



Giovenco Industries has a duty of care to ensure that all individuals are fit for work while they are on its sites or undertaking activities on its behalf.

This Fitness for Work Policy defines the responsibilities of Giovenco Industries employees, contractors, contractor's employees, subcontractors, visitors and any other person who is on a Giovenco Industries site or intends to enter on a Giovenco Industries site.

The Policy promotes fitness for work and how to deal effectively and appropriately with individuals in relation to fitness for work issues.

- The objectives of this Policy are to provide and promote a safe working environment by:
Improving and maintaining fitness for work.
- Improving and maintaining Giovenco Industries ability to meet its duty of care obligations.
- Improving and maintaining an awareness of fitness for work responsibilities.
- Providing appropriate assistance to overcome problems that could impair fitness for work.
- Monitoring compliance with and enforcement of this Policy and its procedures, including drug and alcohol testing.
- Providing effective, fair and constructive procedures for dealing with people who are unfit for work.

Giovenco Industries Fitness for Work procedures are designed to give effect to this Policy.

They set out the range of obligations on the Company and Individuals to promote the effective and appropriate management of fitness for work issues.

This Policy and its procedures will apply to all Giovenco Industries sites and Individuals and will cover a range of issues that may impact on fitness for work including fatigue, stress, physical wellbeing, medical issues, rehabilitation, back to work programs and drugs and alcohol.

Paul Giovenco

Group Managing Director

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