

FITNESS FOR DUTY POLICY

Downer values the health and well-being of our workers. This includes ensuring that no person commences or continues to work if it is known that they are not fit for work.

Fit for work means that an individual needs to be in a state of wellbeing (physical, mental and emotional) which enables that person to perform assigned tasks competently and in a manner that does not compromise the safety or health of themselves or others.

Downer has a holistic approach to the management of fitness for work. The fitness for work program consists of this Policy and the Procedures for:

- Fatigue Management
- Drug and Alcohol Management
- Injury Management
- Health Assessments
- Employee Assistance Program (EAP)

The Fitness for Duty Policy is supported by the following principles:


- Committing to a Zero Harm culture that supports fitness for work and a safe working environment
- Operating in accordance with the legal and regulatory standards that exist in all jurisdictions that Downer operates
- Achieving the highest standards of health and safety by maintaining a drug and alcohol free workplace
- Informing and educating employees, contractors and visitors on the impact of drugs, alcohol and other issues relating to general well-being and work performance
- Monitoring fatigue levels, hours of work and implementing appropriate management programs
- Managing injury and illness for employees to return to work in a safe and timely manner;
- Ensuring employees take periodic annual leave to maintain a work life balance.
- Providing confidential EAP for the benefit of all employees.
- Actively promote exercise, healthy eating and a smoke free environment to improve or maintain employees own well-being
- Developing in consultation with employee's facility specific programs to address lifestyle, fitness and health and safety issues

Employees and contractors shall ...

- Present for work in a safe and fit manner;
- Promptly report any suspected breaches of this Policy ; and
- Comply with all procedures, training, instruction relating to Fitness for Duty.



Grant Fenn
CEO and Managing Director



David Overall
CEO Mining



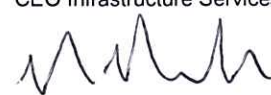
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