



EMAS DINAMIK (828558-V)

FITNESS TO WORK POLICY

EDSB is committed to providing a safe and healthy working environment for all employees and contractors and is obliged by both legal and moral obligations to ensure that all personnel are “Fit for Work” while performing work activities at any location.

Our objectives are:

- To provide a safe and healthy working environment to minimize the risk of injury or illness through any act or omission.
- To ensure employees are not, by use of drugs and alcohol, in a state which may endanger their own safety and health or the safety of other persons at work.
- To assist employees who may be experiencing difficulties outside the work environment that is affecting their performance.
- To ensure that employees who are deemed unfit for work are dealt with in a fair and constructive manner.
- To provide skills and resources to management and supervisor that will allow them to deal with, in a proactive and understanding manner, employees who are experiencing “Fitness for Work” issues.
- To provide education and training to employees on “Fitness for Work” issues.

Management and Supervisor are held responsible for the safety and health of all employees under their jurisdiction in:

Assessing the employee “Fitness for Work” at the start of work and throughout the work shift. Providing working environments that minimize impacts on an individual’s ability to be “Fit for Work”.

Employees are held responsible to:

- Ensure that they are in a fit state to carry out their duties without risk to themselves or others.
- Notify their supervisors of any potential impairment of their fitness for work, including possible effects from prescription medication that may impact on their safety performance at work.
- EDSB is committed and enforces that being “Fit for Work” is a fundamental part of its Health and Safety obligations, thus adherence to its safety principles and procedures is the condition of employment.

DATUK REDZUAN KHUSHAIRY OTHMAN
MANAGING DIRECTOR

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