

Fitness for Work Policy

Statement

Neometals Ltd. is committed to providing a safe working environment for employees, contractors, joint venture partners and visitors (“Personnel”) in order to perform job tasks without causing unacceptable risks to the health and safety of themselves, others, or to the integrity of operations.

All Personnel are responsible for ensuring they are fit to perform the duties without imposing unacceptable risks to the health and safety of themselves, others, or our operations.

Fitness for Work issues that may affect performance and safety include:

- work related injury or illness;
- stress;
- fatigue;
- physical or mental deterioration or disability;
- non work-related injury or illness including emotional/financial issues at home;
- influence of prescription, non-prescription, illegal drugs or alcohol; and
- sleepless or late-night social habits (social media, gaming, internet, movies).

Commitment

Personnel must be ‘fit for duty’ in order to perform job tasks without causing unacceptable risks to the health and safety of themselves, others or to the integrity of operations.

Measures are taken to evaluate the job risks associated with Personnel who are assessed as ‘not fit for duty’ and to minimise those associated risks.

Measure

Neometals Ltd. ensures implementation of this Policy by:

- ensuring that Personnel are capable to undertake required tasks with minimum risks to themselves, others, or the operations;
- being able to request information should there be an inability to safely perform job tasks;
- coordinating affected Personnel and supervision in a manner that develops the most advantageous and feasible application of risk minimisation measures;
- performing assessments and the implementation of mitigation measures in a manner that is respectful of affected Personnel and includes objective professional advice;
- ensuring confidentiality is maintained for all ‘fit for duty’ assessment and implementation of mitigation measures;

- encouraging all Personnel to visit the RUOK.org.au website, keep a look out for each other and start a conversation with anyone who may be struggling, asking them “Are You OK” (RUOK); and
- communicating this Policy to all Personnel.

Responsibility

This Policy applies to all Personnel working with Neometals Ltd. All Personnel are responsible for actively participating in and supporting this Policy.