

Fitness for Work Policy

DGO Gold Limited is committed to ensuring that all employees are fit for work whilst undertaking activities required of their position. The Company's employment policies provide a framework for the provision of employment in accordance with relevant legislation and principles of mutual obligation and respect. It is the responsibilities of the Employee to undertake his/her work in a manner that complies with the Employee's duty of care.

"Fit for Work" means that an individual is in a physical, mental and emotional state which enables the Employee to perform his/her assigned duties effectively, in a manner which does not threaten his/her own or others wellbeing. It is essentially the responsibility of the Employee to manage personal factors, which impact on his/her ability to perform the required work, unimpaired and to the full extent of his/her capability.

At all times, an employee's fitness for work shall be determined by the Supervisor or Manager, either through observation of the Employee, or through recognised methods of testing.

In support of this Policy, the Company shall:

- ✓ Maintain a work environment and system of work, which does not adversely impact on the Employee's health and which recognises the need to ensure the fitness of employees to perform their duties.
- ✓ Utilise a range of strategies to monitor employee fitness for work and operate in accordance with relevant legislation and Codes of Practice.

In the event that the Employee requires assistance to resolve personal issues, which impact on his/her fitness for work, the services of the Company's employee assistance program may be provided.

Where fitness for work impairment factors is within the control of the Employee and the Employee renders himself/herself unfit for work, the matter shall be dealt with in accordance with documented Company disciplinary procedures.

Application

The Executive Director of DGO Gold Limited is accountable to the Board of Directors for ensuring that this Policy is implemented and that its effectiveness is reviewed annually. This Policy applies to all DGO Gold Limited sites and will be updated every two years.

This Policy and supporting procedures shall be clearly communicated to all employees and sub-contractors.

Eduard Eshuys
Executive Chairman
16 June 2020