

FITNESS for WORK POLICY

PURPOSE

Altura Lithium Operations Pty Ltd is unreservedly committed to preventing any harm to any person(s). Altura values each individual and recognises that duty of care responsibilities and obligations are a reciprocal relationship between the company and its people. Altura believes all fatalities, injuries and occupational diseases are preventable and its priority is to prevent harm to any person and the environment during employment.

APPROACH

Altura requires all personnel to take individual responsibility for their fitness for work. Fitness for work can be compromised by factors such as the consumption of alcohol and drugs, fatigue, stress, illness or relationship breakdowns.

Individuals must take all practicable and reasonable steps to ensure that none of the above factors impair their ability to safely and diligently carry out their work duties.

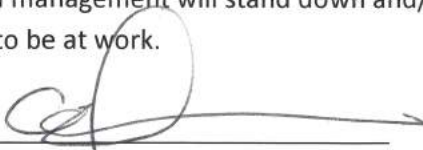
ALCOHOL and DRUGS

- Conduct pre-employment testing as part of an overall baseline medical assessment that includes physical check, vision, hearing and lung function testing. Pre-mobilisation testing for alcohol and drugs will be conducted on both existing and new employees.
- Not employ an applicant who produces a positive test result after analysis of a urine sample by an accredited testing laboratory, unless it can be proved to management satisfaction, that the positive result was caused by prescription drugs or over the counter medications that do not cause impairment.
- Ensure pre shift testing for alcohol, random and blanket testing for alcohol and other drugs will be conducted including "For Cause" testing to determine if alcohol and other drugs were factors in any incident or near miss.
- Ensure consequential management processes are initiated should existing employees submit a BAC test result that exceeds 0.000% or submits a positive test to unlawful or unauthorised drugs, the person shall be regarded as having breached Altura's Fitness for Work Policy.

COMMITMENT

Altura will offer its employees access to an accredited employee assistance provider (EAP) to help individuals resolve any issues that are impairing their fitness for work

Altura management will stand down and/or remove from the project any individual it reasonably believes is unfit to be at work.

A handwritten signature in black ink, appearing to be 'Chris Evans', written over a horizontal line.

Chris Evans
General Manager

Date: 9/2/2017