

## Fit for Duty

All company employees shall ensure they are fit for duty prior to commencing any shift at L R HELICOPTERS INC., both physically and mentally;

- no known illness that will affect the ability to perform their duties in a safe and healthy manner;
- no personal stressors that will affect an employee's mental state during shift;
- employee not fatigued;
- drug and alcohol policies are adhered to;
- maximum flight and duty times not exceeded;
- employee is not experiencing any physical restrictions that will affect their ability to perform their duties in a safe and healthy manner; and,
- any other physical or mental issues that would affect the employee.

All employees must notify their supervisor, the SMS Coordinator or the Health and Safety Representative immediately if they are deemed not fit for duty. Depending on the issue, employees not fit for duty may be assigned alternate duties until the issue is resolved.

Any employees that are restricted to restricted, light or modified duties due to an injury or illness will be accommodated and alternate duties will be found that fit within their restrictions. A list of modified duty tasks has been developed and will be used to determine which alternate tasks the restricted worker will be assigned. Employees are asked to inform their health care provider modified duties are available at their work location; this information will aid in determining which alternate tasks can be assigned.

At no time shall any L R HELICOPTERS INC. company policy in any company manual take precedence over applicable government legislation, with which all workers should be familiar.

Luca Ribetti  
Accountable Executive / Operations Manager