



Fitness for Work Policy

Employees and subcontractors working for Eastern Guruma have an obligation to present for work in a fit and healthy state, such that they are capable of performing their duties to the required standard, in a safe and efficient manner.

Eastern Guruma will:

- utilise Fitness for Work criteria to engage staff and will conduct ongoing random assessments
- promote a culture of responsibility at the corporate and individual level whereby work is performed in a fit and healthy state
- control fatigue in the workplace by ensuring there are adequate rest periods during a work shift, and that appropriate down time is scheduled between work shifts
- educate employees on factors in their personal lives that can affect their fatigue and work performance
- assist employees in understanding general wellbeing and encourage a lifestyle which is healthy and thus enables them to present for work in a fit condition
- operate a drug and alcohol education program for its employees which is aimed at maintaining a safe working environment
- conduct random drug and alcohol testing
- comply with the client's drug and alcohol testing program
- enforce disciplinary action which may lead to dismissal if an individual fails to be fit for work, particularly with respect to drug and alcohol testing.

Ron Villaflor

Chief Executive Officer