

JTH Engineering Pty Ltd is committed to ensuring the health, safety, and wellbeing of all employees. This Fitness for Work Policy outlines our guidelines to assess and manage the fitness of employees to perform their duties effectively and safely. The Company is dedicated to fostering a safe and healthy work environment for all employees and our commitment extends to ensuring that employees are both physically and mentally fit to carry out their duties when presenting for work through proactive employee engagement.

This policy applies to all individuals associated with JTH Engineering, including employees, subcontractors, and visitors, while they are on our premises or engaged in company-related activities. It is incumbent upon all parties to adhere to the principles outlined in this policy to ensure the safety and well-being of themselves and others.

Management aims to achieve these policy objectives by:

- Establishing clear guidelines for determining and maintaining employee fitness for work (FFW).
- Promoting the health and safety of employees and subcontractors affected by our operations.
- Mitigating the risks associated with impaired performance due to physical or mental health issues.
- Ensuring employee drug and alcohol testing is performed as per Company and Site procedures.
- Ensuring employees have access our Employee Assistance Program (EAP) as a means of support for anyone dealing with personal or work caused issues impacting their fitness for work.

Employees are required to promptly report any illness, injury, or medication that may affect their fitness for work to their supervisor. Supervisors, in turn, are responsible for promptly addressing any concerns regarding an employee's fitness for work and taking appropriate action to uphold Company and Site safety standards.

This policy statement shall be displayed at our Townsville Office and is communicated to employees during the Safety Induction, and accessible via the Company website. We will review this policy periodically to ensure it remains relevant to the needs of the Company and our clients.

The directors and senior managers of JTH Engineering endorse this policy to confirm their personal commitment to achieving a safe work environment by ensuring employees have the knowledge and skills to self-manage and to report to their supervisor if physically or mentally impaired.

JTH ENGINEERING IS COMMITTED TO PROVIDING A SAFE WORKPLACE THROUGH RESPONSIBLE
MANAGEMENT