



POL-CORP-004

## FITNESS FOR WORK POLICY

Action Drill & Blast is committed to ensuring all personnel are fit for work by controlling fatigue in the workplace and promoting a culture that encourages individuals to present themselves to work free from the influences of drugs, alcohol and be emotionally and physical capable to work un-impaired by fitness issues.

To achieve this Action Drill & Blast will:

- ✔ Provide 24/7 access to a recognised employee assistance program (EAP) provider to all employees.
- ✔ Support supervision within Action Drill & Blast with fatigue assessment capabilities and processes to manage FFW issues.
- ✔ Make sure there are adequate rest periods and breaks between shifts so employees do not experience fatigue.
- ✔ Ensure employees are aware of factors in their personal life that can affect their level of fatigue.
- ✔ Provide an effective ongoing drug and alcohol programme that assists in maintaining a safe working environment.
- ✔ Encourage employees to take responsibility for their own wellbeing and present for work in a fit and healthy condition.
- ✔ Perform random drug and alcohol testing, together with the ability for individuals to self-test.

The Fitness for Work Procedure (PRO-HSET-026) will manage the application of this Policy.