

# FITNESS FOR WORK POLICY

**BLUESCOPE IS COMMITTED TO ACHIEVING ITS GOAL OF ZERO HARM. CONSISTENT WITH THIS GOAL IS THE OBJECTIVE TO SUSTAIN OUR PEOPLE THROUGH A HOLISTIC APPROACH TO WELLBEING AND FITNESS FOR WORK.**

## **THE AIM OF THIS POLICY IS TO SUPPORT THIS OBJECTIVE BY:**

- Confirming the Company's requirement to identify and assess health and wellness risk;
- Specifying the need for processes to ensure that individual employees are suitably fit and able to work in a safe manner; and
- Detailing desired Fitness for Work targets.

## **EXPECTATIONS:**

- All businesses take a proactive and targeted approach to managing workforce health and wellness.
- A risk based approach is applied to identify fitness for work impacts.
- Fitness for work programs are designed to support specific health and wellness risk profiles and integrate with wider organisational objectives including diversity, employee engagement and sustainability.
- Leaders are equipped with the skills and tools to increase fitness for work awareness, support wellbeing and strengthen peer to peer support.
- Fitness for work indicators are monitored and managed, specifically this includes:
  - Alcohol and other drugs, in accordance with the BlueScope Alcohol and Other Drugs Policy.
  - Personal health conditions or impairments that may have the potential to impact an individual's capacity to work in a safe manner.
- Individuals accept their personal responsibility to monitor and communicate any potential or actual physical or psychological restrictions that may be affecting them. This includes, but is not limited to, fatigue, illness, physical restriction or emotional distraction.

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