

## Fitness for Work Policy

### 1. Scope

Greenland Minerals Limited (“**the Company**”) is committed to the health and safety of all employees. This Fitness for Work Policy (“**Policy**”) applies to all directors, employees, contractors and consultants (together “**Staff**”) of the Company and its related entities.

### 2. Purpose

The purpose of this policy is to establish the goal that all Staff are fit (physically, mentally and emotionally) to attend and perform their work competently and in a safe manner, that does not compromise their health and safety or the health and safety of others.

The Company acknowledges there are a number of factors that can impede a person’s fitness for work, including:

- Fatigue
- Drugs and alcohol (including some prescribed medications)
- Physical injury or illness
- Mental health

Whilst an individual may be unfit for work for a variety of reasons, it is the responsibility of all Staff to notify their supervisor/manager of any concerns about their impairment or potential impairment of their own fitness to work or that of their colleagues.

### 3. Implementation

The Fitness for Work Policy is implemented by the Company by:

- a) Enforcing a drug and alcohol free work place;
- b) Operating in compliance with all OH&S and other appropriate legal and regulatory requirements of the jurisdictions the Company operates in;
- c) Setting clear expectations for fitness for work, encouraging behaviour and attitudes that are conducive to a safe and healthy work place;
- d) Monitoring fatigue levels, hours of work and implementing appropriate management programs;
- e) Managing the return to work of Staff who have suffered illness or injury to ensure the return to work is in a safe and timely manner;
- f) Encouraging Staff to take periodic annual leave to maintain a healthy work life balance;
- g) Actively promoting exercise, healthy eating and a smoke free work environment to maintain and improve the well -being of Staff; and

- h) Providing wherever possible the tools, education, flexibility and support to enable Staff to identify, address and report their own fitness for work issues.

#### **4. Compliance**

##### **4.1 Commitment to the Environment and Sustainability Policy**

The Company and its directors are committed to developing, promoting and maintaining this Policy. It is the responsibility of each Staff member to understand and comply with this Policy.

##### **4.2 Non-compliance**

Directors and Senior Management shall ensure that appropriate action is taken if any breach of this Policy occurs. A breach of the Policy will be dealt with depending on the circumstances and severity of the breach. Action may vary from a warning to the termination of employment in the case of a serious and or intentional breach.

#### **5. Questions?**

If you have any questions regarding this Fitness for Work Policy, you should contact the Company Secretary.