



FITNESS FOR WORK POLICY

ARL values a safe, healthy and productive workplace for all employees, subcontractors and visitors. We recognise that factors such as substance abuse, fatigue, stress and illness may impair personal performance and pose a risk to the safety of ourselves and others. The Company prohibits any person from entering or being on ARL worksite while under the influence of alcohol or illegal or misused drugs. Collectively, we aim to continuously improve our performance by actively fostering the principles of:

PERSONAL RESPONSIBILITY

As individuals, we are personally responsible for ensuring that we are fit to perform our work in a safe manner. This includes a duty to report any condition, such as illness, fatigue or stress, which may affect our work capacity or judgement and for ensuring any alcohol or drug use outside of work hours does not impair our performance at work. When in transit to or from ARL worksites, we adopt a responsible attitude towards issues affecting our fitness for work.

As managers and supervisors, we are responsible for the application of this policy by identifying, assessing and managing any observed conditions that indicate an individual may be incapable of performing their work in a safe manner thereby representing a risk to themselves and others.

ACCOUNTABILITY

At all levels in our organisation we are accountable for our safety performance and therefore support any alcohol or drug testing programs either self-imposed, or maintained or requested by our clients. This includes unannounced searches, post-incident testing and testing of any personnel where there is a reasonable belief that their performance is affected by alcohol or illegal or misused drugs.

RISK MANAGEMENT

We aim to minimise the risk of incident, injury and financial loss by identifying and mitigating the effects of fatigue, stress, illness and alcohol and other drug use on physical, psychological and behavioural indicators.

LEARNING CULTURE

We encourage the development of a workplace where education on factors affecting fitness for work and their effects on occupational health and safety is an integral part of the training program. Our commitment to an alcohol and drug free working environment is conveyed to all staff at forums such as Company inductions, safety meetings and training courses.

ONE CONSISTENT APPROACH

We implement fitness for work procedures and apply them uniformly to all employees, subcontractors and visitors across the organisation. Persons who breach this policy are required to attend relevant counselling or rehabilitation programs accessed via the Human Resources Department. Dismissal will ultimately result if a person repeatedly fails a test or refuses to undergo the appropriate treatment. The Chief Executive Officer of ARL is accountable to the Board of Directors for ensuring that this Policy is implemented throughout ARL's operations. This Policy will be reviewed every three years.

Rizwan Ali
(MD & CEO)

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