



## ***Gujarat NRE Australia Pty Ltd Rehabilitation 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.

However, should an injury or incident occur, these will be investigated and positive steps taken to prevent re-occurrence. While this is occurring GNAL will provide a mechanism where those injured workers are assisted to return to meaningful duties or some suitable work within their capacity, with the expectation to return to their pre injury duties as soon as practicable.

To ensure that as little incident related and financial stress is experienced by the injured employee, GNAL requires employees to notify their supervisor of any work related injury or illness as soon as possible after the incident. GNAL management undertakes to contact all injured workers within 24 hours of notification of an injury to ensure that they have access to appropriate medical services. To ensure that prompt and effective treatment is obtained, contact will be maintained through the Return-to-Work Co-ordinator wherever an employee requires extended rehabilitation and time off their normal duties.

A Return to Work Program has been developed, and individual injured worker Return To Work Plans will be developed in consultation with the injured employee, the Nominated Treating Doctor and appropriate health service providers and inline with the Coal Mines Insurance Injury Management Program.

Should an injured employee require the use of external Rehabilitation Providers, the company, through its insurer, has its own Rehabilitation Providers and early referral to these services can be arranged as required. As GNAL is committed to a consultative approach to achieve expedient occupational rehabilitation, injured employees will retain the right to select a Rehabilitation Provider of their choice.

Signed:

*Managing Director*

*Dated:*