



# Fitness for Work Policy

Onyx Projects Pty Ltd is committed, so far as is practicable, to ensuring its personnel are “Fit for Work” whilst undertaking work activities.

“Fit for Work” means that a person is in a state (physically, mentally and emotionally) which enables them to perform assigned tasks competently and in a manner which does not compromise or threaten their own health and safety or the health and safety of others.

Onyx Projects Pty Ltd’s objectives under this policy are to:

- Provide a safe and healthy work environment that minimises the risk of fatigue, injury or illness through any act or omission.
- Ensure its personnel are not in a physical or mental state which may endanger their own health and safety or the health and safety of others at work. Drug and alcohol prescribed limits are defined in Onyx Projects Fitness for Work Procedure HSE-PR-001.
- Ensure that it meets its legal and moral obligations to its personnel and the community.
- Ensure that personnel who are deemed unfit for work are dealt with in a fair and constructive manner.
- Provide guidance and counselling to personnel who require assistance to overcome issues associated with their fitness for work.
- Provide education and training to personnel to ensure they understand their responsibilities on fitness for work issues.

Onyx Projects Pty Ltd management is responsible for the implementation of this policy, and all personnel shall abide by this policy as a condition of their employment.

**Ian Beaumont**  
Director

**Rob McGregor**  
Director

**Robert Loiacono**  
Director

**Chris Grierson**  
Director

Policy effective from July 2016 to June 2018.