



FITNESS FOR WORK POLICY

Heron is committed to ensuring all people in its workplaces are fit for work through the active management of hazards arising from fatigue, stress or impairment. Being fit for work means that an individual is in a state (physically, mentally and emotionally) which enables them to perform assigned tasks competently and in a manner which does not compromise their own health and safety, or that of others.

It is everyone's responsibility to ensure they are fit for work in accordance with their respective obligations and individual duty of care.

Heron will take an active interest in the broader wellbeing of all of our people through a commitment to:

- Provide a safe and healthy work environment that manages the factors that influence an individual's ability to safely undertaken their work;
- Take reasonable steps to ensure that the hours of work, rosters and workplace conditions do not create unacceptable risks from fatigue or stress and ensuring that:
 - The risks associated with fatigue are assessed and effective risk control measures implemented;
 - Educate our people in the causes of fatigue, its impacts and means to mitigate fatigue risks;
 - Provide guidance to our people to understand their responsibility to get adequate rest and sleep away from work;
- Ensure our people are not, through the use of drugs or alcohol, in a state which may endanger their own, or the safety of others, at work. In addition:
 - As a fundamental condition of entering a Heron workplace, the Company will, at any time, request an individual to undertake onsite drug & alcohol testing (without refusal) prior to entering or at any time whilst on site including post an incident or accident;
 - The possession, soliciting, selling, distribution or consumption of alcohol or illicit or restricted drugs is prohibited including the sale or dispensing of prescription or pharmacy drugs at work;
- Heron has a duty to act fairly and will ensure that people that are deemed unfit for work are managed appropriately (any positive drug or alcohol test result above Heron's prescribed limits will result in the individual being removed from site until a clear result is provided);
- Ensure Heron meets its legal and moral obligations to its people and the community;
- Provide guidance and counselling to those who require assistance to overcome issues associated with their fitness for work; and
- Provide education and training to people to ensure they understand their responsibilities with fitness for work issues including the importance of reporting co-workers behaviour that may compromise workplace safety.

Tim Dobson
CEO
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