



Fitness for Work Policy

Norton Gold Fields is committed to create a safe work environment where all individuals are fit for work.

The wellbeing of all employees, contractors and visitors is fundamental to the success of the business.

This Policy and supporting Procedures applies to all personnel working at or attending a Norton Gold Fields site. All personnel shall comply with this Policy and supporting Procedures to ensure they maintain the capacity to safely perform allocated work.

The Fitness for Work framework shall address the following factors in relation to fit for work:

- Pre-employment medical assessments;
- Fatigue Management;
- Drugs and Alcohol;
- Stress management and resilience;
- Injury rehabilitation and return to work;
- Employee assistance programs.

We will achieve this commitment by:

- ✓ Identify, assess and manage the risks associated with fitness for work;
- ✓ Utilising practices, including pre-employment and post non-work related injury medicals, that ensure employees and contractors are fit, capable and are able to conduct their assigned roles safely;
- ✓ Conducting alcohol, substance and drug testing of employees, contractors and visitors on a regular basis, where we expect zero blood alcohol content and no usage of substances or drugs that may impact an individuals' fitness in the workplace;
- ✓ Training all personnel associated with the business to ensure they are aware of their specific fitness for work responsibilities;
- ✓ Monitoring fatigue, and restricting working hours to a safe limit based of working conditions and travel times to and from work locations;
- ✓ Provide training and information to employees and contractors on how to recognise the signs and symptoms of fatigue ;
- ✓ Provide an Employee Assistance Program (EAP) where required on a case by case basis.



Chief Executive Officer

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