

FITNESS FOR WORK POLICY

ABIM Solutions is committed to providing and maintaining a safe and healthy working environment for our employees and visitors. The aim of the policy is to minimise and control the risks and hazards associated with fatigue and the misuse of drugs and alcohol. In conjunction with the Fitness For Work Standard, ABIM Solutions aims to ensure:

- Individuals are fit for work
- The company meets its obligations to employees, visitors, clients and the community by carrying out its operations safely.
- Informed decisions are made in relation hours of work, working arrangements and shift roster systems.
- A safe work environment by minimising hazards and managing risk associated with the misuse of drugs and alcohol. ABIMS are committed to a zero tolerance of drug or alcohol abuse within the workplace.
- Assistance through a range of preventative initiatives is offered including education and training strategies to help manage fatigue related risks and reduce the misuse of drugs and alcohol.
- ABIMS work closely with their clients in the implementation of health monitoring programs.

All parties at the workplace have responsibilities for health and safety at the workplace. As well the employer's responsibilities, employees have responsibilities to take reasonable care to ensure their own safety and health and that of others affected by their work.



Andrew Bewsher
Chief Executive Officer

Date: 21st February 2020

