

Fitness for Work Policy

BMC Minerals (No.1) Ltd ("BMC" or the "Company") is committed to the safety of its employees and has a Duty of Care to provide a safe working environment. Employees have a reciprocal duty of care for their own safety and the safety of their fellow workers and the public. To achieve that end, the Company recognises the importance of all personnel presenting for work at all times in a fit state.

The Company recognises that there are a number of factors that can have a serious negative impact on the ability of personnel to safely carry out their duties and/or to make appropriate decisions. These can negatively impact upon the safety and health of both themselves and their co-workers in the workplace.


Some of these factors include:

- Misuse of drugs and alcohol
- Health related matters including sickness and injury
- Emotional or mental distress
- Fatigue

In line with BMC's commitment to occupational health and safety, the Company shall ensure that appropriate allowance for the above matters is addressed within the Safety Management System procedures and our operating protocols and work rosters. The Company shall also support the provision of information regarding education programmes and access to counselling services will be made available to all employees.

BMC will only employ personnel who have successfully undertaken pre-employment substance abuse screening and who agree to undergo regular screening as part of their employment with the Company. The Company shall also adopt clear controls for the management of employees who through the misuse of alcohol or drugs fail to report for work in a fit state to safely carry out their designated duties.

BMC is firmly committed to developing a workplace which is free from deleterious effects related to the misuse of drugs or alcohol and where our people are in a fit state to make decisions that result in a safe place to work for all employees and contractors.



George Smith

Date: 1 November 2016

Director