

Fitness for Work Policy

CCA-POL-102

Cranecorp Australia Holdings Pty Ltd and its subsidiary companies (“Cranecorp Australia”) are committed to ensuring that all employees are “fit for work” at all times whilst working for Cranecorp Australia. Fitness for work means that an individual is in a state (physically and psychologically) to perform tasks assigned to them competently and in a manner which does not compromise the health or safety of themselves or others.

This may include:

- The use of alcohol and other drugs
- The adverse effects of medical conditions
- Level of physical fitness
- Fatigue
- Dehydration
- Psychological & Emotional issues
- Stress

Each employee at Cranecorp Australia is expected to behave in a responsible manner and present themselves for work in a fit and healthy state prior to every shift.

At all times, an employee's fitness for work shall be assessed by the Supervisor or Manager, either through observation of the employee, or through recognised methods of testing.

In support of this policy, the Company shall:

- Maintain a work environment and system of work, which does not adversely impact on the employee's health and which recognises the need to ensure the fitness of employees to perform their duties;
- Utilise a range of strategies to monitor employee fitness for work, managing continuous improvement and operate in accordance with relevant legislation and Codes of Practice;
- Ensure that all our subcontractors and business partners comply with this policy and relevant procedures.

In the event that the employee requires assistance to resolve personal issues, which impact on their fitness for work, the services of the Company's employee assistance program (EAP) may be provided.

Where fitness for work impairment factors are within the control of the employee and the employee renders themselves unfit for work, the matter shall be dealt with in accordance with the documented Fitness for Work procedure.

To meet these requirements, we shall:

- Provide training and education to employees and sub-contractors to enable understanding of fitness for work issues, and understand their personal responsibilities
- Provide assistance through preventative, educational and rehabilitative measures to overcome problems that could impair an individual's fitness for work
- Ensure that employees who present with fit for work issues are dealt with in an effective, fair and constructive manner
- Promote a healthy lifestyle.



Rod White
Chief Executive Office