

CV Services is a diversified trade services group dedicated to delivering the edge in technical services and visual solutions. The CV Services Group provides a broad range of complementary offerings across our four businesses; Electrical Construction, Infrastructure Services, Asset Services, and Media & Signage. Our Vision is *“to be the first choice supplier in our industries”* we will achieve this through our mission of *“delivering the edge - with great people, great customers and great systems”*.

CV Services provides a work environment which aims to ensure the health, safety, wellness, respect and productivity of all team members. The Company recognises that a person’s fitness for work may be affected by a variety of factors including the adverse effects of sickness, fatigue, stress, alcohol or drugs. These factors can lead to impairment of an employee’s fitness for work and can be a contributing factor in industrial accidents.

All team members are required to be “fit for work” in the workplace and whilst representing the Company. “Fit for work” means that a person is in an unimpaired state (physical, mental and emotional) enabling them to perform assigned tasks competently and in a manner, which does not compromise or threaten their health or safety or that of others. Final determination of “fitness for work” is based on the assessment by the manager or supervisor and where appropriate, in conjunction with other assessment procedures.

Programs are in place to ensure that team members are “fit for work”. All team members are required to understand and comply with these procedures including:

- Health and Wellbeing
- Fatigue Management
- Mental Wellness
- Drug and Alcohol Testing
- Pre-employment Medicals
- WorkCover Rehabilitation and Return to Work
- Smoking

The Company expects team members, contractors and visitors of the Company to observe and comply with this policy and the Company’s associated Fit for Work standards and procedures to ensure the health and safety on the various sites for which the Company is responsible.

It is the responsibility of team members to understand this policy and subsequent procedures and to also understand and comply with those of our clients where required. While CV Services will put in place effective procedures relating to team member fitness for work, it is ultimately up to everyone to ensure that they are fit to undertake the job required of them.



Andrew McMaster
 Chief Executive Officer
CV Services
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