



R2 — BMA Charter



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.