



Fitness for Work Policy

Paull & Warner Resources (PWR) – leading Australian supplier and fabricator of emergency response vehicles; supplier of medical and emergency response equipment; provider of emergency response and industrial safety training; provider of emergency response, medical and security personnel; and the design, installation and maintenance of fire detection and occupant warning systems, fixed and mobile fire suppression systems and portable firefighting equipment - is committed to the safety, health and wellbeing of its employees and has a Duty-of-Care to provide a safe work environment through effective risk management. As part of this commitment, PWR will provide a strong team culture that focuses on the physical, mental and emotional health of our team members to ensure they remain fit for work.

The company will endeavour to:

- Take measures to help all employees, contractors and visitors maintain appropriate health and fitness standards.
- Prevent the inappropriate behaviour and harm that can be caused by alcohol and other drugs at work.
- Promote the physical, mental and emotional health of its team members by increasing the awareness of the adverse effects of alcohol and other drugs.
- Prevent and minimise the adverse effects of fatigue, work conditions and excessive hours at work.
- Encourage behaviour and attitudes that are conducive to a healthy and safe workplace.

All employees have a moral and legal responsibility to their workmates and to themselves to maintain a safe and healthy work environment and to perform their duties without risk to the safety and health of themselves and others.

Simon Paull

Director

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