



**Alpha** Natural Resources

## We power the world through the energy of our people.

### Vision

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***Running Right...it's what we do.***

We protect the safety and health of our employees, and watch out for one another. Every employee is empowered to do the right thing at all times.

***We aim to be the employer of choice.***

We provide a challenging work environment, where hard work and achievement are rewarded. The more our people are involved, the more successful we become.

***We're in it for our customers.***

We build relationships with our customers by providing essential products and services that exceed their expectations.

***We make a difference.***

We demonstrate environmental excellence through operating practices that respect the land and minimize our impact on it. We add to our communities by creating jobs, supporting local organizations and helping our neighbors.

***When we put it all together, everyone wins.***

We deliver consistent, industry leading financial results and earn the confidence of our shareholders, customers, employees and communities.

***We're ready for the future.***

We continually assess opportunities and risks to ensure we have options and a strategy to succeed. We anticipate changes in the marketplace, and maintain the ability to move swiftly.

### Values

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***Running Right...it's who we are.***

We conduct our business safely, ethically, honestly and with integrity at all times.

We care. Caring for one another helps us all return to our families safe and healthy.

We treat each other how we want to be treated.

We trust our people and work together as a team. All employees have an opportunity to contribute their ideas and share in our success.

We communicate openly, build on what we know and learn, and make informed decisions to keep us ahead of the competition.

We embrace change, continuously improving ourselves and our business.