

FITNESS FOR WORK

Adlingtons is committed to ensuring systems and procedures are in place to promote and maintain an employee's ability to perform their tasks safely and efficiently.

To achieve this goal, Adlingtons will aim to fulfil the following objectives:

- Ensure employees are fit for work,
- Promote and implement employee lifestyle and wellness programs to pro-actively manage potential health risks.
- Prohibit the possession or consumption of illicit drugs or unauthorised use of alcohol on company premises or sites,
- Improve awareness of required fitness for work responsibilities amongst supervisors & employees,
- Provide appropriate assistance to overcome problems that could impair fitness for work,
- Implement processes to:
 - prevent and minimise the adverse effects of fatigue,
 - ensure employees maintain zero blood alcohol and illicit drugs whilst working
 - ensure employees do not exceed prescribed levels of medication
 - ensure employees are fit to undertake their designated duties
 - provide effective procedures for dealing with people who are unfit for work which shall include an assessment of suitability for continued employment dismissal.

This policy applies to all Adlingtons Australia employees, contractors and visitors. Adlingtons reserves the right to discipline any employee found to be in breach of this policy.

This policy statement shall be prominently displayed at all company worksites and is endorsed by myself as the authorised representative of Adlingtons Australia Pty Ltd.



Damian Adlington, Managing Director
Adlingtons Australia Pty Ltd

April, 2016