

POLICY //

FIT FOR WORK

Alder Constructions was established in 2003 and undertakes commercial building, civil and infrastructure projects. Our core company goals, objectives and guiding company principles underpin of all our policies and work procedures. These principles include the delivery of profitable, sustainable and quality projects, in an enjoyable, family-feel environment which considers the well-being of all stakeholders.

Alder Constructions is committed to providing a workplace that is safe, healthy and productive.

Alder Constructions recognises that an individual's fitness for work may be affected for a variety of reasons including the adverse effects of fatigue, stress, discrimination and harassment and bullying, and through a range of policies including 'Fatigue Management, Remote Work, Discrimination and Harassment and Anti Bullying ' provides the framework to deal with these issues.

This Fitness for Work Policy recognises the responsibility of everyone working at, or attending a Alder Constructions workplace to ensure that employees must report for work in a fit state, ready to perform their duties.

'Fit for Work' means that a person is in a state (physically and mentally) which enables him / her to perform assigned tasks for the duration of the employee's time at work competently and in a manner which does not compromise or threaten his / her own health and safety or that of others.

No person shall be permitted to commence or continue work if their health and safety and that of other employees is jeopardised or put at risk by lack of fitness.

A person's fitness for duty may be compromised by:

- Inadequate or insufficient quality of sleep over an extended period;
- The type of work performed and work environment;
- Workload, length of the shift and previous shifts worked;
- The time of day or night worked;
- The time taken to travel to and from work;
- Circadian rhythms;
- Consumption of alcohol;
- The use of drugs (prescription, non-prescription, illicit or other);
- Their general level of fitness and/or medical condition; and stress.

In the event that a person's fitness for duty may be compromised by these factors they are required to advise their Direct Manager / Supervisor. In the event that a person observes factors that may indicate a person's fitness for duty may be compromised, they are obligated to advise their Direct Manager / Supervisor.

In implementing this Policy Alder Constructions will require everyone in the workplace to be fit for duty and perform their duties without imposing risks to the health and safety of themselves or others in the workplace. Any breach of this policy will result in appropriate disciplinary action.

This policy is approved and issued by:



GREG ALDER
Managing Director



DEAN CHEFFERS
Chief Executive Officer