



Fitness for Work Policy

Sedgman Onyx is committed to establishing a workplace free from injury and harm through effective risk management and a focus on the physical and psychological health of its employees and contractors and their fitness for work.

As part of a holistic approach to managing Fitness for Work, Sedgman Onyx will:

- Uphold its Fitness for Work parameters, including:
 - for any individual engaged on a project or operational site their Blood Alcohol Concentration (BAC) limit must be 0.000, or the limit described in the relevant countries' legislation/standard, whichever is the higher standard;
 - For any individual engaged in a Sedgman Onyx office location (i.e. non-project or operational site) their BAC limit must be in accordance with the relevant country's legislated maximum for driving a motor vehicle; and
 - For individuals engaged on a project or operational site or office location, drug screen results must be within the limits described in the relevant countries legislation/standard
- Provide awareness training and support to our managers and supervisors for the purpose of identifying symptoms of individuals not being fit for work and managing events
- Provide training/information to all individuals accessing Sedgman Onyx sites or office locations surrounding Sedgman Onyx Fitness for Work expectations and requirements
- For each location, establish testing protocol, parameters, methodologies, testing frequency and testing action
- Conduct pre-employment medical reviews and assessments where legislatively acceptable
- Remove any individual identified as 'Not Fit for Work' from risk, preventing that individual from creating risk to themselves and others
- Provide the Employee Assistance Program (EAP) for employees and their immediate family members to voluntarily and confidentially access support on any work or personal issue/s
- Monitor implementation and effective application of the Fitness for Work (FFW) policy and procedures

All individuals have a responsibility to ensure they are fit to perform their duties in a safe, efficient and productive manner without placing at risk the Health and Safety of themselves or others. Full compliance with this policy and associated procedures is mandatory.

A handwritten signature in blue ink, appearing to read 'Grant Fraser', written over a large, stylized blue scribble.

Grant Fraser
Director - Sedgman Onyx