

DRUG AND ALCOHOL POLICY

The misuse of alcohol and medications, and the use of other drugs can have serious consequences in the workplace. Castle Drilling Company Pty Ltd has an obligation under the Workplace Health & Safety Act 1995 to provide a safe workplace. It shall therefore take action when the health or safety of people in the workplace is affected by substance misuse.

It is important to ensure all personnel are familiar with the workplace standard regarding fitness for work and promote a working environment that provides and maintains a safe and healthy work environment for all employees.

Castle Drilling Company Pty Ltd shall:

- Provide personnel with information, education and training;
- Accept that addiction to drugs and/or alcohol is an illness;
- Recommend how employees with drug and/or alcohol related problems can seek assistance;
- Ensure all management, supervisors and personnel understand their responsibilities in relation to the effects of alcohol, medications and other drugs in the workplace; and
- Create a safe and healthy work environment that is free from the hazards associated with drugs and alcohol.

Individuals shall ensure that any prescription or non-prescription medication is taken safely without risk of impairment.

All personnel including visitors shall be subject to random Drug & Alcohol Tests.