

## **POLICY STATEMENT**

Westgold Resources Limited (“**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 social, physical and mental factors such as the work environment, fatigue, stress, illness, alcohol or drugs, as examples, can potentially affect an individual’s physical and psychological health. 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 created a Fitness for Work Standard whereby the management of fitness for work risks are identified, verified, monitored, and reported, in line with Company, Industry and Regulatory procedures.

## **POLICY OBJECTIVES**

- To maintain a workplace where all personnel present for work fit and capable of safely performing the requirements within their role, without risk to themselves or others.
- Provide educational and rehabilitative measures to assist personnel overcome health challenges that could impair their ability to present fit for work at all times.
- Provide a structured approach for personnel and supervisors to manage any fitness for work breaches.
- Maintain and promote direct lines of support, where our people feel empowered to openly raise social, physical and mental health concerns.

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

- Assess all employees, contractors and visitors to ensure they present fit for work.
- Provide personnel with information, instruction, and training on fitness for work requirements.
- Ensure all new employees prior to employment or commencement of work comply with company requirements relating to their fitness for work.
- Educate and provide support services through dedicated wellbeing strategy and support programs
- Not accept deliberate breaches and/or misconduct including wilful, reckless or inappropriate behaviour associated with fitness for work requirements, which will be subject to disciplinary action.
- Ensure all fitness for work records and any disciplinary action, is kept confidential and securely maintained.

Westgold is committed to improving the health, safety, and wellbeing of all employees through the implementation of this policy. Westgold will review this Policy periodically to ensure compliance with legislative and regulatory requirements and at least every two years to ensure that the policy remains aligned to the with the overarching Company purpose, ambition and values.



**Wayne Bramwell | Managing Director**

