

Mobilize Labour Solutions 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, Industrial, Construction and Manufacturing sectors.

Mobilize are committed to ensuring all employees comply with our Terms and Conditions of Employment and may be medically screened prior to commencement of work. As part of our recruitment process and client requirements, employees may be required to complete and pass a full Pre-Employment Medical and Drug & Alcohol Testing.

Please ensure you have read the following conditions surrounding the Pre-Employment Medical Policy.

**Drug and Alcohol Testing- Conditions:**

Candidate agrees to undertake the required drug and alcohol testing at their own expense. This testing will be reimbursed with Candidates first wage payment should they be successful in securing employment with Mobilize. Candidate will be required to provide a proof of payment for the testing by way of a tax invoice and receipt before reimbursement can be made.

**Pre-Employment Medical Policy - Conditions:**

Once confirmation of the medical appointment has been received by the candidate, it is the candidate's responsibility to ensure attendance.

In the event that any of the following situations do occur, the candidate is liable to pay for the full cost of the booked medical and the recruitment process will be ceased:

- Non-attendance without notifying a Mobilize employee.
- Cancellation within 24 hours of scheduled medical.
- Failure to complete all components of the booked medical.
- Failure to be classified as 'Fit for Work'.
- Failure to pass a Drug & Alcohol.
- Failure to declare any current or pre-existing injury that may jeopardise the position sought

In the event that a candidate has failed a component of the medical and would like to be eligible to continue to proceed through the recruitment process, the candidate may provide a new medical at their own cost to Mobilize within agreed time frame. Assessment to continue with the candidate's application will be managed by Mobilize on a case by case basis.

If you withdraw from the process after completing the medical, **you will be liable for the full cost involved with your medical.**

If you fail to complete 50% of the duration of the initial assignment, **you will be liable for the full cost involved with your medical**

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

For and on behalf of: Mobilize Labour Solutions



Mitch Tucker / Ryan Corp

Managing Directors