

Our Company Profile

SIMEC Engineering Ltd ("Company") is a mechanical and electrical contractor who provides services to the life science, technology, energy and resource sectors.

Our Mission

The Company is committed to providing a safe, healthy and productive workplace. Misuse of drugs and alcohol creates a risk to workplace safety by adversely effecting a person's judgement, coordination and alertness.

Our Vision

The Company adopts a zero tolerance approach to drugs and alcohol in the workplace. The policy is aimed at eliminating risks in the workplace resulting from the misuse of drugs and alcohol and applies to all employees, contractors, service providers and visitors whilst at the Company's workplaces or attending Company business. The use, presence or possession of illicit drugs by or on an individual is strictly prohibited. The use of alcohol in a manner which may adversely effects people's ability to safely undertake their duties is prohibited.

Our Commitments:

- To ensure the work place is free from the effects of drugs and alcohol
- To ensure employees whilst at work, not consume drugs or alcohol which may adversely affect either their
 - Ability to safely and effectively carry out their duties, or
 - Pose a risk to the safety of any other persons, and
- To advise their Manager or site representative where medication may adversely affect their ability to work safely and effectively. Alternative duties may be provided

To ensure this policy is effectively implemented, the Company may conduct drug and alcohol screening tests in the following situations:

- Pre-employment/deployment
- At the start of a work shift
- Post incident
- At random
- Questionable work fitness

Breaches of this policy may lead to counselling and rehabilitation requirements or disciplinary action. Continuing or serious breaches of this Policy may result in termination of employment or services. People who refuse to undertake a drug or alcohol test will be regarded as having a positive test. This Policy has been developed in consultation with the Company's employees for the well-being of all Company employees, contractors, service providers and visitors to the Company's workplaces.

Martin Foran

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Managing Director

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