



H S E

HEALTH SAFETY ENVIRONMENTAL



Alert #: SA 01-21

Date: 01/04/21

Fit for Duty

Considering that 2020 has brought us more challenges than we've ever faced in a normal work year, we're very proud of how our employees have worked through everything that we've asked and remained resilient throughout the toughest of times.

COVID-19 has changed the way we work. We've asked employees to continually assess themselves for signs of the virus in an effort to prevent the spread to our fellow team members. We have done a great job at communicating when we're not feeling well and have checked in with our primary health care physicians or our company doctor. And we thank you for all of your due diligence!

The start of the New Year is now upon us and projects are beginning to start up. We want to remind all of our employees that we want you to be fit for duty prior to beginning each day's work. When we talk of being fit for duty, we're not only talking about being drug and alcohol free, or checking your temperature. We want each of you to assess your overall health and wellbeing to assure that you can complete your daily tasks and return home safely with no injuries.

In closing, please continue to be diligent when assessing your overall health prior to coming in to work. This includes:

- Staying home if you feel sick or have fever.
- Attending to pre-existing medical conditions prior to coming in to work.
 - This would include discomfort from an unknown origin or unusual pain or discomfort that cannot be identified (i.e. knee, back, etc.).
- Make sure you've had enough rest.
- Confirm you have enough medication (which must be approved) for the duration of your shift.
- Report any and all incidents where you do not feel 100% to your supervisor immediately.

If you should have any further questions or concerns, please contact the Corporate HSE department.

SAFETY ALERT