

Civmec is an integrated, multi-disciplined construction and engineering service provider to the Energy, Resources, Infrastructure and Marine & Defence sectors.

Civmec is committed to the wellbeing of our workforce, and to enabling our employees and contractors to perform their work in a manner which is both productive, and does not jeopardise their own safety or health, or the safety or health of any other person.

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

We ensure an effective Drug and Alcohol Policy by:

- Providing awareness in the hazards associated with drugs and alcohol, including prescribed medications, over the counter medication, synthetic drugs and drugs of abuse in the workplace.
- Applying an appropriate drug and alcohol testing and screening program to employees, contractors, clients and visitors to Civmec work locations.
- Maintaining effective procedures for managing drug and alcohol issues and applying those procedures fairly and in a manner consistent with this policy.
- Providing a safe and healthy work environment in which employees, contractors, clients and visitors are not exposed to hazards associated with drugs or alcohol.
- Ensuring effective communication of this policy to our workforce, including individual responsibilities, the requirement to always present fit for work, and the consequences of policy breaches.
- Providing employees with confidential counselling and assistance via the company Employee Assistance Program (EAP) to prevent and manage the inappropriate use of drugs or alcohol and the problems associated with such use.

This Drug and Alcohol Policy is applicable to Civmec employees, contractors, clients, visitors and other interested parties who are deemed to be under Civmec's duty of care. The policy is reviewed biennially to ensure it remains relevant and appropriate to the organisation. It is available and can be viewed in all Civmec offices, on Civmec's website and SharePoint and is presented to employees and contractors as part of our induction and onboarding processes.



Patrick Tallon
Chief Executive Officer
Civmec Group
April 2021