

FITNESS FOR WORK POLICY

OUR VISION

MZI is committed to providing a work environment where employees and contractors are not exposed to hazards. We conduct our operations in a safe and responsible manner, with zero tolerance to drugs and alcohol.

OUR COMMITMENT

The Company will:

- maintain appropriate health and fitness standards for work;
- provide appropriate policies, procedures, training, instruction and supervision to ensure employees and contractors are aware of their respective responsibilities, meet the standards required, adhere to the Fitness for Work Policy and are fit for work physically, mentally and emotionally;
- promote, encourage and maintain an awareness of behaviours in respect of fitness for work responsibilities amongst employees;
- provide an appropriate workplace environment that prevents and minimises the adverse effects of fatigue, difficult work conditions or extended working hours;
- prevent, eliminate or manage where applicable, the effects of drugs (prescription and non-prescription) and alcohol in the workplace;
- monitor compliance and enforcement of this Policy and its procedures, including testing for unauthorised drug or alcohol use;
- provide effective, fair and constructive procedures for managing people who are unfit for work; and
- ensure appropriate assistance to employees and contractors so they may overcome problems that could impair fitness for work.

OUR EXPECTATION

Management are responsible for the implementation of this policy and are expected to lead by example.

Staff, contractors and visitors are expected to present themselves in a physically fit and mentally healthy state. Each staff member or contractor must be capable of completing their regular duties without endangering themselves or their fellow workmates. Fitness for Work is a condition of employment or contract.

All employees and contractors shall immediately report to the Company any concern regarding their own or their fellow workers' fitness for work.

CONTINUOUS IMPROVEMENT

The Company is committed to proactively managing, maintaining and continuously improving its Fitness for Work System.



Martin Purvis
Managing Director and Chief Executive Officer

Custodian: Head of Operations
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