

FIT FOR WORK POLICY

Buru Energy is committed to providing a safe and healthy workplace for our employees and contractors. As such, 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.

To meet our commitment, Buru Energy 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;
- implement a pre-employment medical process for new employees;
- 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; and
- provide support to all workers to assist with management of work and external stressors that can impact on their health.

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; and
- report any hazardous conditions noticed at the workplace.

Approved by the Executive Chairman

Date: 30 August 2018