

EMPLOYER PROPERTY POLICY

1. PURPOSE

- 1.1 The purpose of this Employer Property Policy (Policy) is to outline the conditions under which property owned by Fitzpatrick Group ('Fitzpatrick Group') is provided to employees. The Policy outlines the responsibilities of employees in possession of Fitzpatrick Group's property and the expectations of Fitzpatrick Group with respect to the use of its property by employees.

2. COMMENCEMENT OF THE POLICY

- 2.1 This Policy will commence from 25/07/2022. It replaces all other policies dealing with employer property (whether written or not).

3. APPLICATION OF THE POLICY

- 3.1 This Policy applies to all workplace participants including employees and contractors who use Fitzpatrick Group property. It does not form part of any employee's contract of employment or a contractor's contract for services.

4. DEFINITIONS

- 4.1 'Employer property' includes all forms of property of Fitzpatrick Group including tangible property (such as tools and equipment), and intangible property (such as intellectual property).

5. OBLIGATIONS OF EMPLOYEES

- 5.1 To the extent that the obligation is relevant to the type of Fitzpatrick Group property being used, each employee must:
- (a) use Fitzpatrick Group's property only for the purpose for which it was designed;
 - (b) take good care of Fitzpatrick Group's property and ensure it is properly maintained and serviced as directed;
 - (c) ensure that Fitzpatrick Group's property is used in accordance with any relevant operating instructions or procedures;
 - (d) refrain from modifying Fitzpatrick Group's property without prior written approval from Fitzpatrick Group;
 - (e) obtain prior written permission from Fitzpatrick Group if the employee wishes to use Fitzpatrick Group's property for non-work purposes (eg personal use);
 - (f) not remove employer property from Fitzpatrick Group's premises or designated storage places without the prior permission of the relevant manager or supervisor;
 - (g) not deliberately damage Fitzpatrick Group's property; and
 - (h) not place Fitzpatrick Group's property in circumstances where it could be stolen or damaged.

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6. BREACH OF THE POLICY

- 6.1 Any breach of the obligations expressed in this Policy may result in disciplinary action up to and including termination of employment, or termination of a contract for services.

7. RETURN OF PROPERTY

- 7.1 On termination of employment (including by resignation), or as otherwise directed at any time, an employee must return all of Fitzpatrick Group's property immediately.
- 7.2 Such property must be returned in good working order and with all company information contained on such property intact.

8. DAMAGE TO PROPERTY

- 8.1 If any damage occurs to any property owned by Fitzpatrick Group as a result of:

- (a) an employee's serious and willful misconduct;
- (b) criminal activity;
- (c) a breach of the obligations outlined in this Policy;
- (d) the employee using the property for a non work related purpose without the consent of Fitzpatrick Group; or
- (e) circumstances not arising in the course of, or in connection with, the employees employment,

Fitzpatrick Group may require the employee to reimburse Fitzpatrick Group to the value of any loss or damage suffered by Fitzpatrick Group or a third party which has been caused by the employee. This includes the retrieval of company information which has been deleted by the employee on company property.

Variations

Fitzpatrick Group reserves the right to vary, replace or terminate this policy from time to time.