



# EMERALD

## RESOURCES NL

ACN 009 795 046

## FITNESS FOR WORK POLICY

*Emerald Resources NL (Emerald)* recognises that factors such as stress and mental illness, sickness, fatigue, alcohol and other drugs may impact on the safety and decision making capabilities of employees and through our defined "Fitness for Work Policy" (FFW) shall provide a framework to manage difficult and sensitive issues.

All employees are required to present to work fit for the task they will be undertaking and:

- Sufficiently refreshed and not feeling the effects of fatigue;
- Without being under the influence of alcohol or drugs; and
- Without any debilitating illnesses, i.e. flu, colds and gastro type ailments.

Our Commitment:

- To provide a comprehensive FFW program to inform and train all employees of risks associated with drugs and alcohol, fatigue and sickness in the workplace;
- Ensure that people and equipment are matched such that the chance of injury or harm to themselves or others is minimized as low as reasonably practicable; and
- Implementation of an employee assistance program for personnel.

Management Responsibilities:

- Develop, promote, implement, review and maintain procedures that incorporate effective FFW systems and practices;
- Create a supportive FFW culture, which includes visible leadership, ongoing training and education; and
- Monitor and review overall corporate compliance with the FFW Standards.

Individual Responsibilities:

- Ensure that they are fit for work and are not going to put themselves or others at risk;
- Comply with all Company policies and procedures to ensure that all work is performed in a healthy and safe manner; and
- Participate in and support the promotion of FFW in the workplace.

Authorised on behalf of the Emerald Board of Directors.

Morgan Hart  
Managing Director

Dated: 20<sup>th</sup> January 2023

Review Date: 30<sup>th</sup> October 2025

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