

### **Policy on Fitness for Work**

All Silver Mines Limited (“**Silver Mines**”) activities will be carried out in a manner that protects the safety and health of employees, contractors, visitors and the community. Silver Mines seeks to provide a safe workplace for all employees and will ensure all employees are fit for work.

To achieve this Silver Mines undertakes to:

- implement a program to provide for fatigue management where relevant;
- not tolerate any individual at work who is adversely affected by alcohol or drugs. Silver Mines will introduce appropriate screening programs to enforce this;
- facilitate alcohol and drug abuse counselling and/or rehabilitation as appropriate;
- provide employees with internal mechanisms to aid them in situations where external factors including mental health, may be affecting their ability to work safely; and
- take appropriate actions with any person who is found to be unfit for work. Silver Mines’ primary aim is that all individuals present are fit for work and comply with the requirements of the relevant mining and safety legislation in the jurisdictions in which Silver Mines operate.