

Mobilize provides a specialised workforce to deliver Labour Hire, Contract and Recruitment services and aims to grow and become recognised as the leader and innovator for the safe delivery of these services within the Mining, Oil & Gas, Energy, Industrial, Construction, Professional & Technical sectors.

Mobilize are committed to achieving a healthy and safe working environment for our employees and casual workers. The management of Mobilize are committed to ensuring that, so far as is reasonably practicable, all employees and casual workers are safe from injury and risk to health while at work.

The consumption of a substance that may impair the capacity of an employee or casual worker to perform his/her assigned duties will not be tolerated by Mobilize Labour Solutions. These substances include alcohol, pre-scribed, non-prescribed and illegal drugs.

It is the aim of Mobilize to ensure that employees and casual workers have illegal drug and alcohol free workplaces, which will ensure a safe and productive work environment(s). In order to further this objective, the following rules regarding alcohol, prescribed, non-prescribed and illegal drugs in the workplace have been established:

- The possession, distribution, manufacture or being under the influence of illegal drugs on company, client's property or company activity is strictly prohibited.
- Being under the influence of alcohol or illegal drugs on a company or a client's property during work hours is strictly prohibited.
- The company occasionally permits after-hours social drinking in its offices or other venues entirely at the invitation of management. Employees or casual workers who intend driving afterwards are discouraged from drinking alcohol and are reminded that drink driving may result in termination of their employment contract.
- Employees and casual workers are required to declare all prescribed and non-prescribed drugs to their Manager or Supervisor which may affect their ability to perform duties in a safe manner.
- Mobilize Labour Solutions reserves the right to conduct random and reactive Drug and Alcohol tests by way of assessment, then full blood test by a recognised organisation. Failure to cooperate with this provision of the Policy may result in termination of employment.

Each employee and casual worker has a duty of care to take reasonable steps to ensure their own safety and that of their workmates is not compromised. All employees and casual workers are legally obligated to be in a fit state for work and to work safely. The excessive use of substance which results in a person not being able to perform their job safely, is a breach of this duty of care.

Managers and Supervisors

Managers and Supervisors are to ensure that employees and casual workers who appear to be under the influence of prescribed non-prescribed, illegal drugs or alcohol undertake immediate drug and/or alcohol testing through a recognised medical provider.

Mobilize Labour Solutions reserves the right to discipline or counsel employees and casual workers on a case by case basis.

Employees and casual workers who violate this Policy are subject to appropriate disciplinary action which may include termination.

This Policy Statement shall be communicated, understood, implemented, maintained and supported by all company personnel

For and on behalf of: Mobilize



Mitch Tucker
Managing Director