# FITNESS FOR WORK POLICY

**INTEGRITY | WORK TOGETHER | KEEP IMPROVING**

Destec, including all subsidiary companies is committed to providing a safe and healthy workplace for all employees and contractors.

All employees or contractors working for Destec have an obligation to present for work in a mentally and physically healthy state, capable of performing their duties to the required standard in a safe and efficient manner.

Destec aims to control fatigue in the workplace and promote a culture that it is not acceptable for an individual to present for work fatigued or under the influence of drugs or alcohol and thereby placing themselves and others at risk.

To achieve this Destec will:

- Make sure there are adequate rest periods, so employees do not experience fatigue.
- Ensure sufficient time-off is provided between shifts.
- Ensure employees are aware of factors in their personal life that can affect their level of fatigue.
- Will provide training on procedures and policy requirements.
- Encourage employees to take responsibility for their own wellbeing and present themselves to work in a fit and healthy condition.
- Promote awareness that fitness for work may be affected by:
    - Fatigue
    - Stress
    - Alcohol
    - Prescription drugs
    - Illicit drugs
- Carry out random alcohol testing together with the ability for individuals to self-test.

Where an employee returns a positive result their suitability for continued employment will be brought into question, disciplinary action up to and including dismissal may occur.

Steve Wyatt
Director
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