

Fitness for Work Policy



EDL is committed to having a safe and healthy work environment for all workers, contractors and visitors and other stakeholders, and to achieving the company target of "Zero Harm". EDL views these commitments as being critical to business success.

EDL is committed to safely delivering operational excellence through our 'SPIRIT' values, which are the foundation for EDL's policies, procedures and business practices. This policy applies to all EDL workers and operations.

One of the ways we achieve these goals is through the implementation of our Fitness for Work Policy. The policy requires that:

- prospective employees (and in certain circumstances, consultants and contractors) may be required to undergo pre-employment health assessments
- existing employees undergo periodic health assessments as directed
- drug and alcohol testing may be carried out at random, in circumstances where an incident has occurred, at any time where EDL has reasonable concern about a person's ability to perform work safely or has reason to believe that the person may be under the influence of drugs or alcohol, and
- where fatigue may affect a person's ability to work safely, the risk of fatigue must be identified, assessed and managed.

Employees and contractors are responsible for carrying out their duties in such a way that health and safety is not compromised by lack of fitness for work. Employees and contractors have an obligation to:

- report known or potential problems with fitness for work
- manage individual factors that affect fitness for work, and
- ensure they can carry out their duties in a safe manner.

Education, counselling and rehabilitation are key elements of this policy. Our workforce will be educated about the Fitness for Work Policy and any subsequent changes.

This policy has general application to all employees of EDL including consultants and contractors. This policy may not apply in its entirety in circumstances where a host site has different fitness for work arrangements and EDL employees, consultants or contractors are required to comply with those arrangements.

A handwritten signature in black ink, appearing to read 'J Harman', is positioned above a horizontal dashed line.

James Harman, Chief Executive Officer

Issued: April 2020

Review date: April 2021

Scope: this policy applies to all EDL employees and contractors at all EDL locations.