

DRUGS AND ALCOHOL POLICY



AUSTRAL
CIVIL | MINING | MARINE

Austral Construction Pty Ltd Management recognises its legal obligations to ensure that its employees are provided with a safe and health workplace which is free from hazards associated with drugs and alcohol. To achieve this, Management will make every reasonable effort to ensure that its employees and subcontractors' employees are not under the influence of drugs and alcohol because of the effects of impaired judgement or reduced work performance and safety.

Austral Construction has a zero tolerance on any personnel being affected by the effects of alcohol or non-prescribed drugs. Any persons found to be in violation of this Policy may be subject to the Company's Disciplinary Procedure.

It is the responsibility of every Company's personnel to:

- Submit themselves for alcohol and drug testing where required under this Policy and related Drug and Alcohol Testing Procedures;
- Ensure that they have a blood alcohol level of zero and are not under the influence of illicit drugs or are impaired by prescription or certain over-the-counter medication when reporting for work or whilst at work;
- Inform their Supervisor if they are taking any form of prescription medication or certain over-the-counter medication, as well as to find out if the medication can cause any impairment on their ability to be fit for work and perform their normal tasks safely.

Any employees who have difficulty complying with this Policy shall advise their Supervisor who will arrange for a confidential referral service to a Medical Practitioner or other appropriate services for treatment and/or rehabilitation.

LUKE VAN BEEK
Head of People
Austral Construction Pty Ltd

Updated: April 2023
Next Review: April 2025
Revision: 12

This Policy shall be reviewed at least once every 2 years and be communicated to all site personnel during the site induction process and posted in site offices and lunchrooms and be made available to relevant interested parties

