

FITNESS FOR WORK POLICY

Global Civil and Mining is an integrated civil and mining service providing surface mining, mine site construction and surface miner rebuilds.

Our Scope is to provide *Surface Mining Operations, Maintenance of Surface Mining Plant and Equipment.*

We are committed to providing and maintaining a safe and healthy working environment for all employees, contractors, visitors and the wider community.

To implement this Policy we will:

- Provide education, training and support to ensure all individuals are aware of and understand their responsibilities with respect to Fitness for Work.
- Maintain appropriate health and fitness standards to enter the workforce and sustain fitness for work;
- Clearly state in our Management Plan overall health and safety objectives;
- Establish measurable objectives and targets to ensure continued improvement aimed at elimination of work-related injury and illness;
- Prevent the inappropriate behaviour and harm that can be caused by alcohol and other drugs at work;
- Promote physical, mental and emotional health so that people can safely undertake and sustain work;
- Will take all reasonable precautions in the placement of employees to ensure the hours of work; shifts/rosters and workplace conditions do not create an unacceptable risk of fatigue.
- Encourage behaviour and attitudes that are conducive to a healthy and safe workplace.

It is the responsibility of all Global Civil and Mining Group employees, contractors and visitors to adhere to this policy and to ensure that they report for work in a fit condition, to perform their assigned duties in a safe, competent and proficient manner.

This Policy applies to all personnel engaged in activities under Global Civil and Mining's operational control. Global Civil and Mining Management will use their influence to promote this Policy. Global Civil and Mining will adapt to the higher-level procedure that is applicable to the site standards.

Global Civil and Mining will review this policy annually.



John O'Donnell
Director
17th April 2026