

Privacy Policy

1 Overview

NuCoal Resources Ltd (the **Company**) and its subsidiaries (the **Group**) are committed to protecting and safeguarding privacy by ensuring that personal information collected is handled in accordance with Australian Privacy Legislation and National Privacy Principles.

This policy outlines the way the Group collects, uses and manages personal information obtained from directors, employees, contractors engaged by the Group, shareholders and any other stakeholders.

2 Collection of information

The Group collects personal information:

- if it is necessary for one or more of its functions or activities;
- by lawful and fair means and not in an unreasonable intrusive way; and/or
- where it is reasonable and practicable to do so, only from the individual.

In collecting the information the Group takes reasonable steps to ensure that the individual is aware of:

- the Group's name and contact details;
- the fact that the individual may gain access to the personal information provided;
- the purposes for which the personal information is collected;
- the organisations (or the types of organisations) to which the Group usually discloses personal information;
- any law that requires the particular personal information to be collected; and
- the main consequences (if any) for the individual if all or part of the personal information is not provided.

The Group will take reasonable steps to ensure that personal information collected, used or disclosed is accurate, complete and up-to-date.

3 Security and storage of personal information

The Group will take reasonable steps to:

- protect the personal information held by the Group from misuse and loss;
- protect the personal information held by the Group from unauthorised access, modification or disclosure; and
- destroy or permanently de-identify personal information if it is no longer needed for any purpose permitted under the National Privacy Policy.

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Version 3	23 January 2013	Policy authoriser	Board

4 Use and disclosure of information

The Group is permitted to use or disclose personal information where:

- the individual has consented to the use or disclosure;
- it reasonably believes that the use or disclosure is necessary to reduce or prevent a serious, immediate threat to health or safety;
- it reasonably suspects that unlawful activity has been, is being or may be engaged in and the use or disclosure is a necessary part of its investigation or in responding on the matter to the relevant authorities; or
- such use or disclosure is required under or authorised by law.

5 Review

The Company Secretary will conduct an annual review of this policy to ensure that it continues to reflect the most current guidance provided by the ASX.

The Board will approve any amendments to this Policy.

6 Publication of the Policy

This Policy is made available to all directors and staff of the Group and published on the Group's website www.nucoal.com.au.

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