

FIT FOR WORK POLICY

Alchemy Resources Limited is committed to their duty of care with regard to its workforce, and the creation of a safe, hazard-free workplace through effective management of risks and health and safety. Being fit for work means any member of the workforce 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.

The Company is committed to:

- Ensuring its workforce reports 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, and may subject anyone in the workplace to drug / alcohol testing.
- Implementing controls to minimise fatigue related risks, and will endeavor to educate our workforce 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.

Approved by the Board of Alchemy Resources Limited on 14 September 2021.