



Gujarat NRE Australia Pty Ltd Occupational Health and Safety Policy

The NRE No1 Colliery is owned by Gujarat NRE Australia Pty Limited (GNAL) which is controlled by the Indian publicly listed company Gujarat NRE Coke Limited. GNAL mines low ash coking coal in the southern coal fields of New South Wales. GNAL, its staff and employees are committed to providing a safe, harm free working environment for all our employees, contractors and visitors alike.

GNAL's core value is to place paramount importance upon the health, safety and well being of our people. We believe that all injuries, incidents and occupational illnesses are preventable and can be eliminated permanently from our workplaces. Our goal is to ensure that no one comes to any harm while working for NRE.

To achieve this, the company will,

- ❖ Maintain an effective occupational health and safety management system
- ❖ Ensure that hazards are identified, managed and controlled through the adoption of a risk management approach
- ❖ Provide appropriately maintained equipment, training and personal protective equipment to ensure that equipment can be operated safely at all times
- ❖ Require our leaders to be visible in the workplace supporting good safety behaviour and not condone any breach of safety standard, mine safety management plans or standard operating procedure
- ❖ Consult and communicate with stakeholders on safety matters in an open, honest and timely manner
- ❖ Investigate all injuries and incidents in order to prevent recurrence, establish measurable objectives and targets to ensure continued improvement in safety and health performance so as to reduce and eliminate injuries and occupational illnesses.
- ❖ Comply with all relevant legislation, codes of practice, Australian Standards and any other requirement which we determine with a view to improve safety performance.

Employees and contractors also have a responsibility to work safely and the Company expects them to,

- ❖ Come to work in a fit and healthy state
- ❖ Not commence a task if it appears unsafe to do so
- ❖ Follow all safety rules, procedures and directions by mining officials and staff
- ❖ Look out for, assist and reward fellow team members at all times
- ❖ Wear all PPE as prescribed and report all accidents and incidents at once

Signed:

Managing Director

Date: