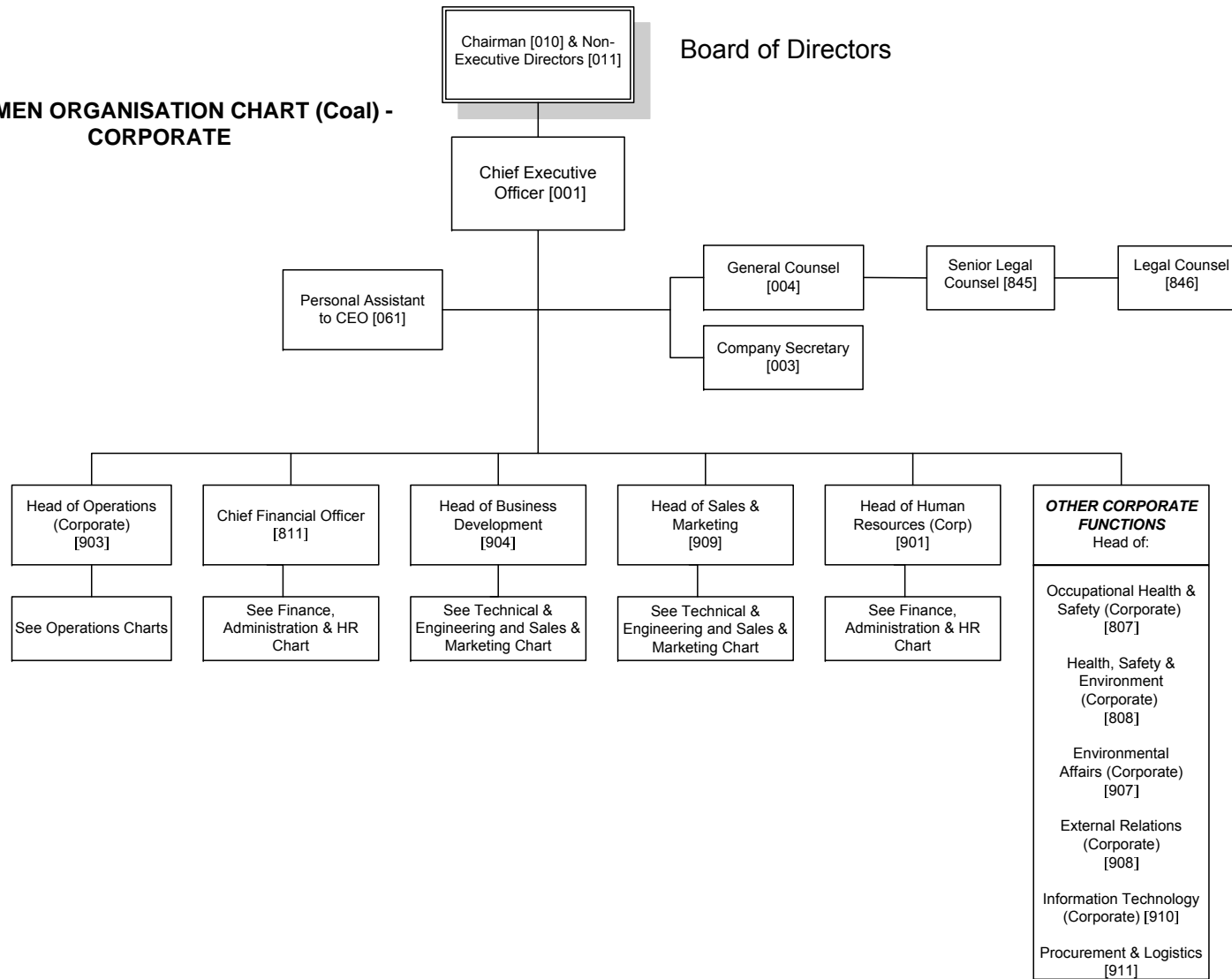
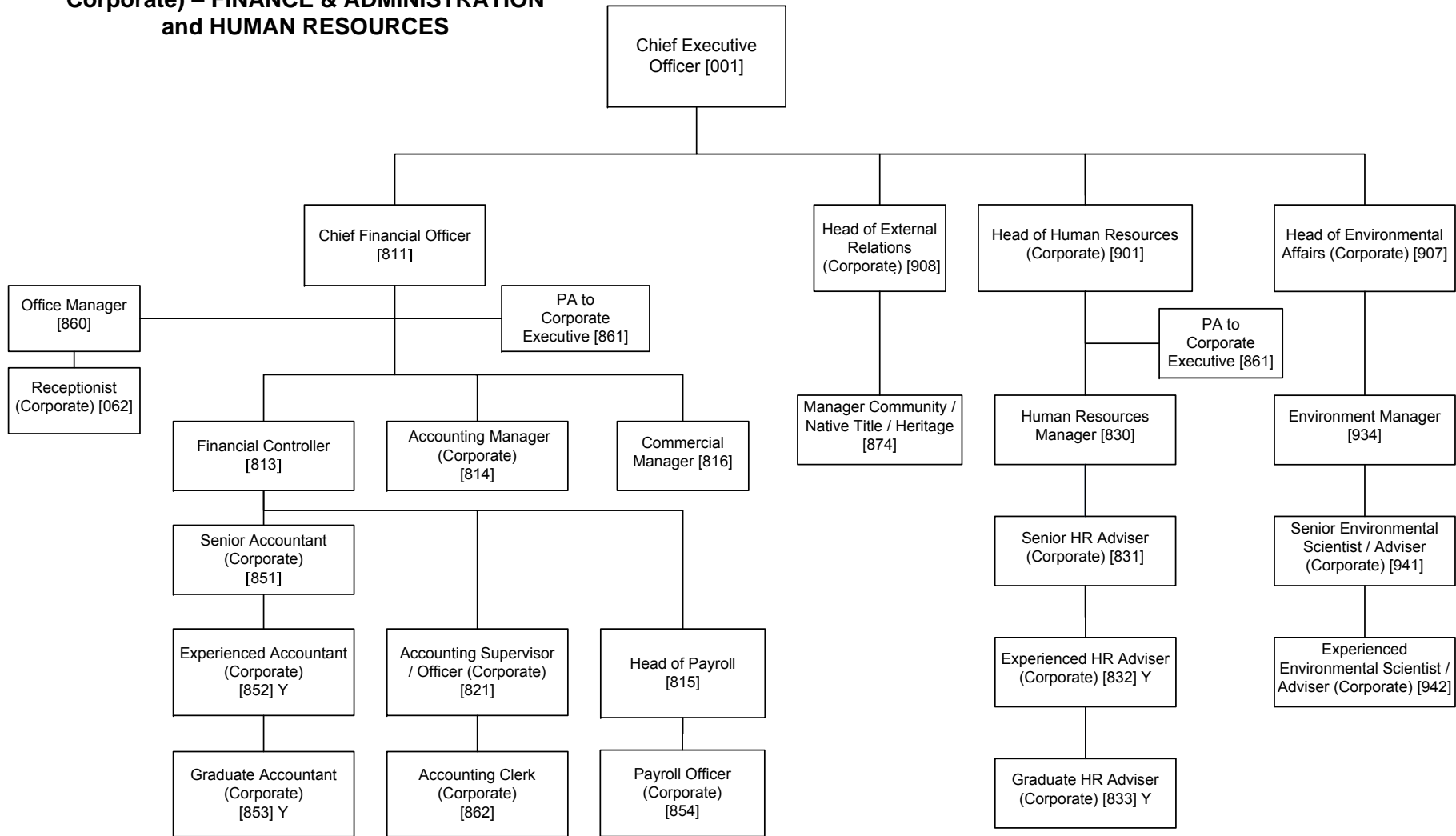


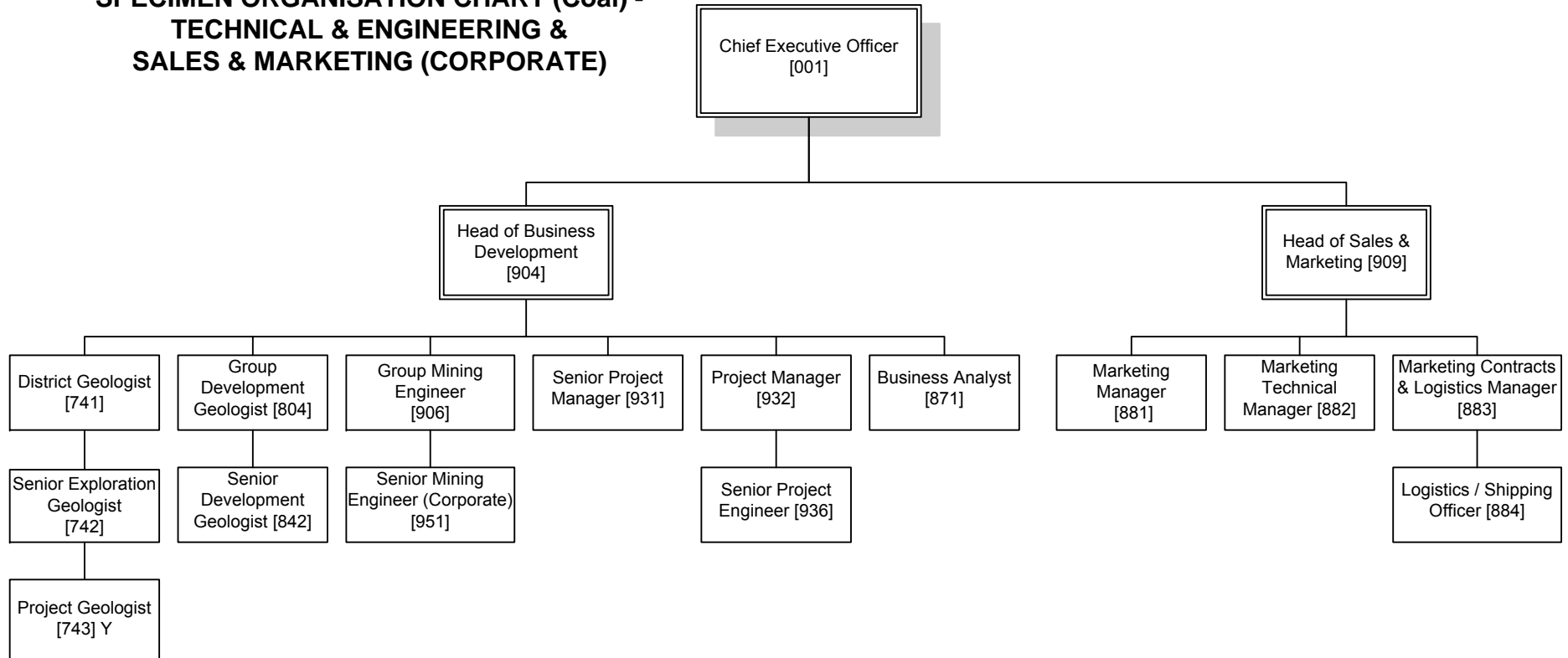
SPECIMEN ORGANISATION CHART (Coal) - CORPORATE



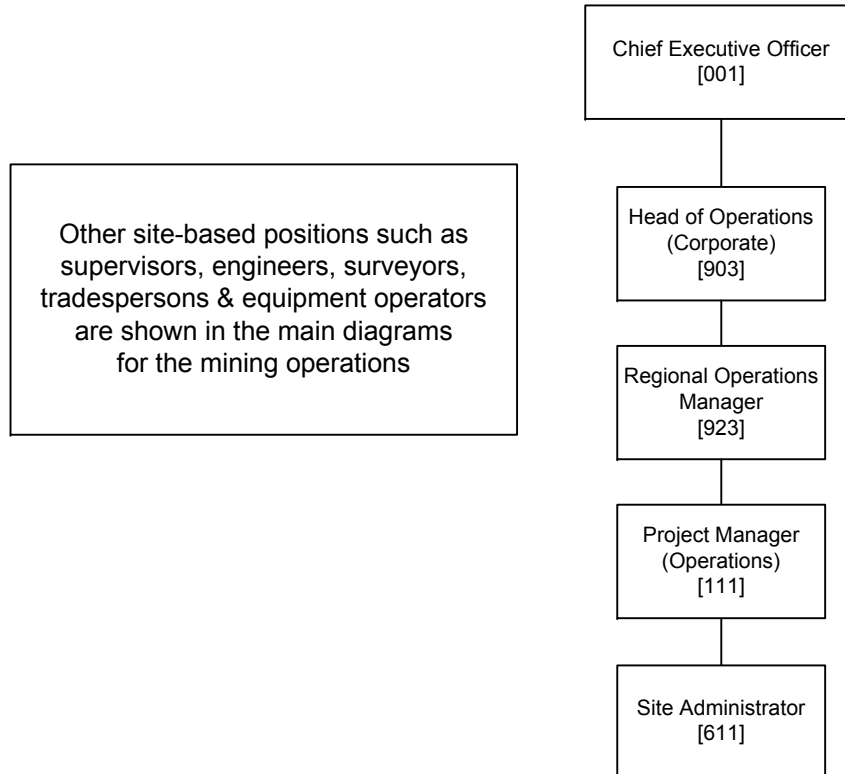
**SPECIMEN ORGANISATION CHART (Coal
Corporate) – FINANCE & ADMINISTRATION
and HUMAN RESOURCES**



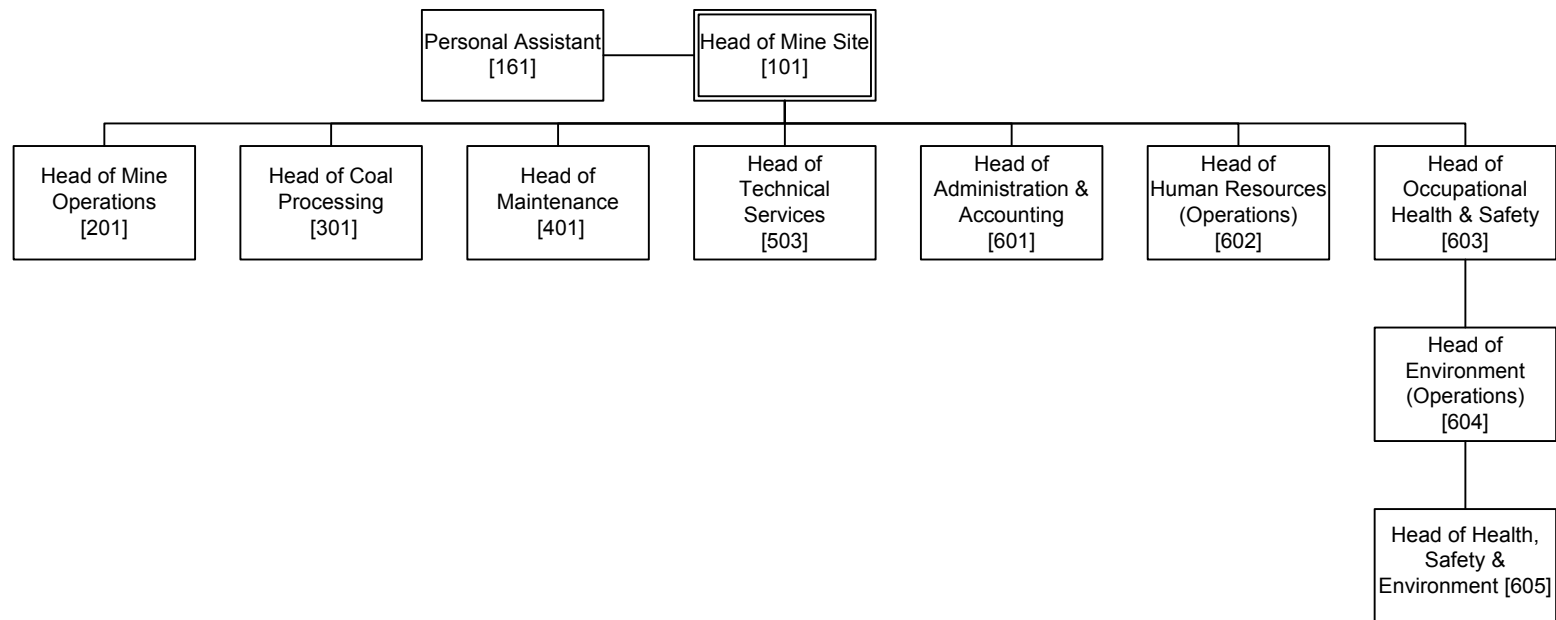
**SPECIMEN ORGANISATION CHART (Coal) -
TECHNICAL & ENGINEERING &
SALES & MARKETING (CORPORATE)**



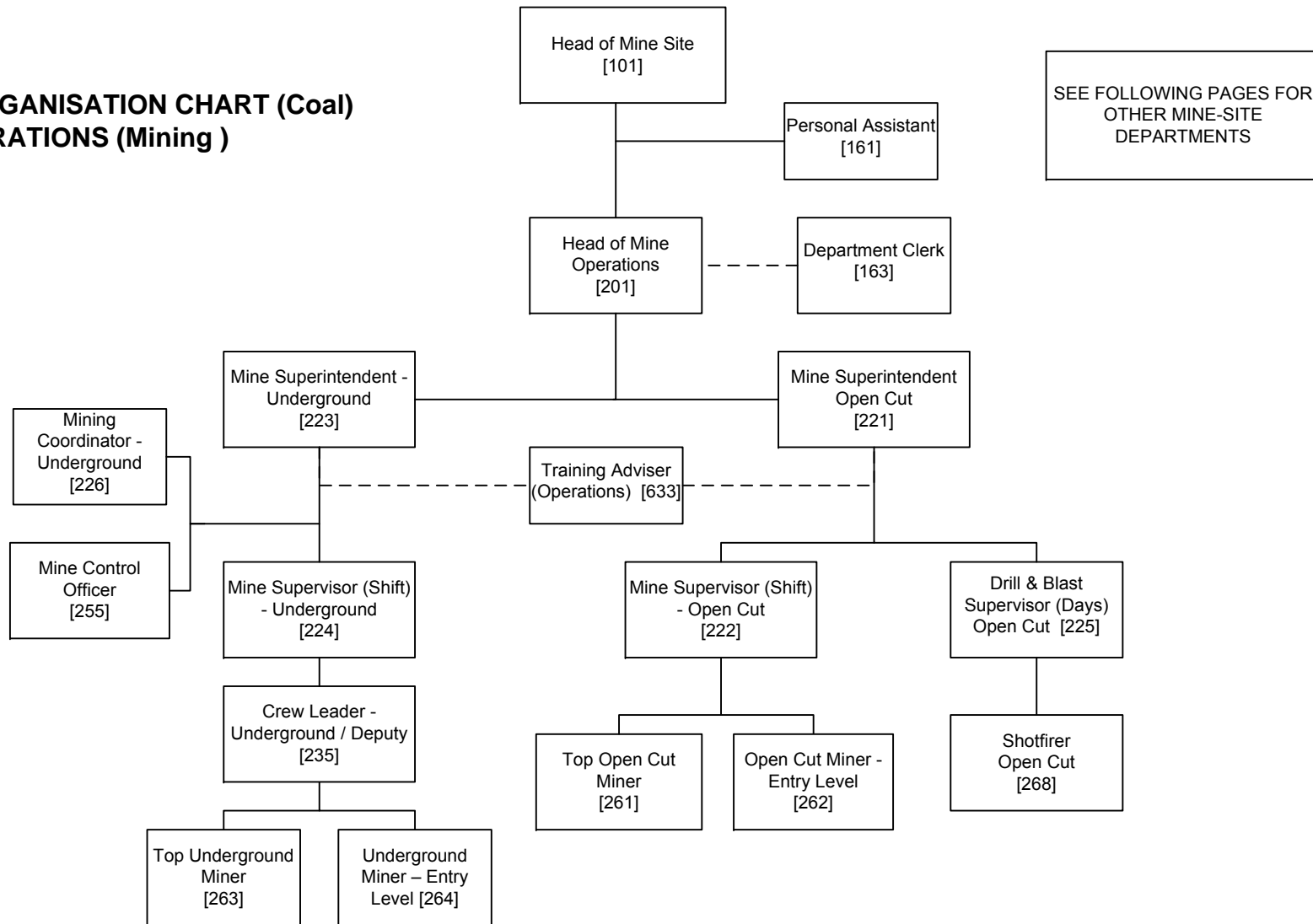
SPECIMEN ORGANISATION CHART (Coal) - CONTRACT MINING



**SPECIMEN ORGANISATION CHART (Coal)
- MINING OPERATIONS (Mine Management)**

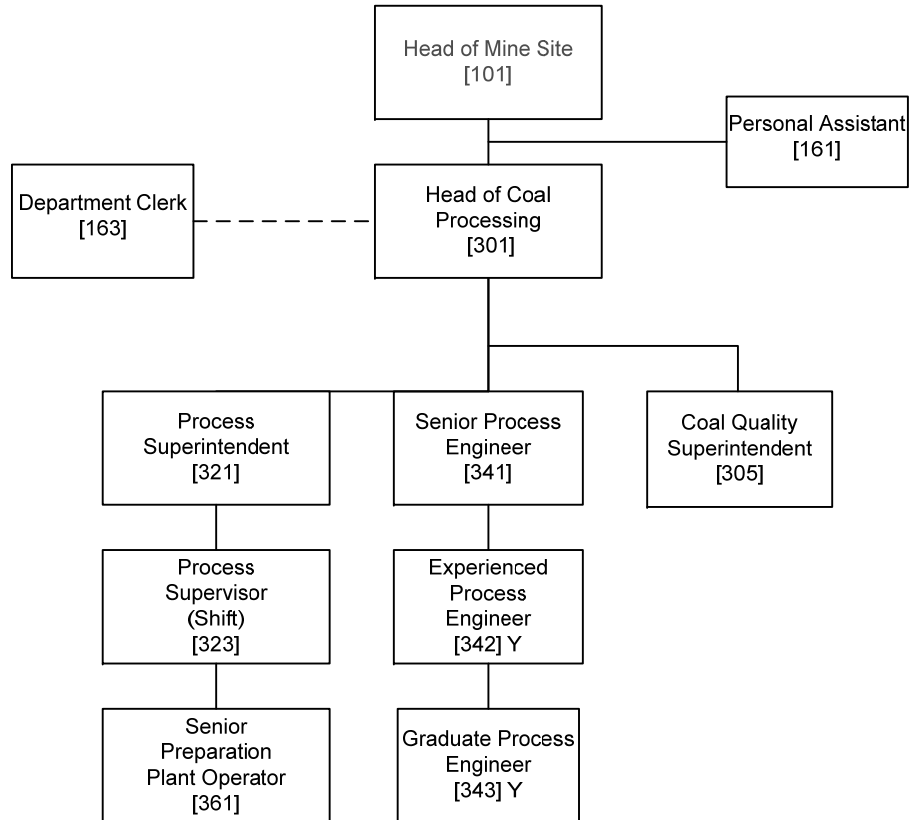


**SPECIMEN ORGANISATION CHART (Coal)
- MINING OPERATIONS (Mining)**

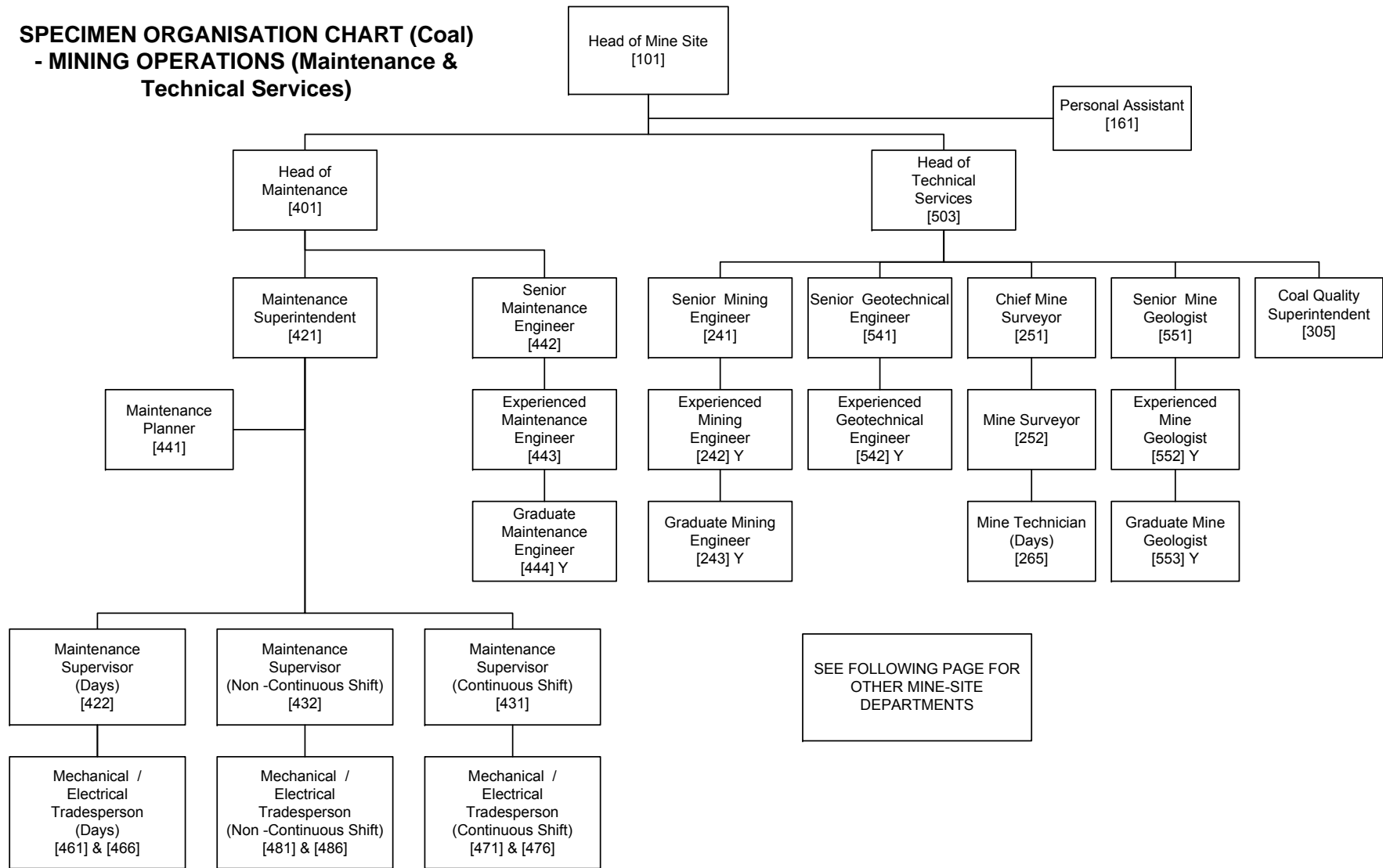


SEE FOLLOWING PAGES FOR
OTHER MINE-SITE
DEPARTMENTS

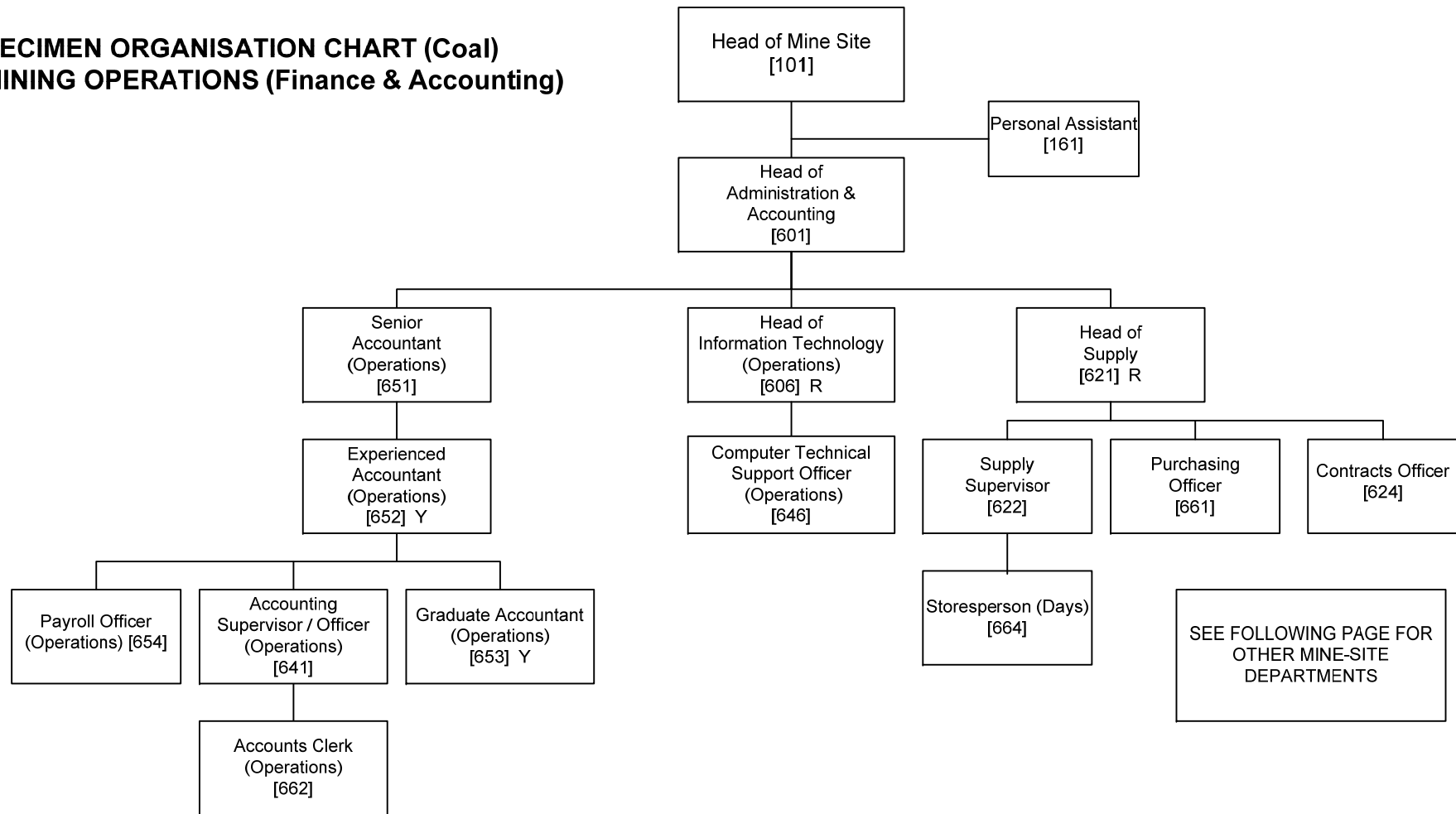
**SPECIMEN ORGANISATION CHART (Coal)
- MINING OPERATIONS (Processing)**



**SPECIMEN ORGANISATION CHART (Coal)
- MINING OPERATIONS (Maintenance & Technical Services)**



**SPECIMEN ORGANISATION CHART (Coal)
- MINING OPERATIONS (Finance & Accounting)**



**SPECIMEN ORGANISATION CHART (Coal)
- MINING OPERATIONS (Support Services)**

