

FIT FOR WORK POLICY

Buru Energy Limited (Buru) is an ASX listed Australian oil and gas exploration and production company focused on exploring and developing the petroleum resources of the Canning Basin in north-western Western Australia.

Buru is committed to keeping our people safe and healthy by providing a safe workplace. Relating to our HSE goal of Zero Harm, we are committed to ensuring that all personnel involved in our activities are fit for work.

“Fit for Work” in this context means that an individual is in a physical, mental and emotional state that enables them to perform their assigned duties effectively and in a manner that does not increase the risk to themselves and others. In accordance with our health and safety objectives and targets, all new personnel are required to complete a pre-employment medical.

To meet our commitments, Buru will:

- Ensure all employees and contractors are aware of this policy and their responsibility to ensure their fitness for work.
- Ensure safety and health takes priority in all work activities and encourage everyone to stop work that is considered unsafe.
- Provide a workplace and systems of work that does not adversely impact on the health of workers.
- Ensure all new employees are fit for work via a pre-employment medical process.
- Undertake regular drug and alcohol testing to confirm fitness for work.
- Promote an awareness of fatigue, its impact on fitness and implement work practices to minimise fatigue.
- Provide support to all workers to assist with management of work and external stressors that can impact on their physical or mental health.

Regularly audit and review our performance against our HSE objectives and targets to drive continuous improvement.

To comply with this Policy, employees and contractors must:

- Present for duty in a fit state.
- Declare any prescribed medication being taken in confidence to the PIC or line manager.
- Report any injury or illness.
- Report any allergies in confidence to the PIC or line manager.
- Report any Fatigue or Heat stress they might encounter.
- Report any hazardous conditions noticed at the workplace.

Approved by the Buru Energy Board of Directors

Date: 15 September 2020