

Drug & Alcohol Policy

Civmec Construction and Engineering is committed to providing a workplace free of hazards associated with the misuse of drugs and/or alcohol.

The company recognises that alcohol, drug, or other substance abuse by employees may impair their ability to perform efficiently and will have serious adverse effects on the safety, efficiency and productivity of other employees and the Company as a whole.

Civmec aims to foster an attitude among employees that it is unacceptable to come to work under the influence of alcohol or drugs.

To ensure an effective drug and alcohol policy Civmec is committed to:

- Providing a safe working environment for all employees, sub-contractors, clients and workplace visitors by eliminating hazards associated with the inappropriate use of alcohol and other drugs.
- Ensuring effective communication of this policy including individual responsibilities and the consequences of policy breaches.
- Providing education and training in the hazards associated with alcohol and drugs, including prescribed medications, over the counter medication, synthetic drugs and drugs of abuse in the workplace.
- Providing employees with confidential counselling and assistance via the company Employee Assistance Program (EAP) to prevent and manage the inappropriate use of alcohol or drugs and the problems associated with such use.
- Applying an appropriate testing and screening program to all employees, sub-contractors, clients and visitors who enter Civmec premises.
- Maintaining effective procedures for managing alcohol and other drug issues and applying those procedures fairly and in a manner consistent with this policy.

This policy applies to all Civmec employees, sub-contractors, clients and visitors.

A handwritten signature in black ink, appearing to read "Patrick Tallon".

Patrick Tallon
Chief Executive Officer
Civmec Construction and Engineering
April 2015