

## Fitness for Work Policy

Centurion is committed to protecting the health and safety of all our workers, those that visit our workplace, as well as members of the public that we interact with on a daily basis. The importance of presenting fit for work is a key requirement and forms part of our “Think Safe Act Safe” principle by empowering our workers to take ownership of their fitness for work.

Fitness for work encompasses **drug & alcohol, fatigue, medical fitness and mental health & wellbeing.**

### Objectives:

To ensure that all employees, contractors and visitors are in a condition that enables them to perform their duties in a manner which does not threaten the safety or health of themselves or others. This means not being fatigued, adversely affected by substances, drugs or alcohol and not failing to declare physical or mental health disorders that could impact the safety of any person.

### Centurion achieves these objectives by:

- Having a zero tolerance to illicit drugs and alcohol in the workplace, including company vehicles
- Randomly testing our employees and contractors for drugs and alcohol in accordance with our Alcohol and Other Drugs protocols
- Empowering workers to declare themselves unfit for work prior to commencing a shift where affected by alcohol, drugs, fatigue or other conditions
- Providing relevant training and education to ensure our workers are informed of the associated risks
- Investing in technology to assist in managing driver fatigue and providing visibility of fatigue events
- Undertaking welfare checks on our workers to ensure they are not adversely affected by fatigue, poor medical fitness or mental health & wellbeing disorders
- Providing ongoing support to workers and access to a confidential Employee Assistance Program
- Actively promoting our mental health & wellbeing programs and supporting those that may be affected
- Ensuring medical fitness for work (if required for a specific role) through regular medical assessment and early intervention programs

### Each person in the workplace is required to:

- Ensure they are not under the influence of alcohol or other drugs in the workplace, including vehicles
- Submit to drug and alcohol testing after any incident, show cause, random or as requested
- Immediately report any medical restrictions that may have an impact on their ability to complete duties
- Notify their supervisor immediately if they are under the influence of drugs or alcohol, affected by fatigue, or affected by any other issues that have the potential to impact on the safety of any person
- Comply with relevant laws, standards and medical restrictions when operating equipment
- Complete a medical declaration form for any ongoing prescribed medication

This policy will be reviewed annually, and updated as required.

### Approved By



**Justin Cardaci**  
Chief Executive Officer

**Approved:** November 2020  
**Next Review:** November 2021