

FITNESS FOR WORK POLICY



Objective Statement

Rangecon Pty Ltd (Rangecon) considers the safety and health of its workers to be a priority and continuously works to ensure that our people present themselves to work in a fit and healthy state to perform their duties effectively, in a way that does not result in harm or injury to themselves or others.

Rangecon is committed to improving the health, safety and wellbeing of all workers through the implementation of Fitness for Work programs.

To achieve this objective we will ensure that:

- Risks associated with 'Fitness for Work' are identified and reduced.
- Workers are provided with information about fitness for work.
- Workers are aware of their obligations and responsibilities relating to being 'Fit for Work' and how this affects a person's ability to work safely.

To assist in meeting our objective, we will ensure that:

- Workers are educated, instructed and trained in our 'Fitness for Work' programs.
- Workers present themselves for work in a fit state to perform the duties assigned to them.
- All new Workers are screened for drug and alcohol use prior to employment or commencement of work and personnel are regularly tested for drugs and alcohol in the workplace.
- Rosters and work hours are monitored to ensure compliance with our hours of work guidelines.
- Workers who are deemed unfit for work are appropriately managed.
- Support and counselling is available to Rangecon personnel with Fitness for Work issues.

The Fitness for Work Policy shall be reviewed for completeness and practicability periodically.

References and Related Documents

A handwritten signature in blue ink, appearing to read "John Devereux".

John Devereux B Eng (Hons) AusIMM
Director