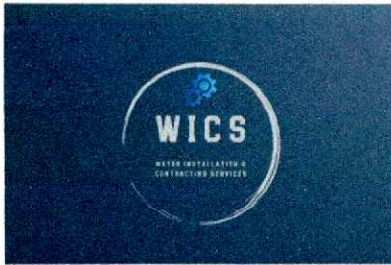


WICS – FITNESS FOR WORK POLICY- 2023



WICS will be committed to providing and keeping in place a healthy and productive workplace for all workers while reducing the negative impact of the influences and risks of drugs, alcohol, stress and fatigue within the workplace.

Influences such as these can severely impact a worker's ability to conduct and operate themselves in their role while potentially placing others at risk.

All workers and sub-contractors are to present themselves always fit for work for duties, with no apparent or known influence on their physical, mental or emotional wellbeing that may prevent the competent and safe performance of their duties.

Workers are prohibited from possessing, selling, transferring, distributing, manufacturing or consuming alcohol or drugs in the workplace or at work.

At any stage during, pre, post of an employee's duties. It may be possible they are requested to undertake fitness for work testing in the form of DNA Screening – this may be come from WICS or under the direction of a client who WICS are contracting for.

WICS will have zero tolerance policy to drugs and alcohol in accordance with the D&A Procedure.

WICS and or Client may provide support to the affected employee by providing fitness for work and tailored rehabilitation programs, access a confidential employee assistance program (EAP) and reference to medical professionals as determined at that stage.

WICS will provide a maximum work roster capping at 12hrs per day to allow the employee and or sub-contractors to maximum rest period between shifts to encourage fitness for work.

Lewis Pryce



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Water Installation & Contracting Services

ABN 14 764 595 220

Tuesday, July 18, 2023