



Gujarat NRE Australia Pty Ltd ***Cardinal Rules***

These are the general rules that apply to all personnel employed in Gujarat NRE operations within Australia.

1. Working Safely is a condition of employment

- All accidents and incidents are to be reported
- No deliberate concealment of significant accident or incident information
- No reckless, threatening or violent conduct
- No fighting
- No riding conveyors
- No ignoring isolation, danger or out of service tag procedures
- Work in accordance with established standards and safe work procedures

2. Maintain the highest mental capacity on the job

- No sleeping at work
- No working under the influence of alcohol and/or drugs
- No maligning or shirking of duties

3. Maintain a Safe Work Environment

- No smoking underground or in designated non – smoking areas
- No contraband in designated areas
- No tampering or interfering with safety or emergency procedure equipment
- Adhere to obligations under the mine safety management plans and the NSW OHS Act and Regulations

4. Respect company and individual property and machinery

- No stealing
- No deliberate damage or sabotage
- No deliberate fraudulent practices or falsifying of records
- Only authorised persons can operate machinery

5. Respect others

- Do not discriminate against others due to race, colour, religion or sex
- Do not harass or bully others (verbally or sexually)

6. Care for the environment

- No deliberate contamination of the environment
- No wilful negligence in environmental control

Signed:

Managing Director

Dated: