

## Fitness for Work Policy

Operative Date: 13 June 2023

AGIG's vision is *to be the leading gas infrastructure business in Australia* by delivering for our customers, being a good employer, and being sustainably cost efficient.

AGIG believes that all incidents are preventable and is continually striving to achieve Zero Harm. We engage and maintain a competent, capable and able workforce that is supported by our commitment to providing a healthy and safe environment including mental health and well-being.

AGIG understands that many factors may adversely impact on an individual's Fitness for Work, including, but not limited to:

- Fatigue
- Drugs and Alcohol
- Medical fitness including physical health and functional capacity
- Mental health and well-being

Whilst an individual may be unfit for work for a variety of reasons, it is the responsibility of every person to notify their supervisor/manager of any concerns about, or potential impairment of their own Fitness for Work or that of their colleagues.

AGIG believes that we are all individually accountable and empowered to ensure our actions protect ourselves, fellow workers and the public.

### **Our objectives are to:**

- Ensure the health, safety and welfare of employees and contractors including taking a holistic approach to Fitness for Work.
- Encourage individuals with Fitness for Work issues to disclose and seek assistance.
- Outline the responsibilities regarding their Fitness for Work for employees and contractors.
- Fulfil our Obligations under the Equal Opportunity Act.

### **We will achieve our objectives by:**

- Setting clear expectations for fitness for work, encouraging behaviour and attitudes that are conducive to a safe and healthy workplace.
- Maintaining anonymous access to an Employee Assistance Program designed to provide professional counselling support to all employees and their families.
- Enforcing a drug and alcohol free workplace.
- Ensuring that individuals who present with Fitness for Work issues are supported in an effective, fair and constructive manner.
- Promoting a healthy lifestyle through the delivery of diverse well-being initiatives.
- Encouraging approachable leadership, engagement and collaboration through coaching and mentoring, and fostering a strong culture of peer support.
- Providing the tools, education, flexibility and assistance wherever possible to enable individuals to identify, address and report their own Fitness for Work issues.
- Supporting individuals with Fitness for Work issues to return to work as soon as possible.