



## Fitness For Work Policy

At Maarli we are committed to maintaining the health and safety of our employees and all persons within our workplaces. Our goal is to achieve and maintain a working environment that is free from the hazards and issues that may arise from fitness for work such as illicit use or abuse of drugs, alcohol, fatigue, medical conditions, stress, nutrition and lifestyle issues.

**We are committed** to implementing the following measures in conjunction with the cooperation of its employees:

- Training and education
- Promote responsible behaviour amongst personnel
- Pre-employment screening, drug and alcohol testing
- Avenue for employee assistance
- Strategies to manage fatigue, work conditions and working hours.

### Our Responsibility

A person is considered to be fit for work if they are in a state of physical and psychological wellbeing to perform tasks that are assigned to them in a manner that does not compromise the safety or health of themselves or others. If there is reasonable doubt about an employee's fitness for duty, Maarli will not allow that person to commence work until they have been assessed as safe to do so.

It is the responsibility of all persons to ensure they are fit to perform duties and conduct themselves in a manner that will not risk the health and safety of themselves or others. Maarli embraces a zero tolerance policy to the use of illicit drugs.

This policy will be reviewed, revised and where appropriate made public to ensure it aligns to Maarli's activities.

A handwritten signature in black ink, appearing to read 'Michael Hayden', is written over a horizontal line.

**Michael Hayden**  
**MANAGING DIRECTOR**

8 August 2016

**Date**

