



The Ace Contractors Group of Companies has a legal duty of care to provide and maintain a working environment that is safe and without risk to health.

Ace is committed to promoting fitness for work and appropriately dealing with individuals in relation to fitness for work issues such as fatigue, mental stress, physical fitness and the use/abuse of alcohol or other drugs.

Each employee is responsible to present to work in a fit and healthy state, unaffected by any substance that may impair their performance or jeopardise their safety or that of others whilst at work.

This policy also applies to all contractors, contractor's employees, subcontractors, visitors and any other person engaged by Ace.

Ace shall provide and promote a safe working environment by:

- Monitoring compliance with and enforcement of this policy and associated procedures
- Requiring all prospective employees to undergo a pre-employment medical exam
- Requiring employees to participate in periodic health programs and assessments
- Managing fatigue due to work scheduling and travel requirements
- Providing opportunities for job rotation to minimise fatigue
- Ensuring that all personnel take the required meal/rest breaks
- Providing a workplace which minimises the impact of mental and physical demands or stress
- Removing any person believed to be affected by fatigue, alcohol, prescription or non-prescription drugs or illicit drugs from the worksite
- Eliminating the storage, sale or the consumption of alcohol or illicit drugs on site; or the sale or abuse of prescription or non-prescription drugs on site
- Providing assistance through a range of preventative, educational and rehabilitative measures to overcome alcohol and/or other drug problems that could impair a person's performance or fitness for work
- Providing effective, fair, confidential and constructive procedures for dealing with people who are unfit for work

Ace encourages all employees to report any breach of this policy to the site supervisor, Manager or Compliance Manager to ensure safety of the individual, other employees and the public while at work.

24th June 2010

Warren Higgs

Chief Executive Officer



ACE CONTRACTORS GROUP PTY LTD

fitness for work policy

