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HOUTMAN CHARTERS PTY LTD
TRADING AS

Mark Millman
MARINE

WE DON'T BUILD THE MOST
WE BUILD THE BEST



Fitness for Work Policy

The inappropriate use of drugs and alcohol can impair the ability to maintain safe working practices. The Workers Compensation and Rehabilitation Act specifically disallows compensation in respect to a disability suffered by a worker if it can be shown that the disability is attributed to voluntary consumption of alcohol or addictive drugs, which impair the proper function of the worker's faculties.

All employees and sub-contractors of Mark Millman Marine have a responsibility to present for work and remain unimpaired by the effects of alcohol or drugs.

The consumption, possession and sale of alcohol or other drugs known to impair judgement or performance is PROHIBITED while at work for Mark Millman Marine.

If work performance is impaired as a result of alcohol or other drugs used prior to or during work, disciplinary action can be taken and may result in dismissal. The Company reserves the right to test any member of staff suspected to be under the influence of alcohol and drugs. Positive test results will result in disciplinary action or dismissal.

Employees and Sub-contractors must notify their Team Leader if they are taking prescribed or over the counter medications/drugs that may affect their work performance.

It is a dismissible offence to bring alcohol or drugs onto the work site.

Mark Millman
Chief Executive

Date: 21/08/2012