

Tigers Realm Coal Limited (TIG) is an Australian based resources company. TIG is developing the Amaam coking coal project in Far Eastern Russia. We are focused on delivering superior returns to our shareholders through the acquisition, exploration, development and operation of high quality coking coal deposits and mines. We are committed to creating long term sustainable benefits for the communities and regions in which we operate. We are passionate about success and have a keen competitive spirit.

Four core values underpin everything we do:

- *Respect* – treating our people, communities and stakeholders with respect and understanding.
- *Care* – for our people and the environment. An overriding commitment to ensuring our people finish work each day without suffering injury or harm. Minimising our impact on the environment.
- *Integrity* – being honest and open in the way we communicate and work. Doing what we say we will do.
- *Delivery* – Empowering our people to excel. Consistently delivering on our plans and goals.

We are committed to these Sustainable Development outcomes:

- A strong and positive safety culture based on visible and effective leadership, ongoing education, training, provision of effective tools and equipment. The contribution of all members of our company is essential to building this culture.
- A robust management system across our business, with a focus on continual improvement.
- Never compromise on health and safety, ensure our employees and contractors have a safe day, every day.
- Focus on hazard identification and management of risks to our employees, contractors, the environment and the communities in which we operate.
- Design, construct and operate our projects to protect the environment and remediate the environmental impact of our activities. We meet or exceed regulatory requirements in the areas we work.
- Ensure that we minimise our generation of waste and use water, energy and other raw materials efficiently.
- Build relationships and work in a cooperative manner with communities, partners, government and non-government organisations in the areas in which we operate. These relationships are based on mutual respect, open and transparent dealings and long term commitment.
- Assist and support regional development, training, community based projects and small business opportunities within our host communities.
- Respect and promote the rights of all people within our sphere of influence.
- Provide equal opportunity and a work environment in which everyone is treated fairly and with respect, encourage a diverse workforce.

The commitments defined in this Policy are applied in all planning and decision making processes. We verify the implementation of these commitments through regular review and report our performance publicly.



Craig Parry
CEO - Tigers Realm Coal
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