

## Fitness to Work Policy

### Policy Statement

Tidal Solutions recognises that an individual's fitness for work may be affected for a variety of reasons including the adverse effects of fatigue, stress, alcohol or other drugs. Tidal Solutions is committed to creating a healthy and safe workplace through effective risk management.

Tidal Solutions Management shall provide a framework enabling practical steps to be taken to manage fitness for work concerns through:

- Maintaining appropriate health and fitness standards to enter the workforce and sustain fitness for work.
- Maintaining a zero tolerance to drugs and alcohol in the workplace. This equates to a prescribed limit of 0.00% BAC on all Tidal Solutions and client worksites.
- Communicating and consulting with personnel to increase awareness of their workplace health and safety obligations in relation to drugs and alcohol.
- Promoting physical, mental and emotional health so that people can safely undertake and sustain work.
- Providing relevant training, education and awareness to employees and contractors to assist in fulfilling their roles and responsibilities under this policy.
- Ensuring no person is discriminated against, or disadvantaged, as a result of highlighting their concerns of compliance with this policy.
- Ensuring confidentiality is maintained at all times in respect of these matter.
- Monitoring the health and wellbeing of personnel.
- Ensuring personnel deemed unfit for work as a result of alcohol or other drug misuse, are disciplined in a manner that aligns to the principals of just culture.
- Providing adequate resources to ensure the successful implementation of this policy.

### Health and Safety Responsibilities

- Personnel shall adhere the policy and to ensure that they are fit to perform their duties without risk to the safety and health of themselves and others; and
- The development and implementation of Fitness for Work Policy is the responsibility of Tidal Solutions Management.

### Approved By



**Rob Collins**  
Managing Director  
February 2022

