

Mass is committed to providing a safe work environment and has adopted a Fitness for Work Policy to minimise risks and hazards that can arise from fatigue and the abuse of drugs and alcohol in the workplace.

A key component of Mass's interview process is the warning to all employees of the risks of fatigue and drug and alcohol abuse in the workplace. The right of an individual to drink socially and take medically prescribed drugs is acknowledged, but when work performance suffers or individuals are endangered, then some action must be taken. Whilst Mass employees have a responsibility to comply with the law, they also have a duty of care for their own safety and that of fellow workmates. Mass recognises that employees will fail in this duty of care if they attend work under the influence of drugs or alcohol, or are fatigued.

All employees agree to undergo drug and alcohol testing as required. Testing will be conducted to the AS/NZS 4308 standard by accredited agencies. Prior to mobilisation to site, if required by clients, site consent forms for random drug and alcohol testing will be signed and agreed to by all employees.

No employee is permitted to attend or remain at work under the influence of alcohol or illicit drugs. If an employee attends work under the influence of alcohol or illicit drugs then a responsible supervisor will provide or arrange for transportation home for the employee. Any employee that fails to adhere to the Policy will be subject to disciplinary action or dismissal. Subsequent to a positive drug or alcohol screening test no Mass employee will be authorised to return to a workplace until a negative test is achieved.

Employees are encouraged to advise the Director if they have a drug or alcohol related problem. As far as is possible, Mass will seek out specialised counselling, treatment and rehabilitation of employees affected by drug and alcohol. Information disclosed by employees is treated confidentially.

Mass labour hire and contractor employees who are required to perform duties at the workplace of clients of Mass, are also required to comply with the client's policies and procedures relating to drug and alcohol in the workplace, including any provisions for drug and alcohol testing as required.

No alcohol is to be consumed on company premises or at company functions except with the express permission of the Director.

Mass will take all reasonable steps to ensure workplace conditions do not create an unacceptable risk of fatigue for employees placed on any assignment. Shifts exceeding 12 hours work will be avoided wherever possible.

A handwritten signature in black ink, appearing to read 'Charles Massarella'.

Charles Massarella
Managing Director