



## FITNESS FOR WORK POLICY



### PURPOSE

Enerlink is unreservedly committed to the health and safety of its workforce and the protection of the environment in the provision of products and services. Enerlink values each individual employee and recognises that duty of care responsibilities and obligations are a reciprocal relationship between the company and its workforce. Enerlink believes all injuries and occupational diseases are preventable and its priority is to prevent any fatalities, injuries and/or illness arising during the course of employment.

### OUR AIM

Enerlink requires all its employees and subcontractors to take individual responsibility for their fitness for work. Fitness for work can be compromised by factors such as the consumption of alcohol and drugs, fatigue, stress, illness or relationship breakdowns. Individuals must take all practicable and reasonable steps to ensure that none of the above factors impair their ability to safely and diligently carry out their work duties.

### ALCOHOL & DRUGS

Random testing for alcohol and other drugs will be conducted from time to time at all Enerlink workplaces. "For Cause" testing will be conducted at management discretion to determine if alcohol and/or drugs were factors in any incidents involving injury or damage to plant or equipment.

Pre-employment testing for alcohol and drugs will be conducted as part of an overall baseline medical assessment that includes physical check, vision, hearing and lung function testing. Project pre-mobilisation testing for alcohol and drugs will be conducted on both existing and new employees.

An individual who produces a positive test result after analysis of a urine sample by an accredited testing laboratory will, in the case of applicants for employment, not be engaged unless it can be proved to managements satisfaction, that the positive result was caused by prescription drugs or medication that do not cause impairment.

Existing employees who test positive will ne subjected to company disciplinary processes unless it can be demonstrated that prescribed drugs or medication affected the result and that these substances will not cause impairment.

### EMPLOYEE ASSISTANCE PROGRAM

Enerlink will offer its employees access to an accredited employee assistance provider to help individuals.

### COMMITMENT TO OUR CLIENTS

This policy is endorsed by the Enerlink Directors and applies to all Enerlink personnel, sub-contractors, and visitors affiliated with Enerlink, across all projects and operations at all times. Managers and supervisors have a duty of care to monitor the work environment, prevent exposure of the workforce to hazards or harm and promote this policy.

A handwritten signature in black ink, appearing to read 'Chadd Gaby'.

Chadd Gaby  
Director

