



Fitness for Work Policy

Approved by the Board with effect 30 September 2024

All Strickland Metals Limited (**Company**) including all its subsidiary activities will be carried out in a manner that protects the safety and health of employees, contractors, visitors and the community. The Company seeks to provide a safe workplace for all employees and will ensure all employees are fit for work.

To achieve this the Company is committed to:

- (a) implement a program to provide for fatigue management where relevant;
- (b) not tolerate any individual at work who is adversely affected by alcohol or drugs. The Company may where appropriate introduce screening programs to enforce this;
- (c) facilitate alcohol and drug abuse counselling and/or rehabilitation as appropriate;
- (d) encourages employees to actively seek support and utilise available resources to address mental health challenges, while also proactively managing stress and workload to foster a healthier environment; and
- (e) take appropriate actions with any person who is found to be unfit for work.

The Company's primary aim is that all individuals present are fit for work and comply with the requirements of the relevant mining and safety legislation in the jurisdictions in which the Company operate.