

Fitness for Work Policy

Effective Date: 12 December 2019

Purpose

E&E Waste Pty Ltd (E&E Waste) is committed to providing and maintaining a safe and healthy working environment in which our employees, and contractors (“Our People”) are not exposed to hazards arising from fatigue, stress or the use or abuse of alcohol or drugs.

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

Principles

E&E Waste’s employees and sub-contractors are prohibited from working when under the influence of alcohol or drugs, including both illegal and legal drugs.

E&E Waste will proactively undertake activities to identify and appropriately deal with any of Our People who may be unfit for work. Our processes will be transparent, fair, sensitive and of course, legally compliant.

We have implemented and will maintain a number of policies and procedures and a Code of Conduct to effectively, fairly and constructively manage the identification and management of people who are unfit for work. All of our employees must abide by all of the requirements set out in these documents. This is for their own wellbeing and the wellbeing of those around them.

E&E Waste will implement robust systems that address fitness for work issues including:

- requiring our employees and sub-contractors to undertake drug and alcohol screening as a condition of employment and during any assignment or period of work, including systematic and random testing when required
- training and cautioning our employees and sub-contractors 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 to which our workers are exposed do not create unacceptable risks from fatigue or stress.



Jaime McGuire

Operations Manager

12 December 2019