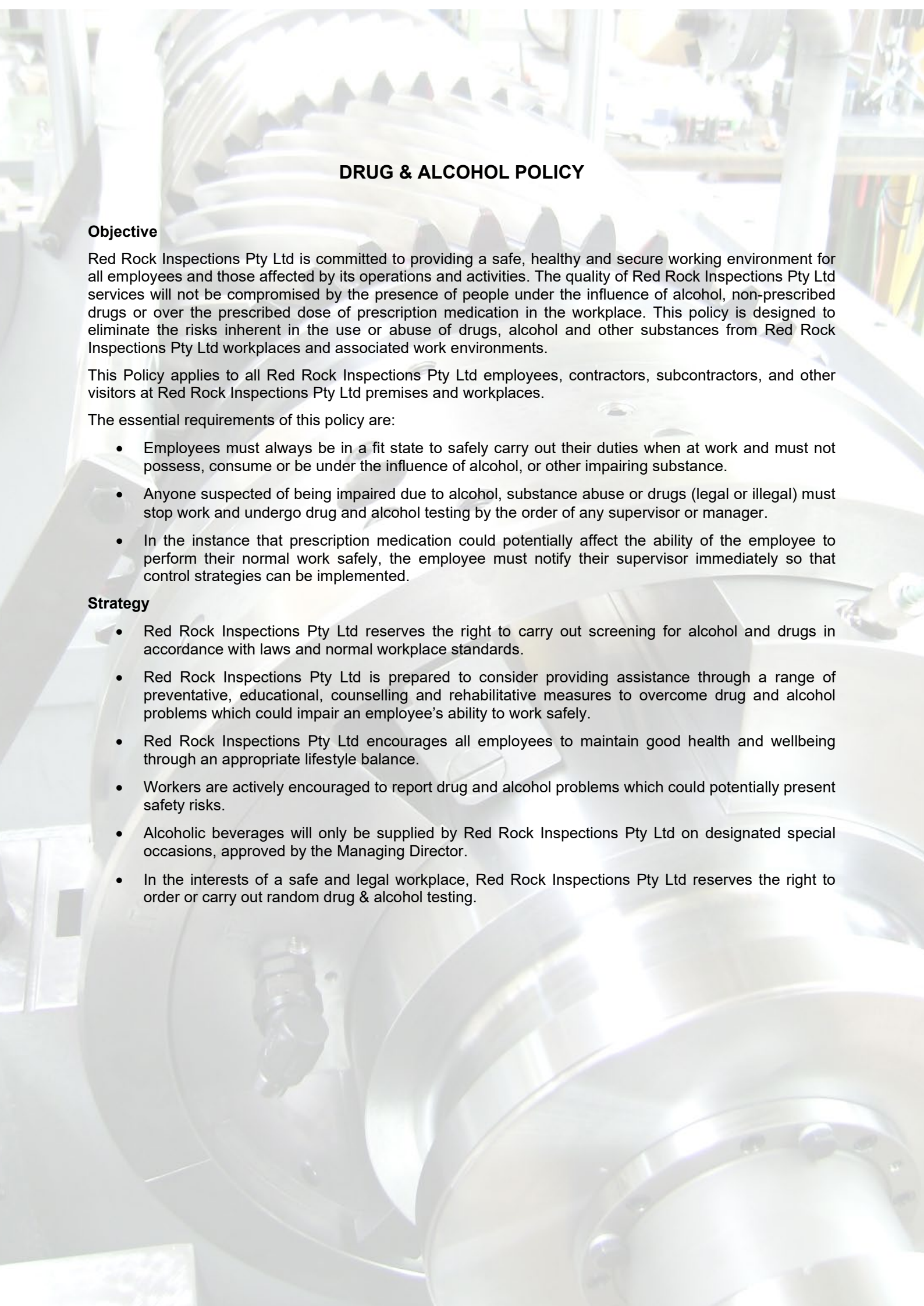




DRUG & ALCOHOL POLICY

Objective

Red Rock Inspections Pty Ltd is committed to providing a safe, healthy and secure working environment for all employees and those affected by its operations and activities. The quality of Red Rock Inspections Pty Ltd services will not be compromised by the presence of people under the influence of alcohol, non-prescribed drugs or over the prescribed dose of prescription medication in the workplace. This policy is designed to eliminate the risks inherent in the use or abuse of drugs, alcohol and other substances from Red Rock Inspections Pty Ltd workplaces and associated work environments.

This Policy applies to all Red Rock Inspections Pty Ltd employees, contractors, subcontractors, and other visitors at Red Rock Inspections Pty Ltd premises and workplaces.

The essential requirements of this policy are:

- Employees must always be in a fit state to safely carry out their duties when at work and must not possess, consume or be under the influence of alcohol, or other impairing substance.
- Anyone suspected of being impaired due to alcohol, substance abuse or drugs (legal or illegal) must stop work and undergo drug and alcohol testing by the order of any supervisor or manager.
- In the instance that prescription medication could potentially affect the ability of the employee to perform their normal work safely, the employee must notify their supervisor immediately so that control strategies can be implemented.

Strategy

- Red Rock Inspections Pty Ltd reserves the right to carry out screening for alcohol and drugs in accordance with laws and normal workplace standards.
- Red Rock Inspections Pty Ltd is prepared to consider providing assistance through a range of preventative, educational, counselling and rehabilitative measures to overcome drug and alcohol problems which could impair an employee's ability to work safely.
- Red Rock Inspections Pty Ltd encourages all employees to maintain good health and wellbeing through an appropriate lifestyle balance.
- Workers are actively encouraged to report drug and alcohol problems which could potentially present safety risks.
- Alcoholic beverages will only be supplied by Red Rock Inspections Pty Ltd on designated special occasions, approved by the Managing Director.
- In the interests of a safe and legal workplace, Red Rock Inspections Pty Ltd reserves the right to order or carry out random drug & alcohol testing.