

FITNESS FOR WORK POLICY

Bright Group has a responsibility to ensure that all personnel are both fit for work and thriving at work whilst on our sites or undertaking operational activities on our behalf.

The objectives of this policy are to:

- Comply with legal obligations and applicable Client contractual requirements for fitness for work.
- Provide awareness of fitness for work responsibilities.
- Maintain and improve the fitness for work of our employees and assist them to thrive at work.
- Provide effective systems and training to personnel to assist in identifying issues that could impair fitness for work and appropriate support mechanisms to manage these situations, including a confidential employee assistance program.
- Monitor compliance with this Policy and its procedures, including drug and alcohol testing.
- Provide effective, fair and constructive procedures for dealing with any individual who is unfit for work.

Our Fitness for Work procedures are designed to give effect to this Policy. They set out the range of obligations for our organisation and relevant stakeholders to promote the effective and appropriate management of fitness for work issues.

We have a zero-tolerance towards drugs and alcohol on our work sites or during working hours. We conduct random and for-cause drug and alcohol testing as part of our Fitness for Work Policy. It is a condition of engagement with the Bright Group that all personnel will submit to such testing.

We may also require personnel to undergo an independent medical assessment with a doctor of our choosing whenever we have any reasonable concern about fitness for work or to meet regulatory and/or Client contractual requirements.

If personnel have any concerns regarding their own or another person's fitness for work, they should notify their Manager immediately.

A stylized, handwritten signature in black ink.

Stephen Easterbrook
Managing Director

