

FITNESS FOR WORK POLICY

ZERO Limit - ZERO Tolerance - ZERO Impact

Assess Orr strives to be the leader in heavy lift and industrial equipment supply and service. The diversity of the projects we have completed ensures we have the knowledge and experience to understand client requirements and deliver high quality products and services.

We recognise that an employee's fitness for work may be affected by a variety of reasons including the adverse effects of fatigue, stress, alcohol or other drugs and through our Fitness For Work Policy shall provide a framework to address these issues.

We take ownership in providing safe systems of work and encouraging all personnel to share in the responsibility of minimising and managing the adverse effects of work related impairments.

Assess Orr is committed to applying all necessary measures for:

- Ensuring that our employees do not commence their duties whilst under the influence of alcohol or other drugs. Assess Orr is diligent in communicating our "ZERO LIMIT-ZERO TOLERANCE-ZERO IMPACT" policy regarding alcohol and drugs in the working environment.
- Ensuring employees undertake random drug and alcohol tests which imposes a .000 drug and alcohol level. We encourage SELF TESTING for all our employees by providing adequate testing facilities.
- Providing assistance to employees with drug and/or alcohol dependencies and we understand the necessity of employees who need to take pharmaceuticals for medical reasons.
- Minimising the risks of persons presenting for work or conducting work whilst fatigued or stressed by establishing appropriate steps to managing persons who are affected by impairment.
- Encouraging persons affected by impairment to seek relevant assistance.

Employees at all levels, working for or on behalf of Assess Orr are obligated to present to work in line with our policy and to report any breaches to the policy that may result in unsafe behaviour or practices.



Mark Orr

(Managing Director)

Date 02.07.19