

FITNESS FOR WORK POLICY

PURPOSE AND SCOPE

As a developer of world's best practice geological repository waste solutions, Tellus Holdings Ltd and its subsidiaries ("Tellus") is committed to maintaining a safe and healthy work environment and seeks to protect its employees from unsafe conditions. Our commitment includes developing and maintaining programmes that provide for managing fitness for work issues. This includes risks associated with the use of alcohol and drugs, worker fatigue, psychological and physical impairment.

This Fitness for Work Policy applies to the activities of Tellus, all of its sites and the people associated with Tellus, including staff, visitors, consultants and contractors. Tellus shall ensure that this Policy is communicated and understood throughout the business and is available for access to relevant interested parties, as appropriate.

POLICY STATEMENT

Management will take all practicable measures to ensure worker fitness for work to:

- Ensure a safe and healthy environment for all employees, contractors, visitors and the community where no person is put at risk from the effects of alcohol, legal or illegal drugs, fatigue, or physical or psychological impairment
- Create an environment where all persons recognise the safety and health risks of the use of alcohol and other drugs to foster a universal culture on Tellus sites that it is neither acceptable nor legal to come to work impaired by alcohol or any other drug
- Ensure that no person remains at work while in a fatigued state or suffering from physical or psychological impairment
- Encourage all persons to take responsibility for their own wellbeing and fitness
- Direct employees who have or could have some form of dependency or impairment towards the Tellus employee assistance program
- Provide information to employees so that they may better understand, manage, and if necessary, modify their lifestyles, usage of alcohol and other drugs
- Take appropriate disciplinary action where rules related to alcohol and other drugs are breached
- Ensure that all personnel and visitors are aware of and comply with this policy

Without diminishing Management's obligations, all workers, contractors and visitors have an obligation not to present themselves for work unless they meet the required standards of fitness.

For questions about the operation of this Policy, please contact Tellus' Company Secretary



Approved by: Nate Smith, Managing Director & CEO