



Fitness for Work Policy

Minepower has a legal responsibility and obligation to provide and maintain a safe and healthy working environment by ensuring that all individuals are fit for work and not affected by the hazards associated with fatigue, drugs and alcohol. Minepower strives to foster an attitude amongst all employees that it is not acceptable to come to work in a condition that will prevent them from performing their duties in a safe manner.

Management makes the commitment to:

- ✓ Provide the appropriate Training, education and resources to all employees.
- ✓ Ensure that the fit for work procedures are applied fairly and consistently.
- ✓ Review the procedures application and effectiveness in their area of responsibility.
- ✓ Ensure that contractors and sub-contractors engaged are aware of and adhere to the Fitness for Work procedures .
- ✓ Provide an induction for all employees, Sub-contractors and Visitors ensuring that they are fully aware and agree to comply with the fitness for Work requirements and site procedures.
- ✓ Ensure that all individuals will complete a drug & alcohol screening where a medical is required prior to employment, in accordance with Minepower's Recruitment & Selection Policy.
- ✓ Conduct assessments randomly as determined by Minepower Management.

Employees have the shared responsibility to:

- ✓ Present for work in a condition in which they are able to carry out their duties in a safe manner and not expose themselves or fellow employees to unnecessary risks.
- ✓ Notify their immediate Supervisor of any concerns about actual or potential impairment of their fitness for work or the fitness for work of other personnel.
- ✓ Notify their immediate Supervisor and Occupational Health & Safety representative of any medication they are taking which could affect their safety performance at work.

This signed statement of Policy confirms our commitment.

Rob Baker
General Manager

1st January 2010