



Fitness For Work Policy

Industrial & Commercial Boiler Services **believe in zero harm** and the safety of employees, contractors, and visitors on our work site is of paramount importance.

We have a duty of care to ensure that all individuals are fit for duty while they are on our work sites or undertaking activities on our behalf.

We will take all reasonable steps to ensure that employees and subcontractors present themselves in a fit and competent state to work safely.

Our Fitness for Work Policy and its procedures apply to all employees, subcontractors, and visitors on all work sites and will cover a range of issues that may impact on fitness for work including fatigue, stress, physical wellbeing, medical issues, and drugs and alcohol.

Our key Fitness for Work objectives fall under the following headings

- **Fitness for Work Awareness** – We will make individuals aware of their fitness for work responsibilities, and support them to ensure they are in a fit and competent state to work safely.
- **Employee Support** – We will encourage individuals to maintain and improve their fitness for work.
- **Monitoring & Compliance** – We will monitor compliance and enforce this Policy and its procedures, including drug and alcohol testing. We will provide effective, fair and constructive procedures for dealing with individuals who are unfit for work.
- **Management System Improvement** – We will continuously review Industrial & Commercial Boiler Services's ability to meet its duty of care obligations and the management of our fitness for work issues in order to meet the company's goals, as well as to meet the needs and expectations of our clients.

All employees are responsible for the implementation of this policy. Management have an additional responsibility to maintain a work environment that fosters achievement of the Fitness for Work goals.

Industrial & Commercial Boiler Services is committed to this Fitness for Work Policy and will review its content annually to ensure that it remains relevant and suitable.



David Osman General Manager
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