

Fitness for Work Policy

Cyan Offshore Pty Ltd (**Cyan Renewables**) is committed to creating a safe and healthy workplace for our people. Our objective is to minimise the risk to our workers, customers, visitors and the communities in which we operate. Fitness for work encompasses drug & alcohol, medical fitness, and mental health & wellbeing.

This Company Policy applies to all personnel employed by Cyan Renewables, all contractors working on site and on-board vessels, and all visitors to the Company's vessels and/or onshore facilities.

We expect our employees to perform assigned tasks competently and in a manner that does not compromise or threaten the safety or health of themselves or others.

- Employees must not be under the influence of illicit drugs or alcohol at any time.
- A comprehensive drug and alcohol testing regime shall ensure that Cyan Renewables enforces a zero tolerance approach to both drugs and alcohol.
- All prescribed medication shall be disclosed to the Vessel Master/Employees Manager; this is critical where employees are required to operate equipment or machinery.
- Empowering workers to declare themselves unfit for work prior to commencement of work where affected by alcohol, drugs, fatigue or other conditions.
- Ensuring medical fitness for work through regular medical assessment and early intervention programs.
- Actively promoting our mental health & wellbeing programs and supporting those that may be affected.
- Providing ongoing support to workers and access to a confidential Employee Assistance Program.

A handwritten signature in blue ink, appearing to read "Lee Keng Lin".

Lee Keng Lin
Chief Executive Officer
10 June 2025