

Introduction

Phoenix Civil & Earthmoving (PCE) recognises that to achieve our mission, values, strategic objectives and targets, this policy is endorsed to ensure our its intention, principles, and approach is clear to all stakeholders.

PCE places the highest value on protecting the health and wellbeing of all people who may be affected by our operations and ensuring that people who enter our workplaces for work or other purposes meet their obligations to be fit for work in order to maintain a work environment that is free from unacceptable risks to health and safety.

Intentional Purpose

This policy along with supporting PCE management systems, resources, and protocols intentionally establishes our commitment to the effective management and the expected approach to Fitness for Work & Wellbeing, in alignment to the principles herein that are expected to be embedded into all aspects of our business behaviours and activities.

Principles

PCE is committed to encompass in our behaviours and activities the following principles that are essential to our way of business:

- Risks are controlled in consultation with workers and to an acceptable level for the exposure of workers and other persons regarding the risks of fatigue, the consumption of drugs and alcohol, stress, physical and psychological impairment as they relate to the fitness for work duties of all persons, and PCE's duty to provide safe and healthy systems of work, plant & equipment, and work environments that avoid so far as reasonably practical exposing persons to health and safety risks.
- Provide a work environment that eliminates risks, or where not reasonably practical those risks are minimised to an acceptable level to avoid airborne dust and other airborne contaminant exposures to people above regulated exposure limits.
- Manage the risks of remote and isolated work being undertaken by people that could impact on their ability to acceptably manage risk exposures that may reasonably be presented in the remote or isolated location, and to ensure their ability to call for help in emergency situations.
- Employee assistance will be provided by a workers employer if their fitness for work, or wellness may impact on their employment, or engagement. This may be assistance to government, or other resources, or (where approved by the employer) other specific means deemed suitable.
- Medical assessments are to be conducted or supervised by registered medical practitioners to determine and monitor workers fitness and competence for work, and those assessment costs will be paid by the workers employer, who shall retain the records as private & confidential records. Furthermore, no PCE person must direct or allow a worker to carry out any work unless the work or training complies with any conditions on the current certificate of medical fitness of the worker.
- Health monitoring will be conducted by PCE (or its customer in control of the work environment) to evaluate the risk control effectiveness of regulated or other health exposures that could be hazardous to people due to the potential for exposures above regulated exposure limits. Any results of health monitoring that exceed regulated Workplace Exposure Standards shall be reported to the regulator in accordance with legal reporting obligations, and PCE (if commissioning the health monitoring) must give a copy of the health monitoring report to all other persons conducting businesses or undertakings who have a duty to provide health monitoring for the worker as soon as practicable after obtaining the report (e.g. the client).

Approach

The PCE approach taken to meet our intentional purpose and principles of this policy is to effectively develop, implement, and maintain as part of our Integrated Management System (IMS) and other requirements the following: Fitness for Work & Wellbeing of workers and other persons are to be managed following a risk-based approach in accordance with **PCE-WHSEQ-HRM-ST-01-Hazard + risk mgmt. std**, **PCE-WHSEQ-CM-ST-01-Change mgmt. std**.

Fitness for work & wellbeing risk aspects form part of PCE's regular workplace health and safety (WHS) compliance and conformity aspects as per **PCE-WHSEQ-MMR-ST-01-Monitor measure + review std**.

Signed:

Jeremy Palmer - Director

Date: 12 August 2024