



## FITNESS FOR WORK POLICY

The safety and wellbeing of people in the workplace rests largely upon their own actions and a personal commitment not to consciously place themselves or their fellow workers in danger. Fitness for work may be affected by a range of factors including misuse of alcohol or drugs, fatigue, medical conditions, nutrition and lifestyle, stress or family issues.

Practon Group is strongly committed to the belief that there is no place for alcohol or drug use within the workplace. Our goal is to achieve and maintain a working environment that is free from the hazards of drug and alcohol use.

To achieve this goal, Practon Group will incorporate the following measures in conjunction with the cooperation of its employees and Contractors:

- Training and education.
- Promoting responsible behaviour amongst our operational personnel.
- Pre-employment drug and alcohol screening, general workplace testing, self-testing and for cause testing

Practon Group will require its employees and contractors to implement and maintain an active drug and alcohol education and testing program within their workplaces to promote positive support to the achievement of our goal.

Our overall goal is to provide a safe workplace and achieve zero injury or harm to the health of any individual.

This policy shall apply to all Practon Group employees. Each employee or contractor will be responsible to Practon Group management for compliance with this procedure.

### Confidentiality

All information relevant to this policy will be safeguarded according to normal requirements for confidential personal and medical information. The information will only be provided to those people who have a legitimate need for fitness for work purposes.

### Responsibilities

The Practon Group operations are subject to the Mines Safety and Inspection Act 1994 and Regulations 1995, Worker Compensation and Injury Management Act 1981, and Poison Act 1964, Misuse of Drugs Act (1981) as from time to time amended.

For and on behalf of

**Practon Group Pty Ltd**

Mark Martin  
General Manager

Date: 18/11/2015