

FIT FOR WORK POLICY

Latin Resources Limited (“Latin”) is committed to maintaining a healthy and safe work environment and aims to protect its employees and contractors from unsafe conditions. It is an expectation that all employees, contractors and consultants present fit for work, meaning that they are mentally and physically able to perform tasks in a safe, efficient and reliable manner. Latin recognizes that an employee’s fitness for work can be adversely affected by a number of factors, including but not limited to:

- The use and abuse of illicit and prescription drugs
- The use of alcohol
- Fatigue
- Injury
- Stress and anxiety

Latin aims to:

- Foster an attitude amongst all employees that it is neither acceptable nor legal to come to work under the influence of drugs and/or alcohol.
- Ensure the company meets its legal obligations with respect to providing a safe working environment for its employees, contractors, consultants and the community, whereby no person is put at risk from the effects of alcohol, legal or illegal drugs, fatigue or physical impairment.
- Provide education and assistance through treatment and rehabilitation programs to employees who seek help in coping with drug and/or alcohol issues.
- Provide education and assistance in regard to managing such health issues such as fatigue, stress, anxiety and physical injury.
- Encourage all employees, contractors and consultants to take responsibility for their own wellbeing and fitness.
- Monitor and review fitness for work within the organization and manage accordingly.

It is a requirement of Latin that employees, contractors and consultants operating in the field, if requested to do so, undergo a Fit for Work Blood Alcohol Concentration (BAC) test and record 000 BAC reading prior to the commencement of each shift. Failure to record a 000 BAC reading will result in the employee, contractor or consultant being stood down without pay for the day. Employees who continue to present unfit for work due to failure to record 000 BAC may be faced with disciplinary action. Contractors and Consultants who present unfit for work due to failure to record 000BAC will be removed from site.

Latin may require employees, contractors or consultants to undergo substance abuse testing to meet regulatory or operational requirements. While it is not routine, Latin reserves the right to search the work space of employees, contractors or consultants if there is cause to do so. This may be in the case of a significant incident such as vehicle accidents, property damage or aggressive, erratic behavior by an individual that raises concern. Any illegal substances or material evidence will be turned over to appropriate authorities as required by law.

References:

WA Occupational Health and Safety Act 1984 (as amended)

NSW Work Health and Safety Act 2011 (as amended)

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