

# Fitness for Work Policy

This policy describes Bostech Drilling's intention to ensure a safe work place and safe work practices by ensuring that all employees are in a fit condition to perform their work without compromising their own safety and the safety of others.

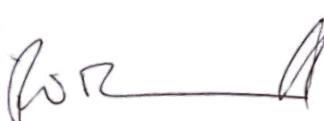
There is a legal obligation on Bostech to exercise a Duty of Care to all employees, contractors and visitors.

This policy was developed to address the fitness for work including medical and physical conditions, inappropriate alcohol and/or drug use, fatigue, stress, distraction and infectious diseases.

## To Implement this Policy:

- Bostech seeks to assist employees to manage their fitness for work by providing education and training. Bostech will also review and adapt its procedures to ensure that working conditions and rosters are designed so that they do not cause individuals to be unfit for work.
- Individuals have the responsibility to come to work fit for their assigned tasks, rested, focused on the job and free from the influence of performance impairing substances. As with any other safety issue, every individual has the responsibility to advise the company of any person or situation in which this policy may have been breached.
- Bostech will periodically assess individual's fitness for work through a range of strategies which may include alcohol and drug testing at various times including prior to employment, after accidents or incidents, where individuals appear unfit for work and at random times
- Bostech will ensure that all employees who are deemed unfit for work are dealt with in an effective, fair and constructive manner. This will include protection of employee's job security and promotional opportunity and the use of sick leave for treatment of illness related cases.
- The fit for work policy and procedures will be subject to regular review.

Approved By:



Peter Boswell  
Proprietor Director

Approved By:



Paul Allen  
Operation Manager



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