VANZ

Fitness for Work Policy

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Veolia Australia and New Zealand (Veolia) is a leading environmental solutions organisation delivering Ecological Transformation outcomes. Veolia has capabilities across water and wastewater treatment, energy management, waste and resource recovery services including, large scale energy from waste facilities, industrial cleaning and facilities maintenance services.

Our goal is Ecological Transformation through the provision of comprehensive, high-value-added solutions that balance growth and environmental protection, solutions that manage water sustainably, turn waste into a resource, and develop cleaner, more efficient energy systems.

Veolia's business strategy is guided by five elements: our business, our customers, our people, our environment and our community. These elements shape all aspects of Veolia's future performance, and our corporate policies and practices are linked to delivering excellence in one or many of them.
Veolia is committed to:

- Maintaining a safe and healthy workplace for our employees, contractors and visitors. This includes:
  - Active management of Drugs and Alcohol within the workplace;
  - Active management of the adverse effects of fatigue; and
  - Health surveillance programs for employees where there is a risk of ongoing hazardous exposure.
- Working with our customers to provide a workforce that is fit for work.
- Empowering our personnel to ensure that they are fit for work. This includes:
  - Completing periodic medical assessments to ensure that they are fit for work;
  - Providing information and education to raise awareness of factors that may affect their fitness for work;
  - Promoting physical and mental health, and
  - Providing access to a confidential employee assistance program for employees and their immediate families.

All managers, employees, contractors and visitors are responsible for being aware of, and complying with this policy.