

Fitness for Work Policy

Fremantle Constructions Pty Ltd is committed to safeguarding its employees, customers, assets, business reputation and the environment from damage or accidents resulting from the influences of drug and alcohol misuse and hazards associated with stress and fatigue in the workplace.

Consistent with this Fremantle Constructions will:

- Inform and educate employees on the potential impacts of medication, illicit drugs, alcohol, fatigue and other issues relating to general well-being and work performance.
- Prohibit the possession or consumption of illicit drugs or unauthorised use of alcohol on company premises or sites.
- Provide supervisory personnel with the ability to identify persons at risk and recognise that fatigue, use of illicit drugs or the misuse of alcohol may be symptoms of other underlying issues.
- Promote and implement employee lifestyle and wellness programs to pro-actively manage potential health risks.
- Monitor fatigue levels and hours of work, implementing appropriate management programs.
- Communicate this policy and the methods to access appropriate assistance for any issue that may impact fitness for work through inductions.
- Implement processes to ensure employees maintain zero blood alcohol and zero levels of illicit drugs whilst at work.
- Provide assistance and counselling services for the benefit of all project personnel.
- Where an employee returns a positive result, their suitability for continued employment will be assessed. Disciplinary action up to and including dismissal may occur.

This policy applies to all Fremantle Constructions Pty Ltd employees and visitors on the company's premises. Fremantle Constructions Pty Ltd reserves the right to discipline any employee found to be in breach of this policy.



John Schulz

Managing Director

15th April 2014

FC-IS-POL-003 Fitness for Work Policy

THIS DOCUMENT BECOMES UNCONTROLLED IN HARD COPY FORMAT