

Alchemy is committed to their duty of care with regard to employees and the creation of a safe, hazard-free workplace through effective management of risks and health and safety. Being fit for work means an employee is in a fit state physically, mentally and emotionally in order to complete their assigned tasks safely and without compromise to their own health and safety, or that of others.

Alchemy is committed to:

- **Ensuring all employees are to report to work fit for duty without impairment from alcohol, drugs, medications, or other influences.**
- **Having a zero tolerance for drug and alcohol impairment during work hours. Everyone in the workplace may be subject to drug / alcohol testing.**
- **Implementing controls to minimize fatigue related risks. We will endeavor to educate our employees in fatigue management, its causes and its impacts.**
- **Providing external employee counselling services where required to ensure and maintain employee fitness for work.**
- **Continuing to educate employees as to their responsibilities with fitness for work issues, and their responsibility to others to maintain workplace health and safety.**



Leigh Ryan
Managing Director
Alchemy Resources Limited

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