Blyth Construction (SW) Ltd

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Fitness For Work Policy Statement

Blyth Construction is committed to creating a safe and healthy workplace for all our people. Our objective is to minimise risks to workers, customers, visitors, and the communities in which we operate.

It is the responsibility of every individual, in line with their duty of care obligations, to ensure they are fit for work.

1. Definition of Fitness for Work

Fitness for work means being safe for work.

An individual is considered "fit for work" when they are in a physical, mental, and emotional state that enables them to perform their assigned duties effectively and without increasing risk to themselves or others.

2. Individual Responsibilities

Each person is responsible for managing personal factors that may affect their ability to work safely, unimpaired, and to the full extent of their capability.

Fitness for work may be monitored and assessed by:

- The individual
- Management
- A health professional

Assessment may include confirmed observation and recognised assessment tools such as fatigue assessments and/or alcohol and other drug testing.

Confirmed observation involves management, foremen, or co-workers identifying at-risk behaviours, addressing any immediate safety concerns, and seeking confirmation from an appropriately trained health professional using industry-accepted testing methods.

3. Blyth Construction Commitments

Blyth Construction commits to:

- Providing a healthy and safe workplace that supports the wellbeing of our people
- Using a range of strategies and tools to monitor fitness for work, drive continuous improvement, and comply with relevant legislation and codes of practice
- Promoting and encouraging participation in wellbeing programmes that support healthy lifestyle choices
- Ensuring all workers understand and comply with this policy

If an employee requires assistance with health matters affecting their fitness for work, support will be available through our Employee Assistance Programme (EAP).

Where impairment factors are within the employee's control — including physical, mental, or emotional capacity — and the employee is rendered unfit for work, the matter will be managed in accordance with our Alcohol and Other Drugs Procedure (where relevant) and our Fair and Just Principles.

Blyth Construction

Rory Davies CEO date 22nd March 2026 review and upgrade as required