

FIT for WORK POLICY

Central Queensland Exploration Pty Ltd recognises that an individual's fitness for work may be affected for a variety of reasons including the adverse effects of fatigue, stress, alcohol, or other drugs and through its' Fitness For Work Policy, shall provide a framework to deal with these issues. The management of fatigue is an integral part of Central Queensland Exploration Pty Ltd's "Fit for Work" Policy and is a shared responsibility between Central Queensland Exploration Pty Ltd and all its personnel. Central Queensland Exploration Pty Ltd is responsible for providing safe systems of work and all personnel share in the responsibility to minimise and manage the adverse effects of work related fatigue.

The objective of this Policy is to:

- ensure a safe and healthy working environment free of work-related injury or illness;
- minimise the risks of persons presenting for work or conducting work while impaired;
- establish appropriate steps to manage persons who are effected by fatigue; and
- encourage persons affected by fatigue to seek assistance.

This Policy and supporting procedure applies to everyone working at, or attending a Central Queensland Exploration Pty Ltd workplace. All persons shall comply with this Policy and procedure to ensure they maintain the capacity to safely perform work.

A person's fitness for duty may be compromised by:

- inadequate or insufficient quality of sleep over an extended period;
- the type of work performed and work environment;
- workload, length of the shift and previous shifts worked;
- the time of day or night worked;
- the time taken to travel to and from work;
- circadian rhythms;
- consumption of alcohol;
- the use of drugs (prescription, non-prescription, illicit or other);
- their general level of fitness and/or medical condition; and stress.

In implementing this Policy Central Queensland Exploration Pty Ltd will:

- require everyone on site to be fit for duty and perform their duties without imposing risks to the health and safety of themselves, others or to the safety of plant;
- prevent or minimise the effects caused by a fatigue related incident; and maintain the privacy and confidentiality of those participating in fatigue management programs.

The procedure that supports this Policy:

- specifies the processes used to determine appropriate work schedules;
- defines the responsibilities of management, employees, contractors and others;
- includes the methods used to determine the fitness for duty of employees, contractors and other personnel in relation to fatigue;
- outlines the assessment tools and parameters to manage the risks associated with the adverse effects of fatigue;
- includes education programs, information on fatigue and associated issues; and
- requires the provision of informal referral processes and appropriate counselling services.

Employees at all levels within Central Queensland Exploration Pty Ltd are responsible for implementation of this policy. Central Queensland Exploration Pty Ltd is responsible for establishing and maintaining a fatigue management framework to ensure that personnel are fit for duty. Employees, contractors and other personnel are responsible for ensuring they are fit for duty by complying with this Policy and the procedure.

Matthew Bredhauer (Director)

Stuart Bredhauer (Director)