

Ahrens Group Pty Ltd (Ahrens) is a vertically integrated diversified business - operating within the design, fabrication, construction, project management, erection and installation of commercial and industrial structures. As well as building refurbishments, process plants, material handling & storage, ATM installation, agricultural grain storage & handling, rural buildings, water storage, plant and building maintenance.

We work with a broad range of customers covering banks, property developers, manufacturers, transport/logistic operators, a myriad of owner/occupiers, builders, mining contractors, grain co-operatives, farmers and government departments. The nature of the company's activities requires a high degree of technical expertise, experience and reliability.

Ahrens is committed to ensuring systems and procedures are in place to promote and maintain an employee's ability to perform tasks safely and efficiently. An employee's role and their ability to work safely can be directly affected by a number of factors, including the amount of rest periods between work shifts, the duration of work shifts, overall physical fitness of the employee and the use of alcohol or prescribed and non-prescribed medication or drugs.

The objectives of this Policy are to provide and promote a safe working environment at Ahrens by:

- Ensuring employees are fit for work;
- Improving and maintaining Ahrens' ability to meet its duty of care obligations;
- Improving and maintaining an awareness of Fitness for Work responsibilities amongst employees;
- Providing appropriate assistance to overcome problems that could impair fitness for work;
- Providing effective, fair and constructive procedures for dealing with people who are unfit for work;
- Monitoring compliance and enforcement of this Policy and its procedures, including drug and alcohol testing.

It is the responsibility of all employees of Ahrens to ensure that the Fitness for Work Policies and Procedures are understood, implemented and maintained as they apply in the performance of their individual functional duties.

A copy of this Fitness for Work Policy shall be displayed and it is the responsibility of management and supervisory staff to ensure that it is understood, implemented and maintained at all levels in the Company.



**Stefan Ahrens**  
Managing Director, Ahrens Group Pty Ltd