



FITNESS FOR WORK

Georgiou is committed to achieving a safe workplace and reducing the negative impact of the influences and hazards of personal injury, illness, stress, fatigue, alcohol and drug abuse or addiction.

All employees, people who work on behalf of Georgiou and visitors are required to present themselves fit for work at all times for the duties they are required to perform. Fit for work means being in a physical, mental and emotional state which ensures performance does not threaten the worker's, and others, health and safety. It is the responsibility of the individual to manage personal factors, which impact on their ability to perform work, unimpaired and to the full extent of their capability.

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 their fitness for work is impaired or they suspect another persons' fitness for work is impaired.

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.

All employees, and persons who work with Georgiou, have a personal responsibility for implementing this Policy.

Rob Monaci
Chief Executive Officer
Georgiou Group
September 2020

