



**MMA**  
**OFFSHORE**

## Fitness for Work Policy

MMA Offshore Limited (**MMA**) is committed to creating a safe and healthy workplace for our people. Our objective is to minimise the risk to our workers, customers, visitors and the communities in which we operate. Fitness for work encompasses **drug & alcohol, fatigue, medical fitness and mental health & wellbeing**.

This Company Policy applies to all personnel employed by MMA, all contractors working on site and on-board vessels and all visitors to the Company's vessels and/or onshore facilities.

- We expect our employees to perform assigned tasks competently and in a manner that does not compromise or threaten the safety or health of themselves or others.
- Employees must not be under the influence of illicit drugs or alcohol at any time.
- A comprehensive drug and alcohol testing regime shall ensure that MMA enforces a zero tolerance approach to both drugs and alcohol.
- All prescribed medication shall be disclosed to the Vessel Master/Employees Manager; this is critical where employees are required to operate equipment or machinery.
- Empowering workers to declare themselves unfit for work prior to commencement of work where affected by alcohol, drugs, fatigue or other conditions.
- Ensuring medical fitness for work through regular medical assessment and early intervention programs
- Actively promoting our mental health & wellbeing programs and supporting those that may be affected.
- Providing ongoing support to workers and access to a confidential Employee Assistance Program.

**David Ross**  
Managing Director

1 December 2022

