

Railtrain Holdings Group (RHG) Pty Ltd is committed to providing and maintaining a working environment in which our employees, staff, visitors, and sub-contractors are not exposed to hazards arising from fitness for work factors such as long working hours, the use and abuse of alcohol or other drugs and non-work-related health conditions or injuries.

In order to ensure the work health and safety (WHS) of all individuals associated with its operations RHG will take all reasonable steps to ensure that its employees and staff are in a fit and competent state to work safely.

“Fitness for work” means that a person is in a state (physically, mentally and emotionally) which enables them to perform assigned tasks competently and in a manner which does not compromise or threaten the health and safety of themselves or others.

The objectives of this policy are to:

- Provide a healthy and safe work environment that minimises the risk of fatigue, injury and illness through any act or omission;
- Ensure employees, staff, visitors, and sub-contractors are not, by use of alcohol or other drugs, in a state which may endanger themselves or others at work;
- Ensure that the company meets its legal and moral obligations to its workforce and the community;
- Ensure that employees, staff, visitors, and sub-contractors who are deemed unfit for work are dealt with in a fair and constructive manner;
- Provide support mechanisms (i.e., counselling) to employees and staff who require assistance to overcome issues associated with their fitness for work;
- Provide employees and staff with education and training to ensure they understand their responsibilities on fitness for work issues;
- Ensure employees, staff, visitors, and sub-contractors comply with a 0.00 BAC and return negative results for unlawful drugs; and
- Employees, staff, visitors, and sub-contractors can be subjected to random drug and alcohol testing by RHG or our clients.

RHG management is responsible for the implementation of this policy and associated procedures, and employees, staff, visitors, and sub-contractors shall abide by this policy as a condition of their employment.

RHG trusts that all of you will join us in a personal commitment to make safety a way of life.

Authorised by



Gary McLaughlin | Chief Executive Officer
Railtrain Holdings Group Pty Ltd

All legal entities under Railtrain Holdings Group (RHG) are bound by this policy.