

## Fitness for Work Policy

AGIG's vision is to be the leading gas infrastructure business in Australia by delivering for customers, being a good employer, and being sustainably cost efficient. Public safety and the health and safety of our employees and contractors are key elements of our vision.

AGIG believes that all incidents are preventable and is continually striving to achieve Zero Harm. Maintaining a competent workforce, who are capable of safely undertaking the activities required in their roles, is critical to the success and sustainability of our business.

AGIG understands that many factors may adversely impact on an individual's fitness for work, including:

- Fatigue
- Drugs and Alcohol
- Physical Injury or illness
- Mental health

Whilst an individual may be unfit for work for a variety of reasons, it is the responsibility of every individual to notify their supervisor/manager of any concerns about, or potential impairment of, their own fitness for work or that of their colleagues.

AGIG believes that we are all individually accountable and empowered to ensure our actions protect ourselves, fellow workers and the public.

### **Our key objective is to:**

- Encourage individuals with fitness for work issues to seek assistance.

### **We will achieve this by:**

- Setting clear expectations for fitness for work, encouraging behaviour and attitudes that are conducive to a safe and healthy work place.
- Maintaining anonymous access to an Employee Assistance Program designed to provide professional counselling support to all employees and their families.
- Enforcing a drug and alcohol free workplace.
- Ensuring that personnel who present with fitness for work issues are managed in an effective, fair and constructive manner.
- Promoting a healthy lifestyle through the delivery of diverse wellbeing initiatives.
- Encouraging approachable leadership and fostering a strong culture of peer support.
- Providing wherever possible the tools, education, flexibility and assistance to enable individuals to identify, address and report their own fitness for work issues.
- Supporting individuals with fitness for work issues to return to work as soon as possible.