



Sustainable Technology

## Fitness for Work Policy

**Austress Menard Pty Ltd has an obligation under the Occupational Health and Safety Act to:**

- **Provide a safe and healthy work environment for all its employees**
- **Eliminate potential health and safety hazards created by alcohol and drug abuse**

Austress Menard Pty Ltd will ensure that all employees, contractors, subcontractors and suppliers, whether in the office or on site, under the influence of alcohol or non-prescribed drugs, are not permitted to commence or continue their work. In addition, Austress Menard Pty Ltd will ensure that where applicable, prescribed limits for drugs and alcohol concentration levels whether by legislation or contract are strictly adhered to.

Personnel in the workplace who appear to be affected by alcohol or drugs will be immediately removed from risk or danger to themselves and others.

Disciplinary action will be taken where required.

Austress Menard management is committed to:

- Provide information and assistance to persons seeking help for alcohol and/or drug problems
- Ensure employee participation in counselling or rehabilitation
- Maintain confidentiality in all matters relating to counselling and rehabilitation
- Ensure that persons are not disadvantaged due to undertaking counseling and rehabilitation.
- Provide drug & alcohol testing as part of the pre-employment medical checks.
- Provide random drug and alcohol testing of personnel where appropriate.

Visitors and contractors to Austress Menard Pty Ltd are expected to recognise and cooperate with our policy and commitment.

**Paul McBarron**  
Managing Director  
Austress Menard Pty Ltd  
4 May 2009

**Andrew Spanos**  
Quality, Safety and Environmental Manager  
Austress Menard Pty Ltd