



FITNESS FOR WORK POLICY

The assessment on Fitness for Work (FFW) is a vital part of managing risks within a working environment.

Australia Marine Services Pty Ltd (A.M.S. Tugs & Barges) strives to ensure that the relevant personnel must be in a state (physical, mental & emotional) which allows them to perform their assigned duties effectively and in manner that does not jeopardise one or other's safety & health.

This policy applies to all *A.M.S. Tugs & Barges* employees and further extended to all contractors, clients and visitors to our facilities, both onshore and offshore.

Some of the major factors that can impair an individual's FFW can be highlighted as follows:-

- Medical Condition
- Stress Factors
- Alcohol & Illicit Drug Use
- Mental & Physical Fatigue

A.M.S. Tugs & Barges shall implement the following strategies to address this policy's objectives:-

- FFW assessments shall be conducted internally prior to commencement of employment. Pre-Employment Medical Assessments maybe conducted on an individual at the Management's discretion
- Periodical & random assessments by Managers/Supervisors shall be conducted to ensure that all employees are not impaired through adverse effects of the major factors highlighted above
- Provision of FFW education to all employees so that they are aware of the signs of FFW and to ensure that the right attitude and skills are engaged to achieve one's and others' FFW
- Encourage contracting companies to implement similar policies to ensure that their employees are presented with FFW in mind

This policy should be applied in conjunction with *A.M.S. Tugs & Barges'* other policy statements and other legislative requirements/standards.

All employees & external personnel have a Duty of Care to present themselves FFW in compliance with local Occupational Health & Safety legislations. Failure to comply with this policy will result in a breach of contract.

Alan Yeo

Managing Director – A.M.S. Tugs & Barges

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AUSTRALIA MARINE SERVICES PTY LTD T/A A.M.S. Tugs & Barges

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