



Fitness for Work Policy

Terrex is committed to providing a safe, healthy and productive workplace for all its employees. The company recognises that alcohol, drugs, substance abuse, some illness and fatigue will impair employees' ability to perform their jobs properly and that any of these factors will have adverse effects on safety, efficiency, and productivity.

Scope

This policy outlines the responsibilities and applies to all employees of Terrex.

All personnel are considered "on the job" whenever on:

- Any Company or client property, including parking areas; or
- Company time even if off Company premises including paid lunch, rest periods, and periods of being on call.

Policy

- All personnel are responsible for attending work in a fit condition free of illnesses that may impair their ability to conduct their duties in a safe, efficient and productive manner and must consider the risk of others contracting the illness.
- All personnel are responsible for attending work well rested and free of impairment from fatigue.
- The company prohibits the misuse of legitimate drugs, or the use, possession, distribution or sale of illicit or non-prescribed controlled drugs, or other substances, on Company business or premises.
- Any employee who takes prescription medication should check with their doctor to establish if the use of the medication will impair their work performance or pose a safety risk to the worker or any other person in the workplace. If so, the worker should seek advice in writing from their doctor and provide a copy of this letter to their manager.
- Drug and Alcohol testing will be conducted by the company on a daily / random or for cause basis.
- The company recognises alcohol, drug or substance dependency as a treatable condition. Employees who suspect they have a dependency problem are encouraged to seek professional advice and to follow appropriate treatment promptly before it results in work performance problems.
- Employees working outdoors are required to undergo periodical medical examinations at the Company's expense.
- All employees are required to comply with the requirements of the Company's Workplace Rehabilitation program and actively support employees who are participating in rehabilitation.
- All employees are required to comply with this Fitness for Work Policy and the relevant company procedures that support this policy that are listed below. Failure to meet the requirement of this policy and its associated procedures will result in disciplinary action, up to, and including, dismissal.
 - TS-PRO-18 Workplace Rehabilitation
 - TS-PRO-19 Drug and Alcohol
 - TS-PRO-20 Code of Conduct
 - TS-PRO-22 Journey Management
 - TS-SOP-GEN009 Fatigue Management

Dave Stegemann

Chief Executive Officer

Dated: 08/01/2019