Fitness for Work Policy

MOG-POL-FIT-001 | Revision 1 | Reviewed: 16 October 2026 | Status: Approved

OPERATING STRUCTURE

Company operating structure: Mogas Design Limited is a director-led, husband-and-wife engineering consultancy owned 60%/40% by its two directors. It has no salaried employees. Engineering services are performed by the directors and independent self-employed or limited-company contractors, normally working remotely from their own premises. The principal day-to-day working location is a converted garden office at a director's home. The central London address is a postal/correspondence address only, not a staffed operational office. Directors may undertake client-authorised gas-site visits.

Company No. 15188968 • 5th Floor, 167–169 Great Portland Street, London, W1W 5PF, UK (correspondence address)

1. Statement

Mogas requires everyone working on its behalf to be fit to carry out assigned activities safely and competently, particularly when travelling or visiting live gas assets.

2. Fitness considerations

Workers must consider fatigue, stress, illness, injury, medication side effects, impaired concentration, alcohol or drugs and any other issue that may compromise judgement or safe working.

3. Individual duties

Do not begin or continue work when unfit. Inform the Director or site controller where fitness could affect safety, without disclosing more personal medical information than necessary. Do not drive or enter hazardous sites when impaired.

4. Management response

Where concerns arise, the Director will seek a proportionate assessment, adjust or postpone work, arrange a suitable replacement or seek appropriate occupational advice, respecting confidentiality and data protection.

5. Fatigue and site attendance

Plan reasonable travel and work hours, breaks and rest; reassess after long journeys, late working or demanding tasks. Comply with stricter client/site fitness standards where applicable.

6. Review

Review at least annually, or after a significant change, incident or client requirement.

Document control and approval

Document owner	**Mohammed Fasiuddin, Director**
Reviewed on	16 October 2026
Next scheduled review	16 October 2027 (or sooner if circumstances change)
Director signature / approval	Signed copy held on file – available on request. Signed: 16 October 2026

Director approval recorded on 16 October 2026. Review earlier if legislation, work activities or contractual requirements materially change.