



Aethon Marine Services LLC

FITNESS FOR WORK POLICY

AMS is committed in ensuring the Health, Safety and Welfare of its employees, contractors, and consultants in the workplace and its ability to meet this requirement ensuring everyone who works with AMS, take full responsibility and ensure they are fit for work prior commencement of work, and for the duration of their work assignments with AMS.

Employees must be in a good state of mental, physical and emotional health to perform their assigned tasks competently, and in a manner that does not negatively affect or put at risk, their own, or others' health and safety and cause damage to company equipment and property.

An employees' fitness for work may be affected by a variety of factors including, but not limited to illness, injury, alcohol, substance abuse and some behavioral issues. These factors reduce employees' physical strength and cognition, adversely affecting their ability to perform reliable, safe work leading to an increased likelihood of workplace incidents or injuries.

The fit for work framework shall address the following factors in relation to fitness to work assessment:

- *Pre-employment medical assessment*
- *Annual medical assessment*
- *Fatigue Management*
- *Drugs and Alcohol abuse*
- *Workplace Ergonomics*
- *Injury rehabilitation and return to work*
- *Healthy lifestyle initiatives*
- *Stress management and resilience*

Breaches on the Fitness for Work Policy shall be treated as misconduct and those found not satisfying the criteria for fitness for work shall be dealt with accordingly including disciplinary action leading to termination of employment or legal action.

Managing Director

03 January 2021

Approved: _____ Date: _____