

The GenusPlus Group (the parent Company) and its subsidiaries, provide an integrated service, via our operating companies, through resources, power, utilities, and communications sectors across Australia.

We exist to provide safe, trusted, and high value solutions to our stakeholders through our people, our products, our culture, and our values.

The Safety and Health of our workers (employees, contractors, labour hire), and visitors is a core value of our group. Fitness for Work is an integral part of Safety and Health at work and one of our Safety Non-Negotiables.

Our objective is to ensure our workers perform their assigned tasks competently and without risk of harm, to themselves or others. This objective is embodied in our **Think Safe. Work Safe. Home Safe.** message. Our core value of Mateship encourages us to look after ourselves and our work mates.”

To achieve this objective, we will:

- Provide a healthy and safe workplace which supports the health and wellbeing of our people.
- Implement and maintain a documented systematic risk-based process to address fitness for work issues, such as fatigue, drug and alcohol impairment (including inactive metabolite detection and residual effects), mental and physical wellbeing, and medical fitness.
- Set clear expectations for fitness for work, encouraging behaviour and attitudes that are conducive to a safe and healthy workplace.
- Provide wherever possible the tools, education, awareness, flexibility, and assistance to enable individuals to identify, address and report their own fitness for work issues.
- Use a range of strategies and tools to monitor fitness for work.
- Provide assistance and counselling through the Employee Assistance Program to workers, to overcome problems that may impair their fitness for work.
- Identify legal and other requirements, to meet and maintain our internal governance and contractual requirements, and that of other interested parties.

Fitness for work is a joint responsibility, with all workers and visitors required to:

- Manage physical and psychological personal factors which impact on fitness for work.
- Present fit for work, rested, alert and unimpaired by injury, illness, drugs, alcohol, and/or mental wellbeing.
- Recognise when fitness for work is impacted or potentially impaired, and report to a Supervisor or SHEQ Representative.
- Report to a Supervisor if concerned about a worker’s fitness for work.
- Comply with procedures relating to fitness for work (such as working hours).
- Notify their Supervisor/Manager in the event an at-risk health condition arises to ensure an appropriate Health Plan is implemented and maintained.

This applies to all our operations, workers, contractors, and visitors, who have a responsibility to implement this policy. Through cooperation and a collective commitment from all parties to this policy, we will minimise fitness for work risks and ensure our works are carried out safely and competently.

A handwritten signature in dark blue ink that reads "D. Riches".

David Riches
Managing Director
GenusPlus Group Ltd
Date: 06/03/2026