



FITNESS FOR WORK POLICY

MT - HSE - PO - 5.2 - 002

Mainetec is committed to ensuring the health and safety of all individuals associated with its operations. All employees, sub-contractors and visitors, must be 'fit for work' whilst on any site for which Mainetec is responsible for, or working on.

Fit for work means that an individual is in a state, physically, mentally and emotionally, that allows them to perform their work competently and in a manner that doesn't affect their or others health or safety. Fitness for work can be affected by a variety of factors, which include fatigue, stress, alcohol or drugs.

Mainetec expects all individuals to comply with our Fitness for Work Standards and Procedures (see Mainetec HR Manual) and that of its clients when working on a client site.

The Manager or Supervisor and where appropriate, in conjunction with an assessment procedure, will determine an individual's fitness for work. If an individual does not meet the fitness for work standards, they will be removed from the workplace and appropriate disciplinary action will be taken.

More specifically, where related to drugs and alcohol:

- The use, consumption, sale, distribution and possession of illegal narcotics, drugs and controlled substances are prohibited on company premises, work sites and in company vehicles.
- Prescription Medication can only be taken where declared in line with Company procedure
- The use, consumption, sale, distribution and possession of alcohol are prohibited on company premises, work sites and in company vehicles
- Drug and alcohol testing will be undertaken in line with Company and Customer policy and procedures.
- Reporting of drug and alcohol problems is the responsibility of all employees as this can have a direct effect on maintaining a safe work environment.
- Failure to comply with any of the above could result in dismissal.

General Manager

A handwritten signature in black ink, appearing to be "P. A.", written over a horizontal line.

Date

5.2.2021

