

Fit for Work Policy

Capital Sky recognises that people on site who are not in a fit state to work safely pose a risk not only to themselves but to all others. Workers may not be in a fit state if they are:

- Impacted by illness or injury
- Fatigued
- Affected by alcohol and/or drugs
- Affected by stress, mental health conditions, or prescribed medication that may impair their ability to work safely

In line with Occupational Safety and Health requirements, Capital Sky is committed to providing a workplace free from the hazards posed by people who may be unable to work safely. This includes meeting our duties under the [Health and Safety at Work etc. Act 1974](#) and ensuring competence in accordance with the [Building Safety Act 2022](#) where safety-critical work is undertaken.

To meet this commitment, Capital Sky management and employees will:

- Ensure it is a condition of employment that all employees are 'fit for work' and in a condition to carry out their normal duties.
- Require contractors to ensure that their employees and subcontractors are fit for work, and raise worker awareness during induction and training regarding Capital Sky's zero-tolerance approach to drugs and alcohol on site, the risks associated with fatigue, and the requirement to report all injuries and illnesses.
- Ensure that responsible shift lengths are implemented to prevent fatigue-related issues, and that workers affected by work-related injuries are correctly rehabilitated through suitable return-to-work programmes.
- Make all reasonable efforts to identify workers with pre-existing medical conditions and ensure appropriate controls are in place, subject to the individual's consent and in accordance with data protection legislation.
- Remove workers from the workplace where there is a reasonable belief that the person is not fit for work and arrange for their safe transport to medical assistance or to their home where appropriate.
- Conduct drug and alcohol testing as deemed necessary by management, which may include, but is not limited to:
 - Where management has reasonable grounds to believe an individual is under the influence of alcohol or drugs.
 - For reasons of random testing.
 - When an individual is involved in an accident, incident, or near miss.
 - When an individual displays unsafe behaviour, causes injury to another person, commits an act of negligence or carelessness, or shows disregard for safety.

Workers taking prescribed medication that may impair judgement, alertness, or coordination must inform management so that appropriate risk controls can be implemented. Such information will be treated confidentially and only shared with those who need to know for health and safety purposes.

Any testing undertaken under this policy will be carried out fairly, proportionately, and in accordance with applicable legal and contractual requirements. Refusal to cooperate with testing without reasonable explanation may be treated as a disciplinary matter.

Records relating to fitness-for-work assessments, testing, and return-to-work arrangements will be maintained in accordance with Capital Sky's document control procedures and processed in accordance with the [Data Protection Act 2018](#) and [UK GDPR](#).

This policy will be reviewed annually or earlier where changes occur in legislation, guidance, or operational requirements.

Name: Martin Maloney

Position: Chief Executive Officer

Dated: 15/05/2026

Signature:



Latest Review Date: 15/05/2027