



DANV TOOLS AUSTRALIA

## FITNESS FOR WORK POLICY

Danv Tools Australia acknowledges and accepts its responsibility to provide a safe and healthy working environment for all personnel in its employment. Danv Tools Australia is committed to ensuring the safety and health of individuals associated with its operations.

We will ensure that when individuals present themselves for work, that they are in a fit physical and psychological state to be able to undertake their tasks safely. This includes being free from the adverse effects of fatigue, illness, injury, stress, drugs and alcohol.

Employees have an obligation under their duty of care to present to work in a fit state.

Danv Tools Australia will develop and maintain a "Fitness for Work" system which includes;

- Individual responsibilities for fitness for work;
- Management responsibilities;
- An assessment at time of employment for an individual's ability to meet the fitness for work standard requirements;
- Education of employees;
- Training of management in identifying fitness for work issues;
- Employee assistance programs;
- Fitness for work assessments and testing procedures;
- Provision for confidentiality of fitness for work information.

**Samuel Murphy**  
Director & Operations Manager  
16/02/2024

Document Title	Document Custodian	Publish Date	Last Review
Fitness For Work Policy	Director	1/10/2019	16/02/2024
	Doc. No	Version	Page No
	POL004	1.0	1 of 1