

GCo Solar is committed in ensuring that all employees are fit for work whilst undertaking activities of their position. "Fit for Work" means that an individual is in a physical, mental and emotional state which enables the employee to perform their assigned duties effectively and in a manner that does not threaten their own or others wellbeing.

GCo Solar will undertake the following:

- Maintain a work environment and system of work that does not adversely impact on the employee's health and which recognizes the need to ensure the fitness of employees to perform their duties.
- Undertake training and awareness programs that identify the responsibilities of all parties toward fitness for work issues.
- Utilise a range of strategies to monitor employee fitness for work and operate in accordance with relevant laws, regulations, Codes of Practice and Australian Standards that support Fitness for Work.
- Actively support any employee who requires assistance to resolve personal issues which impact on their fitness for work and will ensure the Company's employee assistance program is available for them.
- Where fitness for work impairment factors are within the control of the employee and the employee renders themselves unfit for work, the matter shall be dealt with in accordance with disciplinary procedures.
- Ensure that the privacy of individuals is to be valued, protected and respected at all times.

A handwritten signature in black ink, appearing to read 'Philip Sheridan', is written over a light grey rectangular background.

Philip Sheridan

Director