

Policies	POL 09	 
FITNESS FOR WORK AND DRUG AND ALCOHOL POLICY		

PURPOSE

Consolidated Group of Companies is committed to complying with all applicable legislation and providing safe systems of work and a safe working environment for all employees, contractors, suppliers, and visitors.

This policy establishes a **zero-tolerance, one-strike approach** to alcohol and other drugs, fatigue, fitness for work, and psychosocial hazards, recognising that impairment presents an unacceptable risk to health, safety, and operations.

Consolidated Group manages these risks through structured and enforceable controls including drug and alcohol testing, fatigue monitoring and roster audits, pre-employment and role-specific medical assessments, and psychosocial hazard identification, assessment, and risk control.

OBJECTIVES

Consolidated Group of Companies will:

- **Not permit** any person to enter or remain at a workplace under its control if they are under the influence of alcohol, illicit drugs, or any substance that may impair their ability to work safely;
- Enforce a **one-strike policy**, whereby a confirmed positive drug or alcohol test, refusal to submit to testing, tampering with a test, or serious breach of this policy will result in **immediate removal from site** and **termination of employment or contract**, subject to legislative requirements;
- Inform all workers of their duty to:
 - Take reasonable care for their own health and safety at work;
 - Ensure their actions or omissions do not adversely affect the health and safety of others; and
 - Comply with all safe systems of work, policies, and procedures;
- Inform workers that prescribed medications are permitted **only where they do not impair fitness for work**. Any worker who believes they may be affected must immediately cease work safely and report to their supervisor;
- Require any worker who presents as unfit for work due to fatigue, impairment, or psychological distress to be stood down until assessed as fit to return;
- Apply a lawful, fair, and structured testing and screening program for employees, contractors, and suppliers, which may include:
 - Pre-employment testing;
 - Random testing;
 - Blanket testing;
 - For-cause testing following incidents, near misses, or observed behaviour;
- Enforce pre-employment and role-specific medical assessments where required to verify fitness for work;
- Actively monitor rosters, hours of work, and breaks to manage fatigue risks and enforce fatigue management controls;
- Identify, assess, and control psychosocial hazards that may impact mental health, wellbeing, or fitness for work;
- Promote and maintain a mentally healthy workplace through risk mitigation strategies and direction from the HSE Committee.

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RESPONSIBILITIES

Management

- Ensure this policy is implemented, enforced, and reviewed;
- Exercise due diligence in accordance with Work Health and Safety legislation;
- Take immediate action where breaches of this policy occur, including removal from site and disciplinary action up to and including termination.

Employees, Contractors, and Suppliers

- Present fit for work at all times;
- Comply fully with this policy, related procedures, and testing requirements;
- Submit to drug and alcohol testing when directed;
- Immediately report any condition, medication, fatigue, or impairment that may affect fitness for work;
- Report hazards, concerns, or non-conformances in accordance with reporting procedures.

RELATED PROCEDURES

This policy is supported by the following documents:

- Employee Handbook (M1)
- ISO Business Management System Handbook (M2)
- Psychosocial Management Plan (PLN04)
- HSE Management Plan (PLN02)
- Human Resources Management Plan (LPN03)

COMMITMENT

This policy applies to all Consolidated Group of Companies management, employees, contractors, suppliers, and visitors.

Any breach of this policy will be treated as a serious breach of safety obligations and may result in immediate termination of employment or contract.

Consolidated Group of Companies is committed to maintaining a fit, safe, and mentally healthy workforce and will not compromise on safety.

Approved



Theo Tsorvas

Director

Date 13.12.2025