



FITNESS FOR WORK

RC Construction is committed towards achieving a safe and healthy workplace.

RC Construction recognise that personal factors can have an adverse effect on an individual's ability to perform tasks in a safe manner and potentially may endanger themselves, their fellow workers and the public. These factors may include illness, stress, fatigue, alcohol and drug use, or addiction.

All employees, contractors, consultants and visitors are required to present themselves fit for work at all times for the duties they are required to perform. Being fit for work means being in a physical, mental and emotional state that enables the performance of duties competently.

RC Construction will assist employees who fail to meet the requirements of this Policy by providing fitness for work programs, access to an Employee Assistance Program (EAP) and reference to medical professionals.

All personal information will be handled in a confidential manner, stored appropriately, and used only for its primary purpose.

Failure to comply with this Policy may result in the disciplinary action.

A handwritten signature in black ink that reads 'Thomas Hutcheson'.

Tom Hutcheson

Director

12/11/2024

RCC-POL-04-Fitness for Work Policy