

## FITNESS FOR WORK POLICY

Fitness for work may be affected by a range of factors including the misuse of drugs and alcohol, fatigue, medical conditions, nutrition and lifestyle, and stress. The safety and wellbeing of people in the workplace rest largely upon their own action and the individual's personal commitment not to consciously place themselves or their fellow workers in danger.

Acqua Drill Resources is strongly committed to safety in the workplace and will incorporate the following measures, with the cooperation of its employees, to ensure its employees are fit for work:

- training and education
- promoting responsible behaviour amongst project personnel
- pre-employment and project delivery related drug and alcohol screening
- employee assistance programs

Acqua Drill Resources' Drug and Alcohol Policy outlines the Company's position that there is no place for alcohol or drug use in the workplace.

Fatigue Management is one component of an overall approach to fitness for work. In terms of working hours, Acqua Drill Resources follows the applicable project specific work cycle guidelines stipulated by the Client and/or the relevant Code of Practice - Working Hours.

Where an individual identifies that they are experiencing mental or physical fatigue, they should contact their Supervisor immediately. Where an individual has reason to believe that one of their colleagues is suffering from fatigue they should inform their colleague of their observation. Both parties are required to contact their supervisor immediately. If an employee is deemed unfit for work, then the supervisor must take appropriate steps to manage the issue.

Where necessary, an individual will be required to provide satisfactory evidence that the risk to safety has been addressed before they are permitted to return to work.

A handwritten signature in blue ink, appearing to read "Alan Olive".

Alan Olive  
**Managing Director**  
Acqua Drill Resources Pty Ltd

A handwritten signature in blue ink, appearing to read "Brendon Elford".

Brendon Elford  
**Operations Manager**  
Acqua Drill Resources Pty Ltd