



# EMERALD

## RESOURCES NL

ACN 009 795 046

## FITNESS FOR WORK POLICY

*Emerald Resources NL (Emerald or the Company)* is committed to fostering a safe, healthy, and productive work environment across all operations. We recognise that an individual's fitness for work is critical to maintaining workplace safety, operational integrity, and the wellbeing of our workforce.

This policy establishes a framework to ensure that all personnel, including employees, contractors, and visitors are physically, mentally, and emotionally fit to perform their duties without risk to themselves or others. It addresses key factors that may impair fitness for work, including fatigue, illness, stress, and the influence of alcohol or other drugs.

We commit to:

- Promote a proactive and supportive culture that prioritises health, safety, and wellbeing;
- Minimise risks associated with impaired fitness through education, support programs, and clear procedures;
- Ensure compliance with applicable legislation, including the *Work Health and Safety Act 2020 (WA)* and the *Work Health and Safety (Mines) Regulations 2022*, where appropriate; and
- Empower individuals and leaders to take responsibility for their own fitness and that of their teams.

Emerald recognises that mental health is a key component of fitness for work. This policy is aligned with and supported by Emerald's **Mental Health and Wellbeing Policy**, which outlines our approach to managing psychosocial risks and promoting mental health and wellbeing in the workplace.

### **Fitness for Work Requirements:**

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

- Sufficiently refreshed and not feeling the effects of fatigue;
- Free from the influence of alcohol or other drugs; and
- Without any illness or condition that may impair safe and effective performance of duties.

Emerald will:

- Provide a comprehensive Fitness for Work program, including training on risks associated with drugs and alcohol, fatigue and illness in the workplace;
- Conduct pre-employment and periodic medical assessments (including alcohol and other drugs testing) where required;
- Ensure that people and equipment are matched such that the chance of injury or harm to themselves or others is minimised as low as reasonably practicable; and
- Maintain an Employee Assistance Program (EAP) to support mental health and wellbeing.

Management Responsibilities:

- Develop, implement, promote, maintain procedures that incorporate effective Fitness For Work systems and practices;
- Create a supportive culture through visible leadership and ongoing education and training;
- Identify and manage psychosocial hazards in collaboration with the Mental Health and Wellbeing Policy;
- Ensure appropriate fatigue management strategies are in place, including shift planning and rest breaks; and
- Maintain alcohol and drug testing protocols where applicable.

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;
- Participate in Fitness for Work initiatives and support a culture of safety and wellbeing; and
- Proactively seek assistance through the EAP or other support services if experiencing health or wellbeing concerns.

This policy will be reviewed periodically, or as required by changes in legislation or Company needs, in consultation with personnel.

Authorised on behalf of the Emerald Board of Directors.

Morgan Hart  
Managing Director

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