



## FITNESS FOR WORK POLICY

**Decmil Australia Pty Ltd** has a duty of care to ensure that all individuals are fit for work while they are on our work sites or undertaking activities on our behalf.

Decmil's Fitness for Work Policy defines the responsibilities of our employees, subcontractors, visitors and any other person who is on a Decmil work site or intends to enter onto a Decmil work site. This Policy promotes fitness for work and how to deal effectively and appropriately with individuals in relation to fitness for work issues.

The objectives of this Policy are to provide and promote a safe working environment by:

- improving and maintaining fitness for work;
- improving and maintaining Decmil's ability to meet its duty of care obligations;
- improving and maintaining an awareness of fitness for work responsibilities;
- providing appropriate assistance to overcome problems that could impair fitness for work;
- monitoring compliance with and enforcement of this Policy and its procedures, including drug and alcohol testing; and
- providing effective, fair and constructive procedures for dealing with people who are unfit for work.

Decmil's Fitness For Work procedures are designed to give effect to this Policy. They set out the range of obligations on Decmil and Individuals to promote the effective and appropriate management of fitness for work issues.

This Policy and its procedures will apply to all Decmil work sites and all Individuals and will cover a range of issues that may impact on fitness for work including fatigue, stress, physical wellbeing, medical issues, and drugs and alcohol.

**Decmil Australia Pty Ltd** is committed to this Fitness for Work Policy and shall review its content on an annual basis, in accordance with the review date set.



TOM FALLON  
**General Manager**

EM.PO.015

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