


# DRUMMOND LTD. - COLOMBIA

## SAFETY & HEALTH AT WORK AND ENVIRONMENTAL POLICY

It is DRUMMOND LTD - COLOMBIA'S (DLTD) policy to perform its coal and associated hydrocarbons exploration, extraction, and transport operations in a responsible manner, following the integrated management system, aimed at providing safe and healthy working conditions, as well as protecting and preserving the environment.

For the compliance of this policy, DRUMMOND LTD COLOMBIA guarantees the necessary resources and commits to the following actions:

1. Considers caring for health, safety, and the environment as a primary value for the development of its activities.
2. Carries out permanent activities to Identify and assess hazards, to apply controls, aimed at eliminating or reducing risk, and in this way prevent work related injuries and illnesses in employees, contractors, sub-contractors, and visitors.
3. Implements operational controls with the objective of preventing, mitigating, and adequately compensating the environmental impacts.
4. Guarantees the compliance of the applicable environment and occupational safety and health legislation, as well as the obligations established by the regulatory authorities and other commitments that the organization subscribes voluntarily.
5. Establishes objectives and programs that are disseminate and assessed periodically, to verify their execution, measure their effectiveness, and in this way define the continuous improvement options in the compliance of this policy.
6. Based on the system's evaluation and considering the performance results, as well as the consult and involvement of the employees, it defines the needs to establish procedures and training an awareness activities to commit its employees, contractors, sub-contractors, and providers to the compliance of the established programs.
7. Ensures the implementation and maintenance of the Road Safety Strategic Plan, in its different components.
8. Quickly and effectively responds to the accidents, incidents, and emergencies that may result from the operations, it cooperates with authorities and government agencies, and carries out timely notifications to the relevant authorities in each case.

  
José Miguel Linares M.  
President  
November, 2018