

Hort Constructions is a leading supplier of quality Project delivery for the Mining and Infrastructure Industries. Hort Constructions is a Project Management and construction company who have extensive experience in Project management, delivery, and administration in the mining & industrial construction sectors. Hort Constructions mostly deals with specialised structural, mechanical, and piping (SMP) construction projects within the mining sector.

Hort Constructions is committed to the provision and maintenance of a healthy and safe workplace for employees, contractors, and visitors. Drug and alcohol abuse can affect performance, coordination and judgement and therefore put at risk a safe working environment.

The use or possession of illegal or un-prescribed drugs on Hort Constructions premises and work sites is prohibited. All staff and contractors must submit to a random drug and alcohol test if required. Use of alcohol or drugs in the workplace can lead to suspension and removal from site. Further to any illicit use of drugs, the use of recreational drug in the workplace under any circumstances is not acceptable during working hours by Hort Constructions.

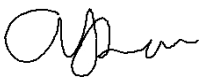
In the interests of all employees' health and safety, anyone suspected to be under the influence of alcohol, illegal drugs for any reason other than legally proscribed drugs for medicinal purposes will not be permitted to remain in the workplace.

If a prescribed drug impairs judgement during high-risk work such as the use of mobile plant and equipment the employee or contractor must inform the site manager prior to work commencing. If an employee is required to leave the premises at any time in accordance with this policy, then the employee is to be driven to their home and it will be ensured, as far as practical, that the employee enters the home safely.

Hort Constructions recognises that drug and alcohol dependency is a treatable illness and encourages employees with those problems to seek assistance from the Director. All employees who voluntarily seek treatment will be given an opportunity to achieve rehabilitation.

This policy will be communicated to our interested parties and be publicly available on its website.

Top management is committed to a high level of quality of product and services for its customers, provide safe working Environments to its employee, contractors, and other stake holders. The management is committed to prevent pollution and sustainable management of the environment. The company is aware of its responsibility for climate change and take all possible steps to achieve Net Zero.



Adam Sara
General Manager

August 2026