

# Fitness for Work Policy



TECHNOLOGY DEFINING PRODUCTIVITY

The safety, health and wellbeing of our employees, contractors, stakeholders and visitors is integral to the way we work. Our aim is to ensure people present themselves to work in a fit and healthy state to perform their duties in a way that does not result in harm or injury to themselves, others, equipment or the environment.

To achieve this, we are committed to:

- Ensuring employees present themselves for work in a fit state to perform their duties and are not affected by:
  - Alcohol and other Drugs
  - Fatigue
  - Physical Impairment
  - Psychological Impairment.
- Identifying and reducing risks associated with Fitness for Work.
- Ensuring employees are aware of their obligations and responsibilities to be Fit for Work.

To achieve this, we will:

- Educate our people on the risks of drug and alcohol use, fatigue, physical and psychological impairment and our Fitness for Work programs.
- Provide easy access to an Employee Assistance Program to support people with Fitness for Work issues.
- Test an employee's fitness for work prior to employment as well as before and during work as appropriate.
- Monitor rosters, rest breaks and hours of work including travel.
- Appropriately manage and support employees who are deemed or present themselves unfit for work.

To meet our aim, CR will consult with all employees about Fitness for Work issues and manage and engage with them to identify any system improvements.

A handwritten signature in blue ink that reads "John Barbagallo".

**John Barbagallo**  
Chief Executive Officer

June 2021

