



BHP Billiton Mitsubishi Alliance

Charter

Our purpose is to create value through the mining, production and marketing of high quality coal resources, and the provision of innovative customer and market-focused solutions.

To prosper and grow, we must:

- > Actively manage and build our portfolio of high quality assets and services.
- > Continue the drive towards a high performance organisation in which every individual accepts responsibility and is rewarded for results.
- > Earn the trust of employees, customers, suppliers, communities and shareholders by consistently delivering on commitments and being forthright in our communications.

We value:

- > **Safety and the Environment** – An overriding commitment to health, safety, environmental responsibility and sustainable development.
- > **Integrity** – Doing what we say we will do.
- > **High Performance** – The excitement and fulfilment of achieving superior business results and stretching capabilities.
- > **Win-Win Relationships** – Having relationships which focus on the creation of value for all parties.
- > **The Courage to Lead Change** – Accepting the responsibility to inspire and deliver positive change in the face of adversity.
- > **Respect for Each Other** – Embracing diversity and honesty, enriched by openness, sharing, trust, teamwork and involvement.

We are successful in creating value when:

- > Each employee ends each day safely.
- > Our employees value their own contribution and respect the contributions of others.
- > Our shareholders are realising a superior return on their investment.
- > Our customers and suppliers are benefiting from our business relationships.
- > The communities in which we operate value our citizenship.