



Fitness for Work Policy

Kidson Energy Pty Ltd is committed to ensuring a safe and productive work environment for all employees, contractors, consultants, and subcontractors. It is our policy that all personnel must only present for work when they are fit to do so.

Kidson Energy's **Fitness for Work Policy** applies to all employees, contractors, consultants, and subcontractors and encompasses the requirements to adhere to across the areas of, fit for work, substance abuse (drug and alcohol), prescribed drugs, injury management, rehabilitation and return to work.

Fit for work:

- Kidson Energy requires its people to be in a physically and mentally fit state, to competently perform their work, and where they pose no risk of compromising the health or safety of themselves or others.
- Kidson Energy will take appropriate steps to ensure work rosters do not lead to excessive fatigue, and permit Kidson Energy personnel to have appropriate rest periods between assigned shifts.
- Kidson Energy personnel suspected of suffering ill health or heat stress, should immediately report to their supervisor for assistance.

Substance abuse and medically prescribed drugs:

- Kidson Energy has a zero-tolerance policy towards substance abuse. It is unacceptable for any person in the workplace to be under the influence of drugs, alcohol, and intoxicants, as these substances adversely impact the safety of themselves or others.
- Kidson Energy requires notification of any medically prescribed drugs, that may influence or adversely impact the safety of themselves or others. Notification must be provided to Kidson Energy, when reporting to site for work.
- Kidson Energy reserves the right for any employee or contractor to undergo random substance screening by Kidson Energy.
- Failure to comply with Kidson Energy's substance abuse and medically prescribed drugs policy, may result in dismissal.

Injury Management and Rehabilitation:

- Kidson Energy is committed to assisting injured workers return to work as soon as medically appropriate. Kidson Energy adhere to the requirements of 'Safe Work Australia Act 2008' in the event of a work-related injury or illness.
 - Under the Safe Work Australia Act, individual States and Territories (jurisdictions) administer and advise on workers' compensation insurance or claims, permanent impairment assessment and provisions, or deemed diseases.
 - Kidson Energy will work with the necessary jurisdiction on a case-by-case basis, to ensure compliance to their relevant legislation.
- Kidson Energy where possible, will support and seek suitable duties, with regard for the injured workers medical restrictions.

Return to Work:

- Kidson Energy in addition to workers compensation, through Kidson Energy's insurance coverage, may provide additional support to assist workers to safely return to work, as soon as medically appropriate, after periods of personal or work-related illness or injury.
- Arrangements to assist the employee to return to work may include, but not limited to, reduction in hours of work, changes to duties or position, limited retraining, support rehabilitation, ergonomic aids or equipment, and reasonable accommodation for disability, incapacity, or illness.
- Arrangement to assist an employee or contractor to return to work after an accident or illness, may include, but not be limited to, changes to duties or position based on the service provider requirements from their employment, and if necessary, include support to find other employment position for the contractor.



Andrew Somoff
Director



Johnathon Goyder
Director