



Fitness for Work Policy

Introduction

OP is committed to promoting a safe and healthy work environment for all employees. The Fit for Work Policy aims to ensure that employees are physically and mentally capable of performing their job duties safely and efficiently. This policy is designed to comply with applicable laws and regulations, the OPAL Fitness to Work Standard (OPAL-STND-HSE-08), and best industry practices.

Medical Assessments

1. OP will conduct a risk assessment to identify potential dropped object hazards in its workplaces and implement control measures to eliminate or minimize the risks.
2. All employees are required to undergo a pre-employment medical assessment to determine their fitness for work.
3. Employees may be required to undergo periodic medical assessments to ensure that they remain fit for work.
4. Medical assessments will be conducted by qualified medical practitioners or occupational health providers, approved by the Ministry of Health and complying with the OPAL Fitness to Work Standard.

Drug and Alcohol Testing

1. Employees may be required to undergo drug and alcohol testing as part of the medical assessment process, random testing, or post-incident testing.
2. Employees who test positive for drug or alcohol use may be subject to disciplinary action, in accordance with the company's Drug and Alcohol Policy (OP-TO-POL-003), and as per the company's disciplinary procedures.

Health Surveillance

1. OP will conduct health surveillance as required by applicable laws and regulations to monitor employees' health and ensure their fitness for work.
2. Health surveillance will be conducted by qualified occupational health providers approved by the Ministry of Health and complying with the OPAL Fitness to Work Standard.

Occupational Stress Management

OP will implement measures to manage work-related stress, including providing training on stress management, promoting a healthy work-life balance, and providing support to employees who experience stress, in line with the company's Occupational Stress Management Policy (OP-TO-POL-020).





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Enforcement

The implementation of this policy is the responsibility of all employees, and it is mandatory to follow the policy. Employees are expected to cooperate with the medical assessments, drug and alcohol testing, health surveillance, and occupational stress management measures. The HR department will monitor and enforce the policy.

Review

This policy will be reviewed and updated as required to ensure it remains compliant with relevant laws and regulations, industry standards and best practices. The review will take place at least once every year.

Conclusion

The Fit for Work policy is one of the measures that OP is taking to promote a culture of safety and wellness in the workplace. The policy is designed to ensure that employees are physically and mentally capable of performing their job duties safely and efficiently, comply with applicable laws and regulations, and meet the OPAL Fitness to Work Standard (OPAL-STND-HSE-08), and best industry practices.

A handwritten signature in purple ink, appearing to read 'Younis Al-Akhzami'.

Dr. Younis Al-Akhzami
Chief Executive Officer

