

Fitness for Work

Policy

Commitment.

MK Construction Services Pty Ltd believes that the safety of employees at work is of paramount importance. In order to ensure the health and safety of all individuals associated with its operations, MK Construction Services Pty Ltd will take all reasonable steps to ensure that its employees are in a fit and competent state to work safely.

Goals & Objectives.

MK Construction Services Pty Ltd will, where appropriate:

- Conduct pre-employment medical screening
- Conduct random on site drug and alcohol tests including 'for cause' testing
- Ensure that roster cycles are monitored and reviewed to address the potential for fatigue, especially among employees engaged in shift work and/or potentially hazardous activities.
- Market and encourage health promotion programs

Responsibilities.

MK Construction Services Pty Ltd recognises that management and supervision have the overall responsibility for assessing the fitness for work of employees under their control while they are on duty. If a Manager/Supervisor suspects that an employee is under the influence of alcohol or other drug or is otherwise unfit for work the employee will be required to leave the workplace immediately. The employee must not return to work until they are able to demonstrate that they are fit for work.

MK Construction Services Pty Ltd aims to:

- Apply the drug and alcohol requirements to employees, subcontractors and visitors to the workplace
- Eliminate where applicable, or control the consumption of alcohol to the extent of eliminating alcohol associated risks
- Prohibiting the possession, use or distribution of illegal substances

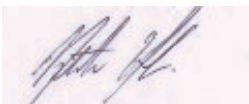
Employees (including subcontractors) will ensure that they:

- Follow the drug and alcohol policy as outlined
- Present to site 'fit for duty'
- Notify their immediate supervisor if they have suspicions that a fellow employee/s may be under the influence of drugs and alcohol
- Agree to undergo medical screening and on site testing for drugs and/or alcohol as required

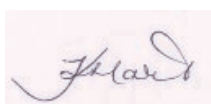
Consultation.

MK Construction Services Pty Ltd shall communicate and consult the above policy requirements with all employees, subcontractors and visitors through the induction process.

Authorisation.



Matthew Hart, Operations Manager



Kristy Hart, General Manager

mk construction
services