

Fitness for Work Policy

Ckorp Holdings | CH-POL-06 | Version 1.0
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1. Policy statement

Ckorp Holdings is committed to a safe and healthy workplace and to minimising risks to workers, customers, visitors and the communities in which it operates.

Fitness for work means being in a physical, mental and emotional condition that allows assigned duties to be performed safely and effectively without increasing risk to the individual or others. Each person must manage personal factors affecting their ability to work safely and meet their applicable duty-of-care obligations.

Fitness for work is monitored and assessed by the individual, their supervisor or manager, and an appropriately qualified health professional where required. Assessment uses confirmed observations and recognised, approved tools, including fatigue assessment and alcohol or other drug testing under the applicable procedures.

The supervisor or manager will discuss observed at-risk behaviour with the worker, manage immediate risks and arrange professional assessment where appropriate using accepted methods.

Ckorp Holdings commits to:

- providing a safe and healthy workplace that supports wellbeing;
- using appropriate strategies and tools to monitor fitness for work, improve practices and comply with relevant legislation and codes;
- promoting participation in wellbeing programs that support healthy choices; and
- ensuring workers are aware of and comply with this policy.

Employees needing help with health matters affecting fitness for work will be offered the Employee Assistance Program. Where impairment factors are within an employee's control, the matter will be managed under the Alcohol and Other Drugs procedure where relevant and/or the company's Fair and Just Principles.

2. Scope

This policy applies to Ckorp Holdings employees and directors, suppliers and subcontractors working on its behalf, and all company activities and operations.

3. Purpose

This policy outlines objectives for managing fitness-for-work risks. A safe and healthy workplace is fundamental to the business. The company takes a multifaceted approach to supporting safe and healthy lifestyles in workplaces under its control.

The safety and health management system addresses:

- pre-employment medical assessment;
- fatigue management;
- mental health and wellbeing;
- alcohol and other drugs;
- workplace ergonomics, including the interaction between people and their work systems;
- the Employee Assistance Program;
- injury rehabilitation and return to work;
- healthy lifestyle initiatives; and
- stress management and resilience.

4. Objectives

Ckorp Holdings will minimise fitness-for-work risk factors through preventative, educational and rehabilitative measures and appropriate programs. People presenting with fitness-for-work concerns will be treated effectively, fairly, privately and constructively. The company will promote healthy choices to reduce risks associated with its activities.