



## Policy on Fitness for Work

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All Gateway Mining Ltd (the **Company**) activities will be carried out in a manner that protects the safety and health of employees, contractors, visitors and the community. The Company seeks to provide a safe workplace for all employees and will ensure all employees are fit for work.

To achieve this the Company undertakes to:

- Implement a program to provide for fatigue management where relevant.
- Not tolerate any individual at work who is adversely affected by alcohol or drugs. The Company will introduce appropriate screening programs to enforce this.
- Facilitate alcohol and drug abuse counselling and/or rehabilitation as appropriate.
- Provide employees with internal mechanisms to aid them in situations where external factors including mental health, may be affecting their ability to work safely.
- Take appropriate actions with any person who is found to be unfit for work. The Company's primary aim is that all individuals present fit for work and comply with the requirements of the relevant mining and safety legislation in the jurisdictions in which we operate.
- Set clear expectations for fitness for work, encouraging behaviour and attitudes that are conducive to a safe and healthy work place.
- Comply with all other applicable legal and regulatory requirements.
- Providing wherever possible the tools, education, flexibility and support to enable employees to identify, address and report their own fitness for work issues

If the Company reasonably believes that the Employee may be unable to perform the inherent requirements of the employee's duties or may not be able to safely perform those duties due to injury or illness, the Company may direct the employee to:

- undergo a medical examination with a medical practitioner of the Company's choosing for the purpose of obtaining an opinion in relation to the Company's fitness for duty;
- provide the Company with authorisation to allow it to contact the employee's treating medical practitioner to discuss or obtain a written opinion about the employee's fitness for duty; or
- provide the Company with appropriate medical documentation certifying the employee's fitness for duty.

The Company will cover any reasonable expenses incurred in respect.

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