



FITNESS FOR WORK POLICY

Pivotree Pty Ltd (**Pivotree**) is committed to protecting the health and safety of all personnel throughout all its operations and strives to reduce risk for issues such as illness, fatigue, smoking, stress, and drugs & alcohol to as low as reasonably practicable.

To comply with legislative duty of care requirements, all employees, contractors, and visitors must adhere to the following fitness for work policy requirements.

- Illegal drugs are forbidden on all worksites.
- Personnel may receive health monitoring prior to and during their time on worksites.
- Personnel are responsible to report health related items such as illness, fatigue, stress, and prescription medications so that appropriate management can occur.
- Smoking is prohibited on company premises in any enclosed work area, including vehicles.
- Smoking is permitted in designated outdoor smoking areas except for those areas identified and clearly marked as non-smoking.
- Permitted outdoor smoking areas are subject to change due to operational requirements. Personnel will be notified of these changes prior to their introduction.
- Personnel who breach the rules on smoking will be subject to disciplinary action.
- Personnel may be screened for drug and alcohol levels prior to and during their time on company or client premises.
- No illegal drugs are permitted on company or client worksites.
- The possession of illegal drugs or intoxication by reason of drink or drugs is an act of gross misconduct and subject to instant removal from the worksite.
- Any person found to have illegal drugs in their possession on company or client premises will be reported to the appropriate legal authority.
- All personnel must comply with the requirements of all Pivotree's subcontractor's policies relating to drugs, alcohol, smoking, fitness for work and the corresponding testing regimes.

Christopher Merrick
14th April 2022