Fitness for Work Policy

It is XANDER RECRUITMENT GROUP LTD.'s legal requirement to provide a drug-free, healthy and safe workplace for all. To achieve this, employees and contractors are required to report to work fit to perform their duties in a satisfactory manner.

If an employee or contractor is observed by management or clients when reporting for work to be potentially unfit for duty, they will be refuse access to site or refused entry to the work place (as applicable).

Note: If required emergency medical assistance from the Emergency Services will requested by the person controlling access to the workplace whenever there is a question of acute illness or impairment that threatens the health of the employee or contractor.

Any refusal to allow an individual to commence work will be reported back to XANDER RECRUITMENT GROUP LTD. Once this information received the individual will be required to be placed on medical leave either by XANDER RECRUITMENT GROUP LTD or its contractor until further assessment can be obtained by a XANDER RECRUITMENT GROUP LTD or contractors approved medical provider.

If it is identified by the approved medical provider that the individual is unable to perform their duties without impairment due to current medication being taken or due to an underlying medical condition, the individual will not be allowed to resume work until able to fully perform their duties.

The legal use of prescribed medication/drugs is permitted only if it does not impair an individual's ability to perform their duties effectively and safely in a manner that does not endanger themselves or others in the workplace as per the requirements of the ROGS regulations. Any individual who is taking prescribed medication/drugs the individual is required to inform the person allowing them access to the site or the work place (as applicable) as to the medication and the dosage they are taking and the likelihood that such medication may impair their ability to work safely.

Employees or contractors with medical conditions are urged to inform and work collaboratively with XANDER RECRUITMENT GROUP LTD (or their employer as applicable) to identify all reasonable options in order to for them to continue to work.

It is each individual's responsibility to seek assistance as soon as possible from XANDER RECRUITMENT GROUP LTD (or if a contractor their employer) prior to reaching a point where their performance or workplace behaviour is negatively affected.

Date: September 2026
Review: September 2027

Alex Stockley
Managing Director