

C.E.M. Alliance recognises that the misuse of drugs and alcohol, fatigue, stress and an individual's general level of health and fitness are all factors that can impact upon safety in the workplace.

The company is committed to implementing and maintaining control measures that reduce the risks associated with fitness for work issues in an effort to improve the safety and health of all personnel and that of its customers and clients.

C.E.M. Alliance will as far as practical implement the following control measures to reduce the risks associated with fitness for work in the workplace:

- The company shall meet or exceed all statutory "Fatigue Management Guidelines"
- Carry out pre-employment drug and alcohol testing as required.
- Carry out pre-shift BAC testing as required
- Carry out causal drug and alcohol testing as required
- Carry out random drug and alcohol testing as required
- Manage and monitor hours of work for all operations
- Supervise and monitor all employees during all business activities
- Encourage and promote employees to maintain a healthy lifestyle.
- Promote physical, mental and emotional health and wellbeing.
- Review, monitor and reduce the adverse effects of fatigue at work.
- Provide assistance in dealing with issues that impair an individual's fitness for work.
- Ensure a non-discriminatory approach to resolving fitness for work issues.
- Provide a disciplinary process for all fitness for work breaches.

"The Fitness for Work policy covers all employees, subcontractors, visitors and clients across all areas of the business"



GREG STEELE
Managing Director

06/04/21
DATE