

## Fitness for Work Policy

Xing Group Holdings (XGH) will provide a Fitness for Work management procedure designed to ensure that employees are fit for duty at all times. XGH acknowledges that reduced fitness for work can lead to deficiencies in job performance and is a contributing factor in industrial accidents.

XGH is committed to the early identification and treatment of fatigue, stress, and drug & alcohol problems in the work environment.

The objectives of this policy are to provide and promote a safe working environment by:

- Improving and maintaining fitness for work.
- Improving and maintaining an awareness of fitness for work responsibilities.
- Providing appropriate assistance to overcome problems that could impair fitness for work.
- Monitoring compliance with and enforcement of this policy and its procedures, including drug and alcohol testing.
- Providing effective, fair and constructive procedures for dealing with people who are unfit for work.
- Improving and maintaining Dump Its ability to meet its duty of care obligations.

Both XGH and its employees have a shared responsibility to avoid fatigue and other fitness for work related performance impairments.

All instances related to fitness for work issues will be dealt with confidentially.

A handwritten signature in blue ink, appearing to read "Matthew Calleija".

*Matthew Calleija*  
Director