



FITNESS FOR WORK

AVZ Minerals Limited (AVZ) is committed to achieving a safe workplace and reducing the negative impact of the influences and hazards of illness, stress, fatigue, alcohol, and drug abuse or addiction.

AVZ recognises these influences can have an adverse effect on workers' ability to perform tasks in a safe manner which may potentially endanger themselves, their fellow workers and the public.

All workers, consultants and visitors are required to present themselves in the workplace as fit for work, and ready for the duties they are required to perform.

Being "fit for work" means being in a physical, mental and emotional state that ensures performance does not threaten the worker's, and others, health and safety.

Regarding drugs and alcohol, workers will:

- Report to work with a blood alcohol concentration (BAC) or breath alcohol concentration (BrAC) of 0%
- Not perform any tasks whilst under the influence of drugs or alcohol
- Not possess, use, consume, distribute or sell alcohol, illicit or unprescribed drugs, or misuse prescribed medicate while performing work for AVZ
- Inform their supervisor when they are using prescribed medication that may impair their behaviour or performance
- Inform their supervisor if they are aware or suspect another person is not fit for work.

AVZ undertakes drug and alcohol testing at its workplaces to maintain the health and safety of all workers.

Failure to comply with this Policy may result in the termination of employment or contract with AVZ.

All persons who work for AVZ have a personal responsibility for implementing this Policy.

AVZ Mining has declared all the mining operations including the accommodation and messing areas as a dry (alcohol free) zone.

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Document History

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