

## Drug and Alcohol Policy

ADCO, Kolbang and associated entities acknowledge that drug and/or alcohol misuse can affect a worker's ability to perform work safely. In line with our WHS Policy, we endeavour to protect all workers, assets, the public and the environment in which we conduct our business.

As such, all workers, and persons at our workplaces to not be impaired by any drug or alcohol misuse when performing any work or representing the company. Workers must not possess, consume, manufacture, sell or be under the influence of alcohol or illegal drugs whilst performing work for ADCO, Kolbang and associated entities or whilst within an ADCO, Kolbang and associated entities vehicle.

The possession, consumption, manufacture, sale or being under the influence of alcohol or illegal drugs whilst performing work for ADCO, Kolbang or associated entity is a breach of an individual's duty of care under Part 2, Division 4, Section 28 of the *Work Health Safety and Health Act 2020 (WA)*.

Along with the above, ADCO, Kolbang and associated entities:

- Aims to ensure that no person affected by illegal drugs or alcohol remains at the workplace;
- May conduct pre-employment drug and alcohol test before engaging any worker;
- May conduct random drug and alcohol tests of any worker;
- May conduct drug and alcohol tests of any worker who displays signs of being affected at any workplace
- May conduct drug and alcohol tests of any worker involved in an incident at the workplace
- Aims to provide reasonable assistance to workers who may experience genuine difficulty in conforming to this policy

Any person found to be in breach of this policy, may be subject to disciplinary action and/or dismissal from ADCO, Kolbang or associated entity.

**Approved by Adam Di Placido, Managing Director**



**March 2023**

This policy is available to all interested parties via the Company website.