

Ahrens Group Pty Ltd (Ahrens) is a vertically integrated business operating six diverse divisions:

- Design & Construction - specialising in industrial and commercial buildings; retail refurbishment and fitout, ATM installations, and engineering projects specialising in the grain and food industry.
- Mining Services – specialising in construction and maintenance, mining infrastructure, refurbishments, electrical and HVAC, servicing regional and remote areas
- Rural infrastructure - specialising in grain storage and sheds.
- Water Storage Infrastructure – specialising in rural, commercial and export water tanks, inspection, maintenance and refurbishment.
- Steel Fabrication & Components – specialising in structural steel, cladding, mechanical, piping, platework, machining and blast and paint.
- Energy – specialising in low voltage, high voltage electrical construction & maintenance services, Remote Areas Energy generation and distribution & retailing.

We work with a broad range of customers covering banks, property developers, manufacturers, transport/logistic operators, a myriad of owner/occupiers, builders, mining contractors, grain co-operatives, farmers and government departments. The nature of the company's activities requires a high degree of technical expertise, experience and reliability.

Ahrens is committed to ensuring systems and procedures are in place to promote and maintain an employee's ability to perform tasks safely and efficiently. An employee's role and their ability to work safely can be directly affected by a number of factors, including the amount of rest periods between work shifts, the duration of work shifts, overall physical fitness of the employee and the use of alcohol or prescribed and non-prescribed medication or drugs.

The objectives of this Policy are to provide and promote a safe working environment at Ahrens by:

- Ensuring employees are fit for work;
- Improving and maintaining Ahrens' ability to meet its duty of care obligations;
- Improving and maintaining an awareness of Fitness for Work responsibilities amongst employees;
- Providing appropriate assistance to overcome problems that could impair fitness for work;
- Providing effective, fair and constructive procedures for dealing with people who are unfit for work;
- Monitoring compliance and enforcement of this Policy and its procedures, including drug and alcohol testing.

It is the responsibility of all employees of Ahrens to ensure that the Fitness for Work Policies and Procedures are understood, implemented and maintained as they apply in the performance of their individual functional duties.

A copy of this Fitness for Work Policy shall be displayed and it is the responsibility of management and supervisory staff to ensure that it is understood, implemented and maintained at all levels in the Company.



Stefan Ahrens
Managing Director, Ahrens Group Pty Ltd

