



DTL-HSE-POL-0007

Fitness for Work Policy

DTL Health & Safety Management System

Doc No: DTL-HSE-POL-0007

Version: 1.0 — Apr 2026

Review: Apr 2027

Owner: Annelize Van Tonder

Purpose: Defines DTL's expectation that everyone is fit to perform their duties safely.

Policy Statement

DTL requires that all workers are in a state — physically and mentally — to perform their duties safely and without risk to themselves or others.

Our Commitment

DTL (WA) Pty Ltd is committed to:

- address fatigue, alcohol and other drugs, medication, illness and stress as fitness factors;
- expect workers to declare any condition that may affect safe work;
- assess fitness for safety-critical roles where appropriate;
- support workers to manage conditions confidentially;
- stand down any worker who is not fit for the work until the risk is managed.

Responsibilities

- **Management** — provide leadership, resources and a safe system of work, and set and review objectives.
- **Supervisors** — implement this policy, ensure controls are in place and consult their teams.
- **Workers & contractors** — take reasonable care, follow procedures, use controls provided and report hazards, incidents and concerns.

Authorisation

This policy is endorsed by DTL management and applies to all workers, contractors and visitors. It will be reviewed annually or on significant change.

Approved for issue

Tyson Knight — Director
27 May 2026

1.0 · Apr 2026 · Initial issue under 2iB numbering · A. Van Tonder