



FITNESS FOR WORK POLICY STATEMENT

Westgold Limited Resources (“Westgold” or “the Company”) is committed to creating and maintaining a safe and healthy working environment for ALL employees, contractors and visitors.

Westgold recognises that fatigue, stress, dehydration, illness and alcohol or drugs can all potentially affect an individual's physical and psychological performance. Individuals, who are unfit for work, may pose a serious risk to the health and safety of themselves and others in the workplace.

Westgold has a standard whereby the presence of alcohol and/or illicit drugs in the workplace or personnel under the effects of these are unacceptable on any Westgold site. Impairment tests, detection levels and remedies to ensure the elimination of risk to individuals and workmates are set accordingly.

Our overall policy objectives are to:

- Ensure personnel present fit for work.
- Provide educational and rehabilitative measures to assist personnel overcome health challenges that could impair workers ability to maintain a status of fit for work.
- Provide a structured approach for both personnel and supervisors to manage any company breaches.

To assist in achieving these objectives we will:

Demonstrate Leadership: Each manager and supervisor will provide leadership by assessing the fitness for work of individuals under their control, at the start of and throughout the work period.

Empower our People: Empower our people to make decisions that will create a safe and healthy workplace.

Take Personal Responsibility: Individuals must present themselves at work in a condition in which they are able to carry out their duties without risk to themselves and others.

Maintain Effective Safety Systems: Establish and maintain a Fitness for Work framework to ensure that personnel are fit for duty.

Peter Cook
Executive Chairman

Issue Date: 1st July 2020