

Fitness for Work Policy

POL MMT HR 0001

Last Reviewed

Gavin Maher

Next Review

4 October 2025

Modern Motor Trimmers is committed towards achieving a safe workplace and reducing the negative impact of the influences and hazards of illness, stress, fatigue, alcohol and drug abuse or addiction. Modern Motor Trimmers recognises these influences 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.

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; in a manner that does not threaten the individual's and /or others, health and safety and/or their environment.

In regard specifically to drugs and alcohol employees, contractors, consultants and visitors shall:

- Report to work in a fit state to carry out their duties
- Not report to work or enter places of work if they are under the influence of non prescribed drugs and/or alcohol
- Not perform any tasks whilst under the influence of drugs
- Not possess, use, consume, distribute or sell alcohol, illicit or un-prescribed drugs or misuse prescribed medication while performing work for Modern Motor Trimmers
- Inform their supervisor when they are using prescribed medication that may impair their behaviour or performance
- Inform their supervisor if they are aware or suspect another person is not fit for work

Modern Motor Trimmers may utilise, at its discretion, drug and alcohol testing to ascertain compliance with this policy. Where Modern Motor Trimmers performs work under a contract statutory regime that specifies drug and alcohol policy procedures or other requirements, these shall apply and take precedence.

Failure to comply with this Policy may result in the termination of employment or contract with Modern Motor Trimmers.

Garry Spouge

MANAGING DIRECTOR