

Fit for work. Look after each other. Speak up. Test when needed. Support our people.

At Livic Civil, we want everyone to arrive ready to work safely and go home safe at the end of the day.

Alcohol and drugs can affect judgement, reaction time and decision-making. This policy applies to employees, contractors and anyone carrying out work for or on behalf of Livic Civil.

FIT FOR WORK

Turn up ready to do the job safely.

No one is to start or continue work while affected by alcohol, illegal drugs, misused medication or another substance that could make the job unsafe. Illegal drugs must not be brought onto, used, sold or supplied at work. Alcohol must not be consumed while working unless specifically authorised, and no one is to return to safety-sensitive work afterwards.

TEST WHEN NEEDED

Testing is a safety tool, not a way to catch people out.

Livic Civil does not require routine pre-employment testing. We may request it where it is appropriate for the role, required by a client or project, or there is another genuine safety reason.

POST-INCIDENT, REASONABLE CAUSE & RANDOM

We may test when there is a genuine safety reason.

Testing may be required after a significant incident or near miss where alcohol or drugs could reasonably be relevant, or where there is reasonable cause to believe someone may not be fit for work. Reasonable cause must be based on specific observations or reliable information. Random testing may also be used for safety-sensitive roles or work groups.

A person may be removed from safety-sensitive work while the situation is assessed.

KEEP IT FAIR

If we test, we do it properly.

Random testing will use a fair and impartial selection process so people are not targeted. Testing may occur periodically during the year; the frequency will be set by management based on risk, the work being undertaken and client or site requirements. Testing will be carried out by a competent provider using recognised screening and confirmation processes.

A screening result that is not negative will not be treated as a confirmed positive until the proper confirmation process is complete. Refusing a lawful and reasonable test, interfering with a test, or breaching this policy may lead to disciplinary action following a fair process.

SUPPORT OUR PEOPLE

We treat people with respect and keep information private.

If medication could cause drowsiness, slow reactions or otherwise affect safe work, tell your supervisor about the effect so the risk can be managed. Test results and related information will be kept confidential and shared only where there is a genuine safety, employment or legal need.

If you are concerned about your own fitness for work, or genuinely concerned about someone else, speak up early. Where appropriate, Livic Civil may support counselling, treatment, rehabilitation or a managed return to work..

THE LIVIC STANDARD

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Livic Civil management is accountable for implementing this policy and making sure testing, decisions and records are handled consistently and fairly.

This policy will be communicated to our people and relevant contractors through induction, toolbox talks or other appropriate channels, with acknowledgement recorded where required. It will be reviewed periodically to make sure it remains practical and effective.

Signed:

Managing Director
06 July 2026

