

Fitness for Duty Policy

Policy Statement

Safety, health and environment responsibility is a vital part of our business. CSR Building Products Fitness for Duty Policy aims to provide a safer working environment for all employees, contractors and visitors.

The intention of this policy is to ensure that an individual is in a state (physical, mental and emotional) which enables personnel to undertake their job competently and in a manner that does not compromise or threaten the safety, health or welfare of themselves or others.

Ensuring employees and contractors are fit for duty will mitigate and/or minimise the impact of illness; fatigue; stress; drug and/or alcohol on their performance in the workplace and in particular not adversely affect workplace health and safety.

Drugs and Alcohol

The use, possession, distribution or sale of alcohol, unauthorised or illegal drugs is prohibited when undertaking work activities or on a company controlled premises, except in circumstances outlined in Appendix 1 of the CSR BP Fitness for Duty Procedure including Drug and Alcohol Testing. This constitutes serious misconduct and will be dealt with in line with the CSR Discipline Procedure.

To encourage CSR employees who have a problem with alcohol and/or drugs, to seek confidential help, advice and/or assistance.

Screening

To ensure that this policy is effectively implemented, CSR may direct employees and contractors to submit to alcohol and other drug screening tests in line with the **CSR BP Fitness For Duty Procedure inc Drug and Alcohol Testing - CSR-WHS-3.10.5-PR-01**, in the following situations:

- Pre-Employment
- For Cause/Post Incident
- At Random

Responsibility

All CSR managers and supervisors are responsible for implementing this policy. All CSR people are responsible for their personal compliance with this policy.



Rob Sindel
CEO CSR Ltd