



Fit for Work Policy

Kramer Ausenco is committed to providing a safe and healthy environment for all employees. Our dedication to the health, safety and wellbeing of employees, contractors, visitors and families is fundamental to the success of Kramer Ausenco.

The Kramer Ausenco fit for work policy has been designed to assist in the aim of providing all employees with a safe working environment.

The Kramer Ausenco Fit for Work Policy applies to all Kramer Ausenco employees and those engaged to perform work for, or on behalf of, Kramer Ausenco.

Fit for Work means that an individual is in a state (physical, mental or emotional) which enables them to perform assigned tasks competently, and in a manner which does not threaten the safety or health of themselves or others.

A variety of health monitoring methods are used across all offices and project sites to assist employees (and those engaged to perform work for, or on behalf of, Kramer Ausenco) in meeting the Fit for Work Standard. Methods include drug and alcohol testing, medical screening, health surveillance programs, employee assistance programs, comprehensive procedures to assist in the management of 'fitness for work' and educational seminars and forums.

Any Kramer Ausenco employee (or those engaged to perform work for, or on behalf of, Kramer Ausenco) who fails to adhere to the Kramer Ausenco Fit for Work Policy and relevant procedures may be subject to disciplinary action.

A handwritten signature in black ink, appearing to read 'Frank Kramer', written in a cursive style.

Frank Kramer
Chief Executive Officer

