



FITNESS TO WORK POLICY

ETS Group is committed in ensuring the Health, Safety and Welfare of its employees, subcontractors, and consultants in the workplace and its ability to meet this requirement ensuring everyone who works with ETS Group, take full responsibility and ensure they are fit for work prior commencement of work, and for the duration of their work assignments with ETS Group.

Employees must be in a good state of mental, physical and emotional health to perform their assigned tasks competently, and in a manner that does not negatively affect or put at risk, their own, or others' health and safety and cause damage to company equipment and property.

An employees' fitness for work may be affected by a variety of factors including, but not limited to illness, injury, alcohol, substance abuse and some behavioural issues. These factors reduce employees' physical strength and cognition, adversely affecting their ability to perform reliable, safe work leading to an increased likelihood of workplace incidents or injuries.

ETS Group prohibits any employee who is under the influence of alcohol or drugs to enter the workplace operate machinery or vehicle or supervise others. ETS Group and its clients could conduct alcohol, illegal substance and drug testing of ETS Group employees, subcontractors, consultants and visitors on a random basis or as the need arises.

The expectation is zero blood alcohol content and no usage of illegal substances or drugs. Employees returning with positive results will not be permitted to work and will be removed from the site.

Breaches on the Fitness for Work Policy are treated as serious misconduct and those found not satisfying the criteria for fitness for work shall be dealt with accordingly including disciplinary action leading to termination of employment or legal action.

For ETS Group

A handwritten signature in black ink, appearing to read 'Mark Cole', is positioned above the printed name.

Mark Cole

Managing Director

16th July 2021