

Drug and Alcohol Policy

Fremantle Constructions Pty Ltd is committed to complying with OSH legislation and to providing safe systems of work and a safe working environment for all its employees, subcontractors and visitors.

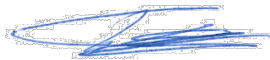
To this end, Fremantle Constructions, under its duty of care, will not permit any person to enter a workplace under its control whilst under the influence of alcohol, drugs or other substances.

All employees have an obligation to: "...take reasonable care to ensure his or her own safety and health at work; and to avoid adversely affecting the safety or health of any other person through any act or omission at work"; and to comply with the safe systems of work that are in place.

Prescribed drugs and medicines are acceptable provided they do not cause any adverse change in the employee's physical or mental state and/or behaviour. If any person believes they are affected by prescribed drugs, they must cease work in a safe manner and report to their supervisor to seek appropriate medical attention.

All employees and subcontractors are encouraged to seek appropriate medical advice if they acknowledge they have a drug, alcohol or other substance abuse problem.

This policy applies to all Fremantle Constructions employees, subcontractors and visitors.



John Schulz

Managing Director

15th April 2014