

Drug and Alcohol Policy

The use of drugs and alcohol can impair judgment, coordination, and reaction times, leading to increased risks of accidents and injuries. A clear policy helps maintain a safe working environment by reducing these risks. We are committed to providing a safe, healthy, and productive work environment. To achieve this, we maintain a strict policy regarding the use of drugs and alcohol in the workplace.

1. The use, possession, distribution, or sale of illegal drugs or alcohol on company premises or while conducting company business is strictly prohibited. Employees must not report to work under the influence of drugs or alcohol.
2. Employees using prescription or over-the-counter medications that may impair their ability to perform their job safely must notify their supervisor. Appropriate accommodations will be made where necessary.
3. Employees may be required to undergo drug and alcohol testing under the following circumstances:
 - Pre-employment screening
 - Post-accident or incident
 - Reasonable suspicion based on observable signs or behaviors.
 - Random testing, where applicable and legally permissible

All drug and alcohol test results and related information will be kept confidential and shared only with those who have a legitimate need to know. Violations of this policy may result in disciplinary action up to and including termination of employment. Employees refusing to undergo testing may also face disciplinary action. We encourage employees with drug or alcohol dependencies to seek help. Assistance programs and resources are available through the company's Employee Assistance Program (EAP).

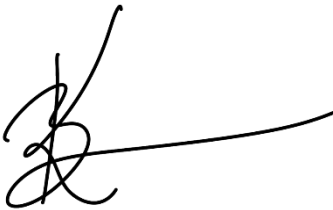
Responsibilities

Management: Ensure the policy is communicated, understood, and enforced consistently. Lead by example and address any issues promptly and confidentially.

Employees: Adhere to the policy, report any violations or safety concerns, and seek help if struggling with substance abuse.

Kayne Buik

Managing Director



Densil Ugle

Managing Director



Signed Date 24/05/2024.