



MACPHERSONS

Fitness For Work Policy

MacPhersons Resources Limited is committed to providing a safe and healthy workplace, and has a duty of care to ensure that all individuals are fit for work (physically, mentally, emotionally and behaviourally) while they are on a MacPhersons' site or undertaking activities on behalf of MacPhersons.

The policy promotes fitness for work and how to deal effectively and appropriately with individuals in relation to fitness for work issues.

The objectives of this policy are to provide and promote a safe working environment by:


- ✓ Ensuring all inductions include a Fitness for Work component;
- ✓ Continual awareness of Fitness for Work responsibilities;
- ✓ Ensuring MacPhersons ability to meet its Duty of Care obligations;
- ✓ Providing an Employee Assistance Program (EAP) and appropriate assistance to overcome issues that could impair Fitness for Work;
- ✓ Monitoring compliance with and enforcement of this policy and its procedures,
- ✓ Providing effective, fair and constructive procedures for dealing with people who are unfit for work; and
- ✓ Appropriate testing programs to ensure compliance with this policy.

MacPhersons' Fitness for Work Procedures are designed to give effect to this policy. They set out the range of obligations for MacPhersons and individuals to promote the effective and appropriate management of Fitness for Work issues.

MacPhersons' Fitness for Work Procedures define the responsibilities of all employees, contractors, contractor's employees, subcontractors, visitors and any other person who is on a MacPhersons' site or who intends to enter onto a MacPhersons' site.

This policy and its procedures will apply to all MacPhersons' sites and all individuals and will cover a range of issues that may impact on fitness for work including fatigue, alcohol and other drugs, stress, physical wellbeing, medical issues and rehabilitation to work.

This policy will be regularly reviewed to ensure that it adequately reflects our Occupational Health and Safety commitments.



Ashok Parekh - Chairperson



Morrie Goodz - Managing Director