

Drug and Alcohol Policy

It is the policy of AWB to ensure that we fulfil our obligations as an employer under health and safety legislation by ensuring that workers do not place their own health and safety or the health and safety of others at risk. To achieve this, we are committed to providing and maintaining a working environment in which workers are not exposed to hazards arising from the use or abuse of drugs or alcohol either in the workplace or in other circumstances which may adversely affect the health and safety of themselves or others at work.

We will strive to ensure that all workers engaged by this company, either as employees or contractors, are in a fit condition to safely carry out their work, and that workers are not impaired in any way by the effects of drugs or alcohol use or abuse. To achieve this, no person will be allowed to enter a workplace or carry out work while suspected of being under the influence of or suffering from adverse effects of alcohol or drugs.

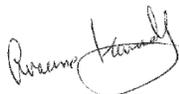
Instances of willful abuse of substances, whether legal or illegal, or trafficking of substances that are illegal and/or detrimental to the safe conduct of work are prohibited, and are cause for immediate termination of employment and removal from the workplace of the person or persons involved.

Workers must not exceed the blood alcohol content (BAC) limits set by AWB when on or in company workplaces. Random alcohol screening may be carried out to enforce this policy, as will testing of any person reasonably suspected to be affected in any way by alcohol use, and offenders subject to immediate appropriate disciplinary action. Workers must advise their supervisor if they are using any medication, and whether taking (or failing to take) the medication is likely to affect their safety or the safety of others at the workplace. All persons attending functions where alcohol consumption is expected to do so in a responsible and socially-acceptable manner.

Any use of illicit drugs or misuse of legal drugs will be considered to render a person unfit for work. Random drug screening and for causal testing may be carried out if any person is reasonably suspected to be adversely affected by drugs. To enforce this policy, offenders will face immediate appropriate disciplinary action. Possession or trafficking of illicit drugs will result in immediate dismissal and removal from company workplaces. Prescription drugs can present a non-negative result on drug tests, they are highly addictive and commonly abused and can adversely affect the user with improper use. All employees on AWB projects are required to notify their supervisor if taking prescription medication and be able to produce a prescription upon request.

This policy shall be reviewed periodically to ensure it remains relevant and appropriate to our business and is to be made available to employees and interested parties upon request and through its display in a prominent position at each location.

Policy Authorised by



Graeme Kennedy
Director
21st August 2018