

FITNESS FOR WORK (FFW) POLICY



J&S Drilling recognise the value of their employees and are committed to promoting and maintaining the health and wellbeing of every member of their workforce. The Fitness For Work (FFW) Policy refers to:

- Fatigue: Identifying, reporting and implementing measures to mitigate fatigue including training, rosters and workload (scheduling of activities).
- Mental Health: are and consideration of own and others psychological and emotional wellbeing. Maintain a calm demeanour and listen without judgement, avoid confrontation and prevents discrimination (including bullying and harassment).
- Physical Health: Employment medicals and disclosure obligations where any prescribed medication may impact ability to perform a role safely and/or effectively.
- Drugs & Alcohol: Remaining unimpaired by alcohol or other drugs.

All employees and other people engaged to work on behalf of, or at the direction of J&S Drilling, have a responsibility to present fit for work and capable of safely performing their work competently, without risk to themselves or others.

The inappropriate use of alcohol and other drugs, including illicit, over the counter & prescription medications and ignoring medical health advise and work restrictions can impair an employee's ability to maintain safe working practices. This is a breach of the WHS Act Part 2 'Duty of Workers'.

It is a dismissible offence, in accordance with the 'Conditions of Employment' to bring or use alcohol, non-declared medications (impeding FFW capacity) or illicit substances on any J&S Drilling drill site. It is also a dismissible offence, to enter any J&S Drilling property/facilities under the influence of alcohol or other drugs. The company may, at its discretion, apply random drug tests, including where there is suspicion of alcohol or drug use, in addition to client site testing regimes. An employee will forfeit wages and potential entitlements, for costs incurred by the company resulting from failing a random drug or alcohol test and being stood down or removed from site. This includes costs associated with onboarding and travel of replacement staff.

The Company is also cognisant of the risk of injury and ill health from smoking & health issues from Vaping. Passive smoking is recognised as a health risk. Therefore, in the interests of employee safety and health, smoking / Vaping is not permitted in any confined or enclosed area and smoking / Vaping is expressly prohibited in work areas including; Office areas, company vehicles, Enclosed workshop, crib area and storage areas, Shared camp accommodation, lunchrooms and toilets, and anywhere there is a risk of igniting flammable materials.

Individual employees, J&S representatives and persons conducting business undertakings (PCBU's) are responsible for implementing this policy in their respective areas of responsibility and may designate areas for smoking, outside of the restricted areas.

05 April 2023

A handwritten signature in blue ink that reads 'B Bawdon'.

Brian Bawdon
General Manager