

Medical Programs

I PURPOSE

To limit harm to the COMPANY's employees due to health risks they face while working on the mine site. Pre Employment and routine Medical Examinations help identify employees with an increased risk for complicated medical problems and may prevent medical problems from arising.

2 SCOPE

This procedure applies to all operating areas and offices, including employees and job candidates within the scope of the Integrated Management System (IMS).

3 DEFINITIONS AND ACRONYMS

Definitions

An Employee is a person employed by the COMPANY.

General Rules are rules which apply to all employees, vendors, visitors, and contractors regardless of where they work or what they do.

Examining Physician are Doctors who perform Pre-Employment physical exams at the Pre-Occupational Clinics.

Human Resources Department is the Department responsible for recruitment and personnel related issues within COMPANY.

Periodic Occupational Health – Medical Exam refers to a Periodic Medical Examination conducted for the purpose of assessing the health of an employee who is exposed to specific occupational health hazards in the working environment.

Post Sickness Medical Examination refers to a Medical Examination for individuals, who have missed more than two weeks of work, have had a medical illness or condition which may affect their ability to perform their work (e.g. Myocardial Infarction and driving, etc.), and/or people with a chronic illness.

Pre-Employment Medical Examination refers to a complete history, physical examination and investigation of a candidate to determine their medical condition targeted to Occupational requirements.

Pre Occupational Clinic refers to the providers responsible for conducting the Pre-Employment exam for individuals seeking employment with COMPANY.

Pre-Transfer Medical Examination refers to a complete history, physical and investigative history on a candidate before internal transfer within COMPANY.

Termination Medical Examination refers to a Medical Examination that may be undertaken as a person is leaving the workplace at the end of his contract to assess if any occupational “harm” exists as a result of his work exposures at COMPANY.

Acronyms

HIV	Human Immunodeficiency Virus
HMR	HSLP Management Representative
HR	Human Resource
HSLP	Health, Safety and Loss Prevention
STD	Sexually Transmitted Disease

4 ROLES AND RESPONSIBILITIES

Document Owner

HMR

Responsible Roles and Position-Holders

Employees/Job Candidates are to comply with the requirements specified for the Medical Examination and report prior conditions or treatments and comply with the recommendation of fit or unfit work on the site. They must allow medical information to be released to the company for review and discussion of the results. Employees must notify HR of significant new illnesses or notify HR if they have missed more than two weeks of work due to an illness and attend a Post-Sickness Examination before returning to work as required by the company. Employees must report for periodic medical examinations upon notification if requested to do so.

Examining Physicians will perform Medical Examinations to the standards as specified by COMPANY HR/HSLP requirements. Upon completion of examinations the results and conclusions will be forwarded to the HR Department. All employees who have abnormal findings on Medical Examinations will be properly informed and counseled regarding necessary corrective measures (if any) which are necessary. The Examining Physician will discuss cases with the management team of the HR/HSLP team when appropriate and notify the HR Department of candidates from Periodic/Termination Medical Examinations who have work related injuries or illnesses while ensuring reliable parameter testing is occurring for the various screening programs.

HSLP Department identify and document the occupational health exposures for each occupation and ensure that current job capabilities studies exist to guide physicians in qualifying candidates for their jobs. They ensure that workers have appropriate Periodic Medical Examinations tailored to their occupational exposures and monitor the program to ensure compliance to COMPANY requirements for completing the Period Medical Examinations. They provide, in a timely manner to the HR Department; a list of employees who need to be notified to report for Occupational Health Medical Examinations and classify work related injuries in accordance with COMPANY accident classifications system immediately after providing treatment to the accident victim.

Human Resource Department will obtain consent from the candidate for using medical information with HR and the Examining Physician to aid in a decision on their ability to perform

the essential functions of the position and ensure that the candidates are counseled on the results and significance of the findings of their medical examinations. They will also ensure all employees coming on-site; whether internal transfer or new; receive a Pre-Employment /Pre-Placement Medical Examination and ensure that job offers are conditional upon successful completion of a Pre-Employment Medical Examination. The HR Department will ensure that prior to terminations employees receive a Termination Medical Examination for those jobs where employees have been exposed to occupation health risks. The HR Department will notify employees and their managers when requested to do so by HSLP for Occupational Health Medical Examinations and when they are scheduled for Periodic Medical Examinations. The HR Department will take appropriate corrective action with employees who do not comply with Employee Medical Procedures and ensure that employees who missed more than two weeks of work have a Post-Sickness Medical Examinations when the illness of injury could prevent the employee from performing his work well or put his co-workers at risk of harm as a result of the injury or illness.

The Managers will ensure their employees report for routine medical examinations when they are notified to do so and coordinate the time and date for the medical examinations with the employee and the medical clinic. The Managers will follow the physician's guidelines for job placement and light work restrictions for their employees following illnesses or accidents.

5 DIRECTION

All employees/candidates shall comply with and ensure that personnel accountable to them comply with the following Medical Program requirements of this procedure.

Procedure/Guideline

For Pre-Placement and Periodic Medical Examinations will be conducted at the company's nominated medical clinic.

All costs associated with the company required medical check-ups will be born by the company.

The results of the medical examinations shall be kept in the employees' personal medical file for further reference under responsibility of the HSLP Department.

On request, the medical clinics will advise the HR Department regarding an employee's specific medical condition that affects his work performance.

Periodic medical examinations due to occupational health risk factors will be provided at appropriate frequencies based upon the specific exposure. The HR Department will notify employees and their Manager's of the need to report to the clinic for the Periodic Medical Examinations. These Periodic Medical Examinations will include tests along with the biological monitoring requirements defined in the Industrial Hygiene monitoring plans.

Employees will be required to have medical examinations in accordance with the medical programs procedure.

The company may request that an employee undertake a medical examination at any time, should they feel that the employee is suffering an illness, condition, or injury which may impair his/her ability to perform the requirements of the job.

The HR Department will provide the medical check-up forms to the examining doctor/clinic for use in conducting Pre-Placement and Pre-Transfer Medical Examinations. The completed forms are returned to the HR Department for review prior to the candidate being allowed to report to the specified position.

No candidate will travel to the site or start work prior to the completion of the Pre-Placement or Pre-Transfer Medical Examinations and this person is deemed fit to satisfactorily perform their job.

The HR Department will ensure that Termination Medical Examinations occur as part of the termination process for those jobs which are required.

Physicians will obtain employee permission as appropriate before conducting tests which require such permission, e.g. HIV, STD etc.