

# Fitness for Work Policy

At CR Powered by Epiroc, the safety, health, and wellbeing of our employees, contractors, stakeholders, and visitors is central to how we work.

Our goal is to ensure everyone comes to work in a fit and healthy state, able to perform their duties safely and effectively, without risk of harm to themselves, others, equipment, or the environment.

## Our Commitment

We are committed to:

- Ensuring all employees present for work fit to perform their duties, free from impairment caused by:
  - Alcohol or other drugs
  - Fatigue
  - Physical conditions
  - Psychological concerns
- Identifying and reducing risks associated with fitness for work.
- Supporting employees to understand and meet their obligations around being fit for work.

## How We Will Achieve This

To support our people and create a safe workplace, we will:

- Provide education and awareness on the risks of alcohol and drug use, fatigue, and physical or psychological impairment.
- Offer easy and confidential access to our Employee Assistance Program (EAP) for anyone who needs support.
- Conduct fitness-for-work testing where appropriate, including pre-employment, random, and during employment.
- Monitor rosters, work hours, rest breaks, and travel schedules to reduce fatigue-related risks.
- Appropriately manage and support anyone who is, or presents as, unfit for work.

## Working Together

We recognise that maintaining fitness for work is a shared responsibility. CR will consult with employees, listen to feedback, and continuously improve our systems to ensure a safe and healthy workplace for all.



**Paul Scutt**

**Vice President of GET**