

Fitness for Work Policy

1. Scope

Energy Transition Minerals Ltd (“**the Company**”) is committed to the health and safety of all employees. This Fitness for Work Policy (“**Policy**”) applies to all directors, employees, contractors and consultants (together “**Staff**”) of the Company and its related entities.

2. Purpose

The purpose of this policy is to establish the goal that all Staff are fit (physically, mentally and emotionally) to attend and perform their work competently and in a safe manner, that does not compromise their health and safety or the health and safety of others.

The Company acknowledges there are a number of factors that can impede a person’s fitness for work, including:

- Fatigue
- Drugs and alcohol (including some prescribed medications)
- Physical injury or illness
- Mental health

Whilst an individual may be unfit for work for a variety of reasons, it is the responsibility of all Staff to notify their supervisor/manager of any concerns about their impairment or potential impairment of their own fitness to work or that of their colleagues.

3. Implementation

The Fitness for Work Policy is implemented by the Company by:

- a) Enforcing a drug and alcohol free work place;
- b) Operating in compliance with all OH&S and other appropriate legal and regulatory requirements of the jurisdictions the Company operates in;
- c) Setting clear expectations for fitness for work, encouraging behaviour and attitudes that are conducive to a safe and healthy work place;
- d) Monitoring fatigue levels, hours of work and implementing appropriate management programs;
- e) Managing the return to work of Staff who have suffered illness or injury to ensure the return to work is in a safe and timely manner;
- f) Encouraging Staff to take periodic annual leave to maintain a healthy work life balance;
- g) Actively promoting exercise, healthy eating and a smoke free work environment to maintain and improve the well -being of Staff; and

- h) Providing wherever possible the tools, education, flexibility and support to enable Staff to identify, address and report their own fitness for work issues.

4. Compliance

4.1 Commitment to the Environment and Sustainability Policy

The Company and its directors are committed to developing, promoting and maintaining this Policy. It is the responsibility of each Staff member to understand and comply with this Policy.

4.2 Non-compliance

Directors and Senior Management shall ensure that appropriate action is taken if any breach of this Policy occurs. A breach of the Policy will be dealt with depending on the circumstances and severity of the breach. Action may vary from a warning to the termination of employment in the case of a serious and or intentional breach.

5. Questions?

If you have any questions regarding this Fitness for Work Policy, you should contact the Company Secretary.