



FITNESS FOR WORK POLICY

VIGILO's goal is to ensure workers are fit (physically, mentally and emotionally) and able to attend and perform their work competently and in a manner that does not compromise their health or safety, or the health and safety of others.

VIGILO believe in an integrated approach to the management of fitness for work. VIGILO's fitness for work program consists of

- Fatigue management
- Drug and alcohol management
- Injury management
- Health assessments
- Employee Assistance Program (EAP).

VIGILO COMMIT TO;

- A Zero Harm culture that supports fitness for work and a safe working environment
- Operating in accordance with the legal and regulatory standards that exist in all jurisdictions that VIGILO operates
- Achieving the highest standards of health and safety by maintaining a drug and alcohol-free workplace
- Informing and educating employees, contractors and visitors on the impact of drugs, alcohol and other issues relating to general well-being and work performance
- Monitoring fatigue levels, hours of work and implementing appropriate management programs
- Managing injury and illness for employees to return to work in a safe and timely manner
- Encouraging employees take periodic annual leave to maintain a work life balance
- Providing a confidential (EAP) for the benefit of all employees
- Actively promoting exercise, healthy eating and a smoke-free environment to maintain and improve employees' own well-being

All VIGILO workers share our commitment by presenting for work in a safe and fit manner promptly reporting any suspected breaches of this policy

Signed
Eddie Gilmour
Managing Director

A handwritten signature in black ink that reads 'E. GILMOUR'.

18.05.2026