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Fitness for Work Policy

Enable Investment Holdings Limited is an award-winning consortium that provides a complete, in-house solution to infrastructure projects. Enable Infrastructure, Enable Design, Enable Hire and Enable Resourcing are customer-focused organisations operating across the UK in rail, highways and utility sectors. Our philosophy is to maintain and continually improve our record of providing work of the highest quality, in accordance with the clients' requirements, on time and within budget. We endeavour to work as a team in a spirit of co-operation with our clients' and their professional representatives, investing in social value through the delivery of integrated project solutions.

The Enable Group is committed to ensuring the Health, Safety and Welfare of its employees, subcontractors, and consultants, providing a workplace free of the hazard posed by people who may be unable to work safely.

An employees' fitness for work may be affected by a variety of factors including, but not limited to illness, injury, alcohol, substance abuse, fatigue, stress and other physical, behavioural or mental health conditions. These factors reduce employees' physical strength and cognition, adversely affecting their ability to perform reliable and safe work, leading to an increased likelihood of workplace incidents or injuries.

Employees must be in a good state of mental, physical and emotional health to perform their assigned tasks competently, and in a manner that does not negatively affect or put at risk, their own, or others' health and safety. Employees must ensure they comply with all government Covid-19 guidelines and must not report to work if they are experiencing Covid-19 symptoms.

To meet our commitments, the Enable Group will:

- Prohibit any employee who is under the influence of alcohol or drugs to enter the workplace, operate machinery or vehicles, or supervise others (as per requirements detailed within the Drugs & Alcohol Policy)
- Ensure that responsible shift lengths are implemented to prevent fatigue related issues (as per requirements detailed within the Fatigue Management Policy)
- Raise awareness during the induction process of our zero tolerance approach to drugs and alcohol on site, the risks associated with fatigue and the requirement to report all injuries and illness
- Require subcontractors to ensure their teams working on behalf of the Enable Group are 'fit for work'
- Make all reasonable efforts to ensure that those with pre-existing medical conditions are identified and suitable controls are in place as appropriate
- Remove individuals from the workplace where there is a reasonable belief that the person is not fit for work, making arrangements for that person's safe transport to medical assistance or residence as appropriate
- Offer an Employee Assistance Programme (EAP) to support those who may need further confidential guidance, referral and short-term counselling
- Conduct return to work interviews with employees returning after a period of absence, to ensure they are correctly rehabilitated via the use of suitable return to work programmes

Employees and subcontractors who are taking prescribed or over the counter medicine must notify their supervisor, particularly in the case their medication may affect their judgement in any way which could affect them to work in a safe manner.

All employees must take full responsibility for complying with this policy and ensure they are fit for work prior commencement. Breaches of this policy are treated as serious misconduct and those found not satisfying the criteria for fitness for work shall be subject to disciplinary action as per our HR policies.

This policy will be briefed during the induction process and following any subsequent amendments. It will be accessible to all interested parties via SharePoint, noticeboards, and will be available on request.

The Directors of the Enable Group are committed to this Policy and are responsible for ensuring its arrangements are implemented and upheld. It will be reviewed annually and revised as often as may be deemed appropriate.

Shane O'Halloran
Chief Executive Officer
 October 2024

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