

## Fitness for Work Policy

### Our Fitness for Work Vision:

*"Motivation gets you started; drive keeps you going"*

The health, wellbeing and fitness of our people ensures superior customer service is continually achieved. We provide a strong focus on physical, mental and emotional health to ensure our employees remain fit and healthy for work.

### Our Fitness for Work Principles:

- Ensuring a healthy working environment free of work-related illnesses through an effective management of employee fitness for work risk.
- Minimising the risk of employees attending or performing work while unfit.
- Encouraging employee wellbeing to create a healthy and safe workplace.
- Promoting a healthy lifestyle and ensuring our employees seek assistance to manage the adverse effects of work in order to safely perform their work.

### Employer Responsibilities:

- Providing a safe, healthy, cost effective and productive workplace.
- Encouraging all employees, contractors and volunteers to adopt and demonstrate behaviours and attitudes that lead to a healthy and safe environment.
- Improving and maintaining an awareness of fitness for work responsibilities amongst our people.
- Providing effective, fair and constructive procedures for dealing with employees who are unfit and unable to safely perform their work.

### Employee Responsibilities:

- Work in accordance with TEN Fitness for Work policies and principles.
- Attend work in good physical and mental condition so duties are performed in a safe, efficient and productive manner.
- Support the team leaders in identification of fitness for work risks
- Stop work and inform supervisors if there is a concern about their ability to safely perform their work.



**Corey Scott**  
Managing Director

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