the Company’s operating procedures create an environment where human rights are respected, and to also help ensure that we do not engage in activities that directly or indirectly violate human rights.

3. Scope

This Policy applies to all employees of CONSOL subsidiaries and affiliates nationwide. In addition, our subcontractors working at our sites are expected to comply with this Policy. We will promote its principles to our subcontractors and suppliers by requiring our on-site service providers to certify compliance with this Policy through our third-party contractor qualification and management database.

The CONSOL Human Rights Policy complements and brings together the human rights aspects from other Company policies and guidelines. These include our Code of Business Conduct and Ethics, Environmental Policy, Equal Employment Opportunity Policy Statement, and CONSOL’s Core Values and Policy on Harassment in the Workplace. In implementing this Policy, we are subject to the laws of the countries in which we operate and we are committed to comply with all such applicable laws.

Where our Policy, procedures and external commitments are more stringent than local laws, we operate in accordance with our standards. In situations where local law is less stringent than the

International Human Rights Declarations, we endeavor to develop a response on a case-by-case basis while using our Policy as a guideline. Where local law prohibits us from upholding certain aspects of this Policy, we comply with these local laws while seeking to respect human rights.

4. Specific Commitments and Provisions

4.1. Commitments to stakeholders

Employees: We are committed to respect the human rights of our employees. We are committed to train our employees to be aware of and respect human rights in the workplace and in the local communities directly impacted by our operations.

Business partners: We seek to respect and promote human rights when engaging with subcontractors, suppliers, vendors, joint venture and other partners. We will do this, as appropriate, through proactive engagement, monitoring, certification and contractual provisions.

Local communities: We seek to respect the human rights of local potentially-affected peoples and to develop an understanding of the cultures, customs and values that prevail in our local communities by developing an inclusive and open dialogue with the people affected by our operations. We seek to ensure that employees uphold themselves to the same standards contained within this Policy while consulting with individuals throughout the communities within which CONSOL operates.

4.2. Specific provisions

Promoting Health and Safety

CONSOL is committed to work towards a goal of zero accidents, injuries and general wellbeing in the workplace. CONSOL operates under an Absolute ZERO value system based on the premise that ZERO accidents is normal and that an accident—any accident—is uncharacteristic and inconsistent with our values.

Eliminating Forced or Compulsory Labor, Human Trafficking and all forms of Modern Slavery

CONSOL opposes the use of forced or compulsory labor, human trafficking and all forms of modern slavery both within its own operations and through its supply chain. We will undertake to work with our subcontractors and suppliers including due diligence within our supply chains to avoid indirectly benefitting from or promoting such illegal practices. CONSOL is also committed to publicly reporting on progress to eliminate slavery and human trafficking from its own operations and through its supply chain on a yearly basis. CONSOL will ensure that operational complaint or grievance mechanisms allow for cases of forced labor to be submitted and addressed.

Abolishing Child Labor

CONSOL opposes the use of child labor. We will work in collaboration with subcontractors and suppliers to prevent and remove any instances of child labor in a manner that is consistent with the best interests of the child.

Eliminating Unlawful Discrimination in the Workplace; Eliminating Harassment and Violence

See CONSOL's Equal Employment Opportunity Policy Statement and Policy on Harassment in the Workplace.

Providing Competitive Compensation and Remuneration

CONSOL aims to pay competitive wages based on local market assessments.

Minimizing Our Impact

CONSOL's Environmental Policy requires our project teams to make a concerted effort to develop our assets in a manner that facilitates safe construction, ensures permit compliance, minimizes environmental impact, and promotes post-operation land use. Throughout all phases of operation, we consider protection of biodiversity and aquatic resources along with other relevant factors. Where impacts are unavoidable, we develop enhanced mitigation strategies subject to regulatory agency approval.

5. Governance and Accountability

Responsibility for the implementation of this Policy lies with the most senior executive responsible for each business segment, and for our centralized procurement system. These executives will report on any human rights hotspots arising within our operations or our supply chain to the Chief Executive Officer, who will report to the Chairman of the Board of Directors, at least annually.

6. Implementation

The Company's implementation of this Human Rights Policy occurs through training of each individual hired by CONSOL. In addition, CONSOL will require annual review of this policy by its employees. CONSOL encourages employees to utilize CONSOL's 24-hour Hotline number for any concerns related to human rights. This Hotline number is located within CONSOL's Employee Code of Conduct that is also strategically posted at all company locations. CONSOL welcomes feedback from, and dialogue with, interested parties on its implementation of this policy which may be directed to MatthewTyree@consolenergy.com.

The Company may adopt operational Procedures, Protocols and Procedures to be followed by its employees, contractors and others under this Policy.

7. Reporting

We will report on matters covered by this Policy on our website and/or through our annual corporate sustainability report. See www.consolenergy.com.

8. Review and monitoring

CONSOL's Board of Directors will review and approve this Policy and will periodically review the Policy and CONSOL's implementation with respect to its suitability and effectiveness.