

FITNESS FOR WORK POLICY

Our 'fitness for work' programme is part of Eircom Electrical & Data Pty Ltd's wider focus on providing a safe work environment for all employees and contractors.

Eircom Electrical & Data Pty Ltd fitness for work encompasses managing elements of personal well-being that can affect work performance and safety. This includes fatigue, stress, impairment due to prescription or non-prescription drugs, alcohol and the person's emotional state.

All Eircom Electrical & Data Pty Ltd employees are prohibited from working when under the influence of alcohol or drugs, or upon producing positive Drug & Alcohol screening test results. In instances where employees are suspected of being affected by alcohol or drugs the matter will be documented and a request for a drug and alcohol screening will be made. Any refusal of this request or failure to do so will be deemed a positive result.

All employees of Eircom Electrical & Data Pty Ltd are required to report for work in a fit condition, in order to perform their duties in a safe, competent and efficient manner. Any employee affected by drugs or alcohol will receive no remuneration for any loss of earnings.

Eircom Electrical & Data Pty Ltd will take all reasonable precautions in the placement of employees to ensure the hours of work, shifts/rosters and workplace conditions do not create an unacceptable risk of fatigue.

Where this is a serious or repeated breach of Eircom Electrical & Data Pty Ltd fitness for work policy, the company retains the right to take further disciplinary action up to and including termination of employment.

Random drug and alcohol tests at all sites and offices are used to test for the presence of alcohol or illegal drugs. 'For-cause' testing is undertaken at the company's discretion following an incident or where there is a reasonable belief that an individual may not be fit for work.

Ray Michael Sweeney:
Director

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