

DGO Gold Limited

Fitness for Work Policy

November 2019

**DGO  
GOLD**

## Introduction

DGO Gold Limited ("DGO Gold" or "the Company") is committed to providing a safe productive workplace free from the risk of harm created through employees who are unfit for work.

We recognise that performance impairment can result from drug and alcohol misuse, fatigue, illness or stress.

We exercise our responsibilities by:

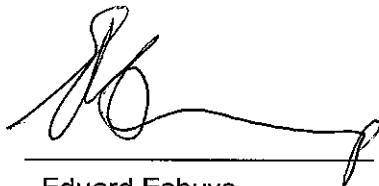
- Ensuring that all personnel and contractors are fit for work through voluntary and mandatory drug and alcohol testing;
- Monitoring fatigue levels and implementing appropriate management programs;
- If required, providing confidential assistance and counselling service for the benefit of employees;
- Encouraging employee wellness and pro-actively managing risks of illness;
- Promoting a smoke free work environment; and
- Reporting progress of these initiatives periodically to the Board.

DGO Gold strives to ensure that all employees are fit for work to minimise the risks of accidents or injury to themselves and others, while also recognising the responsibility of employees and contractors to present themselves in a fit state to competently and safely carry out their duties.

## Review of the Policy

The Board will review the Fitness for Work Policy annually to ensure it remains consistent with the regulations.

A copy of the Policy is available on the Company's website [www.dgogold.com.au](http://www.dgogold.com.au).



Eduard Eshuys  
Chairman  
Date 27/11/2019