

# PERTH FESTIVAL

## FITNESS FOR WORK POLICY

Perth Festival is committed to providing a safe and healthy work environment for all employees, contractors, subcontractors and visitors by eliminating hazards associated with inappropriate use of alcohol and other drugs. We will ensure that all employees, contractors and subcontractors are fit for work.

### WE WILL:

- Maintain a work environment which does not adversely impact on an employee, contractor or subcontractor's health and wellbeing and which recognises the need to ensure fitness of all personnel to perform their duties;
- Utilise a range of strategies and testing means to monitor an employee, contractor or subcontractors fitness for work whilst managing continuous improvement and operating in accordance with relevant legislation, Codes of Practice and the Australian Standards;
- Ensure all employees, contractors, subcontractors and visitors to a Perth Festival site are informed of this policy, their associated responsibilities and the consequences of policy breaches;
- Provide support and assistance to employees and other site personnel to prevent and manage inappropriate use of alcohol or drugs and the associated problems;
- Maintain and review procedures for managing the use of alcohol and drugs and their effects in relation to Perth Festival sites to ensure they are applied both fairly and consistently to all.

### WE VALUE:

- Adhering to the Perth Festival values in implementing this policy and managing the potential effects of alcohol and drugs within our organisation;
- The health and safety of all our employees, as well as the health and safety of associated contractors and subcontractors, whose abilities and commitment enable Perth Festival to achieve its business goals.
- The right and expectation that all employees, contractors and subcontractors leave work in a fit and healthy state.

Perth Festival's approach and implementation of this policy is fundamental in our commitment to provide a safe and healthy work environment for all stakeholders.