

Steadfast Roofing is committed to ensuring the health, safety, and well-being of all workers, contractors, and visitors while maintaining the highest standards of roofing services. Fitness for Work is a mandatory requirement of employment and applies to all personnel across all operations.

This policy aligns with relevant legislation, including the WA Work Health and Safety Act 2020 and promotes a safe, healthy, and productive workplace culture.

We are committed to:

- Providing a safe and healthy workplace for all workers and visitors.
- Ensuring all workers are fit for roofing work through medical assessments and ongoing monitoring.
- Managing risks related to fatigue, drug and alcohol use, and other health concerns.
- Supporting workers with disabilities, health conditions, or substance abuse recovery needs.
- Maintaining confidentiality and fairness in all Fitness for Work matters.
- Regularly reviewing and improving the policy in line with legislation and industry best practice.

Key Control Measures:

- Pre-employment medical assessments and drug/alcohol screening on certain client sites.
- Ongoing consultation, cooperation, and coordination to minimise fitness-related risks.
- Provision and enforcement of Fitness for Work including zero Drug and Alcohol tolerance.
- Adequate rest periods between shifts to manage fatigue.
- Clear disciplinary processes for policy breaches.

Drug & Alcohol Management Commitment

- Zero tolerance for impairment while performing roofing work (BAC must be 0.00%).
- Apply fair disciplinary actions for breaches (warnings, suspension, termination).
- Encourage responsible behaviour at work-related social events.
- Support workers seeking help via the Employee Assistance Program (EAP).

Health & and Fatigue Management Commitment

- Pre-employment medicals to confirm fitness for works before placement.
- Prompt reporting and management of injuries, illnesses, or conditions impacting fitness.
- Enforce adequate rest periods between shifts.
- Monitor workloads and scheduling to minimise fatigue risks, especially for rooftop and height-related tasks.

Training & Awareness of Fitness for Work Commitment

- Provide training and communication on the Fitness for Work Policy, including reporting obligations and PPE use specific to steadfast operations.
- Educate workers about the risks of alcohol, drugs, fatigue, and other factors impacting steadfast operations.

Confidentiality & Fairness Commitment

- Protect workers' privacy in all fitness-related discussions and records.
- Ensure disciplinary actions are transparent, fair, and case specific.

Policy Review & Improvement

- Periodically review and update the Fitness for Work Policy to stay aligned with legislation, industry standards, and lessons learned from incidents.



Michael Lonergan

Director

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