

Civmec is an integrated, multidisciplinary construction and engineering services provider to the energy, resources, infrastructure, marine and defence sectors.

Civmec is committed to the wellbeing of our workforce. We are dedicated to ensuring our employees and contractors are able to perform their work productively, without compromising their own health or safety, or the health or safety of any other person.

We promote an attitude within our workforce that it is unacceptable to be under the influence of drugs or alcohol whilst at work.

We ensure an effective Drug and Alcohol Policy by:

- providing awareness in the hazards associated with drugs and alcohol, including prescribed medications, over-the-counter medication, synthetic drugs, and drugs of abuse in the workplace;
- applying comprehensive drug and alcohol testing and screening programs to employees, contractors, clients and visitors at all Civmec work locations;
- maintaining robust procedures to manage drug and alcohol-related issues, ensuring these procedures are applied fairly and in a manner consistent with this policy;
- providing a safe and healthy work environment in which employees, contractors, clients and visitors are not exposed to hazards associated with drugs or alcohol;
- ensuring effective communication of this policy to our workforce, highlighting individual responsibilities, the need to always be fit for work, and the consequences of policy breaches; and
- providing confidential counselling and assistance through our Employee Assistance Program (EAP) to help employees manage and prevent inappropriate drug or alcohol use.

This Drug and Alcohol Policy is applicable to Civmec employees, contractors, clients, visitors and other interested parties who are deemed to be under Civmec's duty of care. The policy is reviewed biennially to ensure it remains relevant and appropriate to the organisation. It is displayed in prominent locations, is available and can be viewed on Civmec's website and SharePoint, and is communicated to employees and contractors as part of our induction and onboarding processes.



Patrick Tallon  
Chief Executive Officer  
Civmec Group  
February 2025