

Fitness for Work Policy

Synergex Project Services Pty Ltd (The Company) is committed to providing and maintaining a safe and healthy work environment for all workers, subcontractors, suppliers, clients, and other stakeholders. Synergex Project Services recognises that the health, safety, and wellbeing of workers is fundamental to effective risk management and safe work outcomes.

Synergex Project Services is committed to ensuring that all personnel present for work in a physical, emotional, and mental condition that allows them to perform their duties safely and without risk to themselves or others. Risks associated with fatigue, alcohol, drugs, or other forms of impairment will be identified, assessed, and managed to eliminate or minimise potential harm.

In support of this objective Synergex Project Services will support this commitment by:

1. Worker support and wellbeing

Providing access to appropriate support and counselling services for all workers experiencing issues with alcohol, drugs, fatigue or mental health through the provision of an Employee Assistance Program (EAP).

2. Prohibition of illicit substances

Prohibit the unauthorised possession, use or presence of alcohol or illicit drugs in all Synergex Project offices, workplaces and project sites.

3. Drug and Alcohol testing

Implement mandatory drug and alcohol testing for all Synergex employees, subcontractors and third parties visiting site. This will be completed in line with legislative requirements for testing volumes.

4. Fatigue and Impairment management

Identifying, assess and manage workers who may be affected by fatigue, impairment or reduced capacity to work safely.

5. Breaches and Disciplinary action

Apply appropriate corrective or disciplinary action where this policy is breached, consistent with company procedures, management plans and legislative requirements.

6. Communication and Compliance

Communicating the requirements of this policy to all workers, subcontractors and relevant stakeholders ensuring ongoing awareness and compliance.

This policy applies to all services within the defined scope of the Synergex Integrated Management System.

Authorised by



Gary Wicks
Managing Director
Synergex Project Services