



REHABILITATION AND RETURN TO WORK POLICY



Our Aim

U&D Mining's vision is to be an Industry-leading Coal Explorer and Emerging Producer, where we as a company create sustainable value from our resources and relationships in a way that is safe, environmentally responsible and respectful of all stakeholders. Our belief is that if we all hold Safety as a Value then together we achieve Zero Harm to ourselves, to others we interact with, to the Environment and to the Community.

We require your support to achieve these goals!

Rehabilitation and Return to Work Objectives

- Provide a safe and health work environment to reduce work related injuries.
- To ensure the employees earliest possible return to work by providing alternative work activities until the employee is fully recovered.
- To ensure timely and cost effective rehabilitation of any employee who sustains a work related injury.
- To engage in effective consultation with the injured employee to monitor rehabilitation while respecting the confidential nature of medical information.
- To support the rehabilitation of employees with an effective Return-To-Work Plan.
- To comply with all legislative obligations with respect to the standard of rehabilitation.

U&D Mining Commits to:

- Educating all employees and contractors in defining an acceptable level of risk for the task at hand and in implementing risk management practices to achieve safe operations.
- Training and coaching managers, employees and contractors on Rehabilitation and Return to Work requirements and then holding them accountable for compliance.
- Ensuring compliance with applicable laws, U&D Mining's standards, and any other stated requirements as a minimum foundation for the delivery of acceptable HSEC performance.
- Promoting with employees, contractors and the community awareness of Rehabilitation and Return to Work issues through ongoing training, communication and reporting.
- Implementing and maintain integrated management systems and programs, including measurable objectives and targets, to ensure effective implementation of this Rehabilitation and Return to Work Policy.
- Regularly reviewing this Policy to ensure it remains appropriate to U&D Mining's objectives and applicable legislation.

Yinan Zhang
Vice Chairman

Hao Liu
CEO