



FITNESS FOR WORK POLICY

Cable Layers Australia values each individual employee and recognises that duty of care responsibilities and obligations are a reciprocal relationship between the company and its workforce.

CLA requires all its employees and subcontractors to take individual responsibility for their fitness for work. Fitness for work can be compromised by factors such as the consumption of alcohol and drugs, fatigue, stress, illness or relationship breakdowns. Individuals must take all practical and reasonable steps to ensure that none of the above factors impair their ability to safely and diligently carry out their work duties.

CLA Top Management will stand down and remove from the workplace any individual it reasonably believes is unfit for work.

Drug and Alcohol testing will be conducted:

- As part of a Pre-employment medical assessment;
- Random testing, 'For Cause', as a result of an incident or other occurrence, warranting a test be undertaken; and
- Blanket testing, for workgroups, teams or the entire company.

A potential employee who produces a non-negative result after analysis of a urine sample by an accredited testing laboratory will not be engaged, unless it can be proved to management's satisfaction that the non-negative result was caused by prescription drugs or medication that does not cause impairment.

Existing employees who return a non-negative test result for drugs or alcohol will be subject to disciplinary action, unless it can be demonstrated that prescribed drugs or medication affected the result and that these substances will not cause impairment. CLA is willing to offer assistance and support to help employees resolve any issues that may be impairing their fitness for work.

CLA uses all reasonable efforts to ensure that personal information collected is held securely, maintaining the privacy of the person and confidentiality of this information.

CLA will comply with all current legislation and this policy will be reviewed at regular intervals and revised where appropriate.

A handwritten signature in blue ink, appearing to read 'Jason Knight'.

Jason Knight
(Managing Director)



8 June 2016