



FITNESS FOR WORK POLICY

Austal is committed to creating and maintaining a safe and healthy working environment for all employees, contractors and visitors. The Company recognises that fatigue, stress, illness and the effects of alcohol or drugs can all potentially impair an individual's physical and psychological performance.

Individuals who are unfit for work may pose a serious risk to the safety and health of themselves and others in the workplace.

In accordance with the Company's commitment to occupational safety and health, individuals who are unfit for work may be required to discontinue the work they normally perform and in some cases may be required to leave the workplace.

Austal has a standard whereby the unauthorised presence of alcohol or drugs is unacceptable on any company site and prohibits the possession or consumption of any illegal drugs on any company site or in any company vehicle. Austal reserves the right to search the property of any employees or contractors on site, if there is reasonable cause that they are using or selling drugs in the workplace.

Policy Objectives

- Comply with all applicable laws, regulations and standards;
- Develop fit-for-work programs based on best practice principles that are commensurate with the risks associated with the work activities of individual businesses;
- Raise awareness within Austal of physical and psychological conditions such as fatigue and illness that may prevent an individual from performing duties in a safe manner;
- Reduce individual and organisational exposure to the potentially harmful consequences of drug and alcohol consumption or the risks associated with some strong medications;
- Assist to reduce alcohol/drug related costs such as absenteeism and loss of productivity in addition to the social costs.
- Evaluate and, where appropriate, use recognised techniques for determining fitness-for-work;
- Provide employee assistance programs where required; and
- Promote the well-being of employees.

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