



1A Purdie Avenue Ardross Perth Western Australia 6153
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Fitness For Work Policy

Purpose

Raines Resources P/L, including any of its subsidiaries is dedicated to the safety and wellbeing of all its workers. The purpose of this Fitness for Work Policy is to ensure the health, safety, and well-being of all employees, contractors, of Raines Resources as well as visitors, and any other persons on our premises or engaged in work-related activities on behalf of Raines Resources P/L, including that of any of its subsidiaries

COMMITMENT

This Policy outlines the guidelines for assessing and maintaining an individual's fitness for work, in accordance with applicable legislation, including the Work Health and Safety Act 2011 and relevant regulations.

This Policy applies to all employees, contractors, and visitors while on company premises or conducting work-related activities. It encompasses all work arrangements, including remote workers/employees working from home.

POLICY STATEMENT

Employees, Contractors and Agents of the company are responsible for the following:

- Self-assessing their own physical or mental health fitness before commencing any work related activities.
- Promptly disclosing any medical conditions, illnesses, or circumstances that could compromise their ability to work safely or effectively.
This includes reporting any medication use that may affect job performance.
- Reporting any non-work-related injuries that could impact their ability to perform tasks safely.
- Following all safety protocols and guidelines provided by RR, which may include wearing personal protective equipment, using safety devices, and adhering to safe work procedures.
- Refraining from consuming alcohol or using substances that may impair their fitness for work, in accordance with the Drug and Alcohol Policy.
- Providing a medical clearance from a qualified healthcare professional if they are returning to work after recovering from an illness or injury.



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To support the employee responsibilities, RR will:

- Provide appropriate training for managers, leaders, and employees to understand, implement, and maintain this, Policy.
- Engage in consultation processes with employees to continually update and improve systems and procedures relating to fitness for work.
- Perform regular workplace assessments including, but not limited to alcohol and other drugs, hydration, fatigue and non-work related injuries, to validate the self-assessments provided by employees;
- Regularly review the effectiveness of systems and processes supporting this Policy to ensure they remain relevant and effective; an

Communicate systems and processes to manage fitness for work issues to all workers.

REVIEW

This Policy will be reviewed periodically to ensure its effectiveness and alignment with our company values, business needs, and legal requirements. Any changes to this Policy will be communicated to all employees in a timely manner

Alan Raines

Chief Executive Officer

Raines Resources P/L