

DRUG & ALCOHOL POLICY

Drug or alcohol abuse causes short and long term impairment to a person's work performance; it can impact on their safety and health, and may even impact on the safety of others at a workplace. To eliminate risks associated with drug and alcohol abuse and to assist in Pindan's commitment to providing a safe, healthy and productive workplace, the following is prohibited at Pindan workplaces:

- > Undertaking high risk work duties or work at high risk workplaces under the influence of drugs or alcohol;
- > Driving a motor vehicle under the influence of drugs or alcohol on construction site;
- > Driving a motor vehicle under the influence of drugs or with a blood alcohol level over 0.000 BAC while at work or travelling to and from work;
- > Illegal drug use or drug use that impairs an individual's capacity to perform their duties, including their responsibility to work safely;
- > Operating plant and equipment while under the influence of drugs or alcohol; and
- > The provision of alcohol to a person(s) under the legal age limit.

Objectives

In enforcing the prohibitions above, Pindan manages the risks associated with the use of drugs and/or alcohol in the workplace in a way that is consistent and fair to all employees. More specifically, Pindan's objectives include:

- > Provision and maintenance of a safe, healthy and productive workplace;
- > Promoting awareness of the risks associated with drugs or alcohol abuse;
- > Preclusion from employment of individuals who test positive to the Pindan Pre-Employment Medical Assessment drug screen component;
- > Ensuring that consultation remains confidential between management and employees in the ongoing prevention, education, counselling and rehabilitation of employees affected by drug or alcohol use; and
- > Adhering to the Pindan Drugs & Alcohol Procedure and its codes of behaviour that support this policy.

Pindan is committed to providing safe, healthy and productive workplaces. It is well recognised that drugs and/or alcohol affect a person's health and their ability to perform tasks safely and productively.

Pindan shares community concern over the harmful physical, behavioural and social effects of drugs and/or alcohol and the overall human and economic cost of dependence or abuse.



To ensure Pindan's commitment to a safe, healthy and productive workplace, all managers shall promote and comply with this Policy and the Pindan Drugs & Alcohol Procedure which includes mandatory codes of behaviour. All employees, subcontractors or other visitors to Pindan workplaces shall abide by the provisions of this Policy as a condition of employment or contract.

A handwritten signature in black ink, appearing to read 'Tony Gerber'. The signature is stylized and somewhat abstract, with overlapping loops and a long horizontal stroke at the end.

Tony Gerber
Managing Director
June 2020