

STEP

Safety

We are passionate about the health, safety and well-being of our people, the community and the environment.

Teamwork

Together we face and overcome challenges and hold each other accountable by communicating openly with respect and integrity.

Excellence

We strive to excel by continuously learning, developing skills and delivering quality outcomes for our clients.

Pride

We are proud of and celebrate our achievements. We make things happen by creating fun, innovative and collaborative environments where everyone is empowered to be successful.

FITNESS FOR WORK

Georgiou is committed towards achieving a safe workplace and reducing the negative impact of the influences and hazards of illness, stress, fatigue, alcohol and drug abuse or addiction. Georgiou recognises that these influences can have an adverse effect on an individual's ability to perform tasks in a safe manner and potentially may endanger themselves, their fellow workers and the public.

All employees, contractors, consultants and visitors are required to present themselves fit for work at all times for the duties they are required to perform. Being fit for work means being in a physical, mental and emotional state that ensures performance does not threaten the individual's and others, health and safety.

In regard specifically to drugs and alcohol, employees, contractors, consultants and visitors shall:

- report to work with a blood alcohol concentration (BAC) or breath alcohol concentration (BrAC) of 0%,
- not perform any tasks whilst under the influence of drugs or alcohol,
- not possess, use, consume, distribute or sell alcohol, illicit or un-prescribed drugs or misuse prescribed medication while performing work for Georgiou,
- inform their supervisor when they are using prescribed medication that may impair their behaviour or performance, and
- inform their supervisor if they are aware or suspect another person is not fit for work.

Georgiou undertakes drug and alcohol testing at its workplaces to maintain the health and safety of all personnel.

Georgiou provides fitness for work programs, access to an Employee Assistance Program (EAP) and reference to medical professionals for individuals, to support employees wellbeing and fitness for work.

Failure to comply with this Policy may result in the termination of employment or contract with Georgiou.

All persons who work for Georgiou have a personal responsibility for implementing this Policy.

John Georgiou
Chief Executive Officer
September 2015

