

## FITNESS FOR WORK

**XPower, so far as reasonably practicable is committed to providing all employees with a healthy and safe work environment free from employees unfit for work.**

Fitness for work seeks to ensure that an employee is in a state (physical, mental and emotional), which enables them to perform assigned tasks competently, and in a manner that does not threaten the health and safety of themselves or others.

Possible issues that may affect fitness for work include, but are not limited to, substance abuse (drugs and alcohol), effects of prescribed medication, fatigue, psychological impairment ("stress"), and emotional effects of personal issues.

All employees of XPower are required to be in a fit condition to carry out their duties, whether in normal working hours or overtime. An employee not in a fit condition should not commence work, and where necessary, arrangements will be made to see the employee returns home without risk to themselves or others. All employees have access to Cabcharge Taxi eTickets for XPower related travel as and when required e.g. if fatigued after call out work.

### **Drugs & Alcohol:**

Any employee who uses or sells illegal drugs on our property and/or during working hours, (including prearranged overtime), will be dismissed immediately.

Any employee who possesses and/or is under the influence of alcohol and/or drugs (non-prescribed medication) prior to commencing work and/or while at work will be subject to termination.

### **Smoking:**

Smoking is detrimental to yourself and others. XPower offers an incentive program available to all employees to help them **QUIT**.

Smoking is prohibited by employees while working. Smoking is also prohibited on-site; therefore employees may only smoke off-site during their breaks. Our Plant & Equipment, vehicles and premises are non-smoking environments.

### **Prescribed drugs & medications:**

Prior to commencement of work, employees are required to notify their General Manager/Works Manager and/or Team Leader of consumption of alcohol, and/or prescribed drugs, and/or over-the-counter medications that may impair their ability to perform work. The employee should obtain and provide advice from a doctor and/or pharmacist as to any effects the prescribed drug may have on work performance.

### **Fatigue:**

The most effective means to manage the effects of fatigue is to have restorative sleep. XPower plan rosters, implement applicable meal and rest breaks, and stand-down time (as required in XPower Enterprise Agreement) to eliminate the risk of fatigue.



**Signed:**

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Director

**Date:** 27.04.2023