

Fit For Work Policy

Buru Energy Limited (“Buru” or “Company”) is an ASX listed Australian oil and gas exploration and production company, and is committed to operating in a safe, environmentally and culturally sensitive manner.

Buru is committed to keeping our people safe and healthy by providing a safe workplace. Relating to our HSE goal of Zero Harm, we are committed to ensuring that all personnel involved in our activities are Fit for Work.

“Fit for Work” in this context means that an individual is in a physical, mental and emotional state that enables them to perform their assigned duties effectively and in a manner that does not increase the risk to themselves and others.

To meet our commitments, Buru will:

- Empower all employees and contractors to raise health and safety concerns, including the ability to Stop Work if required.
- Ensure health and safety takes priority in all work activities.
- Ensure all Buru employees, contractors and visitors to operational sites are aware of this policy and their responsibility to ensure their fitness for work.
- Provide a workplace and systems of work that do not adversely impact on the health of workers.
- Ensure all new employees and long-term contractors are fit for work via a pre-employment medical process.
- Promote an awareness of fatigue, its impact on fitness and implement work practices to minimise fatigue.
- Provide support to all workers to assist with management of work and external stressors, including psychosocial hazards, that can impact on their physical or mental health.
- Undertake regular drug and alcohol testing to confirm fitness for work.
- Regularly audit and review our performance against our health and safety commitments to drive continuous improvement.

To comply with this Policy, employees and contractors must:

- Present for duty in a fit state, which includes not being under the influence of illicit drugs and alcohol.
- Declare any prescribed medication being taken in confidence to the Person In Charge (PIC) or line manager.
- Report any injury or illness, whether pre-existing or occurred in the action of work.
- Report any allergies in confidence to the PIC or line manager.
- Report any fatigue or heat stress they experience.
- Report any hazardous conditions noticed at the workplace.