

1. Purpose

The Company recognises that the wellbeing of our workforce is a primary priority in the day to day running of our business operations.

We require all employees and contractors to be fit for work. Fit for work means that a person is in a state (physically, mentally and emotionally) which enables them to perform assigned tasks competently and in a manner which does not compromise, or threaten their own safety or health, or that of others.

The objectives of this Policy are to:

- provide a safe and healthy work environment that will minimise the risk of fatigue, injury or illness through any act or omission;
- ensure employees are not, by use of drugs or alcohol, in a state, which may endanger their own or the safety of others at work;
- ensure that the Company meets its legal and moral obligations to its employees and the community;
- ensure that employees who are deemed unfit for work are dealt with in a fair manner;
- provide guidance to employees who require assistance to overcome issues associated with their fitness for work; and
- provide education and training to employees to ensure they understand their responsibilities on fitness for work issues.

2. Scope

This Policy applies to all employees and contractors engaged by Dynamic Group Holdings and its associated subsidiaries (the Company).

3. Commitment

The Company requires all employees and contractors to:

- attend work in a fit for work state, ready to work safely;
- self-test before travelling to the workplace if unsure of their fitness for work. If there is no facility for self-testing the employee must contact Company management before travelling to work;
- participate in Company or client random drug and alcohol testing;
- participate in drug and alcohol testing as part of an incident / accident investigation, or at the request of Company management; and
- notify Company management of prescribed or non-prescribed medication being taken that may affect their ability to work safely.