

COMMITMENT STATEMENT

Fitness for Work

Clough AMEC is committed to providing a safe, healthy, and sustainable environment. We acknowledge physical, mental and emotional factors can impair individual's capacity to perform their role or activities safely and productively.

We demonstrate leadership and commitment to fitness for work by fostering the principles of:

Personal Responsibility

All personnel have a responsibility to present themselves in a physical, mental and emotional state which allows them to perform their role in a manner which does not threaten their ability to perform their role safely and productively.

Accountability

We recognise senior management play a critical role in ensuring a safe and healthy work environment and provide them with the tools to assess individual's wellbeing and be prepared to act when fitness for work risks are observed or brought to their attention.

Our Senior Leadership Team is accountable to the Clough AMEC Board for ensuring this Commitment Statement is implemented throughout our operations and reviewed annually.

Risk Management

We apply risk management principles to assess potential fitness for work issues and manage these with effective controls and actions to minimise their risk. Managers and Supervisors promote and encourage safe behaviours which also minimise fitness for work risks.

Learning Culture

We build a learning culture by driving the implementation and continual improvement of our performance through consultation, comprehensive investigations, the provision of information and training to enhance individuals physical, mental and emotional wellbeing. Our Employee Assistance Program, provides free, professional and confidential counselling to personnel and their immediate family members.

One Consistent Approach

We implement this Commitment Statement, associated plans, and procedures through our HSSE Management System which includes, periodic monitoring, assessments, and audits. To ensure consistent implementation, we also utilise independent accredited bodies to certify our HSSE Management System.



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February 2021



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