

FITNESS FOR WORK

POLICY

At **GEC**, we are committed to providing a positive and supportive work environment that encourages workers to be fit-for-work and ensure a safe and socially responsible workplace for all stakeholders.

It is expected that all personnel working for or on behalf of GEC present themselves in a state that enables them physically and mentally to complete their shift competently without harming themselves or others.

At GEC, our commitment is to:

- Ensure a safe and healthy work environment free of work-related injury or illness.
- Identify and manage workplace risks that may contribute to any adverse effects of fatigue, stress, and/or drug and alcohol abuse.
- Raise awareness of and mitigating the risks of persons presenting for or conducting work while not fit-for-duty.
- Encouraging persons affected by stress, fatigue or substance abuse to seek assistance.

To achieve this, we will:

- Provide suitable information to our workforce on:
 - fitness for duty;
 - monitoring methods used by GEC and our clients; and
 - managing the risks associated with drugs, alcohol, stress and fatigue.
- Provide appropriate information to supervising personnel around managing fitness-for-work issues.
- Maintain privacy and confidentiality of participants in fitness-for-work management programs.

To control the risks associated with alcohol, other drugs, stress and fatigue in the workplace successfully, it is everyone's responsibility to make conscientious decisions about their own fitness for duty and that of others in their workplace.

Where it is identified that personnel knowingly compromised their duty of care, this will result in disciplinary action.

Approved by



Trent McKenzie
Chief Executive Officer
Global Engineering & Construction Pty Ltd

13 March 2021