

FITNESS FOR WORK POLICY

Pantera is committed to providing safe and healthy work environment for all employees including lower tier employees and visitors within their regulated workplaces.

Fitness for work pertains to an employee's capacity to carry out their job responsibilities safely and effectively, considering both physical and mental health. An employee may be deemed unfit for work if they are facing health issues or conditions that could hinder their ability to perform their duties safely. This includes, but is not limited to, severe fatigue, illness, substance abuse, or mental health concerns.

The purpose of this policy is to ensure that all employees are physically and mentally fit to perform their job duties safely and effectively. This Policy aims to maintain a safe working environment, enhance productivity, and address any issues that may impact an employee's performance or safety at work.

This policy applies to all employees of Pantera, including full-time, part-time, temporary, and contract staff, ensuring that everyone is included in our commitment to health and safety.

Responsibilities

Employees

- Reporting any health issues or changes in their condition that may affect their ability to perform their job duties.
- Seeking appropriate medical advice and treatment when necessary.
- Informing their supervisor or HR if they are unable to perform their duties due to health reasons.

Managers and Supervisors

- Monitoring employees' performance and behaviour to identify potential fitness for work issues.
- Addressing any concerns regarding an employee's fitness for work in a timely and confidential manner.
- Providing support and reasonable adjustments as required.

Employees are encouraged to report any concerns regarding their fitness for work to their immediate supervisor or HR representative. Reports should be made as soon as possible and can be communicated either verbally or in writing. Upon receiving a report, the Company will conduct a confidential assessment and, when necessary, seek medical advice. We are dedicated to supporting all employees in their efforts to return to work whenever possible, ensuring a smooth transition back into the workplace.

All information related to an employee's fitness for work will be treated with the utmost confidentiality. This information will only be shared with individuals who need to know to manage the situation effectively. Additionally, records pertaining to fitness for work assessments and medical information will be securely maintained in compliance with data protection laws and company policies, safeguarding employee privacy always.

This policy is designed to comply with all relevant health and safety legislation, disability laws, and other applicable regulations. Pantera is committed to treating all employees fairly, ensuring that any actions taken under this Policy are free from discrimination. We recognise the importance of a supportive work environment and strive to accommodate the diverse needs of our workforce.

We value continuous improvement and will adapt our approach as needed to meet the evolving needs of our employees and the organisation.

This policy will be reviewed regularly to ensure it remains compliant with legal requirements and best practices.



Dino Foti - Director



Mark Pensabene – Managing Director