

FITNESS FOR WORK POLICY

Cannon Resources (CNR) is committed to providing and maintaining a safe and healthy working environment for all our personnel, as well as complying with all relevant regulatory requirements.

All employees, contractors, consultants and visitors are required to report for work in a condition that ensures they are physically and mentally fit to perform their duties in a safe, competent, and efficient manner. To ensure compliance with the requirements, all individuals must consider the potential effects of the following factors before attending the workplace, and whilst in the workplace:

- Physical illness or injury.
- Returning to work after injury.
- Emotional or mental stress.
- Fatigue and tiredness.
- Medication whether subscription or otherwise and misuse of prescribed medication.
- Alcohol or illegal and recreational drugs.
- Any other factors that may impair judgment or performance.

It is the responsibility of each employee, consultant and visitor to maintain their physical and mental fitness for work and to report any conditions that may affect their ability to work safely. It is also the duty of other workers to report unsafe acts and conditions related to fitness for work. Managers and supervisors are also responsible for ensuring that their team members are fit for work and for addressing any concerns regarding fitness promptly and confidentially.

An individual found to be not fit-for-work shall receive assistance and support from on-site personnel, CNR Management or external professionals.

Plans to address a fitness for work issue shall be formulated between the employee, their supervisor and CNR management.

Where there is a breach of CNR's Fitness for Work Policy (FFW), the company reserves the right to take further action that it deems necessary which may include disciplinary action or termination of employment. Any FFW breach shall be treated with confidentiality and handled according to relevant privacy laws.

CNR maintains a zero-tolerance stance regarding the use of alcohol, illegal and recreational drugs whilst working and operating company vehicles and equipment.

Alcohol and drug testing may be conducted as part of routine checks, pre-employment screenings, in response to incidents or when requested.

Chris O'Brien
Vice President & Project Director
Cannon Resources Pty Ltd



Date: 16/04/2025

Document Number: [POL – HSE – CNR – 0006]					
Version	Creation Date	Author	Approved By	Approved Date	Change Description
V1	Nov 2024	R Sumner	C O'Brien	16/04/2025	