

## **6.17 Drugs and Alcohol Policy**

The Group recognises that its own health is dependent upon the physical and physiological health of its employees. Accordingly, it is the right, obligation and intent of the Group to maintain a safe, healthy, and efficient workplace for all its employees, and to protect the Group's projects, property, plant, equipment, operations and reputation.

The Group aims to ensure a drug-free working environment, and to comply with criminal, civil and health and safety laws that relate to the maintenance of a workplace free from illegal drugs and alcohol.

It is best practice by the Group to deter the use or misuse of drugs and alcohol by employees in the workplace. Studies show that random testing is effective in reducing accidents, ill health and absenteeism. Random drug testing is administered to protect employees, as well as our customers and the public to ensure they are confident that employees are working coherently.

Our policy applies to all Group employees, including part-time workers, sub-contractors, service providers and agency workers. The Group notifies each employee by giving to them a written copy of the Drugs & Alcohol Policy and obtaining from them a written acknowledgement that this policy has been received read and understood. (Within their contract of employment).

Evidence of being under the influence of illegal or other non-prescription drugs during work hours in ANY working environment will be viewed as gross misconduct.