

## FITNESS FOR WORK

Georgiou is committed to achieving a safe workplace and reducing the negative impact of the influences and hazards of illness, stress, fatigue, alcohol and drug abuse or addiction. Georgiou recognises these influences can have an adverse effect on an worker's ability to perform tasks in a safe manner which may potentially endanger themselves, their fellow workers and the public.

All workers, consultants and visitors are required to present themselves fit for work at all times for the duties they are required to perform. Being fit for work means being in a physical, mental and emotional state that ensures performance does not threaten the worker's, and others, health and safety.

In regard to drugs and alcohol, workers will:

- report to work with a blood alcohol concentration (BAC) or breath alcohol concentration (BrAC) of 0%;
- not perform any tasks whilst under the influence of drugs or alcohol;
- not possess, use, consume, distribute or sell alcohol, illicit or unprescribed drugs or misuse prescribed medication while performing work for Georgiou;
- inform their supervisor when they are using prescribed medication that may impair their behaviour or performance; and
- inform their supervisor if they are aware or suspect another person is not fit for work.

Georgiou undertakes drug and alcohol testing at its workplaces to maintain the health and safety of all workers. Georgiou provides fitness for work programs, access to an Employee Assistance Program (EAP) and reference to medical professionals to support workers' wellbeing.

Failure to comply with this Policy may result in the termination of employment or contract with Georgiou. All persons who work for Georgiou have a personal responsibility for implementing this Policy.



John Georgiou  
Chief Executive Officer  
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