

## Fitness for Work Policy

Aspect is committed to achieving a safe workplace and reducing the negative impact of the influences and hazards of personal injury, illness, stress, fatigue, alcohol and drug abuse or addiction. All employees, contractors, sub-contractors and other parties who work on behalf of Aspect and visitors are required to present themselves fit for work at all times.

Presenting Fit for work (FFW) means being in a physical, mental, and emotional state which ensures performance does not threaten the individual workers and others health and safety. Aspect will support people in managing personal factors that may affect performance and encourages all Aspect employees and contracted personnel to communicate with their supervisor regarding personal factors.

Aspect will ensure all matters relating to fitness for work are managed confidentially and in accordance with privacy laws.

In regard to drugs and alcohol, workers will:

- Report to work with a blood alcohol concentration (BAC) or breath alcohol concentration (BrAC) of 0%.
- Not perform any tasks whilst under the influence of drugs or alcohol.
- Not possess, use, consume, distribute or sell alcohol, illicit or unprescribed drugs or misuse prescribed medication while performing work for Aspect.
- Inform their supervisor when they are using prescribed medication that may impair their behaviours or performance.
- Inform their supervisor if their fitness for work is impaired or they suspect another persons' fitness for work is impaired.

Random testing for alcohol and other drugs will be conducted from time to time including when working at client workplaces.

“For Cause” testing may be conducted at Managements discretion to determine if alcohol and drugs were factors in any incidents involving injury or damage to plant or equipment.



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