FITNESS FOR WORK POLICY

KHG-POL-HSE-1006

Purpose: The purpose of this policy is to ensure the health, safety, and well-being of all KHG employees, contractors, and visitors by maintaining a safe and supportive working environment.

Aim: The aim of this policy is to ensure that all individuals at KHG operational sites are physically and mentally fit for work, enabling them to perform their duties safely and effectively. By doing so, the policy seeks to protect everyone on site and uphold a high standard of safety and well-being.

To achieve these objectives, KHG is committed to:

- Operating in full compliance with legislative requirements and current industry standards.
- Providing information and training to all employees and contractors on how drugs, alcohol, and other factors can impact their well-being and job performance.
- Implementing programs to monitor and manage fatigue levels among employees and contractors.
- Offering an Employee Assistance Program to support the mental and physical well-being of all employees and contractors.
- Maintaining a system to ensure a drug and alcohol-free work environment.
- Assisting injured employees in safely reintegrating into meaningful and productive work as soon as practicable

Wui Lee Tan
Executive General Manager

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