

Profluid Pty Ltd is committed to providing a place of work which minimizes risk arising from lack of fitness for work.

The management of fitness for work is considered a shared responsibility between an organization and its personnel. Profluid Pty Ltd is responsible for providing a safe system of work, which includes the development, implementation and management of a safe work environment and work practices.

Profluid Pty Ltd has a responsibility to take appropriate action when health, safety, or work performance of individuals in the workplace is impacted by fatigue, stress or alcohol and/or drug use.

Individuals are also responsible for ensuring that they consider their lifestyle and medical factors to ensure they are fit for work and not impaired by fatigue, or under the influence of alcohol or any drugs that may in any way affect their, or other's ability to safely perform their duties or negatively impact on their health and wellbeing.

Profluid Pty Ltd will:

- Educate its employees about the impacts of fatigue and stress.
- Increase awareness about fitness for work, and drug/alcohol consumption.
- Provide appropriate fatigue management training.
- Develop and implement agreed working rosters to ensure adequate opportunity for restorative sleep and work-life capacity is provided.
- Ensure that if a person's capacity to work safely is reduced by fatigue they can notify their supervisor without fear of adverse repercussions.

This Policy applies to all individuals at Profluid Pty Ltd and covers a range of issues that may impact on fitness for work including fatigue, stress, physical wellbeing, medical issues and drugs and alcohol.

Our Policy will be made available to any interested party via our website at: <https://profluid.com.au/>

APPROVED: 29 March 2021

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Jerome Monteiro
Managing Director