



DRUGS & ALCOHOL POLICY

Australian Post-Tensioning Pty. Ltd. recognises the importance of a safe and healthy working environment.

This policy applies to all employees and sub-contractors employed by AusPT.

The key points of this policy are that:

- The possession, selling or consumption of illicit or non-prescribed drugs is prohibited;
- Employees must not be under the influence of illicit, prescribed, or non-prescribed drugs or alcohol to a level where it could risk injury.
- The consumption of alcohol is prohibited in vehicles or within any site.
- When Company hosted social and business functions are held the consumption of non-alcoholic and low alcohol beverages will be encouraged.

The company will:

- At the request of any employee provide reasonable assistance including any necessary rehabilitation.
- Provide appropriate awareness and or training programs to employees on the effects of drugs & alcohol;
- Reserves the right to conduct drug and alcohol testing of those involved in a workplace incident or accident;
- Reserve the right to discipline any employee who breaches this policy.

A handwritten signature in blue ink, appearing to be 'A. Kiker', is written over a horizontal dotted line.

Andrew Kiker
Director