

FITNESS FOR WORK POLICY

PURPOSE

Primero is unreservedly committed to the health and safety of its workforce and the protection of the environment in the provision of products and services. Primero values each individual employee and recognises that duty of care responsibilities and obligations are a reciprocal relationship between Primero and its workforce. Primero believes all injuries and occupational diseases are preventable and its priority is to prevent any fatalities, injuries and/or illness arising during the course of employment.

OUR AIM

Primero requires all its employees and contractors to take individual responsibility for their fitness for work. Fitness for work can be compromised by factors such as the consumption of alcohol and drugs, fatigue, stress, illness or relationship breakdowns. Individuals must take all practicable and reasonable steps to ensure that none of the above factors impair their ability to safely and diligently carry out their work duties.

ALCOHOL AND DRUGS

Random testing for alcohol and other drugs will be conducted at all Primero workplaces. "For Cause" testing will be conducted at management discretion to determine if alcohol or drugs were factors in any incidents involving injury or damage to plant or equipment.

Pre-employment testing for alcohol and other drugs will be conducted as part of an overall baseline medical assessment that includes physical checks, vision, hearing and lung function testing. Project pre-mobilisation testing for alcohol and drugs will be conducted on both existing and new employees.

An individual who produces a positive test result after analysis of a urine sample by an accredited testing laboratory will, in the case of applicants for employment, not be engaged unless it can be proved to management satisfaction that the positive result was caused by prescription drugs or medication that do not cause impairment. Existing employees who test positive will be subjected to disciplinary processes unless it can be demonstrated that prescribed drugs or medication affected the result and that these substances will not cause impairment.

COMMITMENT TO OUR CLIENTS

Primero will offer its employees access to an accredited employee assistance provider to help individuals resolve any issues that are impairing their fitness for work.



Mark Connelly
Non-Executive Chairman



Cameron Henry
Managing Director



Dean Ercegovic
Executive Director



Brett Grosvenor
Executive Director