HSEQ POLICY

Fitness for Work Policy

Ensuring people are fit, capable and ready to perform work safely.

Policy statement

Hawk-Eyes expects all workers to present fit for work and remain capable of performing their duties safely. Fitness for work includes physical and psychological readiness, alertness, adequate rest, and freedom from impairment that could create a risk to the individual or others.

1. Scope

- This policy applies to employees, contractors and other personnel undertaking work for or on behalf of Hawk-Eyes, including office, workshop, vehicle, construction, tower, remote and client-site activities.

2. Fitness for work expectations

- Workers must not commence or continue work if illness, injury, fatigue, stress, medication, alcohol, drugs or another factor may impair their ability to work safely.
- Workers must advise their supervisor as soon as practicable if they believe they are not fit for work or if their condition changes during a shift.
- Workers must follow reasonable safety directions, client fitness-for-work requirements and any applicable medical or work restrictions.
- Supervisors must respond respectfully and promptly to fitness concerns, assess immediate risks and arrange suitable controls or alternative duties where appropriate.
- Personal and health information will be handled respectfully and confidentially, with access limited to those who need it for legitimate work or safety purpose.

3. Fatigue and remote work

- Work planning should consider travel time, shift length, consecutive workdays, night work, weather, workload and the demands of safety-critical tasks.
- Workers must take required breaks and raise concerns where fatigue may affect safe performance.
- Remote and isolated work must be planned with suitable communications, check-in arrangements, welfare provisions and emergency response arrangements.

4. Injury, illness and medication

- Workers should notify their supervisor of any injury, illness or medication effect that may affect safe work, without being required to disclose unnecessary personal medical details.
- Where appropriate, Hawk-Eyes may seek relevant fitness-for-duty advice or apply reasonable temporary work restrictions in consultation with the worker and relevant professionals.
- Workers must not perform safety-critical tasks if their capacity to do so safely is affected.

5. Responsibilities

- Management: establish practical arrangements that support fitness for work and comply with applicable obligations.
- Supervisors: monitor work demands, respond to concerns and ensure workers are not directed to perform tasks when unfit.
- Workers: take reasonable care of their own fitness, follow this policy and report concerns promptly.

6. Review

- This policy will be reviewed periodically and when operational experience, incidents, client requirements or legal obligations indicate that changes are needed.