



DRUG AND ALCOHOL POLICY

Gold Security Group (International) Pty Ltd (GSG) has a responsibility to provide a safe and healthy work environment for all workers.

GSG will implement and maintain a ZERO tolerance approach to the use of alcohol and illicit drugs in the workplace.

- This policy applies at all GSG workplaces and other situations where workers may be working or representing the company. All GSG employees and sub-contractors shall adhere to client's drug and alcohol policy and random screening process.
- GSG recognises that the inappropriate use of alcohol and/ or illicit drugs by a worker can lead to major deficiencies in an individual's work performance and behavior and it is a contributing factor to cause workplace accidents.
- It is the responsibility of all GSG employees to present fit for work. If a GSG employee is deemed unfit for work as a result of returning a non-negative test sample through any drug and alcohol testing mechanism (BrAC, saliva, urine or other), they shall be counselled by their immediate Manager, Supervisor or Team Leader and will be returned to their accommodation where the matter is investigated further. The investigation may result in summary dismissal of the worker.
- Where workers are taking prescribed or pharmacy drugs, they will not be breaching this policy. Workers must not misuse or abuse prescription drugs or pharmacy drugs and must take prescriptions in accordance with the instructions of their medical practitioner and normal directions applying to the use of those drugs to ensure a safe work environment.
- It is also each person's responsibility when taking prescription or pharmacy drugs to check with their medical practitioner about the effect of the drug their ability to drive vehicles, operate machinery and safely perform their normal work duties.
- All GSG employees that are involved in a vehicle accident at work will be "for causal" tested immediately after the accident. Employees that are involved in a vehicle accident are NOT to drive the vehicle after the accident.
- GSG is committed to providing ongoing education and awareness about the risks of alcohol and drug abuse. GSG Management will ensure this policy is made available to all workers and provide them with an opportunity to give feedback in regards to this policy.

*This policy will be reviewed in consultation with relevant stakeholders on a regular basis
This policy will be made available for public access via our website at: www.goldsec.com.au*

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