

Covid Vaccination Policy.

PURPOSE - Covid Vaccination to all Staff/Employees working for DC Resourcing

To mitigate the risk of infection and illness caused by the Covid Virus and its impact on the business, employees, and their families.



It is mandatory for DCR to adopt the same policies as the NSW Government has placed on working in the Construction Industry. With an increase in all DCR clientele adopting zero-tolerance approach to non-vaccinated personnel. DCR is committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure that DCR comply with Government Policies on working within the Construction Industry.

SCOPE/TO WHOM THIS POLICY APPLIES

This policy applies to all persons working for DCR or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, contractors, external consultants, third-party representatives and business partners. This policy will form part of any employee's contract of employment and DCR may amend it at any time.

RELATED POLICIES AND PROCEDURES

This Covid Vaccination Policy interacts with Government Compliance Policy in relation to working within the Construction Industry. This and other workplace policies and procedures which can be found in DCR's QA folder. You are encouraged to familiarise yourself with DCR's policies detailed.

RESPONSIBILITY FOR POLICY

DCR Management have overall responsibility for enforcing this policy. Managers have day to day responsibility to ensure compliance with our legal and ethical obligation.

The Directors have primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering resistance to this Policy. Management at all levels are responsible for

ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it.

COMPLIANCE WITH THIS POLICY

Each individual worker must carry the required evidence (immunisation history statement, COVID-19 digital certificate) to demonstrate that they have complied with the above requirements. If requested, an individual worker must produce that evidence to their employer, the occupier of their place of work (including any work site), a police officer or an authorised officer.

You must ensure that you read, understand, and comply with this policy. You must notify your manager or Director as soon as possible if you believe or suspect that a conflict with this policy has occurred or may occur in the future. You are encouraged to raise concerns about any issue or suspicion of noncompliance in any parts of our business at the earliest possible stage.

If you believe or suspect a breach of this policy has occurred or that it may occur, you must notify your manager, or you may report it in accordance with our policy and procedures as soon as possible.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy.

COMMUNICATION AND AWARENESS OF THIS POLICY

Training on this policy, and on the risk our business faces from the Covid Virus will be provided as necessary.

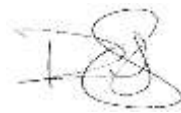
Our zero-tolerance approach to non-vaccination must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

BREACHES OF THIS POLICY

DCR may terminate our relationship with individuals and/or organisations working for /or on behalf of DCR if they breach this policy.



Dylan Cross
Managing Director



Rudy Vergis
General Manager



Hussein Salem
Managing Director

NEWCASTLE

WOLLONGONG

CANBERRA

SYDNEY

