



FITNESS FOR WORK POLICY

This document outlines the Downer policy for Fitness for Work management and applies to the Downer Group; hereafter referred to as Downer.

OUR PURPOSE

Our goal is workers fit (physically, mentally, and emotionally) to attend and perform their work competently and in a manner that does not compromise their health or safety, or the health and safety of others.

We believe in an integrated approach to the management of fitness for work. Downer's fitness for work program consists of:

- fatigue management
- drug and alcohol management
- injury management
- health assessments
- Employee Assistance Program (EAP).

OUR COMMITMENTS

To achieve our purpose, we commit to:

- a Zero Harm culture that supports fitness for work and a safe working environment
- operating in accordance with the legal and regulatory standards that exist in all jurisdictions that Downer operates
- achieving the highest standards of health and safety by maintaining a drug and alcohol-free workplace
- informing and educating employees, contractors, and visitors on the impact of drugs, alcohol and other issues relating to general well-being and work performance
- monitoring fatigue levels, hours of work and implementing appropriate management programs
- managing injury and illness for employees to return to work in a safe and timely manner
- encouraging employees take periodic annual leave to maintain a work life balance
- providing a confidential EAP for the benefit of all employees
- actively promoting exercise, healthy eating, and mental health to maintain and improve employees' own well-being;
- maintaining a smoke-free workplace, including Downer vehicles, restricting smoking or vaping activities to designated areas; and
- developing, in consultation with employees, facility-specific programs to address lifestyle, fitness and health, and safety issues.

All Downer Workers share our commitment by presenting for work in a safe and fit manner promptly reporting any suspected breaches of this policy; and complying with all procedures, training, and instruction relating to fitness for work.

Peter Tompkins
CEO and Managing Director
Downer Group