	Fit-For-Duty Program				
Control number:	HSE-P-18	Revision date:	8/19/2024	Rev #:	0
Approved by:	Derrick Landry	Revised by:	Madison Myers	MOC#:	N/A

PURPOSE

The purpose of this program is to ensure that those persons placed in the work environment are physically fit to safely perform their assigned duties without excessive risk or harm to themselves or others. Criteria will be based on job evaluation of required physical abilities, subsequent objective testing of those abilities through the use of realistic job simulation, Company experience and recommendations from the medical consultant.

1.0 APPLICABLE JOB POSITIONS

Peak NDT Solutions will conduct "Pre-employment Physicals" and/or "Post Offer Assessments" for employees transferring into certain job functions and/or different work environments. The positions listed below are covered by this policy. Additionally, other positions may be added over time as situations warrant:

- Field Personnel
- Shop Personnel
- Company Drivers

2.0 POST HIRES


Human Resources will inform each new-hire who has accepted a job offer that final employment status is contingent on satisfactory completion of medical and post hire assessments, in addition to other standard requirements such as drug and alcohol testing to include pre-employment, post-accident, and random screenings.

3.0 MEDICAL EVALUATIONS

Medical evaluation will be conducted by a Company approved medical physician who is authorized to perform the evaluation. All authorized physicians will be provided with a copy of the post hire requirements for the essential job functions. Once the individual requiring the evaluation has contacted Human Resources, he/she will be advised of the place and timing of the evaluation.

4.0 POST OFFER ASSESSMENTS & FUNCTIONAL CAPACITY EVALUATIONS

All post offer assessments and functional capacity evaluation testing will be conducted based on the medical evaluation outcome. The appointment for testing will be arranged for the individual by the HR department. Releases from the employee's treating physician as well as from Peak NDT Solutions approved physician will be provided prior to the scheduled assessment date. In return-to-duty

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and for-cause situations, a Company physician will provide the testing facility with more detailed information regarding the history and/or the specific nature of concerns for special emphasis.

5.0 RETURN TO DUTY

Individuals who have been absent from the job due to injury or illness (work related or non-work related) for 30+ days will be informed that a functional capacity evaluation as well as a medical evaluation by a Company approved Occupational Medicine physician will be required to ascertain their fitness to return to the work environment. This will also apply for those employees who have been out of work for less than 30 days upon advice and counsel from a medical consultant or Occupational Therapist.

6.0 EVALUATION OUTCOME


Upon completion of both the medical and post offer assessment or functional capacity evaluation testing, the results will be reviewed and a final recommendation generated by Peak NDT Solutions HR Department. This communication will not result in disclosure of any confidential medical information resulting from either the medical or post offer assessment or functional capacity evaluation testing.

7.0 TEST FAILURE

If a new-hire fails a post hire assessment (PHA) test, they cannot work as a Company or contract employee in the same position, nor in a position requiring similar physical abilities. If the individual fails a subsequent retest, he/she cannot work as a contract employee or on a client vessel in the same position nor in a position requiring similar physical abilities. Transfer employees must successful pass the agility test before being awarded the new job position.

8.0 TEST FUNDING

Medical and post offer assessment or functional capacity evaluation testing are paid by Peak NDT Solutions for employees and new hires. Company management, at its discretion, may agree to fund some components of personal rehabilitation plans for Company employees. This may include participation in a physical rehabilitation, physical conditioning or work hardening program. In those cases where ongoing rehabilitation is required due to recent injury or illness, treatment will be funded via regular health care benefits.

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9.0 EMPLOYEE MEDICATION & MONITORING

Employees must report all medications they are taking prior to a Pre-Employment physical or reporting to any job assignment. Over-the-counter medications such as allergy or cold and flu medications could also impair one's ability to perform their job task safely and must also be reported to their supervisor. The onsite Supervisor will be responsible for monitoring employee activities and behaviors as well as determining whether an employee should be removed from the work site. Employees must be responsible for ensuring they are physically and mentally fit to perform their job functions including notifying their Immediate Supervisor if they are fatigued to the point of not being able to perform their duties safely. Employees shall take responsibility for their own safety as well as not reporting to work in a condition that would endanger the safety of their fellow workers.

10.0 JOB TRANSFERS

Persons, who are current Company employees and have accepted a job transfer will be advised by the hiring manager that the transfer may be contingent on the satisfactory completion of a post offer medical assessment if the job is considered to be more labor intensive than their current position. The decision regarding more labor-intensive work will be made by the HR Department. The medical evaluation may or may not be required depending on the nature of the job duties and whether or not a recent Company medical evaluation is available.

11.0 EMPLOYEE TRAINING

All applicable Employees will receive training specific to their job task assignments. Training will include, but not limited to, Offshore Water Survival, Fatigue Management and Safe Work Practices (i.e., Safe work Permits, Lockout & Tagout, Process Safety Management, Electrical Safety, Personal Protective Equipment, Fall Hazard Assessments, Rigging Safety, Forklift Safety, H2S, etc.)

REVISION INFORMATION

This is applicable to changes made to the current version of the preceding document.

Revision Number	Description