



## FITNESS FOR WORK POLICY

Silver City Drilling is committed to maintaining a safe and healthy work environment and seeks to protect its employees from unsafe conditions. Our commitment includes the development and maintenance of programmes that provide for managing fitness for work issues. This includes risks associated with the use of alcohol and drugs, worker fatigue, psychological and physical impairment.

Management will take all practicable measures to ensure worker fitness for work in order to:

- Ensure a safe and healthy environment for all employees, contractors, visitors and the community whereby no person is put at risk from the effects of alcohol, legal or illegal drugs, fatigue, or physical or psychological impairment;
- Create an environment where all persons recognise the safety and health risks of the use of alcohol and other drugs and to foster a culture amongst all persons that it is neither acceptable nor legal to come to work impaired by alcohol or any other drug;
- Ensure that no person remains at work while in a fatigued state or suffering some form of physical or psychological impairment;
- Encourage all persons to take responsibility for their own well being and fitness;
- Direct employees who have or could have some form of dependency or impairment towards employee assistance programs; and
- Provide information to employees so that they may better understand, manage, and if necessary, modify their lifestyles, usage of alcohol and other drugs.

Silver City Drilling have an established health monitoring program in place which includes conducting initial screening and testing of persons to determine their potential fitness to carry out applicable duties, setting standards for fitness, and to continually monitor persons performing work for fitness. Without diminishing Management obligations, all workers, contractors and visitors have an obligation not to present themselves for work unless they meet the required standards

A handwritten signature in black ink, appearing to read "Vivian Oldfield", is written over a light grey horizontal line.

Vivian Oldfield  
Director  
20 March 2015  
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