



FITNESS FOR WORK

GD Concrete and Construction is committed towards achieving a safe workplace and reducing the negative impact of the influences and hazards of illness, stress, fatigue, alcohol and drug abuse or addiction.

GD Concrete and Construction recognizes that these influences can have an adverse effect on an individual's ability to perform tasks in a safe manner and potentially may endanger themselves, their fellow workers and the public.

All employees, contractors, consultants and visitors are required to present themselves fit for work at all times for the duties they are required to perform.

Being fit for work means being in a physical, mental and emotional state that enables the performance of duties competently; in a manner that does not threaten the individual's and others, health and safety or their environment. In regard specifically to drugs and alcohol, employees, contractors, consultants and visitors shall:

- report to work with a blood alcohol concentration(BAC) or breath alcohol concentration (BrAC) of 0%,
- not report to work or enter places of work if they are under the influence of non-prescribed drugs and/or alcohol,
- not perform any tasks whilst under the influence of drugs or alcohol,
- not possess, use, consume, distribute or sell alcohol, illicit or un-prescribed drugs or misuse prescribed medication while performing work for GD Concrete and Construction,
- inform their supervisor when they are using prescribed medication that may impair their behavior or performance, and
- Inform their supervisor if they are aware or suspect another person is not fit for work.

GD Concrete and Construction may utilize, at its discretion, drug and alcohol testing at any of its workplaces to ascertain compliance with this Policy.

Where GD Concrete and Construction performs work under a contract, statutory regime or Joint Venture that specifies a drug and alcohol policy, procedure or other requirements, these shall apply and take precedence.

GD Concrete and Construction will assist employees who fail to meet the requirements of this Policy by providing fitness for work programs, access to an Employee Assistance Program (EAP) and reference to medical professionals. GD Concrete and Construction will provide a confidential EAP to all employees as part of its commitment to supporting the wellbeing of its employees.

Failure to comply with this Policy may result in the termination of employment or contract with GD Concrete and Construction.

John Hickey **Director GD Construction and Concrete**

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