

## **POLICY STATEMENT**

Westgold Resources Limited (“**Westgold**” or the “**Company**”) is committed to creating and maintaining a safe and healthy working environment for workers by identifying, controlling and preventing potential health and wellbeing matters, that may arise from various work related and non-work related factors.

Westgold recognises that social, physical and mental factors such as injuries and illnesses, work environments, fatigue, stress, alcohol and other drugs, can potentially affect an individual’s health and wellbeing. Individuals who are unfit for work may pose a serious risk to the health and safety of themselves and others in the workplace

## **POLICY OBJECTIVES**

- To maintain a workplace where workers present fit for work to be able to safely perform the requirements within their role, without risk to themselves or others.
- Provide education and rehabilitative measures to assist workers to overcome health challenges that could impair their ability to safely perform the requirements within their role, without risk to themselves or others.
- Maintain and promote direct lines of support, where workers feel empowered to openly raise concerns relating to health and wellbeing.
- Provide early and ongoing rehabilitation and communication with the worker to monitor and support the individual throughout any recovery and rehabilitation processes.

## **TO ACHIEVE THESE OBJECTIVES, WE WILL:**

- Develop and maintain effective management systems and processes to identify, assess, control and monitor health and wellbeing risks that may exist within the Company.
- Ensure workers prior to employment and commencement of work comply with company requirements relating to their fitness for work.
- Assess the health status of workers on a regular basis, to enable the collection of data to be analysed to detect adverse health effects at the earliest opportunity to enable appropriate and timely corrective action to be taken to safeguard the health and wellbeing of workers.
- Inform workers of their rights and responsibilities regarding workers compensation and rehabilitation processes.
- Educate and provide support services through dedicated health and wellbeing strategies and support programs.

Westgold is committed to the health and wellbeing of workers through the implementation of this policy and will review for completeness and practicability periodically to ensure compliance with legislation and alignment to the overarching Company purpose, ambition and values.



**Wayne Bramwell**

Managing Director and Chief Executive Officer, Westgold Resources Limited