



Policy Name:	Fitness for Work
Attention:	LSH Group Australia Employees
Version:	2.1
Last Reviewed:	1 st April 2026
Effective From:	1 st April 2026
Approved By:	GCEO / Corporate Review / MD

Fitness or Work Policy

1. Purpose

LSH Group Australia is committed to providing a safe and healthy workplace. This policy ensures that all employees and contractors are fit for work and not impaired by alcohol, drugs, or fatigue while performing duties.

This policy aligns with obligations under the *Work Health and Safety Act 2011*, *Fair Work Act 2009*, and applicable State/Territory WHS legislation and Regulations.

2. Scope

This policy applies to all employees, contractors, labour hire workers, and visitors across all LSH Group Australia workplaces, including dealerships, workshops, and any work-related activities.

3. Policy Statement

All workers must be fit for work, meaning they are in a physical and mental state that allows them to perform their duties safely without risk to themselves or others.

LSH Group Australia adopts a zero-tolerance approach to impairment from alcohol or illicit drugs in safety-critical environments, including workshops, vehicle operations, and machinery use.

4. Legislative Framework & Duties

Employer Duties

Under the *Work Health and Safety Act 2011*, LSH Group Australia must:

- Provide and maintain a safe work environment.
- Eliminate or minimise risks to health and safety.
- Implement systems to ensure workers are fit for duty.

Worker Duties

Under WHS laws, workers must:

- Take reasonable care for their own health and safety.
- Ensure their actions do not adversely affect others.
- Comply with reasonable workplace policies and instructions.

Failure to comply may also constitute a breach under the *Fair Work Act 2009* and applicable Awards such as the *Clerks – Private Sector Award 2020* and *Vehicle Repair, Services and Retail Award 2020*.

5. Prohibited Conduct

The following is not permitted:

- Attending work under the influence of alcohol or drugs.
- Consuming alcohol or illicit drugs during work hours or on company premises (unless authorised).
- Misuse of prescription or over-the-counter medication that causes impairment.
- Possessing, supplying, or distributing illicit drugs at work.

6. Prescription & Medication Disclosure

Employees must:

- Notify their manager if medication may impact safety or performance.
- Follow medical advice and dosage instructions.
- Participate in risk assessment or modified duties where required.

LSH Group Australia will manage this information in accordance with privacy obligations.

7. Testing & Monitoring

Testing may be conducted in accordance with WHS obligations and lawful and reasonable directions:

Pre-Employment

- Medical assessments may include drug and alcohol screening.

For Cause Testing

Testing may occur where there is reasonable suspicion, including:

- Observable impairment (e.g. erratic behaviour).
- Following incidents, accidents, or near misses.
- Evidence of substance use in the workplace.

Random Testing

- May be conducted where roles are safety-critical and risks justify testing.

Return-to-Work / Monitoring

- May apply following a positive result or rehabilitation process.

All testing will be conducted:

- By authorised providers.
- In a manner that respects privacy and dignity.
- In line with Australian Standards (e.g. AS/NZS 4308 where applicable).

8. Refusal or Tampering

Refusal to comply with testing, or tampering with results, may be treated as serious misconduct and may result in disciplinary action up to and including termination.

9. Positive Test Results

Where a positive result is returned:

- The employee will be stood down (with or without pay, depending on circumstances)

while investigated.

- Procedural fairness will apply, including the opportunity to respond.
- Disciplinary action may follow, up to and including termination.

10. Support & Rehabilitation

LSH Group Australia encourages early disclosure and offers support, including:

- Employee Assistance Program (EAP).
- Referral to counselling or rehabilitation services.
- Return-to-work plans where appropriate.

Seeking help will not, in itself, lead to disciplinary action; however, continued non-compliance may.

11. Confidentiality & Privacy

All information relating to testing, medical conditions, and disclosures will be handled confidentially and in accordance with privacy laws, including the Privacy Act 1988.

12. Disciplinary Action

Breaches of this policy will be managed in line with the Company's Disciplinary Policy and may constitute serious misconduct, particularly where safety is compromised.

13. Consultation

This policy has been developed in consultation with workers in accordance with WHS consultation obligations.

14. Policy Status

This Policy does not form part of any employee's contract of employment. It is a lawful and reasonable direction of the Company with which compliance is required. Any statement in this Policy about what the Company will or will not do does not create a legally binding obligation on the Company.

This Policy may be amended from time to time to reflect changes in legislation, regulatory requirements or organisational needs