

Safety and Sustainable Development

POLICY

At **Anglo Coal Australia**, our goal is to demonstrate exemplary business performance, providing lasting shareholder value whilst protecting and enhancing the community's foundations. These foundations are people, the natural environment and society's prosperity into the future.

We believe in, and work toward, undertaking our business so that our employees, contractors and people in the broader community are neither exposed to, nor incur, any illness or injury as a direct or indirect result of our operations. Ours is a culture of nil tolerance towards situations or practices that may cause personal harm. To this end we establish measurable objectives and targets to ensure continued improvement aimed at achievement of this belief.

We value our employees, their quality of life and their personal growth to the benefit of our company and the broader society. We actively promote the health and wellbeing of employees and their families. Workplace equality, freedom of association and employee rights are fundamental operational values.

We recognise our place within local and broader communities. We understand and promote the rights of individuals and communities, and uphold the traditional rights and cultural heritage of indigenous people. Our understanding of the issues, and our actions, are underpinned by regular, open engagement with those affected by our operations, relevant government authorities and non-governmental organisations. We regularly review, and report publicly on our own performance on safety and sustainable development.

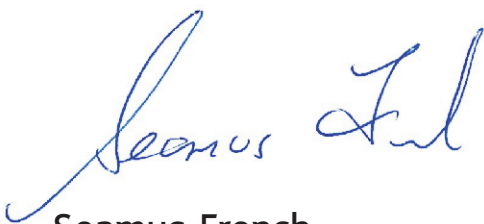
We seek to assist and transform communities that host us, adding socio-economic value that will last beyond our tenure and into future generations. To that end, we seek ways in which to contribute to the infrastructure, quality of life, health, education and opportunities for the growth of local communities.

We undertake our business with ethics, transparency and fairness. Compliance with relevant legislation, other requirements to which we subscribe and societal expectations is our minimum standard. We aim to proactively contribute to raising the standard of business practices in our industry in accordance with evolving statutory and community norms.

We recognise our role in addressing the key local and global concerns of our time, and seek ways in which our business can contribute to the mitigation of these concerns. These include climate change, water scarcity, indigenous capacity building, poverty, disease and education. Where our operations can make practical sustainable improvements in these areas of concern, we apply our people, knowledge, technology and resources to realise these improvements.

We are committed to protection of the natural environment wherever we operate. Land, biodiversity and water resources are fundamental to a sustainable future. Our operational strategies are built around the efficient use of energy and natural resources, and the minimisation of waste. Our operations also strive to minimise any negative effects on other environmental amenities, including air, noise and visual amenity.

Our view of sustainability involves striking an optimal balance between economic, environmental and social development. We engage with employees, communities, investors, regulators, non-governmental organisations, business partners and industry representatives to help define this balance.



Seamus French

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