



EMPIRE OIL AND GAS NL
(& Subsidiaries)

FITNESS FOR WORK CORPORATE POLICY
EGO-POL-006_v.1

Empire Oil and Gas NL ('Empire') is committed to providing a safe, healthy and productive workplace for all employees. Empire understands that alcohol and drug use can affect the ability to perform tasks safely and productively. It recognises that alcohol and drug-related issues can affect any person, irrespective of their position in the organisation.

As part of this commitment, Empire will provide a strong focus on physical, mental and emotional health so that our employees and contractors can ensure they remain fit for work.

In order to achieve this, Empire will:

- Maintain appropriate health and fitness standards to enter the workforce and sustain fitness for work;
- Prevent the inappropriate behaviour and harm that can be caused by alcohol and other drugs at work;
- Promote physical, mental and emotional health so that people can safely undertake and sustain work;
- Prevent and minimise the adverse effects of fatigue, work conditions and excessive hours at work; and
- Encourage behaviour and attitudes that are conducive to a healthy and safe workplace.

It is the responsibility of all formal leaders, employees and contractors to adhere to this policy and to ensure that they are fit to perform their duties without risk to the safety and health of themselves and others.

The development and implementation of the Fitness for Work Policy is the responsibility of executive management in conjunction with all Empire employees.

Ken Aitken
Chief Executive Officer

July 2015