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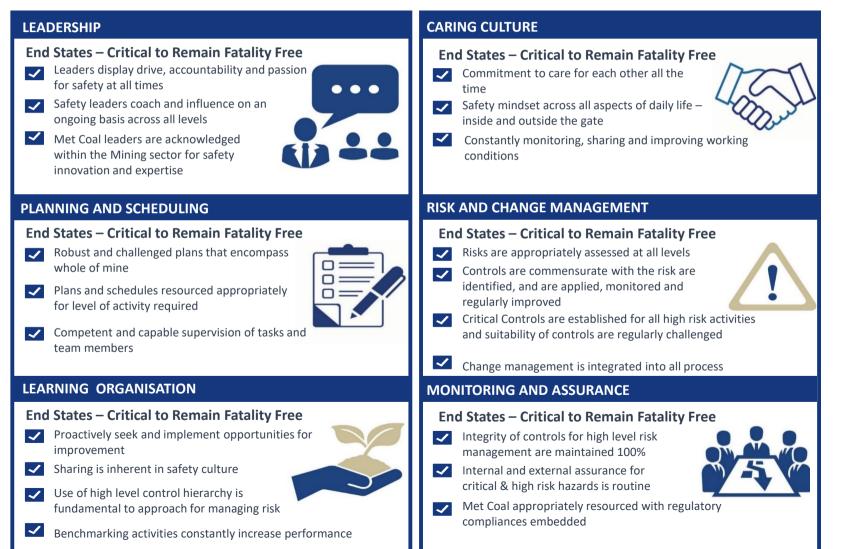
GROSVENOR MINE ELIMINATION OF FATALITIES PLAN 2020



Real Mining. Real People. Real Difference.



ELIMINATION OF FATALITIES END STATES – GROSVENOR





Enablon Action Plan – AP.00766189

ELIMINATION OF FATALITIES ACTIONS - GROSVENOR

LEADERSHIP	CARING CULTURE
 2020 Actions ✓ Integrate key elements from Safety Leadership Program into How We Rock Up Matters Program ✓ Integrate Living the Values elements into How We Rock Up Matters Program ✓ Embed "Break Through Thinking" process driven from Leadership Team 	 2020 Actions ✓ Plan, communicate and rollout health initiatives to address high risk issues ✓ Utilise 2019 survey data to identify opportunities for improvement of How We Rock Up Matters Program ✓ Embed reward and recognition program focused on discretionary effort and display of values RISK AND CHANGE MANAGEMENT
 PLANNING AND SCHEDULING 2020 Actions AAOM in place and operational Implement solutions to ensure surface activities are monitored and reported digitally (in line with UG standard) ✓ Digitize work orders, statutory reporting, safety documents and integration with UG Tablets 	2020 Actions ✓ Implement proximity detection technology trials focusing on mobile equipment ✓ Fully embed the change management process at the worker level, including PUE/CC assessment for task changes ✓ Ensure alignment of Critical Controls and associated monitoring activities across Met Coal UG operations
 LEARNING ORGANISATION 2020 Actions Identify priority SHMS improvement areas and implement corrective action plans accordingly Implement learning modules to improve organisational skills (e.g. LFI) ✓ Embed revised LFI process to include review of applicable 	 MONITORING AND ASSURANCE 2020 Actions Maximise automation of monitoring activities for Critical Control effectiveness Implement 5 year audit program for internal and external assurance and regulatory compliance Embed process to monitor operational control effectiveness for

LEADERSHIP

End State Goals

- Leaders display drive, accountability and passion for safety at all times
- Safety leaders coach and influence on an ongoing basis across all levels
- Met Coal leaders are acknowledged within the Mining sector for safety innovation and expertise

2020 Actions



Integrate key elements from Safety Leadership Program into How We Rock Up Matters Program

> Owner: Kate Bachmann Due Date: 31/12/20



Integrate Living the Values elements into How We Rock Up Matters Program

> Owner: Trent Griffiths Due Date: 31/08/20



Embed "Break Through Thinking" process driven from Leadership Team

> Owner: Trent Griffiths Due Date: 31/12/20

CARING CULTURE

End State Goals

- Commitment to care for each other all the time
- Safety mindset across all aspects of daily life inside and
- outside the gate
- Constantly monitoring, sharing and improving working conditions



2020 Actions



Plan, communicate and rollout health initiatives to address high risk issues

Owner: Kate Bachmann Due Date: 31/12/20



Utilise 2019 survey data to identify opportunities for improvement of How We Rock Up Matters Program

> Owner: Sandra Thomson Due Date: 31/12/20



Embed reward and recognition program focused on discretionary effort and display of values

> Owner: Trent Griffiths Due Date: 31/03/20

PLANNING AND SCHEDULING

End State Goals

- Robust and challenged plans that encompass whole of mine
- Plans and schedules resourced appropriately for level of activity required
- Competent and capable supervision of tasks and team members

2020 Actions





RISK AND CHANGE MANAGEMENT

End State Goals

- Risks are appropriately assessed at all levels \checkmark
- Controls are commensurate with the risk are identified, and are J applied, monitored and regularly improved
- Critical Controls are established for all high risk activities and 1 suitability of controls are regularly challenged





Change management is integrated into all process \checkmark

2020 Actions



Implement proximity detection technology trials focusing on mobile equipment

> Owner: Peter Paganoni Due Date: 31/12/20



Fully embed the change management process at the worker level, including PUE/CC assessment for task changes

> Owner: Wouter Niehaus Due Date: 30/12/20



Ensure alignment of Critical Controls and associated monitoring activities across Met Coal UG operations

> Owner: Wouter Niehaus Due Date: 31/06/20

LEARNING ORGANISATION

End State Goals

- Proactively seek and implement opportunities for improvement
- Sharing is inherent in safety culture
- Use of high level control hierarchy is fundamental to approach for managing risk
- Benchmarking activities constantly increase performance

2020 Actions



MONITORING AND ASSURANCE

End State Goals

- Integrity of controls for high level risk management are maintained 100%
- Internal and external assurance is routine
- Met Coal appropriately resourced with regulatory compliances embedded

2020 Actions

Embed process to monitor Maximise automation of Implement 5 year audit operational control monitoring activities for program for internal and effectiveness for statutory **Critical Control** external assurance and management plans effectiveness regulatory compliance Owner: Logan Mohr Owner: David Johnson Owner: Kate Bachmann Due Date: 30/06/20 Due Date: 30/06/20 Due Date: 31/12/20