



## FITNESS FOR WORK POLICY

XM Logistics is committed to providing a safe and healthy workplace for all persons accessing and working within all areas of our operations - including all persons being "fit for work" (including, but not limited to their physical, emotional or behavioural status).

XM Logistics considers that Fitness for Work will be achieved and maintained through:

- Enforcement of a "Zero Tolerance" to illicit drugs and alcohol in the workplace.
- Demonstrating management support through work place induction, training and awareness of policy requirements.
- Worker awareness that Fitness for Work may be influenced by fatigue, illness, environmental factors, stress or inappropriate use of illicit drugs and alcohol.
- Appropriate testing programs to verify the adherence by workers to the policy.
- Ensuring that current policy requirements are readily accessible to all workers.
- Providing effective, fair and constructive procedures for dealing with people who are deemed to be unfit for work including performance monitoring programs and/or disciplinary action.

All XM Logistics personnel are accountable for their own actions and to ensure that all requirements stated in this policy are adhered to.

Murray Wells

Manager

Date Approved: 23 March 2017

Review Date: 23 March 2018