



FITNESS FOR WORK POLICY

COMMITMENT

Perkins Builders is committed to ensuring a safe and healthy work environment. We believe that all work-related injuries and property losses are preventable and that safety and the prevention of injury or ill health is socially responsible and good business.

Perkins Builders acknowledge that drug and alcohol abuse presents a significant risk factor to safety, health and productivity in the workplace. The performance of Perkins Builders' personnel can be affected if working under the influence of alcohol and drugs and can pose unacceptable safety risks to themselves and other employees. Perkins Builders conducts Random Drug and Alcohol testing on all Perkins Builders properties and all personnel entering a Perkins Builders property shall be subject to this testing

RESPONSIBILITY

Perkins Builders recognises its legal responsibility under the Workplace Health and Safety Act 2020 in minimising employees' exposure to any hazard or incidents in the workplace. Additionally, the legal responsibility of the employee is such that specifically they must act responsibly at all times and not expose themselves or others to safety risks due to impairment caused by drugs and / or alcohol.

Perkins Builders shall ensure to the best of its ability that all personnel under its control and authority will not at any time, during the performance of their work, take or be under the influence of any alcoholic liquor, drug or other intoxicating substance, whilst on duty, other than for bona fide medical reasons.

It is expected that all employees, contractors, and subcontractors will:

- Report to work with a blood alcohol concentration (BAC) or breath alcohol concentration (BrAC) of 0.00%;
- Not report to work or enter places of work if they are under the influence of non-prescribed drugs and/or alcohol;
- Not perform any task 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 Perkins;
- Inform their Manager, Supervisor or the relevant Perkins Manager when they are using prescribed medication that may impair their behavior or performance; and
- Inform their Manager, Supervisor or the relevant Perkins Manager if they are aware or suspect another person is not fit for work.

Management shall:

- Ensure to the best of their ability that all personnel under their control and authority will not at any time, during the performance of their work, take or be under the influence of any alcoholic liquor, drug or other intoxicating substance, whilst on duty, other than for bona fide medical reasons.

The use of any form of unauthorised drugs or alcohol on the job, or the arrival of any person at the work site under the influence of any form of drug or alcohol will be a cause for disciplinary action up to and including, if appropriate, dismissal.

Perkins Builders is concerned for the well-being of its employees and as such believes it has a responsibility to provide a safe, healthy and productive working environment for all of its employees.

Managing Director
30th June, 2026