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Fitness for Work Policy

January 2023

EP Ecology is committed in ensuring the Health, Safety and Welfare of its employees, subcontractors, and consultants in the workplace and its ability to meet this requirement ensuring everyone who works with EP Ecology, take full responsibility and ensure they are fit for work prior commencement of work, and for the duration of their work assignments with EP Ecology.

Employees must be in a good state of mental, physical and emotional health to perform their assigned tasks competently, and in a manner that does not negatively affect or put at risk, their own, or others' health and safety and cause damage to company equipment and property.

An employees' fitness for work may be affected by a variety of factors including, but not limited to illness, injury, alcohol, substance abuse and some behavioural issues. These factors reduce employees' physical strength and cognition, adversely affecting their ability to perform reliable, safe work leading to an increased likelihood of workplace incidents or injuries.

Breaches on the Fitness for Work Policy are treated as serious misconduct and those found not satisfying the criteria for fitness for work shall be dealt with accordingly including disciplinary action leading to termination of employment or legal action.

For EP Ecology

Erik Paterson,
Director,
EP Ecology Ltd.

Date of review: 18 January 2023

Date of next review: on or before 31 January 2024