



## FITNESS FOR WORK POLICY

SmartTech Australia is committed to providing and maintaining a working environment in which our employees are not exposed to any hazards arising from long working hours or the use and abuse of alcohol or drugs.

All employees of SmartTech Australia are required to report for work in a fit condition, in order to perform their required duties in a safe, competent and efficient manner.

All SmartTech Australia employees are prohibited from working when under the influence of alcohol or drugs, or upon producing positive screening test results.

If a positive test result is produced, the employee will not be permitted to re-enter the workplace until a negative test has been achieved. All testing is undertaken by our preferred medical providers in accordance with Australian Standard testing requirements.

During the employment induction process SmartTech Australia will actively promote the dangers of drug and alcohol abuse and fatigue in the workplace.

SmartTech Australia will take all practicable steps in the placement of employees to ensure the hours of work; shifts/rosters and workplace conditions do not create an unacceptable risk of fatigue.

Where possible, our employees will not work in excess of 12 hours per day.

*Managing Director*

A handwritten signature in black ink, appearing to read 'Allan Hubble', is positioned below the title 'Managing Director'.

*Allan Hubble*

*Date: 29/07/2020*

SMS Pol. 3	3	FFW Policy	B Dalton	P Liscia	A Hubble	July 2020
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