

## Fitness for Work Policy

WorkPac is committed to providing and maintaining a safe and healthy working environment in which our employees, FTM's and contractors (employees) are not exposed to hazards arising from fatigue, stress or the use or abuse of alcohol or drugs.

When reporting for work, employees must be fit for work, including being physically and mentally fit as well rested, to ensure that they can perform their duties in a safe manner.

Employees are prohibited from working when under the influence of alcohol or drugs, including illicit and prescription drugs that have a capacity to impair an individual from performing the duties of their position in a safe manner.

WorkPac proactively undertakes activities to identify and appropriately deal with any of employees who may be unfit for work. Our processes are transparent, fair, sensitive, and legally compliant.

WorkPac has developed and implemented appropriate policies, procedures, and a code of conduct to effectively, fairly, and proactively manage the identification and management of workplace conditions and instances where employees are deemed unfit for work. Employees shall abide by all of the requirements set out in these documents to ensure personal safety and wellbeing.

WorkPac's policies and procedures address fitness for work issues, including:

- Requiring employees undertake drug and alcohol screening as a condition of employment and during any assignment or period of work, including systematic and random testing where required;
- Training employees at various stages of employment regarding the dangers of presenting to work in an unfit state, whether due to drug and alcohol abuse, fatigue or other causes; and
- Taking reasonable steps to ensure that the hours of work, rosters and workplace conditions that our employees are exposed to do not create unacceptable risks due to fatigue or stress.

Signed:



**HAMISH GRIFFIN**  
**Chief Executive Officer**  
WorkPac  
29<sup>th</sup> January 2024