



HEALTH, SAFETY & ENVIRONMENT POLICY

To be the world class organization in the field of Health, Safety & Environmental Management.

Thar Energy Limited shall:

1. Run its operations in a manner that protects the health and safety of employees, contractors, other involved in our businesses, the community in which we operate along with our assets.
2. Continuously improve environmental performance of its businesses.
3. Strengthen its business by making Health, Safety & Environment (HSE) considerations an integral part of all business decisions and activities.
4. Comply with all applicable laws and regulations.
5. Ensure transparent public reporting of the HSE performance.
6. Ensure that management and employees are appropriately trained, empowered and held accountable for HSE performance.
7. Create and promote a culture of learning and practicing HSE management among employees and contractors.
8. Encourage off the job HSE awareness among employees and their families.

A handwritten signature in black ink, appearing to read "Saleemullah Memon", is written over a horizontal line.

Saleemullah Memon
Chief Executive Officer
Thar Energy Limited

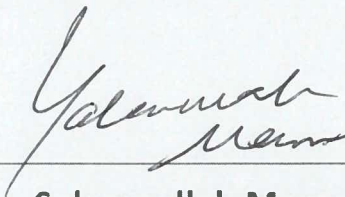


THAR ENERGY LIMITED SAFETY RULES

All personnel are required to adhere to the following principles to ensure health and safety of the Company's employees and to protect the environment:

1. Reporting of all on-the-job safety and traffic incidents is mandatory.
2. Willful damage to Company property is prohibited.
3. Entry of any person in Company premises under the influence of drugs or alcohol or other such material is prohibited.
4. Weapons, intoxicants, alcoholic beverages and illicit drugs are strictly prohibited in Company premises.
5. Engaging in or provoking horseplay or fight on the Company premises is prohibited.
6. Smoking is prohibited at all Company offices and plant premises except in designated areas.
7. Smoking is prohibited in all company/rental vehicles.
8. Seat belts must be worn by the driver and all passengers in a moving vehicle.
9. Violation of traffic rules within Plant and Colonies is prohibited.
10. Use of cellular phones (handheld/hands-free) and navigation of electronic entertainment devices is prohibited while driving.
11. All motor cyclists must wear a protective helmet and sturdy shoes.
12. Texting, checking of emails or skimming files on cell phones while walking and using staircase is prohibited.
13. Handrail must always be used to establish the principle of 'Three point contact' when using stairs.
14. All electrical appliances under one's domain must be switched off when leaving the office.
15. It is mandatory to follow all Company policies, safety rules and applicable laws as stipulated by the Government and the Company from time to time.

Not following the above rules will be treated as misconduct.



Saleemullah Memon
Chief Executive Officer
Thar Energy Limited