



Specialists in Roofing
and Waterproofing

Fitness for Work Policy

Fitness for Work

Radmat Building Products is committed to providing and maintaining a safe and healthy working environment in which our employees and contractors ("Our People") are not exposed to hazards arising from fatigue, stress or the use or abuse of alcohol or drugs.

When reporting for work, Our People must be fit for work, including being medically and mentally fit as well as properly rested, to ensure that they can perform their duties in a safe and efficient manner.

Our People are prohibited from working when under the influence of alcohol or illegal drugs. Where legal drugs are prescribed by a Doctor and the Doctor has stated that the individual is fit for work these recommendations are respected, however where the Doctor states they are not fit for work the individual cannot work.

Radmat Building Products will proactively undertake activities to identify and appropriately deal with any of Our People who may be unfit for work. Our processes will be transparent, fair, sensitive and of course, legally compliant.

We have implemented and will maintain a number of policies and procedures and a Code of Conduct to effectively, fairly and constructively manage the identification and management of people who are unfit for work.

All of our employees must abide by all of the requirements set out in these documents. This is for their own wellbeing and the wellbeing of those around them.

These documents address a number of fitness for work issues including:

- training and cautioning Our People at various stages of employment regarding the dangers of presenting to work in an unfit state, whether due to drug and alcohol abuse, fatigue or other causes; and
- taking reasonable steps to ensure that the hours of work, rosters and workplace conditions to which Our People are exposed do not create unacceptable risks from fatigue or stress.
- Assessment of fitness for work following a period of time off work through illness or the prescription of legal drugs.

A handwritten signature in black ink, appearing to read "R. Speroni".

Robert Speroni
Managing Director
Reviewed: October 2025